

**Tennessee Department of
Children's Services
FY 2020 - 2021**

**Title VI Compliance Report and
Implementation Plan**



Jennifer Nichols, Commissioner

Donovan Haynes, Title VI Coordinator

September 24, 2021

Tanya Webster, Title VI Compliance Director
Tennessee Human Rights Commission
William Snodgrass Building
312 Rosa L. Parks Avenue, 23rd Floor
Nashville, TN 37243

Dear Ms. Webster,

Please find herein the Department of Children's Services' Title VI Compliance Report and Implementation Plan for the period of July 1, 2020 thru June 30, 2021. The plan is submitted in compliance with Public Chapter 502, as passed by the Tennessee General Assembly.

If you require further information, please contact me at (615) 741-8422 or you may email me at donovan.haynes@tn.gov.

Sincerely,

A handwritten signature in blue ink, appearing to read "Donovan Haynes", is written over a light blue horizontal line.

Donovan Haynes
Affirmative Action Director

SECTION I

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**TENNESSEE DEPARTMENT OF CHILDREN’S SERVICES
TITLE VI IMPLEMENTATION PLAN
FY 2020 -2021**

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SECTION II

Overview of the Department of Children's Services

DCS Vision and Mission

Introduction/Department Overview

DCS Commissioner

Organizational Chart

Department Structure by Region



Department of Children's Services

Vision

Leading the way for safety and permanency in the lives of children and families by championing excellence in service.

Mission

Our mission is to empower families and support community safety and partnerships to help ensure safety, permanency and wellbeing for children.

Values

Integrity - The Department values honor, respect, trustworthiness and principled action.

Commitment to Excellence - The Department expects peak performance from all levels of staff, every day, in every degree.

Diversity - The Department respects, celebrates and seeks to maintain the integrity of all cultures.

People - The Department values all people, promoting partnerships between staff, families and community partners in order to create a comprehensive network of services.

Family Focused - The Department takes a strengths-based service approach, coordinating with family members as well as professionals and others to form an all-inclusive team promoting stability and permanence for children.

Community Partnerships - The Department actively engages community stakeholders.

Safety - The Department makes every effort to ensure the safety of children, families, staff and the community.

Employee - The Department strives to create a work environment that allows for personal and professional growth, affording each employee a high quality of life. The Department will also respect and promote each staff member's personal family interests recognizing that we must have the opportunity for safety and stability in our own lives before we can adequately and appropriately serve others.



Overview of the Department of Children’s Services Compliance Program

INTRODUCTION/DEPARTMENT OVERVIEW

The purpose of this Department of Children’s Services (DCS) Compliance review and Implementation Plan is to meet the implementation planning and reporting requirements of Tennessee Code Annotated, § 4-21-203 et seq. and Tennessee Code Annotated, § 4-21-901 et seq. The intent of this plan is to reflect DCS efforts and commitment to foster the intents of and ensure compliance with Title VI of the Civil Rights Act of 1964.

Title VI of the Civil Rights Act of 1964, as codified in 42 U.S.C. § 2000d, states that:

“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 subject to discrimination under any program or activity receiving federal financial assistance.”

The Department of Children’s Services leads the way for safety and permanency in the lives of children and families by championing excellence in service and is the state child welfare agency which provides these services for children and families of the state of Tennessee. This Department spans the State of Tennessee with a network of service units located in twelve (12) regions represented in every county. The Department of Children’s Services’ primary mission is to empower families and support community safety and partnerships to help ensure safety, permanency, and well-being for children.

The Tennessee Department of Children’s Services is a recipient of federal financial assistance and in accordance with the provision of 42 U.S.C. § 2000d et seq., is committed to the spirit and practice of Title VI. The Department of Children’s Services further recognizes that the requirements of Title VI of the Civil Rights Act of 1964 are applicable to all of the operations of this Department and to any entity to which federal funded financial assistance is extended. (U.S.C. § 2000d-4a and The Civil Rights Restoration Act of 1987).

The Department's primary duty under Title VI is to ensure that its own service programs and activities are offered without discrimination on the basis of race color or national origin. Additionally, the Department respects, celebrates, and seeks to maintain the integrity of all cultures. A secondary duty is to assure Title VI compliance by those sub-recipients of federal funds distributed through DCS.



Jennifer Nichols, Commissioner

TN Department of Children's Services

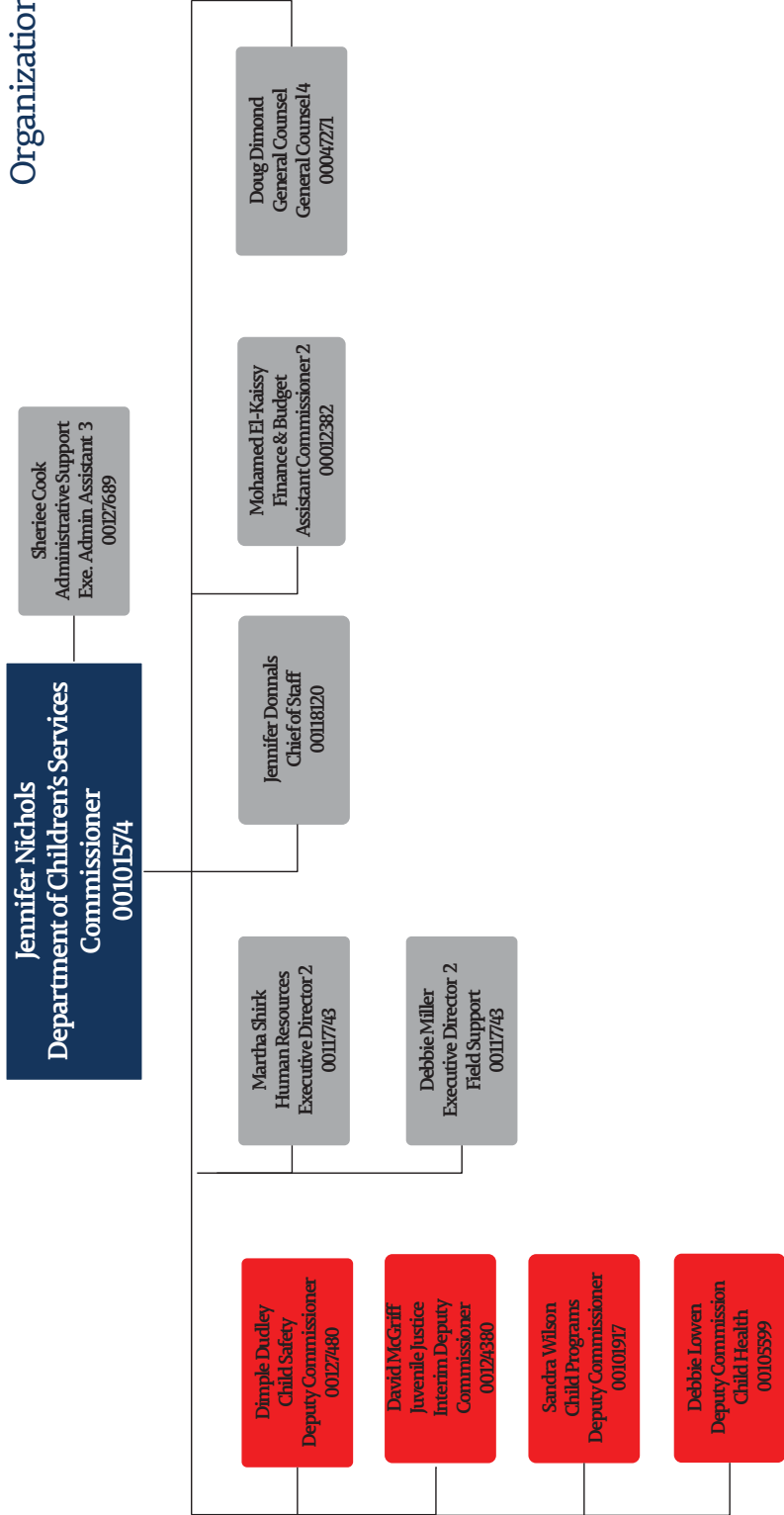
Governor Bill Lee appointed Jennifer Nichols to be the Commissioner of the Department of Children's Services in January 2019.

Prior to joining DCS, Ms. Nichols served as an Assistant District Attorney General in Shelby County for over 20 years. During her tenure at the DA's Office, she was the Deputy District Attorney, or first assistant, to the District Attorney General where she supervised the day-to-day operations of the office and its employees. Before being named as Deputy, she served as the Chief Prosecutor over the Special Victims Unit. There she supervised and handled child homicides, child physical abuse, child sexual abuse, elder abuse, and other special projects. In that role, she worked closely with Department of Children's Services as well as, law enforcement.

In addition to her work at the District Attorney General's Office, Governor Haslam appointed Ms. Nichols to the bench as a Criminal Court Judge in Shelby County in January 2018, where she presided until September 2018.

Ms. Nichols is a graduate of the University of Alabama and the Cumberland School of Law at Samford University. She passed the Florida Bar in 1988 and practiced law in Orlando before joining the DA's office in Memphis in 1991. Ms. Nichols was also an Adjunct Professor at the University of Memphis law school from 2012 through 2018, where she taught mostly third year law students in the skills class, Trial Advocacy.

Administration
Organizational Framework





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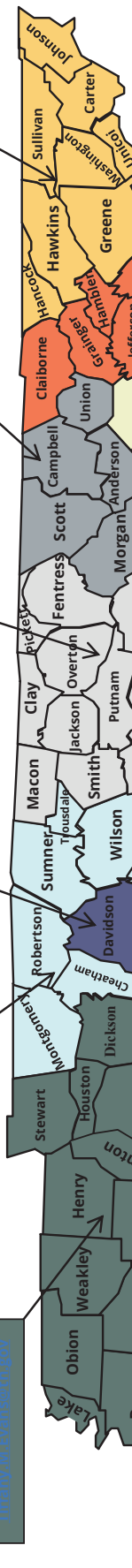
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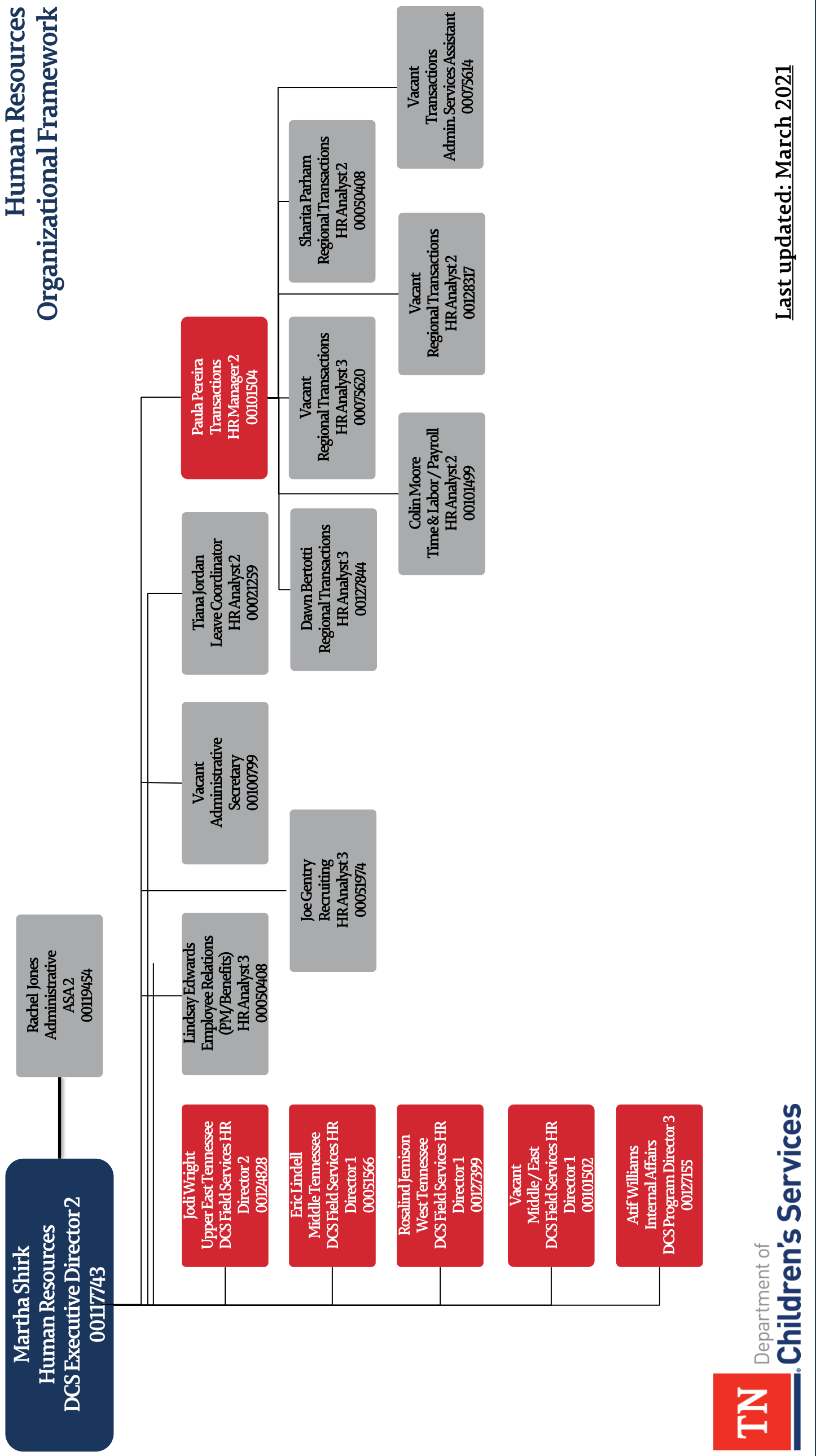
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Human Resources Organizational Framework



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Rebekah Bowlin
Northwest Region
HR Analyst 3
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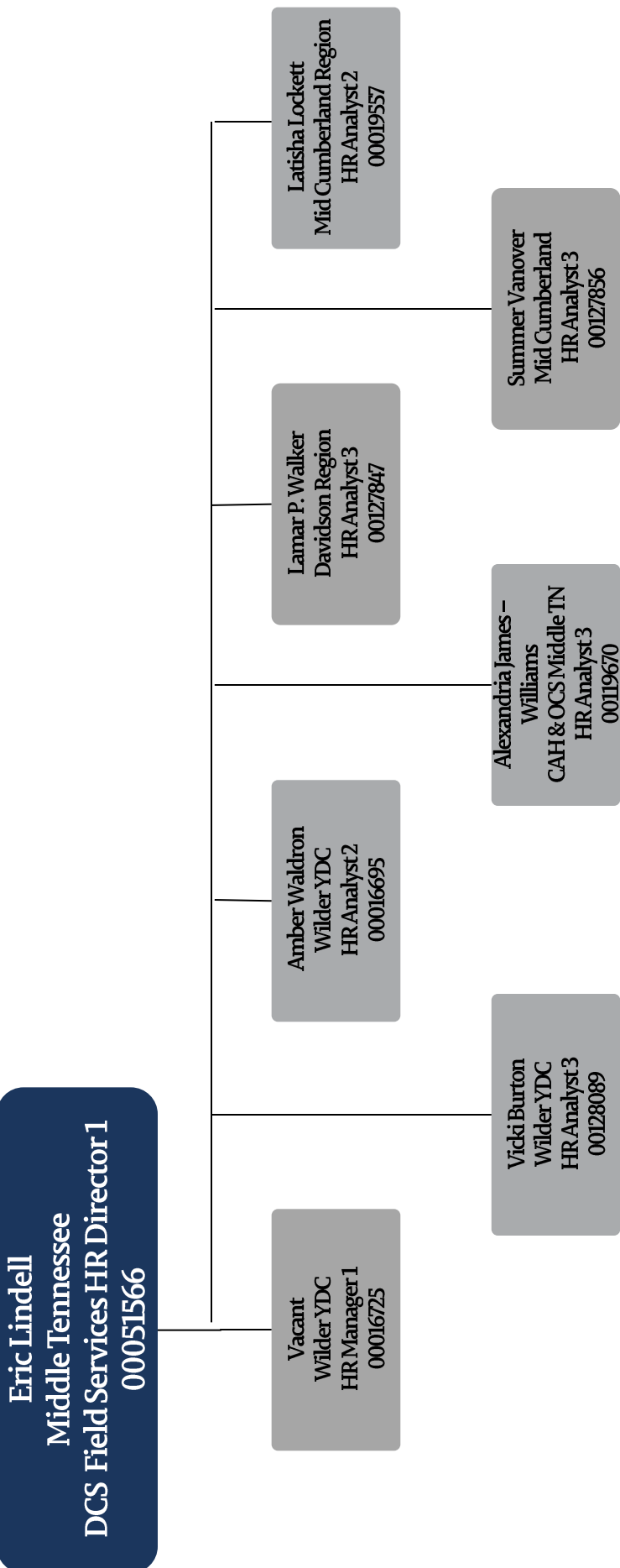
LaToya Franklin
Shelby Region
HR Analyst 2
00051645

Stephanie Johnson
Shelby Region
HR Analyst 2
00049524



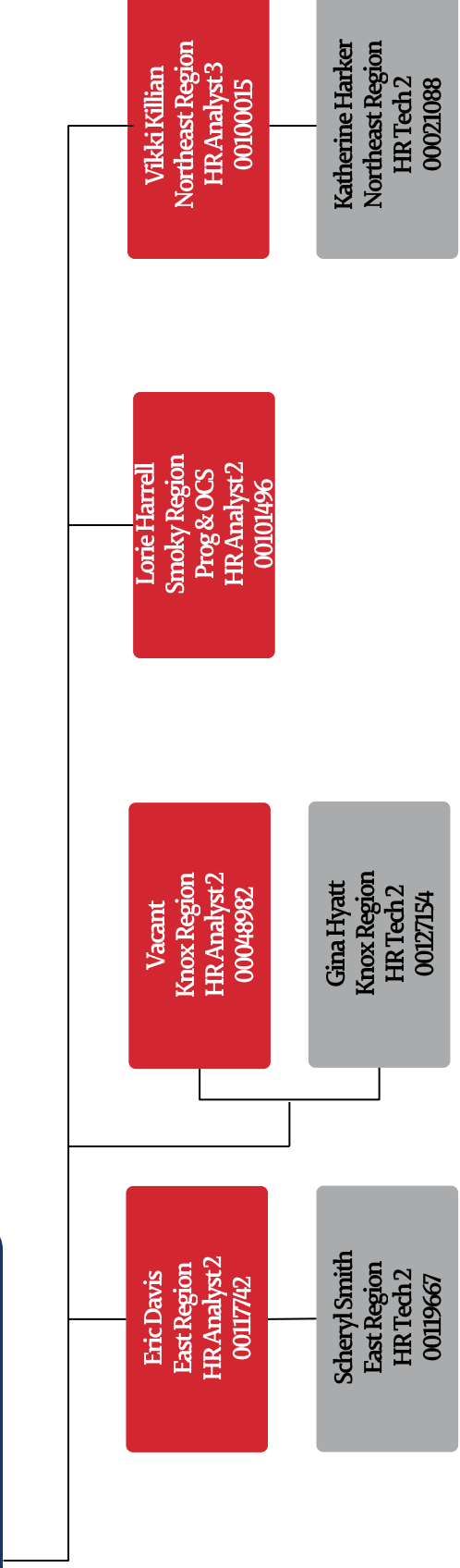
Human Resources Organizational Framework

Human Resources Organizational Framework

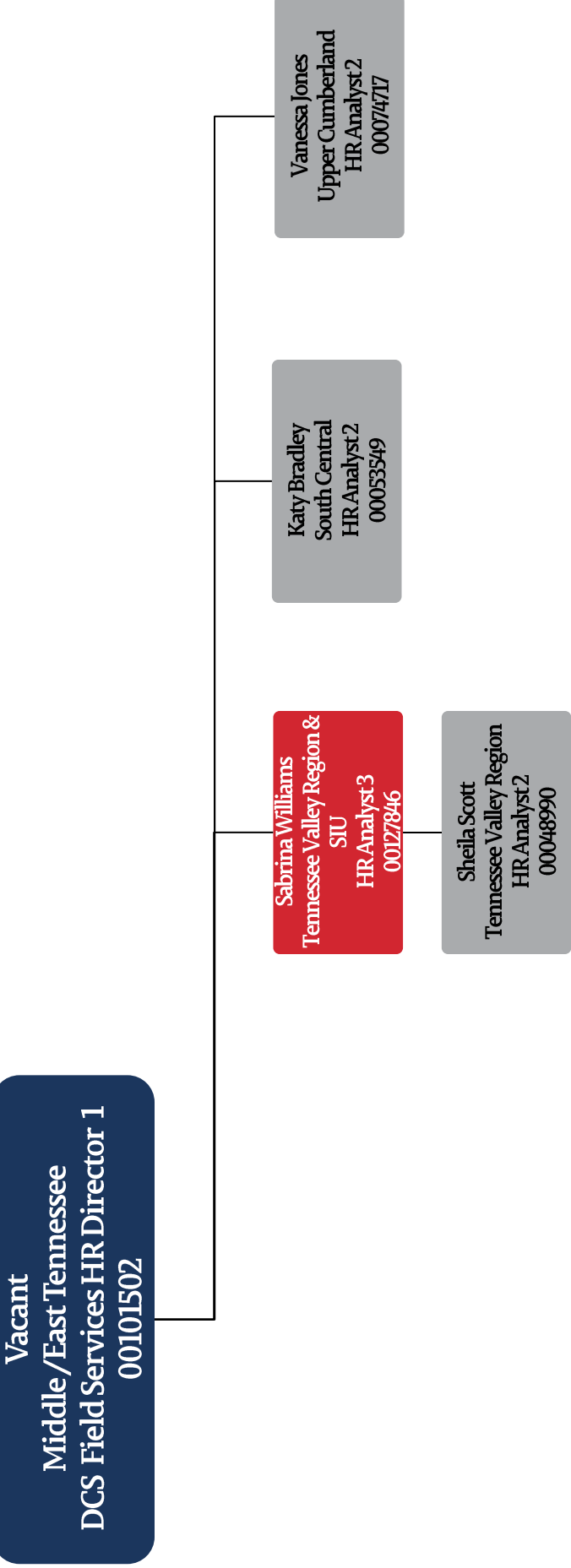


Jodi Wright
Upper East Tennessee
DCS Field Services HR Director 2
00124828

Human Resources Organizational Framework

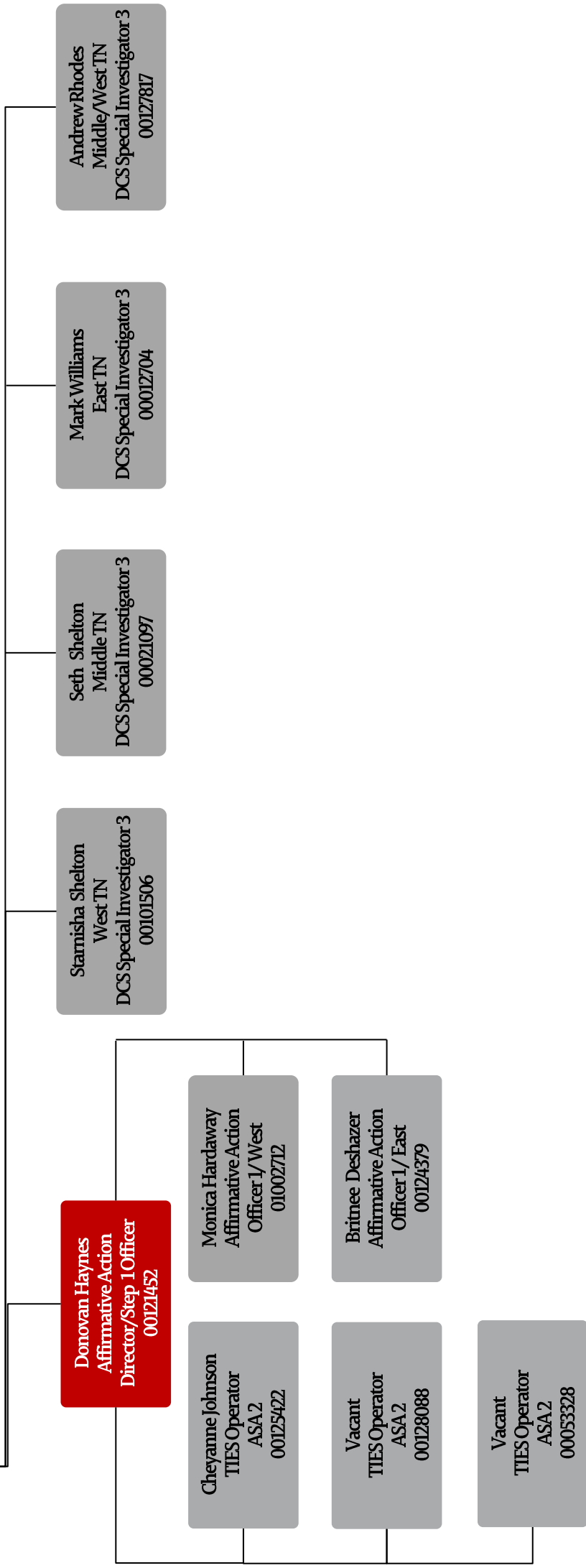


Human Resources Organizational Framework

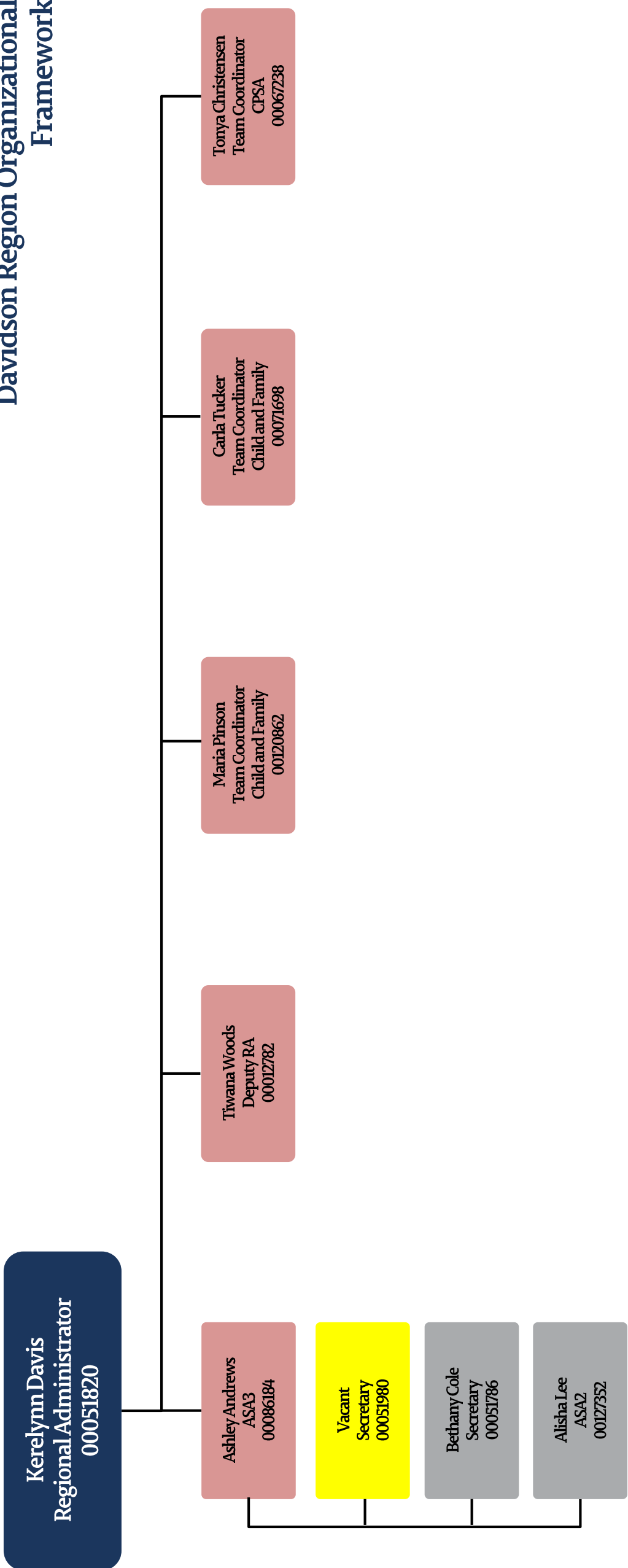


Atif Williams
Internal Affairs
DCS Program Director 3
00124828

Internal Affairs Organizational Framework



Davidson Region Organizational Framework



Tiwana Woods
Deputy Regional
Administrator
00012782

Hayes O'Donnell
CM2
Data Coordinator
00119232

Kewonnie McNeil
CM3
00012784

Chiquita Reams
Team Coordinator
Facilitation/FPSU/
Placement
00051633

Courtney Ford
Team Coordinator
FCIP/FSS
00052592

Last updated: December 2020

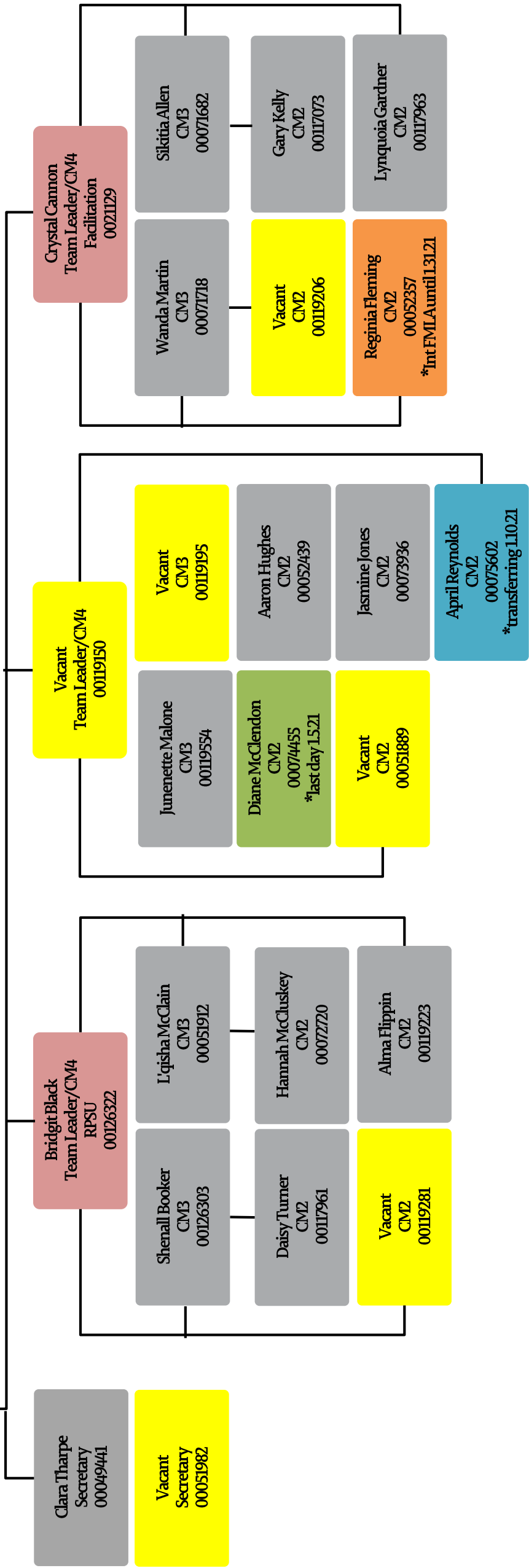


Department of
Children's Services

Davidson Region Organizational Framework

Chiquita Reams
Team Coordinator
RPSU/Placement
00051633

Last updated: December 2020



Department of
Children's Services

Davidson Region Organizational Framework

Maria Pinson
Team Coordinator
Child and Family
00120862

Vacant
Secretary
00120284

Kelly Coutts
Team leader/CM4
00121385

Heather Seabrooks
CM3
00119287

Ashley White
CMI
00117933

Faith Holmes
CM2
00051886

Amany Kamel
CM2
00119228

Vacant
CM2
00051906

Scarlett Ridgewell
CMI
00119235

Tommy Eckles
Team Leader/CM4
00117132

Vacant
CM3
00021321

Vacant
CMI
00117074

Vacant
CMI
00119207

Kyle Scott
CMI
00117076

Jessica Fuqua
CMI
00012702

Brenna Adams
CMI
00051927

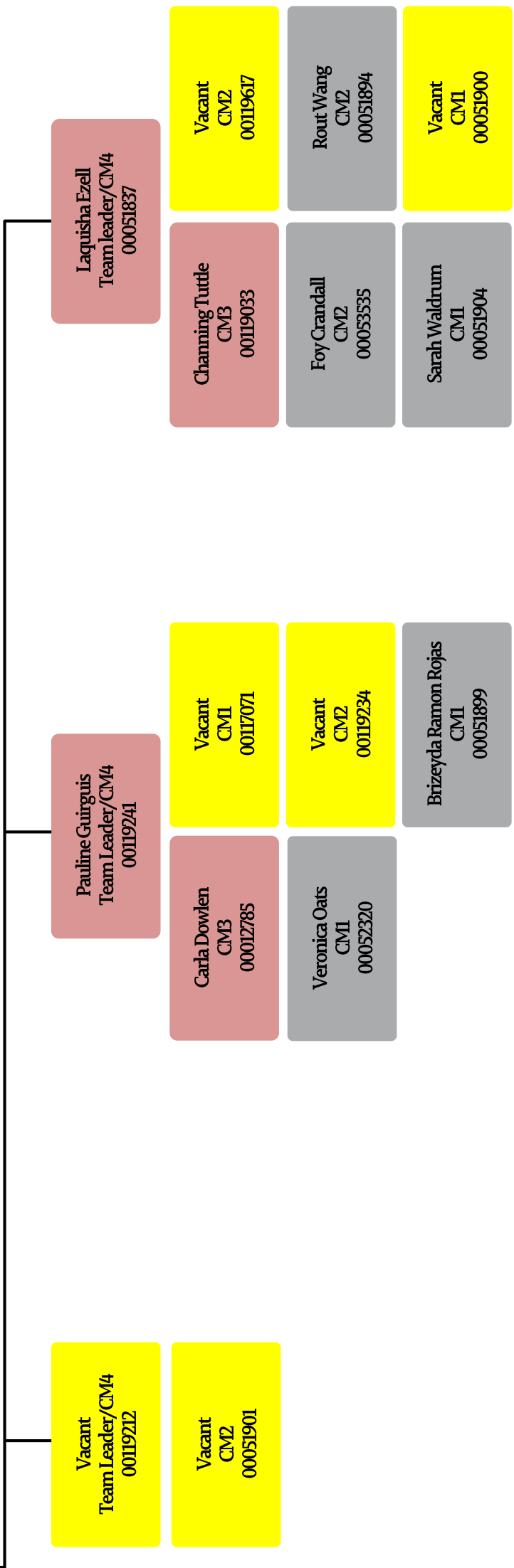
Dennis Witherspoon
CM2
00117072

Last updated: December 2020



Maria Pinson
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Child and Family
00120862

Last updated: December 2020



Department of
Children's Services

Davidson Region Organizational Framework

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Leny Crowell
Secretary
00048095

Deborah Diaz
Team Leader/CM4
01004654

Valisa Holland
CMB
00021184

Vacant
CMZ
00051865

Vacant
CSA
00074735

April Reynolds
CMZ
00119240
*transferring 1.10.21

Nyah Cade
CMZ
00051888

Vacant
CMZ
00119231

Tonya Russell
Team Leader/CM4
00051836

Josephine Kasummu
CMB
00012804
*FMLA until 2.20.21

Vacant
CMI
00119216

Vacant
DCS Corporal
00126332

Reba Terry
CMZ
00119246

Ryan Depew
CMI
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Lauren Mayo
CMI
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Carla Tucker
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Last updated: December 2020

Kenya Stinson-Sanders
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Daisha Evans
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Vacant
CMI
00119238

Vacant
CM2
00053264

Nakeda Burrow
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Teena Newsome
CM3
00021171
*FMLA until 12.25.20

Cassandra Winslow
CM2
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Vacant
CMI
00119615

Vacant
CMI
00051885

Vacant
CMI
00119236

Latrecia Morris-Clay
Team Leader/CM4
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Roger Bowser
CM3
00100926

Shatelle Stafford
CM2
00051850

Aaron Wallenburg
CMI
00119289

Raymond Hand
CMI
00119229
*last day 12.18.20

Vacant
CM2
00119230

Vacant
CM2
00126308



Courtney Ford
Team Coordinator
FSS/FCIP
00052592

Margaret Granderson
Secretary
00126543

Adriane Stewart
Team Leader/CM4
FSS/FCIP
0051834
*FMLA until 1.6.21

Kyla Aladenika
CM3
00126337

Christina Franklin
CM2
00126327

Talia McCarty
CMI
00126336

Morgan Monroe
CMI
00126324

Vacant
CMI
00073920

Vacant
CMI
00126339

Vacant
CMI
00073919

Kristen Samford-Walker
CMI
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Vacant
Team Leader/CM4
FSS/FCIP
00119226

Vacant
CM2
00126293

Kym Getthers
Team Leader/CM4
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00051823

Arielle Walker
CM3
00119194

Laquasha Gough
CMI
00051913

Candace Brooks
CMI
00126315

Ashley Nunnally
CM2
00126334

Jevonna Holbert
CMI
00126326

Anah Sinkfield
CMI
00126320

Vacant
CMI
00074550

Malcom Walker
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Last updated: December 2020

Courtney Ford
Team Coordinator
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Last updated: December 2020

Shatina Marshall
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Naiya Morris
CM2
00021269

Cameron Crawford
CM2
00127789

Sandy Jones
Team Leader/CM4
Placement
00051828

Alisha Holder
CM3
00126316
*Int FMLA until 1.27.21

Destiny Haddix
CM2
00126338

Paul Nix
CM2
01001811

Leiya Smith
CM2
00117070

Tabitha Stevenson
CM2
00127798

James Wilkins
Team Leader/CM4
FSS/FCIP
00117029
*last day 12.1.20

Vacant
CM3
00119202

Courtney Rabon
CMI
00012788

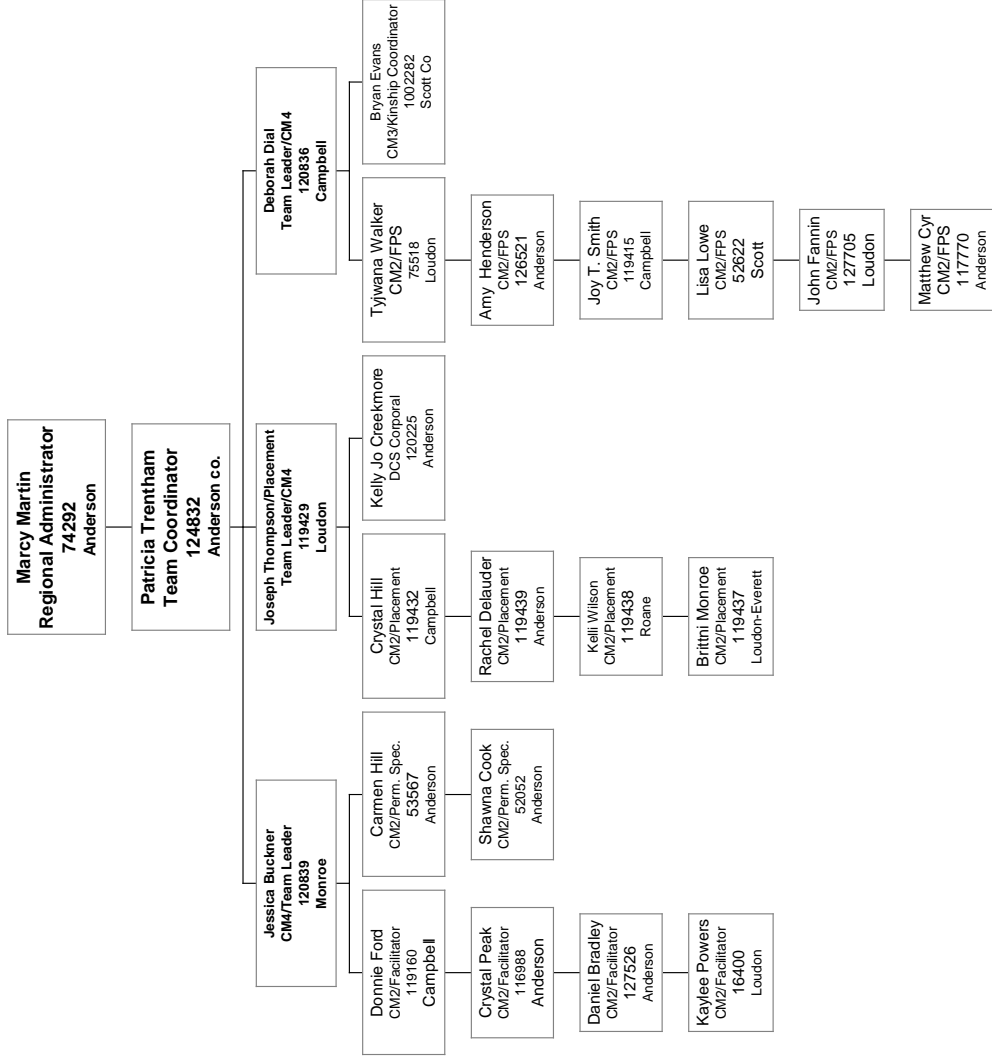
May Ho
CMI
00073935

Rebekah Rowe
CM2
00126323
*last day 12.18.20

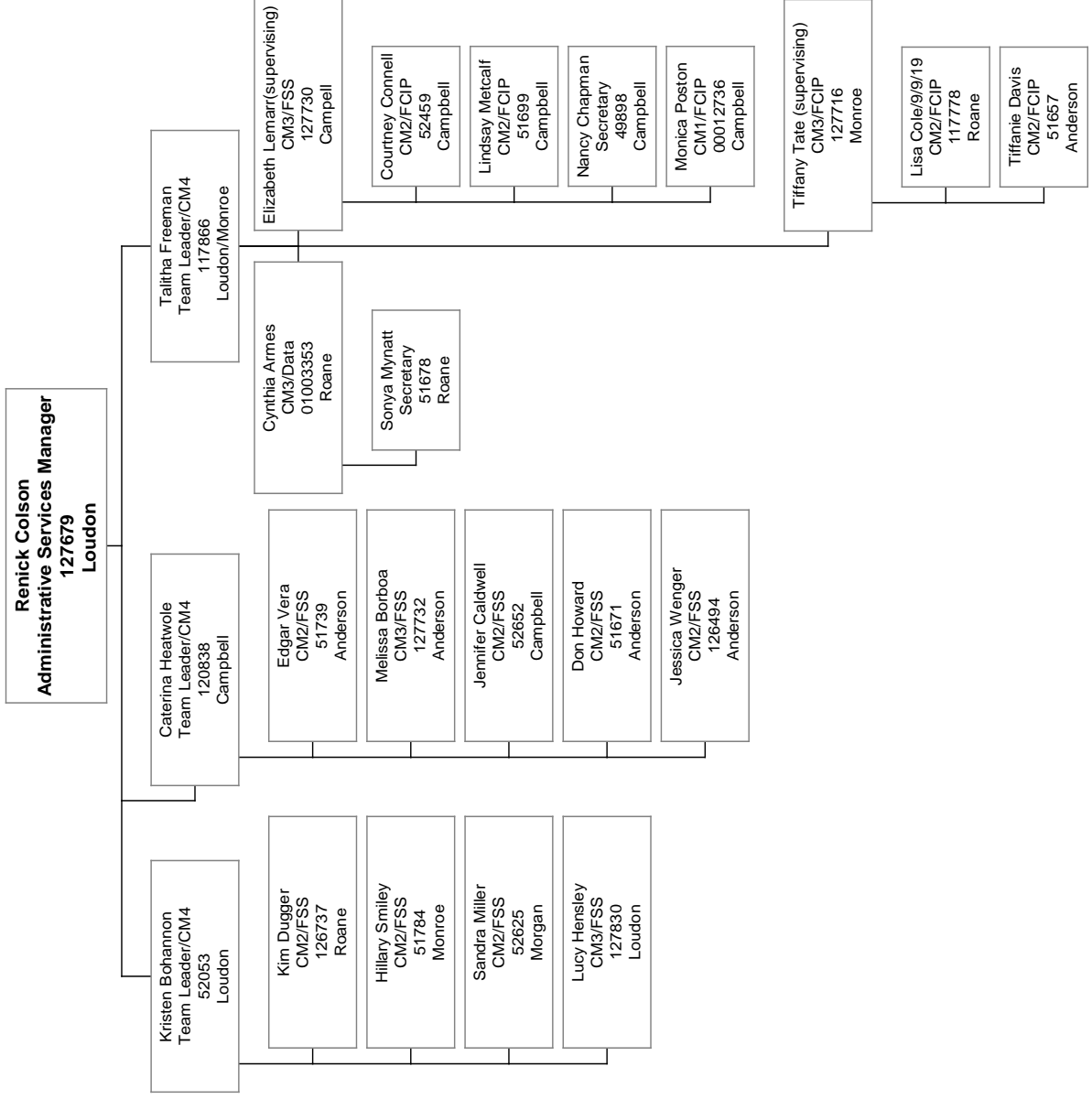
Chaneice Jackson
CMI
00126317



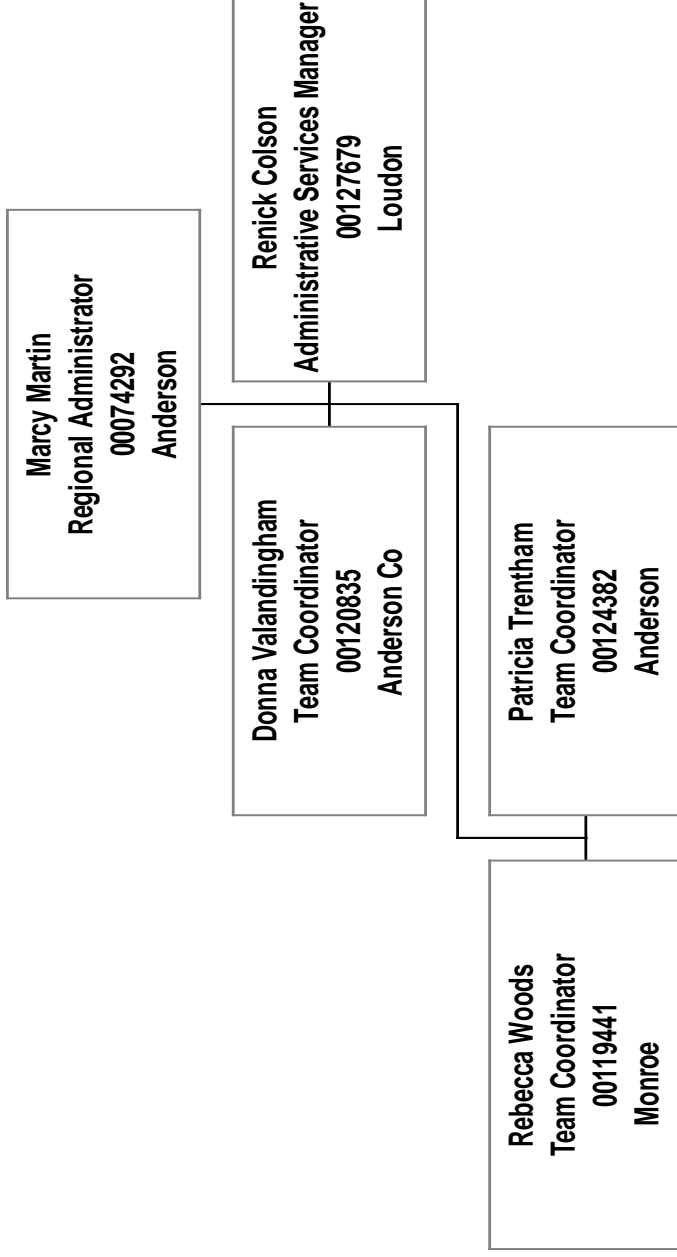
Regional Administrative Unit



Regional Administrative Unit



Department of Children's Services East Tennessee Region Administration



Loudon, Monroe, Morgan, Roane, and Scott

Shannon Forrester
Team Leader/CM4
119366
Loudon

Tiffany Hickey
Team Leader/CM4
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Monroe

Jessica Howard
Team Leader/CM4
52619
Roane

Shawna Bertram
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52651
Scott

Pam Fraley
ASA2
127821
Anderson

Kaitlin Bosomworth
CM2/FC
117802
Loudon-Sneed

Charlotte Hollinghead
Secretary
52536
Monroe

Kaitlyn Stutz
CM2/FC
73901
Roane

Melinda Duncan
Secretary
52659
Scott

Kara Clare
CM2/FC
117776
Loudon

Kayla Hurn
CM 2/FC
119364
Monroe-Beaty

Vacant
CM1/FC
52621
Roane

Amanda Byrd
CM 3/ FC
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:Scott

Anna Ibrahim
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1004627
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Deborah Pritchett
CM1/FC
119409
Monroe

Carmen Baharona 7/15/19
CM2/FC
116999
Roane

Kristy Carson
CM2/FC
119373
Scott

Vacant
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Loudon

Jamie Rhea
CM2/FC
119156
Monroe

Brandi Lawson
CM3/FC
01002283
Roane

Sheri Washam
CM2/FC
127742
Scott

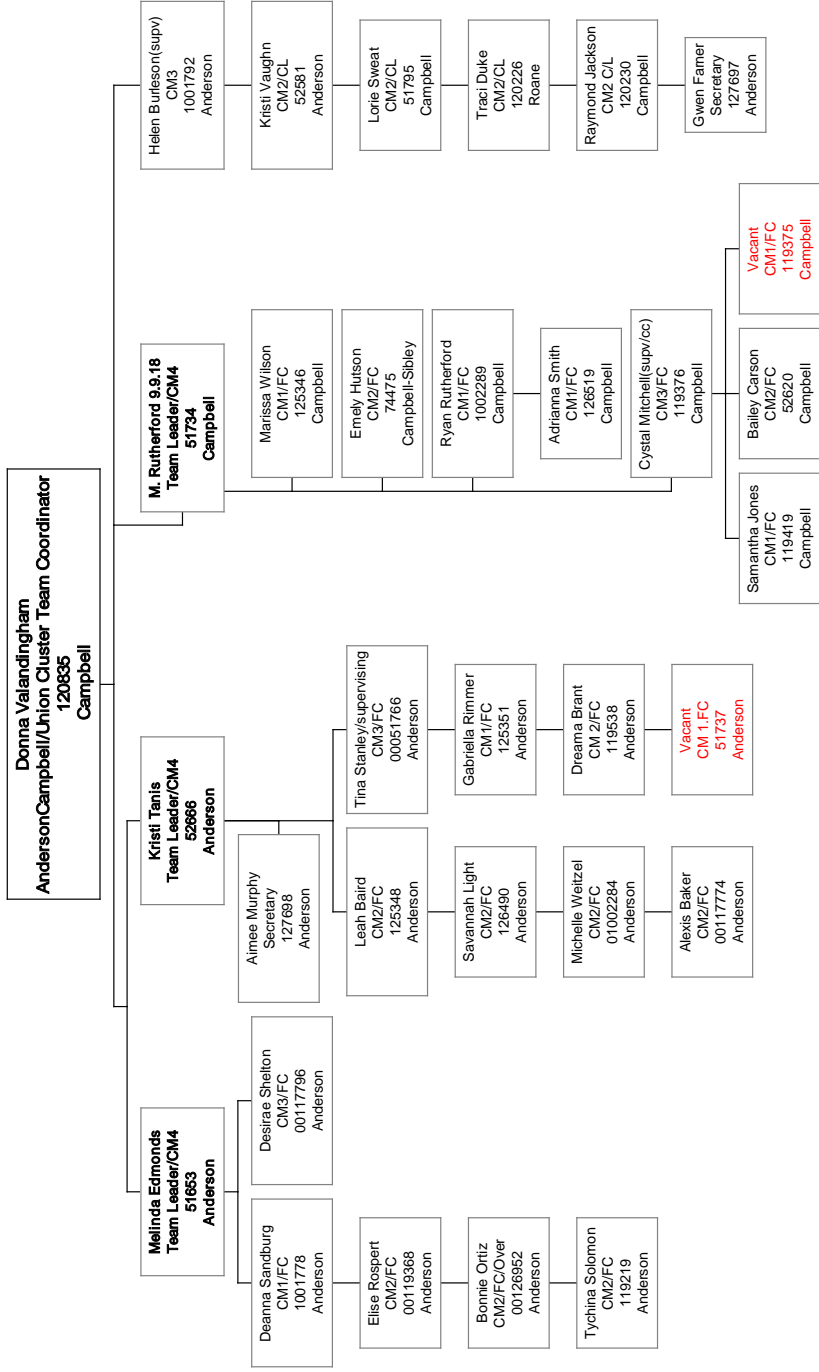
Mindee Marshall
Secretary
127699
Loudon-Kinsey

Vacant
CM1/FC
51708
Monroe

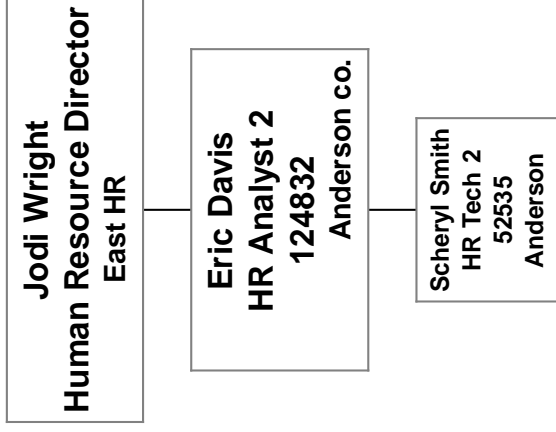
Tabitha Davis
CM2/FC
52655
Scott

LaRanda Cummings
CM2/FC
127735
Loudon

Anderson, Campbell and Union

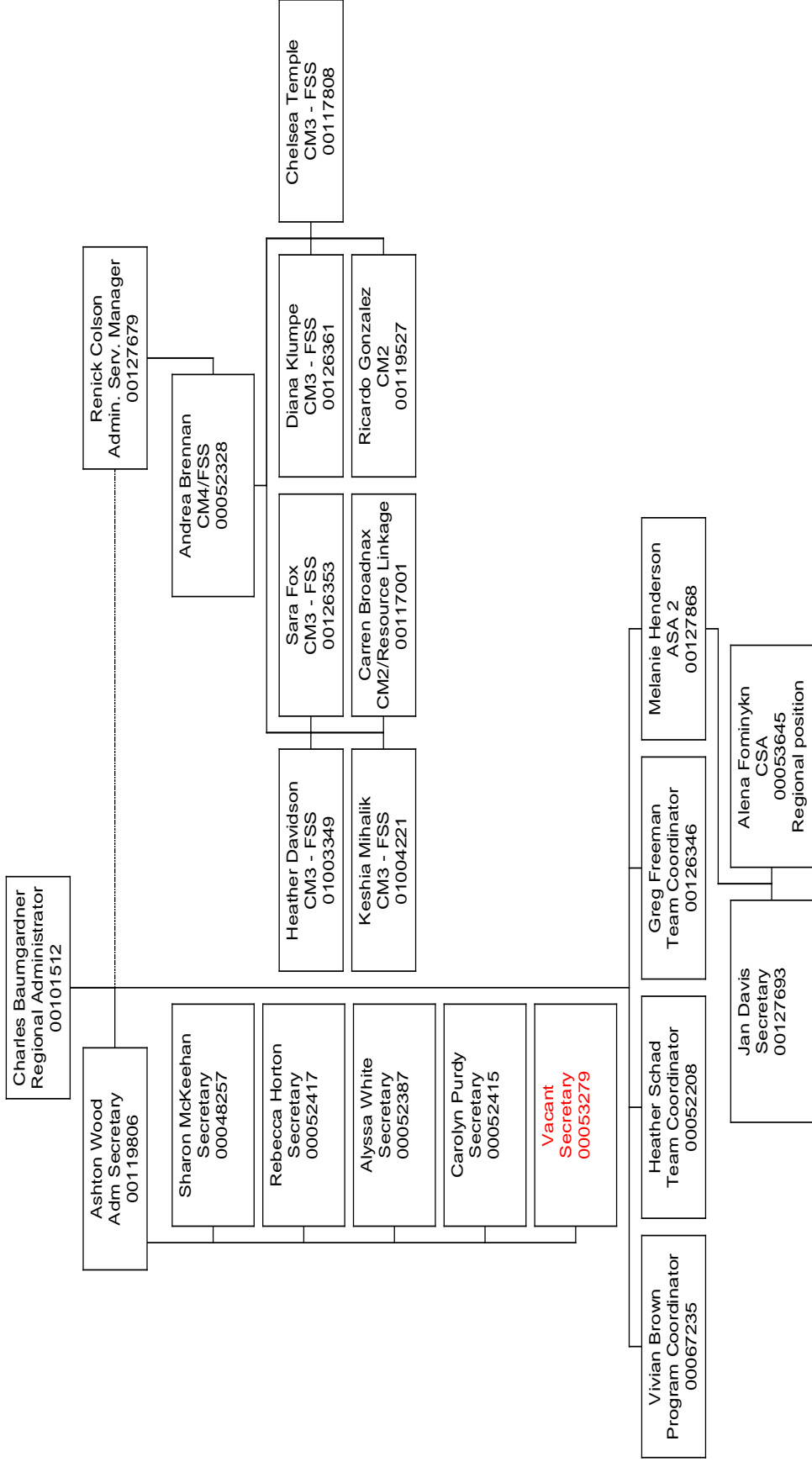


Human Resources



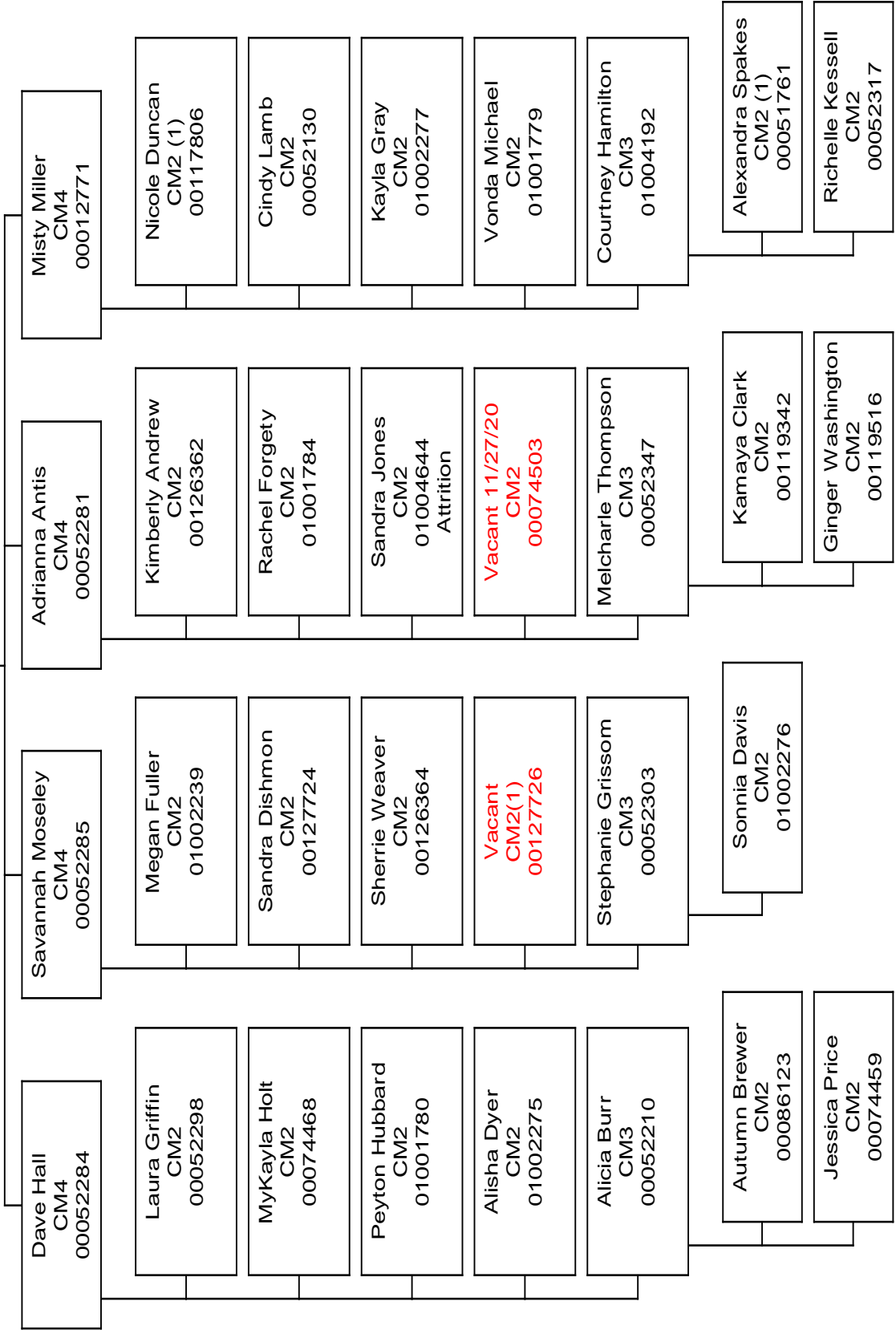
**Organization Chart
November 30, 2020**

Knox County DCS Organizational Chart

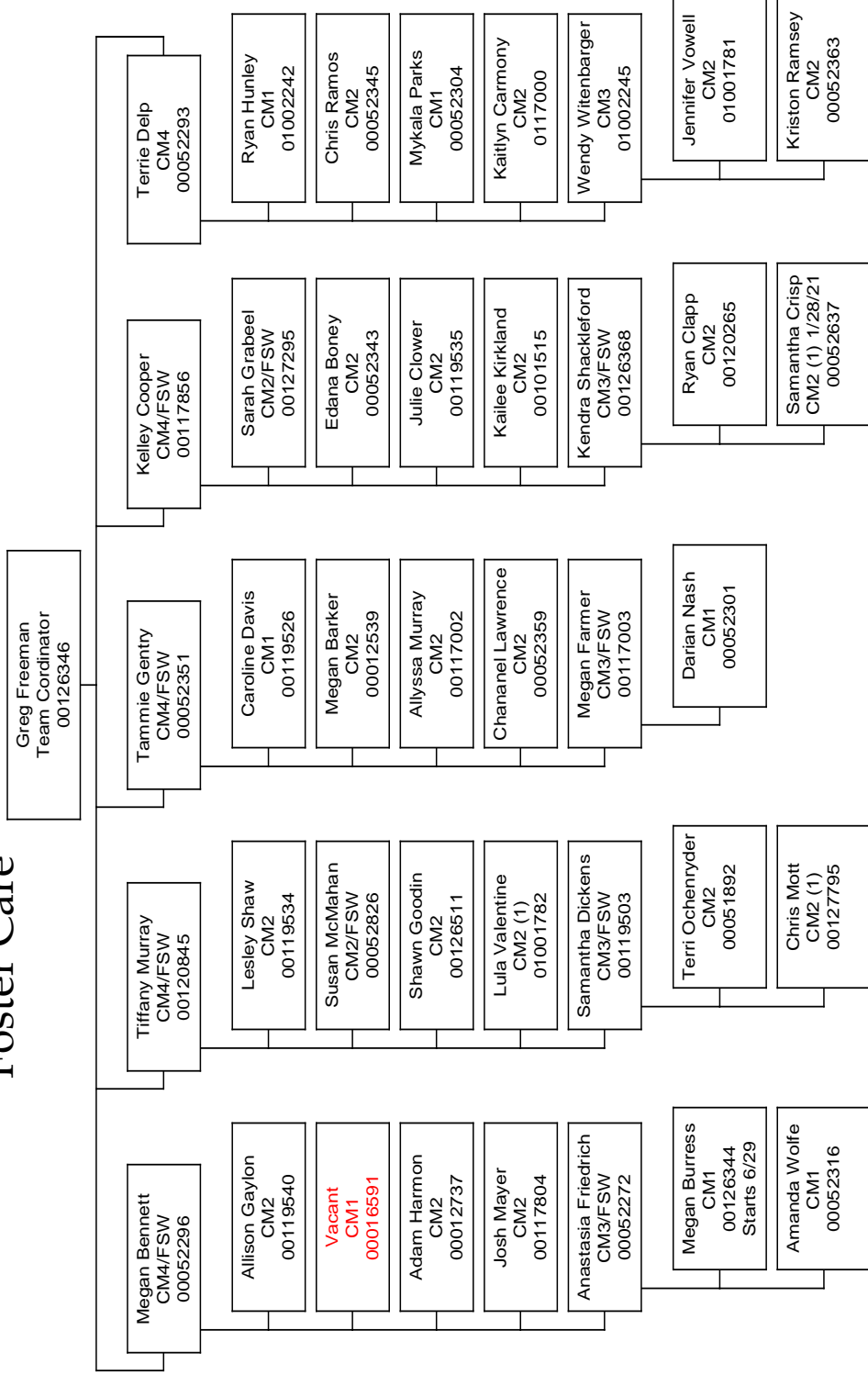


Foster Care

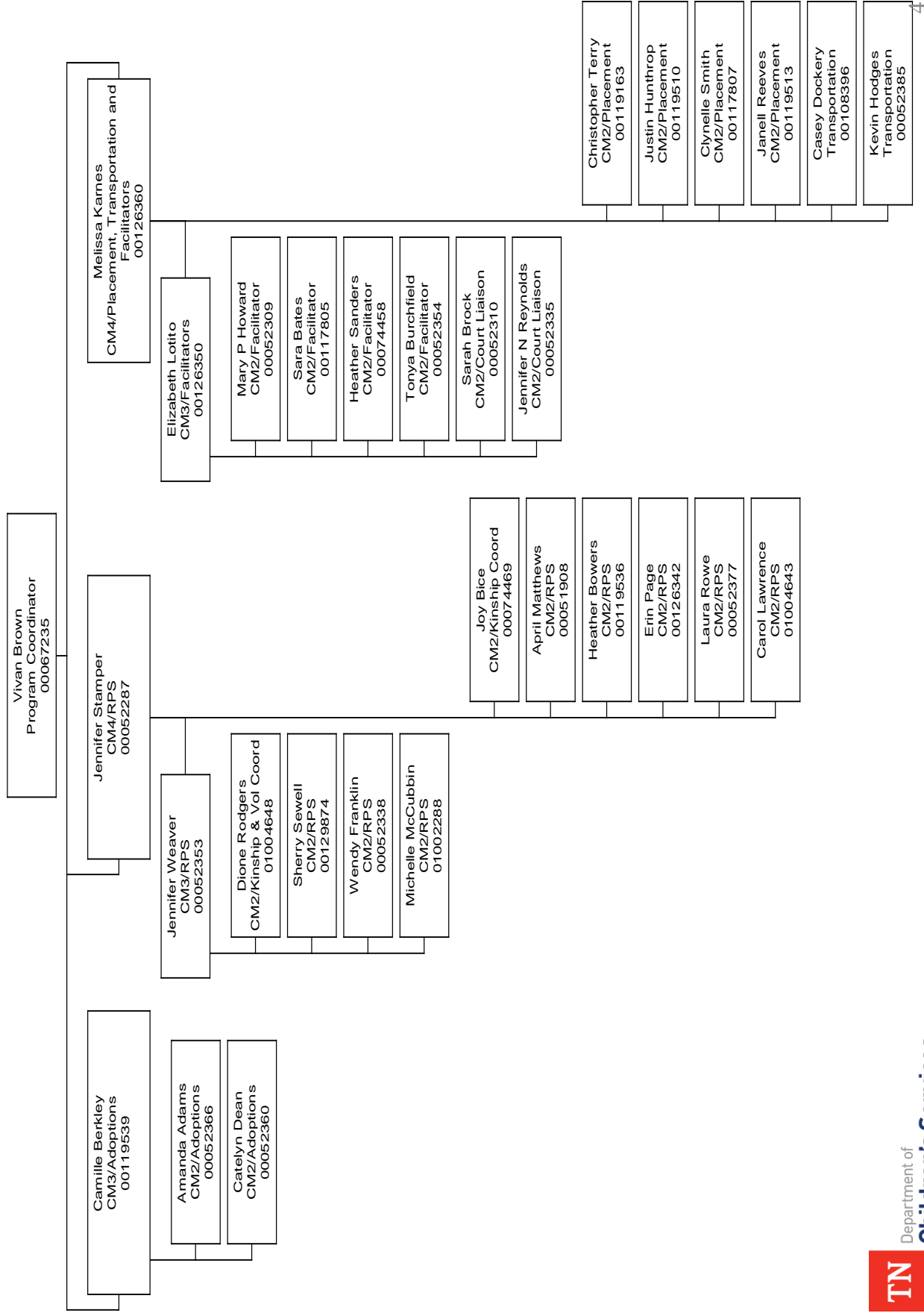
Heather Schad
Team Coordinator
00052208



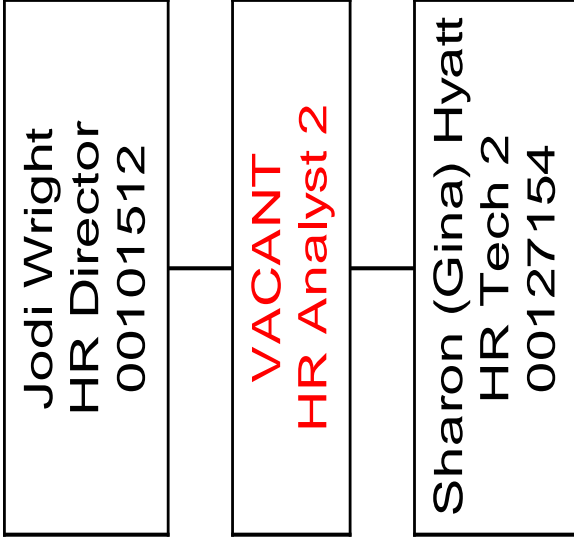
Foster Care



Adoptions/Facilitators/RPS/Transportation

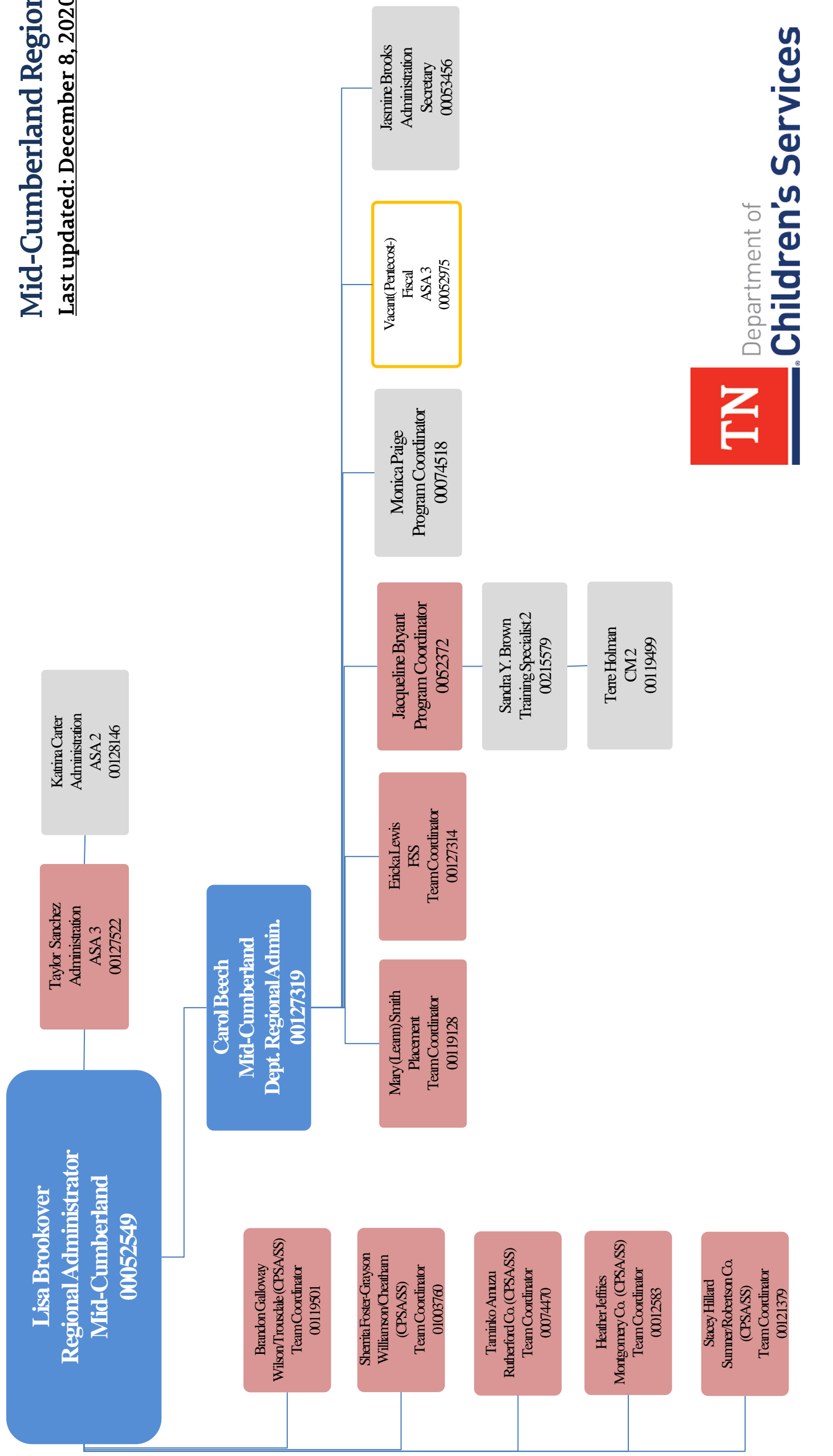


Human Resources



Mid-Cumberland Region

Last updated: December 8, 2020



Brandon Galloway
Team Coordinator
Wilson/Trousdale
00119501

Loren Amese
Administration
Secretary
00019547

Ashley Greer
CPSA
Team Leader
00119275

Kaitlin Moseley
CPSA
CM3
00075523

Tierra Allgood
CPSA
CM2
01001806

Lindsey Slauson
CPSA
CM1
00052850

Elesha McCain
Court Liaison
CM2
00053149

Candice Gilmore
CPSA
Team Leader
01004199

Ricky Fouch
CPSA
CM3
00117084

John Shahman
CPSA
CM3
00122509

LaReece Mills
CPSA
CM2
00051871

Erin Hardin
CPSA
CM1
00119488

Amanda Smith
Social Services
Team Leader
00117870

Elizabeth Phillips
Social Services
CM3
00127206

Ornar Whiteleaf
Social Services
CM1
00117925

Katherine Wade
Social Services
CM1
00127290

Christa Hodge
Social Services
CM1
00119520

Halle Andrew
Social Services
CM1
00119498

Jessica Reece (Jones)
Social Services
Team Leader
00053053

Vacant (Williams)-1002
Social Services
CM3
00120856

Destiny Gonzalez
Social Services
CM1
00052831

Lauren Davis
Social Services
CM1
00127783

Taylor Renfro-12/14
Social Services
CM1
00117926

Stacey McPheeters
Social Services
CM1
01002252

Jajuan Turrentine
Facilitator
Team Leader
00120849

Arenetra Watford
Davidson Co.
CM3
00121377

Stephanie Gray
Cheatham Co.
CM2
00127800

Michael Clark
Montgomery Co.
CM2
00120258

Marcia Stokes
Wilson Co.
CM2
00119495

Jeffrey Kelton
Williamson Co.
CM2
00052669

Rachel Hendrix
Sumner Co.
CM2
00119688

Mid-Cumberland Region

Sherrita Foster-Grayson
Team Coordinator
Williamson & Cheatham
01003760

Sharonica Nelson-Jones
Williamson – CPFA
Team Leader
00120854

Haleigh Doison
 CPFA
 CM2
 01001803

Lea Cox
 CPFA
 CM3
 01002249

Raven Warren
 CPFA
 CM1
 00052202

Linda Williams-12/14
 CPFA
 CM2
 00119273

Simone Algee-
 CPFA
 CM3
 01002301

Ashley Mason
Cheatham – CPFA
Team Leader
01004198

Lanisha Hill
 CPFA
 CM3
 00117099

Shelby Sutton
 CPFA
 CM3
 00012836

Hannah Luera
 CPFA
 CM1
 00127790

Reba Schroeder
 CPFA
 CM2
 00117914

Vacant eff 2/28/20
 Administration
 Secretary
 00012822

Kimberli Ferguson
Cheatham – SS
Team Leader
00052635

Dashia Brandon
 Social Services
 CM1
 00052547

Cordelia Manroquin
 Social Services
 CM2
 00051670

Savannah Ross-Hayward
 Social Services
 CM2
 00019269

Melissa Upchurch
 Court Liaison
 CM2
 00073913

Sara Fischer
Williamson – SS
Team Leader
00053067

Joshua Brown
 Social Services
 CM2
 00117912

(Lydia) Deana Ferguson
 Court Liaison
 CM2
 00051969

Iris Dedeaux
 Social Services
 CM2
 00119519

Vacant(Smith)- 11/30
 Social Services
 CM1
 00119290

Oluwatosin Adegbite
 Social Services
 CM1
 00120282

Deja Shaw
 Social Services-
 CM3
 01004207

Tamaya Wilcox
 Social Services- 12/18
 CM2
 00012813

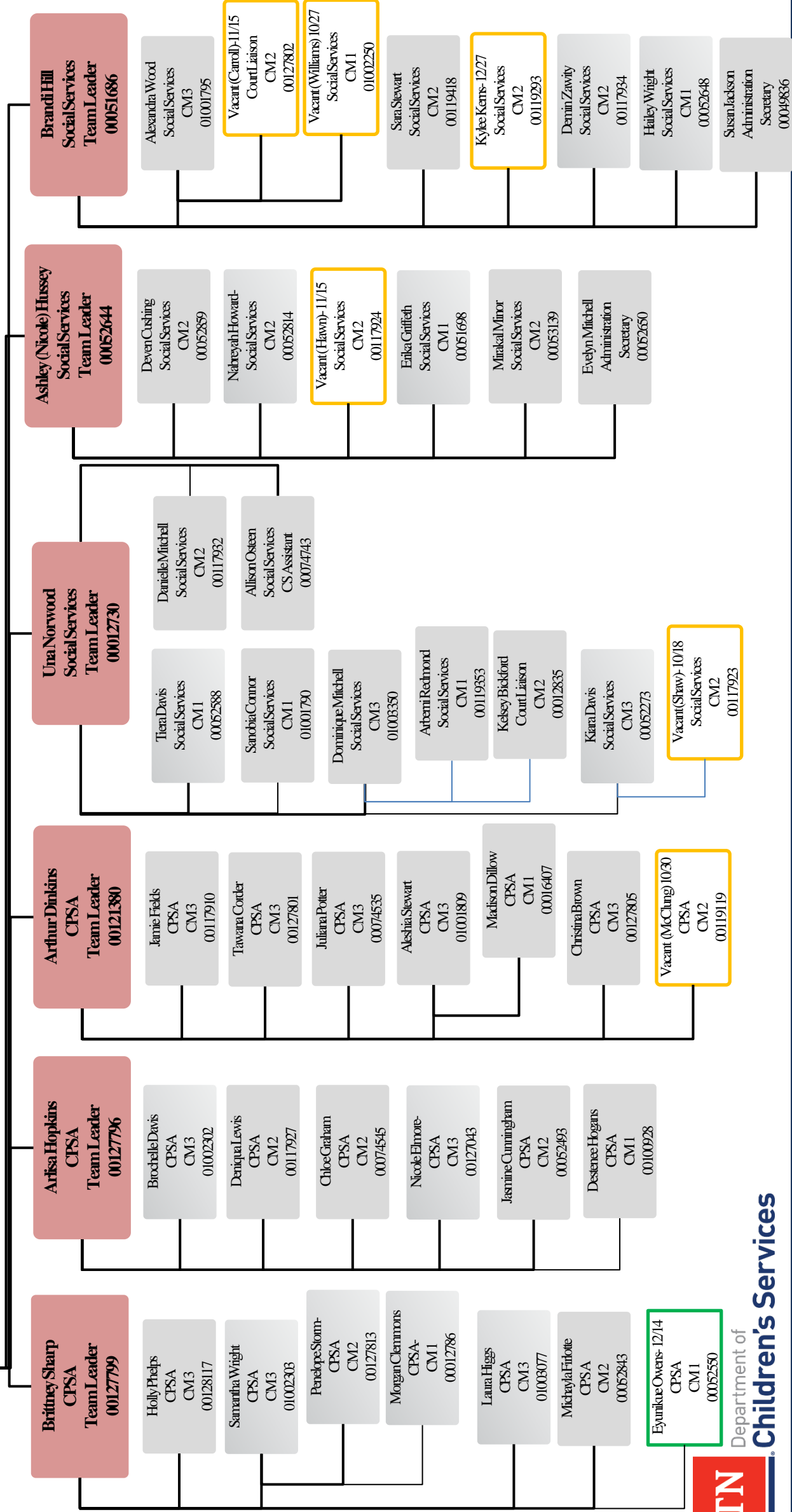
Natasha Maciuk
 Administration
 Admin Secretary
 00127825

Mid-Cumberland Region



Taminko Amuzu
Team Coordinator
Rutherford Co.
00074470

Mid-Cumberland Region



Heather Jeffries
Team Coordinator
Montgomery Co.
00012583

Claudia McEldowney
Administration
Admin Secretary
00053983

Mid-Cumberland Region

Knokeya Johnson
CPSA
Team Leader
00119279

Karyl Kante
 CPSA
 CM3
 01004210

Sandra Smith
 CPSA
 CM3
 00127812

Donya Tennill
 CPSA
 CM1
 00127791

Shakiera Taylor
 CPSA
 CM1
 00127792

Jordan Kent
 CPSA
 CM2
 00119477

C. Nicki Jackson
 Administration
 Secretary
 00127818

Twyla Correa
CPSA
Team Leader
00127788

Jacqueline Hillman
 CPSA
 CM3
 00053136

Annakiya Sauda
 CPSA
 CM3
 01002300

Karissa Chapman
 CPSA
 CM3
 00119496

Vacant (Howard) 9/21
 CPSA
 CM3
 01003078

Peggy Gibbs
 CPSA
 CS Assistant
 00053643

Curley Grayson-12/20/20
CPSA
Team Leader
00126502

Antoinette Fairrow
 CPSA
 CM3
 00117066

Kristina Commodore
 CPSA
 CM2
 00128112

Pratt Branch
 CPSA
 CM1
 00052555

Vacant (Chronister) 10/6
 CPSA
 CM1
 01001810

Vacant (Williams)- 11/12
 CPSA
 CM3
 00128104

Ashley Howard-Lewis
Social Services
Team Leader
00127809

Ellen Spivey-01/08/21
 Social Services
 CM3
 01004193

Haley Hamney
 Social Services
 CM2
 00052546

Vacant (Travis)-12/2
 Social Services
 CM1
 00051772

Blake Millam
 Social Services
 CM2
 00012820

Jasmine Clayton
 Social Services
 CM2
 00127808

Maleka Holmes
Social Services
Team Leader
00119271

Rachel Swanson
 Social Services
 CM1
 00117913

Briauna Ealy
 Social Services
 CM1
 00052322

Jaylon Long
 Social Services
 CM1
 00127793

Lashenna Dalk
 Social Services
 CM1
 00074509

Deaunta McAfee
 Court Liaison
 CM2
 00127786

Sara Brogdon
Social Services
Team Leader
00119321

Maison Higgins
 Social Services
 CM3
 00119494

Sandra Wojtarek
 Court Liaison
 CM2
 00119491

Naya Carter
 Social Services
 CM1
 00128209

Laroya Acevedo
 Social Services
 CM1
 00101518

Gregory Belmont
 Social Services
 CM2
 01001791

Thomas Wright
 Social Services
 CM2
 00117917

Christa Stenzel
 Social Services
 CM1
 01002244

Jamin Pena
Social Services
Team Leader
00119278

Kaycee Reda
 Social Services
 CM2
 00119486

Mandee Schenmp
 Social Services
 CM2
 00119210

Christina Laidler
 Social Services
 CM2
 00053109

Alexis Koptler
 Social Services
 CM2
 00118001

Tiffany Bolin-01/04/21
 Social Services
 CM1
 00127041

Jordan Rose
 SS
 CM1
 00127810



Stacey Hillard
Team Coordinator
Summer & Robertson Co.
00121379

Judy Williams
Administration
Secretary
00048564

Vacant
Administration
Admin Secretary
00052641

Mid-Cumberland Region

Lesley Ritchie
CPSA
Team Leader
00052378

Rachael Murphy
CPSA
CM3
01002251

Derek Everts
CPSA
CM2
00117931

Jackie Addison
CPSA
CM1
00127811

Vacant(Jenkins)-11/29
CPSA
CM3
00052645

Brooklyn Abbott
Social Services
CM2
00117919

Edward Stewart
CPSA
CM1
01001808

Vacant(Mansonian)
CPSA-11/22
CM2
01002287

Phyllis Andrews
CPSA
Team Leader
00128098

Jared Holmes
CPSA
CM3
01003076

Christina Bratcher
CPSA
CM2
00120266

Kira Brewer
CPSA
CM1
00127807

Shane Johnson
CPSA
CM1
00051669

Ty Turner
Social Services
Team Leader
00051760

Vacant(Turner)-9/13
Social Services
CM3
01004208

Elizabeth Lasser
Social Services
CM2
00117067

Bernice Ouzmine
Social Services
CM1
00120264

Natasha Rogan
Social Services
CM2
00053066

Tracey Case
Administration
Secretary
00048351

Nkemjika Ugbala
Social Services
Team Leader
00119294

Destiny Riggins
Social Services
CM3
00121398

Joe Beavers
Social Services
CM2
00053058

Vacant(Lee)-11/27
Social Services
CM2
00117937

Jennifer Maulden
Social Services
CM2
00117930

Shannon Alkinson
Court Liaison
CM2
00120269

Vacant(Green) 11/20
Robertson – CPSA
Team Leader
00052633

Mindi Brownell
CPSA
CM3
00052492

Jason King
CPSA
CM3
01002247

Inga Jere Majors
CPSA
CM3
00072750

Gabrielle Hargrove
Robertson – SS
Team Leader
00052149

Deanna Hill
Social Services
CM3
01004209

Melissa Morse
Social Services
CM2
00117911

Danielle Haynes
Social Services
CM1
00052554

Keo Carter
Social Services
CM1
00079139

Tarasha Johnson-12/14
Social Services
CM1
00053138

Teresia LeBlanc
Administration
Secretary
00049833

Donna Clark
Administration
CS Assistant
00074722



Department of

Children's Services

(Mary) Leann Smith
Team Coordinator
Placement/FPP/HAR/UR
00119128

Cindy Nova
Administration
Secretary
00127822

- Amanda Bannister**
RHA&T
Team Leader
00117030
- Daniel Ray
Davidson Co.
CM2
00128116
 - Jennifer Kindle
Wilson Co.
CM2
00120277
 - Karen Smith – Linton
Rutherford Co.
CM2
00128111
 - Morgan Ryan
Sumner Co.
CM2
01004640
 - Melissa Rogers-10/26
Robertson
CM2
00012797

- Jacklyn Bryant**
RHA&T
Team Leader
00075607
- Michael Spring
Montgomery Co.
CM2
00120270
 - Madison Gifford
Williamson Co.
CM2
00119518
 - Rebekah Millett
Cheatham Co.
CM2
00117906
 - Chelsea Williams
Williamson Co.
CM2
00052337
 - Angelia Duncan
Montgomery Co.
CM2
00053060

- Brandy Gammon**
Placement
Team Leader
00119524
- Theodore Fonté
Robertson Co.
CM3
00117043
 - Vacant (Henderson) 10/11
Wilson Co.
CM2
00120272
 - Misha Daniels
Montgomery Co.
CM2
00120278
 - Caitlin Greaf
Sumner Co.
CM2
00052544
 - Lindsey McNeil
Montgomery Co.
CM3
00119280
 - Collina Sanders
Rutherford Co.
CM2
00119129
 - Tara Joderary
Rutherford Co.
CM2
00053140
 - Vacant (Anderson)
Williamson Co.- 11/30
CM2
00120273

- Trenekka Chaney**
U/R
Team Leader
00120855
- Kelly Dawson
Robertson Co.
CM2
00053034
 - Shandrika Woodhuff
Davidson Co. (SS)
Corporal
00120288



Ericka Lewis
Team Coordinator
FSS/All Counties
00127314

Dia Vonne Lawson
FSS - Wilson/Trousdale
Team Leader
00012762

- Lindsey Shannon
FSS - Wilson
CM1
00119117
- Charles Ingraham
FSS - Wilson
CM2
00119602
- Brian Jackson
FSS - Wilson
CM1
00117031
- Jacqueline Owens
FSS - Wilson
CM2
00012797
- Vacant
FSS - Wilson
CM3
00062548

Carolyn Wyatt
FSS - CRW
Team Leader
00119502

- Nikola Wilson
FSS - Cheatdam
CM1
01002248
- Towana Powell
FSS - Cheatdam
CM1
01004639
- Lindsey Muller
FSS - Robertson
CM2
00119267
- Justus Cook
FSS - Robertson
CM2
01004228
- Cassie Lowery
FSS - Williamson
CM3
00119274
- Chastity Maistron
CPSA
CM2
00128114
- Briana Soares
FSS - Williamson
CM 2
00128106

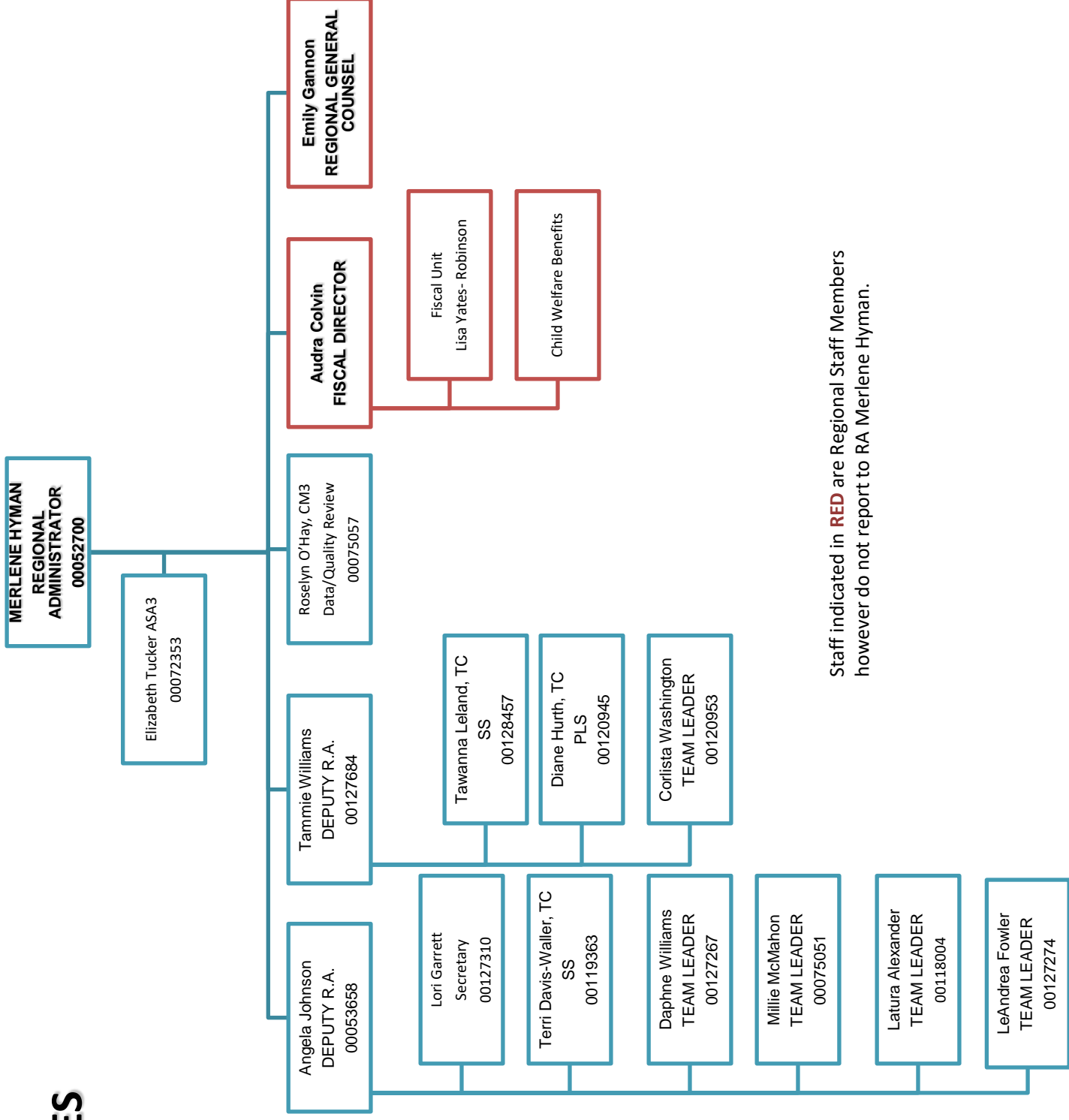
AnneMarie Cutting
FSS - Montgomery
Team Leader
00052540

- Charlene Hill
FSS - Montgomery
CM3
00119112
- Margaret Meiriweather
FSS - Montgomery
CM3
00120268
- Samantha Castleberry
FSS - Montgomery
CM1
00117921
- Akendra Patterson
FSS - Montgomery
CM2
00074510
- Ashley Carpenter
FSS - Montgomery
CM2
00053147
- Hajong Rhee
FSS
CM1
00117905

Alexandra (Ali) Brislin
FSS - Rutherford/Summer
Team Leader
00127217

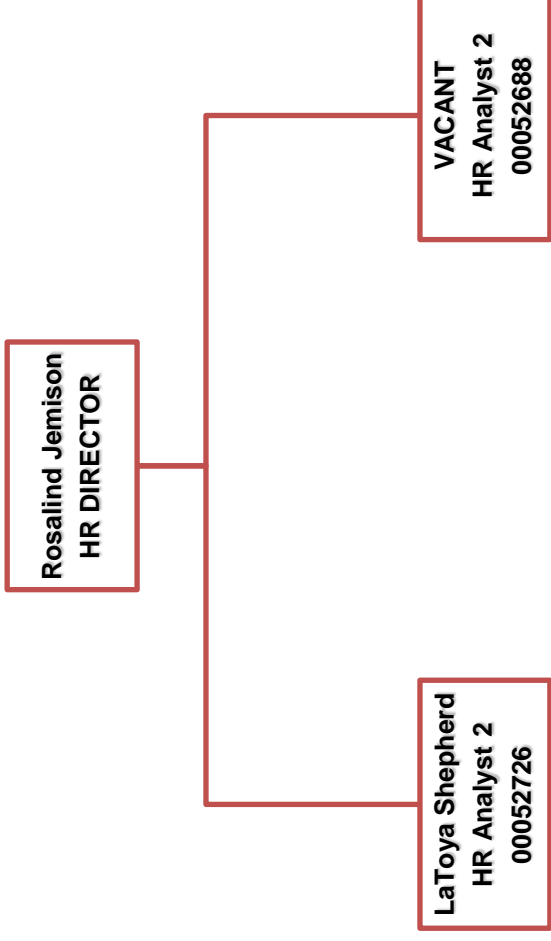
- Zhenya Ivanova
FSS - Rutherford
CM3
00119268
- Terri Nelson
FSS - Rutherford
CM2
01004225
- Anna Lagace
FSS - Rutherford
CM1
00051887
- Amanda Hawn
FSS - Rutherford
CM2
00119292
- Jamie Love
FSS - Summer
CM3
00127804
- Felicia Rogan
FSS - Summer
CM3
00117069

DEPARTMENT OF CHILDREN'S SERVICES SHELBY COUNTY – ADMINISTRATION



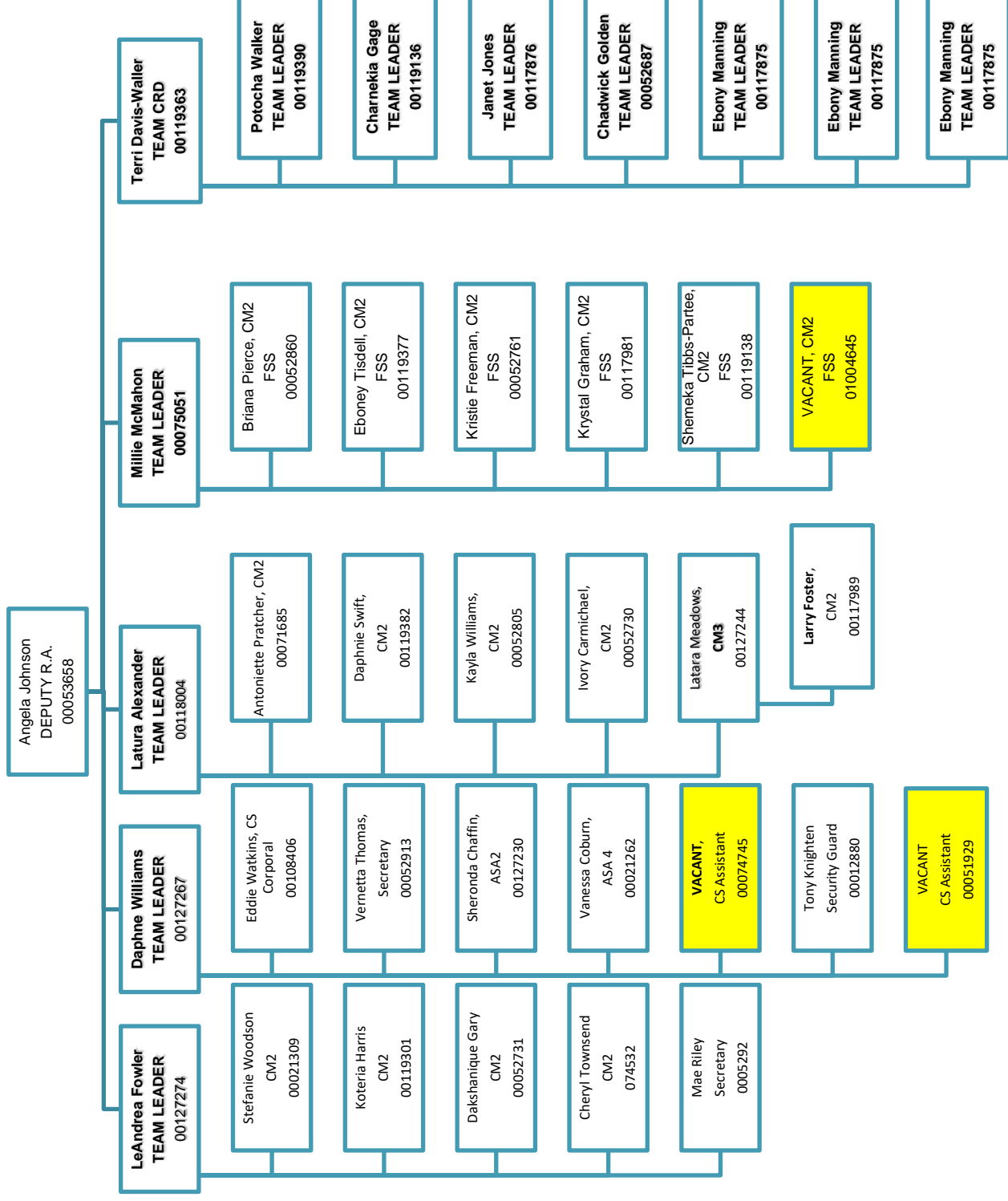
Staff indicated in **RED** are Regional Staff Members however do not report to RA Merlene Hyman.

DEPARTMENT OF CHILDREN'S SERVICES SHELBY COUNTY HUMAN RESOURCES DEPARTMENT



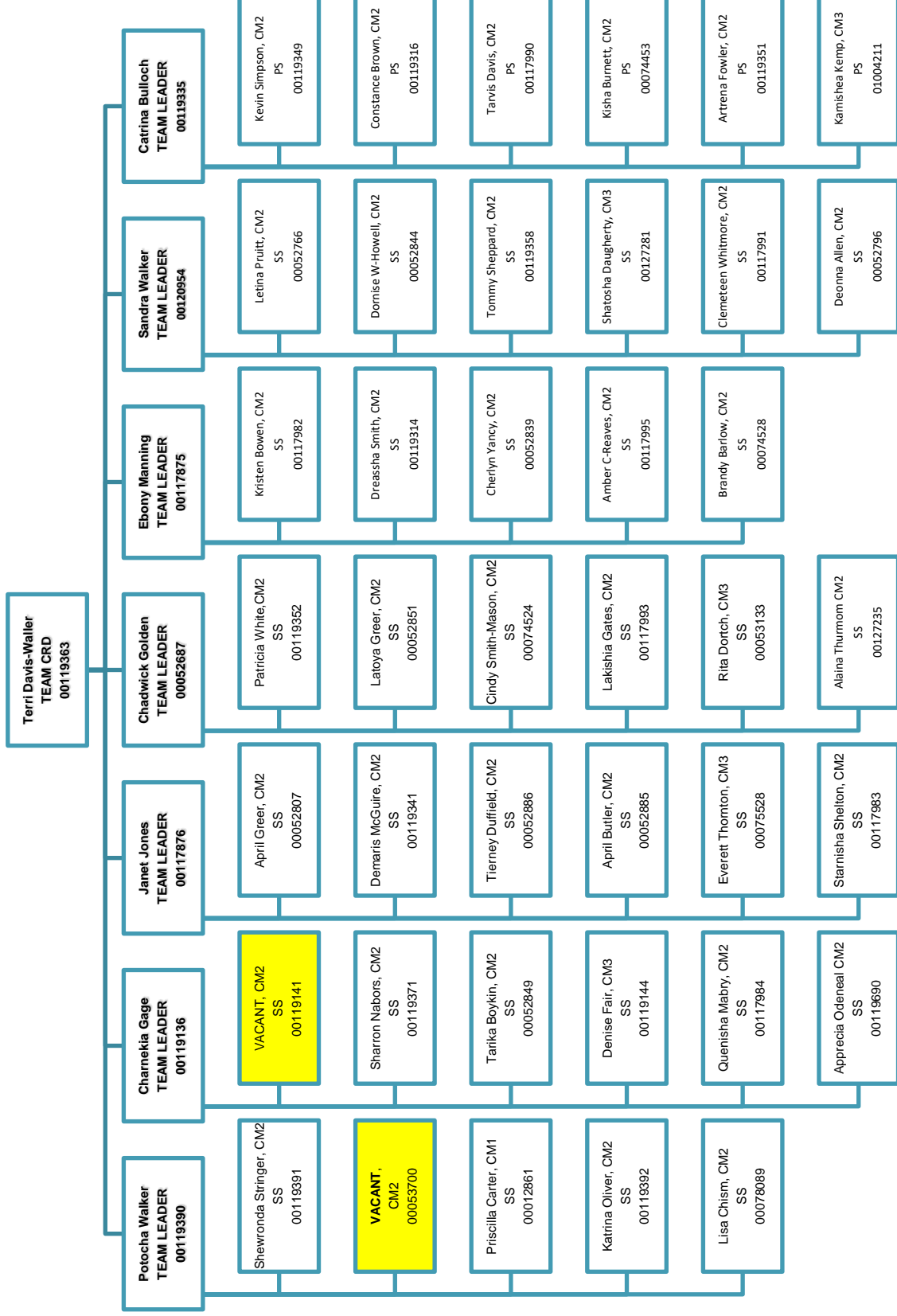
Staff indicated in **RED** are Regional Staff Members however do not report to RA Merlene Hyman.

DEPARTMENT OF CHILDREN'S SERVICES SHELBY COUNTY – PROGRAM SUPPORT & SOCIAL SERVICES

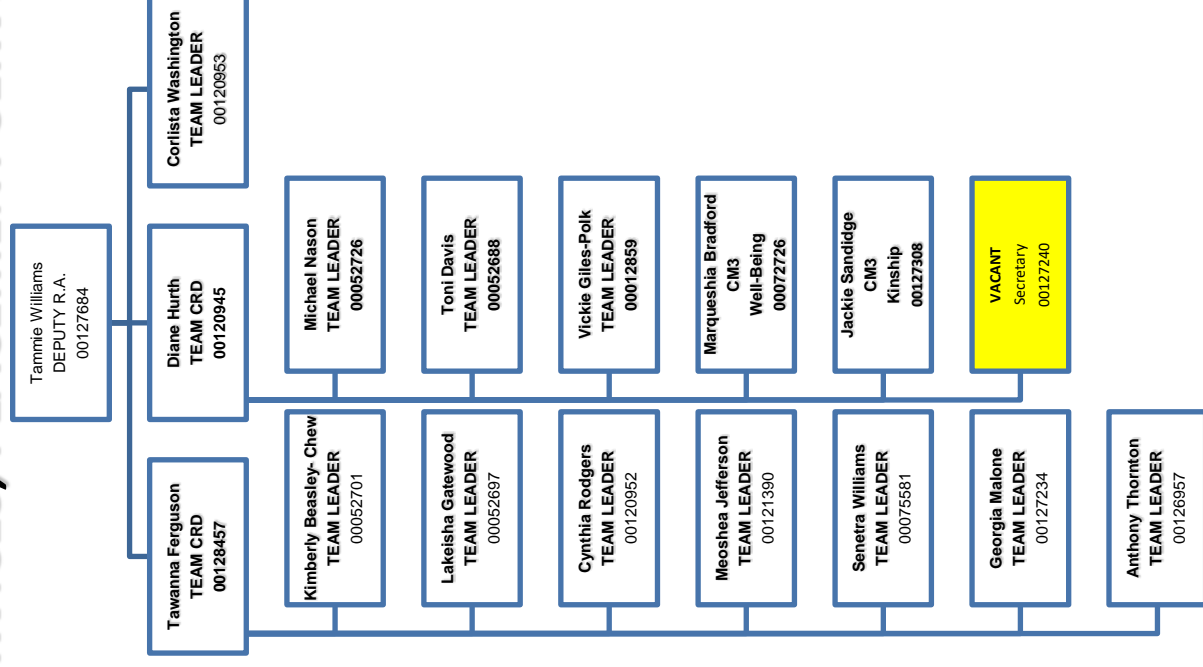


DEPARTMENT OF CHILDREN'S SERVICES

SHELBY COUNTY – SOCIAL SERVICES

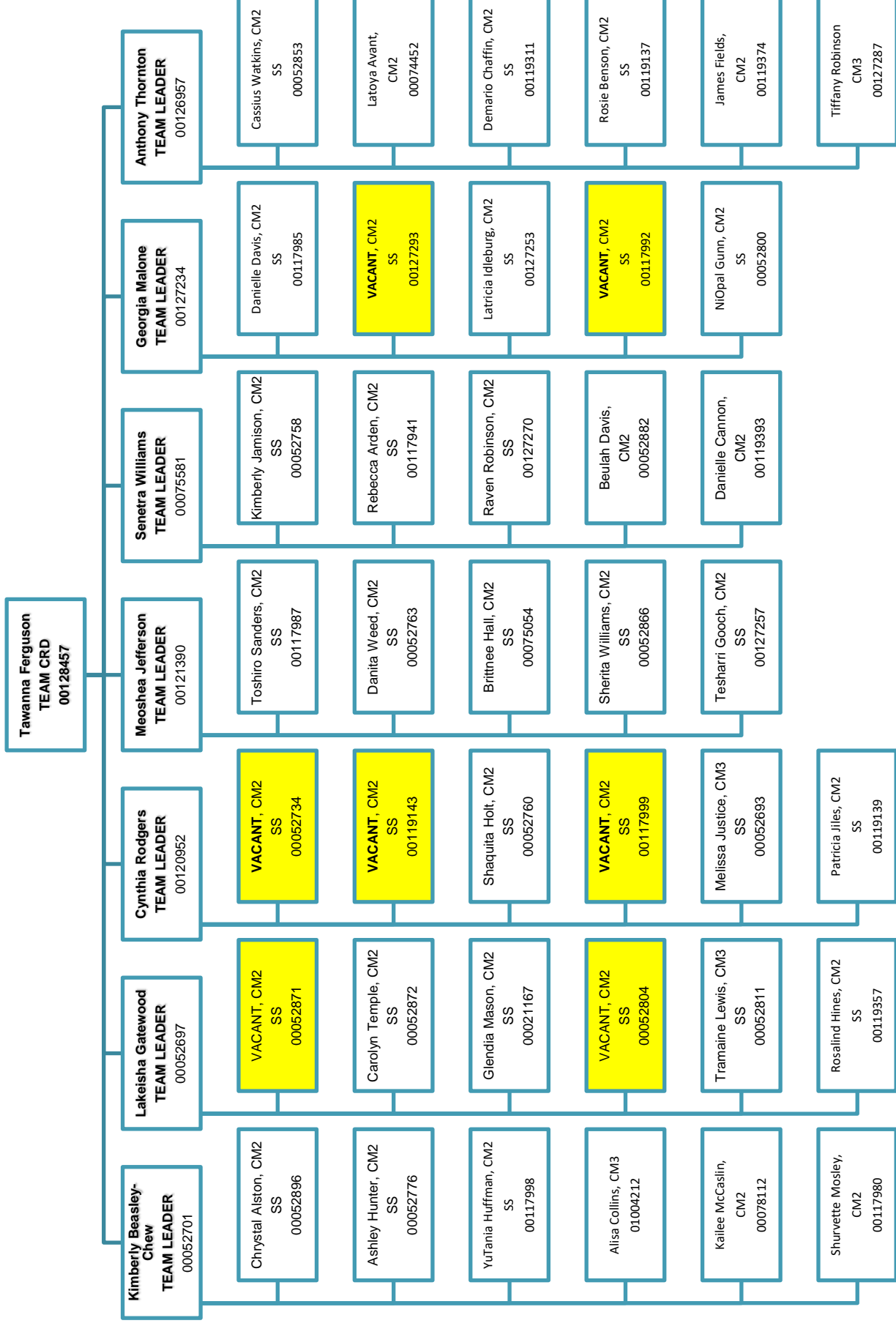


DEPARTMENT OF CHILDREN'S SERVICES SHELBY COUNTY – SOCIAL SERVICES, PLACEMENT SERVICES, & SOCIAL SERVICES



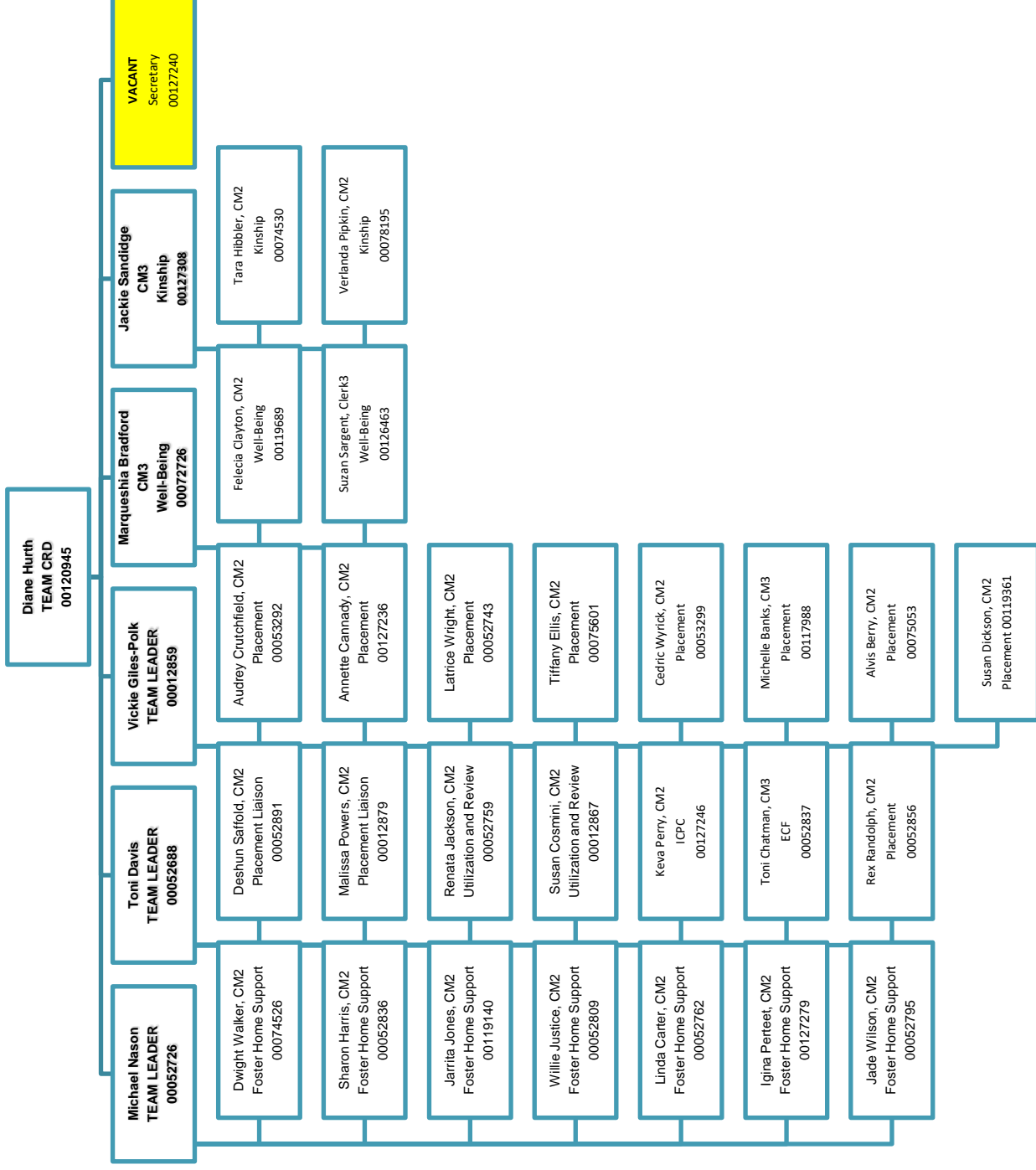
DEPARTMENT OF CHILDREN'S SERVICES

SHELBY COUNTY – SOCIAL SERVICES

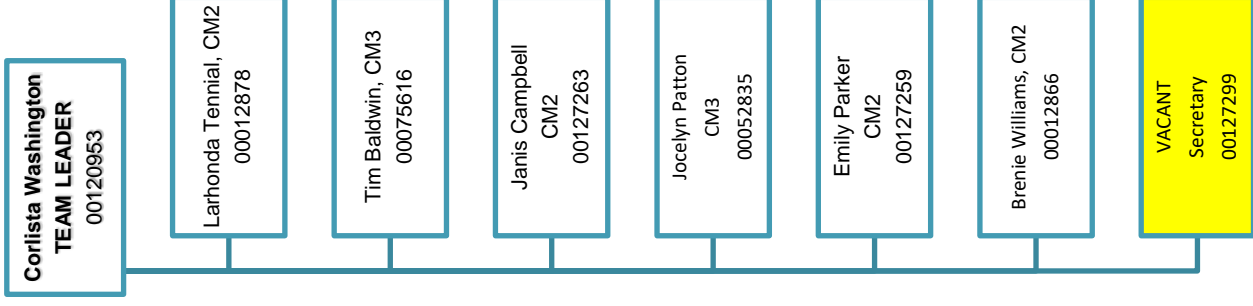


DEPARTMENT OF CHILDREN'S SERVICES

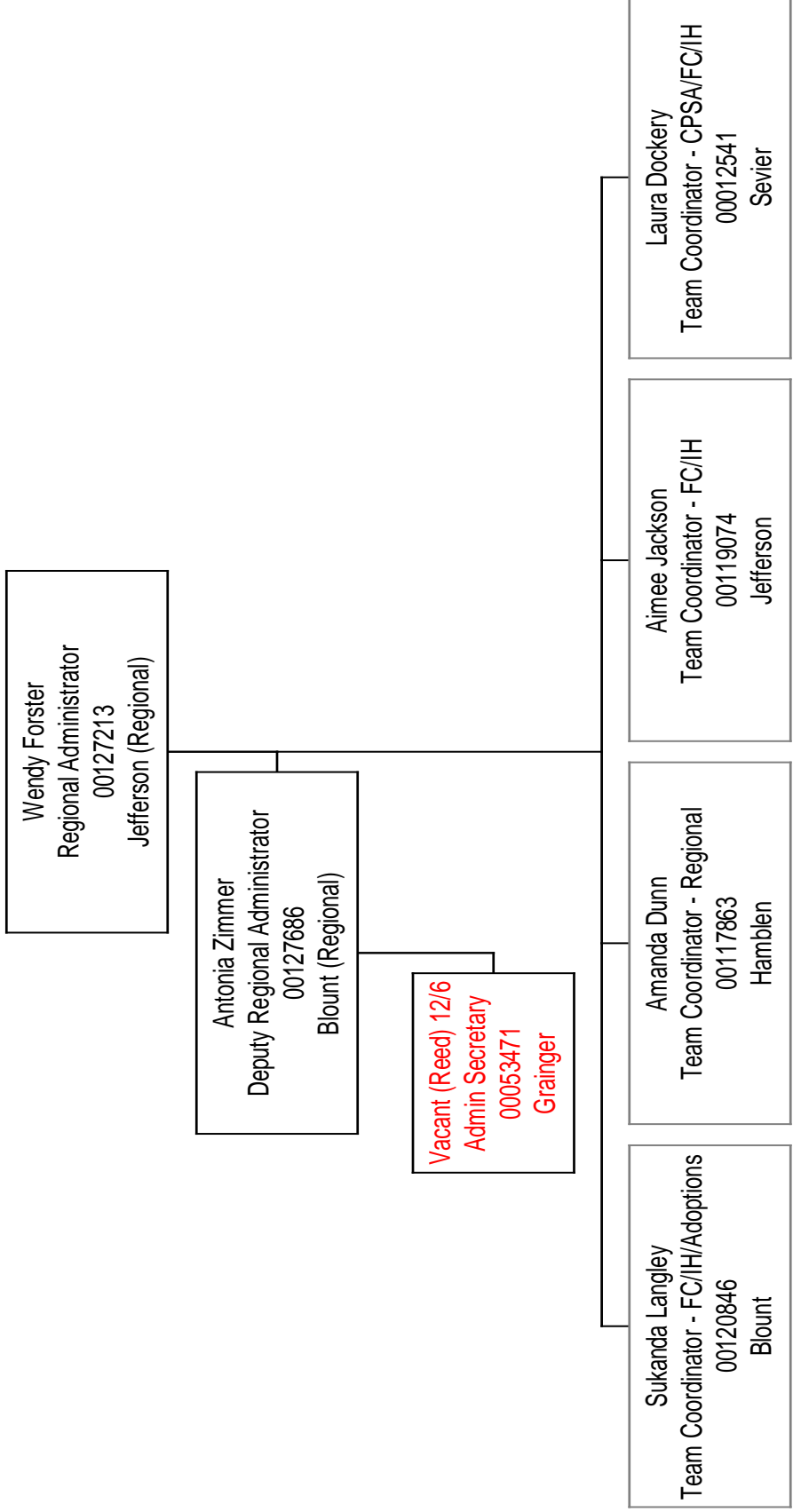
SHELBY COUNTY – PLACEMENT SERVICES



DEPARTMENT OF CHILDREN'S SERVICES SHELBY COUNTY – PROGRAM SUPPORT

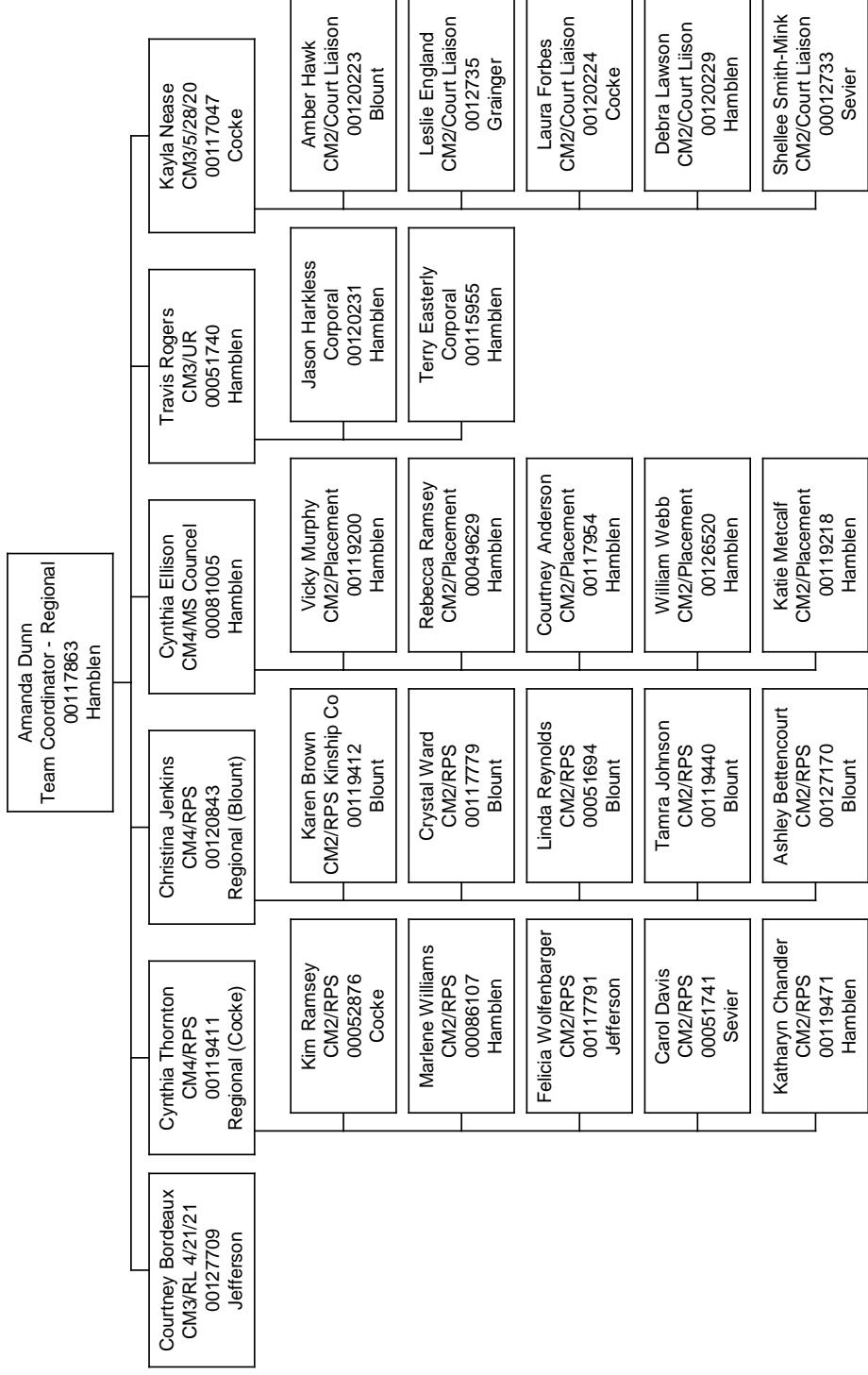


Smoky Mountain Region Effective 12/31/2020



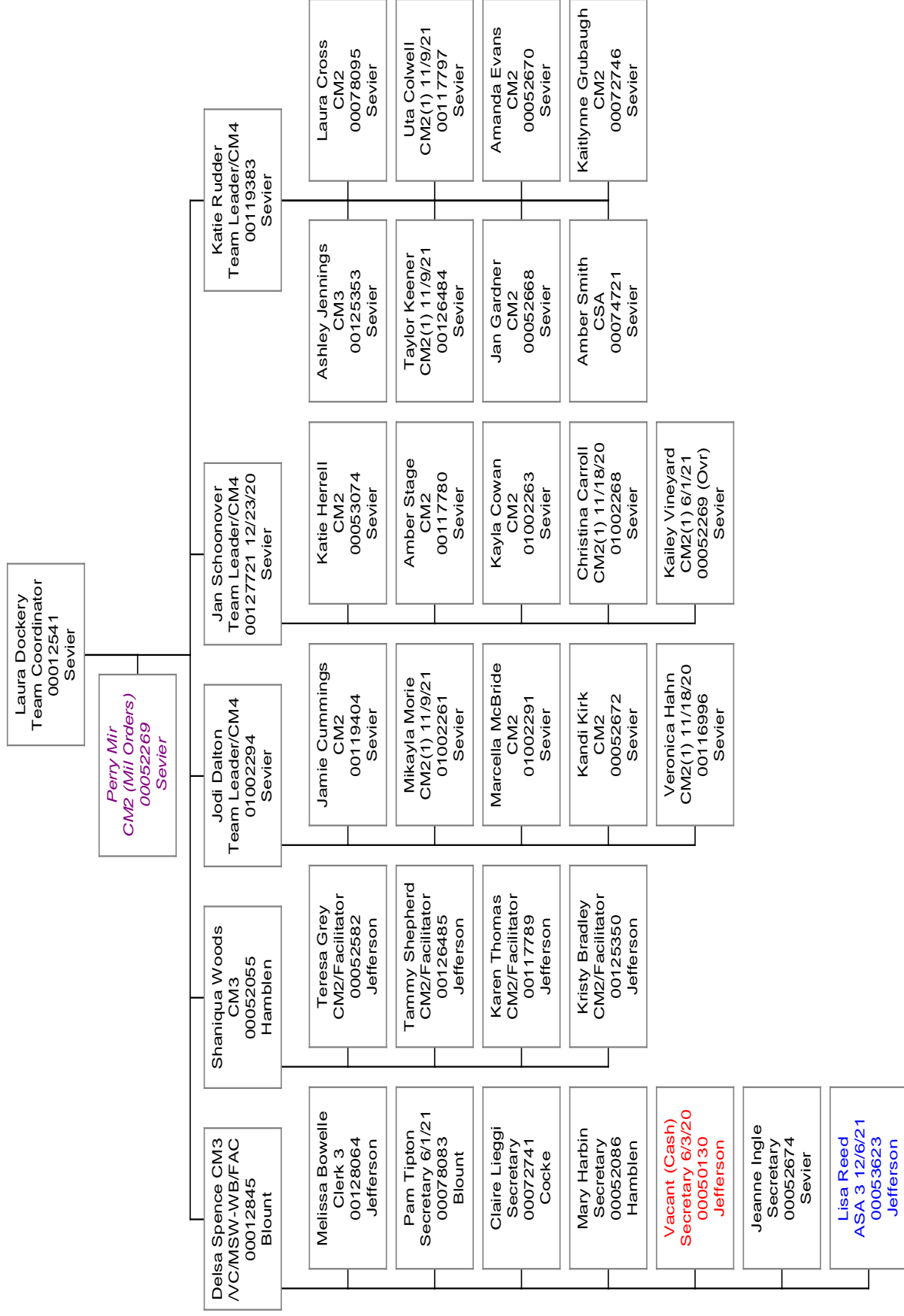


Regional Support Unit

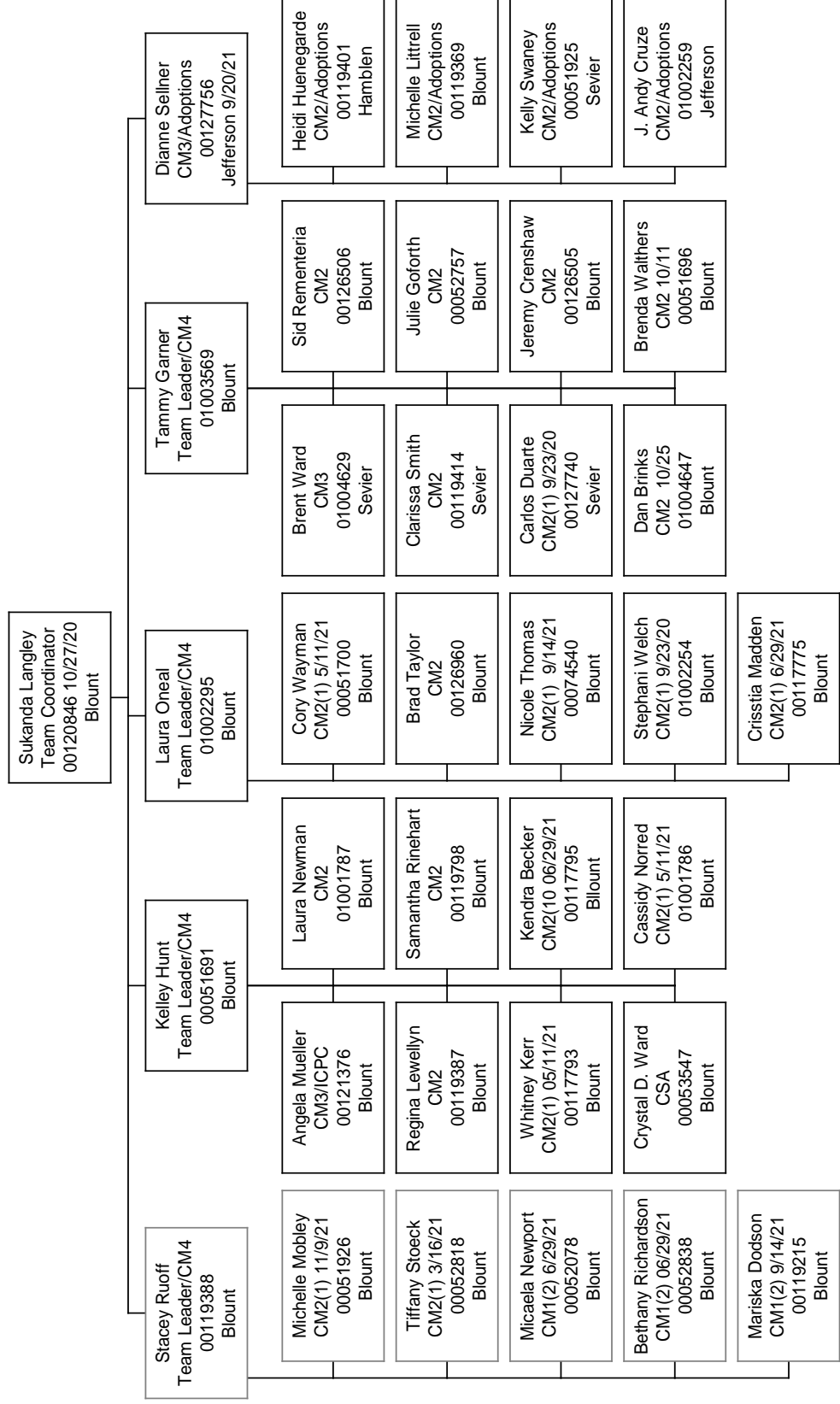




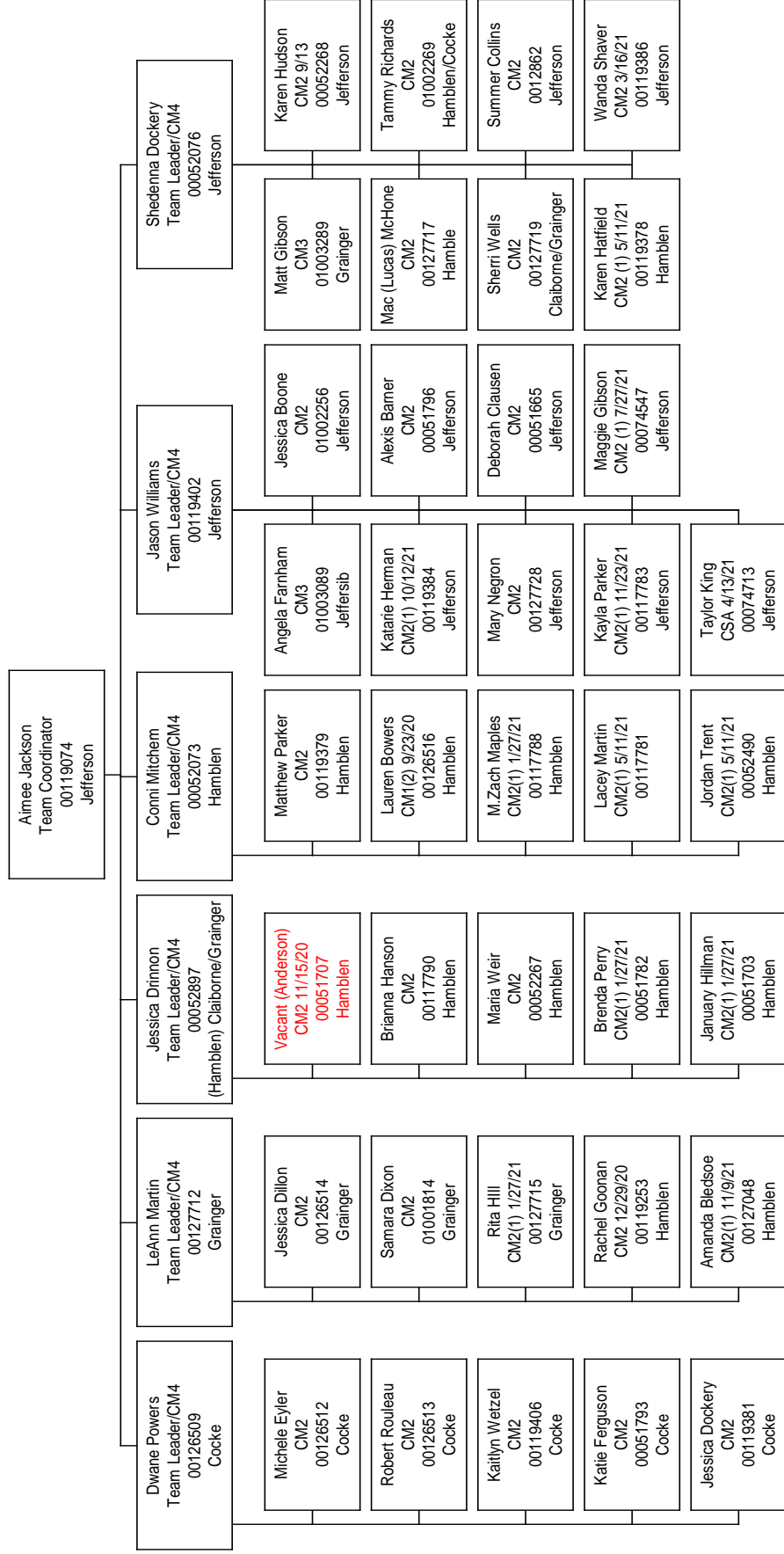
Admin/Facilitators/FC/In Home - Sevier



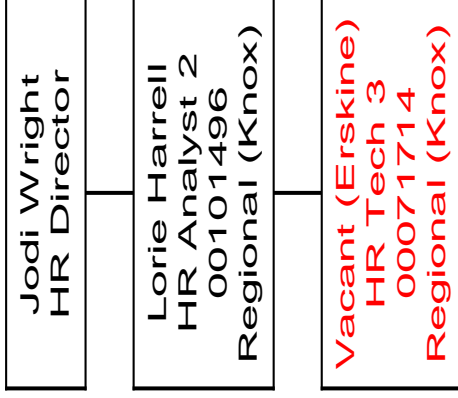
Foster Care/In Home Adoptions (Regional)



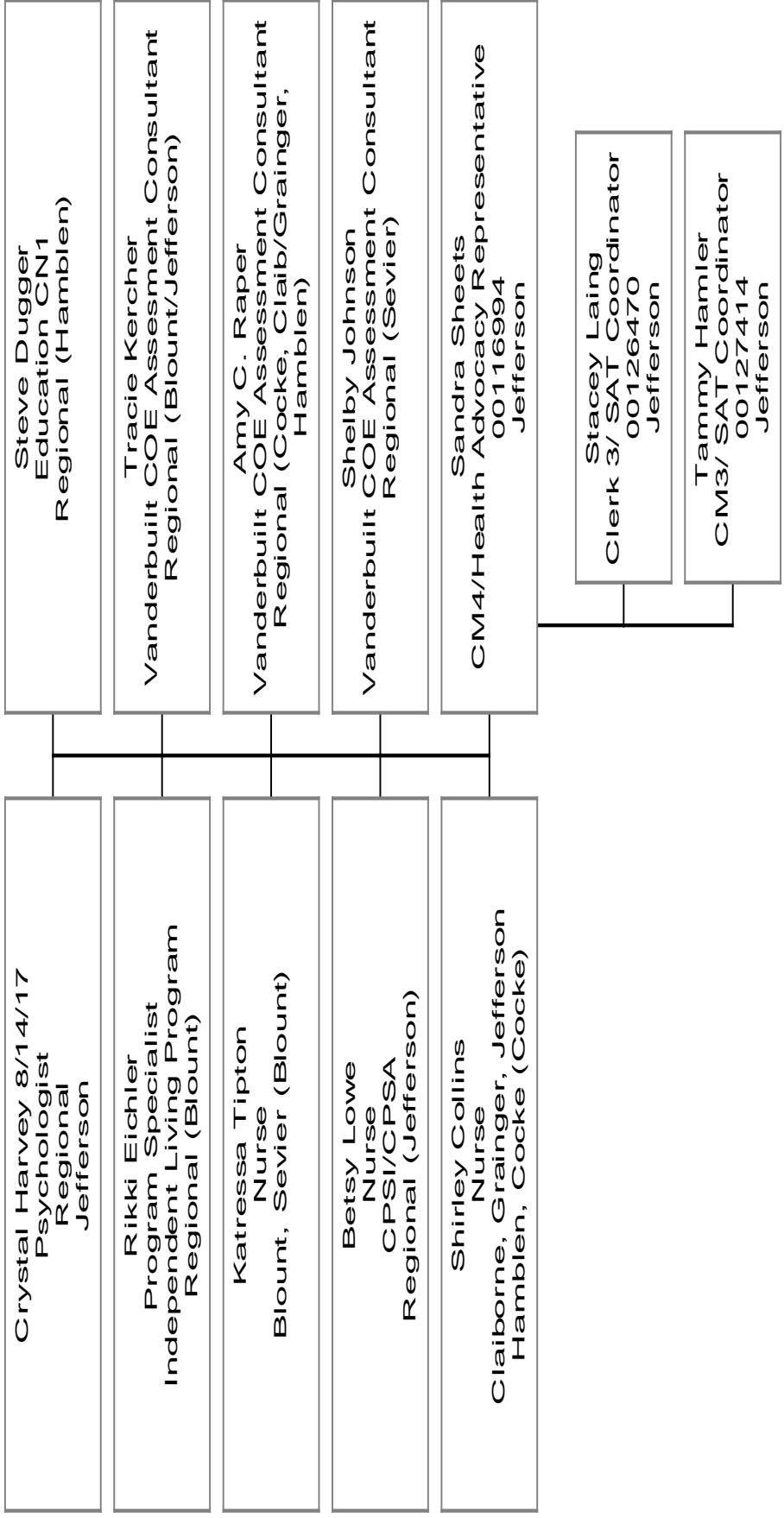
Foster Care / In Home Claiborne/Grainger/Hamblen/Jefferson/Cocke



HR Unit

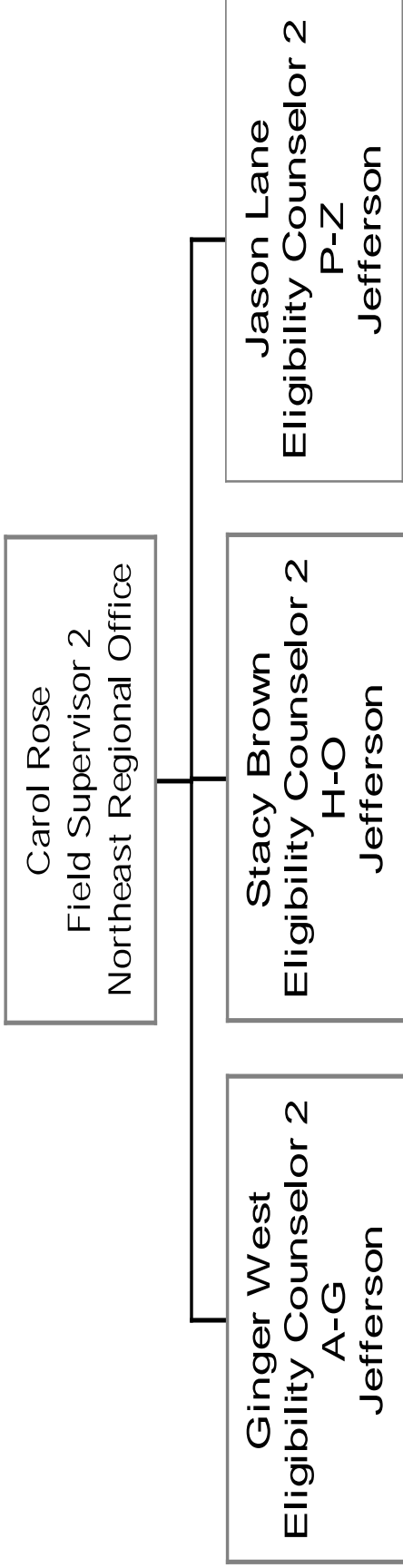


Well Being Unit

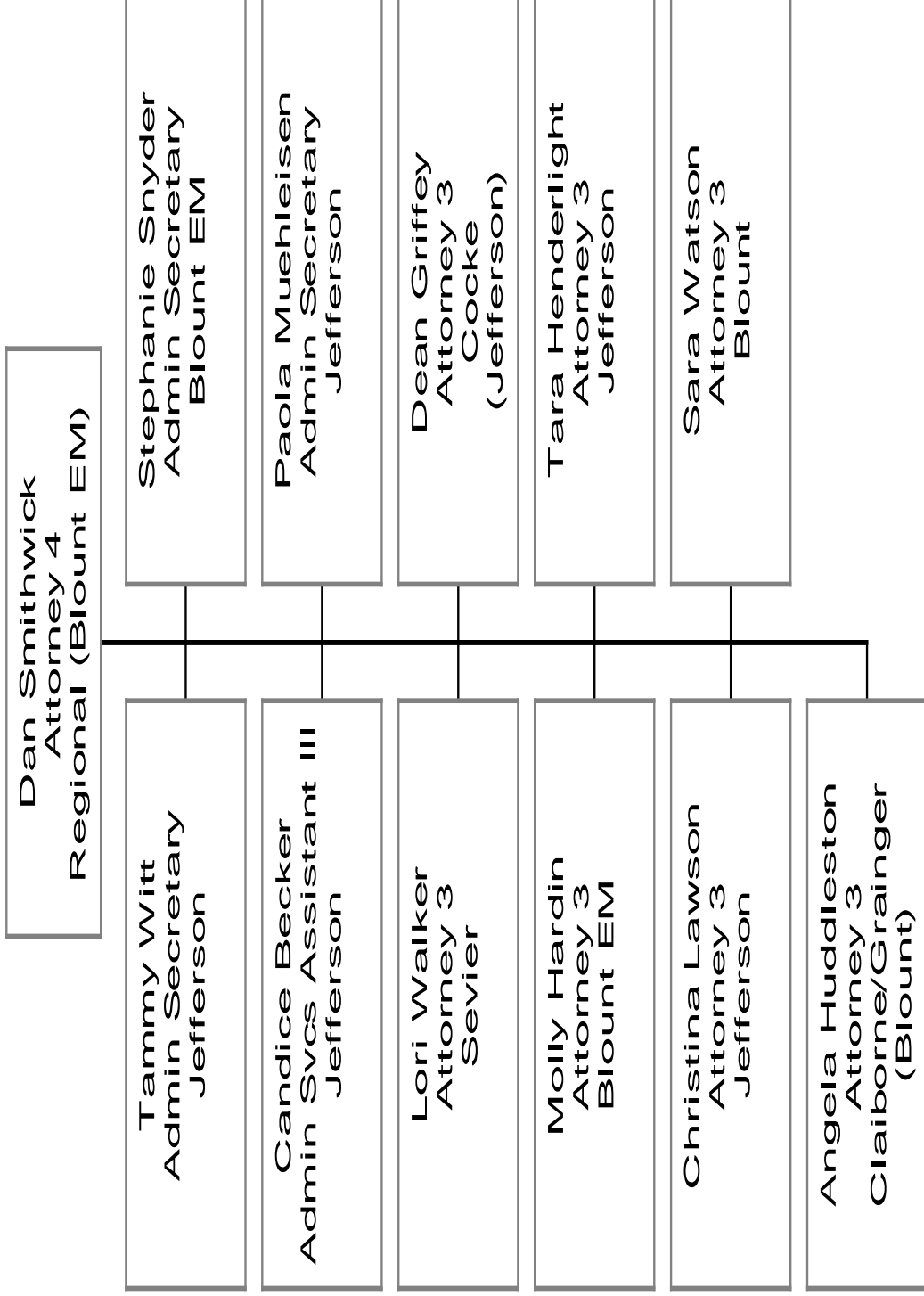




Eligibility Unit



Legal Unit



Tammy Dixon
Regional Administrator
00074507

Jamie Brown
Dept. Regional Admin.
00074507

Kimberly Blackman
HR Analyst
00053549

South Central Region

Last updated: December 4, 2020

Anita Brown
ASA 3
Maury
00074705

Chris Guffy
CS Program Specialist
Maury
00128123

Melissa Lowe
TC – Res./Foster Care
00119265-Maury

Rosalind Crockett
Team Coordinator CPS
00117871-Franklin

Lawanda Christmon
Team Coordinator – SS
00119346-Coffee

Lacretia Barkley
Team Coordinator
00127053 -Maury

Bonnie Parker
Adm. Sec. Giles
00048769

Sasheere Bostwick
Adm. Sec. Maury
00016410

Andana P Armstrong
CS Asst.
0052030
Coffee

Marcel Fleming
Secretary – Maury
00052527

Lisa Haag-Durski
Secretary – Coffee
00051685

April Keeton
CS Assistant
00074715
Lawrence

Regina Brandon
Secretary – Bedford
00120299

Sharon Smith
Secretary – Lawrence
00052450

Maleah Mason
Secretary – Wayne
0004974

Vacant (Harrington)
Secretary – Franklin
00012781

TN

Department of

Children's Services

Jamie Brown
Deputy Regional Administrator
00074507

South Central Region

Lara Kelley
CM4 – Court Liaison
00117050 – Region Wide
Sits in Wayne

Aren Ragsdale
CM 2 – Ct. Liaison
Hickman Co
00012837-Sits in Lewis

Shenila Peacock
CM 2 – Ct. Liaison Maury Co
00117946

Debra Bottom
CM 2 – Ct. Liaison-
Lawrence/Wayne Co
00117956 Sits in Wayne

Jared Miller
CM 2 – Ct. Liaison
Giles/ Marshall
00053012-Sits in Maury

Maria Dittmar
CM 3 –Ct. Liaison
Franklin Co
00121372

Erin Alderman
CM 2 – Ct. Liaison
Bedford/Lincoln Co
00117942 sits in
Bedford

Christina Cremean
(Clement)
CM 2 – Ct. Liaison
Coffee/Moore Co
00119263 sits in Coffee

Christie Brown
CM4 – Facilitator Coord.
Region Wide
00119118-Sits in Maury

Alyssa Hanly
CM 2 – Facilitator
00120289 – Coffee

Jeanne DeLaRosa
CM 2 – Facilitator
00120292- Maury

Marina Bojorquez
CM 2 – Facilitator
00051684 - Maury

Michelle Tharpe
CM 2 – Facilitator
00117957- Bedford

Carla Walker
CM 2 – Res. Linkage
Region Wide
00120311 - Maury

CM 3 - SS
Regio Sean (Eric) Henson
CM 3 - SS
Region Wide
00100924 Sits in Maury n
Wide

Michelle Delk
CM 4 – Assessment
00016425
Maury/Lewis
Sits in Maury

Tiffany Magee – 2/9
CM 3 – Assessment
Maury/Lewis
00052140 – Sits in Maury

Roseline Daniels
CM 3 – Assessment
Maury/Lewis
00127039 – Sits in Maury

Tanya Hodgson
CM 3 – Assessment
Maury/Lewis
00127035 – Sits in Maury

Sophia Campos (PHELPS)
10/26
CM 1 – Assessment
Maury/Lewis

Stephanie Black
CM 3 – Assessment
Maury/Lewis
00127033 – Sits in Maury

Kara Christian (Mayes)
10/26
CM 1 Assessment
Maury/Lewis
00117062 – Sits in Maury

Charity Brown
CM14 – Wayne, Perry/Lewis, Hickman, Lawrence,
Giles, Maury FSS
00121381 – Sits in Lawrence

Sheila Mcglothlin
CM 2 - SS
00119251- Sits in Maury

Andrea Holt
CM2 – FSS
Giles/Lawrence
00120293-Sits in Lawrence

Julie Staggs
CM2 – FSS
Hickman/Lewis/Maury
00053039-Sits in Maury

Vacant
CM2 – FSS
Hickman/Lewis/Maury
00053039 (Cleared overlap)
Sits in Maury

Daphne Baer
CM 3 – FSS – Lawrence
SS- Hickman
00121383-Sits in Wayne

Vacant (Lewis)
CM 2 – FSS
Hickman/Maury
00119251 Overlap
Sits in Maury

Haley Meares
CM 2 – FSS
Lawrence/Wayne
00052451-Sits in
Lawrence

Tiffany Pendergragh
CM 2 – SS
Lawrence
00117040-Sits in
Lawrence

Rosalind Crockett - TC
 CPSA
 00117871
 Region Wide
 Sits in Franklin

South Central Region Organizational Framework

Vacant (Tracy Brumit) Retired
 10/9
 CM 4 – Assessment
 00120861
 Giles/Lawrence
 Sits in Giles

Diana Rooker
 CM 4- Assessment
 00127045
 Marshall, Lincoln
 Sits in Giles

Tina Waits
 CM 3 – Assessment
 Lawrence/Back-up Giles
 00119632 – Sits in Lawrence

Shannon Haston
 CM 3 – Assessment
 Lincoln/Back-up Marshall
 00012830 – Sits in Giles

Sandi Clark (Lamprecht)- 8/30/20
 CM 3 – Assessment
 Giles/Back-up Giles
 01004216 – Sits in Lawrence

Lauren Robinson
 CM 3 – Assessment
 Marshall
 00127032 – Sits in Giles

Vacant (Channing Franklin) (Aug 14)
 CM 3 – Assessment
 Lawrence/Back-up Giles
 00052299 – Sits in Lawrence

Dontarius Gilbert – 3/16
 CM 1 – Assessment
 Lincoln/Back-up Marshall
 00052251- Sits in Giles

Vacant (Sandi Clark) 8/30/20
 CM 2 – Assessment
 Giles/Back-up Lawrence
 00052515 – Sits in Giles

Sherry Allen
 CM 3 – Assessment
 Giles/Back-up Lawrence
 00052048 – Sits in Giles

Carrie Buchanan
 CM 4 - Assessment
 00052578
 Franklin, Grundy
 Sits in Franklin

Vacant – (James Rollins III)
 12/9/20
 CM 3 – Assessment
 Franklin/Grundy
 00127218- Sits in Franklin

Eric Smith (Becky Russell)
 11/15
 CM 3 – Assessment
 Franklin/Grundy
 00073918- Sits in Franklin

April Stephens
 CM 2 – Assessment
 Franklin/Grundy
 00127219 – Sits in Franklin

Jeffrey Bowling
 CM 2 – Assessment
 Franklin/Grundy
 00127047- Sits in Franklin

Lindsay Wiley
 CM 4 – Assessment
 00127054
 Coffee

Amanda Eddleman
 CM 2 – Assessment
 Coffee
 00119600 – Sits in Coffee

Kenneth Baker
 CM 3 – Assessment
 Coffee
 00117038 – Sits in Coffee

Christal Wilson
 CM 2 – Assessment
 Coffee
 00117035 – Sits in Coffee

Vacant - David
 Cunningham 10/23
 CM 3 – Assessment
 Coffee
 00050638- Sits in Coffee

Shonna Bolin
 CM 2 – Assessment
 Coffee
 00016409- Sits in Coffee

Janie Stewart
 CM 2 – Assessment
 Coffee
 00117041- Sits in Coffee

Tanassa Pillow
 CM 4- Assessment
 Bedford/Moore
 00119284
 Sits in Bedford

Carrie Dalton
 CM 3 – Assessment
 Bedford/Moore
 00127031 Sits in Bedford

Ainsley Hulshof
 C3 – Assessment
 Bedford/Moore
 00127038 Sits in Bedford

Jazma Ross
 CM 3 – Assessment
 Bedford/Moore
 01003087 Sits in Bedford

Vacant (Carolyn Pena (9/25)
 CM 2 – Assessment
 Bedford/Moore
 00119601 Sits in Bedford

**Lawanda Christmon- TC
Foster Care /FSS
Giles/Coffee/Franklin
Grundy/Lincoln
00119346 – Sits in Coffee**

Marcia Ray
CM 4 – SS
Franklin/Grundy
00052517
Sits in Franklin

Kristal Ray 7/12/2020
(Fultz)
CM 2 – SS
Franklin/Grundy
00074539 Sits in
Franklin

Montana Medina
CM 2-SS
Franklin/Grundy
00012769 Sits in Franklin

Thomas Meeks (Cremeans)
10/12
CM 1 – SS
Franklin/Grundy
00119582- Sits in Franklin

Vacant (Eric Smith)
CM 2 – SS
Franklin/Grundy
00119598- Sits in Franklin

Vacant (Lynn Ventola)
12/6/2020
CM 2 – SS
Franklin/Grundy
00120215- Sits in Franklin

Kim Jennings
CM 4 – SS
Giles/Lincoln
00053271
Sits in Giles

Robin Bain
CM 2 – SS
Giles/Lincoln
00117052- Sits in Coffee

Kimberly Goney
CM 2 – SS
Giles/Lincoln
00051805- Sits in Coffee

Alexis McDaniel (Lopez)
8/16
CM 2 – SS
Giles/Lincoln
00051863 – Sits in Giles

Kelsee Berryman.
(Tacora Garrett)
11/16
CM 2 – SS
Giles/Lincoln
00117947- Sits in Giles

Tracy Gentry
CM 3 – SS
Giles/Lincoln
00127278- Sits in Giles

Katie Flowers
CM 2 – SS
Giles/Lincoln
00016396- Sits in Giles

Marilyn Mendoza
CM 2 – SS
Giles/Lincoln
00052046 – Sits in
Giles

Denise Malone
CM 2-SS
Giles/Lincoln
00126330- sits Giles

Alesia Pennington
CM 4 – SS – Coffee/Moore
00074818
Sits in Coffee

Bonnie Wilson
CM 2 – SS
Coffee
01004636- Sits in Coffee

Lyndwan Taylor
CM 2 – SS
Coffee
00117053- Sits in Coffee

Amy Batts
CM 2 – SS
Coffee
00117042- Sits in Coffee

Vacant (Kristal Ray)
CM 2 – SS- Coffee
00117042- Sits in Coffee
Overlap Cleared

Seandra Dartis
CM 3 – SS
Coffee
00117039- Sits in Coffee

Heather Luttrell
CM 2 – SS
Coffee
00127049- Sits in
Coffee

Shakarah Nolan
CM 2 – SS
Coffee
00051807- Sits in
Coffee

Danielle Bailey
CM 2-SS
Coffee
00127051- Sits in
Coffee

Ivy Jernigan
CM 4 – FSS
Coffee, Bedford, Franklin, Grundy
Lincoln , Marshall, Moore
01003677 Maury – Sits in Coffee

Kayla Johnson
CM 2 – FSS
Bedford/Lincoln/Marshall
00117952 – Sits in Coffee

Chelsea Holder
Stembridge
CM 2 – FSS
Bedford/Lincoln/Marshall
00117037 – Sits in Coffee

Jodi Stewart
CM 2 – FSS
Coffee/Franklin/Grundy
00012770 – Sits in Coffee

Jami Fuller
CM 2 – FSS
Coffee/Franklin
00053082 Coffee

Samantha Mingle
CM 2 – FSS
Coffee
00117951 – Sits in Coffee

South Central Region Organizational Framework

South Central Region Organizational Framework

Lacretia Barkley
Team Coordinator
00127053
Hickman, Lewis, Maury Perry
& Wayne
Sits in Maury

<p>Erica Owens CM4-SS/Maury/Hickman 00051681 Sits in Maury</p>	<p>Miranda Ray CM 4 – SS- Lewis/Perry/Wayne 00012707 Sits in Lewis</p>	<p>Melinda Goolsby 2/23 CM 4 – SS - Lawrence 00117046 Sits in Lawrence</p>	<p>Jennifer Palmer CM 4 – SS 01004653 Sits in Lawrence</p>	<p>Stephanie Dunn CM 4 – Assessment Hickman/Perry/ Wayne 00051636 Sits in Lewis</p>
<p>Sabrie Blankenship CM 2 – SS Maury/Hickman 00052519 – Sits in Maury</p>	<p>Ashley Tripp CM 2 – SS Lewis/Perry/Wayne 00117955- Sits in Lewis</p>	<p>Jesse Leslie (Grensberg) 10/26 CM 1 – SS Lawrence 00127040-Sits in Lawrence</p>	<p>Melissa Saxon CM 2 – SS Lawrence 00117054-Sits in Lawrence</p>	<p>Cynthia Primm CM 3 – Assessment Hickman 00051560 – Sits in Hickman</p>
<p>Alexus Thomas CM 2-SS Maury/Hickman 00012831- Sits in Maury</p>	<p>Erica Overton CM 2 – SS Lewis/Perry/Wayne 00073923- Sits in Wayne</p>	<p>Bianca Cathey – 1/27 CM 2 – SS Lawrence 00052447-Sits in Lawrence</p>	<p>Vacant (McDaniel)(8/16) CM 2 – SS Lawrence 01004637-Sits in Lawrence</p>	<p>Brandon Rosson CM 3 – Assessment Wayne/Perry 01004217-Sits in Wayne</p>
<p>Jaclyn Boshers CM 3 – SS Maury/Hickman 01004626- Sits in Maury</p>	<p>Melissa Stults CM 3 – SS Lewis/Perry/Wayne 00052047- Sits in Lewis</p>	<p>Alexandria (Blair)Haddix CM 2 – SS Lawrence 00012850-Sits in Lawrence</p>	<p>Lori Lamprecht CM 2 – SS Lawrence 00119250-Sits in Lawrence</p>	<p>Emily James CM 2 – Assessment Hickman 00117945 – Sits in Hickman</p>
<p>Stacey Long CM 2 – SS Maury/Hickman 00117055- Sits in Maury</p>	<p>Kennedy Pigg CM 1 – SS Lewis/Perry/Wayne 00075605- Sits in Wayne</p>	<p>Misty Oliphant CM 2 – SS Lawrence 00119264-Sits in Lawrence</p>	<p>Kayla Cook (Crane)- (9/14) CM 2 – SS-Lawrence 00117049-Sits in Lawrence</p>	<p>Christie Peery CM 2 – Assessment Hickman 00052514 – Sits Lewis</p>
<p>Irina Nance CM 1 – SS Maury/Hickman 00117953- Sits in Maury</p>	<p>Allison Goldman CM2-SS Maury/Hickman 00119261 – Sits in Maury</p>	<p>Vacant (Brianette Shannon) CM 3 – Assessment Hickman/Perry/Wayne 00051806 – Sits in Lewis</p>		

South Central Region Organizational Framework

Melissa Lowe
TC- Permanency
Placement, Foster Parent
00119265- Sits in Maury

Lisa Fisher
CM4-SS (Foster care)/(Ktd)
Bedford/Marshall
00117872 -Sits in Maury

Holly Wunner
CM 4 – Permanency (Adoption)
Region Wide
00120860-Sits in Maury

Jacquista Christman
CM 4 Placement (No cases)
Region Wide
00119266-Sits in Coffee

Ashley Brinkley (Foster Parents File)
CM14 – Foster Parents
Region Wide
00051995-Sits in Maury

Janeka Haden
CM 1 – SS
Bedford/Marshall
00117033-Sits in Bedford

Misty Mellor
CM1-SS
Bedford/Marshall
00117079 -Sits in Maury

Jessica Holt
CM 2 – Permanency
West Counties
00052020-Sits in Wayne

Felicia Morris
Corporal
Transportation Officer
Region Wide
00120233-Sits in Maury

Rose Humbert
CM 2 – FPSCM
Maury/Giles
00117036-Sits in Maury

William Bryson
CM2 –FPSCM
Maury
00119283-Sits in Maury

Vacant (Dvorak) 3/16
CM 1 –SS- Bedford/Marshall
00117083 (Overlap Cleared)
Sits in Maury

Ashley Dvorak (Affolter)-
CM2 –SS/17
Bedford/Marshall
01004638-Sits in Maury

Lora Ball
CM 2 – Permanency
East Counties
00012834-Sits in Coffee

Emily Caruth
CM 2 – Placement
Bedford/Lincoln/Moore
00012806-Sits in Bedford

Gwynn Owens
CM2 –FPSCM
Franklin/Grundy
00052028-Sits in Franklin

Gwynne Alexander
CM12 –FPSCM
Coffee/Lincoln/Moore
00052456-Sits in Coffee

Edward Rod Linton
CM 3 – SS
Bedford/Marshall
00052812-Sits in Bedford

Daniel Gawlak (Fullilove)
11/16
CM 2 – SS-
Bedford/Marshall
01004635-Sits in Maury

Courtney Affolter
CM 2 – Permanency
Middle Counties
00072722-Sits in Maury

Alexandra Henry – 1/27
CM 2 – Placement
Maury/Marshall
00119633-Sits in Maury

Sandra McElhanev
CM 3 – FPS
Region Wide
00117032-Sits in Maury

Autumn Hill
CM 2 –FPSCM
Bedford/Marshall
00120294-Sits in Bedford

Sarah Wells (Linton)-
8/17/2020
CM 2 – SS
Bedford/Marshall
00052315-Sits in Bedford

Jerria Anderson (Ray)-
8/17/2020
CM 2 – SS
Bedford/Marshall
00051593-Sits in Bedford

Shelley Erfourth
CM 2 – SS
Region Wide
01004634-Sits in Maury

**Chelsea Jones(Williams-
 Davis) 11/16/2020**
CM 2 – Placement
Giles/Lawrence
00119634-Sits in Lawrence

Dominique McCoy
CM 2 – FSPSCM
West Counties
00119256-Sits in Wayne

Jessica McKinney
CM 2 – FPSCM
Lawrence
**00052455-Sits in
 Lawrence**

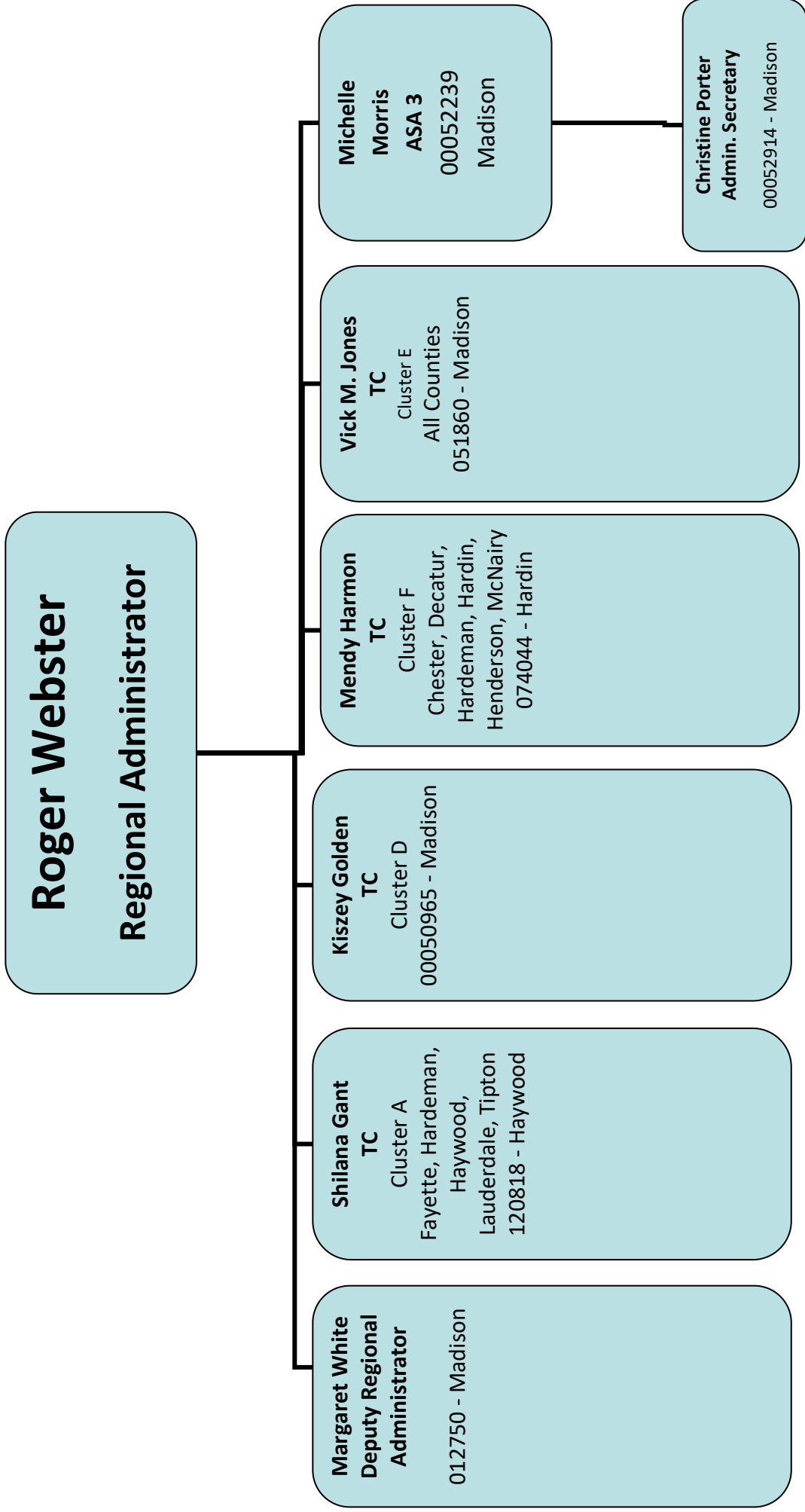
Iris Sprowl
CM 2 – SS
Region Wide
00051996-Sits in Maury

Courtney Kendrick 12/4/20
CM 2 – Placement
Coffee/Franklin/Grundy
00052663-Sits in Franklin

Jordan Hatfield
CM 2 Kinship
Region Wide
00051682-Sits in Maury

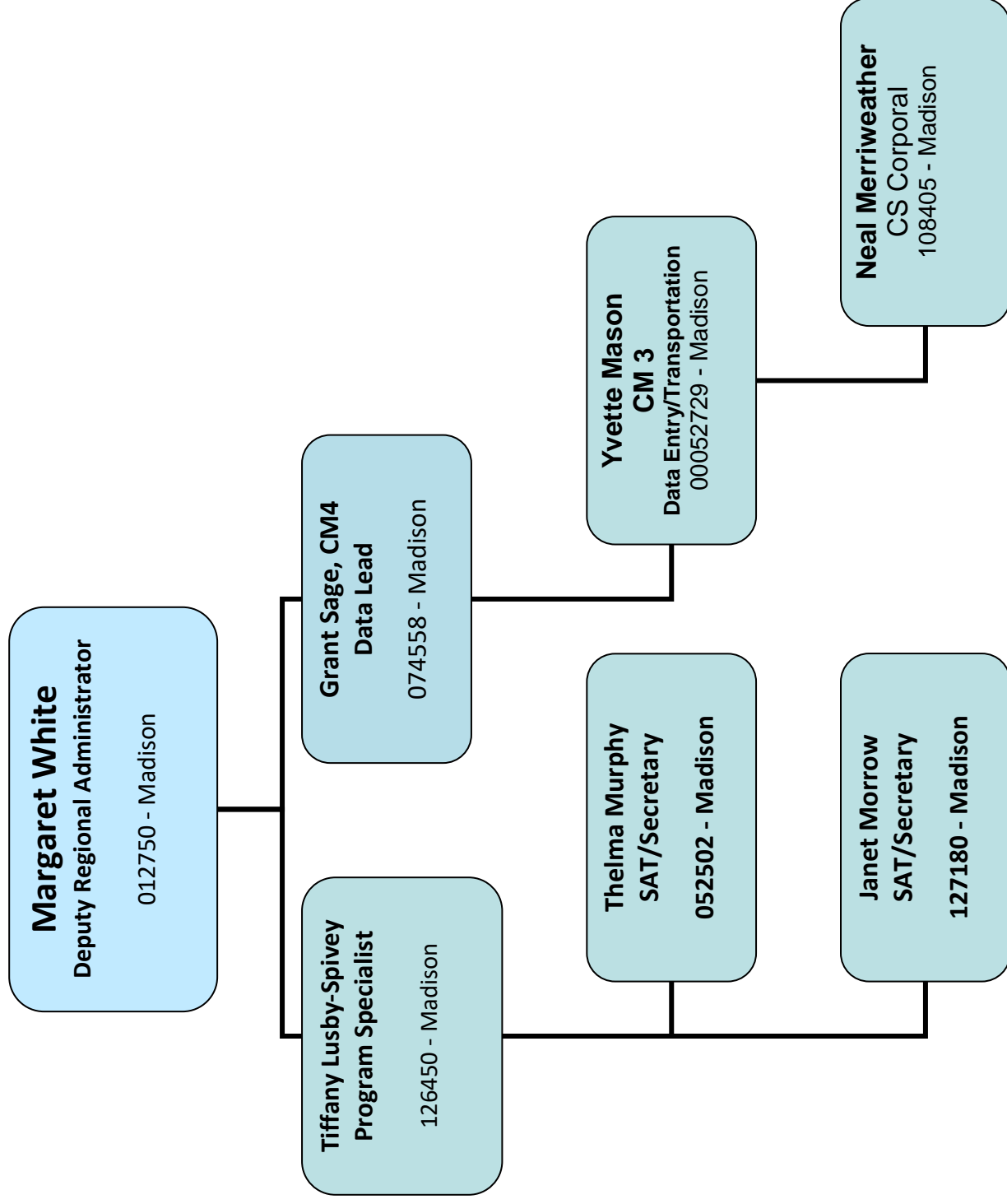
Southwest Region

Chester, Decatur, Fayette, Hardeman, Hardin, Haywood, Henderson, Lauderdale, Madison, McNairy & Tipton

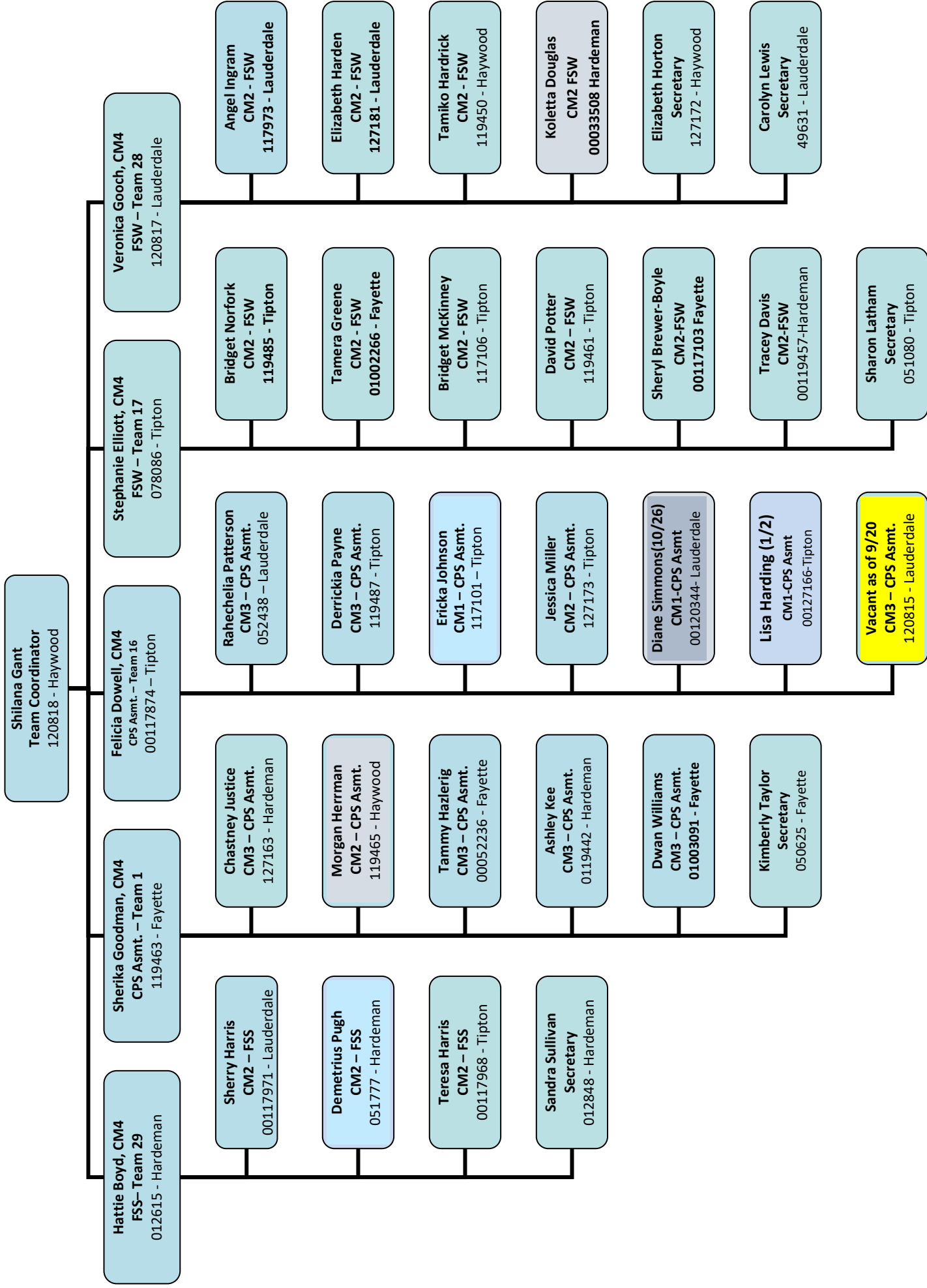


Southwest Region

Chester, Decatur, Fayette, Hardeman, Hardin, Haywood, Henderson, Lauderdale, Madison, McNairy & Tipton

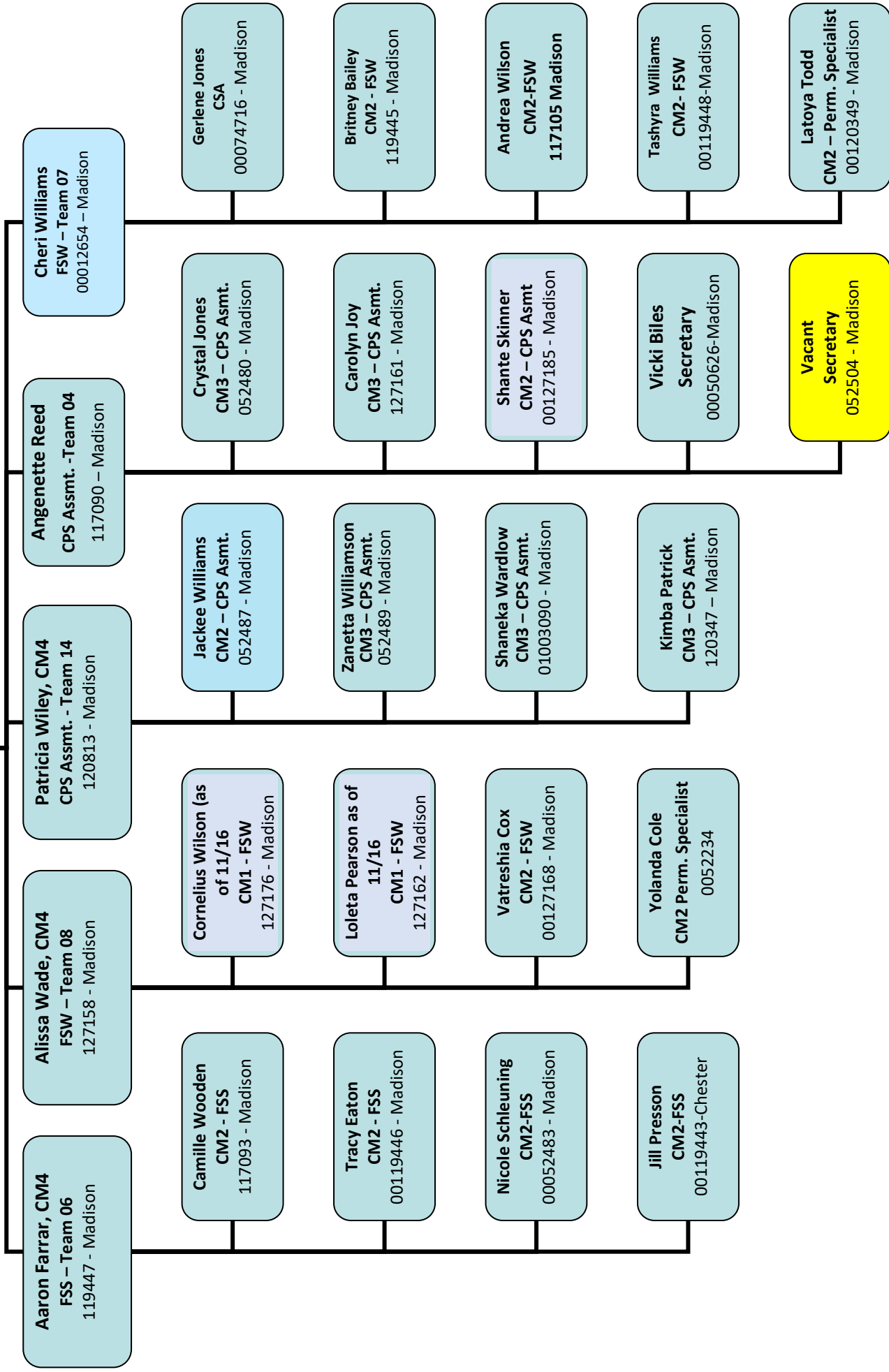


Southwest Region Cluster A
Fayette, Hardeman, Haywood, Lauderdale & Tipton



Southwest Region Cluster D
Madison

Kiszev Golden
Team Coordinator
Madison
00050965



Southwest Region Cluster E
All Counties

Vick M. Jones Jr
Team Coordinator
00051860 - Madison

Karen Reid, CM4
Court Liaison – Team 21
00127165 – Madison

Nancy Thompson, CM4
Facilitator – Team 22
00119475 - Madison

Tressy Harris-Murray, CM4
FPS – Team 23
121389 - Haywood

Camecia Springfield, CM4
Resource PS – Team 24
119476 - Madison

Jimmie Trice-Baylor, CM4
Placement – Team 25
119490 - Madison

Holly Herndon
CM2 – Court Liaison
051809 - Madison

Maurice Gastelum
CM2 - Facilitator
012863 - Madison

Earla Dennie-Tyus
CM2 - FPS
117972 - Lauderdale

Courtney Carney, CM3
FSS, Resource Linkage & Overflow
121388 - Madison

Allissa Morin (10/11/20)
CM2 - Placement
120348 - Madison

Tanzania Pharms
CM2 – Court Liaison
119613 - Madison

Lewis Gooch
CM2 - Facilitator
120346 - Madison

Alice Franklin(10/04/20)
CM2 - FPS
117098 - Hardeman

Tracy McClain
CM2 – FPS & FHS
052470 - Madison

Janice Turner
CM2 - Placement
00120312 - Tipton

Marilyn Roberts
CM2 – Court Liaison
117975 - Lauderdale

Jo Ellison
CM2 - Facilitator
52012 - Henderson

Deanna Mullins
CM2 – FHS
120354 - McNairy

Barbara Bond, CM3
Resource Linkage
120866 - Madison

Amy Bingham
CM2 – Placement
00053066 - Madison

Elroy Lee Jones
CM2 – Court Liaison
053065 - Tipton

Lisa Taylor
CM2 - Facilitator
117970 - Lauderdale

Tracie Williams
CM2 - FPS & FHS
117974 - Haywood

Ashley Calvert
CM2 Placement
00120315- Madison

Wanda Johnson
CM2 -Placement
0128250 - Madison

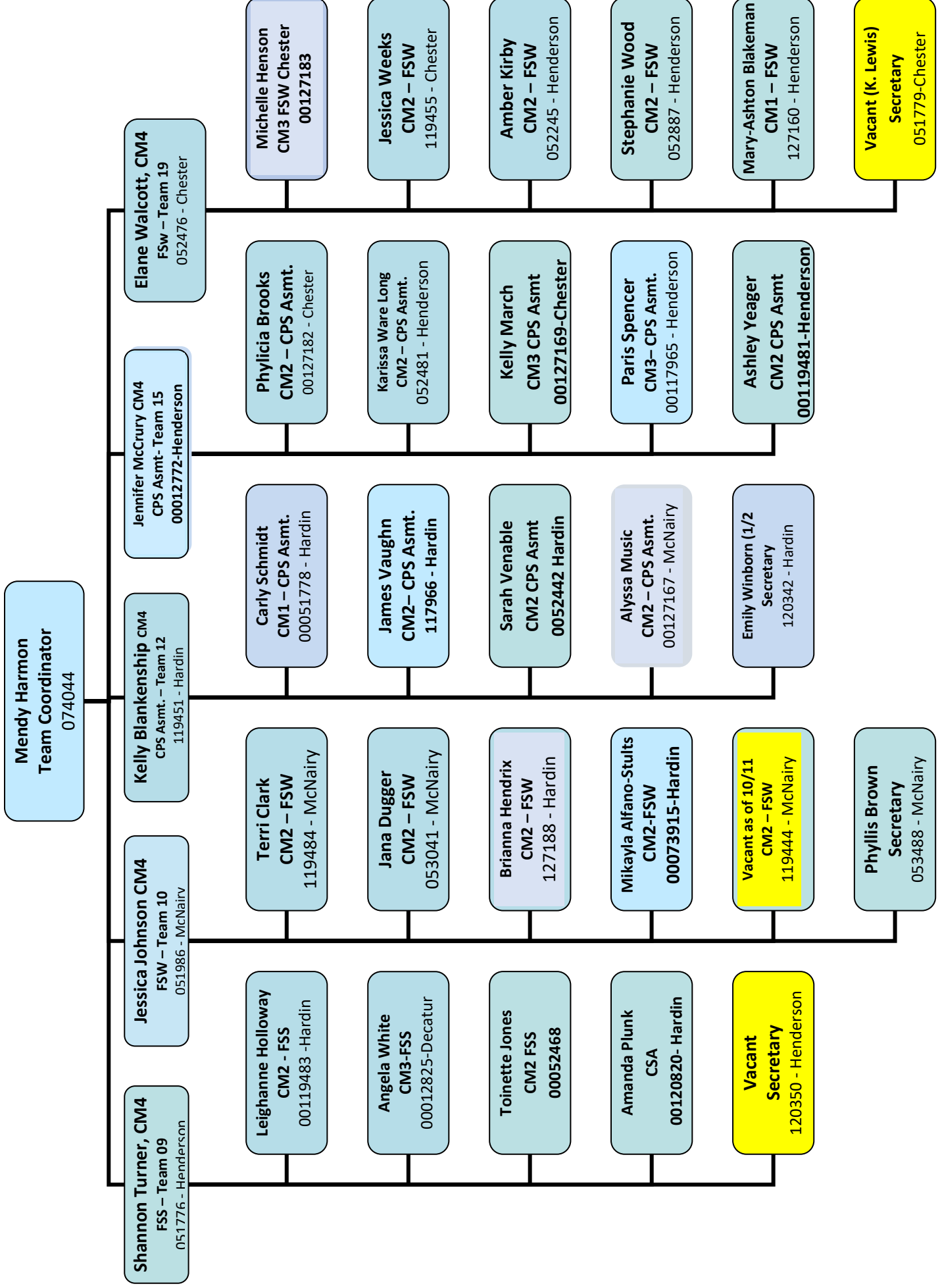
Ginger Daniel
CM2 – Court Liaison
117095 - Hardin

Sanchez Simmons
CM2 – FPS
052486 - Madison

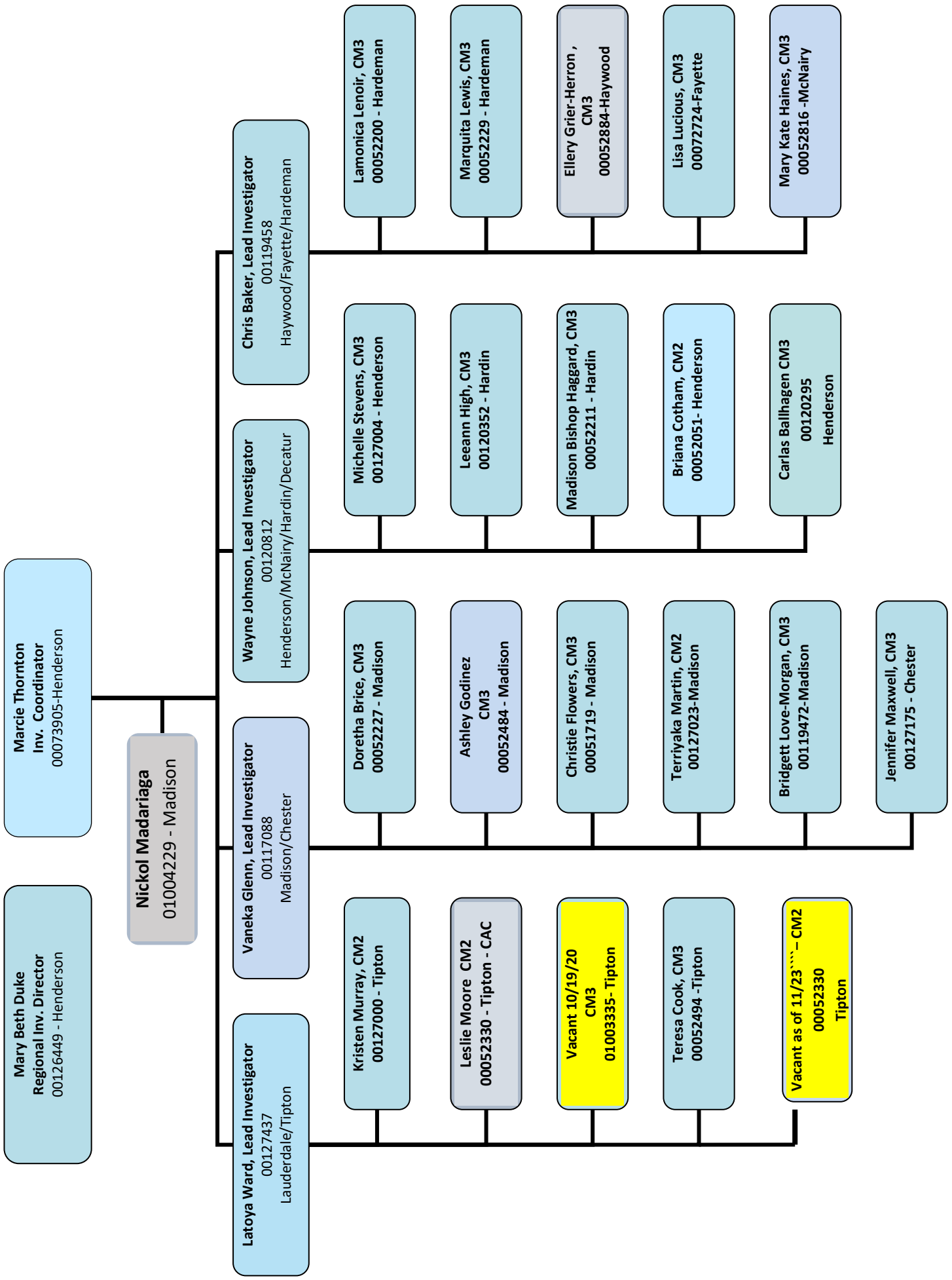
Twellia McAlpin, CM3
Kinship Coordinator
127177 - Madison

Karen Woods
CM2 - Court Liaison
012840 - Hardeman

Southwest Region Cluster F
 Chester, Decatur, Hardeman, Hardin, Henderson, McNairy

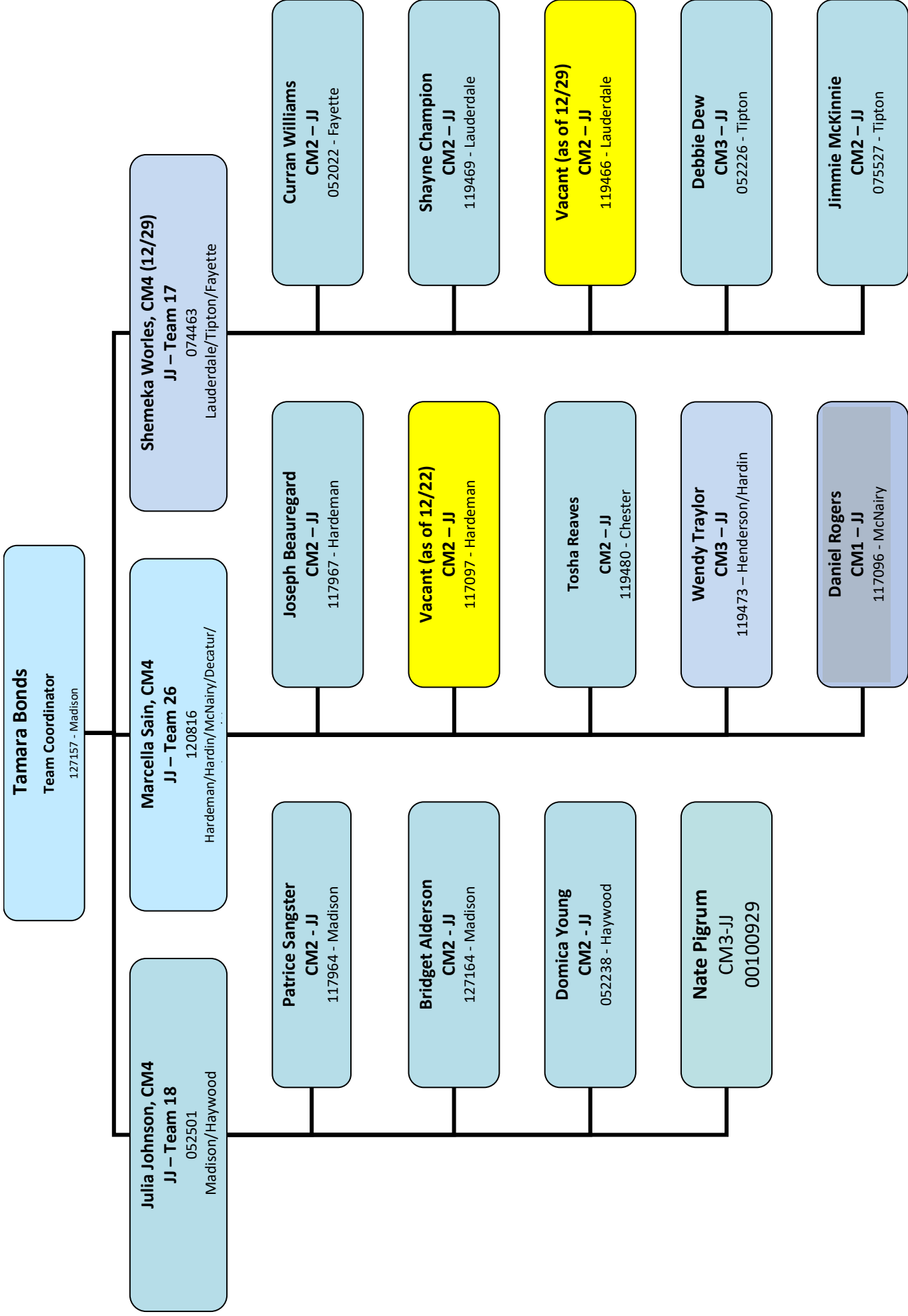


CPS Investigations Unit
 Chester, Decatur, Fayette, Hardeman, Hardin, Haywood, Henderson, Lauderdale, Madison, McNairy, McNaury and Tipton



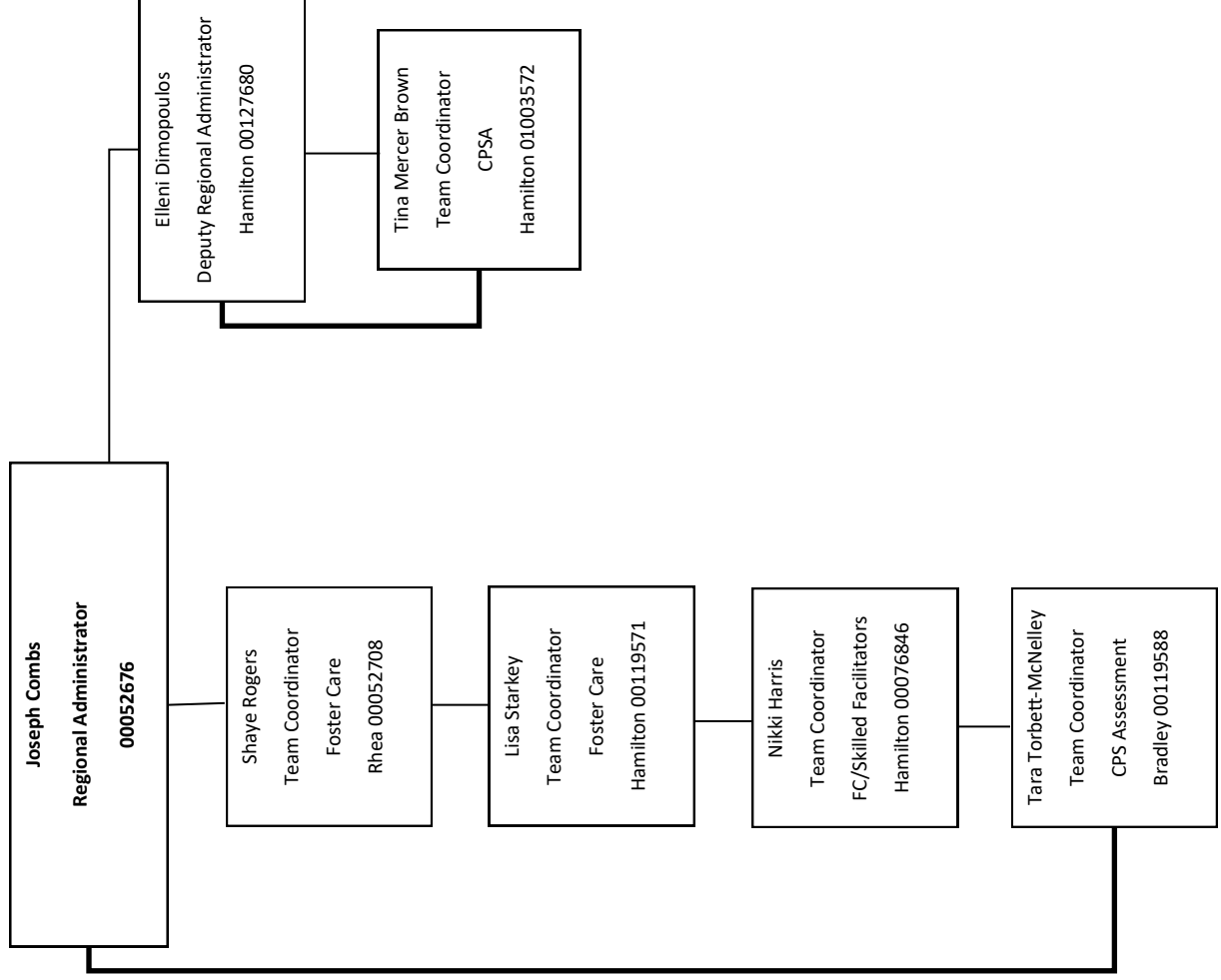
JJ Unit

Chester, Decatur, Fayette, Hardeman, Hardin, Haywood, Henderson, Lauderdale, Madison, McNairy and Tipton

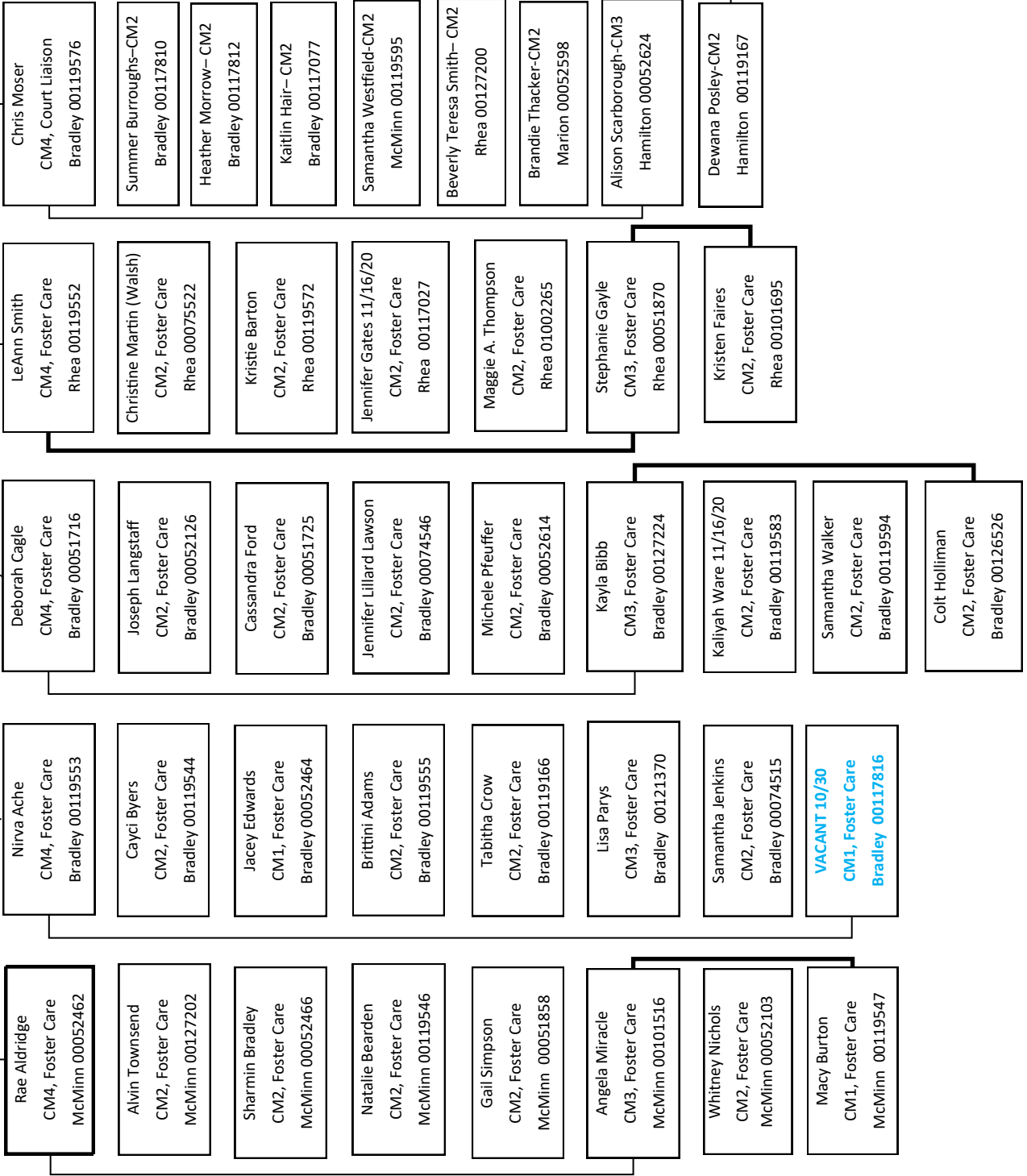


DEPARTMENT OF CHILDRENS SERVICES
TN VALLEY REGION ORGANIZATIONAL CHART

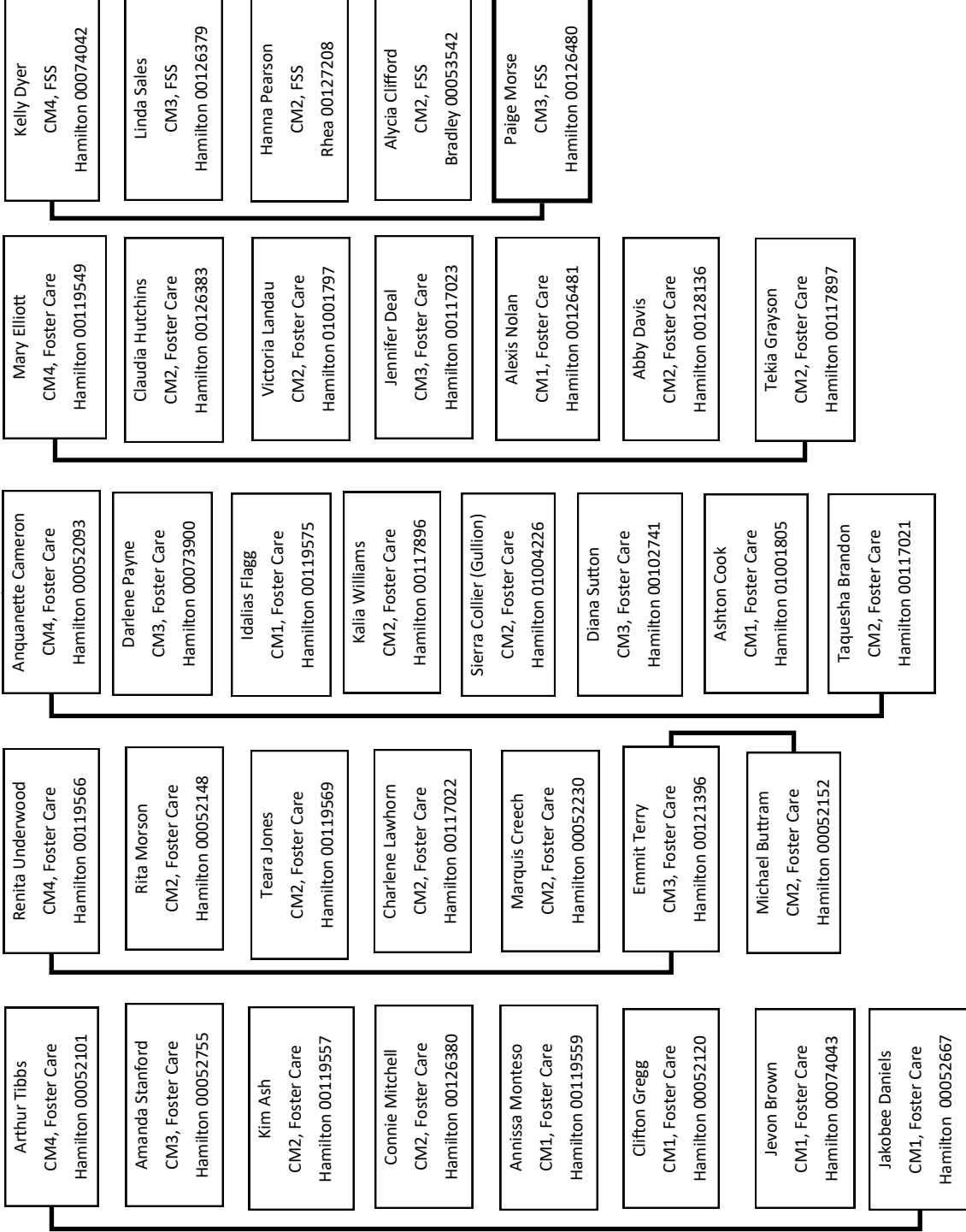
12/1/2020



Shaye Rogers
Team Coordinator
00052708



Lisa Starkey
Team Coordinator
Hamilton 00119571



12/1/2020

Nikki Harris
Team Coordinator
Hamilton 00076849

J. Carol Lee
CM4, Foster Care
00119585

Connie Seals
CM2, Foster Care
Marion 00117900

Jerry Walker
CM2, Foster Care
Marion 00119590

Laura Shank
CM2, Foster Care
Marion 00119587

Heather Rudez
CM3, Foster Care
Marion 00052779

Suzanne Edwards
CM2, Foster Care
Marion 00052510

Vickie McBee
CS Assistant
Marion 00127527

Connie Brown
CM4, Resource Parent Support
Hamilton 00012775

Arica Pace
CM2, FPS
Hamilton 00079140

Katrina Smith
CM2, FPS
Hamilton 00051919

Wanda Smith
CM2, FPS
Hamilton 00052104

Ceylonja Carr
CM2, FPS
Hamilton 00117028

Misty D'Amico
CM4, Facilitator/Home Studies/Kinship
Hamilton 00127198

Kristen Jennings
CM2 - Kinship Coord.
Hamilton 00119568

Mignon Carter
CM2-Kinship Coord.
Bradley 00051718

Candice Milligan
CM2-Home St. Writer
Bradley 00051721

Mariela Blanco
CM2, Skilled Facilitator
Hamilton 00117894

Hannah Burroughs
CM2, Skilled Facilitator
Hamilton 00119543

Scott Cate
CM2, Skilled Facilitator
Sequatchie 00119599

Demetra Ware
CM2, Skilled Facilitator
Bradley 00051724

Deborah Dillard
CM2, Skilled Facilitator
Rhea 00052159

Donna Kirby
CM4, Resource Parent Support
Hamilton 00051722

Chasity Vandergriff
CM2, FPS
Marion 00075629

Stephen Sapp
CM2, FPS
Bradley 00119579

Susan Morgan
CM2, FPS
Rhea 00119608

Hannah Powers
CM2, FPS
McMinn 00051717

Sharon Putnam
CM4, Placement spec.
Hamilton 00121371

Jody Liner
CM2, Placement Spec.
Hamilton 00119591

Puriti Sims
CM2, Placement Spec.
Hamilton 00119574

Marie Peter-Bowman
CM2, Placement Spec.
Hamilton 00119550

Brenda Asbury
ASA2
Hamilton 00127212

Heather Hancock
CM3, Placement Spec.
McMinn 00051852

Nathan Jones
CM2, Placement Spec.
Rhea 00119578

Mia Brown
CM2, Placement Spec.
Bradley 00012774

Syletta Broadnax-Edwards
CM4, Permanency Spec.
Hamilton 00119573

Neda Johnson
CM3, Permanency Spec.
Hamilton 001270510

Ari Daniels
CM2, Permanency Spec.
Hamilton 00117901

Rena Cunningham
CM2, Permanency Spec.
Hamilton 00119564

Stacey Ridgell
CM2, Permanency Spec.
Hamilton 00052106

Selena Taylor
CSA
Hamilton 00074731

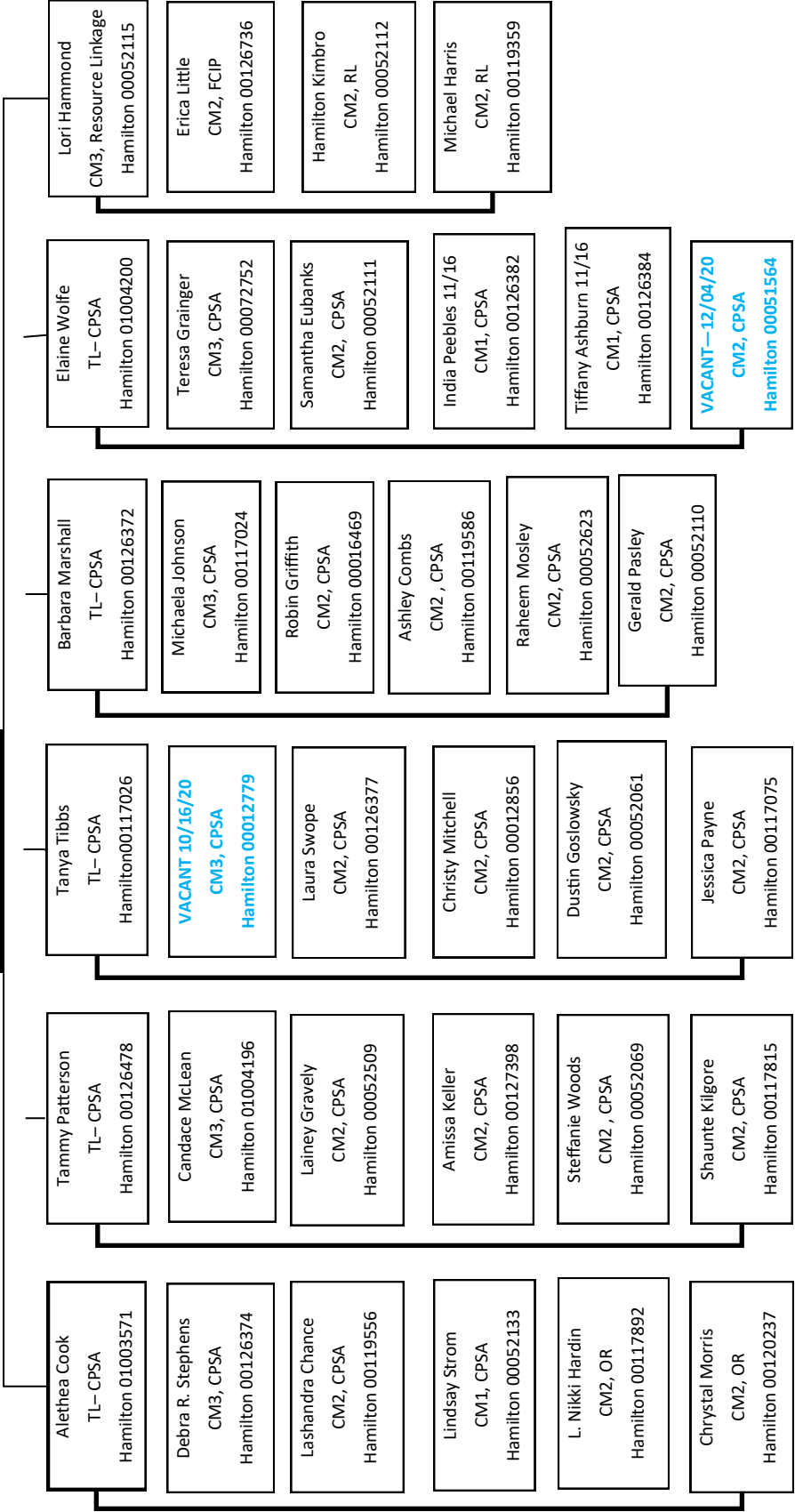
Kathy Wolfe-Blackwell
CSA
Hamilton 00052162

Andrea Bennett-Angel
CSA
Hamilton 00052161

VACANT 12/30/19
CSA
Bradley/McMinn
00053086

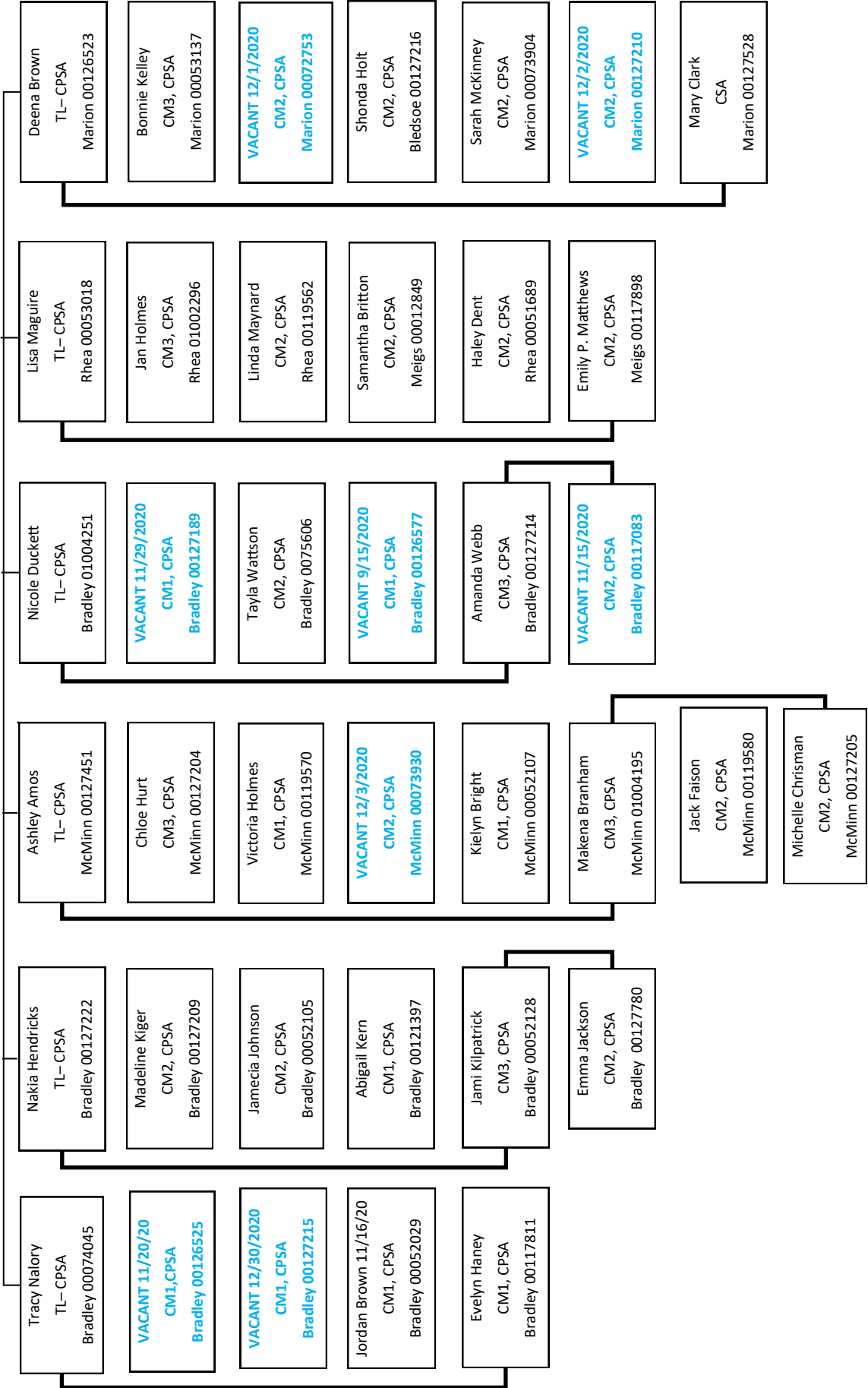
Tina Mercer Brown
Team Coordinator – CPSA
Hamilton 01003572

12/1/2020



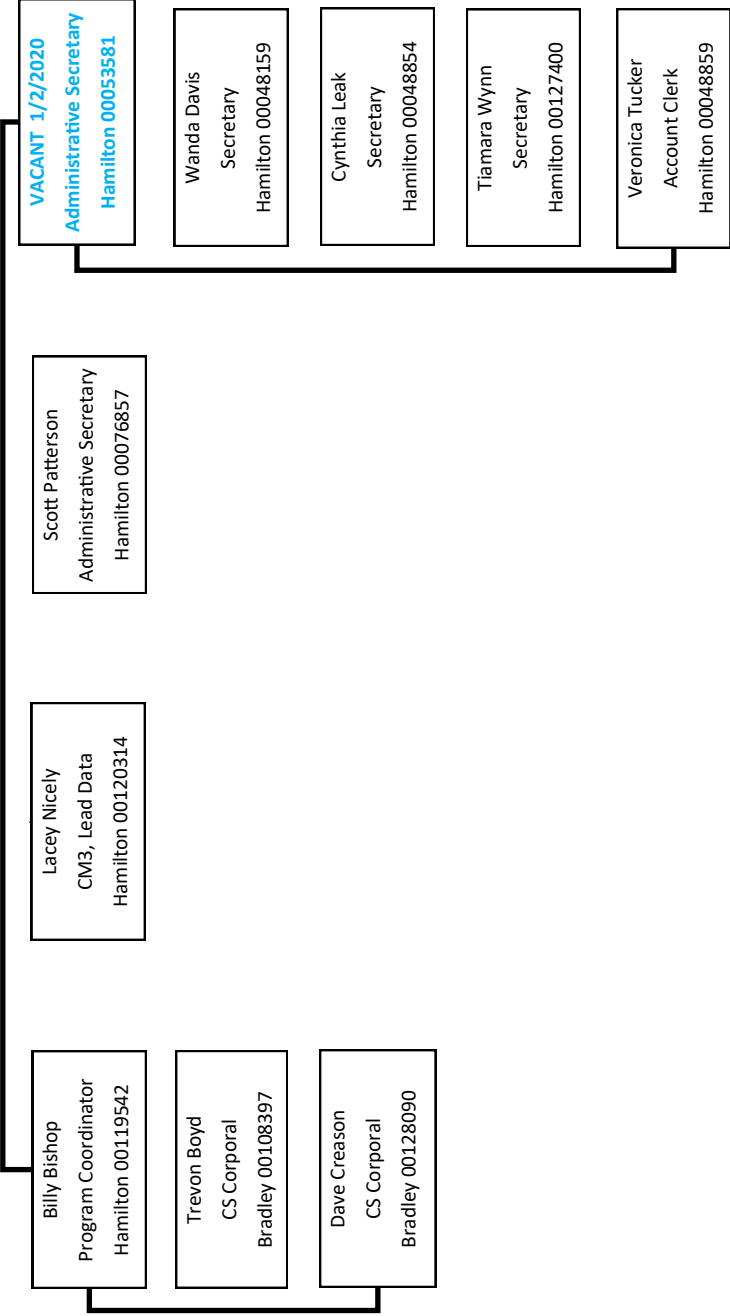
Tara Torbett-McNelly
 Team Coordinator-CPSA
 Bradley 00119588

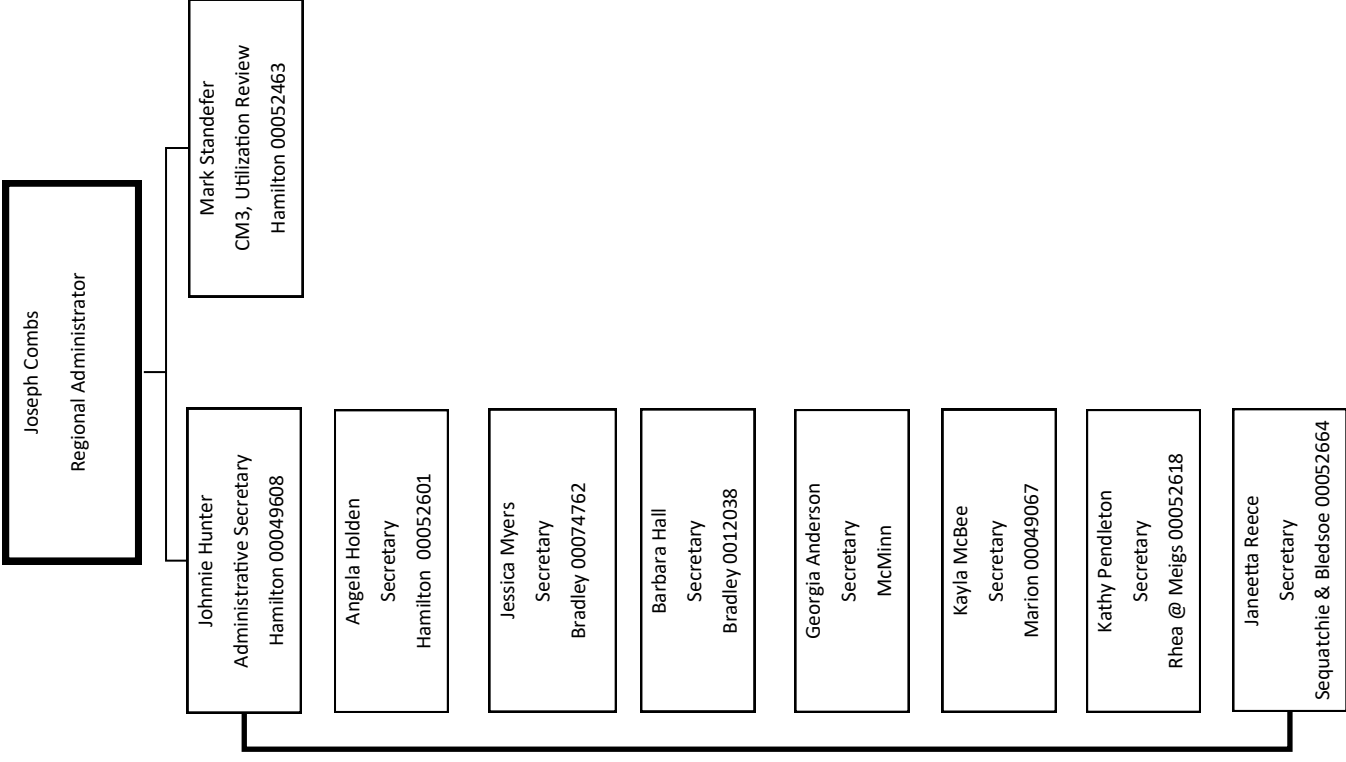
12/1/2020



Eleni Dimopoulos
Deputy Regional Administrator

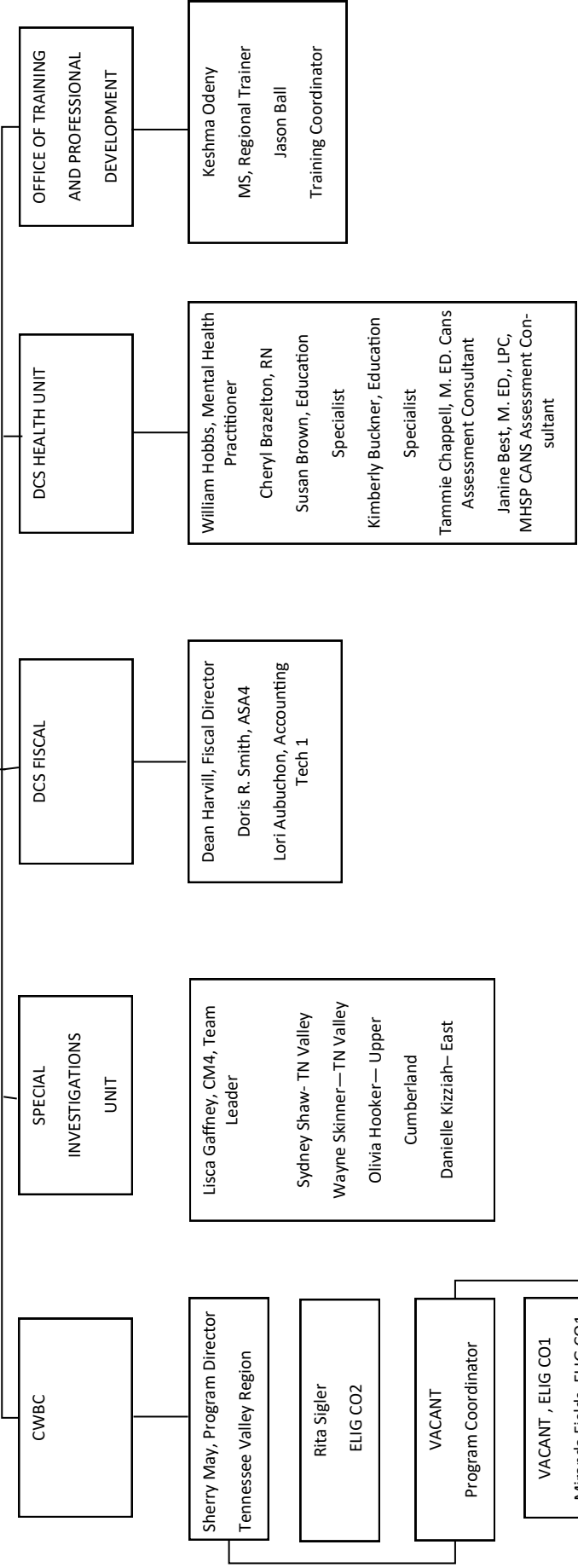
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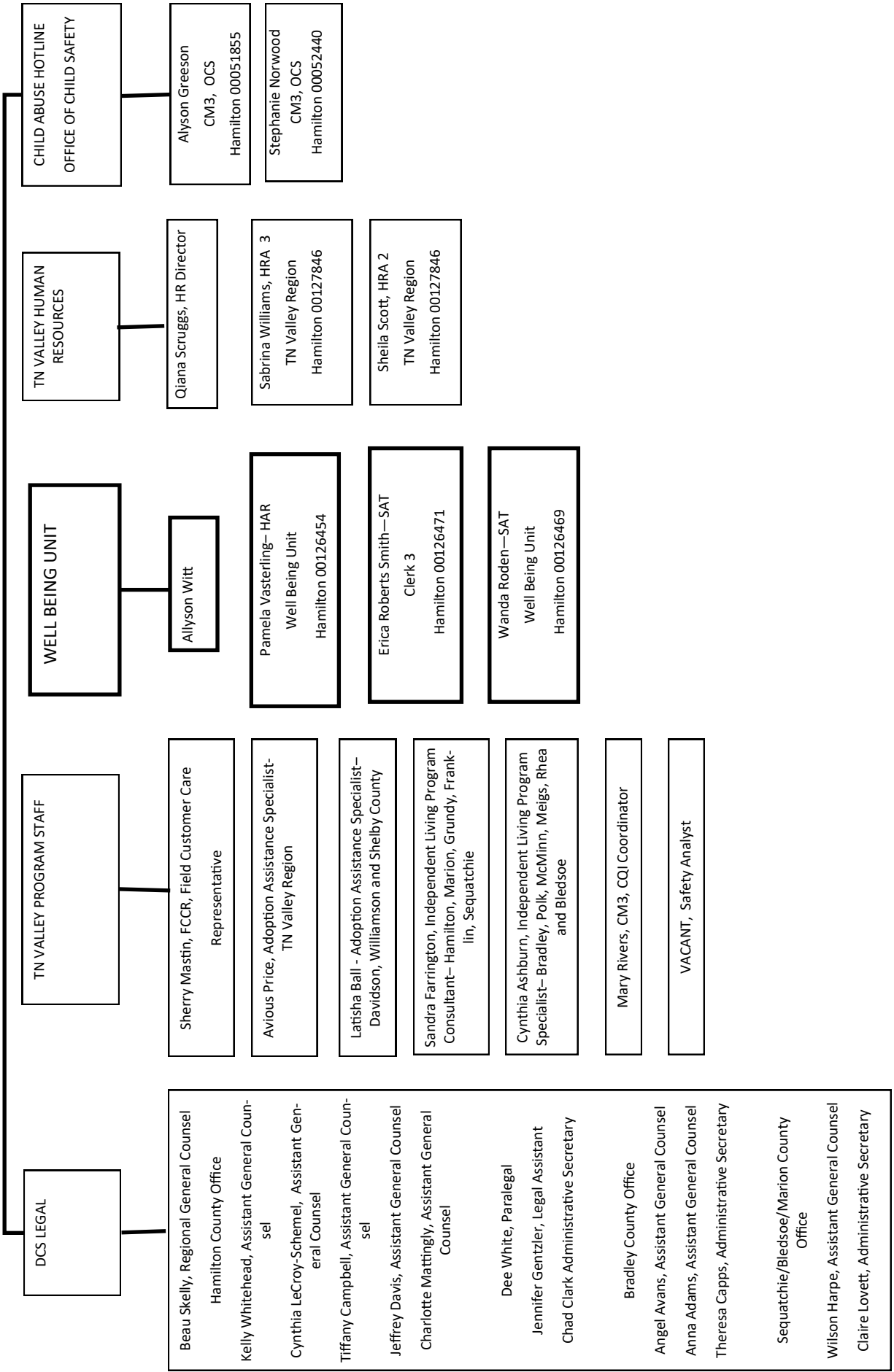
CENTRAL OFFICE STAFF
(LOCATED IN THE REGION)

12/1/2020



CENTRAL OFFICE STAFF
(LOCATED IN THE REGION)

12/1/2020



UPPER CUMBERLAND ADMINISTRATIVE UNIT

(Effective: December, 2020)



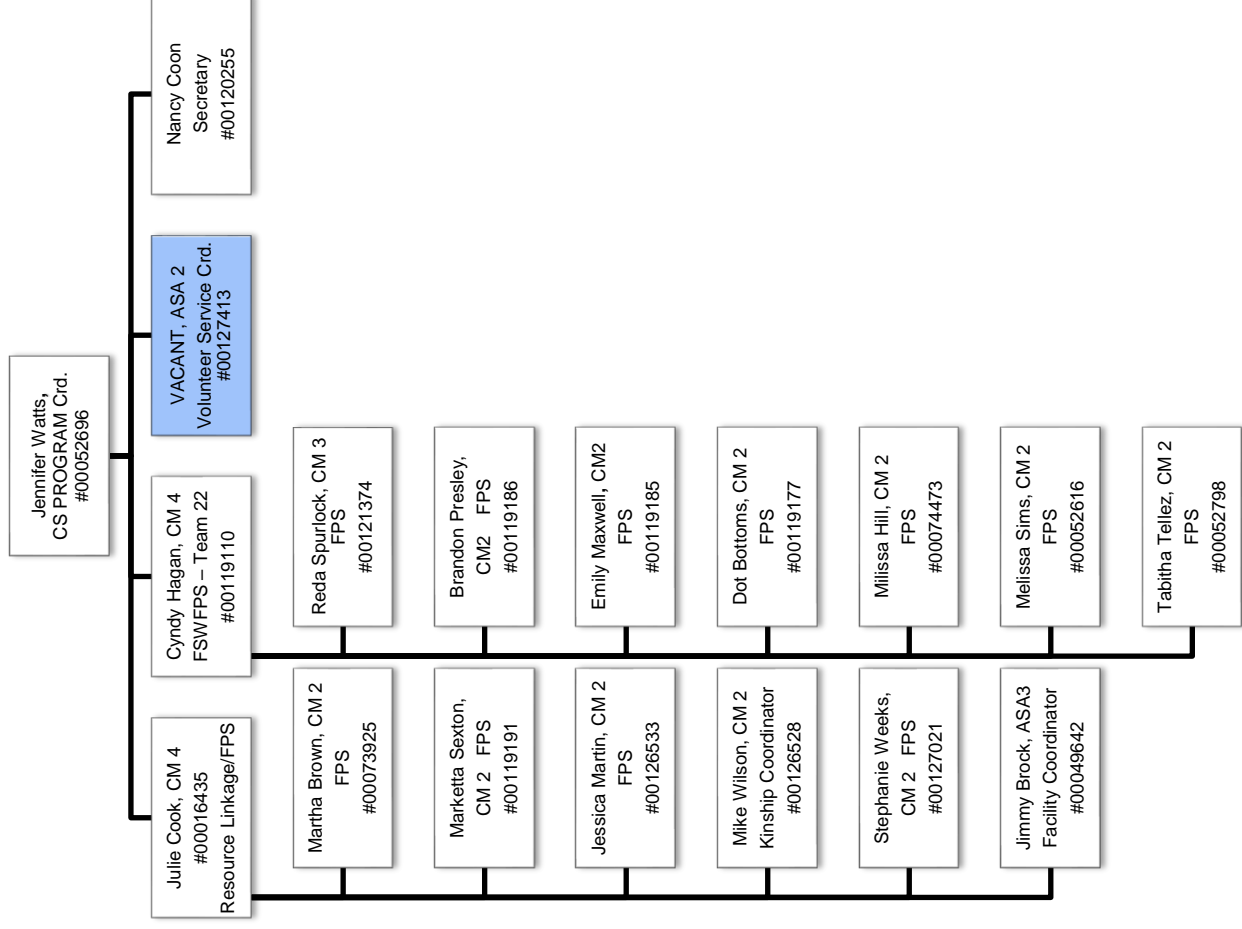
YELLOW denotes vacancy

BLUE denotes Strategic Hiring Letter needed

PURPLE denotes not approved to post now

UPPER CUMBERLAND FOSTER PARENT SUPPORT UNIT

(Effective: December, 2020)



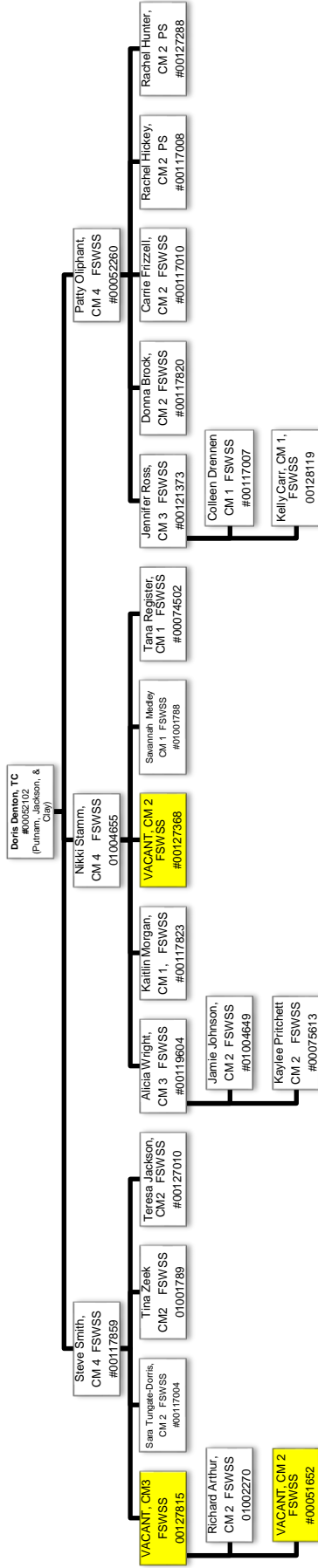
UPPER CUMBERLAND TEAM 1

(Effective: December, 2020)



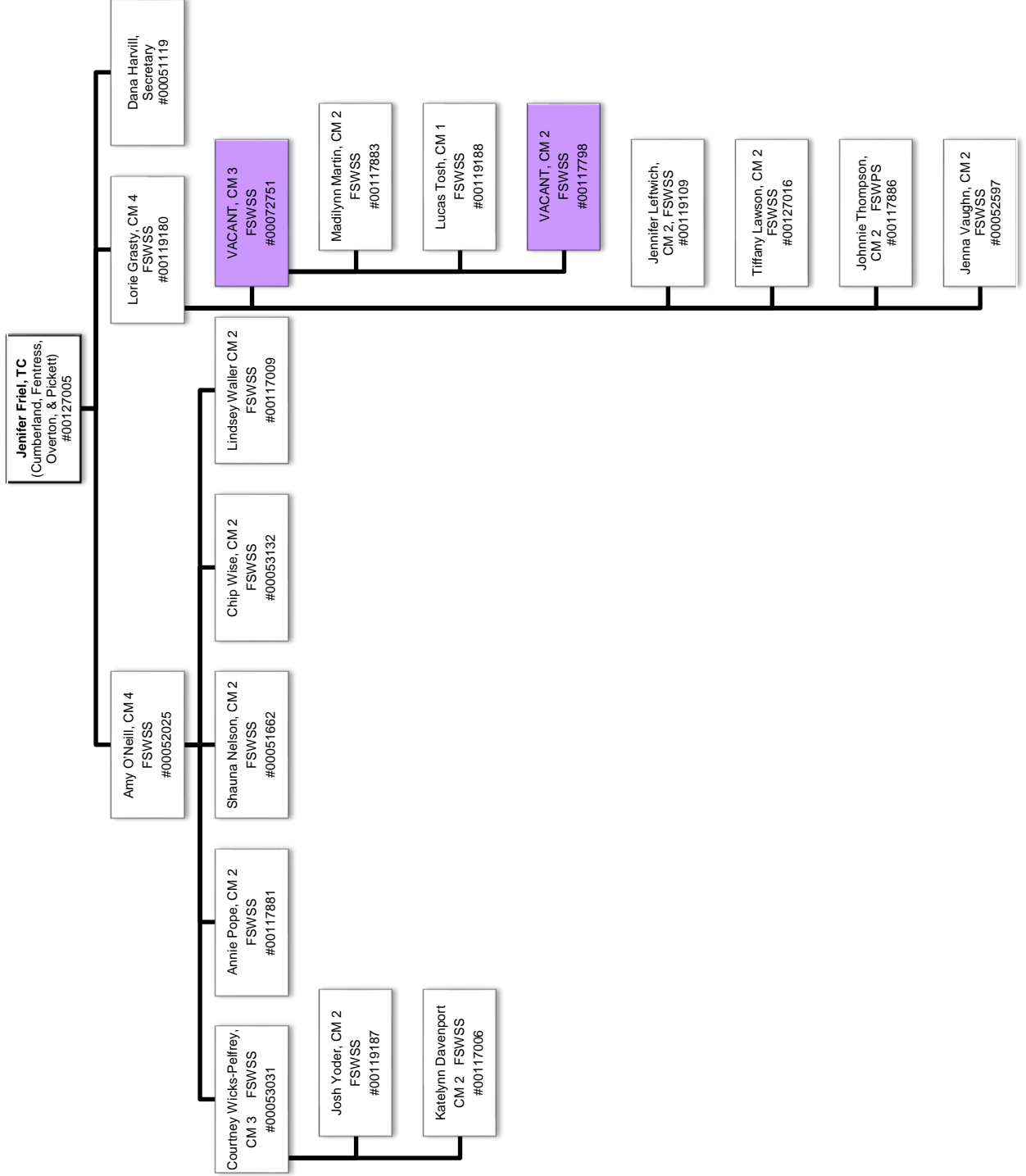
UPPER CUMBERLAND TEAM 1

(Effective: December, 2020)



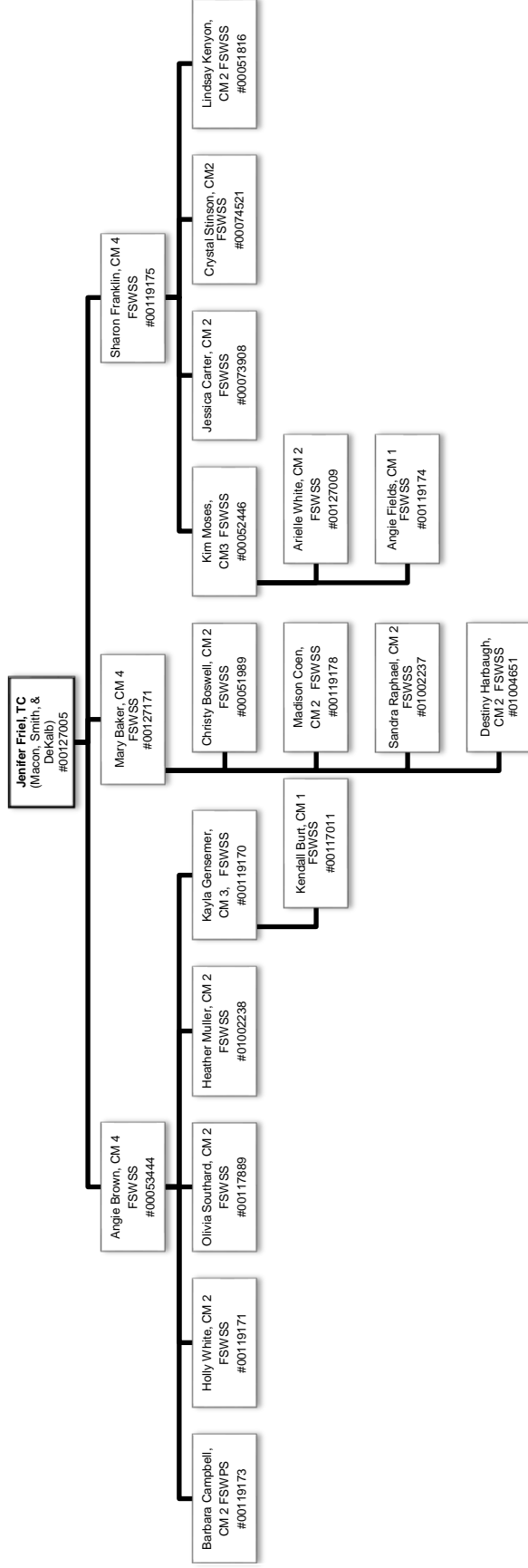
UPPER CUMBERLAND TEAM 2

(Effective: December, 2020)



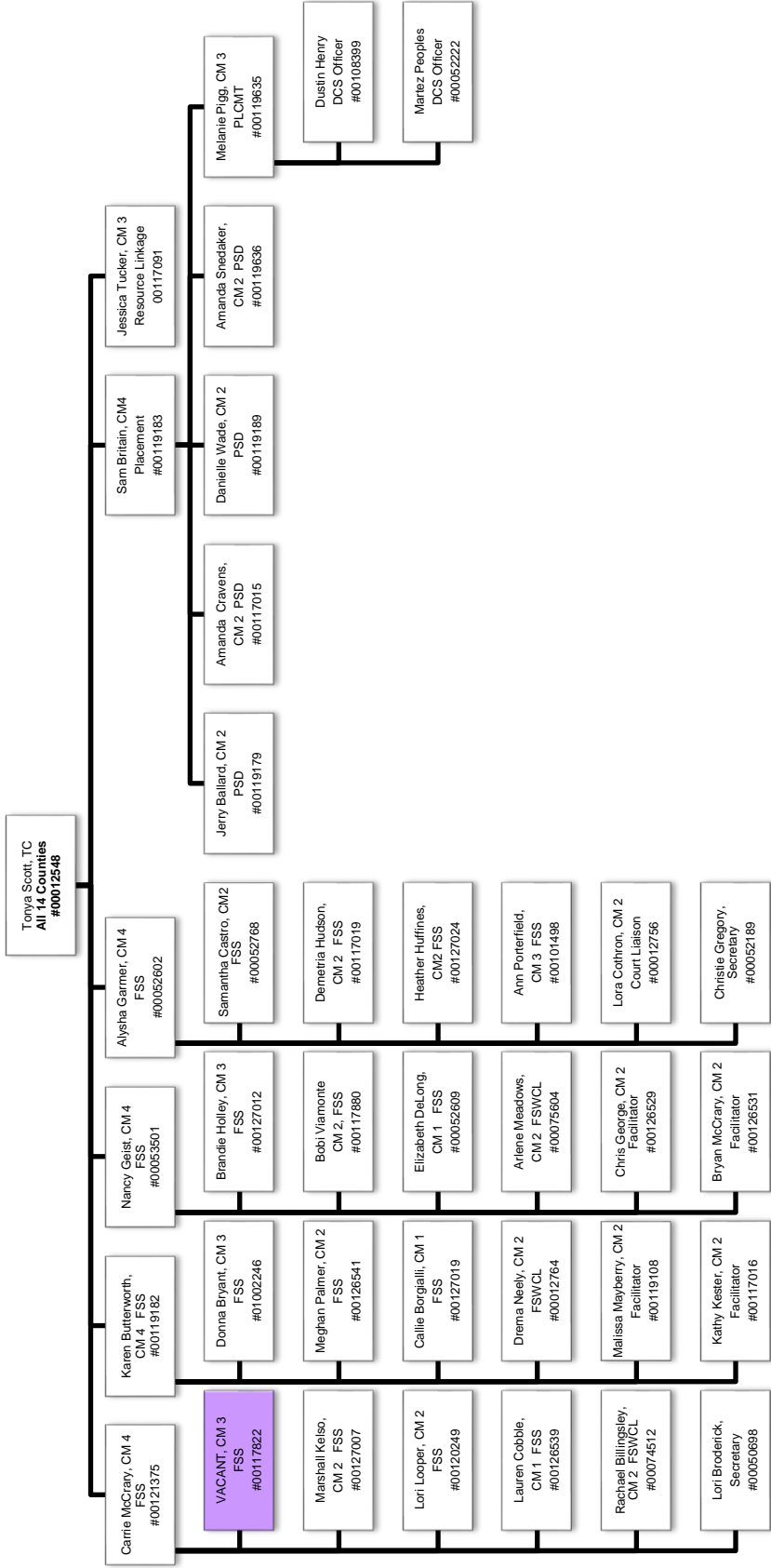
UPPER CUMBERLAND TEAM 2

(Effective: December, 2020)



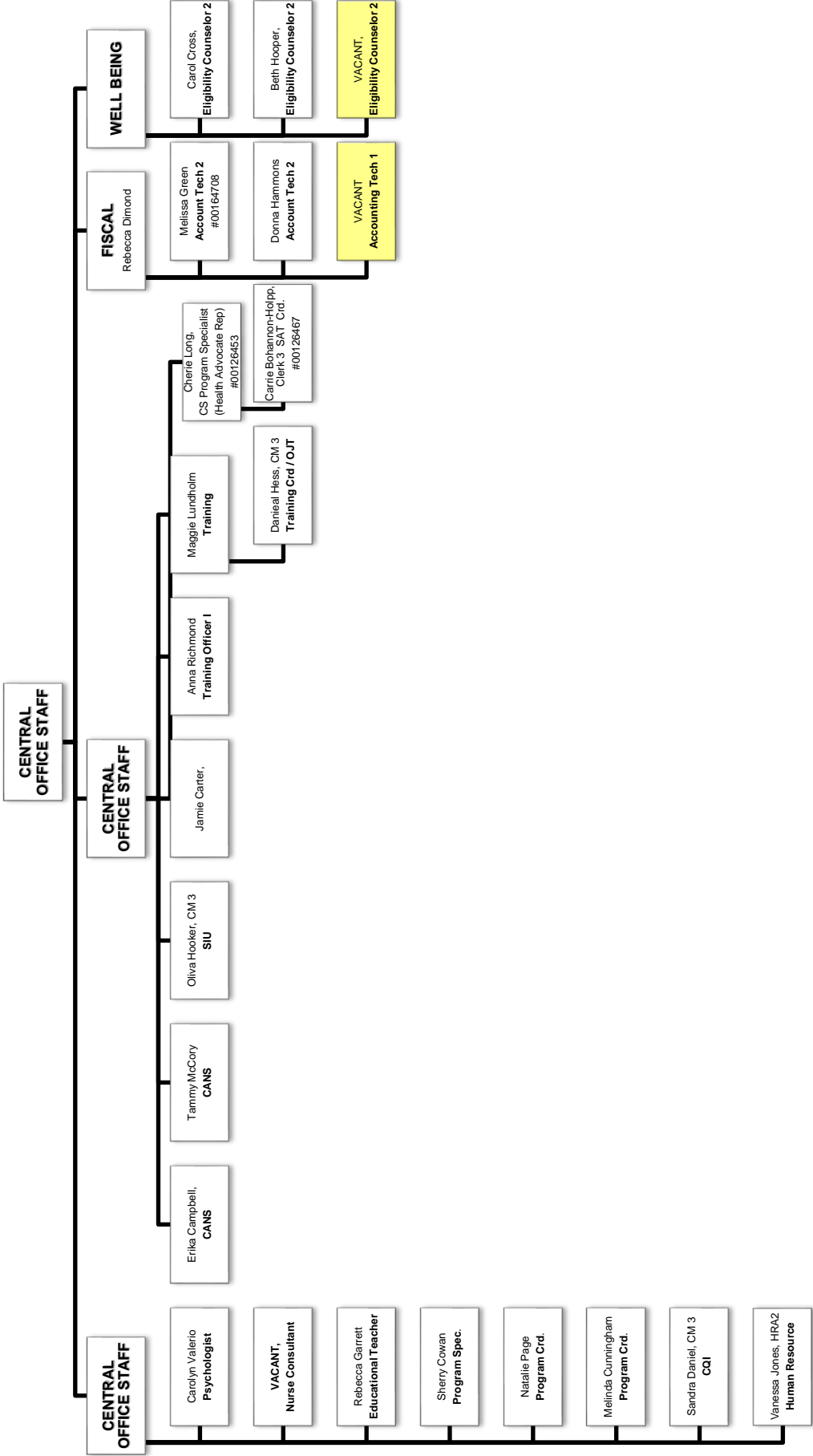
UPPER CUMBERLAND TEAM 3

(Effective: December, 2020)



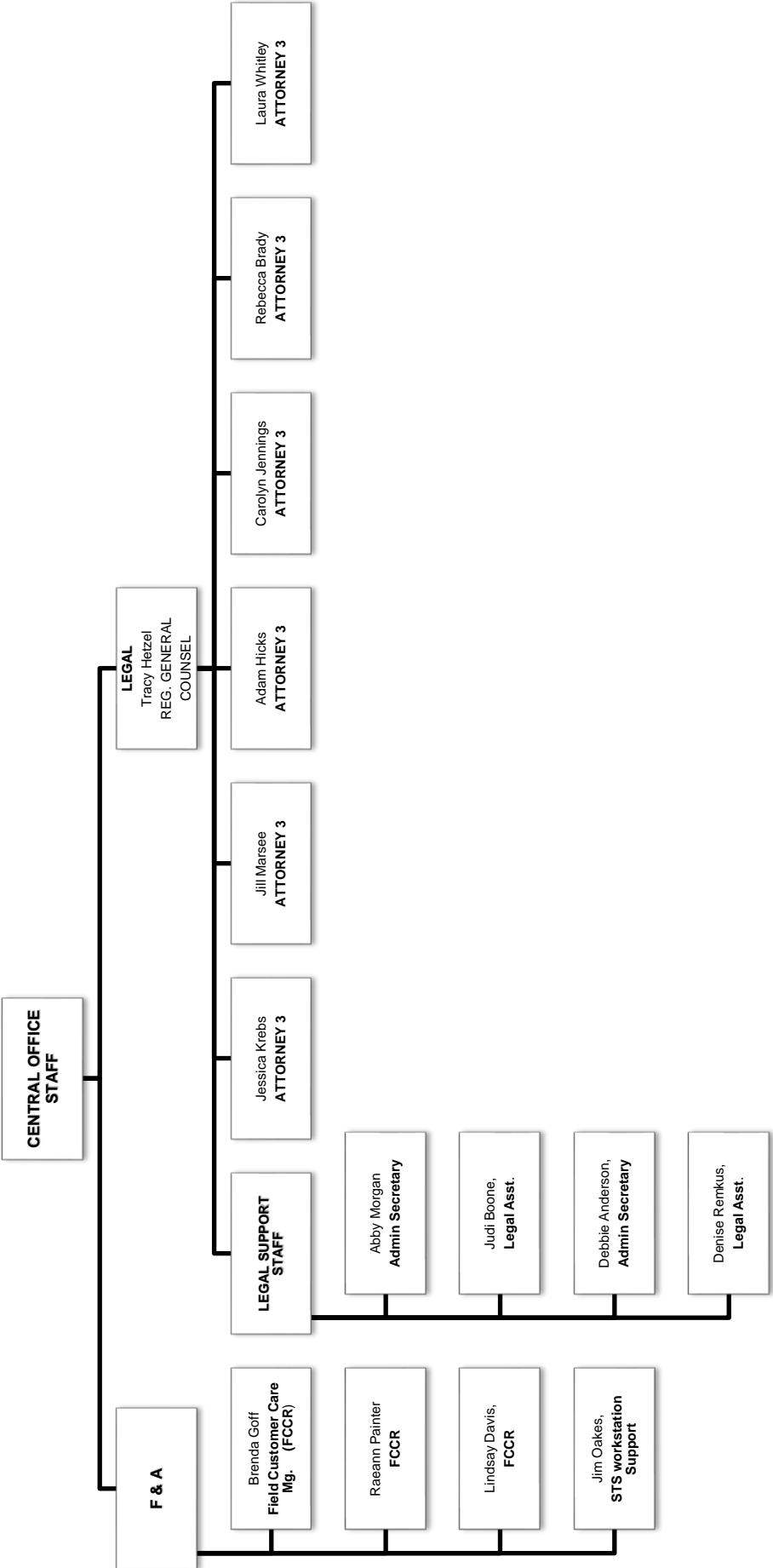
CENTRAL OFFICE STAFF HOUSED IN THE UPPER CUMBERLAND REGION

(Effective: December, 2020)

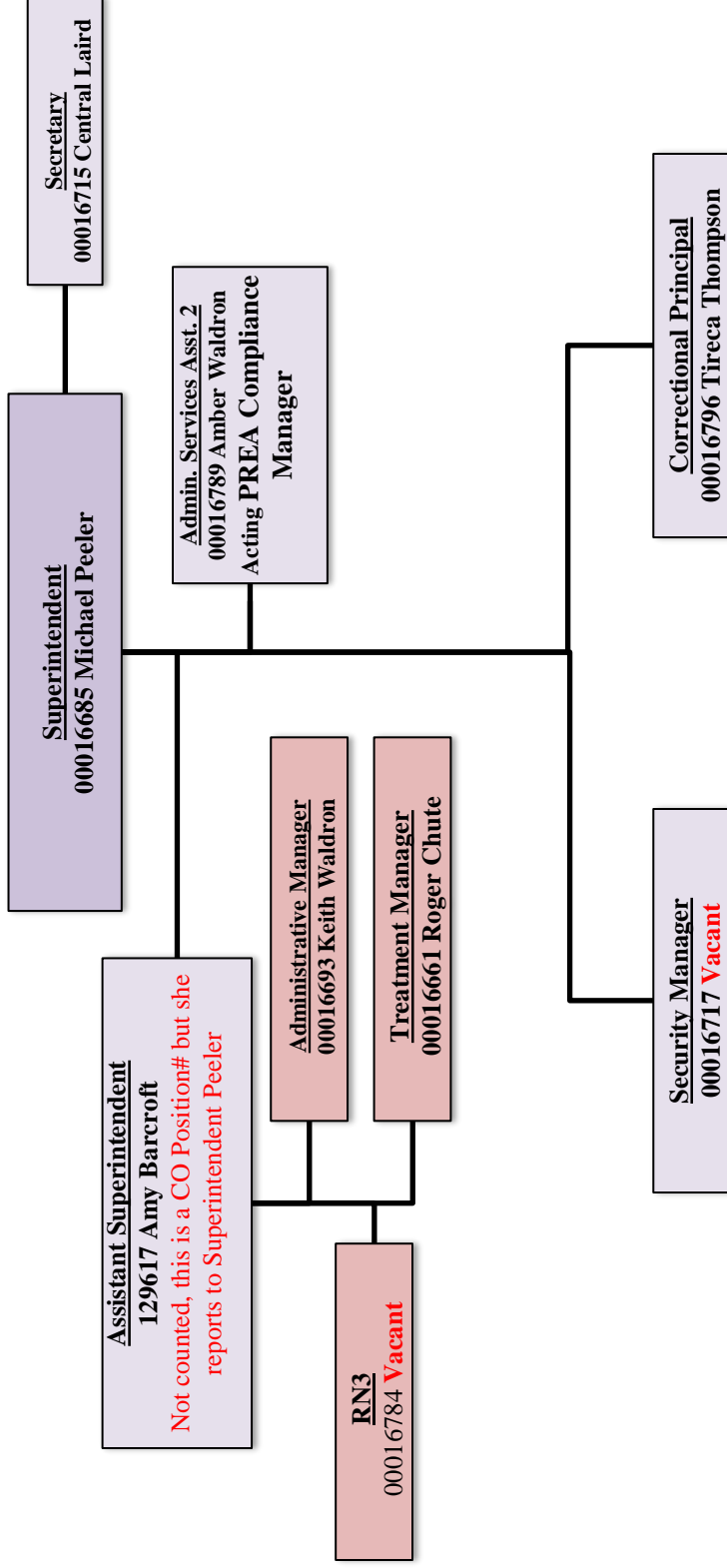


CENTRAL OFFICE STAFF HOUSED IN THE UPPER CUMBERLAND REGION

(Effective: December, 2020)



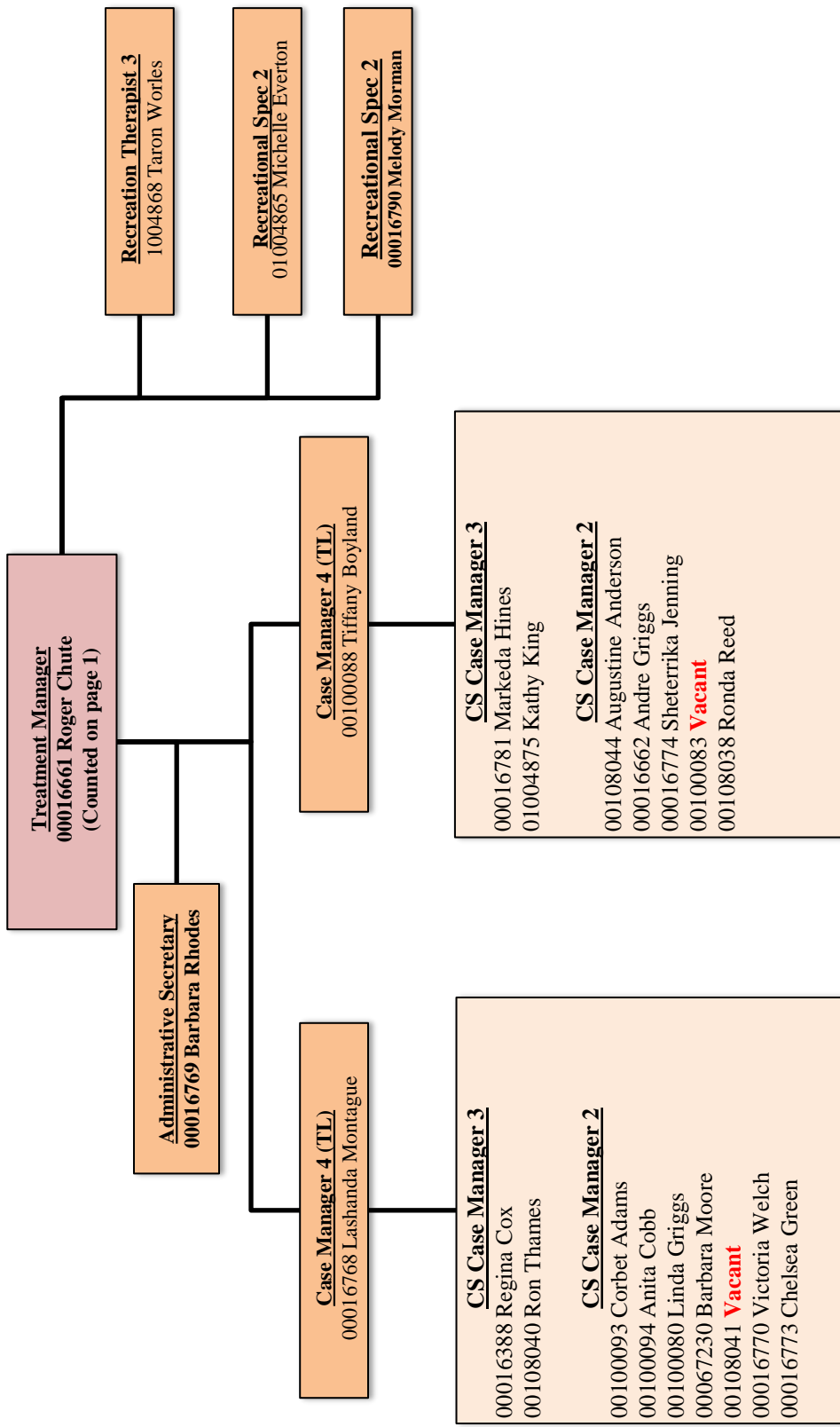
John S. Wilder Youth Development Center



Administration
 8 Active Positions, 2 Vacancies
 1 Locked RN4 Position

John S. Wilder Youth Development Center

Case Management & Treatment Branch

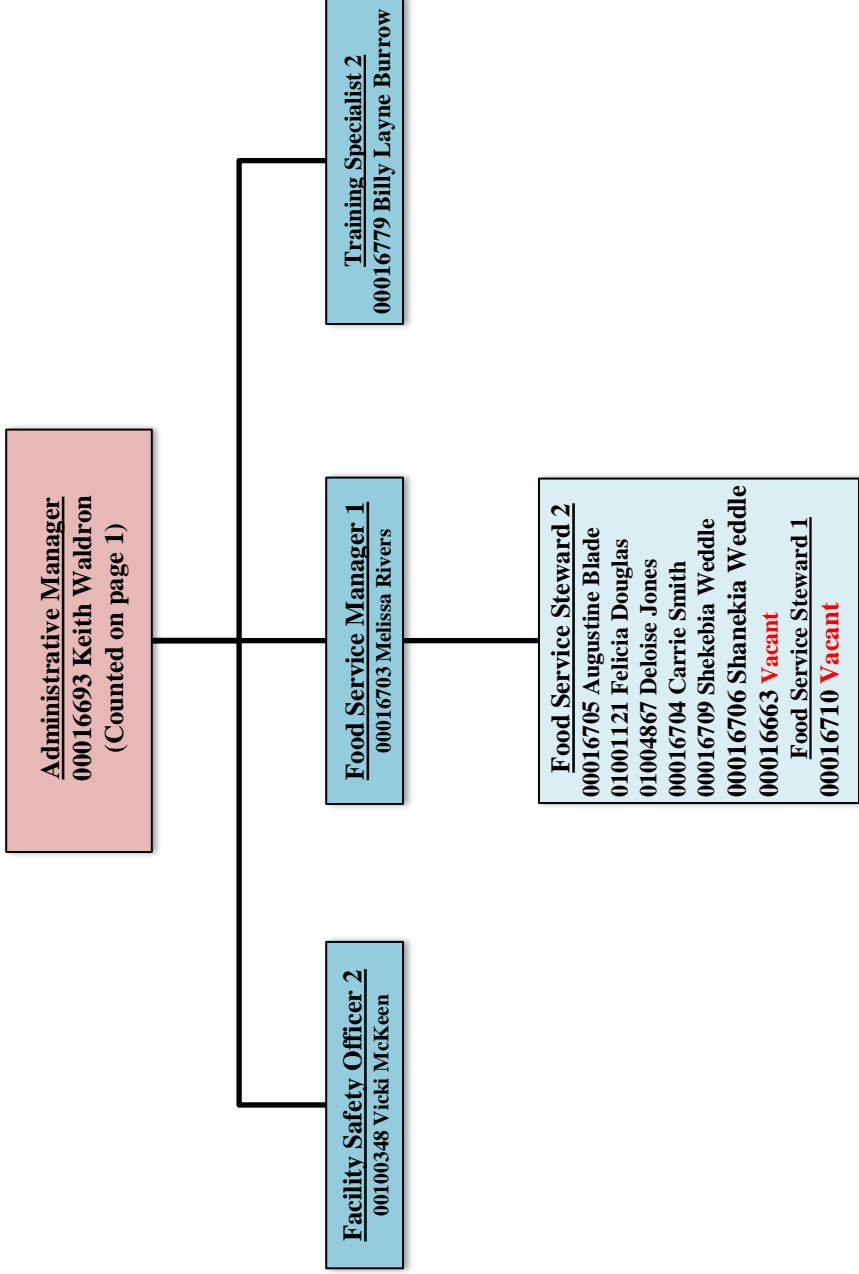


Treatment
22 Active Positions, 2 Vacancies



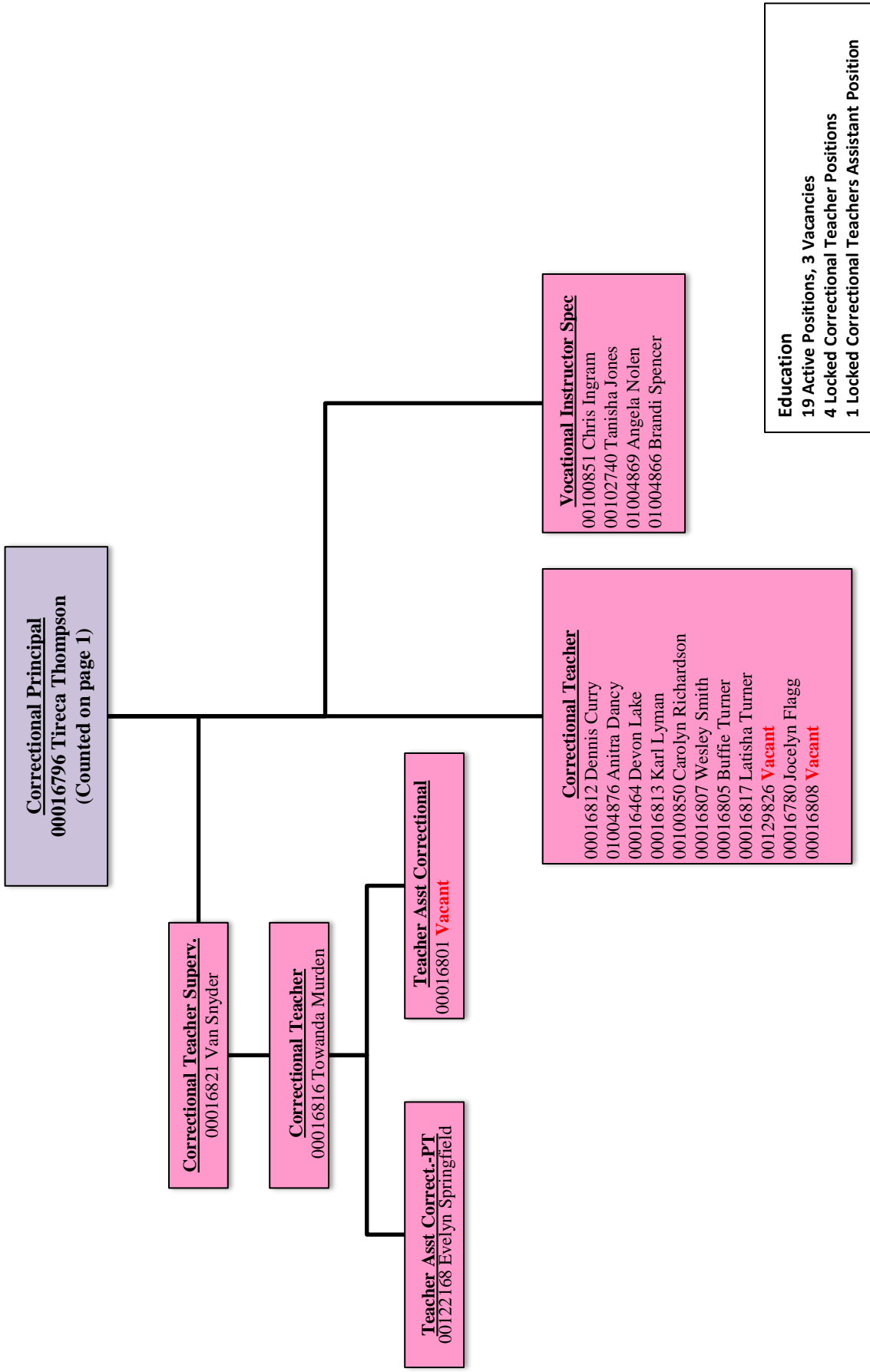
John S. Wilder Youth Development Center

Administrative Services Branch



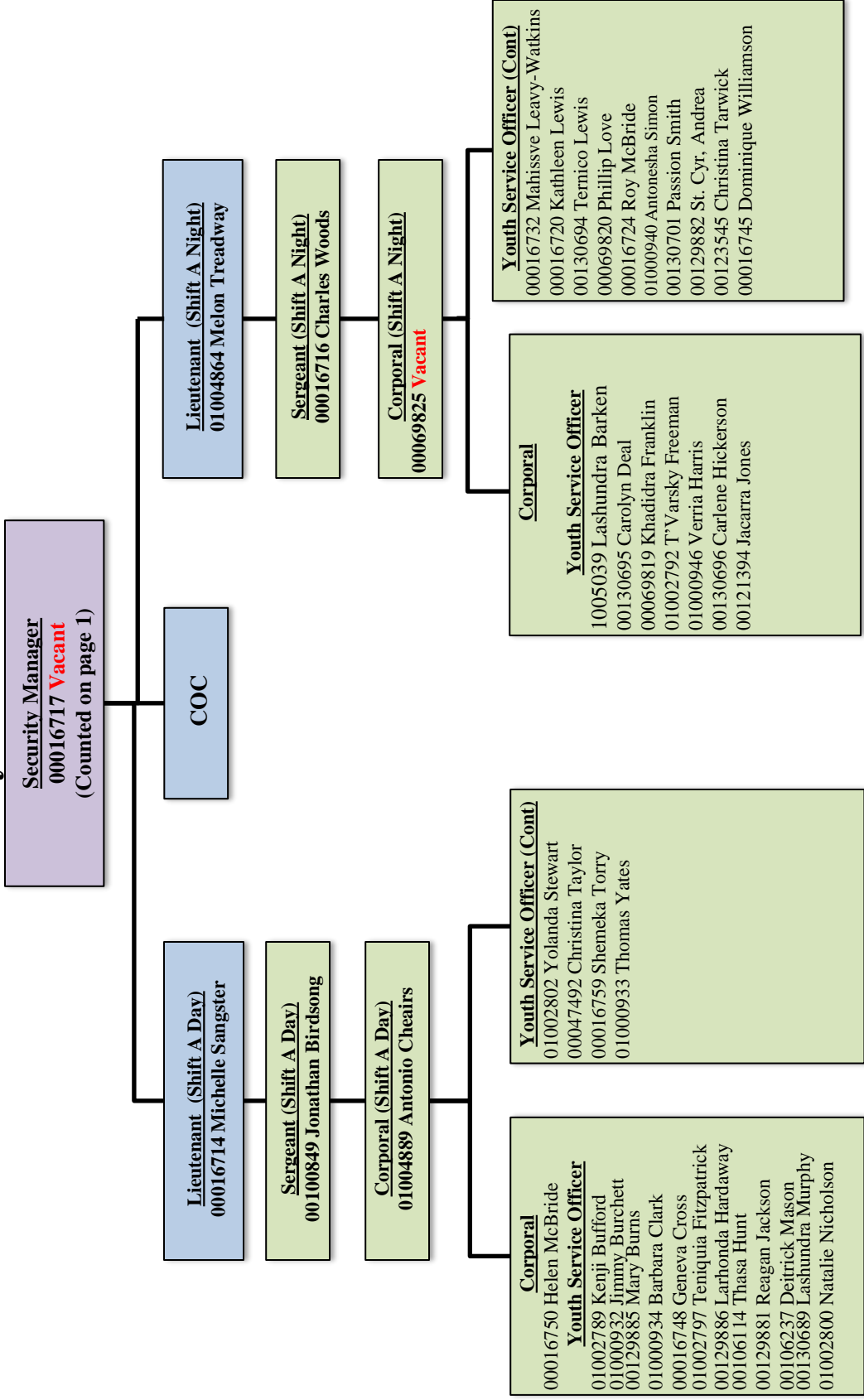
Administrative Services
11 Active Positions, 2 Vacancies

John S. Wilder Youth Development Center Education Branch



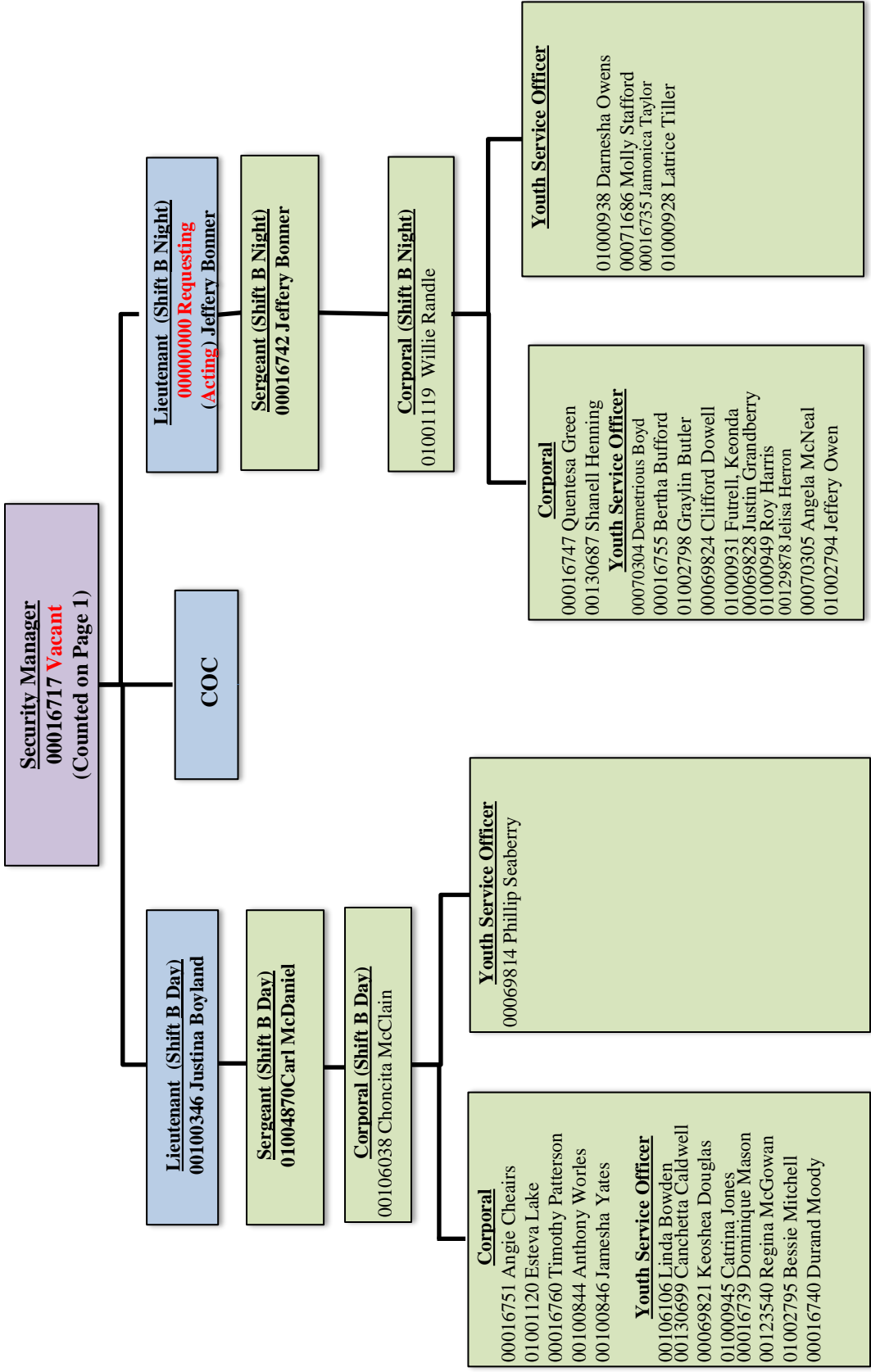
Education
 19 Active Positions, 3 Vacancies
 4 Locked Correctional Teacher Positions
 1 Locked Correctional Teachers Assistant Position

John S. Wilder Youth Development Center Security Branch-A Shift



Security
40 Active Positions, 0 Vacancy

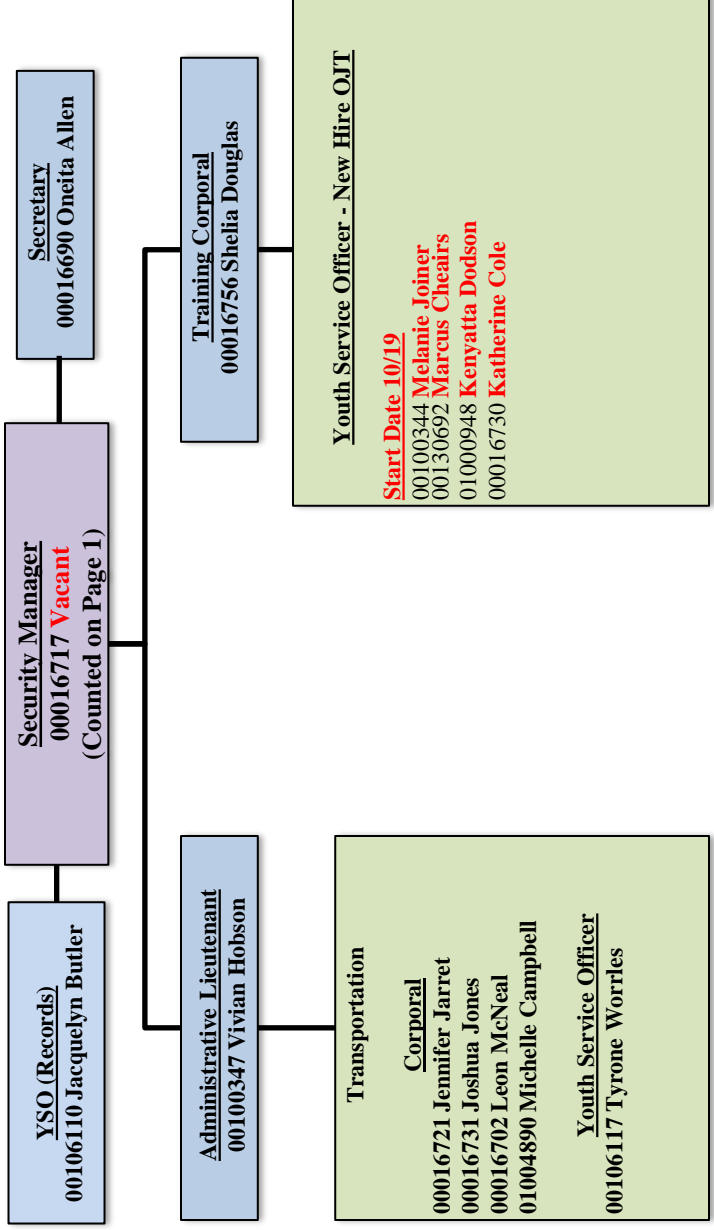
John S. Wilder Youth Development Center Security Branch- B Shift



Security
35 Active Positions, 0 Vacancies

John S. Wilder Youth Development Center

Security Branch



Security
13 Active Positions, 0 Vacancies

Heather Ray
Director
Child Abuse Hotline
00119816

Child Abuse Hotline

Last updated: December 4, 2020



Justin Throneberry
Admin. Serv. Asst 3
00119779

Jamie Sloan
Team Coordinator
00126946

Shavonne Westerfield
Team Coordinator
00120851

Ryan Moseley
Program Coordinator
00119779

Heather Ray
Director
Child Abuse Hotline
00119816

Readers

Ryan Moseley
Program Coordinator
01002243

Regina Whitley
CM3 Rutherford MC
01004232

Callie Mills
CM3 Sumner MC
00120204

Kevin Covington
CM3 Montgomery MC
01004194

Courtney Stapp
CM3 Anderson East
01004237

Darla Waycaster
CM3 Sullivan NE
00053107

Amanda Hayes
CM3 Gibson NW
00052035

Martha Dunn-
Medley
CM3 Putnam UC
01004188

Jacqueline Sherrer
CM3 Putnam UC
00052082

Marqueissa Davis
CM3 Maury SC
01004231

Sherlynn Goodwin
CM3 Davidson
00051917

Tia Buford
CM3 Davidson
01004235

Lisa Humphries
CM3 Knox
00126357

Sara Corrigan
CM3 Knox
01002255

Jamie Hodge
CM3 Blount Smoky
01004236

Steffanie Norwood
CM3 Hamilton TV
00052440

Alyson Greeson
CM3 Hamilton TV
00051855

Marquis e Dyson
CM3 Shelby-CAH
01004238

Crystal Brewster
CM3 Shelby-CAH
01004238

Jacorien White
CM3 Shelby
00121391

Nickol Madariaga-
CM3 Tipton SW
01004229

Jamie Sloan
Team Coordinator
Team 1-7am
00126946

Kelly O'Brien
TL
00119870

Chaurice Butler
CM2
00126954

Karen Meadows
CM2
00106515

Derrian Springs
CM2
00119801

Dana LaScola
CM2
00052114

Crystal Zych
CM3
00119804

Ariel Ash
CM2
00126945

Tiffany Huey
CM2
00102562

Daniel Olarte
CM3
00126963

Tiara Blair
CM2
00102565

Micah Haley
CM2
00119802



Jamie Sloan
Team Coordinator
Team 2- 8am
00126946

Rachel Beckman
TL
01002318

Lisa Cross
CM2
00126959

Pearl Austin
CM2
00119793

Denise Davies
CM3
00119788

Stephanie Payne
CM2
00119809

Jessica Robinson
CM2
00119785

Desiree Hammonds
CM2
00119812

Crystal Banks
CM2
00116987



Department of
Children's Services

Organizational Framework

Jamie Sloan
Team Coordinator
Team 3- 9am
00126946

Chanel Moore
TL
00119805

Alexa Snyder
CMI
00051914

Shetika Bailey
CMZ
00119815

Cameron Martin
CMZ
00126951

Joshua Rutherford
CMI
00119814

Megan Norris
CMZ
00119545

Hannah Quarles
CMZ
00052823

Kalli Autry
CM3- 8/24
00100320

Gregory Robinson
CMZ
00119799

Vacant (Moore)- 11/20
CMZ
00119394

Kaitlyn Bell
CM3
01004233

Charlene Haglund
CMZ
01001826

Megan Bass
CMI
00126961



Jamie Sloan
Team Coordinator
Team 4- 10am
00126946

Daphyne Ray
TL
00016620

Marla Sharp
CMI
00126953

Leslie Huper
CM2
00126947

Daniel Williams
CMI
00052453

Katherine Smith
CMI
00122262

Elizabeth McClarin
CM2
00119790

Tyneka Vaughn
CMI
00117080

Jennifer Brooks
CMI
00074536

Shamario Jones
CMI
00126366

Rickeesha Jones
CM3
00119865

Vanessa Warren
CM2
00016652

Alexis Figgins
CMI
00016593



Jamie Sloan
Team Coordinator
Team 5- 11am
00126946

Dwayne Camper
TL
00119863

Catherine Walker
CM1
00052371

Sandra Overton
CM2
00119792

Caleb Sherman
CM2
00126962

Annie Brewster
CM2
00126950

Briana Stewart
CM1
00126944

Allison Whitmore
CM2
00119807

Felicia Winningham
CM3
00119811

Megan Willoughby
CM1
01002304

Ayscha Kadambalath
CM1
00109278



Shavonne Westerfield
Team Coordinator
Team 6 – 3pm
00120851

Melanie Gipson
TL
00119803

Kimberly Barden
CMI
00119791

Melody Ayer
CM2
00127174

Autumn Ganis
CMI
00119808

Vacant (Cherry) 10/26
CMI
00128124

Jessica Goosby
CM2
00119196

G. Richard Arthur
CM2- 12/13
00126948



Lorra Lindsay
CM3
00126958

Brittney Easley
CMI
00119819

S'Kaila Morrison
CM2
00119820

Rico Roland
CM3
00119797

Vacant (Autry)- 8/24
CM2
00119784

Kelly Jenkins
CM2
00119783

Shavonne Westerfield
Team Coordinator
Team 7– 11pm and SD
00120851

Myisha Harris Smith
TL-12/06
00119864

Florence Duff
CM2
00119822

Glenda Knox
CM2
00119794

Lara Thompson
CM2
00119821

Romonica Green
CM3
00119782

Sarah Nygaard
CM2
00119823

Khristian Troxler
CM1
00119813

Jennifer Cothern
Floor Coordinator
00119810

Andrew Laszewski
Asst. Floor Coord.
01002299

Tomeka Shaffer
QA Coordinator
00119787

Jennell Manley
OJT Training Coord.
00051874



Dimple Dudley
Deputy Commissioner
Child Safety
00127480
Davidson

Office of Child Safety Executive Leadership Organizational Framework

Carla Aaron
Executive Director
00051557
Davidson

Amanda Spann
Executive Assistant 2
00101538
Davidson

Amy Koslick
Senior State Director of
Investigations - CPS
00100095
Davidson

Jeff Weidenbenner
Director
Quality Control
00021312
Davidson

Rebecca Bevans
Director
Training
00128623
Davidson

James Brinkley
Director
Critical Incident Response
00100345
Davidson

Heather Ray
Director
Child Abuse Hotline
00119816
Davidson

Pierce Beckham
Deputy Senior State
Director of Investigations -
CPS
00119073
Davidson

Jason Robinette
01001825
Sullivan

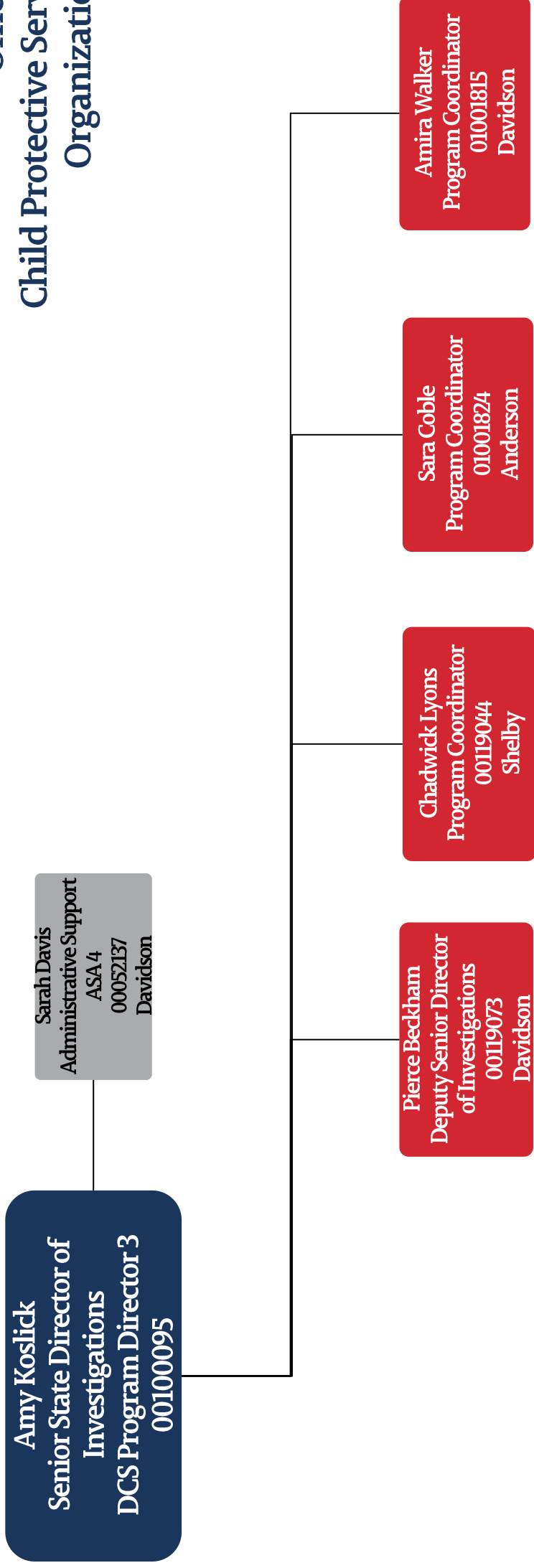
Andrea Graves
01002311
Davidson

Amy Taylor
01001695
Davidson

Fredia Tombs
01004234
Sullivan

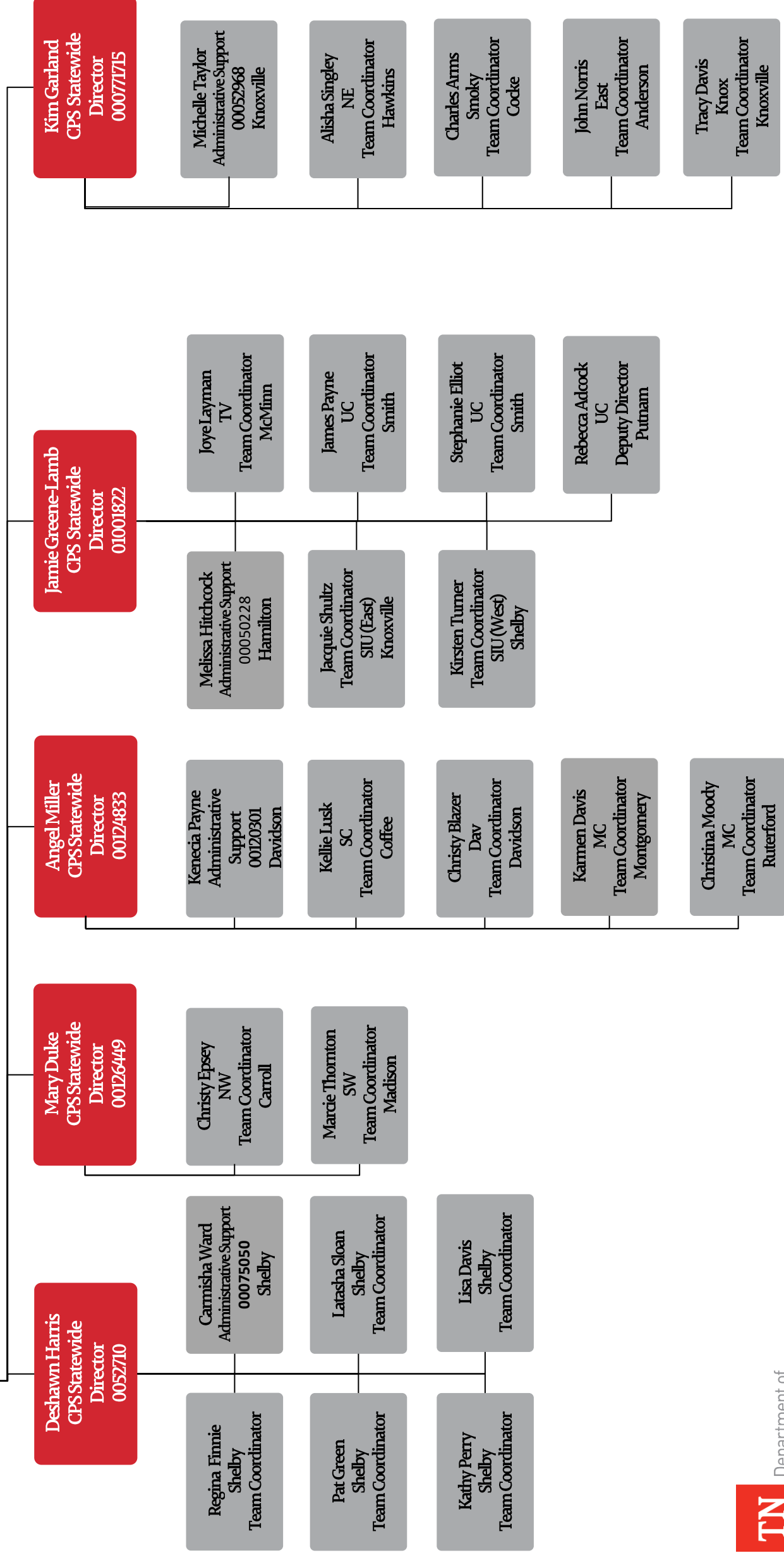


Office of Child Safety
Child Protective Services Leadership
Organizational Framework



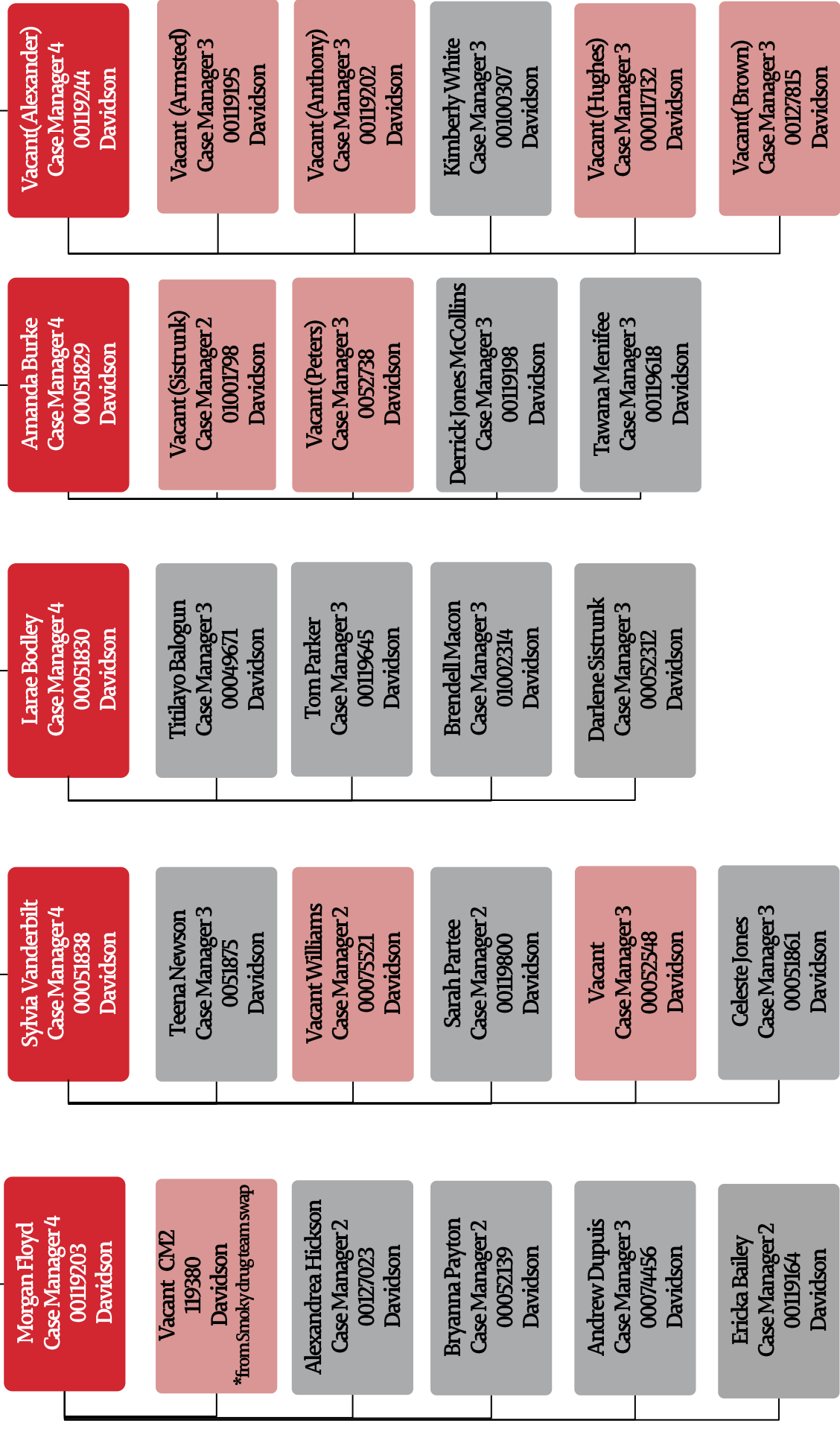
Pierce Beckham
Deputy Senior Director of Investigations
DCS Program Director 2
00119073

Office of Child Safety
Child Protective Services Leadership
Organizational Framework



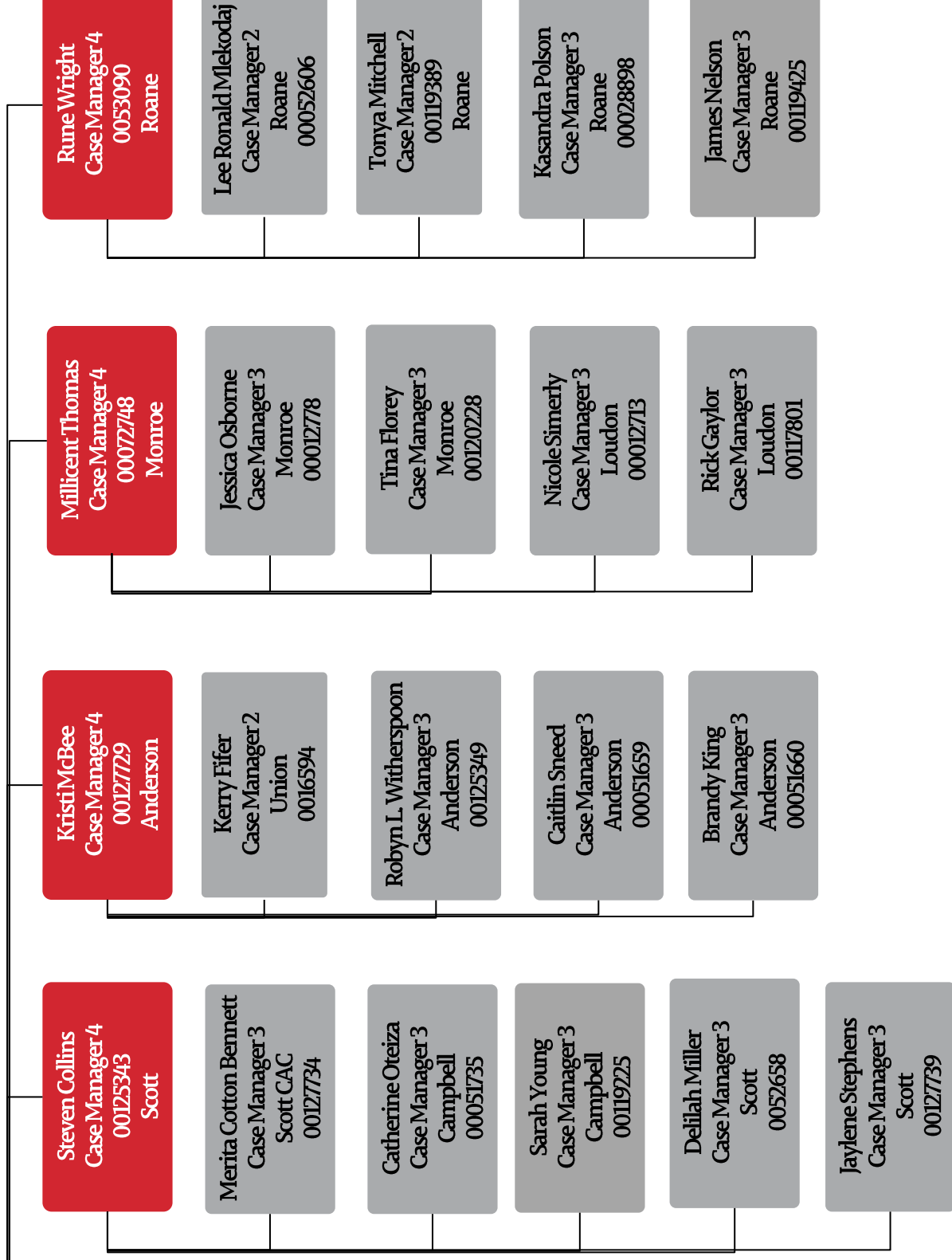
Christy Blazer
Team Coordinator
00052782
Davidson

Davidson Region Organizational Framework

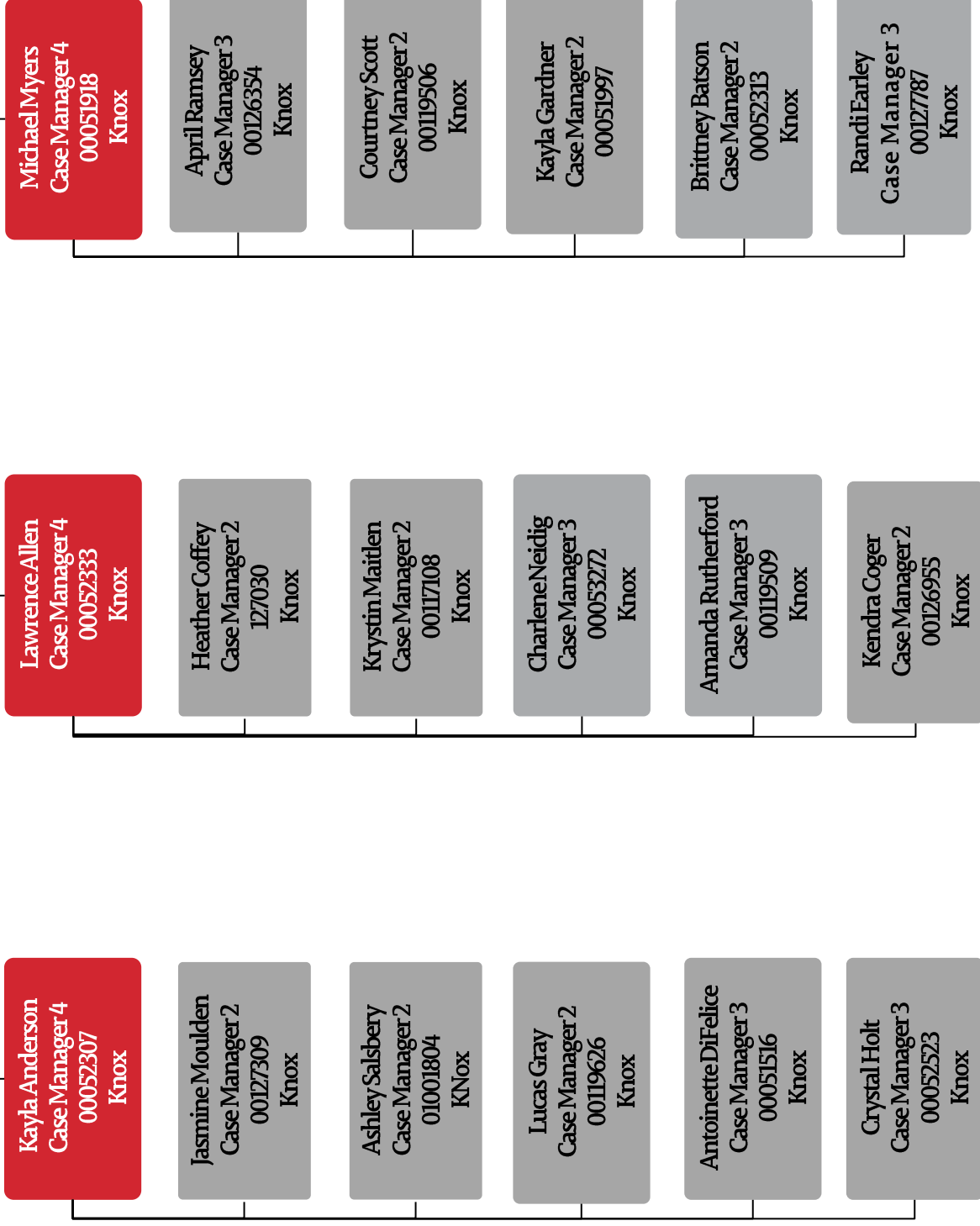


John Norris
Team Coordinator
Anderson County
00127703

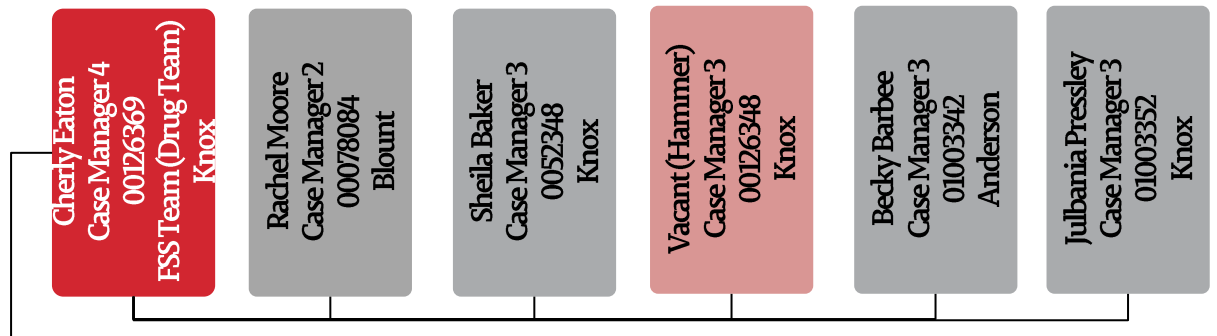
East Region Organizational Framework



Tracy Davis
Team Coordinator
01001817
Knox

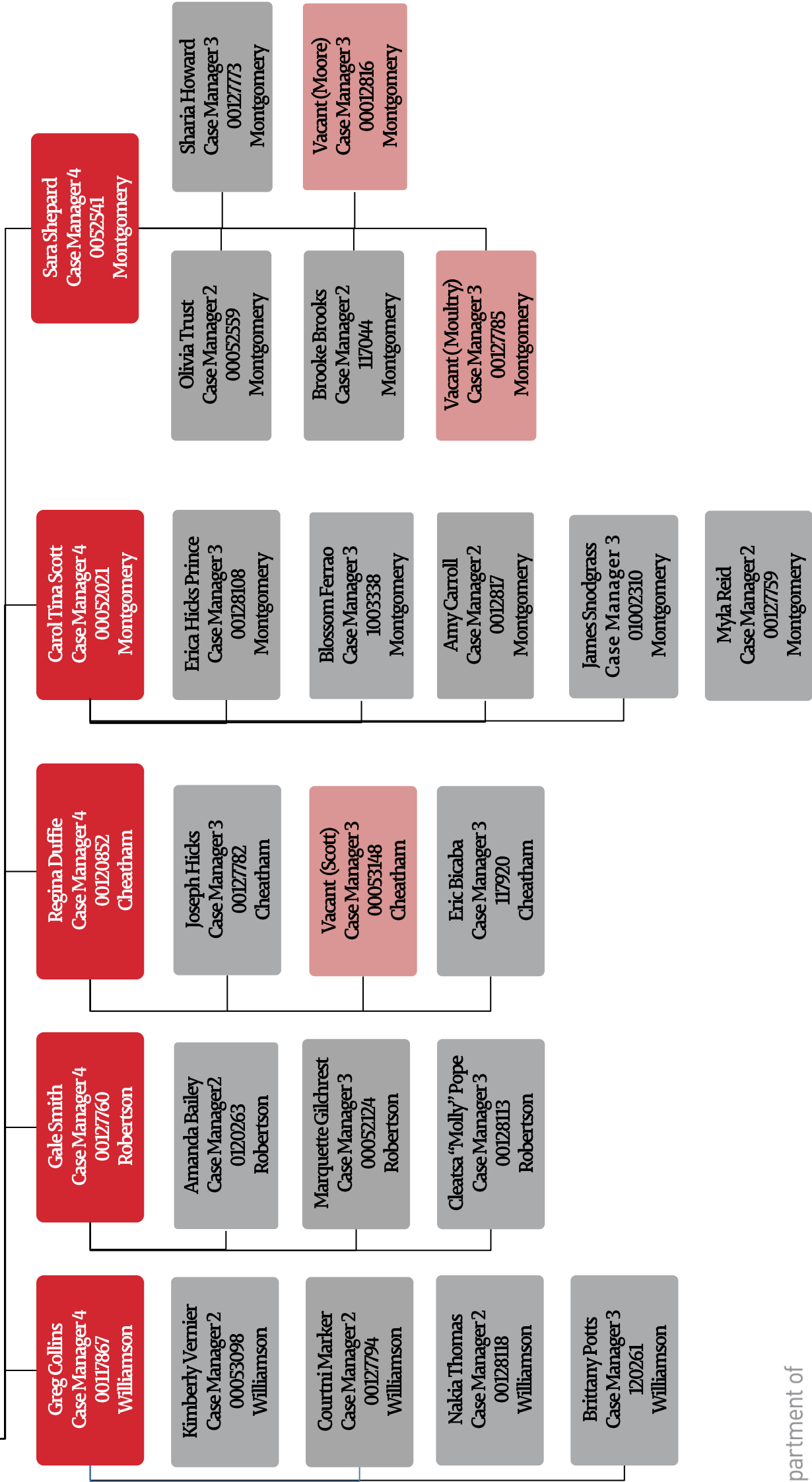


Tracy Davis
Team Coordinator
01001817



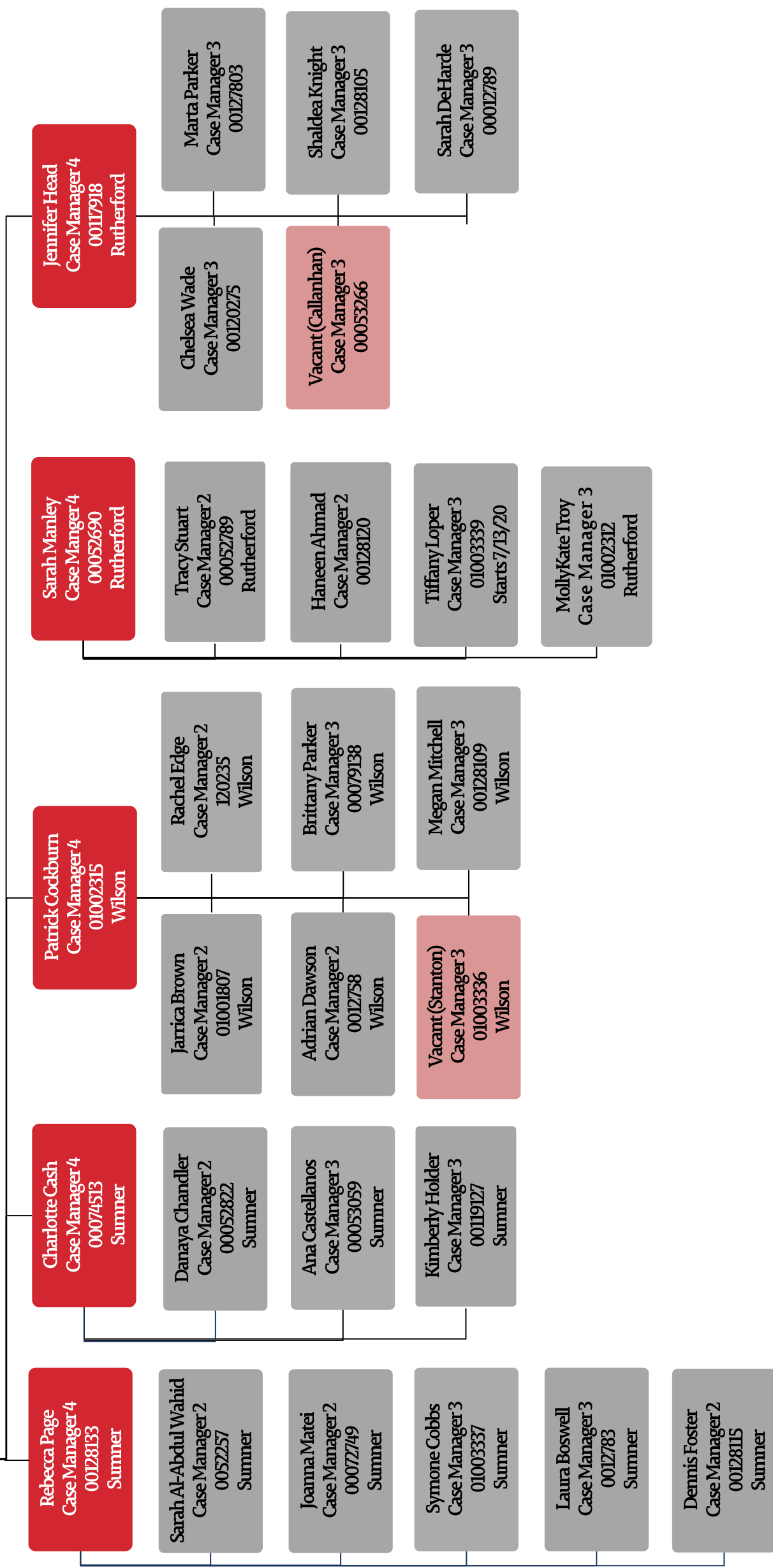
Mid-Cumberland Region Organizational Framework

Karmen Davis
TC - Montgomery
00127632

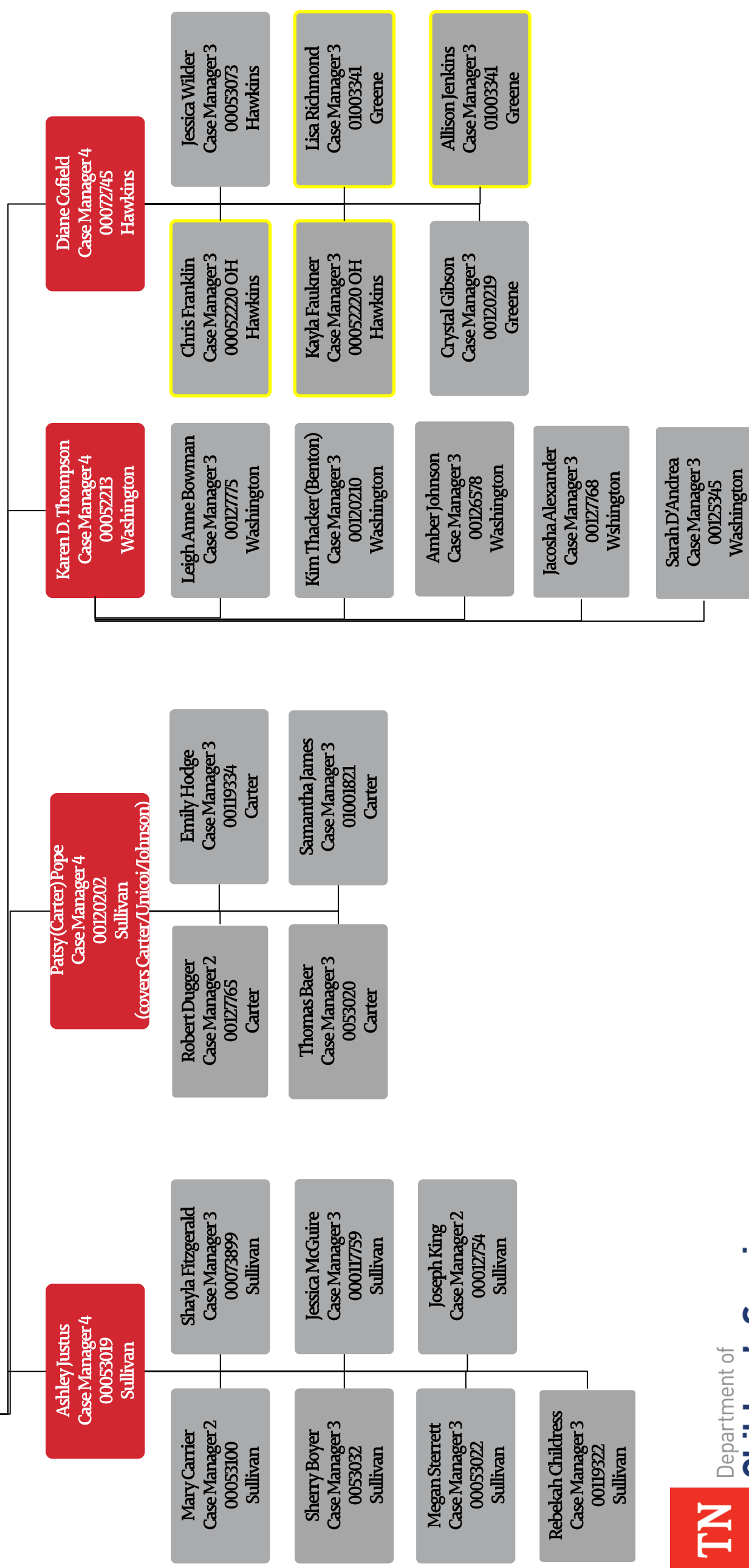


Christina Moody
Team Coordinator
Rutherford
01002321

Mid-Cumberland Region Organizational Framework



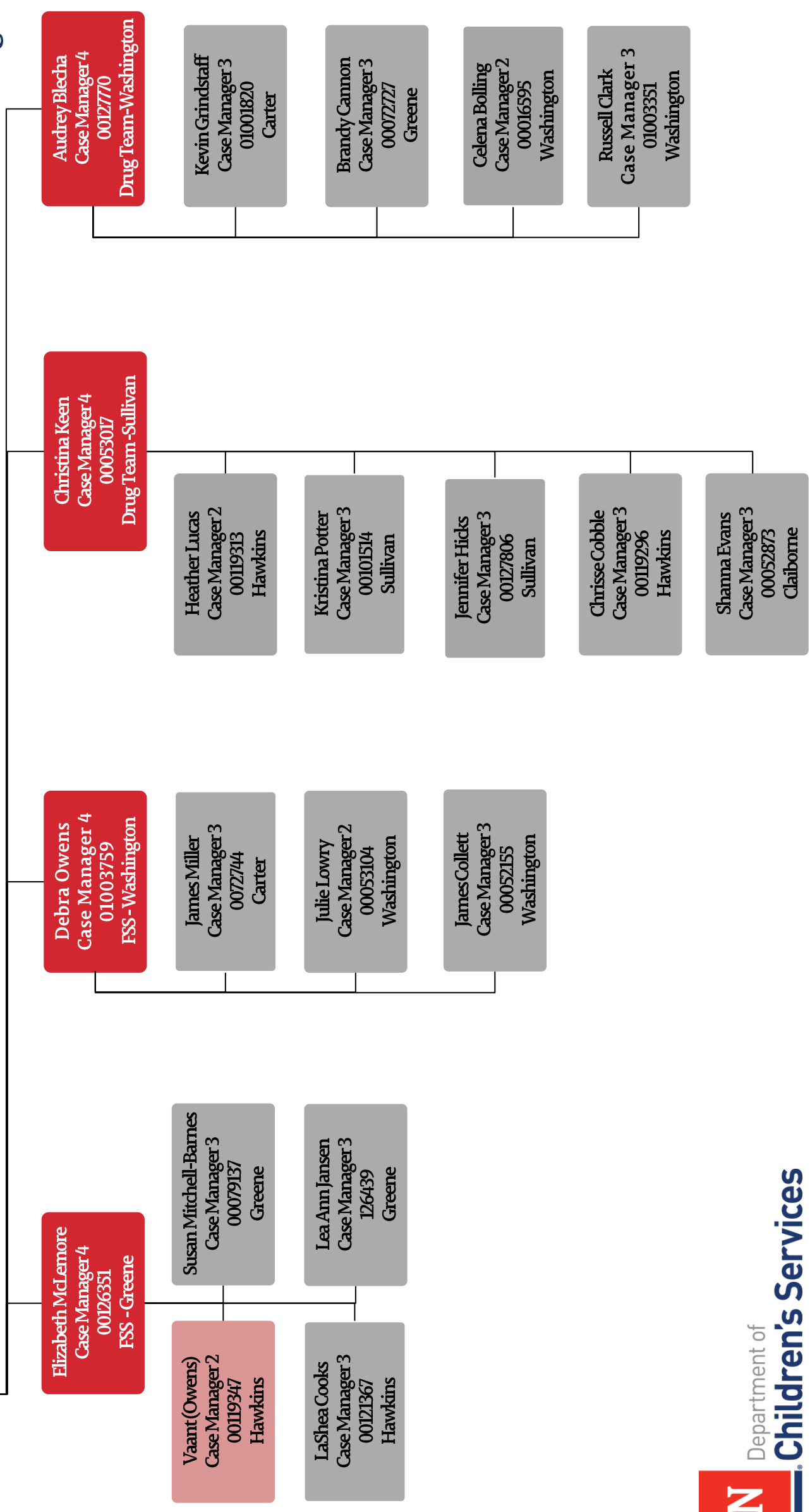
Alisha Singley
Team Coordinator
00052488
Hawkins



Alisha Singley
Team Coordinator
00052488
Hawkins

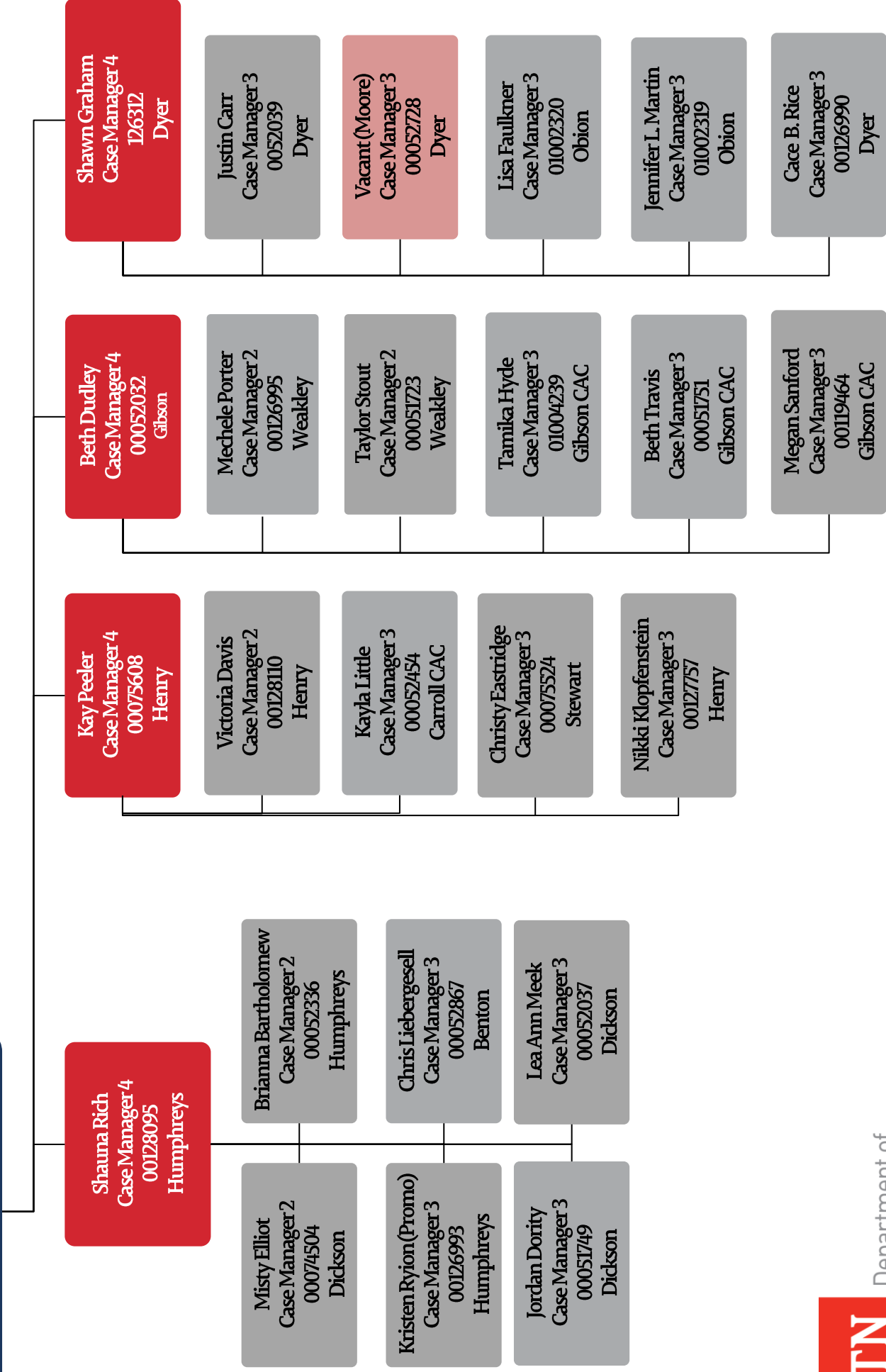
Drug Team/FSS Drug Team Northeast Region Organizational Framework

Page 2 of 2



Christy Espey
Team Coordinator
Carroll
001001819

Northwest Region
Organizational Framework



Charles "Chuck" Arms
Team Coordinator
Cocke

01001813

Felicia Adams
Case Manager 4
00052458
Blount

Alice "Ali" Blackford
Case Manager 2
00072721
Blount

Melissa Aikens
Case Manager 2
00117799
Blount

Alma Straney
Case Manager 3
00126504
Blount

Frenchie Mitchell
Case Manager 3
00126359
Blount

Melanie Dixon
Case Manager 3
00052671
Blount

Elizabeth Pagano
Case Manager 3
00127731
Blount

Amy Ball
Case Manager 4
00052074
Cocke

Kayla Garretson
Case Manager 3
00127706
Cocke

Joshua Roberts
Case Manager 3
00117800
Cocke

Glenda Gibbs
Case Manager 3
00119157
Cocke

Stephanie Courtney
Case Manager 3
00053630
Cocke

Tiffany Pierce
Case Manager 3
00126500
Cocke

Mitch Morgan
Case Manager 3
01002322
Grainger

Julie Minton
Case Manager 4
00052072
Hamblen

Amanda Campbell
Case Manager 2
0012748
Hamblen

M. Brook Darnell
Case Manager 2
00127276
Hamblen

Brianna Greene
Case Manager 3
00126542
Claiborne

Veronica Holt
Case Manager 3
00074704
Hamblen

Rachel Kilgore
Case Manager 3
00052266
Claiborne

Darlene Osborne
Case Manager 4
00119417
Sevier

Greg Boderick
Case Manager 3
00051697
Sevier

Bree McGrane
Case Manager 3
00125352
Sevier

Cassidy Gibson
Case Manager 3
00126499
Sevier

Smoky Region Organizational Framework

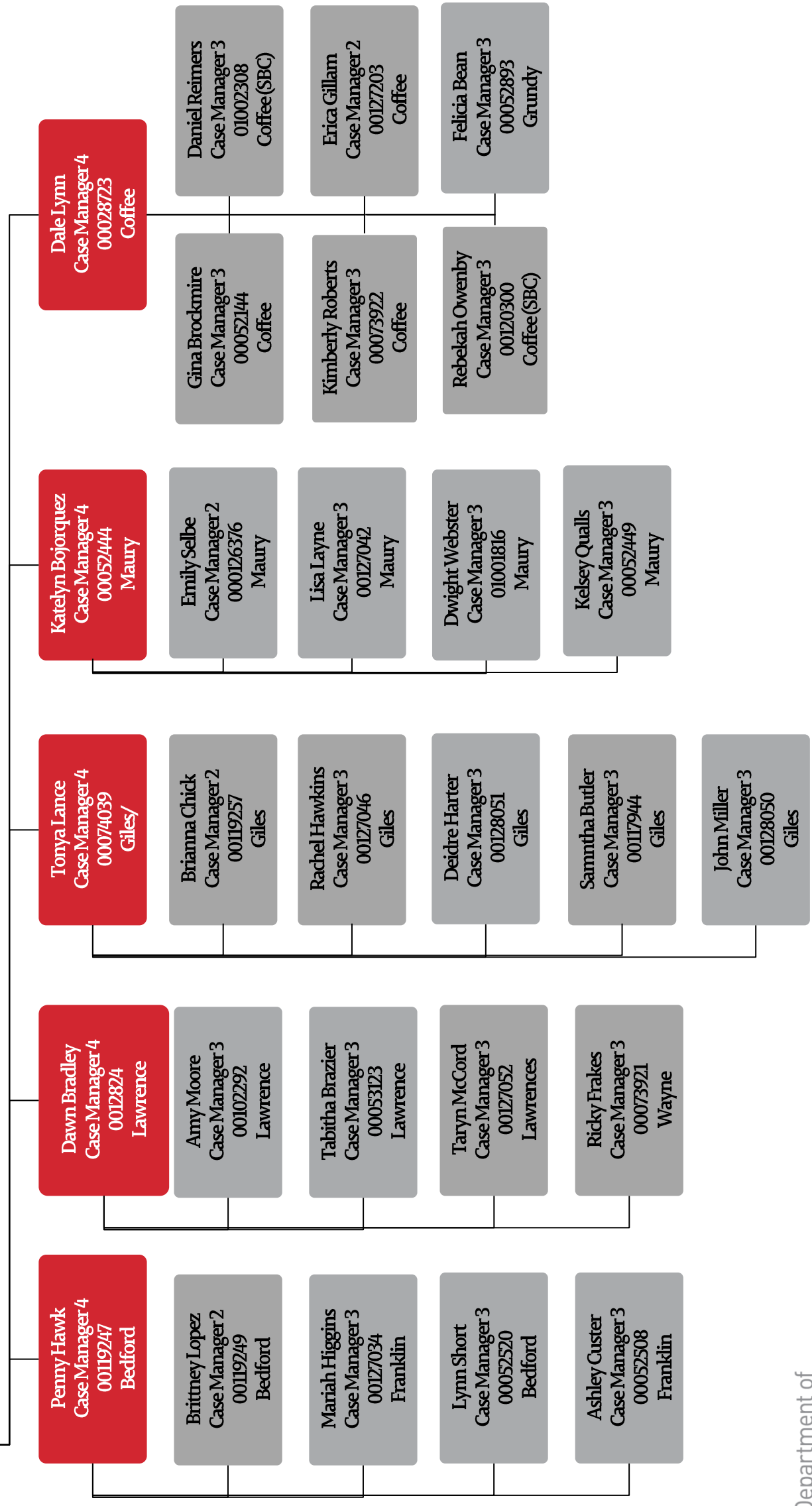
TN

Department of

Children's Services

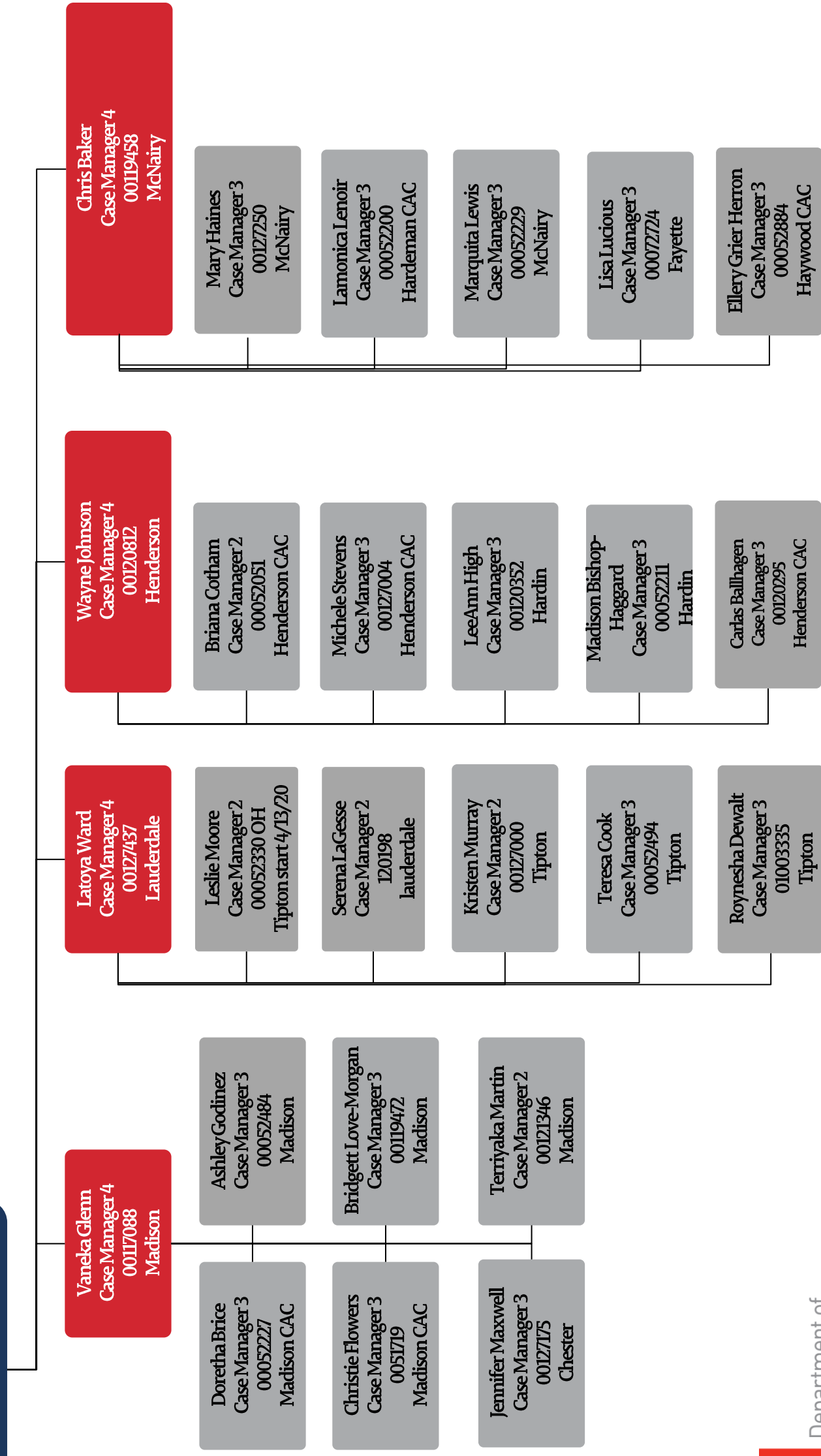
Kellie Lusk
Team Coordinator
Coffee
00126347

South Central Region
Organizational Framework



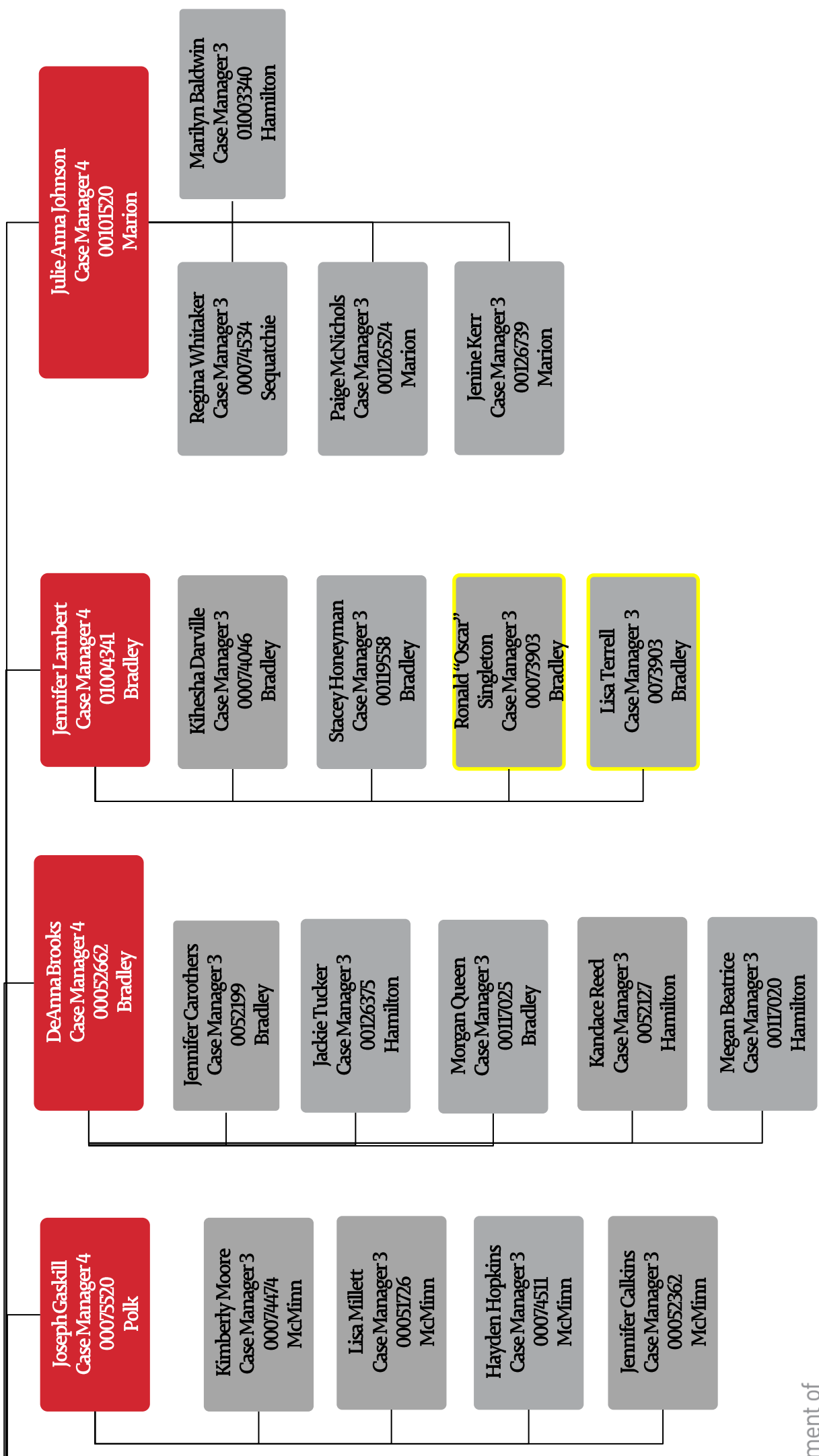
Marcie Thornton
Team Coordinator
Madison (CAC)
00073905

Southwest Region Organizational Framework



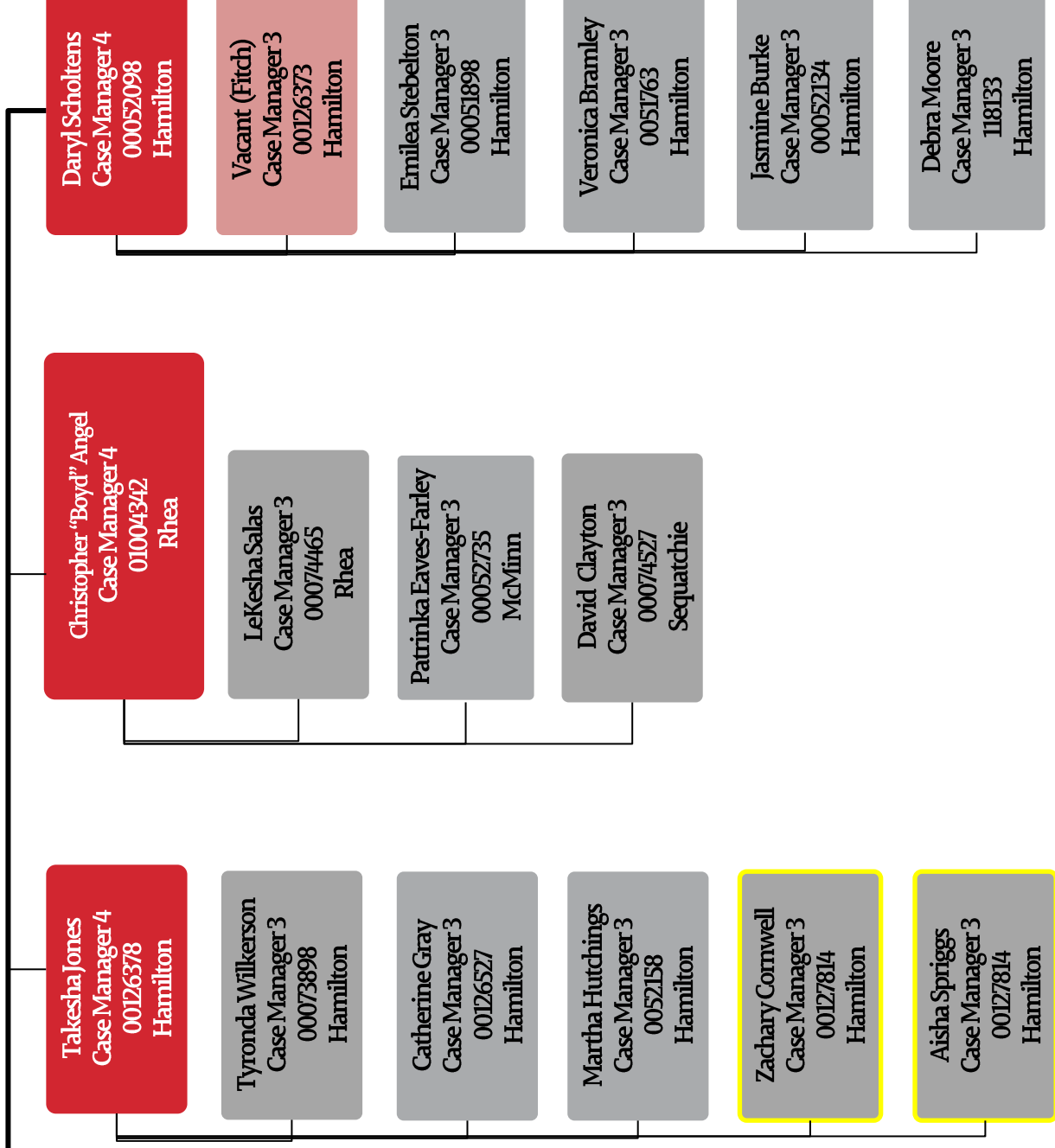
Joye Layman
Team Coordinator
McMinn
00126370

Tennessee Valley 1 of 2 Region Organizational Framework



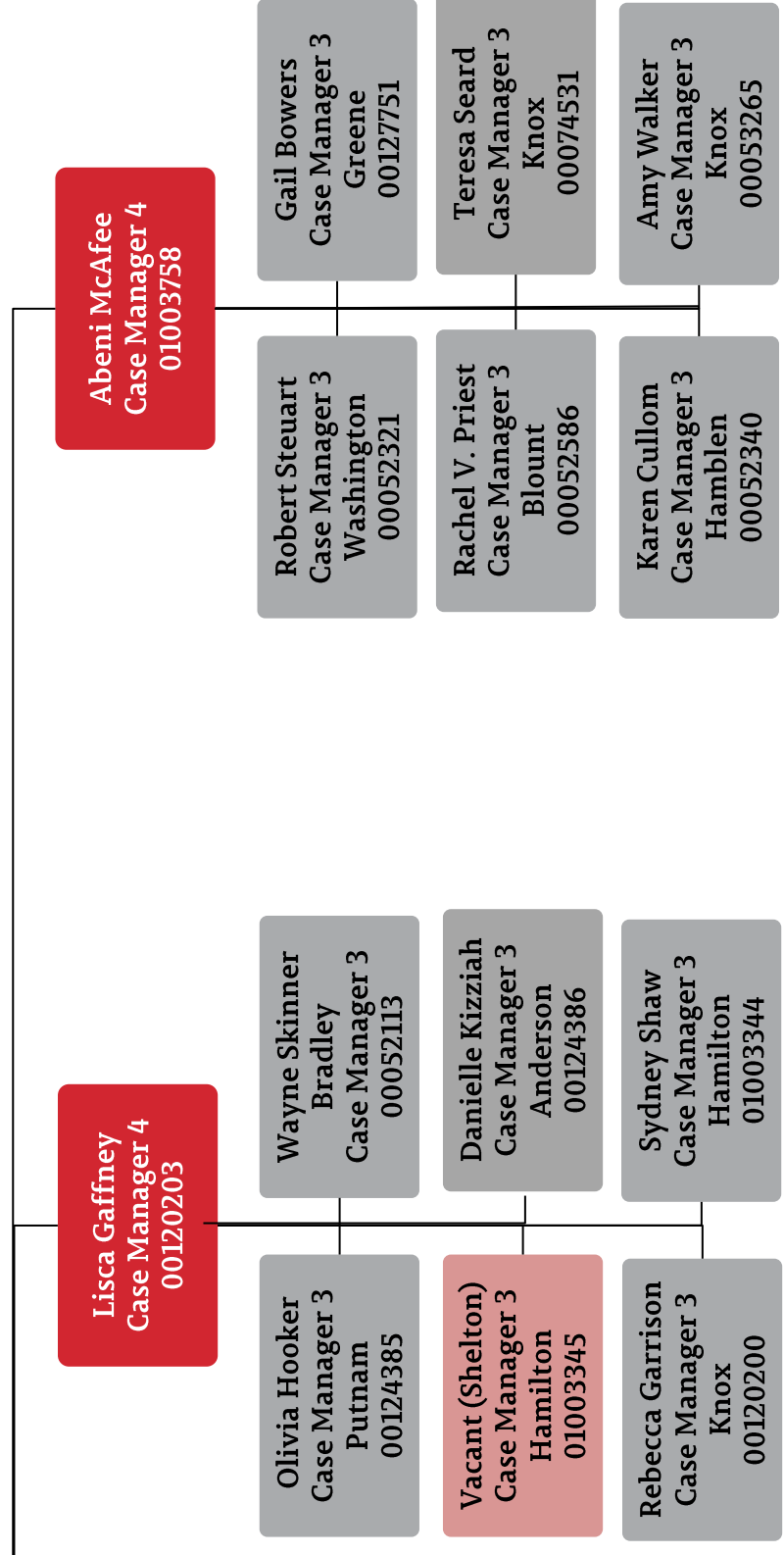
Joye Layman
Team Coordinator
McMinn
00126370

Tennessee Valley 2 of 2 Region Organizational Framework



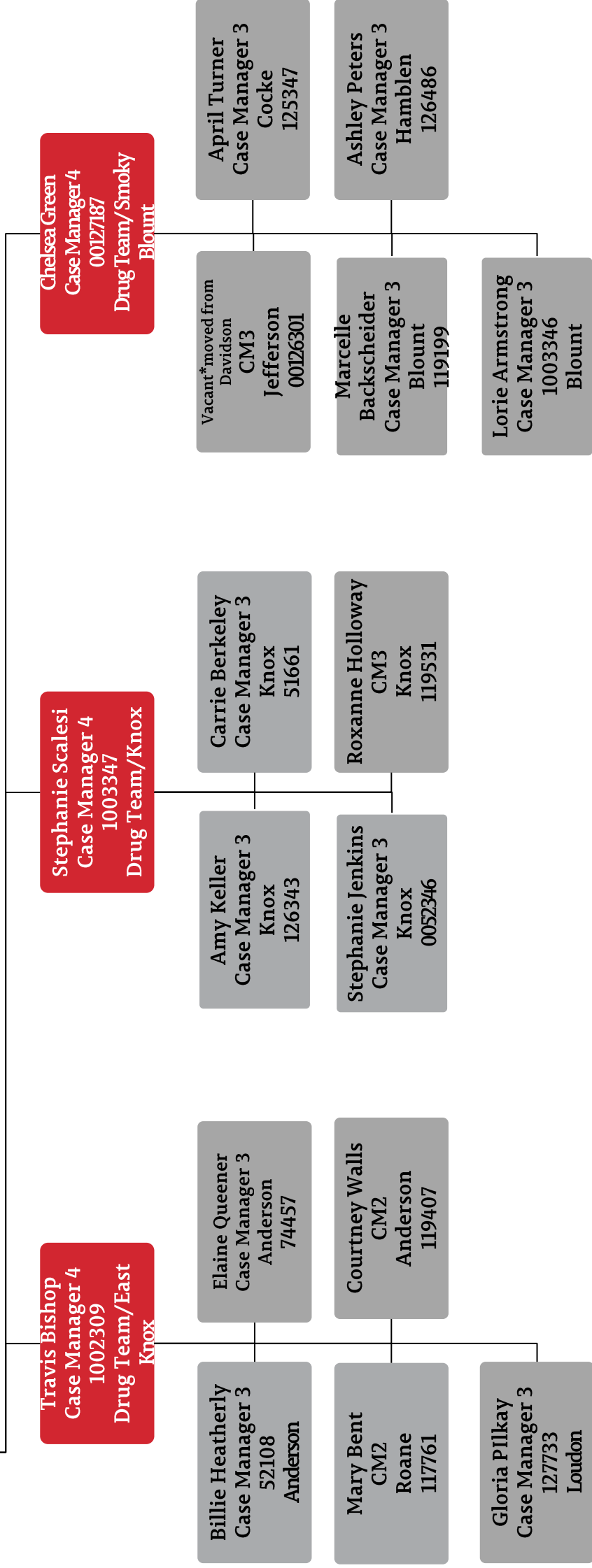
Jacque Schultz
Team Coordinator
00106202

SIU Region 1 of 2 Organizational Framework



Multi Region DEC Team 2 of 2
Organizational Framework
Regions: Knox/Smoky/East

Jacque Schultz
Team Coordinator
00106202



SIU Region 3 of 2 Organizational Framework

Kirsten Turner
Team Coordinator
00120195

Kandis Saulsberry
Case Manager 4
00120196

Joi Gray
Case Manager 3
Shelby
00052825

Dorothy Harper
Case Manager 3
Shelby
01001823

Arlisha Irby
Case Manager 3
Shelby
00052879

LaToya Williams
Case Manager 3
Shelby
00052855

Jessica Green
Case Manager 3
Shelby
00052808

Nathan Williams
Shelby
Case Manager 3
00052737

**Shania Thomas-
Houston**
Case Manager 4
01002317

Myra Mattingly
Case Manager 3
Davidson
00119204

Richard Ley
Case Manager 3
Maury
00127781

Vacant (Murrell)
Case Manager 3
Davidson
00117888

Colin Mendenhall
Case Manager 3
Maury
1003343

April Duong
Case Manager 3
Madison
00120197

Deena D. Valentine
Case Manager 3
Davidson
00075617

Virginia Carver
Case Manager 4
00120199

Tureah Taylor
Case Manager 3
Davidson
00120213

Tiffany Medders
Case Manager 3
Davidson
00124387

Laquandra McGee
Case Manager 3
Davidson
00128131

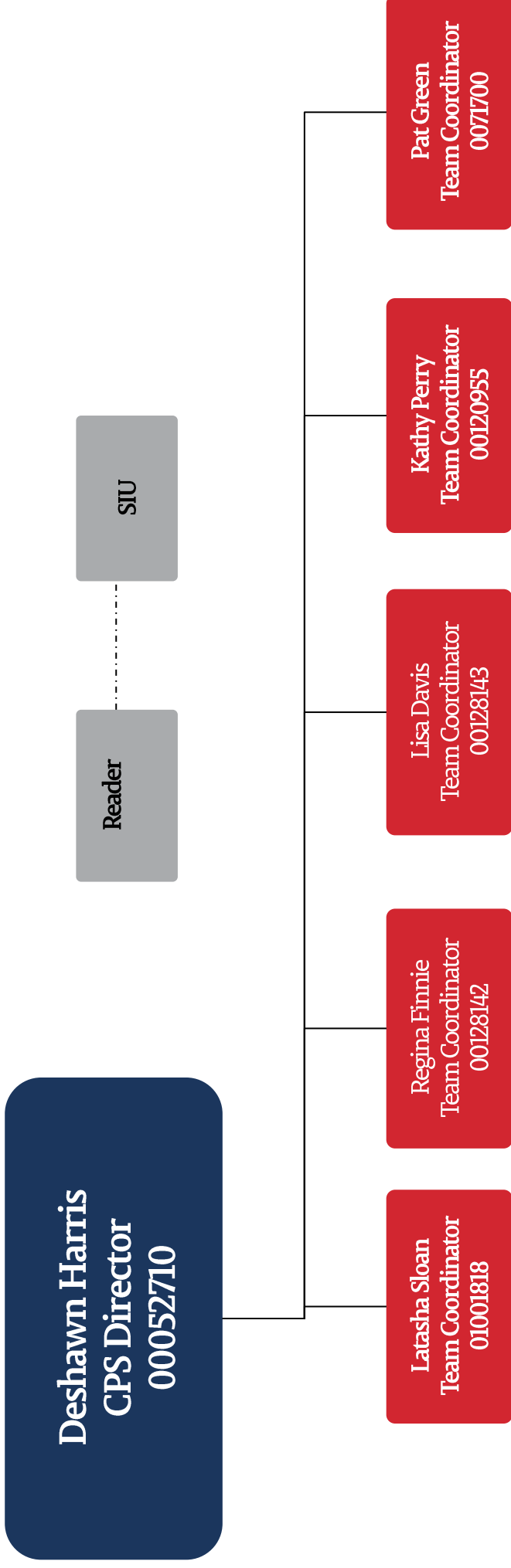
Vacant (Head)
Case Manager 3
Davidson
00120201

Shareka Johnson
Shelby
Case Manager 3
00124384

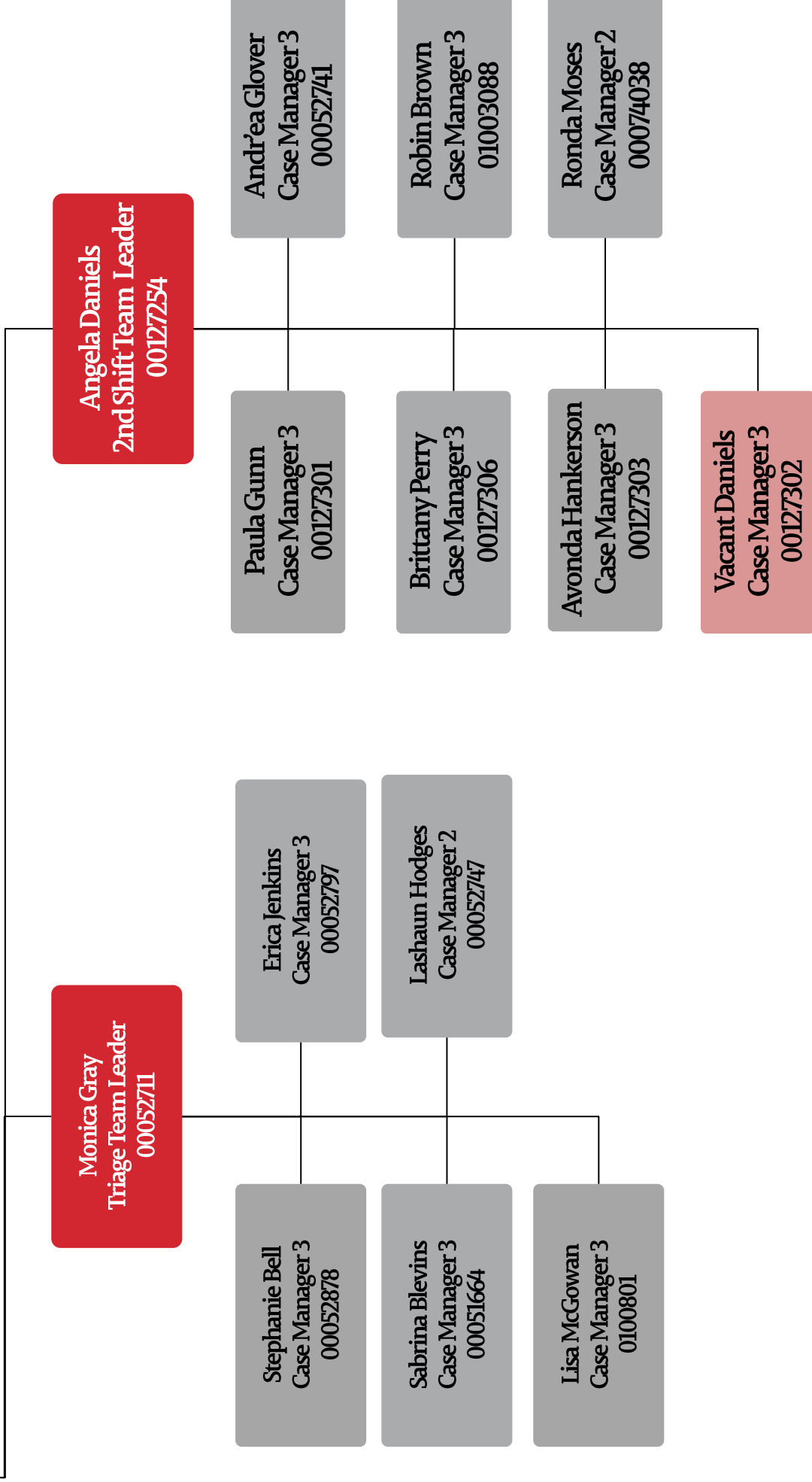
Beverly Frisch
Case Manager 4
01003759

Frisch is retiring 7/15/20, moving position to
NE (Washington County)

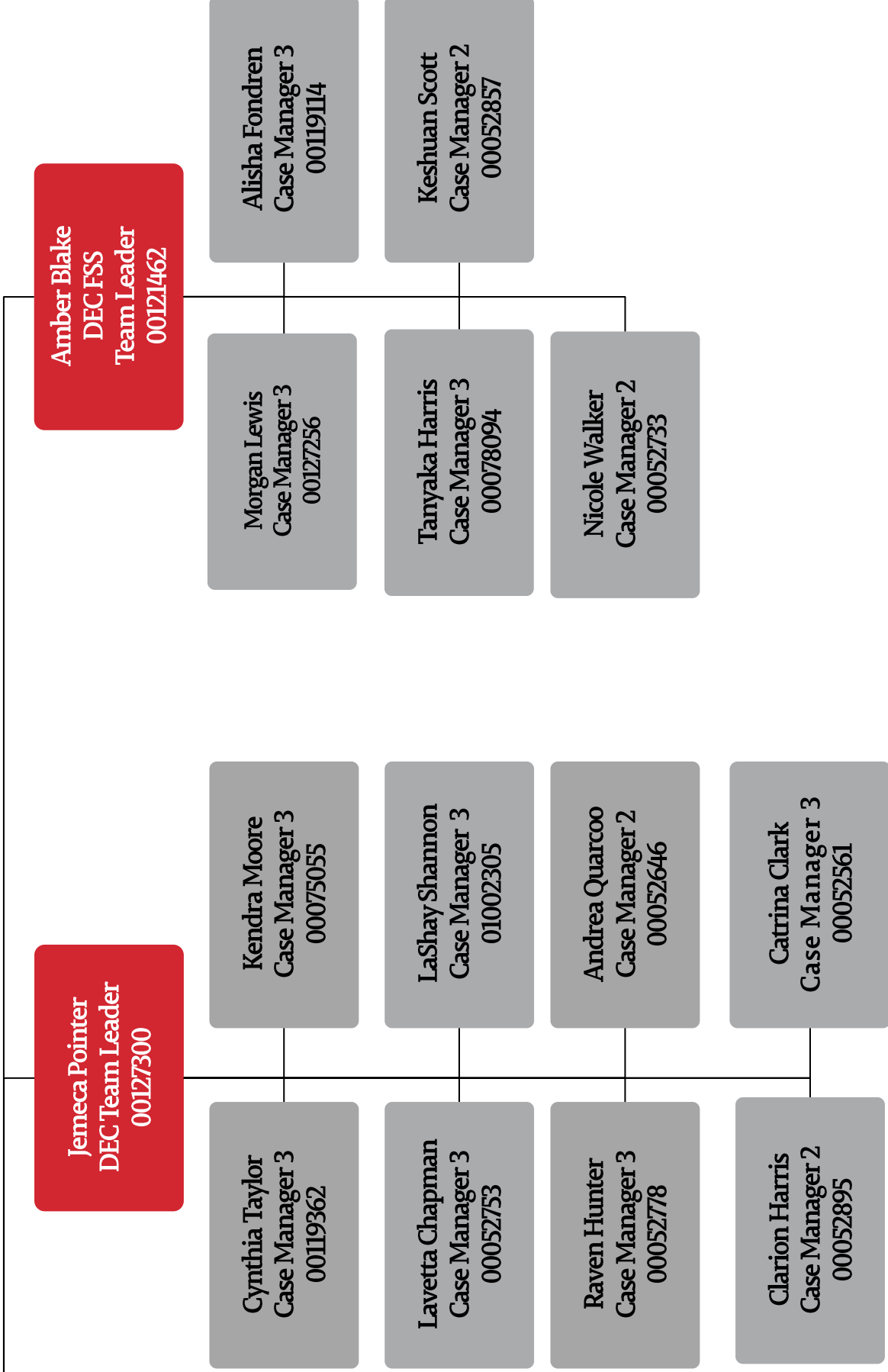
Shelby County Leadership Organizational Framework



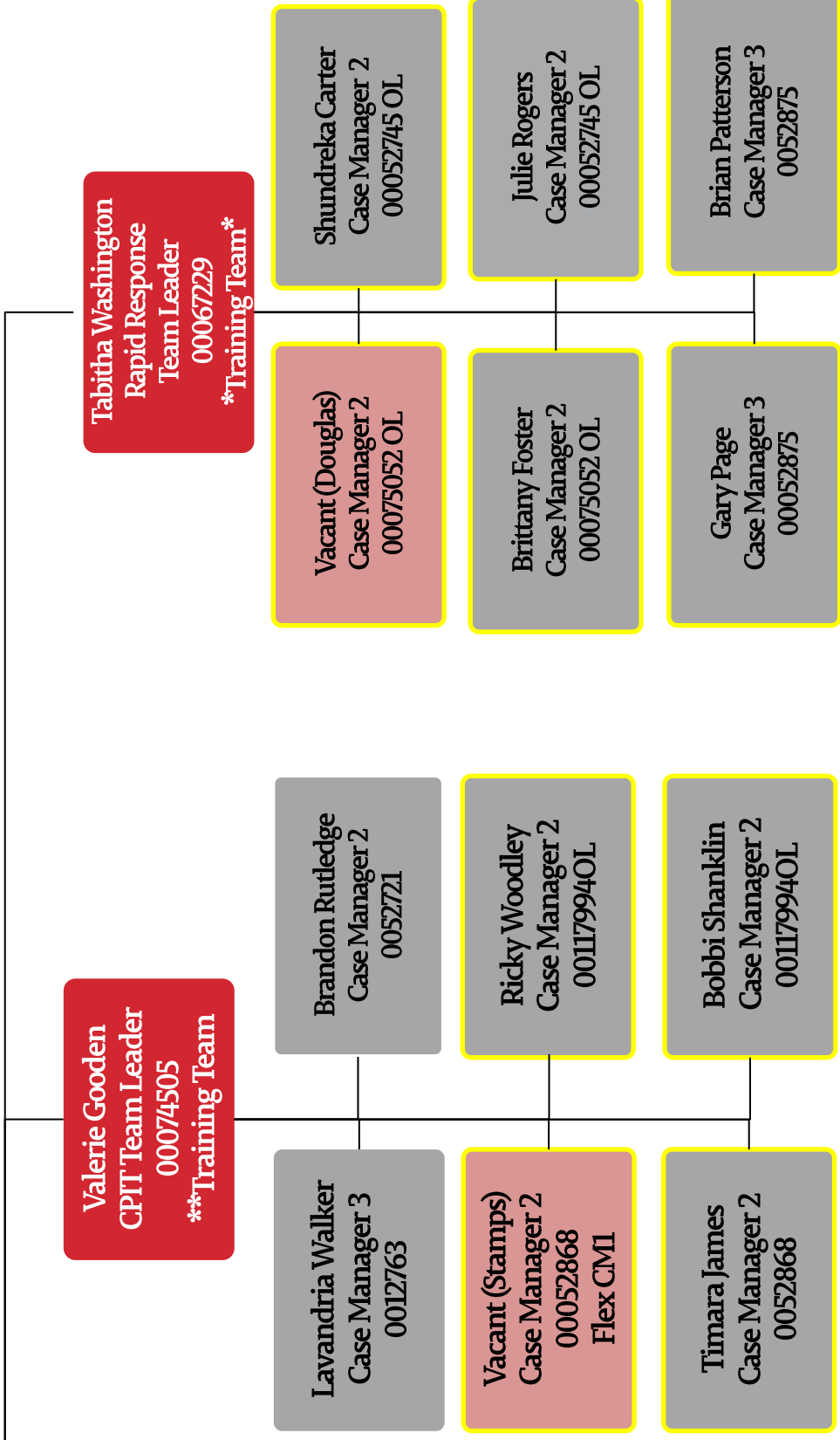
Latasha Sloan
Team Coordinator
01001818



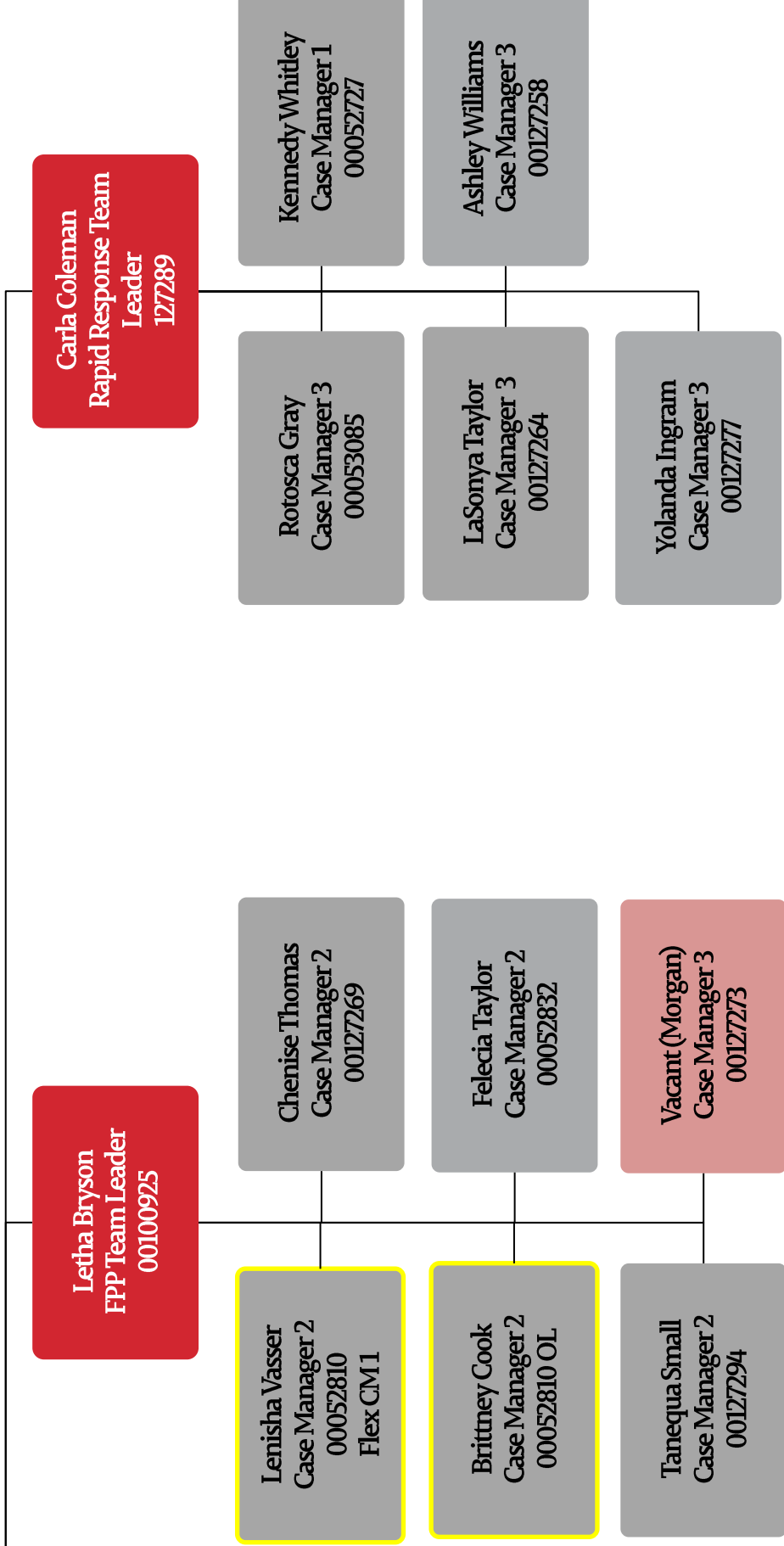
Latasha Sloan
DEC Team Coordinator
01001818



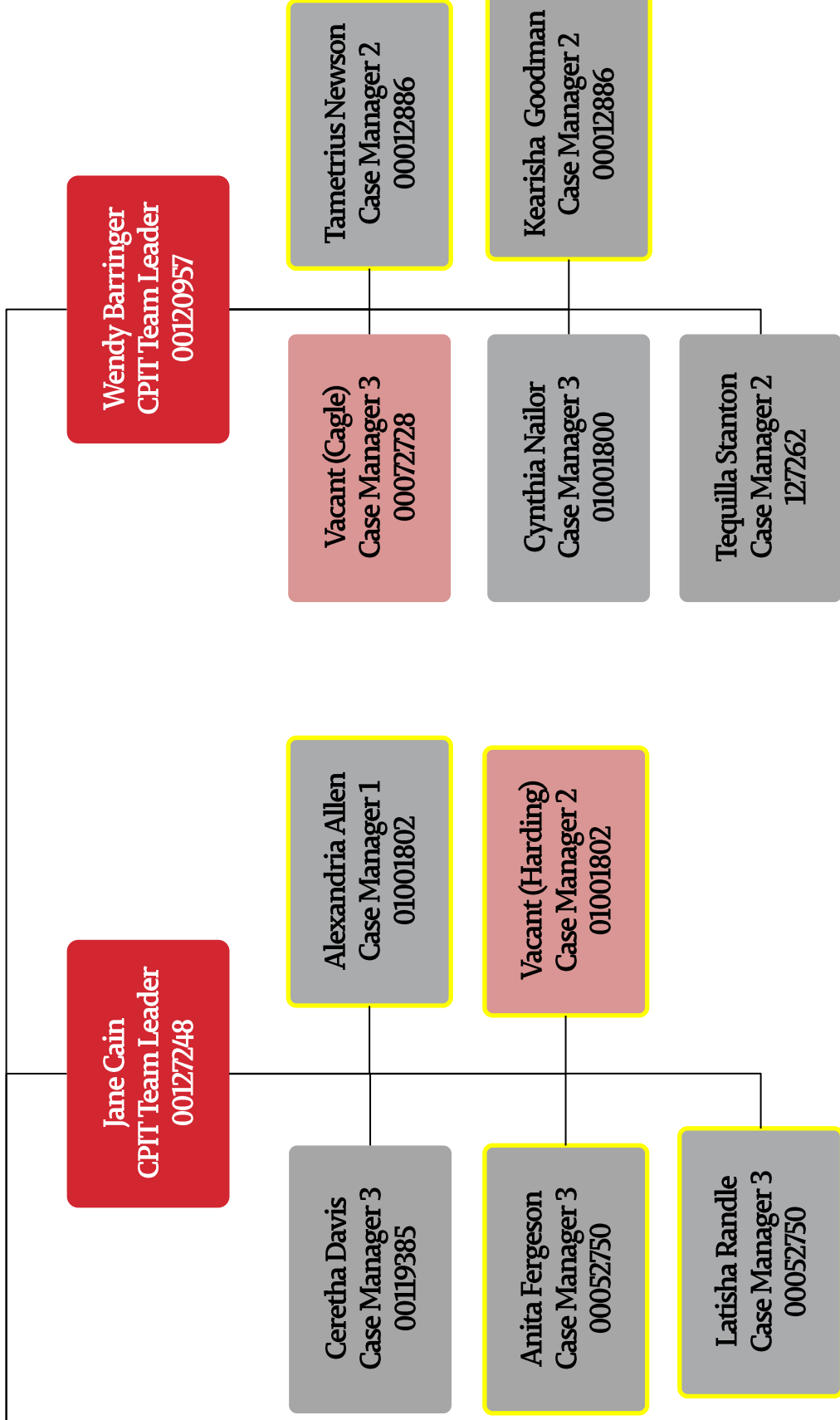
Pat Green
Team Coordinator
0071700



Pat Green
Team Coordinator
0071700



Kathy Perry
Team Coordinator
00120955



Kathy Perry
Team Coordinator
00120955

Samuel Ford
CPIT Team Leader
00127280

Jasmine Locke
Case Manager 2
0052748

Erica Beasley
Case Manager 3
01002307

Tondia Payne
Case Manager 3
53536

Tylita Frierson
Case Manager 3
00075056

Audra Jones
Case Manager 3
53536

Tonya Arnold
CPIT Team Leader
01002316

McNamara Pacheco
Case Manager 2
00052799
Flex CMI

Markita Clayton
Case Manager 3
52788

Vivian Moody
Case Manager 2
0052799
Flex CMI

Vacant
Case Manager 3
00052788

Vacant (Jackson-Cajair)
Case Manager 3
00052777

Tarji Little
CPIT Team Leader
00126510

Elise McNutt
Case Manager 3
01002306

Vacant (Brown)
Case Manager 2
00052874

Sharmel Travis
Case Manager 2
00127305

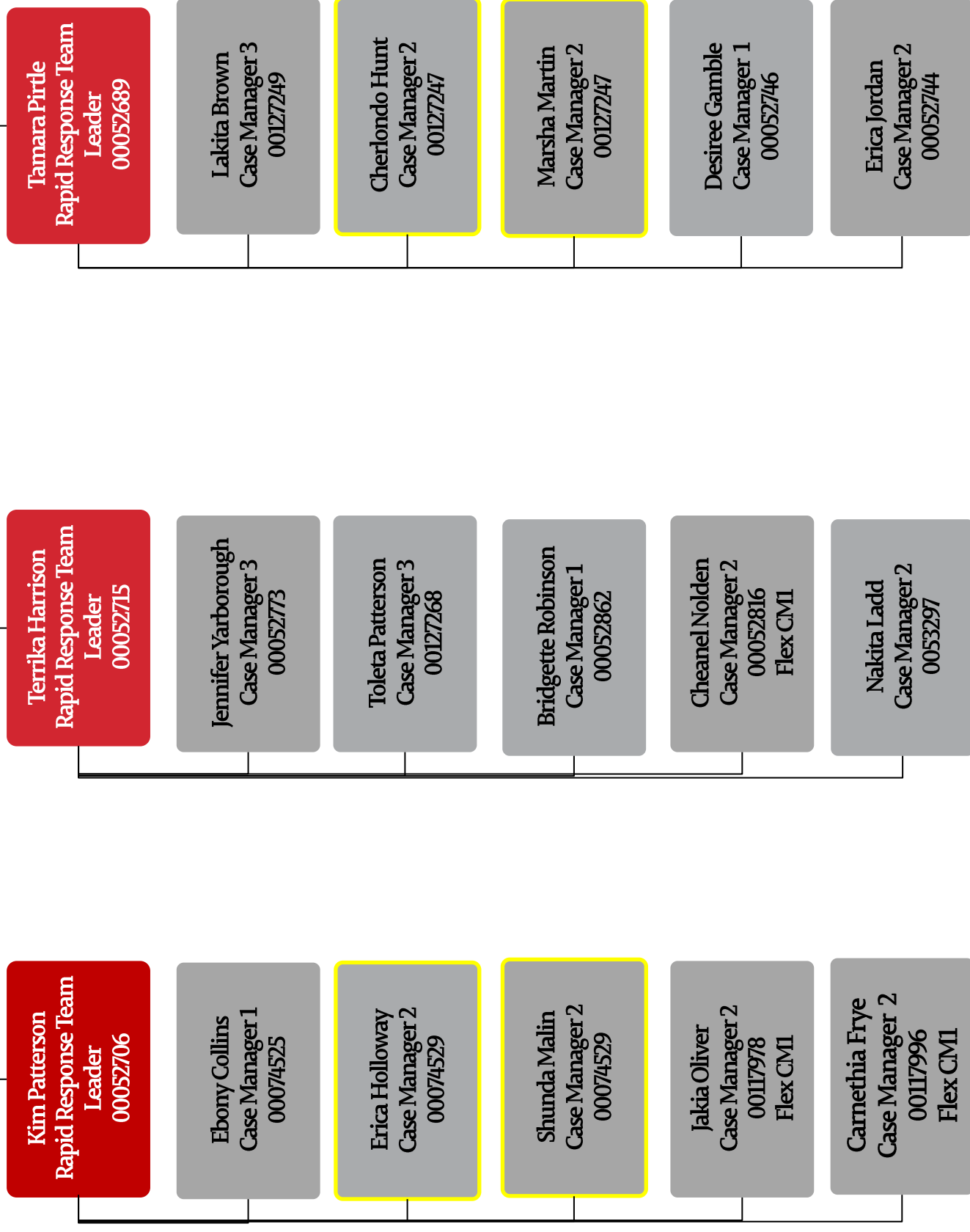
Kenya Willioughby
Case Manager 2
00052874 OL

Canesa Perry
Case Manager 2
00127305

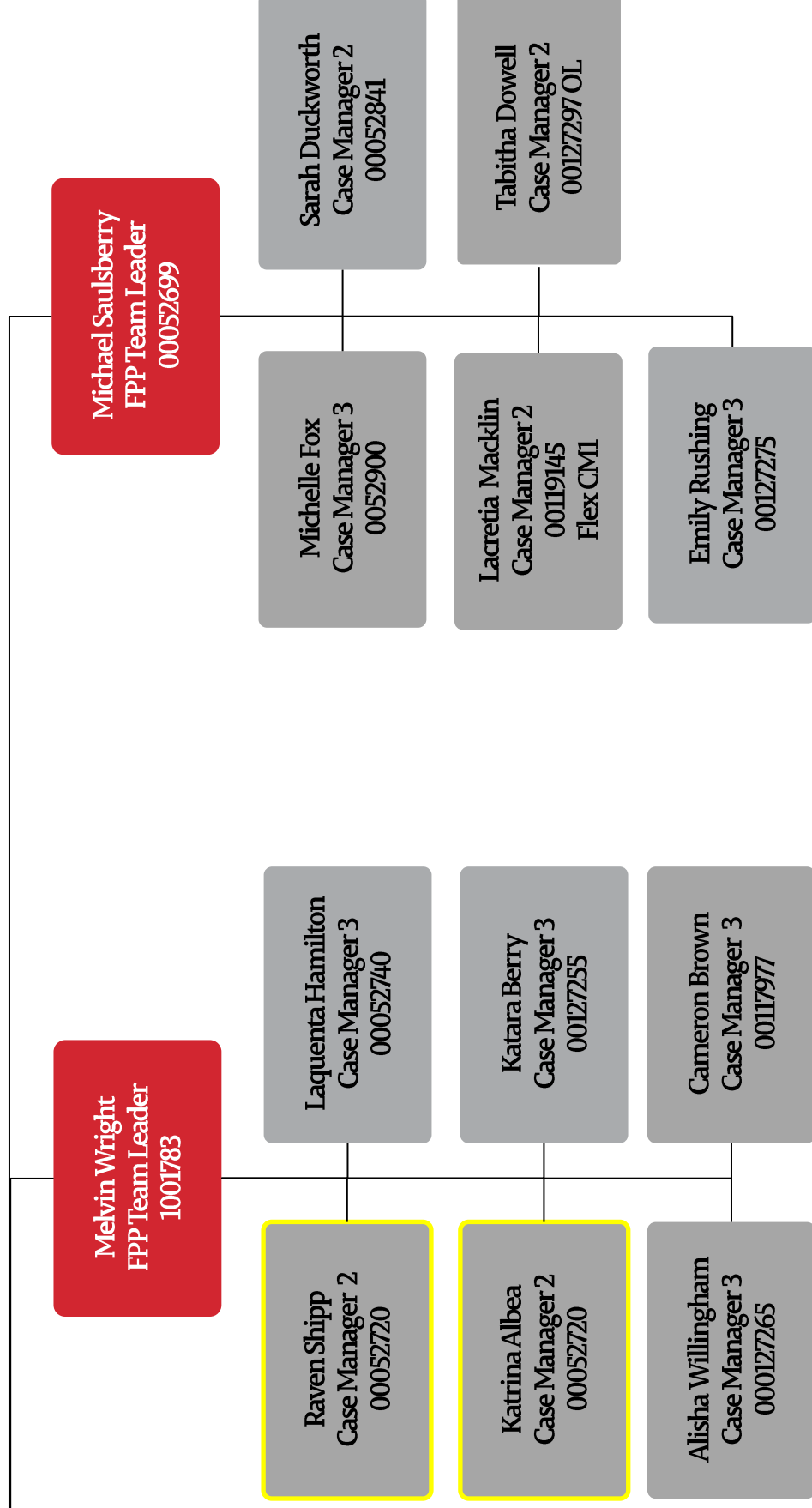
Regina Finn
Team Coordinator
00128142

Shelby County Rapid Response/FPP Teams Organizational Framework

1 of 2

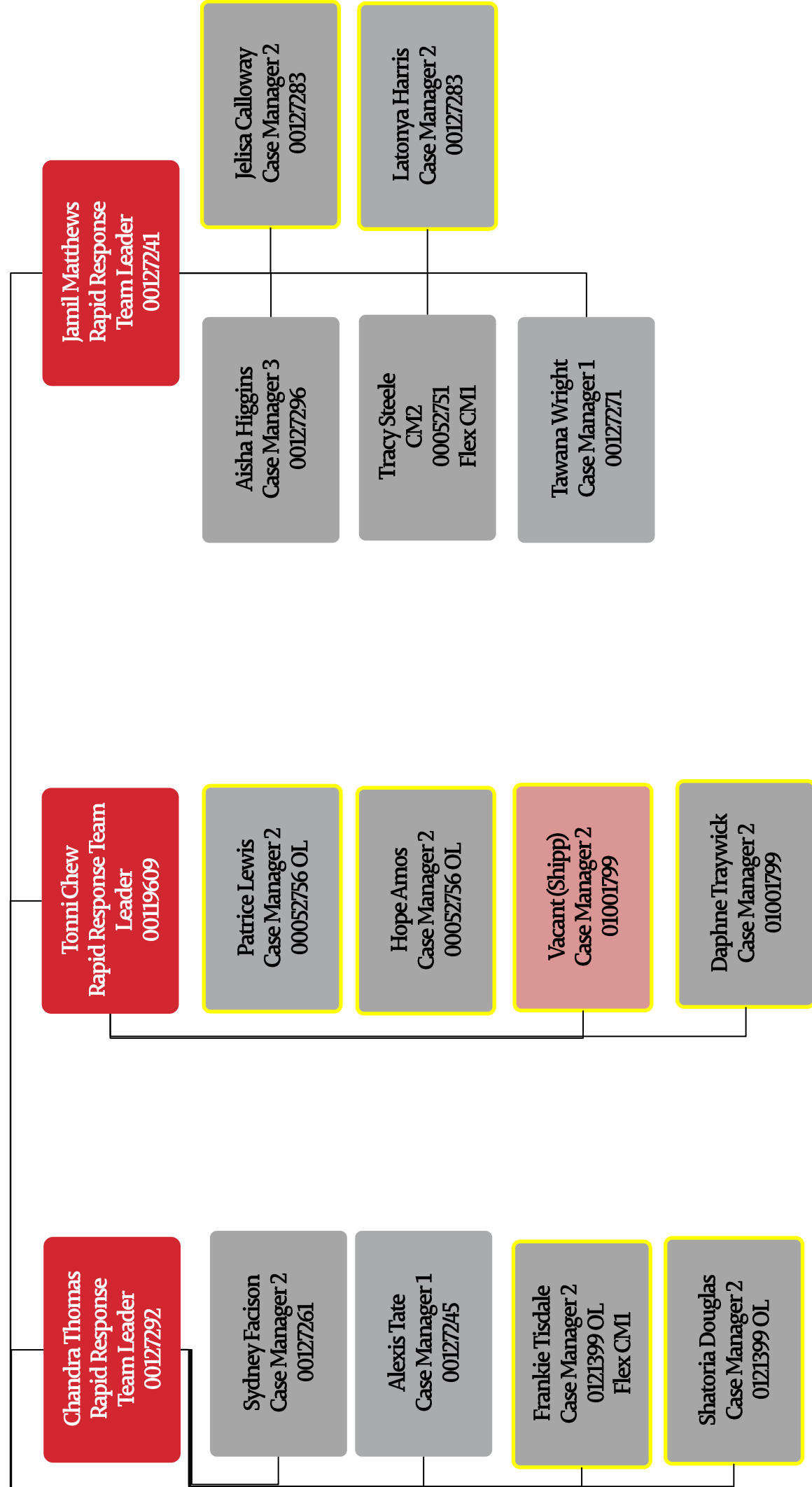


Regina Finnie
Team Coordinator
00128142

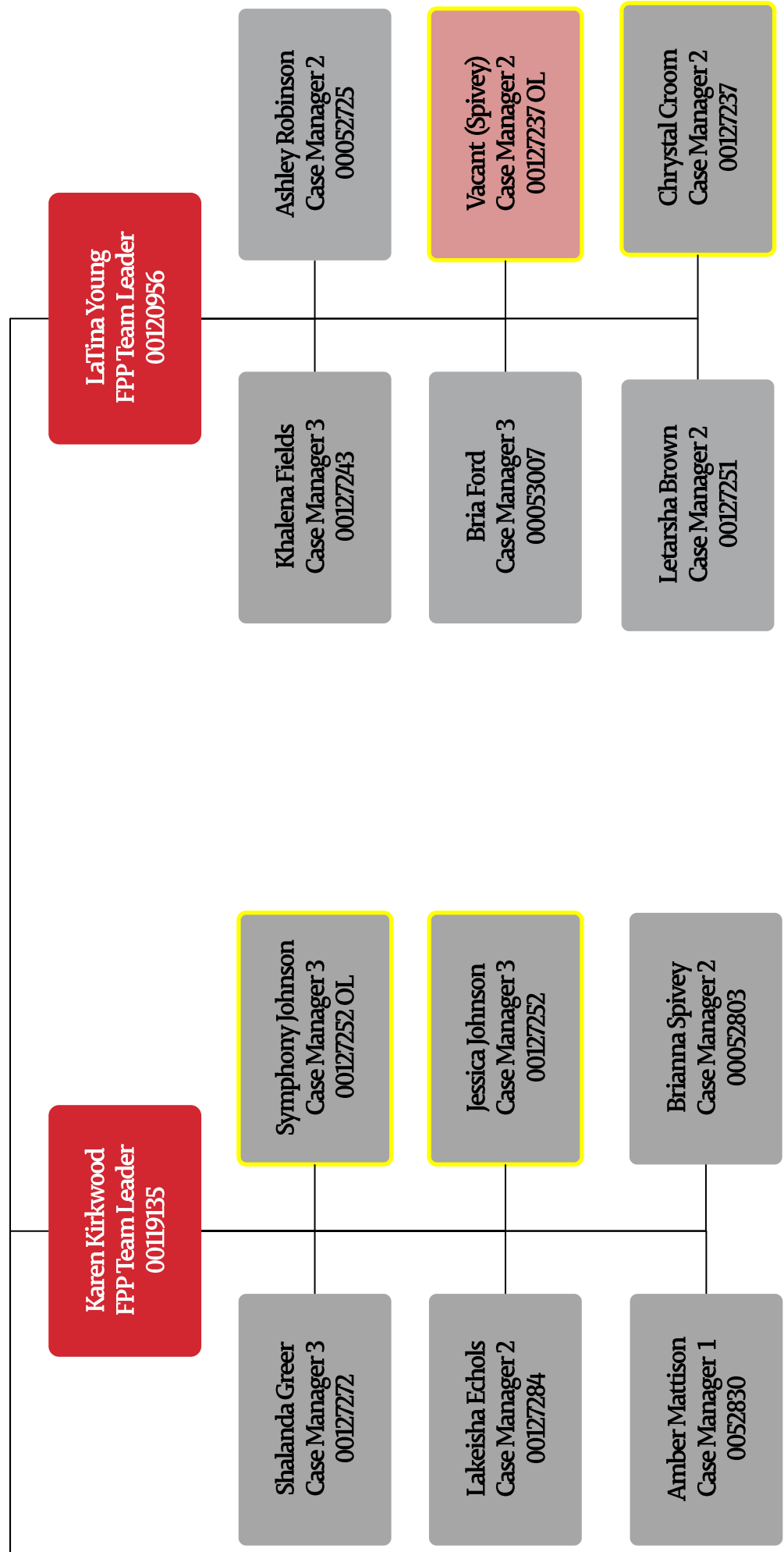


Shelby County Rapid Response/FPP Teams Organizational Framework

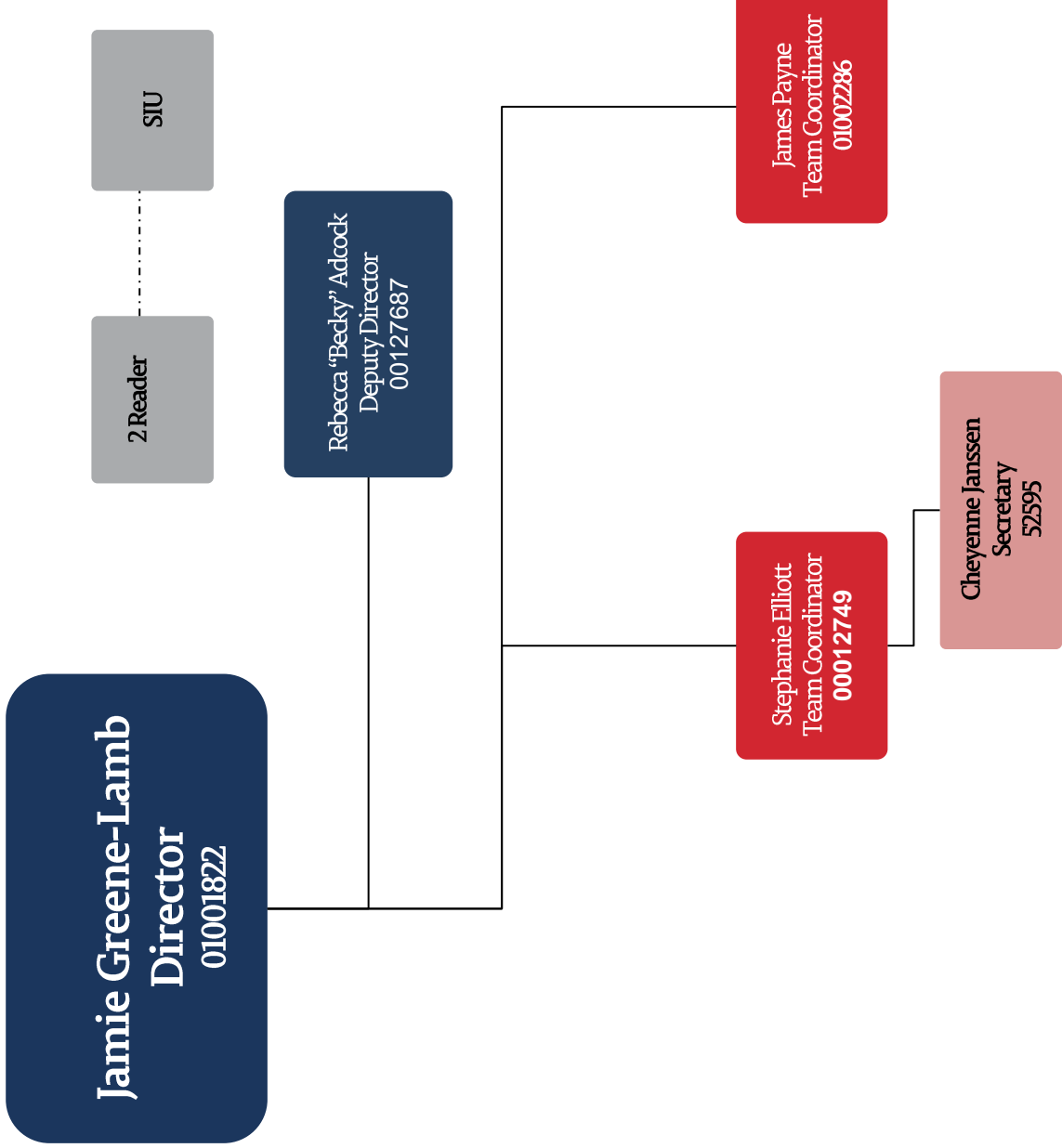
Lisa Davis
Team Coordinator
00128143



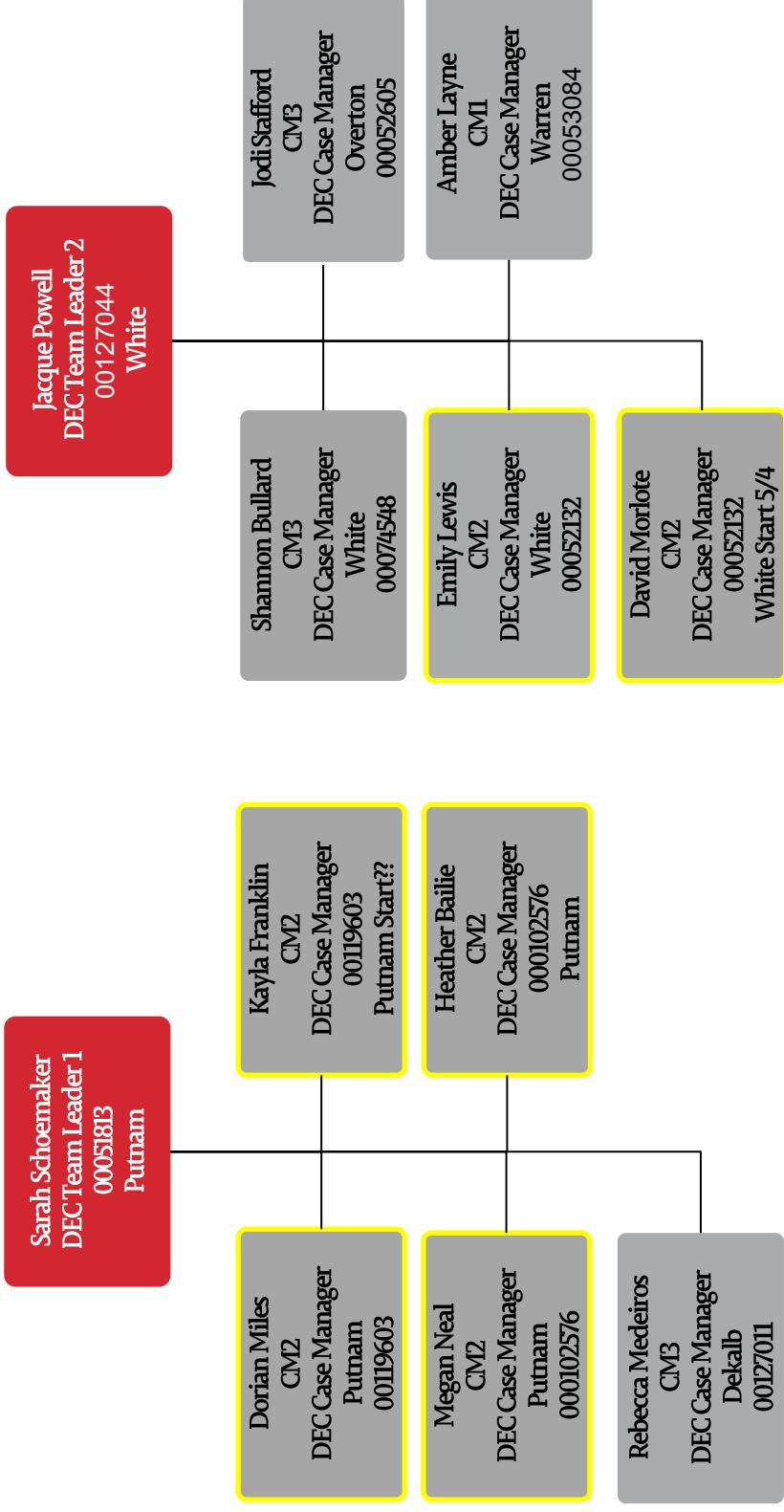
Lisa Davis
Team Coordinator
00128143



Upper Cumberland Leadership Organizational Framework



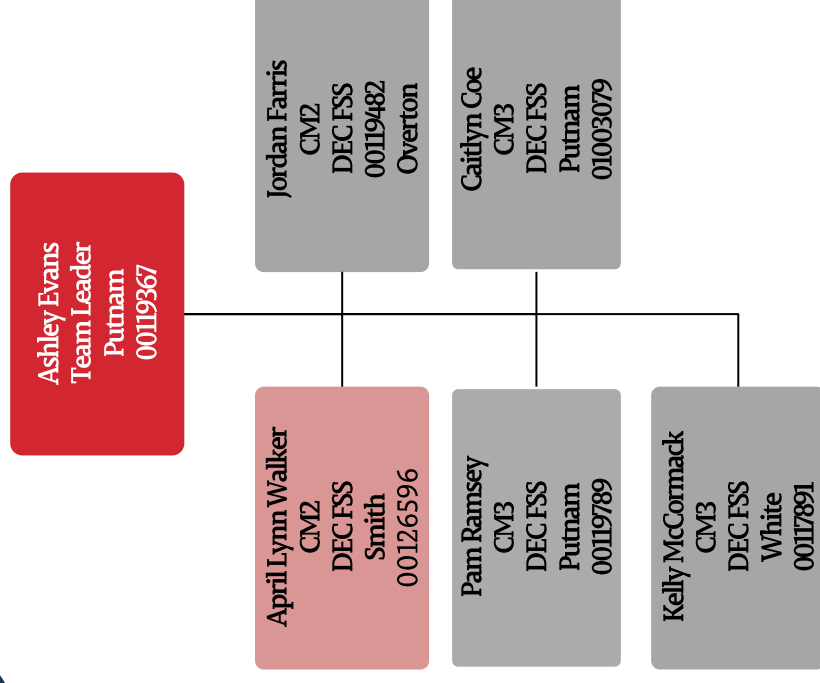
**Rebecca “Becky”
Adcock**
Deputy Director
00127687



**Team 1: Macon, Smith, Dekalb, Putnam, Jackson, Clay, Overton, Pickett
Team 2: Cannon, Warren, Van Buren, White, Cumberland, Fentress**

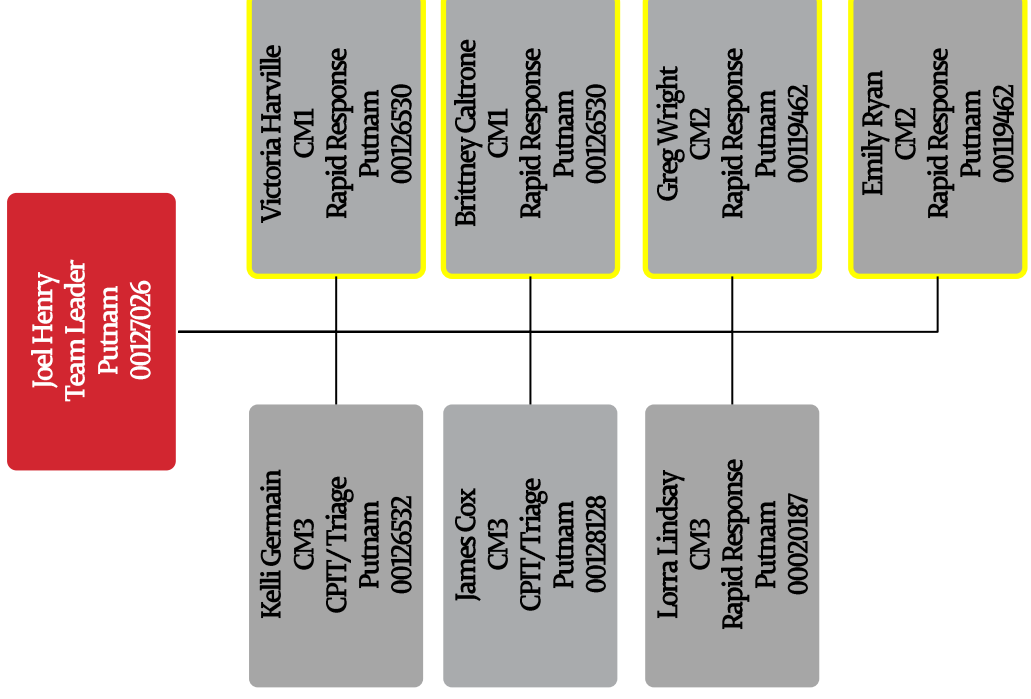
**Rebecca “Becky”
Adcock**
Deputy Director
00127687

**Drug Unit
DEC FSS Team
Region Wide
Page 2 of 2**



Team 1 CPIT/Triage/Rapid Response Putnam County

James Payne
Team Coordinator 1
01002286



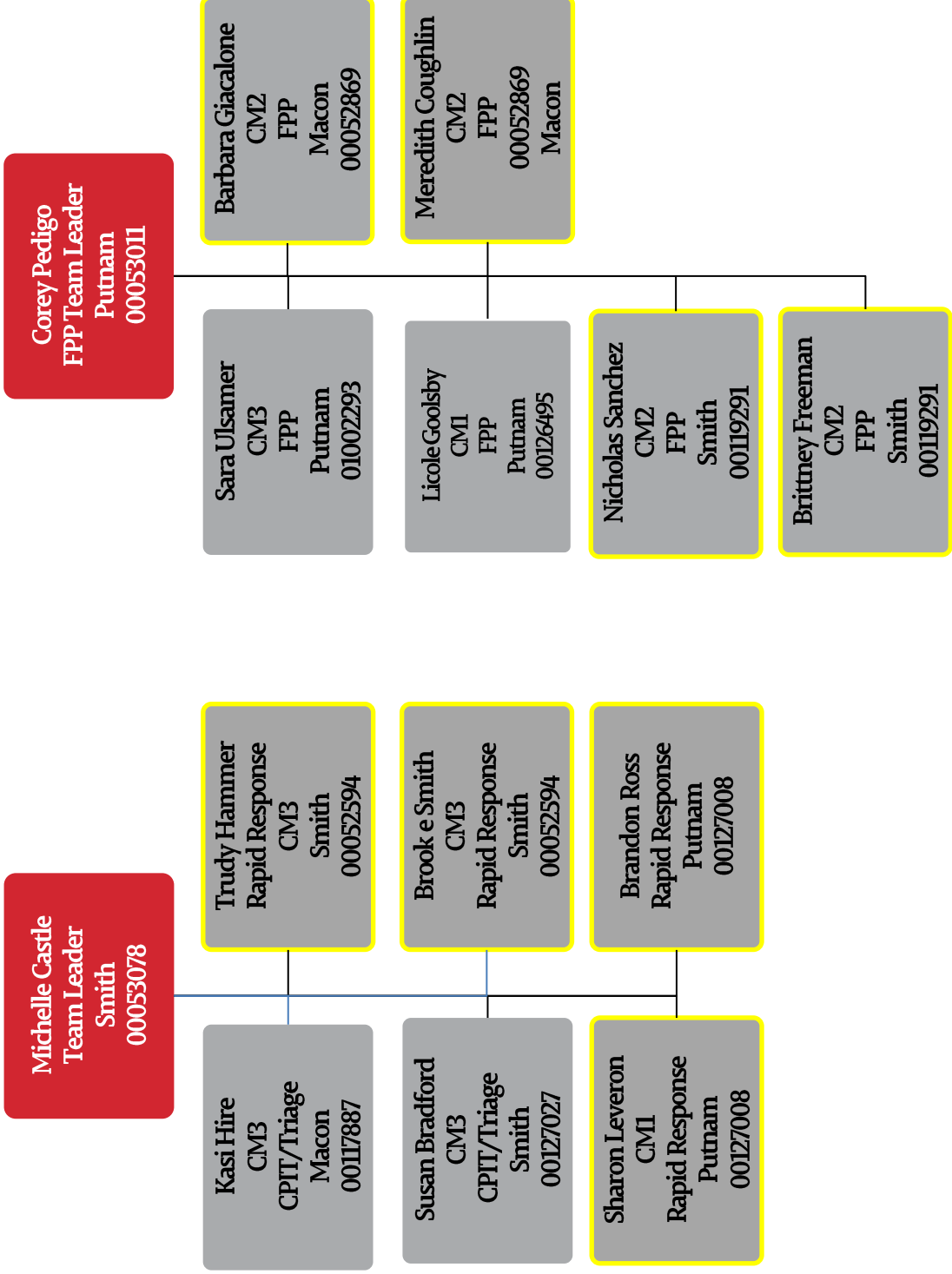
TN

Department of

Children's Services

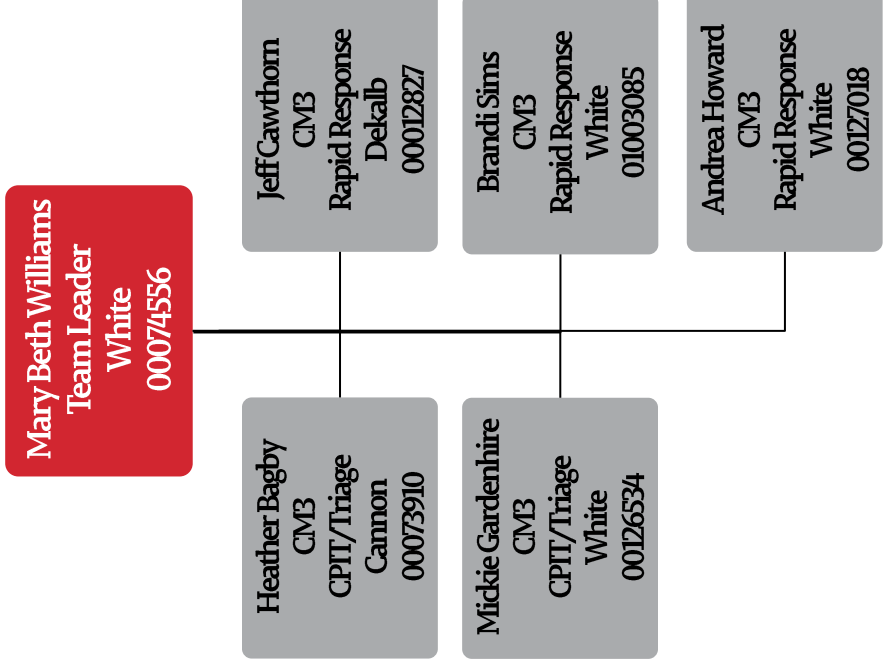
Team 2
CPIT/Triage/Rapid Response
Macon, Smith, Jackson County
FPP – Macon, Smith, Jackson, Putnam

James Payne
Team Coordinator 1
01002286



James Payne
Team Coordinator 1
01002286

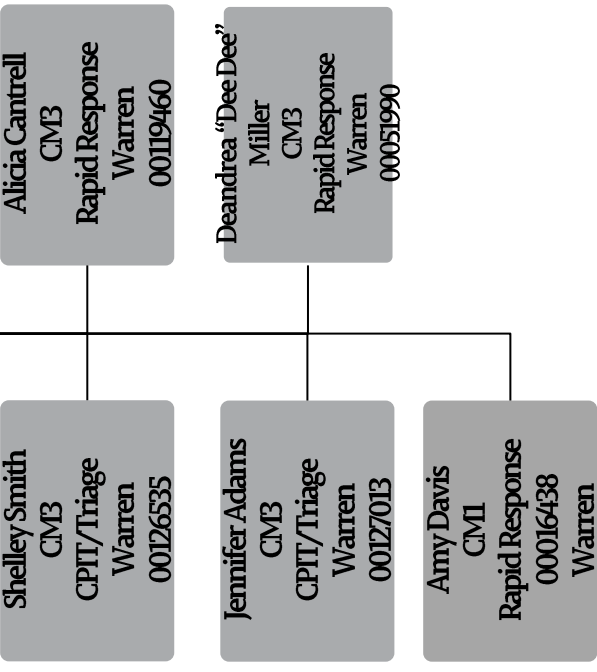
Team 3
CPIT/Triage/Rapid Response
White, Dekalb, Cannon



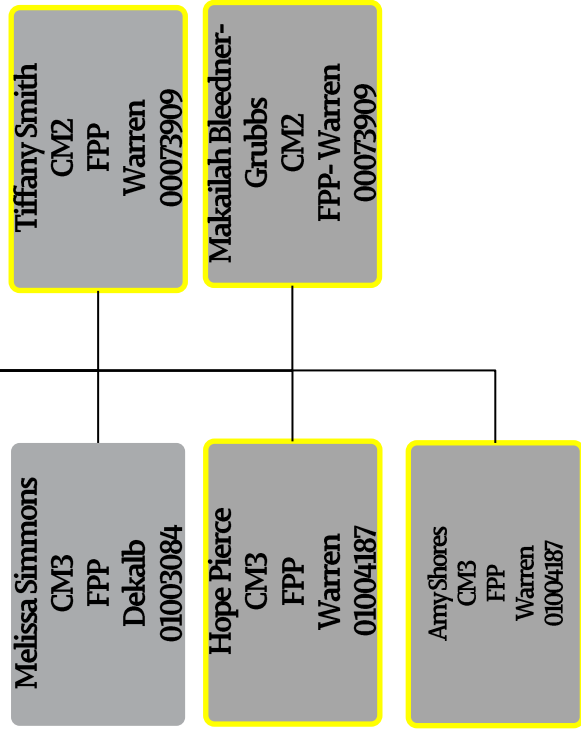
Stephanie Elliott
Team Coordinator 2
00012749

Team 4
CPIT/Triage/Rapid Response
Warren, Van Buren
FPP – White, Dekalb, Cannon, Warren, Van Buren

Venessa Hyer
Team Leader
Warren
00117821

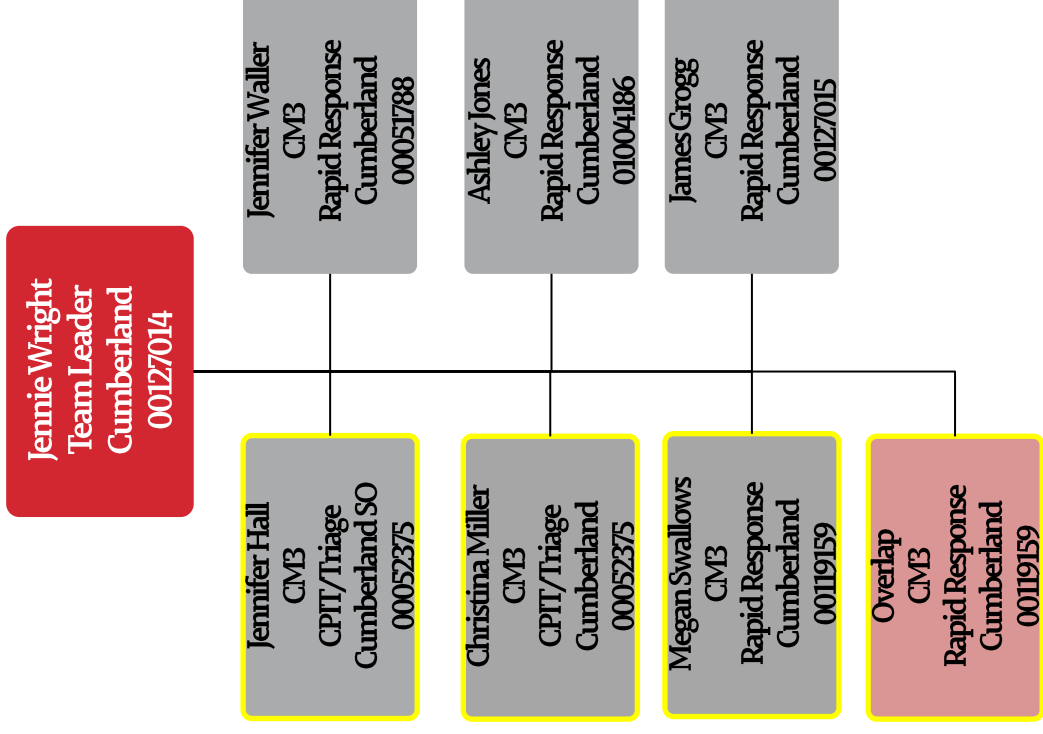


Billie Barnes
Team Leader
White
00127020



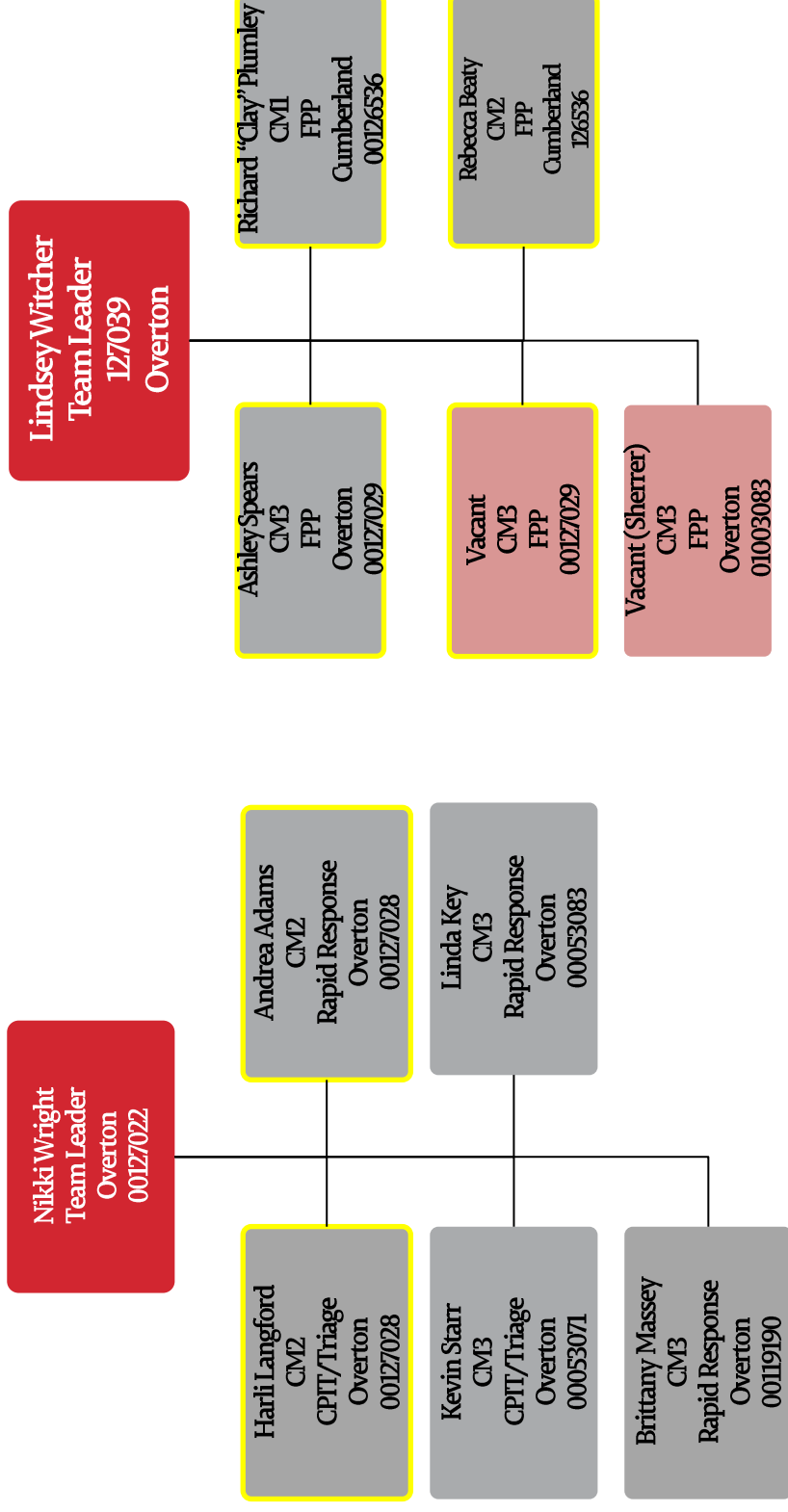
Stephanie Elliott
Team Coordinator 2
00012749

Team 5
CPIT/Triage/Rapid Response
Cumberland County



Stephanie Elliott
Team Coordinator 2
00012749

Team 6
CPIT/Triage/Rapid Response
Overton, Pickett, Clay, Fentress
FPP – Cumberland, Overton, Pickett, Clay, Fentress



SECTION III

Responsible Officials



STATE OF TENNESSEE
DEPARTMENT OF CHILDREN'S SERVICES
Office of Civil Rights, Internal Affairs Division
315 Deaderick Street, UBS Building, 7th Floor
Nashville, Tennessee 37243
Phone: 615-741-8422 Fax: 615-532-7602

Bill Lee
Governor

Jennifer Nichols
Commissioner

September 16, 2021

RESPONSIBLE OFFICIALS

A handwritten signature in blue ink, appearing to read "Jennifer Nichols", written over a horizontal line.

Jennifer Nichols, Commissioner
315 Deaderick Street
UBS Building, 10th Floor
Nashville, Tennessee 37243

A handwritten signature in blue ink, appearing to read "Donovan L. Haynes", written over a horizontal line.

Donovan L. Haynes, Title VI Coordinator
315 Deaderick Street
UBS Building, 7th Floor
Nashville, Tennessee 37243

SECTION IV

Definitions/Glossary Terms

DCS TITLE VI GLOSSARY TERMS/DEFINITIONS

ASSURANCE: A written statement or contractual agreement signed by the agency head in which recipient(s) agree to administer federally assisted programs in accordance with civil rights laws and regulations.

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

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

COMPLAINANT: Any person(s) who believes himself or any specific class of individuals to be subjected to discrimination prohibited by Title VI and makes or initiates legal action or a proceeding.

COMPLIANCE: The fulfillment of the requirements of Title VI, 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, or national origin.

COMPLIANCE REVIEW: Regular systematic inspections of agency/provider programs to determine regulatory compliance with civil rights laws and regulations. Compliance reviews determine compliance and noncompliance in the delivery of benefits and services in federally assisted programs.

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

PRE-AWARD REVIEW: A desk audit of the proposed operations of a program applicant for federal assistance prior to the approval of the assistance. The Department must determine that the program or facility will be operated such that program benefits will be equally available to all eligible persons without regard to race, color, or national origin.

PROGRAM: Any program, project, or activity for the provision of services, financial aid, or other benefits to individuals, or for the provision of facilities for furnishing services, financial aid, or other benefits to individuals.

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

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

TITLE VI OF THE CIVIL RIGHTS ACT OF 1964, 42 U.S.C.

2000d-4: Federal law prohibiting discrimination on the basis of race, color or national origin. Beneficiaries cannot be excluded from participation in, be denied benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

VENDOR/PROVIDER: An individual, group, public or private organization or institution, political entity, or commercial enterprise which, pursuant to any contract, agreement, or other arrangement with

a recipient or sub-recipient provides generally required goods or services which are used by or available to a beneficiary of a program.

SECTION V

Non-Discrimination Policy

Department of Children’s Services’ Nondiscrimination Guidelines

The Tennessee Department of Children’s Services is a recipient of federal financial assistance, and all service programs and activities are subject to the prohibition of Title VI against discrimination on the basis of race, color, or national origin. It is the practice and policy of the Department of Children’s Services that “No person, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity operated, funded, or overseen by the Tennessee Department of Children’s Services. The Department of Children’s Services’ policy in support of Title VI is found in Administrative Policies and Procedures: 1.10. Guidelines for compliance with Title VI are found in existing Department policies, guidelines and reporting mechanisms as found throughout this document.

The Department of Children’s Service prohibits discrimination on the basis of race, color, or national origin (and all other classes protected by federal or state anti-discrimination laws) regardless of whether the program/activity directly involves federal financial assistance. The Department’s policy against discrimination in its programs and activities is disseminated widely through inclusion of a nondiscrimination notice in departmental publications, contracts, brochures and posters.

Also, in an effort to ensure compliance with all applicable and statutes of Title VI, the Department of Children’s Services and its’ sub-recipients or contractors shall make available any compliance report to be reviewed by the Tennessee Human Rights Commission upon request.

SECTION VI

**Organization of Civil Rights Office
Civil Rights Coordinator**

**Duties and Responsibilities of
Title VI Coordinator**

Title VI Coordinator Listing by Region

Organization/Civil Rights Coordinator

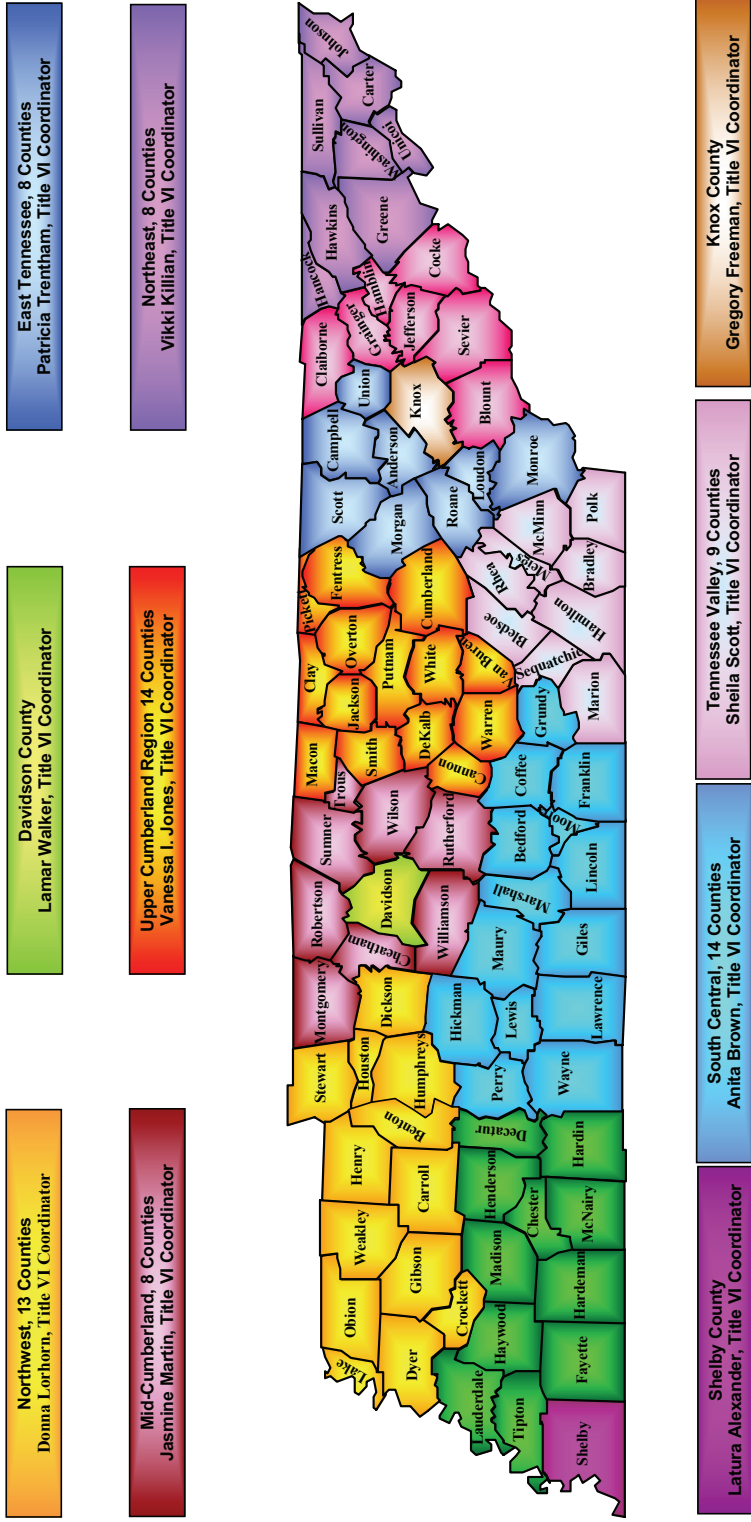
The Department of Children's Services is organized to attain compliance and implement civil rights enforcement by providing coordination of effort through the Commissioner of The Department of Children's Services and placing responsibility for implementation with the Internal Affairs Division's Office of Civil Rights (OCR). The Office of Civil Rights' Director, Donovan Haynes, serves as the Department's Title VI Coordinator.

The OCR Director/Title VI Coordinator, in conjunction with 12 identified Title VI Coordinators within the department is responsible for the development and implementation of the Department's Title VI Plan and subsequent updates. The OCR Director/Title VI Coordinator has primary responsibility with regards to Title VI compliance/enforcement provisions. Any of the department's regional Title VI Coordinators may also serve in the role of Title VI Coordinator designee if deemed necessary. There remains a committed focus with regard to the continuation of Title VI training, Limited English Proficiency (LEP) tracking and compliance monitoring. Efforts have also been made toward building and re-engaging community partnerships to ensure the dissemination of information and opportunities to groups traditionally deprived of information.

The OCR Director/Title VI Coordinator serves as a liaison with other State personnel on Title VI issues and concerns and is responsible for the Department's overall Title VI program. Areas of concentration involve the planning of Title VI activities and identifying needed professional development and training relating to Title VI compliance activities. The Title VI Coordinator in partnership with the department's Training Division conducts three (3) annual trainings which also strengthen Title VI efforts throughout the Department.

In addition to the agency's Office of Civil Rights, the regional Title VI Coordinators also monitor the area of Title VI for the purpose of maintaining compliance with Title VI in accordance with established Federal and State laws.

Department of Children's Services Regional Structure (Title VI Coordinators)



SECTION VII

Discriminatory Practices

Discriminatory Practices

It is the policy and practice of The Department of Children's Services that no one on the basis of race, color, or national origin be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity operated, funded, or overseen by the Tennessee Department of Children's Services. The Department's policy against discrimination in its programs and activities is disseminated widely through inclusion of a nondiscrimination notice in Departmental publications, contracts, brochures and posters.

Examples of **prohibited** discriminatory practices specific to the Department of Children's Services include but are not limited to the following:

- ❖ Denying any individual any service, opportunity, or other benefit for which this individual is otherwise eligible;
- ❖ Providing any individual with any service, or other benefit, that is different or is provided in a different manner from that which is provided to others based upon their race, color, or national origin;
- ❖ Subjecting any individual to segregate or separate treatment in any manner related to that individual's receipt of services based upon their race, color, or national origin;
- ❖ Restricting any individual in any way in the enjoyment of services, facilities, or any other advantage, privilege, or other benefit provided in the program based upon their race, color, or national origin;
- ❖ Adopting methods of administration that would limit participation by any group of beneficiaries or subject them to discrimination based upon their race, color, or national origin;

- ❖ Exclusion of individuals with Limited

English Proficiency (LEP) from programs, receipt of pertinent information because of language barriers based upon national origin;

- ❖ Delays, denials, or termination of services because of language barriers (LEP) based upon national origin;
- ❖ Addressing an individual in a manner that denotes inferiority because of race, color, or national origin.
- ❖ Subjecting any individuals to incidents of racial or ethnic harassment, the creation of a hostile racial or ethnic environment, and a disproportionate burden of environmental health risks on minority communities.
- ❖ Failure to provide trained and competent interpreters at each stage of representation where oral communication is needed, at no charge to the client.

SECTION VIII

Federal Programs or Activities (Fiscal Year 2020-2021)

<u>DESCRIPTION</u>	<u>Federal Source</u>	FY 2021 FEDERAL REV.	Projected FY 2022 FEDERAL REV.	<u>Opportunity for Contracts, Grants or RFP's</u>
ADOPTION INCENTIVE	DHHS	\$ 113,816	\$ 167,200	Yes
CHAFFEE EDUCATION AND TRAINING	DHHS	\$ 1,253,662	\$ 715,800	Yes
CHAFFEE INDEPENDENT LIVING	DHHS	\$ 700,278	\$ 2,591,500	Yes
CHILD ABUSE PREVENT TREATMENT	DHHS	\$ 553,384	\$ 475,900	Yes
CHILDREN'S JUSTICE ACT	DOJ	\$ 340,820	\$ 324,300	Yes
CHILDREN'S PREP PROGRAM	DOE	\$ 958,900	\$ 1,042,300	Yes
DOE SCHOOL BREAKFAST	DOE	\$ 80,916	\$ 80,900	No
DOE SCHOOL LUNCH	DOE	\$ 128,862	\$ 128,800	No
DOE TITLE 1	DOE	\$ 308,104	\$ 308,000	No
CARL PERKINS	DOE	\$ 16,678	\$ 16,000	No
TITLE IV-B, PART 1	DHHS	\$ 2,254,967	\$ 2,822,800	Yes
TITLE IV-B, PART 2	DHHS	\$ 6,149,570	\$ 10,004,700	Yes
TITLE IV-E ADOPTION ASSISTANCE	DHHS	\$ 72,112,949	\$ 60,528,100	Yes
TITLE IV-E FOSTER CARE	DHHS	\$ 55,095,746	\$ 77,701,500	Yes
TITLE IV-E GAP	DHHS	\$ 10,681,041	\$ 10,442,400	Yes
SPECIAL EDUCATION	DOE	\$ 770,589	\$ 770,500	Yes
TITLE XX SOCIAL SERVICES BLOCK	DHHS	\$ 16,211,577	\$ 21,835,600	Yes
COMMUNITY BASED FAMILY RESOURCE	DHHS	\$ 426,232	\$ 833,500	Yes
		\$ 168,158,092	\$ 190,789,800	

This information was prepared by the Finance Division, Department of Children's Services

**Title VI
Fiscal Year 2020 Federal Revenues and 2021 (Projected)**

<u>DESCRIPTION</u>	<u>Federal Source</u>	<u>Projected</u>		<u>Opportunity for Contracts, Grants or RFP's</u>
		<u>FY 2020 FEDERAL REV.</u>	<u>FY 2021 FEDERAL REV.</u>	
ADOPTION INCENTIVE	DHHS	23,700	167,200	Yes
CHAFEE EDUCATION AND TRAINING	DHHS	864,500	736,800	Yes
CHAFEE INDEPENDENT LIVING	DHHS	1,276,553	3,307,300	Yes
CHILD ABUSE PREVENT TREATMENT	DHHS	160,500	475,900	Yes
CHILDREN'S JUSTICE ACT	DOJ	377,600	324,300	Yes
CHILDREN'S PREP PROGRAM	DOE	898,100	1,042,300	No
DOE SCHOOL BREAKFAST	DOE	106,900	75,000	No
DOE SCHOOL LUNCH	DOE	100,200	110,000	No
DOE TITLE I	DOE	173,600	152,100	No
CARL PERKINS	DOE	2,400	15,000	No
TITLE IV-B, PART 1	DHHS	2,758,500	2,822,800	Yes
TITLE IV-B, PART 2	DHHS	7,268,700	10,004,700	Yes
TITLE IV-E ADOPTION ASSISTANCE	DHHS	65,693,500	55,628,600	Yes
TITLE IV-E FOSTER CARE	DHHS	54,653,900	69,403,500	Yes
TITLE IV-E GAP	DHHS	8,709,600	8,450,000	Yes
SPECIAL EDUCATION	DOE	369,100	603,800	No
TITLE XX SOCIAL SERVICES BLOCK	DHHS	22,493,200	21,835,600	Yes
COMMUNITY BASED FAMILY RESOURCE	DHHS	568,300	833,500	Yes
		166,498,853	175,988,400	

This information was prepared by the Budget Division, Department of Children's Services

Federal Revenues for Fiscal Year 2020-2021

In the fiscal year of July 1, 2020 thru June 30, 2021; in the year of 2020 the amount of federal financial assistance received totaled **\$166,498,853**; in the year of 2021, the amount of federal financial assistance received totaled **\$168,158,092**. Note: The two spreadsheets within this section are also included in Appendix – Section 8.

Federal Revenues - Definitions

ADOPTION INCENTIVE – the purpose of this funding is to provide financial incentive to DCS based on the number of successful adoptions that occur within the department.

CHAFEE EDUCATION AND TRAINING - the purpose of this funding is to provide financial support in the areas of education and training for the DCS youth who will be transitioning out of DCS custody into self-sufficient independent living.

CHAFEE INDEPENDENT LIVING - the purpose of this funding is to provide financial support for the DCS youth who receive self-sufficient training in the areas of independent living while in DCS custody.

CHILD ABUSE PREVENT TREATMENT- the purpose of this funding is to provide financial support for awareness training and prevention treatment in the area of child abuse.

CHILDREN'S JUSTICE ACT- the purpose of this funding is to assist DCS with developing, establishing and operate programs to improve the investigation and prosecution of child abuse and neglect cases, particularly cases of child sexual abuse and exploitation.

DEPT. OF EDUCATION SCHOOL BREAKFAST - the purpose of this funding is to provide financial support for the breakfast programs made available to DCS youth within the department's Youth Development Centers, as well as youth located within contracted provider agencies.

DEPT. OF EDUCATION SCHOOL LUNCH - the purpose of this funding is to provide financial support for the lunch programs made available to DCS youth located within the department's Youth Development Centers (YDCs), as well as youth located within DCS contracted provider agencies.

DEPT. OF EDUCATION TITLE I - the purpose of this funding is to provide financial support for programs which serve DCS youth within the department's YDCs; youth identified as Neglected, Delinquent and At Risk.

DEPT. OF EDUCATION TITLE II - the purpose of this funding is to provide financial support for programs of professional development focused on improving teacher quality at the department's YDCs.

CARL PERKINS GRANT- the purpose of this funding is to provide financial support for programs which provides DCS students with academic assistance and technical skill training necessary to succeed in future careers.

PRISON RAPE ELIMINATION ACT (PREA) - the purpose of this funding is to provide financial support for programs committed to ensuring the safety of the youth committed to DCS care, including protecting the youth from sexual abuse and sexual misconduct.

TITLE IV-B, PART 1 of the Social Security Act - the purpose of this funding is to provide financial support for programs which protect and promote the welfare of all children; prevent the neglect, abuse or exploitation of children; support at-risk families through services which allow children, where appropriate, to remain with their families or return to their families in a timely manner; promote the safety, permanence and well-being of children in foster care and adoptive families; and provide training, professional development and support to ensure a well-qualified workforce.

TITLE IV-B, PART 2 of the Social Security Act - the purpose of this funding is to provide financial support for programs that promoting safe and stable families (PSSF) through preventing the unnecessary separation of children from their families, improve the quality of care and services to children and their families, and ensure permanency for children by reuniting them with their parents, by adoption or by another permanent living arrangement.

TITLE IV-E ADOPTION ASSISTANCE - the purpose of this funding is to provide financial assistance related to adoption care costs; it provides for federal reimbursement for a portion of the maintenance and administrative costs of adoption care for children who meet specified federal eligibility requirements.

TITLE IV-E FOSTER CARE - the purpose of this funding is to provide financial assistance related to foster care costs; it provides for federal reimbursement for a portion of the maintenance and administrative costs of foster care for children who meet specified federal eligibility requirements.

SPECIAL EDUCATION - the purpose of this funding is to provide financial support for programs and staff that assist youth with disabilities located within DCS YDCs and DCS contracted provider facilities.

TITLE XX SOCIAL SERVICES BLOCK - the purpose of this funding is to provide financial support for programs focused on preventing or remedying neglect, abuse, or exploitation of children and adults unable to protect their own interests; preserving, rehabilitating or reuniting families.

COMMUNITY BASED FAMILY RESOURCE - the purpose of this funding is to provide financial support for programs designed to assist at-risk children and their families in meeting specific health and human service needs in neighborhoods or schools.

SECTION IX

Data Collection and Analysis

Data Collection and Analysis

During fiscal year 2020-2021, the Tennessee Department of Children’s Services provided services for a total of **7,679** beneficiaries, from the age ranges of 0 to 19. The racial breakdown of the beneficiaries who received services were as follows: 5,175 were White/Non-Hispanic; 1,478 were African American or Black; 259 were Hispanic or Latino; and 767 were of Two or more races which is identified as the category of “Other” within this Title VI Implementation Plan.

Data from the US Census Bureau QuickFacts estimates as of July 1, 2019 that Tennessee’s total population is approximately 6,829,174 million. The population is approximately 78.4% White/Non-Hispanic; 17.1% African American or Black; American Indian and Alaskan Native 0.5%; Asian 2%; Native Hawaiian and Other Pacific Islander 0.1%; Two or more races 2.0%; and Hispanic or Latino 5.7%. The US Census Bureau QuickFacts estimated children 4 years of age, or younger to be 6% of the 6,829,174 million people, which equals 409,750. The number of children or youth between the ages of 5 to 17, was estimated to be 22.1% of the 6,829,174 million people, which equals 1,509,247.

DCS STATEWIDE BENEFICIARIES	DCS STATEWIDE BENEFICIARIES POPULATION			
	Population Size	Raw Number	Conversion Pre-percentage	Percentage
TOTAL POPULATION	7679	1		100%
WHITE	5175	0.6739158745		67%
BLACK	1478	0.1924729783		19%
HISPANIC/LATINO	259	0.03372835		4%
OTHER	767	0.0998827972		10%
REGION TOTALS BENEFICIARIES	WHITE	BLACK	HISPANIC or LATINO	OTHER
Davidson	173	380	0	96
East	542	13	0	48
Knox	446	124	49	87
Mid Cumberland	621	237	88	109
Northeast	547	16	25	53
Northwest	467	72	0	16
Shelby	31	310	1	3
Smoky Mountain	656	14	7	11
South Central	515	68	63	84
Southwest	224	82	23	28
Tennessee Valley	569	151	3	99
Upper Cumberland	384	11	0	133
TOTALS	5175	1478	259	767

Data Collection and Analysis (Cont...)

During fiscal year 2020-2021, the total number of staff within DCS was approximately **3,659**, which includes regional and Central Office staff throughout the Department. The total number of **Executive Service Staff** was **228**, and the total number of **Preferred Service Staff** was **3,431**. The racial breakdown for all 3,659 DCS staff was the following: 2285 were White/Non-Hispanic; 1280 were African American or Black; 13 were Asian; 33 were Hispanic or Latino; and 48 were of Two or more races which is identified as the category of “Other” within this Title VI Implementation Plan.

DCS STATEWIDE REGIONAL STAFF	Population Size	Raw Number Conversion Pre-percentage	Percentage
	TOTAL REGIONAL STAFF POPULATION	2790	1
WHITE	1838	0.658781362	66%
BLACK	880	0.3154121864	31%
HISPANIC/LATINO	26	0.0093189964	1%
OTHER	46	0.0164874552	2%

REGIONAL STAFF	WHITE	BLACK	HISPANIC/LATINO	OTHER
Davidson	59	126	3	3
East	180	8	1	2
Knox	162	24	1	5
Mid Cumberland	157	152	5	11
Northeast	242	13	1	5
Northwest	146	20	2	3
Shelby	20	300	1	1
Smoky Mountain	206	18	5	10
South Central	186	30	3	0
Southwest	58	94	0	0
Tennessee Valley	180	86	2	2
Upper Cumberland	242	9	2	4
TOTALS	1838	880	26	46

DCS Preferred Service Staff

Race	Number of Staff	Raw Number Conversion Pre-percentage	Percentage
Asian	13	0.0037889828	0.3%
Black	1236	0.3602448266	36%
Hispanic/Latino	33	0.0096181871	1.0%
Other	44	0.0128242495	1.3%
White	2105	0.613523754	61.4%
Total	3431	1	100%

DCS Executive Service Staff

Race	Number of Staff	Raw Number Conversion Pre-percentage	Percentage
Asian	0	0	0%
Black	44	0.1929824561	19%
Hispanic/Latino	0	0	0%
Other	4	0.0175438596	2%
White	180	0.7894736842	79%
Total	228	1	100%

POSITION TITLE	SEX	ETHNIC GROUP	CIVIL SERVICE STATUS
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EXECUTIVE SERVICE

EXECUTIVE ADMIN ASSISTANT 3	F	White	N
CHIEF OF STAFF	F	White	N
TRAINING & CURRICULUM DIR 2	F	White	N
COMMISSIONER 2	F	White	N
ASSISTANT COMMISSIONER 1	F	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	Black/African American	N
DCS EXECUTIVE DIRECTOR 2	M	White	N
DEPUTY COMMISSIONER 2	F	Black/African American	N
EXECUTIVE ADMIN ASSISTANT 2	F	Black/African American	N
DEPUTY COMMISSIONER 2	M	Black/African American	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
ADMIN SERVICES ASSISTANT 3	F	Black/African American	N
DEPUTY COMMISSIONER 2	F	White	N
DCS EXECUTIVE DIRECTOR 2	F	White	N
FOOD SERVICE DIRECTOR 3	F	White	N
ASSISTANT COMMISSIONER 2	F	White	N
ASSISTANT COMMISSIONER 2	M	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
EXECUTIVE ADMIN ASSISTANT 3	M	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	Hispanic/Latino	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	M	White	N
SENIOR ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	M	White	N

DEPUTY GENERAL COUNSEL	F	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	M	White	N
GENERAL COUNSEL 4	M	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	M	White	N
SENIOR ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	Black/African American	N
ASSOCIATE COUNSEL	M	White	N
SENIOR ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	F	White	N
SENIOR ASSOCIATE COUNSEL	F	White	N
SENIOR ASSOCIATE COUNSEL	F	White	N
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ASSOCIATE COUNSEL	F	White	N
SENIOR ASSOCIATE COUNSEL	F	White	N
SENIOR ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	F	White	N
ADMIN SERVICES ASSISTANT 3	F	White	N
ASSOCIATE COUNSEL	F	White	N
SENIOR ASSOCIATE COUNSEL	M	White	N
SENIOR ASSOCIATE COUNSEL	F	Hispanic/Latino	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N

ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	F	Black/African American	N
SENIOR ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	Asian	N
SENIOR ASSOCIATE COUNSEL	F	White	N
SENIOR ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	Other	N
ASSOCIATE COUNSEL	F	White	N
SENIOR ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	F	White	N
LEGAL ASSISTANT	M	White	N
SENIOR ASSOCIATE COUNSEL	F	Black/African American	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	M	White	N
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ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	F	White	N
ASSOCIATE COUNSEL	M	White	N
SENIOR ASSOCIATE COUNSEL	M	White	N
AFFIRMATIVE ACTION DIRECTOR	M	Black/African American	N
AUDITOR 2*	M	White	N
AUDITOR 2*	F	Black/African American	N
DCS EXECUTIVE DIRECTOR 1	F	White	N
AUDITOR 2*	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
ASSOCIATE COUNSEL	M	White	N
ASSOCIATE COUNSEL	F	White	N
SENIOR ASSOCIATE COUNSEL	F	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
DCS PROGRAM COORDINATOR	F	White	N
EXECUTIVE ADMIN ASSISTANT 2	M	Black/African American	N

ADMIN ASSISTANT 2	F	Black/African American	N
DCS PROGRAM MANAGER	F	Other	N
DCS PROGRAM DIRECTOR 2	M	White	N
EXECUTIVE ADMIN ASSISTANT 3	F	Black/African American	N
DCS PROGRAM DIRECTOR 2	M	White	N
ADMIN SERVICES ASSISTANT 2*	F	White	N
DCS EXECUTIVE DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 3	M	Black/African American	N
DCS FIELD SERVICES HR DIR 2	F	White	N
DCS PROGRAM DIRECTOR 1	F	Black/African American	N
BUDGET ANALYST 2*	F	Black/African American	N
EXECUTIVE ADMIN ASSISTANT 3	F	Black/African American	N
EXECUTIVE ADMIN ASSISTANT 3	F	Black/African American	N
FACILITY ADMINISTRATOR 3	M	White	N
FACILITY ADMINISTRATOR 2	M	Black/African American	N
DCS PROGRAM DIRECTOR 1	F	White	N
DEPUTY COMMISSIONER 2	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 3	F	White	N
DCS PROGRAM DIRECTOR 3	M	Black/African American	N
DCS INTERNAL QUALITY CTRL DIR	M	White	N
DCS PROGRAM DIRECTOR 1	M	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
EXECUTIVE ADMIN ASSISTANT 2	M	Black/African American	N
ADMIN SERVICES ASSISTANT 3	F	Black/African American	N
DCS PROGRAM DIRECTOR 3	F	White	N
DCS EXECUTIVE DIRECTOR 1	F	White	N
DCS EXECUTIVE DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 3	M	White	N
DCS REGIONAL ADMINISTRATOR	F	Black/African American	N
DCS REGIONAL ADMINISTRATOR	M	Black/African American	N
ADMIN SERVICES MANAGER	F	Black/African American	N
DCS REGIONAL ADMINISTRATOR	M	White	N
ADMIN SERVICES MANAGER	F	White	N
DCS REGIONAL ADMINISTRATOR	F	Black/African American	N
ADMIN SERVICES MANAGER	F	Black/African American	N
ADMIN SERVICES MANAGER	F	Black/African American	N
ADMIN SERVICES ASSISTANT 4	F	Black/African American	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N

DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
ADMIN SERVICES MANAGER	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
ADMIN SERVICES MANAGER	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	M	White	N
ADMIN SERVICES MANAGER	F	Black/African American	N
DCS REGIONAL ADMINISTRATOR	F	White	N
ADMIN SERVICES MANAGER	F	Black/African American	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS PROGRAM COORDINATOR	F	White	N
DCS PROGRAM DIRECTOR 3	M	Black/African American	N
DCS PROGRAM COORDINATOR	F	Black/African American	N
DCS PROGRAM DIRECTOR 2	M	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
DCS PROGRAM DIRECTOR 3	F	White	N
DCS PROGRAM DIRECTOR 3	F	White	N
DCS PROGRAM DIRECTOR 3	F	White	N
DCS PROGRAM DIRECTOR 3	F	Black/African American	N
DCS PROGRAM COORDINATOR	M	White	N
DCS PROGRAM DIRECTOR 2	F	Black/African American	N
DCS PROGRAM MANAGER	F	Black/African American	N
DCS PROGRAM DIRECTOR 3	F	White	N
DCS PROGRAM DIRECTOR 3	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 2	F	Black/African American	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM COORDINATOR	F	White	N
DCS PROGRAM DIRECTOR 3	M	White	N
DCS PROGRAM DIRECTOR 2	F	Black/African American	N
ADMIN SERVICES ASSISTANT 4	F	White	N
PSYCHOLOGY DIRECTOR	M	White	N
DCS PROGRAM MANAGER	F	White	N
DCS PROGRAM MANAGER	F	Other	N
DCS PROGRAM MANAGER	F	White	N
DCS PROGRAM MANAGER	F	White	N
PSYCHOLOGIST	M	White	N
PSYCHOLOGIST	M	White	N
ADMIN SERVICES MANAGER	F	White	N
DCS PROGRAM DIRECTOR 3	M	Black/African American	N
DCS PROGRAM DIRECTOR 3	F	Black/African American	N

EXECUTIVE ADMIN ASSISTANT 2	M	White	N
DCS PROGRAM DIRECTOR 3	F	Black/African American	N
DCS PROGRAM COORDINATOR	F	Black/African American	N
TRAINING & CURRICULUM DIR 1	F	White	N
TRAINING & CURRICULUM DIR 2	F	Black/African American	N
TRAINING & CURRICULUM DIR 1	F	White	N
DCS PROGRAM MANAGER	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 1	F	Black/African American	N
DCS INSTITUTION SUPERINTENDENT	M	Black/African American	N

POSITION TITLE	SEX	ETHNIC GROUP	CIVIL SERVICE STATUS
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PREFERRED SERVICE

COMMUNITY SERVICES ASSISTANT			Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
DCS OFFICER	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	Black/African American	Y
COMMUNITY SERVICES ASSISTANT			Y
SECURITY GUARD 1	M	Black/African American	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	Black/African American	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	Black/African American	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	Black/African American	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
DCS OFFICER	M	White	Y
COMMUNITY SERVICES ASSISTANT	F	Black/African American	Y
DCS CORPORAL	M	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y

CLERK 2	F	White	Y
CLERK 2	F	Black/African American	Y
COMMUNITY SERVICES ASSISTANT			Y
COMMUNITY SERVICES ASSISTANT			Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y

DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
ADMIN SECRETARY	F	White	Y
DCS EXECUTIVE DIRECTOR 2	F	White	Y
ADMIN SERVICES ASSISTANT 3			Y
DCS PROGRAM COORDINATOR	F	Hispanic/Latino	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	M	White	Y
LEGAL ASSISTANT	F	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	Black/African American	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	Black/African American	Y

ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	Hispanic/Latino	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	Black/African American	Y
ADMIN SECRETARY	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	Black/African American	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y
LEGAL ASSISTANT	F	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	Black/African American	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS SPECIAL INVESTIGATOR 2	F	Other	Y
DCS SPECIAL INVESTIGATOR 2	M	White	Y
DCS SPECIAL INVESTIGATOR 3	M	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS SPECIAL INVESTIGATOR 3	F	Black/African American	Y
AUDITOR 4	M	White	Y
DCS SPECIAL INVESTIGATOR 3	F	Black/African American	Y
DCS SPECIAL INVESTIGATOR 3	M	White	Y
AUDITOR 3	F	White	Y
DCS PROGRAM COORDINATOR	M	Black/African American	Y
DCS PROGRAM MANAGER	F	White	Y
DCS PROGRAM DIRECTOR 1	M	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM MANAGER	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
ADMIN SECRETARY	F	Black/African American	Y
DCS PROGRAM SPECIALIST	M	White	Y
DCS PROGRAM SPECIALIST	M	Black/African American	Y
DCS PROGRAM MANAGER	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
ADMIN SECRETARY	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	White	Y

DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
PROGRAM MONITOR 2	F	White	Y
PROGRAM MONITOR 2	M	White	Y
PROGRAM MONITOR 3	F	White	Y
PROGRAM MONITOR 3	F	Black/African American	Y
PROGRAM MONITOR 2	F	Black/African American	Y
PROGRAM MONITOR 2	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
INFORMATION SYSTEMS MANAGER 1	M	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
INFO RESOURCE SUPPORT SPEC 3	M	Black/African American	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
HR ANALYST 3	F	White	Y
HR ANALYST 3	F	Black/African American	Y
AFFIRMATIVE ACTION OFFICER 1	F	Black/African American	Y
HR ANALYST 3	F	White	Y
HR ANALYST 3	M	White	Y
ADMIN SERVICES ASSISTANT 2*	F	Black/African American	Y
HR ANALYST 2*	F	Black/African American	Y
AFFIRMATIVE ACTION OFFICER 1	F	Black/African American	Y
HR ANALYST 2*	F	White	Y
HR TECHNICIAN 2*	F	Black/African American	Y
DCS FIELD SERVICES HR DIR 1	F	Black/African American	Y
DCS FIELD SERVICES HR DIR 1	M	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
HR MANAGER 2	F	White	Y
DCS FIELD SERVICES HR DIR 1	F	Black/African American	Y
DCS SPECIAL INVESTIGATOR 3	M	White	Y
HR ANALYST 3	F	White	Y
HR ANALYST 3	M	Black/African American	Y
ADMIN SERVICES ASSISTANT 2*	F	Black/African American	Y
HR ANALYST 2*			Y
HR ANALYST 2*			Y
ADMIN SECRETARY			Y
TRAINING OFFICER 1	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	Black/African American	Y
DCS PROGRAM MANAGER	F	White	Y
BUDGET ANALYSIS DIRECTOR 1			Y
ADMIN SERVICES ASSISTANT 3	M	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y

ADMIN SERVICES ASSISTANT 2*	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 5	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 5	F	White	Y
FACILITIES SAFETY OFFICER 2*	M	White	Y
FACILITIES SAFETY OFFICER 3	M	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM COORDINATOR			Y
DCS PROGRAM COORDINATOR			Y
SECRETARY	F	Black/African American	Y
EDUC CONSULTANT 3	F	White	Y
EDUC CONSULTANT 2	F	White	Y
EDUC CONSULTANT 1	M	White	Y
EDUC CONSULTANT 1	F	Black/African American	Y
EDUC CONSULTANT 3	F	White	Y
EDUC CONSULTANT 3	M	White	Y
ADMIN SECRETARY	F	White	Y
PUBLIC HEALTH NURSING CON 2	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
REGISTERED NURSE 5	F	White	Y
HR ANALYST 2*	M	White	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS PROGRAM MANAGER	F	Black/African American	Y
HR ANALYST 2*	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 4	M	White	Y
ELIGIBILITY COUNSELOR 2*	F	Black/African American	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	M	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	Black/African American	Y
ELIGIBILITY COUNSELOR 2*	M	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	Black/African American	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	M	White	Y
ELIGIBILITY COUNSELOR 2*	F	Black/African American	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	Black/African American	Y
ELIGIBILITY COUNSELOR 2*	F	Black/African American	Y

ELIGIBILITY COUNSELOR 2*	M	White	Y
ELIGIBILITY COUNSELOR 2*	M	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	Black/African American	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	Hispanic/Latino	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
ELIGIBILITY COUNSELOR 2*	F	Black/African American	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*			Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM SPECIALIST	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM DIRECTOR 1	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
ADMIN SERVICES ASSISTANT 2*			Y
DCS CASE MANAGER 3	M	White	Y
SECRETARY	F	Asian	Y
CLERK 3	F	White	Y
HR ANALYST 3	F	White	Y

ADMIN SERVICES ASSISTANT 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y

DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CORPORAL	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*			Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Other	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 4	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS INTELLIGENCE ANALYST	F	Black/African American	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS INTELLIGENCE ANALYST	M	Other	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
SECRETARY	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
HR ANALYST 2*			Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	M	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CORPORAL	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Other	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Asian	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Other	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
SECRETARY	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS INTELLIGENCE ANALYST			Y

DCS CASE MANAGER 3	F	White	Y
HR ANALYST 2*	F	Black/African American	Y
HR ANALYST 2*	F	Black/African American	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y

DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y

DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
CLERK 3	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CORPORAL	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y

DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CORPORAL	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y

DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
HR ANALYST 3	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS INTELLIGENCE ANALYST			Y
ADMIN SERVICES MANAGER	F	White	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 2*	F	Black/African American	Y
HR ANALYST 2*	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 3	M	White	Y
DCS TEAM COORDINATOR	F	White	Y
HR TECHNICIAN 3			Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y

DCS CASE MANAGER 2*	M	White	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Asian	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Asian	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
CLERK 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
SECRETARY	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
SECRETARY	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Other	Y
DCS CASE MANAGER 4	F	Black/African American	Y
SECRETARY	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	Other	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y

DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CORPORAL	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Other	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Asian	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
CLERK 3	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
ADMIN SECRETARY	F	Black/African American	Y
ADMIN SERVICES MANAGER	F	White	Y
ADMIN SERVICES ASSISTANT 3	M	White	Y
HR ANALYST 2*	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 2*			Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Asian	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y

DCS CASE MANAGER 3	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
CLERK 3	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SERVICES MANAGER	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	F	White	Y
DCS CORPORAL	M	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y

SECRETARY	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y

HR TECHNICIAN 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
CLERK 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
HR ANALYST 2*	M	White	Y
DCS TEAM COORDINATOR	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3			Y
TRAINING SPECIALIST 2*	M	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
SECRETARY	F	White	Y
SECRETARY			Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
CLERK 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	Hispanic/Latino	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CORPORAL	M	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CORPORAL	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Other	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y

DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
CLERK 3	F	White	Y
CLERK 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS TEAM COORDINATOR	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4			Y
DCS CASE MANAGER 3	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y

HR TECHNICIAN 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	Other	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
DCS TEAM COORDINATOR	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	Other	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Other	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y

DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS PROGRAM COORDINATOR	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Asian	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
ADMIN SECRETARY	F	Other	Y
HR ANALYST 2*	F	Black/African American	Y
ADMIN SECRETARY	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
CLERK 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
SECRETARY	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS PROGRAM SPECIALIST	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y

DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Asian	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Other	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	M	White	Y

DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
SECRETARY	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ADMIN SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y

DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CORPORAL	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
SECRETARY	F	White	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y

DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*			Y
DCS CASE MANAGER 2*			Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
SECRETARY	F	White	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CORPORAL	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
HR ANALYST 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y

ADMIN SECRETARY	F	White	Y
ADMIN SERVICES ASSISTANT 3 SECRETARY	F	Hispanic/Latino	Y
DCS CASE MANAGER 4	F	Black/African American	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Hispanic/Latino	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
CLERK 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
SECRETARY	F	White	Y
DCS CORPORAL	M	Black/African American	Y
SECRETARY	F	White	Y
ADMIN SERVICES MANAGER	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	Black/African American	Y
ADMIN SECRETARY	F	White	Y
SECRETARY	F	Black/African American	Y
SECRETARY	F	White	Y
ADMIN SECRETARY	M	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
CLERK 3	F	Black/African American	Y
CLERK 3	F	White	Y
HR ANALYST 2*	F	White	Y
ACCOUNT CLERK	F	White	Y
HR ANALYST 3	F	Black/African American	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM COORDINATOR	M	White	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	M	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y

DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y

DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y

DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y

DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 2	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS PROGRAM SPECIALIST			Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Asian	Y
DCS CASE MANAGER 2*	M	Other	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS PROGRAM COORDINATOR	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SERVICES ASSISTANT 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y

DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
SECRETARY	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Asian	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Other	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y

DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y

DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Asian	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y

DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	M	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3			Y
DCS CASE MANAGER 3			Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS TEAM COORDINATOR	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Asian	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*			Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS TEAM COORDINATOR	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*			Y
DCS CASE MANAGER 3			Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
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DCS CASE MANAGER 4	F	White	Y
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DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Other	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
ADMIN SERVICES ASSISTANT 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*			Y
DCS CASE MANAGER 3			Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Other	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM COORDINATOR			Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS PROGRAM MANAGER	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y

DCS PROGRAM MANAGER	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS LIEUTENANT	M	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS LIEUTENANT	M	Black/African American	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
SECRETARY			Y
DCS PROGRAM MANAGER	M	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS CASE MANAGER 4	M	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	M	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 4	M	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM SPECIALIST	M	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM COORDINATOR	M	Black/African American	Y
EDUC CONSULTANT 1	F	White	Y
EDUC CONSULTANT 1	F	White	Y

EDUC CONSULTANT 1	F	White	Y
EDUC CONSULTANT 1	F	Black/African American	Y
EDUC CONSULTANT 1	M	White	Y
EDUC CONSULTANT 1	F	Black/African American	Y
EDUC CONSULTANT 1	M	White	Y
EDUC CONSULTANT 1	M	Hispanic/Latino	Y
EDUC CONSULTANT 1	F	White	Y
EDUC CONSULTANT 1	F	White	Y
EDUC CONSULTANT 1	F	White	Y
EDUC CONSULTANT 1	F	Black/African American	Y
EDUC CONSULTANT 2	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	Black/African American	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	Black/African American	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	Asian	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 2	F	Black/African American	Y
PUBLIC HEALTH NURSING CON 2	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	Other	Y
PUBLIC HEALTH NURSING CON 2	M	White	Y
PUBLIC HEALTH NURSING CON 2	F	White	Y
PUBLIC HEALTH NURSING CON 1			Y
PSYCHOLOGIST	M	White	Y
PSYCHOLOGIST	F	White	Y
PSYCHOLOGIST	F	White	Y
PSYCHOLOGIST	M	White	Y
PSYCHOLOGIST	F	White	Y
PSYCHOLOGIST	F	White	Y
PSYCHOLOGIST	F	White	Y
PSYCHOLOGIST	F	White	Y
DCS CORPORAL	F	White	Y
DCS CORPORAL	M	White	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	Hispanic/Latino	Y
DCS PROGRAM MANAGER	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	White	Y

DCS CORPORAL	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	White	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 2	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING SPECIALIST 2*	F	Black/African American	Y
TRAINING & CURRICULUM DIR 2	F	White	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 2	F	Black/African American	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 2	F	White	Y
TRAINING OFFICER 1	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 2	M	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 2	F	White	Y
TRAINING OFFICER 2	F	White	Y
TRAINING OFFICER 1	M	White	Y
TRAINING OFFICER 2	F	Black/African American	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 1	M	White	Y
TRAINING OFFICER 1	F	Other	Y
DCS CASE MANAGER 4	M	Other	Y
TRAINING OFFICER 2	F	White	Y
TRAINING OFFICER 1	F	Hispanic/Latino	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	Black/African American	Y
TRAINING OFFICER 2	F	White	Y
SECRETARY	F	White	Y

TRAINING OFFICER 2	F	Black/African American	Y
DCS PROGRAM COORDINATOR			Y
DCS CASE MANAGER 4			Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM DIRECTOR 1	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
SECRETARY	F	White	Y
DCS PROGRAM MANAGER	F	Black/African American	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS TEAM COORDINATOR	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	Black/African American	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM COORDINATOR	F	Black/African American	Y
SECRETARY	F	Black/African American	Y
SECRETARY	F	Black/African American	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
ADMIN SECRETARY	F	Black/African American	Y
TRAINING OFFICER 1	M	White	Y
PROCUREMENT OFFICER 2	F	White	Y
HR ANALYST 2*	F	White	Y
DCS ADMIN SERVICES MANAGER			Y
HR MANAGER 1			Y
DCS SERGEANT	M	Black/African American	Y
DCS SERGEANT	M	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS CORPORAL	M	Black/African American	Y
DCS OFFICER	F	White	Y
DCS CORPORAL	F	Black/African American	Y
DCS CORPORAL	M	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y

DCS LIEUTENANT	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS SECURITY MANAGER	M	Black/African American	Y
DCS OFFICER	F	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
FACILITIES SAFETY OFFICER 2*	F	White	Y
DCS CORPORAL	M	Black/African American	Y
DCS CORPORAL	M	Black/African American	Y
DCS CORPORAL	M	Black/African American	Y
DCS LIEUTENANT	F	Black/African American	Y
DCS SERGEANT	M	Black/African American	Y
DCS CORPORAL	M	Black/African American	Y
DCS OFFICER	M	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CORPORAL	F	Black/African American	Y
DCS TREATMENT MANAGER	M	White	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	M	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CORPORAL	M	Black/African American	Y
DCS CASE MANAGER 3	F	Black/African American	Y
DCS CASE MANAGER 4	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 2*	F	Black/African American	Y
DCS CASE MANAGER 3	M	White	Y
TRAINING SPECIALIST 2*	M	White	Y
CORRECTIONAL TEACHER	M	White	Y
CORRECTIONAL TEACHER	F	Black/African American	Y
TEACHER'S ASSISTANT-CORRECTION	F	Black/African American	Y
CORRECTIONAL TEACHER	F	Black/African American	Y
VOCATIONAL INSTRUCTOR-PER SPEC	M	Black/African American	Y

VOCATIONAL INSTRUCTOR-PER SPEC	F	Black/African American	Y
CORRECTIONAL TEACHER	M	Black/African American	Y
CORRECTIONAL TEACHER	M	Black/African American	Y
CORRECTIONAL TEACHER	F	Black/African American	Y
CORRECTIONAL TEACHER	M	Black/African American	Y
VOCATIONAL INSTRUCTOR-PER SPEC	F	Black/African American	Y
CORRECTIONAL TEACHER	F	Black/African American	Y
CORRECTIONAL TEACHER	M	Black/African American	Y
CORRECTIONAL TEACHER SUPV	M	Black/African American	Y
VOCATIONAL INSTRUCTOR-PER SPEC	F	Black/African American	Y
TEACHER'S ASSISTANT-CORRECTION	F	Black/African American	Y
CORRECTIONAL PRINCIPAL	F	Black/African American	Y
CORRECTIONAL TEACHER	F	Black/African American	Y
CORRECTIONAL TEACHER	F	Black/African American	Y
RECREATION SPECIALIST 2	F	Black/African American	Y
RECREATION THERAPIST 3	M	Black/African American	Y
REGISTERED NURSE 3			Y
RECREATION SPECIALIST 2			Y
FOOD SERVICE STEWARD 2	F	Black/African American	Y
FOOD SERVICE STEWARD 2	F	Black/African American	Y
FOOD SERVICE STEWARD 2	F	Black/African American	Y
FOOD SERVICE MANAGER 1	F	Black/African American	Y
FOOD SERVICE STEWARD 2	F	Black/African American	Y
FOOD SERVICE STEWARD 2	F	Black/African American	Y
FOOD SERVICE STEWARD 1	F	Black/African American	Y

SECTION X

Limited English Proficiency (LEP)

Program Overview

Services Provided

LEP Survey

Listing of Translated Documents

Avaza Utilization Steps and Language Card

DCS Delegated Purchase Authority

Limited English Proficiency (LEP) Program Overview

The Department of Children's Services addresses Limited English Proficiency (LEP) in Administrative Policies and Procedures 1.10; Sections A, B, and throughout the policy. DCS utilized Avaza Language Services Corporation and the department's Delegated Purchase Authority agreement, as well as credentialed translators and interpreters from agencies throughout the State of Tennessee to meet the needs of the DCS LEP population. Below are the process steps which occur to provide LEP services to qualified clients.

During fiscal year 2020-2021, the DCS Title VI Coordinator worked very closely with the department's twelve regional Title VI Coordinators in the area of identifying and eliminating language barriers and accessing language assistance in the regions. Consideration was given to our actual DCS client population, as well as the potential beneficiaries who may possibly utilize our services in the future and who may have a need for language assistance due to national origin.

The Department of Children's Services realizes that our State continues to become more diversified every day, as a result DCS remains committed to upholding the mission of building awareness of the need and establish methods to ensure that Limited English Proficiency (LEP) persons have meaningful access to information, services, and programs available through agencies which receive federal funding." Data is tracked throughout the fiscal year via our annual LEP Survey and working closely with the Regional Fiscal Directors' review of the invoices from our statewide interpreter and translation contract provider, Avaza Language Services Corporation. The LEP survey was implemented during FY 2007-2008 for the purpose of determining the language assistance usage and continues to be a vital tool for assessment of DCS compliance efforts and endeavors.

Note: See Appendix – Section 10 to view the following documents/information; DCS LEP Survey, Listing of Credentialed Interpreters, Listing of Translated Documents, and DCS Delegated Authority agreement.

Approximate Number of Language Services Provided to Families Telephonically During Fiscal Year 2020-2021 By DCS Region

DCS Region	Number of Families Assisted	Languages Encountered
Davidson	243 families	Arabic, Karen, Burmese, Spanish, Swahili, Somali, Nepali, Armenian, Chinese, Korean, Mandarin,

		Kinyarwanda, Dari, Kurdish, Farsi and Vietnamese	
East	39 families	Spanish	
Knox	47 families	African languages, Arabic, Spanish, French Cajun, French Creole, Chinese, German, Italian, Japanese, Korean, Polish, Thai and Vietnamese	
Mid Cumberland	109 families	Spanish, Arabic, Karen, Armenian, Nuer, Korean, Surmese, Bengali, Kinyarwanda and Swahili	
Northeast	20 families	Spanish and Chinese	
Northwest	31 families	Spanish	
Shelby	332 families	Arabic, Bengali, Mandarin, Russian, Spanish and Vietnamese	
Smoky Mountain	65 families	Spanish and Portuguese	
South Central	25 families	Spanish and K'iche	
Southwest	0 families (No requests received)	None reported during FY 2020 - 2021	
Tennessee Valley	150 families	Spanish, African languages, Arabic, Cambodian, Thai, and Vietnamese	
Upper Cumberland	84 families	Spanish	
Total	1,145 families		



How to Connect to AVAZA Language Services

In the event that you need an interpreter, we have created a simple process to contact us. However before beginning, here are the ground rules:

- Interpreting is the conversion of language orally.
- Translating is the conversion of language on documents.
- LEP (Limited English Proficiency) is a person described as being unable to communicate effectively, in this case, English.

Here is how you can access our services. This can be done in many ways:

1. When the LEP person is present at your location.
 - a. If the LEP person is present with at your location, dial the assigned AVAZA number.
 - b. Be ready to provide your access code, your name, and the language that you are requesting.
 - c. Provide the information above and you will be connected to an interpreter.
2. When the LEP person is on the telephone with you.
 - a. If the LEP is on the telephone with you, place them on hold and dial the assigned AVAZA number.
 - b. Be ready to provide your access code, your name, and the language that you are requesting.
 - c. Provide the information above and you will be connected to an interpreter.
 - d. Once you have the interpreter on the line, conference in the LEP, yourself and the interpreter. If you do not know how to use your conferencing feature on your telephone, please contact your telephony administrator.
3. When you need to contact the LEP and conference in the interpreter.
 - a. If you need to contact the LEP person at home, dial the assigned AVAZA number.
 - b. Be ready to provide your access code, your name, and the language that you are requesting.
 - c. Indicate that you need to perform a "call out" (understand that you must have the LEP person's contact number).
 - d. Provide the LEP person's contact number and our agents will call that number and conference in all parties.

Here are your corresponding numbers for AVAZA Language Services for the various regions in the state of Tennessee:

NUMBERS TO DIAL TO ACCESS AN AVAZA INTERPRETER

(615) 534-3405 – Nashville
(901) 257-3190 – Memphis
(865) 342-7768 – Knoxville area
(731) 410-2911 – Jackson area
(931) 472-0446 – Clarksville area
(423) 424-0950 – Chattanooga area

If you have any questions or concerns, please contact us:

Katherine Rebolledo, Senior State Manager
k.rebolledo@avaza.co
(615) 534-3404

Melanie Velazquez, Senior State Manager
m.velazquez@avaza.co
(615) 534-3403

Do you speak English?	Point here and an interpreter will be assigned to you, at no cost.	English
¿Habla Español?	Señale aquí y se le asignará un intérprete sin costo.	Spanish
هل تتكلم العربية؟	أشر هنا والمترجم سيكون موجوداً مجاناً.	Arabic
ته کوردی دهناخفی؟	ئیشارەت ئێرە بکە تەرجومان بۆ تەحازر دکهین ، به خورای.	Kurdish (Behdini)
ئایا کوردی قسه ده کهیت؟	ئیشارەت لێره بکە موتهرجیمت بۆئاماده ده کهین ، به خۆپرای.	Kurdish (Sorani)
آیا شما فارسی صحبت می کنید؟	تەڕۆصەبەم جەژمە کە، ئێمە هێرگا رايگان در اختيار شما قرار ميگيرد.	Farsi
Bạn nói tiếng Việt phải không?	Chỉ vào đây và sẽ có người thông dịch viên giúp đỡ Bạn, Bạn không phải trả gì hết.	Vietnamese
Maku hadashaa afka somaaliga?	Halkaan farta ku-fiiq turjubaan lacag la-an ayaad heleysaa.	Somali
Da li govorite Bosanski?	Pokažite ovdje I prevodilac će vam biti obezbijedžen, besplatno.	Bosnian
Parlez-vous français?	Ici, un interpreteur sera assigné pour vous, sans avoir payé.	French
ທ່ານເວົ້າພາສາລາວແມ່ນບໍ່?	ກະລຸນາບອກເຈົ້າໜ້າທີ່ຕາມນີ້ຈະມີນາຍພາສາມາແປໃຫ້ທ່ານໂດຍບໍ່ໄດ້ເສັງເງິນ.	Laotian
你會講中文嗎?	請點在這裡我們為你免費提供翻譯服務。	Chinese (Mandarin)
日本語を話せますか？	ここを指して下さい。 無料の通訳者を指定します。	Japanese
Je-una azungumza kiswahili?	Nyosha kidola hapa na utatafsiriwa bila kulipa chochote.	Kiswahili
Voce fala Português?	Aperte aqui e um intérprete lhe será fornecido sem custo algum.	Portuguese
क्या आप हिंदी बोल सकते हैं ?	इस जगह यहाँ पर किजिये, भाषांतर करनेवाले बिनामुल्य मिल जायेंगे।	Hindi
한국어를 하십니까?	이곳을 지적해주시면 통역자가 무료로 호출됩니다.	Korean
Вы говорите по-русски?	Укажите сюда, и совершенно бесплатно Вам будет предоставлен переводчик.	Russian
እንግሊዝኛ ይናገሩሉን?	በግንብ ወደዚህ ያመልክቱ ያለምንም ክፍያ አስተርጓሚ ይመደብሉታል!	Amharic
Eske ou pale kreyòl	Pwen isit la e yon entèprèt ap vin ede'w gratis.	Haitian Creole
Jin kueni Thuok nuera?	Wane eme deri thuok nuera jek ke kuic du a thil kok.	Nuer
તમે ગુજરાતી બોલી શકો છો?	અહિંયા ઈશારો કરો, ભાષાંતર કરનાર વિનામુલ્યે મળી જશે.	Gujarati
Turççe biliyormusunuz?	Burayı gösterirseniz, ücretsiz tercuman size yardım edecektir.	Turkish
คุณพูดภาษาไทยหรือเปล่า?	กรุณาบอกรให้ทราบด้วยถ้าคุณต้องการคนแปล	Thai
Afaan Oromoo nidubata	Harkake asiti baasi gargasa Afaan hikaa malaqa duwa argaata.	Oromo

SECTION XI

Complaint Procedures

Title VI Complaints

DCS Policy 1.10 (Title VI)

Title VI Complaints

During Fiscal Year 2020-2021, there were zero (0) complaints filed and identified as Title VI complaints. There were an estimated sixty-five one (65) complaints received and identified as Title VII complaints; this number includes complaints that were filed by individuals against the Department utilizing the Equal Employment Opportunity Commission (EEOC). For the closed cases listed in the chart below, the complainants have received notification from the DCS Office of Civil Rights affirming the disposition and closure of their case. All DCS clients may also file Title VI and Title VII complaints directly with the Tennessee Human Rights Commission.

There were zero (0) lawsuits filed during Fiscal Year 2020-2021 against the Department of Children’s Services alleging discrimination based on race, color or national origin. All complaints with dispositions below were forwarded to either Regional Human Resources, Central Office Human Resources or to the Executive Staff who have jurisdiction in the area of the submitted complaint, for review and any administrative action deemed necessary. The administering of any disciplinary action for complaints with dispositions of substantiated violations are conducted through DCS Regional Human Resources and Central Office Human Resources in consultation with DCS legal and the relevant decision-making Executive Staff. Please the chart below.

Number of Complaints	Type of Complaint (e.g. Title VI, Title VII, EEOC etc.)	Discriminatory Basis (Alleged)	Disposition of the Complaint
1	Title VII	Abusive conduct in the workplace	There was not sufficient evidence to substantiate allegations. Case Closed
2	Title VII	Gender (female)	There was not sufficient evidence to substantiate allegations. Case Closed
3	Title VII	Race (Black/African American)	There was not sufficient evidence to substantiate allegations. Case Closed

4	Title VII	Race (Black/African American)	There was not sufficient evidence to substantiate allegations. Case Closed
5	EEOC (Federal)	Race, Disability and Retaliation	EEOC determination; no evidence to substantiate allegations. Case closed
6	Title VII	Retaliation	There was not sufficient evidence to substantiate allegations. Case Closed
7	Title VII	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
8	Title VII	Retaliation	There was not sufficient evidence to substantiate allegations. Case Closed
9	Title VII	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
10	Title VII	Hostile Environment (No Discriminatory Basis Asserted or Established)	Closed. There was no evidence to substantiate any discrimination.
11	Title VII	Retaliation	There was not sufficient evidence to substantiate allegations. Case Closed

12	EEOC (Federal)	Disability	EEOC determination; no evidence to substantiate allegations. Case closed
13	Title VII	Hostile Work Environment (No Discriminatory Basis Asserted or Established)	Closed. There was no evidence to substantiate any discrimination
14	Title VII	Harassment of a Sexual Nature	There was not sufficient evidence to substantiate allegations. Case Closed
15	Title VII/17-001	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
16	17-001	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
17	Title VII	Retaliation	There was not sufficient evidence to substantiate allegations. Case Closed
18	Title VII	Retaliation	There was not sufficient evidence to substantiate allegations. Case Closed
19	EEOC (Federal)	Sex (female), Disability and Retaliation	EEOC determination; no evidence to substantiate allegations.

			Case closed
20	Title VII	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
21	EEOC (Federal)	Race, Sex (female), Disability and Retaliation	Awaiting EEOC determination
22	Title VII	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
23	Title VII	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
24	Title	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
25	Title VII	Retaliation and Pregnancy	There was not sufficient evidence to substantiate allegations. Case Closed
26	Title VII	Retaliation	There was not sufficient evidence to substantiate allegations. Case Closed

27	EEOC (Federal)	Sex (female) and Retaliation	Awaiting EEOC determination
28	Title VII	Retaliation and Age	There was not sufficient evidence to substantiate allegations. Case Closed
29	Title VII	Sex (male)	There was not sufficient evidence to substantiate allegations. Case Closed
30	Title VII	Race (Black/African American)	There was not sufficient evidence to substantiate allegations. Case Closed
31	Title VII	Retaliation	There was not sufficient evidence to substantiate allegations. Case Closed
32	Title VII	Retaliation	There was not sufficient evidence to substantiate allegations. Case Closed
33	Title VII	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
34	Title VII	Retaliation and Abusive conduct in the workplace	There was not sufficient evidence to substantiate allegations. Case Closed

35	Title VII	Abusive conduct in the workplace	There was not sufficient evidence to substantiate allegations. Case Closed
36	Title VII	National Origin	There was not sufficient evidence to substantiate allegations. Case Closed
37	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination.
38	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination.
39	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination.
40	Title VII	Abusive Conduct in the workplace	There was not sufficient evidence to substantiate allegations. Case Closed
41	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination
42	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination

43	Title VII	Retaliation	There was not sufficient evidence to substantiate allegations. Case Closed
44	Title VII	Sexual Harassment	There was not sufficient evidence to substantiate allegations. Case Closed
45	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination.
46	Title VII	Sexual Harassment	There was not sufficient evidence to substantiate allegations. Case Closed
47	EEOC (Federal)	Sex (female)	Awaiting EEOC determination
48	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination.
49	Title VII	Abusive Conduct in the Workplace	There was sufficient evidence to substantiate Abusive Conduct in the Workplace
50	Title VII	Harassment of a Sexual Nature	There was not sufficient evidence to substantiate allegations. Case Closed

51	Title VII	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
52	Title VII	No discriminatory basis asserted or established	There was not sufficient evidence to substantiate allegations. Case Closed
53	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination
54	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination
55	Title VII	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
56	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination
57	Title VII	Hostile Work Environment (No Discriminatory Basis Asserted or Established)	Closed. There was no evidence to substantiate any discrimination.
58	Title VII/17-001	Hostile Work Environment (No Discriminatory Basis Asserted or Established)	Closed. There was no evidence to substantiate any discrimination.

59	Title VII	Race (Black/African American)	There was not sufficient evidence to substantiate allegations. Case Closed
60	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination
61	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination
62	Title VII	Hostile Work Environment (No Discriminatory Basis Asserted or Established)	Closed. There was no evidence to substantiate any discrimination
63	Title VII	Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
64	Title VII	Retaliation and Abusive Conduct in the Workplace	There was not sufficient evidence to substantiate allegations. Case Closed
65	Title VII	No discriminatory basis asserted or established	Closed. There was no evidence to substantiate any discrimination.

Complaint Procedure

The Tennessee Department of Children's Services (DCS) addresses the complaint process in Administrative Policies and Procedures: 1.10. Additionally, CS-0636 Notification of Right to Equal Access to Programs and Services and Grievance Procedures provides direction for filing a complaint. The complaint procedure is disseminated widely through inclusion in Departmental publications, contracts, brochures and posters, and is incorporated in the student handbook. Complaints filed directly with DCS may be filed locally with the designated regional facility Title VI Coordinator (contact information is listed on all posters), the DCS Customer Focused Services Office or directly with DCS Office of Civil Rights within one hundred eighty (180) days from the date of the alleged discrimination or adverse action.

All complaints received within DCS must be forwarded to the DCS Internal Affairs Division's Office of Civil Rights within two (2) business days of the receipt of any complaint by any DCS employee or representative.

The Office of Civil Rights then:

- 1) Notifies the complainant of receipt of the complaint.
- 2) The notification is accomplished by the most expedient means available, including e-mail, fax, or telephone call and is documented in writing and confirmed by letter.
- 3) The notification includes a request for a time and date for which an investigator can reach the complainant by telephone or in person to discuss the complaint.

A complaint must be filed in writing, within one hundred eighty (180) days of the alleged discrimination or adverse action. The complaint should be filed on form CS-0636, Title VI Complaint, available on the Department's Intranet Forms Webpage. The complaint may also be filed in a letter stating the elements of the complaint. The person to whom the complaint is made will document the elements of the complaint in writing if the complainant is unable or unwilling to file the complaint in writing.

The complaint must contain the following information:

- 1) Name, address, and phone number of the complainant.
- 2) Location and name of the agency, facility, or office where the alleged discrimination took place.
- 3) Identification of the agency staff alleged to have engaged in discrimination.
- 4) The elements and the events that led to the belief that discrimination occurred.
- 5) The basis of the complaint, i.e., race, color or national origin.
- 6) Names, addresses and phone numbers of people who may have knowledge of the event.
- 7) The date(s) the alleged discriminatory event(s) occurred.

Investigations

The DCS Internal Affairs Division's Office of Civil Rights then completes an investigation approximately within forty-five (45) days of receipt of a complaint. The investigation reviews, minimally:

- 1) Applicable practices and policies.
- 2) The circumstances and events which led to the filing of the complaint, and
- 3) All other pertinent information.
- 4) A completed Investigator's Memorandum is reviewed by the Director of DCS Office of Civil Rights.

Report of Finding/Appeals

The Director of the DCS Office of Civil Rights makes a determination on the alleged discrimination based on the information received and/or makes any recommendations on appropriate remedial action to DCS Executive Management. The complainant is notified by certified letter of the determination and/or any remedial action that has been taken if it is determined that there was discrimination based upon race, color, or national origin.

If the complainant is not satisfied with the determination and/or action taken they are advised of their right to file an appeal for the DCS Commissioner/designee's review within thirty (30) days of receipt of the Director of DCS Office of Civil Rights' determination letter. The DCS Commissioner/designee makes a determination within thirty (30) days of receipt of the appeal. The DCS Commissioner/designee determination is final within DCS.

The complainant is advised of their right to file an appeal with the appropriate federal agency or The Tennessee Human Rights Commission (Title VI Compliance). A complainant is advised that a complaint may be filed simultaneously with a federal agency or The Tennessee Human Rights Commission and with DCS and that in such case the external complaint supersedes the internal (DCS) complaint. Complaints resolved within DCS are on file in The Office of Civil Rights for a minimum of three (3) years.

Note: See Appendix – Section 11 to view the following documents/information: DCS Notification of Equal Access to Programs and Services form in English and in Spanish.



Administrative Policies and Procedures: 1.10

Subject:	Title VI Program and Complaint Process
Authority:	TCA 37-5-105 (5), 37-5-106, 4-21-904; Tennessee Human Rights Commission; Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d
Standards:	COA: PA CR-1.01, PA-CR 1.02, PA-CR 1.05, PA-CR 1.06, PA-CR 1.09, PA-CR 3, PA-HR 5.0-2, PA-ETH 5.01, PA RPM 2.01(a)(d)(f), PA-RPM 9.03, PA-JJR 13.04; DCS Practice Model Standard: 2-105B; 2-106B; 2-107B; 2-108B, 2-109B, 2-110B, 2-200, 6-100, 6-102, 6-300, 6-302, 6-403, 7-105A, 7-101A
Application:	To All Department of Children's Services (DCS) Employees, all programs operated or funded by DCS that provide services or benefits directly to the client; to grant-in-aid programs; and providers of health services, contractors and sub-contractors that receive federal or State funds, which are collectively referred to as "sub recipients or vendors" in this policy.

Policy Statement:	
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 otherwise subjected to discrimination under any program or activity operated, funded, or overseen by the Tennessee Department of Children's Services (DCS).	
Purpose:	
To ensure compliance with requirements of the Title VI of the Civil Rights Act of 1964.	
Procedures:	
A. Prohibited practices	<ol style="list-style-type: none"> 1. Prohibited Practices include but are not limited to the following: <ol style="list-style-type: none"> a) Denying any individual any service, opportunity, or other benefit for which this individual is otherwise eligible; b) Providing any individual with any service, or other benefit, that is different or is provided in a different manner from that which is provided to others based upon their race, color, or national origin; c) Subjecting any individual to segregate or separate treatment in any manner related to that individuals receipt of services based upon their race, color, or national origin; d) Restricting any individual in the enjoyment of services, facilities, or any other advantage, privilege, or other benefit provided in the program based upon their race, color, or national origin;

Original Effective Date: 10/01/98; 09/01/04
 Current Effective Date: 10/22/15
 Supersedes: DCS 24.10, 06/02/14
 CS-0001
 RDA SW22

	<ul style="list-style-type: none"> e) Adopting methods of administration that would limit participation by any group of recipients or subject them to discrimination based upon their race, color, or national origin; f) Exclusion of individuals with Limited English Proficiency (LEP) from programs, receipt of pertinent information because of language barriers based upon national origin; g) Delays, denials, or termination of services because of language barriers (LEP) based upon national origin; h) Addressing an individual in a manner that denotes inferiority because of race, color, or national origin; and i) Subjecting any individual to incidents of racial or ethnic harassment, the creation of a hostile racial or ethnic environment, and a disproportionate burden of environmental health risks on minority communities. <p>2. Failure to provide trained and competent interpreters at each stage of representation where oral communication is needed, at no charge to the client.</p>
<p>B. Title VI Program</p>	<ul style="list-style-type: none"> 1. The Office of Civil Rights Director or Designee oversees Title VI compliance efforts. The Office of Civil Rights Director or Designee conducts an annual survey of compliance efforts prepared by DCS organizational subdivisions, providers, contractors and vendors to ensure that the following have occurred: <ul style="list-style-type: none"> a) DCS employees, providers, contractors and vendors have received appropriate and adequate annual training on Title VI to function fully in their responsibilities associated with Title VI compliance and implementation; b) DCS employees, providers, contractors and vendors have received all available materials such as the posters required for administering and complying with the Title VI program; and c) The OCR Director or Designee maintains copies of compliance reports from regional offices, youth development centers, and contract agencies for two (2) years. The Director of CIS Grant Programs maintains compliance reports from CIS grants programs. 2. The OCR Director or Designee annually oversees the assessment of the language needs of its eligible client population, utilizing census data, data from client files, data from community agencies and organizations, and other relevant sources. 3. Based on this assessment, DCS develops an annual plan regarding points of contact where language assistance is likely needed, the scope of assistance to be provided, the resources needed to provide assistance, and arrangements that must be made to access these resources in a timely manner. 4. Trained and competent interpreters is utilized at each stage of service at no charge to the client where oral/written communication assistance is needed to

	<p>provide services due to language barriers based upon national origin.</p> <ol style="list-style-type: none"> 5. Title VI posters informing clients of their rights to program access under Title VI provisions are placed in all applicable handbooks issued to families and clients, in waiting areas, reception areas, and other initial points of entry. This information and posters is maintained in any regularly encountered languages, established by the LEP survey/ assessment, as well as in English. 6. The annual Title VI survey is reviewed by the senior administrator in each location and returned to the departmental OCR Director or Designee. 7. On-site monitoring may be conducted by DCS monitors coordinated through the Office of Civil Rights.
<p>C. Non compliance with Title VI</p>	<ol style="list-style-type: none"> 1. Any contracting agency unit found to be in noncompliance with Title VI is given a written notice. Failure to eliminate further discrimination within ninety (90) days of receipt of notice is considered as a violation of the terms of the contract and a basis for contract suspension, termination, or rejection. 2. If a DCS employee is found guilty of any discriminatory practice or fails to report or refer a complaint based on Title VI provisions, the employee may be subject to disciplinary action in accordance with the Tennessee Department of Personnel (DOP) Policy, rules and DCS Policies and Procedures including the reporting provisions of DCS policy 4.20, Workplace Harassment.
<p>D. Title VI complaint process – filing complaints and grievances</p>	<ol style="list-style-type: none"> 1. Complaints or grievances filed directly with DCS may be filed locally with the designated regional or facility Title VI representative, the DCS Legislative and Constituent’s Office or directly with the Office of Civil Rights within one hundred-eighty (180) days from the date of the alleged discrimination or adverse action. 2. All complaints are forwarded to the Office of Civil Rights within two (2) business days of the receipt of any complaint by any DCS employee or representative. 3. The Office of Civil Rights: <ol style="list-style-type: none"> a) Notifies the complainant of receipt of the complaint; b) The notification is accomplished by the most expedient means available, including e-mail, fax, or telephone call documented in writing and confirmed by letter; and c) The notification includes a request for a time and date an investigator can reach the complainant by telephone or in person to discuss the complaint. 4. A complaint is filed in writing, within one hundred-eighty (180) days of the alleged discrimination or adverse action. The complaint should be filed on form CS-0636, Title VI Complaint available on the department’s Forms Webpage. The complaint may also be filed in a letter stating the elements of the complaint. The person to whom the complaint is made documents the elements of the complaint in writing if the complainant is unable or unwilling to file the complaint in writing. The complaint must contain the following

	<p>information:</p> <ul style="list-style-type: none"> a) Name address and phone number of the complainant; b) Location and name of the agency, facility, or office where the alleged discrimination took place; c) Identification of the agency staff alleged to have engaged in discrimination; d) The elements of the event(s) that led to belief discrimination occurred; e) The basis of the complaint (<i>i.e.</i>, race, color or national origin, <i>etc.</i>); f) Names, addresses and phone numbers of people who may have knowledge of the event; and g) The date(s) the alleged discriminatory event(s) occurred.
<p>E. Investigation process</p>	<p>The Office of Civil Rights completes an investigation within forty-five (45) days of receipt of a complaint. The investigation reviews, at a minimum:</p> <ul style="list-style-type: none"> 1. Applicable practices and policies; 2. The circumstances and events which led to the filing of the complaint; 3. All other pertinent information; and 4. Complete an Investigator’s Memorandum to be reviewed by the Director of the Office of Civil Rights.
<p>F. Determination and ruling</p>	<ul style="list-style-type: none"> 1. The Director of the Office of Civil Rights makes a determination on the alleged discrimination and/or makes any recommendations on appropriate remedial action to DCS Executive Management within fifteen (15) days of the completion of the investigation. 2. The complainant is notified by certified letter of the Director’s determination and/or any remedial action that has been taken if it is determined that there was discrimination based on race, color or national origin. In accordance with federal regulations, all complaints are resolved within ninety (90) days of being filed. 3. If the complainant is not satisfied with the Director’s determination and/or the remedial action taken, an appeal may be filed for the Commissioner/ designee’s review. The appeal is filed in writing within thirty (30) days of receipt of the certified letter from the Director. 4. The Commissioner/designee makes a determination within thirty (30) days of receipt of the appeal. The Commissioner/designee’s determination is final within DCS. 5. The complainant may file an appeal with the appropriate federal agency or the Tennessee Title VI Compliance Commission. However, any complaint must be filed within one hundred-eighty (180) days of the alleged discrimination, no matter with whom it is filed. Any complaint filed with DCS more than eighty-nine (89) days after the alleged discrimination, may not allow time to file with a federal agency or the Title VI Compliance Commission

	<p>if the complaint takes a full ninety (90) days for resolution within DCS.</p> <p>6. A complaint may be filed simultaneously with a federal agency or the Tennessee Title VI Compliance Commission and with DCS. In such case, the external complaint supersedes the internal (DCS) complaint. Accordingly, the internal complaint procedures are suspended pending the outcome of the federal procedure, unless there is a request from the external agency for assistance in the investigation.</p> <p>7. Complaints resolved within DCS are on file in the Office of Civil Rights for a minimum of three (3) years.</p>
<p>G. Notification of right to equal access</p>	<p>1. At the initial permanency Child and Family Team Meeting or within ten (10) working days of a youth arriving at a DCS facility placement for initial classification, the Family Service Worker (FSW) or designee provides form CS-0158, Notification of Right to Equal Access to Programs and Services and Grievance Procedures to the family and child/youth.</p> <p>2. The FSW or designee requires the family and child/youth to read and complete the form or the form may be read and explained if the family or child/youth requests assistance.</p> <p>3. The FSW or designee must witness and date the form after the Family or child/youth signs.</p> <p>4. The original form is placed in the child/youth's case file and a copy is given to the family or child/youth.</p>
<p>H. Grievances/ complaints</p>	<p>1. If a family or child/youth feels that they have been denied access to any programs and services offered by the Department of Children's Services, a child and family team meeting is held to offer resolution to the grievance or complaint.</p> <p>2. Grievances or complaints for youth in Youth Development Centers, DCS Group Homes or youth on probation or aftercare follows normal grievance procedures as outlined in DCS policies <u>24.5-DOE, Youth Grievance Procedures</u> and <u>13.28, Grievance Procedures for Youth on Probation or Aftercare</u>.</p> <p>3. In all cases where the grievance resolution was not satisfactory and the family or child/youth feel that they have received disparate treatment as defined by Title VI, Americans with Disabilities Act or any other classification protected by Federal Law, he or she may file a complaint as outlined in Section D of this policy.</p>

Forms:	<u>CS-0636 Title VI Complaint</u> <u>CS-0158 Notification of Equal Access to Programs</u>
Collateral documents:	<u>Title VI of the 1964 Civil Rights Act</u>



**Department of Children's Services
Title VI Complaint**

Note: Please provide the following information in order for to assist us in processing your complaint. If you need help in completing this form, please let us know by contacting the Title VI Compliance Coordinator.

1. Complainant's Name: _____

Address: _____

City, State and Zip Code: _____

Telephone Number(s): **(Home)** () _____ **(Business)** () _____

2. Person discriminated against (if someone other than the complainant)

Name: _____

Address: _____

City, State and Zip Code: _____

3. What is the name and location of the institution, office or agency that you believe practiced discrimination?

Name: _____

Address: _____

City, State and Zip Code: _____

Telephone Number: () _____

Names of person(s) you believe discriminated: _____

4. Which of the following best describes the reason you believe the discrimination took place? Was it because of your:

a. Race/Color (specify): _____

b. National Origin (specify): _____

c. Other types of discrimination (specify): _____

5. What date did the alleged discrimination take place? Month/Date/Year
6. In your own words, describe the alleged discrimination. Explain what happened and whom you believe was responsible. (Attach additional pages if necessary.)

7. Have you tried to resolve this complaint through the employee grievance procedure at the institution, office or agency? (For DCS employees only) Yes No

If yes, what is the status of the grievance?

Name and title of the person who is handling the grievance procedure:

Name: _____

Title: _____

8. Have you filed this complaint with any other Federal, State or local agency; or with any Federal or State Court? Yes No

If yes, check all that apply:

Federal Agency

Federal Court

State Agency

State Court

Local Agency

Please provide information about a contact person at the agency/court where the complaint was filed.

Name: _____

Address: _____

City, State and Zip Code: _____

Telephone Number: () _____

Department of Children's Services Title VI Complaint

9. Do you intend to file this complaint with another agency? Yes No

If yes, when and where do you plan to file the complaint?

Date: _____

Agency: _____

Address: _____

City, State and Zip Code: _____

Telephone Number: () _____

10. Has this complaint been filed with this agency before? Yes No

If yes, when? Date: _____

11. Signature of Complainant: _____

~This section is to be completed by the Department of Children's Services~

Complaint received by: _____	Date: _____
Referred to: _____	Date: _____
_____ Department Title IV Coordinator	

A response from the investigation will be received by the Title VI Coordinator within 45 days from the above referral date, which will be _____.

SECTION XII

Title VI Training

Overview

Title VI Training PowerPoint

Title VI Quiz

Provider Training Rosters

DCS Staff Title VI CBT Listing

Title VI Compliance Program
Title VI Annual Provider Training
2021

The significance of Title VI Compliance

Presented by:
Donovan Haynes, Title VI Coordinator



Department of Children's
Services

Course Objective

- The definition of Title VI as set forth in the State's Policy Statement on Title VI requirements.
- The description of your responsibilities and liabilities under the State's Policy Statement and state and federal law.
- DCS service provider Title VI requirements and responsibilities, and
- How to report Title VI violations & complaints.



What is Title VI?

Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d-4 is a federal law prohibiting discrimination ***based on race, color or national origin***. It covers all forms of federal aid except contracts of insurance and guaranty.

Title VI ***does not*** cover employment, ***except*** where employment practices result in discrimination against program beneficiaries or where the purpose of the federal assistance is to provide employment.



What Title VI Does...

- Prohibits entities from denying an individual any service, financial aid, or other benefit of which individual qualifies
- Prohibits entities from providing services or benefits to some individuals that are different or inferior to those provided to others
- Prohibits locating facilities in any way that would limit or impede access to a federally funded service/benefit
- Prohibits discriminatory activity in a facility built in whole or part of Federal funds



What Title VI Does Cont....

- Prohibits segregation or separate treatment in any manner related to receiving program services or benefits
- Prohibits entities from requiring different standards or conditions as prerequisites for serving individuals
- Requires information & services to be provided in languages other than English when significant numbers of beneficiaries are of limited English-speaking ability

TN

Office of Civil Rights (OCR); An Assessment of Meaningful Access

- A physician, a sole practitioner, has about 50 LEP Hispanic patients. He has a staff of two nurses and a receptionist. The physician derives a modest income from his practice and receives Medicaid funds. The doctor asserts that he cannot afford to hire bilingual staff, contract with a professional interpreter service, or translate written documents.
- To accommodate the language needs of his LEP patients, the physician has made arrangements with a Hispanic community organization for trained and competent volunteer interpreters, and with a telephone interpreter language line to interpret during patient consultations and to orally translate written documents.
- There have been no client complaints of inordinate delays or other service-related problems with respect to LEP clients.
- Given the physician's resources, the size of his staff, and the size of the LEP population, OCR would find the physician in compliance with Title VI.

TN

Scenarios Which May Violate Title VI per the Office of Civil Rights (OCR)

- A woman is brought to the emergency room of a hospital by her brother. The hospital has no language assistance services available and asks that her brother interpret for her. The woman is too embarrassed to discuss her health condition through her brother and leaves without treatment. Alternatively, if the woman had remained at the hospital and used her brother as the interpreter, he (her brother) is untrained in medical terminology.
- A local welfare benefits office uses a Vietnamese janitor to interpret whenever Vietnamese applicants or beneficiaries seek services or benefits. The janitor has been in America for six months, does not speak English well and is not familiar with the terminology that is used. He often relays inaccurate information that results in the denial of benefits to qualified clients.
- A Health Management Organization (HMO) that enrolls Medicaid beneficiaries instructs a non-English speaking client to provide his own interpreter during all office visits.

TN

Title VI Statute and Regulation

Section 601 of the Title VI of the Civil Rights Act of 1964, 42 U.S.C. section 2000d et. Seq., states:

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



Civil Rights Act of 1964

TN

Tennessee Code Annotated (TCA) 4-21-904

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



What is Covered By Title VI:

- Social Services
- Housing and Community Development
- Public Transportation
- Elementary, secondary and higher education
- Health Care and Public Welfare
- Parks & Recreation



What is covered? Cont...

- Contracting*
- Location of Facilities
- Hiring
- Law Enforcement & Environmental Issues
- Program Effects on People in Applicable Communities

This is not an all inclusive list!



What is the purpose of Title VI?

The purpose of Title VI of the Civil Rights Act of 1964 is to **prohibit programs that receive federal funds** from discriminating against participants on the basis of race, color, national origin.



Non-Compliance with Title VI

- What are the consequences of Non-Compliance?

TN

The Consequences of Non-Compliance

“If a recipient of federal assistance is found to have discriminated and voluntary compliance cannot be achieved, the Federal Agency providing the assistance should either initiate fund termination proceedings or refer the matter to the Department of Justice for appropriate legal action”

*Source: (Civil Rights Division Department of Justice/Coordination and Review Section) Title VI of the Civil Rights Act of 1964
42 U.S.C. 2000d et seq.*

<http://www.usdoj.gov/crt/coord/titlevi.htm>

TN

Department of Children’s Services Goal

To **ensure** that the civil rights of the beneficiaries of Department of Children’s Services and Programs and Activities are protected and that **all** beneficiaries have **equal access** to programs, activities and services regardless of **race, color or national origin.**

TN

Question of Title VI Protection

- If an individual is not a U.S. citizen, does Title VI protection apply to this person?

TN

Historical Basis for the Civil Rights Act of 1964

The Civil Rights Act of 1964 was a product of the growing demand from civil rights leaders for the Federal Government to launch a nationwide offensive against racial discrimination.



In calling for its enactment, President John F. Kennedy identified **“simple justice”** as the justification for passage of the Civil Rights Act of 1964.

TN

Defining Simple Justice

“Simple justice requires that public funds, to which ***ALL*** taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes, or results in racial discrimination.”



John F. Kennedy, 1963

TN

Defining Discrimination

- In your own words provide a definition of discrimination.

TN

What is discrimination?

To make any distinction between one person or group of persons and others, either intentionally, by neglect, or by the effect of actions or lack of actions based on race, color, or national origin.

TN

What are Civil Rights?

Civil Rights are **enforceable** rights or privileges guaranteed by the 13th and 14th Amendments to the U.S. Constitution, which if interfered with by another gives rise to an action for injury.



TN

What is a protected class?

Membership in any group of individuals with the same characteristics that are protected from disparate treatment by ***federal law and statutes***

TN

Three Protected Classes of Title VI

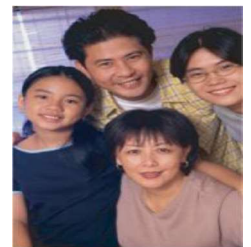
- What are the three protected classes of Title VI?

TN

Race

Race distinguishes one population of humans from another. The most widely used human racial categories are based on visible traits ***and self-identification.***

Example: Deny program services, aids, or benefits or making assignments based upon race distinction



TN

Color

Group of people recognized as a class on the basis of the visible characteristic of **skin pigmentation**.

Example: Provide a different service, aid, or benefit, or provide them in a manner different than they are provided to others **based upon skin color**.



TN

Language Assistance

- Is it possible for a child who was born in Nashville in 2015 and who now is in the 1st grade to need language assistance?
- If yes, what factors would impact the language that the child speaks?

TN

National Origin

National origin is a concept that may refer to an individual's place of birth or ancestry.

Example: Segregate or separately treat individuals in any manner related to the receipt of any service, aid, or benefit. i.e. language assistance



TN

DCS Service Provider Requirements

- All DCS service providers **MUST** have a mechanism in place for advising service beneficiaries of their rights under Title VI of the Civil Rights Act of 1964 and how to file a discrimination complaint.
- Each service provider **MUST** designate one individual as the Title VI Coordinator to be responsible for compliance with Title VI regulations.
- Title VI posters **MUST** be displayed in a conspicuous place and accessible to **ALL** service beneficiaries.
- Residential service providers **MUST** ensure that room/housing assignments and transfers are made without regard to race, color, or national origin.

TN

DCS Service Provider Requirements (cont.)

Employee Training Requirements:

- ALL service providers must orient their employees to Title VI requirements during their **new employee orientation**.
- ALL service provider employees must receive Title VI training on an **annual basis**.



TN

DCS Service Provider Requirements (cont.)

TCA 4-21-901 requires each state governmental entity subject to the requirements of Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq., to develop a Title VI implementation plan and submit annual Title VI compliance reports and implementation plan updates to the Tennessee Human Rights Commission by October 1 of each year.

These Implementation plans must include Title VI implementation plans of any sub recipients of federal funds through the state agency.

TN

DCS Service Provider Requirements (cont.)

The Provider/Contractor shall develop and deliver to DCS **on or before** July 31 of each **preceding** fiscal year (July 1 through June 30) an Implementation Plan that describes the Provider's/Contractor's long range goals and objectives that will guide the Provider's/Contractor's efforts to ensure compliance with Title VI of the Civil Rights Act of 1964 pursuant to the guidelines established by the **Tennessee Human Right's Commission** (Title VI Compliance).

TN

Limited English Proficiency (LEP)

Limited English Proficient: " Individuals who do not speak English as their primary language and who have limited ability to read, speak, write, or understand English."

These individuals may require language assistance with respect to a particular type of service, benefit, or encounter.



TN

LEP Question

- If an individual is deaf or cannot hear, is he or she automatically considered limited in their English proficiency? Why or why not?

TN

LEP Requirements

A recipient/provider whose policies, practices exclude, limit, or have the effect of ***excluding or limiting, the participation of any LEP person in a federally assisted program*** on the basis of national origin may be engaged in discrimination in violation of Title VI.

In order to ensure compliance with Title VI, the recipient/provider must take steps to ensure that LEP persons who are eligible for their programs or services have ***meaningful access to the benefits that they provide.***

TN

LEP Requirements

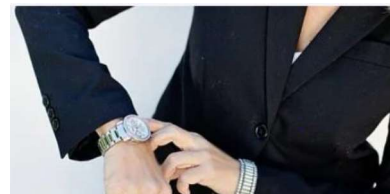
The steps taken by a recipient/provider must ensure that the LEP person is given adequate information, is able to understand the services and benefits available, and is able to receive those for which he/she is eligible.

The recipient/provider must provide the language assistance necessary to ensure such access ***at no cost*** to the LEP person.

TN

Designing an Effective Language Assistance Program

The recipient/provider must develop ***procedures*** for obtaining and providing trained and competent interpreters and other oral language assistance services, in a ***timely manner***, by taking some or all of the following steps:



TN

Designing an Effective Language Assistance Program: (cont.)

- Hiring bilingual staff who are trained and competent in the skill of interpreting;
- Contracting with an outside interpreter service for trained, competent, and credentialed interpreters;
- Arranging formally for the services of voluntary interpreters who are trained, competent and credentialed in the skill of interpreting and translating;
- Recipients and sub-recipients of federal assistance are required to make reasonable steps to ensure meaningful access to their programs and activities by LEP persons.

TN

LEP Requirements

Four factors that should be considered:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or grantee;
2. The frequency with which LEP individuals come in contact with the program.
3. The nature and importance of the program, activity, or service provided by the program to people's lives; **and**
4. The resources available to the grantee/recipient or agency, and costs.

TN

Scenarios Which May Violate Title VI per the Office of Civil Rights (OCR) – Cont . . .

All entities below receive federal funding:

- A state provider agency does not advise a mother of her right to free language assistance and encourages her to use her eleven-year-old daughter to interpret for her. The daughter does not understand the terminology being used and relays inaccurate information to her mother whose benefits are jeopardized by the failure to obtain accurate information.
- A medical clinic uses a medical student as an interpreter based on the student's self-identification of being bilingual. While in college, the student had spent a semester in Spain as an exchange student. The student speaks Spanish haltingly and must often ask patients to speak slowly and to repeat their statements. On several occasions, the student has relayed inaccurate information to patients which resulted in misdiagnosis.
- A health plan provider requires all non-English speaking patients to pay for interpreter services.

TN

Determining Title VI Application

- The program or agency must be located within the United States
- The program or agency must be providing a service
- The program or agency must be receiving direct (recipient) or indirect (sub-recipient) federal funding or assistance.

TN

Who Must Comply?

- State & Local Government (Agency Distributing federal assistance or entity distributing federal assistance to state/local government entity)
- Entire Corporation, Partnership, Private Organization if federal assistance was received
- Entire Plant or Private Corporation or other Organization which is a geographically separate facility to which federal financial assistance is extended



How to file a complaint

- Complaint may be filed by an individual, a class, or by a third party, within 180 days from the date of the alleged discriminatory act
- Include the following: Your name, address, and telephone number
- Include: Name & Address of the institution/agency you believe you were discriminated against
- Any other relevant information



Send Complaints to:

Your Local Title VI Representative:

OR

**DCS Office of Civil Rights
Title VI Compliance
315 Deaderick Street 7th Floor
UBS Tower
Nashville, TN 37243**

OR

**Tennessee Human Rights Commission
Title VI Compliance Division
William R. Snodgrass Building/TN Tower
312 Rosa L. Parks Ave., 23rd Floor
Nashville, TN 37243**



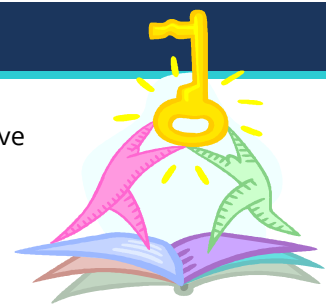
Recap

KEY to Title VI Compliance:

Ensure that service recipients receive

1. Equal treatment
2. Equal access
3. Equal rights
4. Equal opportunities

Without regard to their race, color, national origin, including Limited English Proficiency (LEP)





State of Tennessee
Department of Children's Services
Annual Title VI Provider Training
June 2021

Title VI Questions

- 1) Name the 3 core components (classes) that are protected under the Title VI Act.
 - a. **Race**
 - b. **Color**
 - c. **National Origin**

- 2) What is the purpose of Title VI?
The purpose of Title VI of the Civil Rights Act of 1964 is to prohibit programs that receive federal funds from discriminating against participants on the basis of race, color, or national origin.

- 3) Title VI provides that “no person shall, on the grounds of race, age, sex, religion be excluded from equal employment, housing or denied benefits.
True or False (answer: False)

- 4) What types of agencies fall under Title VI guidelines?
All agencies that receive federal financial assistance must comply with the requirements set forth in Title VI of the Civil Rights Act of 1964 .

- 5) DCS is exempt from Title VI provisions. **True or False (answer: False)**

- 6) What does LEP stand for and how does it apply to Title VI?
Limited in English Proficiency and National Origin

- 7) What is the penalty for validation of non-compliance with Title VI?
Termination or suspension of funding for the violating agency or government.

- 8) In what areas are employees protected under Title VI?
In situations where the purpose of the federal assistance is specifically designated to provide employment.
- 9) What is the time frame for beneficiaries to file a complaint for discriminatory practices under Title VI? **180 days from the alleged discriminatory act.**
- 10) What President identified “simple justice” as the justification for Title VI? **John F. Kennedy**
- 11) If an agency receives Federal funds for a program, Title VI applies to that particular program only. **True or False (answer: False)**
- 12) Title VI provides relief for discrimination based on age, sex, geographical locale or wealth. **True or False (answer: False)**
- 13) Title VI applies to employment where practices result in discrimination against program beneficiaries or where the purpose of Federal funds is to provide employment. **True or False (answer: True)**
- 14) There is no requirement for information or services to be provided in languages other than English when significant numbers of beneficiaries are of limited English speaking abilities. **True or False (answer: False)**
- 15) If there is no significant ratio of minority beneficiaries, services may vary/differ from those provided to others. **True or False (answer: False)**

Title VI Training Completion Chart for FY 2020-2021

Training Participants	Potential Number	Actual Number	Completion Percentage
DCS Staff	3,659	3,193	87%
DCS Providers	113	88	78%

All DCS staff are required to complete Title VI training annually by June 30th of each year. A Computer-Based Title VI Training (CBT) is made available for staff, which accurately tracks and generates the completion training roster. Out of the listed 3,659 DCS staff (Executive and Preferred 3,508 staff completed the required Title VI CBT for an outcome resulting in 96% completion. The total of 3,659 staff includes persons classified as DCS employees who may not have been available during FY 2020-2021 to complete the Title VI CBT due to their status as FMLA; Retired (exhausting leave), etc.

During fiscal year 2020-2021, the annually required Title VI training was conducted for providers under contract with DCS, and sub-recipients of federal funding, on three (3) different dates via WebEx presentation. The trainings were held on June 8, 2021; June 16, 2021 and June 24, 2021. There were approximately 113 providers identified as receiving federal funding, and an estimated 88 of those providers attended the DCS annual training. The enclosed rosters for the provider Title VI training will reflect more than 88 participants, which is a result of several individuals from the same agency attending the training.

Future Training

The projected training schedule for fiscal Year 2021-2022 will mirror that of the past fiscal year. DCS staff will continue to have the opportunity to complete the required CBT training during the time frame of July 1, 2021 through June 30, 2022. For DCS providers, the tentative dates for the three (3) Title VI trainings are June 7, 2022, June 15, 2022 and June 23, 2022 via WebEx presentation with each training session being two hours in length.



Meeting Name: Annual Title VI Provider Training

Summary: 2021 TN Department of Children's Services Annual Title VI Provider Training Invited by: **Donovan Haynes; phone: 615-741-8422; email Donovan.Haynes@tn.gov**

Requirement: Each attendee must be at his or her own individual computer (e.g. office, home or laptop) during the Webinar session to receive credit for this training.

Directions: Select a date and time that you are able to attend the trainings and click on the link and provide your contact information. Once you register, you will be emailed a link from WebEx to the training.

Tuesday, June 8, 2021 from 10:00 AM - 12:00 noon Central Standard Time (11:00 AM – 1:00PM EST)

[Click here to register for the June 8 training!](#)

Tuesday, June 16, 2021 from 1:00 PM - 3:00 PM Central Standard Time (2:00 PM – 4:00PM EST)

[Click here to register for the June 16 training!](#)

Thursday, June 24, 2021 from 10:00 AM - 12:00 noon Central Standard Time (11:00 AM – 1:00 PM EST)

[Click here to register for the June 24 training!](#)

***Please share this particular form and/or information with all Title VI staff or designees in your agency who should participate in this Webinar training.**

If you need assistance with registering for the training or using WebEx, feel free to contact our technical assistant, Sirena.Y.Wilson@tn.gov or you may call 615-306-9813 for assistance.

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Course Name	Name	Learner ID	Completion Date	Status
Title VI (1 hr)	Aaron,Carla B	27486	3/31/2021	COMP
Title VI (1 hr)	Abdur-Rashid,Brianna Imani	494628	6/30/2021	COMP
Title VI (1 hr)	Acevedo,Latoya	478422	10/6/2020	COMP
Title VI (1 hr)	Ackles,Katherine D	471318	8/20/2020	COMP
Title VI (1 hr)	Adair,Sabrina J	36446	1/13/2021	COMP
Title VI (1 hr)	Adair,Tabitha Dawn	462417	12/14/2020	COMP
Title VI (1 hr)	Adams,Amanda L	21836	2/23/2021	COMP
Title VI (1 hr)	Adams,Andrea L	134737	6/3/2021	COMP
Title VI (1 hr)	Adams,Brenna N	472578	8/14/2020	COMP
Title VI (1 hr)	Adams,Corbet A	62637	4/27/2021	COMP
Title VI (1 hr)	Adams,Felecia R	287887	6/15/2021	COMP
Title VI (1 hr)	Adams,Jennifer W	48574	2/26/2021	COMP
Title VI (1 hr)	Adams,Marquita D	293282	5/12/2021	COMP
Title VI (1 hr)	Adams,Sueanna M	367067	5/19/2021	COMP
Title VI (1 hr)	Adcock,Rebecca A	31968	4/27/2021	COMP
Title VI (1 hr)	Addington,Vanessa E	9974	3/25/2021	COMP
Title VI (1 hr)	Addison,Jackie L.	462956	6/14/2021	COMP
Title VI (1 hr)	Adkins,Brian Edward	476943	1/28/2021	COMP
Title VI (1 hr)	Adkins,John Tyler	494780	6/30/2021	COMP
Title VI (1 hr)	Adkins,Kelly Lynn	370221	12/10/2020	COMP
Title VI (1 hr)	Adkins,Lilian	353295	10/24/2020	COMP
Title VI (1 hr)	Adkison,Haley	461580	2/25/2021	COMP
Title VI (1 hr)	Affolter,Courtney L	393305	9/30/2020	COMP
Title VI (1 hr)	Aguzzi,David V	3805	6/10/2021	COMP
Title VI (1 hr)	Ahmad,Haneen	465725	2/27/2021	COMP
Title VI (1 hr)	Al-Abdul Wahid,Sarah	456923	6/12/2021	COMP
Title VI (1 hr)	Aladenika,Kyla j	335799	6/28/2021	COMP
Title VI (1 hr)	Alanis,Amber Elaine	412315	1/8/2021	COMP
Title VI (1 hr)	Albea,Katrina	469561	2/1/2021	COMP
Title VI (1 hr)	Alderman,Erin D	21227	3/22/2021	COMP
Title VI (1 hr)	Alderson,Bridget	32469	5/28/2021	COMP
Title VI (1 hr)	Alexander,Gwynne R	56527	6/3/2021	COMP
Title VI (1 hr)	Alexander,Latura A	32725	10/2/2020	COMP
Title VI (1 hr)	Alexander,Toni T	26145	6/4/2021	COMP
Title VI (1 hr)	Alfano-Stults,Mikayla R	381474	11/18/2020	COMP
Title VI (1 hr)	Alimpic,Verica	19950	5/21/2021	COMP
Title VI (1 hr)	Allen,Akila	479680	11/5/2020	COMP
Title VI (1 hr)	Allen,Alexandria Renee	463352	5/6/2021	COMP
Title VI (1 hr)	Allen,Deonna N	271748	3/17/2021	COMP
Title VI (1 hr)	Allen,Lawrence C	33960	1/13/2021	COMP
Title VI (1 hr)	Allen,Melissa	450452	5/10/2021	COMP
Title VI (1 hr)	Allen,Oneita M	59070	4/1/2021	COMP
Title VI (1 hr)	Allen,Sherry L	269512	3/31/2021	COMP
Title VI (1 hr)	Allmon,Taylor Kay	397566	3/11/2021	COMP
Title VI (1 hr)	Alston,Chrystal Monai	468624	9/30/2020	COMP
Title VI (1 hr)	Amos,Ashley D	294703	8/21/2020	COMP

Title VI (1 hr)	Amos,Hope L	64430	5/17/2021	COMP
Title VI (1 hr)	Amuzu,Taminko D	26561	6/15/2021	COMP
Title VI (1 hr)	Andersen,Georgia E	13410	8/20/2020	COMP
Title VI (1 hr)	Anderson,Augustine	31373	5/18/2021	COMP
Title VI (1 hr)	Anderson,Deborah	332893	4/29/2021	COMP
Title VI (1 hr)	Anderson,Jaclyn M	271746	2/2/2021	COMP
Title VI (1 hr)	Anderson,Jerria	473620	9/4/2020	COMP
Title VI (1 hr)	Anderson,Kayla M	293260	11/18/2020	COMP
Title VI (1 hr)	Anderson,Lora L	19063	2/8/2021	COMP
Title VI (1 hr)	Anderson,Sarah Courtney Sweet	23227	5/20/2021	COMP
Title VI (1 hr)	Anderson,Shalanda D	278504	6/9/2021	COMP
Title VI (1 hr)	Andrew,Halle C	460303	5/20/2021	COMP
Title VI (1 hr)	Andrew,Kimberly M	63124	6/29/2021	COMP
Title VI (1 hr)	Andrews,Ashley	319412	5/12/2021	COMP
Title VI (1 hr)	Andrews,Phyllis D	46516	5/25/2021	COMP
Title VI (1 hr)	Angel,Christopher A	25308	3/3/2021	COMP
Title VI (1 hr)	Angel,Christopher B	310026	1/20/2021	COMP
Title VI (1 hr)	Annese,Loren	392096	8/19/2020	COMP
Title VI (1 hr)	Antis,Adrianna	335796	2/2/2021	COMP
Title VI (1 hr)	Arden,Rebecca Myers	433960	1/20/2021	COMP
Title VI (1 hr)	Armes,Ashley R	321573	3/29/2021	COMP
Title VI (1 hr)	Armes,Cynthia L	32316	3/4/2021	COMP
Title VI (1 hr)	Arms,Charles E	30988	3/3/2021	COMP
Title VI (1 hr)	Armstrong,Andana P	430891	12/28/2020	COMP
Title VI (1 hr)	Armstrong,Lorie B	53546	6/30/2021	COMP
Title VI (1 hr)	Armstrong,Shavonna	351977	1/22/2021	COMP
Title VI (1 hr)	Arnold,Stacy L	104735	12/17/2020	COMP
Title VI (1 hr)	Arrington,David L	13954	3/29/2021	COMP
Title VI (1 hr)	Arthur II,G Richard	10521	8/28/2020	COMP
Title VI (1 hr)	Asbel,Ellen L	4541	12/17/2020	COMP
Title VI (1 hr)	Asbury,Brenda M	57038	8/28/2020	COMP
Title VI (1 hr)	Ash,Ariel Lashun	372820	12/30/2020	COMP
Title VI (1 hr)	Ash,Kimberly L	31514	10/8/2020	COMP
Title VI (1 hr)	Ashburn,Cynthia J	135486	4/1/2021	COMP
Title VI (1 hr)	Ashburn,Hannah Roberts	449642	10/28/2020	COMP
Title VI (1 hr)	Atkinson,Shannon M	42541	1/25/2021	COMP
Title VI (1 hr)	Austin,Pearl J	425812	11/11/2020	COMP
Title VI (1 hr)	Avans,Angel Michelle	352814	3/17/2021	COMP
Title VI (1 hr)	Awad,Sherif L	2790	3/4/2021	COMP
Title VI (1 hr)	Ayer,Melody	422137	2/18/2021	COMP
Title VI (1 hr)	Bacon,James T	18293	8/26/2020	COMP
Title VI (1 hr)	Baer,Daphne V	53656	6/10/2021	COMP
Title VI (1 hr)	Baez,America	486768	3/25/2021	COMP
Title VI (1 hr)	Baggett,Jordan N	454563	6/17/2021	COMP
Title VI (1 hr)	Bailey,Amanda Jo	426886	6/16/2021	COMP
Title VI (1 hr)	Bailey,Belinda D	55282	5/17/2021	COMP
Title VI (1 hr)	Bailey,Chandler	385027	8/17/2020	COMP

Title VI (1 hr)	Bailey,Danielle O	419865	5/28/2021	COMP
Title VI (1 hr)	Bailey,Erika Marie	472523	8/27/2020	COMP
Title VI (1 hr)	Bailey,Kayla B	474468	9/17/2020	COMP
Title VI (1 hr)	Bailey,Shetika Catrice	395205	11/28/2020	COMP
Title VI (1 hr)	Baillie,Heather Marie	441426	9/4/2020	COMP
Title VI (1 hr)	Bain,Robin S	313423	6/16/2021	COMP
Title VI (1 hr)	Baird,Leah A	14797	6/25/2021	COMP
Title VI (1 hr)	Baker,Amy Jo	459089	11/10/2020	COMP
Title VI (1 hr)	Baker,Andrea L	9831	12/10/2020	COMP
Title VI (1 hr)	Baker,Christopher K	33109	5/19/2021	COMP
Title VI (1 hr)	Baker,Kenneth A	278067	10/9/2020	COMP
Title VI (1 hr)	Baker,Mary K	15805	6/2/2021	COMP
Title VI (1 hr)	Baker,Sheila L	108286	1/18/2021	COMP
Title VI (1 hr)	Bakowicz,Rachael	433632	1/19/2021	COMP
Title VI (1 hr)	Baldwin,Marilyn L	49167	6/19/2021	COMP
Title VI (1 hr)	Baldwin,Timothy S	49048	10/7/2020	COMP
Title VI (1 hr)	Ball,Amber N	62541	3/23/2021	COMP
Title VI (1 hr)	Ball,Amy J	36910	1/25/2021	COMP
Title VI (1 hr)	Ball,Brandon L	465465	9/1/2020	COMP
Title VI (1 hr)	Ball,Jason A	31243	6/11/2021	COMP
Title VI (1 hr)	Ball,Latisha L	40543	10/27/2020	COMP
Title VI (1 hr)	Ball,Lora A	9171	6/10/2021	COMP
Title VI (1 hr)	Ball,Van	483907	2/11/2021	COMP
Title VI (1 hr)	Ballard Jr,Jerry W	48343	8/26/2020	COMP
Title VI (1 hr)	Ballentine,Teresa N	485136	6/10/2021	COMP
Title VI (1 hr)	Ballhagen,Carlas A	349903	8/19/2020	COMP
Title VI (1 hr)	Balogun,Titilayo G	361304	4/30/2021	COMP
Title VI (1 hr)	Banks,Angel Lychell	488273	5/18/2021	COMP
Title VI (1 hr)	Banks,Michelle	15952	4/7/2021	COMP
Title VI (1 hr)	Bannister,Amanda D	26148	5/10/2021	COMP
Title VI (1 hr)	Barbee,Rebecca S	14282	1/22/2021	COMP
Title VI (1 hr)	Barber,Jennafer Kathleen	493578	6/30/2021	COMP
Title VI (1 hr)	Barber,Katherine E	311721	12/7/2020	COMP
Title VI (1 hr)	Barber,Leneda	403826	1/26/2021	COMP
Title VI (1 hr)	Barden,Kimberly	475505	9/21/2020	COMP
Title VI (1 hr)	Bare,McKinnley L	389404	1/28/2021	COMP
Title VI (1 hr)	Bare,Stacy A	17543	1/21/2021	COMP
Title VI (1 hr)	Bare,Thomas C	400921	1/28/2021	COMP
Title VI (1 hr)	Barker,Kaelyn	483305	1/8/2021	COMP
Title VI (1 hr)	Barkley,Lacretia D	45331	10/20/2020	COMP
Title VI (1 hr)	Barnes,Beverly J	302052	10/29/2020	COMP
Title VI (1 hr)	Barnes,Billie J	271798	1/13/2021	COMP
Title VI (1 hr)	Barnes,Leisa R	237808	12/23/2020	COMP
Title VI (1 hr)	Barnett,Hannah	470625	9/1/2020	COMP
Title VI (1 hr)	Barrells,Briana N	406109	2/26/2021	COMP
Title VI (1 hr)	Barrett,Michael J	457699	6/25/2021	COMP
Title VI (1 hr)	Barrett,Victoria Rachel	378037	11/6/2020	COMP

Title VI (1 hr)	Barringer,Wendy R	296173	10/7/2020	COMP
Title VI (1 hr)	Barron,Violet M	51862	1/19/2021	COMP
Title VI (1 hr)	Barron-Hagarty,Michelle Cathleen	449505	12/17/2020	COMP
Title VI (1 hr)	Bartholomew,Brianna	449750	2/19/2021	COMP
Title VI (1 hr)	Baskette,Renae A	295580	3/25/2021	COMP
Title VI (1 hr)	Bass,Megan Nichole	452666	12/26/2020	COMP
Title VI (1 hr)	Bates,Sara J	62569	12/29/2020	COMP
Title VI (1 hr)	Bates,Sonya D	14875	2/17/2021	COMP
Title VI (1 hr)	Batson,Brittany Celeste	470078	1/29/2021	COMP
Title VI (1 hr)	Battle,Jamica	326557	5/18/2021	COMP
Title VI (1 hr)	Batts,Amy L	285046	1/8/2021	COMP
Title VI (1 hr)	Baumgardner,Charles R	14887	3/24/2021	COMP
Title VI (1 hr)	Baxley,Mary A	28172	2/2/2021	COMP
Title VI (1 hr)	Baylor,Jimmie R	28552	4/11/2021	COMP
Title VI (1 hr)	Bean,Felicia M	249787	2/17/2021	COMP
Title VI (1 hr)	Beard,Loretta G	262513	10/14/2020	COMP
Title VI (1 hr)	Bearden,Natalie	403770	6/22/2021	COMP
Title VI (1 hr)	Beasley,Erica	349889	10/12/2020	COMP
Title VI (1 hr)	Beatrice,Megan Susanne	374299	1/29/2021	COMP
Title VI (1 hr)	Beaty,G Ryan	27193	8/14/2020	COMP
Title VI (1 hr)	Beaty,Rebecca Ann	468453	4/1/2021	COMP
Title VI (1 hr)	Beauregard,Joseph J	22770	8/20/2020	COMP
Title VI (1 hr)	Beavers,Joe F	249145	6/14/2021	COMP
Title VI (1 hr)	Beck,Andrea N	334544	5/21/2021	COMP
Title VI (1 hr)	Becker,Candice Lori	385507	11/6/2020	COMP
Title VI (1 hr)	Becker,Kendra	471142	2/16/2021	COMP
Title VI (1 hr)	Beckham,William P	62347	1/21/2021	COMP
Title VI (1 hr)	Beckman,Rachel	346350	4/14/2021	COMP
Title VI (1 hr)	Beech,Carol Ann	16537	5/19/2021	COMP
Title VI (1 hr)	Beese,Erin D	8452	3/31/2021	COMP
Title VI (1 hr)	Belew,Nancy Farmer	356859	2/2/2021	COMP
Title VI (1 hr)	Bell,Brandon G	380533	4/29/2021	COMP
Title VI (1 hr)	Bell,Janice R	18839	2/9/2021	COMP
Title VI (1 hr)	Bell,Kaitlyn Danielle	388744	11/11/2020	COMP
Title VI (1 hr)	Bell,Stephanie N	246060	2/18/2021	COMP
Title VI (1 hr)	Bell,Vanessa Rodriguez	365572	8/28/2020	COMP
Title VI (1 hr)	Bellamy,Angela C	24612	12/14/2020	COMP
Title VI (1 hr)	Belmont,Gregory D	457817	2/4/2021	COMP
Title VI (1 hr)	Bencene,Kirsten	351993	9/22/2020	COMP
Title VI (1 hr)	Benedict,Beverly C	30900	2/15/2021	COMP
Title VI (1 hr)	Bennett Angel,Andrea C	6373	10/23/2020	COMP
Title VI (1 hr)	Bennett,Amber M	487602	6/9/2021	COMP
Title VI (1 hr)	Bennett,Brandy L	409681	11/18/2020	COMP
Title VI (1 hr)	Bennett,Katie Elyse	370393	5/12/2021	COMP
Title VI (1 hr)	Bennett,Lisa K	48647	8/27/2020	COMP
Title VI (1 hr)	Bennett,Megan O	353750	12/29/2020	COMP
Title VI (1 hr)	Berkeley,Carrie E	12085	1/28/2021	COMP

Title VI (1 hr)	Berkley,Camille M	20940	11/17/2020	COMP
Title VI (1 hr)	Berry,Alvis B	60371	3/5/2021	COMP
Title VI (1 hr)	Berry,Ashley Jeanette	487903	4/20/2021	COMP
Title VI (1 hr)	Berry,Katara L	450637	6/3/2021	COMP
Title VI (1 hr)	Berryman,Kelsee Jordan	354676	3/29/2021	COMP
Title VI (1 hr)	Bertotti,Dawn C	42596	1/15/2021	COMP
Title VI (1 hr)	Bertram,Shawna L	54050	3/11/2021	COMP
Title VI (1 hr)	Bester,Cynthia J	64426	8/12/2020	COMP
Title VI (1 hr)	Bettencourt,Ashley M	437739	12/9/2020	COMP
Title VI (1 hr)	Bevans,Rebecca E	361266	1/21/2021	COMP
Title VI (1 hr)	Bibb,Kayla Brooke	360000	6/30/2021	COMP
Title VI (1 hr)	Bicaba,Eric Benoit	377019	6/9/2021	COMP
Title VI (1 hr)	Bice,Joy L	14599	5/24/2021	COMP
Title VI (1 hr)	Bickford,Kelsey L	329074	5/10/2021	COMP
Title VI (1 hr)	Biles,Vicki L	37315	3/26/2021	COMP
Title VI (1 hr)	Billingsley,Rachael E	39929	9/14/2020	COMP
Title VI (1 hr)	Bingham,Amy	370757	4/15/2021	COMP
Title VI (1 hr)	Bingham,Catherine N	36394	1/8/2021	COMP
Title VI (1 hr)	Birdsong,Jonathan D	41533	8/17/2020	COMP
Title VI (1 hr)	Birdwell,Kristen E	349505	1/19/2021	COMP
Title VI (1 hr)	Birmingham,Angela C	23611	10/12/2020	COMP
Title VI (1 hr)	Bishop,Travis K	269192	3/31/2021	COMP
Title VI (1 hr)	Bishop,William E	347191	2/8/2021	COMP
Title VI (1 hr)	Black,Bridgit K	10156	3/26/2021	COMP
Title VI (1 hr)	Black,Edna M	87909	6/14/2021	COMP
Title VI (1 hr)	Black,Kimberly M	59083	2/10/2021	COMP
Title VI (1 hr)	Black,Stephanie A	62685	4/19/2021	COMP
Title VI (1 hr)	Blackburn,Latisha	489459	5/12/2021	COMP
Title VI (1 hr)	Blair,Kristi D	43072	1/12/2021	COMP
Title VI (1 hr)	Blair,Tiara S	280240	6/8/2021	COMP
Title VI (1 hr)	Blake,Amber S	308784	9/16/2020	COMP
Title VI (1 hr)	Blakeman,Mary-Ashton Jeaneen	462691	6/9/2021	COMP
Title VI (1 hr)	Blanco,Mariela	4154	12/4/2020	COMP
Title VI (1 hr)	Blankenship,Kelly K	334909	2/18/2021	COMP
Title VI (1 hr)	Blankenship,Sabrie B	436473	9/23/2020	COMP
Title VI (1 hr)	Blanton,Katherine E	313430	9/17/2020	COMP
Title VI (1 hr)	Blazer,Christy A	20872	12/27/2020	COMP
Title VI (1 hr)	Blecha,Audrey C	36248	1/24/2021	COMP
Title VI (1 hr)	Bledsoe,Chanoa B	391071	12/14/2020	COMP
Title VI (1 hr)	Bleedner-Grubbs,Makailah Joy	473466	8/28/2020	COMP
Title VI (1 hr)	Blevins,Sabrina	398779	2/12/2021	COMP
Title VI (1 hr)	Boatright,Eugenia H	31395	10/22/2020	COMP
Title VI (1 hr)	Bobo,Allison	415666	10/23/2020	COMP
Title VI (1 hr)	Boderck,Gregory R	327652	11/20/2020	COMP
Title VI (1 hr)	Bodley,Larae A	303028	4/16/2021	COMP
Title VI (1 hr)	Bohannon,Kristen M	280310	5/10/2021	COMP
Title VI (1 hr)	Bohannon-holpp,Carrie L	14453	1/15/2021	COMP

Title VI (1 hr)	Bojorquez,Katelyn M	260903	1/11/2021	COMP
Title VI (1 hr)	Bojorquez,Marina E	272020	6/10/2021	COMP
Title VI (1 hr)	Bolden,Stacey	386667	8/21/2020	COMP
Title VI (1 hr)	Bolin,Shonna R	424147	2/17/2021	COMP
Title VI (1 hr)	Bolling,Celena A	455626	1/24/2021	COMP
Title VI (1 hr)	Bond,Barbara A	37468	2/25/2021	COMP
Title VI (1 hr)	Bond-Norwood,Steffanie R	326588	8/17/2020	COMP
Title VI (1 hr)	Bonds,Takeyisha D	12656	2/23/2021	COMP
Title VI (1 hr)	Bone,Allison	474334	8/28/2020	COMP
Title VI (1 hr)	Boney,Edana K	40551	1/19/2021	COMP
Title VI (1 hr)	Booher,Lauren Marie	471847	8/12/2020	COMP
Title VI (1 hr)	Booker,Shenall D	308227	6/23/2021	COMP
Title VI (1 hr)	Boone,Jessica	388810	6/22/2021	COMP
Title VI (1 hr)	Boone,Judi V	12553	1/14/2021	COMP
Title VI (1 hr)	Borboa,Melissa A	355203	6/27/2021	COMP
Title VI (1 hr)	Borgialli,Callie Jean	471709	8/14/2020	COMP
Title VI (1 hr)	Boroughs-baxter,Lisa R	162470	1/30/2021	COMP
Title VI (1 hr)	Bortz,Neil	236706	6/2/2021	COMP
Title VI (1 hr)	Boshers,Jaclyn S	366817	10/28/2020	COMP
Title VI (1 hr)	Bosson,Stephanie A	15192	8/25/2020	COMP
Title VI (1 hr)	Bostick,Tammie L	202527	1/8/2021	COMP
Title VI (1 hr)	Bostwick,Sasheene Tiffany	295317	5/5/2021	COMP
Title VI (1 hr)	Boswell,Christina Jill	179061	6/3/2021	COMP
Title VI (1 hr)	Boswell,Laura Renee	419873	5/24/2021	COMP
Title VI (1 hr)	Bottom,Debra P	32126	2/19/2021	COMP
Title VI (1 hr)	Bottoms,Dorothy E	43302	9/16/2020	COMP
Title VI (1 hr)	Bowelle Phelps,Melissa Gail	41531	8/27/2020	COMP
Title VI (1 hr)	Bowen,Misty L	308617	2/18/2021	COMP
Title VI (1 hr)	Bowers,Gail E	48841	6/21/2021	COMP
Title VI (1 hr)	Bowers,Heather N	40553	2/16/2021	COMP
Title VI (1 hr)	Bowers,Lauren E	455597	3/30/2021	COMP
Title VI (1 hr)	Bowlin,Rebekah J	371197	3/10/2021	COMP
Title VI (1 hr)	Bowling,Jeffrey C	296168	8/13/2020	COMP
Title VI (1 hr)	Bowling,Melanie D	27221	8/19/2020	COMP
Title VI (1 hr)	Bowling,Telena D	451484	5/21/2021	COMP
Title VI (1 hr)	Bowman,Leigh A	3082	12/14/2020	COMP
Title VI (1 hr)	Bowser,Roger G	32398	6/16/2021	COMP
Title VI (1 hr)	Boyce,Michelle	313461	9/14/2020	COMP
Title VI (1 hr)	Boyd,Adrienne	498363	6/30/2021	COMP
Title VI (1 hr)	Boyd,DeAundra	491184	6/30/2021	COMP
Title VI (1 hr)	Boyd,Hattie M	61938	6/15/2021	COMP
Title VI (1 hr)	Boyd,Nicholas R	420417	6/11/2021	COMP
Title VI (1 hr)	Boyd,Trevon Edward	354609	2/24/2021	COMP
Title VI (1 hr)	Boykin,Tarika R	289773	2/18/2021	COMP
Title VI (1 hr)	Boyland,Tiffany Cytoyse	419181	8/15/2020	COMP
Title VI (1 hr)	Boyle,Dana L	64467	2/18/2021	COMP
Title VI (1 hr)	Brackett,Linda R	19255	4/12/2021	COMP

Title VI (1 hr)	Braden,Patricia C	19828	2/17/2021	COMP
Title VI (1 hr)	Bradford,Marqueshia D	31488	6/14/2021	COMP
Title VI (1 hr)	Bradford,Patricia J	36496	2/17/2021	COMP
Title VI (1 hr)	Bradford,Susan A	21924	2/18/2021	COMP
Title VI (1 hr)	Bradley,Dawn L	1534	12/1/2020	COMP
Title VI (1 hr)	Bradley,Jennifer L	208864	4/5/2021	COMP
Title VI (1 hr)	Bradley,Kristy Marie	313153	12/16/2020	COMP
Title VI (1 hr)	Bradley,Sharmin E	202604	9/3/2020	COMP
Title VI (1 hr)	Brady,Emily N	481140	1/21/2021	COMP
Title VI (1 hr)	Brady,Rebecca E	322087	6/16/2021	COMP
Title VI (1 hr)	Bramble,Rebecca Ledesma	438825	3/15/2021	COMP
Title VI (1 hr)	Brandon,David L	41276	6/9/2021	COMP
Title VI (1 hr)	Brandon,Regina G	350930	1/19/2021	COMP
Title VI (1 hr)	Brandon,Taquesha	271747	6/9/2021	COMP
Title VI (1 hr)	Branham,Makena J	372772	9/17/2020	COMP
Title VI (1 hr)	Brant,Dreama Lynn	428409	5/20/2021	COMP
Title VI (1 hr)	Brantley,Billie T	262345	5/18/2021	COMP
Title VI (1 hr)	Bray,Mitchell Shane	236783	12/18/2020	COMP
Title VI (1 hr)	Brazelton,Cheryl D	19897	6/8/2021	COMP
Title VI (1 hr)	Brazier,Tabitha L	334905	1/6/2021	COMP
Title VI (1 hr)	Breksa,Victoria K	335624	5/24/2021	COMP
Title VI (1 hr)	Brennan,Andrea Kit	377662	5/7/2021	COMP
Title VI (1 hr)	Brennan,Jamie N	293412	2/17/2021	COMP
Title VI (1 hr)	Brewster,Annie Marie	388586	12/22/2020	COMP
Title VI (1 hr)	Brewster,Crystal M	314970	12/15/2020	COMP
Title VI (1 hr)	Brice,Doretha	54534	4/18/2021	COMP
Title VI (1 hr)	Bright,Kielyn Raye	471453	5/14/2021	COMP
Title VI (1 hr)	Brinkley,James D	57837	6/15/2021	COMP
Title VI (1 hr)	Brinks,Daniel S	11143	6/8/2021	COMP
Title VI (1 hr)	Brislin,Alexandra N	308350	6/15/2021	COMP
Title VI (1 hr)	Britain,Samantha D	37389	11/12/2020	COMP
Title VI (1 hr)	Britton,Samantha Joy	399306	8/17/2020	COMP
Title VI (1 hr)	Britton,Vicki M	320253	12/16/2020	COMP
Title VI (1 hr)	Broadnax Edwards,Syletta Y	293979	6/30/2021	COMP
Title VI (1 hr)	Broadnax,Carren Y	22748	1/26/2021	COMP
Title VI (1 hr)	Brock,Donna J	54109	6/17/2021	COMP
Title VI (1 hr)	Brock,Jimmy R	306689	6/11/2021	COMP
Title VI (1 hr)	Brock,Sarah E	293261	8/26/2020	COMP
Title VI (1 hr)	Brock,Tracy S	31492	8/12/2020	COMP
Title VI (1 hr)	Brockmire,Nyla E	15265	6/16/2021	COMP
Title VI (1 hr)	Broderick,Loreen A	302042	11/19/2020	COMP
Title VI (1 hr)	Brogdon,Sara	334536	10/5/2020	COMP
Title VI (1 hr)	Brookover,Lisa M	2939	11/30/2020	COMP
Title VI (1 hr)	Brooks,Bret N	46001	6/1/2021	COMP
Title VI (1 hr)	Brooks,Deanna B	26122	11/24/2020	COMP
Title VI (1 hr)	Brooks,Jasmine R	413012	6/30/2021	COMP
Title VI (1 hr)	Brooks,Jennifer Beth	479765	11/18/2020	COMP

Title VI (1 hr)	Brooks,Loren C	324262	6/7/2021	COMP
Title VI (1 hr)	Brooks,Phylcia S	413517	11/30/2020	COMP
Title VI (1 hr)	Brown II,Ronald K	309513	8/20/2020	COMP
Title VI (1 hr)	Brown,Angelia R	55238	6/6/2021	COMP
Title VI (1 hr)	Brown,Anita C	44849	6/9/2021	COMP
Title VI (1 hr)	Brown,Cameron Tipton	386683	1/28/2021	COMP
Title VI (1 hr)	Brown,Charity M	14101	3/8/2021	COMP
Title VI (1 hr)	Brown,Charles W	17796	3/11/2021	COMP
Title VI (1 hr)	Brown,Cherie Lee	460134	1/12/2021	COMP
Title VI (1 hr)	Brown,Christie E	53990	8/14/2020	COMP
Title VI (1 hr)	Brown,Connie Horton	53402	6/3/2021	COMP
Title VI (1 hr)	Brown,Constance L	59555	5/19/2021	COMP
Title VI (1 hr)	Brown,Isaiah	63373	6/14/2021	COMP
Title VI (1 hr)	Brown,Jamie L	32037	1/11/2021	COMP
Title VI (1 hr)	Brown,Jarrica A	447377	6/28/2021	COMP
Title VI (1 hr)	Brown,Jennifer	459809	3/29/2021	COMP
Title VI (1 hr)	Brown,Jessica Lynn	413018	1/11/2021	COMP
Title VI (1 hr)	Brown,Jessica R	48550	6/4/2021	COMP
Title VI (1 hr)	Brown,Jevon Domnique	465596	10/6/2020	COMP
Title VI (1 hr)	Brown,Julie Ann	404431	8/28/2020	COMP
Title VI (1 hr)	Brown,Karen L	243271	3/5/2021	COMP
Title VI (1 hr)	Brown,Lakita L	267505	6/5/2021	COMP
Title VI (1 hr)	Brown,Lelia	489468	5/26/2021	COMP
Title VI (1 hr)	Brown,Martha E	27635	11/13/2020	COMP
Title VI (1 hr)	Brown,Mia L	13807	9/11/2020	COMP
Title VI (1 hr)	Brown,Michaela H	488677	4/22/2021	COMP
Title VI (1 hr)	Brown,Phyllis L	50590	8/27/2020	COMP
Title VI (1 hr)	Brown,Sandra Y	115985	4/5/2021	COMP
Title VI (1 hr)	Brown,Sheila D	36177	2/18/2021	COMP
Title VI (1 hr)	Brown,Stacy M	35690	11/23/2020	COMP
Title VI (1 hr)	Brown,Susan E	35905	10/16/2020	COMP
Title VI (1 hr)	Brown,Tina M	28033	6/15/2021	COMP
Title VI (1 hr)	Brown,Vivian E	19987	11/23/2020	COMP
Title VI (1 hr)	Brownell,Mindie Lynn	2491	1/15/2021	COMP
Title VI (1 hr)	Brownlee,Maggie Elizabeth	490312	6/30/2021	COMP
Title VI (1 hr)	Brummett-Cato,Amelia Nicole	291276	4/7/2021	COMP
Title VI (1 hr)	Bryan,Domonica C	5090	4/20/2021	COMP
Title VI (1 hr)	Bryant,Betty Marinda	457111	1/4/2021	COMP
Title VI (1 hr)	Bryant,Chakia L	330109	4/29/2021	COMP
Title VI (1 hr)	Bryant,Donna L	37672	12/15/2020	COMP
Title VI (1 hr)	Bryant,Jacklyn W	42936	4/13/2021	COMP
Title VI (1 hr)	Bryant,Jacqueline G	55688	4/21/2021	COMP
Title VI (1 hr)	Bryson,Letha L	59873	1/21/2021	COMP
Title VI (1 hr)	Bryson,Shelley H	25648	8/24/2020	COMP
Title VI (1 hr)	Bryson,William P	16965	3/1/2021	COMP
Title VI (1 hr)	Buchanan,Carrie B	17995	8/17/2020	COMP
Title VI (1 hr)	Buckner,Jessica D	55385	12/21/2020	COMP

Title VI (1 hr)	Buckner, Kimberly J	13013	3/2/2021	COMP
Title VI (1 hr)	Bufford, Jacquelyn E	22471	3/30/2021	COMP
Title VI (1 hr)	Bufford, Kenji	416123	8/21/2020	COMP
Title VI (1 hr)	Buford, Tia	354470	10/8/2020	COMP
Title VI (1 hr)	Bullard, Jo Shannon	49064	6/15/2021	COMP
Title VI (1 hr)	Burchfield, Tonya H	349890	12/29/2020	COMP
Title VI (1 hr)	Burke, Amanda E	293970	10/6/2020	COMP
Title VI (1 hr)	Burke, Georgia M	424626	1/13/2021	COMP
Title VI (1 hr)	Burke, Jasmine	432633	5/24/2021	COMP
Title VI (1 hr)	Burleson, Helen D	58252	1/12/2021	COMP
Title VI (1 hr)	Burnett, Kisha L	2662	11/22/2020	COMP
Title VI (1 hr)	Burns, Laquinta S	310012	12/11/2020	COMP
Title VI (1 hr)	Burnside, Victoria	486930	6/16/2021	COMP
Title VI (1 hr)	Burr, Alicia A	4130	6/15/2021	COMP
Title VI (1 hr)	Burroughs, Hannah L	285854	2/5/2021	COMP
Title VI (1 hr)	Burroughs, Summer R	27865	10/27/2020	COMP
Title VI (1 hr)	Burrow, Billy L	37736	8/20/2020	COMP
Title VI (1 hr)	Burruss, Megan Nicole	470006	9/23/2020	COMP
Title VI (1 hr)	Burt, Kendall Faith	469570	6/3/2021	COMP
Title VI (1 hr)	Burton, James Andrew	484081	2/25/2021	COMP
Title VI (1 hr)	Burton, Lamonte Lamar	488653	4/23/2021	COMP
Title VI (1 hr)	Burton, Macy Christine	469384	11/23/2020	COMP
Title VI (1 hr)	Bush, Jordan Rae	434083	1/5/2021	COMP
Title VI (1 hr)	Butcher, Amanda Rose	490238	5/20/2021	COMP
Title VI (1 hr)	Butler, April	457899	6/11/2021	COMP
Title VI (1 hr)	Butler, Chaurice M	365846	9/17/2020	COMP
Title VI (1 hr)	Butler, Elizabeth C	40024	5/12/2021	COMP
Title VI (1 hr)	Butler, Nancy K	50992	10/30/2020	COMP
Title VI (1 hr)	Butler, Samantha	457380	5/17/2021	COMP
Title VI (1 hr)	Butler, Sonya R	53190	5/13/2021	COMP
Title VI (1 hr)	Butterworth, Karen L	286784	11/20/2020	COMP
Title VI (1 hr)	Buttram, Michael A	44291	6/10/2021	COMP
Title VI (1 hr)	Byers, Cayci B	330828	1/26/2021	COMP
Title VI (1 hr)	Bynum, Hannah	382939	1/21/2021	COMP
Title VI (1 hr)	Byrd, Amanda D	45074	6/16/2021	COMP
Title VI (1 hr)	Byrd, Amber K	463198	11/18/2020	COMP
Title VI (1 hr)	Cable, Jeffery F	50276	1/27/2021	COMP
Title VI (1 hr)	Cagle, Deborah M	65312	2/18/2021	COMP
Title VI (1 hr)	Cain, Jane L	10177	3/5/2021	COMP
Title VI (1 hr)	Calamia, Laura A	3213	12/17/2020	COMP
Title VI (1 hr)	Caldwell, Jennifer Johnson	157539	6/1/2021	COMP
Title VI (1 hr)	Calkins, Jennifer Renee	432851	6/15/2021	COMP
Title VI (1 hr)	Callahan, Lydia Lynore	437519	11/30/2020	COMP
Title VI (1 hr)	Callis, Andrew Michael	497168	6/30/2021	COMP
Title VI (1 hr)	Calloway, Jelisa D	386658	2/15/2021	COMP
Title VI (1 hr)	Calvert, Ashley N	65144	10/6/2020	COMP
Title VI (1 hr)	Calvert, Loretta M	67722	12/22/2020	COMP

Title VI (1 hr)	Calvin,Victoria	308220	5/3/2021	COMP
Title VI (1 hr)	Cameron,Anquanette D	20800	2/25/2021	COMP
Title VI (1 hr)	Campbell,Amanda R	301506	6/9/2021	COMP
Title VI (1 hr)	Campbell,Barbara C	8162	9/15/2020	COMP
Title VI (1 hr)	Campbell,Eleanor M	421345	10/19/2020	COMP
Title VI (1 hr)	Campbell,Michaela Danielle	419280	6/15/2021	COMP
Title VI (1 hr)	Campbell,Michelle A	233917	8/27/2020	COMP
Title VI (1 hr)	Campbell,Rebecca B	118359	11/18/2020	COMP
Title VI (1 hr)	Campbell,Tamara L.	432704	10/7/2020	COMP
Title VI (1 hr)	Campbell-Phillips,Elizabeth C	351361	5/14/2021	COMP
Title VI (1 hr)	Camper,Dwayne L	261358	1/13/2021	COMP
Title VI (1 hr)	Campos,Marian	485861	3/5/2021	COMP
Title VI (1 hr)	Campos,Sofia Arlene	479724	11/20/2020	COMP
Title VI (1 hr)	Cannady,Annette A	15090	5/15/2021	COMP
Title VI (1 hr)	Cannon,Brandy R	21440	1/25/2021	COMP
Title VI (1 hr)	Cannon,Crystal L	21525	10/15/2020	COMP
Title VI (1 hr)	Cannon,Danielle	477339	9/29/2020	COMP
Title VI (1 hr)	Cannon,Pamela L	36325	2/19/2021	COMP
Title VI (1 hr)	Cano,Michelle M	5854	12/16/2020	COMP
Title VI (1 hr)	Cantrell,Alicia W	238614	2/26/2021	COMP
Title VI (1 hr)	Cantrell,Brianna N	446069	6/9/2021	COMP
Title VI (1 hr)	Cantwell,Elisabeth A	36595	10/19/2020	COMP
Title VI (1 hr)	Capps,Theresa	354372	2/23/2021	COMP
Title VI (1 hr)	Carden,Tara Nicole	397719	1/26/2021	COMP
Title VI (1 hr)	Cardona,Allison Paige	487248	3/30/2021	COMP
Title VI (1 hr)	Cardwell,Rachel L	302452	3/2/2021	COMP
Title VI (1 hr)	Carley,Hannah M	432655	1/22/2021	COMP
Title VI (1 hr)	Carmichael,Ivory Michelle	365750	8/27/2020	COMP
Title VI (1 hr)	Carmony,Kaitlyn Elizabeth	438412	4/6/2021	COMP
Title VI (1 hr)	Carney,Courtney Y	31921	4/26/2021	COMP
Title VI (1 hr)	Carpenter,Ashley	417440	5/23/2021	COMP
Title VI (1 hr)	Carpenter,Brenda A	201610	6/16/2021	COMP
Title VI (1 hr)	Carr,Ceyolonja D	28061	5/13/2021	COMP
Title VI (1 hr)	Carr,Heather M	45052	1/28/2021	COMP
Title VI (1 hr)	Carr,Justin R	356608	5/24/2021	COMP
Title VI (1 hr)	Carr,Kelly Ann	465661	12/18/2020	COMP
Title VI (1 hr)	Carr,Melissa G	35533	6/9/2021	COMP
Title VI (1 hr)	Carradine,Mecedric A	59111	6/4/2021	COMP
Title VI (1 hr)	Carrier,Ashley B	405890	9/15/2020	COMP
Title VI (1 hr)	Carrier,Mary L	375162	1/21/2021	COMP
Title VI (1 hr)	Carroll,Amy K	392536	5/30/2021	COMP
Title VI (1 hr)	Carroll,Christina M	459097	4/29/2021	COMP
Title VI (1 hr)	Carroll,Monwella D	4606	5/27/2021	COMP
Title VI (1 hr)	Carson,Bailey McKenzie	419726	6/4/2021	COMP
Title VI (1 hr)	Carson,Kristy L	39737	3/8/2021	COMP
Title VI (1 hr)	Carter,Barry W	43825	5/17/2021	COMP
Title VI (1 hr)	Carter,Bettye	43018	9/11/2020	COMP

Title VI (1 hr)	Carter,Casey J	2773	12/11/2020	COMP
Title VI (1 hr)	Carter,Clarissa M	10250	6/17/2021	COMP
Title VI (1 hr)	Carter,Holly M	17746	1/6/2021	COMP
Title VI (1 hr)	Carter,Jamie C	395506	8/12/2020	COMP
Title VI (1 hr)	Carter,Jessica Ann	449491	8/18/2020	COMP
Title VI (1 hr)	Carter,Keo	447771	3/31/2021	COMP
Title VI (1 hr)	Carter,Kristy N	21292	11/16/2020	COMP
Title VI (1 hr)	Carter,Linda F	54235	2/12/2021	COMP
Title VI (1 hr)	Carter,Matthew A	268535	6/30/2021	COMP
Title VI (1 hr)	Carter,Naya	478424	6/9/2021	COMP
Title VI (1 hr)	Carter,Peggy W	15559	9/28/2020	COMP
Title VI (1 hr)	Carter,Sharon D	25345	12/17/2020	COMP
Title VI (1 hr)	Carter,Shaundrica	475093	9/4/2020	COMP
Title VI (1 hr)	Carter,Ted W	63258	1/22/2021	COMP
Title VI (1 hr)	Caruth,Emily R	42643	6/23/2021	COMP
Title VI (1 hr)	Carver,Christopher Scott	420101	1/5/2021	COMP
Title VI (1 hr)	Carver,LaShanta	482073	1/4/2021	COMP
Title VI (1 hr)	Carver,Virginia L	15918	12/8/2020	COMP
Title VI (1 hr)	Case,Tracey	412083	8/25/2020	COMP
Title VI (1 hr)	Cash,Michelle L	53331	10/30/2020	COMP
Title VI (1 hr)	Cash,Samuel J	331458	3/15/2021	COMP
Title VI (1 hr)	Cassell,Amy G	52626	4/23/2021	COMP
Title VI (1 hr)	Castellanos,Ana	361273	3/9/2021	COMP
Title VI (1 hr)	Castle,Donitta M	53543	1/14/2021	COMP
Title VI (1 hr)	Castleberry,Samantha J	445235	5/19/2021	COMP
Title VI (1 hr)	Castro,Samantha Lara	374267	9/15/2020	COMP
Title VI (1 hr)	Cate,Sarah E	55167	4/20/2021	COMP
Title VI (1 hr)	Cate,William S	55814	3/10/2021	COMP
Title VI (1 hr)	Cathey,Bianca Nicole	462229	6/28/2021	COMP
Title VI (1 hr)	Catron,Jewel A	21837	1/27/2021	COMP
Title VI (1 hr)	Cawthorn,Jeff	359433	10/5/2020	COMP
Title VI (1 hr)	Chace,Mayia Lynn	366107	9/8/2020	COMP
Title VI (1 hr)	Chaffin,Sheronda	460098	10/23/2020	COMP
Title VI (1 hr)	Chambers,Arminta	295813	9/18/2020	COMP
Title VI (1 hr)	Chambers-Phillips,Susan R	25902	3/19/2021	COMP
Title VI (1 hr)	Chambless,Erica L	400907	2/22/2021	COMP
Title VI (1 hr)	Champion,Shayne M	290780	2/16/2021	COMP
Title VI (1 hr)	Chandler,Danaya B	442430	3/18/2021	COMP
Title VI (1 hr)	Chandler,Katharyn S W	302053	1/14/2021	COMP
Title VI (1 hr)	Chandler,Olivia	423917	11/18/2020	COMP
Title VI (1 hr)	Chaney,Trenekka L	268925	6/30/2021	COMP
Title VI (1 hr)	Chapman,Abby	474196	9/2/2020	COMP
Title VI (1 hr)	Chapman,Ashley N	40395	1/11/2021	COMP
Title VI (1 hr)	Chapman,Karissa Lousie	369660	3/31/2021	COMP
Title VI (1 hr)	Chapman,Lavetta L	60369	5/25/2021	COMP
Title VI (1 hr)	Chapman,Tracy A	10723	1/20/2021	COMP
Title VI (1 hr)	Cherkaoui,Lauren Anisa	486884	4/26/2021	COMP

Title VI (1 hr)	Cherry,Jacqueline D	354385	9/24/2020	COMP
Title VI (1 hr)	Chester,Cyndi D	269516	3/8/2021	COMP
Title VI (1 hr)	Chew,Tonni L	63424	2/24/2021	COMP
Title VI (1 hr)	Chick,Brianna Alexandra	454361	11/4/2020	COMP
Title VI (1 hr)	Childress,Rebekah M	326439	8/17/2020	COMP
Title VI (1 hr)	Chinavare,Kristen Marie	475195	12/22/2020	COMP
Title VI (1 hr)	Chipman,Ashley M	44760	11/19/2020	COMP
Title VI (1 hr)	Chitpanya,Tiffany	486936	3/30/2021	COMP
Title VI (1 hr)	Chrisman,Michelle Leigh	466971	1/9/2021	COMP
Title VI (1 hr)	Christensen,Tonya D	31897	5/12/2021	COMP
Title VI (1 hr)	Christian,Kristina Leeanne	448361	6/6/2021	COMP
Title VI (1 hr)	Christmon,Lawanda Y	27418	5/13/2021	COMP
Title VI (1 hr)	Ciechan,Elizabeth M.	378113	10/5/2020	COMP
Title VI (1 hr)	Clare,Kara L	335049	5/20/2021	COMP
Title VI (1 hr)	Clark,Barbara Ann	359119	6/30/2021	COMP
Title VI (1 hr)	Clark,Bryan Thomas	295507	8/19/2020	COMP
Title VI (1 hr)	Clark,Chadwick B	17210	3/19/2021	COMP
Title VI (1 hr)	Clark,Donna E.	422835	9/2/2020	COMP
Title VI (1 hr)	Clark,Elizabeth M	4185	12/16/2020	COMP
Title VI (1 hr)	Clark,Kamaya D	433701	5/28/2021	COMP
Title VI (1 hr)	Clark,Lakeisha D	295513	3/3/2021	COMP
Title VI (1 hr)	Clark,Mary M	41944	4/9/2021	COMP
Title VI (1 hr)	Clark,Michael H	31370	2/2/2021	COMP
Title VI (1 hr)	Clark,Sandi M	60402	10/3/2020	COMP
Title VI (1 hr)	Claycomb,Sidney Olivia Kaye	421738	12/16/2020	COMP
Title VI (1 hr)	Clayton,David H	45151	2/20/2021	COMP
Title VI (1 hr)	Clayton,Felicia Y	27695	3/23/2021	COMP
Title VI (1 hr)	Clayton,Jasmine	469589	5/28/2021	COMP
Title VI (1 hr)	Clayton,Markita	437268	12/17/2020	COMP
Title VI (1 hr)	Clemmons,Morgan	477388	9/22/2020	COMP
Title VI (1 hr)	Clericuzio,Annibale	50151	2/2/2021	COMP
Title VI (1 hr)	Clifford,Alycia Ann	432598	12/14/2020	COMP
Title VI (1 hr)	Clingan,Jalana M	18297	3/4/2021	COMP
Title VI (1 hr)	Clower,Julie D	284327	4/22/2021	COMP
Title VI (1 hr)	Cobble,Christina E	261706	1/31/2021	COMP
Title VI (1 hr)	Coble,Sara E	49385	1/29/2021	COMP
Title VI (1 hr)	Coburn,Vanessa G	18685	3/17/2021	COMP
Title VI (1 hr)	Cochran,Chastity Edith Marie	402331	6/4/2021	COMP
Title VI (1 hr)	Cochran,Jonathan	400032	6/30/2021	COMP
Title VI (1 hr)	Cochrum,Tracy L	53379	10/6/2020	COMP
Title VI (1 hr)	Cockburn,Patrick J	268265	6/28/2021	COMP
Title VI (1 hr)	Cody,Dawn Trista	481132	3/31/2021	COMP
Title VI (1 hr)	Coe,Caitlyn Febles	371153	9/18/2020	COMP
Title VI (1 hr)	Coe,Jennifer Marie	247335	2/3/2021	COMP
Title VI (1 hr)	Coen,Jada Madison	453317	12/15/2020	COMP
Title VI (1 hr)	Coffey,Heather	441089	1/31/2021	COMP
Title VI (1 hr)	Coffey,Sally Diane	490227	5/20/2021	COMP

Title VI (1 hr)	Cofield,Diane D	37426	10/23/2020	COMP
Title VI (1 hr)	Coger,Kendra Noel	466007	3/30/2021	COMP
Title VI (1 hr)	Cole,Bethany Diane	428183	9/16/2020	COMP
Title VI (1 hr)	Cole,Constance R	391066	9/3/2020	COMP
Title VI (1 hr)	Cole,Lisa D	454516	2/27/2021	COMP
Title VI (1 hr)	Cole,Yolanda D	13358	10/2/2020	COMP
Title VI (1 hr)	Coleman,Carla L	64909	2/24/2021	COMP
Title VI (1 hr)	Coleman,Carrissa L	31122	5/18/2021	COMP
Title VI (1 hr)	Coleman,Lindsay Aaron	43532	6/30/2021	COMP
Title VI (1 hr)	Coleman,Stephanie M	56468	6/1/2021	COMP
Title VI (1 hr)	Coleman,Virginia D	26875	3/9/2021	COMP
Title VI (1 hr)	Coleman-Bonds,Tamara Y	15499	10/8/2020	COMP
Title VI (1 hr)	Cole-staley,Chelley	337335	2/12/2021	COMP
Title VI (1 hr)	Coley,Caitlyn Deanna	485416	3/21/2021	COMP
Title VI (1 hr)	Coley,Erin Hardin	481818	5/10/2021	COMP
Title VI (1 hr)	Collett,James H	285728	1/21/2021	COMP
Title VI (1 hr)	Collier,Jania S	17070	2/22/2021	COMP
Title VI (1 hr)	Collier,Melinda Lee	495537	6/30/2021	COMP
Title VI (1 hr)	Collier,Sierra Laken Gullion	475634	2/18/2021	COMP
Title VI (1 hr)	Collins,Alisa R	279207	8/19/2020	COMP
Title VI (1 hr)	Collins,Amy B	14565	2/24/2021	COMP
Title VI (1 hr)	Collins,Greg A	326823	12/22/2020	COMP
Title VI (1 hr)	Collins,Jessica L	333380	5/16/2021	COMP
Title VI (1 hr)	Collins,Jessica M	9563	6/2/2021	COMP
Title VI (1 hr)	Collins,Melanie E	21414	5/11/2021	COMP
Title VI (1 hr)	Collins,Michelle R	57245	2/4/2021	COMP
Title VI (1 hr)	Collins,Shirley Ann	396077	3/8/2021	COMP
Title VI (1 hr)	Collins,Steven Lee	448843	9/2/2020	COMP
Title VI (1 hr)	Collins,Summer	414671	10/6/2020	COMP
Title VI (1 hr)	Collins,Tonia Denise	489974	6/30/2021	COMP
Title VI (1 hr)	Collinsworth,Caelyn	449525	2/10/2021	COMP
Title VI (1 hr)	Cologne,Teresa A	351394	2/17/2021	COMP
Title VI (1 hr)	Colson,Renick W	50759	6/18/2021	COMP
Title VI (1 hr)	Colwell,Uta R	480180	11/25/2020	COMP
Title VI (1 hr)	Commander,Alyssa E	392213	1/4/2021	COMP
Title VI (1 hr)	Commodore,Kristina A	463092	5/28/2021	COMP
Title VI (1 hr)	Connell,Courtney Lynn	401177	1/11/2021	COMP
Title VI (1 hr)	Conway,Chelsey A	331461	9/29/2020	COMP
Title VI (1 hr)	Cook,Alethea K	37359	9/17/2020	COMP
Title VI (1 hr)	Cook,Ashlee N	8172	12/22/2020	COMP
Title VI (1 hr)	Cook,Ashton Taylor	352358	12/10/2020	COMP
Title VI (1 hr)	Cook,Julia E	19578	6/30/2021	COMP
Title VI (1 hr)	Cook,Kayla Gail	447184	10/12/2020	COMP
Title VI (1 hr)	Cook,LaRhonda D	283719	8/21/2020	COMP
Title VI (1 hr)	Cook,Shawna L	55408	9/21/2020	COMP
Title VI (1 hr)	Cook,Teresa M.	378110	5/4/2021	COMP
Title VI (1 hr)	Cooks,Lashea E	349812	2/1/2021	COMP

Title VI (1 hr)	Coon,Nancy L	6375	12/22/2020	COMP
Title VI (1 hr)	Cooper,Kelley N	35351	6/7/2021	COMP
Title VI (1 hr)	Cooper,Samuel K	62348	2/26/2021	COMP
Title VI (1 hr)	Cooper,Shawanna Evett	481912	12/16/2020	COMP
Title VI (1 hr)	Cooper,Timothy	440782	6/7/2021	COMP
Title VI (1 hr)	Cooperwood,Joi L	349896	10/2/2020	COMP
Title VI (1 hr)	Copeland,Correnthea L	9212	4/19/2021	COMP
Title VI (1 hr)	Copeland,Tyran T	44910	5/19/2021	COMP
Title VI (1 hr)	Coram,Jessica Dawn	290771	11/5/2020	COMP
Title VI (1 hr)	Corder,Tawana	46566	6/20/2021	COMP
Title VI (1 hr)	Corner,Tony D	287374	2/2/2021	COMP
Title VI (1 hr)	Cornett,Elizabeth Brooke	493143	6/30/2021	COMP
Title VI (1 hr)	Cornwall,Zachary Joseph	444476	6/29/2021	COMP
Title VI (1 hr)	Corrigan,Sarah E	278763	6/17/2021	COMP
Title VI (1 hr)	Cosmini,Susan E	10821	4/20/2021	COMP
Title VI (1 hr)	Cothern,Jennifer C	54351	1/8/2021	COMP
Title VI (1 hr)	Cothron,Lora L	15946	9/16/2020	COMP
Title VI (1 hr)	Cotton,Merita S	304220	12/17/2020	COMP
Title VI (1 hr)	Courtney,Gina S	43599	6/3/2021	COMP
Title VI (1 hr)	Courtney,Stephanie N	313445	5/18/2021	COMP
Title VI (1 hr)	Cousineau,Destiny Ann	484384	3/2/2021	COMP
Title VI (1 hr)	Couts,Kelly	243255	6/2/2021	COMP
Title VI (1 hr)	Covington,Kevin J	356295	1/13/2021	COMP
Title VI (1 hr)	Cowan,Sherry R	43139	6/14/2021	COMP
Title VI (1 hr)	Cox,Bobby R	375388	9/16/2020	COMP
Title VI (1 hr)	Cox,Christina Dawn	458649	6/9/2021	COMP
Title VI (1 hr)	Cox,James	257766	11/17/2020	COMP
Title VI (1 hr)	Cox,Lea	418096	6/2/2021	COMP
Title VI (1 hr)	Cox,Patricia C	303051	12/11/2020	COMP
Title VI (1 hr)	Cox,Regina	37511	4/27/2021	COMP
Title VI (1 hr)	Cox,Shastelle M	64098	12/7/2020	COMP
Title VI (1 hr)	Cox,Vatreshia J	262004	6/7/2021	COMP
Title VI (1 hr)	Crane,Carolyn R	127427	6/7/2021	COMP
Title VI (1 hr)	Cravens,Amanda R	26894	10/20/2020	COMP
Title VI (1 hr)	Crawford,Erica S	38232	8/24/2020	COMP
Title VI (1 hr)	Crawford,Sophia B	343429	8/24/2020	COMP
Title VI (1 hr)	Crawley Martin,Colette	63058	5/13/2021	COMP
Title VI (1 hr)	Creason Jr,James D	50920	10/27/2020	COMP
Title VI (1 hr)	Creech,Marquis Anthony	420134	6/25/2021	COMP
Title VI (1 hr)	Creekmore,Kelly J	353151	8/28/2020	COMP
Title VI (1 hr)	Cremeans,Christina Foster	64965	12/1/2020	COMP
Title VI (1 hr)	Crenshaw,Jeremy	356062	5/5/2021	COMP
Title VI (1 hr)	Crim,Jennifer S	3564	3/18/2021	COMP
Title VI (1 hr)	Crisp,Samantha Paige	463475	1/22/2021	COMP
Title VI (1 hr)	Crockett,Rosalind R	48977	8/21/2020	COMP
Title VI (1 hr)	Crone,Sharlene Ann	382334	4/21/2021	COMP
Title VI (1 hr)	Croom,Chrystal	460085	12/29/2020	COMP

Title VI (1 hr)	Cross,Carol W	236891	11/23/2020	COMP
Title VI (1 hr)	Cross,Laura A	64870	8/24/2020	COMP
Title VI (1 hr)	Cross,Lisa M	41876	11/25/2020	COMP
Title VI (1 hr)	Crow,Tabitha Jo	429951	12/30/2020	COMP
Title VI (1 hr)	Crumley,Cynthia A	61551	1/12/2021	COMP
Title VI (1 hr)	Crutchfield,Audrey P	36083	5/18/2021	COMP
Title VI (1 hr)	Cruze,Jonathan	409335	6/1/2021	COMP
Title VI (1 hr)	Cryer,Paige Marie	479582	11/18/2020	COMP
Title VI (1 hr)	Culbertson,Erin R	27228	1/13/2021	COMP
Title VI (1 hr)	Cullom,Karen D	53530	1/20/2021	COMP
Title VI (1 hr)	Cummings,Jandie A	14823	1/28/2021	COMP
Title VI (1 hr)	Cummings,LaRanda Tylynn	428238	6/19/2021	COMP
Title VI (1 hr)	Cummings,Robert C	8941	3/16/2021	COMP
Title VI (1 hr)	Cunningham,Alvin	453985	12/16/2020	COMP
Title VI (1 hr)	Cunningham,Melinda C	52383	1/27/2021	COMP
Title VI (1 hr)	Cunningham,Rena A	5525	3/8/2021	COMP
Title VI (1 hr)	Curry II,Dennis E	63505	8/19/2020	COMP
Title VI (1 hr)	Cushing,Deven	418188	3/11/2021	COMP
Title VI (1 hr)	Cutting,Anne Marie D	63958	1/19/2021	COMP
Title VI (1 hr)	Cyr,Matthew R	12247	2/22/2021	COMP
Title VI (1 hr)	da Cunha,Kayela Lynn	371273	12/22/2020	COMP
Title VI (1 hr)	Dale,William N	302554	8/17/2020	COMP
Title VI (1 hr)	Dalton,Jodi L	36242	6/17/2021	COMP
Title VI (1 hr)	Dalton,Shawn L	43358	6/2/2021	COMP
Title VI (1 hr)	Dancy,Anitra S	119039	3/3/2021	COMP
Title VI (1 hr)	Daniel,Ginger M	50075	8/28/2020	COMP
Title VI (1 hr)	Daniel,Sandra Jordan	37328	4/27/2021	COMP
Title VI (1 hr)	Daniels,Angela A	258747	5/21/2021	COMP
Title VI (1 hr)	Daniels,Ariunne J	48752	12/16/2020	COMP
Title VI (1 hr)	Daniels,Matthew P	21507	12/8/2020	COMP
Title VI (1 hr)	Daniels,Misha R	272013	8/26/2020	COMP
Title VI (1 hr)	Darnell,Melissa Brook	440049	8/27/2020	COMP
Title VI (1 hr)	Dartis-McCullough,Seandra L	55567	1/11/2021	COMP
Title VI (1 hr)	Darty,Ahjanay	485476	3/3/2021	COMP
Title VI (1 hr)	Darville,Kihesha	388823	6/3/2021	COMP
Title VI (1 hr)	Daugherty,Karen J	42658	1/14/2021	COMP
Title VI (1 hr)	Daugherty,Shatosha J	63445	2/18/2021	COMP
Title VI (1 hr)	Daunhauer,Sam Gail	431628	6/23/2021	COMP
Title VI (1 hr)	Davenport,Bobby A	469543	3/31/2021	COMP
Title VI (1 hr)	Davenport,Katelynn Rae	438073	4/27/2021	COMP
Title VI (1 hr)	Davey,Deanna Kay	241707	3/18/2021	COMP
Title VI (1 hr)	Davidson,Heather D	52369	6/2/2021	COMP
Title VI (1 hr)	Davies,Denise Corine	388655	6/8/2021	COMP
Title VI (1 hr)	Davis,Alexandria O	309471	3/8/2021	COMP
Title VI (1 hr)	Davis,Amy Nevada	446465	2/26/2021	COMP
Title VI (1 hr)	Davis,Beulah B	440993	6/16/2021	COMP
Title VI (1 hr)	Davis,Carol E	4426	4/22/2021	COMP

Title VI (1 hr)	Davis,Caroline Ruth	471743	8/12/2020	COMP
Title VI (1 hr)	Davis,Ceretha	421548	4/1/2021	COMP
Title VI (1 hr)	Davis,Crystal Lea	273655	2/3/2021	COMP
Title VI (1 hr)	Davis,Danielle D	379914	10/25/2020	COMP
Title VI (1 hr)	Davis,Eric R	38821	8/28/2020	COMP
Title VI (1 hr)	Davis,Jan W	50801	3/23/2021	COMP
Title VI (1 hr)	Davis,Jeffrey	375566	5/17/2021	COMP
Title VI (1 hr)	Davis,Jonathan Michael	325246	5/5/2021	COMP
Title VI (1 hr)	Davis,Jordan E	312537	1/12/2021	COMP
Title VI (1 hr)	Davis,Karmen Y	260380	2/15/2021	COMP
Title VI (1 hr)	Davis,Kiara L	420428	6/9/2021	COMP
Title VI (1 hr)	Davis,Lauren L.T.	463083	6/16/2021	COMP
Title VI (1 hr)	Davis,Lisa R	26507	8/12/2020	COMP
Title VI (1 hr)	Davis,Marqueissa L	318807	11/20/2020	COMP
Title VI (1 hr)	Davis,Mary Abigail	458287	6/17/2021	COMP
Title VI (1 hr)	Davis,Sarah E	31845	9/24/2020	COMP
Title VI (1 hr)	Davis,Sherlethia N	14152	4/9/2021	COMP
Title VI (1 hr)	Davis,Sonia L	4984	3/8/2021	COMP
Title VI (1 hr)	Davis,Sonnia	346827	3/12/2021	COMP
Title VI (1 hr)	Davis,Stephen S	49830	8/12/2020	COMP
Title VI (1 hr)	Davis,Tabitha	479479	6/7/2021	COMP
Title VI (1 hr)	Davis,Tarvis C	48622	8/19/2020	COMP
Title VI (1 hr)	Davis,Tiera	477392	10/19/2020	COMP
Title VI (1 hr)	Davis,Tiffanie Lynn	376848	6/21/2021	COMP
Title VI (1 hr)	Davis,Toni L	63894	6/1/2021	COMP
Title VI (1 hr)	Davis,Tracey R	43668	5/21/2021	COMP
Title VI (1 hr)	Davis,Tracy L	2170	1/19/2021	COMP
Title VI (1 hr)	Davis,Vicki L	6335	5/31/2021	COMP
Title VI (1 hr)	Davis,Victoria	434854	6/11/2021	COMP
Title VI (1 hr)	Davis,Wanda P	29397	8/31/2020	COMP
Title VI (1 hr)	Davis-Waller,Terri L	56128	5/24/2021	COMP
Title VI (1 hr)	Dawson Jr,Wayne E	4646	8/18/2020	COMP
Title VI (1 hr)	Dawson,Amy J	22941	12/28/2020	COMP
Title VI (1 hr)	Dawson,Kelly M	61725	2/6/2021	COMP
Title VI (1 hr)	Day,Allen M	26581	5/27/2021	COMP
Title VI (1 hr)	Day,Kristin E	277451	2/17/2021	COMP
Title VI (1 hr)	Day,Rachel A	356053	8/28/2020	COMP
Title VI (1 hr)	De La Rosa,Jeanne L	7183	8/12/2020	COMP
Title VI (1 hr)	Deal,Jennifer JoAnn	365210	8/12/2020	COMP
Title VI (1 hr)	Dean,Catelyn C	360224	10/29/2020	COMP
Title VI (1 hr)	Dean,Holly D	240474	10/16/2020	COMP
Title VI (1 hr)	Dedeaux,Iris A	294598	4/29/2021	COMP
Title VI (1 hr)	Deer,Tara Nicole Mills	268267	9/23/2020	COMP
Title VI (1 hr)	Del Valle,Marcos	447193	1/11/2021	COMP
Title VI (1 hr)	Delauder,Rachel L	28769	12/30/2020	COMP
Title VI (1 hr)	Delk,Michelle M	50200	8/27/2020	COMP
Title VI (1 hr)	Dellinger,Emberann Lynn	483027	2/22/2021	COMP

Title VI (1 hr)	DeLong,Elizabeth Anne	462086	2/17/2021	COMP
Title VI (1 hr)	Delp,Terrie L	272163	6/17/2021	COMP
Title VI (1 hr)	Denes,Julianna E	359287	3/29/2021	COMP
Title VI (1 hr)	Denler,Cathleen Marie	371137	2/22/2021	COMP
Title VI (1 hr)	Dennie-Tyus,Earla C	21270	2/2/2021	COMP
Title VI (1 hr)	Dent,Haley Elizabeth	401002	8/26/2020	COMP
Title VI (1 hr)	Denton,Pamela D	53940	8/26/2020	COMP
Title VI (1 hr)	Depew,Ryan	477223	11/2/2020	COMP
Title VI (1 hr)	Destefano,Gina	495722	6/30/2021	COMP
Title VI (1 hr)	Dew,Debra J	41370	2/3/2021	COMP
Title VI (1 hr)	Dial,Ashley E.	491188	6/17/2021	COMP
Title VI (1 hr)	Dial,Deborah K	44570	5/6/2021	COMP
Title VI (1 hr)	Dickens,Samantha Lillian	400404	5/24/2021	COMP
Title VI (1 hr)	Dickey,Aaron P	365680	3/15/2021	COMP
Title VI (1 hr)	Dickson,Susan M	9200	3/13/2021	COMP
Title VI (1 hr)	Difelice,Antoinette Maria	416538	1/13/2021	COMP
Title VI (1 hr)	Dillard,Deborah L	226475	4/21/2021	COMP
Title VI (1 hr)	Dillon,Jessica A	255844	5/18/2021	COMP
Title VI (1 hr)	Dimond,Douglas E	1483	12/29/2020	COMP
Title VI (1 hr)	Dimopoulos,Elleni	27788	9/22/2020	COMP
Title VI (1 hr)	Dinsmore,Christian Makaela	483222	2/5/2021	COMP
Title VI (1 hr)	Dishmon,Sandra	415771	4/21/2021	COMP
Title VI (1 hr)	Dittmar,Maria I	64116	5/28/2021	COMP
Title VI (1 hr)	Dixon,Samara	381139	1/13/2021	COMP
Title VI (1 hr)	Dixon,Tammy R	13658	4/26/2021	COMP
Title VI (1 hr)	Dockery,Casey T	49120	5/25/2021	COMP
Title VI (1 hr)	Dockery,Herbert J	18003	3/29/2021	COMP
Title VI (1 hr)	Dockery,Laura A	37069	4/7/2021	COMP
Title VI (1 hr)	Dockery,Shedenna A	27033	10/23/2020	COMP
Title VI (1 hr)	Dods,Amanda Renee	459519	1/29/2021	COMP
Title VI (1 hr)	Donahue,Loaghen	491187	6/17/2021	COMP
Title VI (1 hr)	Donald,Tyra J	11601	6/30/2021	COMP
Title VI (1 hr)	Doncouse,Michael Alan	414835	8/25/2020	COMP
Title VI (1 hr)	Dority,Jordann Elizabeth	396907	9/21/2020	COMP
Title VI (1 hr)	Dortch,Rita D	18687	1/27/2021	COMP
Title VI (1 hr)	Douglas,Felicia	343189	5/2/2021	COMP
Title VI (1 hr)	Douglas,Katina L	13817	3/12/2021	COMP
Title VI (1 hr)	Douglas,Sheldon Michael	485800	5/20/2021	COMP
Title VI (1 hr)	Douglas,Shelia G	53257	8/22/2020	COMP
Title VI (1 hr)	Dowell,Felicia L	36766	3/4/2021	COMP
Title VI (1 hr)	Dowlen,Carla Louise	318487	3/9/2021	COMP
Title VI (1 hr)	Drennen,Colleen Marie	469565	12/16/2020	COMP
Title VI (1 hr)	Drinnon,Jessica L	243134	6/17/2021	COMP
Title VI (1 hr)	Duarte,Carlos F	455060	4/19/2021	COMP
Title VI (1 hr)	Duckett,Amelia C	464827	11/25/2020	COMP
Title VI (1 hr)	Duckett,Heather N	274304	12/10/2020	COMP
Title VI (1 hr)	Duckworth,Sarah	420071	8/25/2020	COMP

Title VI (1 hr)	Dudley,Joshua S	39904	4/23/2021	COMP
Title VI (1 hr)	Dudley,Stella B	50603	3/29/2021	COMP
Title VI (1 hr)	Duff,Florence G	24695	9/22/2020	COMP
Title VI (1 hr)	Duffie,Regina	5042	6/28/2021	COMP
Title VI (1 hr)	Duffield,Brittany Marie	430911	3/29/2021	COMP
Title VI (1 hr)	Duffield,Tierney	436433	2/17/2021	COMP
Title VI (1 hr)	Dugger,Jana R	21583	8/13/2020	COMP
Title VI (1 hr)	Dugger,Kimberly S	39298	4/14/2021	COMP
Title VI (1 hr)	Dugger,Robert W	470695	12/9/2020	COMP
Title VI (1 hr)	Dugger,Stephen V	34525	4/23/2021	COMP
Title VI (1 hr)	Duke,Mary F	27876	8/17/2020	COMP
Title VI (1 hr)	Duke,Sierra Marie	495549	6/30/2021	COMP
Title VI (1 hr)	Duke,Traci Y	45557	6/16/2021	COMP
Title VI (1 hr)	Duncan,Angelia L	58243	6/11/2021	COMP
Title VI (1 hr)	Duncan,Candace	483792	6/18/2021	COMP
Title VI (1 hr)	Duncan,Nicole Lyn	479451	10/29/2020	COMP
Title VI (1 hr)	Dunn,Amanda N	27069	6/7/2021	COMP
Title VI (1 hr)	Dunn,Donyale R	12090	2/13/2021	COMP
Title VI (1 hr)	Dunn-Medley,Martha E	50445	9/15/2020	COMP
Title VI (1 hr)	Duong,April L	58953	12/13/2020	COMP
Title VI (1 hr)	Duty,Victoria A	4303	1/29/2021	COMP
Title VI (1 hr)	Duvall,Joye G	185240	6/11/2021	COMP
Title VI (1 hr)	Dvorak,Ashley Sierra	464963	1/4/2021	COMP
Title VI (1 hr)	Dyer,Alisha C	146375	8/25/2020	COMP
Title VI (1 hr)	Dyson,Marquise C	313446	4/19/2021	COMP
Title VI (1 hr)	Eaddy,Yvette A	283717	12/30/2020	COMP
Title VI (1 hr)	Eads,Brittany	483472	2/25/2021	COMP
Title VI (1 hr)	Ealey,Kelsey Leshai	486244	6/30/2021	COMP
Title VI (1 hr)	Ealy,Briauna	474108	6/18/2021	COMP
Title VI (1 hr)	Ealy,Laterecka Denise	447268	8/27/2020	COMP
Title VI (1 hr)	Earley,Randi J	269219	8/28/2020	COMP
Title VI (1 hr)	Earls,Lisa L	317113	6/4/2021	COMP
Title VI (1 hr)	Easley,Brittney N	375628	11/5/2020	COMP
Title VI (1 hr)	Easley,India N	45622	6/2/2021	COMP
Title VI (1 hr)	Easley,Neil A	65438	9/10/2020	COMP
Title VI (1 hr)	Easterly Sr,Terry L	48507	1/5/2021	COMP
Title VI (1 hr)	Eastridge,Christi	465956	1/29/2021	COMP
Title VI (1 hr)	Eaton,Cheryl D	22491	1/19/2021	COMP
Title VI (1 hr)	Eaton,Tracy Cyrus	294415	2/19/2021	COMP
Title VI (1 hr)	Eaves,Patrinka	431668	1/7/2021	COMP
Title VI (1 hr)	Eberline,Denise J	311874	12/16/2020	COMP
Title VI (1 hr)	Echols,LaKeisha	465950	6/2/2021	COMP
Title VI (1 hr)	Eckles,Tommy D	286787	6/27/2021	COMP
Title VI (1 hr)	Eddleman,Amanda Eve	435366	5/14/2021	COMP
Title VI (1 hr)	Edens,Whitney Brooke	397710	12/29/2020	COMP
Title VI (1 hr)	Edge,Rachel Lynn	429061	3/11/2021	COMP
Title VI (1 hr)	Edmonds,Melinda A	50079	5/27/2021	COMP

Title VI (1 hr)	Edwards,Jacey Lynn	479574	6/15/2021	COMP
Title VI (1 hr)	Edwards,Karyn Suzanne	372819	3/30/2021	COMP
Title VI (1 hr)	Edwards,Mary Elizabeth	494389	6/30/2021	COMP
Title VI (1 hr)	Edwards,Paul S	273112	1/14/2021	COMP
Title VI (1 hr)	Edwards,Stephanie A	436344	1/23/2021	COMP
Title VI (1 hr)	Edwards,Veronica H	23887	8/25/2020	COMP
Title VI (1 hr)	Edwards,Yetta Monique	487353	6/10/2021	COMP
Title VI (1 hr)	Eichler,Rikki N	44906	8/26/2020	COMP
Title VI (1 hr)	Elijah,Deborah R	101008	6/2/2021	COMP
Title VI (1 hr)	Elkins,Jana R	18955	5/25/2021	COMP
Title VI (1 hr)	Elliott,Mary L	47682	10/28/2020	COMP
Title VI (1 hr)	Elliott,Misty A	459834	12/21/2020	COMP
Title VI (1 hr)	Elliott,Stephanie L	277822	2/5/2021	COMP
Title VI (1 hr)	Ellis,Bethany B	53203	6/3/2021	COMP
Title VI (1 hr)	Ellis,Elizabeth H	7274	3/22/2021	COMP
Title VI (1 hr)	Ellis,Philip A	6367	12/28/2020	COMP
Title VI (1 hr)	Ellis,Stephanie D	69832	6/21/2021	COMP
Title VI (1 hr)	Ellis,Tiffany L	59470	10/7/2020	COMP
Title VI (1 hr)	Ellison,Breanna R	337971	12/30/2020	COMP
Title VI (1 hr)	Ellison,Cynthia E	54847	12/28/2020	COMP
Title VI (1 hr)	Ellison,Jo A	36532	9/11/2020	COMP
Title VI (1 hr)	Elrod,Doris A	43808	12/8/2020	COMP
Title VI (1 hr)	Embree,Sherry S	16428	3/29/2021	COMP
Title VI (1 hr)	Embry,Kayla N	417781	2/26/2021	COMP
Title VI (1 hr)	England,Leslie G	17930	9/17/2020	COMP
Title VI (1 hr)	Epps,Billie Jo	470981	6/18/2021	COMP
Title VI (1 hr)	Epps,Bradley S	20906	10/12/2020	COMP
Title VI (1 hr)	Erfourth,Shelley L	10852	9/18/2020	COMP
Title VI (1 hr)	Ervin,Rebecca D	42802	8/18/2020	COMP
Title VI (1 hr)	Erwin,Tosha Jo	39273	8/12/2020	COMP
Title VI (1 hr)	Eskridge,Dana L	7187	3/30/2021	COMP
Title VI (1 hr)	Eslinger,Jessica A	424260	11/25/2020	COMP
Title VI (1 hr)	Espey,Christy A	22300	2/18/2021	COMP
Title VI (1 hr)	Eubank,Kalli Renee	425819	9/18/2020	COMP
Title VI (1 hr)	Eubanks,Samantha Danielle	457241	11/5/2020	COMP
Title VI (1 hr)	Evans,Amanda Rae	383171	1/28/2021	COMP
Title VI (1 hr)	Evans,Bryan J	57093	12/7/2020	COMP
Title VI (1 hr)	Evans,Cheryl Faye	47642	6/4/2021	COMP
Title VI (1 hr)	Evans,Daisha R	469598	6/29/2021	COMP
Title VI (1 hr)	Evans,Jamesia	306964	8/28/2020	COMP
Title VI (1 hr)	Evans,Kim L	32932	5/22/2021	COMP
Title VI (1 hr)	Evans,Shoshanna D	301522	1/30/2021	COMP
Title VI (1 hr)	Everton,Michelle Venette	416364	10/27/2020	COMP
Title VI (1 hr)	Evetts,Derek W	449702	2/19/2021	COMP
Title VI (1 hr)	Eyler,Michele Marie	377973	4/5/2021	COMP
Title VI (1 hr)	Ezell,Laquisha R	45050	5/17/2021	COMP
Title VI (1 hr)	Fair,Denise L	58342	4/20/2021	COMP

Title VI (1 hr)	Faires,Kristen Marie	477191	3/19/2021	COMP
Title VI (1 hr)	Fairrow,Antoinette E	442082	6/3/2021	COMP
Title VI (1 hr)	Faison,Jack William	471455	8/18/2020	COMP
Title VI (1 hr)	Fama,Nicholas J	323411	6/21/2021	COMP
Title VI (1 hr)	Fannin,John E	320674	4/19/2021	COMP
Title VI (1 hr)	Farge,Sharon Yvette	472094	6/15/2021	COMP
Title VI (1 hr)	Farmer,Bethany L	44577	1/4/2021	COMP
Title VI (1 hr)	Farner,Gwendolyn M	27188	10/7/2020	COMP
Title VI (1 hr)	Farnham,Angela L	111811	6/4/2021	COMP
Title VI (1 hr)	Farrar,John A	56473	1/22/2021	COMP
Title VI (1 hr)	Farrington,Sandra D	62352	11/2/2020	COMP
Title VI (1 hr)	Faulkner,Kayla C	344066	1/5/2021	COMP
Title VI (1 hr)	Faulkner,Lisa R	57669	1/27/2021	COMP
Title VI (1 hr)	Faulkner,Ronya R	205148	2/17/2021	COMP
Title VI (1 hr)	Feathers,Nina A	470687	8/14/2020	COMP
Title VI (1 hr)	Fedor,Megan P	463225	5/14/2021	COMP
Title VI (1 hr)	Feldman,Tammy L	40912	6/29/2021	COMP
Title VI (1 hr)	Felton,Catherine Stern	59025	5/12/2021	COMP
Title VI (1 hr)	Ferguson,Kathleen M	258745	2/26/2021	COMP
Title VI (1 hr)	Ferguson,Kimberli G	17762	11/16/2020	COMP
Title VI (1 hr)	Ferguson,Lydia D	60538	8/24/2020	COMP
Title VI (1 hr)	Ferguson,Tawanna L	59877	4/21/2021	COMP
Title VI (1 hr)	Fernino,Joseph	467185	3/30/2021	COMP
Title VI (1 hr)	Ferrao,Blossom	63959	5/21/2021	COMP
Title VI (1 hr)	Fields IV,James J	14533	2/19/2021	COMP
Title VI (1 hr)	Fields,Khalena	427537	1/3/2021	COMP
Title VI (1 hr)	Fields,Miranda J	410483	9/10/2020	COMP
Title VI (1 hr)	Finney,Susan E	33017	8/21/2020	COMP
Title VI (1 hr)	Finnie,Regina H	58301	2/25/2021	COMP
Title VI (1 hr)	Finton,Billy Mark P	59471	6/28/2021	COMP
Title VI (1 hr)	Firlotte,Michayla D	442687	6/13/2021	COMP
Title VI (1 hr)	Fischer,Sara L	352392	8/16/2020	COMP
Title VI (1 hr)	Fisher,Jennifer E	17751	5/21/2021	COMP
Title VI (1 hr)	Fisher,Lisa R	9476	6/22/2021	COMP
Title VI (1 hr)	Fisher,Sarah	454807	5/10/2021	COMP
Title VI (1 hr)	Fitzgerald,Shayla K	278498	1/8/2021	COMP
Title VI (1 hr)	Fitzpatrick,Teniquia Ruheal	373443	1/22/2021	COMP
Title VI (1 hr)	Flagg,Idalias Yvette	461511	6/23/2021	COMP
Title VI (1 hr)	Flagg,Jocelyn C	426622	8/18/2020	COMP
Title VI (1 hr)	Flaherty,Ada Maureen	371139	6/17/2021	COMP
Title VI (1 hr)	Flanery-Gray,Michael W	6216	2/3/2021	COMP
Title VI (1 hr)	Fleming,Marcel	468493	5/17/2021	COMP
Title VI (1 hr)	Fleming,Reginia M	17921	9/23/2020	COMP
Title VI (1 hr)	Flippin,Alma S	45078	6/21/2021	COMP
Title VI (1 hr)	Flowers,Christie A	287472	4/27/2021	COMP
Title VI (1 hr)	Flowers,Meagan Leanna	402350	12/2/2020	COMP
Title VI (1 hr)	Floyd,Morgan R	22721	4/5/2021	COMP

Title VI (1 hr)	Flynn,Stephen Douglas	417481	6/17/2021	COMP
Title VI (1 hr)	Flynn,Triana Danell	386661	2/24/2021	COMP
Title VI (1 hr)	Foley,Ronlanda Henderson	325924	6/3/2021	COMP
Title VI (1 hr)	Fominykh,Alena Alekseevna	411368	6/9/2021	COMP
Title VI (1 hr)	Fondren,Alisha M	58354	8/17/2020	COMP
Title VI (1 hr)	Forbes,Laura A	14234	12/3/2020	COMP
Title VI (1 hr)	Ford,Bria	414815	1/4/2021	COMP
Title VI (1 hr)	Ford,Courtney N	28064	5/18/2021	COMP
Title VI (1 hr)	Ford,James D	41873	3/25/2021	COMP
Title VI (1 hr)	Ford,Samuel L	258755	9/30/2020	COMP
Title VI (1 hr)	Forehand,Judy C	37418	6/4/2021	COMP
Title VI (1 hr)	Forgety,Rachel Dawn	376060	4/12/2021	COMP
Title VI (1 hr)	Forrester,Maritza L.	388640	11/5/2020	COMP
Title VI (1 hr)	Forrester,Shannon R	52778	8/21/2020	COMP
Title VI (1 hr)	Forster,Wendy R	7899	5/15/2021	COMP
Title VI (1 hr)	Fortner,Mary K	42329	8/24/2020	COMP
Title VI (1 hr)	Fossett,Creighton N	292923	3/29/2021	COMP
Title VI (1 hr)	Foster Grayson,Sherrita	31018	3/8/2021	COMP
Title VI (1 hr)	Foster,Jr Jr,Larry	379965	8/18/2020	COMP
Title VI (1 hr)	Foster,LaTosha C	365319	11/24/2020	COMP
Title VI (1 hr)	Fountain,Cheryl L	65535	10/12/2020	COMP
Title VI (1 hr)	Fouse,Cassani	27944	4/6/2021	COMP
Title VI (1 hr)	Fowler,Artrena F	57369	6/4/2021	COMP
Title VI (1 hr)	Fowler,Mary-Peyton Reid	497177	6/30/2021	COMP
Title VI (1 hr)	Fox,Michelle A	49447	8/12/2020	COMP
Title VI (1 hr)	Fox,Sara	355162	6/24/2021	COMP
Title VI (1 hr)	Fraga,Sydney Rae	377622	1/11/2021	COMP
Title VI (1 hr)	Frakes,Richard W	10341	1/5/2021	COMP
Title VI (1 hr)	Fraleay,Pamela	31535	8/24/2020	COMP
Title VI (1 hr)	Franklin,Alice M	59896	3/30/2021	COMP
Title VI (1 hr)	Franklin,Chris L	38499	1/9/2021	COMP
Title VI (1 hr)	Franklin,Christina	463317	6/8/2021	COMP
Title VI (1 hr)	Franklin,Kayla Denise	427960	9/11/2020	COMP
Title VI (1 hr)	Franklin,Sharon R	27942	2/16/2021	COMP
Title VI (1 hr)	Franklin,Wendy C	57395	12/10/2020	COMP
Title VI (1 hr)	Fraunfelter,Misty D	5016	2/25/2021	COMP
Title VI (1 hr)	Frazier,Earlene L	27024	2/12/2021	COMP
Title VI (1 hr)	Frazier,Jamila N	61797	5/21/2021	COMP
Title VI (1 hr)	Frazier,Tessa Michelle	486615	4/1/2021	COMP
Title VI (1 hr)	Freeman,Greg L	33047	1/6/2021	COMP
Title VI (1 hr)	Freeman,Rodney Alan	75966	1/5/2021	COMP
Title VI (1 hr)	Freeman,Talitha A	43751	3/10/2021	COMP
Title VI (1 hr)	Friedrich,Anastasia L	355166	11/19/2020	COMP
Title VI (1 hr)	Friel,Jennifer Y	53392	11/5/2020	COMP
Title VI (1 hr)	Friend,Catechia R	302685	6/4/2021	COMP
Title VI (1 hr)	Frierson,Tylita T	9382	2/5/2021	COMP
Title VI (1 hr)	Frizzell,Carrie Ann	369122	1/20/2021	COMP

Title VI (1 hr)	Frost,Brenda Sue	491743	6/30/2021	COMP
Title VI (1 hr)	Frost,Carly Brice	471778	8/17/2020	COMP
Title VI (1 hr)	Frye,Carnethia M	386520	5/13/2021	COMP
Title VI (1 hr)	Frye,Norman E	44503	1/22/2021	COMP
Title VI (1 hr)	Frye,Stephanie K	352659	8/25/2020	COMP
Title VI (1 hr)	Fulcher,Mindy	489461	5/21/2021	COMP
Title VI (1 hr)	Fullen,Heather M	248578	12/29/2020	COMP
Title VI (1 hr)	Fuller,Emily	437859	3/10/2021	COMP
Title VI (1 hr)	Fuller,Jami L	257076	8/31/2020	COMP
Title VI (1 hr)	Fulwiler,Tabitha Lynn	414906	8/24/2020	COMP
Title VI (1 hr)	Gaffney,Lisca Kim Thomas	282395	12/8/2020	COMP
Title VI (1 hr)	Gage,Charnekia C	59475	10/19/2020	COMP
Title VI (1 hr)	Gage,Lora L	44699	2/23/2021	COMP
Title VI (1 hr)	Galloway,Brandon	333886	6/8/2021	COMP
Title VI (1 hr)	Gammon,Brandy A	22521	4/28/2021	COMP
Title VI (1 hr)	Ganis,Autumn	450378	11/6/2020	COMP
Title VI (1 hr)	Gannon,Emily F	53873	2/11/2021	COMP
Title VI (1 hr)	Gardenhire,Mickie N	270798	5/25/2021	COMP
Title VI (1 hr)	Gardner,Kayla Leanne	449429	1/20/2021	COMP
Title VI (1 hr)	Gardner,Lynquioa Nicole	375660	12/28/2020	COMP
Title VI (1 hr)	Gardner,Rashidah	278533	4/7/2021	COMP
Title VI (1 hr)	Gardner,Tanya Jan	256940	6/15/2021	COMP
Title VI (1 hr)	Garland,Kimberly D	61560	1/22/2021	COMP
Title VI (1 hr)	Garmer,Alysha D	270842	8/18/2020	COMP
Title VI (1 hr)	Garmon,Daniel J	10859	12/23/2020	COMP
Title VI (1 hr)	Garner,Tammy L	9590	6/17/2021	COMP
Title VI (1 hr)	Garretson,Kayla L	365217	1/26/2021	COMP
Title VI (1 hr)	Garrett,Anthony v	471779	1/20/2021	COMP
Title VI (1 hr)	Garrett,Lori J	54732	8/17/2020	COMP
Title VI (1 hr)	Garrett,Rebecca C	13982	5/13/2021	COMP
Title VI (1 hr)	Gary,Dakshanique V	54285	6/29/2021	COMP
Title VI (1 hr)	Gaskill,Joseph L	354284	6/15/2021	COMP
Title VI (1 hr)	Gastelum,Maurice M	290779	1/15/2021	COMP
Title VI (1 hr)	Gates,Jennifer Aline	480501	11/24/2020	COMP
Title VI (1 hr)	Gates,Lakishia Y	283723	6/28/2021	COMP
Title VI (1 hr)	Gates,Vernadean	240110	4/30/2021	COMP
Title VI (1 hr)	Gatewood,Lakeisha	58647	1/25/2021	COMP
Title VI (1 hr)	Gauger,Lori A	26260	9/25/2020	COMP
Title VI (1 hr)	Gawlak,Daniel Thomas	480251	12/21/2020	COMP
Title VI (1 hr)	Gayle,Stephanie B	333883	11/23/2020	COMP
Title VI (1 hr)	Geist,Nancy A	3058	11/24/2020	COMP
Title VI (1 hr)	Gensemer,Kayla Jean	414750	6/6/2021	COMP
Title VI (1 hr)	Gentry,Joe Minn	307858	6/21/2021	COMP
Title VI (1 hr)	Gentry,Tammie D	49209	6/21/2021	COMP
Title VI (1 hr)	Gentry,Tracy L	39978	3/3/2021	COMP
Title VI (1 hr)	Gentzler,Jennifer E	262118	5/25/2021	COMP
Title VI (1 hr)	George,Chris D	18089	10/5/2020	COMP

Title VI (1 hr)	Gerlach,Christi M	53683	3/15/2021	COMP
Title VI (1 hr)	Gethers,Kymerly A	7723	6/16/2021	COMP
Title VI (1 hr)	Giacalone,Barbara A	280400	8/14/2020	COMP
Title VI (1 hr)	Gibbs,Glenda A	258749	3/29/2021	COMP
Title VI (1 hr)	Gibbs,Peggy S	11334	4/29/2021	COMP
Title VI (1 hr)	Gibson,Bailey Parker	387529	6/10/2021	COMP
Title VI (1 hr)	Gibson,Cassidy G	412217	12/16/2020	COMP
Title VI (1 hr)	Gibson,Crystal G	293210	12/4/2020	COMP
Title VI (1 hr)	Gibson,Heather R	243541	12/3/2020	COMP
Title VI (1 hr)	Gibson,Maggie M	455294	8/15/2020	COMP
Title VI (1 hr)	Gibson,Matthew A	302449	9/16/2020	COMP
Title VI (1 hr)	Gifford,Madison Brooke	405901	9/10/2020	COMP
Title VI (1 hr)	Gilbert,Delaney Marie	494788	6/30/2021	COMP
Title VI (1 hr)	Gilbertson,Jami	436078	6/29/2021	COMP
Title VI (1 hr)	Giles Polk,Vickie D	38109	8/19/2020	COMP
Title VI (1 hr)	Gillespie,Martha	392089	5/13/2021	COMP
Title VI (1 hr)	Gillespie,Takorsha Vonshae	366960	3/29/2021	COMP
Title VI (1 hr)	Gilley,Rhonda J	12647	1/22/2021	COMP
Title VI (1 hr)	Gilliam,Calae A	345716	10/19/2020	COMP
Title VI (1 hr)	Gilliam,Ebony Michelle	482001	12/16/2020	COMP
Title VI (1 hr)	Gilly,Michael Stephen	424369	6/14/2021	COMP
Title VI (1 hr)	Gilmore,Candice	307379	11/3/2020	COMP
Title VI (1 hr)	Gilmour,Sharon	441104	1/31/2021	COMP
Title VI (1 hr)	Gilson,Haley K	4734	1/21/2021	COMP
Title VI (1 hr)	Gipson,Melanie R	28055	10/24/2020	COMP
Title VI (1 hr)	Glasscock,Candi D	30957	9/30/2020	COMP
Title VI (1 hr)	Glenn,Janae Na'Andrea	449753	2/10/2021	COMP
Title VI (1 hr)	Glenn,Vaneka K	13793	5/18/2021	COMP
Title VI (1 hr)	Glover,Andrea Ameer	300926	1/27/2021	COMP
Title VI (1 hr)	Gober,Katie	486942	3/22/2021	COMP
Title VI (1 hr)	Godinez,Ashley A	313254	5/5/2021	COMP
Title VI (1 hr)	Godwin,Erica N	36673	6/2/2021	COMP
Title VI (1 hr)	Godwin,Rita D	291860	9/4/2020	COMP
Title VI (1 hr)	Goforth,Julie L	17982	2/5/2021	COMP
Title VI (1 hr)	Golden,Chadwick D	59138	5/26/2021	COMP
Title VI (1 hr)	Golden,Kiszey L	60494	5/19/2021	COMP
Title VI (1 hr)	Goldman,Allison R	420433	11/30/2020	COMP
Title VI (1 hr)	Gomez,Giovanna B	335794	3/4/2021	COMP
Title VI (1 hr)	Goney,Kimberly G	276647	8/25/2020	COMP
Title VI (1 hr)	Gooch,Lewis L	47790	1/15/2021	COMP
Title VI (1 hr)	Gooch,Michelle Leigh	477314	9/23/2020	COMP
Title VI (1 hr)	Gooch,Tesharri Ester	411212	9/23/2020	COMP
Title VI (1 hr)	Gooch,Veronica R	55295	2/3/2021	COMP
Title VI (1 hr)	Good,Rani L	2381	9/23/2020	COMP
Title VI (1 hr)	Gooden,Valerie D	25937	4/4/2021	COMP
Title VI (1 hr)	Goodin,Shawn Tyler	414691	6/15/2021	COMP
Title VI (1 hr)	Goodloe,Leslie D	43934	5/12/2021	COMP

Title VI (1 hr)	Goodman,Kearisha	417335	9/11/2020	COMP
Title VI (1 hr)	Goodman,Sherika S	25978	6/3/2021	COMP
Title VI (1 hr)	Goods,Darren	482353	6/9/2021	COMP
Title VI (1 hr)	Goodson,Brooke Ellison	479162	10/19/2020	COMP
Title VI (1 hr)	Goodwin,Sherilynn A	6063	9/15/2020	COMP
Title VI (1 hr)	Goolsby,Licole Shant'e	462089	2/19/2021	COMP
Title VI (1 hr)	Goolsby,Melinda F	261593	6/15/2021	COMP
Title VI (1 hr)	Goosby,Jessica Desiere	392304	11/10/2020	COMP
Title VI (1 hr)	Gordon,Vikkeya M	9011	3/26/2021	COMP
Title VI (1 hr)	Goslowsky,Dustin T	405090	10/6/2020	COMP
Title VI (1 hr)	Grabeel,Sarah Elizabeth Noe	372659	5/3/2021	COMP
Title VI (1 hr)	Graham,Shawn L	15815	9/3/2020	COMP
Title VI (1 hr)	Grainger,Teresa A	412625	3/28/2021	COMP
Title VI (1 hr)	Granberry,Charedy L	27774	5/21/2021	COMP
Title VI (1 hr)	Granderson,Margaret A	28291	11/16/2020	COMP
Title VI (1 hr)	Granger,Jordan K	469963	9/15/2020	COMP
Title VI (1 hr)	Grasman,Hannah	487343	6/18/2021	COMP
Title VI (1 hr)	Grasty,Lorie R	37175	4/15/2021	COMP
Title VI (1 hr)	Graves,Andrea L	63379	3/5/2021	COMP
Title VI (1 hr)	Graves,Hannah Elizabeth	468788	2/9/2021	COMP
Title VI (1 hr)	Gray,Amanda J	18116	3/28/2021	COMP
Title VI (1 hr)	Gray,Deanna R	48215	3/2/2021	COMP
Title VI (1 hr)	Gray,Kayla J	387299	4/29/2021	COMP
Title VI (1 hr)	Gray,Lucas D.	359539	1/13/2021	COMP
Title VI (1 hr)	Gray,Monica M	23947	10/12/2020	COMP
Title VI (1 hr)	Gray,Rotosca	465948	8/19/2020	COMP
Title VI (1 hr)	Gray,Stephanie	399729	8/31/2020	COMP
Title VI (1 hr)	Gray,Tamara T	59879	9/21/2020	COMP
Title VI (1 hr)	Green,Alexis	494245	6/30/2021	COMP
Title VI (1 hr)	Green,Angela D	352499	10/7/2020	COMP
Title VI (1 hr)	Green,Chelsea Morgan	480231	3/19/2021	COMP
Title VI (1 hr)	Green,Jessica	310467	10/26/2020	COMP
Title VI (1 hr)	Green,Kelly L	27527	6/17/2021	COMP
Title VI (1 hr)	Green,Kerry L	289216	10/7/2020	COMP
Title VI (1 hr)	Green,Molly S	307851	8/28/2020	COMP
Title VI (1 hr)	Green,Patricia A	13993	1/29/2021	COMP
Title VI (1 hr)	Green,Romonica T	43473	8/28/2020	COMP
Title VI (1 hr)	Greene,Aisha M	10549	9/17/2020	COMP
Title VI (1 hr)	Greene,Brianna Nicholle	397356	1/28/2021	COMP
Title VI (1 hr)	Greene,Tamera D	343565	4/23/2021	COMP
Title VI (1 hr)	Greene-Lamb,Jaime A	38978	11/4/2020	COMP
Title VI (1 hr)	Green-Matlock,Falescia	473279	3/18/2021	COMP
Title VI (1 hr)	Greer,April	420070	5/26/2021	COMP
Title VI (1 hr)	Greer,Gretchen L	45075	1/28/2021	COMP
Title VI (1 hr)	Greer,Kate M	43973	3/19/2021	COMP
Title VI (1 hr)	Greer,Latoya D	48945	4/19/2021	COMP
Title VI (1 hr)	Greeson,Alyson N	307157	8/13/2020	COMP

Title VI (1 hr)	Gregory,Christie C	349892	8/17/2020	COMP
Title VI (1 hr)	Gresham,Tina G	25628	10/28/2020	COMP
Title VI (1 hr)	Grey,Teresa L	323477	12/2/2020	COMP
Title VI (1 hr)	Grier-Herron,Ellery	467415	6/15/2021	COMP
Title VI (1 hr)	Griffeth,Erika Ann	472367	5/24/2021	COMP
Title VI (1 hr)	Griffey,Dean Curtis	377919	11/25/2020	COMP
Title VI (1 hr)	Griffin,Cady M	419458	6/11/2021	COMP
Title VI (1 hr)	Griffin,Laura Michelle	377699	6/28/2021	COMP
Title VI (1 hr)	Griffin,Nakeisha L	18083	6/20/2021	COMP
Title VI (1 hr)	Griffith,Robin G	13826	6/3/2021	COMP
Title VI (1 hr)	Griffy,Christopher A	48720	1/15/2021	COMP
Title VI (1 hr)	Griggs,Linda C	24437	5/11/2021	COMP
Title VI (1 hr)	Grindstaff,Kevin D	243862	1/13/2021	COMP
Title VI (1 hr)	Grogg,James A	272156	10/16/2020	COMP
Title VI (1 hr)	Grubaugh,Kaitlyne	434174	12/18/2020	COMP
Title VI (1 hr)	Guinn,Aaron I	39989	1/19/2021	COMP
Title VI (1 hr)	Guirguis,Pauline M	63638	6/29/2021	COMP
Title VI (1 hr)	Guizzotti,Courtney L	379059	6/1/2021	COMP
Title VI (1 hr)	Gunn,NiOpal	458049	1/31/2021	COMP
Title VI (1 hr)	Gunn,Paula	410354	2/22/2021	COMP
Title VI (1 hr)	Gurien,Judy A	41853	1/11/2021	COMP
Title VI (1 hr)	Guzman,Claudia A	291873	4/7/2021	COMP
Title VI (1 hr)	Haag-Durski,Lisa R	380312	1/28/2021	COMP
Title VI (1 hr)	Haddix,Alexandria B	436478	6/14/2021	COMP
Title VI (1 hr)	Haddix,Destiny M	376808	9/25/2020	COMP
Title VI (1 hr)	Hagan,Cynthia M	44058	1/19/2021	COMP
Title VI (1 hr)	Haggard,Madison Bishop	358555	2/19/2021	COMP
Title VI (1 hr)	Haglund,Charlene B	309527	12/30/2020	COMP
Title VI (1 hr)	Haines,Mary K	355179	2/16/2021	COMP
Title VI (1 hr)	Hair,Kaitlin A	260176	10/21/2020	COMP
Title VI (1 hr)	Halcomb,Susie D	9261	9/30/2020	COMP
Title VI (1 hr)	Hale,Myra E	4553	5/5/2021	COMP
Title VI (1 hr)	Hale,Nathan D	50620	1/14/2021	COMP
Title VI (1 hr)	Hale,Olivia	485844	3/17/2021	COMP
Title VI (1 hr)	Haley,Micah B	402452	5/12/2021	COMP
Title VI (1 hr)	Hall,Aareon Marsha	490171	6/9/2021	COMP
Title VI (1 hr)	Hall,Annette Lacole	411002	10/27/2020	COMP
Title VI (1 hr)	Hall,Barbara G	18645	8/20/2020	COMP
Title VI (1 hr)	Hall,David L	31090	1/1/2021	COMP
Title VI (1 hr)	Hall,Elizabeth A	41612	5/21/2021	COMP
Title VI (1 hr)	Hall,Jamel D	489458	6/3/2021	COMP
Title VI (1 hr)	Hall,Jennifer L	21839	11/24/2020	COMP
Title VI (1 hr)	Hall,Jeremy P	14660	3/15/2021	COMP
Title VI (1 hr)	Hall,Joshua E	337959	12/18/2020	COMP
Title VI (1 hr)	Hall,Sharon D	42339	10/19/2020	COMP
Title VI (1 hr)	Hall,Teeona	336395	8/21/2020	COMP
Title VI (1 hr)	Hall,Tiffany M	300727	4/1/2021	COMP

Title VI (1 hr)	Hamblin,Michelle R	10932	6/22/2021	COMP
Title VI (1 hr)	Hamilton,Courtney L	1267	6/9/2021	COMP
Title VI (1 hr)	Hamilton,Laquenta S	13545	3/4/2021	COMP
Title VI (1 hr)	Hamler,Tammy Lynn	386828	9/9/2020	COMP
Title VI (1 hr)	Hammond,Lori H	45176	8/17/2020	COMP
Title VI (1 hr)	Hammonds,Desiree	460514	12/18/2020	COMP
Title VI (1 hr)	Hancock,Heather E	33818	8/20/2020	COMP
Title VI (1 hr)	Hancock,Marc D	263935	2/17/2021	COMP
Title VI (1 hr)	Haney,Evelyn Suzanna	471782	8/12/2020	COMP
Title VI (1 hr)	Haney,James L	53424	10/22/2020	COMP
Title VI (1 hr)	Hankerson,Avonda N	240651	6/21/2021	COMP
Title VI (1 hr)	Hanly,Alyssa M	366378	3/24/2021	COMP
Title VI (1 hr)	Harbaugh,Destiny Cierra	453310	10/6/2020	COMP
Title VI (1 hr)	Harbin,Elizabeth D	437742	12/10/2020	COMP
Title VI (1 hr)	Harbin,Keisha	487963	4/21/2021	COMP
Title VI (1 hr)	Harbin,Mary C	42251	2/11/2021	COMP
Title VI (1 hr)	Hardaway,Larhonda R	47639	9/1/2020	COMP
Title VI (1 hr)	Hardaway,Monica S	35954	1/20/2021	COMP
Title VI (1 hr)	Harden,Elizabeth L	31658	4/1/2021	COMP
Title VI (1 hr)	Hardin,Barbara A	24607	12/14/2020	COMP
Title VI (1 hr)	Hardin,Lanique E	16225	6/14/2021	COMP
Title VI (1 hr)	Hardin,Molly Jo	449651	6/21/2021	COMP
Title VI (1 hr)	Hardrick,Tamiko R	9127	2/19/2021	COMP
Title VI (1 hr)	Harker,Katherine L	271736	4/28/2021	COMP
Title VI (1 hr)	Harkless,Jason Randall	328475	1/8/2021	COMP
Title VI (1 hr)	Harmon,Jeffery Adam	414765	10/5/2020	COMP
Title VI (1 hr)	Harmon,Martina B	493097	6/25/2021	COMP
Title VI (1 hr)	Harmon,Mendy K	22145	11/30/2020	COMP
Title VI (1 hr)	Harner,Ashley Nicole	402352	6/24/2021	COMP
Title VI (1 hr)	Harney,Haley D	462935	6/8/2021	COMP
Title VI (1 hr)	Harpe,Wilson L	60097	5/28/2021	COMP
Title VI (1 hr)	Harper,Benjamin A	7493	4/5/2021	COMP
Title VI (1 hr)	Harper,Dorothy E	26498	6/30/2021	COMP
Title VI (1 hr)	Harrell,Lorie Suzanne	403544	8/17/2020	COMP
Title VI (1 hr)	Harrington,Brittney R	403183	3/12/2021	COMP
Title VI (1 hr)	Harris Smith,Myisha O	12231	12/11/2020	COMP
Title VI (1 hr)	Harris,Clarion	463059	3/15/2021	COMP
Title VI (1 hr)	Harris,Deshawn S	43981	4/26/2021	COMP
Title VI (1 hr)	Harris,Emily Christine	456433	9/25/2020	COMP
Title VI (1 hr)	Harris,Felicia M	37806	2/19/2021	COMP
Title VI (1 hr)	Harris,Kissten C	41413	6/2/2021	COMP
Title VI (1 hr)	Harris,Koteria S	58313	9/25/2020	COMP
Title VI (1 hr)	Harris,Latonya Jenise	400154	10/21/2020	COMP
Title VI (1 hr)	Harris,Michael R	335041	6/13/2021	COMP
Title VI (1 hr)	Harris,Nicole M	26285	2/2/2021	COMP
Title VI (1 hr)	Harris,Sharon A	41580	3/11/2021	COMP
Title VI (1 hr)	Harris,Sheila L	22627	2/1/2021	COMP

Title VI (1 hr)	Harris,Sherry V	32520	4/7/2021	COMP
Title VI (1 hr)	Harris,Tanyaka M.	450036	5/3/2021	COMP
Title VI (1 hr)	Harris,Teresa	37878	6/14/2021	COMP
Title VI (1 hr)	Harris,Verria M	426338	6/25/2021	COMP
Title VI (1 hr)	Harris,Victoria Louise	376722	5/19/2021	COMP
Title VI (1 hr)	Harris-Murray,Tressy M	9201	3/10/2021	COMP
Title VI (1 hr)	Harrison,Allston T	469545	1/31/2021	COMP
Title VI (1 hr)	Harrison,Teresa H	52334	3/10/2021	COMP
Title VI (1 hr)	Harrison,Terrika M	249492	6/9/2021	COMP
Title VI (1 hr)	Harrison,Vanessa K	33102	2/17/2021	COMP
Title VI (1 hr)	Hart,Courtney Candace	490926	6/30/2021	COMP
Title VI (1 hr)	Hart,Marjahna V	17038	6/30/2021	COMP
Title VI (1 hr)	Harter,Deidre L	393292	9/24/2020	COMP
Title VI (1 hr)	Hartsfield,Priscilla J	41852	3/25/2021	COMP
Title VI (1 hr)	Harvey,Crystal Marie	402443	5/5/2021	COMP
Title VI (1 hr)	Harvey,Kimberly M	272244	11/9/2020	COMP
Title VI (1 hr)	Harville,Victoria Isabella	449708	2/18/2021	COMP
Title VI (1 hr)	Hatcher,Amanda G	32819	9/22/2020	COMP
Title VI (1 hr)	Hatfield,Jordan L	412414	6/17/2021	COMP
Title VI (1 hr)	Hatfield,Karen J	399677	9/4/2020	COMP
Title VI (1 hr)	Haun,Melissa D	402424	12/30/2020	COMP
Title VI (1 hr)	Haun,Stephanie D	44638	12/29/2020	COMP
Title VI (1 hr)	Hawk,Amber	372660	1/4/2021	COMP
Title VI (1 hr)	Hawk,Penny A	54992	2/2/2021	COMP
Title VI (1 hr)	Hawkins,Ashley D	447315	6/10/2021	COMP
Title VI (1 hr)	Hawkins,Kimberly K	323966	8/28/2020	COMP
Title VI (1 hr)	Hawkins,Rachel Elaina	305992	2/18/2021	COMP
Title VI (1 hr)	Hawkins,Tamara	483310	1/21/2021	COMP
Title VI (1 hr)	Hawn,Amanda Rae	310434	3/23/2021	COMP
Title VI (1 hr)	Hawryluk,Lisa M	10145	1/3/2021	COMP
Title VI (1 hr)	Hayes,Amanda D	321593	8/19/2020	COMP
Title VI (1 hr)	Hayes,Leslea Marie	36433	4/26/2021	COMP
Title VI (1 hr)	Haynes,Allie	484619	2/3/2021	COMP
Title VI (1 hr)	Haynes,Brittany N	360210	6/14/2021	COMP
Title VI (1 hr)	Haynes,Donovan L	15538	3/23/2021	COMP
Title VI (1 hr)	Head,Jennifer L	280237	9/9/2020	COMP
Title VI (1 hr)	Head,Keri N	361272	9/1/2020	COMP
Title VI (1 hr)	Hearne,Bradley	480392	2/18/2021	COMP
Title VI (1 hr)	Heath,Alexandra B	434275	1/19/2021	COMP
Title VI (1 hr)	Heath,Roshon M	55380	5/18/2021	COMP
Title VI (1 hr)	Heatherly,Billie F	285955	2/22/2021	COMP
Title VI (1 hr)	Heatwole,Caterina M	33117	6/2/2021	COMP
Title VI (1 hr)	Helton,Heather C	26888	9/8/2020	COMP
Title VI (1 hr)	Henderlight,Tara Bryant	414907	4/12/2021	COMP
Title VI (1 hr)	Henderson,Amy E	43935	8/14/2020	COMP
Title VI (1 hr)	Henderson,Bethany Kay	356071	5/13/2021	COMP
Title VI (1 hr)	Henderson,John E	13627	12/22/2020	COMP

Title VI (1 hr)	Henderson,Melanie L.	443746	5/17/2021	COMP
Title VI (1 hr)	Hendrich,Rebecca A	7558	12/28/2020	COMP
Title VI (1 hr)	Hendricks,Eula P	58917	2/11/2021	COMP
Title VI (1 hr)	Hendrix,Brianna Michelle	479556	2/4/2021	COMP
Title VI (1 hr)	Hendrix,Rachel W	313464	8/17/2020	COMP
Title VI (1 hr)	Henning,Shanell L	394280	1/17/2021	COMP
Title VI (1 hr)	Henry,Dustin Iverson	258992	8/26/2020	COMP
Title VI (1 hr)	Henry,Jacqueline	385012	9/16/2020	COMP
Title VI (1 hr)	Hensley,Cynthia G	257198	1/4/2021	COMP
Title VI (1 hr)	Hensley,Lucy C	19211	10/9/2020	COMP
Title VI (1 hr)	Henson,Angella G	5317	8/25/2020	COMP
Title VI (1 hr)	Henson,Michelle W	342546	2/16/2021	COMP
Title VI (1 hr)	Henson,Pamela S	31221	3/8/2021	COMP
Title VI (1 hr)	Henson,Sean E	351994	6/8/2021	COMP
Title VI (1 hr)	Herd,Danessa M	44846	2/18/2021	COMP
Title VI (1 hr)	Herman,Katarie V	478744	2/24/2021	COMP
Title VI (1 hr)	Herndon,Holly A	63830	9/28/2020	COMP
Title VI (1 hr)	Herrell,Katherine M	291123	10/16/2020	COMP
Title VI (1 hr)	Herrington,Rita F	64412	9/30/2020	COMP
Title VI (1 hr)	Herrman,Morgan Marie	417694	3/4/2021	COMP
Title VI (1 hr)	Herzog,Amie Murphy	462290	10/13/2020	COMP
Title VI (1 hr)	Herzog,Makayla Ra'Shell	482982	1/6/2021	COMP
Title VI (1 hr)	Hess,Loretta D	246468	1/25/2021	COMP
Title VI (1 hr)	Hetzal,Tracy A	63471	2/4/2021	COMP
Title VI (1 hr)	Heusler,Bethany Tasha	385234	2/18/2021	COMP
Title VI (1 hr)	Hibbler,Tara Y	9353	2/17/2021	COMP
Title VI (1 hr)	Hickerson,Carlene	24460	5/25/2021	COMP
Title VI (1 hr)	Hickey,Rachel D	49673	12/7/2020	COMP
Title VI (1 hr)	Hickey,Tiffany A	243160	3/16/2021	COMP
Title VI (1 hr)	Hicks,Adam	386626	2/26/2021	COMP
Title VI (1 hr)	Hicks,Allison R	20898	1/31/2021	COMP
Title VI (1 hr)	Hicks,Jennifer N	328280	1/31/2021	COMP
Title VI (1 hr)	Hicks,Joseph W	118440	5/25/2021	COMP
Title VI (1 hr)	Hicks,Susan M	10595	9/21/2020	COMP
Title VI (1 hr)	Higgins,Aisha Y	271788	9/17/2020	COMP
Title VI (1 hr)	Higgins,Ebony	455055	4/27/2021	COMP
Title VI (1 hr)	High,Leann	271555	2/18/2021	COMP
Title VI (1 hr)	Hill,Autumnn	349893	2/16/2021	COMP
Title VI (1 hr)	Hill,Brandi N	307024	6/28/2021	COMP
Title VI (1 hr)	Hill,Carmen V	22987	4/9/2021	COMP
Title VI (1 hr)	Hill,Charlene Cristina	371264	5/18/2021	COMP
Title VI (1 hr)	Hill,Crystal F	31092	5/14/2021	COMP
Title VI (1 hr)	Hill,Latrisha C	442492	5/18/2021	COMP
Title VI (1 hr)	Hill,Milissa A	1877	2/17/2021	COMP
Title VI (1 hr)	Hill,Sabrina L	49170	8/14/2020	COMP
Title VI (1 hr)	Hill,Shelby L.	469112	4/20/2021	COMP
Title VI (1 hr)	Hill,Tyler G	463370	2/18/2021	COMP

Title VI (1 hr)	Hilliard,Stacey J	45479	3/9/2021	COMP
Title VI (1 hr)	Hillman,Jacqueline Annette	351988	1/23/2021	COMP
Title VI (1 hr)	Hillman,January L	462298	6/10/2021	COMP
Title VI (1 hr)	Hines,Rosalind Denise	365774	12/15/2020	COMP
Title VI (1 hr)	Hinkle,Olivia P	49769	3/4/2021	COMP
Title VI (1 hr)	Hire,Kasi N	283934	1/4/2021	COMP
Title VI (1 hr)	Hitchcock,Melissa D	459854	6/4/2021	COMP
Title VI (1 hr)	Ho,My Thi	466398	10/9/2020	COMP
Title VI (1 hr)	Hobbs,William C	306052	1/4/2021	COMP
Title VI (1 hr)	Hobson,Vivian H	36543	9/25/2020	COMP
Title VI (1 hr)	Hodge,Brittni Monroe	313471	12/22/2020	COMP
Title VI (1 hr)	Hodge,Christa	447545	10/2/2020	COMP
Title VI (1 hr)	Hodge,Emily K	271455	12/17/2020	COMP
Title VI (1 hr)	Hodge,Jamie E	302633	12/4/2020	COMP
Title VI (1 hr)	Hodge,Jennifer A	45700	3/8/2021	COMP
Title VI (1 hr)	Hodges,Kevin G	243158	6/3/2021	COMP
Title VI (1 hr)	Hodges,La Shaun C	9549	12/18/2020	COMP
Title VI (1 hr)	Hodgson,Tanya L	391112	11/15/2020	COMP
Title VI (1 hr)	Hoffeditz,Nathaniel L	293255	6/29/2021	COMP
Title VI (1 hr)	Holden,Angela Gail	379592	11/30/2020	COMP
Title VI (1 hr)	Holden,Nicholas D	334267	2/17/2021	COMP
Title VI (1 hr)	Holden,Patricia A	56378	10/28/2020	COMP
Title VI (1 hr)	Holder,Hayley Morgan	400464	6/22/2021	COMP
Title VI (1 hr)	Holland,Ebony R	265807	6/30/2021	COMP
Title VI (1 hr)	Holland,Valisa Denise	389381	2/9/2021	COMP
Title VI (1 hr)	Holley,Brandie D	43752	10/9/2020	COMP
Title VI (1 hr)	Holliman,Colt James	429055	5/21/2021	COMP
Title VI (1 hr)	Hollinghead,Charlotte B	448483	6/22/2021	COMP
Title VI (1 hr)	Hollis,Vanessa P	30316	5/17/2021	COMP
Title VI (1 hr)	Holloman,Cynthia L	31782	9/9/2020	COMP
Title VI (1 hr)	Hollomon,Rheannah Leigh	378223	1/4/2021	COMP
Title VI (1 hr)	Holloway,Erica	258759	2/17/2021	COMP
Title VI (1 hr)	Holloway,Leighanne C	306422	4/12/2021	COMP
Title VI (1 hr)	Holman,Terre S	32515	4/29/2021	COMP
Title VI (1 hr)	Holmes,Faith Lee	452268	10/6/2020	COMP
Title VI (1 hr)	Holmes,Faith Le'Shaun	482984	2/5/2021	COMP
Title VI (1 hr)	Holmes,Jan K	59526	5/3/2021	COMP
Title VI (1 hr)	Holmes,Jared L	413083	4/12/2021	COMP
Title VI (1 hr)	Holmes,Maleka M	60500	6/30/2021	COMP
Title VI (1 hr)	Holmes,Victoria L	303068	2/4/2021	COMP
Title VI (1 hr)	Holt,Ashley M	369099	3/31/2021	COMP
Title VI (1 hr)	Holt,Crystal D.	267995	1/27/2021	COMP
Title VI (1 hr)	Holt,Jessica L	1297	3/1/2021	COMP
Title VI (1 hr)	Holt,Maisie Renee	406521	3/29/2021	COMP
Title VI (1 hr)	Holt,Shaquita	420068	12/15/2020	COMP
Title VI (1 hr)	Holt,Veronica M	36240	1/22/2021	COMP
Title VI (1 hr)	Honeycutt,Wendy L	35681	6/3/2021	COMP

Title VI (1 hr)	Honeyman,Stacey	413467	6/11/2021	COMP
Title VI (1 hr)	Hooker,Olivia Dawn	395194	12/29/2020	COMP
Title VI (1 hr)	Hooper,Sherry E	56001	11/23/2020	COMP
Title VI (1 hr)	Hopkins,Hayden A	431133	8/27/2020	COMP
Title VI (1 hr)	Hopkins,Kirstin	483309	6/4/2021	COMP
Title VI (1 hr)	Hopson,Kaley Jean	313251	1/6/2021	COMP
Title VI (1 hr)	Horne,Anieta F	272142	5/10/2021	COMP
Title VI (1 hr)	Horton,Elizabeth B	60954	10/7/2020	COMP
Title VI (1 hr)	Horton,Paul	299293	2/19/2021	COMP
Title VI (1 hr)	Houston,Veronica Leola	489702	6/30/2021	COMP
Title VI (1 hr)	Howard,Andrea Denice	21725	9/18/2020	COMP
Title VI (1 hr)	Howard,Jessica D	27327	4/22/2021	COMP
Title VI (1 hr)	HOward,Nabreyah Shylynn	472370	8/12/2020	COMP
Title VI (1 hr)	Howard,Samantha Leigh	498102	6/30/2021	COMP
Title VI (1 hr)	Howard,Shawn	292875	1/29/2021	COMP
Title VI (1 hr)	Howard,Tiffany Kile	310778	5/7/2021	COMP
Title VI (1 hr)	Howard-Iewis,Ashley Y	355861	9/4/2020	COMP
Title VI (1 hr)	Howser,Clara O	408276	4/20/2021	COMP
Title VI (1 hr)	Hubbard,Sharon	493504	6/30/2021	COMP
Title VI (1 hr)	Hubbell,Tracy L.	299173	4/26/2021	COMP
Title VI (1 hr)	Hubble,Tracy L	33670	5/14/2021	COMP
Title VI (1 hr)	Huddleston,Angela R	13043	3/11/2021	COMP
Title VI (1 hr)	Hudson,Demetria C	270836	8/18/2020	COMP
Title VI (1 hr)	Hudson,Karen	292016	9/14/2020	COMP
Title VI (1 hr)	Hudson,Lashanda R	54128	6/26/2021	COMP
Title VI (1 hr)	Hudson,Vernece A	157636	5/3/2021	COMP
Title VI (1 hr)	Huenergarde,Heidi C	61517	12/16/2020	COMP
Title VI (1 hr)	Huening,Kimberly A	265469	10/1/2020	COMP
Title VI (1 hr)	Huey,Tiffany A	329296	12/30/2020	COMP
Title VI (1 hr)	Huff,Sheena N	326250	8/20/2020	COMP
Title VI (1 hr)	Huffines,Heather M	301514	9/9/2020	COMP
Title VI (1 hr)	Huffman,Yutania Y	365580	2/22/2021	COMP
Title VI (1 hr)	Huggins,Madison K.	422841	5/10/2021	COMP
Title VI (1 hr)	Huggins,Ramona L	243162	1/25/2021	COMP
Title VI (1 hr)	Hughes,Aaron Rashad	425458	8/28/2020	COMP
Title VI (1 hr)	Hughes,Amanda F	387527	3/22/2021	COMP
Title VI (1 hr)	Hughes,Jennifer	479689	11/20/2020	COMP
Title VI (1 hr)	Hughes,Kayla D	306701	3/11/2021	COMP
Title VI (1 hr)	Hughes,Kelli D	486571	3/18/2021	COMP
Title VI (1 hr)	Hughes,Quincy N	28094	5/26/2021	COMP
Title VI (1 hr)	Hughey,Lee Andrea	400147	6/22/2021	COMP
Title VI (1 hr)	Hulshof,Ainsley E	351393	8/21/2020	COMP
Title VI (1 hr)	Humbert,Sarah R	43835	8/26/2020	COMP
Title VI (1 hr)	Humes,Wendy Scozzari	1598	10/28/2020	COMP
Title VI (1 hr)	Humphrey,Deanna J	21733	11/23/2020	COMP
Title VI (1 hr)	Humphrey,Stacey E	192069	12/14/2020	COMP
Title VI (1 hr)	Humphries,Lisa A	90418	10/14/2020	COMP

Title VI (1 hr)	Hunt,Catrina L	54328	5/24/2021	COMP
Title VI (1 hr)	Hunt,Cherlondo L	44124	2/18/2021	COMP
Title VI (1 hr)	Hunt,Kelley S	43613	4/14/2021	COMP
Title VI (1 hr)	Hunt,Thasa T	27759	8/22/2020	COMP
Title VI (1 hr)	Hunter,Ashley E	332600	10/9/2020	COMP
Title VI (1 hr)	Hunter,Iesha D.	479688	11/4/2020	COMP
Title VI (1 hr)	Hunter,Johnnie M	5924	9/23/2020	COMP
Title VI (1 hr)	Hunter,Rachel J	307973	6/2/2021	COMP
Title VI (1 hr)	Hunter,Raven	446271	2/17/2021	COMP
Title VI (1 hr)	Hunthrop,Justin E	16240	4/19/2021	COMP
Title VI (1 hr)	Huper,Leslie Marie	231647	8/30/2020	COMP
Title VI (1 hr)	Hurn,Kayla Diane	417151	3/11/2021	COMP
Title VI (1 hr)	Hurt,Chloe C	441862	2/9/2021	COMP
Title VI (1 hr)	Huseman,Deborah E	4751	8/20/2020	COMP
Title VI (1 hr)	Huskey,Melissa R	5011	8/21/2020	COMP
Title VI (1 hr)	Hussey,Ashley Nicole	20796	6/7/2021	COMP
Title VI (1 hr)	Hutchings,Larissa A	65537	3/10/2021	COMP
Title VI (1 hr)	Hutchins,Claudia McCabe	471784	6/17/2021	COMP
Title VI (1 hr)	Hutchison,Michael D	355189	3/30/2021	COMP
Title VI (1 hr)	Hutson,Emely Michelle	416797	6/25/2021	COMP
Title VI (1 hr)	Hyatt,Sharon G	50277	9/3/2020	COMP
Title VI (1 hr)	Hyde,Tamika M	50384	4/5/2021	COMP
Title VI (1 hr)	Hyer,Venessa L	308226	2/26/2021	COMP
Title VI (1 hr)	Hyman,Merlene F	10780	11/20/2020	COMP
Title VI (1 hr)	Ibrahim,Anna G	350915	11/17/2020	COMP
Title VI (1 hr)	Idleburg,Letricia R	392751	3/17/2021	COMP
Title VI (1 hr)	Ingle,Jeanne J	325661	12/3/2020	COMP
Title VI (1 hr)	Ingraham,Charles B	333343	6/30/2021	COMP
Title VI (1 hr)	Ingram,Angel M	336287	2/17/2021	COMP
Title VI (1 hr)	Ingram,Christopher T	31744	1/20/2021	COMP
Title VI (1 hr)	Ingram,Yolanda D	59907	3/17/2021	COMP
Title VI (1 hr)	Irby,Arlishia Rashunda	376807	2/19/2021	COMP
Title VI (1 hr)	Irwin,Yustina	416184	2/1/2021	COMP
Title VI (1 hr)	Isaacs,Chelsie R	474470	10/16/2020	COMP
Title VI (1 hr)	Ivanova,Zhenya I	285749	6/30/2021	COMP
Title VI (1 hr)	Jackson,Aimee G	14946	1/19/2021	COMP
Title VI (1 hr)	Jackson,Ashley Diane	487452	4/1/2021	COMP
Title VI (1 hr)	Jackson,Catherine N	53339	1/14/2021	COMP
Title VI (1 hr)	Jackson,Donna L	10647	8/17/2020	COMP
Title VI (1 hr)	Jackson,Emma Katherine	422597	3/9/2021	COMP
Title VI (1 hr)	Jackson,Raymond D	14836	3/26/2021	COMP
Title VI (1 hr)	Jackson,Reagan Wood	354661	3/2/2021	COMP
Title VI (1 hr)	Jackson,Rebecca L	11979	6/9/2021	COMP
Title VI (1 hr)	Jackson,Renata D	27398	1/19/2021	COMP
Title VI (1 hr)	Jackson,Shajai W	5649	6/11/2021	COMP
Title VI (1 hr)	Jackson,Susan A	53388	6/8/2021	COMP
Title VI (1 hr)	Jackson,TaShayla	489466	5/11/2021	COMP

Title VI (1 hr)	Jackson,Wesley Nichols	480098	12/21/2020	COMP
Title VI (1 hr)	Jackson-Dunham,Chaneice	477227	10/23/2020	COMP
Title VI (1 hr)	Jacobs,Deborah S	12840	8/14/2020	COMP
Title VI (1 hr)	James,Brittany Nicole	491106	5/28/2021	COMP
Title VI (1 hr)	James,Emily R	84405	5/12/2021	COMP
Title VI (1 hr)	James,Samantha N	334299	12/4/2020	COMP
Title VI (1 hr)	James,Taylor A	472580	8/28/2020	COMP
Title VI (1 hr)	James,Timara	475095	1/8/2021	COMP
Title VI (1 hr)	James-Hayes,Alexandria Camille	484350	2/22/2021	COMP
Title VI (1 hr)	Jamison,Cachetta L	58215	2/23/2021	COMP
Title VI (1 hr)	Jamison,Kimberly Latoya	365762	10/6/2020	COMP
Title VI (1 hr)	Jansen,Lea Ann G	16595	2/10/2021	COMP
Title VI (1 hr)	Janssen,Cheyenne Chelsea	469945	8/17/2020	COMP
Title VI (1 hr)	Jarrett,Jennifer Denise	350307	8/22/2020	COMP
Title VI (1 hr)	Jarrett,Michelle L.	462411	6/29/2021	COMP
Title VI (1 hr)	Jefferson,Meoshea M	308782	10/26/2020	COMP
Title VI (1 hr)	Jeffries,Heather M	12893	1/12/2021	COMP
Title VI (1 hr)	Jemison,Rosalind Denise	465579	10/6/2020	COMP
Title VI (1 hr)	Jenkins,Bartley W	41721	1/8/2021	COMP
Title VI (1 hr)	Jenkins,Christina B	54878	12/10/2020	COMP
Title VI (1 hr)	Jenkins,Erica D	306974	9/10/2020	COMP
Title VI (1 hr)	Jenkins,Kelly M	11083	9/30/2020	COMP
Title VI (1 hr)	Jenkins,Stephanie Leighann	297151	2/26/2021	COMP
Title VI (1 hr)	Jenkins,Toni J	33650	2/1/2021	COMP
Title VI (1 hr)	Jenning,Sheterrika L	343560	5/18/2021	COMP
Title VI (1 hr)	Jennings,Carolyn	271718	6/18/2021	COMP
Title VI (1 hr)	Jennings,Cynthia R	3959	10/29/2020	COMP
Title VI (1 hr)	Jennings,Kimberly R	235433	9/23/2020	COMP
Title VI (1 hr)	Jennings,Kristin	372777	3/22/2021	COMP
Title VI (1 hr)	Jernigan,Ivy W	14704	4/30/2021	COMP
Title VI (1 hr)	Jestice,Gayla L	35849	12/22/2020	COMP
Title VI (1 hr)	Jez,Nikki Licole	269908	8/17/2020	COMP
Title VI (1 hr)	Jiles,Kevin A	376023	6/15/2021	COMP
Title VI (1 hr)	Jiles,Patricia A	59737	9/19/2020	COMP
Title VI (1 hr)	Jobe-Yago,Cindy M	4182	5/29/2021	COMP
Title VI (1 hr)	Johnson Smith,Dana	489462	5/24/2021	COMP
Title VI (1 hr)	Johnson,Amber L.	479658	11/10/2020	COMP
Title VI (1 hr)	Johnson,Amber Nicole	467330	8/12/2020	COMP
Title VI (1 hr)	Johnson,Angela L	14581	2/18/2021	COMP
Title VI (1 hr)	Johnson,Ashley Montel	20965	3/18/2021	COMP
Title VI (1 hr)	Johnson,Celise	430183	5/22/2021	COMP
Title VI (1 hr)	Johnson,Craig S	9070	8/21/2020	COMP
Title VI (1 hr)	Johnson,David W	24682	9/10/2020	COMP
Title VI (1 hr)	Johnson,Ericka D	422707	6/15/2021	COMP
Title VI (1 hr)	Johnson,Jamie Elvira	431151	8/13/2020	COMP
Title VI (1 hr)	Johnson,Jennifer L	337340	8/25/2020	COMP
Title VI (1 hr)	Johnson,Jessica A	9721	5/4/2021	COMP

Title VI (1 hr)	Johnson,Jessica D	335808	6/21/2021	COMP
Title VI (1 hr)	Johnson,Jessica Wolfe	43603	8/25/2020	COMP
Title VI (1 hr)	Johnson,Julia A	23324	3/22/2021	COMP
Title VI (1 hr)	Johnson,Julie Anna	333342	1/4/2021	COMP
Title VI (1 hr)	Johnson,Kayla A	445380	4/22/2021	COMP
Title VI (1 hr)	Johnson,Ketiba	444030	1/13/2021	COMP
Title VI (1 hr)	Johnson,Knokeya Tranee	371922	5/20/2021	COMP
Title VI (1 hr)	Johnson,Loretta A	25941	1/12/2021	COMP
Title VI (1 hr)	Johnson,Meredith Ruth	449601	9/8/2020	COMP
Title VI (1 hr)	Johnson,Morgan Denise	483278	6/30/2021	COMP
Title VI (1 hr)	Johnson,Neda J	15200	4/28/2021	COMP
Title VI (1 hr)	Johnson,Sheraka Enora	365377	9/17/2020	COMP
Title VI (1 hr)	Johnson,Stephanie H	281383	11/18/2020	COMP
Title VI (1 hr)	Johnson,Symphony R	296172	2/4/2021	COMP
Title VI (1 hr)	Johnson,Tamra J	6565	1/13/2021	COMP
Title VI (1 hr)	Johnson,Tanisha S	290977	6/30/2021	COMP
Title VI (1 hr)	Johnson,Terrell K	50521	6/30/2021	COMP
Title VI (1 hr)	Johnson,Wanda M	52185	12/23/2020	COMP
Title VI (1 hr)	Johnson-Arepalli,Jennifer R	16722	1/30/2021	COMP
Title VI (1 hr)	Johnston,James M	10020	9/21/2020	COMP
Title VI (1 hr)	Jolly,Shay N	281168	6/23/2021	COMP
Title VI (1 hr)	Jones Butts,Minnie	63589	10/16/2020	COMP
Title VI (1 hr)	Jones Jesz,Petrina L	10750	1/5/2021	COMP
Title VI (1 hr)	Jones Jr,Vick M	36874	5/4/2021	COMP
Title VI (1 hr)	Jones,Abigail Leigh	416272	4/14/2021	COMP
Title VI (1 hr)	Jones,Alisha S	247631	1/13/2021	COMP
Title VI (1 hr)	Jones,Amanda J	3345	12/8/2020	COMP
Title VI (1 hr)	Jones,Audra	469602	9/19/2020	COMP
Title VI (1 hr)	Jones,Candice Leigh	359518	1/6/2021	COMP
Title VI (1 hr)	Jones,Celeste A	38480	2/18/2021	COMP
Title VI (1 hr)	Jones,Chelsea Louise	480295	11/23/2020	COMP
Title VI (1 hr)	Jones,Cher Kinnia	486938	3/19/2021	COMP
Title VI (1 hr)	Jones,Crystal L	310904	4/9/2021	COMP
Title VI (1 hr)	Jones,Deloise A	312543	1/26/2021	COMP
Title VI (1 hr)	Jones,Elroy L	32716	9/1/2020	COMP
Title VI (1 hr)	Jones,Gerlene	37291	12/16/2020	COMP
Title VI (1 hr)	Jones,Janet D	62314	5/28/2021	COMP
Title VI (1 hr)	Jones,Jarrita L	28101	3/10/2021	COMP
Title VI (1 hr)	Jones,Jasmine	436509	9/2/2020	COMP
Title VI (1 hr)	Jones,Jessica	421893	6/30/2021	COMP
Title VI (1 hr)	Jones,Josh	265854	4/16/2021	COMP
Title VI (1 hr)	Jones,Katelyn M	412034	11/5/2020	COMP
Title VI (1 hr)	Jones,Kayla	498357	6/30/2021	COMP
Title VI (1 hr)	Jones,Kyeisha Amia	424599	12/9/2020	COMP
Title VI (1 hr)	Jones,Lacey Briana	418182	6/21/2021	COMP
Title VI (1 hr)	Jones,Nathaniel D	27209	9/16/2020	COMP
Title VI (1 hr)	Jones,Oretha	474197	9/3/2020	COMP

Title VI (1 hr)	Jones,Rayna	431666	5/16/2021	COMP
Title VI (1 hr)	Jones,Rickeesha B	60633	5/27/2021	COMP
Title VI (1 hr)	Jones,Samantha	468621	6/3/2021	COMP
Title VI (1 hr)	Jones,Sandra L	9117	9/29/2020	COMP
Title VI (1 hr)	Jones,Sandra Leona	407164	3/4/2021	COMP
Title VI (1 hr)	Jones,Shannon E	306696	9/21/2020	COMP
Title VI (1 hr)	Jones,Sharon M	37956	6/1/2021	COMP
Title VI (1 hr)	Jones,Takesha Charmaine	49171	11/12/2020	COMP
Title VI (1 hr)	Jones,Tanisha M	420215	3/5/2021	COMP
Title VI (1 hr)	Jones,Te'ara Chanel	427233	1/27/2021	COMP
Title VI (1 hr)	Jones,Teena E	268480	5/21/2021	COMP
Title VI (1 hr)	Jones,Toinette C	36854	4/8/2021	COMP
Title VI (1 hr)	Jones,Vanessa I	27820	5/25/2021	COMP
Title VI (1 hr)	Jones,Vickie L	63496	6/2/2021	COMP
Title VI (1 hr)	Jordan,Cassandra F	240369	2/12/2021	COMP
Title VI (1 hr)	Jordan,Erica Delois	395047	5/14/2021	COMP
Title VI (1 hr)	Jordan,Marcia D	23763	1/24/2021	COMP
Title VI (1 hr)	Joy,Carolyn D	55005	5/4/2021	COMP
Title VI (1 hr)	Judd,Sarah	417436	3/20/2021	COMP
Title VI (1 hr)	Judenary,Tara	353653	5/17/2021	COMP
Title VI (1 hr)	Judkins,Allyson Ramsey	423741	6/30/2021	COMP
Title VI (1 hr)	Justice III,Willie H	43110	6/2/2021	COMP
Title VI (1 hr)	Justice,Angelia Marie	493420	6/30/2021	COMP
Title VI (1 hr)	Justice,Chastney L	22151	6/3/2021	COMP
Title VI (1 hr)	Justice,Lola Melinda	487609	4/1/2021	COMP
Title VI (1 hr)	Justice,Melissa N	271781	12/8/2020	COMP
Title VI (1 hr)	Justus,Ashley R	281083	1/12/2021	COMP
Title VI (1 hr)	Kadambalath,Aysha	460523	12/30/2020	COMP
Title VI (1 hr)	Kalinowski,Kristy T	355168	12/17/2020	COMP
Title VI (1 hr)	Karasiewicz,Jeffery Martin	489422	5/13/2021	COMP
Title VI (1 hr)	Karnes,Melissa D	21855	2/23/2021	COMP
Title VI (1 hr)	Katzara,Donna	415768	3/30/2021	COMP
Title VI (1 hr)	Kaufman,Alexis Dawn	398172	1/28/2021	COMP
Title VI (1 hr)	Keane,Alyssa Ashley	445297	8/31/2020	COMP
Title VI (1 hr)	Keating,Dana A	430501	4/28/2021	COMP
Title VI (1 hr)	Keck,Karen M	33065	3/23/2021	COMP
Title VI (1 hr)	Keck,Suzanne H	43464	3/29/2021	COMP
Title VI (1 hr)	Kee,Alyssa	486126	3/31/2021	COMP
Title VI (1 hr)	Kee,Ashley S	355872	5/12/2021	COMP
Title VI (1 hr)	Keefer,Kenneth E	64456	1/24/2021	COMP
Title VI (1 hr)	Keen,Christina G	282849	1/24/2021	COMP
Title VI (1 hr)	Keenan,Jacquelyn C	14715	6/16/2021	COMP
Title VI (1 hr)	Keener,Taylor L	480176	3/8/2021	COMP
Title VI (1 hr)	Keeton,April L	412405	2/19/2021	COMP
Title VI (1 hr)	Keeton,Michael W	22894	9/22/2020	COMP
Title VI (1 hr)	Keihn,Sheryll Diane	491823	6/30/2021	COMP
Title VI (1 hr)	Keller,Amissa M	102999	12/10/2020	COMP

Title VI (1 hr)	Keller,Amy Elizabeth	371341	1/29/2021	COMP
Title VI (1 hr)	Kelley,Bonnie	60022	6/14/2021	COMP
Title VI (1 hr)	Kelley,Lara S	25869	12/16/2020	COMP
Title VI (1 hr)	Kelly,Amanda D	61406	3/1/2021	COMP
Title VI (1 hr)	Kelly,Deborah	464987	6/29/2021	COMP
Title VI (1 hr)	Kelso III,Marshall	26031	5/13/2021	COMP
Title VI (1 hr)	kelton,jeffery a	375627	5/27/2021	COMP
Title VI (1 hr)	Kemp,Elizabeth	356390	1/29/2021	COMP
Title VI (1 hr)	Kemp,Kamishea S	292941	5/5/2021	COMP
Title VI (1 hr)	Kennedy,Krystin Diane	499580	6/30/2021	COMP
Title VI (1 hr)	Kenyon,Lindsay C	56604	12/17/2020	COMP
Title VI (1 hr)	Keopf,Marie C	26316	8/21/2020	COMP
Title VI (1 hr)	Kerns,Kylee J.	432773	1/11/2021	COMP
Title VI (1 hr)	Kerr,Whitney Ellen	432067	2/16/2021	COMP
Title VI (1 hr)	Kessell,Richelle Leigh	414749	1/24/2021	COMP
Title VI (1 hr)	Kester,Kathy	18373	9/5/2020	COMP
Title VI (1 hr)	Key,Linda Faye	375230	6/29/2021	COMP
Title VI (1 hr)	Keylon,Kelly A	37055	1/14/2021	COMP
Title VI (1 hr)	Kidd,Casey D	329681	3/30/2021	COMP
Title VI (1 hr)	Kiger,Madeline Kay	422596	2/18/2021	COMP
Title VI (1 hr)	Kilgore,Shaunte Yvonne	421808	6/15/2021	COMP
Title VI (1 hr)	Kilmer,Cecilia C	442096	10/6/2020	COMP
Title VI (1 hr)	Kim,Myung S	307841	12/7/2020	COMP
Title VI (1 hr)	Kimbro,Hamilton A	292939	4/30/2021	COMP
Title VI (1 hr)	Kincer,Emmalee	443233	3/31/2021	COMP
Title VI (1 hr)	King,Amanda S	266177	1/15/2021	COMP
Title VI (1 hr)	King,Ashley D	495303	6/30/2021	COMP
Title VI (1 hr)	King,Brandy M	11597	4/8/2021	COMP
Title VI (1 hr)	King,Jason Daniel	61961	3/29/2021	COMP
Title VI (1 hr)	King,Joseph	318413	1/26/2021	COMP
Title VI (1 hr)	King,Kathy M	53611	1/23/2021	COMP
Title VI (1 hr)	King,Linda M	12135	10/9/2020	COMP
Title VI (1 hr)	King,Miche L	9934	2/28/2021	COMP
Title VI (1 hr)	King,Pamela Z	9593	1/15/2021	COMP
Title VI (1 hr)	King,Taylor	467331	9/4/2020	COMP
Title VI (1 hr)	Kinser,Cody Dewayne	388580	1/11/2021	COMP
Title VI (1 hr)	Kirby,Amber	306427	6/9/2021	COMP
Title VI (1 hr)	Kirby,Donna L	60398	11/25/2020	COMP
Title VI (1 hr)	Kirk,Kandi L	418591	6/12/2021	COMP
Title VI (1 hr)	Kirkland,Kailee Elizabeth	459645	4/19/2021	COMP
Title VI (1 hr)	Kirkwood,Karen Y	62803	6/30/2021	COMP
Title VI (1 hr)	Kirouac,Christopher J	293602	12/18/2020	COMP
Title VI (1 hr)	Kitts,Rector L	52288	12/29/2020	COMP
Title VI (1 hr)	Kizziah,Danielle Hope	376863	12/17/2020	COMP
Title VI (1 hr)	Klumpe,Diana Marie	416897	11/19/2020	COMP
Title VI (1 hr)	Knighten,Tony E	59452	1/12/2021	COMP
Title VI (1 hr)	Knowles,Lindsay B	32676	12/11/2020	COMP

Title VI (1 hr)	Knowles,Trenton D	64101	12/10/2020	COMP
Title VI (1 hr)	Knox,Glenda R	41886	9/29/2020	COMP
Title VI (1 hr)	Kolinsky,Chelsea Marie	374448	6/1/2021	COMP
Title VI (1 hr)	Kopfler,Alexis A	462932	8/20/2020	COMP
Title VI (1 hr)	Koslick,Amy S	17046	3/3/2021	COMP
Title VI (1 hr)	Krebs,Jessica Jolley	286570	2/17/2021	COMP
Title VI (1 hr)	Krieg,Bethany D	54501	11/13/2020	COMP
Title VI (1 hr)	Kuubenome,Anthony	64267	3/29/2021	COMP
Title VI (1 hr)	Lackey,Deirdre C	31040	6/14/2021	COMP
Title VI (1 hr)	Ladd,Nakita Monique	386691	5/28/2021	COMP
Title VI (1 hr)	Lagace,Anna	478441	10/5/2020	COMP
Title VI (1 hr)	Laidler,Christina J	454334	9/23/2020	COMP
Title VI (1 hr)	Laing,Stacey A	369109	8/20/2020	COMP
Title VI (1 hr)	Laird,Central D	54517	8/12/2020	COMP
Title VI (1 hr)	Lake,Devon L	331169	3/2/2021	COMP
Title VI (1 hr)	Lambert,Jennifer L	270268	6/3/2021	COMP
Title VI (1 hr)	Lancaster,Callie Grace	493492	6/30/2021	COMP
Title VI (1 hr)	Lancaster,Zoi	488655	4/21/2021	COMP
Title VI (1 hr)	Lance,Tonya L	188786	2/1/2021	COMP
Title VI (1 hr)	Landau,Victoria-Lynn Burnette	458285	6/3/2021	COMP
Title VI (1 hr)	Landers,Terran H	360219	2/10/2021	COMP
Title VI (1 hr)	Lands,Matilyn	459151	8/25/2020	COMP
Title VI (1 hr)	Lane Haney,Tracy D	43796	12/7/2020	COMP
Title VI (1 hr)	Lane,Adrienne N	447808	11/24/2020	COMP
Title VI (1 hr)	Lane,Cyerra D	468469	11/9/2020	COMP
Title VI (1 hr)	Lane,Jason Lee	411119	11/23/2020	COMP
Title VI (1 hr)	Lane,Mary Jo	390741	12/15/2020	COMP
Title VI (1 hr)	Langford,Cynthia L	9814	9/18/2020	COMP
Title VI (1 hr)	Langford,Harli J	349887	6/30/2021	COMP
Title VI (1 hr)	Langley,Sukanda M	65444	2/22/2021	COMP
Title VI (1 hr)	Langstaff,Joseph Andrew	374278	12/21/2020	COMP
Title VI (1 hr)	Langston,Maranda Michelle	436216	12/22/2020	COMP
Title VI (1 hr)	LANIER,DIEDRA MICHELE	493502	6/30/2021	COMP
Title VI (1 hr)	Lanier,Kiera	479685	2/3/2021	COMP
Title VI (1 hr)	Larimer,Lisa H	37356	3/14/2021	COMP
Title VI (1 hr)	Larkins,Leah M	430027	2/19/2021	COMP
Title VI (1 hr)	Lascola,Dana A	425797	12/30/2020	COMP
Title VI (1 hr)	Lasser,Elizabeth C	457844	6/10/2021	COMP
Title VI (1 hr)	Laszewski,Andrew P	358836	6/29/2021	COMP
Title VI (1 hr)	Latham,Sharon G	48527	9/23/2020	COMP
Title VI (1 hr)	Lau,Tanya	491037	6/30/2021	COMP
Title VI (1 hr)	Law,Amanda A	357447	9/16/2020	COMP
Title VI (1 hr)	Law,Michelle L	62515	5/7/2021	COMP
Title VI (1 hr)	Lawhorn,Charlene G	54711	12/21/2020	COMP
Title VI (1 hr)	Lawler,Tammy Ann	365025	12/17/2020	COMP
Title VI (1 hr)	Lawrence,Brian L	26482	9/8/2020	COMP
Title VI (1 hr)	Lawrence,Carol J	3465	10/7/2020	COMP

Title VI (1 hr)	Lawrence,Chananel Chen	480213	11/24/2020	COMP
Title VI (1 hr)	Lawson,Brandi N	54314	5/22/2021	COMP
Title VI (1 hr)	Lawson,Christina Camerson	400431	5/14/2021	COMP
Title VI (1 hr)	Lawson,Debra L	39589	8/25/2020	COMP
Title VI (1 hr)	Lawson,Melinda Hope	421587	4/26/2021	COMP
Title VI (1 hr)	Lawson,Sara Elizabeth	489456	6/21/2021	COMP
Title VI (1 hr)	Lawson,Tiffany L	27734	10/9/2020	COMP
Title VI (1 hr)	Lawson,Tina E	23118	12/17/2020	COMP
Title VI (1 hr)	Lay,Jessica E	4833	5/27/2021	COMP
Title VI (1 hr)	Layman,Joye M	37323	12/4/2020	COMP
Title VI (1 hr)	Layne,Amber Nicole	446447	10/2/2020	COMP
Title VI (1 hr)	Layne,Lisa M	381840	9/21/2020	COMP
Title VI (1 hr)	Leak,Cynthia J	47053	3/16/2021	COMP
Title VI (1 hr)	Leatherwood,Stephanie Craig	372081	2/11/2021	COMP
Title VI (1 hr)	Leavy-Watkins,Mahissue L	32385	6/11/2021	COMP
Title VI (1 hr)	Leblanc,Teresia K	54946	8/13/2020	COMP
Title VI (1 hr)	Ledden,Kevin W	24711	3/5/2021	COMP
Title VI (1 hr)	Lee,Alisha M	463877	6/29/2021	COMP
Title VI (1 hr)	Lee,Jimmie C	29386	6/30/2021	COMP
Title VI (1 hr)	Lee,Melissa D	243878	6/11/2021	COMP
Title VI (1 hr)	Lee,Rebecca N	309915	11/9/2020	COMP
Title VI (1 hr)	Lee,Scott M	28884	8/14/2020	COMP
Title VI (1 hr)	Legins,Camille	33134	6/17/2021	COMP
Title VI (1 hr)	Lejeune,Britney N	355167	2/17/2021	COMP
Title VI (1 hr)	Lenoir,Lamonica Y	63743	2/17/2021	COMP
Title VI (1 hr)	Leonard,Kristin M	477112	12/2/2020	COMP
Title VI (1 hr)	Leslie,Jesse Dalton	479707	11/22/2020	COMP
Title VI (1 hr)	Lesure Jr,Mark Anthony	496099	6/30/2021	COMP
Title VI (1 hr)	Lesure,Mark Anthony	483596	1/19/2021	COMP
Title VI (1 hr)	Leveron,Sharon	473503	8/21/2020	COMP
Title VI (1 hr)	Lewellyn,Regina Lee	118973	6/9/2021	COMP
Title VI (1 hr)	Lewis,Carolyn S	171467	2/5/2021	COMP
Title VI (1 hr)	Lewis,Emily Bethanne	414725	12/2/2020	COMP
Title VI (1 hr)	Lewis,Ericka L	55054	1/6/2021	COMP
Title VI (1 hr)	Lewis,James	422565	1/5/2021	COMP
Title VI (1 hr)	Lewis,Marquita	36579	5/13/2021	COMP
Title VI (1 hr)	Lewis,Morgan B	379961	2/18/2021	COMP
Title VI (1 hr)	Lewis,Patrice R	3856	12/4/2020	COMP
Title VI (1 hr)	Lewis,Samantha W	376873	2/17/2021	COMP
Title VI (1 hr)	Lewis,Ternico Nicole	268433	6/15/2021	COMP
Title VI (1 hr)	Lewis,Tramaine	275850	11/19/2020	COMP
Title VI (1 hr)	Lewis,Vonetta L	4978	4/15/2021	COMP
Title VI (1 hr)	Ley,Richard A	13156	10/26/2020	COMP
Title VI (1 hr)	Lidge,Ma Teresa M	59566	6/2/2021	COMP
Title VI (1 hr)	Liebergesell,Chris H	24183	2/2/2021	COMP
Title VI (1 hr)	Lieggi,Claire	344025	8/14/2020	COMP
Title VI (1 hr)	Light,Savanna	469943	8/19/2020	COMP

Title VI (1 hr)	Lillard-Lawson,Jennifer	365227	11/23/2020	COMP
Title VI (1 hr)	Lindell,Eric H	380543	3/30/2021	COMP
Title VI (1 hr)	Lindsay,Lorra A	22173	10/29/2020	COMP
Title VI (1 hr)	Lindsey,Adam S	56458	6/7/2021	COMP
Title VI (1 hr)	Liner,Jody I	39720	12/9/2020	COMP
Title VI (1 hr)	Linton,Edward R	378654	6/28/2021	COMP
Title VI (1 hr)	Little,Erica Lashawn	374284	9/10/2020	COMP
Title VI (1 hr)	Little,Joshua P	450403	2/4/2021	COMP
Title VI (1 hr)	Little,Kayla T	355281	5/12/2021	COMP
Title VI (1 hr)	Little,Tarji A	257405	5/19/2021	COMP
Title VI (1 hr)	Littleton,Nelby A	6108	2/19/2021	COMP
Title VI (1 hr)	Littrell,Michelle L	11602	2/9/2021	COMP
Title VI (1 hr)	Lively,Meagan Taylor	483231	2/5/2021	COMP
Title VI (1 hr)	Locke,Jasmine	415355	2/26/2021	COMP
Title VI (1 hr)	Logan,Beunca S	343563	2/16/2021	COMP
Title VI (1 hr)	Long,Ashley C	43460	5/26/2021	COMP
Title VI (1 hr)	Long,Cherie L	17620	12/28/2020	COMP
Title VI (1 hr)	Long,Jaylon	474114	9/21/2020	COMP
Title VI (1 hr)	Long,Karissa Farasha	423731	6/1/2021	COMP
Title VI (1 hr)	Long,Katie E	444132	1/6/2021	COMP
Title VI (1 hr)	Long,Stacey L	422603	10/7/2020	COMP
Title VI (1 hr)	Looney,Gabrielle L	482675	1/28/2021	COMP
Title VI (1 hr)	Looper,Lori A	49144	11/4/2020	COMP
Title VI (1 hr)	Lorge,Daniel J	60829	6/8/2021	COMP
Title VI (1 hr)	Lorhorn,Donna J	49444	3/10/2021	COMP
Title VI (1 hr)	Lotito,Elizabeth K	4198	6/4/2021	COMP
Title VI (1 hr)	Lott,Jessica E	237219	12/10/2020	COMP
Title VI (1 hr)	Love Morgan,Bridgett Y	62563	2/19/2021	COMP
Title VI (1 hr)	Love,Jamie Beth	471606	6/2/2021	COMP
Title VI (1 hr)	Lovett,Claire R	1768	5/11/2021	COMP
Title VI (1 hr)	Lowe,Amy P	5012	3/16/2021	COMP
Title VI (1 hr)	Lowe,Betty Lowry	54114	9/17/2020	COMP
Title VI (1 hr)	Lowe,Megan B.	380514	8/19/2020	COMP
Title VI (1 hr)	Lowe,Sharon A	59975	3/12/2021	COMP
Title VI (1 hr)	Lowe,William N	63370	10/2/2020	COMP
Title VI (1 hr)	Lowen,Deborah	470160	12/29/2020	COMP
Title VI (1 hr)	Lowery,Cassie	415828	5/19/2021	COMP
Title VI (1 hr)	Lowery,Shauna R	240613	10/23/2020	COMP
Title VI (1 hr)	Lowry,Julie J	11423	1/31/2021	COMP
Title VI (1 hr)	Loyd,Mary E	49948	10/12/2020	COMP
Title VI (1 hr)	Lubrano,Maria N	2475	5/13/2021	COMP
Title VI (1 hr)	Lucas,Heather F	470698	10/2/2020	COMP
Title VI (1 hr)	Lucy,James D	327654	6/25/2021	COMP
Title VI (1 hr)	Lund,Lisa M	50667	12/10/2020	COMP
Title VI (1 hr)	Lundholm,Margarita C	65427	6/14/2021	COMP
Title VI (1 hr)	Lundy,Makayla A	324545	2/23/2021	COMP
Title VI (1 hr)	Lusby Spivey,Tiffany L	31516	2/18/2021	COMP

Title VI (1 hr)	Lusk,Kellie L	40357	1/29/2021	COMP
Title VI (1 hr)	Luttrell,Heather M	275200	1/13/2021	COMP
Title VI (1 hr)	Luttrell,Marsha R	17654	4/24/2021	COMP
Title VI (1 hr)	Lyell,Mary R	32547	6/3/2021	COMP
Title VI (1 hr)	Lyman,Karl Bacchus	417162	10/13/2020	COMP
Title VI (1 hr)	Lynn,Dale M	268914	2/2/2021	COMP
Title VI (1 hr)	Lyons,Chadwick	246567	6/28/2021	COMP
Title VI (1 hr)	Mabry,Quenisha Jakia	332599	12/30/2020	COMP
Title VI (1 hr)	MacGregor,Megan D	371394	3/19/2021	COMP
Title VI (1 hr)	Maciuk,Natasha	422838	3/16/2021	COMP
Title VI (1 hr)	Macklin,Lacretia	465957	10/19/2020	COMP
Title VI (1 hr)	Maclin,Brandy T	7937	12/18/2020	COMP
Title VI (1 hr)	Maclin,Jarvis	399925	10/21/2020	COMP
Title VI (1 hr)	Madariaga,Nickol J	271457	10/29/2020	COMP
Title VI (1 hr)	Madden,Cristia A	471160	1/8/2021	COMP
Title VI (1 hr)	Magee,Tiffany M	318804	8/18/2020	COMP
Title VI (1 hr)	Maguire,Lisa A	1611	8/14/2020	COMP
Title VI (1 hr)	Maifair,Sammi S	280219	6/30/2021	COMP
Title VI (1 hr)	Maillie,Erin Michele	486881	4/7/2021	COMP
Title VI (1 hr)	Maiten,Briana	489469	4/30/2021	COMP
Title VI (1 hr)	Maitlen,Krystin	440547	11/4/2020	COMP
Title VI (1 hr)	Malone,Albinda D	54116	4/20/2021	COMP
Title VI (1 hr)	Malone,Georgia M	46412	10/12/2020	COMP
Title VI (1 hr)	Malone,Junenette R	60366	6/22/2021	COMP
Title VI (1 hr)	Maners,Barbara K	56585	12/28/2020	COMP
Title VI (1 hr)	Maness,Emily R	44613	11/11/2020	COMP
Title VI (1 hr)	Manis,Rita L	27673	2/2/2021	COMP
Title VI (1 hr)	Manley,Jennell N	391376	9/14/2020	COMP
Title VI (1 hr)	Manning,Ebony S	63579	6/3/2021	COMP
Title VI (1 hr)	Mansourian,Morgan E	356595	12/3/2020	COMP
Title VI (1 hr)	March,Danielle	470650	10/6/2020	COMP
Title VI (1 hr)	March,Kelly M	53563	2/17/2021	COMP
Title VI (1 hr)	Marlow,Raymond M	20231	8/14/2020	COMP
Title VI (1 hr)	Marsee,Jill B	311850	6/21/2021	COMP
Title VI (1 hr)	Marsh,Stephen J	307008	1/25/2021	COMP
Title VI (1 hr)	Marshall,Barbara M	27924	6/21/2021	COMP
Title VI (1 hr)	Marshall,Candace L	40139	11/4/2020	COMP
Title VI (1 hr)	Marshall,Mindee L	9988	6/18/2021	COMP
Title VI (1 hr)	Marshall,Shatina R	48946	6/8/2021	COMP
Title VI (1 hr)	Marston,Chastity D	460313	4/5/2021	COMP
Title VI (1 hr)	Martin,Christina L	23003	11/9/2020	COMP
Title VI (1 hr)	Martin,Jennifer Leigh Broersma	243207	1/5/2021	COMP
Title VI (1 hr)	Martin,Jeralyn Anne	433199	6/4/2021	COMP
Title VI (1 hr)	Martin,Jessica Leeann	414919	4/8/2021	COMP
Title VI (1 hr)	Martin,Lacey D	326087	5/6/2021	COMP
Title VI (1 hr)	Martin,Madilynn Raye	414737	1/6/2021	COMP
Title VI (1 hr)	Martin,Marcy L	22370	12/8/2020	COMP

Title VI (1 hr)	Martin,Marsha L	27262	12/29/2020	COMP
Title VI (1 hr)	Martin,Regina L	324859	5/14/2021	COMP
Title VI (1 hr)	Martin,Terriyaka D	26201	1/12/2021	COMP
Title VI (1 hr)	Martin,Wanda F	41342	8/19/2020	COMP
Title VI (1 hr)	Martinez,Kathryn Ann	493863	6/30/2021	COMP
Title VI (1 hr)	Mason,Ashley M	294416	5/6/2021	COMP
Title VI (1 hr)	Mason,Taquelia L	481999	12/16/2020	COMP
Title VI (1 hr)	Mason,Yvette M	13024	9/4/2020	COMP
Title VI (1 hr)	Massey,Amy E	48396	12/3/2020	COMP
Title VI (1 hr)	Massey,Brittany L	312617	9/28/2020	COMP
Title VI (1 hr)	Matei,Joanna	456975	2/17/2021	COMP
Title VI (1 hr)	Mathes,Kimberly D	14103	3/29/2021	COMP
Title VI (1 hr)	Mathews,April N	325658	8/24/2020	COMP
Title VI (1 hr)	Mattera,Laura E	465967	8/26/2020	COMP
Title VI (1 hr)	Matthews,Courtney N	54321	6/7/2021	COMP
Title VI (1 hr)	Matthews,Emily Paige	419710	8/24/2020	COMP
Title VI (1 hr)	Matthews,Jamil E	17369	6/10/2021	COMP
Title VI (1 hr)	Mattingly,Myra Elizabeth	379613	4/23/2021	COMP
Title VI (1 hr)	Maulden,Jennifer S	9562	3/11/2021	COMP
Title VI (1 hr)	Maumus,Isabelle M	274651	6/30/2021	COMP
Title VI (1 hr)	Maxwell,Emily F	48220	5/22/2021	COMP
Title VI (1 hr)	Maxwell,Jennifer K	193460	1/11/2021	COMP
Title VI (1 hr)	May,Sherry T	15701	2/26/2021	COMP
Title VI (1 hr)	Mayberry,Erica Woods	44451	6/14/2021	COMP
Title VI (1 hr)	Mayberry,Malissa Elaine	399838	12/23/2020	COMP
Title VI (1 hr)	Maynard,Aleaha K.	359401	8/28/2020	COMP
Title VI (1 hr)	Maynard,Linda P	352445	8/18/2020	COMP
Title VI (1 hr)	Mayo,Lou A	342539	6/21/2021	COMP
Title VI (1 hr)	McAfee,Abeni R	26465	11/9/2020	COMP
Title VI (1 hr)	Mcalpin,Twellia L	49296	9/29/2020	COMP
Title VI (1 hr)	Mcbee,Amanda Nicole	369375	3/1/2021	COMP
Title VI (1 hr)	McBee,Kayla Marie	412693	10/27/2020	COMP
Title VI (1 hr)	Mcbee,Kristi D	280253	5/5/2021	COMP
Title VI (1 hr)	Mcbee,Vickie A	13772	2/16/2021	COMP
Title VI (1 hr)	Mcbride,Helen M	41403	8/22/2020	COMP
Title VI (1 hr)	Mcbride,Rebecca A	61592	10/5/2020	COMP
Title VI (1 hr)	Mcbride,Roy C	41401	3/2/2021	COMP
Title VI (1 hr)	McCabe,Ian	422463	6/27/2021	COMP
Title VI (1 hr)	McCain,Elesha Cantrell	374390	6/8/2021	COMP
Title VI (1 hr)	Mccarl,Daniel B	14270	1/20/2021	COMP
Title VI (1 hr)	McCaslin,Kailee	477416	9/18/2020	COMP
Title VI (1 hr)	Mccauley,Kenya L	28183	8/28/2020	COMP
Title VI (1 hr)	Mcclain,Lqisha D	36666	6/29/2021	COMP
Title VI (1 hr)	McClain,Shelby E	391405	4/30/2021	COMP
Title VI (1 hr)	McClain,Tracy A	8352	10/8/2020	COMP
Title VI (1 hr)	McClendon,Diane L	11283	2/4/2021	COMP
Title VI (1 hr)	McClure,Silke	237543	3/8/2021	COMP

Title VI (1 hr)	McCluskey,Hannah E.	432778	8/20/2020	COMP
Title VI (1 hr)	McCcollins,Derrick D	336477	4/4/2021	COMP
Title VI (1 hr)	McConnell,Kelsey M	422231	11/17/2020	COMP
Title VI (1 hr)	McCord,Taryn Elise	396554	2/18/2021	COMP
Title VI (1 hr)	McCormick,Suzanne R	7818	1/24/2021	COMP
Title VI (1 hr)	McCoy,Dominique E	387923	5/2/2021	COMP
Title VI (1 hr)	Mccrary,Bryan C	24390	8/18/2020	COMP
Title VI (1 hr)	McCrary,Carrie A	64691	9/16/2020	COMP
Title VI (1 hr)	McCray,Jovita S	60541	2/18/2021	COMP
Title VI (1 hr)	McCroskey,Sarah Grey Hall	349469	6/11/2021	COMP
Title VI (1 hr)	McCuan,Macyn N	494128	6/30/2021	COMP
Title VI (1 hr)	Mccubbin,Michelle L	102739	2/9/2021	COMP
Title VI (1 hr)	McDaniel,Alexis M	414908	1/8/2021	COMP
Title VI (1 hr)	Mcelandowney,Claudia L	10948	6/7/2021	COMP
Title VI (1 hr)	Mcelhaney,Sandra M	355204	5/18/2021	COMP
Title VI (1 hr)	Mcewen,Phillip L	52585	6/24/2021	COMP
Title VI (1 hr)	Mcgavin,Chelsie	356606	3/15/2021	COMP
Title VI (1 hr)	McGowan,Lisa A	57522	8/21/2020	COMP
Title VI (1 hr)	Mcgrane,Bree V	333066	4/22/2021	COMP
Title VI (1 hr)	Mcguire,Cheryl L	36739	8/20/2020	COMP
Title VI (1 hr)	Mcguire,Demaris B	278491	5/18/2021	COMP
Title VI (1 hr)	McGuire,Hannah Katherine	483296	1/14/2021	COMP
Title VI (1 hr)	Mcguire,Jessica R	250059	1/11/2021	COMP
Title VI (1 hr)	McHone,Lucas A	150102	8/27/2020	COMP
Title VI (1 hr)	Mckee-Ayers,Kristin D	55230	1/13/2021	COMP
Title VI (1 hr)	McKeehan,Sharon Elaine	412380	9/18/2020	COMP
Title VI (1 hr)	Mckeen,Vicki L	43109	2/12/2021	COMP
Title VI (1 hr)	Mckinney,Bridget M	269580	8/27/2020	COMP
Title VI (1 hr)	McKinney,Jessica Anne	356296	6/4/2021	COMP
Title VI (1 hr)	McKinney,Kendra T	313218	11/25/2020	COMP
Title VI (1 hr)	McKinney,Ricky N	2499	2/19/2021	COMP
Title VI (1 hr)	McKinney,Sarah F	8214	6/21/2021	COMP
Title VI (1 hr)	Mckinney,Timothy L	27332	8/17/2020	COMP
Title VI (1 hr)	McKinnie,Jimmie L	32060	3/4/2021	COMP
Title VI (1 hr)	Mckinnie,Tamika Danielle	356587	11/24/2020	COMP
Title VI (1 hr)	Mckissack,Lawanda E	38504	5/21/2021	COMP
Title VI (1 hr)	Mclean,Candace Michelle	253854	6/14/2021	COMP
Title VI (1 hr)	McLemore,Elizabeth M	376338	1/15/2021	COMP
Title VI (1 hr)	McLemore,Shawna	390111	8/28/2020	COMP
Title VI (1 hr)	McMahon,Millie L	314975	6/12/2021	COMP
Title VI (1 hr)	Mcneil,Kewonnie L	4292	1/26/2021	COMP
Title VI (1 hr)	Mcneil,Lindsey J	265278	9/3/2020	COMP
Title VI (1 hr)	McNicholas,Andrew	484008	2/19/2021	COMP
Title VI (1 hr)	Mcnichols,Paige Shannon	434283	1/11/2021	COMP
Title VI (1 hr)	McPheeters,Stacey	447616	5/14/2021	COMP
Title VI (1 hr)	Meadows,Karen T	326955	10/27/2020	COMP
Title VI (1 hr)	Meadows,Latara C	54215	2/16/2021	COMP

Title VI (1 hr)	Meares,Haley D	269186	6/11/2021	COMP
Title VI (1 hr)	Medders,Tiffany N	291348	11/16/2020	COMP
Title VI (1 hr)	Medeiros,Rebecca Lynn	371315	5/13/2021	COMP
Title VI (1 hr)	Medley,Savannah Kelsey	467419	2/22/2021	COMP
Title VI (1 hr)	Meek,Lea Ann	356600	2/17/2021	COMP
Title VI (1 hr)	Meeks II,Thomas Henry	479141	6/1/2021	COMP
Title VI (1 hr)	Meissner,Christina L	398642	3/30/2021	COMP
Title VI (1 hr)	Mellor,Misty Marie	459457	6/21/2021	COMP
Title VI (1 hr)	Mendenhall,Colin Q	358556	12/3/2020	COMP
Title VI (1 hr)	Meniffee,Tawana F	361263	4/7/2021	COMP
Title VI (1 hr)	Merkle,Rachel Ann	485069	3/19/2021	COMP
Title VI (1 hr)	Merrell,Soneya K	26749	1/29/2021	COMP
Title VI (1 hr)	Merritt,Angelia N	45604	9/22/2020	COMP
Title VI (1 hr)	Merritt,Lisa M	19229	12/16/2020	COMP
Title VI (1 hr)	Merriweather,Margaret	313411	12/22/2020	COMP
Title VI (1 hr)	Merriweather,Neal Maurice	386158	9/18/2020	COMP
Title VI (1 hr)	Mertens,Benjamin	485846	3/25/2021	COMP
Title VI (1 hr)	Messer,Amanda S	32400	2/22/2021	COMP
Title VI (1 hr)	Metcalfe,Brent	312534	4/21/2021	COMP
Title VI (1 hr)	Metcalfe,Catherine J	365854	3/10/2021	COMP
Title VI (1 hr)	Metcalfe,Lindsey Marie	413356	1/27/2021	COMP
Title VI (1 hr)	Metcalfe,Misty Dawn	476752	9/29/2020	COMP
Title VI (1 hr)	Michie,Marissa Merritt	394826	3/5/2021	COMP
Title VI (1 hr)	Milan,Shunda L	9210	1/28/2021	COMP
Title VI (1 hr)	Miles,Dorian Lamont	441070	9/14/2020	COMP
Title VI (1 hr)	Miller,Angel W	40011	6/14/2021	COMP
Title VI (1 hr)	Miller,Breanna L	240619	2/2/2021	COMP
Title VI (1 hr)	Miller,Christina Lorene	305965	9/17/2020	COMP
Title VI (1 hr)	Miller,Deandrea D	268483	12/17/2020	COMP
Title VI (1 hr)	Miller,Deborah L	273691	9/22/2020	COMP
Title VI (1 hr)	Miller,Delilah	286583	6/6/2021	COMP
Title VI (1 hr)	Miller,Harry E	7677	4/4/2021	COMP
Title VI (1 hr)	Miller,James A	39702	12/16/2020	COMP
Title VI (1 hr)	Miller,Jared D	325666	1/7/2021	COMP
Title VI (1 hr)	Miller,Jessica Q	353118	4/7/2021	COMP
Title VI (1 hr)	Miller,John A	417282	12/15/2020	COMP
Title VI (1 hr)	Miller,Kelsey	494444	6/30/2021	COMP
Title VI (1 hr)	Miller,Lori K	307304	2/1/2021	COMP
Title VI (1 hr)	Miller,Misty M	45465	3/23/2021	COMP
Title VI (1 hr)	Miller,Sandra K	49719	6/30/2021	COMP
Title VI (1 hr)	Miller,Sharon	60251	5/6/2021	COMP
Title VI (1 hr)	Millett,Rebekah Allen	31637	6/4/2021	COMP
Title VI (1 hr)	Milligan,Candice R	239690	6/18/2021	COMP
Title VI (1 hr)	Mills,Callie E	336286	12/23/2020	COMP
Title VI (1 hr)	Mills,James A	61223	6/10/2021	COMP
Title VI (1 hr)	Mills,LaReece N	415593	6/16/2021	COMP
Title VI (1 hr)	Mingle,Samantha L	334062	5/21/2021	COMP

Title VI (1 hr)	Minton,Julie L	34872	1/25/2021	COMP
Title VI (1 hr)	Miracle,Angela K	48890	1/19/2021	COMP
Title VI (1 hr)	Mireles,Edward A	467849	6/14/2021	COMP
Title VI (1 hr)	Mitchell,Christy Lynette	417382	10/28/2020	COMP
Title VI (1 hr)	Mitchell,Consuelo A	4571	3/8/2021	COMP
Title VI (1 hr)	Mitchell,Crystal G	12288	1/7/2021	COMP
Title VI (1 hr)	Mitchell,Dominique R	399102	6/25/2021	COMP
Title VI (1 hr)	Mitchell,Evelyn M	24684	5/19/2021	COMP
Title VI (1 hr)	Mitchell,Frenchie L	356049	6/3/2021	COMP
Title VI (1 hr)	Mitchell,Katie Elisha	364965	5/12/2021	COMP
Title VI (1 hr)	Mitchell,Martha Maybrey	462076	8/28/2020	COMP
Title VI (1 hr)	Mitchell-Barnes,Susan S	23074	12/4/2020	COMP
Title VI (1 hr)	Mitchem,Conni R	12903	6/30/2021	COMP
Title VI (1 hr)	Mix,Frank H	21529	10/27/2020	COMP
Title VI (1 hr)	Mixson,Rebecca E	295148	12/30/2020	COMP
Title VI (1 hr)	Mizell,Keller	449641	5/12/2021	COMP
Title VI (1 hr)	Mlekodaj,Ronald L	54932	3/29/2021	COMP
Title VI (1 hr)	Mobley,Michelle R	479903	4/27/2021	COMP
Title VI (1 hr)	Monds,Kristie L	4844	12/17/2020	COMP
Title VI (1 hr)	Monroe,Brianna R	259877	11/20/2020	COMP
Title VI (1 hr)	Monroe,Morgan Renee	480250	12/22/2020	COMP
Title VI (1 hr)	Monsue,Rebecca L	329497	6/10/2021	COMP
Title VI (1 hr)	Montague,Lashanda S	150510	2/9/2021	COMP
Title VI (1 hr)	Moody Darby,Lanita	319892	9/21/2020	COMP
Title VI (1 hr)	Moody,Christina L	54436	2/2/2021	COMP
Title VI (1 hr)	Moon,Michael A	32931	2/10/2021	COMP
Title VI (1 hr)	Moore,Amy M	283807	2/4/2021	COMP
Title VI (1 hr)	Moore,Barbara A	239222	3/24/2021	COMP
Title VI (1 hr)	Moore,Carrie	443463	1/13/2021	COMP
Title VI (1 hr)	Moore,Chanel L	49106	1/22/2021	COMP
Title VI (1 hr)	Moore,Colin Sean	388866	3/25/2021	COMP
Title VI (1 hr)	Moore,Debra Kaye	441471	6/3/2021	COMP
Title VI (1 hr)	Moore,Jacqueline L	2613	2/16/2021	COMP
Title VI (1 hr)	Moore,Kelsi Dionne	491291	6/24/2021	COMP
Title VI (1 hr)	Moore,Kimberly Llillian	471771	8/14/2020	COMP
Title VI (1 hr)	MOORE,Leslie C.	363983	6/17/2021	COMP
Title VI (1 hr)	Moore,Rachel Elizabeth	454891	1/26/2021	COMP
Title VI (1 hr)	Moore,Regina Ann	294782	12/22/2020	COMP
Title VI (1 hr)	Moore,Tanisha D	260905	11/11/2020	COMP
Title VI (1 hr)	Moore,Tara S	21570	3/17/2021	COMP
Title VI (1 hr)	Morales,Michelle Dyan	39932	3/22/2021	COMP
Title VI (1 hr)	Morey,Samantha Lynn	409511	3/22/2021	COMP
Title VI (1 hr)	Morgan,Abby L	408316	5/27/2021	COMP
Title VI (1 hr)	Morgan,Jeannie R	19736	9/3/2020	COMP
Title VI (1 hr)	Morgan,Mitchell A	313220	1/26/2021	COMP
Title VI (1 hr)	Morgan,Sharon D	7281	8/31/2020	COMP
Title VI (1 hr)	Morgan,Sheneka D	336394	4/19/2021	COMP

Title VI (1 hr)	Morgan,Stevenson DeMario	479682	1/8/2021	COMP
Title VI (1 hr)	Morgan,Susan N	55065	10/2/2020	COMP
Title VI (1 hr)	Morgan-morales,Melissa G	322864	8/13/2020	COMP
Title VI (1 hr)	Morie,Mikayla Rashay	480021	5/8/2021	COMP
Title VI (1 hr)	Morin,Allissa M	313390	6/9/2021	COMP
Title VI (1 hr)	Morman,Melody K	333333	10/23/2020	COMP
Title VI (1 hr)	Morris,Cheryl Dawn	482664	2/5/2021	COMP
Title VI (1 hr)	Morris,Chrystal E	307383	6/7/2021	COMP
Title VI (1 hr)	Morris,Felicia D	449442	8/14/2020	COMP
Title VI (1 hr)	Morris,Michelle Ann	374871	8/12/2020	COMP
Title VI (1 hr)	Morris,Miranda Paige	446444	8/18/2020	COMP
Title VI (1 hr)	Morris,Naiya Nicole	447334	1/11/2021	COMP
Title VI (1 hr)	Morris,Sarah A	18155	6/18/2021	COMP
Title VI (1 hr)	Morris,Shade	443803	8/25/2020	COMP
Title VI (1 hr)	Morrison,S'kaila Desreen	437565	9/30/2020	COMP
Title VI (1 hr)	Morrow,Heather F	271648	2/1/2021	COMP
Title VI (1 hr)	Morrow,Janet	5678	2/18/2021	COMP
Title VI (1 hr)	Morrow,Markeshea	479224	11/25/2020	COMP
Title VI (1 hr)	Morse,Melissa M	460463	4/16/2021	COMP
Title VI (1 hr)	Morse,Paige G	49723	11/13/2020	COMP
Title VI (1 hr)	Morson,Rita F	441424	6/22/2021	COMP
Title VI (1 hr)	Mortimer,Meredith Lynne	483292	2/10/2021	COMP
Title VI (1 hr)	Moseley,Kaitlin L	415600	11/24/2020	COMP
Title VI (1 hr)	Moseley,Ryan C	323859	5/12/2021	COMP
Title VI (1 hr)	Moseley,Savannah E	311891	2/18/2021	COMP
Title VI (1 hr)	Moser,Christopher F	49635	10/27/2020	COMP
Title VI (1 hr)	Moses,Kimberly E	36759	1/21/2021	COMP
Title VI (1 hr)	Moses,Ronda	373717	3/4/2021	COMP
Title VI (1 hr)	Mosley,Shurvette M	26795	1/15/2021	COMP
Title VI (1 hr)	Mosley,Tina E	91132	3/24/2021	COMP
Title VI (1 hr)	Mott,Christopher Alan	479474	6/30/2021	COMP
Title VI (1 hr)	Moulden,Jasmine Ahnise	458130	10/1/2020	COMP
Title VI (1 hr)	Moultrie,Lydia E	49582	3/3/2021	COMP
Title VI (1 hr)	Muehleisen,Paola C	353650	1/14/2021	COMP
Title VI (1 hr)	Mueller,Angela	354278	2/1/2021	COMP
Title VI (1 hr)	Muller,Heather D	329685	1/21/2021	COMP
Title VI (1 hr)	Mullins,Deanna	278899	12/21/2020	COMP
Title VI (1 hr)	Mullins,Trisha	342449	1/4/2021	COMP
Title VI (1 hr)	Murden,Towanda L	150720	2/12/2021	COMP
Title VI (1 hr)	Murphy,Lashundra Shaney	354200	6/29/2021	COMP
Title VI (1 hr)	Murphy,Rachael Meilani	369913	3/26/2021	COMP
Title VI (1 hr)	Murphy,Rebecca Leigh	474177	8/27/2020	COMP
Title VI (1 hr)	Murphy,Thelma A	59113	12/8/2020	COMP
Title VI (1 hr)	Murphy,Victoria J	15842	4/21/2021	COMP
Title VI (1 hr)	Murray,Allyssa	434134	9/10/2020	COMP
Title VI (1 hr)	Murray,Kristen Lauren	374674	5/12/2021	COMP
Title VI (1 hr)	Murray,Tiffany L	323857	4/30/2021	COMP

Title VI (1 hr)	Murrell,Tracie C	48903	6/14/2021	COMP
Title VI (1 hr)	Muse,Sherri L	25448	8/13/2020	COMP
Title VI (1 hr)	Music,Alyssa F	458292	8/28/2020	COMP
Title VI (1 hr)	Myers,Brenda C	28028	2/16/2021	COMP
Title VI (1 hr)	Myers,Jessica Michelle	439183	8/19/2020	COMP
Title VI (1 hr)	Myers,Michael L	7634	8/12/2020	COMP
Title VI (1 hr)	Mynatt,Sonya Sophia	435197	4/19/2021	COMP
Title VI (1 hr)	Nabors,Katherine L	22683	1/7/2021	COMP
Title VI (1 hr)	Nabors,Sharron D	58488	4/20/2021	COMP
Title VI (1 hr)	Nalory,Tracy A	39280	5/11/2021	COMP
Title VI (1 hr)	Nance,Irina K	414826	11/19/2020	COMP
Title VI (1 hr)	Nash,Andrea L	241941	5/3/2021	COMP
Title VI (1 hr)	Nason,Michael A	56891	6/23/2021	COMP
Title VI (1 hr)	Nealy,Chanitta S	351384	5/7/2021	COMP
Title VI (1 hr)	Neas,Jessica C	467817	1/14/2021	COMP
Title VI (1 hr)	Nease,Anthony W	27168	12/29/2020	COMP
Title VI (1 hr)	Nease,Kayla Brooke	372414	9/15/2020	COMP
Title VI (1 hr)	Neeley,Misty D	237234	12/15/2020	COMP
Title VI (1 hr)	Neely,Drema M	45155	12/17/2020	COMP
Title VI (1 hr)	Negron,Mary E	415549	5/25/2021	COMP
Title VI (1 hr)	Neidig,Charlene D	11696	1/21/2021	COMP
Title VI (1 hr)	Nelson,James L	54339	9/29/2020	COMP
Title VI (1 hr)	Nelson,Shauna W	293587	6/5/2021	COMP
Title VI (1 hr)	Nelson,Terri	357570	2/1/2021	COMP
Title VI (1 hr)	Nelson-Jones,Sharonica A	21247	2/3/2021	COMP
Title VI (1 hr)	Nesmith,Terrill L	7559	6/10/2021	COMP
Title VI (1 hr)	Newby,Cheyenne Starr	491710	6/30/2021	COMP
Title VI (1 hr)	Newcomb,Elvira E	2153	12/18/2020	COMP
Title VI (1 hr)	Newell,Shianne Kozette	415450	4/22/2021	COMP
Title VI (1 hr)	Newman,Laura R	358853	9/22/2020	COMP
Title VI (1 hr)	Newman,Regina F	40860	6/30/2021	COMP
Title VI (1 hr)	Newport,Micaela A	470980	4/6/2021	COMP
Title VI (1 hr)	Newsom,Miasha Nicole	489378	5/24/2021	COMP
Title VI (1 hr)	Newsome,Tia Camille	485100	2/27/2021	COMP
Title VI (1 hr)	Newson,Tametrius	398782	9/8/2020	COMP
Title VI (1 hr)	Nicely,Lacey M	310808	6/2/2021	COMP
Title VI (1 hr)	Nichols,Whitney M	326589	1/20/2021	COMP
Title VI (1 hr)	Nicholson,Kayla M	419927	11/30/2020	COMP
Title VI (1 hr)	Nicholson,Natalie	462623	1/27/2021	COMP
Title VI (1 hr)	Nidiffer,Marsha A	250255	11/16/2020	COMP
Title VI (1 hr)	Nieves-Fontanez,Linda L	2614	6/9/2021	COMP
Title VI (1 hr)	Nix,Paul W	279820	2/18/2021	COMP
Title VI (1 hr)	Noblit,Shaun J	246524	5/27/2021	COMP
Title VI (1 hr)	Noel,Lynleigh G	461366	6/9/2021	COMP
Title VI (1 hr)	Nolan,Alexis Cheymirria	465599	6/11/2021	COMP
Title VI (1 hr)	Nolden,Cheanel	420067	2/23/2021	COMP
Title VI (1 hr)	Nolen,Angela H	389256	4/7/2021	COMP

Title VI (1 hr)	Norment,Beverley A	41457	3/30/2021	COMP
Title VI (1 hr)	Norred,Cassidy L	468349	2/3/2021	COMP
Title VI (1 hr)	Norrells,Jamillah P	63039	2/23/2021	COMP
Title VI (1 hr)	Norris,Amelia Anne	446851	9/28/2020	COMP
Title VI (1 hr)	Norris,John E	44269	5/18/2021	COMP
Title VI (1 hr)	Norris,Megan Brittany	438226	11/19/2020	COMP
Title VI (1 hr)	Norton,Jeminaka D	311878	10/6/2020	COMP
Title VI (1 hr)	Norton,Jessica Renee	397717	1/30/2021	COMP
Title VI (1 hr)	Norwood,Una A	295466	5/24/2021	COMP
Title VI (1 hr)	Nova,Cindy J	1974	2/11/2021	COMP
Title VI (1 hr)	Novak,Paul Edward	465317	12/22/2020	COMP
Title VI (1 hr)	Nowlin,Kristy Dawn	486715	5/10/2021	COMP
Title VI (1 hr)	Nye,Colleen M	389311	3/17/2021	COMP
Title VI (1 hr)	Nygaard,Sarah M	62344	8/25/2020	COMP
Title VI (1 hr)	Oakes,Anne W	241240	4/27/2021	COMP
Title VI (1 hr)	O'Brien,Kelly	392098	12/17/2020	COMP
Title VI (1 hr)	Ochenryder,Teri Marie	433790	1/13/2021	COMP
Title VI (1 hr)	O'Dell,Justin M	470433	8/26/2020	COMP
Title VI (1 hr)	Odeneal,Apprecia L	386678	3/23/2021	COMP
Title VI (1 hr)	Odeny,Keshma F	229471	6/2/2021	COMP
Title VI (1 hr)	O'Donnell,Hayes Rebecca	451314	9/1/2020	COMP
Title VI (1 hr)	Ogden,Adrienne N	289294	2/5/2021	COMP
Title VI (1 hr)	Ogilvie,Sara R	65017	2/18/2021	COMP
Title VI (1 hr)	O'hay,Roselyn L	38496	11/20/2020	COMP
Title VI (1 hr)	Olarte,Daniel Reed	378236	4/20/2021	COMP
Title VI (1 hr)	Olexa,Joy B	11174	6/2/2021	COMP
Title VI (1 hr)	Oliphant,Misty E	379665	10/13/2020	COMP
Title VI (1 hr)	Oliphant,Patty A	28141	11/13/2020	COMP
Title VI (1 hr)	Oliver,Katrina M	37764	5/19/2021	COMP
Title VI (1 hr)	Oliver,Sheila R	54736	8/14/2020	COMP
Title VI (1 hr)	Olkowski,Jeffrey M	323853	3/4/2021	COMP
Title VI (1 hr)	Olsen,Holly Shermaine	443514	2/16/2021	COMP
Title VI (1 hr)	Oneal,Laura Hamilton	55547	10/28/2020	COMP
Title VI (1 hr)	O'neill,Amy M	35185	5/20/2021	COMP
Title VI (1 hr)	Oneill,Daniel R	65286	2/3/2021	COMP
Title VI (1 hr)	O'Neill,Kayla R	429450	2/8/2021	COMP
Title VI (1 hr)	O'neill,P Loretta	8079	6/24/2021	COMP
Title VI (1 hr)	Orange,Daniel K	15011	1/21/2021	COMP
Title VI (1 hr)	Orcutt,Shane Michael	496863	6/30/2021	COMP
Title VI (1 hr)	O'Reilly,Katherine Elizabeth	401086	5/5/2021	COMP
Title VI (1 hr)	Orr,Kristen Y	293219	12/17/2020	COMP
Title VI (1 hr)	Orren,Brantley S	62542	1/5/2021	COMP
Title VI (1 hr)	Ortiz,Bonnie	458757	11/17/2020	COMP
Title VI (1 hr)	Osborne,April L	54372	6/2/2021	COMP
Title VI (1 hr)	Overcast,Shleena B	413977	4/28/2021	COMP
Title VI (1 hr)	Overton,Sandra	321216	12/30/2020	COMP
Title VI (1 hr)	Owens,Debra D	62119	12/16/2020	COMP

Title VI (1 hr)	Owens, Erica P	281217	9/18/2020	COMP
Title VI (1 hr)	Owens, Gwynn M	41430	5/17/2021	COMP
Title VI (1 hr)	Owens, Justin Alexander	463422	3/30/2021	COMP
Title VI (1 hr)	Owten, Chelsea	483850	6/9/2021	COMP
Title VI (1 hr)	Pace, Arica R	49368	6/25/2021	COMP
Title VI (1 hr)	Pacheco, McNamara	463060	4/2/2021	COMP
Title VI (1 hr)	Pagano, Elizabeth	402325	9/15/2020	COMP
Title VI (1 hr)	Page, Erin Jillian	427281	3/15/2021	COMP
Title VI (1 hr)	Page, Gary L	61630	6/30/2021	COMP
Title VI (1 hr)	Page, Natalie K	35415	4/20/2021	COMP
Title VI (1 hr)	Paige, Monica	330097	6/4/2021	COMP
Title VI (1 hr)	Palmer, Jennifer A	243327	1/15/2021	COMP
Title VI (1 hr)	Palmer, Meghan C	326443	12/15/2020	COMP
Title VI (1 hr)	Parker, Bonnie M	25620	8/19/2020	COMP
Title VI (1 hr)	Parker, Crystal R	44003	6/30/2021	COMP
Title VI (1 hr)	Parker, Emily Alyssa	335800	8/18/2020	COMP
Title VI (1 hr)	Parker, Jennifer F	302455	5/26/2021	COMP
Title VI (1 hr)	Parker, Kayla Michelle	480843	12/22/2020	COMP
Title VI (1 hr)	Parker, Margaret Ann Allen	311852	6/26/2021	COMP
Title VI (1 hr)	Parker, Noah R	465380	8/17/2020	COMP
Title VI (1 hr)	Parker, Samantha Nicole	483511	6/1/2021	COMP
Title VI (1 hr)	Parker, Tabitha	474338	9/4/2020	COMP
Title VI (1 hr)	Parker, Thomas D	32313	1/26/2021	COMP
Title VI (1 hr)	Parson, Robert	483311	1/21/2021	COMP
Title VI (1 hr)	Partain, Jazmyn Shae	493575	6/30/2021	COMP
Title VI (1 hr)	Partee, Sarah	471566	9/19/2020	COMP
Title VI (1 hr)	Partin, Rebecca J	45235	1/21/2021	COMP
Title VI (1 hr)	Parys, Lisa A	4851	5/5/2021	COMP
Title VI (1 hr)	Paschal, Kyle	435841	11/17/2020	COMP
Title VI (1 hr)	Pascual, Jennifer R	6973	4/28/2021	COMP
Title VI (1 hr)	Patrick, Kimba D	37243	9/23/2020	COMP
Title VI (1 hr)	Patterson, Akendra D	205436	2/26/2021	COMP
Title VI (1 hr)	Patterson, Brian	475120	8/21/2020	COMP
Title VI (1 hr)	Patterson, Kelley M	21086	5/22/2021	COMP
Title VI (1 hr)	Patterson, Kim Y	36332	2/4/2021	COMP
Title VI (1 hr)	Patterson, Rahechelia K	31369	1/23/2021	COMP
Title VI (1 hr)	Patterson, Robert S	25031	1/13/2021	COMP
Title VI (1 hr)	Patterson, Shannon M	21534	3/19/2021	COMP
Title VI (1 hr)	Patterson, Toleta Michelle	400149	5/18/2021	COMP
Title VI (1 hr)	Patton, Jocelyn Nicole	262510	8/28/2020	COMP
Title VI (1 hr)	Patton, Julia D	41015	5/12/2021	COMP
Title VI (1 hr)	Payne, Darlene	37842	6/3/2021	COMP
Title VI (1 hr)	Payne, Derrickia N	347662	8/12/2020	COMP
Title VI (1 hr)	Payne, James L	13476	2/3/2021	COMP
Title VI (1 hr)	Payne, Jessica Lynn	457238	1/11/2021	COMP
Title VI (1 hr)	Payne, Kenecia Bonet	433390	2/1/2021	COMP
Title VI (1 hr)	Payne, Tondia	267835	12/11/2020	COMP

Title VI (1 hr)	Payton,Bryanna S	432165	3/15/2021	COMP
Title VI (1 hr)	Peacher,Kimberly Moore	37075	3/8/2021	COMP
Title VI (1 hr)	Peacock,Shenila D	30958	2/16/2021	COMP
Title VI (1 hr)	Peak,Crystal M	351987	1/6/2021	COMP
Title VI (1 hr)	Pearl,Carolyn L	399325	6/16/2021	COMP
Title VI (1 hr)	Pearson,Hanna Jayslin	438367	4/7/2021	COMP
Title VI (1 hr)	Pearson,Loleta Dorilean	480775	12/22/2020	COMP
Title VI (1 hr)	Pedigo,Corey G	249845	1/21/2021	COMP
Title VI (1 hr)	Peebles,India Charnele	480305	6/16/2021	COMP
Title VI (1 hr)	Peeler,Donna K	46548	9/3/2020	COMP
Title VI (1 hr)	Peeples,Madison Kell	491123	6/8/2021	COMP
Title VI (1 hr)	Peery,Christie M	177756	4/22/2021	COMP
Title VI (1 hr)	Peevyhouse,Sandy C	54218	12/29/2020	COMP
Title VI (1 hr)	Pelicci,Belinda Aurora	484378	2/8/2021	COMP
Title VI (1 hr)	Pellegrin,Lisa	9682	1/15/2021	COMP
Title VI (1 hr)	Pemberton-Strunk,Jody L	49083	1/14/2021	COMP
Title VI (1 hr)	Pena,Jamin	334525	9/21/2020	COMP
Title VI (1 hr)	Pendergraph,Tiffany J	325665	6/16/2021	COMP
Title VI (1 hr)	Pendergrass,Phoebe D	30962	2/22/2021	COMP
Title VI (1 hr)	Pendleton,Kathy M	7271	9/21/2020	COMP
Title VI (1 hr)	Peoples,Martez Davon	461487	8/20/2020	COMP
Title VI (1 hr)	Perkerson,Kayla Marann	468296	6/4/2021	COMP
Title VI (1 hr)	Perkins,Laquisha Lemore	248726	4/19/2021	COMP
Title VI (1 hr)	Perkins,Rolanda D	1878	5/17/2021	COMP
Title VI (1 hr)	Perry Witherspoon,Robin L	261338	3/18/2021	COMP
Title VI (1 hr)	Perry,Brenda J	84505	12/8/2020	COMP
Title VI (1 hr)	Perry,Brittany R	267504	6/28/2021	COMP
Title VI (1 hr)	Perry,Canesha S	331191	6/24/2021	COMP
Title VI (1 hr)	Perry,Clementine	13439	6/14/2021	COMP
Title VI (1 hr)	Perry,Erin Kathleen	487621	4/27/2021	COMP
Title VI (1 hr)	Perry,Kathy R	49412	5/13/2021	COMP
Title VI (1 hr)	Perry,Keva L	49558	6/15/2021	COMP
Title VI (1 hr)	Perry,Savonna	378093	6/16/2021	COMP
Title VI (1 hr)	Person,Damarius	350744	6/15/2021	COMP
Title VI (1 hr)	Perteet,Igina D	59433	9/29/2020	COMP
Title VI (1 hr)	Peter-Bowman,Marie S	49758	9/17/2020	COMP
Title VI (1 hr)	Peters,Andrea Sharnay	487167	3/19/2021	COMP
Title VI (1 hr)	Peters,Ashley	394806	6/12/2021	COMP
Title VI (1 hr)	Pettit,Ryan Erick	237584	8/29/2020	COMP
Title VI (1 hr)	Petty,Shannon Nicole	484079	3/9/2021	COMP
Title VI (1 hr)	Petty,Susannah D	292945	2/17/2021	COMP
Title VI (1 hr)	Pfeuffer,Michele Lee	444925	1/20/2021	COMP
Title VI (1 hr)	Pharms,Tanzania R	29565	9/11/2020	COMP
Title VI (1 hr)	Phelps,Holly H	313479	4/16/2021	COMP
Title VI (1 hr)	Phillips,Alexandria D	411234	10/13/2020	COMP
Title VI (1 hr)	Phillips,Angelique Danielle	488649	4/16/2021	COMP
Title VI (1 hr)	Phillips,Elizabeth N	420317	6/4/2021	COMP

Title VI (1 hr)	Phillips,Larry	46080	3/2/2021	COMP
Title VI (1 hr)	Pickens,Laura L	278069	3/31/2021	COMP
Title VI (1 hr)	Pierce,Christi C	49938	12/23/2020	COMP
Title VI (1 hr)	Pierce,Hope Michele	434392	12/7/2020	COMP
Title VI (1 hr)	Pierce,Rachael A	61173	12/30/2020	COMP
Title VI (1 hr)	Pierpoint,Andrea	484036	2/17/2021	COMP
Title VI (1 hr)	Pigg,Kennedy Jade	460716	9/1/2020	COMP
Title VI (1 hr)	Pigg,Melanie D	14289	1/22/2021	COMP
Title VI (1 hr)	Pigrum Jr,Nathaniel X	48170	6/7/2021	COMP
Title VI (1 hr)	Pilkay,Gloria Young	375792	2/18/2021	COMP
Title VI (1 hr)	Pillow,Tanassa L	344273	5/6/2021	COMP
Title VI (1 hr)	Pinnell,Amber Marissa Benton	375167	2/5/2021	COMP
Title VI (1 hr)	Pipkin,Verlanda C	63448	6/4/2021	COMP
Title VI (1 hr)	Pirtle,Lela S	10199	6/16/2021	COMP
Title VI (1 hr)	Pirtle,Tamara M	63585	5/27/2021	COMP
Title VI (1 hr)	Platillero-Howard,Mary A	284315	9/25/2020	COMP
Title VI (1 hr)	Plumley,Richard Clayton	446466	2/16/2021	COMP
Title VI (1 hr)	Plunk,Amanda L	45541	8/28/2020	COMP
Title VI (1 hr)	Poe,Tara Averie	402329	6/30/2021	COMP
Title VI (1 hr)	Pointer,Jemeca D	20674	5/11/2021	COMP
Title VI (1 hr)	Poisson,Stacey	494113	6/30/2021	COMP
Title VI (1 hr)	Poore,Kristi A	37514	12/29/2020	COMP
Title VI (1 hr)	Pope,Angelica Jane	430989	8/27/2020	COMP
Title VI (1 hr)	Pope,Cleatsa S	242111	5/30/2021	COMP
Title VI (1 hr)	Pope,Patricia A	64732	1/11/2021	COMP
Title VI (1 hr)	Popescu,Mihai S	451852	4/1/2021	COMP
Title VI (1 hr)	Porter,Christine L	46878	10/6/2020	COMP
Title VI (1 hr)	Porter,James E	7717	4/30/2021	COMP
Title VI (1 hr)	Porter,Mechele Lenice	395048	5/4/2021	COMP
Title VI (1 hr)	Porter,Sherry V	19226	6/29/2021	COMP
Title VI (1 hr)	Porterfield,Ann L	293801	12/22/2020	COMP
Title VI (1 hr)	Posely,Dewana A	393178	6/28/2021	COMP
Title VI (1 hr)	Posley,Alexis Ra'Shawn	498098	6/30/2021	COMP
Title VI (1 hr)	Poston,Monica	470343	8/17/2020	COMP
Title VI (1 hr)	Poteet,Jacqueline D	21101	6/10/2021	COMP
Title VI (1 hr)	Poteete,William Brice	65212	11/9/2020	COMP
Title VI (1 hr)	Potter,Kristina E	272159	9/10/2020	COMP
Title VI (1 hr)	Potts,Brittany Christina	371920	2/18/2021	COMP
Title VI (1 hr)	Powell,Jacqueline A	44087	6/16/2021	COMP
Title VI (1 hr)	Powell,Towana L	446680	5/6/2021	COMP
Title VI (1 hr)	Powers,Hannah R	373452	8/24/2020	COMP
Title VI (1 hr)	Powers,Kaylee D	328330	11/17/2020	COMP
Title VI (1 hr)	Powers,Malissa	31732	10/16/2020	COMP
Title VI (1 hr)	Powers,Michelle Georgette	493021	6/30/2021	COMP
Title VI (1 hr)	Pratcher,Antoniette L	249506	8/31/2020	COMP
Title VI (1 hr)	Prater,Sydney Fay	492798	6/30/2021	COMP
Title VI (1 hr)	Presley,Brandon K	39123	2/17/2021	COMP

Title VI (1 hr)	Presley,Jessica R	309728	9/18/2020	COMP
Title VI (1 hr)	Presson,Jill K	9556	1/15/2021	COMP
Title VI (1 hr)	Preston,Patricia O	58113	1/4/2021	COMP
Title VI (1 hr)	Price Jr,Timothy R	366143	3/12/2021	COMP
Title VI (1 hr)	Price,Avious L	53787	1/29/2021	COMP
Title VI (1 hr)	Price,Jessica Michelle	400471	6/29/2021	COMP
Title VI (1 hr)	Price,Jill S	126925	10/12/2020	COMP
Title VI (1 hr)	Pride,Carolyna R	53389	10/14/2020	COMP
Title VI (1 hr)	Priest,Emily E	43827	4/6/2021	COMP
Title VI (1 hr)	Priest,Rachel Vira	54183	2/16/2021	COMP
Title VI (1 hr)	Pritchett,Andrew J	14979	9/22/2020	COMP
Title VI (1 hr)	Pritchett,Coley	488039	5/3/2021	COMP
Title VI (1 hr)	Pritchett,Kaylee Brooke	438079	11/5/2020	COMP
Title VI (1 hr)	Pritchett,Reba Renee	55382	6/30/2021	COMP
Title VI (1 hr)	Pruitt,Letina D	46877	2/1/2021	COMP
Title VI (1 hr)	Pryor,Jordan	489473	4/30/2021	COMP
Title VI (1 hr)	Psar,Elizabeth	480387	6/17/2021	COMP
Title VI (1 hr)	Puckett Zeek,Tina M	323277	11/23/2020	COMP
Title VI (1 hr)	Puckett,Larry J	237844	6/9/2021	COMP
Title VI (1 hr)	Puckett,Vicky A	164685	8/12/2020	COMP
Title VI (1 hr)	Pugh,Demetrius M	52845	6/29/2021	COMP
Title VI (1 hr)	Pulley,Jeffrey S	24997	6/26/2021	COMP
Title VI (1 hr)	Purdy,Carolyn	457323	8/14/2020	COMP
Title VI (1 hr)	Putnam,Melanie	484563	2/5/2021	COMP
Title VI (1 hr)	Pyatt,Vivian L	311842	2/17/2021	COMP
Title VI (1 hr)	Qualls,Kelsey T	385999	2/18/2021	COMP
Title VI (1 hr)	Quarcoo-Watkins,Andrea N	15931	5/14/2021	COMP
Title VI (1 hr)	Quarles,Hannah S	424531	12/30/2020	COMP
Title VI (1 hr)	Queen,Morgan Elizabeth	400072	12/14/2020	COMP
Title VI (1 hr)	Queener,Elaine	262347	1/13/2021	COMP
Title VI (1 hr)	Quick,Malcolm M	5597	1/31/2021	COMP
Title VI (1 hr)	Quill,Ashley M	280252	12/1/2020	COMP
Title VI (1 hr)	Quinn,Anthony Sinclair	482088	12/16/2020	COMP
Title VI (1 hr)	Rabon,Courtney Diane	440015	3/29/2021	COMP
Title VI (1 hr)	Raglin,Ashley N	257121	12/28/2020	COMP
Title VI (1 hr)	Ragsdale,Aren M	377513	8/24/2020	COMP
Title VI (1 hr)	Ramey,Teatrice S	310019	4/5/2021	COMP
Title VI (1 hr)	Ramos,Christopher	415779	5/23/2021	COMP
Title VI (1 hr)	Ramsey,April Faye	393301	9/4/2020	COMP
Title VI (1 hr)	Ramsey,Chandra Hope	488287	6/24/2021	COMP
Title VI (1 hr)	Ramsey,Glenda A	39607	1/5/2021	COMP
Title VI (1 hr)	Ramsey,Harley Desiree	490234	6/30/2021	COMP
Title VI (1 hr)	Ramsey,Kimberly L	36950	12/7/2020	COMP
Title VI (1 hr)	Ramsey,Pamela G	18511	9/23/2020	COMP
Title VI (1 hr)	Ramsey,Rebecca A	50147	12/9/2020	COMP
Title VI (1 hr)	Randolph,Rex A	47170	10/12/2020	COMP
Title VI (1 hr)	Raper,Amy B	43426	9/21/2020	COMP

Title VI (1 hr)	Raphael,Sandra	323287	9/22/2020	COMP
Title VI (1 hr)	Rash,Shannon L	340830	2/22/2021	COMP
Title VI (1 hr)	Ratledge,Camille A	43789	2/11/2021	COMP
Title VI (1 hr)	Ray Lewis,Valda L	36959	2/3/2021	COMP
Title VI (1 hr)	Ray,Daniel L	10774	6/16/2021	COMP
Title VI (1 hr)	Ray,Daphyne R	48830	5/27/2021	COMP
Title VI (1 hr)	Ray,Kristal A	430489	3/4/2021	COMP
Title VI (1 hr)	Ray,Marcia L	63027	6/2/2021	COMP
Title VI (1 hr)	Ray,Miranda J	40247	5/24/2021	COMP
Title VI (1 hr)	Raza,Mattie V	496859	6/30/2021	COMP
Title VI (1 hr)	Reams,Chiquita Johnson	236705	6/7/2021	COMP
Title VI (1 hr)	Reaves,Amber Suzanne	365771	2/11/2021	COMP
Title VI (1 hr)	Reaves,Tosha	366245	2/17/2021	COMP
Title VI (1 hr)	Reda,Kaycee J	457829	4/29/2021	COMP
Title VI (1 hr)	Redburn,Eden I	326442	8/26/2020	COMP
Title VI (1 hr)	Redden,Laura B	471788	10/14/2020	COMP
Title VI (1 hr)	Redman,Claire P	404879	12/14/2020	COMP
Title VI (1 hr)	Reece,Janeetta	387290	5/10/2021	COMP
Title VI (1 hr)	Reece,Mikah L	48701	1/23/2021	COMP
Title VI (1 hr)	Reed,Angette	42369	5/11/2021	COMP
Title VI (1 hr)	Reed,Kandace Michelle	471474	2/22/2021	COMP
Title VI (1 hr)	Reed,Lisa G	326590	8/28/2020	COMP
Title VI (1 hr)	Reed,Rhonda M	421863	10/9/2020	COMP
Title VI (1 hr)	Reed,Shirley A	22964	12/28/2020	COMP
Title VI (1 hr)	Reed,Tonya L	10968	3/22/2021	COMP
Title VI (1 hr)	Rees,Dan L	65515	3/8/2021	COMP
Title VI (1 hr)	Reesman,Jennifer R	19605	1/22/2021	COMP
Title VI (1 hr)	Reeves,Janell J	63862	10/2/2020	COMP
Title VI (1 hr)	Reeves,Nikita Y	30950	9/24/2020	COMP
Title VI (1 hr)	Register,Tana Caprice	478752	11/12/2020	COMP
Title VI (1 hr)	Reid,Karen	53268	2/18/2021	COMP
Title VI (1 hr)	Reimers,Daniel Brady	404164	2/18/2021	COMP
Title VI (1 hr)	Rementeria,Ysidro	65311	6/17/2021	COMP
Title VI (1 hr)	Remkus,Denise R	292825	6/29/2021	COMP
Title VI (1 hr)	Revis,Kimberly G	301625	5/12/2021	COMP
Title VI (1 hr)	Reynolds,Ciara Elise	399073	2/5/2021	COMP
Title VI (1 hr)	Reynolds,Jennifer N	45661	8/27/2020	COMP
Title VI (1 hr)	Reynolds,Linda G	4551	3/26/2021	COMP
Title VI (1 hr)	Reynolds-Christian,Shonda	35044	5/19/2021	COMP
Title VI (1 hr)	Rhea,Jamie Rebecca	419409	5/19/2021	COMP
Title VI (1 hr)	Rhodes,Andrew	26115	2/18/2021	COMP
Title VI (1 hr)	Rhodes,Barbara W	36041	3/30/2021	COMP
Title VI (1 hr)	Rice,Cace B	284849	6/14/2021	COMP
Title VI (1 hr)	Rich,Shauna Michelle	12415	3/17/2021	COMP
Title VI (1 hr)	Richards,Tammy R	160783	2/5/2021	COMP
Title VI (1 hr)	Richards,Terrie L	23001	8/17/2020	COMP
Title VI (1 hr)	Richardson,Bethany N	470982	8/17/2020	COMP

Title VI (1 hr)	Richardson,Carolyn Earnestine	338488	6/29/2021	COMP
Title VI (1 hr)	Richardson,Jeffrey Todd	493426	6/27/2021	COMP
Title VI (1 hr)	Richardson,Stephanie M	327656	8/18/2020	COMP
Title VI (1 hr)	Richardson,Terry J	8441	5/7/2021	COMP
Title VI (1 hr)	Richey,Ebony Simone	377512	5/27/2021	COMP
Title VI (1 hr)	Richmond,Anna A	11570	6/8/2021	COMP
Title VI (1 hr)	Richmond,Erica	334070	1/25/2021	COMP
Title VI (1 hr)	Richmond,Lisa L	54148	1/4/2021	COMP
Title VI (1 hr)	Rickman,Tessa E	364739	1/15/2021	COMP
Title VI (1 hr)	Ridgell,Stacey Gray	376927	8/12/2020	COMP
Title VI (1 hr)	Rieger,Rachel P	282259	6/30/2021	COMP
Title VI (1 hr)	Riggins,Destiny Rae	394819	2/23/2021	COMP
Title VI (1 hr)	Riley,Heather C	50985	2/17/2021	COMP
Title VI (1 hr)	Rinehart,Samantha	443230	3/17/2021	COMP
Title VI (1 hr)	Ringle,Christina N	32666	4/1/2021	COMP
Title VI (1 hr)	Risner,Stephanie J	55360	8/25/2020	COMP
Title VI (1 hr)	Ritchie,Lesley Keele	39427	11/25/2020	COMP
Title VI (1 hr)	Rivers,Mary W	13969	10/2/2020	COMP
Title VI (1 hr)	Rivers,Melissa Gail	392388	3/2/2021	COMP
Title VI (1 hr)	Rivers,Ryan	493472	6/29/2021	COMP
Title VI (1 hr)	Rivers,Terri Valentina	322146	1/13/2021	COMP
Title VI (1 hr)	Rivotto,Matti Jo	489375	4/28/2021	COMP
Title VI (1 hr)	Robare,Jennifer Leigh	464073	12/11/2020	COMP
Title VI (1 hr)	Roberts,Joshua Bryan	355877	1/25/2021	COMP
Title VI (1 hr)	Roberts,Kathy D	49705	8/18/2020	COMP
Title VI (1 hr)	Roberts,Kimberly A	313413	12/29/2020	COMP
Title VI (1 hr)	Roberts,Marilyn A	43490	1/19/2021	COMP
Title VI (1 hr)	Robertson,Jazsmin Alexis	497172	6/30/2021	COMP
Title VI (1 hr)	Roberts-smith,Erica M	313311	10/27/2020	COMP
Title VI (1 hr)	Robinette,Jason M	4573	11/19/2020	COMP
Title VI (1 hr)	Robinson,Ashley	432101	12/31/2020	COMP
Title VI (1 hr)	Robinson,Claudia J	235746	6/7/2021	COMP
Title VI (1 hr)	Robinson,Gregory Terrance	422122	12/30/2020	COMP
Title VI (1 hr)	Robinson,Jessica N	353105	12/22/2020	COMP
Title VI (1 hr)	Robinson,JoeAnn	493476	6/30/2021	COMP
Title VI (1 hr)	Robinson,Lauren Ashley	459615	6/10/2021	COMP
Title VI (1 hr)	Robinson,Raven Katherine	446771	8/19/2020	COMP
Title VI (1 hr)	Robinson,Tenisa L	477212	10/20/2020	COMP
Title VI (1 hr)	Robinson,Tiffany N	314974	6/14/2021	COMP
Title VI (1 hr)	Roden,Wanda S	35631	10/12/2020	COMP
Title VI (1 hr)	Rodgers,Cynthia A	47307	3/8/2021	COMP
Title VI (1 hr)	Rodgers,Dione L	25933	8/26/2020	COMP
Title VI (1 hr)	Rodgers,Helen R	321803	6/21/2021	COMP
Title VI (1 hr)	Rogan,Felicia A	21998	6/5/2021	COMP
Title VI (1 hr)	Rogers,Calissta S	30964	10/28/2020	COMP
Title VI (1 hr)	Rogers,Daniel Shea	467186	9/11/2020	COMP
Title VI (1 hr)	Rogers,Julie D	19024	4/16/2021	COMP

Title VI (1 hr)	Rogers,Melissa Settlemyre	479771	1/7/2021	COMP
Title VI (1 hr)	Rogers,Morgan L	38312	5/24/2021	COMP
Title VI (1 hr)	Rogers,Travis G	32427	4/6/2021	COMP
Title VI (1 hr)	Rohling,Lori B	27223	6/10/2021	COMP
Title VI (1 hr)	Roland,Rico L	35914	2/21/2021	COMP
Title VI (1 hr)	Rollins III,James E	388045	8/18/2020	COMP
Title VI (1 hr)	Romans,Shannon E	40225	2/1/2021	COMP
Title VI (1 hr)	Roney,Jennifer B	12338	6/9/2021	COMP
Title VI (1 hr)	Rooker,Diana J	27280	2/2/2021	COMP
Title VI (1 hr)	Rose Jr,Walter J	4460	2/23/2021	COMP
Title VI (1 hr)	Rose,Jordan	474123	9/15/2020	COMP
Title VI (1 hr)	Rosenbaum,Kristen K	371254	8/26/2020	COMP
Title VI (1 hr)	Ross,Brad A	61225	1/22/2021	COMP
Title VI (1 hr)	Ross,Brandon Shane	473499	8/25/2020	COMP
Title VI (1 hr)	Ross,Carlos	484381	2/23/2021	COMP
Title VI (1 hr)	Ross,Jazma Louise	366270	5/14/2021	COMP
Title VI (1 hr)	Ross,Jennifer A	3796	12/16/2020	COMP
Title VI (1 hr)	Ross,Joseph A	3369	12/30/2020	COMP
Title VI (1 hr)	Ross,Shannon L	62939	12/30/2020	COMP
Title VI (1 hr)	Ross-Hayward,Savannah	413432	12/1/2020	COMP
Title VI (1 hr)	Rotella,Julia P	2829	5/24/2021	COMP
Title VI (1 hr)	Rouleau,Robert J	257547	5/19/2021	COMP
Title VI (1 hr)	Rowe,Jackie L	243203	6/22/2021	COMP
Title VI (1 hr)	Rowe,Laura A	55682	1/25/2021	COMP
Title VI (1 hr)	Ruble,Francesca	322871	12/7/2020	COMP
Title VI (1 hr)	Rucker,Amanda L	301399	3/22/2021	COMP
Title VI (1 hr)	Rucker,Rebecca T	329687	4/16/2021	COMP
Title VI (1 hr)	Rudder,Katherine D	356162	3/1/2021	COMP
Title VI (1 hr)	Rudez,Heather L	9727	1/14/2021	COMP
Title VI (1 hr)	Ruff,Holly N	426301	1/7/2021	COMP
Title VI (1 hr)	Ruffin,Delora B	58352	2/25/2021	COMP
Title VI (1 hr)	Ruffin,Timothy George	483289	2/5/2021	COMP
Title VI (1 hr)	Ruoff,Stacey M	332266	2/1/2021	COMP
Title VI (1 hr)	Rushing,Emily G	134203	1/7/2021	COMP
Title VI (1 hr)	Russell,Beatrice R	28444	1/7/2021	COMP
Title VI (1 hr)	Ruth,Kelvin L	58196	2/11/2021	COMP
Title VI (1 hr)	Rutherford,Amanda L	23162	12/16/2020	COMP
Title VI (1 hr)	Rutherford,Joshua	470671	12/30/2020	COMP
Title VI (1 hr)	Rutherford,Misty M	54016	5/17/2021	COMP
Title VI (1 hr)	Rutledge,Brandon	463061	6/1/2021	COMP
Title VI (1 hr)	Ryan,Angela Hope	258522	5/21/2021	COMP
Title VI (1 hr)	Ryan,Emily Abigail	446452	5/21/2021	COMP
Title VI (1 hr)	Ryan,Morgan C.	432770	5/28/2021	COMP
Title VI (1 hr)	Ryion,Kristen M	307102	12/3/2020	COMP
Title VI (1 hr)	Rynes,Jillianne Marie	351118	6/30/2021	COMP
Title VI (1 hr)	Saffold,Deshun	23221	9/28/2020	COMP
Title VI (1 hr)	Sage,William G	49922	2/26/2021	COMP

Title VI (1 hr)	Sain,Marcella A	33043	9/22/2020	COMP
Title VI (1 hr)	Salas,Lekesha Marie	471772	11/23/2020	COMP
Title VI (1 hr)	Salas,Nakieta L	292946	4/30/2021	COMP
Title VI (1 hr)	Salyer,Crystal L	26205	3/22/2021	COMP
Title VI (1 hr)	Samford-Walker,Kristen	477305	10/22/2020	COMP
Title VI (1 hr)	Sanchez,Mayra P	396072	12/1/2020	COMP
Title VI (1 hr)	Sanchez,Nicholas James	443520	6/15/2021	COMP
Title VI (1 hr)	Sandburg,Deanna	458532	6/27/2021	COMP
Title VI (1 hr)	Sanders,Colina Lashea	408544	10/13/2020	COMP
Title VI (1 hr)	Sanders,Courtney LaTia	294070	5/28/2021	COMP
Title VI (1 hr)	Sanders,Heather L	244616	6/30/2021	COMP
Title VI (1 hr)	Sanders,Judy C	52817	1/24/2021	COMP
Title VI (1 hr)	Sanders,Tatiana Larculia	397525	5/17/2021	COMP
Title VI (1 hr)	Sanders,Toshiro M	60379	9/23/2020	COMP
Title VI (1 hr)	Sandidge,Jacqueline L	26072	5/27/2021	COMP
Title VI (1 hr)	Sangster,Michelle	39855	8/22/2020	COMP
Title VI (1 hr)	Sangster,Patrice A	33198	6/4/2021	COMP
Title VI (1 hr)	Santoni-Sanchez,Zachary W	299913	3/15/2021	COMP
Title VI (1 hr)	Sapp,Stephen G	57384	4/22/2021	COMP
Title VI (1 hr)	Sargent,Suzan A	18470	2/18/2021	COMP
Title VI (1 hr)	Sauda,Annakiya A	242156	3/30/2021	COMP
Title VI (1 hr)	Saulsberry,Kandis L	59557	12/4/2020	COMP
Title VI (1 hr)	Saulsberry,Michael B	37097	4/16/2021	COMP
Title VI (1 hr)	Saunders,Terri A	32508	9/16/2020	COMP
Title VI (1 hr)	Savage,Amy M	6976	5/7/2021	COMP
Title VI (1 hr)	Sawyer,Barbara L	13526	2/4/2021	COMP
Title VI (1 hr)	Sawyers,Davene L	50679	2/6/2021	COMP
Title VI (1 hr)	Saxon,Melissa L	403031	5/4/2021	COMP
Title VI (1 hr)	Scalesi,Stephanie A	303037	3/9/2021	COMP
Title VI (1 hr)	Scarborough,Alison M	6868	6/30/2021	COMP
Title VI (1 hr)	Schad,Heather A	64536	12/22/2020	COMP
Title VI (1 hr)	Schleuning,Nicole M	295038	2/17/2021	COMP
Title VI (1 hr)	Schoemaker,Sarah M	306702	5/13/2021	COMP
Title VI (1 hr)	Scholtens,Daryl L	10591	6/22/2021	COMP
Title VI (1 hr)	Schoo,Tiffany M	332891	11/30/2020	COMP
Title VI (1 hr)	Schoonover,Jan C	246646	6/5/2021	COMP
Title VI (1 hr)	Schrempp,Mandee J	436545	4/28/2021	COMP
Title VI (1 hr)	Schroeder,Reba H	341339	2/18/2021	COMP
Title VI (1 hr)	Schultz,Jacqueline Suzanne	49379	8/20/2020	COMP
Title VI (1 hr)	Schurig,Peyton Anne	402591	4/16/2021	COMP
Title VI (1 hr)	Schwintosky,Kelly Michelle	365939	1/5/2021	COMP
Title VI (1 hr)	Scieszinski,Lauren M	295121	2/7/2021	COMP
Title VI (1 hr)	Scott,Brittany	322075	1/7/2021	COMP
Title VI (1 hr)	Scott,Courtney B	407561	10/16/2020	COMP
Title VI (1 hr)	Scott,Dana J	33071	6/1/2021	COMP
Title VI (1 hr)	Scott,Karen D	258743	3/31/2021	COMP
Title VI (1 hr)	Scott,Keshuan D	377517	2/5/2021	COMP

Title VI (1 hr)	Scott,Sean Michael	367095	9/28/2020	COMP
Title VI (1 hr)	Scott,Sheila L	23454	11/9/2020	COMP
Title VI (1 hr)	Scott,Thomas Lee	484537	6/8/2021	COMP
Title VI (1 hr)	Scott,Tonya M	45453	8/14/2020	COMP
Title VI (1 hr)	Seabolt,Natalie R	55073	6/18/2021	COMP
Title VI (1 hr)	Seabrooks,Heather L	8103	6/10/2021	COMP
Title VI (1 hr)	Seals,Connie P	31097	1/27/2021	COMP
Title VI (1 hr)	Seard,Teresa L	257006	6/8/2021	COMP
Title VI (1 hr)	Segers,Kamyra Marshee	487636	4/30/2021	COMP
Title VI (1 hr)	Segree,Brequia G	247944	1/27/2021	COMP
Title VI (1 hr)	Sellner,Dianne N	1870	9/24/2020	COMP
Title VI (1 hr)	Sells,Lauren M	402343	5/17/2021	COMP
Title VI (1 hr)	Selph,Becky J	31127	6/15/2021	COMP
Title VI (1 hr)	Semafumu,Chawna W	34713	9/23/2020	COMP
Title VI (1 hr)	Seniours,Tiffany	307971	3/20/2021	COMP
Title VI (1 hr)	Sentmore,Bridgett	454808	5/18/2021	COMP
Title VI (1 hr)	Sewell,Sherry D	14166	2/15/2021	COMP
Title VI (1 hr)	Sexton,Amanda D	18091	3/11/2021	COMP
Title VI (1 hr)	Sexton,Marketta G	12185	10/16/2020	COMP
Title VI (1 hr)	Shackleford,Kendra A	32025	9/15/2020	COMP
Title VI (1 hr)	Shaffer,Tomeka L	60038	11/2/2020	COMP
Title VI (1 hr)	Shank,Laura K	158724	10/22/2020	COMP
Title VI (1 hr)	Shanklin,Bobbi K.	475349	8/20/2020	COMP
Title VI (1 hr)	Shannon,Lashay	398783	1/26/2021	COMP
Title VI (1 hr)	Shannon,Lindsey B	445238	2/8/2021	COMP
Title VI (1 hr)	Sharp,Marla	456922	8/25/2020	COMP
Title VI (1 hr)	Sharp-Pardon,Christine Ryann	355781	2/21/2021	COMP
Title VI (1 hr)	Shaver,Wanda L	19888	10/4/2020	COMP
Title VI (1 hr)	Shaw,Deja R	443703	6/30/2021	COMP
Title VI (1 hr)	Shaw,Lesley Sharee'	418635	1/7/2021	COMP
Title VI (1 hr)	Shaw,Sydney M m	353119	8/20/2020	COMP
Title VI (1 hr)	Sheets,Cody Wayne	487089	4/28/2021	COMP
Title VI (1 hr)	Sheets,Sandra R	14392	8/25/2020	COMP
Title VI (1 hr)	Sheffield,Erika D	23314	5/13/2021	COMP
Title VI (1 hr)	Shelton,Desirae Marie	402513	6/22/2021	COMP
Title VI (1 hr)	Shelton,Seth	430600	6/21/2021	COMP
Title VI (1 hr)	Shepherd,Tammy L	31833	10/28/2020	COMP
Title VI (1 hr)	Sheppard,Kelsey Mercer	486074	6/7/2021	COMP
Title VI (1 hr)	Sherfey,Travis L	39276	6/2/2021	COMP
Title VI (1 hr)	Sherman,Caleb	417590	2/18/2021	COMP
Title VI (1 hr)	Sherrer,Jacqueline C	8416	9/18/2020	COMP
Title VI (1 hr)	Shipp,Rayven	437301	6/1/2021	COMP
Title VI (1 hr)	Shivers,Tara L	249499	6/30/2021	COMP
Title VI (1 hr)	Shonts,David A	64723	6/1/2021	COMP
Title VI (1 hr)	Shores,Amy B	40724	2/1/2021	COMP
Title VI (1 hr)	Short,Lynn G	388635	12/14/2020	COMP
Title VI (1 hr)	Shuey,Macy Kay	488678	5/6/2021	COMP

Title VI (1 hr)	Sigler,Rita G	10319	1/25/2021	COMP
Title VI (1 hr)	Sigvaldsen,Jessica M	463306	9/1/2020	COMP
Title VI (1 hr)	Simerly,Melandie B	50086	1/15/2021	COMP
Title VI (1 hr)	Simerly,Nicole A	340836	3/25/2021	COMP
Title VI (1 hr)	Simmons,Diane	45192	1/22/2021	COMP
Title VI (1 hr)	Simmons,Katanya S	35915	2/24/2021	COMP
Title VI (1 hr)	Simmons,Melissa A	270981	2/19/2021	COMP
Title VI (1 hr)	Simmons,Syleetha T	86676	3/31/2021	COMP
Title VI (1 hr)	Simpson,Candace M	261436	9/14/2020	COMP
Title VI (1 hr)	Simpson,Gail A	11123	10/22/2020	COMP
Title VI (1 hr)	Simpson,Harold B.	474041	4/30/2021	COMP
Title VI (1 hr)	Simpson,Kevin D	36942	6/17/2021	COMP
Title VI (1 hr)	Simpson-campbell,Janis C	289205	8/17/2020	COMP
Title VI (1 hr)	Sims,Brandi	313189	6/17/2021	COMP
Title VI (1 hr)	Sims,Melissa E	26005	1/22/2021	COMP
Title VI (1 hr)	Sims,Puriti L	40674	10/30/2020	COMP
Title VI (1 hr)	Singleton,Ronald Oscar	430429	1/22/2021	COMP
Title VI (1 hr)	Singleton,Venus M	48685	5/18/2021	COMP
Title VI (1 hr)	Singley,Mary W	45629	1/23/2021	COMP
Title VI (1 hr)	Sinkfield,Anah J	474144	10/19/2020	COMP
Title VI (1 hr)	Sistrunk,Darlene A	416285	4/7/2021	COMP
Title VI (1 hr)	Sitzlar,Rachel L	260926	2/18/2021	COMP
Title VI (1 hr)	Skelly,Beau B	280443	11/12/2020	COMP
Title VI (1 hr)	Skelton,Sara Jane	471953	10/23/2020	COMP
Title VI (1 hr)	Skinner,Billy Wayne	346272	9/16/2020	COMP
Title VI (1 hr)	Skinner,Shante T	418190	11/24/2020	COMP
Title VI (1 hr)	Slauson,Lindsey R	440780	2/16/2021	COMP
Title VI (1 hr)	Sloan,Jamie L	345715	8/21/2020	COMP
Title VI (1 hr)	Sloan,Latasha M	62809	1/26/2021	COMP
Title VI (1 hr)	Sloan,Mallory C	335042	9/8/2020	COMP
Title VI (1 hr)	Sloan,Robin R	64028	2/18/2021	COMP
Title VI (1 hr)	Small,Tanequa D	357568	1/21/2021	COMP
Title VI (1 hr)	Smiley,Hillary	285589	3/15/2021	COMP
Title VI (1 hr)	Smith Jr,William T	343290	1/13/2021	COMP
Title VI (1 hr)	Smith Williams,Tammie C	63436	4/14/2021	COMP
Title VI (1 hr)	Smith,Amanda Michelle	324594	8/21/2020	COMP
Title VI (1 hr)	Smith,Amber R	421204	1/7/2021	COMP
Title VI (1 hr)	Smith,Angela C	16220	5/27/2021	COMP
Title VI (1 hr)	Smith,Autiona Keshontia	388030	5/21/2021	COMP
Title VI (1 hr)	Smith,Bethany N	39749	2/8/2021	COMP
Title VI (1 hr)	Smith,Beverly T	28929	10/5/2020	COMP
Title VI (1 hr)	Smith,Brooke M	399135	12/1/2020	COMP
Title VI (1 hr)	Smith,Bryon S	60169	2/5/2021	COMP
Title VI (1 hr)	Smith,Carrie	57297	6/11/2021	COMP
Title VI (1 hr)	Smith,Chrysta	493479	6/30/2021	COMP
Title VI (1 hr)	Smith,Clarissa	437756	5/18/2021	COMP
Title VI (1 hr)	Smith,Danielle	379186	6/30/2021	COMP

Title VI (1 hr)	Smith,Danielle Elizabeth	479663	10/27/2020	COMP
Title VI (1 hr)	Smith,Dawn N	48496	3/1/2021	COMP
Title VI (1 hr)	Smith,Elisha Rhea	486616	3/31/2021	COMP
Title VI (1 hr)	Smith,Eric R	38231	8/19/2020	COMP
Title VI (1 hr)	Smith,Gale J	260379	12/23/2020	COMP
Title VI (1 hr)	Smith,Gary R	256177	12/15/2020	COMP
Title VI (1 hr)	Smith,Herbert A	20452	5/7/2021	COMP
Title VI (1 hr)	Smith,Jeanetta Donise	374418	8/25/2020	COMP
Title VI (1 hr)	Smith,Jennifer A	3672	8/17/2020	COMP
Title VI (1 hr)	Smith,Jeremy J	459617	3/31/2021	COMP
Title VI (1 hr)	Smith,Joy T	11340	12/14/2020	COMP
Title VI (1 hr)	Smith,Karisa Johns	438797	6/17/2021	COMP
Title VI (1 hr)	Smith,Katherine	475253	9/15/2020	COMP
Title VI (1 hr)	Smith,Katrina G	40144	4/27/2021	COMP
Title VI (1 hr)	Smith,Kenya V	55835	9/11/2020	COMP
Title VI (1 hr)	Smith,Kimberley M	32399	8/31/2020	COMP
Title VI (1 hr)	Smith,Lawana Denise	437692	5/13/2021	COMP
Title VI (1 hr)	Smith,Leann Renee	57704	5/7/2021	COMP
Title VI (1 hr)	Smith,Leiya	412893	12/30/2020	COMP
Title VI (1 hr)	Smith,Mary L	33141	6/29/2021	COMP
Title VI (1 hr)	Smith,Melina	260383	2/23/2021	COMP
Title VI (1 hr)	Smith,Mike R	465643	3/3/2021	COMP
Title VI (1 hr)	Smith,Passion Q	421865	2/10/2021	COMP
Title VI (1 hr)	Smith,Ryan R	469544	10/9/2020	COMP
Title VI (1 hr)	Smith,Sandra A	27833	3/2/2021	COMP
Title VI (1 hr)	Smith,Sharon	456926	6/9/2021	COMP
Title VI (1 hr)	Smith,Shayna L	242028	4/12/2021	COMP
Title VI (1 hr)	Smith,Shelley D	256176	2/26/2021	COMP
Title VI (1 hr)	Smith,Sherry M	24680	6/30/2021	COMP
Title VI (1 hr)	Smith,Shorlanda L	59419	9/22/2020	COMP
Title VI (1 hr)	Smith,Steven C	64930	10/21/2020	COMP
Title VI (1 hr)	Smith,Susan L	28137	6/8/2021	COMP
Title VI (1 hr)	Smith,Terry	335023	3/18/2021	COMP
Title VI (1 hr)	Smith,Wanda F	55341	4/26/2021	COMP
Title VI (1 hr)	Smith,Wesley C	66450	5/28/2021	COMP
Title VI (1 hr)	Smith-Linton,Karen A	247943	5/12/2021	COMP
Title VI (1 hr)	Smith-Mink,Shellee L	54195	12/9/2020	COMP
Title VI (1 hr)	Snedaker,Amanda Claire	336389	8/19/2020	COMP
Title VI (1 hr)	Sneed,Caitlin	331909	5/21/2021	COMP
Title VI (1 hr)	Snyder,Alexa	466022	12/21/2020	COMP
Title VI (1 hr)	Snyder,Stephanie LeeAnn	459597	3/25/2021	COMP
Title VI (1 hr)	Snyder,Van	270986	5/13/2021	COMP
Title VI (1 hr)	Soares,Brianna	469593	5/3/2021	COMP
Title VI (1 hr)	Somoza,katherine	457874	2/1/2021	COMP
Title VI (1 hr)	Southard,Olivia Chafin	402310	11/20/2020	COMP
Title VI (1 hr)	Spakes,Alexandria Jordan	479461	10/30/2020	COMP
Title VI (1 hr)	Spakes,Joshua C	271780	10/15/2020	COMP

Title VI (1 hr)	Spangler,Amy L	329691	6/16/2021	COMP
Title VI (1 hr)	Spann,Amanda M	39981	6/30/2021	COMP
Title VI (1 hr)	Speers,Christopher Wallace	384591	3/26/2021	COMP
Title VI (1 hr)	Spence,Delsa M	63214	8/26/2020	COMP
Title VI (1 hr)	Spencer,Brandi N	177208	8/12/2020	COMP
Title VI (1 hr)	Spencer,Paris H	396382	1/13/2021	COMP
Title VI (1 hr)	Spiller,Thomas C	326568	6/9/2021	COMP
Title VI (1 hr)	Spivey,Brianna	460088	11/20/2020	COMP
Title VI (1 hr)	Spriggs,Aisha Monique	471478	12/2/2020	COMP
Title VI (1 hr)	Spring,Michael J	294909	3/15/2021	COMP
Title VI (1 hr)	Springfield,Camecia D	48705	11/25/2020	COMP
Title VI (1 hr)	Springfield,Evelyn E	59810	6/30/2021	COMP
Title VI (1 hr)	Springs,Derrian Desha	447283	5/26/2021	COMP
Title VI (1 hr)	Sprowl,Iris A	9639	5/5/2021	COMP
Title VI (1 hr)	Spurlock,Reda R	60582	1/31/2021	COMP
Title VI (1 hr)	Stafford,Jodi D	35228	9/14/2020	COMP
Title VI (1 hr)	Stafford,Theresa C	219989	6/14/2021	COMP
Title VI (1 hr)	Stage,Amber D	433923	6/5/2021	COMP
Title VI (1 hr)	Staggs,Julie A	374248	2/23/2021	COMP
Title VI (1 hr)	Stamm,Nikki L	55246	5/19/2021	COMP
Title VI (1 hr)	Stamper,Jennifer J	30919	1/15/2021	COMP
Title VI (1 hr)	Stamps,Tamera Y	313463	5/19/2021	COMP
Title VI (1 hr)	Standefer,Mark A	36198	1/27/2021	COMP
Title VI (1 hr)	Stanford,Amanda M	27861	1/27/2021	COMP
Title VI (1 hr)	Stanley,Jeanette L	12248	2/17/2021	COMP
Title VI (1 hr)	Stanley,Tina L	313152	1/29/2021	COMP
Title VI (1 hr)	Stapp,Courtney L	260909	8/27/2020	COMP
Title VI (1 hr)	Starks,Kevona	479228	12/8/2020	COMP
Title VI (1 hr)	Starr,Kevin Matthew	392844	1/6/2021	COMP
Title VI (1 hr)	Steele,Kelly R	291127	5/17/2021	COMP
Title VI (1 hr)	Steele,Tracy	465951	8/31/2020	COMP
Title VI (1 hr)	Stembridge,Chelsea	457385	5/4/2021	COMP
Title VI (1 hr)	Stennett,Courtney	337973	1/26/2021	COMP
Title VI (1 hr)	Stenzel,Christa	474128	10/2/2020	COMP
Title VI (1 hr)	Stephens,April I	290622	6/16/2021	COMP
Title VI (1 hr)	Stephens,Christopher D	305227	12/11/2020	COMP
Title VI (1 hr)	Stephens,James S	6540	6/16/2021	COMP
Title VI (1 hr)	Stephens,Jaylene E	271568	5/4/2021	COMP
Title VI (1 hr)	Sterrett,Megan N	437744	8/18/2020	COMP
Title VI (1 hr)	Stetzel,Jay D	9958	11/25/2020	COMP
Title VI (1 hr)	Steuart,Robert M	61490	5/31/2021	COMP
Title VI (1 hr)	Stevens,Michele C	330037	2/17/2021	COMP
Title VI (1 hr)	Stevenson,Tabitha O	31275	5/5/2021	COMP
Title VI (1 hr)	Stewart,Adriane R	36555	4/12/2021	COMP
Title VI (1 hr)	Stewart,Briana Martinique	479769	11/13/2020	COMP
Title VI (1 hr)	Stewart,Edward M	421327	12/23/2020	COMP
Title VI (1 hr)	Stewart,Jodi L	334067	6/9/2021	COMP

Title VI (1 hr)	Stewart,Kirk	412290	2/17/2021	COMP
Title VI (1 hr)	Stewart,Sara K	459218	3/16/2021	COMP
Title VI (1 hr)	Stewart,Yolanda E	421867	3/3/2021	COMP
Title VI (1 hr)	Stinson,Crystal Lee	371440	9/18/2020	COMP
Title VI (1 hr)	Stokes,Delsia A	13845	2/15/2021	COMP
Title VI (1 hr)	Stokes,Marcia D	272018	6/2/2021	COMP
Title VI (1 hr)	Stoneburner,Maria	496512	6/30/2021	COMP
Title VI (1 hr)	Storm,Penelope Lynn	472372	9/1/2020	COMP
Title VI (1 hr)	Story,Tessa A	44763	10/5/2020	COMP
Title VI (1 hr)	Stout,Scheryl A	323029	10/12/2020	COMP
Title VI (1 hr)	Stout,Taylor M.	434853	6/9/2021	COMP
Title VI (1 hr)	Strahlman III,John Wesley	388023	8/18/2020	COMP
Title VI (1 hr)	Straney,Alma O	282854	1/27/2021	COMP
Title VI (1 hr)	Streiff,Peter V	5418	2/24/2021	COMP
Title VI (1 hr)	Strom,Lindsay Caitlin	418634	3/16/2021	COMP
Title VI (1 hr)	Stuart,Tracy	386489	11/20/2020	COMP
Title VI (1 hr)	Stubblefield,Tonya N	310414	9/1/2020	COMP
Title VI (1 hr)	Studer,Kellie Rose	422771	4/22/2021	COMP
Title VI (1 hr)	Stults,Melissa C	21244	1/22/2021	COMP
Title VI (1 hr)	Sturgill,Elizabeth J	15573	12/1/2020	COMP
Title VI (1 hr)	Sullins Jr,Robin	321713	4/19/2021	COMP
Title VI (1 hr)	Sullivan,Diane M	486729	4/1/2021	COMP
Title VI (1 hr)	Sullivan,Sadie Louise	497173	6/30/2021	COMP
Title VI (1 hr)	Sullivan,Sandra J	33579	2/25/2021	COMP
Title VI (1 hr)	Sumpter,Sydney L	402572	2/10/2021	COMP
Title VI (1 hr)	Sumrok,Natalie C	21914	9/16/2020	COMP
Title VI (1 hr)	Suter,Ann	494447	6/30/2021	COMP
Title VI (1 hr)	Sutton,Diana G	47057	4/28/2021	COMP
Title VI (1 hr)	Sutton,Shelby Lynn	414820	5/12/2021	COMP
Title VI (1 hr)	Swallows,Megan A	329498	9/11/2020	COMP
Title VI (1 hr)	Swaney,Kelly M	11603	12/9/2020	COMP
Title VI (1 hr)	Swanger,Rebecca C T	344271	10/23/2020	COMP
Title VI (1 hr)	Swanson,Rachel	470001	6/30/2021	COMP
Title VI (1 hr)	Sweat,Lorie A	54642	5/17/2021	COMP
Title VI (1 hr)	Swift,Daphnie L	49227	12/30/2020	COMP
Title VI (1 hr)	Swope,Laura Whitney	443425	1/27/2021	COMP
Title VI (1 hr)	Taggart,Kendra E	13787	4/27/2021	COMP
Title VI (1 hr)	Tallent,Alexandra	426544	10/19/2020	COMP
Title VI (1 hr)	Tanis,Kristi M	36864	6/15/2021	COMP
Title VI (1 hr)	Tapp,Regina L	54212	8/12/2020	COMP
Title VI (1 hr)	Tarpy,Lydia G	32003	2/17/2021	COMP
Title VI (1 hr)	Tate,Morgan Page	448070	3/31/2021	COMP
Title VI (1 hr)	Tate,Tiffany M	38233	3/10/2021	COMP
Title VI (1 hr)	Taylor III,George W	36705	9/24/2020	COMP
Title VI (1 hr)	Taylor,Amy N	7319	11/16/2020	COMP
Title VI (1 hr)	Taylor,Bradley Keith	356044	12/28/2020	COMP
Title VI (1 hr)	Taylor,Christina	31185	8/18/2020	COMP

Title VI (1 hr)	Taylor,Clarmeshia Lynn	488656	4/20/2021	COMP
Title VI (1 hr)	Taylor,Cynthia M	48289	5/11/2021	COMP
Title VI (1 hr)	Taylor,Danielle Lea	313191	9/9/2020	COMP
Title VI (1 hr)	Taylor,Hailey L.	298569	12/16/2020	COMP
Title VI (1 hr)	Taylor,Kimberly L	244122	4/9/2021	COMP
Title VI (1 hr)	Taylor,Lisa Y	42794	4/15/2021	COMP
Title VI (1 hr)	Taylor,Lyndwan M	404348	5/16/2021	COMP
Title VI (1 hr)	Taylor,Michelle Skinner	326433	3/15/2021	COMP
Title VI (1 hr)	Taylor,Selena G	42873	2/23/2021	COMP
Title VI (1 hr)	Taylor,Tureah	321851	4/20/2021	COMP
Title VI (1 hr)	Taylor-Jeans,Lasonya R	379976	6/10/2021	COMP
Title VI (1 hr)	Taylor-Kelley,Patricia G	48470	6/2/2021	COMP
Title VI (1 hr)	Tellez,Tabitha	351293	12/3/2020	COMP
Title VI (1 hr)	Temple,Carolyn A	45770	9/4/2020	COMP
Title VI (1 hr)	Terrell,Lisa A	438610	6/1/2021	COMP
Title VI (1 hr)	Terry,Christopher	396235	3/17/2021	COMP
Title VI (1 hr)	Terry,Emmit L	20039	6/5/2021	COMP
Title VI (1 hr)	Terry,Reba E	65148	6/15/2021	COMP
Title VI (1 hr)	Thacker,Brandie D	55219	5/26/2021	COMP
Title VI (1 hr)	Thames,Ronald	5200	6/16/2021	COMP
Title VI (1 hr)	Tharp,Aminda L	477931	3/9/2021	COMP
Title VI (1 hr)	Tharpe,Michelle L	379398	1/4/2021	COMP
Title VI (1 hr)	Thomas,Alexus G	429195	11/4/2020	COMP
Title VI (1 hr)	Thomas,Ashli D	147482	6/27/2021	COMP
Title VI (1 hr)	Thomas,Chandra	47798	1/15/2021	COMP
Title VI (1 hr)	Thomas,Courtney	487955	5/18/2021	COMP
Title VI (1 hr)	Thomas,Dorothy M	61900	5/3/2021	COMP
Title VI (1 hr)	Thomas,Geneva D	8502	3/22/2021	COMP
Title VI (1 hr)	Thomas,Henry L	11327	8/31/2020	COMP
Title VI (1 hr)	Thomas,Karen L	48988	9/14/2020	COMP
Title VI (1 hr)	Thomas,Krystle Nicole	376901	5/5/2021	COMP
Title VI (1 hr)	Thomas,Nicole L	477074	2/9/2021	COMP
Title VI (1 hr)	Thomas,Shirley A	59032	9/2/2020	COMP
Title VI (1 hr)	Thomas,Tammie J	36082	11/24/2020	COMP
Title VI (1 hr)	Thomas,Tara C	273170	2/1/2021	COMP
Title VI (1 hr)	Thomas,Terrea La'Joyce	482987	2/5/2021	COMP
Title VI (1 hr)	Thomas-Houston,Shania	13117	12/18/2020	COMP
Title VI (1 hr)	Thompson,Alexus Nicole	481995	12/15/2020	COMP
Title VI (1 hr)	Thompson,Alisha N	471393	11/1/2020	COMP
Title VI (1 hr)	Thompson,Elizabeth Nicole	468259	4/15/2021	COMP
Title VI (1 hr)	Thompson,Johnnie L	311570	8/26/2020	COMP
Title VI (1 hr)	Thompson,Joseph L	17600	6/17/2021	COMP
Title VI (1 hr)	Thompson,Karen D	4534	12/17/2020	COMP
Title VI (1 hr)	Thompson,Lara	450379	11/18/2020	COMP
Title VI (1 hr)	Thompson,Lisa J	25787	11/17/2020	COMP
Title VI (1 hr)	Thompson,Melcharle L	302039	4/8/2021	COMP
Title VI (1 hr)	Thompson,Nancy N	37725	3/11/2021	COMP

Title VI (1 hr)	Thompson,Taylor	493293	6/30/2021	COMP
Title VI (1 hr)	Thompson,Teri L	28191	6/30/2021	COMP
Title VI (1 hr)	Thornton,Anthony E	37260	2/16/2021	COMP
Title VI (1 hr)	Thornton,Cynthia A	40036	1/13/2021	COMP
Title VI (1 hr)	Thornton,Everett C	37261	2/18/2021	COMP
Title VI (1 hr)	Thornton,Marcie T	50584	2/18/2021	COMP
Title VI (1 hr)	Thorson,Donald Scott	429693	11/6/2020	COMP
Title VI (1 hr)	Throneberry,Justin C	45714	5/27/2021	COMP
Title VI (1 hr)	Thurmon,Alaina N	308779	3/25/2021	COMP
Title VI (1 hr)	Tibbs,Tanya Y	27752	5/18/2021	COMP
Title VI (1 hr)	Tibbs-Partee,Shemeka Jewel	427222	5/17/2021	COMP
Title VI (1 hr)	Tiller,Latrice Sonta	352644	6/6/2021	COMP
Title VI (1 hr)	Timberlake,Alexandra C	242115	2/19/2021	COMP
Title VI (1 hr)	Timmer,Riley C	471345	8/25/2020	COMP
Title VI (1 hr)	Timmerman,Kristy J	63230	12/18/2020	COMP
Title VI (1 hr)	Timms,Natalie Nicole	421301	10/6/2020	COMP
Title VI (1 hr)	Tinker,Johnnie W	11747	2/1/2021	COMP
Title VI (1 hr)	Tippitt,Elizabeth	333449	2/16/2021	COMP
Title VI (1 hr)	Tipton,Caitlin Breann	390431	1/15/2021	COMP
Title VI (1 hr)	Tipton,Katressa D	50005	6/3/2021	COMP
Title VI (1 hr)	Tipton,Pamela Gay	45518	11/6/2020	COMP
Title VI (1 hr)	Tisdale,Frankie	412742	3/17/2021	COMP
Title VI (1 hr)	Tisdell,Eboney L	355172	11/12/2020	COMP
Title VI (1 hr)	Todd,Latoya Y	13595	2/22/2021	COMP
Title VI (1 hr)	Todd,Russell N	47136	8/26/2020	COMP
Title VI (1 hr)	Tomas,Lorinne Hany	479093	3/4/2021	COMP
Title VI (1 hr)	Toombs,Fredia D	281097	9/28/2020	COMP
Title VI (1 hr)	Torbett-Chrisman,Tia Nicole	488017	6/25/2021	COMP
Title VI (1 hr)	Torbett-McNelley,Tara N	50552	5/25/2021	COMP
Title VI (1 hr)	Torry,Shemeka Vonshay	343162	9/10/2020	COMP
Title VI (1 hr)	Tosh,Lucas James	478759	12/22/2020	COMP
Title VI (1 hr)	Totten,Kaitlynn R	472582	8/13/2020	COMP
Title VI (1 hr)	Townes,Gregory	367555	10/10/2020	COMP
Title VI (1 hr)	Townsend,Alvin C	60649	2/19/2021	COMP
Title VI (1 hr)	Townsend,Cheryl D	31190	3/1/2021	COMP
Title VI (1 hr)	Travis,Beth A	178977	2/18/2021	COMP
Title VI (1 hr)	Travis,Katelyn Morgan	487877	6/28/2021	COMP
Title VI (1 hr)	Travis,Sharmel	416269	6/7/2021	COMP
Title VI (1 hr)	Traylor,Wendy R	55386	2/18/2021	COMP
Title VI (1 hr)	Treadway,Melon J	37087	8/14/2020	COMP
Title VI (1 hr)	Trent,Jessica	402341	11/6/2020	COMP
Title VI (1 hr)	Trent,Jordan L	468520	5/10/2021	COMP
Title VI (1 hr)	Trentham,Patricia E	28089	9/16/2020	COMP
Title VI (1 hr)	Tripp,Ashley L	237667	11/19/2020	COMP
Title VI (1 hr)	Troxler,Khristian	471647	9/16/2020	COMP
Title VI (1 hr)	Trusler,Rachael Finney	323863	9/8/2020	COMP
Title VI (1 hr)	Tucker,Carla Y	47040	6/29/2021	COMP

Title VI (1 hr)	Tucker,Elizabeth A	62298	2/19/2021	COMP
Title VI (1 hr)	Tucker,Jacqueline D	24202	12/28/2020	COMP
Title VI (1 hr)	Tucker,Jessica W	55398	10/21/2020	COMP
Title VI (1 hr)	Tucker,Veronica J	60723	10/19/2020	COMP
Title VI (1 hr)	Tungate-Dorris,Sara E	22999	12/11/2020	COMP
Title VI (1 hr)	Turner,Amanda R	269191	2/4/2021	COMP
Title VI (1 hr)	Turner,Buffie Michelle	115929	5/26/2021	COMP
Title VI (1 hr)	Turner,Jessie A	307376	2/18/2021	COMP
Title VI (1 hr)	Turner,Kirsten D	58769	10/4/2020	COMP
Title VI (1 hr)	Turner,Latisha R	39616	8/13/2020	COMP
Title VI (1 hr)	Turner,Lyorant O	472583	8/12/2020	COMP
Title VI (1 hr)	Turner,Shannon M	4323	9/2/2020	COMP
Title VI (1 hr)	Turner,Susan L	309143	4/7/2021	COMP
Title VI (1 hr)	Turner,Tonya R	63906	8/21/2020	COMP
Title VI (1 hr)	Turner,Ty M	255932	5/11/2021	COMP
Title VI (1 hr)	Turrentine,Jajuan Chandria	60789	6/21/2021	COMP
Title VI (1 hr)	Tuttle,Channing Victoria	374413	3/29/2021	COMP
Title VI (1 hr)	Tyner,Eloise Wright	483299	1/7/2021	COMP
Title VI (1 hr)	Tyson,Teresa R	17478	6/17/2021	COMP
Title VI (1 hr)	Ugbala,Nkemjika N	446745	5/17/2021	COMP
Title VI (1 hr)	Ulsamer,Sara Lynn	465494	9/10/2020	COMP
Title VI (1 hr)	Umukoro,Clynelle S	243720	5/14/2021	COMP
Title VI (1 hr)	Underwood,Renita M	55254	6/3/2021	COMP
Title VI (1 hr)	Upchurch,Melissa C	279712	2/17/2021	COMP
Title VI (1 hr)	Usrey,Tara Bray	399270	6/29/2021	COMP
Title VI (1 hr)	Valandingham,Donna R	32514	1/15/2021	COMP
Title VI (1 hr)	Valentine,Deena D	37342	12/14/2020	COMP
Title VI (1 hr)	Valerio,Carolyn C	9526	6/2/2021	COMP
Title VI (1 hr)	Van Over,Cynthia S	8576	10/27/2020	COMP
Title VI (1 hr)	Van Over,Summer M	1508	10/20/2020	COMP
Title VI (1 hr)	Vance,Christopher L	430912	3/5/2021	COMP
Title VI (1 hr)	Vanderbilt,Sylvia D	413569	1/21/2021	COMP
Title VI (1 hr)	Vandergriff,Chasity D	55583	10/7/2020	COMP
Title VI (1 hr)	Vandusen,Anthony	427775	5/12/2021	COMP
Title VI (1 hr)	Vanover,Lisa L	27462	9/29/2020	COMP
Title VI (1 hr)	VanSant,Rachel Cay	429836	12/29/2020	COMP
Title VI (1 hr)	Vasser,Cecil Donyae	485094	2/27/2021	COMP
Title VI (1 hr)	Vasser,Lenisha	465953	5/29/2021	COMP
Title VI (1 hr)	Vasterling,Pamela E	19720	11/5/2020	COMP
Title VI (1 hr)	Vaughn III,James	23155	2/18/2021	COMP
Title VI (1 hr)	Vaughn Jr,Ben H	41802	6/8/2021	COMP
Title VI (1 hr)	Vaughn,Jenna Rose	369242	1/8/2021	COMP
Title VI (1 hr)	Vaughn,Kristi J	57244	3/5/2021	COMP
Title VI (1 hr)	Vaughn,Linda R	10486	3/22/2021	COMP
Title VI (1 hr)	Vaughn,Tyneka	471636	10/20/2020	COMP
Title VI (1 hr)	Venable,Cathy T	6464	6/11/2021	COMP
Title VI (1 hr)	Venable,Sarah Marie	434434	8/28/2020	COMP

Title VI (1 hr)	Ventola,Vicki L	396408	8/30/2020	COMP
Title VI (1 hr)	Verble,Shirley G	25582	2/16/2021	COMP
Title VI (1 hr)	Vermilye,Krista	447714	8/12/2020	COMP
Title VI (1 hr)	Vernier,Kimberly Alexis	432244	2/18/2021	COMP
Title VI (1 hr)	Viamonte,Barbara A	271765	1/14/2021	COMP
Title VI (1 hr)	Vickers,Laura M	32197	10/12/2020	COMP
Title VI (1 hr)	Vidal,Nicolas Lazaro	465423	10/12/2020	COMP
Title VI (1 hr)	Vineyard,Kailey B	468495	11/25/2020	COMP
Title VI (1 hr)	Vinson,Angela S	48302	11/4/2020	COMP
Title VI (1 hr)	Von Dohlen,Mark E	302797	1/21/2021	COMP
Title VI (1 hr)	Vongdara,Phon	65429	3/22/2021	COMP
Title VI (1 hr)	Vuono,Sara	416168	12/18/2020	COMP
Title VI (1 hr)	Waddell,Lakayla	483312	1/19/2021	COMP
Title VI (1 hr)	Wade,Alissa S	31067	3/14/2021	COMP
Title VI (1 hr)	Wade,Chelsa M	359998	5/19/2021	COMP
Title VI (1 hr)	Wade,Jenny	479690	11/23/2020	COMP
Title VI (1 hr)	Wade,Lisa Danielle	336393	9/8/2020	COMP
Title VI (1 hr)	Wagner,Bethany A	32986	1/2/2021	COMP
Title VI (1 hr)	Waincott,Candace J	26267	6/4/2021	COMP
Title VI (1 hr)	Waits,Tina M	49765	4/19/2021	COMP
Title VI (1 hr)	Walcott,Iris E	25502	2/16/2021	COMP
Title VI (1 hr)	Waldron,Amber Nicole	374628	4/16/2021	COMP
Title VI (1 hr)	Walker,Amira J	3506	6/21/2021	COMP
Title VI (1 hr)	Walker,April Lynn	473481	8/25/2020	COMP
Title VI (1 hr)	Walker,Arielle E	399099	5/17/2021	COMP
Title VI (1 hr)	Walker,Calvin	489472	4/29/2021	COMP
Title VI (1 hr)	Walker,Candace J	118380	2/11/2021	COMP
Title VI (1 hr)	Walker,Charlotte D	15222	9/17/2020	COMP
Title VI (1 hr)	Walker,Catherine Clement	456920	2/23/2021	COMP
Title VI (1 hr)	Walker,Dwight A	49902	8/21/2020	COMP
Title VI (1 hr)	Walker,Jerry H	63028	2/2/2021	COMP
Title VI (1 hr)	Walker,Kaitlin Morgan	478757	11/12/2020	COMP
Title VI (1 hr)	Walker,Kimberly A	459847	6/8/2021	COMP
Title VI (1 hr)	Walker,Lori J	380012	6/1/2021	COMP
Title VI (1 hr)	Walker,Nakiesha Qiana	385614	6/7/2021	COMP
Title VI (1 hr)	Walker,Nicole Latasha	396673	1/26/2021	COMP
Title VI (1 hr)	Walker,Potocha T	16053	6/7/2021	COMP
Title VI (1 hr)	Walker,Samantha Danyce	337677	2/12/2021	COMP
Title VI (1 hr)	Walker,Tyjuana A	37256	5/3/2021	COMP
Title VI (1 hr)	Wallenburg,Aaron C	474149	6/8/2021	COMP
Title VI (1 hr)	Waller,Jennifer C	271762	12/2/2020	COMP
Title VI (1 hr)	Waller,Lindsey Katlyn	392845	1/21/2021	COMP
Title VI (1 hr)	Wampner,Jason Lee	445159	3/30/2021	COMP
Title VI (1 hr)	Wang,Rout Deing	417937	6/30/2021	COMP
Title VI (1 hr)	Ward,Brent T	372270	6/17/2021	COMP
Title VI (1 hr)	Ward,Crystal A	21528	10/23/2020	COMP
Title VI (1 hr)	Ward,Latoya J	27623	5/26/2021	COMP

Title VI (1 hr)	Ward,Tierra P	495304	6/30/2021	COMP
Title VI (1 hr)	Wardlaw,Martin Luther	494437	6/30/2021	COMP
Title VI (1 hr)	Wardlow,Shaneka R	336556	11/18/2020	COMP
Title VI (1 hr)	Ware,Cathy E	50182	6/15/2021	COMP
Title VI (1 hr)	Ware,Demetra L	16209	4/20/2021	COMP
Title VI (1 hr)	Warfield,Brandy	425944	12/16/2020	COMP
Title VI (1 hr)	Warren,Amanda D	27377	12/23/2020	COMP
Title VI (1 hr)	Warren,Michael K	4532	8/12/2020	COMP
Title VI (1 hr)	Warren,Vanessa K	31522	6/3/2021	COMP
Title VI (1 hr)	Washam,Sheri L	13165	3/17/2021	COMP
Title VI (1 hr)	Washington Scott,Kyle Jamal	423985	5/20/2021	COMP
Title VI (1 hr)	Washington,Corlista L	59910	12/21/2020	COMP
Title VI (1 hr)	Washington,Michelle R.	285799	3/28/2021	COMP
Title VI (1 hr)	Washington,Tabitha E	11424	6/18/2021	COMP
Title VI (1 hr)	Washington,Tiffany M	9352	10/16/2020	COMP
Title VI (1 hr)	Watford,Arenetra D	27153	6/4/2021	COMP
Title VI (1 hr)	Watkins,Cassius D	292942	12/7/2020	COMP
Title VI (1 hr)	Watkins,DeVern L	450516	2/18/2021	COMP
Title VI (1 hr)	Watkins,Eddie L	36349	9/2/2020	COMP
Title VI (1 hr)	Watkins,Sandra M	17065	2/17/2021	COMP
Title VI (1 hr)	Watkins,Tracy L	45160	4/28/2021	COMP
Title VI (1 hr)	Watson,Jamie	495649	6/30/2021	COMP
Title VI (1 hr)	Watson,Jennifer L	449515	3/3/2021	COMP
Title VI (1 hr)	Watson,Kristy Bledsoe	13983	3/22/2021	COMP
Title VI (1 hr)	Watts,Alnita D	62388	5/24/2021	COMP
Title VI (1 hr)	Watts,Jennifer K	25025	4/1/2021	COMP
Title VI (1 hr)	Wattson,Tayla Shi	444924	3/19/2021	COMP
Title VI (1 hr)	Watzlavick,Julia P	62936	3/29/2021	COMP
Title VI (1 hr)	Waychoff,Karem Isabel	439174	6/16/2021	COMP
Title VI (1 hr)	Wayman,Cory B	468471	11/4/2020	COMP
Title VI (1 hr)	Weaver,Courtney B	308568	9/17/2020	COMP
Title VI (1 hr)	Weaver,Gregory Owen	398745	12/28/2020	COMP
Title VI (1 hr)	Weaver,Jennifer M	38639	4/8/2021	COMP
Title VI (1 hr)	Weaver,Sherrie W	289568	10/29/2020	COMP
Title VI (1 hr)	Webb,Rosa L	52341	6/1/2021	COMP
Title VI (1 hr)	Webb,Sarah E	26296	6/15/2021	COMP
Title VI (1 hr)	Webb,William Charles	393610	6/14/2021	COMP
Title VI (1 hr)	Webber,Alisha Leanne	433651	5/11/2021	COMP
Title VI (1 hr)	Webster,Dwight A	404625	1/11/2021	COMP
Title VI (1 hr)	Webster,Roger T	54166	5/24/2021	COMP
Title VI (1 hr)	Webster,Tiffany M	310815	6/17/2021	COMP
Title VI (1 hr)	Weddle,Shekebia D	344214	4/27/2021	COMP
Title VI (1 hr)	Weed,Danita	463356	11/19/2020	COMP
Title VI (1 hr)	Weeks,Jessica D	411983	6/23/2021	COMP
Title VI (1 hr)	Weeks,Stephanie N	53377	10/28/2020	COMP
Title VI (1 hr)	Weems,Amy Elizabeth	380530	8/19/2020	COMP
Title VI (1 hr)	Weidenbenner,Jeffrey J	311815	8/20/2020	COMP

Title VI (1 hr)	Weitzel,Michelle Ann	369540	6/4/2021	COMP
Title VI (1 hr)	Welch,Alexandria Rachelle	491103	6/30/2021	COMP
Title VI (1 hr)	Welch,Stephani	455056	2/16/2021	COMP
Title VI (1 hr)	Wells Waycaster,Darla J	147494	9/23/2020	COMP
Title VI (1 hr)	Wells,Makisha M	13491	9/24/2020	COMP
Title VI (1 hr)	Wells,Sarah Marie	473875	9/4/2020	COMP
Title VI (1 hr)	Wells,Sherri L	392408	10/5/2020	COMP
Title VI (1 hr)	Wendt,Tatum Nichole	482986	2/22/2021	COMP
Title VI (1 hr)	Wenger,Jessica E	32214	1/12/2021	COMP
Title VI (1 hr)	West,Dedra	410417	10/12/2020	COMP
Title VI (1 hr)	West,Ginger M	34588	8/19/2020	COMP
Title VI (1 hr)	West,Kristy K	40682	6/2/2021	COMP
Title VI (1 hr)	West,Samantha W	63005	3/26/2021	COMP
Title VI (1 hr)	West,William T	313211	12/9/2020	COMP
Title VI (1 hr)	Westaway,Ashley D	12979	3/29/2021	COMP
Title VI (1 hr)	Westerfield,Shavonne M	58701	6/3/2021	COMP
Title VI (1 hr)	Westfield,Samantha Jean	376075	12/21/2020	COMP
Title VI (1 hr)	Westmoreland,Kelly D	12350	5/11/2021	COMP
Title VI (1 hr)	Weston,Tommy J	64495	6/17/2021	COMP
Title VI (1 hr)	Wetzel,Kaitlyn	403763	3/10/2021	COMP
Title VI (1 hr)	Whaley,David B	31594	1/12/2021	COMP
Title VI (1 hr)	Whelpley,Payton	484389	4/29/2021	COMP
Title VI (1 hr)	Whisnant,Sara J	293804	10/5/2020	COMP
Title VI (1 hr)	Whitaker,Regina Y	13777	1/8/2021	COMP
Title VI (1 hr)	Whitaker,Robert A	14492	6/24/2021	COMP
Title VI (1 hr)	White,Angela G	45381	6/8/2021	COMP
Title VI (1 hr)	White,Arielle DeShae	389544	12/17/2020	COMP
Title VI (1 hr)	White,Holly S	312612	10/30/2020	COMP
Title VI (1 hr)	White,Jacorien	275821	9/22/2020	COMP
Title VI (1 hr)	White,Jennifer Nicole	491437	6/30/2021	COMP
Title VI (1 hr)	White,Jessica L	261849	6/7/2021	COMP
Title VI (1 hr)	White,Kimberly D	42974	2/22/2021	COMP
Title VI (1 hr)	White,Lisa M	422758	1/27/2021	COMP
Title VI (1 hr)	White,Lora D	7546	3/29/2021	COMP
Title VI (1 hr)	White,Mallory L	479779	12/28/2020	COMP
Title VI (1 hr)	White,Patricia Ann	386687	2/11/2021	COMP
Title VI (1 hr)	Whiteside,Rebecca L	48262	12/18/2020	COMP
Title VI (1 hr)	Whitfield,Kelly G	27118	6/29/2021	COMP
Title VI (1 hr)	Whitley,Laura Elizabeth	464774	6/2/2021	COMP
Title VI (1 hr)	Whitley,Regina R	334065	12/29/2020	COMP
Title VI (1 hr)	Whitmore,Allison Clarice	447291	10/15/2020	COMP
Title VI (1 hr)	Whitmore,Clemeteen	14191	10/7/2020	COMP
Title VI (1 hr)	Wicks-pelfrey,Courtney L	320675	8/25/2020	COMP
Title VI (1 hr)	Wiginton,Anna P	37063	6/17/2021	COMP
Title VI (1 hr)	Wike,Martha E	319595	12/29/2020	COMP
Title VI (1 hr)	Wild,Daniel J.	491117	6/30/2021	COMP
Title VI (1 hr)	Wilder,Jessica L	353550	1/20/2021	COMP

Title VI (1 hr)	Wiley,Lindsay N	295041	5/4/2021	COMP
Title VI (1 hr)	Wiley,Patricia C	27826	8/27/2020	COMP
Title VI (1 hr)	Wilhoit,Katie S	287904	12/22/2020	COMP
Title VI (1 hr)	Wilkerson,Tyronda Latreace	446062	5/28/2021	COMP
Title VI (1 hr)	Wilkins Jr,James R	33365	10/7/2020	COMP
Title VI (1 hr)	Wilkins,Myra Gail	493496	6/30/2021	COMP
Title VI (1 hr)	Williams,Ashley A	302555	2/1/2021	COMP
Title VI (1 hr)	Williams,Atif	443796	6/24/2021	COMP
Title VI (1 hr)	Williams,Brenie	335801	10/14/2020	COMP
Title VI (1 hr)	Williams,Brittany C	247633	10/29/2020	COMP
Title VI (1 hr)	Williams,Chelsea J	329070	6/14/2021	COMP
Title VI (1 hr)	Williams,Cheri K	290767	9/2/2020	COMP
Title VI (1 hr)	Williams,Cody W	337343	8/28/2020	COMP
Title VI (1 hr)	Williams,Curran M	8555	9/15/2020	COMP
Title VI (1 hr)	Williams,Denise	410706	1/5/2021	COMP
Title VI (1 hr)	Williams,Diana L	17366	3/9/2021	COMP
Title VI (1 hr)	Williams,Dreassha Smith	314965	5/12/2021	COMP
Title VI (1 hr)	Williams,Dwan Lavette	360215	6/15/2021	COMP
Title VI (1 hr)	Williams,Evan	426545	1/28/2021	COMP
Title VI (1 hr)	Williams,Jackee N	412484	9/19/2020	COMP
Title VI (1 hr)	Williams,Jason D	234657	6/8/2021	COMP
Title VI (1 hr)	Williams,Jennifer	493480	6/30/2021	COMP
Title VI (1 hr)	Williams,Judy	332897	3/23/2021	COMP
Title VI (1 hr)	Williams,Kalia D	63794	12/16/2020	COMP
Title VI (1 hr)	Williams,Kara S	369865	10/1/2020	COMP
Title VI (1 hr)	Williams,Katelyn Nicole	456836	8/28/2020	COMP
Title VI (1 hr)	Williams,Kayla	357569	6/9/2021	COMP
Title VI (1 hr)	Williams,Latoya N	36662	12/28/2020	COMP
Title VI (1 hr)	Williams,Leevaine	486948	3/25/2021	COMP
Title VI (1 hr)	Williams,Mark A	27631	6/14/2021	COMP
Title VI (1 hr)	Williams,Marlene D	5401	1/20/2021	COMP
Title VI (1 hr)	Williams,Mary E	16554	5/29/2021	COMP
Title VI (1 hr)	Williams,Nathan E	289207	2/17/2021	COMP
Title VI (1 hr)	Williams,Robin L	42634	1/14/2021	COMP
Title VI (1 hr)	Williams,Senetra L	58460	5/6/2021	COMP
Title VI (1 hr)	Williams,Sherita	373714	1/27/2021	COMP
Title VI (1 hr)	Williams,Tiffany	477396	9/29/2020	COMP
Title VI (1 hr)	Williams,Tracie C	63187	1/26/2021	COMP
Title VI (1 hr)	Williamson,Zanetta B	53820	2/18/2021	COMP
Title VI (1 hr)	Willingham,Alisha	377514	10/21/2020	COMP
Title VI (1 hr)	Willis,Shonda Grace	302287	3/30/2021	COMP
Title VI (1 hr)	Willoughby,Kenya Tanzania	414114	1/25/2021	COMP
Title VI (1 hr)	Willoughby,Megan	471655	8/25/2020	COMP
Title VI (1 hr)	Wilmore,Kasandra Kay	373857	9/2/2020	COMP
Title VI (1 hr)	Wilson,Andrea	45020	2/17/2021	COMP
Title VI (1 hr)	Wilson,Bonnie L	419593	11/16/2020	COMP
Title VI (1 hr)	Wilson,Bradley	485593	3/12/2021	COMP

Title VI (1 hr)	Wilson,Christal K	369656	4/19/2021	COMP
Title VI (1 hr)	Wilson,Cornelius	445007	1/15/2021	COMP
Title VI (1 hr)	Wilson,Haley	441454	12/4/2020	COMP
Title VI (1 hr)	Wilson,Jade J	287905	9/2/2020	COMP
Title VI (1 hr)	Wilson,Kelli A	5269	5/24/2021	COMP
Title VI (1 hr)	Wilson,Marissa	470819	10/20/2020	COMP
Title VI (1 hr)	Wilson,Michael T	37010	5/26/2021	COMP
Title VI (1 hr)	Wilson-Benson,Rosie H	36939	10/8/2020	COMP
Title VI (1 hr)	Winborn,Emily	461883	11/18/2020	COMP
Title VI (1 hr)	Windham-Howell,Dornise E	12027	10/15/2020	COMP
Title VI (1 hr)	Winegar,Tina M	5305	1/31/2021	COMP
Title VI (1 hr)	Winnett,Patricia Lynn	465516	8/19/2020	COMP
Title VI (1 hr)	Winningham,Felicia A	56462	10/16/2020	COMP
Title VI (1 hr)	Winters,Pamela Ann	31627	3/23/2021	COMP
Title VI (1 hr)	Wise,Lawrence Christopher	431274	8/25/2020	COMP
Title VI (1 hr)	Wise,Pamela K	60472	4/8/2021	COMP
Title VI (1 hr)	Witenbarger,Wendy C	243429	9/25/2020	COMP
Title VI (1 hr)	Witt,Tammy Lynn	412670	5/19/2021	COMP
Title VI (1 hr)	Wojnarek,Sandra Masiello	258478	2/17/2021	COMP
Title VI (1 hr)	Wolfe,Amanda P	362192	11/10/2020	COMP
Title VI (1 hr)	Wolfe,Elaine M	26217	12/29/2020	COMP
Title VI (1 hr)	Wolfe,Jimmie L	270979	8/14/2020	COMP
Title VI (1 hr)	Wolfe-Blackwell,Mary K	36980	10/14/2020	COMP
Title VI (1 hr)	Wolfenbarger,Felicia	402309	10/27/2020	COMP
Title VI (1 hr)	Wood,Alexandra D.	432782	6/21/2021	COMP
Title VI (1 hr)	Wood,Ashton Starr	459650	12/3/2020	COMP
Title VI (1 hr)	Wood,Shannon K	4683	12/17/2020	COMP
Title VI (1 hr)	Woodard,Liana Karsyn	472938	9/3/2020	COMP
Title VI (1 hr)	Wooden,Camille H	41435	10/22/2020	COMP
Title VI (1 hr)	Woodley Jr,Rickey	475022	8/19/2020	COMP
Title VI (1 hr)	Woodruff,Shandrika L	310261	6/23/2021	COMP
Title VI (1 hr)	Woods,Alyssa	485222	3/3/2021	COMP
Title VI (1 hr)	Woods,Belinda A	154936	8/18/2020	COMP
Title VI (1 hr)	Woods,Charles A	27337	8/23/2020	COMP
Title VI (1 hr)	Woods,Jennifer	74128	6/17/2021	COMP
Title VI (1 hr)	Woods,Karen L	24268	9/1/2020	COMP
Title VI (1 hr)	Woods,Rebecca G	45467	10/30/2020	COMP
Title VI (1 hr)	Woods,Shaniqua S	365530	2/5/2021	COMP
Title VI (1 hr)	Woods,Sheila L	14016	3/5/2021	COMP
Title VI (1 hr)	Woods,Tiwana T	30788	5/4/2021	COMP
Title VI (1 hr)	Woodson,Stefanie R	38038	10/5/2020	COMP
Title VI (1 hr)	Wooten,Julie Marie	352193	2/26/2021	COMP
Title VI (1 hr)	Workman,Jennifer M	351429	6/30/2021	COMP
Title VI (1 hr)	Worles,Anthony T	53974	8/29/2020	COMP
Title VI (1 hr)	Worles,Shemeka S	242598	4/14/2021	COMP
Title VI (1 hr)	Worley,Kellye R	303052	2/23/2021	COMP
Title VI (1 hr)	Worley,Shawna Leeann	447492	9/16/2020	COMP

Title VI (1 hr)	Worrles,Tyrone B	41293	10/10/2020	COMP
Title VI (1 hr)	Worsham,Meredith A	56469	8/17/2020	COMP
Title VI (1 hr)	Wright,Alicia G	301264	5/12/2021	COMP
Title VI (1 hr)	Wright,Crystal Ann	486057	4/9/2021	COMP
Title VI (1 hr)	Wright,Greg A	358166	6/26/2021	COMP
Title VI (1 hr)	Wright,Hailey	477398	10/12/2020	COMP
Title VI (1 hr)	Wright,Heather N	134254	4/5/2021	COMP
Title VI (1 hr)	Wright,Jennie S	45177	11/23/2020	COMP
Title VI (1 hr)	Wright,Jodi H	306604	6/14/2021	COMP
Title VI (1 hr)	Wright,Kimberly D	278854	11/4/2020	COMP
Title VI (1 hr)	Wright,Latrice N	38016	6/11/2021	COMP
Title VI (1 hr)	Wright,Linda G	58319	3/1/2021	COMP
Title VI (1 hr)	Wright,Melvin	258753	8/25/2020	COMP
Title VI (1 hr)	Wright,Rune V	4422	9/10/2020	COMP
Title VI (1 hr)	Wright,Samantha N	280249	6/9/2021	COMP
Title VI (1 hr)	Wright,Tawana	463345	3/1/2021	COMP
Title VI (1 hr)	Wright,Thomas E	463085	3/26/2021	COMP
Title VI (1 hr)	Wright,Veronica	487143	3/19/2021	COMP
Title VI (1 hr)	Wright-Gilliam,Erica Renee	452901	2/12/2021	COMP
Title VI (1 hr)	Wunderlin,Haley M	491455	6/22/2021	COMP
Title VI (1 hr)	Wunner,Holly A	243328	10/28/2020	COMP
Title VI (1 hr)	Wyatt,Carolyn Q	11294	5/12/2021	COMP
Title VI (1 hr)	Wyche,James B	61379	6/30/2021	COMP
Title VI (1 hr)	Wynn,Tiamara M	239589	9/22/2020	COMP
Title VI (1 hr)	Wyrick,Cedric K	58844	5/26/2021	COMP
Title VI (1 hr)	Yarbrough,Jennifer B	59428	5/11/2021	COMP
Title VI (1 hr)	Yates Jr,Thomas Ray	342794	8/22/2020	COMP
Title VI (1 hr)	Yates,Edith Gail	60868	12/14/2020	COMP
Title VI (1 hr)	Yates,Hannah B	464744	3/31/2021	COMP
Title VI (1 hr)	YEAGER,ASHLEY CARROLL	384961	4/13/2021	COMP
Title VI (1 hr)	Yoder,Joshua	417306	10/13/2020	COMP
Title VI (1 hr)	Yokley,Marisha Lashay	458199	3/18/2021	COMP
Title VI (1 hr)	York,Jamie Jean	385580	3/29/2021	COMP
Title VI (1 hr)	York,Jasmine Denice	487610	5/3/2021	COMP
Title VI (1 hr)	Young,Christesha Latrice	484380	3/3/2021	COMP
Title VI (1 hr)	Young,Domica L	18118	9/11/2020	COMP
Title VI (1 hr)	Young,Jasmine	479189	12/28/2020	COMP
Title VI (1 hr)	Young,Latina M	289206	12/30/2020	COMP
Title VI (1 hr)	Young,Sarah	469946	3/29/2021	COMP
Title VI (1 hr)	Young,Taylor Nichole	468777	8/17/2020	COMP
Title VI (1 hr)	Zawity,Demin K	459219	6/27/2021	COMP
Title VI (1 hr)	Zeller,Amanda M.	398861	3/30/2021	COMP
Title VI (1 hr)	Zeolia,Chasty K	4547	12/15/2020	COMP
Title VI (1 hr)	Zimmer,Antonia E	354417	5/19/2021	COMP
Title VI (1 hr)	Zych,Crystal Jean	371369	9/15/2020	COMP

SECTION XIII

Sub-recipient Monitoring

Sub-recipient Monitoring

The Department of Children's Services extends federal financial assistance to sub-recipients; as a result, an enforcement/monitoring process is in place for sub-recipients in addition to DCS programs and activities. Included in this monitoring process is the department's Title VI Survey, the Assurance of Title VI Compliance form, the Compliance Review form, and the Compliance Review Rating and Summary forms, (forthcoming in this section).

In accordance with the terms of all contracts, each Sub recipient shall, upon request, provide 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 and the records resulting from any complaints received and/or processed administratively. This providing of proof is inclusive of The Tennessee Human Rights Commission as well as jurisdictional federal agencies. The Department of Children's Services shall, upon request, make available any compliance reports for review by The Tennessee Human Rights Commission as well as any jurisdictional Federal agency.

The Department of Children's Services (DCS) procurement of personal, professional and consulting and services are attained pursuant to the Rules and Regulations of the Department of General Services, Central Procurement Office (Chapter 0690-03-01) <https://teamtn.gov/cpo/section/cpo-intranet-resources>. All purchases are made in accordance with these rules are reviewed and approved by the Central Procurement Office and the Comptroller of the Treasury Offices.

Pre-Award

In an effort to ensure that all Sub-recipients of financial assistance extended through DCS contracts are aware of the federal requirements of Title VI and other applicable non-discrimination laws; all contracts include a Non-discrimination section (see Section D.10 of the Grant Contract under the Standards Terms and Conditions which is forthcoming in this section). The language within the Non-discrimination section includes Title VI as well as other classes protected by federal and/or state anti-discrimination laws.

The DCS Office of Civil Rights Director/Title VI Coordinator and the Title VI Program Manager in conjunction with Contracts and Procurement Management Director are in the process of evaluating the current pre-award Assurance Agreement and developing a pre-assessment survey instrument in an attempt to develop improvement strategies. This plan represents our renewed commitment to Title VI compliance.

Post-Award

Annually, the Title VI Survey/Compliance Information Report is provided to all sub-recipients/contractors and is required to be submitted for the previous Fiscal Year. Additionally, all DCS Regional offices and Youth Development Centers are required to complete and provide to DCS Title VI Services Program the same Title VI Survey/

Compliance Information Report. The completed assessment instruments are maintained in the DCS Office of Civil Rights for a minimum period of three (3) years. The Department of Children's Services supplies all sub-recipients/contractors with non-discrimination publications, i.e., posters, brochures (forthcoming in this section) and maintains a tracking list for monitoring purposes as well.

Sub-recipient Title VI Training

All sub-recipients/contractors are required, per DCS Title VI Policy 1.10 Sections 6 A - F, to provide Title VI training to all staff through new employee orientation and annual Title VI training in subsequent years.

Tracking and monitoring of sub-recipients/contractors Title VI training is accomplished through review of the Title VI Survey instrument and training rosters which are generated within the DCS Training Division after the completion of each provider training. Sub-recipients are required to provide rosters of staff trainings completed which accompany the submitted Compliance Reports. The DCS Title VI Coordinator assists with training efforts upon requests from the sub-recipients/contractors and makes available training materials (forthcoming in this section) for their use as needed.

The DCS Title VI Coordinator monitors sub-recipients/contractors through maintaining close contact with respective agency Title VI coordinators providing guidance and assistance as requested. Annually, Title VI training is provided for sub-recipients/contractors in three (3) webinar sessions which are two hours in length. During fiscal year 2020-2021, Title VI training was conducted for DCS providers under contract with the Department on the dates of June 8, 2021, June 16, 2021 and June 24, 2021 (See Section 12).

Minority Representation

The total numbers of minority contracts are projected to be seven (7) or 2.8% of the estimated total 246 total contracts listed by the department's Fiscal Contracts Division for fiscal year 2020-2021. See Table/chart forthcoming in this section for total dollar amounts and percentage of minority contracts.

Public Notice and Outreach

Sub-recipients/contractors provide information pertaining to policy; programs and services; complaint procedures, and minority participation on planning boards and advisory boards through the DCS Title VI Survey/ Compliance Information Report (See forthcoming Title VI survey in this section).

Noncompliance Procedure

The Department of Children's Services' current process to obtain Title VI Compliance where noncompliance has been determined is attempting to obtain voluntary compliance; taking action to mandate compliance; and lastly seeking termination or suspension of funding if compliance cannot be obtained. Special attention will be focused on not only the requirement and encouragement of Title VI compliance, but also its enforcement. The scheduling criterion to obtain voluntary compliance is based on relative risk and the nature of the violation. In all cases, Executive Management as well as the Tennessee Human Rights Commission would be notified immediately of the violation, corrective action plans, as well as time frames established and agreed upon with the Sub recipient.

Minority Status	Number of Contracts	Raw number pre-percentage	Percentage	Total Dollar Amount By Race
White/Non-minority	239	0.9715447154	97.2%	\$147,712,343.50
Black/African American	1	0.0041841004	.4%	\$103,866.00
Asian	2	0.0081300813	.8%	\$360,000.00
Hispanic/Latino	0	0.00	0%	\$0.00
Female	4	0.0162601626	1.6%	\$1,219,300.00
Total	246	1	100%	\$149,395,509.50

Data for the above information was provided by DCS Contracts Division.

Minorities Only	Number of Contracts	Raw number pre-percentage	Percentage	Total Dollar Amount
Black/African American	1	0.1428571429	14.3%	\$103,866.00
Asian	2	0.2857142857	28.6%	\$360,000.00
Hispanic/Latino	0	0.00	0%	\$0.00
Female	4	0.5714285714	57.1%	\$1,219,300.00
Total	7	1	100%	\$1,683,166.00

Data for the above information was provided by DCS Contract Division.



STATE OF TENNESSEE
 DEPARTMENT OF CHILDREN'S SERVICES
 FY 2020-2021
 Title VI Survey
 And Compliance Information Report

The Title VI of the 1964 Civil Rights Act of 1964, as codified in 42 U.S.C. 200D, states that:

“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 subject to discrimination under any program or activity receiving federal financial assistance.”

PLEASE TYPE OR PRINT

I. Date of Survey: _____

II. Type of Survey: Initial: _____ Annual _____ Other _____

III. Name of Agency; Institution; or Contract Provider: _____

Street Address: _____

City: _____

Region Location: _____

IV. Name of Agency; Institution or Contract Provider's Director (**indicate title**):

V. Name of Agency; Institution or Contract Provider's Title VI Representative/Coordinator: (Must be a supervisor or administrative manager)

Phone Number including area code: _____

Fax Number including area code: _____

E-mail Address: _____

VI. Number of Employees:

Employees/Staff

African American Hispanic Asian American Native American White Other
(%) (%) (%) (%) (%) (%)

Total: _____ * Minority _____ (%)
Non-minority _____ (%)

* Please indicate total in whole numbers to show actual number of staff

**VII. Title VI Data and Collection Analysis Contractors /Non-DCS Service Providers:
(Check One)** (This information is kept confidential for data collection only for our report)

A. Governing Board or Advisory Group:

Do you have an appointed board? _____ Non-appointed board? _____

B. What are the functions and scope of the responsibility of the Board?

C. Racial Demographics of Board Members:

Number of:
White _____
African-American _____
Hispanics _____
Native Americans _____
Asians _____
Other _____

D. Racial Demographics of Employees:

Number of:
White _____
African-American _____
Hispanics _____
Native American _____
Asians _____
Other _____

E. Gender – Number of board Members:

Male _____ Female _____

F. How are members selected? _____

G. What is the length of time members serve on the Advisory Group/Governing Board?

H. If no minority persons are on the Advisory Group/Governing Board, and if the minorities represent at least 5% of the population in the geographic service area, what steps have been taken to obtain minority representation on the Advisory Group/Governing Board? (Include verification to obtain minority representation.)

I. Are the Title VI rules and regulations included in your planning, scheduling and contracts, etc.? Yes ___ No ___

J. Are purchasing of services monitored to ensure non-discrimination? Yes ___ No ___

K. How much federal funding/financial assistance does your Agency/Facility receive?

(In what form, grant personnel, contract for services etc.?)

VIII. Title VI Training (Please attach documentation of training sessions)

A. How many orientation/training sessions held during FY 2020-2021 for new employees? _____

B. Have you conducted a Title VI training session during the current fiscal year? _____
How many sessions held?

Who is responsible for conducting the orientation/training sessions? (Name and Title)

C. Indicate any issues you have related to training and training needs: _____

D. If you have not held a Title VI briefing or orientation during the current fiscal year, please contact DCS Office of Civil Rights Title VI Coordinator for training assistance.

E. Are you familiar with the Multi-Ethnic Placement Act (MEPA) as amended by Inter-Ethnic Adoption Provision of 1996? Yes ___ No ___

F. Are you familiar with Title IX of the Education Amendments of 1972? Yes ___ No ___

IX. Program Services:

A. List the program services you provide in your area: i.e. Counseling, Intensive Family Preservation, Parenting Services, Homemaker, Youth Services, Tutoring, Alcohol and Drug Assessment/Treatment/Screens: _____

B. Who are the beneficiaries of these services? Please check as many that applies to you:

Children _____
 Community _____
 Parents _____
 Other Agencies _____

K. Please complete the following charts for your program:

<u>Beneficiaries:</u>					
<u>African American</u>	<u>Hispanic</u>	<u>Asian American</u>	<u>Native American</u>	<u>White</u>	<u>Other</u>
()	()	()	()	()	()
Total: _____**		Total Minority _____		(%)	
		Total Non-minority _____		(%)	
** Please indicate total in whole numbers to show actual number of beneficiaries					

Indicate the breakdown of beneficiaries in whole numbers:	0-6 Years	7-12 Years	13-17 Years	18 & Older
White	F____ M____	F____ M____	F____ M____	F____ M____
African-American	F____ M____	F____ M____	F____ M____	F____ M____
Hispanic	F____ M____	F____ M____	F____ M____	F____ M____
Native American	F____ M____	F____ M____	F____ M____	F____ M____
Asian	F____ M____	F____ M____	F____ M____	F____ M____
Other	F____ M____	F____ M____	F____ M____	F____ M____

E. Answer the following questions about the educational program:
(Title IX Of the Educational Amendments of 1972 For Schools Only)

Are the Title IX rules and regulations for the Title IX of the Education Amendments of 1972 included in your planning, scheduling, contracts, etc.? Yes ___ No ___

Is Title IX affiliated with the local school system? Yes ___ No ___

Are students assigned to classes without regard to race, color national origin, or handicap? Yes ___ No ___

If there are private tutors, is the service made known to all and are they used on a non-racial, non-handicapped basis? Yes ___ No ___

Do residents participate in any special rehabilitation, workshop, or other training? Yes ___ No ___

If yes, explain by indicating the kinds of training and racial, handicap makeup of assignments:

E. Are any recreational programs available to residents? Yes ___ No ___
If yes, are they available to all residents on an equal basis? Yes ___ No ___

X. Level of Community Involvement:

A. Who are your community partners? List the partnership and collaborative: i.e. (Other Groups, Agencies, United Way, etc.)

B. List minority related meetings, conferences, conventions attended by staff:

C. List all sub-recipients including race, color, or national origin: (Please attach if necessary)

XI. Non-Discrimination Policies and Posters:

- A. Does your agency have a written policies stating that services will be provided to all persons without regard to race, color, or national origin? Yes ___ No ___
- B. Are current copies of Title VI of the Civil Rights act of 1964 available and accessible in your office/facility/agency, etc.? Yes ___ No ___
- C. Are Title VI Posters displayed prominently? Yes ___ No ___
- D. Are posters or program brochures available in languages other than English? i.e. Spanish? Yes ___ No ___
- E. Do these posters show the name of the DCS Monitor to whom complaints should be referred? Yes ___ No ___
- F. Do you need posters regarding Title VI? Yes ___ No ___
- G. Is information about Title VI disseminated to your clients and/or sub-contractors?***
****Please attach a copy of your dissemination method/procedure i.e., Notification of Equal Access to Programs and Services* Yes ___ No ___
- H. Is this information available in other languages? Yes ___ No ___
- I. Do you have provisions in place to provide services for families with Limited English Proficiency?
*****Please attach a copy of procedure/process utilized to access these provisions.* Yes ___ No ___
- J. Is Title VI language a part of your contracts? Yes ___ No ___

XII. A. What are the procedures for beneficiaries to be made aware of the right to file complaint? _____

B. What provisions do you have in place for Limited English Proficiency children and families to be made aware of their right to equal access to services?

XIII. Record-keeping

Where are the Program Discrimination Complaint forms located? _____

Did your office/agency/facility have any Title VI complaints filed? Yes ___ No ___

If you answered “Yes”, complete the following question:

Date of Complaint: _____

Name of Person who filed the complaint: _____

Nature of the complaint (Brief Statement): _____

Outcome(s): _____

XIV. Comments:

Please Print Name: _____

Signature: _____

Title: _____

Date: _____

**Please email the completed survey to donovan.haynes@tn.gov on or before July 30, 2021.
If you prefer you may mail your survey to the address listed below:**

**TN Department of Children's Services
Attention: Office of Civil Rights
UBS Tower
315 Deaderick Street, 7th Floor
Nashville, TN 37243
615-741-8422
donovan.haynes@tn.gov**

Please refer questions to Donovan Haynes at 615-741-8422 or donovan.haynes@tn.gov

Thank you for your cooperation and timely completion.



GRANT CONTRACT

(cost reimbursement grant contract with an individual, business, non-profit, or governmental entity of another state or country)

Begin Date	End Date	Agency Tracking # -	Edison ID
Grantee Legal Entity Name			Edison Vendor ID

Subrecipient or Recipient <input type="checkbox"/> Subrecipient <input type="checkbox"/> Recipient	CFDA #
Grantee's fiscal year end	

Service Caption (one line only)

Funding —					
FY	State	Federal	Interdepartmental	Other	TOTAL Grant Contract Amount
TOTAL:					

Ownership/Control

Minority Business Enterprise (MBE):

African American Asian American Hispanic American Native American

Woman Business Enterprise (WBE)

Service-Disabled Veteran Enterprise (SDVBE)

Disabled Owned Businesses (DSBE)

Small Business Enterprise (SBE): \$10,000,000.00 averaged over a three (3) year period or employs no more than ninety-nine (99) employees.

Government Non-Minority/Disadvantaged Other:

Grantee Selection Process Summary

Competitive Selection Describe the competitive selection process used.

Non-competitive Selection Describe the reasons for a non-competitive grantee selection process.

Budget Officer Confirmation: There is a balance in the appropriation from which obligations hereunder are required to be paid that is not already encumbered to pay other obligations.	<i>CPO USE - GR</i>
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Speed Chart (optional)	Account Code (optional)
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**GRANT CONTRACT
BETWEEN THE STATE OF TENNESSEE,
STATE AGENCY NAME
AND
GRANTEE NAME**

This Grant Contract, by and between the State of Tennessee, **State Agency Name**, hereinafter referred to as the "State" and **Contractor Legal Entity Name**, hereinafter referred to as the "Grantee," is for the provision of **Scope of Service Caption**, as further defined in the "SCOPE OF SERVICES."

The Grantee is **a/an Individual, For-Profit Corporation, Non-Profit Corporation, Special Purpose Corporation Or Association, Partnership, Joint Venture, Or Limited Liability Company.**

Grantee Place of Incorporation or Organization: **Location**

Grantee Edison Vendor ID # Number

A. SCOPE OF SERVICES AND DELIVERABLES:

A.1. The Grantee shall provide all services and deliverables ("Scope") as required, described, and detailed in this Grant Contract.

A.#. Specify the services & deliverables that the Grantee must provide as well as the technical specifications & delivery requirements that must be met (include sufficient detail to ensure accountability & definitive results). Do NOT include payment terms in the Scope.

B. TERM OF GRANT CONTRACT:

This Grant Contract shall be effective on **DATE** ("Effective Date") and extend for a period of **number (#) months** after the Effective Date ("Term"). The State shall have no obligation for goods or services provided by the Grantee prior to the Effective Date.

C. PAYMENT TERMS AND CONDITIONS:

C.1. Maximum Liability. In no event shall the maximum liability of the State under this Grant Contract exceed **Written Dollar Amount (\$Number)** ("Maximum Liability"). The Grant Budget, attached and incorporated hereto as Attachment **Reference**, shall constitute the maximum amount due the Grantee under this Grant Contract. The Grant Budget line-items include, but are not limited to, all applicable taxes, fees, overhead, and all other direct and indirect costs incurred or to be incurred by the Grantee.

C.2. Compensation Firm. The Maximum Liability of the State is not subject to escalation for any reason unless amended. The Grant Budget amounts are firm for the Term and are not subject to escalation for any reason unless amended, except as provided in Section C.6.

C.3. Payment Methodology. The Grantee shall be reimbursed for actual, reasonable, and necessary costs based upon the Grant Budget, not to exceed the Maximum Liability established in Section C.1. Upon progress toward the completion of the Scope, as described in Section A of this Grant Contract, the Grantee shall submit invoices prior to any reimbursement of allowable costs.

C.4. Travel Compensation. Reimbursement to the Grantee for travel, meals, or lodging shall be subject to amounts and limitations specified in the "State Comprehensive Travel Regulations," as they are amended from time to time, and shall be contingent upon and limited by the Grant Budget funding for said reimbursement.

C.5. Invoice Requirements. The Grantee shall invoice the State no more often than monthly, with all necessary supporting documentation, and present such to:

State Agency Billing Address

a. Each invoice shall clearly and accurately detail all of the following required information (calculations must be extended and totaled correctly).

- (1) Invoice/Reference Number (assigned by the Grantee).
- (2) Invoice Date.
- (3) Invoice Period (to which the reimbursement request is applicable).
- (4) Grant Contract Number (assigned by the State).
- (5) Grantor: **State Agency & Division Name**.
- (6) Grantor Number (assigned by the Grantee to the above-referenced Grantor).
- (7) Grantee Name.
- (8) Grantee Tennessee Edison Registration ID Number Referenced in Preamble of this Grant Contract.
- (9) Grantee Remittance Address.
- (10) Grantee Contact for Invoice Questions (name, phone, or fax).
- (11) Itemization of Reimbursement Requested for the Invoice Period— it must detail, at minimum, all of the following:

i. The amount requested by Grant Budget line-item (including any travel expenditure reimbursement requested and for which documentation and receipts, as required by "State Comprehensive Travel Regulations," are attached to the invoice).

ii. The amount reimbursed by Grant Budget line-item to date.

iii. The total amount reimbursed under the Grant Contract to date.

iv. The total amount requested (all line-items) for the Invoice Period.

b. The Grantee understands and agrees to all of the following.

(1) An invoice under this Grant Contract shall include only reimbursement requests for actual, reasonable, and necessary expenditures required in the delivery of service described by this Grant Contract and shall be subject to the Grant Budget and any other provision of this Grant Contract relating to allowable reimbursements.

(2) An invoice under this Grant Contract shall not include any reimbursement request for future expenditures.

(3) An invoice under this Grant Contract shall initiate the timeframe for reimbursement only when the State is in receipt of the invoice, and the invoice meets the minimum requirements of this section C.5.

C.6. Budget Line-items. Expenditures, reimbursements, and payments under this Grant Contract shall adhere to the Grant Budget. The Grantee may vary from a Grant Budget line-item amount by up to one percent (1%) of the line-item amount, provided that any increase is off-set by an equal reduction of other line-item amount(s) such that the net result of variances shall not increase the total Grant Contract amount detailed by the Grant Budget. Any increase in the Grant Budget, grand total amounts shall require an amendment of this Grant Contract.

C.7. Disbursement Reconciliation and Close Out. The Grantee shall submit any final invoice and a grant disbursement reconciliation report within sixty (60) days of the Grant Contract end date, in form and substance acceptable to the State.

a. If total disbursements by the State pursuant to this Grant Contract exceed the amounts permitted by Section C of this Grant Contract, the Grantee shall refund the difference to the State. The Grantee shall submit said refund with the final grant disbursement reconciliation report.

b. The State shall not be responsible for the payment of any invoice submitted to the state after the grant disbursement reconciliation report. The State will not deem any Grantee costs submitted for reimbursement after the grant disbursement reconciliation report to be allowable and reimbursable by the State, and such invoices will NOT be paid.

c. The Grantee's failure to provide a final grant disbursement reconciliation report to the state as required shall result in the Grantee being deemed ineligible for reimbursement under this Grant Contract, and the Grantee shall be required to refund any and all payments by the state pursuant to this Grant Contract.

d. The Grantee must close out its accounting records at the end of the contract period in such a way that reimbursable expenditures and revenue collections are NOT carried forward.

C.8. Indirect Cost. Should the Grantee request reimbursement for indirect costs, the Grantee must submit to the State a copy of the indirect cost rate approved by the cognizant federal agency or the cognizant state agency, as applicable. The Grantee will be reimbursed for indirect costs in accordance with the approved indirect cost rate and amounts and limitations specified in the attached Grant Budget. Once the Grantee makes an election and treats a given cost as direct or indirect, it must apply that treatment consistently and may not change during the Term. Any changes in the approved indirect cost rate must have prior approval of the cognizant federal agency or the cognizant state agency, as applicable. If the indirect cost rate is provisional during the Term, once the rate becomes final, the Grantee agrees to remit any overpayment of funds to the State, and subject to the availability of funds the State agrees to remit any underpayment to the Grantee.

C.9. Cost Allocation. If any part of the costs to be reimbursed under this Grant Contract are joint costs involving allocation to more than one program or activity, such costs shall be allocated and reported in accordance with the provisions of Department of Finance and Administration Policy Statement 03 or any amendments or revisions made to this policy statement during the Term.

C.10. Payment of Invoice. A payment by the State shall not prejudice the State's right to object to or question any reimbursement, invoice, or matter in relation thereto. A payment by the State shall not be construed as acceptance of any part of the work or service provided or as approval of any amount as an allowable cost.

C.11. Non-allowable Costs. Any amounts payable to the Grantee shall be subject to reduction for amounts included in any invoice or payment that are determined by the State, on the basis of audits or monitoring conducted in accordance with the terms of this Grant Contract, to constitute non-allowable costs.

C.12. State's Right to Set Off. The State reserves the right to deduct from amounts that are or shall become due and payable to the Grantee under this Grant Contract or any other contract between the Grantee and the State of Tennessee under which the Grantee has a right to receive payment from the State.

C.13. Prerequisite Documentation. The Grantee shall not invoice the State under this Grant Contract until the State has received the following, properly completed documentation.

a. The Grantee shall complete, sign, and present to the State an "Authorization Agreement for Automatic Deposit (ACH Credits) Form" provided by the State. By doing so, the Grantee acknowledges and agrees that, once this form is received by the State, all payments to the Grantee under this or any other grant contract will be made by automated clearing house ("ACH").

b. The Grantee shall complete, sign, and return to the State the State-provided W-9 form. The taxpayer identification number on the W-9 form must be the same as the Grantee's Federal Employer Identification Number or Social Security Number referenced in the Grantee's Edison registration information.

D. STANDARD TERMS AND CONDITIONS:

D.1. Required Approvals. The State is not bound by this Grant Contract until it is signed by the parties and approved by appropriate officials in accordance with applicable Tennessee laws and regulations (depending upon the specifics of this Grant Contract, the officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).

D.2. Modification and Amendment. This Grant Contract may be modified only by a written amendment signed by all parties and approved by the officials who approved the Grant Contract and, depending upon the specifics of the Grant Contract as amended, any additional officials required by Tennessee laws and regulations (said officials may include, but are not limited to, the Commissioner of

Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).

D.3. Termination for Convenience. The State may terminate this Grant Contract without cause for any reason. A termination for convenience shall not be a breach of this Grant Contract by the State. The State shall give the Grantee at least thirty (30) days written notice before the effective termination date. The Grantee shall be entitled to compensation for authorized expenditures and satisfactory services completed as of the termination date, but in no event shall the State be liable to the Grantee for compensation for any service that has not been rendered. The final decision as to the amount for which the State is liable shall be determined by the State. The Grantee shall not have any right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount for the State's exercise of its right to terminate for convenience.

D.4. Termination for Cause. If the Grantee fails to properly perform its obligations under this Grant Contract in a timely or proper manner, or if the Grantee violates any terms of this Grant Contract ("Breach Condition"), the State shall have the right to immediately terminate the Grant Contract and withhold payments in excess of compensation for completed services or provided goods. Notwithstanding the above, the Grantee shall not be relieved of liability to the State for damages sustained by virtue of any Breach Condition and the State may seek other remedies allowed at law or in equity for breach of this Grant Contract.

D.5. Subcontracting. The Grantee shall not assign this Grant Contract or enter into a subcontract for any of the services performed under this Grant Contract without obtaining the prior written approval of the State. If such subcontracts are approved by the State, each shall contain, at a minimum, sections of this Grant Contract pertaining to "Conflicts of Interest," "Lobbying," "Nondiscrimination," "Public Accountability," "Public Notice," and "Records" (as identified by the section headings). Notwithstanding any use of approved subcontractors, the Grantee shall remain responsible for all work performed.

D.6. Conflicts of Interest. The Grantee warrants that no part of the total Grant Contract Amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Grantee in connection with any work contemplated or performed relative to this Grant Contract.

The Grantee acknowledges, understands, and agrees that this Grant Contract shall be null and void if the Grantee is, or within the past six months has been, an employee of the State of Tennessee or if the Grantee is an entity in which a controlling interest is held by an individual who is, or within the past six months has been, an employee of the State of Tennessee.

D.7. Lobbying. The Grantee certifies, to the best of its knowledge and belief, that:

a. No federally appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.

b. If any funds other than federally 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 contract, grant, loan, or cooperative agreement, the Grantee shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

c. The Grantee shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into and is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. § 1352.

D.8. Communications and Contacts. All instructions, notices, consents, demands, or other communications required or contemplated by this Grant Contract shall be in writing and shall be made by certified, first class mail, return receipt requested and postage prepaid, by overnight courier service with an asset tracking system, or by email or facsimile transmission with recipient confirmation. All communications, regardless of method of transmission, shall be addressed to the respective party as set out below:

The State:

State Contact Name & Title

State Agency Name

Address

Email Address

Telephone # Number

FAX # Number

The Grantee:

Grantee Contact Name & Title

Grantee Name

Address

Email Address

Telephone # Number

FAX # Number

A change to the above contact information requires written notice to the person designated by the other party to receive notice.

All instructions, notices, consents, demands, or other communications shall be considered effectively given upon receipt or recipient confirmation as may be required.

D.9. Subject to Funds Availability. This Grant Contract is subject to the appropriation and availability of State or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the State reserves the right to terminate this Grant Contract upon written notice to the Grantee. The State's right to terminate this Grant Contract due to lack of funds is not a breach of this Grant Contract by the State. Upon receipt of the written notice, the Grantee shall cease all work associated with the Grant Contract. Should such an event occur, the Grantee shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Grantee shall have no right to recover from the State any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.

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.

D.11. HIPAA Compliance. The State and the Grantee shall comply with obligations under the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), Health Information Technology for Economic and Clinical Health ("HITECH") Act and any other relevant laws and regulations regarding privacy (collectively the "Privacy Rules"). The obligations set forth in this Section shall survive the termination of this Grant Contract.

- a. The Grantee warrants to the State that it is familiar with the requirements of the Privacy Rules, and will comply with all applicable requirements in the course of this Grant Contract.
- b. The Grantee warrants that it will cooperate with the State, including cooperation and coordination with State privacy officials and other compliance officers required by the Privacy Rules, in the course of performance of this Grant Contract so that both parties will be in compliance with the Privacy Rules.
- c. The State and the Grantee will sign documents, including but not limited to business associate agreements, as required by the Privacy Rules and that are reasonably necessary to keep the State and the Grantee in compliance with the Privacy Rules. This provision shall not apply if information received or delivered by the parties under this Grant Contract is NOT "protected health information" as defined by the Privacy Rules, or if the Privacy Rules permit the parties to receive or deliver the information without entering into a business associate agreement or signing another document.
- d. The Grantee will indemnify the State and hold it harmless for any violation by the Grantee or its subcontractors of the Privacy Rules. This includes the costs of responding to a breach of protected health information, the costs of responding to a government enforcement action related to the breach, and any fines, penalties, or damages paid by the State because of the violation.

D.12. Public Accountability. If the Grantee is subject to Tenn. Code Ann. § 8-4-401 *et seq.*, or if this Grant Contract involves the provision of services to citizens by the Grantee on behalf of the State, the Grantee agrees to establish a system through which recipients of services may present grievances about the operation of the service program. The Grantee shall also display in a prominent place, located near the passageway through which the public enters in order to receive Grant supported services, a sign at least eleven inches (11") in height and seventeen inches (17") in width stating:

NOTICE: THIS AGENCY IS A RECIPIENT OF TAXPAYER FUNDING. IF YOU OBSERVE AN AGENCY DIRECTOR OR EMPLOYEE ENGAGING IN ANY ACTIVITY WHICH YOU CONSIDER TO BE ILLEGAL, IMPROPER, OR WASTEFUL, PLEASE CALL THE STATE COMPTROLLER'S TOLL-FREE HOTLINE: 1-800-232-5454.

The sign shall be on the form prescribed by the Comptroller of the Treasury. The Grantor State Agency shall obtain copies of the sign from the Comptroller of the Treasury, and upon request from the Grantee, provide Grantee with any necessary signs.

D.13. Public Notice. All notices, informational pamphlets, press releases, research reports, signs, and similar public notices prepared and released by the Grantee in relation to this Grant Contract shall include the statement, "This project is funded under a Grant Contract with the State of Tennessee." All notices by the Grantee in relation to this Grant Contract shall be approved by the State.

D.14. Licensure. The Grantee and its employees and all sub-grantees shall be licensed pursuant to all applicable federal, state, and local laws, ordinances, rules, and regulations and shall upon request provide proof of all licenses.

D.15. Records. The Grantee and any approved subcontractor shall maintain documentation for all charges under this Grant Contract. The books, records, and documents of the Grantee and any approved subcontractor, insofar as they relate to work performed or money received under this Grant Contract, shall be maintained for a period of five (5) full years from the date of the final payment and shall be subject to audit at any reasonable time and upon reasonable notice by the Grantor State Agency, the Comptroller of the Treasury, or their duly appointed representatives.

The records shall be maintained in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification, Public Company Accounting Oversight Board (PCAOB) Accounting Standards Codification, or Governmental Accounting Standards Board (GASB) Accounting Standards Codification, as applicable, and any related AICPA Industry Audit and Accounting guides.

In addition, documentation of grant applications, budgets, reports, awards, and expenditures will be maintained in accordance with U.S. Office of Management and Budget's *Uniform Administrative Requirements, Audit Requirements, and Cost Principles for Federal Awards*.

The Grantee shall also comply with any recordkeeping and reporting requirements prescribed by the Tennessee Comptroller of the Treasury.

The Grantee shall establish a system of internal controls that utilize the COSO Internal Control - Integrated Framework model as the basic foundation for the internal control system. The Grantee shall incorporate any additional Comptroller of the Treasury directives into its internal control system.

Any other required records or reports which are not contemplated in the above standards shall follow the format designated by the head of the Grantor State Agency, the Central Procurement Office, or the Commissioner of Finance and Administration of the State of Tennessee.

D.16. Monitoring. The Grantee's activities conducted, and records maintained pursuant to this Grant Contract shall be subject to monitoring and evaluation by the State, the Comptroller of the Treasury, or their duly appointed representatives.

D.17. Progress Reports. The Grantee shall submit brief, periodic, progress reports to the State as requested.

D.18. Annual and Final Reports. The Grantee shall submit, within three (3) months of the conclusion of each year of the Term, an annual report. For grant contracts with a term of less than one (1) year, the Grantee shall submit a final report within three (3) months of the conclusion of the Term. For grant contracts with multiyear terms, the final report will take the place of the annual report for the final year of the Term. The Grantee shall submit annual and final reports to the Grantor State Agency. At minimum, annual and final reports shall include: (a) the Grantee's name; (b) the Grant Contract's Edison identification number, Term, and total amount; (c) a narrative section that describes the program's goals, outcomes, successes and setbacks, whether the Grantee used benchmarks or indicators to determine progress, and whether any proposed activities were not completed; and (d) other relevant details requested by the Grantor State Agency. Annual and final report documents to be completed by the Grantee shall appear on the Grantor State Agency's website or as an attachment to the Grant Contract.

D.19. Audit Report. For purposes of this Section, pass-through entity means a non-federal entity that provides a subaward to a subrecipient to carry out part of a federal program.

The Grantee shall provide audited financial statements to the Tennessee Comptroller of the Treasury ("Comptroller") if during the Grantee's fiscal year, the Grantee: (1) expends seven hundred fifty thousand dollars (\$750,000) or more in direct and indirect federal financial assistance and the State is a pass-through entity; (2) expends seven hundred fifty thousand dollars (\$750,000) or more in state funds from the State; or (3) expends seven hundred fifty thousand dollars (\$750,000) or more in federal financial assistance and state funds from the State, and the State is a pass-through entity.

At least ninety (90) days before the end of its fiscal year, the Grantee shall complete Attachment [\[reference the Notice of Audit Report document\]](#) to notify the State whether or not Grantee is subject to an audit. The Grantee should submit only one, completed document during the Grantee's fiscal year. Any Grantee that is subject to an audit and so indicates on Attachment [\[reference the Notice of Audit Report document\]](#) shall complete Attachment [\[reference the Parent Child Information document\]](#). If the Grantee is subject to an audit, Grantee shall obtain the Comptroller's approval before engaging a licensed, independent public accountant to perform the audit. The Grantee may contact the Comptroller for assistance identifying auditors.

The audit contract between the Grantee and the Auditor shall be on a contract form prescribed by the Comptroller. The Grantee shall be responsible for payment of fees for an audit prepared by a licensed, independent public accountant. Payment of the audit fees by the Grantee shall be subject to the provision relating to such fees contained within this Grant Contract. The Grantee shall be responsible for reimbursing the Comptroller for any costs of an audit prepared by the Comptroller.

All audits shall be performed in accordance with the Comptroller's requirements, as posted on its web site. When a federal single audit is required, the audit shall be performed in accordance with U.S. Office of Management and Budget's *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*.

A copy of the audit report shall be provided to the Comptroller by the licensed, independent public accountant. Audit reports shall be made available to the public. The Grantee shall also submit a copy of the Notice of Audit Report, Parent Child Form, and audit report to the State [contact listed in D.8. or to optional contact information]:

D.20. Procurement. If other terms of this Grant Contract allow reimbursement for the cost of goods, materials, supplies, equipment, or contracted services, such procurement shall be made on a competitive basis, including the use of competitive bidding procedures, where practical. The Grantee shall maintain documentation for the basis of each procurement for which reimbursement is paid pursuant to this Grant Contract. In each instance where it is determined that use of a competitive procurement method is not practical, supporting documentation shall include a written justification for the decision and for use of a non-competitive procurement. If the Grantee is a subrecipient, the Grantee shall comply with 2 C.F.R. §§ 200.317—200.326 when procuring property and services under a federal award.

The Grantee shall obtain prior approval from the State before purchasing any equipment under this Grant Contract.

For purposes of this Grant Contract, the term “equipment” shall include any article of nonexpendable, tangible, personal property having a useful life of more than one year and an acquisition cost which equals or exceeds five thousand dollars (\$5,000.00).

D.21. Strict Performance. Failure by any party to this Grant Contract to insist in any one or more cases upon the strict performance of any of the terms, covenants, conditions, or provisions of this agreement shall not be construed as a waiver or relinquishment of any such term, covenant, condition, or provision. No term or condition of this Grant Contract shall be held to be waived, modified, or deleted except by a written amendment signed by the parties hereto.

D.22. Independent Contractor. The parties shall not act as employees, partners, joint venturers, or associates of one another in the performance of this Grant Contract. The parties acknowledge that they are independent contracting entities and that nothing in this Grant Contract shall be construed to create a principal/agent relationship or to allow either to exercise control or direction over the manner or method by which the other transacts its business affairs or provides its usual services. The employees or agents of one party shall not be deemed or construed to be the employees or agents of the other party for any purpose whatsoever.

The Grantee, being an independent contractor and not an employee of the State, agrees to carry adequate public liability and other appropriate forms of insurance, including adequate public liability and other appropriate forms of insurance on the Grantee’s employees, and to pay all applicable taxes incident to this Grant Contract.

D.23. Limitation of State’s Liability. The State shall have no liability except as specifically provided in this Grant Contract. In no event will the State be liable to the Grantee or any other party for any lost revenues, lost profits, loss of business, loss of grant funding, decrease in the value of any securities or cash position, time, money, goodwill, or any indirect, special, incidental, punitive, exemplary or consequential damages of any nature, whether based on warranty, contract, statute, regulation, tort (including but not limited to negligence), or any other legal theory that may arise under this Grant Contract or otherwise. The State’s total liability under this Grant Contract (including any exhibits, schedules, amendments or other attachments to the Contract) or otherwise shall under no circumstances exceed the Maximum Liability originally established in Section C.1 of this Grant Contract. This limitation of liability is cumulative and not per incident.

D.24. Force Majeure. “Force Majeure Event” means fire, flood, earthquake, elements of nature or acts of God, wars, riots, civil disorders, rebellions or revolutions, acts of terrorism or any other similar cause beyond the reasonable control of the Party except to the extent that the non-performing Party is at fault in failing to prevent or causing the default or delay, and provided that the default or delay cannot reasonably be circumvented by the non-performing Party through the use of alternate sources, workaround plans or other means. A strike, lockout or labor dispute shall not excuse either Party from

its obligations under this Grant Contract. Except as set forth in this Section, any failure or delay by a Party in the performance of its obligations under this Grant Contract arising from a Force Majeure Event is not a default under this Grant Contract or grounds for termination. The non-performing Party will be excused from performing those obligations directly affected by the Force Majeure Event, and only for as long as the Force Majeure Event continues, provided that the Party continues to use diligent, good faith efforts to resume performance without delay. The occurrence of a Force Majeure Event affecting Grantee's representatives, suppliers, subcontractors, customers or business apart from this Grant Contract is not a Force Majeure Event under this Grant Contract. Grantee will promptly notify the State of any delay caused by a Force Majeure Event (to be confirmed in a written notice to the State within one (1) day of the inception of the delay) that a Force Majeure Event has occurred, and will describe in reasonable detail the nature of the Force Majeure Event. If any Force Majeure Event results in a delay in Grantee's performance longer than forty-eight (48) hours, the State may, upon notice to Grantee: (a) cease payment of the fees until Grantee resumes performance of the affected obligations; or (b) immediately terminate this Grant Contract or any purchase order, in whole or in part, without further payment except for fees then due and payable. Grantee will not increase its charges under this Grant Contract or charge the State any fees other than those provided for in this Grant Contract as the result of a Force Majeure Event.

D.25. Tennessee Department of Revenue Registration. The Grantee shall comply with all applicable registration requirements contained in Tenn. Code Ann. §§ 67-6-601 – 608. Compliance with applicable registration requirements is a material requirement of this Grant Contract.

D.26. Charges to Service Recipients Prohibited. The Grantee shall not collect any amount in the form of fees or reimbursements from the recipients of any service provided pursuant to this Grant Contract.

D.27. No Acquisition of Equipment or Motor Vehicles. This Grant Contract does not involve the acquisition and disposition of equipment or motor vehicles acquired with funds provided under this Grant Contract.

D.28. State and Federal Compliance. The Grantee shall comply with all applicable state and federal laws and regulations in the performance of this Grant Contract.

D.29. Governing Law. This Grant Contract shall be governed by and construed in accordance with the laws of the State of Tennessee, without regard to its conflict or choice of law rules. The Grantee agrees that it will be subject to the exclusive jurisdiction of the courts of the State of Tennessee in actions that may arise under this Grant Contract. The Grantee acknowledges and agrees that any rights or claims against the State of Tennessee or its employees hereunder, and any remedies arising there from, shall be subject to and limited to those rights and remedies, if any, available under Tenn. Code Ann. §§ 9-8-101 through 9-8-408.

D.30. Completeness. This Grant Contract is complete and contains the entire understanding between the parties relating to the subject matter contained herein, including all the terms and conditions of the parties' agreement. This Grant Contract supersedes any and all prior understandings, representations, negotiations, and agreements between the parties relating hereto, whether written or oral.

D.31. Severability. If any terms and conditions of this Grant Contract are held to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect. To this end, the terms and conditions of this Grant Contract are declared severable.

D.32. Headings. Section headings are for reference purposes only and shall not be construed as part of this Grant Contract.

D.33. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101, *et seq.*, addressing contracting with persons as defined at Tenn. Code Ann. §12-12-103(5) that engage in investment activities in Iran, shall be a material provision of this Grant Contract. The Grantee certifies, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.

D.34. Debarment and Suspension. The Grantee certifies, to the best of its knowledge and belief, that it, its current and future principals, its current and future subcontractors and their principals:

- a. are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal or state department or agency;
- b. have not within a three (3) year period preceding this Grant Contract been convicted of, or had a civil judgment rendered against them from commission of fraud, or a criminal offence in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or grant under a public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements, or receiving stolen property;
- c. are not presently indicted or otherwise criminally or civilly charged by a government entity (federal, state, or local) with commission of any of the offenses detailed in section b. of this certification; and
- d. have not within a three (3) year period preceding this Grant Contract had one or more public transactions (federal, state, or local) terminated for cause or default.

The Grantee shall provide immediate written notice to the State if at any time it learns that there was an earlier failure to disclose information or that due to changed circumstances, its principals or the principals of its subcontractors are excluded or disqualified, or presently fall under any of the prohibitions of sections a-d.

D.35. Confidentiality of Records. Strict standards of confidentiality of records and information shall be maintained in accordance with applicable state and federal law. All material and information, regardless of form, medium or method of communication, provided to the Grant Grantee by the State or acquired by the Grant Grantee on behalf of the State that is regarded as confidential under state or federal law shall be regarded as "Confidential Information." Nothing in this Section shall permit Grant Grantee to disclose any Confidential Information, regardless of whether it has been disclosed or made available to the Grant Grantee due to intentional or negligent actions or inactions of agents of the State or third parties. Confidential Information shall not be disclosed except as required or permitted under state or federal law. Grant Grantee shall take all necessary steps to safeguard the confidentiality of such material or information in conformance with applicable state and federal law. The obligations set forth in this Section shall survive the termination of this Grant Contract.

E. SPECIAL TERMS AND CONDITIONS:

E.1. Conflicting Terms and Conditions. Should any of these special terms and conditions conflict with any other terms and conditions of this Grant Contract, the special terms and conditions shall be subordinate to the Grant Contract's other terms and conditions.

IN WITNESS WHEREOF,

GRANTEE LEGAL ENTITY NAME:

GRANTEE SIGNATURE **DATE**

PRINTED NAME AND TITLE OF GRANTEE SIGNATORY (above)

GRANTOR STATE AGENCY NAME:

NAME & TITLE **DATE**



STATE OF TENNESSEE
DEPARTMENT OF CHILDREN'S SERVICES
Office of Civil Rights
315 Deaderick Street, UBS Building, 7th Floor
Nashville, Tennessee 37243
Phone 615-532-5552 Fax 615-532-7602

Bill Lee
Governor

Jennifer Nichols
Commissioner

On-Site Review Procedure

Purpose: To access agency and Departmental compliance with Title VI requirements.
To provide guidance to DCS and agencies in Title VI compliance efforts.

Procedure:

The on-site review should be conducted as quickly and as unobtrusively as possible. Care should be taken to emphasize that the reviewer is there, not only to access compliance with Title VI requirements, but also to offer technical assistance as needed.

During the visit, please provide providers with Title VI materials as needed.

I. Notification

- (i) Notify Region/Provider either by phone call or letter that review will be done. Give an approximate time frame when review will be done. If review is done via the "desk-audit" method, allow at least twenty-four hours for the provider to gather the necessary documents for the review.
- (ii) If notification for on site is done via telephone, inform the region/provider that official notification in writing will be submitted by staff upon their arrival to the site during the entrance conference.

(iii) The appropriate notification letter should be carried to the site with the reviewer.)

(iv) Notification by mail for on-sites should be mailed at least three business days prior to the on-site review. All required documents needed from the provider should be requested in the notification letter when possible.

II. On-site Review

(i.) Upon arrival to the facility, the R.A.; Superintendent; Executive Director, Manager, etc. should be notified that the reviewer is beginning the review. A brief conference to explain how the reviewing staff will be conducting the review should last approximately fifteen (15) minutes.

(ii) After a tour/walk through of the facility, the requested/supporting documents for compliance should be examined, i.e. Staff files, beneficiary records, and training rosters.

Additionally, inquiries directed toward provider staff relative to their Title VI knowledge might be utilized at this point where the process of interviewing provider staff does not disrupt the operation of the provider's operations.

(iii) The comment section should be used for noting **both** strengths and weaknesses of the provider.

III. Documentation

(i) Documentation of any weakness should be included in the comments/explanation section of the Compliance Review form and reviewed with the Manager; R.A. ED; etc. during the exit conference.

(ii) All supporting compliance documentation should be copied to

place in the provider file kept at the OCR Office.

IV. Conference

(i) A brief exit conference lasting approximately thirty (30) to forty-five (45) minutes should be held with the provider or DCS management staff when possible. A review of any tentative weaknesses should be discussed with advice on how to correct any findings or weaknesses. The provider/DCS management should be advised that this is a preliminary summary and that the official/final rating will be submitted to their office within ten business days.

(ii) Assistance on developing the Corrective Action Plan to meet compliance with Title VI and discussion of the tentative findings before conclusion of the on-site is in order at this point.



STATE OF TENNESSEE
DEPARTMENT OF CHILDREN'S SERVICES
Office of Civil Rights

Bill Lee
Governor

315 Deaderick Street, UBS Building, 7th Floor
Nashville, Tennessee 37243
Phone 615-532-5552 Fax 615-532-7602

Jennifer Nichols
Commissioner

Date

John/Jane Doe
Company Name
Company Address
City, State Zip

Dear

This letter is to confirm the conversation between you and a member of Office of Civil Rights staff in which it was agreed that staff from this office would conduct a desk audit of your program to determine your compliance with Title VI of the Civil Rights Act of 1964. Federal regulations implementing Title VI of the Civil Rights Act of 1964 provide for a periodic review of the practices of recipients of federal assistance to determine whether they are complying with non-discrimination requirements of Title VI.

_____, will be conducting this desk audit review during the week of _____ via telephone conference with you. As discussed, when scheduling this review, please have available the following records and /or information as applicable to fax to our office @ 1-615-532-7602 as a means of supporting your compliance status:

1. All records and assurances required to be maintained by your office for compliance with Title VI and implementing rules and regulations.
2. Racial breakdown of participation in programs and activities for DCS beneficiaries.
3. A compilation of the program's staff assignments by race, color, national origin and a copy of the program's current Title VI/LEP policy, and your procedure for notification of Equal Access to Services.
4. A description of the process/procedure utilized for service provisions for LEP beneficiaries.
5. A copy of your training rosters and Title VI Data and Collection Analysis from your FY'2016-2017 Title VI Survey and Compliance Information Report available at that time.

Our staff may also need access to other records and personnel. I appreciate you making these records available to them as required.

If you have any questions regarding this letter, please contact me at 615-741-8422 or email donovan.haynes@tn.gov

Thank you for your cooperation in this matter.

Respectfully,

Donovan Haynes, Title VI Coordinator

STATE OF TENNESSEE
DEPARTMENT OF CHILDREN'S
SERVICES
Office of Civil Rights
315 Deaderick Street
UBS Building, 7th Floor
Nashville, Tennessee 37228

On-Site Contract Services Provider Title VI Compliance Review Form

Vendor: _____ Contract Number: _____

Service Type: _____ Program: _____

General Requirements:

- | Yes | No | N/A | |
|--------------------------|--------------------------|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Is there documented evidence (data provided) sufficient for determining that benefits and services are or will be available without discrimination on the basis of race color or national origin? |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Is there documented evidence of written policies stating that services will be provided to all persons without regard to race, color, or national origin? |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are current copies of Title VI of the Civil Rights Act of 1964 materials available and accessible in the contractor's office/facility? |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are Title VI posters displayed prominently in areas accessible to the beneficiaries and potential beneficiaries? |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Do these posters show the name of the DCS Division to whom complaints should be referred? |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are posters or program brochures available in languages other than English? For example, in Spanish? |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Is there documented evidence that Title VI information is disseminated to beneficiaries and procedures for beneficiaries to be made aware of the right to file a complaint? |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Is racial data available on program participants that will support that the program is being operated in compliance with Title VI? |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Is employment data by race available inclusive of, where necessary, the use or planned use of bilingual public contract employees to permit effective participation by non-English and limited English speaking beneficiaries |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Does the location of the existing facility or relocation of the facility |

SECTION XIV

Public Notice and Outreach

Public Notice and Outreach

The Department's policy against discrimination in its programs and activities is disseminated widely through inclusion of a nondiscrimination notice in Departmental publications, contracts, brochures and posters. Additionally, information relative to the Title VI plan; complaint process; non-discrimination policy; equal access to programs and services; as well as service available are disseminated community outreach efforts. All DCS offices/facilities as well as those of Sub-recipients/Contractors are required to post notices of the Title VI and complaint process in a conspicuous location available to the general public.

Title VI Services staff have established relationships with focus groups which include protected beneficiary representatives. The intent is to share information on Title VI related activities and to provide information regarding the Title VI policy and issues resolution process. The following special emphasis groups are examples of The Department of Children's Services attempts to address public notification and outreach needs.

The Department of Children's Services is mindful of the need to share information with diverse audiences and has minority-owned media outlets on its media distribution list which is used to issue press releases via email. In fiscal year 2020-2021, the minority media utilized which included radio and newspaper, were the Tennessee Tribune (Nashville); WFSK-FM (Nashville); Chattanooga News Chronicle (Chattanooga), and The New Tri-State Defender (Memphis). DCS does have plans to increase the number of minority media outlets utilized in the foreseeable future. Our Department also continues to use social media outlets as means to communicate with and provide information to the community; e.g. Facebook and Twitter.

The Department follows the procedures and protocols established by the Central Procurement Office (CPO) within the Department of General Services related to the procurement of goods and services. However, in some cases, DCS Program staff makes the determination as to which agency or agencies will be granted an award to provide services to children and families. There are other grants which are procured through an Announcement of Funding. All Request For Proposals (RFP's) are posted on CPO's website and available to the public. The following are links to the process:

<http://tn.gov/generalserv/cpo/sourcing//model.html>

http://www.tn.gov/generalserv/cpo/sourcing_sub/rfp.shtm

Resource Linkage Services - Outreach

During fiscal year 2020-2021, the Tennessee Department of Children's Services (DCS) continued to utilize Resource Linkage (RL) to safeguard and enhance the welfare of children, preserve family life, and prevent harm and abuse to children by strengthening the ability of families. RL coordinators collaborate with public and private agencies to refer families to available resources that meet their needs. Assistance may be provided in the form of housing necessities, utilities, clothing, food, and furniture. RL coordinators are also able to make referrals to other agencies for services such as counseling, parenting, etc. RL coordinators may occasionally use case service requests to ensure families receive assistance such as

extermination, utility payment, transportation, etc. RL coordinators are also involved in school supply drives, holiday gifts for children, graduation and prom assistance, and many other areas of need that support the community.

Resource Linkage Tracking

The Resource Linkage coordinators utilize a Formstack survey to track all services and resources provided to each family. The survey is capable of capturing RL's monthly activity summaries, Community Advisory Board (CAB) involvement, and the assistance provided to each family. The Formstack application is able to tabulate entered information and then generate answers based on each specific region which fosters a best reporting practice in the area of assessment. Information received from Formstack is utilized by Central Office staff within DCS to determine resource gaps, most utilized resources in each area, as well as the referral source for these services. Central Office staff also sends a link with data charts to each region on a monthly basis for the region's own reference. The following includes the majority of data points that are captured on the Formstack: The number of CABs attended and the number of function CABs; How many other DCS cases are being worked by a RL Coordinator; How many children and adults were services for a given timeframe; An estimated dollar amount contributed by the community and saved by the department by providing donated items to families; The number and source of referrals – from Central intake, CPS, JJ, FCIP/FSS, SS, and Community; Which counties were served for a given timeframe; In the category of Household Needs: Rental Assistance, Deposit, Utilities, Furniture (not infant or child), Extermination, Plumbing, Home Repair, Appliances Lock Box, Door Alarms, Smoke Detector, Fire Extinguisher, Bedding, Cleaning Supplies; In the category of Child Needs: Crib/Pack N Play, Car seats, Other Infant Supplies, Clothing, School Supplies, Toys, Books, Counseling, Medical needs (Glasses, prescriptions, dental, etc.); In the category of Family Needs: Hygiene Items, Food, Counseling, Transportation Resources, Lice Treatment, Pet Vaccines, Gas Card, Gift Card; In the category of Adult Needs: Mental Health, Domestic Violence, Completing Applications, General Community Referral, Financial Assistance; In the category of Special event/ Donation: Camp, Graduation, Prom, Community Fair, Marathon, Drive (Coat, Food, etc.), Regional Event Incentives, Duffel Bag, Holiday Event, Bag of Love / Journey Bag. In addition, there is also an opportunity to document a narrative to provide more details about the assistance offered and to select the method of contact type that occurred with the client.

Discrimination Is Prohibited

EQUAL OPPORTUNITY IS THE LAW

Title VI of the Civil Rights Act of 1964 requires that federally assisted programs be free of discrimination.

The Tennessee Department of Children's Services also requires that its services be offered to all eligible persons.

Should you feel you have been discriminated against, contact your local Title VI representative.

Name

Location

Telephone Number

The purpose of Title VI of the Civil Rights Act of 1964 is to prohibit programs that receive federal funds from discriminating against participants or clients on the basis of race, color, or national origin. The intent of the law is to ensure that all persons, regardless of their race, color or national origin, are allowed equal opportunity to participate in these federally funded programs. To ensure that DCS meets its compliance responsibility, the following procedures have been established to provide for monitoring of Title VI compliance activities and complaint processing in all programs that receive Federal funding.

Prohibited Practices Include:

Denying services because of race, color, or national origin.

Applying different standards for the same types of services.

Segregating students solely because of race, color or national origin.

Refusing to grant equal opportunities to students or staff members.

Impairing human dignity by manner or address or treatment.



La discriminación esta prohibida

LA IGUALDAD DE OPORTUNIDAD ES LA LEY

El Título VI de los Derechos Civiles Acta de 1964 requiere que los programas de asistencia federal estén libres de discriminación.

El Departamento de Servicios para Menores de Tennessee también requiere que sus servicios sean ofrecidos a toda persona que sea elegible.

Si usted siente que ha sido discriminado, póngase en contacto con el representante local del título VI.

Nombre _____

Localidad _____

Número de Teléfono _____

El propósito del título VI del Acta de 1964 de Derechos Civiles es prohibir a los programas que reciben fondos federates que discriminen a participantes o clientes en base a su raza, color, o país de origen. La intención de la ley es asegurar que todas las personas, sin importar su raza, color o país de origen, tengan igualdad de oportunidades para participar en estos programas de fondos federales. Para asegurar que DCS cumpla su responsabilidad, los siguientes procedimientos se han establecido para proporcionar seguimiento del cumplimiento del Título VI y el proceso de quejas en todos los programas que reciban fondos del gobierno Federal.

Las prácticas prohibidas incluyen:

Negar servicios debido a raza, color, o país de origen.

Aplicar diferentes criterios para los mismos tipos de servicios.

Segregar a estudiantes únicamente por su raza, color, o país de origen.

Negar igualdad de oportunidades a estudiantes o miembros del personal.

Deteriorar la dignidad humana por como se dirige hacia o trata a una persona.

Discrimination is Prohibited

MEPA / IEPA IS THE LAW

Multi-Ethnic Placement Act as amended by the Inter-Ethnic Adoption Provision of 1996
DCS POLICY # 16.2

Title VI of the Civil Rights Act of 1964 Requires that federally assisted programs are free of discrimination.

The Tennessee Department of Children's Services requires that its services are offered to all eligible persons.

Should you feel you have been discriminated against, contact your local Title VI Representative

NAME

LOCATION

TELEPHONE NUMBER

**The Department of Children's Services
Complaint Resolution Unit
Toll Free 1-877-DCS-KIDS**

The purpose of the Multi-Ethnic Placement Act as amended by the Inter-Ethnic Adoption Provision of 1996 is to eliminate delays in placement of children for adoption or into foster care when at all possible. The intent of the law is to ensure a person or governmental agency that is involved in adoption or foster care placement not deny to any individual the opportunity to become a foster or adoptive parent on the basis of race, color or national origin of the individual or child involved.

Prohibited Practices Include:

The Multi-Ethnic Placement Act/Inter-Ethnic Placement Act of 1996 specifies that an agency involved in adoption or foster care placements:

- *May not categorically deny to any person the opportunity to become an adoptive or foster parent on the basis of race, color or national origin of the adoptive/foster parent, or the children involved.*
- *May not delay or deny the placement of a child for adoption/foster care, or otherwise discriminate in making placement decisions, on the basis of race, color, national origin of the adoptive/foster parents, or the child involved.*

Requirements:

- *Must provide diligent recruitment of potential foster and adoptive families who reflect the ethnic and racial diversity of the children in the state for whom foster and adoptive homes are needed.*
- *Must report any appearance of violations to the local Title VI Coordinator.*



Department of Children's Services, Publication Authorization No. 359010, June 2000; 1000 copies. This public document was promulgated at a cost of \$.69 per copy.

La Discriminación esta Prohibida

(Discrimination is Prohibited)

MEPA / IEPA ES LA LEY

El Acta de Ubicación Multi-étnica Enmendada por la Provisión de Adopción Inter-étnica de 1996
PÓLIZA DE DCS # 16.2

El Título VI del Acto de los Derechos Civiles de 1964 requiere que los programas de asistencia federal estén libres de discriminación.

El Departamento de Servicios para Menores de Tennessee requiere que sus servicios se ofrezcan a todas las personas que sean elegibles.

Si siente que lo han discriminado, comuníquese con su representante local del Título VI

NOMBRE

LUGAR

NUMERO TELEFÓNICO

**Unidad de Resoluciones de Quejas del
Departamento de Servicios para Menores**
Línea Gratuita 1-877-DCS-KIDS



Departamento de Servicios para Menores, Publicación Autorizada No. 359010, Junio 2000; 1000 copias. Este documento público fue promulgado a un costo de \$.69 por copia.

El propósito de El Acta de Ubicación Multi-étnica Enmendada por la Provisión de Adopción Inter-étnica de 1996 es eliminar los atrasos para colocar a los niños en adopción o en la tutela de crianza (foster care) cuando sea posible. La intención de la ley es asegurar que la persona o agencia del gobierno que esté involucrada en la adopción o tutela de crianza (foster care) no niegue a ningún individuo la oportunidad de convertirse en tutelar o padre adoptivo basándose en la raza, color, u origen nacional del individuo o niño involucrado.

Las Prácticas Prohibidas Incluyen:

El Acta de Ubicación Multi-étnica Enmendada por la Provisión de Adopción Inter-étnica de 1996 especifica que una agencia involucrada en adopción o tutela de crianza (foster care):

- No puede negar categóricamente a cualquier persona la oportunidad de convertirse en padre adoptivo o tutelar de crianza(foster parent) debido a la raza, color, u origen nacional del padre adoptivo/ tutelar de crianza(foster parent), o los niños involucrados.
- No puede atrasar o negar la colocación de un niño para adopción/tutela de crianza(foster care), o discriminar de alguna otra manera al tomar decisiones de colocación, basándose en la raza, color u origen nacional del padre adoptivo/tutelar de crianza(foster parent), o el niño involucrado.

Requisitos:

- Debe proveer un reclutamiento diligente de familias adoptivas/tutela de crianza(foster care) potenciales que reflejen las diversidades étnicas y raciales de los niños en el estado en el cual se necesiten los hogares de tutela de crianza(foster care) y adopción.
- Debe reportar cualquier violación al Coordinador local del Título VI.

Discrimination Is Prohibited

EDUCATION AMENDMENTS OF 1972

Title IX of the Education Amendments of 1972 requires that: No person in the United States shall, on the basis of 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.

Should you feel you have been discriminated against, contact your local Title IX representative.

_____ Name

_____ Location

_____ Telephone Number

The purpose of Title IX of the Education Amendments of 1972 is to prohibit discrimination on the basis of gender in any educational program or activity that receives federal funds. It ensures legal protection against discrimination based on gender for both students and employees, and includes protection against sexual harassment. With some exceptions, Title IX covers all aspects of an educational program activity.

Prohibited Discrimination in:

- Admissions
- Treatment of students, including:
 - Access to programs and courses
 - Access to and use of school facilities
 - Counseling and guidance materials, tests, and practices
 - Vocational education
 - Physical education
 - Competitive athletics
 - Graduation requirements
 - Students rules, regulations, and benefits
 - The treatment of married and/or pregnant students
 - Housing
 - Financial assistance
 - Health services
 - School-sponsored extracurricular activities
 - Most other aid, benefits, or services
- Employment including
 - Access to employment
 - Hiring and promotion
 - Compensation
 - Job assignments
 - Leaves of absence
 - Fringe benefits
 - Labor organization contracts or professional agreements

How to File a Complaint:

The Department of Children's Services is responsible for investigating complaints of discrimination on the basis of race, color, or national origin. If you believe that you, or others protected by Title VI, have been discriminated against, you may file a complaint with DCS.

To file a Title VI complaint:

- You must file a written complaint within 180 days to the date of the alleged discrimination.
- Include your name, address and telephone number.
- The complaint should contain the name and address of the agency, institution, or department you believe discriminated against you.
- Include how, why, and when you believe you were discriminated against. Include as much specific detailed information as possible about the alleged acts of discrimination and any other relevant information.
- Include the names of any persons, if known, DCS Office of Civil Rights can contact for clarity of your allegations.
- Please sign your complaint.

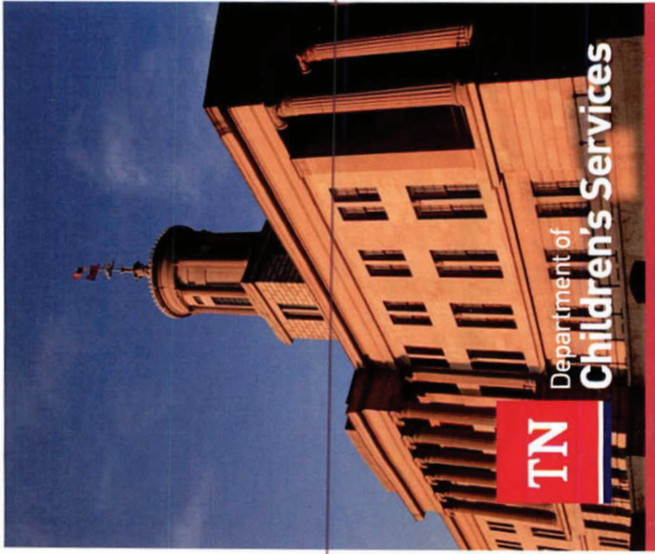
Submit your Complaint to Either:

- Department of Children's Services
Office of Civil Rights
Cordell Hull Building, 7th Floor
436 Sixth Avenue North
Nashville, TN 37243
Phone: (615) 532-5552
- Tennessee Human Rights Commission
Title VI Compliance Division
William Snodgrass Building/Tennessee Tower
312 Rosa L. Parks Avenue, 23rd Floor
Nashville, TN 37243
Phone: (615) 741-5825

What Practices are Prohibited?

There are many forms of illegal discrimination based on race, color or national origin that can limit the opportunity of minorities to gain equal access to services and programs. Among other things a recipient cannot, on the basis of race, color or national origin, either directly or through contractual means:

- Deny or delay program services, aids, or benefits;
- Provide a different service, aid or benefit, or provide them in a manner different than they are provided to others; or
- Segregate or separately treat individuals in any matter related to the receipt of any services, aid or benefit;
- Exclude individuals with Limited English Proficiency from programs and/or receipt of pertinent information because of language barriers based upon national origin.




Equal Access is the Law



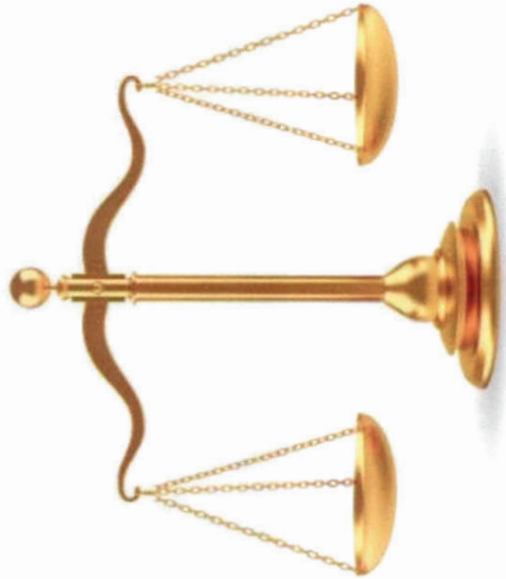
Title VI of the
Civil Rights Act of 1964



 General Services, Authorization No. 359187
copies September 2015. This public document
was promulgated at a cost of \$0.32 per copy.

What is Title VI of the Civil Rights Act of 1964?

Title VI of the Civil Rights Act of 1964 is the federal law that protects individuals from discrimination on the basis of their race, color or national origin in programs that receive federal financial assistance.



Title VI Program Commitment

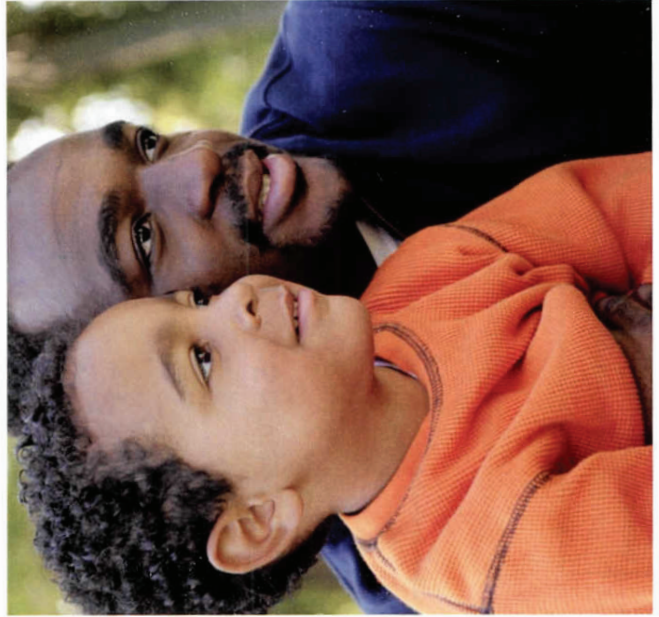
DCS will ensure culturally competent services and programs to effectively meet the needs of the children and families served. DCS shall ensure a process is in place to provide services and benefits to eligible individuals who, as a result of national origin, are limited in their English proficiency.

Programs Covered by Title VI

Approximately 30 federal agencies provide federal financial assistance in the form of funds, training and technical and other assistance to state and local governments and non-profit and private organizations. These recipients of federal assistance, in turn, operate programs and deliver benefits and services to individuals, known as beneficiaries, to achieve the goals of the federal legislation that authorized the programs.

All programs, benefits, grants and services provided by DCS and DCS contractors are bound by this federal law.

“Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes, or results in racial discrimination.”
— President John F. Kennedy, 1963



Title VI & Limited English Proficiency

The federal government and those receiving assistance from the federal government must take reasonable steps to ensure persons with limited English proficiency have meaningful access to the programs, services, and information those entities provide.



What is Limited English Proficient?

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

These individuals may be entitled to language assistance with respect to a particular type of service, benefit or encounter. DCS is committed to providing trained and competent interpreters at each stage of representation where oral communication is needed at no charge to the client.

Complying with the Law

DCS and all agencies, organizations, or governmental entities operating under its jurisdiction are required to make reasonable steps to ensure meaningful access to their programs and activities by persons with limited English proficiency.

Como Presentar Una Queja:

Si usted cree que se le ha discriminado a usted o a otras personas protegidas por Título VI, puede presentar una queja al DCS.

Si usted siente que el trato que ha recibido es dispar, se le ruega presentar una queja al DCS Division of Diversity Initiatives [División de iniciativas de diversidad del DCS.] Para presentar una queja de este tipo, se debe seguir los siguientes pasos:

- Se debe presentar una queja por escrito dentro de 180 días de la fecha de la presunta discriminación. Se le insta presentar la queja lo más pronto posible para dejar suficiente tiempo para interponer un recurso de apelación con un organismo externo si usted no está satisfecho con los resultados de la investigación del DCS.
- Incluir su nombre, su dirección y un número de teléfono.
- La queja debe incluir el nombre y la dirección de la agencia, institución o departamento que usted cree que le ha discriminado.
- Adjuntar información sobre cómo, por qué y cuándo usted cree que fuera discriminado. (Incluir todos los detalles específicos que pueda sobre los presuntos actos de discriminación, además de toda otra información relevante.)
- Incluir los nombres de los individuos, si se les conoce, con quienes la División de iniciativas de diversidad del DCS puede contactar para aclarar sus acusaciones.
- Se le ruega firmar la queja.

Envíe su Queja

- Department of Children's Services
Office of Civil Rights
Cordell Hull Building, 7th Floor
436 Sixth Avenue North
Nashville, TN 37243
- Tennessee Human Rights Commission
Title VI Compliance Division
William Snodgrass Building/Tennessee Tower
312 Rosa L. Parks Avenue, 23rd Floor
Nashville, TN 37243

¿Cuáles Son las Costumbres Prohibidas Por Título VI?

Hay muchas formas de discriminación ilegal basadas en raza, color o en nacionalidad de origen que pueden limitar la oportunidad de individuos minoritarios de tener igualdad de acceso a servicios y programas. Entre otras cosas, un beneficiado no puede, sobre la base de raza, color o nacionalidad de origen, sea directamente o sea por medios contractuales:

- Negar o posponer servicios, ayuda o beneficios del programa
- Proveer un servicio, ayuda o beneficio distinto, o proveer éstos de modo diferente de como se proveen a otros
- Segregar o tratar separadamente a individuos en cualquier asunto que tenga que ver con recibir cualquier servicio, ayuda o beneficio
- Excluir a individuos con Limited English Proficiency —un nivel de competencia limitado en inglés — de programas y/o de la recepción de información relevante debido a barreras lingüísticas basadas en su nacionalidad de origen.



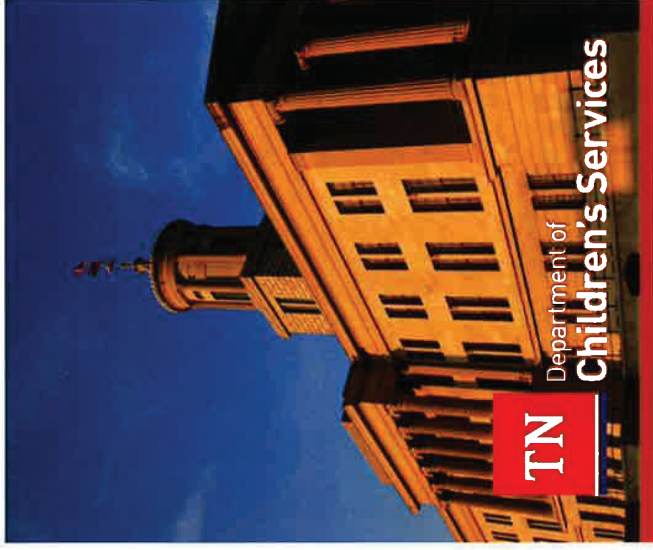
Department of
Children's Services

Office of Civil Rights

436 Sixth Avenue North
Cordell Hull Building, 7th Floor
Nashville, TN 37243
phone: (615) 532-5552 | fax: (615) 532-7602
tn.gov/dcs



General Services, Authorization No. 359188,
copies September, 2015. This public document
was promulgated at a cost of \$0.36 per copy.



Título VI de la Ley de derechos civiles de 1964

Departamento de servicios para menores del Estado de Tennessee



¿Qué es Título VI de la Ley de Derechos Civiles de 1964?

Título VI de la Ley de derechos civiles de 1964 es la ley federal que protege a individuos de ser discriminados a base de su raza, color o nacionalidad de origen en programas que reciben asistencia financiera federal. Dice:

"Ningún individuo en los Estados Unidos debe, a base de raza, color o nacionalidad de origen, ser excluido de participación en, ser denegado los beneficios de, o ser sometido a discriminación por cualquier programa o actividad recibiendo asistencia financiera federal."



Garantías de Programa de Título VI

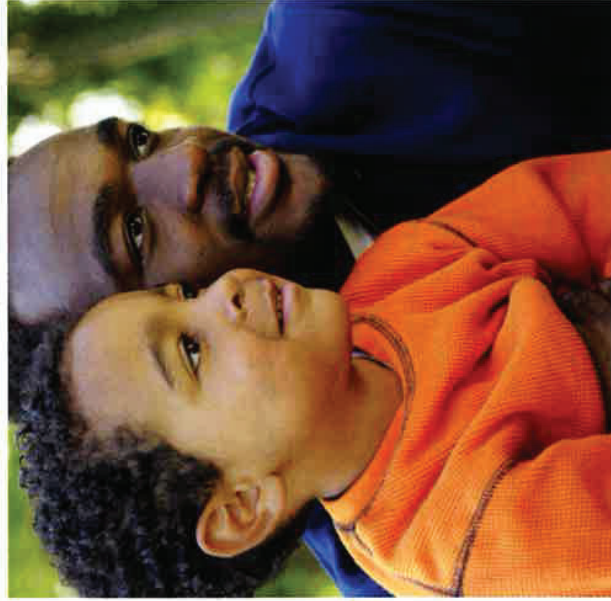
Es la política del Departamento de servicios para menores obligar a todas las agencias, organizaciones y entidades gubernamentales funcionando dentro de su jurisdicción y bajo su control a cumplir con y acatar el espíritu y la intención de Título VI de la Ley de derechos civiles de 1964. El DCS (Departamento de servicios para menores) está entregado a ofrecer servicios y programas de un nivel de competencia cultural adecuado para cumplir con las necesidades de los niños y familias que benefician de dichos servicios. El DCS garantizará que los medios requisitos están en vigor para la provisión de servicios y beneficios para todo individuo que tenga derecho a éstos y que, como resultado de su nacionalidad de origen, esté limitado en cuanto a su nivel de competencia en inglés.

¿Cuáles Programas Dstán Cubiertos por Título VI?

Aproximadamente 30 organismos federales proveen asistencia financiera federal en forma de fondos, capacitación, asistencia técnica y otros tipos de asistencia tanto a administraciones federales como locales y también a organizaciones sin fines lucrativos o privadas. Estos beneficiados de asistencia federal, a su vez, dirigen programas y proveen beneficios y servicios a individuos (llamados beneficiarios) para cumplir las metas de la legislación federal autorizando dichos programas. Todos los programas, beneficios, becas y servicios provistos por el DCS y por los contratistas del DCS están sujetos a esta ley federal.

"La pura justicia exige que los fondos públicos a los cuales todos los contribuyentes de todas las razas contribuyen, no se gasten de ningún modo que fomente, haga que se arraigue, subvencione o resulte en discriminación racial."

- Presidente John F. Kennedy, 1963



Título VI y Limited English Prociency (LEP) [Nivel de Competencia Limitado en inglés]

El gobierno federal y aquellos que reciben asistencia del gobierno federal deben tomar las medidas adecuadas para asegurar que individuos LEP tengan acceso razonable a los programas, servicios e información provistos por dichas entidades.



¿A Quién se le Puede Llamar una Persona con un Nivel de Competencia en inglés Limitado?

Individuos que no hablan inglés como su primer idioma y que tienen un nivel de competencia limitado en cuanto leer, hablar, escribir o entender inglés pueden considerarse "LEP." Dichos individuos pueden tener derecho a asistencia del idioma con respecto a cierto tipo de servicio, beneficio o encuentro. El DCS se entrega a proveer intérpretes capacitados, competentes, y de gratis, en cada etapa que requiera comunicación oral.

¿Quién Está Obligado a Cumplir y Quién Puede Considerarse en Contravención?

Todos los programas y todas las operaciones de entidades recibiendo asistencia del gobierno federal tienen que cumplir con las reglas Título VI. El DCS y todas las agencias, organizaciones o entidades gubernamentales operando bajo su jurisdicción son obligados a tomar medidas razonables para asegurar que los individuos LEP tengan acceso a sus programas y actividades.

SECTION XV

Compliance Reporting

Compliance/Noncompliance Reporting

Pursuant to Tennessee Code Annotated, § 4-21-203 et seq., The Tennessee Department of Children's Services (DCS) shall provide the Title VI Implementation Plan to The Tennessee Human Rights Commission (THRC) by October 1 of each year. According to this provision and instructions from THRC (Memo/August 3, 2010), the practice of submitting Title VI Implementation Plans to the Comptroller of the Treasury, Division of Audit has been negated with implementation of THRC Title VI Compliance Program and the codification of TCA § 4-21-203. Federally, The Tennessee Department of Children's Services shall upon request, make available any compliance reports for review by The Tennessee Human Rights Commission as well as any jurisdictional Federal agency. i.e., Department of Health & Human Rights, Office of Civil Rights, etc.

Reporting Regulations

TCA § 4-21-4-21-901 required state governmental entities to develop and submit an Implementation Plan annually subject to the requirements of the Civil Rights Act of 1964, (42 U.S.C. 2000d et seq. ... (e) **Reporting** and other procedural matters as set forth in 15 CFR parts 8, ... CFR 8.7 - Cooperation, compliance reports and reviews and access to records. (b) **Compliance Reports:** Each recipient and other party subject to this part shall keep such records and submit to the responsible Department official; timely, complete, and accurate compliance reports as required and upon request. The mentioned records will contain relevant information deemed necessary for the purpose of assisting the responsible Department official with making a determination as to whether the recipient or such other party has complied or is complying with this part. In general, recipients should have available for the Department racial and ethnic data showing the extent to which members of minority groups are beneficiaries of federally assisted programs. In the case in which a primary recipient extends Federal financial assistance to any other recipient, or under which a recipient is obligated to obtain or to cooperate in obtaining the compliance of other parties subject to this part, such other recipients or other parties shall also submit such compliance reports to the primary recipient or recipients as may be necessary to enable them to fulfill their obligations under this part.

During fiscal year 2020-2021 there were no discriminatory Title VI related audits or finding against the department received from any federal or state monitoring agency.

SECTION XVI

Evaluation Procedures

Evaluation Process

The Department of Children's Services has a mandated obligation to provide services to all children and individuals who qualify for the Department's programs, services and activities. As a result of the mentioned mandate, the criteria for a beneficiary to gain meaningful access to any service offered by DCS is an inclusive process which occurs most of the time barring no legal barriers, etc. All children and their respective families are notified of their rights to access DCS services via the Notification of Equal Access to Programs and Services and Grievance Procedures form, which is provided within the initial or subsequent Child and Family Team Meeting (CFTM).

Evaluation of the services offered to children or beneficiaries depends on the area in which the beneficiaries is encountering the Department. DCS provides services for children committed to state custody; at risk of custody; adjudicated dependent and neglected; abused, unruly, and/or delinquent by the juvenile court and who are committed to the custody of the Department. Services provided include prevention and intervention, pre-custody services, as well as foster care, adoption and child protective services. Other services are provided based upon the assessed needs of the child.

An important assessment tool utilized within DCS to assess to the service needs of beneficiaries is the Child and Adolescent Need and Strengths (CANS) tool which best meets the work of DCS in promoting safety, well-being and permanence for children in a culturally competent, strengths based, and family focused way. Across all 12 DCS regions, CANS has been used as the instrument to communicate known information about child and family needs and strengths. Central to this process is the ability to store and retrieve data on the basis of the individual child and family, a region as a whole, a distinct provider of services and by level of service.

In the area of Title VI, the DCS Title VI Coordinator will continue to implement the actions below during fiscal year 2021-2022, in an effort to maintain compliance and further enhance the Department's Title VI Program.

- Conduct quarterly check in contacts with all 12 DCS regional Title VI Coordinators to provide any necessary advisement and to determine if there are any Title VI related services which need to be provided to any beneficiaries.
- Continue to provide technical assistance to service providers under contract with DCS which includes providing training materials, posters, etc.
- Remain in partnership with the DCS Training Division to present information regarding Title VI for the purpose of educating staff, DCS community partners and DCS clients.
- Ensure that service providers receive notification of and attend the mandatory annual Title VI provider training, as well submit Title VI Surveys and Implementation Plans in a timely manner.
- Continue to be a consulting resource for DCS staff, clients and service providers regarding Title VI rights and laws
- As the opportunity presents, attend at least two (2) external Title VI related trainings for the purpose of increasing my knowledge base of the subject.

In the area of Title VI compliance deficiencies, DCS will continue to monitor contracted service providers for Title VI program compliance. If there are any Title VI compliance deficiencies identified within our Department, or with a contracted service provider, DCS will address and correct any Title VI compliance deficiencies.

APPENDIX

Section 8

Federal Activities Spreadsheets

<u>DESCRIPTION</u>	<u>Federal Source</u>	FY 2021 FEDERAL REV.	Projected FY 2022 FEDERAL REV.	<u>Opportunity for Contracts, Grants or RFP's</u>
ADOPTION INCENTIVE	DHHS	\$ 113,816	\$ 167,200	Yes
CHAFFEE EDUCATION AND TRAINING	DHHS	\$ 1,253,662	\$ 715,800	Yes
CHAFFEE INDEPENDENT LIVING	DHHS	\$ 700,278	\$ 2,591,500	Yes
CHILD ABUSE PREVENT TREATMENT	DHHS	\$ 553,384	\$ 475,900	Yes
CHILDREN'S JUSTICE ACT	DOJ	\$ 340,820	\$ 324,300	Yes
CHILDREN'S PREP PROGRAM	DOE	\$ 958,900	\$ 1,042,300	Yes
DOE SCHOOL BREAKFAST	DOE	\$ 80,916	\$ 80,900	No
DOE SCHOOL LUNCH	DOE	\$ 128,862	\$ 128,800	No
DOE TITLE 1	DOE	\$ 308,104	\$ 308,000	No
CARL PERKINS	DOE	\$ 16,678	\$ 16,000	No
TITLE IV-B, PART 1	DHHS	\$ 2,254,967	\$ 2,822,800	Yes
TITLE IV-B, PART 2	DHHS	\$ 6,149,570	\$ 10,004,700	Yes
TITLE IV-E ADOPTION ASSISTANCE	DHHS	\$ 72,112,949	\$ 60,528,100	Yes
TITLE IV-E FOSTER CARE	DHHS	\$ 55,095,746	\$ 77,701,500	Yes
TITLE IV-E GAP	DHHS	\$ 10,681,041	\$ 10,442,400	Yes
SPECIAL EDUCATION	DOE	\$ 770,589	\$ 770,500	Yes
TITLE XX SOCIAL SERVICES BLOCK	DHHS	\$ 16,211,577	\$ 21,835,600	Yes
COMMUNITY BASED FAMILY RESOURCE	DHHS	\$ 426,232	\$ 833,500	Yes
		\$ 168,158,092	\$ 190,789,800	

This information was prepared by the Finance Division, Department of Children's Services

**Title VI
Fiscal Year 2020 Federal Revenues and 2021 (Projected)**

<u>DESCRIPTION</u>	<u>Federal Source</u>	<u>Projected</u>		<u>Opportunity for Contracts, Grants or RFP's</u>
		<u>FY 2020 FEDERAL REV.</u>	<u>FY 2021 FEDERAL REV.</u>	
ADOPTION INCENTIVE	DHHS	23,700	167,200	Yes
CHAFEE EDUCATION AND TRAINING	DHHS	864,500	736,800	Yes
CHAFEE INDEPENDENT LIVING	DHHS	1,276,553	3,307,300	Yes
CHILD ABUSE PREVENT TREATMENT	DHHS	160,500	475,900	Yes
CHILDREN'S JUSTICE ACT	DOJ	377,600	324,300	Yes
CHILDREN'S PREP PROGRAM	DOE	898,100	1,042,300	No
DOE SCHOOL BREAKFAST	DOE	106,900	75,000	No
DOE SCHOOL LUNCH	DOE	100,200	110,000	No
DOE TITLE I	DOE	173,600	152,100	No
CARL PERKINS	DOE	2,400	15,000	No
TITLE IV-B, PART 1	DHHS	2,758,500	2,822,800	Yes
TITLE IV-B, PART 2	DHHS	7,268,700	10,004,700	Yes
TITLE IV-E ADOPTION ASSISTANCE	DHHS	65,693,500	55,628,600	Yes
TITLE IV-E FOSTER CARE	DHHS	54,653,900	69,403,500	Yes
TITLE IV-E GAP	DHHS	8,709,600	8,450,000	Yes
SPECIAL EDUCATION	DOE	369,100	603,800	No
TITLE XX SOCIAL SERVICES BLOCK	DHHS	22,493,200	21,835,600	Yes
COMMUNITY BASED FAMILY RESOURCE	DHHS	568,300	833,500	Yes
		166,498,853	175,988,400	

This information was prepared by the Budget Division, Department of Children's Services

APPENDIX

Section 10

LEP Survey

Avaza Utilization Steps and Language
Card

Interpreter Listing

Listing of Translated Documents

Delegated Purchase Authority

SURVEY – LIMITED ENGLISH PROFICIENCY (LEP)
Language Needs for Children and Families for FY 2020-2021

Name of Regional Office or Facility: _____ Date: _____
(Region; YDC Name; Group Home Name)

Survey Completed By: _____ Phone Number: _____

Please return survey by fax to **(615) 532-7602** or email to donovan.haynes@tn.gov (Donovan Haynes)

1. How does your office assess and meet the language and literacy needs of the *youth and families who do not speak English as their primary language*¹.

2. How many families were offered telephonic Limited English Proficiency (LEP) services within the last 12 months? _____

What percentage of these families declined? ____%

3. Does your office have a procedure requiring families to be informed verbally or in writing, that LEP services are available? Yes No

If yes, please describe the procedure (below).

¹ Primary language is defined as the *first language spoken or taught as a child or the native language of foreign born residents.*

**SURVEY – LIMITED ENGLISH PROFICIENCY (LEP)
Language Needs for Children and Families for FY 2020-2021**

4. Does your office(s) have a designated person to request LEP services from a Contractor/Vendor? Yes No

If yes, list the name of the responsible person and his/her title (position):

5. Please provide the name(s) of any Contractor/Vendor who has been utilized to provide interpreter services within your region (also provide the county which the service was provided as well as the language requested).

Contractor _____ County _____ Language _____

Contractor _____ County _____ Language _____

Contractor _____ County _____ Language _____

Contractor _____ County _____ Language _____

Contractor _____ County _____ Language _____

6. Please list the languages, other than English, which staff in your office are able to communicate. (If additional space is needed please attach extra sheets as needed)

a. _____

g. _____

b. _____

h. _____

c. _____

i. _____

d. _____

j. _____

e. _____

k. _____

f. _____

l. _____

**SURVEY – LIMITED ENGLISH PROFICIENCY (LEP)
Language Needs for Children and Families for FY 2020-2021**

7. Please check off how frequently during fiscal year 2020-2021 your region encountered clients whose primary language was one of the following (*if language is not listed please write in under other at end of list*).

English	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
African languages	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Arabic	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Armenian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Chinese	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
French (incl. Patois, Cajun)	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
French Creole	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
German	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Greek	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Gujarathi	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Hebrew	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Hindi	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Hungarian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Italian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Japanese	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Korean	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Laotian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Miao, Hmong	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Mon-Khmer, Cambodian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Navajo	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Persian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Polish	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Portuguese or Portuguese Creole	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Russian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Serbo-Croatian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Spanish or Spanish Creole	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Tagalog	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Thai	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Urdu	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Vietnamese	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Yiddish	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Other:	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	
Other:	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	
Other:	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	

Legend: Frequently = 21 or more encounters; Occasionally = 6 to 20 encounters
Rarely = 0 to 5 encounters; Not At All = 0 encounters

Revised Oct. 2, 2006



How to Connect to AVAZA Language Services

In the event that you need an interpreter, we have created a simple process to contact us. However before beginning, here are the ground rules:

- Interpreting is the conversion of language orally.
- Translating is the conversion of language on documents.
- LEP (Limited English Proficiency) is a person described as being unable to communicate effectively, in this case, English.

Here is how you can access our services. This can be done in many ways:

1. When the LEP person is present at your location.
 - a. If the LEP person is present with at your location, dial the assigned AVAZA number.
 - b. Be ready to provide your access code, your name, and the language that you are requesting.
 - c. Provide the information above and you will be connected to an interpreter.
2. When the LEP person is on the telephone with you.
 - a. If the LEP is on the telephone with you, place them on hold and dial the assigned AVAZA number.
 - b. Be ready to provide your access code, your name, and the language that you are requesting.
 - c. Provide the information above and you will be connected to an interpreter.
 - d. Once you have the interpreter on the line, conference in the LEP, yourself and the interpreter. If you do not know how to use your conferencing feature on your telephone, please contact your telephony administrator.
3. When you need to contact the LEP and conference in the interpreter.
 - a. If you need to contact the LEP person at home, dial the assigned AVAZA number.
 - b. Be ready to provide your access code, your name, and the language that you are requesting.
 - c. Indicate that you need to perform a "call out" (understand that you must have the LEP person's contact number).
 - d. Provide the LEP person's contact number and our agents will call that number and conference in all parties.

Here are your corresponding numbers for AVAZA Language Services for the various regions in the state of Tennessee:

NUMBERS TO DIAL TO ACCESS AN AVAZA INTERPRETER

(615) 534-3405 – Nashville
(901) 257-3190 – Memphis
(865) 342-7768 – Knoxville area
(731) 410-2911 – Jackson area
(931) 472-0446 – Clarksville area
(423) 424-0950 – Chattanooga area

If you have any questions or concerns, please contact us:

Katherine Rebolledo, Senior State Manager
k.rebolledo@avaza.co
(615) 534-3404

Melanie Velazquez, Senior State Manager
m.velazquez@avaza.co
(615) 534-3403

Do you speak English?	Point here and an interpreter will be assigned to you, at no cost.	English
¿Habla Español?	Señale aquí y se le asignará un intérprete sin costo.	Spanish
هل تتكلم العربية؟	أشر هنا والمترجم سيكون موجوداً مجاناً.	Arabic
ته کوردی دهناخفی؟	ئیشارەت ئێرە بکە تەرجومان بۆ تەحازر دکهین، به خورای.	Kurdish (Behdini)
ئايا کوردی قسه ده کهیت؟	ئیشارەت لێره بکە موتهرجیمت بۆ ئاماده ده کهین، به خۆپرای.	Kurdish (Sorani)
آیا شما فارسی صحبت می کنید؟	تروصدم جترمك، پینك هراشدا اجنیا بهرگا رایگان در اختیار شما قرار میگیرد.	Farsi
Bạn nói tiếng Việt phải không?	Chỉ vào đây và sẽ có người thông dịch viên giúp đỡ Bạn, Bạn không phải trả gì hết.	Vietnamese
Maku hadashaa afka somaaliga?	Halkaan farta ku-fiiq turjubaan lacag la-an ayaad heleysaa.	Somali
Da li govorite Bosanski?	Pokažite ovdje I prevodilac će vam biti obezbijedžen, besplatno.	Bosnian
Parlez-vous français?	Ici, un interpreteur sera assigné pour vous, sans avoir payé.	French
ທ່ານເວົ້າພາສາລາວແມ່ນບໍ່?	ກະລຸນາບອກເຈົ້າໜ້າທີ່ຕາມນີ້ຈະມີນາຍພາສາມາແປໃຫ້ທ່ານໂດຍບໍ່ໄດ້ເສັງເງິນ.	Laotian
你會講中文嗎?	請點在這裡我們為你免費提供翻譯服務。	Chinese (Mandarin)
日本語を話せますか？	ここを指して下さい。無料の通訳者を指定します。	Japanese
Je-una azungumza kiswahili?	Nyosha kidola hapa na utatafsiriwa bila kulipa chochote.	Kiswahili
Voce fala Português?	Aperte aqui e um intérprete lhe será fornecido sem custo algum.	Portuguese
क्या आप हिंदी बोल सकते हैं ?	इस जगह यहाँ पर किजिये, भाषांतर करनेवाले बिनामुल्य मिल जायेंगे।	Hindi
한국어를 하십니까?	이곳을 지적해주시면 통역자가 무료로 호출됩니다.	Korean
Вы говорите по-русски?	Укажите сюда, и совершенно бесплатно Вам будет предоставлен переводчик.	Russian
እንኳን ይናገሩልን?	በግንብ ወደዚህ ያመልክቱ ያለምንም ክፍያ አስተርጓሚ ይመደብሉታል!	Amharic
Eske ou pale kreyòl	Pwen isit la e yon entèprèt ap vin ede'w gratis.	Haitian Creole
Jin kueni Thuok nuera?	Wane eme deri thuok nuera jek ke kuic du a thil kok.	Nuer
તમે ગુજરાતી બોલી શકો છો?	અહિંયા ઈશારો કરો, ભાષાંતર કરનાર વિનામુલ્યે મળી જશે.	Gujarati
Turççe biliyormusunuz?	Burayı gösterirseniz, ücretsiz tercuman size yardim edecektir.	Turkish
คุณพูดภาษาไทยหรือเปล่า?	กรุณาบอกรให้ทราบด้วยถ้าคุณต้องการคนแปล	Thai
Afaan Oromoo nidubata	Harkake asiti baasi gargasa Afaan hikaa malaqa duwa argaata.	Oromo

DCS Interpreters Listing

Contractor/Vendor

Avaza Language Services
5209 Linbar Drive, Suite 603
Nashville, TN 37211
Phone: 615-534-3400

Region (Language Utilized)

Statewide (All)

TN Foreign Language Institute
227 French Landing
Heritage Place Suite 100
Nashville, TN 37288
Phone: 1-877-275-8534

East and Statewide (All)

Foreign Language Academy
220 S Peters Road
Knoxville, TN 37923
865-694-8880

East and Knox (French, Chinese,
Spanish, Russian and Kirundi)

DCS Knox County Region Staff
2600 Western Avenue
Knoxville, TN 37912
Phone: 865-525-2564

Knox (Spanish)

DCS Davidson County Region Staff
900 2nd Avenue North
Nashville, TN 37243
Phone: 615-253-1400

Davidson (Spanish)

DCS Upper Cumberland Region Staff
1300 Salem Road
Cookeville, TN 38506
Phone: 931-646-3000

Upper Cumberland (Spanish)

DCS East Region Staff
182 Frank L. Diggs Drive, Suite 100
Clinton, TN 37716
Phone: 865-425-4400

East (Spanish)

DCS Northeast Region Staff
2555 Plymouth Road
Johnson City, TN 37601
423-979-5236

Northeast (Spanish)

Vendor/Contractor

Region (Language Utilized)

Santos Mercer
101 Cold Springs Crossroad
Pikeville, TN 37367
423-553-2297

TN Valley Region

Gina Ricard
3656 Haughton Lane #1
Memphis, TN 38128
901-201-3601 (cell)
901-388-0738

Shelby (Spanish)

Mark Yates
Life Enhancement
7713 Chapel Creek Parkway
Memphis, TN 38016
901-336-8414

Shelby

DCS Smoky Mountain Staff
305 Home Avenue
Maryville, TN 37801
865-981-5684

Smoky

IRV Interpreting Services
203 Times Avenue
Lafayette, TN 37083
615-666-6338

Upper Cumberland (Spanish)

Angelica Blanco
Jose Nazario
Sally Smith
Xingyuan Xu
Wolfe Counseling
Exchange Club
Life Enhancement
Parilamo
Joseph Bach Diep
Jose Naserio
Knoxville Interpreters
M & R Partners
Dennis Ragsdale
Oma Stricklin
Family Menders
Health Connect
Claudia Gomila
Shana Wilson Gago

Davidson (Spanish)
Knox (Spanish)
Northwest
Northwest
Northwest
Shelby (Spanish)
Shelby (Spanish)
Shelby (Spanish)
Shelby (Spanish)
Smoky (Spanish)
Smoky (Spanish)
Smoky (Spanish)
Southwest
Southwest
TN Valley (Spanish)
TN Valley (Spanish)
Upper Cumberland
Upper Cumberland

DCS Translated Forms/Document – updated (Spanish)

Verification of Financial Responsibility for Adoption Assistance CS-0017

Release from Medical Responsibility CS-0093

Notification of Equal Access to Programs CS-0158

Authorization for Routine Health Services for Minors CS-0206

Appeal for Fair Hearing by State Department CS-0403

Transfer, Mail and Acknowledgment of Case Records, Record Materials and Forms CS-0422

Child's Medical Record CS-0427 English: [Click to Open](#)

Monthly Family Income and Expenditures CS-0431

Request for Name and/or Address of Father with Claim of Paternity CS-0435

Notice of Intent to Claim Paternity or Acknowledgement of Paternity of a Child CS-0439

Notice of Removal of a Child from a Foster Home CS-0450

Intent to Adopt Placement Agreement CS-0460

Adoption Assistance Agreement CS-0513

Discipline Policy CS-0553

Authorization of Release of Information and HIPAA PHI To or From DCS and Notification of Release

Relative Caregiver Family Information CS-0618

Relative Caregiver Program Letter of Understanding CS-0619

Relative Caregiver Program Action Plan CS-0620

Informed Consent for Psychotropic Medication CS-0627

Prior Approval of PRN Psychotropic Medication CS-0628

Psychotropic Medication Evaluation CS-0629

Title VI/Title IX Complaint CS-0636

Foster Parent Oath to Abide CS-0670

Home Safety Checklist CS-0676

Foster Parent/Other Adult Medical Report CS-0678

Foster Home Application for Parenting CS-0688

Health Services Confirmation and Follow-Up Notification CS-0689

Fingerprint Card Information CS-0691

Foster Home Assessment or Re-Activation CS-0692

Medical Self-Report CS-0707

Initial Intake, Placement and Well-Being Information and History CS-0727

Penalty for Harboring CS-0749

Independent Living Program Review Request CS-0761

Application for Re-establishment of Foster Care Services CS-0778

Medication Transfer CS-0813

Power of Attorney for Care of a Minor Child CS-0817

Drug Screen Consent/Refusal and Results CS-0831

Medication for Pass CS-0836

Foster Home Disaster Plan CS-0871

Border Agreement Kinship Home Placement Checklist and Consent for Medical Treatment CS-0927

Border Agreement Non-Custodial Immediate Safety Plan CS-0928 English: n/a

Border Agreement Non-Custodial Consent for Transportation CS-0929 English: n/a

Application for Adoption Assistance CS-0930

Foster Family Home Study CS-0961

Foster Family Home Study Recommendations and Signature Page English: n/a


Foster Family Reference Letter and Questionnaire CS-0963

Performance Based Contractor (PBC) Sub-Contractor CS-0969

Application - DCS Tuition Assistance Program BSW-BSSW Program CS-0975



DELEGATED AUTHORITY

Agency Tracking # 35910-02917	Edison ID 56540	Effective Date July 01, 2018	End Date June 30, 2019		
Edison ID of prior, similar document (if any)		52132			
Service Caption Foreign Language Interpretation, ESL Instruction, Sign Language and Word Translation Services					
Funding					
FY	State	Federal	Interdepartmental	Other	TOTAL Maximum Liability
2019	160,000.00				160,000.00
TOTAL:	160,000.00				160,000.00
Budget Officer Confirmation: There is a balance in the appropriation from which obligations hereunder are required to be paid that is not already encumbered to pay other obligations. 			<i>CPO USE - DA</i>		
Speed Chart (optional)		Account Code (optional)			

DELEGATED AUTHORITY

This Delegated Authority ("DA") application, if approved in accordance with Central Procurement Office ("CPO") rules, policies, and procedures, shall authorize the applicant state agency ("State Agency") to purchase goods or services or execute contracts for the specified program without individual, independent approval, PROVIDED THAT all purchases and executed contracts comply with CPO rules, policies and procedures, and are within the limits, guidelines, and conditions of this DA. All purchases under an approved DA shall be made using purchase orders in compliance with CPO Policy 2013-004, Section 4.3.2. Where a contract is required under Policy 2013-004, Section 4.3.2., the State Agency shall attach a copy of the proposed contract that will be used under the DA. If the proposed contract includes modifications or additions to the CPO's contract templates or models, the State Agency shall redline the modifications or additions and include the redlined document as an attachment. An approved RER is required when the proposed contract involves modifications or additions to a template.

Contracting Agency:	Department of Children's Services (DCS)	
Subject Program:	Foreign Language Interpretation, ESL Instruction, Sign Language and Word Translation Services	
A.	<p>What is the purpose of this DA, and why is it necessary?</p> <p>The purpose of this delegated authority is to provide a practical and efficient process for Department of Children's Services (DCS) to provide foreign language interpreters, English as Second Language instruction and sign language interpreters for parents/guardians/caregivers and children in DCS custody or getting non-custodial services. The delegated authority also includes a process for DCS to provide document word translation from English into other languages for children in DCS custody and getting non-custodial services, but not limited to: Juvenile Justice Handbook, Student Handbook, DCS Policy Manual etc.</p> <p>DCS has the responsibility for providing treatment and rehabilitation services for children committed to its care and custody. Occasionally there are children in custody who are not able to communicate effectively due to an inability to speak English or are hearing impaired and require communication through the use of sign language.</p> <p>In order for children to be positively influenced by treatment programs, understand expectations, receive orientation, and receive basic educational instruction, DCS must be able to communicate with these children in their primary language through foreign language interpretation, ESL instruction, and/or sign language interpretation. In addition, a need may arise to translate from English into another foreign language certain documents pertinent to DCS facility and/or program operations that will aid in the communication of DCS rules, procedures and policy.</p> <p>Neither the location, volume, delivery, exact costs, nor the specific needs of children placed in the custody of DCS can be determined in advance as children needing services come in and out of custody sporadically and unpredictably with divergent needs. DCS has established maximum allowable rates based upon the rates charged for comparable services provided by randomly chosen language Interpreter/ESL Tutorial agencies and the rates established by the Tennessee Council for the Deaf and Hard of Hearing.</p>	
B.	<p>What is the Maximum Liability of the DA? The Maximum Liability shall not exceed ten million dollars (\$10,000,000) without an approved RER.</p>	\$ 160,000.00
C.	<p>A purchase order is appropriate when the goods or services will be provided within ninety (90) days or less or represent a single transaction, as provided in CPO Policy 2013-004, Section 4.3.2.</p> <p>What is the Maximum Liability of a purchase order to be submitted or contract to be executed under this DA? The Maximum Liability of a purchase order or contract shall not exceed five million dollars (\$5,000,000) without an approved RER.</p>	\$ 15,000.00

<p>D. What is the maximum number of individual contracts to be executed under this DA? If the proposed number of contracts is five (5) or fewer, provide a justification for why a DA is appropriate.</p>	<p>NOT APPLICABLE</p>
<p>E. What is the maximum term of an individual contract to be executed under this DA? The term of any individual contract cannot extend beyond the approved DA's end date. An approved DA may remain in force and effect for up to twelve (12) months unless an approved Rule Exception Request for the DA or DG templates is obtained.</p>	<p>NOT APPLICABLE</p>
<p>F. Under CPO Policy 2013-004, Section 4.3.2, a purchase order is appropriate when goods or services will be provided within ninety (90) days or less. The State Agency certification for contracts is in Section G.</p> <p>State Agency certification for purchases:</p> <ol style="list-style-type: none"> 1. The requesting State Agency certifies that each of the following is true and applicable: <ol style="list-style-type: none"> a) The need for goods or services is sporadic, and an advance determination of the volume, delivery, or exact costs of goods or services needed is not possible; b) It is impractical to award one or more fee-for-service contracts for the category of goods or services needed with compensation based upon unit or milestone rates; c) The program needs and general categories of goods or services are such that adequate guidelines can be developed to direct the State Agency in competitively making each purchase; d) All goods or services purchased can be delivered or performed in ninety (90) days or fewer or represent a single transaction, as provided in CPO Policy 2013-004, Section 4.3.2; e) The procurement terms, conditions, and criteria to be followed by the agency in making each purchase will be of such uniformity that the Central Procurement Office's individual, independent, and prior approval of each purchase is unnecessary; f) The purchases involved will be of such uniformity, volume, and pressing need that the individual approval of each purchase by the Central Procurement Office is impractical; and g) The State Agency staff has made appropriate and justified inquiries and assured the validity and justification of the maximum amounts in this DA application. 2. The summary cover sheet correctly records the requested delegated authority period in which every purchase must be made. Delivery may occur after the period. 3. The State Agency will limit purchases to the goods or services and associated maximum payment rates for each line item detailed in Attachment 1. 4. The State Agency shall make each purchase: <ol style="list-style-type: none"> a) In strict accordance with the pre-defined, competitive process detailed in Attachment 3; and b) Using the purchase order document designated by the Central Procurement Office. 5. The State Agency shall ensure that every purchase made under the DA: <ol style="list-style-type: none"> a) Has sufficient funds budgeted and available; b) Complies with: Tennessee laws and regulations; Central Procurement Office rules, policies and procedures; program rules, policies and procedures; and any federal laws, rules, regulations, or requirements; c) Creates a "contractor" relationship as defined in the US O.M.B.'s <i>Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards</i>; d) Shall not create an employer/employee relationship as prohibited by Tenn. R. & Regs. § 0690-03-01-.17; e) Shall not involve the procurement of goods, materials, supplies, equipment, or services EXCEPT as provided in this DA; and f) Shall not provide for the payment of any amount directly or indirectly to an employee or official of the state of Tennessee. 6. The State Agency will require the following documentation prior to payment for any purchase: <ol style="list-style-type: none"> a) a copy of the CPO's designated purchase order document signed by the State Agency and the Vendor; and b) A certification that the contractor selection process detailed in Attachment 3 was 	

followed and the requested goods or services were delivered and accepted.

7. The State Agency shall retain records to document that all purchases have been made in accordance with the limits, guidelines, and conditions specified in this DA.
8. The State Agency shall provide all such reports and information relating to the purchases made under the approved DA as may be requested by state officials.

G. Under CPO Policy 2013-004, Section 4.3.2, a contract shall be executed if goods or services cannot be provided within ninety (90) days.

State Agency certification for contracts:

1. The requesting State Agency certifies that each of the following is true and applicable:
 - a) The program needs and general categories of services are such that adequate guidelines can be developed to direct the State Agency in competitively executing a number of similar contracts;
 - b) The individual contracts involved will be of such uniformity and standardization of processes, procedures, and contract terms that individual, independent, and prior approval is unnecessary and impractical; and
 - c) All individual contracts executed will create a "contractor" relationship as defined in Central Procurement Office Policy 2013-007.
2. The summary cover sheet correctly records the requested delegated authority period in which every contract must begin.
3. The State Agency will draft each contract either with the exact scope of services ("Scope") detailed in Attachment 2 or using a combination of the provisions detailed in Attachment 2. In no event shall the Scope contain provisions that do not appear in Attachment 2. The State agency will draft each contract in compliance with the appropriate contract templates and models in effect at the time that each contract is drafted. Each contract must include a completed summary cover sheet attached at the front of each copy.
4. The State Agency will select contractors in strict accordance with the pre-defined, competitive process detailed in Attachment 3.
5. The State Agency will ensure that every contract entered into under this DA:
 - a) Has sufficient funds budgeted and available;
 - b) Complies with: Tennessee laws and regulations; Central Procurement Office rules and policies; program policies, rules, and regulations; and any federal laws, rules, regulations, and requirements;
 - c) Shall not create an employer/employee relationship as prohibited by Tenn. R. & Regs. § 0690-03-01-.17;
 - d) Shall not procure goods, materials, supplies, equipment, or services EXCEPT as provided in this DA; and
 - e) Shall not provide for the payment of any amount directly or indirectly to an employee or official of the State.
6. The State Agency will retain records to document that every contract has been executed in accordance with the limits, guidelines, and conditions specified in this DA.
7. The State Agency will provide all such reports and information relating to the executed contracts under this DA as may be requested by state officials.
8. The State Agency shall attach a copy of the proposed contract(s) that will be used under the DA. If the proposed contract or contracts include modifications or additions to contract templates or models, redline the modifications or additions in the attachment(s) and include an approved Rule Exception Request ("RER").

IN WITNESS WHEREOF, and by signature below, I certify that all information in this DA is, to the best of my knowledge, accurate and represents the limits, guidelines, conditions, and procedures that the State Agency shall follow in making each purchase or executing each contract.

Bonnie Homrich
Bonnie Homrich, Commissioner

10/29/17
Date

ATTACHMENT 1

AUTHORIZED PURCHASE OF GOODS OR SERVICES & MAXIMUM RATE SCHEDULE

The rates below are maximum rates allowed, NOT standard or set rates (unless based upon federal government or TennCare set rates). The State Agency is encouraged to buy goods or services at lower rates than those below. All purchases under this DA shall comply with the vendor selection procedures specified in Attachment 3.

Good or Service	Maximum Rate
Travel Compensation/Reimbursement (relating to authorized service delivery)	<p>This Delegated Authority shall NOT authorize payment or reimbursement of a contractor's travel expenses to the site where goods are delivered or services are provided. If the State requires that the contractor travel somewhere other than the site where goods are delivered or services are performed, reimbursement shall be subject to amounts and limitations specified in the current "State Comprehensive Travel Regulations." Only necessary expenses incurred away from and back to the site where goods are delivered or services are performed shall be reimbursable.</p> <p><i>Note: This does NOT apply to any travel reimbursements paid to state clients (which may be provided for in this schedule).</i></p>
Language Interpreter on-site	\$115.00/per hour
English as a Second Language Teacher/Tutor	\$58.00/per hour
Sign Language Interpretation	\$85.00/per hour
Word Translation Services	\$.35/per target word

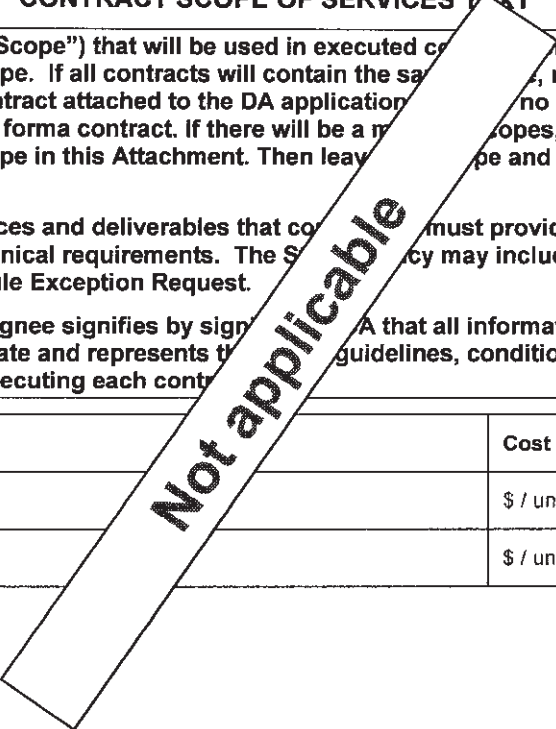
ATTACHMENT 2

CONTRACT SCOPE OF SERVICES TEXT

Insert the scope of services ("Scope") that will be used in executed contracts. If all contracts will contain the same Scope, note that below and include the Scope in the pro forma contract attached to the DA application. If there will be multiple Scopes, identify all provisions that will possibly appear in the Scope in this Attachment. Then leave the Scope and Section C.3.b of the pro forma contract blank.

The Scope describes the services and deliverables that contractors must provide. It must specify all associated functional and technical requirements. The State Agency may include payment terms outside of Section C with an approved Rule Exception Request.

The State Agency head or designee signifies by signing this DA that all information in this DA is, to the best of his or her knowledge, accurate and represents the State Agency's guidelines, conditions, and procedures that the State Agency shall follow in executing each contract.



Scope (Contract section A)	Cost (Contract section C.3.b)
NOT APPLICABLE	\$ / unit
NOT APPLICABLE	\$ / unit

ATTACHMENT 3

PRE-DEFINED VENDOR OR CONTRACTOR SELECTION PROCESS AND CONTRACT MAXIMUM LIABILITY AMOUNT DETERMINATION PROCESS

The State Agency shall select vendors or contractors in strict accordance with the pre-defined, competitive or otherwise approved process described below. Any selection process authorized by CPO rules, policies, or manuals is acceptable, though some processes will require additional documentation or approvals. The State Agency shall retain records to show the basis of each purchase made or each contract executed under this Delegated Authority, including documentation that each purchase or contract was made in accordance with the processes below.

Procuring agency staff will identify local service providers appearing capable of delivering the required service. Identification of potential service providers will be completed using any available resource including the state's registry of service providers, local directories, *et cetera*. Then, as service is needed, procuring agency staff will seek bids by randomly contacting potential service providers to discuss a complete description of the service needed and the service provider's qualifications, willingness, and availability to provide the service as required. Agency staff will determine whether the service provider appears, at least, minimally qualified to deliver the service as required (in full consideration of any prior experience with the service provider), and staff will document in writing each that is not deemed minimally qualified and the reasons therefore.

Agency staff will continue the random contacts until bids are received from at least three (3) qualified, willing, and able service providers. If it is not possible to obtain offers from three (3) minimally qualified service providers, that procuring agency staff will document such along with the specific efforts to do so, and continue the random contacts until bids are received from at least two (2) service providers. Agency staff will purchase the service from the service provider offering the lowest cost to the state for the required service. If two or more offers indicate equal, lowest cost, agency staff will purchase the service from the one of those selected by chance. Notwithstanding the procedures detailed herein, the Department can utilize the services of a governmental or quasi-governmental agency without the three bids required so long as the cost does not exceed the rates identified in Attachment 1.



AUTHORIZATION TO VENDOR - TERMS & CONDITIONS

AUTHORIZATION PERIOD		
Begin:	End:	
STATE INFORMATION		
State Agency:	Program:	
State Contact:		
Delegation #	Edison Record #	Edison PO #
CFDA #	Account Code:	Speed Code:
VENDOR INFORMATION		
Vendor:		
Address:		
Phone:		
FEIN/SSN:	Edison Vendor #	
Ownership/Control: (required information)		
<input type="checkbox"/> African American <input type="checkbox"/> Asian <input type="checkbox"/> Hispanic <input type="checkbox"/> Native American <input type="checkbox"/> Female <input type="checkbox"/> Person w/Disability <input type="checkbox"/> Small Business <input type="checkbox"/> Government <input type="checkbox"/> NOT Minority/Disadvantaged <input type="checkbox"/> Other:		
AUTHORIZATION DETAIL		
Service Authorized	Payment Amount	
TOTAL AMOUNT AUTHORIZED:		

A. Standard Terms and Conditions

1. Total Purchase Order Amount. In no event shall the liability of the State under this Purchase Order exceed \$ _____ ("Total Purchase Order Amount").
2. Inspection and Acceptance. The State shall have the right to inspect all goods or services provided by Vendor under this Purchase Order. If, upon inspection, the State determines that the goods or services are defective, the State shall notify Vendor, and Vendor shall re-deliver the goods or provide the services at no additional cost to the State. If after a period of thirty (30) days following delivery of goods or performance of services the State does not provide a notice of any defects, the goods or services shall be deemed to have been accepted by the State.
3. Modification, Amendment or Change Order. This Purchase Order may be modified only by a written amendment or change order signed by the State and the Vendor.
4. Limitation of Liability. The State shall have no liability except as specifically provided in this Purchase Order. In no event shall the State be liable to the Vendor or any other party for any lost revenues, lost profits, loss of business, decrease in the value of any securities or cash position, time, money, goodwill, or any indirect, special, incidental, punitive, exemplary or consequential damages of any nature, whether based on warranty, contract, statute, regulation, tort (including but not limited to negligence), or any other legal theory that may arise. The State's total liability under this Purchase Order or otherwise shall under no circumstances exceed the Total Purchase Order Amount.
5. Limitation of Vendor's Liability. The Vendor's liability for all claims arising under this Purchase Order shall be limited to an amount equal to two (2) times the Total Purchase Order Amount. In no event shall this Section limit

the Vendor's liability for intentional torts, criminal acts, fraudulent conduct, or omissions that result in personal injuries or death.

6. **Termination for Convenience.** The State shall have the right to immediately terminate this Purchase Order, without cause and for any reason, upon written notice to the Vendor, delivered by mail or electronic means. The State's notice of termination is effective upon the State's issuance.
7. **Subject to Funds Availability.** The State's payment of this Purchase Order is subject to the appropriation and availability of State or federal funds. In the event that funds are not appropriated or are otherwise unavailable, the State reserves the right to terminate this Purchase Order, effective immediately, upon written notice to the Vendor. If the State terminates this Purchase Order due to lack of funds availability, the Vendor shall be entitled to compensation for all conforming goods requested and accepted by the State and for all satisfactory and authorized services completed as of the termination date.
8. **Payment of Purchase Order.** A payment by the State shall not prejudice the State's right to object to or question any payment, invoice, or other matter. A payment by the State shall not be construed as acceptance of goods delivered, any part of the services provided, or as approval of any amount invoiced.
9. **Deductions.** The State reserves the right to deduct from amounts, which are or shall become due and payable to the Vendor, under any contract between the Vendor and the State.
10. **State and Federal Compliance.** The Vendor shall comply with all applicable state and federal laws and regulations in the provision of goods or services under this Purchase Order.
11. **Governing Law.** This Purchase Order shall be governed by and construed in accordance with the laws of the State of Tennessee. The Tennessee Claims Commission or the state or federal courts in Tennessee shall be the venue for all claims, disputes, or disagreements arising under this Purchase Order. The Vendor acknowledges and agrees that any rights, claims, or remedies against the State of Tennessee or its employees arising under this Purchase Order shall be subject to and limited to those rights and remedies available under Tenn. Code Ann. §§ 9-8-101 through 9-8-407.
12. **Entire Agreement.** This Purchase Order contains the entire understanding between the State and the Vendor relating to its subject matter, including all terms and conditions of the parties' agreement. This Purchase Order supersedes any and all prior understandings, representations, negotiations, and agreements between the State and the Vendor, whether written or oral.

B. Special Terms and Conditions

13. **Conflicting Terms and Conditions.** Should any of these Special Terms and Conditions in Section B conflict with the Standard Terms and Conditions in Section A, the Standard Terms and Conditions shall control.
14. **HIPAA Compliance.** The State and Contractor shall comply with obligations under the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), Health Information Technology for Economic and Clinical Health ("HITECH") Act and any other relevant laws and regulations regarding privacy (collectively the "Privacy Rules"). The obligations set forth in this Section shall survive the termination of this Contract.
 - a. Contractor warrants to the State that it is familiar with the requirements of the Privacy Rules, and will comply with all applicable requirements in the course of this Contract.
 - b. Contractor warrants that it will cooperate with the State, including cooperation and coordination with State privacy officials and other compliance officers required by the Privacy Rules, in the course of performance of the Contract so that both parties will be in compliance with the Privacy Rules.
 - c. The State and the Contractor will sign documents, including but not limited to business associate agreements, as required by the Privacy Rules and that are reasonably necessary to keep the State and Contractor in compliance with the Privacy Rules. This provision shall not apply if information received or delivered by the parties under this Contract is NOT "protected health information" as defined by the Privacy Rules, or if the Privacy Rules permit the parties to receive or deliver the information without entering into a business associate agreement or signing another document.
 - d. The Contractor will indemnify the State and hold it harmless for any violation by the Contractor or its subcontractors of the Privacy Rules. This includes the costs of responding to a breach of protected health information, the costs of responding to a government enforcement action related to the breach, and any fines, penalties, or damages paid by the State because of the violation.
15. **Confidentiality of Records.** Strict standards of confidentiality of records and information shall be maintained in accordance with applicable state and federal law. All material and information, regardless of form, medium or method of communication, provided to the Contractor by the State or acquired by the Contractor on behalf of the State that is regarded as confidential under state or federal law shall be regarded as "Confidential Information." Nothing in this Section shall permit Contractor to disclose any Confidential Information, regardless of whether it

has been disclosed or made available to the Contractor due to intentional or negligent actions or inactions of agents of the State or third parties. Confidential Information shall not be disclosed except as required or permitted under state or federal law. Contractor shall take all necessary steps to safeguard the confidentiality of such material or information in conformance with applicable state and federal law.

#16 applies only to those vendors that are non-governmental entity. It does not apply to governmental vendors.

16. Hold Harmless (only applies to non-governmental vendors). The Vendor agrees to indemnify and hold harmless the State of Tennessee as well as its officers, agents, and employees from and against any and all claims, liabilities, losses, and causes of action which may arise, accrue, or result to any person, firm, corporation, or other entity which may be injured or damaged as a result of acts, omission, or negligence on the part of the Vendor, its employees, or any other person acting for or on its or their behalf relating to this Purchase Order. The Vendor further agrees it shall be liable for the reasonable costs of attorneys for the State to enforce the terms of this Purchase Order.

In the event of any suit or claim, the State and Vendor shall give each other immediate notice and provide all necessary assistance to respond. The State's failure to give notice shall only relieve the Vendor of its obligations under this Section to the extent that the Vendor can demonstrate actual prejudice arising from the failure to give notice. This Section shall not grant the Vendor, through its attorneys, the right to represent the State in any legal matter, as the right to represent the State is governed by Tenn. Code Ann. § 8-6-106.

The obligations set forth in this Section shall survive the termination of this Contract.

AUTHORIZATION & ACCEPTANCE	
State Authorization: (signature with printed name & title)	Vendor Acceptance: (signature with printed name & title)

APPENDIX

Section 11

Notification of Equal Access form - English

Notification of Equal Access form – Spanish



El Título VI de la Ley de Derechos Civiles de 1964 establece que es ilegal que las personas sean discriminadas debido a su raza, color u origen nacional en todos los programas, beneficios, subvenciones y servicios proporcionados por el Departamento de Servicios Infantiles (DCS), el cual recibe asistencia federal.

Es la política del Departamento de Servicios Infantiles del Estado de Tennessee asegurarse que el personal de administración, contratistas y beneficiarios de servicios conozcan lo dispuesto en el Título VI de la Ley de Derechos Civiles de 1964.

Si usted siente que ha recibido un trato desigual debido a su raza, color u origen nacional, o cualquier otra clasificación protegida por las leyes federales y/o del estado de Tennessee, se le recomienda presentar una queja ante la Oficina de Iniciativas para la Diversidad del DCS. Para presentar dicha queja, debe hacer lo siguiente:

1. Debe presentar una reclamación por escrito dentro de los ciento ochenta (180) días posteriores a la fecha de la supuesta discriminación. Se le recomienda presentar su queja tan pronto como sea posible con el fin de dar tiempo suficiente para presentar una apelación ante una agencia externa si usted no está satisfecho con los resultados de la investigación del DCS.
2. En su queja, asegúrese de incluir su nombre, dirección y número de teléfono.
3. La denuncia debe incluir el nombre y dirección de la agencia, institución o departamento que cree discriminó en su contra.
4. Indique cómo, por qué y cuándo usted cree que fue discriminado. Incluya toda la información específica y detallada posible sobre los supuestos actos de discriminación y cualquier otra información que considere relevante para su queja.
5. Si los conoce, proporcione los nombres de las personas que la Oficina de Derechos de Civiles del DCS podría contactar obtener aclaraciones sobre sus alegaciones.
6. Firme su queja escrita y luego preséntala por escrito a:

Office of Civil Rights
Department of Children's Services
UBS Tower, 12th Floor
315 Deaderick Street
Nashville, TN 37243
Teléfono: (615) 532-5552
Fax: (615) 532-7602

7. También puede presentar su queja por escrito a las oficinas que se listan a continuación:

Director
Tennessee Human Rights Commission
Attention: Title VI Compliance
William R. Snodgrass Building/Tennessee
Tower
312. Rosa L. Parks Blvd, 23rd Floor
Nashville, TN 37243
Teléfono: (615) 741-5825
Fax: (615) 253-1886

o

Director
Office for Civil Rights
U.S. Department of Health & Human Services
61 Forsyth Street, S.W.
Suite 3B70
Atlanta, GA 30323
Teléfono: (404) 562-7886
Fax: (404) 562-7881

Debe presentar una queja en virtud de este procedimiento si considera que ha sido excluido de participar, se le ha negado el beneficio de un servicio o ha sido sujeto a discriminación, en un programa o actividad que recibe asistencia financiera federal del Departamento de Servicios Infantiles.

He leído el procedimiento anterior de cómo presentar una queja del Título VI. Este procedimiento se me explicó en detalle y recibí una copia para mis archivos. Se me informó que este formulario está disponible en otros idiomas.

_____ Firma

_____ Fecha

_____ Testigo

_____ Fecha

Consulte la página web de "Forms" para obtener la versión actual e ignore todas las versiones anteriores. Este formulario no debe alterarse sin la previa autorización.



APPENDIX

Section 13

DCS Contractor Provider Listing

Vendor Name	Program Type	Service Type	Procurement Method	Begin Date	End Date	Max. Liability	Minority Status	Organization Status	Place of Incorporation	Vendor Address	Subrecipient or Vendor
Youth Villages, Inc.	Child Programs	PBC Intensive in-home services	Non-Competitive	07/01/2018	06/30/2021	\$ 25,249,965.00	Not Minority	Non-Profit Corporation	Tennessee	3320 Brother Blvd	Vendor
Metropolitan Nashville & Davidson County	Juvenile Court Prevention	Child & Family Intervention	Non-Competitive	07/01/2018	06/30/2021	\$ 1,302,999.00	Not Minority	Government	Tennessee	100 Woodland Street	Vendor
Benton County Juvenile Court	Juvenile Court Prevention	Custody Prevention	Non-Competitive	07/01/2018	06/30/2021	\$ 277,851.00	Not Minority	Government	Tennessee	113 Maple Street, Suite A	Vendor
Department of Mental Health & Substance Abuse Services	Education	Educational Software	Non-Competitive	11/01/2019	06/30/2021	\$ 60,000.00	Not Minority	Government	Tennessee	Andrew Jackson Bldg, 6th Floor	Vendor
Youth Villages, Inc.	Child Programs	Intensive In-Home Services	Non-Competitive	07/01/2019	06/30/2021	\$ 884,760.00	Not Minority	Non-Profit Corporation	Tennessee	3320 Brother Blvd	Vendor
Youth Villages, Inc.	Child Health	Counseling & Therapy	Non-Competitive	10/02/2017	06/30/2021	\$ 931,254.00	Not Minority	Non-Profit Corporation	Tennessee	3320 Brother Blvd	Vendor
Vanderbilt University, Inc.	Juvenile Justice	Evidence-Based Services	Special Contract	07/01/2018	06/30/2021	\$ 366,000.00	Not Minority	Non-Profit Corporation	Tennessee	3841 Green Hills Village Drive,	Subrecipient
Tennessee Foster Care Association, Inc.	Child Programs	Foster Care Recruitment- Class Management	Non-Competitive	07/01/2017	06/30/2021	\$ 90,000.00	Not Minority	Non-Profit Corporation	Tennessee	P.O. Box 332428	Subrecipient
United Way of the Mid South	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/15/2019	06/30/2021	\$ 67,392.00	Not Minority	Non-Profit Corporation	Tennessee	1005 Tillman	Vendor
Labor Relations Alternatives	Child Safety	CPS Investigation Training	Special Contract	01/01/2016	06/30/2021	\$ 75,000.00			Tennessee	4400 Ramsey Ave.	Vendor
Chapin Hall Center For Children	Consultation	Brian A. Consultation	Special Contract	03/03/2019	06/30/2021	\$ 1,000,000.00	Not Minority	Government	Illinois	1313 East 60th Street	Vendor
South Memphis Alliance	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	10/15/2019	06/30/2021	\$ 91,040.00	Not Minority	Non-Profit Corporation	Tennessee	1048 South Bellevue Boulevard	Vendor
Tennessee Alliance for Children & Families	Administration	Technical Assistance	Special Contract	07/01/2020	06/30/2021	\$ 100,000.00	Not Minority	Non-Profit Corporation	Tennessee	2 International Plaza Drive	Vendor
Monroe Harding, Inc.	Independent Living	Resource Center	Non-Competitive	07/01/2017	06/30/2021	\$ 180,625.00	Not Minority	Non-Profit Corporation	Tennessee	1120 Glendale Lane	Vendor
Free Will Baptist Family Ministries	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2020	06/30/2021	\$ 2,500.00	Not Minority	Non-Profit Corporation	Indiana	90 Stanley Lane	Vendor
Advance Therapy Solutions dba Allied Behavioral Health	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2020	06/30/2021	\$ 160,442.00	Not Minority	Non-Profit Corporation	Tennessee	700 Craighead St Ste 105	Vendor
Bethany Christian Services of Greater Chattanooga	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 65,000.00	Not Minority	Non-Profit Corporation	Tennessee	930 McCallie Ave	Subrecipient
Bethany Christian Services of West Tennessee	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 45,000.00	Not Minority	Non-Profit Corporation	Tennessee	1044 Brookfield Rd., Suite 102	Vendor
Blount County Juvenile Court	Juvenile Court Prevention	Custody Prevention	Non-Competitive	07/01/2018	06/30/2021	\$ 296,004.00	Not Minority	Government	Tennessee	335 Court Street	Subrecipient
Bristol's Promise	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 110,000.00	Not Minority	Non-Profit Corporation	Tennessee	315 Eight Street	Vendor
Tennessee Voices for Children, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$ 150,000.00	Female	Non-Profit Corporation	Tennessee	500 Professional Park Drive	Vendor
Children's Advocacy Center of Sullivan County	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$ 127,200.00	Not Minority	Non-Profit Corporation	Tennessee	150 blountville Bypass	Subrecipient
Cocke County Board of Education	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2020	06/30/2021	\$ 29,750.00	Not Minority	Government	Tennessee	305 Hedrick Drive	Vendor
Family And Children's Services, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 75,000.00	Not Minority	Non-Profit Corporation	Tennessee	2400 Clifton Ave.	Vendor
Exchange Club Family Center, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 59,424.00	Not Minority	Non-Profit Corporation	Tennessee	139 Thompson Lane	Vendor
Grundy County	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 50,000.00	Not Minority	Government	Tennessee	P.O. Box 453	Vendor
Hancock County School	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 65,000.00	Not Minority	Non-Profit Corporation	Tennessee	P.O. Box 629	Vendor

Melhary Medical College	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	194,240.00	Not Minority	Non-Profit Corporation	Tennessee	1005 Dr. D.B. Todd Jr., Blvd	Vendor
Owens Special School District	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2020	06/30/2021	\$	56,500.00	Not Minority	Government	Tennessee	195 NORTH BANK STREET	Vendor
Porter - Leath	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	90,840.00	Not Minority	Non-Profit Corporation	Tennessee	3400 Prescott Road	Vendor
Rotary Family Youth Initiative, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	42,000.00	Not Minority	Non-Profit Corporation	Mississippi	135 Winter Oaks Drive	Vendor
Ridgeview Psychiatric Hospital and Center, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	61,400.00	Not Minority	Non-Profit Corporation	Tennessee	240 West Tyrone Road	Vendor
Dyersburg City Schools	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	205,560.00	Not Minority	Government	Tennessee	605 Lewis Avenue	Subscriber
Rural Resources, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	90,000.00	Not Minority	Non-Profit Corporation	Tennessee	2870 Holly Creek Road	Vendor
County of Shelby Board of Education School	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	125,000.00	Asian American, Not Min	Non-Profit Corporation	Tennessee	2800 Grays Creek	Vendor
The Next Door, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	67,000.00	Not Minority	Non-Profit Corporation	Tennessee	4022nd Ave North	Vendor
TN State Park	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	74,370.00	Not Minority	Government	Tennessee	312 Rosa L Park Ave, 2nd FL	Vendor
United Way of the Mid South	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	30,000.00	Not Minority	Non-Profit Corporation	Tennessee	1005 Tillman	Vendor
The University Of Tennessee	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	59,515.00	Not Minority	Non-Profit Corporation	Tennessee	UT College of SWORPS	Vendor
The University Of Tennessee	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2020	06/30/2021	\$	52,969.00	Not Minority	Non-Profit Corporation	Tennessee	UT College of SWORPS	Vendor
The University Of Tennessee	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	UT College of SWORPS	Vendor
Van Buren County Schools	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	45,000.00	Not Minority	Government	Tennessee	293 Sparta Street	Vendor
West Tennessee Healthcare Foundation, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	50,000.00	Not Minority	Non-Profit Corporation	Tennessee	620 Skyline Drive	Vendor
Monroe Harding, Inc.	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	07/01/2020	06/30/2021	\$	91,040.00	Not Minority	Non-Profit Corporation	Tennessee	1120 Glendale Lane	Vendor
Center For Family Development	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	880,000.00	Not Minority	Non-Profit Corporation	Tennessee	100 East Side Square	Vendor
Omni Visions, Inc.	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	1,537,500.00	Not Minority	For Profit Corporation	Tennessee	301 South Perimeter Park Drive, Suite 7	Vendor
Pathways Health and Community Support LLC dba Game	Office of Child Welfare Reform	Nurturing Parenting - IVE Waiver Demonstrat	Competitive Negotiation	10/15/2018	06/30/2021	\$	400,000.00	Not Minority	Non-Profit Corporation	Tennessee	446 James Robertson Parkway	Vendor
Helen Ross McNabb Center, Inc.	Office of Child Welfare Reform	Nurturing Parenting - IVE Waiver Demonstrat	Non-Competitive	09/01/2017	06/30/2021	\$	2,916,210.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
Vanderbilt University, Inc.	Juvenile Justice	Evidence-Based Services	Non-Competitive	07/01/2020	06/30/2021	\$	122,000.00	Not Minority	Non-Profit Corporation	Tennessee	3841 Green Hills Village Drive,	Subscriber
Cathedral Of Faith Community Church	Child Programs	Community Services	Non-Competitive	08/03/2020	06/30/2021	\$	75,000.00	Not Minority	Non-Profit Corporation	Tennessee	2212 Jackson Avenue	Subscriber
Youth Villages, Inc.	Independent Living	Transitional Living	Non-Competitive	07/01/2017	06/30/2021	\$	12,750,000.00	Not Minority	Non-Profit Corporation	Tennessee	3520 Brother Blvd	Vendor
Monroe Harding, Inc.	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	07/01/2020	06/30/2021	\$	91,040.00	Not Minority	Non-Profit Corporation	Tennessee	1120 Glendale Lane	Vendor
Exchange Club - Carl Perkins Center	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	880,000.00	Not Minority	Non-Profit Corporation	Tennessee	213 Chelyme Dr	Subscriber
Children's Advocacy Center of Hamilton County	Child Safety	Co-location of staff	Non-Competitive	07/01/2018	06/30/2021	\$	187,200.00	Not Minority	Non-Profit Corporation	Tennessee	419 North Market Street	Vendor
Harmony Family Center Inc.	Child Programs	Guardianship Support Services	Non-Competitive	04/16/2018	06/30/2021	\$	1,270,110.00	Not Minority	Non-Profit Corporation	Tennessee	118 Mabry Hood Road, Suite 400	Vendor

Youth Villages, Inc.	Independent Living	Transitional Living	Non-Competitive	07/01/2017	06/30/2021	\$ 12,750,000.00	Not Minority	Non-Profit Corporation	Tennessee	3320 Brother Blvd	Vendor
Jackson County	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 15,000.00	Not Minority	Government	Tennessee	P.O. Box 205	Vendor
15th Judicial District Child Advocacy Center	Assessments - Counseling & Ther Psychological Evaluations		Non-Competitive	01/01/2016	06/30/2021	\$ 100,000.00	Not Minority	Non-Profit Corporation	Tennessee	PO box 1225	Subrecipient
Helen Ross McInabb Center, Inc.	Independent Living	Resource Center	Non-Competitive	07/01/2019	06/30/2021	\$ 150,000.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
County of Shelby Board of Education School	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/15/2019	06/30/2021	\$ 235,000.00	Asian American, Not Min	Non-Profit Corporation	Tennessee	2800 Grays Creek	Vendor
Kindred Place, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$ 150,000.00	Not Minority	Non-Profit Corporation	Tennessee	2180 Union Ave	Vendor
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Competitive Negotiation	07/01/2018	06/30/2021	\$ 150,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave., Suite 202	Subrecipient
Prevent Child Abuse Tennessee - Mid Cumberland	Child Abuse Prevention	Public Awareness Program	Competitive Negotiation	07/01/2018	06/30/2021	\$ 142,356.00	Not Minority	Non-Profit Corporation	Tennessee	4721 Trousdale Drive	Subrecipient
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$ 150,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave., Suite 202	Subrecipient
Ridgeview Psychiatric Hospital and Center, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 61,400.00	Not Minority	Non-Profit Corporation	Tennessee	240 West Tyrone Road	Vendor
Youth Villages, Inc.	Independent Living	Transitional Living	Non-Competitive	07/01/2017	06/30/2021	\$ 12,000,000.00	Not Minority	Non-Profit Corporation	Tennessee	3320 Brother Blvd	Vendor
Tennessee Department of Education	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2020	06/30/2021	\$ 30,000.00	Not Minority	Government	Tennessee	710 James Robertson Parkway	Vendor
Tennessee Commission on Children and Youth	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2020	06/30/2021	\$ 55,000.00	Not Minority	Government	Tennessee	502 Diederick St	Vendor
Rutherford County Government	Juvenile Justice	Community Intervention Services - Day Treat	Non-Competitive	07/01/2018	06/30/2021	\$ 1,253,088.00	Not Minority	Government	Tennessee	1710 South Church Street, Ste. 1	Vendor
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$ 385,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave., Suite 202	Subrecipient
Partnership for Families Children & Adults	Independent Living	Resource Center	Non-Competitive	07/01/2017	06/30/2021	\$ 205,625.00	Not Minority	Non-Profit Corporation	Tennessee	501 West 12th streets	Vendor
Partnership for Families Children & Adults	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	10/01/2019	06/30/2021	\$ 182,080.00	Not Minority	Non-Profit Corporation	Tennessee	501 West 12th streets	Vendor
Gundy County	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$ 50,000.00	Not Minority	Government	Tennessee	P.O. Box 453	Vendor
Chapin Hall Center For Children	Consultation	Data Analysis	Special Contract	08/15/2020	06/30/2021	\$ 700,000.00	Not Minority	Government	Illinois	1313 East 60th Street	Vendor
Center For Family Development	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$ 150,000.00	Not Minority	Non-Profit Corporation	Tennessee	100 East Side Square	Vendor
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$ 375,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave., Suite 202	Subrecipient
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$ 150,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave., Suite 202	Subrecipient
Family And Children's Services, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$ 87,000.00	Not Minority	Non-Profit Corporation	Tennessee	2400 Clifton Ave.	Vendor
Exchange Club Family Center, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$ 150,000.00	Not Minority	Non-Profit Corporation	Tennessee	139 Thompson Lane	Vendor
Exchange Club Family Center, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$ 150,000.00	Not Minority	Non-Profit Corporation	Tennessee	139 Thompson Lane	Vendor
Frontier Health, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$ 150,000.00	Not Minority	For-Profit Corporation	Tennessee	1167 Spratlin Park Drive	Subrecipient
Children's Advocacy Center of Sullivan County	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$ 127,200.00	Not Minority	Non-Profit Corporation	Tennessee	150 Blountville Bypass	Subrecipient
Kindred Place, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$ 150,000.00	Not Minority	Non-Profit Corporation	Tennessee	2180 Union Ave	Vendor

Kindred Place, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	2180 Union Ave	Vendor
Memphis Child Advocacy Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Government	Tennessee	1085 Poplar Avenue	Vendor
Rotary Family Youth Initiative, Inc	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	09/20/2019	06/30/2021	\$	102,000.00	Not Minority	Non-Profit Corporation	Tennessee	6060 Primacy Pkwy, Ste 100	Vendor
New Vision, Inc.	Child Programs 2	Home Studies	RFP	07/01/2016	06/30/2021	\$	1,250,000.00	Not Minority	Non-Profit Corporation	Tennessee	5211 Linbar Drive, Suite 500	Vendor
Harmony Family Center Inc.	Child Programs 2	Home Studies	RFP	07/01/2016	06/30/2021	\$	1,975,000.00	Not Minority	Non-Profit Corporation	Tennessee	118 Mabry Hood Road, Suite 400	Vendor
Helen Ross McHabb Center, Inc.	Child Abuse Prevention	Parent Support Education & In-home	Non-Competitive	07/01/2018	06/30/2021	\$	57,000.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
Blount County Children's Advocacy Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	68,310.00	Not Minority	Government	Tennessee	212 Cates Street	Subrecipient
Youth Villages, Inc.	Child Health	Counseling & Therapy	Non-Competitive	10/02/2017	06/30/2021	\$	931,254.00	Not Minority	Non-Profit Corporation	Tennessee	3320 Brother Blvd	Vendor
Exchange Club - Carl Perkins Center	Therapeutic Family Preservation	Therapeutic Visitation	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	213 Cheyenne Dr	Subrecipient
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	30,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave, Suite 202	Subrecipient
Harmony Family Center Inc.	Child Programs 2	Home Studies	RFP	07/01/2016	06/30/2021	\$	2,500,000.00	Not Minority	Non-Profit Corporation	Tennessee	118 Mabry Hood Road, Suite 400	Vendor
Catholic Charities Of East Tennessee, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	For-Profit Corporation	Tennessee	3009 Lake Brook Blvd	Vendor
Catholic Charities Of Tennessee, Inc.	Child Programs 2	Home Studies	RFP	07/01/2016	06/30/2021	\$	1,500,000.00	Not Minority	Non-Profit Corporation	Tennessee	30 White Bridge Road	Subrecipient
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	30,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave, Suite 202	Subrecipient
Campbell County Children's Center	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	203 Independence	Subrecipient
MBH of Gallatin, LLC DBA Group Effort Foundations	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	12,500.00	Not Minority	Non-Profit Corporation	Tennessee	220 S. Hickory Ave.	Vendor
Helen Ross McHabb Center, Inc.	Child Abuse Prevention	Parent Support Education & In-home	Non-Competitive	07/01/2018	06/30/2021	\$	129,000.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
Children's Advocacy Center of Rutherford County	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	49,500.00	Not Minority	Non-Profit Corporation	Tennessee	1040 Sainsbille Blvd	Subrecipient
New Vision, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	5211 Linbar Drive, Suite 500	Vendor
Nurses for Newborns of Tennessee	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	For-Profit Corporation	Tennessee	50 Vantage Way, Ste. 101	Subrecipient
Williamson County Child Advocacy Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	108,000.00	Not Minority	Non-Profit Corporation	Tennessee	101 Forrest Crossing Blvd	Subrecipient
Catholic Charities Of East Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	120,000.00	Not Minority	For-Profit Corporation	Tennessee	3009 Lake Brook Blvd	Vendor
Helen Ross McHabb Center, Inc.	Child Abuse Prevention	Parenting Education	Competitive Negotiation	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	60,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave, Suite 202	Subrecipient
Williamson County Child Advocacy Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	48,000.00	Not Minority	Non-Profit Corporation	Tennessee	101 Forrest Crossing Blvd	Subrecipient
Coffee County Children's Advocacy Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	36,000.00	Not Minority	Non-Profit Corporation	Tennessee	104 North Spring Street	Subrecipient
Catholic Charities Of Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	120,000.00	Not Minority	Non-Profit Corporation	Tennessee	30 White Bridge Road	Subrecipient
Exchange Club - Carl Perkins Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	213 Cheyenne Dr	Subrecipient

Exchange Club - Carl Perkins Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	120,000.00	Not Minority	Non-Profit Corporation	Tennessee	213 Cheyenne Dr	Subrecipient
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Competitive Negotiation	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave, Suite 202	Subrecipient
Children's Advocacy Center of Hamilton County	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	120,000.00	Not Minority	Non-Profit Corporation	Tennessee	419 North Market Street	Vendor
Behavioral Research Institute, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	Suite C Cleveland Professional Bldg, 225	Vendor
Bristol's Promise	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/15/2019	06/30/2021	\$	243,120.00	Not Minority	Non-Profit Corporation	Tennessee	315 Eight Street	Vendor
Exchange Club - Carl Perkins Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	213 Cheyenne Dr	Subrecipient
Exchange Club - Carl Perkins Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	213 Cheyenne Dr	Subrecipient
Tennessee Voices for Children, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Female	Non-Profit Corporation	Tennessee	500 Professional Park Drive	Vendor
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	60,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave, Suite 202	Subrecipient
Exchange Club - Holland J. Stephens	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	616 North Church Street	Subrecipient
Prevent Child Abuse Tennessee - Mid Cumberland	Child Abuse Prevention	Public Awareness Program	Competitive Negotiation	07/01/2018	06/30/2021	\$	142,356.00	Not Minority	Non-Profit Corporation	Tennessee	4721 Trousdale Drive	Subrecipient
Harmony Family Center Inc.	Child Programs	Guardianship Support Services	Non-Competitive	04/16/2018	06/30/2021	\$	1,316,635.00	Not Minority	Non-Profit Corporation	Tennessee	118 Mabry Hood Road, Suite 400	Vendor
The Next Door, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2019	06/30/2021	\$	129,000.00	Not Minority	Non-Profit Corporation	Tennessee	402 22nd Ave North	Vendor
Prevent Child Abuse Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	385,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave, Suite 202	Subrecipient
Boys & Girls Club in Tennessee	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	1100 Marion Street	Vendor
Advance Therapy Solutions dba Allied Behavioral Health	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/15/2019	06/30/2021	\$	160,442.00	Not Minority	Non-Profit Corporation	Tennessee	700 Craighead St Ste 105	Vendor
Helen Ross McNabb Center, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
Behavioral Research Institute, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	Suite C Cleveland Professional Bldg, 225	Vendor
Youth Villages, Inc.	Child Health	Counseling & Therapy	Non-Competitive	10/02/2017	06/30/2021	\$	931,254.00	Not Minority	Non-Profit Corporation	Tennessee	3320 Brother Blvd	Vendor
Alamo City School Board Of Education	Juvenile Justice	Community Intervention Services - Probation	Non-Competitive	07/01/2020	06/30/2021	\$	54,817.00	Not Minority	Government	Tennessee	264 East Parks Street	Subrecipient
Williamson County	Juvenile Justice	Community Intervention Services - Probation	Non-Competitive	07/01/2018	06/30/2021	\$	576,000.00	Not Minority	Non-Profit Corporation	Tennessee	408 Century Court	Vendor
Hancock County School	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	65,000.00	Not Minority	Non-Profit Corporation	Tennessee	P.O. Box 629	Vendor
Advance Therapy Solutions dba Allied Behavioral Health	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2020	06/30/2021	\$	160,442.00	Not Minority	Non-Profit Corporation	Tennessee	700 Craighead St, Ste 105	Vendor
Tennessee Department Of Education	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2018	06/30/2021	\$	190,000.00	Not Minority	Government	Tennessee	710 James Robertson Parkway	Vendor
Omni Community Health, Inc.	Relative Caregiver Program	Assessment, Case Management & Facilitator	Competitive Negotiation	07/01/2016	06/30/2021	\$	825,000.00	Not Minority	Non-Profit Corporation	Tennessee	301 S. Perimeter Park Drive	Vendor
Omni Community Health, Inc.	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	822,000.00	Not Minority	Non-Profit Corporation	Tennessee	301 S. Perimeter Park Drive	Vendor
Omni Community Health, Inc.	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	1,190,000.00	Not Minority	Non-Profit Corporation	Tennessee	301 S. Perimeter Park Drive	Vendor
Omni Community Health, Inc.	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	1,215,000.00	Not Minority	Non-Profit Corporation	Tennessee	301 S. Perimeter Park Drive	Vendor

Nurture The Next	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	60,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave Suite 202	Subrecipient
Nurture The Next	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	30,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave Suite 202	Subrecipient
Nurture The Next	Child Abuse Prevention	Public Awareness Program	Competitive Negotiation	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave Suite 202	Subrecipient
Monroe Harding, Inc.	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	07/01/2015	06/30/2021	\$	431,204.00	Not Minority	Non-Profit Corporation	Tennessee	1120 Glendale Lane	Vendor
Nurture The Next	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	30,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave Suite 202	Subrecipient
Oasis, Inc.	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	07/01/2020	06/30/2021	\$	645,000.00	Not Minority	Non-Profit Corporation	Tennessee	1704 Charlotte Ave, Suite 200	Vendor
East Tennessee Human Resource Agency, Inc.	Juvenile Justice	Community Intervention Services - Probation	Non-Competitive	07/01/2018	06/30/2021	\$	440,136.00	Not Minority	Government	Tennessee	9111 Cross Park Drive, Suite D-100	Vendor
Nurture The Next	Child Abuse Prevention	Public Awareness Program	Competitive Negotiation	07/01/2018	06/30/2021	\$	142,356.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave Suite 202	Subrecipient
Cockle County Board of Education	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	07/01/2020	06/30/2021	\$	29,750.00	Not Minority	Government	Tennessee	305 Hedrick Drive	Vendor
Nurture The Next	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave Suite 202	Subrecipient
Catholic Charities Of Tennessee, Inc.	Child Programs	Home Studies	RFP	07/01/2016	06/30/2021	\$	1,500,000.00	Not Minority	Non-Profit Corporation	Tennessee	30 White Bridge Road	Subrecipient
Nurture The Next	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	60,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave Suite 202	Subrecipient
Quinco Community Mental Health Centers	Juvenile Justice	Community Intervention Services - Aftercare	Non-Competitive	07/01/2018	06/30/2021	\$	444,624.00	Not Minority	Non-Profit Corporation	Tennessee	10710 Highway 46	Subrecipient
Nurture The Next	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	385,000.00	Not Minority	Non-Profit Corporation	Tennessee	600 Hill Ave Suite 202	Subrecipient
South Memphis Alliance	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	10/15/2019	06/30/2021	\$	91,040.00	Not Minority	Non-Profit Corporation	Tennessee	1048 South Bellevue Boulevard	Vendor
South Memphis Alliance	Independent Living	Resource Center	Non-Competitive	07/01/2017	06/30/2021	\$	220,625.00	Not Minority	Non-Profit Corporation	Tennessee	1048 South Bellevue Boulevard	Vendor
Lauderdale County Juvenile Court	Juvenile Court Prevention	Trauma Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	205,713.00	Not Minority	Government	Tennessee	100 Court Square	Vendor
Upper Cumberland Human Resource Agency	Juvenile Justice	Community Intervention Services - Aftercare	Non-Competitive	07/01/2018	06/30/2021	\$	574,254.00	Not Minority	Non-Profit Corporation	Tennessee	580 S. Jefferson Ave., Suite B	Vendor
Helen Ross McHabb Center, Inc.	Juvenile Justice	Community Intervention Services - Probation	Non-Competitive	07/01/2018	06/30/2021	\$	889,475.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
Partnership for Families Children & Adults	Independent Living	Resource Center	Non-Competitive	07/01/2017	06/30/2021	\$	205,625.00	Not Minority	Non-Profit Corporation	Tennessee	501 West 12th streets	Vendor
The Watchmen Group Investigations, Inc.	Child Safety	Process Server	Special Contract	09/01/2016	06/30/2021	\$	1,740,000.00		Non-Profit Corporation	Tennessee	720 B South Church Street	Vendor
Martha Obryan Center, Inc.	Child Programs	Community Services	Non-Competitive	07/01/2018	06/30/2021	\$	250,000.00	Not Minority	Non-Profit Corporation	Tennessee	711 S. 7th Street	Vendor
Partnership for Families Children & Adults	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	10/01/2019	06/30/2021	\$	91,040.00	Not Minority	Non-Profit Corporation	Tennessee	501 West 12th streets	Vendor
Quinco Community Mental Health Centers	Juvenile Justice	Community Intervention Services - Aftercare	Non-Competitive	07/01/2018	06/30/2021	\$	444,624.00	Not Minority	Non-Profit Corporation	Tennessee	10710 Highway 46	Subrecipient
Morrison Automatic Sprinkler	Juvenile Justice	Fire Sprinkler Inspection	Solicitation	09/01/2016	06/30/2021	\$	24,900.00		Non-Profit Corporation	Tennessee	1310 Karnes Ave	Vendor
Harmony Family Center Inc.	Independent Living	Sexual Health and Adolescent Risk Prevent. (E	Non-Competitive	07/01/2018	06/30/2021	\$	30,000.00	Not Minority	Non-Profit Corporation	Tennessee	118 Mabry Hood Road, Suite 400	Vendor
Rotary Family Youth Initiative, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	42,000.00	Not Minority	Non-Profit Corporation	Mississippi	135 Winters Oaks Drive	Vendor
Gallher & Associates, Inc.	Juvenile Justice	Fire Alarm Inspection	Solicitation	02/01/2017	06/30/2021	\$	57,727.50		Non-Profit Corporation	Mississippi	3351 Regal Dr	Vendor

Monroe Harding, Inc.	Independent Living	Resource Center	Non-Competitive	07/01/2017	06/30/2021	\$	180,625.00	Not Minority	Non-Profit Corporation	Tennessee	1120 Glendale Lane	Vendor
Allen & Hoshall, Inc	Juvenile Justice	Consultant - Building Design	Solicitation	11/01/2016	06/30/2021	\$	30,000.00			Tennessee	1661 International Dr	Vendor
Center For Family Development	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	695,000.00	Not Minority	Non-Profit Corporation	Tennessee	100 East Side Square	Vendor
Lonna K. Hildreth	Legal	Grier Lawsuit	Special Contract	01/01/2018	06/30/2021	\$	425,000.00	Not Minority	Individual	Tennessee	211 Neal Ave.	Vendor
Exchange Club - Carl Perkins Center	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	695,000.00	Not Minority	Non-Profit Corporation	Tennessee	213 Chelyenne Dr	Subrecipient
Omni Community Health, Inc.	Child Health	Medication Administration Training	Special Contract	05/15/2020	06/30/2021	\$	200,000.00	Not Minority	Non-Profit Corporation	Tennessee	301 S. Perimeter Park Drive	Vendor
Pathways Health and Community Support LLC dba Game	Office of Child Welfare Reform	Nurturing Parenting -IVE Waiver Demonstration	Competitive Negotiation	10/15/2018	06/30/2021	\$	600,000.00	Not Minority	Non-Profit Corporation	Tennessee	446 James Robertson Parkway	Vendor
Families Free, Inc.	Office of Child Welfare Reform	Nurturing Parenting -IVE Waiver Demonstration	Non-Competitive	09/01/2017	06/30/2021	\$	800,000.00	Not Minority	Non-Profit Corporation	Tennessee	2408 Susannah St	Subrecipient
Chapin Hall Center For Children	Consultation	Foster Care Advocacy Services	Non-Competitive	05/15/2020	06/30/2021	\$	349,075.00	Not Minority	Government	Illinois	1313 East 60th Street	Vendor
Ridgeview Psychiatric Hospital and Center, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	61,400.00	Not Minority	Non-Profit Corporation	Tennessee	240 West Tyrone Road	Vendor
Catholic Charities Of East Tennessee, Inc.	Child Abuse Prevention	Public Awareness Program	Non-Competitive	07/01/2018	06/30/2021	\$	120,000.00	Not Minority	For-Profit Corporation	Tennessee	3009 Lake Brook Blvd	Vendor
Porter - Leath	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	90,840.00	Not Minority	Non-Profit Corporation	Tennessee	3400 Prescott Road	Vendor
Dental Power International, Inc.	Medical	Dental Services	RFP	07/01/2016	06/30/2021	\$	450,000.00	Not Minority	For-Profit Corporation	North Carolina	205 Lloyd St. Suite 101	Vendor
Helen Ross McChubb Center, Inc.	Juvenile Justice	Community Intervention Services - Aftercare	Non-Competitive	07/01/2018	06/30/2021	\$	800,346.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
Georgetown University	Juvenile Justice	Evidence Based Services	Special Contract	02/15/2019	06/30/2021	\$	179,875.00	Not Minority	Government	Washington DC	37th & O Street NW	Vendor
Omni Community Health, Inc.	Assessments - Counseling & Ther.	Mental Health	RFP	07/01/2016	06/30/2021	\$	2,500,000.00	Not Minority	Non-Profit Corporation	Tennessee	301 S. Perimeter Park Drive	Vendor
Upper Cumberland Development District	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	1,411,250.00	Not Minority	Non-Profit Corporation	Tennessee	1225 South Willow Avenue	Vendor
Socially Yours For Youth, Inc.	Juvenile Court Prevention	After School	Non-Competitive	07/01/2018	06/30/2021	\$	103,866.00	African American	Non-Profit Corporation	Tennessee	6932 Fox Den	Vendor
New Vision, Inc.	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	1,411,250.00	Not Minority	Non-Profit Corporation	Tennessee	5211 Linbar Drive, Suite 500	Vendor
Sullivan County Juvenile Court	Juvenile Justice	Community Intervention Services - Probation	Non-Competitive	07/01/2018	06/30/2021	\$	172,482.00	Not Minority	Government	Tennessee	1800 Legion Drive	Subrecipient
The University Of Tennessee	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2019	06/30/2021	\$	1,315,000.00	Not Minority	Non-Profit Corporation	Tennessee	UT College of SWORPS	Vendor
Rutherford County Government	Juvenile Justice	Community Intervention Services - Aftercare	Non-Competitive	01/15/2019	06/30/2021	\$	139,344.00	Not Minority	Government	Tennessee	1710 South Church Street, Ste. 1	Vendor
Exchange Club - Carl Perkins Center	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	996,250.00	Not Minority	Non-Profit Corporation	Tennessee	213 Chelyenne Dr	Subrecipient
Omni Visions, Inc.	Relative Caregiver Program	Assessment, Case Management & Facilitator	Competitive Negotiation	07/01/2016	06/30/2021	\$	1,071,250.00	Not Minority	For-Profit Corporation	Tennessee	301 South Perimeter Park Drive, Suite 1	Vendor
Omni Visions, Inc.	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	1,057,500.00	Not Minority	For-Profit Corporation	Tennessee	301 South Perimeter Park Drive, Suite 1	Vendor
Family And Children's Services, Inc.	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	2,325,000.00	Not Minority	Non-Profit Corporation	Tennessee	2400 Clifton Ave.	Vendor
Southeast Tennessee Development District	Relative Caregiver Program	Assessment, Case Management & Facilitator	Non-Competitive	07/01/2016	06/30/2021	\$	1,796,250.00	Not Minority	Non-Profit Corporation	Tennessee	535 Chestnut Street	Vendor
Tennessee Foster Care Association, Inc.	Child Programs 2	Foster Care Recruitment - Case Management	Non-Competitive	07/01/2017	06/30/2021	\$	75,000.00	Not Minority	Non-Profit Corporation	Tennessee	P.O. Box 332428	Subrecipient

Grundy County	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	50,000.00	Not Minority	Government	Tennessee	P.O. Box 453	Vendor
King's Daughters' School	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	75,000.00	Not Minority	Non-Profit Corporation	Tennessee	412 West Ninth Street	Vendor
Holston United Methodist Home for Children	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	28,500.00	Not Minority	Non-Profit Corporation	Tennessee	404 Holston Drive	Vendor
Florence Crittenton Agency, Inc.	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	18,500.00	Not Minority	Non-Profit Corporation	Tennessee	1531 Dick Lonsie Road, Crittenton Cent	Vendor
Helen Ross McComb Center, Inc.	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	30,000.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	89,000.00	Not Minority	Non-Profit Corporation	Tennessee	1751 Oak Plains Rd	Vendor
Keys Continuum, LLC DBA Natchez Trace Youth Academ	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	76,000.00	Not Minority	Non-Profit Corporation	Tennessee	415 SevenHawks Lane	Vendor
Memphis Recovery Centers, Inc.	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	12,500.00	Not Minority	Non-Profit Corporation	Tennessee	219 N. Montgomery	Vendor
Parkridge Medical Center, Inc dba Parkridge Valle	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	62,500.00	Not Minority	Non-Profit Corporation	Tennessee	2200 Morris Hill Road	Vendor
Smoky Mountain Children's Home	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	17,500.00	Not Minority	Non-Profit Corporation	Tennessee	449 Mc Carr Circle	Vendor
Tennessee Children's Home	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	48,500.00	Not Minority	Non-Profit Corporation	Tennessee	804 Branham Hughes Circle	Vendor
West Tennessee Healthcare Foundation, Inc.	Child Health	Adverse Childhood Experiences (ACE)	Non-Competitive	10/01/2020	06/30/2021	\$	50,000.00	Not Minority	Non-Profit Corporation	Tennessee	620 Skyline Drive	Vendor
Upper Cumberland Human Resource Agency	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	39,000.00	Not Minority	Non-Profit Corporation	Tennessee	580 S. Jefferson Ave., Suite B	Vendor
Wayne Highway House, Inc.	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	62,573.00	Not Minority	Non-Profit Corporation	Tennessee	942 Andrew Jackson Drive	Vendor
Youth Villages, Inc.	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	375,000.00	Not Minority	Non-Profit Corporation	Tennessee	3520 Brother Blvd	Vendor
Woodrige of Tennessee, LLC dba Madison Oaks	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	24,000.00	Not Minority	Non-Profit Corporation	Tennessee	49 Old Hickory Blvd, East	Vendor
Sequel Schools, LLC	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	90,000.00	Not Minority	For-Profit Corporation	Tennessee	17 Ridgeway Road	Vendor
Counseling & Consultation Services, Inc.	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2016	06/30/2021	\$	23,500.00	Not Minority	Non-Profit Corporation	Tennessee	1310 Indian Ridge	Vendor
TrueCore Behavioral Solutions	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2018	06/30/2021	\$	46,000.00	Not Minority	Non-Profit Corporation	Florida	6302 Benjamin Rd, Suite 400	Vendor
Youth Opportunity Investments, LLC.	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2018	06/30/2021	\$	93,000.00	Not Minority	Non-Profit Corporation	Florida	9800 4th Street North	Vendor
Tennessee Department of Military	Residential In-House Schools	Educational Reimbursement	Non-Competitive	07/01/2018	06/30/2021	\$	16,500.00	Not Minority	Government	Tennessee	3965 Stewart's Lane	Vendor
Tennessee Community Services Agency	Child Programs	Resource Parent Advocacy & Mentoring Serv	Non-Competitive	07/01/2020	06/30/2021	\$	212,600.00	Not Minority	Non-Profit Corporation	Tennessee	P.O. Box 368	Vendor
Coffee County Drug Court Foundation, Inc.	Child Programs	Recovery Academy	Non-Competitive	07/01/2017	06/30/2021	\$	140,000.00	Not Minority	Non-Profit Corporation	Tennessee	604 College St.	Vendor
Sonya Thorn, Praxis With Integrity Consulting PLLC	Administration	Technical Assistance	Special Contract	07/01/2018	06/30/2021	\$	146,700.00	Female	Limited Liability Company	Texas	9400 Sydney Marilyn Lane	Vendor
Renewal House, Inc.	Independent Living	Alcohol & Drug Counseling	Non-Competitive	07/01/2017	06/30/2021	\$	527,000.00	Not Minority	Non-Profit Corporation	Tennessee	P.O. Box 280356	Subscriber
Behavioral Research Institute, Inc.	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	150,000.00	Not Minority	Non-Profit Corporation	Tennessee	Suite C Cleveland Professional Bldg. 225	Vendor
Helen Ross McComb Center, Inc.	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	07/01/2017	06/30/2021	\$	364,160.00	Not Minority	Non-Profit Corporation	Tennessee	201 West Springdale Ave	Vendor
Montgomery County Juvenile Court	Juvenile Court Prevention	Child & Family Intervention	Non-Competitive	07/01/2018	06/30/2021	\$	212,787.00	Not Minority	Government	Tennessee	430 Allied Drive	Vendor

Bloom County Children's Advocacy Center	Child Abuse Prevention	Parenting Education	Non-Competitive	07/01/2018	06/30/2021	\$	68,310.00	Not Minority	Government	Tennessee	212 Cakes Street	Subscriber
Community Alliance For The Homeless	Child Programs	Child & Family Services	Non-Competitive	03/19/2018	06/30/2021	\$	412,500.00	Not Minority	Non-Profit Corporation	Tennessee	44 North Second Street	Vendor
Tennessee Voices for Children, Inc.	Child Programs	Child & Family Intervention	Non-Competitive	07/01/2018	06/30/2021	\$	772,600.00	Female	Non-Profit Corporation	Tennessee	500 Professional Park Drive	Vendor
Montgomery County Juvenile Court	Juvenile Justice	Community Intervention Services - Day Treat	Non-Competitive	07/01/2018	06/30/2021	\$	1,266,246.00	Not Minority	Government	Tennessee	430 Allied Drive	Vendor
Pulaski County	Juvenile Justice	Community Intervention Services - Probation	Non-Competitive	07/01/2018	06/30/2021	\$	196,968.00	Not Minority	Government	Tennessee	421 E. Spring Street, Ste 107	Subscriber
Williamson County	Juvenile Justice	Community Intervention Services - Probation	Non-Competitive	07/01/2018	06/30/2021	\$	576,000.00	Not Minority	Non-Profit Corporation	Tennessee	408 Century Court	Vendor
Southeast Tennessee Human Resources Agency	Juvenile Justice	Community Intervention Services - Aftercare	Non-Competitive	07/01/2018	06/30/2021	\$	303,192.00	Not Minority	Non-Profit Corporation	Tennessee	1012 Resource Road	Vendor
Weakley County Juvenile Court	Juvenile Court Prevention	Custody Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	188,241.00	Not Minority	Non-Profit Corporation	Tennessee	116 West Main Street	Subscriber
Dyersburg City Schools	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	205,560.00	Not Minority	Government	Tennessee	605 Lewis Avenue	Subscriber
Stewart County Juvenile Court	Juvenile Court Prevention	Child & Family Intervention	Non-Competitive	07/01/2018	06/30/2021	\$	43,821.00	Not Minority	Non-Profit Corporation	Tennessee	Post Office Box 185	Vendor
Madison County Juvenile Court	Juvenile Court Prevention	Child & Family Intervention	Non-Competitive	07/01/2018	06/30/2021	\$	406,125.00	Not Minority	Government	Tennessee	224 Lexington Ave	Subscriber
Tipton County Trustee	Juvenile Court Prevention	Custody Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	1,031,910.00	Not Minority	Government	Tennessee	800 Bert Johnston Ave	Subscriber
Carroll County Juvenile Court	Juvenile Court Prevention	Custody Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	1,931,652.00	Not Minority	Government	Tennessee	625 High Street	Subscriber
Decatur County Government	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	164,451.00	Not Minority	Government	Tennessee	P.O. Box 488	Subscriber
Henry County Board of Education	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	146,751.00	Not Minority	Government	Tennessee	217 Grove Blvd.	Subscriber
Sullivan County Juvenile Court	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	161,160.00	Not Minority	Government	Tennessee	1800 Legion Drive	Subscriber
Knox County Juvenile Court	Juvenile Court Prevention	Custody Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	550,176.00	Not Minority	Government	Tennessee	201 West Springdale Avenue	Subscriber
Crockett County Schools	Juvenile Court Prevention	Custody Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	205,560.00	Not Minority	Government	Tennessee	102 North Cavalier Drive	Subscriber
Bradley County Juvenile Court	Juvenile Court Prevention	Custody Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	199,743.00	Not Minority	Government	Tennessee	1620 Johnson Blvd.	Subscriber
Alamo City School Board Of Education	Juvenile Court Prevention	Custody Prevention	Non-Competitive	07/01/2018	06/30/2021	\$	164,451.00	Not Minority	Government	Tennessee	264 East Parks Street	Subscriber
Chapin Hall Center For Children	Consultation	Brian A. Consultation	Special Contract	07/01/2019	06/30/2021	\$	1,400,000.00	Not Minority	Government	Illinois	1313 East 60th Street	Vendor
Chapin Hall Center For Children	Administration	Technical Assistance	Non-Competitive	07/01/2018	06/30/2021	\$	373,489.00	Not Minority	Government	Illinois	1313 East 60th Street	Vendor
Metropolitan Nashville & Davidson County	Child Safety	Safe Baby Court	Non-Competitive	03/19/2018	06/30/2021	\$	736,000.00	Not Minority	Government	Tennessee	100 Woodland Street	Vendor

Total: \$140,395,509.50



Tennessee Department of Children's Services
Compliance Report and Implementation Plan
FY 2020-2021