

Tennessee Department of Transportation

2018

Federal Title VI Implementation Plan



John Schroer
Commissioner of Transportation



Deborah Luter
Director, Civil Rights Division



U.S. Department
of Transportation
**Federal Highway
Administration**

Tennessee Division

November 29, 2017

404 BNA Drive, Suite 508
Nashville, Tennessee 37217
Phone (615) 781-5770

Mr. John C. Schroer
Commissioner
Tennessee Department of Transportation
James K. Polk Building, Suite 700
Nashville, TN 37243

In Reply Refer To:
HDA-TN

Subject: 2018 Tennessee Department of Transportation Title VI Implementation Plan

Dear Commissioner Schroer:

The Federal Highway Administration's (FHWA) Tennessee Division Office is in receipt of the Tennessee Department of Transportation's (TDOT) Title VI Implementation Plan. After review, the Division Office approves and accepts the Implementation Plan. We commend the TDOT for efforts to involve the entire Department in Title VI activities through Advisory Boards, Title VI newsletters, compliance reviews and training.

I would like to thank you for your commitment to Title VI and look forward to your continued support of Title VI initiatives.

Sincerely,

Pamela M. Kordenbrock
Division Administrator

cc: Mr. Joseph Galbato, Deputy Commissioner/Chief Financial Officer, TDOT
Ms. Deborah Luter, Civil Rights Director, TDOT
Ms. Cynthia Howard, Title VI Director, TDOT
Ms. Nichole McWhorter, Division Manager, FHWA Office of Civil Rights



**STATE OF TENNESSEE
DEPARTMENT OF TRANSPORTATION
Civil Rights Division**

Suite 1800, James K. Polk Building
505 Deaderick Street, Nashville, Tennessee 37243
Telephone No. 615-741-3681, Fax No. 615-741-3169

JOHN C. SCHROER
COMMISSIONER

BILL HASLAM
GOVERNOR

September 30, 2017

Ms. Pamela M. Kordenbrock
Division Administrator
Tennessee Division, FHWA
404 BNA Drive, Suite 508
Nashville, TN 37217

Subject: Tennessee Department of Transportation's 2018 Title VI Implementation Plan

Dear Ms. Kordenbrock:

As a recipient of federal-aid funding, TDOT strives to achieve nondiscrimination in all of its programs and activities. Please find enclosed a copy of the Tennessee Department of Transportation's 2018 Federal Title VI Implementation Plan. The plan details the TDOT efforts to comply with federal nondiscrimination mandates.

Should you have questions, please contact Cynthia Howard at 615-253-1066 or Cynthia.Howard@TN.Gov.

Best Regards,

Deborah Luter,
Civil Rights Division Director

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1. Policy Statement

Tennessee Department of Transportation
Title VI Nondiscrimination Statement

Departamento de Transportate de Tennessee
Título VI Declaración de Prohibición de Discriminación





The Tennessee Department of Transportation ensures compliance with Title VI of the Civil Rights Act of 1964; 49 CFR, part 21; related statutes and regulations to the end that no person shall be excluded from participation in or be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance from the U.S. Department of Transportation on the grounds of race, color, sex, or national origin.

El Departamento de Transporte del Estado de Tennessee asegura el cumplimiento del Título VI del Acto de Derechos Civiles de 1964; 49 CFR, Parte 21, relacionados estatutos y normas para asegurar que ninguna persona sea excluida o discriminada, o que se le nieguen los beneficios de cualquier programa o actividad la cual reciba ayuda financiera federal del Departamento de Transporte de los Estados Unidos sin importar su raza, color, sexo, o origen nacional.

Any person who believes he or she has been discriminated against should contact:

Cualquier persona quien crea que ha sido discriminada deberá comunicarse con el:

Tennessee Department of Transportation
Departamento de Transporte de Tennessee

Civil Rights Office – La Oficina de Derechos Civiles

505 Deaderick Street Suite 1800, James K. Polk Building Nashville, TN 37243-0347

TELEPHONE (615) 741-3681 or Toll Free 1-888-370-3647

TELÉFONO (615) 741-3681 or Llamada Gratis 1-888-370-3647

www.tn.gov/tdot/topic/title6

FIGURE 1: TDOT NON DISCRIMINATION POLICE

2. Standard DOT Assurances

The Tennessee Department of Transportation (hereinafter referred to as the “Recipient”) HEREBY AGREES THAT as a condition to receiving and Federal financial assistance from the Federal Highway Administration, Federal Transit Authority, and Federal Airport Authority it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat.252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964 (hereinafter referred to as the Regulations) and other pertinent directives, to the end that in accordance with the Act, Regulations, and other pertinent directives, no person in the United States shall, on the grounds of race, color, sex, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance from the program or activity for which the Recipient receives Federal financial assistance from the Tennessee Department of Transportation, including the Federal Highway Administration, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by subsection 21.7 (a) (1) of the Regulations, a copy of which is attached.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to its Federal-Aid Highway Program:

The United States Department of Transportation (US DOT)

Standard Title VI/Nondiscrimination Assurances

DOT Order No.: 1050.2A

The *Tennessee Department of Transportation* (herein referred to as the "Recipient"), HEREBY AGREES THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through the *Federal Highway Administration (FHWA)/United States Department of Transportation (USDOT)*, is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252). (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled *Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);

- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

Modal Operating Administration may include additional Statutory/Regulatory Authorities here.

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

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

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Nondiscrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these nondiscrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Modal Operating Administration may include additional General Assurances in this section, or reference an addendum here.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its federally assisted programs and activities:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23 (b) and 21.23 (e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all Federal-aid funds and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The Tennessee Department of Transportation, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively insure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full

opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.”

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

Modal Operating System may include additional Specific Assurances in this section.

Modal Operating System may include additional Specific Assurances in this section.

By signing this ASSURANCE, Tennessee Department of Transportation also agrees to comply (and require any Subrecipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the *FHWA/USDOT* access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by *FHWA/USDOT*. You must keep records, reports, and submit the material for review upon request to *FHWA/USDOT*, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

Tennessee Department of Transportation gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the *Federal-aid Highway Program*. This ASSURANCE is binding on Tennessee Department of Transportation, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the *Federal-aid Highway program*. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Name of Recipient: Tennessee Department of Transportation

By:



John C. Schroer, Commissioner

Dated:

10/12/17

Appendix A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, (US DOT) and the Federal Highway Administration (FHWA), as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.[include Modal Operating Administration specific program requirements.]
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Non-discrimination on the grounds of race, color, or national origin. [Include Modal Operating Administration specific program requirements.]
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the FHWA/USDOT to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the (FHWA/USDOT, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the FHWA/USDOT may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies; and/or,
 - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of

equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the FHWA/USDOT may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

Appendix B

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the Tennessee Department of Transportation (TDOT) will accept title to the lands and maintain the project constructed thereon in accordance with the laws of the State of Tennessee, the Regulations for the Administration of all programs, and the policies and procedures prescribed by the Federal Highway Administration (FHWA), Federal Transit Authority (FTA), Federal Aviation Administration (FAA), and the Federal Motor Carrier Safety Administration (FMCSA) of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the TDOT all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto Tennessee Department of Transportation (TDOT) and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the TDOT its successors and assigns.

The TDOT in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to

discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the TDOT will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended[, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)

Appendix C

CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the Tennessee Department of Transportation (TDOT) pursuant to the provisions of Assurance 7(a):

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:
 - 1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, TDOT will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*

- C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the TDOT will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the (Title of Recipient) and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

Appendix D

CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by Tennessee Department of Transportation (TDOT) pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Non- discrimination covenants, TDOT will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*
- C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, TDOT will there upon revert to and vest in and become the absolute property of TDOT and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

Appendix E

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination

includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to -ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);

- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).

3. Organization & Staffing

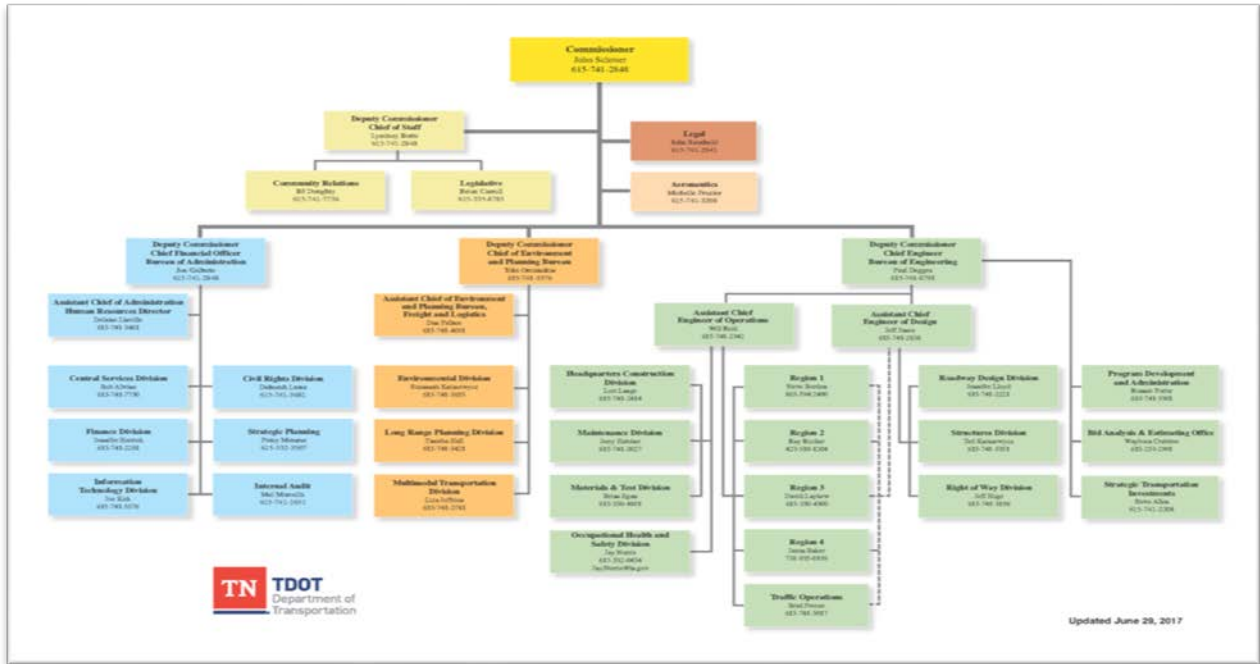


FIGURE 2: TDOT ORGANIZATIONAL CHART

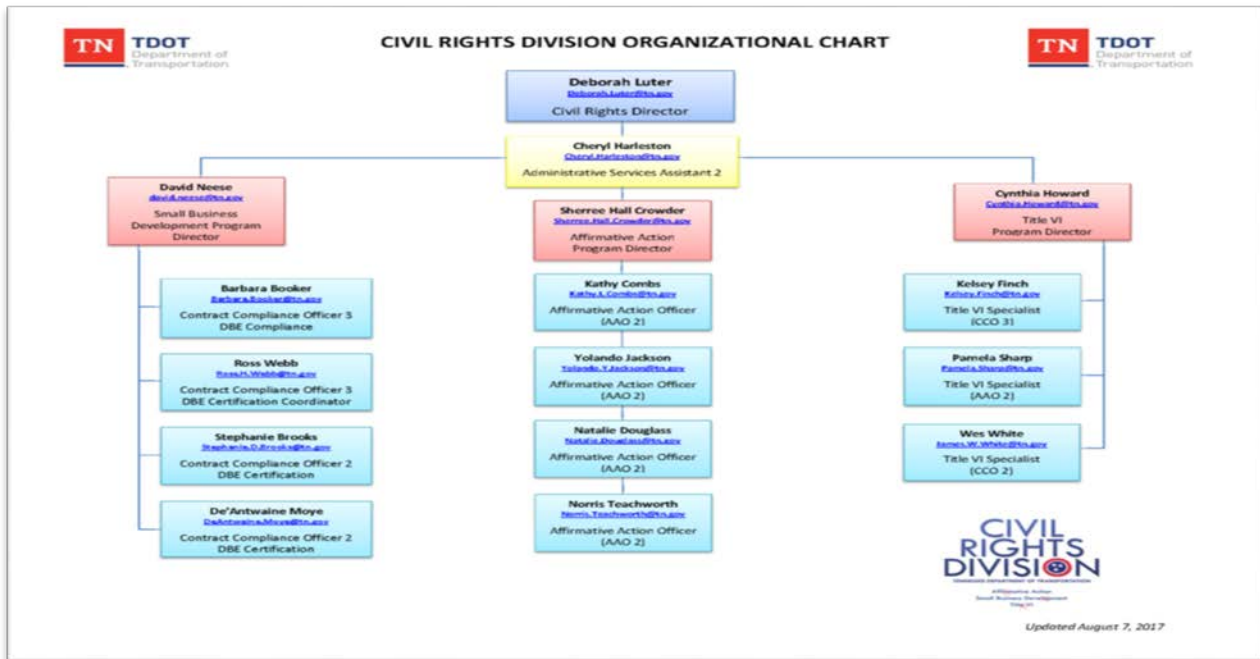


FIGURE 3: TDOT CIVIL RIGHTS OFFICE ORGANIZATIONAL CHART

DUTIES AND RESPONSIBILITIES OF THE TITLE VI PROGRAM STAFF

A. Civil Rights Division Director

The Tennessee Department of Transportation's (TDOT) Civil Rights Division's (CRD) Director is responsible for ensuring full compliance with the provisions of Title VI of the Civil Rights Act of 1964 and has directed that nondiscrimination is required in all TDOT programs and services. The Director, who reports directly to the Deputy Commissioner of TDOT, provides leadership, guidance, direction, and support for TDOT's Title VI Program. Pursuant to 23 CFR 200.9 (b) (1), the Director has established an adequately staffed Civil Rights Division to fulfill the Title VI statutory and regulatory requirements.

B. Title VI Program Director

The Title VI Program Director oversees the Title VI Program, providing day-to-day guidance and support. The Title VI Program is located in the Civil Rights Division. The Title VI Program Director, who reports directly to the CRD Director, is charged with the responsibility for training, implementing, monitoring, investigating and resolving Title VI complaints, and ensuring TDOT and its sub-recipients are in compliance with Title VI regulations. The Title VI Program is staffed by a Title VI Coordinator, 2 Title VI Specialists, and an Administrative Assistant.

The Title VI Program Director:

- Develops and coordinates the implementation of TDOT's Title VI and Nondiscrimination Program;
- Processes, investigates, and resolves all Title VI complaints in accordance with the Title VI complaint procedure and time limitation;
- Coordinates the Title VI and Nondiscrimination Program with all TDOT Divisions and other program area managers or designees, including sub-recipients;
- Prepares annual reports to Federal Highway Administration (FHWA), Federal Transit Administration (FTA), and the Tennessee Human Rights Commission (THRC)
- Resolves any deficiencies which may be discovered in TDOT's Title VI/Nondiscrimination Program;
- Collects statistical data necessary to evaluate the effectiveness of compliance with Title VI requirements of TDOT's sub-recipients;
- Develops Title VI information for dissemination to the public in its education and outreach program, where appropriate;
- Monitors TDOT procedures and programs for compliance with Title VI requirements in all program areas;
- Establishes procedures for resolving Title VI problem areas;

- In accordance with 23 CFR 200.9 (a) (4), conduct reviews of program areas and sub-recipients annually to determine the effectiveness of Title VI programs;
- Advices on Title VI matters;
- Reviews TDOT's divisions and sub-recipients procedures and guidelines as they relate to various program directives, manuals, and other regulations to determine compliance with Title VI Civil Rights provisions. Where corrections are necessary, the Title VI Program Director will coordinate with the appropriate actions;
- Provides and prepares data, information, and reports as requested by the ED; and
- Maintains knowledge of and adheres to TDOT's Title VI and Nondiscrimination Program.

C. Title VI Specialist

- Works closely with the Title VI Program Director to develop and implement policies and procedures to monitor and ensure Title VI compliance in all of TDOT's programs and activities;
- Conducts Title VI training and provides technical assistance;
- Assists Subrecipients (contractors, consultants, suppliers, vendors, universities, colleges, planning agencies, cities, counties and all TDOT's Divisions) in devising and implementing Title VI programs;
- Reviews TDOT's divisions and sub-recipients procedures for Title VI compliance;
- Makes recommendations on corrective action;
- Reviews Public Meeting transcripts for Environment Justice and Title VI issues; Where necessary, make recommendations to Title VI Program Director for corrective action;
- Conducts pre-award and post award reviews;
- Conducts onsite;
- Identifies deficiencies and remedies in Sub-recipients Title VI Program;
- Maintains Title VI Program Website; and
- Develops, writes, and disseminates quarterly E-Newsletter.

4. Program Area Review Procedures

The Title VI Program Staff works in a collaborative effort throughout the year to ensure there is cohesion in the application of Title VI of the Civil Rights Act of 1964 and all nondiscrimination mandates within the various internal divisions, regions, and departments within TDOT. This is accomplished by working closely with the Title VI Liaisons who serve as extensions of the CRD in the respective areas represented.

During the quarterly meetings, the Title VI Staff and Title VI Liaison discuss various issues e.g., TDOT's LEP Plan and how to ensure program staff are aware of resources, Title VI training logistics, etc. Through this close-knit relationship the CRD Title VI Program staff is able to make assessments of the effectiveness and fluidity of its policies, training, etc. and just as important, take corrective action when necessary, quickly. Additionally, the relationship allows staff to readily observe and have input on issues that involve Title VI and other related nondiscrimination laws, rules and regulations, to include Environmental Justice issues.

The Title VI Program staff does conduct an annual assessment of the various internal departments, divisions and regions within TDOT. This is accomplished by providing Annual Title VI Assessments to the Title VI Liaisons to complete and return to the Civil Rights Division for evaluation. Most of the internal division, departments, and regions receive a General Assessment, which is predicated on role/duties of the respective office. The 5 Core divisions receive program division specific Title VI Assessments.

General information. It is the responsibility of TDOT to promote compliance with Title VI of the Civil Rights Act of 1964. The CRD Title VI Program will conduct Title VI internal reviews and monitor program areas for compliance.

Each of the following areas is monitored by the Title VI program for compliance with Title VI requirements (not all inclusive):

- a. Advertisements.
- b. Bid proposals.
- c. Title VI reports, issues, and complaints.
- e. Public meeting/transcripts.
- f. Title VI contract provisions and other legal documents.
- g. DBE Utilization.

A. Planning

General Information. The Planning and Research Division has a primary responsibility for ensuring that planning and research activities are executed in accordance with Title VI requirements. This process entails the consideration of all possible social, economic, and

environmental effects of a proposed plan or program on identified groups in order to avoid the unintended creation of inappropriate and biased programs.

CRD Responsibilities: The Title VI Program Staff reviews all planning documents for e.g., the TN 25 Year Statewide Long Range Plan, State Transportation Improvement Program (STIP) etc. for Title VI issues, to include effective public Involvement and outreach efforts, consideration of the minority and low income populations input in transportation decisions, whether the potential for disproportionate or discriminatory impacts have been adequately addressed, and if there are in suggested mitigation to lessen adverse impacts throughout the year.

Annually, the Title VI Program staff reviews the Title VI activities of the Planning and Research Divisions. The following items are considered in the review and will be reported to the FHWA in TDOT's annual Title VI update:

- Strategies used to ensure that all components of the transportation planning process comply with Title VI;
- Whether a demographic profile of the State that includes identification of minority and low-income populations has been developed.
- Whether a process has been developed to identify the needs of minority and low-income populations and whether demographic information has been used to assess the distribution of benefits across these groups;
- Whether there is an analytical process in place to assess the benefits/burdens of transportation system investment on minority and low-income populations, and what data source and tools are used to support such an analysis;
- Whether there is a public involvement strategy for engaging minority and low-income populations in transportation decision-making and reducing participation barriers;
- Whether the public involvement process is routinely evaluated and whether any efforts were made to improve the process, especially with regard to minority and low-income populations;
- Efforts made to engage minority and low-income populations in the public outreach effort and public outreach efforts made to utilize media targeted to these groups;
- Methods used to ensure that issues/concerns raised by minority and low-income populations as well as other affected groups are considered in the decision-making process;
- Number of consultant planning agreements awarded and the dollar value; number of female and minority-owned firms with dollar value;
- Methods used to encourage the use of female and minority planning contractors and sub-contractors;
- Amount of Federal money passed to individual Metropolitan Planning Organizations (MPO) and Transportation Planning Organizations (TPO) through TDOT for transportation planning;
- Status of any Title VI complaints received regarding transportation planning or the public involvement process; and,
- Any significant accomplishments made during the review period.

B. Research

General Information. The Research Division has a primary responsibility for ensuring that all aspects of transportation-related research projects are executed in accordance with Title VI. The Research Division works to improve the effectiveness and efficiency of the planning, design, construction, operation, and maintenance for the public need for safe, accountable, flexible, efficient, economical, convenient, and environmentally compatible transportation services.

The Title VI Program Staff reviews all planning documents for e.g., the TN 25 Year Statewide Long Range Plan, State Transportation Improvement Program (STIP) etc. for Title VI issues, to include effective public Involvement and outreach efforts, consideration of the minority and low income populations input in transportation decisions, whether the potential for disproportionate or discriminatory impacts have been adequately addressed, and if there are in suggested mitigation to lessen adverse impacts throughout the year.

Annually, the Title VI Program staff reviews the Title VI activities of the Planning and Research Divisions. The following items are considered in the review and are reported to the FHWA in TDOT's annual Title VI update:

- Number of research agreements currently underway by universities/and or consultants and the dollar amount;
- Efforts made to ensure equal employment opportunity for participation of female and minority consultants in obtaining research contracts;
- Possible concerns/barriers for female and minority consulting firms in obtaining research contracts;
- Amount of Federal funds
- Amount of Federal funds spent on contract research;
- Actions taken to encourage universities to utilize female and minority student participants on highway research projects;
- Percentage of female and minority participation in research projects;
- Status of any Title VI complaints received regarding research projects; and,
- Any significant accomplishments made during the review periods.

C. Environmental

General Information. The Environmental Division has the responsibility for assuring that the National Environmental Policy Act (NEPA) requirements are executed in accordance with Title VI requirements. The Environmental Division is responsible for integrating environmental considerations and regulatory requirements into TDOT's transportation programs and operations; providing a broad range of technical expertise in the natural and human environment; providing

environmental (NEPA) documents and permit for TDOT projects and activities; and liaise with regulatory agencies to streamline the environmental review and permit process.

The Environmental Division is also responsible for assuring that the determination of environmental effects and any resulting impacts and measures are executed in accordance with Title VI requirements. A systematic process is used to study and evaluate all necessary environmental aspects of a proposed project, including social and economic aspects. The Environmental Division is also responsible for providing environmental documentation and permits for TDOT projects and activities, assisting in compliance with environmental rules and regulations, and providing technical expertise in the natural and human environment.

CRD Responsibilities: The Title VI Program Staff will annually review the Title VI activities of the Environmental Division. The following items will be considered in the review and will be reported to the FHWA and THRC in TDOT's annual Title VI update:

- Strategies used to ensure that all components of the environmental process comply with Title VI;
- Efforts made to ensure public involvement strategies for engaging minorities and low-income populations in decision-making and for reducing participation barriers;
- Efforts made to engage minority and low-income populations in the public outreach effort, and public outreach efforts to reach media targeted to these groups;
- Number and type of environmental actions completed;
 - Number of public hearings/information meetings that were held concerning the location of a project;
 - Efforts made to take Environmental Justice concerns into consideration in the environmental process;
- Composition of the Environmental section workforce by position title, race, and gender;
- Status of any Title VI complaints received regarding environmental projects; and
- Any significant accomplishments made during the review periods.

D. Right-of-Way

General Information. The Right-of-Way (ROW) Division has a primary responsibility for assuring that property appraisals, negotiations with property owners, acquisition of properties, and relocation of people and businesses are executed in accordance with Title VI requirements.

CRD Responsibilities: The Title VI Program Staff will annually review the Title VI activities of Right-of-Way Division. The following items will be considered in the review and will be reported to the FHWA and THRC in TDOT's annual Title VI update:

- Strategies used to ensure that all components of the ROW Division process comply with Title VI;
- Ensure all outdoor advertising follow provisions of the Title VI;
- Number of consultant fee appraisers, staff appraisers, and negotiators;
- Ensure equal opportunities to participate in bidding is made to minorities, females and LEP persons;
- The number of relocations involving females, minority persons and families, low income persons and families, Limited English Proficient persons and families, and persons with disabilities;
- Status of any Title VI complaints received regarding the ROW Division process; and
- Any significant accomplishments made during the review periods.
-

E. Construction

General Information. The Construction Division has the primary responsibility for assuring that TDOT construction projects are accomplished in accordance with Title VI.

CRD Responsibilities: The Title VI Program Staff annually reviews the Title VI activities of Construction Division. The following items are considered in the reviews and are reported to the FHWA in TDOT's annual Title VI update.

- Strategies used to ensure that all components of construction comply with Title VI;
- Ensure all subcontracts include an attachment of the Title VI provisions;
- Identify areas of concerns or barriers to equal participation by female, minority firms, and Limited English Proficient persons on construction projects;
- Ensure equal opportunities to participate in bidding is made to females, minorities, and Limited English Proficient persons;
- Status of any Title VI complaints received regarding the construction procedure;
- Number of construction contracts awarded and the dollar amount;
- Number of female and minority firms utilized and the dollar amount; and
- Any significant accomplishments made during the recording periods.

Additionally, the CRD's Equal Employment/Affirmative Action Program collects data, monitors and reviews contractors for compliance with federal nondiscrimination mandates and Disadvantage Businesses Enterprise (DBE) utilization.

F. Design (Roadway)

General Information. The Roadway Design Division consists of the Design Standards and Policy, Contract Management, Aerial Surveying, and Consultant Management sections. The key responsibility of the Design Standards and Policy Section is to provide guidance and

oversight for TDOT personnel by establishing roadway design criteria, maintaining and developing roadway design standards and training manuals, ensuring roadway plans meet the state and federal policies as well as the targeted quality assurance and compliance standards. –

CRD Responsibilities: The Title VI Program Staff will annually review the Title VI activities of the Design Division. The following items will be considered in the review and will be reported to the FHWA and THRC in TDOT's annual Title VI update:

- Strategies used to ensure that all components of construction comply with Title VI;
- Ensure all subcontracts include an attachment of the Title VI provisions;
- Identify areas of concerns or barriers to equal participation by female, minority firms, and Limited English Proficient persons on construction projects;
- Ensure equal opportunities to participate in bidding is made to females, minorities, and Limited English Proficient persons;
- Status of any Title VI complaints received regarding the construction procedure;
- Number of construction contracts awarded and the dollar amount;
- Number of female and minority firms utilized and the dollar amount; and
- Any significant accomplishments made during the recording periods.

5. Special Emphasis Program Areas

TDOT CRD has not identified Special Emphasis Program Areas within the agency. The Title VI Program Staff endeavors to operate a proactive program that relies heavily on cooperation from the internal departments, division, and regions.

In the event that trends or patterns of discrimination are identified in an area, the Title VI Staff would work diligent to ensure corrective action is made by:

1. Fully evaluating and assessing the observed trends/patterns of discrimination;
2. File a written report with the CRD Director with recommendations;
3. The CRD Director would make recommendations to the Deputy Commissioner on corrective action; and,
4. Once corrective action has been implemented, the Title VI Program Staff would monitor the area closely, biannually.

6. Subrecipient Review Procedures

The Title VI Program staff utilizes a staggered compliance review schedule. This staggered approach is used in compliance monitoring of airports, transit providers and other areas that lend itself to this schedule.

The Staggered Compliance Review Process (SCRП) was designed to assist the Title VI Program Staff in managing its monitoring and training workload; specifically, it staggers the desk assessment or onsite reviews over a three year period for Subrecipients who have demonstrated a strong commitment to Title VI and its mandates; more importantly, it allows additional time for staff to provide technical assistance and training to the Subrecipients who have marginal Title VI Programs.

Subrecipients with strong programs are required to submit an annual “No change Affidavit” and Assurance Statement. If changes occur in the existing Title VI program, the sub-recipient is required to notify the Civil Rights Division (CRD) within 7 calendar days.

Subrecipients with marginal programs are reviewed annually. Staff is available to assist the Subrecipients with the implementation of program requirements (as needed), and training either onsite, regional or online is encouraged.

- Subrecipients are required to submit annual assurance, whether through a desk assessment, onsite review or with the submission of a “No change Affidavit”.
- The Title VI Program Staff conducted **176** compliance reviews during the calendar year. Staff reviewed **50%** of TDOT’s **359** Subrecipients. See **Exhibit (A)** for Subrecipient/Vendor listing.

The Title VI Program Staff requires all Title VI coordinators to participate in TDOT Title VI training triennially. The coordinators can attend a regional session offered by staff, an online Subrecipient Title VI training, or request a specialized Title VI training, in which case, the Title VI Program Staff will schedule a time to train the coordinator and agency staff. TDOT Subrecipients are required to conduct annual Title VI training with their respective agency’s employees and document the results.

The Title VI Program Staff conducts pre and post reviews on its Subrecipients, either by means of a desk assessment or onsite review. All reviews are conducted with the objective of ensuring TDOT’s Subrecipients:

1. In compliance with all the Federal and State mandates governing the federally and state funded programs and activities, to include, and not limited to reviewing for whether Subrecipients:
 - A. Conduct Title VI Training with employees;
 - B. Educate the public of their rights under Title VI;
 - i. Have Title VI Complaint Procedures
 - ii. Publish Title VI Complaint Procedures

- iii. Maintain Title VI Complaint Log
- C. Develop LEP Plan
 - i. Conduct Four Factor Analysis
 - ii. Have Brochures, documents translated in languages (if applicable)
- D. Develop Public Participation Plan
 - i. Address what efforts are made to ensure the minority and/or low income population are made apart of the transportation decision making process
 - ii. Nondiscrimination Poster/Statement
- E. Data Collection and Analysis
 - i. Provide demographics on the service area (city/county population)
 - ii. Provide demographics of board, committee members who make transportation related decisions
- F. Utilize Certified Disadvantage Business Enterprises.

If an entity is found to be in compliance following a compliance review, a compliance letter is sent to that entity. The Title VI Program staff maintains records of all compliance reviews and provides a report annually to FHWA in the Title VI Implementation Plan Update. The compliance reviews help the TDOT Title VI Program staff determine whether the respective Subrecipient has the framework for a successful Title VI Program. **See Exhibit (B)** for copies of the Title VI Program Staff's Desk Assessments. The Assessments are specific to the entity that is being reviewed, with the exception of the General Desk Assessment. It is used to review the Title VI Programs of Local Governments. The Desk Assessments are used to evaluate a Subrecipient's Title VI program, to include pre and post awards. The schedule of 2016 - 2017 Compliance reviews is on the following page.

#	Airports	Title VI Training & Assurances	Document Sent	Date of Compliance
1	Arnold Field - Lauderdale CO	Title VI Training & Assurances	No Change & Assurance	10/7/2016
2	Bolivar-Hardeman CO Airport	Title VI Training & Assurances	No Change & Assurance	10/18/2016
3	Humboldt Municipal - Gibson CO	Title VI Training & Assurances	Assessment & Assurance	10/18/2016
4	Gibson CO Airport	Title VI Training & Assurances	No Change & Assurance	11/30/2016
5	NcNairy CO Airport Authority (Robert Sibley)	Title VI Training & Assurances	No Change & Assurance	1/17/2017
6	Henry CO	Title VI Training & Assurances	No Change & Assurance	1/23/2017
7	McKellar Sipes	Title VI Training & Assurances	No Change & Assurance	3/16/2017
8	Millington Regional Airport	Title VI Training & Assurances	No Change & Assurance	6/7/2017
9	Benton CO. Airport	Title VI Training & Assurances	No Change & Assurance	7/10/2017
10	Beech River Regional Airport	Title VI Training & Assurances	No Change & Assurance	7/10/2017

TABLE 1: 2016 - 2017 COMPLIANCE REVIEWS

11	Campbell CO Airport	Title VI Training & Assurances	No Change & Assurance	8/14/2017
12	Morristown Regional Airport	Title VI Training & Assurances	No Change & Assurance	8/14/2017
13	New Tazewell Municipal Airport	Title VI Training & Assurances	No Change & Assurance	8/15/2017
14	Franklin CO Airport	Title VI Training & Assurances	No Change & Assurance	8/15/2017
15	Collegedale Municipal Airport	Title VI Training & Assurances	No Change & Assurance	8/15/2017
16	Dyersburg Regional Airport-Dyer CO	Title VI Training & Assurances	No Change & Assurance	8/15/2017
17	Elizabethton Airport	Title VI Training & Assurances	Assessment & Assurance	8/17/2017
18	Rockwood Airport	Title VI Training & Assurances	Assessment & Assurance	8/18/2017
19	Savannah-Hardin CO Airport	Title VI Training & Assurances	Assessment & Assurance	8/22/2017
20	Upper Cumberland Regional Airport	Title VI Training & Assurances	Assessment & Assurance	8/30/2017
21	Winchester Memorial Airport	Title VI Training & Assurances	Assessment & Assurance	8/31/2017
22	McMinn CO Airport	Title VI Training & Assurances	No Change & Assurance	8/31/2017
23	Gainesboro-Jackson CO Airport	Title VI Training & Assurances	No Change & Assurance	9/6/2017

24	Lebanon Municipal Airport	Title VI Training & Assurances	No Change & Assurance	9/8/2017
25	Shelbyville Municipal Airport	Title VI Training & Assurances	No Change & Assurance	9/8/2017
26	Smyrna Rutherford Municipal Airport	Title VI Training & Assurances	No Change & Assurance	9/8/2017
27	Crossville Memorial Airport	Title VI Training & Assurances	Assessment & Assurance	9/12/2017
28	Fayetteville/ Lincoln CO Municipal Airport	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
29	Ellington/Lewisburg Airport	Title VI Training & Assurances	No Change & Assurance	9/15/2017
30	McKinnon Airport	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
31	Dickson CO Airport	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
32	Abernathy Field Airport	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
33	Springfield Airport	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
34	Sumner CO Airport	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
35	Cleveland Airport	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
36	Carrol CO Airport	Title VI Training & Assurances	Assessment & Assurance	9/15/2017

37	Fayette CO Airport	Title VI Training & Assurances	No Change & Assurance	9/18/2017
38	Chattanooga Metropolitan Airport Authority	Title VI Training & Assurances	Onsite	9/16/2017
39	Mark Anton Airport	Title VI Training & Assurances	Assessment & Assurance	9/20/2017
40	Gatlinburg Pigeon Forge Airport	Title VI Training & Assurances	Assessment & Assurance	9/22/2017
#	Nonprofit	Title VI Training & Assurances	Document Sent	Date of Compliance
41	McNairy CO Developmental Services	Title VI Training & Assurances	No Change & Assurance	10/7/2016
42	CS Patterson Training Center	Title VI Training & Assurances	No Change & Assurance	10/7/2016
43	St. Mary Manor	Title VI Training & Assurances	No Change & Assurance	10/31/2016
44	Cumberland Mountain IND	Title VI Training & Assurances	Assessment & Assurance	11/8/2016
45	Scott Appalachian Industries	Title VI Training & Assurances	Assessment & Assurance	11/8/2016
46	Hardin CO Skills, Inc.	Title VI Training & Assurances	Assessment & Assurance	11/16/2016
47	Goodwill Homes Community Services	Title VI Training & Assurances	Assessment & Assurance	11/17/2016

48	Church Hill Senior Citizens Center	Title VI Training & Assurances	Assessment & Assurance	12/6/2016
49	Lauderdale CO Commission on Aging	Title VI Training & Assurances	No Change & Assurance	12/6/2016
50	Wesley At Paris, Inc.	Title VI Training & Assurances	Assessment & Assurance	12/6/2016
51	Wesley Jackson Highlands, Inc.	Title VI Training & Assurances	Assessment & Assurance	12/6/2016
52	Wesley Homes Lake CO. Inc.	Title VI Training & Assurances	Assessment & Assurance	12/6/2016
53	Good Samaritan Village, Inc.	Title VI Training & Assurances	Assessment & Assurance	12/6/2016
54	Wesley at Adamsville, Inc.	Title VI Training & Assurances	Assessment & Assurance	12/6/2016
55	Wesley Housing Corporation of Memphis, Inc.	Title VI Training & Assurances	Assessment & Assurance	12/6/2016
56	Volunteers of America Mid-States (VOAMID)	Title VI Training & Assurances	Assessment & Assurance	1/4/2017
57	South Central Tennessee Development District	Title VI Training & Assurances	Assessment & Assurance	3/10/2017
58	Life Bridges, Inc.	Title VI Training & Assurances	No Change & Assurance	3/13/2017
59	Buffalo River Services Inc.	Title VI Training & Assurances	Assessment & Assurance	3/15/2017

60	Easter Seals TN	Title VI Training & Assurances	No Change & Assurance	3/21/2017
61	Hilltoppers, Inc.	Title VI Training & Assurances	Assessment & Assurance	3/30/2017
62	Shelby Residential & Vocational Services	Title VI Training & Assurances	No Change & Assurance	4/11/2017
63	Behavioral Health Initiatives	Title VI Training & Assurances	No Change & Assurance	4/27/2017
64	New Horizons Corporation	Title VI Training & Assurances	Assessment & Assurance	5/20/2017
65	Comcare	Title VI Training & Assurances	Assessment & Assurance	6/15/2017
66	Dawn of Hope	Title VI Training & Assurances	Assessment & Assurance	6/26/2017
67	The King's Daughters School	Title VI Training & Assurances	Assessment & Assurance	7/7/2017
68	Frontier Health	Title VI Training & Assurances	Assessment & Assurance	8/4/2017
69	Professional Care Services of West Tennessee	Title VI Training & Assurances	No Change & Assurance	8/8/2017
70	Greene CO Skills	Title VI Training & Assurances	Assessment & Assurance	8/11/2017
71	Pacesetters, Inc.	Title VI Training & Assurances	No Change & Assurance	8/25/2017

72	Henderson CO Senior Center	Title VI Training & Assurances	Assessment & Assurance	9/11/2017
73	Chip Hale Center	Title VI Training & Assurances	Assessment & Assurance	9/14/2017
74	Decatur County Senior Center	Title VI Training & Assurances	No Change & Assurance	9/12/2017
75	Prospect Inc.	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
76	Trevecca Towers	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
77	Waves, Inc.	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
78	HATS Inc.	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
#	Local Government	Title VI Training & Assurances	Document Sent	Date of Compliance
79	Town of Halls Administration Department	Title VI Training & Assurances	Assessment & Assurance	10/3/2016
80	Henderson CO Finance Department	Title VI Training & Assurances	No Change & Assurance	10/5/2016
81	Town of Atoka	Title VI Training & Assurances	Assessment & Assurance	10/7/2016
82	City of Knoxville Department of Engineering	Title VI Training & Assurances	Assessment & Assurance	10/19/2016

83	Dyer CO Government	Title VI Training & Assurances	Assessment & Assurance	10/21/2016
84	Carter CO Administrative Department	Title VI Training & Assurances	No Change & Assurance	10/24/2016
85	City of Dayton	Title VI Training & Assurances	Assessment & Assurance	11/2/2016
86	Lincoln CO Government Administration Department	Title VI Training & Assurances	Assessment & Assurance	11/4/2016
87	City of South Fulton	Title VI Training & Assurances	Assessment & Assurance	11/7/2016
88	City of Munford Government	Title VI Training & Assurances	Assessment & Assurance	11/20/2016
89	Obion CO Government	Title VI Training & Assurances	Assessment & Assurance	11/21/2016
90	City of Gallatin Administration Department.	Title VI Training & Assurances	Assessment & Assurance	11/23/2016
91	City of Springfield	Title VI Training & Assurances	Assessment & Assurance	12/4/2016
92	City of Sparta Administration Department	Title VI Training & Assurances	Assessment & Assurance	12/8/2016
93	City of Dresden	Title VI Training & Assurances	Assessment & Assurance	12/9/2016
94	City of Piperton	Title VI Training & Assurances	Assessment & Assurance	12/15/2016

95	City of Bells	Title VI Training & Assurances	No Change & Assurance	12/20/2016
96	City of Lewisburg	Title VI Training & Assurances	Assessment & Assurance	12/22/2016
97	City of McKenzie	Title VI Training & Assurances	Assessment & Assurance	12/22/2016
98	City of Maryville Engineering Department	Title VI Training & Assurances	No Change & Assurance	1/4/2017
99	City of Puryear Administration Department	Title VI Training & Assurances	No Change & Assurance	1/24/2017
100	City of Kingsport Engineering Department	Title VI Training & Assurances	No Change & Assurance	1/30/2017
101	Town of Greeneville	Title VI Training & Assurances	Assessment & Assurance	2/6/2017
102	City of Crossville Administration Department	Title VI Training & Assurances	Assessment & Assurance	2/6/2017
103	City of Murfreesboro Transportation Department	Title VI Training & Assurances	Assessment & Assurance	2/10/2017
104	Shelby CO Government	Title VI Training & Assurances	No Change & Assurance	2/14/2017
105	City of Germantown	Title VI Training & Assurances	Assessment & Assurance	3/7/2017
106	Town of Trimble	Title VI Training & Assurances	No Change & Assurance	3/8/2017

107	Lauderdale CO Highway Department	Title VI Training & Assurances	No Change & Assurance	3/9/2017
108	City of Pigeon Forge Administration Department	Title VI Training & Assurances	Assessment & Assurance	3/16/2017
109	City of Harrogate	Title VI Training & Assurances	Assessment & Assurance	3/23/2017
110	City of Bartlett Government	Title VI Training & Assurances	Assessment & Assurance	4/10/2017
111	City of Millington Administration Department.	Title VI Training & Assurances	No Change & Assurance	4/11/2017
112	Crockett CO Highway Department	Title VI Training & Assurances	No Change & Assurance	4/20/2017
113	Ashland City Administration Department	Title VI Training & Assurances	Assessment & Assurance	4/21/2017
114	Town of Collierville	Title VI Training & Assurances	No Change & Assurance	5/2/2017
115	City of Memphis Government	Title VI Training & Assurances	Assessment and Assurance	5/2/2017
116	City of Dunlap Administration Department	Title VI Training & Assurances	Assessment & Assurance	5/4/2017
117	City of Portland Administration Department	Title VI Training & Assurances	No Change & Assurance	5/5/2017
118	City of Humboldt Administration Depart.	Title VI Training & Assurances	Assessment & Assurance	5/8/2017

119	City of Morristown	Title VI Training & Assurances	Assessment & Assurance	5/9/2017
120	Sullivan CO Administration Department	Title VI Training & Assurances	Assessment & Assurance	5/11/2017
121	City of Lexington Administration Department	Title VI Training & Assurances	Assessment & Assurance	5/17/2017
122	Tracy City Administration Department	Title VI Training & Assurances	Assessment & Assurance	6/13/2017
123	City of Jackson Administrative Department	Title VI Training & Assurances	No Change & Assurance	6/17/2017
124	Town of Arlington	Title VI Training & Assurances	Assessment & Assurance	6/29/2017
125	City of Clarksville	Title VI Training & Assurances	No Change & Assurance	7/6/2017
126	Town of Nolensville Administration Department	Title VI Training & Assurances	No Change & Assurance	7/6/2017
127	Benton CO Government	Title VI Training & Assurances	No Change & Assurance	7/10/2017
128	City of East Ridge Finance Department.	Title VI Training & Assurances	No Change & Assurance	7/12/2017
129	City of Milan Finance Department	Title VI Training & Assurances	No Change & Assurance	7/17/2017
130	Town of Somerville	Title VI Training & Assurances	No Change & Assurance	7/17/2017

131	Haywood CO Administration Department	Title VI Training & Assurances	No Change & Assurance	7/19/2017
132	City of Manchester	Title VI Training & Assurances	Assessment & Assurance	7/20/2017
133	City of Ridgely	Title VI Training & Assurances	No Change & Assurance	7/20/2017
134	City of Martin Administration Department	Title VI Training & Assurances	No Change & Assurance	7/26/2017
135	City of Savannah Administration Department	Title VI Training & Assurances	No Change & Assurance	8/7/2017
136	City of Fayetteville	Title VI Training & Assurances	Assessment & Assurance	8/8/2017
137	City of White House	Title VI Training & Assurances	Assessment & Assurance	8/8/2017
138	City of Brentwood	Title VI Training & Assurances	Assessment & Assurance	8/8/2017
139	Knox CO Government	Title VI Training & Assurances	No Change & Assurance	8/14/2017
140	City of Dyersburg Engineering Department	Title VI Training & Assurances	No Change & Assurance	8/15/2017
141	City of Lebanon	Title VI Training & Assurances	Assessment & Assurance	8/24/2017
142	City of Ripley	Title VI Training & Assurances	No Change & Assurance	8/24/2017

143	Town of Selmer	Title VI Training & Assurances	No Change & Assurance	9/11/2017
144	City of Parsons	Title VI Training & Assurances	No Change & Assurance	9/13/2017
145	Hartsville/Trousdale CO	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
146	City of Trenton	Title VI Training & Assurances	Onsite	9/19/2017
147	City of Medina	Title VI Training & Assurances	Onsite	9/19/2017
148	Henderson CO	Title VI Training & Assurances	Onsite	9/27/2017
149	Fayette CO Government	Title VI Training & Assurances	No Change & Assurance	9/18/2017
150	Johnson City Administration Department	Title VI Training & Assurances	No Change & Assurance	9/19/2017
151	City of Chattanooga	Title VI Training & Assurances	No Change & Assurance	9/22/2017
152	Hamilton CO Government	Title VI Training & Assurances	Title VI Training & Assurances	9/27/2017
153	Town of Guys	Title VI Training & Assurances	Onsite	9/27/2017
154	City of Moscow	Title VI Training & Assurances	Assessment & Assurance	9/28/2017

#	Small Urbans	Title VI Training & Assurances	Document Sent	Date of Compliance
155	Upper Cumberland HRA	Title VI Training & Assurances	Assessment & Assurance	1/9/2017
156	Jackson Transit Authority	Title VI Training & Assurances	Assessment & Assurance	3/3/2017
157	Pigeon Forge Fun Time Trolley	Title VI Training & Assurances	Assessment & Assurance	7/21/2017
158	Johnson City Transit	Title VI Training & Assurances	No Change & Assurance	7/24/2017
159	Kingsport Area Transit Services	Title VI Training & Assurances	Assessment & Assurance	7/27/2017
160	Franklin City Transit Authority	Title VI Training & Assurances	Assessment & Assurance	7/28/2017
161	Gatlinburg Transit	Title VI Training & Assurances	No Change & Assurance	8/7/2017
#	Rural	Title VI Training & Assurances	Document Sent	Date of Compliance
162	Northwest TN HRA	Title VI Training & Assurances	Assessment & Assurance	10/3/2016
163	Southwest HRA	Title VI Training & Assurances	Assessment & Assurance	11/22/2016
164	Delta HRA	Title VI Training & Assurances	Assessment & Assurance	2/8/2017
165	Mid-Cumberland HRA	Title VI Training & Assurances	Assessment & Assurance	5/15/2017

166	First TN HRA	Title VI Training & Assurances	Assessment & Assurance	6/20/2017
167	Northwest TN HRA	Title VI Training & Assurances	No Change & Assurance	9/7/2017
#	MPO's	Title VI Training & Assurances	Document Sent	Date of Compliance
168	Jackson Area MPO	Title VI Training & Assurances	Assessment & Assurance	3/13/2017
169	Memphis MPO	Title VI Training & Assurances	No Change & Assurance	8/9/2017
170	Lakeway Area MTPO	Title VI Training & Assurances	Assessment & Assurance	8/17/2017
171	Chattanooga-Hamilton CO TPO	Title VI Training & Assurances	Assessment & Assurance	8/23/2017
172	Johnson City MPO	Title VI Training & Assurances	Assessment & Assurance	8/25/2017
173	Kingsport MPO	Title VI Training & Assurances	Assessment & Assurance	8/25/2017
174	Clarkesville MPO	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
175	Cleveland MPO	Title VI Training & Assurances	Assessment & Assurance	9/15/2017
176	Knox CO TPO	Title VI Training & Assurances	Assessment & Assurance	9/15/2017

- In an effort to ensure cohesion in the compliance review process, the Title VI Program staff utilizes the Title VI Program Assessment Compliance Review Checklist as a general guide for reviewing Subrecipient's Title VI Programs.

Title VI Program Assessment Compliance Review Checklist			
Date Reviewed:			
Entity/Type of Grant:			
Compliance Status:	Compliance	Non-Compliance	
Title VI Program Document Review			
Has the Title VI Coordinator participated in TDOT Title VI training	Yes	No	Comments
	Date:		
Are new employees trained on Title VI?	Yes	No	Comments
	How:		
Are there procedures in place for training existing employees?	Yes	No	Comments
Does the subrecipient have written procedures for communicating with LEP individuals?	Yes	No	Comments
Are Nondiscrimination posters/statements displayed?	Yes	No	Comments
Did subrecipient provide signed Title VI Assurances?	Yes	No	Comments
Does the subrecipient have a public involvement process (PIP)?	Yes	No	Comments

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FIGURE 4: TITLE VI PROGRAM ASSESSMENT COMPLIANCE REVIEW CHECKLIST

Does the subrecipient's PIP discuss outreach and notification procedures for ensuring the EJ communities have an opportunity to participate in Transportation related projects and activities?	Yes	No	Comments
Are subrecipient's benefactors made aware of their rights under Title IV?	Yes	No	Comments
Does the subrecipient have written Title VI Complaint & Hearing procedures that includes TDOT's CRD?	Yes	No	Comments
Does the subrecipient maintain a Title VI log that indicates bases for filing as "race, color, national origin?"	Yes	No	Comments
Does the subrecipient provide a sample of its contract's nondiscrimination/assurance language?	Yes	No	Comments
Does the subrecipient discuss how it monitors the ethnicity and gender of its contractors?	Yes	No	Comments
Does the subrecipient provide a method for soliciting DBEs?	Yes	No	Comments
Does the subrecipient provide a method for monitoring contractor's Title VI compliance?	Yes	No	Comments
Does the subrecipient provide procedures for ensuring diversity on transportation related boards and commissions?	Yes	No	Comments
Reviewed by:			Date:
Approved by:			Date:

7. Data Collection and Analysis

Data Collection and Analysis plays a critical role in the transportation industry. The process of collecting data and analyzing begins as early as the planning phase of a proposed project, and it is continuous throughout the project. Throughout TDOT the process is used to:

To evaluate the impact of federal and state funded programs and/or activities to ensure non-discrimination.

- TDOT, through its various divisions, collects demographic and social economic data. The data collected helps the divisions to:
 - a. Identify problem areas and prioritize projects, e.g., Limited English Proficiency (LEP) populations, low-income and minority communities affected by transportation decisions;
 - b. Initiate and evaluate the effectiveness of policies and programs to ensure non-discrimination, e.g., relocates, fare changes, route changes;
 - c. Assess the relationship between specific programs and beneficiaries to develop non-discrimination strategies, e.g., public meeting locations; and
 - d. Draw agency attention and resources to resolve issues and problems, e.g., local advocacy groups.



TDOT's **Long Range Planning Division** collects and analyzes data to aid in the planning, development and management of statewide transportation studies. Their planning tools help guide the policies and programs of TDOT and its various divisions. The division identifies transportation needs through the analysis of travel and safety data. Specific responsibilities include developing the statewide long range transportation plan, preparation of corridor studies, University research, travel data collection, feasibility studies and metropolitan and rural transportation planning coordination. The division is also responsible for Geographic Information System Mapping.

The Title VI Program Staff reviews all planning documents for e.g., the TN 25 Year Statewide Long Range Plan, State Transportation Improvement Program (STIP) etc. for Title VI issues, to include effective public Involvement and outreach efforts, consideration of the minority and low income populations input in transportation decisions, whether the potential for disproportionate or discriminatory impacts have been adequately addressed, and if there are in suggested mitigation to lessen adverse impacts.



The **Environmental Division** is responsible for the preparation of environmental documents required for The National Environmental Policy Act (NEPA) for federal and state funded transportation projects in Tennessee. Data is collected and analyzed in the development of the environmental documents.

This office compiles and collates information on various social, economic and environmental issues for each transportation project. This information includes a discussion of the purpose and need, social and economic structure of the affected community, land use, farmland, energy, conservation, floodplains, hazardous waste, visual concerns as well as the construction impacts. This information, combined with the technical studies reports containing information about impacts to streams, wetlands and other ecological and water resources, historical and archaeological resources, air quality and noise, is presented in the environmental documents.

These documents can range from the most basic classification known as Categorical Exclusion (CE) for the projects through the more comprehensive Environmental Assessment (EA), to the most complex Environmental Impact Statement (EIS). The Environmental Documentation Office coordinates project development with federal, state, local officials and the public.

The Division of Environment's staff conducts on-site data collection, coordinates with resource agencies and other TDOT divisions to minimize impacts, prepares designs and conducts follow-up monitoring for mitigation sites, and prepares reports for inclusion in environmental documents or to satisfy specific statutes. Avoidance of impacts to social and cultural resources is the initial goal of this office. When unavoidable impacts to resources occur, the Environment Division works closely with internal and external entities to mitigate those impacts; it often requires preserving archaeological resources, providing vegetative screening to historic properties near highway projects, and designing noise barriers for neighborhoods affected by high levels of highway noise. Understanding the community makeup, its values and goals, is crucial to implementation of a transportation facility that meets both its transportation goals but also blends into and enhances the community.

The Title VI Program Staff reviews all Environmental documents e.g., Environmental Impact Studies (EIS), Environmental Assessment (EA), and Draft Environmental Impact Statements (DEIS) for Title VI issues, to include effective public Involvement and outreach efforts, consideration of the minority and low income populations input in transportation decisions, whether the potential for disproportionate or discriminatory impacts have been adequately addressed, and if there are in suggested mitigation to lessen adverse impacts.



The **Right-Of-Way Division** is responsible for the appraisal and acquisition of land needed for state highway construction and relocation of families and businesses affected. This division is also responsible for the coordination and relocation of utility and railroad facilities necessary for highway construction projects. Excess land is administered and disposed of through this division.

The Title VI Program Staff reviews Right-Of-Way processes and data, to determine whether there is diversification in the use of appraisers, and whether relocation advisory assistance was provided equitably and without discrimination to displaced individuals.



The **Construction Division** is responsible for preparing proposals and letting to contract all TDOT transportation highway and bridge projects. Contract administration on TDOT projects and writing TDOT specifications and special provisions are also the responsibility of this division. The Construction Division is also responsible for the pre-qualification of all contractors that perform TDOT projects. The division also approves all first tier subcontracts for our road and bridge construction.

The CRD's Equal Employment/Affirmative Action Program collects data, monitors and reviews contractors for compliance with federal nondiscrimination mandates and Disadvantage Businesses Enterprise (DBE) utilization.



The **Roadway Design Division** consists of the Design Standards and Policy, Contract Management, Aerial Surveying, and Consultant Management sections. The key responsibility of the Design Standards and Policy Section is to provide guidance and oversight for TDOT personnel by establishing roadway design criteria, maintaining and developing roadway design standards and training manuals, ensuring roadway plans meet the state and federal policies as well as the targeted quality assurance and compliance standards.

The division's responsibilities include support activities such as maintaining the TDOT GNSS Reference Network for ground surveyors and providing CADD support and Microstation training and for TDOT personnel and consultant firms. This section also reviews locally administrated projects for the Program Development Division for Quality Assurance and Compliance. The Aerial Surveys office is tasked with the planning and acquisition of digital imagery, which is then used in the assembly of and the delivery of geo-referenced mosaics encompassing the entire geographic extent of the state of Tennessee, as well as high-resolution aerial images for use in precision corridor design for engineering projects. The Contract Management section performs the pre-qualification of consultant engineering firms, advertisement of consultant projects, oversight and payment of contracts, and provides pavement design, value engineering studies, plan sales, and file management. The Consultant Management section oversees consultant developed roadway projects.

In addition to the CRD Title VI Program staff analyzing the 5 Core Division's processes, procedures and subsequent documentation for Title VI implications/issues, this office collects and reviews all of the internal divisions for title VI implications/issues. This office evaluates the following areas, when applicable, to the specific division, department, and regions:

- Strategies used to ensure that all components of the transportation planning process comply with Title VI;
- Whether a demographic profile of the State that includes identification of minority and low-income populations has been developed;
- Whether a process has been developed to identify the needs of minority and low-income populations and whether demographic information has been used to assess the distribution of benefits across these groups;
- Whether there is an analytical process in place to assess the benefits/burdens of transportation system investment on minority and low-income populations, and what data source and tools are used to support such an analysis;
- Whether there is a public involvement strategy for engaging minority and low-income populations in transportation decision-making and reducing participation barriers;

- Whether the public involvement process is routinely evaluated and whether any efforts were made to improve the process, especially with regard to minority and low-income populations
- Efforts made to engage minority and low-income populations in the public outreach effort and public outreach efforts made to utilize media targeted to these groups;
- Methods used to ensure that issues/concerns raised by minority and low-income populations as well as other affected groups are considered in the decision-making process;
- Number of consultant planning agreements awarded and the dollar value; number of female and minority-owned firms with dollar value;
- Methods used to encourage the use of female and minority planning contractors and sub-contractors;
- Status of any Title VI complaints received regarding transportation planning or the public involvement process; and
- Any significant accomplishments made during the review period.

The Title VI Program Staff collects data from TDOT's Subrecipients through the use of its Title VI Assessments. **See Exhibit (C)** for copies of Internal Title Assessment. The Data collected is used to evaluate the strengths and weaknesses of the respective Subrecipients Title VI program. The assessments used to collect data from Subrecipients can be viewed in section.

2016 - 2017 Workforce Analysis

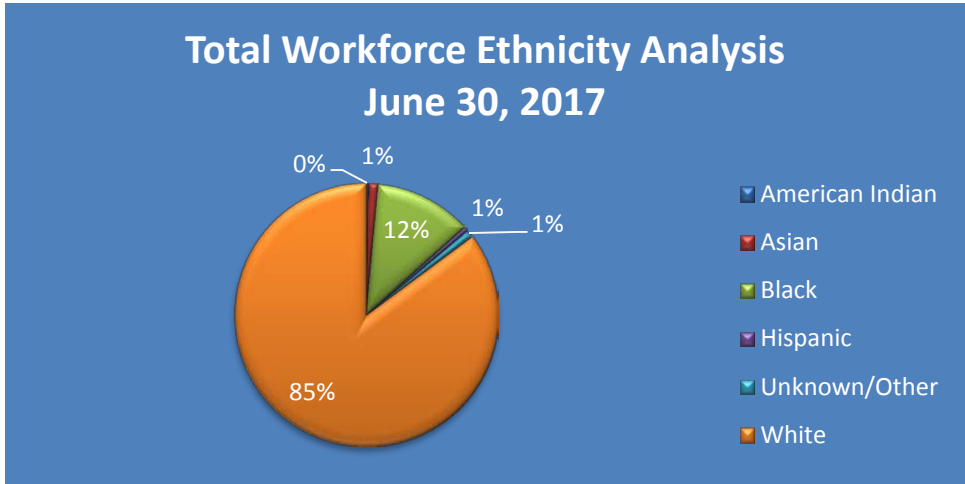


FIGURE 5: WORKFORCE ANALYSIS BY ETHNIC GROUP

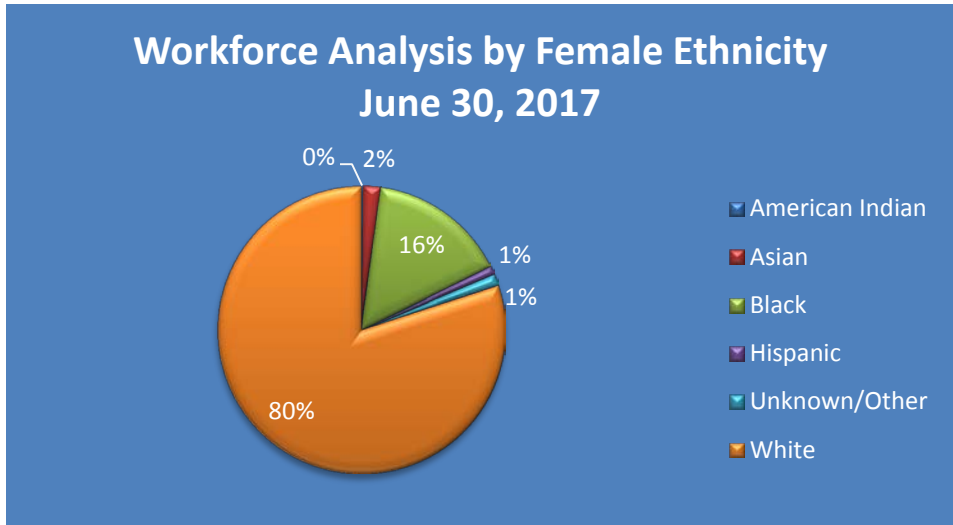


FIGURE 6: WORKFORCE ANALYSIS OF FEMALE ETHNICITY

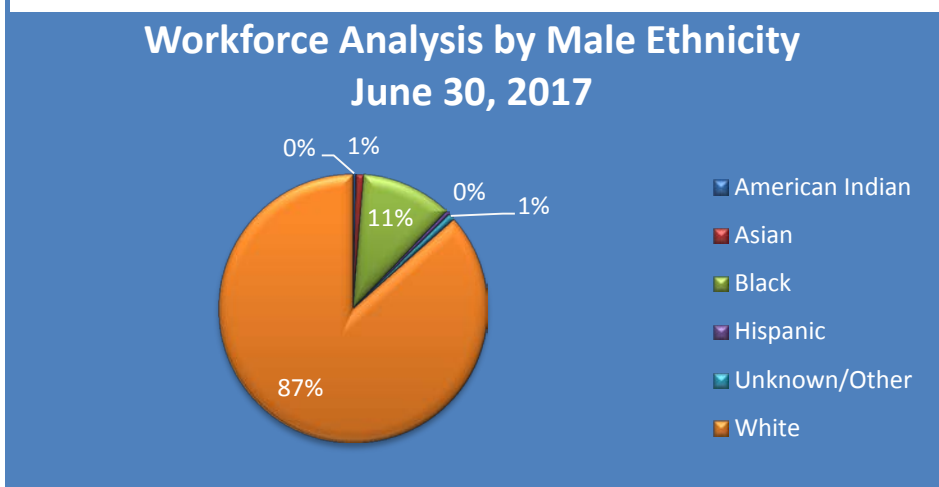


FIGURE 7: WORKFORCE ANALYSIS OF MALE ETHNICITY

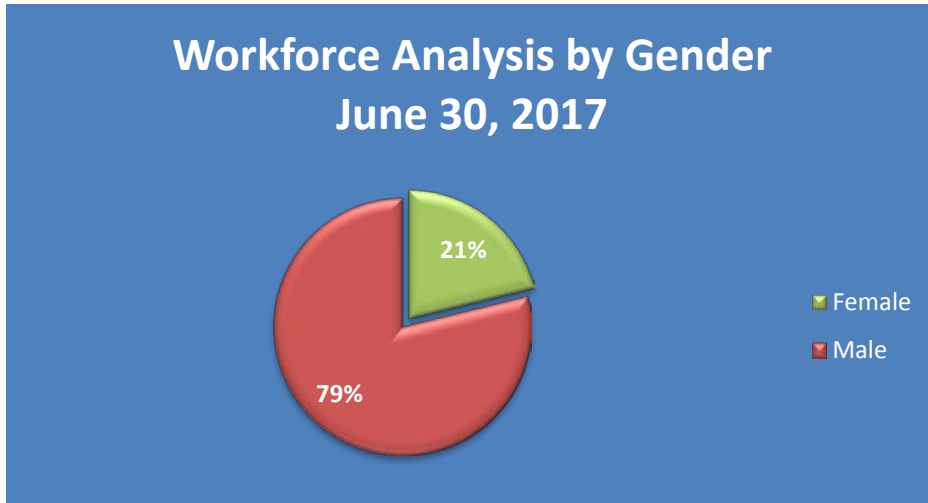


FIGURE 8: WORKFORCE ANALYSIS BY GENDER TYPE

Workforce Analysis by Employment Type and Ethnicity							
Data as of: June 30, 2017							
Employment Type	Ethnic Group						
	American Indian	Asian	Black	Hispanic	Unknown/Other	White	Totals
Executive		4	10	1	1	103	119
	0.00%	3.36%	8.40%	0.84%	0.84%	86.55%	
Non-Competitive			12			39	51
	0.00%	0.00%	23.53%	0.00%	0.00%	76.47%	
Non-Preferred		1	4	3	2	67	77
	0.00%	1.30%	5.19%	3.90%	2.60%	87.01%	
Preferred	12	40	440	19	33	3137	3681
	0.33%	1.09%	11.95%	0.52%	0.90%	85.22%	
Grand Total	12	45	466	23	36	3346	3928

TABLE 2: WORKFORCE ANALYSIS BY EMPLOYMENT TYPE AND ETHNICITY

2017 Title VI Complaint and Log

During the reporting period, TDOT CRD received one complaint. The complaint was not jurisdictional for this office. It was referred to the Tennessee Department of Corrections (TDOC).

TDOT 2016- 2017 Title VI Complaint Log

#	Case Number	Date Received	Complainant	Respondent	Date(s) of Alleged Act(s)	Date Case Opened	Base(s)	Final Report	Disposition
1	N/A	11/7/2016	Chris Johnson	Trousdale Turner Correctional Complex	N/A	N/A	N/A	N/A	Non-Jurisdictional referred to DOC
2	N/A	5/9/2017	Christine Walker & William Murphy	Northwest HRA	N/A	N/A	N/A	N/A	Not a title VI Complaint/Referred to Carla Spann/Multimodal
3	NA	6/12/2017	John Healy	Morgan CO Correctional Complex	NA	NA	NA	NA	Not a title VI Complaint/Sent letter of receipt and Non-Jurisdictional
4	NA	7/30/2017	Ty Healer	????	NA	NA	NA	NA	Not a Title VI Complaint

TABLE 3: TDOT 2017 TITLE VI COMPLAINT LOG

FFY 2016 Relocation Report					
Residential Relocation Under the Uniform Act	Data From FHWA Annual Report	Demographics %			
		Caucasian	African American	Hispanic	Other
1. Total Number Residential Displacements (Household).	33	97.00%	0.00%	3.00 %	0.00%
2. Residential Moving Payments (Total Cost)	\$184,070	100%	0.00%	0.00 %	0.00%
3. Replacement Housing Payments (Total Cost)	\$516,611	98%	0.00%	2.00 %	0.00%
4. Number of Last Resort Housing Displacements (In Line 5 "Households")	10	100%	0.00%	0.00 %	0.00%
5. Number of Tenants converted to Homeowners in Line 5 (Households using 24.402))	2	100%	0.00%	0.00 %	0.00%
6. Total Costs for Residential Relocation Expenses and Payments (Sum of lines 6 and 7; excluding administrative costs.)	\$700,681				

TABLE 4: FY 2016 ROW RELOCATION REPORT

Non-Residential Relocation Under the Uniform Act	Data From FHWA Annual Report	Demographics %			
		Caucasian	African American	Hispanic	Other
7. Total Number Non-Residential Displacements	16	100%	0.00%	0.00 %	4.00%
8. Non-Residential Moving Payments (Total Cost including 24.305)	\$1,036,926	100%	0.00%	0.00 %	4.00%
9. Non-Residential Reestablishment Payments (Total Cost)	\$110,834	100%	0.00%	0.00 %	5.00%
10. Total Costs for Non-Residential Relocation Expenses and Payments (Sum of lines 12 and 13; excluding administrative costs.)	\$1,147,760				

FFY 2015 Relocation Report						
Residential Relocation Under the Uniform Act	Data From FHWA Annual Report	Demographics %				
		Caucasian	African American	Hispanic	Other	
1. Total Number Residential Displacements (Household).	67	94.00%	4.50%	1.50%	0.00%	
2. Residential Moving Payments (Total Cost)	\$371,760	99%	1.00%	0.00%	0.00%	
3. Replacement Housing Payments (Total Cost)	\$2,087,251	94%	6.00%	0.00%	0.00%	
4. Number of Last Resort Housing Displacements (In Line 5 "Households")	42	93%	5.00%	2.00%	0.00%	
5. Number of Tenants converted to Homeowners in Line 5 (Households using 24.402))	7	100%	0.00%	0.00%	0.00%	

Table 5: FY 2015 Row Relocation Report

6. Total costs for Residential Relocation Expenses and Payments (Sum of lines 6 and 7; excluding administrative costs.)	\$2,459,011					
Non-Residential Relocation Under the Uniform Act	Data From FHWA Annual Report	Demographics %				
		Caucasian	African American	Hispanic	Other	
7. Total Number Non-Residential Displacements	23	91.00%	4.00%	0.00%	4.00%	
8. Non-Residential Moving Payments (Total Cost including 24.305)	\$468,760	96%	0.00%	0.00%	4.00%	
9. Non-Residential Reestablishment Payments (Total Cost)	\$136,826	94%	0.00%	0.00%	5.00%	
10. Total Costs for Non-Residential Relocation Expenses and Payments (Sum of lines 12 and 13; excluding administrative costs.)	\$605,586					

8. Title VI Training Plan

For the 2016-2017 reporting period, CRD TDOT Title VI Program utilized its online Title VI training module to provide annual Title VI training to TDOT employees. The training module provides an overview of Title VI and applicable nondiscrimination rules, regulations, and laws. Just as important, the training module provides resources and guidance to employees, ensuring that an employee is aware of responsibilities and how to find resources quickly to ensure Title VI compliance in all of TDOT’s activities and programs.

The CRD Title VI Program staff also utilizes its external online training module to satisfy the training needs of Subrecipients in an expeditious manner. Staff provides individual (one-on-one) technical training to Subrecipients on an “as needed basis” and specialized training upon request. In addition to the online training for Subrecipients, the CRD Title VI Program staff offers Title VI Training in each region of the state for its Subrecipients as well, one per region annually. See **Exhibit (D)** for Excel spreadsheets listing Subrecipients trained during the reporting period October 1, 2016–September 30, 2017 and training materials.

The CRD TDOT Title VI Program staff relies on its Internal Title VI Liaisons to disseminate information and materials to their respective divisions/department/regions staff to ensure effective enforcement. See **Exhibit (E)** for Excel spreadsheets listing TDOT employees trained, Excel spreadsheets listing TDOT Subrecipients trained, and the various presentations and post quizzes delivered.

Following is a listing of trainings conducted during the reporting period.

Title VI Training Conducted July 1, 2016 through September 8, 2017

Entity Trained	Number of Participants	Training Date
Region 3 – Subrecipient Title VI Training	13	August 26, 2016
Murfreesboro Rover Transit Title VI Training	35	October 25 2016
Specialized Title VI Training – Mid-Cumberland HRA	25	December 8, 2016
Specialized Title VI Training- Chattanooga	3	April 19, 2017
Region 1 – Subrecipient Title VI Training	4	May 19, 2017
TDOT Annual Employee Title VI Training	3,811	March 20- July 18 30, 2017

TDOT Online Subrecipient Title VI Training	769	Oct. 1, 2016 – Sept. 29, 2017
Region 4 – Subrecipient Title VI Training	8	August 30, 2017
Region 2– Subrecipient Title VI Training	2	September 8, 2017

TABLE 6: TABLE OF TITLE VI TRAININGS

Proposed Future Title VI Trainings Dates

Types of Training	Proposed Training Dates
Region 1 – Subrecipient Title VI Training	May 18, 2018
Region 2 – Subrecipient Title VI Training	September 7, 2018
Region3 – Subrecipient Title VI Training	August 24, 2018
Region 4 – Subrecipient Title VI Training	August 22, 2018
Murfreesboro Rover Transit Annual Title VI Training	October 2018
TDOT Annual Employee Title VI Training	April 1- June 30, 2018
TDOT Online Subrecipient Title VI Training	Ongoing

TABLE 7: PROPOSED FUTURE TITLE VI TRAINING DATES

As indicated in the table above, TDOT’s Title VI Staff has trained approximately 100% of TDOT’s 359 Subrecipients and 100 % (3,811) of TDOT’s workforce during the reporting period.

9. Complaint Procedures

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964, relating to any program or activity administered by TDOT or its sub-recipients, consultants, and/or contractors. Intimidation or retaliation of any kind is prohibited by law.

These procedures do not deny the right of the complainant to file formal complaints with other State or Federal agencies, or to seek private counsel for complaints alleging discrimination. These procedures are part of an administrative process that does not provide for remedies that include punitive damages or compensatory remuneration for the complainant.

Every effort will be made to obtain early resolution of complaints at the lowest level possible. The option of informal mediation meeting(s) between the affected parties and the Title VI Program Director may be utilized for resolution, at any stage of the process. The Title VI Program Director will make every effort to pursue a resolution of the complaint. Initial interviews with the complainant and the respondent will request information regarding specifically requested relief and settlement opportunities.

Procedures

1. Any individual, group of individuals, or entity that believes they have been subjected to discrimination prohibited by Title VI nondiscrimination provisions may file a written complaint with TDOT's Title VI Program Director. A formal complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant. The complaint must meet the following requirements.
 - a. Complaint shall be in writing and signed by the complainant(s).
 - b. Include the date of the alleged act of discrimination (date when the complainant(s) became aware of the alleged discrimination; or the date on which that conduct was discontinued or the latest instance of the conduct).
 - c. Present a detailed description of the issues, including names and job titles of those individuals perceived as parties in the complained-of incident.
 - d. Allegations received by fax or e-mail will be acknowledged and processed, once the identity (ies) of the complainant(s) and the intent to proceed with the complaint have been established. The complainant is required to mail a signed, original copy of the fax or e-mail transmittal for TDOT to be able to process it.
 - e. Allegations received by telephone will be reduced to writing and provided to complainant for confirmation or revision before processing.
2. A complaint form will be forwarded to the complainant for him/her to complete, sign, and return to TDOT for processing.

3. Upon receipt of the complaint, the Title VI Program Director will determine its jurisdiction, acceptability, and need for additional information, as well as investigate the merit of the complaint. In cases where the complaint is against one of TDOT's sub-recipients of Federal funds, TDOT will assume jurisdiction and will investigate and adjudicate the case. Complaints against TDOT will be referred to FHWA or the appropriate Federal Agency for proper disposition pursuant to their procedures.

4. In order to be accepted, a complaint must meet the following criteria:

The complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant. The allegation(s) must involve a covered basis such as race, color, national origin. The allegation(s) must involve a program or activity of a Federal-aid recipient, sub-recipient, or contractor.

5. A complaint may be dismissed for the following reasons:

a. The complainant requests the withdrawal of the complaint.

b. The complainant fails to respond to repeated requests for addition information needed to process the complaint.

c. The complainant cannot be located after reasonable attempts.

6. Once TDOT decides to accept the complaint for investigation, the complainant and the respondent will be notified in writing of such determination within seven calendar days. The complaint will receive a case number and will then be logged into TDOT's records identifying its basis and alleged harm.

In cases where TDOT assumes the investigation of the complaint, TDOT will provide the respondent with the opportunity to respond to the allegations in writing. The respondent will have 10 calendar days from the date of TDOT written notification of acceptance of the complaint to furnish his/her response to the allegations.

TDOT's final investigative report and a copy of the complaint will be forwarded to FHWA (or appropriate Federal Agency) and affected parties within 60 calendar days of the acceptance of the complaint.

TDOT will notify the parties of its final decision.

If complainant is not satisfied with the results of the investigation of the alleged discrimination and practices the complainant will be advised of the right to appeal to FHWA (or appropriate Federal Agency).

3. In order to be accepted, a complaint must meet the following criteria:
 - a. The complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant.
 - b. The allegation(s) must involve a covered basis such as race, color, national origin.
 - c. The allegation(s) must involve a program or activity of a Federal-aid recipient, sub-recipient, or contractor.
4. A complaint may be dismissed for the following reasons:
 - a. The complainant requests the withdrawal of the complaint.
 - b. The complainant fails to respond to repeated requests for addition information needed to process the complaint.
 - c. The complainant cannot be located after reasonable attempts.
5. Once TDOT decides to accept the complaint for investigation, the complainant and the respondent will be notified in writing of such determination within seven calendar days. The complaint will receive a case number and will then be logged into TDOT's records identifying its basis and alleged harm.
6. In cases where TDOT assumes the investigation of the complaint, TDOT will provide the respondent with the opportunity to respond to the allegations in writing. The respondent will have 10 calendar days from the date of TDOT written notification of acceptance of the complaint to furnish his/her response to the allegations.
7. TDOT's final investigative report and a copy of the complaint will be forwarded to FHWA (or appropriate Federal Agency) and affected parties within 60 calendar days of the acceptance of the complaint.
8. TDOT will notify the parties of its final decision.
9. If complainant is not satisfied with the results of the investigation of the alleged discrimination and practices the complainant will be advised of the right to appeal to the appropriate Federal Agency.

FIGURE 9: TDOT COMPLAINT PROCEDURES

The complaint will not be accepted if it has not been signed. Please sign and date this complaint form below. You may attach any written materials or other supporting information that may be relevant to your claim.

Print Name

Signature

Date:

Submit complaint form and any additional information to:

TDOT Civil Rights Division
Title VI Program Director 505 Deaderick Street, Suite 1800
Nashville, Tennessee 37243
Phone: 615.741.3681 Toll Free: 1.888.370.3647 Fax: 615.741.3169

*A formal complaint must be filed within 180 days of the occurrence of the alleged discriminatory act.

*If this allegation is in regards to Employment Discrimination, please contact the **Tennessee Human Rights Commission** or the **Equal Employment Opportunity Commission**.

*Title VI Complaints may also be filed with the **Tennessee Human Rights Commission, Federal Highway Administration, Federal Transit Authority, Federal Aviation Administration, and the U.S. Department of Justice**.

Tennessee Human Rights Commission
William T. Snodgrass BLD/TN Towers
312 Rosa Parks Avenue, 23rd Floor
Nashville, Tennessee 37243
Phone: 1.800.251.3589

Equal Employment Opportunity Commission
50 Vantage Way, Suite 202
Nashville, Tennessee 37228 -9940
Phone: 1.800.669.4000
TTY: 1.800.669.6820

FHWA Office of Civil Right
1200 New Jersey Avenue, S. E.
8th Floor E81-314
Washington, DC 20590
Phone: 202-366-0693

Title VI Program Coordinator
FTA Office of Civil Rights
Title VI Program Coordinator
East Building, 5th Floor – TCR,
1200 New Jersey Ave., S.E.,

Federal Aviation Administration
Office of Civil Rights
Room 1030, ACR-1
800 Independence Avenue, SW
Washington, DC 20591

U.S. Department of Justice
Civil Rights Division
Federal Coordination and Compliance Section, NWB
950 Pennsylvania Avenue, N.W.
Washington, D.C. 20530

5 | Page

- FIGURE 10: TDOT COMPLAINT FORM

TDOT 2016- 2017 Title VI Complaint Log

#	Case Number	Date Received	Complainant	Respondent	Date(s) of Alleged Act(s)	Date Case Opened	Base(s)	Final Report	Disposition
1	N/A	11/7/2016	Chris Johnson	Trousdale Turner Correctional Complex	N/A	N/A	N/A	N/A	Non-Jurisdictional referred to DOC
2	N/A	5/9/2017	Christine Walker & William Murphy	Northwest HRA	N/A	N/A	N/A	N/A	Not a title VI Complaint/Referred to Carla Spann/Multimodal
3	NA	6/12/2017	John Healy	Morgan CO Correctional Complex	NA	NA	NA	NA	Not a title VI Complaint/Sent letter of receipt and Non-Jurisdictional
4	NA	7/30/2017	Ty Healer	????	NA	NA	NA	NA	Not a Title VI Complaint

TABLE 8: TDOT 2017 COMPLAINT LOG

Additionally, there are no known lawsuits filed against TDOT on the basis of race, color and or national origin.



Appeals Process

If a complainant is not satisfied with the result(s) of an investigation that alleged discrimination on the basis of race, color, and/or national origin, the complainant will be advised of the right to appeal to TDOT (resulting from an investigation by a TDOT subrecipient).

If the complainant disagrees with TDOT's subrecipient's decision, he or she may send a written appeal to the Director Civil Rights Office. If the complainant has documentation to support the appeal, the documentation must be submitted with the complainant's appeal.

In an appeal, the complainant must explain why he or she believes the factual information was incomplete, the analysis of the facts was incorrect, and/or the appropriate legal standard was not applied, *and* how this would change the determination in the case. Failure to do so may result in the denial of the appeal.

In order to be timely, an appeal (including any supporting documentation) must be submitted within **60 days of the date of the determination letter**. The Civil Rights Office Director may exercise discretion in granting a waiver of the 60-day timeframe where:

1. the complainant was unable to submit the appeal within the 60-day timeframe because of illness or other incapacitating circumstances and the appeal was filed within 30 days after the period of illness or incapacitation ended; or
2. unique circumstances generated by agency action have adversely affected the complainant.

A written response to an appeal will be issued within 30 business days. The decision of the Civil Rights Office constitutes the agency's final decision. The decision will inform the complainant that he or she "may have the right to file a private suit in federal court or whether the Civil Rights Office finds a violation."

Send appeal to: Tennessee Department of Transportation
Civil Rights Office
ATTN: Deborah Luter, Director
505 Deaderick ST, Suite 1800
James K. Polk Building
Nashville, TN 37243

FIGURE 11: TDOT APPEALS PROCESS

10. Dissemination of Title VI Information

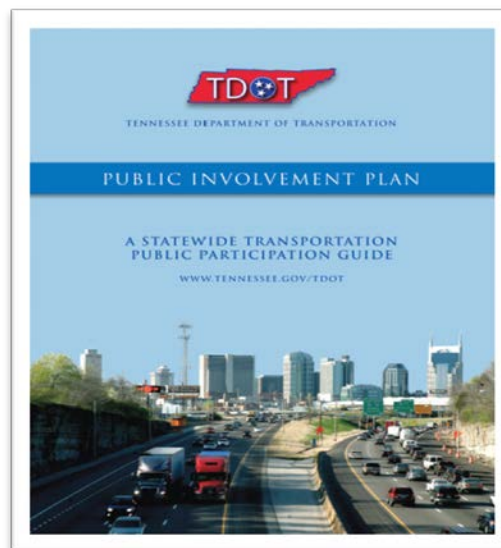
TDOT's Public Involvement Plan meets federal requirements for a summary of public involvement in plans, programs and projects considered and undertaken by the department. The mission and organizational structure of TDOT both encourage and foster public involvement.

Community Relations Division

This division is headed by a director who serves as the chief spokesperson for the agency. The mission is to provide leadership in promoting TDOT, integrating the concerns of our customers into our processes and promoting a consistent message. This involves conducting community outreach activities, managing public meetings and hearings, establishing relationships with the news media and community groups, assisting the general public in accessing TDOT's services, answering questions and concerns, and providing better communication both inside and outside the department. In addition to headquarters communications, constituent services and public involvement staff, each of TDOT's four regions have a community relations officer (CRO).

Office of Constituent Services

The primary responsibility of the Office of Constituent Services is to provide a process for our customers, constituents and partners to communicate with TDOT and to facilitate solutions to their issues. This office coordinates public hearings/meetings in accordance with the TDOT Public Involvement Plan, oversees the agency correspondence system, surveys customers and helps foster better customer service.



TDOT Public Involvement Plan (PIP) is available on TDOT's website at:
<https://www.tn.gov/assets/entities/tdot/attachments/public-involvement-plan.pdf>

The Office of Constituent Services actively solicits input from customers through various surveys available on its website.

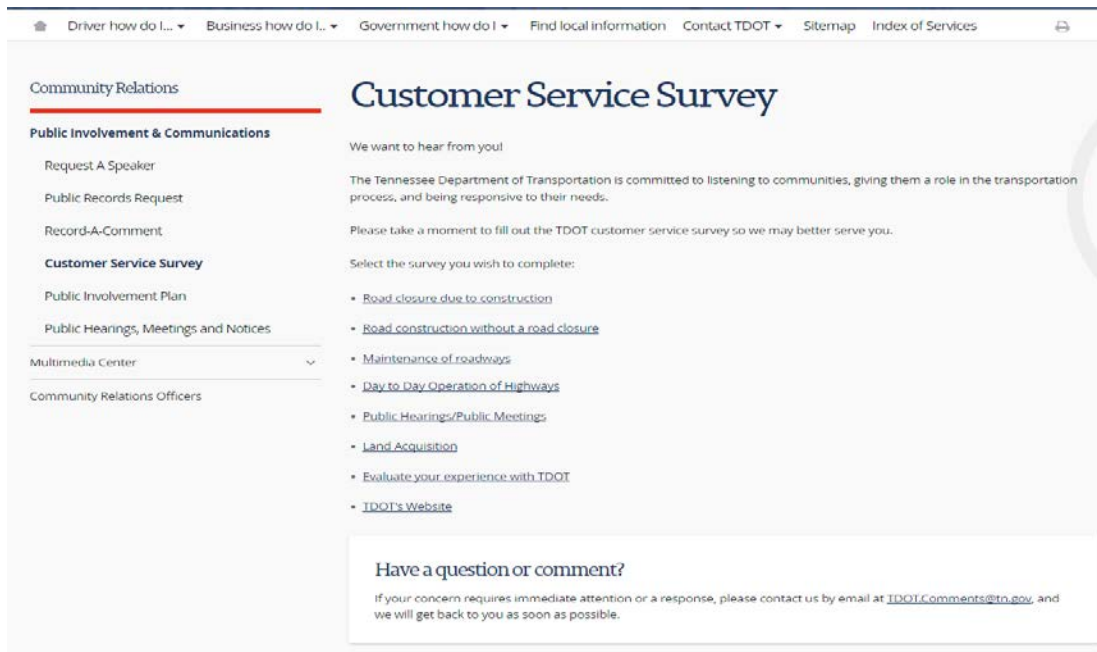


FIGURE 12: TDOT WEBSITE CUSTOMER SERVICE SURVEYS

<https://www.tn.gov/tdot/article/survey>

Public Involvement and Communication Office

The basic responsibility of this office is to enhance and improve communication between TDOT and its stakeholders and customers and to provide accurate and timely information to the public. TDOT uses multiple communication tools to carry out its responsibility including the agency website, publications and social media, all of which are coordinated through this office. This office is also responsible for internal communication through newsletters and other forms of verbal, written and electronic communication. Since public involvement is an important process, this office implements strategies to ensure the public is fully informed and has the opportunity to be involved in developing, building and maintaining our state transportation system.

In addition to using traditional and minority media to publish public meeting notices, the Public Involvement and Communication Office post notices on its website (see next page):

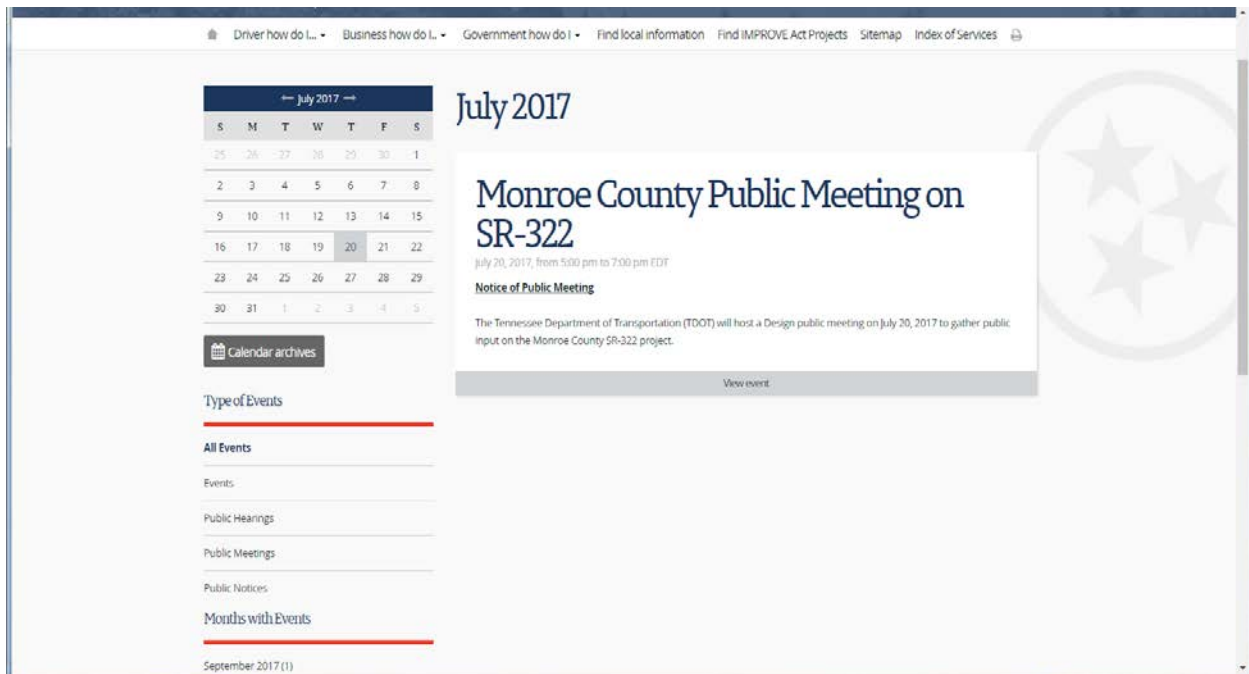


FIGURE 13: SAMPLE TDOT WEBSITE PUBLIC MEETING NOTICES

<http://www.tn.gov/tdot/calendar/2017-07>

The Title VI Program Staff reviews the Title VI activities of the public involvement process. The following items are considered in the review and are reported to the FHWA and THRC in TDOT's annual Title VI update:

- Strategies used to ensure that all components of the public outreach process comply with Title VI;
- Whether a demographic profile of the State that includes identification of minority and low-income populations has been developed;
- Whether a process has been developed to identify the needs of minority and low-income populations;
- Whether there is a public involvement strategy for engaging minority and low-income populations as well as Limited English Proficient persons in transportation decision-making and reducing participation barriers;
- Efforts made to engage minority and low-income, and Limited English Proficient persons in the public outreach effort and public outreach efforts made to utilize media targeted to these groups;
- Status of any Title VI complaints received regarding the public involvement process;
- Any significant accomplishments made during the review period; and
- Any significant actions planned for the ensuing year.

Year Selection - All Archives

[2017 \(9\)](#)

[2016 \(17\)](#)

[2015 \(38\)](#)

Union County Public Meeting on SR-61

Union County Public Meeting on SR-61 from north of Archer Road to south of Jim Town Road

June 8, 2017, from 5:00 pm to 7:00 pm EDT

NOTICE OF PUBLIC MEETING

The Tennessee Department of Transportation (TDOT) will host a design public meeting on June 8, 2017 to gather public input on the Union County SR-61 project. The proposed project, as shown in the [general location map](#), along SR-61 from north of Archer Road (log mile 14.04) to south of Jim Town Road (log mile 18.56) consists of various safety improvements including: realignment and widening of four sections of SR-61 within the project limits and roadside drainage improvements along SR-61, north of the SR-131 (Church Valley Road) intersection. The meeting will be held from 5:00 until 7:00 p.m. at the following location:

Luttrell Library/Community Center
115 Park Road
Luttrell, TN 37779

The meeting is being held to provide the public an opportunity to provide comments regarding these proposed widening projects. Representatives of TDOT will be available to provide information on various aspects of this proposed project. Anyone with questions regarding the meeting should contact:

Stacy Weaver
Project Development, Region 1
TN Department of Transportation
7345 Region Lane
Knoxville, TN 37914
(865) 594-2442 Phone, (865) 594-2441 Fax
Stacy.Weaver@tn.gov

Event

June 8, 2017

5:00 pm to 7:00 pm EDT

FIGURE 14: SAMPLE PUBLIC MEETING NOTICE

9/5/2017

Union County Public Meeting on SR-61 - TN.Gov

Persons with a disability, who require aids or services to participate at the meeting, may contact Ms. Margaret Mahler no less than ten (10) days prior to the date of the meeting:

Ms. Margaret Mahler or by e-mail: Margaret.Z.Mahler@tn.gov
ADA Compliance 615-741-4984 (phone)
Tennessee Department of Transportation 615-532-5995 (fax)
Suite 400, James K. Polk Building 615-253-8311 TTY Relay
505 Deaderick Street
Nashville, TN 37243

A court reporter will be available to receive oral statements to be included in the project transcript. In addition, comment sheets will be available for those who prefer to make written statements. Written statements and other exhibits to be included in the project transcript may be submitted within twenty-one (21) days after the meeting date to the following address:

Project Comments

Tennessee Department of Transportation
Suite 700, James K. Polk Building
505 Deaderick Street
Nashville, TN 37243-0332
TDOT.comments@tn.gov

TDOT is an Equal Opportunity Employer and does not discriminate on the basis of race, age, sex, religion, color, disability or national origin.



Roadway Design Division

Item list for Advertisement June 9, 2016

Item #	County	Route	Description	Length (mi.)	Scope of Work
1	Statewide	Various	See notes below for required scope of services.	n/a	On-Call Contracts for Photogrammetric and Mapping Services
2	Statewide	Various	See notes below for required scope of services.	n/a	On-Call Contracts for Field Surveys

Item 1: Required scope of services for On-Call Contracts for Photogrammetric and Mapping Services. For program management purposes, selected firms may be issued work orders for photogrammetric and mapping tasks over a **three (3) year** period. All mapping files shall be delivered in Microstation™ file format in accordance with the Department's Computer Aided Drafting Standards. For additional details regarding these services, you may contact Mr. Ron Taylor at (615)741-2875 or by email at Ronnie.Taylor@tn.gov. The scope of work may include all or part of the following:

- a. Activities necessary for providing digital and analog mapping services including ground control, flight planning, photo acquisition, digital terrain modeling, and topographic mapping
- b. Photographic production/reproduction services including developing, printing, and scanning to electronic files
- c. Digital orthographic rectification of photographic images
- d. Other related services supporting the production of maps including Light Distancing and Ranging (LiDAR) and other remote sensing services.

Item 2: Required scope of services for On-Call Contracts for Field Surveys: Firms are needed to perform field surveys and other professional surveying related activities on a continuing contractual basis. Selected firms may be issued work orders over a **three (3) year** period. Surveys shall be completed and submitted to the Department in Microstation™ and GEOPAK™ file formats in accordance with the TDOT Survey Manual and the Roadway Design Division's Computer Aided Drafting Standards. If you have questions regarding these services, please contact Ms. Melissa Portell at (615)350-4485 or by email at Melissa.Portell@tn.gov.

John C. Schroer
Commissioner

JCS/JL/AR/AP

The Title VI Program Staff reviews notices, solicitations for bid opportunities, public meeting notifications, and public meeting/hearing transcripts for Title VI implications/issues.

Additionally, the Title VI Program Staff publishes a Biannual E-Newsletter that is distributed internally to TDOT employees and externally to TDOT Subrecipients.

1. Methods used by TDOT to inform the public about the process for obtaining grants or bidding on contracts of which the agency has oversight, include:
 - a. TDOT website postings Bid letting

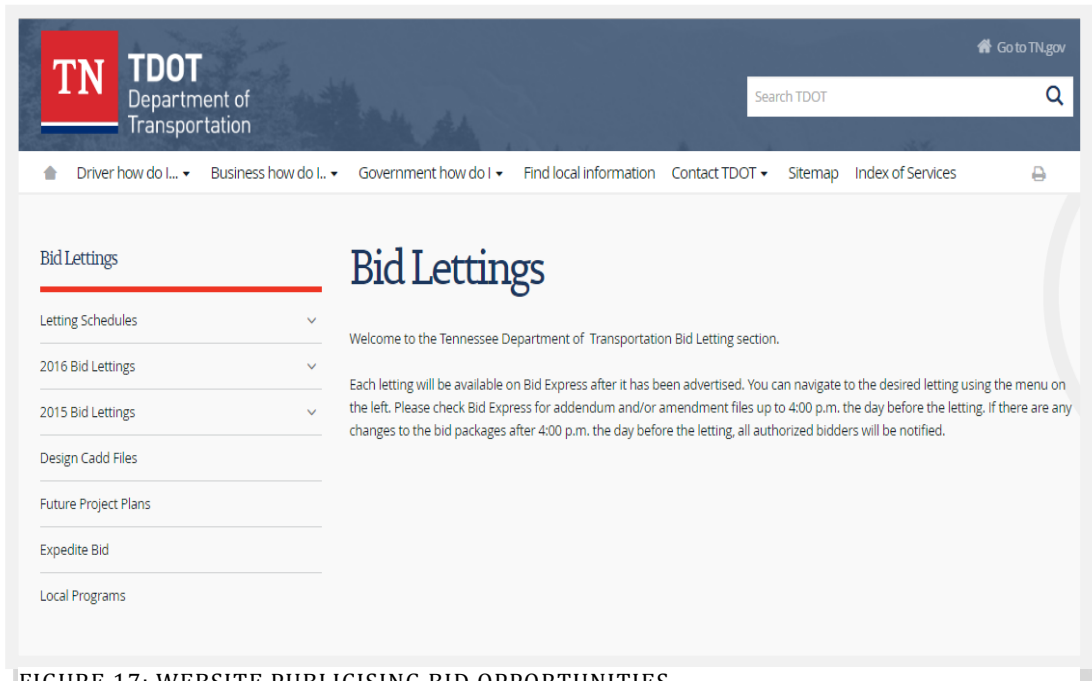


FIGURE 17: WEBSITE PUBLICISING BID OPPORTUNITIES

<https://www.tn.gov/tdot/section/bid-letting>

- b. TDOT CRD disseminates information as follows:
 1. Title VI Implementation Plan is published on the CRD website.
 2. Title VI Complaint Procedures are published on the CRD website.
 3. TDOT's Nondiscrimination Policy is published on the CRD website.
 4. TDOT's Programs and Services are published on its website.
 5. Minority Participation on Planning boards and Advisory Boards is published on the CRD's website via the Title VI Implementation Plan. (See next page)

FIGURE FIGURE 16: SAMPLE LIST OF ADVERTISEMENT

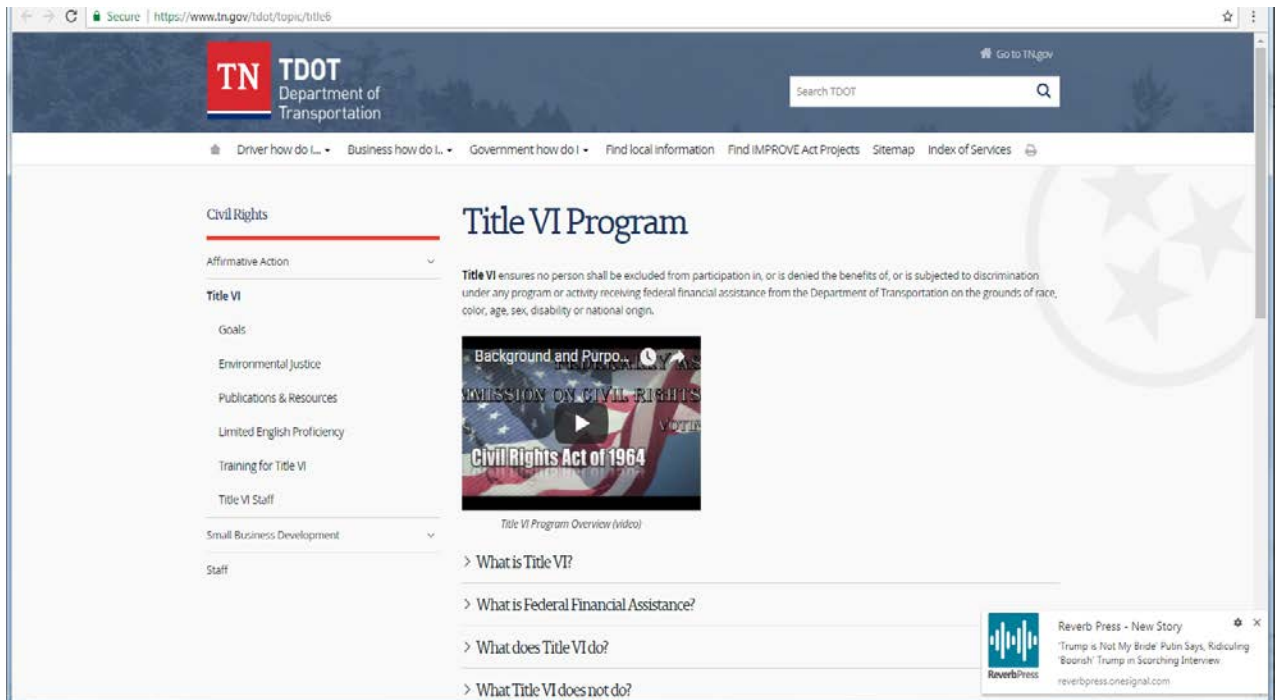


FIGURE 18: TITLE VI PROGRAM WEBSITE

<https://www.tn.gov/tdot/topic/title6>

- c. TDOT's website is user-friendly and it provides a wealth of information for letting, bids, construction projects, etc.



FIGURE 19: TDOT'S WEBSITE

<http://www.tdot.state.tn.us/public/>

- d. News and information regarding the Tennessee Department of Transportation can be found on the following social media channels.

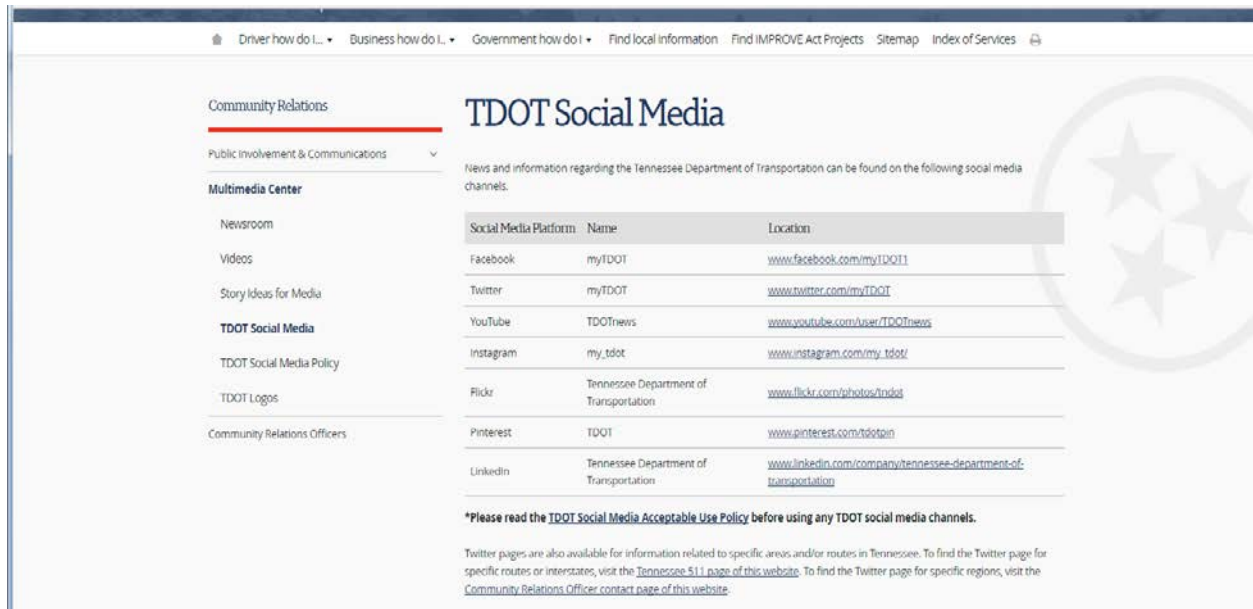


FIGURE 20: SOCIAL MEDIA PAGE

<https://www.tn.gov/tdot/article/transportation-community-relations-multimedia-social-media>

- e. TDOT's Local Programs Development Office assists local governments with administering state and federal aid projects. The types of projects administered in Local Programs include projects such as roadway resurfacing, greenways, signalization of intersections, and bridge replacements.

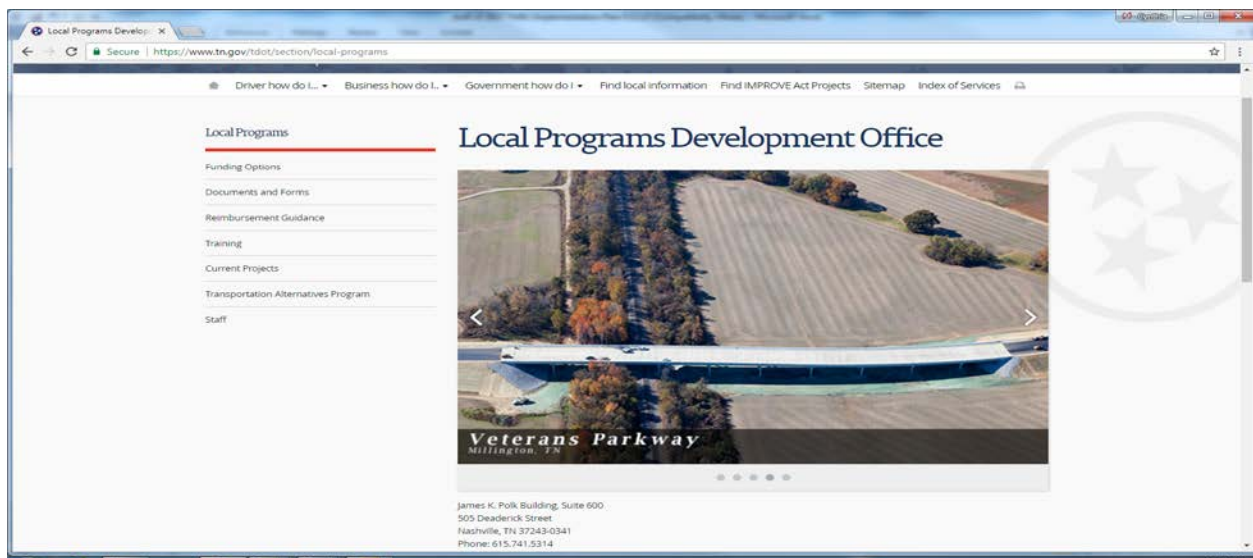


FIGURE 21: TDOT WEBSITE LOCAL PROGRAM GRANT INFORMATION

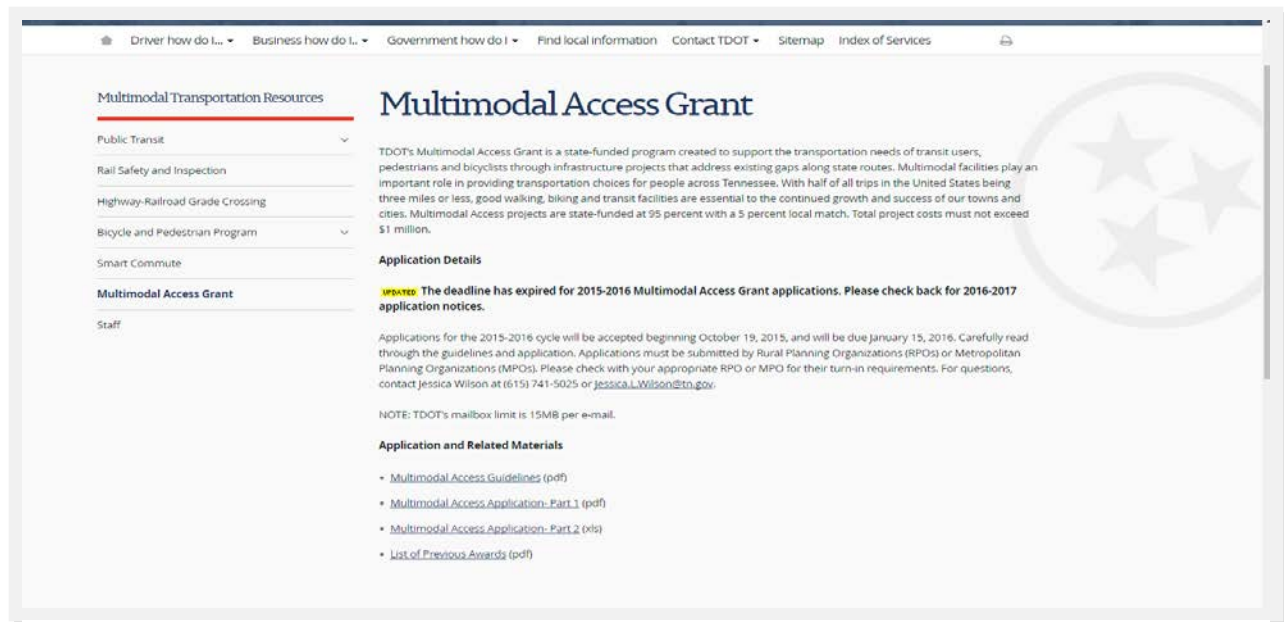


FIGURE 22: TDOT WEBSITE MULTIMODAL GRANT INFORMATION

TDOT’s Multimodal Access Grant is a state-funded program created to support the transportation needs of transit users, pedestrians and bicyclists through infrastructure projects that address existing gaps along state routes. Multimodal facilities play an important role in providing transportation choices for people across Tennessee.

<https://www.tn.gov/tdot/topic/multimodal-multimodal-access-grant>

f. TDOT utilizes minority media

TDOT utilizes minority media to ensure the traditionally underserved population is involved in the decision-making process, minority media outlets and special interest organizations from across the state are utilized to help identify and reach Environmental Justice stakeholders. A concentrated effort is made to include stakeholders representing the diverse concerns of Tennessee’s population, with special emphasis on drawing the traditionally underserved into the process. Traditionally underserved transportation stakeholders are defined as those belonging to a minority population or those of low income. Efforts to include these populations include contacting minority media outlets and special interest organizations that can help identify and reach Environmental Justice stakeholders across the state.

Environmental Justice Resources & Advocacy Groups (Minority Media)

Tri-State Defender.....	Memphis
La Prensa Latina.....	Memphis
Metro Forum.....	Jackson
Tennessee Tribune	Nashville
El Pisano	Shelbyville
Knoxville Enlightener	Knoxville
Mid-South Tribune	Memphis
Chattanooga Courier	Nashville
Murfreesboro Vision	Nashville
Nashville Pride.....	Nashville
La Noticia	Nashville
El Crucero de Tennessee	Nashville
La Campana.....	Nashville
Actualidad Hispana.....	Nashville
Bravo Tennessee.....	Nashville
WBOL.....	Bolivar
WJTT	Chattanooga
WNOO.....	Chattanooga
WMRB.....	Columbia
WMRO	Gallatin
WHHM.....	Jackson
WJAK.....	Jackson
WKGN	Knoxville
KWAM.....	Memphis
KXHT	Memphis
WDIA.....	Memphis
WLOK.....	Memphis
WUMR	Memphis
WMDB	Nashville
WNAH.....	Nashville
WQQK.....	Nashville
WVOL.....	Nashville
WSTN.....	Somerville
WNWS	Brownsville
WHEW.....	Franklin

Environmental Justice Resources & Advocacy Groups Special Interest Groups

African American Chamber of Commerce	African American Businesses
AARP Senior	Citizens
American Legion, Department of Tennessee	Veterans
American Planning Association, Tennessee Chapter	Transportation Planners
Greater Nashville Black Chamber of Commerce.....	African American Businesses
Hispanic Business Alliance	Hispanic Businesses
League of Women Voters of Tennessee.....	Women Female Professionals
LULAC	Latin Americans
Memphis Area Hispanic Business	Hispanic Businesses
NAACP Tennessee Conference of Branches.....	African Americans
Nashville Area Hispanic Chamber of Commerce.....	Hispanic Businesses
National Association of Retired Federal.....	Retired Government Employees
National Federation of Independent Business NFIB	Small Businesses
Tennessee Association of Homes & Services for the Aging	Senior Citizens' Health Care
Tennessee Association of Independent Schools	Private Education
Hispanic Catholic Ministry.....	Hispanic Catholics
Catholic Hispanic Center of Chattanooga.....	Hispanic Catholics
Nashville Christian Church Korean Congregation	Korean Religious Organization
Al-Farooq Islamic Center	Islamic Religious Organization
Al-Mahdi Islamic Center	Islamic Religious Organization
Common Cause of Tennessee.....	Citizen Lobbying Group
Urban League	African American Advocacy
Urban League of Greater Chattanooga.....	African American Advocacy
Korean Association of Memphis.....	Korean Americans
Korean American Association.....	Korean Americans
Greater Memphis United Chinese Association	Chinese Americans
The Chinese Association of Memphis	Chinese Americans
Native American Indian Association of Tennessee	Native Americans
American Indian Affairs of Tennessee	Native Americans
American Indian Association.....	Native Americans
Native American Intertribal Association	Native Americans
Mid-South Africa Consortium, Inc.....	African Organization
Mid-South Africa Link	African Organization
Latino Memphis.....	Hispanics Business
Indo-American Forum	Americans Native to India
The National Conference for Community and Justice	Human Relations
Sudanese American Friendship Association	Sudanese Americans

United People of Somalia	Somali
Vietnamese Community in Memphis & Vicinity	Vietnamese
Panamanian-American Association	Americans Native to Panama
Filipino Association of Metro Memphis.....	Filipinos
Asian-American Organization.....	Asian Americans
Tennessee School for the Deaf	Educational Institution for the Deaf
Tennessee School for the Blind	Educational Institution for the Blind

1. Description of methods and procedures for disseminating information to the public

a. TDOT's Nondiscrimination statement is posted on TDOT's website

<https://www.tn.gov/assets/entities/tdot/attachments/nondiscriminationstatement12.151.pdf>

b. All solicitation for bids, employment, and public meeting notice contains nondiscrimination language.

c. All contracts contain 1273, nondiscrimination language.

2. TDOT's programs and services are:

a. Posted on TDOT's website

b. TDOT's Facebook Account

<https://www.facebook.com/myTDOT-79232382550/?fref=ts>

3. Complaint procedures

a. Title VI Complaint procedures are posted on TDOT's website.

[https://www.tn.gov/assets/entities/tdot/attachments/complaint_procedures_and_form_processr_2.4.16_\(2\).pdf](https://www.tn.gov/assets/entities/tdot/attachments/complaint_procedures_and_form_processr_2.4.16_(2).pdf)

4. Minority Participation on Planning boards and advisory boards

a. Information on planning and advisory boards is located in the Implementation plan that is posted on TDOT's website.

NOTICE OF PUBLIC MEETING

The Tennessee Department of Transportation (TDOT) will conduct a Design Public Meeting on Thursday, November 19, 2015 to discuss the Roadway Plans for SR-126 from East Center Street to Cooks Valley Road, in Sullivan County. The meeting will be held from 5:00 until 7:00 p.m. at Sunnyside Baptist Church, 406 Cooks Valley Road, Kingsport, TN 37664.

The meeting will be informal in nature with design plans and aerial displays available for viewing. The public will be encouraged to provide comments and representatives of TDOT will be able to answer questions regarding any aspect of the project. A court reporter will also be available to take comments. Anyone with questions regarding the meeting should contact:

Eric Wilson
Project Development, Region 1
TN Department of Transportation
7345 Region Lane
Knoxville, TN 37914
(865) 594-2442 Office
(865) 594-2441 Fax
Eric.Wilson@tn.gov

Persons with a disability, who require aids or services to participate at the meeting, may contact Ms. Margaret Mahler no less than ten (10) days prior to the date of the meeting:

Margaret Mahler
ADA Compliance
Tennessee Department of Transportation
Suite 400, James K. Polk Building
505 Deaderick Street
Nashville, TN 37243

or by e-mail: Margaret.Z.Mahler@tn.gov
615/741-4984 (phone)
615/532-5995 (fax)
615/253-8311 TTY Relay

Comment sheets will be available to make written statements. Comment sheets and other exhibits may be submitted at the meeting or within twenty-one (21) days after the meeting date to the following address:

Project Comments
Tennessee Department of Transportation
Suite 700, James K. Polk Building
505 Deaderick Street
Nashville, TN 37243-0332
TDOT.comments@tn.gov

TDOT is an Equal Opportunity Employer and does not discriminate on the basis of race, age, sex, religion, color, disability or national origin.

Figure 23: Sample Public Meeting Notice

Boards and Advisory Bodies

2016 - 2017 TDOT DBE Advisory Committee		
Race/Gender	Name	Organization
W/F	Melynda Sammons	Tri - State Guardrail
AA/M	Baffin Harper	B & B Lawn Services, Inc.
AA/F	Brenda Booker	Booker Engineering
W/F	Dixie Brackett	Earthworx
W/M	Danny Matthews	Summers-Taylor
W/M	Steve Hoover	Bell & Assoc.
W/M	David Reeves	Lehman Roberts
W/M	Nick Koenig	Lehman Roberts
W/M	Mark Odom	Highways, Inc.
W/F	Melinda Schoch	Highways, Inc.
W/F	Wisty Pender	ECD
W/M	Kent Starwalt	TRBA
AA/M	Victor Tyler	Tyler Construction Engineers, P.C.
W/F	Lori Lange	TDOT
W/M	Paul Degges	TDOT
AA/F	Deborah Luter	TDOT
W/M	David Neese	TDOT
W/M	Brian Carroll	TDOT
AA/F	Kimery Grant	Local Programs

W/F	Pam Kordenbrock	FHWA
AA/F	Joi Hamilton Jones	FHWA
W/M	John Paul Saalwaechter	TDOT
W/M	Jason Blankenship	TDOT
W/M	Joe Galbato	TDOT
W/M	Wil Reid	TDOT
W/M	Ross Webb	TDOT
AA/F	Stephanie Brooks	TDOT
AA/F	Barbara Booker	TDOT
Gender - 60 % Male 40% Female Race -76% Caucasian 24% African American		

TABLE 9: DBE ADVISORY COMMITTEE

TDOT DBE Advisory Committee role is to advise, counsel, and assist TDOT's Civil Rights Division through its Small Business Development Program in the planning, development and evaluation of the Disadvantaged Business Enterprise activities. Some members are appointed by title and are selected.

2016 - 2017 Tennessee Aeronautics Commission		
Race/Gender	Name	Representing
O/F	Nisha Powers	West Tennessee
W/M	Larry Mullins	General Aviation
W/M	Butch West	Middle TN
W/M	Fred D. Culbreath	General Aviation
W/M	Kirk A. Huddleston	East TN
Gender - 80% Male 20% Female Race - 80% Caucasian 20% Other		

TABLE 10: TENNESSEE AERONAUTICS COMMISSION

The Tennessee Aeronautics Commission (TAC) is a five-member advisory board appointed to assist in the formulation of relevant policy planning and approving/rejecting all proposed changes in the state airport system plan, existing under the authority of Tennessee Code Annotated.

2016 – 2017 Production Evaluation Committee	
Race	Gender
8 Caucasians	3 Females
2 Other	7 Males
Gender - 70% Male 30% Female Race - 80% Caucasian 20% Other	

TABLE 11: PRODUCTION EVALUATION COMMITTEE

The Research and Product Evaluation Section is responsible for the testing and evaluation of all new products proposed for use in Tennessee's highway program.

2016 – 2017 Statewide Freight Advisory Committee	
Race	Gender
54 Caucasian	10 Females
4 African Americans	50 Males
1 Asian	
1 Pacific Islander	
Gender - 83% Male 17% Female Race - 89% Caucasian 7% African Americans 2% Asian 2% Pacific	

TABLE 12: STATEWIDE FREIGHT ADVISORY COMMITTEE

The Committee's role is to advise the State on freight priorities, issues, projects and funding, serve as forum for discussion of State decisions affecting freight, promote the sharing of info between public and private sectors on freight issues, and participate in development of State Freight Plan.

#	Department	2016 - 2017 Title VI Liaison	Gender/Race
1	Aeronautics	Jim Currey	M/W
2	Bid Analysis & Estimating Office	Angie Duncan	F/W
3	Central Services	Gary Bryant	M/W
4	Civil Rights Office	Wes White	M/W
5	Community Relations Division	Michelle Griggs	F/W
6	Environment	Noel M. Blackmire	F/W
7	Finance Department	Thomas Whitfield	M/AA
8	HQ Construction	Joseph "Grant" Heintzman	M/W
9	Human Resources Division	Avery Poor	M/W
10	Information Technology	Suzy Edsall	F/W
11	Internal Audit	Craig Pitts	M/W
12	Long Range Planning	Melanie Murphy	F/W
13	Maintenance	Lyn Brown	M/W
14	Materials & Test	Erin Brake	F/W
15	Multimodal Transportation	Carla Spann	F/W
16	Occupational Health & Safety	Errol Christos	M/O
17	Office of Strategic Planning	Julie Carmean	F/W
18	Program Development Administration	Chastity Bell	F/AA
19	Region 1	Randy Busler	M/W
20	Region 2	Kellie Bridgeman	F/W

TABLE 13: TITLE VI LIAISON COMMITTEE

#	Department	2016 - 2017 Title VI Liaison (Cont'd)	Gender/Race
21	Region 3	Joyce "Joy" Johnson	F/AA
22	Region 4	Brian White	M/AA
23	Right Of Way	Ben Greeson	M/W
24	Roadway Design	Shirlynn Carter	F/AA
25	Strategic Transportation	Debbi Howard	F/AA
26	Structures Division	Paul A. Miller	M/W
27	Civil Rights Office	Kelsey Finch	M/AA
28	Civil Rights Office	Cheryl Harleston	F/AA
29	Civil Rights Office	Cynthia Howard	F/AA
30	Civil Rights Office	Pamela Sharp	F/AA
Gender - 47 % Male 53 % Female Race - 63% Caucasian 33 % African American 3 %Other			

The Title VI Liaison works to assist and support the Civil Rights Division's Title VI Program.

#	Department	2016 - 2017 Title VI Advisory Committee Members	Race/Gender
1	Right of Way	Joe Shaw	W/M
2	Multimodal Transportation	Liza Joffrion	W/ F
4	Community Relations Division	BJ Doughty	W/ F
5	Long Range Planning	Angela Midgett	W/M
6	CRD	Wes White	W/M

TABLE 14: TITLE VI ADVISORY COMMITTEE

#	Department	2016 - 2017 Title VI Advisory Committee Members (Cont'd)	Race/Gender
7	CRD	Pamela Sharp	AA/F
8	CRD	Kelsey Finch	AA/M
9	CRD	Cheryl Harleston	AA/F
10	CRD	Cynthia Howard	AA/F
11	Region 4	Richard Adkisson	AA/M
12	HQ Constructio	Vacancy	
13	Maintenanc e	Tim Colvett	W/M
14	Environmen t	Vacancy	
Gender - 56 % Male 45 % Female Race - 56% Caucasian 45 % African American			

TABLE 15: TITLE VI ADVISORY COMMITTEE

The Title VI Advisory Committee serves as an administrative advisory committee to the CRD Title VI Program. The committee helps to ensure that TDOT's programs, contractors, and service beneficiaries comply with the provisions of Title VI.

2016 - 2017 Affirmative Action Advisory Committee		
Name	Race/Gender	Representing
Sherree Hall Crowder	AA/F	CRD
Tanisha Hall	AA/F	Long Range Planning
Delaine Linville	W/F	Human Resources
Heather Stanford	W/F	Human Resources
Jennifer Lloyd	W/F	Design
Richard Adkisson	AA/M	Region 4 Construction
Brian White	AA/M	Region 4 TMC & Help Trucks
Will Reid	W/M	Construction
Joe Kirk	W/M	Information Technology
Brian Egan	W/M	Materials and Test
Jerry Hatcher	W/M	Maintenance
Jeff Hoge	W/M	Right of Way
David Layhew	W/M	Regional
Gender - 62% Male 38% Female Race - 69% Caucasian 31% African American		

TABLE 16: AFFIRMATIVE ACTION ADVISORY COMMITTEE

The purpose of the AAAC is to serve as an administrative advisory committee to the Affirmative Action Office and to help promote equal employment opportunity and affirmative action throughout TDOT.

2016 - 2017 Affirmative Action Good Faith Effort (GFE) Committee		
Name	Race/Gender	Division
Sherree Hall Crowder	AA/F	CRD
Natalie Douglass	AA/F	CRD
Donavan Chumbley	AA/M	Local Programs
Norris Teachworth	W/M	CRD
Jason Blankenship	W/M	Construction
David Neese	WM	CRD
Gender - 66% Male 33% Female Race - 50% Caucasian 50% African American		

TABLE 17: AFFIRMATIVE ACTION GOOD FAITH EFFORT COMMITTEE

The purpose of the committee is to determine if a GFE to meet OJT/TSP goals have been made.

2016 - 2017 Affirmative Action Diversity Roundtable Committee		
Name	Race/Gender	Division
Sherree Hall Crowder	AA/F	CRD
Karen Cooperwood	AA/F	Multimodal
Amber Warren	W/F	Construction – Region 1
James Aaron Brown	W/M	STID - HQ
Joyce Johnson	AA/F	Region 3 Human Resources
Nermine Nashed	O/F	Strategic Transp Investments
Margaret Mahler	W/F	Bureau of Engineer
Stephen Seibert	W/M	Design Division - HQ
Noel Marie Blackmire	W/F	Environment - HQ
Sampson Udeh	AA/M	Design Division - Dir
Lacy Word	AA/M	Reg 2 TMC & Help Trucks - Cha
Brian White	AA/M	Reg 4 TMC & Help Trucks - Mem
Gus Awali	O/M	Region 1 Project Development

TABLE 18: AFFIRMATIVE ACTION DIVERSITY ROUNDTABLE COMMITTEE

2016 - 2017 Affirmative Action Diversity Roundtable Committee (Cont'd)		
Cheryl Harleston	AA/F	CRD
Kathy Combs	AA/F	CRD
Yolando Jackson	AA/F	CRD
Norris Teachworth	W/M	CRD
Natalie Douglass	AA/F	CRD
Gender - 39% Male 61% Female Race - 39% Caucasian 50% African American 11% Other		

The Diversity Roundtable is an effort to get employees involved in influencing the department's diversity initiatives and assisting the Civil Rights Office with accomplishing our goals for equal opportunity and affirmative action.

2016 - 2017 Right of Way (ROW) Consultant Review Panel	
Race/Gender	Title
W/M	Director of ROW
W/M	Assistant Director of ROW
W/M	Manager, Appraisal
W/M	Manager, Relocation & Property Management
W/M	Manager, Acquisition
W/M	State Utility Coordinator
100% Male 100% Caucasian	

TABLE 19: RIGHT OF WAY CONSULTANT REVIEW PANEL

Members selected by Title.

2016 - 2017 Excess Land Committee	
Race/Gender	Title
W/M	Assistant Chief of Environmental Planning
W/M	Assistant Chief of Engineer of Design
W/M	Assistant Chief of Engineer of Operations

2016 - 2017 Excess Land Committee (Cont'd)	
W/M	Director of ROW
W/M	Director of Project Planning
W/M	Director of Environmental Division
W/M	Director of Maintenance Division
AA/F	Director of Civil Rights Division
W/F	Director of Roadway Design
Gender - 77% Male 22% Female Race- 88% Caucasian 11% African American	

TABLE 20: EXCESS LAND COMMITTEE

Members appointed by Title.

2016 - 2017 Relocation Appeals Board	
Race/Gender	Title
W/M	Assistant Chief of Environmental Planning
W/M	Assistant Chief of Engineer of Design
W/M	General Counsel
100% Male 100% Caucasian	

TABLE 21: RELOCATION APPEALS BOARD

Members appointed by title.

2016 - 2017 ADA Impact Committee		
ADA Office -	Margaret Mahler (committee chair)	W/F
Operations Division	Will Reid	W/M
Design Division	Jeff Jones	W/M
Design Division	Jennifer Lloyd	W/F
Legal Division	John Reinbold	W/M
Multimodal Division	Liza Joffrion	W/F
Community Relations Division	B J Doughty	W/F
Regional Offices	Steve Borden	W/M
Maintenance	Jerry Hatcher	W/M

Civil Rights Division	Cynthia Howard	AA/F
50% Male	50% Female	90% Caucasian
		10% African American

TABLE 22: ADA IMPACT COMMITTEE

TDOT is undertaking many initiatives at the strategic, policy and implementation levels to ensure the Department is fully compliant with ADA/504 and playing a key role in achieving full accessibility for all those who live, work and travel in the State of Tennessee. In order to effectively evaluate the impact of these initiatives, and the impact of ADA/504 on the Department as a whole, an Impact Committee was formed to meet as needed and address any issues. This group also ensures the department has a system for periodically reviewing and updating compliance measures.

2016 - 2017 Materials & Tests Committee		
#	Race	Gender
15	White	Males
6	White	Females
1	Black	Male
1	Asian (other)	Male
74% Male 26% Female 91% Caucasian 4% Black 4% Other		

TABLE 23: 2016 - 2017 MATERIALS & TESTS COMMITTEE

Members consist of regional materials supervisors and assistants, FHWA representative, and HQ Materials and Tests staff that are qualified to make material testing procedures and process decisions.

2016 - 2017 Product Evaluation Committee		
#	Race	Gender
6	White	Male
1	White	Female
1	Middle Eastern (other)	Male
1	Eastern European (other)	Male
89% Male 11% Female 78% Caucasian 22% Other		

TABLE 24: 2016 - 2017 PRODUCT EVALUATION COMMITTEE

Members are chosen based on field knowledge of product usage and if they are qualified to make decisions regarding usage of new products and product placement/usage on construction sites.

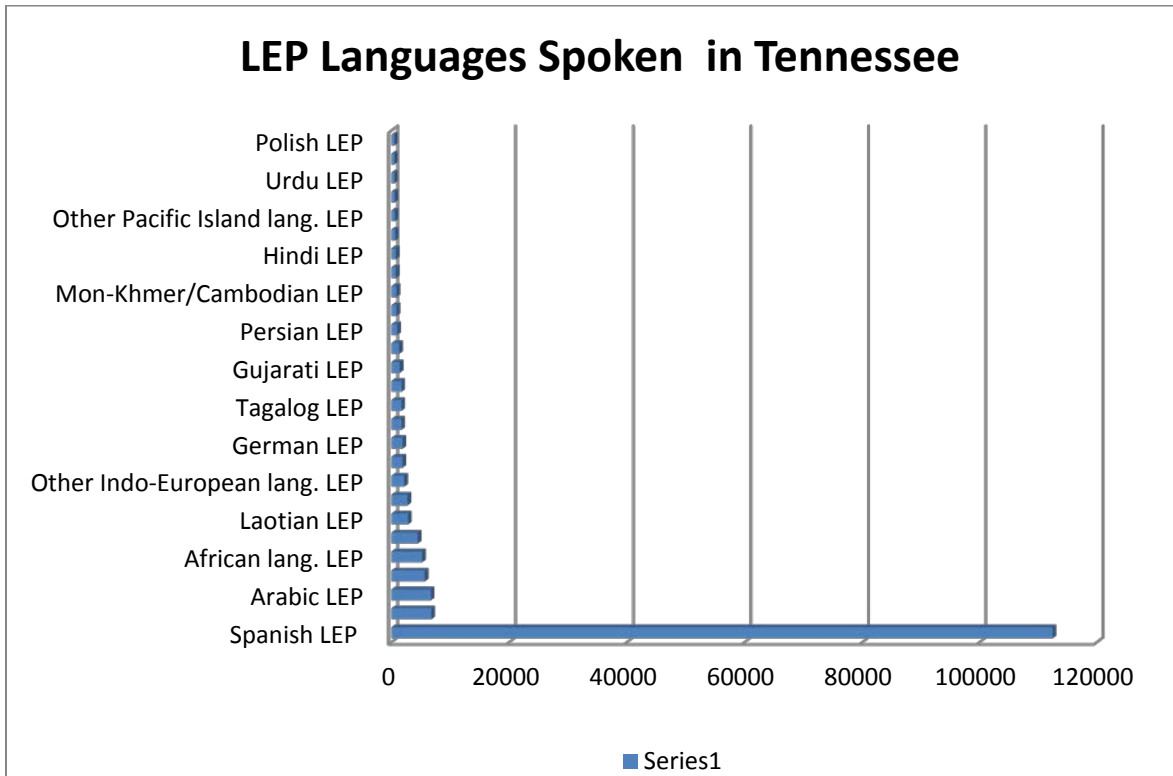
2016 - 2017 Pavement Marking Committee		
#	Race	Gender
6	White	Male
1	White	Female
1	Middle Eastern (other)	Male
1	Eastern European (other)	Male
89% Male 11% Female 78% Caucasian 22% Other		

TABLE 25: 2016 - 2017 PAVEMENT MARKETING COMMITTEE

DOCUMENTATION OF MINORITY INPUT

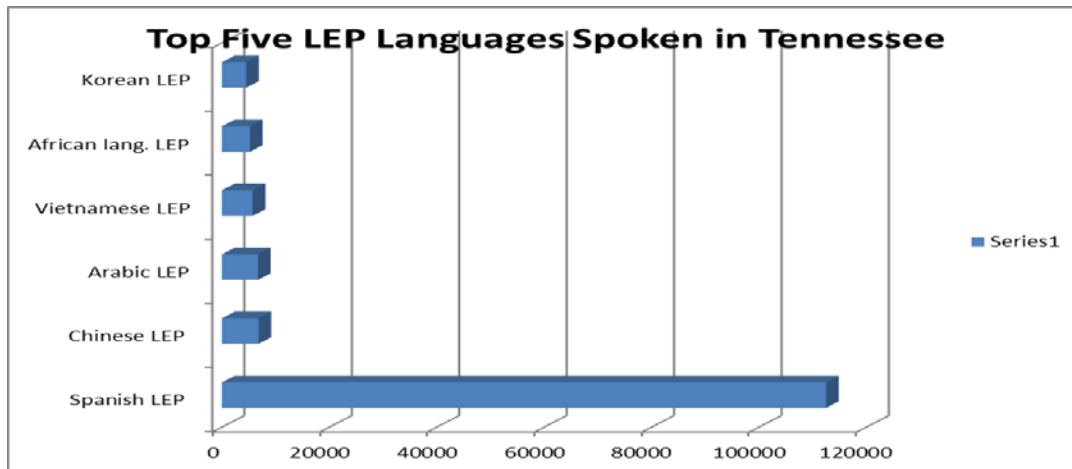
1. When minority input is solicited, comments are documented in the form of public meeting transcripts, surveys responses and/or comments cards.
2. TDOT uses its website, mailers, and newspapers to inform the public of grant and/or bid opportunities.

11. Limited English Proficiency (LEP)



Source: Migration Policy Institute tabulations from the US Census Bureau's pooled 2009-2011 American Community Survey

TABLE 26: LEP LANGUAGES SPOKEN IN TN



Source: Migration Policy Institute tabulations from the US Census Bureau's pooled 2009-2011 American Community Survey

TABLE 27: TOP FIVE LEP LANGUAGES SPOKEN IN TN

TDOT Four Factor Analysis

Factor 1: Number or Proportion of LEP Persons eligible to be served or likely to encounter TDOT programs, activities or services. To determine the number of LEPs in TDOT's service area (statewide), the CRD utilized the population estimations provided in the Migration Policy Institute tabulations from the US Census Bureau's pooled 2009-2011 American Community Survey.

The data was used to determine 1) the LEP populations represented in the state, 2) Percentages of LEPs in the service areas, 3) whether LEP groups reach and/or exceed 5% the Safe Harbor stipulation, and 4) where the greatest population of LEPs reside in Tennessee.

Factor 2: Frequency with which LEP individuals come in contact with TDOT programs, activities or services.

Based on the assessments conducted in the area of LEP utilization, there has been little to no contact from LEP individuals in the service areas during the 2016 -2017 reporting period.

Factor 3: Nature and importance of the program, activity or services provided by TDOT to the LEP population.

Transportation plays an importance role in the lives of the LEP individuals and the citizens of Tennessee. Generally speaking, when transportation decisions are made, the LEP, low income and minority communities are normally impacted the greatest. TDOT is committed to providing safe and reliable transportation services to the LEP population as well as all citizens of Tennessee.

TDOT's most critical services are those related to public transportation, right of way acquisitions, public involvement (public information or planning meetings), safety during construction, and providing the ability to file complaints.

Factor 4: Resources available to TDOT and overall costs to provide LEP assistance.

Currently, TDOT's resources consist of a department employee volunteer list.

In situations where TDOT employees cannot provide services, i.e., an unfamiliar Language or dialect, a legal matter or need for expert testimony, TDOT utilizes AVAZA for its translation and interpreting needs. Payment for these professional services is expended when services are rendered.

Region 1	# Spanish LEP	Total Population	%	# Arabic LEP	Total Population	%	# African lang. LEP	Total Population	%	Other Indo-European Languages LEP	Total Population	
Anderson	700	70,500	1%	0	70,500	0%	0	70,500	0%	0	70,500	0%
Blount	1,300	115,400	1%	0	115,400	0%	0	115,400	0%	0	115,400	0%
Campbell	0	38,300	0%	0	38,300	0%	0	38,300	0%	0	38,300	0%
Carter	0	54,500	0%	0	54,500	0%	0	54,500	0%	0	54,500	0%
Claiborne	5,000	30,400	16%	0	30,400	0%	0	30,400	0%	0	30,400	0%
Cocke	0	33,500	0%	0	33,500	0%	0	33,500	0%	0	33,500	0%
Grainger	0	21,200	0%	0	21,200	0%	0	21,200	0%	0	21,200	0%
Greene	1,100	64,900	2%	0	64,900	0%	0	64,900	0%	0	64,900	0%
Hamblen	3,000	58,400	5%	0	58,400	0%	0	58,400	0%	0	58,400	0%
Hancock	0	6,400	0%	0	6,400	0%	0	6,400	0%	0	6,400	0%
Hawkins	0	53,500	0%	0	53,500	0%	0	53,500	0%	0	53,500	0%
Jefferson	600	48,200	1%	0	48,200	0%	0	48,200	0%	0	48,200	0%
Johnson	0	17,400	0%	0	17,400	0%	0	17,400	0%	0	17,400	0%
Knox	5,000	402,900	1%	0	402,900	0%	0	402,900	0%	0	402,900	0%
Loudon	1,600	45,500	4%	0	45,500	0%	0	45,500	0%	0	45,500	0%
Monroe	0	41,600	0%	0	41,600	0%	0	41,600	0%	0	41,600	0%
Morgan	0	20,600	0%	0	20,600	0%	0	20,600	0%	0	20,600	0%
Roane	0	51,400	0%	0	51,400	0%	0	51,400	0%	0	51,400	0%
Scott	0	20,700	0%	0	20,700	0%	0	20,700	0%	0	20,700	0%
Sevier	1,800	83,700	2%	0	83,700	0%	0	83,700	0%	0	83,700	0%
Sullivan	700	148,400	0%	0	148,400	0%	0	148,400	0%	0	148,400	0%

TABLE 28: REGION 1 TABLE OF LEPS BY COUNTY

Region 1	# Spanish LEP	Total Population	%	# Arabic LEP	Total Population	%	# African lang. LEP	Total Population	%	Other Indo-European	Total Population	
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										Languages LEP		
Unicoi	0	17,400	0%	0	17,400	0%	0	17,400	0%	0	17,400	0%
Union	0	17,900	0%	0	17,900	0%	0	17,900	0%	0	17,900	0%
Washington	1,500	114,800	1%	0	114,800	0%	0	114,800	0%	0	114,800	0%

Region 1	Chinese LEP	Total Population		Laotian LEP	Total Population		Korean LEP	Total Population		Vietnamese LEP	Total Population	
Anderson	0	70,500	0%	0	70,500	0%	0	70,500	0%	0	70,500	0%
Blount	0	115,400	0%	0	115,400	0%	0	115,400	0%	0	115,400	0%
Campbell	0	38,300	0%	0	38,300	0%	0	38,300	0%	0	38,300	0%
Carter	0	54,500	0%	0	54,500	0%	0	54,500	0%	0	54,500	0%
Claiborne	0	30,400	0%	0	30,400	0%	0	30,400	0%	0	30,400	0%
Cocke	0	33,500	0%	0	33,500	0%	0	33,500	0%	0	33,500	0%
Grainger	0	21,200	0%	0	21,200	0%	0	21,200	0%	0	21,200	0%
Greene	0	64,900	0%	0	64,900	0%	0	64,900	0%	0	64,900	0%
Hamblen	0	58,400	0%	0	58,400	0%	0	58,400	0%	0	58,400	0%
Hancock	0	6,400	0%	0	6,400	0%	0	6,400	0%	0	6,400	0%
Hawkins	0	53,500	0%	0	53,500	0%	0	53,500	0%	0	53,500	0%
Jefferson	0	48,200	0%	0	48,200	0%	0	48,200	0%	0	48,200	0%
Johnson	0	17,400	0%	0	17,400	0%	0	17,400	0%	0	17,400	0%
Knox	0	402,900	0%	0	402,900	0%	0	402,900	0%	0	402,900	0%
Loudon	0	45,500	0%	0	45,500	0%	0	45,500	0%	0	45,500	0%
Monroe	0	41,600	0	0	41,600	0%	0	41,600	0%	0	41,600	0%
Morgan	0	20600	0	0	20600	0	0	20,600	0%	0	20,600	0%
Roane	0	51400	0	0	51400	0	0	51,400	0%	0	51,400	0%
	Chinese LEP	Total Population		Laotian LEP	Total Population		Korean LEP	Total Population		Vietnamese LEP	Total Population	
Scott	0	20,700	0%	0	20,700	0%	0	20,700	0%	0	20,700	0%

Sevier	0	83,700	0%	0	83,700	0%	0	83,700	0%	0	83,700	0%
Sullivan	0	148,400	0%	0	148,400	0%	0	148,400	0%	0	148,400	0%
Unicoi	0	17,400	0%	0	17,400	0%	0	17,400	0%	0	17,400	0%
Union	0	17,900	0%	0	17,900	0%	0	17,900	0%	0	17,900	0%
Washington	0	114,800	0%	0	114,800	0%	0	114,800	0%	0	114,800	0%

Region 1	Other Asian Lang. LEP	Total Population		French LEP	Total Population	
Anderson	0	70,500	0%	0	70,500	0%
Blount	0	115,400	0%	0	115,400	0%
Campbell	0	38,300	0%	0	38,300	0%
Carter	0	54,500	0%	0	54,500	0%
Claiborne	0	30,400	0%	0	30,400	0%
Cocke	0	33,500	0%	0	33,500	0%
Grainger	0	21,200	0%	0	21,200	0%
Greene	0	64,900	0%	0	64,900	0%
Hamblen	0	58,400	0%	0	58,400	0%
Hancock	0	6,400	0%	0	6,400	0%
	Other Asian Lang. LEP	Total Population		French LEP	Total Population	
Jefferson	0	48,200	0%	0	48,200	0%
Region 1	Other Asian Lang. LEP	Total Population		French LEP	Total Population	
Johnson	0	17,400	0%	0	17,400	0%
Knox	0	402,900	0%	0	402,900	0%

Monroe	0	41,600	0%	0	41,600	0%
Morgan	0	20,600	0%	0	20,600	0%
Roane	0	51,400	0%	0	51,400	0%
Scott	0	20,700	0%	0	20,700	0%
Sevier	0	83,700	0%	0	83,700	0%
Sullivan	0	148,400	0%	0	148,400	0%
Unicoi	0	17,400	0%	0	17,400	0%
Union	0	17,900	0%	0	17,900	0%
Washington	0	114,800	0%	0	114,800	0%

Region 2	# Spanish LEP	Total Population	%	# Arabic LEP	Total Population	%	# African lang. LEP	Total Population	%	Other Indo-European Languages LEP	Total Population	%
Bledsoe	0	12,300	0%	0	12,300	0%	0	12,300	0%	0	12,300	0%
Bradley	1,600	92,400	2%	0	92,400	0	0	92,400	0%	0	92,400	0%
Cannon	0	12,900	0%	0	12,900	0%	0	12,900	0%	0	12,900	0%
Clay	0	7,500	0%	0	7,500	0	0	7,500	0%	0	7,500	0%
Coffee	700	49,100	1%	0	49,100	0%	0	49,100	0%	0	49,100	0%
Cumberland	500	5,300	9%	0	5,300	0	0	5,300	0%	0	5,300	0%
Dekalb	600	17,500	3%	0	17,500	0%	0	17,500	0%	0	17,500	0%
Fentress	0	35,600	0%	0	35,600	0	0	35,600	0%	0	35,600	0%
Franklin	0	38,800	0%	0	38,800	0%	0	38,800	0%	0	38,800	0%
Grundy	0	13,000	0%	0	13,000	0	0	13,000	0%	0	13,000	0%
Hamilton	6,500	312,800	2%	0	312,800	0%	0	312,800	0%	0	312,800	0%
Jackson	0	10,900	0%	0	10,900	0	0	10,900	0%	0	10,900	0%
Marion	0	26,600	0%	0	26,600	0%	0	26,600	0%	0	26,600	0%
McMinn	0	49,200	0%	0	49,200	0	0	49,200	0%	0	49,200	0%
Meigs	1,400	11,000	13%	0	11,000	0%	0	11,000	0%	0	11,000	0%
Overton	0	20,600	0%	0	20,600	0	0	20,600	0%	0	20,600	0%
Pickett	0	4,700	0%	0	4,700	0%	0	4,700	0%	0	4,700	0%
Polk	0	15,900	0%	0	15,900	0%	0	15,900	0%	0	15,900	0%
Putman	1,900	67,000	3%	0	67,000	0%	0	67,000	0%	0	67,000	0%
Rhea	0	29,600	0%	0	29,600	0%	0	29,600	0%	0	29,600	0%
Sequatchie	0	13,100	0%	0	13,100	0%	0	13,100	0%	0	13,100	0%

Table 29: REGION 2 TABLE OF LEP BY COUNTIES

Region 2		Chinese LEP	Total Population		Laotian LEP	Total Population		Korean LEP	Total Population		Vietnamese LEP	Total Population
Van Buren	0	5,200	0%	0	5,200	0%	0	5,200	0%	0	5,200	0%
Warren	1,400	37,100	4%	0	37,100	0%	0	37,100	0%	0	37,100	0%
White	0	24,200	0%	0	24,200	0%	0	24,200	0%	0	24,200	0%
Bledsoe	0	12,300	0%	0	12,300	0%	0	12,300	0%	0	12,300	0%
Bradley	0	92,400	0%	0	92,400	0%	0	92,400	0%	0	92,400	0%
Cannon	0	12,900	0%	0	12,900	0%	0	12,900	0%	0	12,900	0%
Clay	0	7,500	0%	0	7,500	0%	0	7,500	0%	0	7,500	0%
Coffee	0	49,100	0%	0	49,100	0%	0	49,100	0%	0	49,100	0%
Cumberland	0	5,300	0%	0	5,300	0%	0	5,300	0%	0	5,300	0%
Dekalb	0	17,500	0%	0	17,500	0%	0	17,500	0%	0	17,500	0%
Fentress	0	35,600	0%	0	35,600	0%	0	35,600	0%	0	35,600	0%
Franklin	0	38,800	0%	0	38,800	0%	0	38,800	0%	0	38,800	0%
Grundy	0	13,000	0%	0	13,000	0%	0	13,000	0%	0	13,000	0%
Hamilton	0	312,800	0%	0	312,800	0%	0	312,800	0%	0	312,800	0%
Jackson	0	10,900	0%	0	10,900	0%	0	10,900	0%	0	10,900	0%
Marion	0	26,600	0%	0	26,600	0%	0	26,600	0%	0	26,600	0%
McMinn	0	49,200	0%	0	49,200	0%	0	49,200	0%	0	49,200	0%
Meigs	0	11,000	0%	0	11,000	0%	0	11,000	0%	0	11,000	0%
Overton	0	20,600	0%	0	20,600	0%	0	20,600	0%	0	20,600	0%
Pickett	0	4,700	0%	0	4,700	0%	0	4,700	0%	0	4,700	0%
Polk	0	15,900	0%	0	15,900	0%	0	15,900	0%	0	15,900	0%
Putman	0	67,000	0%	0	67,000	0%	0	67,000	0%	0	67,000	0%

Rhea	0	29,600	0%	0	29,600	0%	0	29,600	0%	0	29,600	0%
Sequatchie	0	13,100	0%	0	13,100	0%	0	13,100	0%	0	13,100	0%
Van Buren	0	5,200	0%	0	5,200	0%	0	5,200	0%	0	5,200	0%
Warren	0	37,100	0%	0	37,100	0%	0	37,100	0%	0	37,100	0%
White	0	24,200	0%	0	24,200	0%	0	24,200	0%	0	24,200	0%

Region 2			Other Asian Language LEP	Total Population		French LEP
Bledsoe	0	12,300	0%	0	12,300	0%
Bradley	0	92,400	0%	0	92,400	0%
Cannon	0	12,900	0%	0	12,900	0%
Clay	0	7,500	0%	0	7,500	0%
Coffee	0	49,100	0%	0	49,100	0%
Cumberland	0	5,300	0%	0	5,300	0%
Dekalb	0	17500	0%	0	17500	0%
Fentress	0	35600	0%	0	35600	0%
Franklin	0	38800	0%	0	38800	0%
Grundy	0	13,000	0%	0	13,000	0%
Hamilton	0	312,800	0%	0	312,800	0%
Jackson	0	10,900	0%	0	10,900	0%
Marion	0	26,600	0%	0	26,600	0%
McMinn	0	49,200	0%	0	49,200	0%
Meigs	0	11,000	0%	0	11,000	0%
Overton	0	20,600	0%	0	20,600	0%
Pickett	0	4,700	0%	0	4,700	0%
Polk	0	15,900	0%	0	15,900	0%
Putman	0	67,000	0%	0	67,000	0%
Rhea	0	29,600	0%	0	29,600	0%
Sequatchie	0	13,100	0%	0	13,100	0%
Van Buren	0	5,200	0%	0	5,200	0%
Warren	0	37,100	0%	0	37,100	0%
White	0	24,200	0%	0	24,200	

Region 3	# Spanish LEP	Total Population	%	# Arabic LEP	Total Population	%	# African lang. LEP	Total Population	%	Other Indo-European Languages LEP	Total Population	%
Bedford	2,600	41,300	6%	0	41,300	0%	0	41,300	0%	0	41,300	0%
Cheatham	0	36,600	0%	0	36,600	0%	0	36,600	0%	0	36,600	0%
Davidson	28,500	576,500	5%	3,500	576,500	1%	2,700	576,500	0%	1,200	576,500	0%
Dickson	600	4,600	13%	0	4,600	0%	0	4,600	0%	0	4,600	0%
Giles	0	27,800	0%	0	27,800	0%	0	27,800	0%	0	27,800	0%
Hickman	0	23,300	0%	0	23,300	0%	0	23,300	0%	0	23,300	0%
Houston	0	7,900	0%	0	7,900	0%	0	7,900	0%	0	7,900	0%
Humphreys	0	17,500	0%	0	17,500	0%	0	17,500	0%	0	17,500	0%
Lawrence	0	38,800	0%	0	38,800	0%	0	38,800	0%	0	38,800	0%
Lewis	0	11,300	0%	0	11,300	0%	0	11,300	0%	0	11,300	0%
Lincoln	0	31,000	0%	0	31,000	0%	0	31,000	0%	0	31,000	0%
Macon	600	20,600	3%	0	20,600	0%	0	20,600	0%	0	20,600	0%
Marshall	700	28,400	2%	0	28,400	0%	0	28,400	0%	0	28,400	0%
Maury	0	74,400	0%	0	74,400	0%	0	74,400	0%	0	74,400	0%
Montgomery	2,300	153,500	1%	0	153,500	0%	0	153,500	0%	0	153,500	0%
Moore	0	6,000	0%	0	6,000	0%	0	6,000	0%	0	6,000	0%
Perry	0	7,400	0%	0	7,400	0%	0	7,400	0%	0	7,400	0%
Robertson	1,700	60,800	3%	0	60,800	0%	0	60,800	0%	0	60,800	0%
Rutherford	5,900	238,600	2%	0	238,600	0%	0	238,600	0%	0	238,600	0%
Smith	0	17,900	0%	0	17,900	0%	0	17,900	0%	0	17,900	0%
Stewart	0	12,400	0%	0	12,400	0%	0	12,400	0%	0	12,400	0%
Sumner	1,300	148,200	1%	0	148,200	0%	0	148,200	0%	0	148,200	0%

TABLE 30: REGION 3 TABLE OF LEP BY COUNTIES

Trousdale	0	7,400	0%	0	7,400	0%	0	7,400	0%	0	7,400	0%
Wayne	0	16100	0%	0	16100	0%	0	16100	0%	0	16100	0%
Williamson	2,000	167,300	1%	0	167,300	0%	0	167,300	0%	0	167,300	0%
Wilson	0	105,000	0%	0	105,000	0%	0	105,000	0%	0	105,000	0%

Region 3		Chinese LEP	Total Population		Laotian LEP	Total Population		Korean LEP	Total Population		Vietnamese LEP	Total Population
Bedford	0	41,300	0%	0	41,300	0%	0	41,300	0%	0	41,300	0%
Cheatham	0	36,600	0%	0	36,600	0%	0	36,600	0%	0	36,600	0%
Davidson	1,200	576500	0%	0	576500	0%	1,000	576500	0%	900	576500	0%
Dickson	0	4600	0%	0	4600	0%	0	4600	0%	0	4600	0%
Giles	0	27800	0%	0	27800	0%	0	27800	0%	0	27800	0%
Hickman	0	23,300	0%	0	23,300	0%	0	23,300	0%	0	23,300	0%
Houston	0	7,900	0%	0	7,900	0%	0	7,900	0%	0	7,900	0%
Humphreys	0	17,500	0%	0	17,500	0%	0	17,500	0%	0	17,500	0%
Lawrence	0	38,800	0%	0	38,800	0%	0	38,800	0%	0	38,800	0%
Lewis	0	11,300	0%	0	11,300	0%	0	11,300	0%	0	11,300	0%
Lincoln	0	31,000	0%	1,000	31,000	0%	0	31,000	0%	0	31,000	0%
Macon	0	20,600	0%	0	20,600	0%	0	20,600	0%	0	20,600	0%
Marshall	0	28,400	0%	0	28,400	0%	0	28,400	0%	0	28,400	0%
Maury	0	74,400	0%	0	74,400	0%	0	74,400	0%	0	74,400	0%
Montgomery	0	153,500	0%	0	153,500	0%	700	153,500	0%	0	153,500	0%
Moore	0	6,000	0%	0	6,000	0%	0	6,000	0%	0	6,000	0%
Perry	0	7,400	0%	0	7,400	0%	0	7,400	0%	0	7,400	0%
Robertson	0	60,800	0%	0	60,800	0%	0	60,800	0%	0	60,800	0%
Rutherford	0	238,600	0%	0	238,600	0%	0	238,600	0%	0	238,600	0%
Smith	0	17,900	0%	0	17,900	0%	0	17,900	0%	0	17,900	0%
Stewart	0	12,400	0%	0	12,400	0%	0	12,400	0%	0	12,400	0%

Sumner	500	148,200	0%	0	148,200	0%	0	148,200	0%	0	148,200	0%
Trousdale	0	7,400	0%	0	7,400	0%	0	7,400	0%	0	7,400	0%
Wayne	0	16100	0%	0	16100	0%	0	16100	0%	0	16100	0%
Williamson	0	167,300	0%	0	167,300	0%	0	167,300	0%	0	167,300	0%
Wilson	0	105,000	0%	0	105,000	0%	0	105,000	0%	0	105,000	0%

Region 3	Total Population		French LEP	Total Population	%
Bedford	41,300	0%	0	41,300	0%
Cheatham	36,600	0%	0	36,600	0%
Davidson	576500	0%	600	576500	0%
Dickson	4600	0%	0	4600	0%
Giles	27800	0%	0	27800	0%
Hickman	23,300	0%	0	23,300	0%
Houston	7,900	0%	0	7,900	0%
Humphreys	17,500	0%	0	17,500	0%
Lawrence	38,800	0%	0	38,800	0%
Lewis	11,300	0%	0	11,300	0%
Lincoln	31,000	0%	0	31,000	0%
Macon	20,600	0%	0	20,600	0%
Marshall	28,400	0%	0	28,400	0%
Maury	74,400	0%	0	74,400	0%
Montgomery	153,500	0%	0	153,500	0%
Moore	6,000	0%	0	6,000	0%
Perry	7,400	0%	0	7,400	0%
Robertson	60,800	0%	0	60,800	0%
Rutherford	238,600	0%	0	238,600	0%
Smith	17,900	0%	0	17,900	0%
Stewart	12,400	0%	0	12,400	0%

Sumner	148,200	0%	0	148,200	0%
Trousdale	7,400	0%	0	7,400	0%
Wayne	16100	0%	0	16100	0%
Williamson	167,300	0%	0	167,300	0%
Wilson	105,000	0%	0	105,000	0%

Region 4	# Spanish LEP	Total Population	%	# Arabic LEP	Total Population	%	# African lang. LEP	Total Population	%	Other Indo-European Languages LEP	Total Population	%
Benton	0	15,600	0%	0	15,600	0%	0	15,600	0%	0	15,600	0%
Carroll	0	26,900	0%	0	26,900	0%	0	26,900	0%	0	26,900	0%
Chester	0	16,000	0%	0	16,000	0%	0	16,000	0%	0	16,000	0%
Crockett	0	13,600	0%	0	13,600	0%	0	13,600	0%	0	13,600	0%
Decatur	0	11,100	0%	0	11,100	0%	0	11,100	0%	0	11,100	0%
Dyer	0	35,800	0%	0	35,800	0%	0	35,800	0%	0	35,800	0%
Fayette	0	35,600	0%	0	35,600	0%	0	35,600	0%	0	35,600	0%
Gibson	0	46,100	0%	0	46,100	0%	0	46,100	0%	0	46,100	0%
Hardeman	0	26,000	0%	0	26,000	0%	0	26,000	0%	0	26,000	0%
Hardin	0	24,500	0%	0	24,500	0%	0	24,500	0%	0	24,500	0%
Haywood	0	17,600	0%	0	17,600	0%	0	17,600	0%	0	17,600	0%
Henderson	0	25,900	0%	0	25,900	0%	0	25,900	0%	0	25,900	0%
Henry	0	30,300	0%	0	30,300	0%	0	30,300	0%	0	30,300	0%
Lake	0	7,500	0%	0	7,500	0%	0	7,500	0%	0	7,500	0%
Lauderdale	0	25,900	0%	0	25,900	0%	0	25,900	0%	0	25,900	0%
Madison	1,300	91,100	1%	0	91,100	0%	0	91,100	0%	0	91,100	0%
McNairy	0	24,400	0%	0	24,400	0%	0	24,400	0%	0	24,400	0%
Obion	500	30,100	2%	0	30,100	0%	0	30,100	4%	0	30,100	0%
Shelby	23,900	858,900	3%	0	858,900	0%	1,200	858,900	0%	0	858,900	0%
Tipton	0	56,500	0%	0	56,500	0%	0	56,500	0%	0	56,500	0%
Weakley	0	32,800	0%	0	32,800	0%	0	32,800	0%	0	32,800	0%

TABLE 31: REGION 4 TABLE OF LEP BY COUNTIES

Region 4		Chinese LEP	Total Population		Laotian LEP	Total Population		Korean LEP	Total Population		Vietnamese LEP	Total Population
Benton	0	15,600	0%	0	15,600	0%	0	15,600	0%	0	15,600	0%
Carroll	0	26,900	0%	1,600	26,900	0%	0	26,900	0%	0	26,900	0%
Chester	0	16,000	0%	0	16,000	0%	0	16,000	0%	0	16,000	0%
Crockett	0	13,600	0%	0	13,600	0%	0	13,600	0%	0	13,600	0%
Decatur	0	11,100	0%	0	11,100	0%	0	11,100	0%	0	11,100	0%
Dyer	0	35,800	0%	0	35,800	0%	0	35,800	0%	0	35,800	0%
Fayette	0	35,600	0%	0	35,600	0%	0	35,600	0%	0	35,600	0%
Gibson	0	46,100	0%	0	46,100	0%	0	46,100	0%	0	46,100	0%
Hardeman	0	26,000	0%	0	26,000	0%	0	26,000	0%	0	26,000	0%
Hardin	0	24,500	0%	0	24,500	0%	0	24,500	0%	0	24,500	0%
Haywood	0	17,600	0%	0	17,600	0%	0	17,600	0%	0	17,600	0%
Henderson	0	25,900	0%	0	25,900	0%	0	25,900	0%	0	25,900	0%
Henry	0	30,300	0%	0	30,300	0%	0	30,300	0%	0	30,300	0%
Lake	0	7,500	0%	0	7,500	0%	0	7,500	0%	0	7,500	0%
Lauderdale	0	25,900	0%	0	25,900	0%	0	25,900	0%	0	25,900	0%
Madison	0	91,100	0%	0	91,100	0	0	91,100	0%	0	91,100	0%
McNairy	0	24,400	0%	0	24,400	0%	0	24,400	0%	0	24,400	0%
Obion	0	30,100	0%	0	30,100	0%	0	30,100	0%	0	30,100	0%
Shelby	1,900	858,900	0%	0	858,900	0%	1,100	858,900	0%	1,800	858,900	0%
Tipton	0	56,500	0%	0	56,500	0%	0	56,500	0%	0	56,500	0%
Weakley	0	32,800	0%	0	32,800	0%	0	32,800	0%	0	32,800	0%

Region 4	Other Asian Language LEP	Total Population		French LEP	Total Population	%
Benton	0	15,600	0%	0	15,600	0%
Carroll	0	26,900	0%	0	26,900	0%
Chester	0	16,000	0%	0	16,000	0%
Crockett	0	13,600	0%	0	13,600	0%
Decatur	0	11,100	0%	0	11,100	0%
Dyer	0	35,800	0%	0	35,800	0%
Fayette	0	35,600	0%	0	35,600	0%
Gibson	0	46100	0%	0	46100	0%
Hardeman	0	26,000	0%	0	26,000	0%
Hardin	0	24,500	0%	0	24,500	0%
Haywood	0	17,600	0%	0	17,600	0%
Henderson	0	25,900	0%	0	25,900	0%
Henry	0	30,300	0%	0	30,300	0%
Lake	0	7,500	0%	0	7,500	0%
Lauderdale	0	25,900	0%	0	25,900	0%
Madison	0	91,100	0%	0	91,100	0%
McNairy	0	24,400	0%	0	24,400	0%
Obion	0	30,100	0%	0	30,100	0%
Shelby	0	858,900	0%	1,000	858,900	0%
Tipton	0	56,500	0%	0	56,500	0%
Weakley	0	32,800	0%	0	32,800	0%

How does LEP affect the Department of Transportation?

The following matrix illustrates legal and policy considerations that require TDOT to provide LEP persons with meaningful access to programs, activities, and services.

Title VI of Civil Rights Act of 1964	Limited English Proficiency Executive Order 13166
<ul style="list-style-type: none"> Federal Law 	<ul style="list-style-type: none"> Federal Policy
<ul style="list-style-type: none"> Enacted July 2, 1964 	<ul style="list-style-type: none"> Signed August 11, 2000
<ul style="list-style-type: none"> Considers all persons 	<ul style="list-style-type: none"> Considers eligible population
<ul style="list-style-type: none"> Contains monitoring and oversight compliance review requirements 	<ul style="list-style-type: none"> Contains monitoring and oversight requirements
<ul style="list-style-type: none"> Factor criteria is required, no numerical or percentage thresholds 	<ul style="list-style-type: none"> Factor criteria is required, no numerical or percentage thresholds
<ul style="list-style-type: none"> Provides protection on the basis of race, color, and national origin 	<ul style="list-style-type: none"> Provides protection on the basis of race, color, and national origin
<ul style="list-style-type: none"> Focuses on eliminating discrimination in federally funded programs 	<ul style="list-style-type: none"> Focuses on providing LEP persons with meaningful access to services using factor criteria
<ul style="list-style-type: none"> Annual accomplishments and goals reports to FHWA, FTA, and THRC 	<ul style="list-style-type: none"> Annual accomplishments and goals reports to FHWA, FTA, and THRC

TABLE 32: LEP FEDERAL LAW/FEDERAL POLICY COMPARISON

TDOT Divisions/Programs Responsibilities

EO 13166 directs recipients of Federal financial assistance to take reasonable steps to provide LEP individuals with meaningful access to its programs, activities and services.

The following chart, although not exhaustive, illustrates TDOT divisions/programs and Title VI Program activities and responsibilities relative to LEP services.

Activities	Responsibilities	
	TDOT Divisions & Programs	Title VI Program
1. Assessing and addressing the needs of eligible persons	X	
2. Taking reasonable steps or ensuring that responsible steps are taken to ensure meaningful access	X	

3. Developing and implementing control mechanisms to ensure delivery of service and ongoing compliance	X	X
4. Compliance, monitoring, and oversight	X	X
5. Providing technical assistance and guidance	X	X
6. Reporting accomplishments and goals	X	X
7. Data collection and analysis	X	X
8. Ensuring that programs and activities provide for a full coordinated process (interdisciplinary approached)	X	X

TABLE 33: TABLE DELINEATING LEP RESPONSIBILITIES

The key to providing meaningful access for LEP persons is to ensure that effective communication exists between the service provider and the LEP person. To accomplish effective communication, the following actions and discussions are considered appropriate at a division/program level:

- ⊕ Perform a needs assessment.
- ⊕ Provide for oral language assistance.
- ⊕ Notify LEP customers of the availability of language assistance services.
- ⊕ Translate vital documents in languages other than English into appropriate language.
- ⊕ Train staff.
- ⊕ Develop written procedures.
- ⊕ Monitor and evaluate access to language assistance.



TABLE 34: EFFECTIVE LIMITED ENGLISH PROFICIENCY PLAN MODEL

An effective Limited English Proficiency Plan should include: Understanding How LEP Individual Interact with Your Agency

A federally conducted or funded program could interact with LEP individuals in a variety of ways. Any interaction with the public has the potential to interact with LEP individuals. These could include, but are not limited to, information line calls; education and outreach programs; public meetings; property acquisition, and more. It is important for an agency to examine the manner in which it interacts with the public and/or LEP individuals.

The Tennessee Department of Transportation’s Public Involvement Plan details the appropriate actions to take when conducting outreach and notification activities.

<https://www.tn.gov/assets/.../tdot/.../pip.pdf>

Identifying and Assessing of LEP Communities

A federally conducted or funded program should consider assessing the number of proportion of LEP persons from each language group in its service area to determine appropriate language assistance services. This analysis includes persons in a geographic service area with whom your agency comes into contact while carrying out the agency functions. For the assessment to be accurate it must also include all communities who are eligible for services or are likely directly affected by programs or activities. Agencies may determine the linguistic characteristics of an LEP population in a service area by reviewing available data from federal, state, and local government agencies, community, and faith based organizations.

1. Providing Language Assistance Services

Effective communication with LEP individuals requires your agency to have language assistance services in place. There are two primary types of Language assistance services: Oral and Written.

Interpretation is an ORAL language assistance service:



Translation is a WRITTEN language assistance service:



It is appropriate to have written materials that have been historically provided in English to applicants, customers and the general public translated into languages that are regularly encountered. The translation of vital documents (documents that convey information that critically affects the ability of the recipient/customer to make decisions about his/or her participation in the program or activity) into languages other than English is particularly important where a significant number or percentage of the customers served and/or eligible to be served have limited English proficiency. Written materials include electronic documents and websites. Examples of vital documents for translation include, but not limited to: signage, public meeting notices, notices advising LEP individuals of free language assistance, language identification cards, applications or instructions on how to participate in a recipient's program or activities, or to receive recipient's benefits of services, etc.

Examples of vital documents include, but are not limited to: applications, public notices, consent forms, letters containing important information regarding participation in a program, eligibility rules, notices pertaining to the reduction, denial or termination of services or benefits, right to appeal, notices advising of the availability of language assistance and outreach and community education materials. It is recommended that divisions/programs develop criteria for deciding which documents are vital thereby subject to translation.

Translating documents for LEP to a fourth (4th) grade literacy level ensures the targeted audience understands the information. Community-based organizations or focus groups can assist with testing translations for language and literacy level appropriateness.

2. Training of Staff on Policies and Procedures

Staff will not be able to provide meaningful access to LEP individuals if they do not receive training on language access policies and procedures, including how to access language assistance services. Training should be mandatory for staff that has the potential to interact or communicate with LEP individuals, staff whose job it is to arrange for language assistance services, and managers. Training should include:

- 1) How to identify the language needs of an LEP individual;
- 2) How to access and provide the necessary language assistance services;
- 3) How to work with interpreters;
- 4) How to get documents translated; and
- 5) How to track and document the use of language services.

3. Monitoring, Evaluating, and Updating the LEP Plan

For a LEP Plan to be effective, Recipients/Subrecipients of federal funds must periodically monitor, evaluate, and update the plan, policies, and procedures. There is no prescribed method for monitoring and evaluating. You may include the following:

- ⊕ Surveying staff on how often they use the language assistance services;
 - ⊕ Conducting customer satisfaction surveys to LEP beneficiaries;
 - ⊕ Observing and evaluating agency interactions with LEP individuals;
 - ⊕ Soliciting feedback from community based organizations and other stakeholders about the agency's effectiveness and performance in ensuring meaningful access for LEP individuals;
 - ⊕ Keeping current on community demographics and needs by engaging stakeholders, faith-communities, and other local resources;
 - ⊕ Considering new resources including funding, collaborations with other agencies, human resources, emerging technology, and other mechanisms for ensuring improved access for LEP individuals; and
 - ⊕ Monitoring your agency's response to complaints or suggestions by LEP individuals, community members, and employees regarding language assistance services provided.
- ⊕ Creating a record of language assistance services can help inform programs whether there should be changes to the quantity or type of language assistance services. The monitoring and review of current policies and the types of languages assistance services provided should occur on an annual basis.

4. Providing Notices of Language Assistance

Recipients/Subrecipients must inform LEP individuals of their eligibility for benefits, programs, and services in languages they understand. Agencies should assess all points of contact, telephone, in-person, mail, and electronic communication its staff has with the public and LEP individuals when determining the best method of providing notice of language assistance services.

An agency should not only translate its outreach materials, but also explain how LEP individuals may access available language services. This may be accomplished through the use of effective, program specific notices such as forms, brochures, language access posters placed in conspicuous locations describing in multiple languages the availability of language assistance services, the use of "I Speak" language identification cards, and by including instructions in non-English languages on telephone menus.

5. Develop written procedures

To implement a successful language assistance program, guidance shall be provided to all employees through written procedures that address the following:

1. Identification and assessment of language needs.
2. Oral language assistance; including vendor charges for services, procedures on how to access and to request Department translation assistance.
3. Written translation of materials and publications.
4. Oral and written notification of the availability of language assistance.
5. Staff training on language service provision.
6. Monitor access to language assistance.

6. Monitor and evaluate access to language assistance

Monitoring and evaluating the accessibility and quality of language Assistance needs of LEP persons ensure that LEP persons can meaningfully access programs and activities and is the responsibility of the respective divisions/programs. At a minimum, divisions/programs should conduct an annual assessment to determine: the current LEP composition of its service area; the current communication needs of LEP persons; whether existing assistance meets LEP needs; whether staff is knowledgeable about policies and procedures and how to implement them; and whether sources of and arrangements for assistance are still current and viable. One mechanism for monitoring is to seek feedback from customers and advocates.

Data collection and record keeping are keys to an effective monitoring and compliance system. Analysis of the data collected provides an overview of how services are provided. Data collection mechanisms include the following:

- ⊕ Race of LEP person
- ⊕ Ethnicity of LEP person
- ⊕ Primary language of the population in the program service area
- ⊕ Primary language of customers served
- ⊕ Data upon which the division based language needs assessment
- ⊕ Number of LEP persons, by language group, who received language services

LEP Criteria Resources

- ⊕ The U.S. Department of Transportation Guidance to Recipients on Special Language Services to Limited English Proficient Beneficiaries, Federal Register/Vol. 66, No. 14/Monday, January 22, 2001.
- ⊕ The U.S. DOJ Policy Guidance, Enforcement of Title VI of the Civil Rights Act of 1964- National Origin Discrimination Against Persons With Limited English Proficiency, Federal Register/Vol. 65, No. 159/Wednesday, August 16, 2000 <http://www.gpo.gov/fdsys/pkg/FR-2000-08-16/pdf/00-20867.pdf>
- ⊕ U.S. Department of Justice Clarifying Memorandum, dated October 26,2001
- ⊕ Avaza Language Service Corp
- ⊕ U. S. Census Language Identification Flashcards

Data Collection

The Nondiscrimination Agreement between Federal Highway Administration (FHWA) Division Administrator, Federal Transit Authority (FTA) and TDOT obligates the department to collect statistical data (race, color, National origin, sex, disability and age) of participation in and beneficiaries of the program and activities conducted by the Recipient.

Data collection is crucial for ensuring that transportation programs, services, facilities and projects effectively meet the needs of “all persons” without discrimination; i.e., disproportionately benefiting or harming one group over another is a violation of Title VI.

Timely and accurate data allow for better decision making and provide support and defensibility to the decisions made.

Why collect data?

The Code of Federal Regulations 23, Chapter 1. Part 2009 (state Actions)(4) requires that the State “develop procedures for the collection of statistical data of participants in and beneficiaries of State highway programs; i.e., relocates, impacted citizens and affected communities.” The Nondiscrimination Agreement between the FHWA Division Administrator and the Department Commissioner assures the Department will collect statistical data (race, color, national origin, sex, disability and age) on participation in and beneficiaries of the program and activities conducted by the Department. In addition, data collection provides measurable evidence of the Department’s performance as it relates to Title VI for annual reports to the FHWA and the Department’s efforts to ensure compliance with Title VI.

Objective data is necessary to identify

1. Transportation needs of all persons within boundaries of plan and projects.
2. Impacts and persons impacted.
3. Persons to include in the decision making process.
4. “Champion(s) for various modes and transportation options.
5. Strategies to address impacts.
6. Alternatives to modes and locations and types of facilities (transit, light rail, van and carpooling, HOV lanes, etc.).
7. Priorities for investments.
8. Sources for financing investments.

9. Strategies to disseminate information.

Based on Title VI implementing regulations, each division/district is required

1. Provide for the collection of data and information to permit effective Enforcement of Title VI.
2. Collect data about beneficiaries.
3. Analyze the data and information collected.
4. Eliminate discrimination when it is found.
5. Take affirmative measures to ensure nondiscrimination.

Analysis

Types of analysis to address compliance with Title VI:

1. Percent of benefits allocated to persons below poverty line vs. persons above poverty line.
2. Distribution of benefits (dollars, facilities, systems, projects) by groups and communities.
3. Impact of investments on income, race, gender, disability and age groups.
4. Allocation of funds by mode (highway, bus, Commuter rail, urban rail).
5. Projected population increases versus planned facilities and types of facilities.
6. Language needs assessment.

In collecting data, consider:

- ⊕ Race:
 - White
 - Asian
 - American Indian/Alaskan Native
 - Black or African American
 - Hispanic/Latino
 -
- ⊕ National Origin:
 - Born in United States, Puerto Rico, Guam, the U.S. Virgin Islands, Northern Marianas
 - Born abroad of American parent(s);
 - Born outside United States, Puerto Rico, Guam, the U.S. Virgin Islands or
 - Northern Marianas.
- ⊕ Does this person speak a language other than English at home?
 - Yes
 - No

If yes, what is the language?

- ⊕ Sex
- ⊕ Disability
- ⊕ Age

TDOT's LEP Plan

The TDOT CRD Title VI Program is responsible for providing TDOT division/programs with technical assistance. This includes advising divisions/programs of LEP requirements, implementing, and assisting in developing individual program plans and mechanisms.

Language Assistance Resources

1. Internal Employee Language Translation Assistance TDOT maintains an up-to-date listing of employees (statewide) who have volunteered their interpreting and translation skills.
2. AVAZA Language Service Corporation has secured the Tennessee State Government contract for providing over the phone interpreting, face-to-face interpreting, document translation and training, therefore assisting in providing over meaningful language assistance to the LEP population. 615- 534-3400 (Local) or 800-482-8292 (outside of Nashville ONLY).
3. "I Speak Card" - Language identification card allows the LEP person to communicate his or her language visually.

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 دهئاخفی؟	ئەشارەت ڤێڕێ بکە تەرجومان بۆ تەحازر دکەین ، بە خورای.	Kurdish (Behdini)
ئاها کوردی قسه دهکەیت؟	ئەشارەت لێره بکە مۆتەرجمت بۆتامااده دهکەین ، بە خورای.	Kurdish (Sorani)
آیا شما فارسی صحبت میکنید؟	تەڕۆبە مۆتەرجمت لێهێنکەرانیما اجنیا بەرگا رۆلگەن تەر اخچار 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?	Haikaan 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?	ກະລຸນາບອກເຈົ້າໜ້າທີ່ຕາມນີ້ຈະມີນາຍພາສາມາແບບໃຫ້ທ່ານໂດຍບໍ່ໄດ້ເສັງເງິນ.	Laotian
你会讲中文吗？	請點在這裡我們為你免費提供翻譯服務。	Chinese (Mandarin)
日本語を話せますか？	ここを指して下さい。無料の通訳者を指定します。	Japanese
Je-una azungumza kiswahili?	Nyosha kidola hapa na utatafsiriwa bila kulipa chochote.	Kiswahili
Voce fala Português?	Aperte aqui e um intérprete lhe será fornecido sem custo algum.	Portuguese
क्या आप हिंदी बोल सकते हैं ?	इशारा यहाँ पर कीजिये, भाषांतर करनेवाले विनामुल्य मिल जायेंगे।	Hindi
한국어를 하십니까?	이곳을 지적해주시면 통역자가 무료로 호출됩니다.	Korean
Вы говорите по-русски?	Укажите сюда, и совершенно бесплатно Вам будет предоставлен переводчик.	Russian
እንደኛ ቃናገራለሁ?	(በቀንዎ ወይም በመልስ) ተያይዞ ገንዘብ 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?	અહિયા ઇશારો કરો, અનુષ્ઠાન કરનાર વિનામુલ્યે મળી જશે.	Gujarati
Türkçe biliyormusunuz?	Burayı gösterirseniz, ücretsiz tercuman size yardım edecektir.	Turkish
คุณพูดภาษาไทยหรือเปล่า?	กรุณาบอกลีโหราบด้วยถ้าคุณต้องการคนแปล	Thai
Afaan Oromoo nidubata	Harkake asiti baasi gargasa Afaan hikkaa malaqa duwa argaata.	Oromo

Avaza Language Services Corp.
5209 Linbar Dr. Suite 603
Nashville, TN 37211
www.avaza.co

tel: 615.534.3400
fax: 615.810.8506
800.482.8292

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FIGURE 24: AVAZA "I SPEAK" POSTER

Compliance and Enforcement

TDOT Divisions/Program Directors are responsible for ensuring that meaningful services to LEP persons are provided in their respective divisions/programs. Additionally, the designated Title VI Liaison will continuously monitor their respective division/programs to ensure LEP requirements are fulfilled, report quarterly on LEP service usage, and report annually on the accomplishments and upcoming goals relating to LEP activities to the TDOT CRD Title VI Program.

To date, the Title VI Program staff assesses whether TDOT’s division/program’s procedures allow LEP persons to overcome language barriers and participate in a meaningful way in the division/program’s activities and services. The division/program’s appropriate use of methods and options detailed in this LEP Plan is monitored to ensure the agency complies with LEP requirements and the Title VI of the Civil Rights Act of 1964 mandates.

The following LEP Language Assessment Form is used to collect data, evaluate and report each division’s/program’s activities to the TDOT CRD annually.



CIVIL RIGHTS DIVISION
Tennessee Department of Transportation
 4100 North Avenue
 South Building, Development
 Title VI

**TITLE VI PROGRAM
 LIMITED ENGLISH PROFICIENCY (LEP)
 QUARTERLY REPORTING FORM**

NAME: _____ HQ/REGION/DISTRICT: _____ DATE: _____

1. How were you contacted?

Walk-In Telephone In Writing Other

2. How were the interpreting services provided?

Department Volunteer: _____

Department Interpreter: _____

Department Translator: _____

AVAZA Language Service Corp: _____

Other Language Service Provider (Please Specify): _____

3. Language (spoken): _____

4. Approximate time language services were provided: _____

5. Cost for language services: _____

6. Has your division/region/district had any documents translated during the last quarter?

Yes If yes, which document(s) : _____

No

7. Cost for translation/interpretation services: _____


Please send the completed form to:

Wes White, Title VI Specialist
 Civil Rights Division
 505 Deaderick Street, Suite 1800
 Phone: 615-253-1076 • fax: 615-741-3169 • Email: James.W.White@tn.gov

Revised 12/2015

FIGURE 25: TDOT LEP LIMITED QUARTERLY REPORTING FORM

Information reported quarterly on the LEP Language Assessment Form is compiled, reviewed, evaluated and reported on the LEP Annual Report.



CIVIL RIGHTS DIVISION
TENNESSEE DEPARTMENT OF TRANSPORTATION
Affirmative Action
Small Business Development
Title VI

**TITLE VI PROGRAM
LIMITED ENGLISH PROFICIENCY (LEP)
ANNUAL REPORT**

Each quarter a Limited English Proficiency (LEP) report is submitted to the Title VI Liaison of each department in TDOT to collect information on any LEP language assistance used in the previous quarter. The following usage was reported from 4th Quarter 2016 to 3rd Quarter 2017:

4th Quarter 2016 – Office of Strategic Planning spent \$1912.00 on providing customer surveys in Spanish through a consultant. The Federal amount was \$15, 29.60 (80%) and \$382.40 was the state amount (20%).

1st Quarter 2017 – No usage reported

2nd Quarter 2017 – No usage reported

3rd Quarter 2017 – Data not yet available

No additional language service usage within TDOT departments reported.

LANGUAGE SERVICE USAGE IS REPORTED QUARTERLY TO:
Wes White, Title VI Specialist
Civil Rights Division
505 Deaderick Street, Suite 1800
Phone: 615-253-1076 • fax: 615-741-3169 • Email: James.W.White@tn.gov

Revised 12/2015

FIGURE 26: LEP ANNUAL REPORTING FORM

The TDOT CRD has a “Title VI Brochure” translated in Spanish that is used in outreach efforts, and it’s published on the TDOT Civil Rights Division’s website.

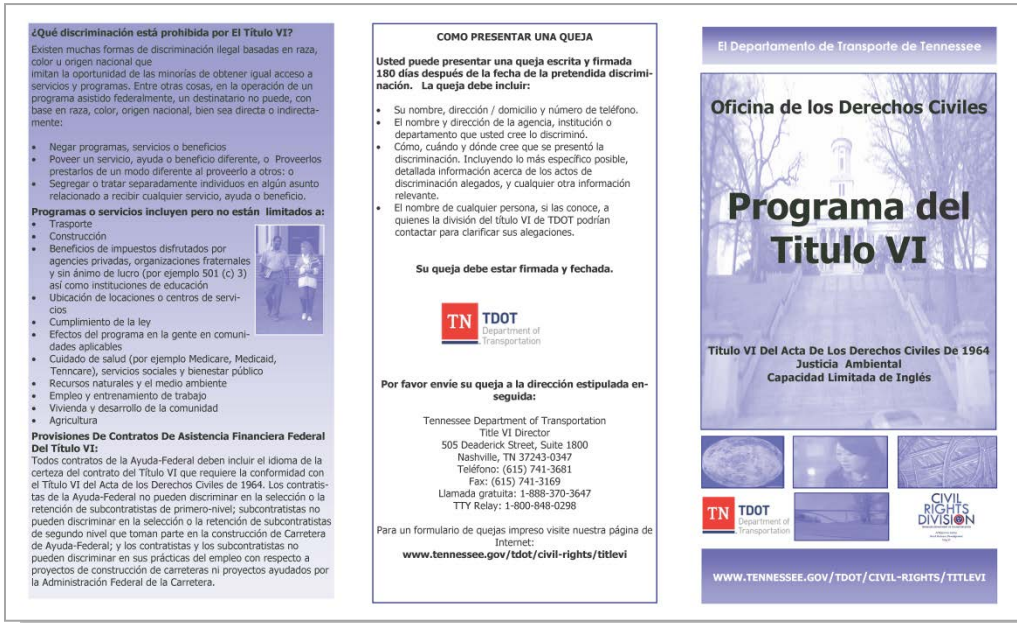


FIGURE 27: TDOT SPANISH TITLE VI BROCHURE



Additionally, TDOT Non-Discrimination poster/statement that is displayed on the website has been translated into Spanish. See page 1, Nondiscrimination Policy. See **Exhibit (F)** for Example document of Customer Survey translated into Spanish.

The CRD maintains resources for the TDOT workforce to assist employees who need translation/interpreting assistance.

Title VI Program
Phone: 615.741.3681

Translation Assistance

Limited English Proficiency (LEP) is a term used to describe individuals who are not proficient in speaking and reading the English language. As a means to ensure that TDOT continues to conduct business in an effective and efficient manner, engaging individuals from different cultures, TDOT utilizes the services of AVAZA Language Services Corporation.

LEP Persons have the right to language assistance at no cost to them in their spoken language. TDOT divisions/programs are responsible for informing the public of this right. Language identification cards or posting signs in public areas are methods that can be used to provide notice of the service.

Employee Resources:

[Internal Employee Language Translation Assistance](#) (pdf)

MULTIPLE LANGUAGE INTERPRETATION SERVICE OVER THE PHONE TRANSLATIONS

AVAZA Language Service Corporation

Contact: Francisco Fuentes Contact Phone: 615.534.3400 Ext. 5009

AVAZA Language Service Corporation has secured the Tennessee State Government contract for providing over the phone interpreting, face-to-face interpreting, document translation and training, therefore assisting in providing over meaningful language assistance to the LEP population. AVAZA provides:

- User-friendly service
- Support in over 120 languages and dialects
- 98% closure on last minute requests (On-Site Services)
- Emphasis on clarity, customer care, and consistency
- 24/7/365 access
- Qualified and Certified interpreters
- Practices in compliance to HIPAA, strict adherence to Confidentiality
- Unified Identity

To review TDOT's LEP Guidelines:
<http://intranet.tdot.tn.gov/civilrights/titlevi/lep/guidelines.pdf>

FIGURE 28: INTRANET TRANSLATION ASSISTANCE RESOURCE

This office has recently learned that the Traffic Management Division and its “Help Trucks” use a Google Translation Application to easily identify and communicate with LEPs who are experiencing traffic/vehicle problems in an expeditious manner. This office will assist in documenting established procedures and ensuring it becomes integrated in the LEP Plan. Data on the usage of the application and languages encountered has not been tracked nor reported.



FIGURE 29: LOCATION OF TRANSLATION ASSISTANCE

Division	Employee	Contact Phone	T6 Liaison	Language	Level of Fluency (Speaking)			Level of Fluency (Reading)			Level of Fluency (Writing)		
					Fluent	Moderate	Some	Fluent	Moderate	Some	Fluent	Moderate	Some
Bid Analysis	Rhonda Coleman	615-523-2898	Angle Duncan	Spanish			x		x				None
Program Development & Admin	Robert G. Haylett	615-741-5321	Jim Austin	French		x			x			x	
Program Development & Admin	Sherri Davis	615-532-3501	Jim Austin	Spanish			x			x			x
Region 1	Bhargav Patel	423-585-3531	Randy Busler	Hindi	x								
Region 1	Bhargav Patel	423-585-3531	Randy Busler	Gujarati	x					x			x
Region 1	Andrew Padgett	865-594-2332	Randy Busler	Dutch	x			x			x		
Region 1	Maysoun Haddad	865-594-2431	Randy Busler	Arabic	x			x			x		
Region 4	Rose Williams	731-935-0320	Brian White	Spanish	x				x				
Region 4	Curtis Wilson	731-935-0305	Brian White	Sign Language	x			x			x		
Region 4	Mohammad El-Balawi	731-935-0214	Brian White	Arabic	x			x			x		
Region 4	Elvis Ngeh	731-935-0236	Brian White	Limbun	x			x			x		
Region 4	Elvis Ngeh	731-935-0236	Brian White	French			x						
Design Division	Aso Hawrami	615-350-4384	Shirlynn Carter	Kurdish	x			x			x		
Design Division	Aso Hawrami	615-350-4384	Shirlynn Carter	Arabic	x			x			x		
Design Division	Donnie Sirchanto	615-532-2447	Shirlynn Carter	Lao	x					x			
Design Division	Donnie Sirchanto	615-532-2447	Shirlynn Carter	Thai	x								x
Design Division	Kamiran Doski	615-741-7910	Shirlynn Carter	Kirdish/Arabic	x			x			x		
Design Division	Rasmata Sakande	615-523-1411	Shirlynn Carter	French	x			x			x		
Design Division	Rasmata Sakande	615-523-1411	Shirlynn Carter	Mooré	x			x			x		
Design Division	Ali Hangul	615-741-0840	Shirlynn Carter	Turkish	x			x			x		
Design Division	Sampson Udeh	615-741-4894	Shirlynn Carter	Igbo	x			x			x		
Environment	Katherine Looney	615-253-2997	Noel Blackmire	French	x			x			x		
Environment	Katherine Looney	615-253-2997	Noel Blackmire	German	x			x			x		
Structures Division	Bashar Tony Halwani	615-741-4045	Paul Miller	Arabic	x			x			x		
Structures Division	Gina Yao	615-376-8888	Paul Miller	Mandarin	x			x					
Structures Division	Ali Omar	615-532-3814	Paul Miller	Kurdish	x				x			x	
Structures Division	Ali Omar	615-532-3814	Paul Miller	Dutch	x			x			x		
Structures Division	Ali Omar	615-532-3814	Paul Miller	Turkish	x			x			x		
Structures Division	Ali Omar	615-532-3814	Paul Miller	Arabic			x			x			x
Structures Division	Aram Torabian	615-741-7311	Paul Miller	Kurdish	x			x			x		
Structures Division	Aram Torabian	615-741-1245	Paul Miller	Persian	x			x			x		
Structures Division	Paul Miller	615-741-3351	Paul Miller	German			x			x			x
Structures Division	Paul Miller	615-741-3351	Paul Miller	French			x			x			x
Structures Division	Paul Miller	615-741-3351	Paul Miller	Spanish			x			x			x
Structures Division	Abdisalan Dahir	615-513-1715	Paul Miller	Somali	x				x			x	
Structures Division	Abdisalan Dahir	615-513-1715	Paul Miller	Swahili	x				x			x	
Structures Division	Abdisalan Dahir	615-513-1715	Paul Miller	Norwegian		x			x				x
Region 3	Michael B. Hill	615-350-4345	Joy Johnson	Sign Language		x			x				
Multimodal Transportation	John Onofua	615-253-1032	George Coleman	Edo	x			x			x		
Multimodal Transportation	John Onofua	615-253-1032	George Coleman	Yoruba	x			x			x		
Multimodal Transportation	John Onofua	615-253-1032	George Coleman	Ishan	x			x			x		
Material and Test Division	Erin Brake	615-350-4116	Erin Brake	Sign Language		x			x				
Long Range Planning	Irina Ponarovskays	615-741-2139	Brianna Benson	Russian	x								
Long Range Planning	Irina Ponarovskays	615-741-2139	Brianna Benson	Ukrainian		x							
Traffic Operations	Said ElSaid	615-253-0053	Sebrina Love	Arabic	x			x			x		
Traffic Operations	Khuzaima Mahdi	615-741-0850	Sebrina Love	Kurdish	x			x			x		
Traffic Operations	Khuzaima Mahdi	615-741-0850	Sebrina Love	Arabic	x			x			x		
Region 2	Naomi Alicea	423-510-6916	Kellie Bridgeman	Spanish	x			x			x		
Civil Rights Division	Sheree Hall Crowder	615-253-1073	Wes White	Sign Language	x								
Civil Rights Division	Kathy Combs	615-523-1065	Wes White	Sign Language	x								

TABLE 35: TDOT EMPLOYEE LANGUAGE INTERPRETING ASSISTANCE

12. Environmental Justice

TDOT complies with Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations along with the Department of Transportation Order 5610.2(a), which defines three fundamental principles:

- To avoid, minimize, and/or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects on minority and low income populations.
- To ensure the full and fair participation by all potentially affected communities in the transportation decision making process.
- To prevent the denial of, reduction in or significant delay in the receipt of benefits by minority and low income populations.

TDOT has established a process to ensure the appropriate application of these principles in the decision-making process. The planning and environmental divisions utilize GIS mapping to collect and analyze data.

During the development of a project, the departments conduct a benefits and burdens analysis, focusing on the traditionally underserved populations. TDOT defines these traditionally underserved populations to include these citizens:

- Environmental justice populations (traditionally underserved communities)
- Elderly
- Disabled
- Public Transportation dependent (those listed by the Census as “occupied units with no vehicle”)
- Low literacy (those with Level 1 literacy)
- Those with limited English proficiency

TDOT’s current Long Range Plan, which focuses on the transportation trends and issues that often have different implications for the traditionally underserved, serves as an example of the due diligence used in addressing the needs of the low-income and minority populations. The full report is available on TDOT’s website at: <http://www.tdot.state.tn.us/plango/pdfs/tup.pdf>.

The Title VI Program Staff works collaboratively with all divisions, departments and regions in an effort to ensure that strict attention is paid to the low-income and minority populations. When environmental and planning documents developed, they are routed to the Civil Rights Division for

review. The Title VI Program Staff reviews all documents for Title VI issues/ramifications. Following the review, a letter of concurrence or a letter with recommendations is issued.

The Title VI Program staff developed the Title VI Environmental Justice Checklist as a guide to ensure a thorough review of documents. See Title VI Environmental Justice Checklist next page.

Title VI Environmental Justice Checklist				
<p>Recognizing that environmental justice issues are dependent upon the particular facts and circumstances of the proposed action, the affected environment, and the affected populations, there are not specific guidelines for reviewing environmental documents for EJ and Title VI issues. However, this checklist serves as an aid to ensure the TDOT's Title VI staff considers all potential factors that could/does lead to harmful impacts on communities, especially, those of the low income and/or minority (EJ) communities.</p> <p>1. Some items on this checklist will not apply to the EIS, EA you are reviewing. In this case, indicate "N/A".</p> <p>2. Where appropriate, mark "Yes" or "No".</p> <p>3. When appropriate, supply narrative and/or data (in the form of demographic information, etc.).</p> <p>Agency administering the project: _____</p> <p>Title of Project: _____</p> <p>Location of Project: _____</p> <p>Propose of Need for the Project: _____</p>				
Mitigation measures and other agreements that are made as part of the Decision-making process must be documented and implemented.		Yes	No	N/A
1. Does the environmental study of project alternatives and impacts include the consideration of mitigation measures for unavoidable impacts?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mitigation measures include: <ul style="list-style-type: none"> • Provision of relocation assistance and advisory services, replacement housing and payments for moving displaced families and businesses. • Provision for maximum retention of existing trees and shrubs included in grading plans for ramp areas and along right-of-way. • Provision for last resort housing. 				

FIGURE 30: TITLE VI ENVIRONMENTAL JUSTICE CHECKLIST

<ul style="list-style-type: none"> • Provision of traffic control. • Improvements in traffic signalization and street lighting. • Establishment of priorities for employment, training and contracting opportunities for residents of the affected community. • Provision of noise barriers and buffer zones. • Provision of landscaping. • Functional replacement of publicly-owned facilities displaced by the project. • Coordination with community development agencies to implement jointly funded initiatives. 			
<p>Early and meaningful public participation in the agency decision making process is a paramount goal of NEPA. Regulations require agencies to make diligent efforts to involve the public throughout the NEPA process. Participation of low income, minority populations, or tribal populations may require adaptive or innovative approaches to overcome barriers to effective participation.</p>	Yes	No	N/A
<p>Was public involvement adequately solicited and considered?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Is there an identified LEP presence? If so, which one(s) _____</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>If there is a LEP population in the project area, were major documents translated (or summaries thereof) to alleviate barriers for the community?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>If there is a LEP population in the project area, were provisions made for translators at meetings, or other appropriate efforts to ensure that LEP community who are potentially affected by a proposed action have an understanding of the proposed action and potential impacts?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>When in the project development stage of the proposed project was the Public hearing(s) scheduled?</p>			
<p>What outreach efforts were made to ensure adequate minority participation?</p>			

Title VI of the Civil Rights Act of 1964 and related statutes assure that individuals are not excluded from participation in, denied the benefits of, or subjected to discrimination on the basis of: RACE, COLOR, NATIONAL ORIGIN, AGE, SEX, DISABILITY, RELIGION			
Summarize important data or conclusions, such as population demographics or employment trends by providing data on the affected communities in the proposed project area:			
• Ethnicity and race by %	_____	_____	_____
• Age and gender distributions%	_____	_____	_____
• Income levels	_____	_____	_____
• Educational attainment	_____	_____	_____
• Employment status	_____	_____	_____
• Disabled persons%	_____	_____	_____
• Indian tribal governments, as appropriate	_____	_____	_____
• LEP community	_____	_____	_____
What "See" Impacts were observed	Yes	No	N/A
Does the environmental document contain narrative text that identify the Location of the businesses, residences, and activity centers of potential impact, especially within neighborhoods along the highway alternatives and near interchanges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are there visual map or maps that depict physical characteristics, such as neighborhood boundaries, land uses, public facilities, and commercial centers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does the environmental document contain narrative text that describes community characteristics, such as population demographics, economic and social history of the communities, noting the importance of various facilities, and plans for the future?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does the environmental document define community boundaries, and neighborhood or subdivision boundaries?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Community Impacts	Yes	No	N/A
Will the project cause redistribution of the populations or an influx or loss of population?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How will the project affect interaction among persons and groups?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will certain people be separated or set apart from others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will the project cause a change in social values?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What is the perceived impact on quality of life?			
Will there be loss of farmland?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does it open new areas for development?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will it induce changes in land use and density?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is the project consistent with local land use plans and zoning?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will the proposed action encourage businesses to move to the area, relocate to other locations within the area, close, or move outside the area?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How is the local economy affected by construction activities?			
Are there both positive (jobs generated) and negative (detours and loss of access) impacts?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Community Impacts	Yes	No	N/A
Is a wall or barrier effect created (such as from noise walls or fencing)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will noise or vibration increase?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will dust or odor increase?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will there be a shadowing effect on property?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How does the project affect non-motorist access to businesses, public services, schools, and other facilities?			
Does the project impede or enhance access between residences and community facilities and businesses?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does the road project shift traffic?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How does the project affect access to public transportation?			
How does the project affect short- and long-term vehicular access to businesses, public services, and other facilities?			
Does it affect parking availability?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What is the likely effect on property values caused by relocations or change in land use?			
Will the proposed action lead to or help alleviate overcrowding of public facilities (i.e., schools and recreation facilities)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Community Impacts	Yes	No	N/A
Will the project result in relocation or displacement of public facilities or community centers (e.g., places of worship)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will the proposed action increase or decrease the likelihood of accidents for non-motorists?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will the proposed action increase or decrease crime?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will there be changes in emergency response time (fire, police, and emergency medical)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What are the effects on the neighborhood from which people move and into which people are related, displacement?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How many residences will be displaced?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What type(s) of housing is being displaced-- multi-unit homes, single family, rural residential, others?			
Are there residents with special needs (disabled, minority, elderly residents)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will businesses and farms be displaced?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If so, how many?			
Does the displaced businesses and/or farms have unique characteristics, such as specialty products or a unique customer base?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is there diminished quality of the water, air, or natural environment used by residents?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identify beneficial impacts such as increased access to facilities/services and upgrading of affected communities, reduction in cut-through traffic or congestion within communities; and reduction in air quality impacts			

Executive Order 12898 on Environmental Justice - directs that programs, policies, and activities not have a disproportionately high and adverse human health or environmental effects on minority and low-income populations. There is not a standard formula for how environmental justice issues should be identified or addressed.			
Environmental Justice (TITLE VI/ NEPA) - Mitigation measures include steps to avoid, mitigate, minimize, rectify, reduce, or eliminate the impact associated with a proposed agency action	Yes	No	N/A
Has the potential for disproportionate or discriminatory impacts been adequately addressed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does the environmental document provide demographic profiles that show whether the impacted population has a concentration of minority individuals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is there a known or documented history of impacts from governmental projects on a particular minority group or community in the project area?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have complaints or assertions of disproportionate impacts been unveiled during public involvement activities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does there exist a current or future risk of adverse health effects? Adverse health effects may include bodily impairment, infirmity, illness, or death.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does the risk or rate of hazard exposure by a minority population, low-income population, or Indian tribe to an environmental hazard is significant (as employed by NEPA) and appreciably exceed or is likely to appreciably exceed the risk or rate to the general population or other appropriate comparison group?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does the risk or rate of hazard exposure by a minority population, low-income population, or Indian tribe to an environmental hazard is significant (as employed by NEPA) and appreciably exceed or is likely to appreciably exceed the risk or rate to the general population or other appropriate comparison group?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is there or will there be an impact on the natural or physical environment that significantly (as employed by NEPA) and adversely affects a minority population, low-income population, or Indian tribe?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is there potential for environmental effects to occur in in a minority population, low-income population, or Indian tribe affected by cumulative or multiple adverse exposures from environmental hazards?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does the Environmental document state whether the proposed project and alternatives could have disproportionately high and adverse impacts to the minority or low income populations?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Are all actions taken in the progression of this proposed project in keeping with the Executive Order 12898 and NEPA all other governing regulations?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
List recommendations, if any.	
Are there any EJ concerns?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
If so, use this space provided to document EJ concerns.	
Are there any Title VI concerns?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
If so, use this space provided to document Title VI concerns.	
<p style="text-align: center;">Review Completed By: _____</p> <p style="text-align: center;">Review Date: _____</p> <p style="text-align: center;">Title VI Director's Review Date: _____</p> <p style="text-align: center;">Title VI Director's Comments: _____</p>	

13. *Review of STA Directives*

The CRD Title VI Staff employs several processes to review TDOT directives, policies and practices:

1. The CRD Title VI Staff work collaboratively with the Title VI Advisors, a group of internal staff (normally division, department and regional directors or their appointees) to implement and interpret policies. More importantly, the body works to ensure TDOT directives are in keeping with the Federal Non-discrimination mandates and Title VI of the Civil Rights Act of 1964;
2. The CRD Title VI Staff is included in the review processes when TDOT directives are drafted and/or implemented. This process affords the Title VI Staff an opportunity to review the proposed processes and procedures for Title VI issues or ramifications. Following the review process, the Title VI Staff can offer recommendations for improvements or issue a concurrence. The Title VI Staff logs and tracks such activities for monitoring purposes;
3. The CRD Title VI Staff review all environmental documents, public meetings and hearings (via transcripts) to ensure staff is made aware of any potential Title VI issues. Staff logs and tracks such activities for monitoring purposes;
4. The CRD Director serves on the decision-making committees as a Civil Rights Advisor to ensure that TDOT directives are in accordance with the Federal and State nondiscrimination laws, rules and regulations; and,
5. The CRD Title VI Staff works cooperatively with the FHWA Tennessee Division Civil Rights Division to facilitate, review, and implement TDOT directives and policies in accordance with the Federal antidiscrimination laws.

14. Compliance and Enforcement Procedures

PROCEDURES FOR NONCOMPLIANCE

If following completion of a pre-award or post-award desk audit review, compliance review or complaint investigation, if a Subrecipient is not in compliance with Title VI.

A. NONCOMPLIANCE PROCEDURES AS SPECIFIED IN 23 C.F.R. § 200.11:

1. CRD Director/Title VI Director will forward report with a cover letter to the Subrecipient for corrective action.
2. CRD Director/Title VI Director will schedule a meeting or teleconference with Subrecipient, to be held no later than 30 days from receipt of deficiency report.
3. Subrecipients placed in deficiency status shall be given a reasonable time, not to exceed 90 days after receipt of deficiency letter, to voluntarily correct deficiencies.
4. CRD Director/Title VI Director shall seek cooperation from Subrecipient to correct deficiencies found during review. The Title VI Program staff will provide technical assistance and guidance needed to aid the Subrecipient comply voluntarily.
5. When the recipient fails or refuses to voluntarily comply with requirements within allotted timeframe, the CRO Director/Title VI Director will seek assistance from the Director of the funding program, e.g., Local Program, Long Range Planning, Governor's Highway Safety Office, etc. in getting the Subrecipient into compliance.
6. If voluntarily compliance is not possible, case file and recommendation that the Subrecipient be found in noncompliance is submitted to Chief of Administration/Deputy Director and Commissioner of Transportation.
7. After review, TDOT will send recommendations to Federal Highway Administrator and/or Federal Transportation Administration. Should the Federal Highway Administrator and/or Federal Transportation Administration recommendation concur with recommendation, the file is referred to the Office of the Secretary, US DOT for appropriate action in accordance with 49 C.F.R. (Also See 23 C.F.R. § 200.11(a)-(f))

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When Compliance Cannot be Achieved Voluntarily: (49 C.F.R. § 21.13)

Referral to DOJ for litigation in Federal court, these "other means" include administrative avenues such as:

Consulting with, or seeking assistance from State or local agencies with nondiscrimination enforcement authority; Refusal to Grant or Termination of Funds: (49 C.F.R. § 21.13). In the

Exhibits



- A. Subrecipient/Vendor Listing**
- B. Subrecipient Title VI Assessments**
- C. Internal Title VI Assessments**
- D. 2016 – 2017 Subrecipient Title VI Training**
- E. 2016 – 2017 TDOT Employee Title VI Training**
- F. Example Customer Survey Translation to Spanish**

Exhibit A



Subrecipient/Vendor Listing

TDOT 2016-2017 Vendor/Subrecipient Listing

#	Vendor Name	Contract Supplier Type	Contract Description	Begin Date	Expire Date	Max. Amt	Vendor Selection
1	AECOM Technical Services INC	Vendor	Multimodal Consulting Services	10/15/2016	10/14/2019	0.00	RFQ
2	AECOM Technical Services INC	Vendor	On Call Archaeology E1906	7/1/2016	6/30/2021	750,000.00	Other
3	AECOM Technical Services INC	Vendor	On Call Permitting E1926	7/1/2016	6/30/2021	1,000,000.00	Other
4	AECOM Technical Services INC	Vendor	E2006 3yr on-call traffic des	5/30/2017	5/29/2022	1,000,000.00	Other
5	Alfred Benesch & Co	Subrecipient	40100CE1965	9/1/2016	8/31/2020	2,000,000.00	Other
6	Allen & Associates Services INC	Vendor	CRW527	5/2/2017	5/1/2022	500,000.00	Other
7	Amanda Flowers McDevitt	Vendor	CRW565	5/2/2017	5/1/2022	500,000.00	Other
8	AMEC Foster Wheeler Environment & Infr	Vendor	On Call Archaeology CE1907	7/1/2016	6/30/2021	750,000.00	Other
9	AMEC Foster Wheeler Environment & Infr	Vendor	On Call QAQC CE1914	7/1/2016	6/30/2021	750,000.00	Other
10	AMEC Foster Wheeler Environment & Infr	Vendor	On Call Hazmat CE1934	7/1/2016	6/30/2021	1,000,000.00	Other
11	AMEC Foster Wheeler Environment & Infr	Vendor	CE1894 5yr geotech svcs Reg 2	8/1/2016	7/31/2021	1,000,000.00	Other
12	American Engineers INC	Vendor	CE1897 5yr geotech svcs Reg 3	8/1/2016	7/31/2021	1,000,000.00	Other
13	Anderson County Government	Vendor	SA 0118-1	9/12/2016	11/1/2017	153,370.00	Other
14	Anderson County Government	Vendor	SA 0109-3	9/12/2016	11/1/2017	300,958.00	Other
15	Anderson County Government	Vendor	SA 0108-2	9/12/2016	11/1/2017	568,106.00	Other
16	Anderson County Government	Vendor	SA 0117-2	9/26/2016	11/1/2017	286,846.00	Other
17	Anderson County Government	Vendor	SA 0103-3	10/3/2016	11/1/2017	315,854.00	Other
18	Andrew Lewis Hines	Vendor	40100-00317 HR Hinesight Train	7/18/2016	10/7/2016	35,000.00	Other
19	Applied Geographics INC	Vendor	Google Map API	5/3/2017	5/2/2018	105,562.00	RFx (ITB)
20	Appraisal Consultants INC	Vendor	CRW560	5/2/2017	5/1/2022	500,000.00	Other
21	Appraisal Services Group INC	Vendor	CRW592	5/2/2017	5/1/2022	500,000.00	Other
22	Appraisal Services Group INC	Vendor	CRW566	5/2/2017	5/1/2022	500,000.00	Other
23	Arcadis US INC	Subrecipient	CE1966 ARCADIS	9/1/2016	8/31/2020	2,000,000.00	Other
24	Arcadis US INC	Vendor	On Call Permits CE1927	7/1/2016	6/30/2021	1,000,000.00	Other
25	Arcadis US INC	Vendor	On Call Hazmat CE1935	7/1/2016	6/30/2021	1,000,000.00	Other
26	Arcadis US INC	Vendor	On Call Ecology CE1921	7/1/2016	6/30/2021	1,500,000.00	Other
27	Arcadis US INC	Vendor	E2007 3yr on-call traffic des	5/30/2017	5/29/2022	1,000,000.00	Other
28	Arcadis US INC	Vendor	CE1961 On-Call Maintenance	7/1/2016	6/30/2021	5,000,000.00	Other
29	Aspen Aerials INC	Vendor	Aspen Aerials	7/8/2016	7/7/2019	216,000.00	RFx (ITB)
30	B G Jones and Company LLC	Vendor	CRW555	5/2/2017	5/1/2022	500,000.00	Other
31	B G Jones and Company LLC	Vendor	CRW563	5/2/2017	5/1/2022	500,000.00	Other
32	B G Jones and Company LLC	Vendor	CRW556	5/2/2017	5/1/2022	500,000.00	Other
33	Bacon Farmer Workman Engineering&Testing	Vendor	CE1900 5yr geotech svcs Reg 4	8/1/2016	7/31/2021	1,000,000.00	Other
34	Barge Waggoner Sumner & Cannon INC	Vendor	On Call Ecology CE1922	7/1/2016	6/30/2021	1,500,000.00	Other
35	Barge Waggoner Sumner & Cannon INC	Vendor	On Call Permit CE1928	7/1/2016	6/30/2021	1,000,000.00	Other
36	Barge Waggoner Sumner & Cannon INC	Vendor	On Call Hazmat CE1936	7/1/2016	6/30/2021	1,000,000.00	Other

TDOT 2016-2017 Vendor/Subrecipient Listing

37	Bedford County	Vendor	SA 02012-4	1/25/2017	11/30/2019	782,236.00	Other
38	BenchMark Trust Corporation	Vendor	CRW544	5/2/2017	5/1/2022	500,000.00	Other
39	Bledsoe County	Vendor	BG A690-0.25	7/18/2016	8/1/2018	466,469.23	Other
40	Bledsoe County	Vendor	SA 4028-1	11/15/2016	11/30/2017	436,110.05	Other
41	Blount County Government	Vendor	SA 0516-2	9/26/2016	11/1/2017	406,504.00	Other
42	Blount County Government	Vendor	SA 0516-2	10/3/2016	11/1/2017	406,504.00	Other
43	Bob W York	Vendor	CRW595	5/2/2017	5/1/2022	500,000.00	Other
44	Bolinger Appraisals LLC	Vendor	CRW530	5/2/2017	5/1/2022	500,000.00	Other
45	Boozer & Company PC	Vendor	CRW531	5/2/2017	5/1/2022	5,000,000.00	Other
46	Bowlby & Associates INC	Vendor	On Call Noise & Air CE1957	7/1/2016	6/30/2021	500,000.00	Other
47	Bradley County	Vendor	SA 06005-3	8/12/2016	10/31/2017	268,750.07	Other
48	Bradley County	Vendor	SA 06002-1	9/12/2016	10/31/2017	274,516.48	Other
49	Bradley County	Vendor		9/12/2016	10/31/2017	485,637.05	Other
50	Braun & Associates INC	Vendor	CRW542	5/2/2017	5/1/2022	500,000.00	Other
51	Braun & Associates INC	Vendor	CRW580	5/2/2017	5/1/2022	500,000.00	Other
52	Butler Appraisal Group LI	Vendor	CRW536	5/2/2017	5/1/2022	500,000.00	Other
53	Campbell County Government	Vendor	BG 244-1.09	12/8/2016	11/1/2018	140,831.61	Other
54	Cannon County Board Of Education	Vendor	SA 08037-1	8/9/2016	10/31/2017	189,190.40	Other
55	Cannon County Board Of Education	Vendor	BG A354-0.00	6/29/2017	7/31/2019	180,056.76	Other
56	Carroll County	Vendor	SA 0905-13	8/23/2016	11/30/2017	73,461.19	Other
57	Carroll County	Vendor	SA 0926-6	8/23/2016	11/30/2017	131,230.43	Other
58	Carroll County	Vendor		8/23/2016	11/30/2017	62,460.30	Other
59	Carroll County	Vendor	SA 0927-4	8/23/2016	11/30/2016	86,812.61	Other
60	Carroll County	Vendor	SA 0915-6	8/23/2016	11/30/2016	68,840.10	Other
61	Carroll County	Vendor	SA 0901-4	10/27/2016	11/30/2016	160,203.83	Other
62	Carter County Schools District	Vendor	SA 1015-3	10/14/2016	11/1/2017	232,750.00	Other
63	Carter County Schools District	Vendor	SA 1035-2	2/28/2017	11/1/2017	154,840.00	Other
64	CDM Smith INC	Vendor	On Call QAQC CE1915	7/1/2016	6/30/2021	750,000.00	Other
65	CDM Smith INC	Vendor	CE1891 5yr geotech svcs Reg 1	8/1/2016	7/31/2021	1,000,000.00	Other
66	CDM Smith INC	Vendor	E1991 3yr on-call field surv	4/10/2017	4/9/2022	500,000.00	Other
67	Chattanooga Area Regional Council of Gov	Subrecipient	Southeast RPO	7/1/2016	6/30/2019	194,982.00	Other
68	Chattanooga Area Regional Transportation	Subrecipient	40100-04717: cap/oper/planning	7/1/2016	6/30/2019	551,488.00	Other
69	Cheatham County Government	Vendor	SA 11027-1	8/23/2016	11/30/2018	387,002.00	Other
70	Cheatham County Government	Vendor	SA-11024(2)	3/21/2017	11/30/2019	117,894.00	Other
71	Cheatham County Government	Subrecipient	CPD160140 PIN# 123762.00	7/18/2016	6/30/2021	35,000.00	Other
72	Chemung Supply Corp	Vendor	TDOT Scraper Blades	12/23/2016	3/22/2017	241,500.00	RFx (ITB)
73	Chester County	Vendor	BG A229-1.48	7/5/2016	7/31/2018	350,920.30	Other

TDOT 2016-2017 Vendor/Subrecipient Listing

74	Chester County	Vendor	BG 0A150-0.11	1/13/2017	12/31/2018	287,831.90	Other
75	Chester County	Vendor	SA 1223-4	2/9/2017	11/30/2017	9,674.35	Other
76	Chester County	Vendor	SA 1215-2	2/9/2017	11/30/2017	5,176.90	Other
77	Chester County	Vendor	SA 1229-2	2/9/2017	11/30/2017	11,038.49	Other
78	City Of Athens	Vendor	CMA1702	7/1/2016	6/30/2017	25,780.32	Other
79	City Of Athens	Subrecipient	CPD140189 PIN#120323.00	8/3/2016	10/28/2018	516,279.40	Other
80	City Of Athens	Subrecipient	CPD160102 PIN#123661.00	9/1/2016	6/30/2021	1,234,233.60	Other
81	City Of Bartlett	Subrecipient	CPD170007 PIN#125410.00	3/1/2017	2/1/2021	868,000.00	Other
82	City Of Berry Hill	Subrecipient	PIN# 123422.00 CPD160110	9/12/2016	9/12/2020	1,845,000.00	Other
83	City Of Brentwood	Subrecipient	CPD160079 PIN# 123421.00	7/5/2016	7/5/2020	216,000.00	Other
84	City Of Bristol	Vendor	CMA1673	7/1/2016	6/30/2017	208,175.06	Other
85	City Of Brownsville	Subrecipient	CPD160084 PIN#123624.00	9/1/2016	9/1/2020	926,250.00	Other
86	City Of Brownsville	Subrecipient	CPD170032 PIN#125571.00	5/2/2017	4/22/2022	235,600.00	Other
87	City Of Celina	Subrecipient	CPD160085 PIN# 123625.00	10/3/2016	10/3/2020	460,080.06	Other
88	City Of Chattanooga	Vendor	CMA1704	7/1/2016	6/30/2017	400,078.80	Other
89	City Of Chattanooga	Subrecipient	CPD160054 PIN# 123406.00	6/2/2017	3/31/2022	1,968,640.00	Other
90	City Of Church Hill	Vendor	CMA1674	7/1/2016	6/30/2017	85,694.55	Other
91	City Of Church Hill	Subrecipient	CPD160147 PIN#123791.00	11/23/2016	8/31/2021	280,000.00	Other
92	City Of Clarksville	Subrecipient	40100-08517 capital assistance	7/1/2016	12/31/2017	228,911.00	Other
93	City Of Clarksville	Subrecipient	40100-00817 internship	1/1/2017	12/31/2017	8,000.00	Other
94	City Of Clarksville	Subrecipient	PIN 123747.00 CPD160150	10/3/2016	12/15/2020	134,105.00	Other
95	City Of ClevelandTN	Vendor	CMA1706	7/1/2016	6/30/2017	171,815.85	Other
96	City Of Cookeville	Subrecipient	CPD160209 PIN#125080.00	10/27/2016	10/31/2021	583,835.20	Other
97	City Of Covington	Vendor	CMA1735	7/1/2016	6/30/2017	65,520.00	Other
98	City Of Covington	Subrecipient	CPD160134 PIN# 123117.00	9/1/2016	7/1/2021	632,251.33	Other
99	City Of Covington	Subrecipient	CPD170057 PIN#120816.01	6/2/2017	5/31/2022	100,000.00	Other
100	City Of Crossville	Subrecipient	CPD170051 PIN# 125617.00	6/2/2017	4/30/2022	305,398.00	Other
101	City of Dayton	Vendor	CMA1709	7/1/2016	6/30/2017	9,785.10	Other
102	City Of Dickson	Subrecipient	CPD160078 PIN#123414.00	7/5/2016	5/10/2021	140,800.00	Other
103	City Of Dickson	Subrecipient	PIN# 123792.00 CPD160162	9/8/2016	7/11/2021	174,240.00	Other
104	City Of Dickson	Subrecipient	123880.00 CPD160176	10/3/2016	8/31/2021	148,663.20	Other
105	City Of East Ridge	Vendor	CMA1710	7/1/2016	6/30/2017	8,820.00	Other
106	City Of Elizabethton	Vendor	CMA1676	7/1/2016	6/30/2017	75,461.55	Other
107	City Of Ethridge	Subrecipient	CPD160156 PIN#123752.00	12/5/2016	12/15/2020	171,634.00	Other
108	City Of Etowah	Vendor	CMA1711	7/1/2016	6/30/2017	3,798.60	Other
109	City Of Fairview	Subrecipient	cpd160087 PIN#123627.00	8/10/2016	8/10/2020	943,646.00	Other
110	City Of Fayetteville	Subrecipient	PIN# 123692.00 CPD160107	7/5/2016	6/30/2021	67,200.00	Other

TDOT 2016-2017 Vendor/Subrecipient Listing

111	City Of Fayetteville	Subrecipient	CPD170027 PIN# 125510.00	6/13/2017	5/1/2022	373,880.00	Other
112	City Of Gallatin	Subrecipient	CPD160061 PIN# 123482.00	7/18/2016	7/1/2021	560,000.00	Other
113	City Of Gallatin	Subrecipient	CPD160141 PIN# 123413.00	10/3/2016	10/3/2020	1,886,500.00	Other
114	City Of Gallatin	Subrecipient	PIN 123748.00	12/5/2016	12/15/2020	225,000.00	Other
115	City Of Gatlinburg	Subrecipient	CPD160088 PIN# 123628.00	9/1/2016	9/1/2020	396,036.00	Other
116	City Of Germantown	Subrecipient	CPD160117 PIN#121503.01	11/15/2016	7/1/2021	1,943,504.01	Other
117	City Of Germantown	Subrecipient	CPD160231 PIN# 125213.00	12/20/2016	12/31/2021	1,264,000.00	Other
118	City Of Germantown	Subrecipient	PIN 112825.02 CPD160232	12/20/2016	12/31/2021	596,700.00	Other
119	City Of Germantown	Subrecipient	CPD160234 PIN# 125215.00	12/20/2016	12/31/2021	1,204,000.00	Other
120	City Of Goodlettsville	Vendor	CMA1724	7/1/2016	6/30/2017	18,078.60	Other
121	City Of Harriman	Subrecipient	cpd160184 PIN# 125009.00	9/1/2016	9/30/2021	612,000.00	Other
122	City Of Henderson TNess	Subrecipient	PIN#123851.00 CPD160172	8/10/2016	9/30/2021	503,256.00	Other
123	City Of Humboldt	Subrecipient	CPD160068 PIN# 123516.00	10/3/2016	10/31/2021	477,863.00	Other
124	City Of Jackson	Vendor	CMA1736	7/1/2016	6/30/2017	71,688.60	Other
125	City Of Jackson	Vendor	CMA1737	7/1/2016	6/30/2017	175,159.35	Other
126	City Of Jefferson City	Vendor	CMA1679	7/1/2016	6/30/2017	100,578.60	Other
127	City Of Johnson City	Subrecipient	40100-06617 capital assistance	7/1/2016	6/30/2018	78,658.00	Other
128	City Of Johnson City	Subrecipient	40100-12817 operating	11/1/2016	12/31/2017	64,283.18	Other
129	City Of Johnson City	Vendor	CMA1680	7/1/2016	6/30/2017	289,104.75	Other
130	City Of Johnson City	Vendor	CMA1681	7/1/2016	6/30/2017	59,580.00	Other
131	City Of Kingsport	Subrecipient	40100-04417 capital assistance	10/1/2016	12/31/2017	37,910.00	Other
132	City Of Kingsport	Vendor	CMA1683	7/1/2016	6/30/2017	258,685.65	Other
133	City Of Kingsport	Vendor	CMA1684	7/1/2016	6/30/2017	20,385.00	Other
134	City Of Kingsport	Subrecipient	CPD160089 PIN# 123629.00	9/1/2016	9/1/2020	913,083.00	Other
135	City Of Kingston	Vendor	CMA1685	7/1/2016	6/30/2017	48,491.55	Other
136	City Of Knoxville	Subrecipient	40100-08417 capital assistance	12/1/2016	11/30/2019	105,763.00	Other
137	City Of Knoxville	Subrecipient	40100-08217 student internship	1/1/2017	12/31/2017	15,000.00	Other
138	City Of Knoxville	Subrecipient	Cumberland Avenue Streetscape	9/21/2016	8/31/2017	17,841,994.40	Other
139	City Of La Vergne	Vendor	CMA1725	7/1/2016	6/30/2017	25,884.00	Other
140	City Of LaFollette	Vendor	CMA1686	7/1/2016	6/30/2017	47,422.35	Other
141	City Of LaFollette	Subrecipient	124971.00 CPD160182	10/3/2016	9/30/2021	177,680.00	Other
142	City Of Lagrange	Subrecipient	CPD160091 PIN#123631.00	3/1/2017	3/1/2021	387,946.75	Other
143	City Of Lakeland	Subrecipient	CPD170043 PIN# 125590.00	3/29/2017	7/1/2020	380,280.00	Other
144	City Of Lawrenceburg	Vendor	CMA1726	7/1/2016	6/30/2017	61,045.65	Other
145	City Of Lebanon	Vendor	CMA 1727	7/1/2016	6/30/2017	155,382.45	Other
146	City Of Lebanon	Subrecipient	CPD160203 PIN# 125072.00	10/27/2016	9/15/2021	334,912.00	Other
147	City Of Lexington	Vendor	CMA1738	7/1/2016	6/30/2017	91,710.15	Other

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148	City Of Lexington	Subrecipient	CPD160093 PIN# 123633.00	8/10/2016	8/10/2020	897,750.00	Other
149	City Of Loretto	Vendor	CMA1729	7/1/2016	6/30/2017	29,737.05	Other
150	City Of Loretto	Subrecipient	CPD160155 PIN# 123751.00	1/26/2017	12/15/2020	143,150.00	Other
151	City Of Loudon	Vendor	CMA1688	7/1/2016	6/30/2017	44,456.10	Other
152	City Of Loudon	Subrecipient	PIN 125149.00 CPD160220	1/13/2017	10/31/2021	560,000.00	Other
153	City Of Madisonville	Vendor	CMA1689	7/1/2016	6/30/2017	63,228.00	Other
154	City Of Manchester	Vendor	CMA1714	7/1/2016	6/30/2017	78,003.30	Other
155	City Of Manchester	Subrecipient	CPD160197 PIN#125057.00	10/3/2016	9/30/2021	215,000.00	Other
156	City Of Martin	Subrecipient	CPD160202 PIN# 125073.00	10/27/2016	10/31/2021	477,905.00	Other
157	City Of Maryville	Vendor	CMA1690	7/1/2016	6/30/2017	114,126.75	Other
158	City Of Mckenzie	Subrecipient	CPD160095 PIN# 123635.00	10/27/2016	10/27/2020	940,500.00	Other
159	City Of Mcminville	Subrecipient	PIN 125151.00 CPD160221	12/22/2016	10/15/2021	656,440.00	Other
160	City of Memphis	Vendor	CMA1740	7/1/2016	6/30/2017	787,053.00	Other
161	City of Memphis	Vendor	CMA1739	7/1/2016	6/30/2017	812,648.25	Other
162	City of Memphis	Subrecipient	CPD160015 PIN# 123310.00	10/27/2016	3/31/2021	5,752,800.00	Other
163	City of Memphis	Subrecipient	CPD160215 PIN#119541.01	1/13/2017	11/30/2021	585,000.00	Other
164	City of Memphis	Subrecipient	PIN 119542.01	1/19/2017	11/30/2021	688,500.00	Other
165	City Of Millington	Subrecipient	PIN# 123308.00 CPD160017	7/6/2016	7/31/2021	2,342,360.00	Other
166	City Of Munford	Subrecipient	CPD160058 PIN#123480.00	9/1/2016	8/31/2021	461,000.00	Other
167	City Of Murfreesboro	Vendor	CMA1730	7/1/2016	6/30/2017	276,212.00	Other
168	City Of New Market	Vendor	CMA1692	7/1/2016	6/30/2017	25,557.60	Other
169	City Of Newbern	Subrecipient	CPD160096 PIN# 123636.00	3/1/2017	3/1/2021	665,000.00	Other
170	City of Newport	Vendor	CMA1693	7/1/2016	6/30/2017	50,568.90	Other
171	City of Newport	Subrecipient	PIN 125231.00	11/15/2016	11/30/2021	145,200.00	Other
172	City of Niota	Subrecipient	CPD160149 PIN# 123746.00	10/27/2016	12/15/2020	184,552.00	Other
173	City Of Oak Ridge	Vendor	CMA1694	7/1/2016	6/30/2017	141,175.05	Other
174	City Of Oak Ridge	Subrecipient	CPD160097 PIN#123637.00	10/3/2016	10/3/2020	927,021.40	Other
175	City Of Philadelphia	Vendor	BG A592-3.01	9/15/2016	11/1/2017	187,503.62	Other
176	City Of Pigeon Forge	Vendor	CMA1696	7/1/2016	6/30/2017	89,427.75	Other
177	City Of Pigeon Forge	Subrecipient	PIN 125203.00 CPD160227	1/13/2017	12/31/2021	352,000.00	Other
178	City Of Piperton	Vendor	BG A244-0.35	8/3/2016	7/31/2018	502,009.98	Other
179	City Of Pulaski	Vendor	CMA1731	7/1/2016	6/30/2017	34,654.50	Other
180	City Of Pulaski	Subrecipient	CPD160175 PIN# 123879.00	10/3/2016	8/31/2021	528,000.00	Other
181	City Of Ripley	Vendor	CMA1742	7/1/2016	6/30/2017	104,173.65	Other
182	City Of Rockwood	Vendor	CMA1697	7/1/2016	6/30/2017	65,362.00	Other
183	City Of Rockwood	Subrecipient	CPD160183 PIN# 124996.00	9/1/2016	9/30/2021	476,896.00	Other
184	City Of Rockwood	Subrecipient	CPD160148 PIN# 123745.00	10/27/2016	12/15/2020	170,310.00	Other

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185	City Of Savannah	Subrecipient	PIN# 123657.00 CPD160099	7/6/2016	7/31/2021	76,640.00	Other
186	City Of Savannah	Subrecipient	PIN# 124916.00 CPD160177	9/1/2016	9/30/2021	288,832.00	Other
187	City Of Selmer	Vendor	CMA1743	7/1/2016	6/30/2017	139,143.00	Other
188	City Of Sevierville	Vendor	CMA1699	7/1/2016	6/30/2017	161,990.40	Other
189	City Of Shelbyville	Vendor	CMA1733	7/1/2016	6/30/2017	88,223.00	Other
190	City Of Shelbyville	Subrecipient	CPD160189 PIN# 125038.00	10/3/2016	9/15/2021	1,560,240.00	Other
191	City Of Smithville	Vendor	BG A095-6.06	9/12/2016	11/30/2018	611,514.68	Other
192	City Of Spring Hill	Vendor	BG B561-0.57	6/29/2017	7/1/2019	300,000.00	Other
193	City Of Springfield	Subrecipient	PIN#123608.00 CPD160103	9/12/2016	7/31/2021	384,000.80	Other
194	City Of Tullahoma	Vendor	CMA1721	7/1/2016	6/30/2017	121,592.10	Other
195	City Of Tullahoma	Subrecipient	CPD160206 PIN# 125071.00	10/3/2016	9/30/2021	50,800.00	Other
196	City Of Tullahoma	Subrecipient	CPD160201 PIN#125070.00	10/3/2016	9/30/2021	453,054.40	Other
197	City Of Union City	Subrecipient	CPD160225 PIN# 125165.00	11/2/2016	11/30/2021	564,764.80	Other
198	City Of Winchester	Subrecipient	CPD160067 PIN# 123515.00	8/10/2016	7/31/2021	213,200.00	Other
199	City Of Winchester	Subrecipient	CPD170055 PIN# 125164.00	6/2/2017	4/15/2022	934,400.00	Other
200	Civil & Environmental Consultants INC	Vendor	On Call QAQC CE1916	7/1/2016	6/30/2021	750,000.00	Other
201	Civil & Environmental Consultants INC	Vendor	On Call Ecology CE1923	7/1/2016	6/30/2021	1,500,000.00	Other
202	Civil & Environmental Consultants INC	Vendor	On Call Permit CE1929	7/1/2016	6/30/2021	1,000,000.00	Other
203	Civil & Environmental Consultants INC	Vendor	On Call NCS CE1944	7/1/2016	6/30/2021	1,500,000.00	Other
204	Claiborne County Government	Vendor	SA 1313-5	11/17/2016	11/1/2017	129,262.00	Other
205	Claiborne County Government	Vendor	SA 1323-3	11/17/2016	11/1/2017	110,642.00	Other
206	Claiborne County Government	Vendor	SA-1340(3)	3/14/2017	11/1/2017	105,644.00	Other
207	Clarksville Montgomery C	Subrecipient	Reconstruction runway and taxi	6/30/2017	6/29/2022	11,400,000.00	Other
208	Clay County	Vendor	CMA1705	7/1/2016	6/30/2017	19,269.60	Other
209	Clay County	Vendor	SA 14002-4	7/18/2016	10/31/2017	370,969.12	Other
210	Clay County	Vendor	SA 14001-6	7/18/2016	10/31/2017	155,946.16	Other
211	Clay County	Vendor	SA 14008-4	7/18/2016	10/31/2017	509,073.74	Other
212	Clay County	Vendor	BG A017-0.02	10/27/2016	11/30/2018	835,806.20	Other
213	Cocke County Trustee	Vendor	SA 1532-3	7/18/2016	11/1/2017	221,382.00	Other
214	Cocke County Trustee	Vendor	SA 1505-12	9/26/2016	11/1/2017	382,200.00	Other
215	Cocke County Trustee	Vendor	BG A792-0.03	10/27/2016	11/1/2017	243,956.74	Other
216	Coffee County Govt	Vendor	CMA1707	7/1/2016	6/30/2017	16,681.20	Other
217	Coffee County Govt	Vendor	SA 16018-4	8/12/2016	11/30/2018	731,962.00	Other
218	Coffee County Govt	Vendor	SA-16010(3)	4/3/2017	6/30/2018	235,245.04	Other
219	Coffee County Govt	Vendor	SA 16020-3	4/13/2017	4/30/2018	56,533.63	Other
220	Coffee County Govt	Vendor	SA 16011-3	4/13/2017	6/30/2018	104,722.29	Other
221	Community Rehabilitation	Vendor	JANITORIAL SVC TDOT REGIONAL M	7/1/2016	6/30/2017	20,023.44	Other

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222	Community Rehabilitation	Vendor	CMRA TDOT Rest Area Maint	7/1/2016	6/30/2017	4,205,760.44	Other
223	Community Rehabilitation	Vendor	Janitorial TDOT REGION 2 HQ	9/1/2016	8/31/2017	33,025.68	Other
224	Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT REG 4	10/1/2016	9/30/2017	112,040.88	Other
225	Community Rehabilitation	Vendor	CMRA Jan Srvc Veh InspTDOT MP	10/1/2016	9/30/2017	22,692.12	Other
226	Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Bldgs ACE	11/1/2016	10/31/2017	6,962.93	Other
227	Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Region 4	12/1/2016	11/30/2017	8,373.48	Other
228	Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT HELP Bldg	12/1/2016	11/30/2017	3,813.96	Other
229	Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT RTMC	12/1/2016	11/30/2017	21,799.32	Other
230	Community Rehabilitation	Vendor	CMRA Grnd Maint TDOT Reg 4	12/1/2016	11/30/2017	7,008.84	Other
231	Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Region 1	4/1/2017	3/31/2018	60,311.88	Other
232	Community Rehabilitation	Vendor	CMRA DayPrtr/JanSrvcTDOTReg4	4/1/2017	3/31/2018	20,543.28	Other
233	Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Reg 2 RTMC	4/1/2017	3/31/2018	23,638.32	Other
234	Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Region 3	5/1/2017	4/30/2018	196,850.30	Other
235	Continental Mapping Consultants INC	Vendor	CE1985 3-yr on-call aerial sur	4/10/2017	4/9/2022	500,000.00	Other
236	County Of Cannon	Vendor	CMA1703	7/1/2016	6/30/2017	28,001.42	Other
237	County Of Franklin	Vendor	CMA1712	7/1/2016	6/30/2017	45,193.50	Other
238	County of Hardin	Vendor	SA 3615-5	9/26/2016	11/30/2017	534,945.41	Other
239	County of Hardin	Vendor	SA 3663-2	10/3/2016	11/30/2017	242,497.74	Other
240	County of Hardin	Vendor	BG 02333-4.11	11/28/2016	11/30/2018	312,108.93	Other
241	County Of Marshall	Vendor	SA 59018-4	9/15/2016	11/30/2018	533,414.00	Other
242	Crafco INC	Vendor	TDOT Crack Sealing	11/10/2016	11/9/2019	282,960.00	RFx (ITB)
243	Craig R Brizenoine	Vendor	TDOT Welding Services	2/1/2017	1/31/2019	240,000.00	RFx (ITB)
244	Crockett County Highway Department	Vendor	SA 1701-11	10/3/2016	11/30/2017	577,262.83	Other
245	Croft and Associates LLC	Vendor	CRW031	6/1/2017	5/31/2022	2,000,000.00	Other
246	Cultural Resource Analysts INC	Vendor	On Call Archaeology CE1908	7/1/2016	6/30/2021	750,000.00	Other
247	Cumberland County	Vendor	CMA1708	7/1/2016	6/30/2017	63,674.00	Other
248	Cumberland County Trustee	Vendor	SA 18001-2	9/23/2016	10/31/2017	236,468.15	Other
249	Cumberland County Trustee	Vendor	SA 18001-3	1/19/2017	10/31/2017	254,473.59	Other
250	Daniel Joseph Burch	Vendor	CRW535	5/2/2017	5/1/2022	500,000.00	Other
251	David Justin Stanley	Vendor	CRW583	5/2/2017	5/1/2022	500,000.00	Other
252	Decatur County	Vendor	SA 20024-1	9/12/2016	11/30/2017	149,614.54	Other
253	Decatur County	Vendor	BG 0A295-0.83	9/12/2016	11/30/2017	107,627.94	Other
254	Decatur County	Vendor	SA 20026-1	9/26/2016	11/30/2017	118,478.24	Other
255	Decatur County	Vendor	SA 20025-1	9/26/2016	11/30/2017	95,230.86	Other
256	DeKalb County Government	Vendor	CMA1747	7/1/2016	6/30/2017	36,108.00	Other
257	DeKalb County Government	Vendor	SA 21004-1	8/9/2016	10/31/2017	142,907.37	Other
258	DeKalb County Government	Vendor	BG A095-6.06	9/12/2016	11/30/2018	611,514.68	Other

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259	Delegated Contracts	Subrecipient	40100-21717 Statewide Litter	7/1/2016	6/30/2017	6,000,000.00	Other
260	Delegated Contracts	Subrecipient	40100-22317, 5311 DGA	7/1/2016	6/30/2017	54,000,000.00	Other
261	Delegated Contracts	Subrecipient	40100-22017, 5303 Planning	7/1/2016	6/30/2017	1,800,000.00	Other
262	Delegated Contracts	Subrecipient	40100-22417, UROP DGA	7/1/2016	6/30/2017	24,000,000.00	Other
263	Delegated Contracts	Subrecipient	40100-22117, 5307 DGA	7/1/2016	6/30/2017	60,000,000.00	Other
264	Delegated Contracts	Subrecipient	40100-22817, 5310 DGA	7/1/2016	6/30/2017	15,000,000.00	Other
265	Delegated Contracts	Subrecipient	40100-22617 FY 17 DGA	7/1/2016	6/30/2017	100,000,000.00	Other
266	Delegated Contracts	Subrecipient	40100-22517, 5339 DGA	7/1/2016	6/30/2017	23,000,000.00	Other
267	Delegated Contracts	Subrecipient	40100-21917 Delegated Rev GNSS	7/1/2016	6/30/2017	0.01	Other
268	Delegated Contracts	Vendor	40100-00817 Overweight DA	7/1/2016	6/30/2021	0.01	Other
269	Desert West Environmental LLC	Vendor	On Call Archaeology CE1909	7/1/2016	6/30/2021	750,000.00	Other
270	Dickson County	Vendor	SA 22002-3	8/4/2016	11/30/2018	315,952.00	Other
271	Dickson County	Vendor	SA 22032-1	11/17/2016	11/30/2018	490,784.00	Other
272	Dickson County	Vendor	SA 22019-2	4/19/2017	11/30/2019	457,170.00	Other
273	Douglas B Hall & Associat	Vendor	CRW551	5/2/2017	5/1/2022	500,000.00	Other
274	Dunn & Metz Appraisal Gro	Vendor	CRW577	5/2/2017	5/1/2022	500,000.00	Other
275	Dunn & Metz Appraisal Gro	Vendor	CRW567	5/2/2017	5/1/2022	500,000.00	Other
276	Dunn & Metz Appraisal Gro	Vendor	CRW543	5/2/2017	5/1/2022	500,000.00	Other
277	Duo Lift Manufacturing Company INC	Vendor	Salt Brine Trailer/Utility Tra	6/10/2017	6/9/2020	671,634.40	RFx (ITB)
278	Dyer County Trustee	Vendor	SA-23025(2)	3/14/2017	11/30/2018	400,266.69	Other
279	Dyer County Trustee	Vendor	SA-230047(5)	3/14/2017	11/30/2018	333,888.80	Other
280	East TN Human Resource Agency INC	Subrecipient	40100-07617	7/1/2016	6/30/2017	1,801,132.68	Other
281	East TN Human Resource Agency INC	Subrecipient	40100-08017 operating & RTAP	7/1/2016	6/30/2017	487,588.52	Other
282	East TN Human Resource Agency INC	Subrecipient	40100-11917 capital	10/1/2016	9/30/2017	5,949.00	Other
283	EastTN Development	Subrecipient	East TN Development RPO North	7/1/2016	6/30/2019	152,517.00	Other
284	EastTN Development	Subrecipient	East TN RPO South	7/1/2016	6/30/2019	160,779.00	Other
285	Edward C Gracey Jr	Vendor	CRW547	5/2/2017	5/1/2022	500,000.00	Other
286	Edward L Adams	Vendor	E1990 3yr on-call field surv	4/10/2017	4/9/2022	500,000.00	Other
287	Edwards-Pitman Environmental INC	Vendor	On Call Archaeology CE1910	7/1/2016	6/30/2021	750,000.00	Other
288	Ensafe INC	Vendor	On Call QAQC CE1917	7/1/2016	6/30/2021	750,000.00	Other
289	ETI Corporation	Vendor	On Call QAQC CE1918	7/1/2016	6/30/2021	750,000.00	Other
290	ETI Corporation	Vendor	On Call Permits CE1930	7/1/2016	6/30/2021	1,000,000.00	Other
291	Fayette County Government	Vendor	BG 01454-5.26	10/14/2016	12/31/2018	395,344.10	Other
292	Fentress County	Vendor	CMA1746	7/1/2016	6/30/2017	35,095.50	Other
293	Fentress County	Vendor	SA 25012-1	8/4/2016	10/31/2017	134,685.96	Other
294	Fentress County	Vendor	SA 25002-2	8/4/2016	10/31/2017	116,616.91	Other
295	Fentress County	Vendor	SA 25004-2	8/4/2016	10/31/2017	219,765.77	Other

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296	Fentress County	Vendor	SA 25029-2	8/4/2016	10/31/2017	142,150.95	Other
297	FirstTN Development District	Subrecipient	RPO FirstTN Dev. Dist.	7/1/2016	6/30/2019	186,723.00	Other
298	First TN Human Resource Agency	Subrecipient	40100-09417 RTAP assistance	7/1/2016	12/31/2017	15,000.00	Other
299	First TN Human Resource Agency	Subrecipient	40100-10017 operating	4/1/2017	12/31/2017	75,000.00	Other
300	First TN Human Resource Agency	Subrecipient	40100-05018 RTAP	7/1/2016	12/31/2017	1,855.00	Other
301	Fisher & Arnold INC	Vendor	E1992 3yr on-call field surv	4/10/2017	4/9/2022	500,000.00	Other
302	Fleetcor Technologies	Vendor	Fleet Card & Consignment Fuel	7/1/2016	6/30/2021	0.00	RFP
303	Franklin Transit Authority	Subrecipient	40100-04417 capital & planning	10/1/2016	9/30/2017	87,745.33	Other
304	Geotechnology INC	Vendor	CE1901 5yr geotech svcs Reg 4	8/1/2016	7/31/2021	1,000,000.00	Other
305	Gerald Michael Turbyfill Sr	Vendor	CRW587	5/2/2017	5/1/2022	500,000.00	Other
306	Gibson County Government	Vendor	BG A702-1.61	8/3/2016	7/31/2018	343,347.14	Other
307	Gibson County Government	Vendor	SA 27073-1	12/6/2016	11/30/2017	205,853.92	Other
308	Gibson County Government	Vendor	SA 27075-1	12/6/2016	11/30/2017	226,002.97	Other
309	Gibson County Government	Vendor	SA 27031-2	12/6/2016	11/30/2017	91,446.41	Other
310	Gibson County Government	Vendor	SA 27074-1	12/30/2016	11/30/2017	109,136.97	Other
311	Giles County	Vendor	SA 28028-4	10/3/2016	11/30/2018	203,644.00	Other
312	Giles County	Vendor	SA 28007-5	10/3/2016	11/30/2018	449,330.00	Other
313	Giles County	Vendor	BG A318-0.08	4/13/2017	4/1/2019	82,425.16	Other
314	Giles County	Vendor	BG A122-0.02	4/20/2017	4/1/2019	74,807.74	Other
315	Golder Associates INC	Vendor	CE1892 5yr geotech svcs Reg 1	8/1/2016	7/31/2021	1,000,000.00	Other
316	Grainger County Trustee	Vendor	SA 2923-3	7/18/2016	11/1/2017	109,466.00	Other
317	Grainger County Trustee	Vendor	SA 2930-2	7/18/2016	11/1/2017	107,898.00	Other
318	Grainger County Trustee	Vendor		8/12/2016	11/1/2017	286,846.00	Other
319	Greater Nashville Regiona	Subrecipient	40100-01517 TN River Trail	9/1/2016	6/30/2017	29,875.33	Other
320	Greater Nashville Regiona	Subrecipient	40100-01117 TN River Trail	9/1/2016	6/30/2017	26,780.70	Other
321	Gregory O Peck	Vendor	CRW572	5/2/2017	5/1/2022	500,000.00	Other
322	Gresham Smith and ParTners	Subrecipient	CE1967 Gresham Smith	9/1/2016	8/31/2020	2,000,000.00	Other
323	Gresham Smith and ParTners	Vendor	On Call Permit CE1931	7/1/2016	6/30/2021	1,000,000.00	Other
324	Gresham Smith and ParTners	Vendor	On Call NEPA CE1948	7/1/2016	6/30/2021	1,500,000.00	Other
325	Gresham Smith and ParTners	Vendor	E2004 3yr on-call traffic stud	5/30/2017	5/29/2022	1,000,000.00	Other
326	GRW Aerial Surveys INC	Vendor	CE1987 3yr on-call aerial sur	4/10/2017	4/9/2022	500,000.00	Other
327	G-Squared LLC	Vendor	CE1986 3yr on-call aerial sur	4/10/2017	4/9/2022	500,000.00	Other
328	Hamilton County Government	Vendor	CMA1713	7/1/2016	6/30/2017	188,799.05	Other
329	Hamilton County Trustee	Vendor	SA 33005-2	7/18/2016	10/31/2017	162,278.64	Other
330	Hamilton County Trustee	Vendor	SA 33025-4	9/15/2016	10/31/2017	179,875.12	Other
331	Hamilton County Trustee	Vendor	SA 33010-2	9/15/2016	10/31/2017	251,018.41	Other
332	Hamilton County Trustee	Vendor	SA 33029-11	9/15/2016	10/31/2017	143,118.03	Other

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333	Hamilton County Trustee	Vendor	SA 33014-1	4/13/2017	6/30/2018	85,997.47	Other
334	Hamilton County Trustee	Vendor	SA 33012-4	4/13/2017	6/30/2018	225,314.83	Other
335	Hamilton County Trustee	Vendor	SA 33058-1	5/4/2017	6/30/2018	177,695.21	Other
336	Hamilton County Trustee	Vendor	SA 33059-1	5/12/2017	6/30/2018	172,163.30	Other
337	Hancock County	Vendor	SA 3407-1	10/3/2016	11/1/2017	495,292.00	Other
338	Hancock County	Vendor	SA-3410(3)	3/27/2017	11/1/2017	174,734.00	Other
339	Hardeman County	Vendor	BG 0A296-0.20	10/3/2016	12/31/2018	415,865.17	Other
340	Hardeman County	Vendor	SA 3525-3	10/14/2016	7/31/2017	292,703.17	Other
341	Hardeman County Board Of Education	Vendor	BG 0A296-0.20	10/3/2016	12/31/2018	415,865.17	Other
342	Hardeman County Board Of Education	Vendor	SA 3525-3	10/14/2016	7/31/2017	292,703.17	Other
343	Hawkins County	Vendor	SA 3710-2	8/12/2016	11/1/2017	533,610.00	Other
344	Haywood County	Vendor	BG A160-3.52	4/20/2017	11/30/2018	363,602.28	Other
345	Haywood County	Vendor	BG 0857-0.10	4/20/2017	11/30/2018	403,543.24	Other
346	Haywood County	Vendor	BG A205-1.63	6/29/2017	11/30/2018	221,471.43	Other
347	HDR Engineering INC	Vendor	ICE02 I-240 bridges Shelby Co	12/21/2016	9/30/2017	150,000.00	Other
348	HDR Engineering INC	Subrecipient	CE1968 HDR	9/1/2016	8/31/2020	2,000,000.00	Other
349	HDR Engineering INC	Vendor	On Call NEPA E1949	7/1/2016	6/30/2021	1,500,000.00	Other
350	HDR Engineering INC	Vendor	CE1902 5yr geotech svcs Reg 4	8/1/2016	7/31/2021	1,000,000.00	Other
351	HDR Engineering INC	Vendor	CE1851 Bridge Inspect & Repair	8/15/2016	1/7/2019	3,662,350.68	RFP
352	HDR Engineering INC	Vendor	CU1008	8/24/2016	9/15/2016	395,080.71	Other
353	HDR Engineering INC	Vendor	CU1011	8/24/2016	10/15/2018	497,151.41	Other
354	HDR Engineering INC	Vendor	cu1016	8/24/2016	10/15/2020	596,603.11	Other
355	HDR Engineering INC	Vendor	CE1866 Consent to Assign ICA n	8/26/2016	4/30/2017	806,373.45	Other
356	HDR Engineering INC	Vendor	E2002 3yr on-call ITS	5/30/2017	5/29/2022	5,000,000.00	Other
357	HDR Engineering INC	Vendor	E2008 3yr on-call traffic des	5/30/2017	5/29/2022	1,000,000.00	Other
358	HDR Engineering INC	Vendor	CE1962 On-Call Maintenance	7/1/2016	6/30/2021	5,000,000.00	Other
359	Henderson County	Vendor	SA 39043-1	10/3/2016	11/30/2017	132,697.78	Other
360	Henderson County	Vendor	SA 39008-3	10/3/2016	11/30/2017	230,284.13	Other
361	Henderson County	Vendor	SA 39041-1	10/3/2016	11/30/2017	166,492.41	Other
362	Henderson County	Vendor	SA 39006-5	10/3/2016	11/30/2017	373,147.50	Other
363	Henderson County	Vendor	SA 39040-1	10/3/2016	11/30/2017	92,041.99	Other
364	Henderson County	Vendor	SA 39007-3	10/14/2016	11/30/2017	86,648.80	Other
365	Henderson County	Vendor	SA 39042-1	10/14/2016	11/30/2017	227,802.70	Other
366	Henderson County	Vendor	SA 39030-3	6/13/2017	11/30/2018	118,999.73	Other
367	Henry County	Vendor	BG 0A557-02.42	10/14/2016	11/30/2018	428,492.57	Other
368	Henry County	Vendor	SA 40045-1	4/20/2017	11/30/2018	364,528.39	Other
369	Henry County	Vendor	SA 40014-4	4/20/2017	11/30/2018	271,501.65	Other

TDOT 2016-2017 Vendor/Subrecipient Listing

370	Henry County	Vendor	SA 40044-1	4/20/2017	11/30/2018	79,922.43	Other
371	Henry County	Subrecipient	CPD160066 PIN# 123307.00	10/3/2016	9/30/2021	258,024.00	Other
372	HFR INC	Vendor	E1993 3yr on-call field surv	4/10/2017	4/9/2022	500,000.00	Other
373	Hickman County Board Of Education	Vendor	SA 41026-2	7/18/2016	11/30/2018	267,344.00	Other
374	Hickman County Board Of Education	Vendor	SA 41014-3	10/3/2016	11/30/2018	511,168.00	Other
375	Hickman County Board Of Education	Vendor	BG A802-0.08	1/30/2017	1/29/2019	295,329.65	Other
376	Hodges & Pratt Company PC	Vendor	CRW576	5/2/2017	5/1/2022	500,000.00	Other
377	Hodges & Pratt Company PC	Vendor	CRW558	5/2/2017	5/1/2022	500,000.00	Other
378	Hodges & Pratt Company PC	Vendor	CRW552	5/2/2017	5/1/2022	500,000.00	Other
379	Houston County	Vendor	BG A147-0.47	8/12/2016	8/1/2018	93,171.90	Other
380	Houston County	Vendor	BG A128-0.35	10/14/2016	10/1/2018	147,683.63	Other
381	Houston County	Vendor	BG 1783-0.48	2/15/2017	2/1/2019	137,196.40	Other
382	HS Financial Group LLC	Vendor	Collection Agency Services	1/1/2017	12/31/2021	200,000.00	RFP
383	Humphreys County	Vendor		8/24/2016	11/30/2018	222,950.00	Other
384	Humphreys County	Vendor	SA 43018-3	8/24/2016	11/30/2018	247,744.00	Other
385	ICA Engineering INC	Vendor	On Call NEPA CE1949	7/1/2016	6/30/2021	1,500,000.00	Other
386	ICA Engineering INC	Vendor	CE1902 5yr geotech svcs Reg 4	8/1/2016	7/31/2021	1,000,000.00	Other
387	Integra Realty Resource Nash & East TN	Vendor	CRW541	5/2/2017	5/1/2022	500,000.00	Other
388	Integra Realty Resource Nash & East TN	Vendor	CRW570	5/2/2017	5/1/2022	500,000.00	Other
389	Integra Realty Resource Nash & East TN	Vendor	CRW540	5/2/2017	5/1/2022	500,000.00	Other
390	Integra Realty Resource Nash & East TN	Vendor	CRW573	5/2/2017	5/1/2022	500,000.00	Other
391	Jackson County	Vendor	CMA1748	7/1/2016	6/30/2017	27,671.70	Other
392	Jackson County	Vendor	SA 44017-5	7/18/2016	10/31/2017	186,775.26	Other
393	Jackson County	Vendor	SA 44018-4	9/23/2016	10/31/2017	123,596.33	Other
394	Jackson Transit Authority	Subrecipient	40100-07917 capital, operating	7/1/2016	6/30/2018	156,000.00	Other
395	Jackson Transit Authority	Subrecipient	40100-04317 operating	7/1/2016	12/31/2017	5,525.62	Other
396	Jackson Transit Authority	Subrecipient	40100-08317 student internship	1/1/2017	12/31/2017	15,000.00	Other
397	James E Wade Jr	Vendor	CRW589	5/2/2017	5/1/2022	500,000.00	Other
398	Jarrett Builders INC	Vendor	Infrared Pavement REstoration	5/16/2017	5/15/2018	72,700.00	RFx (ITB)
399	Jefferson County	Vendor	SA 4532-3	7/5/2016	11/1/2017	266,168.00	Other
400	Jefferson County	Vendor	SA 4507-2	9/12/2016	11/1/2017	75,460.00	Other
401	Jefferson County	Vendor	SA 4505-1	9/12/2016	11/1/2017	495,390.00	Other
402	Jeffery L Batson	Vendor	CRW528	5/2/2017	5/1/2022	500,000.00	Other
403	Jeffrey A Thigpen	Vendor	TDOT Equipment Sheds	4/20/2017	4/19/2019	1,315,215.00	RFx (ITB)
404	John G Martin	Vendor	CRW564	5/2/2017	5/1/2022	500,000.00	Other
405	John M Hahn Jr	Vendor	CRW549	5/2/2017	5/1/2022	500,000.00	Other
406	Johnson County Government	Vendor	SA 4611-6	9/12/2016	11/1/2017	263,032.00	Other

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407	Johnson County Government	Vendor	SA 4603-8	9/12/2016	11/1/2017	134,946.00	Other
408	Johnson County Government	Vendor	SA 4627-2	9/12/2016	11/1/2017	193,942.00	Other
409	Johnson County Government	Vendor	SA 4649-2	9/26/2016	11/1/2017	160,230.00	Other
410	Johnstone Group INC	Vendor	CRW554	5/2/2017	5/1/2022	500,000.00	Other
411	Joseph Mark Young	Vendor	CRW596	5/2/2017	5/1/2022	500,000.00	Other
412	K S Ware & Associates LLC	Vendor	On Call Hazmat CE1937	7/1/2016	6/30/2021	1,000,000.00	Other
413	K S Ware & Associates LLC	Vendor	CE1893 5yr geotech svcs Reg 1	8/1/2016	7/31/2021	1,000,000.00	Other
414	KCI Technologies INC	Subrecipient	CE1972 KCI Technologies,INC	6/13/2017	8/31/2020	1,986,314.45	Other
415	KCI Technologies INC	Subrecipient	CE1842 ON CALL 4 YEARS	6/13/2017	8/31/2018	1,733,567.10	Other
416	KCI Technologies INC	Vendor	On Call NCSD CE1945	7/1/2016	6/30/2021	1,500,000.00	Other
417	Kenneth R Woodford	Vendor	CRW594	5/2/2017	5/1/2022	500,000.00	Other
418	Kenneth R Woodford	Vendor	CRW593	5/2/2017	5/1/2022	500,000.00	Other
419	Kiewit Infrastructure South Co	Vendor	CM1601 SR57 bridge replacement	10/19/2016	10/30/2018	250,000.00	Other
420	Kimley-Horn & Assoc INC	Vendor	On Call Landscape CE1941	7/1/2016	6/30/2021	600,000.00	Other
421	Kimley-Horn & Assoc INC	Vendor	On Call NEPA CE1950	7/1/2016	6/30/2021	1,500,000.00	Other
422	Kimley-Horn & Assoc INC	Vendor	E2005 3yr on-call traffic stud	5/30/2017	5/29/2022	1,000,000.00	Other
423	Knox County Government	Vendor	SA 4732-2	10/3/2016	11/1/2017	374,850.00	Other
424	Knox County Government	Vendor	SA 4721-7	10/3/2016	11/1/2017	61,838.00	Other
425	Knox County Government	Vendor	SA 4770-2	10/3/2016	11/1/2017	550,662.00	Other
426	Knox County Government	Vendor	SA 4731-6	10/3/2016	11/1/2017	98,000.00	Other
427	Knox County Government	Vendor	SA 4725-2	10/3/2016	11/1/2016	234,416.00	Other
428	Knox County Government	Vendor	SA 4717-6	10/27/2016	11/1/2017	530,082.00	Other
429	Knox County Government	Vendor	BG 2436-4.84	5/15/2017	11/1/2019	365,737.33	Other
430	Knoxville Knox Co Community Action Comm	Subrecipient	40100-11817 capital	1/1/2017	6/30/2018	20,000.00	Other
431	L3 Communications Corp	Vendor	TDOT Snow Plow Simulator Train	9/1/2016	8/31/2019	450,000.00	RFx (ITB)
432	Lake County Government	Vendor	BG 01511-1.47	10/3/2016	12/31/2018	184,440.55	Other
433	Lauderdale County	Vendor	BG 1482-5.58	9/12/2016	11/30/2017	304,150.04	Other
434	Lauderdale County	Vendor	BG 01495-2.80	10/14/2016	11/30/2018	379,689.04	Other
435	Lauderdale County	Vendor	SA 49016-5	2/14/2017	11/30/2017	385,171.42	Other
436	Lauderdale County	Vendor	SA 49027-3	2/14/2017	11/30/2017	166,197.65	Other
437	Lauderdale County	Vendor	SA 49042-1	2/14/2017	11/30/2017	292,471.90	Other
438	Lauderdale County	Vendor	SA 49041-1	2/14/2017	11/30/2017	95,991.04	Other
439	Lawrence County	Vendor	BG A328-4.35	10/14/2016	10/1/2018	220,000.00	Other
440	Lenoir City	Vendor	CMA1687	7/1/2016	6/30/2017	6,810.00	Other
441	Lewis County Government	Vendor	SA 51032-1	4/13/2017	11/30/2017	88,690.00	Other
442	Lewis County Government	Vendor	SA 51030-1	4/19/2017	11/30/2019	129,360.00	Other
443	Lewis County Government	Vendor	SA 51026-2	4/19/2017	11/30/2019	133,966.00	Other

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444	Lewis County Government	Vendor	SA 51031-1	4/19/2017	11/30/2019	54,390.00	Other
445	Lewis County Government	Vendor	SA 51033-2	5/16/2017	11/30/2019	122,892.00	Other
446	Lincoln County	Vendor	CMA1728	7/1/2016	6/30/2017	24,671.00	Other
447	Lincoln County	Vendor	SA 52013-4	4/13/2017	11/19/2019	72,324.00	Other
448	Lincoln County	Vendor	SA 52007-4	4/13/2017	11/30/2019	221,382.00	Other
449	Lincoln County	Vendor	SA 52039-1	4/13/2017	11/30/2019	125,048.00	Other
450	Lincoln County	Vendor	SA 52024-3	5/2/2017	11/30/2019	334,180.00	Other
451	Lincoln County	Vendor	BG1967-4.67	6/29/2017	6/1/2019	324,552.63	Other
452	Lincoln County	Vendor	BG A197-0.94	6/29/2017	6/1/2019	486,094.80	Other
453	Lloyd T Murphy III	Vendor	CRW569	5/2/2017	5/1/2022	500,000.00	Other
454	Loudon County Government	Vendor	SA 5326-4	10/27/2016	11/1/2017	150,528.00	Other
455	Loudon County Government	Vendor	SA 5317-2	10/27/2016	11/1/2017	211,974.00	Other
456	Loudon County Government	Vendor	SA 5305-4	10/27/2016	11/1/2017	150,234.00	Other
457	Loudon County Government	Vendor	SA 5310-2	10/27/2016	11/1/2017	47,824.00	Other
458	Macon County Government	Vendor	BG 2094-3.15	3/1/2017	1/1/2019	129,117.55	Other
459	Macon County Government	Vendor	BG 2094-3.08	3/2/2017	1/1/2019	135,188.13	Other
460	Macon County Government	Vendor	SA 56003-7	4/19/2017	11/30/2019	510,774.00	Other
461	Mandli Communications INC	Vendor	Data Collection Vehicles	3/6/2017	3/5/2022	1,399,692.00	RFP
462	Marion County	Vendor	CMA1715	7/1/2016	6/30/2017	33,532.17	Other
463	Marvin A Maes	Vendor	CRW562	5/2/2017	5/1/2022	500,000.00	Other
464	Mattern & Craig INC	Vendor	E1994 3yr on-call field surv	4/10/2017	4/9/2022	500,000.00	Other
465	Mattern & Craig INC	Vendor	CE1969 Mattern & Craig	9/1/2016	8/31/2020	2,000,000.00	Other
466	Maury County	Vendor	SA 60050-1	12/30/2016	11/30/2019	329,280.00	Other
467	McNairy County	Vendor	SA-55061(1)	3/14/2017	11/30/2018	100,401.18	Other
468	McNairy County	Vendor	SA-55060(1)	3/14/2017	11/30/2018	161,450.10	Other
469	McNairy County	Vendor	SA-55009(5)	3/14/2017	11/30/2018	594,583.08	Other
470	Meigs County Government	Vendor	SA 61006-4	8/4/2016	10/31/2017	216,165.56	Other
471	Meigs County Government	Vendor	SA 61003-1	8/4/2016	10/31/2017	88,095.62	Other
472	Meigs County Government	Vendor	SA 61029-1	8/4/2016	10/31/2017	140,364.74	Other
473	Meigs County Government	Vendor		8/12/2016	10/31/2017	148,141.44	Other
474	Meigs County Government	Vendor	SA 61014-8	5/4/2017	6/30/2018	154,933.09	Other
475	Memphis Area Association	Subrecipient	50730 Memphis Area Ass. Gov.	7/1/2016	6/30/2019	170,196.00	Other
476	Memphis Area Transit Auth	Vendor	40100-24117 operating assistan	7/1/2016	6/30/2017	400,000.00	Other
477	Memphis Shelby County Airport Authority	Subrecipient	40100-04617 Concourse B Modern	10/30/2016	10/29/2021	6,175,000.00	Other
478	Metropolitan Govt of Nashville & Davidso	Subrecipient	CPD160174 PIN# 123838.00	4/18/2017	7/31/2021	3,722,240.00	Other
479	Metropolitan Govt of Nashville & Davidso	Subrecipient	CPD160247 PIN# 125309.00	4/18/2017	1/31/2022	3,123,200.00	Other
480	Metropolitan Transit Authority	Subrecipient	40100-11117 capital assistance	7/1/2016	12/31/2017	1,175,000.00	Other

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481	Metropolitan Transit Authority	Subrecipient	40100-06517 capital assistance	9/1/2016	12/31/2020	153,869.00	Other
482	Metropolitan Transit Authority	Subrecipient	40100-10217 capital	9/1/2016	12/31/2018	10,000.00	Other
483	Metropolitan Transit Authority	Subrecipient	40100-10317 capital	9/1/2016	12/31/2018	8,021.00	Other
484	Metropolitan Transit Authority	Subrecipient	40100-10817 capital	9/1/2016	12/31/2018	4,085.00	Other
485	Metropolitan Transit Authority	Subrecipient	40100-10917 capital	9/1/2016	12/31/2018	10,708.00	Other
486	Metropolitan Transit Authority	Subrecipient	40100-10417 capial	9/1/2016	12/31/2018	15,145.00	Other
487	Metropolitan Transit Authority	Subrecipient	40100-12917 capital assistance	2/1/2017	12/31/2017	25,744.70	Other
488	Metropolitan Transit Authority	Vendor	40100-24017 ETCP	7/1/2016	6/30/2017	1,750,000.00	Other
489	Michael Baker International INC	Vendor	On Call Archaeology CE1911	7/1/2016	6/30/2021	750,000.00	Other
490	Michael Baker International INC	Vendor	On Call Historic CE1938	7/1/2016	6/30/2021	500,000.00	Other
491	Michael R Gray	Vendor	CRW548	5/2/2017	5/1/2022	500,000.00	Other
492	Michael V Tankersley	Vendor	CRW584	5/2/2017	5/1/2022	500,000.00	Other
493	Mid Cumberland Hra	Subrecipient	Mid-Cumberland HRA RPO	7/1/2016	6/30/2019	191,073.00	Other
494	Mid Cumberland Hra	Subrecipient	40100-03717 capital assistance	7/1/2016	12/31/2017	1,084,562.50	Other
495	MiddleTN State University	Subrecipient	40100-04217 RTAP	7/1/2016	6/30/2017	135,648.26	Other
496	MiddleTN State University	Subrecipient	40100-09717 UTAP	5/1/2017	6/30/2018	50,000.00	Other
497	Miller & Associates INC	Vendor	CRW568	5/2/2017	5/1/2022	500,000.00	Other
498	MK Gottschalk LLC	Vendor	CRW546	5/2/2017	5/1/2022	500,000.00	Other
499	Moffett-Revell LLC	Vendor	CRW590	5/2/2017	5/1/2022	500,000.00	Other
500	Moffett-Revell LLC	Vendor	CRW591	5/2/2017	5/1/2022	500,000.00	Other
501	Monroe County Government	Vendor	SA 6216-4	10/14/2016	11/1/2017	175,322.00	Other
502	Monroe County Government	Vendor	SA 6201-4	10/14/2016	11/1/2017	183,260.00	Other
503	Montgomery County Government	Vendor	SA 63016-6	7/18/2016	11/30/2018	131,320.00	Other
504	Montgomery County Government	Vendor	SA 63019-4	7/18/2016	11/30/2018	122,010.00	Other
505	Montgomery County Government	Vendor	SA 63040-9	5/2/2017	11/30/2019	40,768.00	Other
506	Montgomery County Government	Vendor	SA 63037-2	5/2/2017	11/30/2019	80,164.00	Other
507	Montgomery County Government	Vendor	SA 63013-14	5/2/2017	11/30/2019	100,842.00	Other
508	Montgomery County Government	Vendor	SA 63017-9	5/2/2017	11/30/2019	105,252.00	Other
509	Montgomery County Government	Vendor	SA 63026-2	5/2/2017	11/30/2019	125,440.00	Other
510	Montgomery County Government	Vendor	SA 63027-3	5/2/2017	11/30/2019	26,362.00	Other
511	Moore County	Vendor	SA 64020-2	4/19/2017	11/30/2019	307,622.00	Other
512	Moreland Altobelli Associates INC	Vendor	CRW032	6/1/2017	5/31/2022	2,000,000.00	Other
513	Morgan County Government	Vendor	SA 6512-5	8/4/2016	11/1/2017	452,662.00	Other
514	Morgan County Government	Vendor	SA 6513-3	8/23/2016	11/1/2017	244,706.00	Other
515	Neel-Schaffer INC	Vendor	E2009 3yr on-call traffic des	5/30/2017	5/29/2022	1,000,000.00	Other
516	New South Associates INC	Vendor	On Call Archaeology CE1912	7/1/2016	6/30/2021	750,000.00	Other
517	New South Associates INC	Vendor	On Call Historic CE1939	7/1/2016	6/30/2021	500,000.00	Other

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518	Norman Hall & Associates LLC	Vendor	CRW550	5/2/2017	5/1/2022	500,000.00	Other
519	North By Northwest Consulting INC	Vendor	CRW526	5/2/2017	5/1/2022	500,000.00	Other
520	NorthwestTN Development District	Subrecipient	40100-26817Northwest RPO 50679	7/1/2016	6/30/2019	194,982.00	Other
521	NorthwestTN Human	Subrecipient	40100-08917 RTAP	7/1/2016	12/31/2017	10,000.00	Other
522	NorthwestTN Human	Subrecipient	40100-13317 cap/operating	7/1/2016	6/30/2018	640,912.50	Other
523	Novacopy INC	Vendor	TDOT IT KIP Maintenance	6/29/2017	6/28/2022	76,680.00	RFx (ITB)
524	Obion County	Vendor	SA 6612-2	10/3/2016	11/30/2017	286,994.02	Other
525	Obion County	Vendor	SA 6613-5	10/3/2016	11/30/2017	577,319.53	Other
526	Obion County	Vendor	SA 66023-2	4/20/2017	11/30/2018	388,673.88	Other
527	Obion County	Subrecipient	CPD160241 PIN# 119997.01	12/20/2016	12/31/2021	166,400.00	Other
528	Overton County	Vendor	SA 67055-1	7/18/2016	10/31/2017	44,714.62	Other
529	Overton County	Vendor	SA 67023-1	7/18/2016	10/31/2017	203,464.09	Other
530	Overton County	Vendor	SA 67051-1	9/15/2016	10/31/2017	120,874.62	Other
531	Overton County	Vendor	SA-67056(1)	3/21/2017	6/30/2018	206,231.14	Other
532	Overton County	Vendor	SA-67057(1)	3/21/2017	6/30/2018	8,640.76	Other
533	Overton County Government	Vendor	CMA1718	7/1/2016	6/30/2017	40,800.00	Other
534	Overton County Government	Subrecipient	PIN 120668	4/12/2017	3/31/2022	3,280,250.30	Other
535	Palmer Engineering Company	Subrecipient	CE1970 Palmer Engineering Cons	9/1/2016	8/31/2020	2,000,000.00	Other
536	Palmer Engineering Company	Vendor	On Call QAQC CE1919	7/1/2016	6/30/2021	750,000.00	Other
537	Palmer Engineering Company	Vendor	On Call Permits CE1932	7/1/2016	6/30/2021	1,000,000.00	Other
538	Palmer Engineering Company	Vendor	On Call NEPA CE1951	7/1/2016	6/30/2021	1,500,000.00	Other
539	Palmer Engineering Company	Vendor	On Call Noise & Air CE1958	7/1/2016	6/30/2021	500,000.00	Other
540	Palmer Engineering Company	Vendor	E1995 3yr on-call field surv	4/10/2017	4/9/2022	500,000.00	Other
541	Palmer Engineering Company	Vendor	CRW033	6/1/2017	5/31/2022	2,000,000.00	Other
542	Panamerican Consultants	Vendor	On Call Archaeology CE1913	7/1/2016	6/30/2021	750,000.00	Other
543	Parsons Transportation Group INC	Vendor	On Call NEPA CE1952	7/1/2016	6/30/2021	1,500,000.00	Other
544	Pavement Restorations INC	Vendor	TDOT Crack Sealing -	11/10/2016	11/9/2019	5,551,500.00	RFx (ITB)
545	Pavement Restorations INC	Vendor	Infrared Pavement Restoration	5/16/2017	5/15/2018	133,000.00	RFx (ITB)
546	Perry County	Vendor	SA 68017-1	8/24/2016	11/30/2018	462,070.00	Other
547	Perry County	Vendor	BG A157-1.48	1/30/2017	1/1/2019	213,729.47	Other
548	Pickett County	Vendor	SA 69041-1	9/15/2016	11/30/2017	28,073.45	Other
549	Pickett County	Vendor	SA 69038-1	9/15/2016	11/30/2017	229,959.00	Other
550	Pickett County	Vendor	SA 69039-1	9/15/2016	11/30/2017	67,102.20	Other
551	Pickett County	Vendor	SA 69004-5	9/15/2016	11/30/2017	141,882.88	Other
552	Pickett County	Vendor	SA-69005(6)	3/21/2017	6/30/2018	313,175.19	Other
553	Pickett County Government	Vendor	CMA1719	7/1/2016	6/30/2017	10,477.50	Other
554	Pipkin & Associates	Vendor	CRW539	5/2/2017	5/1/2022	500,000.00	Other

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555	Pipkin & Associates	Vendor	CRW575	5/2/2017	5/1/2022	500,000.00	Other
556	Polk County Government	Vendor	SA 70002-1	7/5/2016	11/30/2018	669,340.00	Other
557	Polk County Government	Vendor	BG 2309-1.94	6/29/2017	7/31/2018	149,980.24	Other
558	Precision Products LLC	Vendor	TDOT GPS Survey Equipment	9/15/2016	9/14/2019	874,794.12	RFx (ITB)
559	Property Service Group Southeast	Vendor	crw533	5/2/2017	5/1/2022	500,000.00	Other
560	Property Service Group Southeast	Vendor	CRW582	5/2/2017	5/1/2022	500,000.00	Other
561	Property Service Group Southeast	Vendor	CRW581	5/2/2017	5/1/2022	500,000.00	Other
562	PuTNam County	Vendor	CMA1720	7/1/2016	6/30/2017	57,281.00	Other
563	PuTNam County	Vendor	SA 71025-2	9/26/2016	10/31/2017	119,125.91	Other
564	PuTNam County	Vendor	SA 71021-2	9/27/2016	10/31/2017	267,964.71	Other
565	PuTNam County	Vendor	SA-71042(2)	3/27/2017	6/30/2018	106,669.50	Other
566	PuTNam County	Vendor	SA-71024(4)	3/27/2017	6/30/2018	46,191.76	Other
567	Ragan-Smith-Associates	Vendor	On Call Permits CE1933	7/1/2016	6/30/2021	1,000,000.00	Other
568	Ragan-Smith-Associates	Vendor	On Call Landscape CE1943	7/1/2016	6/30/2021	600,000.00	Other
569	Ragan-Smith-Associates	Vendor	CE1996 3yr on-call field surv	4/10/2017	4/9/2022	1,000,000.00	Other
570	Ragan-Smith-Associates	Vendor	E2010 3yr on-call traffic des	5/30/2017	5/29/2022	1,000,000.00	Other
571	Rand Bouldin	Vendor	crw 532	5/2/2017	5/1/2022	500,000.00	Other
572	Randy Button & Associates	Vendor	CRW537	5/2/2017	5/1/2022	500,000.00	Other
573	Randy Button & Associates	Vendor	CRW553	5/2/2017	5/1/2022	500,000.00	Other
574	Randy Button & Associates	Vendor	CRW579	5/2/2017	5/1/2022	500,000.00	Other
575	Real Counsel LLC	Vendor	CRW585	5/2/2017	5/1/2022	500,000.00	Other
576	Rhea County	Vendor	SA 72011-2	8/9/2016	10/31/2017	483,356.11	Other
577	Rhonda D Leamon	Vendor	CRW559	5/2/2017	5/1/2022	500,000.00	Other
578	Richard L Maddux	Vendor	CRW561	5/2/2017	5/1/2022	500,000.00	Other
579	Roadtec INC	Vendor	RoadTec Repair Contract	4/3/2017	4/2/2018	123,412.00	RFx (ITB)
580	Roane County Government	Vendor	SA 7316-3	7/18/2016	11/1/2017	169,344.00	Other
581	Roane County Government	Vendor	SA 7342-1	7/18/2016	11/1/2017	87,416.00	Other
582	Roane County Government	Vendor	SA 7305-3	7/18/2016	11/1/2017	208,348.00	Other
583	Roane County Government	Vendor	BG A559-4.18	9/12/2016	11/1/2017	217,651.82	Other
584	Roane County Government	Vendor	BG A633-1.90	9/12/2016	11/1/2017	312,066.02	Other
585	Robbi Lynn Kitchen	Vendor	CRW557	5/2/2017	5/1/2022	500,000.00	Other
586	Robert G Campbell & Associates LP	Vendor	CE1997 3yr on-call field surv	4/10/2017	4/9/2022	500,000.00	Other
587	Robert M Pickens	Vendor	CRW574	5/2/2017	5/1/2022	500,000.00	Other
588	Robert Rhett Turner	Vendor	CRW588	5/2/2017	5/1/2022	500,000.00	Other
589	Robertson County	Vendor	SA 74059-1	6/16/2017	11/30/2019	230,692.00	Other
590	Robertson County	Vendor	SA 74018-3	6/16/2017	11/30/2019	204,428.00	Other
591	Robertson County	Vendor	SA 74057-2	6/16/2017	11/30/2019	79,500.00	Other

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592	Robertson County	Vendor	SA 74030-2	6/16/2017	11/30/2019	63,600.00	Other
593	Roger Lynn Brown	Vendor	CRW534	5/2/2017	5/1/2022	500,000.00	Other
594	RPM Transportation Consultants LLC	Subrecipient	CE1972 RPM Consultant On-Call	9/1/2016	8/31/2020	2,000,000.00	Other
595	Rutherford County	Vendor	SA 75020-1	5/22/2017	11/30/2019	852,110.00	Other
596	Rutherford County Government	Vendor	CMA1732	7/1/2016	6/30/2017	33,785.00	Other
597	S&ME INC	Vendor	On Call NCSD CE1946	7/1/2016	6/30/2021	1,500,000.00	Other
598	S&ME INC	Vendor	CE1895 5yr geotech svcs Reg 2	8/1/2016	7/31/2021	1,000,000.00	Other
599	Sain Associates INC	Subrecipient	CE 1973 Sain Associates On-Cal	9/1/2016	8/31/2020	2,000,000.00	Other
600	Scott County	Vendor	SA 7623-5	10/14/2016	11/1/2017	536,942.00	Other
601	Scott County	Vendor	SA-7626(2)	3/21/2017	11/1/2017	88,984.00	Other
602	Scott County	Vendor	BG A295-2.05	5/15/2017	11/1/2019	289,152.76	Other
603	Sequatchie County	Vendor	SA 77009-11	6/16/2017	7/31/2018	525,633.29	Other
604	Sevier County Board Of Education	Vendor	SA 84021-5	4/13/2017	11/30/2018	51,148.50	Other
605	Shelby County Government	Vendor	SA 7923-2	11/4/2016	11/30/2017	212,860.83	Other
606	Shelby County Government	Vendor	SA 7939-3	11/4/2016	11/30/2017	196,367.81	Other
607	Shelby County Government	Vendor	SA 7946-1	11/4/2016	11/30/2017	335,818.09	Other
608	Shelby County Government	Vendor	SA 7907-4	11/4/2016	11/30/2017	157,463.35	Other
609	Shelby County Government	Vendor	SA 7917-9	11/4/2016	11/30/2017	993,643.19	Other
610	Shelby County Government	Vendor	SA 7914-10	11/4/2016	11/30/2017	120,491.03	Other
611	Shelby County Government	Vendor	SA 7915-6	11/4/2016	11/30/2017	736,540.35	Other
612	Shelby County Government	Vendor	SA 7926-2	11/4/2016	11/30/2017	169,715.80	Other
613	Shelby County Government	Vendor	SA 7919-4	11/4/2016	11/30/2017	353,149.91	Other
614	Shelby County Government	Vendor	SA 7904-12	11/15/2016	11/30/2017	452,742.89	Other
615	Shelby County Government	Subrecipient	CPD150174 PIN# 123030.00	7/18/2016	7/18/2020	467,850.00	Other
616	Shelby County Government	Subrecipient	CPD150175 PIN# 123030.01	7/18/2016	7/18/2020	281,692.00	Other
617	Shelby County Government	Subrecipient	CPD150176 PIN#123030.02	7/18/2016	7/18/2020	4,422,561.00	Other
618	Shelby County Government	Subrecipient	CPD160014 PIN# 122625.00	12/6/2016	3/31/2020	1,074,120.00	Other
619	Smith County Government	Vendor	SA 80021-2	9/12/2016	11/30/2018	288,806.00	Other
620	Smith County Government	Vendor	SA 80041-1	4/13/2017	11/30/2019	78,204.00	Other
621	Smith County Government	Vendor	SA 80040-1	4/13/2017	11/30/2019	102,312.00	Other
622	Smith County Government	Vendor	BG A113-0.20	5/2/2017	5/1/2019	142,163.14	Other
623	Smith Seckman Reid INC	Vendor	CE1963 On-Call Maintenance	7/1/2016	6/30/2021	5,000,000.00	Other
624	South Central TN Development District	Subrecipient		7/1/2016	6/30/2019	156,648.00	Other
625	South Central TN Development District	Subrecipient	South Central West RPO	7/1/2016	6/30/2019	152,517.00	Other
626	Southwest Research Institute	Vendor	40100-261806 ATMS Support	2/1/2017	1/31/2020	240,000.00	Non-Competitive
627	SouthwestTN Development Dist	Subrecipient	40100-26717 Southwest RPO	7/1/2016	6/30/2019	186,720.00	Other
628	Stantec Consulting Services INC	Vendor	On Call Ecology CE1924	7/1/2016	6/30/2021	1,500,000.00	Other

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629	Stantec Consulting Services INC	Vendor	On Call NCSD CE1947	7/1/2016	6/30/2021	1,500,000.00	Other
630	Stantec Consulting Services INC	Vendor	On Call NEPA CE1954	7/1/2016	6/30/2021	1,500,000.00	Other
631	Stantec Consulting Services INC	Vendor	CE1898 5yr geotech svcs Reg 3	8/1/2016	7/31/2021	1,000,000.00	Other
632	Stantec Consulting Services INC	Vendor	E2003 3yr on-call ITS	5/30/2017	5/29/2022	5,000,000.00	Other
633	State ofTN	Vendor	40100-24317 Work Zone Services	7/1/2016	6/30/2021	12,500,000.00	Other
634	State ofTN	Vendor	Inmate Labor	7/1/2016	6/30/2021	1,750,000.00	Other
635	State ofTN	Vendor	40100-00717 Escort Heavy-Over	8/2/2016	8/1/2017	100,000.00	Other
636	Statewide Appraisal & Title Services	Vendor	CRW571	5/2/2017	5/1/2022	500,000.00	Other
637	Stephen Todd Rogers	Vendor	CRW578	5/2/2017	5/1/2022	500,000.00	Other
638	Stewart County	Vendor	SA-81007(5)	3/29/2017	11/30/2019	149,156.00	Other
639	Stewart County	Vendor	SA-81006(5)	3/29/2017	11/30/2019	420,518.00	Other
640	Stewart County	Vendor	BG 1801-1.11	5/2/2017	4/30/2019	216,364.00	Other
641	Sullivan County	Vendor	SA 8218-1	8/12/2016	11/1/2017	449,820.00	Other
642	Sullivan County	Vendor	SA 8203-11	11/4/2016	11/1/2017	355,446.00	Other
643	Sullivan County	Vendor	SA-8246(5)	3/29/2017	11/1/2017	155,036.00	Other
644	Sullivan County	Vendor	SA 8229-4	4/19/2017	11/1/2017	157,780.00	Other
645	Sumner County Government	Vendor	SA 83049-3	8/24/2016	11/30/2018	134,925.00	Other
646	Sumner County Government	Vendor	SA 83058-2	8/24/2016	11/30/2018	154,050.00	Other
647	Sumner County Government	Vendor		8/24/2016	11/30/2018	114,525.00	Other
648	Sumner County Government	Vendor	SA 83005-3	8/24/2016	11/30/2018	172,425.00	Other
649	Sumner County Government	Vendor	SA 83020-7	8/24/2016	11/30/2018	222,225.00	Other
650	T H Y INC	Vendor	CE1998 3yr on-call field surv	4/10/2017	4/9/2022	500,000.00	Other
651	TCAT Crossville	Vendor	40100-07817 Trans Cert Program	3/28/2017	3/27/2019	180,000.00	Other
652	TCAT Hartsville	Subrecipient	40100-04917 Highway Construct	1/1/2017	12/31/2017	369,000.00	Other
653	TCAT Jackson	Vendor	40100-05117 TCAT at Jackson	3/28/2017	3/27/2019	180,000.00	Other
654	TCAT Nashville	Vendor	40100-02617 Tran Systems Cert	10/11/2016	10/10/2018	180,000.00	Other
655	TNessee State University	Subrecipient	TNessee State University	8/1/2016	2/1/2019	214,935.00	Other
656	TNessee State University	Subrecipient	High School Residency Program	5/1/2017	10/30/2017	56,361.00	Other
657	The Atlantic Group LLC	Vendor	E1988 3yr on-call aerial surv	4/10/2017	4/9/2022	500,000.00	Other
658	The Corradino Group INC	Vendor	On Call NEPA CE1955	7/1/2016	6/30/2021	1,500,000.00	Other
659	The Corradino Group INC	Vendor	E2011 3yr on-call traffic des	5/30/2017	5/29/2022	1,000,000.00	Other
660	Third Rock Consultants LI	Vendor	On Call Ecology CE1925	7/1/2016	6/30/2021	1,500,000.00	Other
661	Thomas R Carter	Vendor	CRW538	5/2/2017	5/1/2022	500,000.00	Other
662	Thomason And Associates	Vendor	On Call Historic CE1940	7/1/2016	6/30/2021	500,000.00	Other
663	Thompson Engineering INC	Vendor	CE1896 5yr geotech svcs Reg 2	8/1/2016	7/31/2021	1,000,000.00	Other
664	Tipton County	Vendor	SA 8406-3	7/5/2016	11/30/2016	66,785.29	Other
665	Tipton County	Vendor	SA 84008-9	11/17/2016	11/30/2017	131,817.27	Other

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666	Tipton County	Vendor	SA 84047-1	11/17/2016	11/30/2017	114,443.53	Other
667	Tipton County	Vendor	SA 84046-1	11/17/2016	11/30/2017	164,492.65	Other
668	Tipton County	Vendor	SA 84048-1	11/17/2016	11/30/2017	133,729.97	Other
669	Tipton County	Vendor	SA 84024-2	4/13/2017	11/30/2018	51,148.50	Other
670	Tipton County	Vendor	SA 84021-5	4/13/2017	11/30/2018	51,148.50	Other
671	Tipton County	Vendor	SA 84023-2	5/2/2017	5/3/2017	59,267.31	Other
672	Tipton County Government	Subrecipient	PIN# 121751.00 CPD150191	7/6/2016	5/31/2021	1,450,567.43	Other
673	Tipton County Government	Subrecipient	CPD160151 PIN# 121750.00	10/27/2016	10/31/2021	488,040.00	Other
674	Tommy Ray Carroll	Vendor	Litter Contract	6/26/2017	6/25/2018	319,041.00	RFx (ITB)
675	Tommy Ray Carroll	Vendor	Litter Pickup	3/9/2017	3/8/2018	16,320.00	RFx (ITB)
676	Town Of Bean Station	Vendor	CMA1672	7/1/2016	6/30/2017	115,664.25	Other
677	Town Of Collierville	Subrecipient	CPD160222 PIN# 125154.00	11/15/2016	11/30/2021	455,700.00	Other
678	Town Of Collierville	Subrecipient	CPD160218 PIN#125104.00	11/15/2016	10/31/2021	463,200.00	Other
679	Town Of Collierville	Subrecipient	CPD170031 PIN# 125568.00	3/29/2017	4/30/2022	1,339,200.00	Other
680	Town Of Dandridge	Vendor	CMA1675	7/1/2016	6/30/2017	54,448.50	Other
681	Town Of Erwin	Vendor	CMA1677	7/1/2016	6/30/2017	13,790.55	Other
682	Town Of Erwin	Subrecipient	CPD160212 PIN# 125091.00	10/3/2016	9/30/2021	422,109.60	Other
683	Town Of Farragut	Subrecipient	CPD160196 PIN#125045.00	12/5/2016	11/30/2021	3,732,800.00	Other
684	Town Of Farragut	Subrecipient	CPD170024 PIN# 125462.00	5/17/2017	5/17/2021	2,925,000.00	Other
685	Town Of Halls	Subrecipient	CPD160159 PIN# 123755.00	10/3/2016	12/15/2020	224,650.00	Other
686	Town Of Huntingdon	Subrecipient	CPD160158 PIN# 123754.00	10/3/2016	12/15/2021	222,600.00	Other
687	Town Of Jonesborough	Vendor	CMA1682	7/1/2016	6/30/2017	39,183.90	Other
688	Town Of Kingston Springs	Subrecipient	CPD160153 PIN# 123749.00	9/1/2016	12/15/2020	223,914.00	Other
689	Town Of Kingston Springs	Subrecipient	CPD160090 PIN# 123630.00	10/27/2016	10/27/2020	486,875.00	Other
690	Town Of Linden	Subrecipient	CPD160094 PIN# 123634.00	9/1/2016	9/1/2020	950,000.00	Other
691	Town Of Mount Carmel	Vendor	CMA1691	7/1/2016	6/30/2017	32,847.15	Other
692	Town Of Oakland	Subrecipient	CPD170014 PIN# 123188.01	3/21/2017	2/28/2022	48,000.00	Other
693	Town Of Oliver Springs	Vendor	CMA1695	7/1/2016	6/30/2017	33,727.35	Other
694	Town Of Pittman Center	Vendor	BG A353-0.79	5/2/2017	11/1/2018	308,097.74	Other
695	Town Of Rogersville	Vendor	CMA1698	7/1/2016	6/30/2017	67,992.90	Other
696	Town Of Rossville	Subrecipient	CPD170041 PIN# 125587.00	4/12/2017	7/1/2022	175,478.80	Other
697	Town Of Smyrna	Vendor	CMA1734	7/1/2016	6/30/2017	203,463.90	Other
698	Town Of Somerville	Vendor	CMA1744	7/1/2016	6/30/2017	58,043.10	Other
699	Town Of Unicoi	Vendor	CMA1700	7/1/2016	6/30/2017	45,067.50	Other
700	Town Of Unicoi	Vendor	CMA1678	7/1/2016	6/30/2017	50,802.30	Other
701	Town Of Winfield	Vendor	CMA1701	7/1/2016	6/30/2017	16,533.00	Other
702	Transsystems Corporation	Vendor	Multimodal Consulting Services	10/15/2016	10/14/2019	0.00	RFQ

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703	Trotz Real Estate Services INC	Vendor	CRW586	5/2/2017	5/1/2022	500,000.00	Other
704	Trousdale County Govt	Vendor	SA-85017(1)	3/27/2017	11/30/2019	279,300.00	Other
705	Trustee Franklin County	Vendor	SA 26003-4	8/9/2016	10/31/2017	129,593.92	Other
706	Trustee Franklin County	Vendor	SA 26003-3	8/9/2016	10/31/2017	68,689.55	Other
707	Trustee Franklin County	Vendor	SA 26003-5	8/12/2016	10/31/2017	380,092.75	Other
708	Trustee Franklin County	Vendor	BG A732-0.24	10/3/2016	11/30/2018	159,427.12	Other
709	Trustee Franklin County	Vendor	BG A604-0.94	10/3/2016	11/30/2018	275,144.65	Other
710	Trustee Hamblen County	Vendor	SA 3215-3	2/14/2017	11/1/2017	120,834.00	Other
711	Trustee Hamblen County	Vendor	SA 3236-3	2/28/2017	11/1/2017	83,986.00	Other
712	Trustee Hamblen County	Vendor	SA 3255-2	2/28/2017	11/1/2017	152,390.00	Other
713	Trustee Hamblen County	Vendor	SA 3227-3	2/28/2017	11/1/2017	129,850.00	Other
714	Trustee McMinn County	Vendor	SA 54011-1	8/4/2016	7/31/2017	107,356.58	Other
715	Trustee McMinn County	Vendor	SA 54033-3	8/4/2016	7/31/2017	86,353.23	Other
716	Trustee McMinn County	Vendor	SA 54026-2	9/15/2016	10/31/2017	57,132.62	Other
717	Trustee McMinn County	Vendor	SA 54028-1	9/15/2016	10/31/2017	70,934.30	Other
718	Trustee McMinn County	Vendor	SA 54050-1	4/13/2017	6/30/2018	69,838.73	Other
719	Trustee McMinn County	Vendor	SA 54052-1	4/13/2017	6/30/2018	30,709.36	Other
720	Trustee McMinn County	Vendor	SA 54051-1	5/5/2017	6/30/2018	192,954.17	Other
721	Trustee McMinn County	Vendor	BG A105-0.05	5/18/2017	6/30/2019	124,480.09	Other
722	Trustee Of Greene County	Vendor	SA 3038-2	9/26/2016	11/1/2017	134,554.00	Other
723	Trustee Of Greene County	Vendor	SA 3033-2	10/3/2016	11/1/2017	170,324.00	Other
724	Trustee Of Greene County	Vendor	SA 3021-4	10/3/2016	11/1/2017	1,272,432.00	Other
725	TTL INC	Vendor	CE1899 5yr geotech svcs Reg 3	8/1/2016	7/31/2021	1,000,000.00	Other
726	Unicoi County	Vendor	SA 8626-3	10/27/2016	11/1/2017	531,258.00	Other
727	Unicoi County	Vendor	SA 8610-4	10/27/2016	11/1/2017	291,844.00	Other
728	Union County	Vendor	SA 8703-13	7/22/2016	11/1/2017	528,318.00	Other
729	Union County	Vendor	SA 8712-8	2/14/2017	11/1/2017	166,502.00	Other
730	University of Memphis	Subrecipient	University of Memphis	8/1/2016	1/31/2018	150,000.00	Other
731	University of Memphis	Subrecipient	University of Memphis	9/1/2016	3/1/2018	100,000.00	Other
732	University of Memphis	Subrecipient	University of Memphis	1/15/2017	7/14/2018	150,000.00	Other
733	University ofTN	Subrecipient	The University ofTN	8/1/2016	1/31/2018	99,414.00	Other
734	University ofTN	Subrecipient	The University ofTN	10/1/2016	3/31/2018	99,199.00	Other
735	University ofTN	Subrecipient	The University ofTN	10/1/2016	3/31/2018	99,652.00	Other
736	University ofTN	Subrecipient	University of TNessee	10/1/2016	3/31/2018	95,788.00	Other
737	Upper Cumberland Development District	Subrecipient	Dale Hollow RPO Upper Cumberla	7/1/2016	6/30/2019	156,648.00	Other
738	Upper Cumberland Development District	Subrecipient	Center Hill RPO Upper Cumberla	7/1/2016	6/30/2019	156,648.00	Other
739	Upper Cumberland Human Re	Subrecipient	40100-06417 operating	7/1/2016	3/31/2017	20,505.68	Other

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740	Upper Cumberland Human Re	Subrecipient	40100-08717 RTAP	7/1/2016	12/31/2017	30,000.00	Other
741	Upper Cumberland Human Re	Subrecipient	40100-12017 operating	7/1/2016	12/31/2017	570,815.16	Other
742	Upper Cumberland Human Re	Subrecipient	40100-13217 operating	7/1/2016	6/30/2018	265,733.68	Other
743	Upper Cumberland Human Re	Subrecipient	40100-12517 internship	1/1/2017	12/31/2017	7,000.00	Other
744	US Engineering Solutions	Vendor	Bridgewatch Software	6/1/2017	5/31/2022	1,187,500.00	Non-Competitive
745	Van Buren County	Vendor	SA 88030-3	8/4/2016	10/31/2017	303,406.17	Other
746	Van Buren County	Vendor	SA 88030-2	8/4/2016	10/31/2017	465,495.91	Other
747	Van Buren County	Vendor	SA-88004(3)	3/21/2017	6/30/2018	118,603.18	Other
748	Van Buren County	Vendor	SA-88017(2)	3/27/2017	6/30/2018	116,805.01	Other
749	Vanderbilt University	Subrecipient	Vanderbilt University	8/1/2016	7/31/2017	110,000.00	Other
750	Vanderbilt University	Subrecipient	Vanderbilt University	8/15/2016	2/14/2018	109,999.06	Other
751	Vanderbilt University	Subrecipient	Vanderbilt University	8/15/2016	2/14/2018	124,999.96	Other
752	Vexcel Imaging INC	Vendor		7/22/2016	7/31/2016	75,000.00	
753	Vexcel Imaging INC	Vendor	Vexcel Digital Camera Maintena	8/1/2016	7/31/2020	220,800.00	Non-Competitive
754	Volkert INC	Subrecipient	CE1974 Volkert On-Call Consult	9/1/2016	8/31/2020	2,000,000.00	Other
755	Volkert INC	Vendor	On Call NEPA CE1956	7/1/2016	6/30/2021	1,500,000.00	Other
756	Volkert INC	Vendor	CRW034	6/1/2017	5/31/2022	2,000,000.00	Other
757	Volkert INC	Vendor	CE1964 On-Call Maintenance	7/1/2016	6/30/2021	5,000,000.00	Other
758	W H Porter Consultants PLLC	Vendor	CE1999 3yr on-call field surv	4/10/2017	4/9/2022	500,000.00	Other
759	Washington County	Vendor	SA 9038-3	10/14/2016	11/1/2017	491,666.00	Other
760	Washington County	Vendor	SA 9039-1	10/14/2016	11/1/2017	165,522.00	Other
761	Wayne County	Vendor	SA 91013-4	7/18/2016	10/1/2018	142,492.00	Other
762	Wayne County	Vendor	SA 91021-1	7/18/2016	10/1/2018	193,060.00	Other
763	Wayne County	Vendor	SA 91006-12	7/18/2016	10/1/2018	51,940.00	Other
764	Wayne County	Vendor	SA 91008-5	8/4/2016	10/1/2018	154,154.00	Other
765	Wayne County	Vendor	BG A065-0.13	9/15/2016	9/1/2018	374,675.95	Other
766	Wayne County	Vendor	SA 91022-1	12/30/2016	10/1/2019	109,172.00	Other
767	Wayne County	Vendor	SA 91023-1	12/30/2016	10/1/2019	175,420.00	Other
768	Wayne County	Vendor	SA 91020-1	12/30/2016	10/1/2019	280,868.00	Other
769	Wayne County	Vendor	BG A392-0.05	5/4/2017	5/1/2019	110,091.65	Other
770	Wayne County	Subrecipient	CPD170026 PIN#125464.00	5/2/2017	3/31/2022	423,192.00	Other
771	Weakley County	Vendor	SA 92031-4	5/22/2017	11/30/2018	60,114.18	Other
772	Weakley County	Vendor	SA 92038-1	5/22/2017	11/30/2018	67,356.44	Other
773	Weakley County	Vendor	SA 92047-1	5/22/2017	11/30/2018	255,004.31	Other
774	Weakley County	Vendor	SA 92045-3	5/22/2017	11/30/2018	34,558.76	Other
775	Weakley County	Vendor	SA92014-3	5/22/2017	11/30/2018	109,411.92	Other
776	Weakley County	Vendor	SA 92032-8	5/22/2017	11/30/2018	229,791.44	Other

Exhibit B



Subrecipient Title VI Assessments



2017 Tennessee Department of Transportation
Civil Rights Division
Title VI Compliance Assessment



TDOT, Civil Rights Division; Suite 1800, James K. Polk Building; 505 Deaderick Street, Nashville, Tennessee 37243
Telephone No. 615.741.3681, Fax No. 615.741.3169 Toll Free No. 888.370.3647- TDOT.Title.VIProgram@tn.gov

I. Airport Information

Airport Name

Manager Name

Title VI Coordinator

Address

City

County/ State

Zip Code

Telephone Number

Email Address

II. Training Information

1. Has the Title VI Coordinator attended TDOT’s Title VI Program training within the past 3 years?

Yes No

If yes, provide date of last training completed. _____

If no, please visit the TDOT Title VI Program’s website to take the online training or you may register to attend an annual training: www.tn.gov/tdot/article/title6-training

III. Funding Information

1. List all funding sources to your airport (Federal, State, and Local).

2. List the total amount of federal funds received for funding year 2016 - 2017, including a description of the programs being funded, the funding amount, and a list of subrecipients (including Disadvantaged Business Enterprises (DBEs), minority and women-owned businesses).

3. List any current applications pending for federal funding and the amount.

If none, please indicate:

IV. DBE Utilization Information

1. Describe contracting opportunities afforded to DBEs, minority, small businesses, and women-owned businesses.

2. Discuss outreach and notification efforts used to ensure that DBEs, minority, small businesses, and women-owned businesses are aware of bid opportunities.

V. Title VI Complaint Information

1. List any Title VI complaints or other Civil Rights lawsuits filed with your airport during the 2016 - 2017 calendar year. Include a summary of the findings and resolutions, if any.

If none, please indicate:

2. Please provide a copy of your Title VI Complaint procedures and log.
3. List any airport related Title VI compliance review(s) received by the airport in the past three years. Include name(s) of the entity(ies) that conducted the review(s) and any findings of noncompliance.

If none, please indicate:

VI. Demographics Information

4. Provide the racial and ethnic demographics of your service area (This information can be obtained at <http://www.census>)

Service area population:

	Number	Percent		Number	Percent
Female	Total Number		Male	Total Number	
White			White		
American Indian/ Alaska Native			American Indian/ Alaska Native		
Asian			Asian		
Hispanic			Hispanic		
African American			African American		
Native Hawaiian/ Pacific Islander			Native Hawaiian/ Pacific Islander		
Other			Other		

VII. Limited English Proficient (LEP) Information

1. Has your agency conducted a Four Factor Analysis of your service area to determine the number of LEP individuals your agency provides services to or LEPs available to utilize your agency's services?

Yes No

If yes, please include a copy of the analysis with this assessment.

If no, contact your TDOT Title VI Program Title VI Coordinator/Specialist for assistance on conducting a four Factor Analysis.

2. Does your agency have an LEP Plan?

Yes No

If yes, please include a copy of your agency's LEP Plan.

If no, contact your TDOT Title VI Program Title VI Coordinator/Specialist for assistance on developing an LEP Plan.

3. Describe methods used to ensure that LEP individuals are aware of Title VI and its prohibitions; include discussion on any translation of notices and posters setting forth Title VI regulations and responsibilities. (Answer only if your service population includes ethnic groups representing 5% or more of your total area population.)

4. Describe the method used by your airport to eliminate any barriers for meaningful communication with LEP individuals. (Answer only if your service population includes ethnic groups representing 5% or more of your total area population.)

VIII. Required Documents/Posters

1. List location(s) of where Title VI notices and posters setting forth Title VI regulations and responsibilities are placed. (Note – should be in areas readily accessible to employees and the public.)

2. Does the airport have Title VI Assurances?

Yes No

If yes, please include a copy of the assurance with this assessment.

If no, see attached Title VI sample document.

IX. Transportation – related boards and commissions

Provide the racial/ethnic composition of non-elected boards that are an integral part of the decision-making for planning or implementing the programs and activities of your airport. Also, describe how these members are recruited, date appointed, and the term end date. Please use the form below:

	Number	Percent		Number	Percent
Female	Total Number		Male	Total Number	
White			White		
American Indian/ Alaska Native			American Indian/ Alaska Native		
Asian			Asian		
Hispanic			Hispanic		
African American			African American		
Native Hawaiian/ Pacific Islander			Native Hawaiian/ Pacific Islander		
Other			Other		

X. Title VI Assurance

As required by the contractual agreement, _____ will comply
Agency Name
with the applicable laws and regulations relative to nondiscrimination in federally or state assisted programs of the Tennessee Department of Transportation.

_____ assures that no person shall on the grounds of race,
Agency Name
color, or national origin, as provided by Title VI of the Civil Rights Act of 1964 and as amended, and the Civil Rights Restoration Act of 1987 (P.I. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance from the Tennessee Department of Transportation (TDOT).

_____ further assures every effort will be made to ensure
Agency Name
nondiscrimination in all of its programs and activities, whether those programs or activities are federally funded or not.

In the event _____ distributes federal financial assistance
Agency Name
will include Title VI nondiscrimination language in all written agreements and will monitor the consultant, contractor or subcontractor and other participants for compliance. The _____ Title VI Coordinator is responsible for
Agency Name
initiating and monitoring Title VI activities, preparing required reports and other responsibilities as required by 23 CFR 200 and 49 CFR 21.

As required by the contractual agreement, _____ will comply
Agency Name
with the applicable laws and regulations relative to nondiscrimination in federally or state assisted programs of the Tennessee Department of Transportation (TDOT).

XI. Declaration of Respondent

I declare that I have completed this Title VI Compliance Assessment to the best of my knowledge and believe it to be true and correct.

Title VI Coordinator

Date

XII. Declaration of Administrative Head

I declare that I have reviewed and approved the information provided in this assessment and to the best of my knowledge and believe it is true, correct and complete.

Administrative Head

Date



2017 Tennessee Department of Transportation
Civil Rights Division
Title VI Compliance Assessment



TDOT, Civil Rights Division; Suite 1800, James K. Polk Building; 505 Deaderick Street, Nashville, Tennessee 37243
Telephone No. 615.741.3681, Fax No. 615.741.3169 Toll Free No. 888.370.3647- TDOT.Title.VIProgram@tn.gov

I. Agency Contact Information

_____ Title
Administrative Head

Grant Recipient: _____

Address: _____

City/State: _____ Zip Code/County: _____

Phone/Fax: _____ Email: _____

_____ Title
Name of Title VI Coordinator

Address: _____

City/State: _____ Zip Code/County: _____

Phone/Fax: _____ Email: _____

Location and date of Title VI Coordinator’s TDOT Title VI Training:

_____ Date
Location

*** Please notify the Civil Rights Division if Title VI Coordinator changes.**

II. Title VI Training Information

1. Has the Title VI Coordinator attended TDOT’s Title VI Program training within the past 3 years?

Yes No

If yes, attach a copy of the completion certificate or provide date of training.

If no, please visit the TDOT Title VI website to take the online training or register to attend Regional training. <https://www.tn.gov/tdot/article/title6-training>

III. General Project Information

Project Description:

Amount of state/federal funding: _____

Low Income Population (if affected by planned project)		Minority Population (if affected by planned project)	
% of Low Income Population	Total Population	% of Minority Population	

City/County Population:

Categories	Total Female Numbers	Total Female Percent	Categories	Total Male Number	Total Male Percent	Overall Totals
Female			Male			
White			White			
American Indian/ Alaska Native			American Indian/ Alaska Native			
Asian			Asian			
Hispanic			Hispanic			
African American			African American			
Native Hawaiian/ Pacific Islander			Native Hawaiian/ Pacific Islander			
Other			Other			

Demographics of service (project area) Socioeconomic Data:

IV. Funding Information

1. List all funding sources to the agency (federal, state, and local).

2. List any current applications pending for federal funding and the amount of grant.

If none, please check

V. Public Involvement Plan (PIP)

1. Does agency have a PIP?

Yes No

If yes, please provide a copy of agency's PIP.

2. Provide documentation describing efforts to identify, inform, and involve minority and/or low income communities in the decision-making throughout the project.

3. List minority and community media sources utilized to ensure notification of public meetings or public document reviews in minority and/or low income communities.

4. List any adverse social, environmental, economic or demographic impacts identified on any planned or programmed transportation-related projects during the last two years.

VI. Title VI Information

1. Does the agency have a Title VI Poster visible and accessible to staff and service beneficiaries?

Yes No

Please provide a copy of agency's Title VI Poster.

2. Does the Title VI Poster identify Title VI Coordinator by name and instruct that Title VI complaints be referred to the coordinator?

Yes No

3. Is Title VI information disseminated to staff and beneficiaries?

Yes No

If yes, briefly describe how.

4. What method is used to train staff on Title VI of the 1964 Civil Rights Act and other related nondiscrimination mandates?

5. How frequently is staff provided Title VI Training?

VII. Limited English Proficiency (LEP)

1. Does agency have a LEP plan?

Yes No

If yes, please provide a copy of agency's LEP plan.

2. How does the agency ensure LEP persons have access to services?

3. Has the agency conducted a Four Factor Analysis to determine the number and proportion of LEP persons served or encountered in the agency's service area?

Yes No

If yes, please provide a copy of the Four Factor Analysis.

If no, please contact the TDOT Title VI Program for assistance.

VIII. Transportation – Related Boards and Commissions

1. List Transportation – related board(s), commission(s), and/ or advisory bodies that have **appointed** members:

2. Provide demographic breakdown of Transportation – related board(s), commission(s), and/or advisory bodies. Use addendum sheet(s), if needed.

Categories	Total Female Numbers	Total Female Percent	Categories	Total Male Number	Total Male Percent	Overall Totals
Female			Male			
White			White			
American Indian/ Alaska Native			American Indian/ Alaska Native			
Asian			Asian			
Hispanic			Hispanic			
African American			African American			
Native Hawaiian/ Pacific Islander			Native Hawaiian/ Pacific Islander			
Other			Other			

3. How are members of the board(s), commission(s), and/ or advisory bodies selected? Please attach a copy of by-laws).

4. How often do members of the board(s), commission(s), and/ or advisory bodies meet? Are there regularly scheduled meetings?

IX. Procurement of Contracts

1. Do the agency’s contracts contain nondiscrimination assurance language?

Yes No

If yes, please provide a sample copy.

2. Describe methods used to solicit Certified Disadvantaged Business Enterprises (DBEs) and other small, minority, and women-owned businesses.

3. What methods are used to ensure consultants/contractors are aware of their Title VI responsibilities?

4. How are consultants/contractors monitored for compliance with **Title VI of the 1964 Civil Rights Act** and other nondiscrimination mandates?

Indicate the number of bids/proposals submitted by DBEs and other small, minority, and women owned businesses for each transportation-related federally funded contract awarded for the past two years.

Company Ownership	Contract Amount		Company Ownership	Contract Amount	
	Year 1	Year 2		Year 1	Year 2
White			African American		
American Indian/ Alaskan Native			Native Hawaiian/ Other Pacific Islander		
Asian			Hispanic		
Women Owned			Certified DBE		

X. Title VI Complaint Information

1. Provide a copy of agency’s Title VI complaint procedures and log.
2. List any Title VI complaints filed **(on the basis of race, color, and/or national origin)** against your agency in the past three years?

3. If agency received Title VI complaints, were they investigated?

Yes No

If yes, which agency conducted the investigation? _____

4. Provide a summary of findings of the investigation; include a copy of complaint and resolution(s)/corrective action taken.

If no investigation was conducted, please provide a reason.

XI. Title VI Assurance

As required by the contractual agreement, _____ will comply with the applicable laws and regulations relative to nondiscrimination in federally or state assisted programs of the Tennessee Department of Transportation.

_____ assures that no person shall on the grounds of race, color, _____ or national origin, as provided by **Title VI of the Civil Rights Act of 1964** and as amended, and the Civil Rights Restoration Act of 1987 (P.L. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance from the Tennessee Department of Transportation (TDOT).

_____ further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs or activities are federally funded or not.

In the event _____ distributes federal financial assistance to a consultant, contractor or subcontractor and other participants, _____ will include Title VI nondiscrimination language in all written agreements and will monitor the consultant, contractor or subcontractor and other participants for compliance. The _____ Title VI Coordinator is responsible for initiating and monitoring Title VI activities, preparing required reports and other responsibilities as required by 23 CFR 200 and 49 CFR 21.

As required by the contractual agreement, _____ will comply with the applicable laws and regulations relative to nondiscrimination in federally or state assisted programs of the Tennessee Department of Transportation (TDOT).

XII. Declaration of Respondent

I declare that I have completed this Title VI Compliance Assessment to the best of my knowledge and believe it to be true and correct.

Title VI Coordinator

Date

XIII. Declaration of Administrative Head

I declare that I have reviewed and approved the information provided in this assessment and to the best of my knowledge and believe it is true, correct and complete.

Administrative Head

Date

Exhibit C



Internal Title VI Assessments



Tennessee Department of Transportation
2017 TITLE VI LONG RANGE PLANNING ASSESSEMENT



The 2017 TITLE VI LONG RANGE LANNINGASSESEMENT is due on September 22, 2017. Please submit to the TDOT Civil Rights Division by the deadline. Thank you.

I. Division/Office Information

Division/Office: _____

Title VI Liaison: _____ Official Title: _____

Mailing Address:

Phone: _____

Fax: _____

Email: _____

Indicate the funding source(s) utilized by your division/office/Region along with the dollar amount for this reporting period, e.g., FAA, FTA, FHWA, NHTSA: If none, indicate "N/A". (If needed, add addendum sheet(s).)

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of the program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of program/activity funded:

II. Data Collection is a required activity of the USDOT as it is the key to ensuring that transportation programs, services, facilities and projects effectively meet the needs of “all persons” without discrimination; i.e., disproportionately benefiting or harming one group over another is a violation of Title VI.

In the delivery of the services please provide any data collected and its analysis, as it relates to any surveys, reports and/or project studies conducted during FY 2017.

III. Dissemination of Title VI Information

1. Is the Title VI Non-discrimination statement/poster displayed in your division/office/region?

Yes No

2. Are posters or program brochures available in languages other than English as needed?

Yes No

3. Is information about Title VI disseminated to your contractor(s) and/or sub-contractor(s)?

Yes No

IV. Limited English Proficiency (LEP)

1. What steps are taken to ensure “meaningful” access in your programs, activities and services to LEP individuals?

2. Did your department/office/region incur any cost for translation and/or interpreting services this FY?

Yes No

If yes, provide dollar amount _____.

Provide a brief description of services and attach copies of any documents your department/office/region had translated.

V. Procurement of Contracts

1. Describe outreach efforts utilized to ensure minorities and women are notified of contracting opportunities for planning studies, corridor studies, or other work:

2. How are consultants/contractors monitored for Title VI compliance?

3. Provide a sample (1) of any invitations to bid, public meeting/hearing notices, request for proposals and/or any advertisements issued to the public (with nondiscriminatory language). Also, briefly list media used to publish such document(s), e.g., radio, television, magazines, website, newspaper. Highlight any minority advertisers used.

VI. Boards, Committees and Commissions

1. List all advisory board(s), committee(s), commission(s) or any transportation decision-making body(ies) and provide a breakdown by race and gender of the membership. (If needed, use addendum sheet.)

Name of Board or Commission		
Race	Total #	%
African American		
Caucasian		
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

2. Briefly describe how members are selected to the listed committee/board, e.g., by title/position, appointment, etc.

VII. Complaint Information

List any Title VI complaints of discrimination filed with your division/office/region for the reporting period to include the following:

Date of complaint: _____

Name of person who filed the complaint: _____

Nature and Resolution of the complaint (brief statement)

VIII. Major Accomplishments

Please list and provide a summary of accomplishments within your division/office relative to any or all of the following:

- 1. Providing opportunity for the public, particularly Environmental Justice (EJ) persons, neighborhoods and communities to participate in the decision-making process;**

- 2. Promoting and providing diversity in the membership of decision-making bodies;**

- 3. Addressing/mitigating any possible disparate impacts on EJ communities; and**

- 4. Ensuring effective communications with persons with Limited English Proficiency (LEP).**

IX. Public Involvement

- 1. Provide documentation describing efforts to identify and involve minority, low-income, and LEP residents and communities within the project service area in the decision making process:**

- 2. Provide a description of the methods used to inform low-income and minority communities of planning efforts for transportation projects and/or improvements:**

3. Are minority and diverse language media appropriately included in all notification processes for public meetings or public review of agency documents?

Yes No

4. Briefly describe efforts utilized to contact minority groups or leaders to identify information needs and planning/programming issues of concern:

5. Is technical information available in formats and at places and times conducive to review by minorities, e.g., visual impairments, non-English and LEP speakers, or to persons without extensive formal schooling?

Yes No

6. Briefly describe how meeting formats encourage participation by minorities or people with disabilities?

7. Does the LRPD perform a review of their public involvement processes periodically to assess its effectiveness and to ensure that the process provides full and open access to all?

Yes No

If yes, briefly describe the LRPD process.

8. Please describe accomplishments achieved in FY 2017 to increase the participation of Historically Black Colleges & Universities (HBCUs)/Minority Institutes of Higher Education, (MIHEs) in federally sponsored programs/ activities.

9. Please list any Federal Funds awarded in FY 2017 in the area of research to local HBCUs/MIHEs. Additionally, indicate what the grants/funds are for.

Total Planned Awards to each group (HBCU/MIHEs, etc.)

10. Please describe all planned and accomplished outreach efforts that focus on the Hispanic community; i.e., promoting and encouraging the development of language, culture, and traditions, and educational efforts directed towards early childhood development and elementary and secondary students. ([Executive Order 13230](#))

11. Describe any plans to increase participation in HBCUs/MIHEs Partnerships.



Tennessee Department of Transportation
2017 TITLE VI ENVIRONMENTAL INTERNAL ASSESSEMENT



The 2017 TITLE VI ENVIRONMENTAL ASSESSEMENT is due on September 22, 2017. Please submit to the TDOT Civil Rights Division by the deadline. Thank you.

I. Division/Office Information

Division/Office: _____

Title VI Liaison: _____ Official Title: _____

Mailing Address:

Phone: _____

Fax: _____

Email: _____

Indicate the funding source(s) utilized by your division/office/Region along with the dollar amount for this reporting period, e.g., FAA, FTA, FHWA, NHTSA: If none, indicate "N/A". (If needed, add addendum sheet(s).)

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of the program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of program/activity funded:

II. Data Collection is a required activity of the USDOT as it is the key to ensuring that transportation programs, services, facilities and projects effectively meet the needs of “all persons” without discrimination; i.e., disproportionately benefiting or harming one group over another is a violation of Title VI.

In the delivery of the services provided, please include one project where data was collected and analyzed, as it relates to any surveys, reports and/or project studies conducted during FY 2017.

III. Dissemination of Title VI Information

1. Is the Title VI Non-discrimination statement/poster displayed in your division/office/region?

Yes No

2. Are posters or program brochures available in languages other than English as needed?

Yes No

3. Is information about Title VI disseminated to your contractor(s) and/or sub-contractor(s)?

Yes No

IV. Limited English Proficiency (LEP)

1. What steps are taken to ensure “meaningful” access in your programs, activities and services to LEP individuals?

2. Did your division incur any cost for translation and/or interpreting services this FY?

Yes No

If yes, provide dollar amount _____.

Provide a brief description of services and attach copies of any documents your department/office/region had translated.

V. Procurement of Contracts

1. Briefly describe the methods used to solicit certified Disadvantaged Business Enterprises (DBEs) and other small, minority and women-owned businesses.

2. How are consultants/contractors monitored for Title VI compliance?

3. Provide a sample (1) of any invitations to bid, public meeting/hearing notices, request for proposals and/or any advertisements issued to the public (with nondiscriminatory language). Also, briefly list media used to publish such document(s), e.g., radio, television, magazines, website, newspaper. Highlight any minority advertisers used.

VI. Boards, Committees and Commissions

1. List all advisory board(s), committee(s), commission(s) or any transportation decision-making body(ies) and provide a breakdown by race and gender of the membership. (If needed, use addendum sheet.)

Name of Board or Commission		
Race	Total #	%
African American		
Caucasian		
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

2. Briefly describe how members are selected to the listed committee/board, e.g., by title/position, appointment, etc.

VII. Complaint Information

List any Title VI complaints of discrimination filed with your division/office/region for the reporting period to include the following:

Date of complaint: _____

Name of person who filed the complaint: _____

Nature and Resolution of the complaint (brief statement)

VIII. Major Accomplishments

Please list and provide a summary of accomplishments within your division/office relative to any or all of the following:

- 1. Providing opportunity for the public, particularly Environmental Justice (EJ) persons, neighborhoods and communities to participate in the decision-making process;**

- 2. Promoting and providing diversity in the membership of decision-making bodies;**

- 3. Addressing/mitigating any possible disparate impacts on EJ communities;**

- 4. Ensuring effective communications with persons with Limited English Proficiency (LEP); and**

- 5. Increasing procurement/contracting opportunities for certified Disadvantaged Business Enterprises (DBEs) and other small, minority and women-owned businesses.**

IX. Public Involvement

- 1. Provide documentation describing efforts to identify and involve minority and low-income residents and communities within the project service area in the decision making process:**

**NOTICE TO ENVIRONMENTAL SERVICES FIRMS
REGARDING A REQUEST FOR LETTERS OF INTEREST**

September 15, 2017

Environmental Division – Historical Preservation Section

The Tennessee Department of Transportation (TDOT), an Equal Opportunity, Affirmative Action Employer, seeks to retain the services of professional environmental services firms for on-call Historical Preservation services described below. A total of four (4) contracts may be awarded.

Contract Term, Maximum Contract Amount, and Method of Payment:

The contract term shall be five (5) years. Each agreement shall be effective as of April 1, 2018, and shall terminate March 31, 2023, except to the extent necessary to allow completion of previously issued work orders. New work orders will be issued only within the first three (3) years.

The initial contract amount shall be for \$750,000. The contract ceiling may be increased, as needed, but in no event shall the contract exceed \$1,125,000.

The method of payment for each contract will be cost plus fixed fee.

Required Scope of Services:

1. All compliance activities and documentation associated with Section 106 of the National Historic Preservation Act, Tennessee Public Law 699 and Section 4(f) of the U.S. DOT Act;
2. Mitigation plans for historic properties adversely affected by planned transportation projects; and
3. Various reports related to historic properties in Tennessee.

Letter of Interest Requirements; Contact information:

Firms may request consideration by submitting a letter of interest addressed to **Ms. Susannah Kniazewycz, Director, TDOT Environmental Division, Suite 900, James K. Polk Building, 505 Deaderick Street, Nashville, Tennessee 37243**. Letters must include a one to three page attachment that (1) briefly addresses how the firm meets the minimum criteria of the Phase I Evaluation; and (2) indicates if any sub-consultants are anticipated to perform a portion of the work. The letter of interest shall not specifically identify sub-consultant(s), but rather indicate the scope of services anticipated to be completed by sub-consultant(s). All firms must be pre-qualified or have a completed prequalification form filed with the Department prior to the deadline for the letters of interest.

Letters of interest must also include the following information: **point of contact, telephone number and a valid email address**. Submittals must be provided in .pdf format and submitted in person on CD or by email to TDOT.Env.BusinessServices@tn.gov. All letters of interest must be received by the Environmental Division on or before **4:00 p.m. (Central Time), September 29, 2017**.

Prequalification procedures, an example letter of interest, a list of prequalified firms and DBE's, TDOT's standard procurement policy, and additional information can be found at <http://www.tn.gov/tdot/topic/consultantinfo>. Interested firms may also obtain this information by calling Mr. Mike Cook at (615) 253-9917 or by email at TDOT.Env.BusinessServices@tn.gov.

For additional details regarding the services requested in this notice, please contact Mr. Mike Cook at (615) 253-9917 or by email to TDOT.Env.BusinessServices@tn.gov.

Phase I Evaluation:

The Department will evaluate the current DT-330 Part I Prequalification Statements on file for those firms submitting letters of interest and choose several firms who would make viable candidates from which to

invite proposals and/or presentations. **To be considered, a prospective firm must provide documentation demonstrating that it meets all of the following minimum criteria:**

- a. Have an in-house staff member who meets the Secretary of the Interior's Standards and Guidelines for Architectural History and is an architectural historian with an advanced degree in History, Historic Preservation, or Architectural History and has two years of Section 106 experience involving transportation projects; and
- b. Have in-house staff that thoroughly understands the Tennessee State Historic Preservation Office guidelines for Section 106 projects as demonstrated by the successful completion of five (5) or more Section 106 projects for above-ground resources within the last five (5) years.

Phase II Evaluation:

The Department will evaluate the submitted DT-330 Part II Contract Specific Questionnaire on the following criteria (relative weight):

- a. Firm experience, credentials, staff qualifications and availability and subject matter expertise (40%);
- b. Past experience in the successful completion of Section 106 projects where one or more National Register listed or eligible properties was identified and the effects of the undertaking were assessed according to 36 CFR 800.5 of the National Historic Preservation Act of 1966, as amended (40%); and
- c. Evaluations of prior TDOT Section 106 projects for above-ground resources, if available (20%).

Phase III Evaluation

From the list of firms determined by the Consultant Evaluation Committee to be the most highly qualified firms to perform the solicited services, the Commissioner will rank the firms in order of preference. Contracts will be awarded to the four (4) top-ranked firms.

Work Orders:

Individual work order assignments will be made on qualifications based criteria that may include, but are not limited to:

- a. Consultant availability to perform the work;
- b. Qualifications of the consultant to perform the work specific to the work order; and
- c. Specialized expertise specific to the work order.

Equal Opportunity Commitment:

Evaluation proceedings will be conducted within the established guidelines regarding equal employment opportunity and nondiscriminatory action based upon the grounds of race, color, religion, national origin, sex, creed, age, and disability. Interested certified Disadvantaged Business Enterprise (DBE) firms as well as other minority- and/or women-owned firms are encouraged to respond to all advertisements by TDOT. For more information on DBE certification, please contact the Civil Rights Office Small Business Development Program at (615) 741-3681. Details and instructions for DBE certification can be found at <https://tn.gov/tdot/topic/small-business>.

John C. Schroer
Commissioner



**HIGHWAY BEAUTIFICATION OFFICE
LITTER GRANT SUB-RECIPIENT SITE VISIT CHECKLIST**

Site Visit Information

County: _____ Date: _____

Reviewer 1: _____ Reviewer 2: _____

Schedule 1: Salaries & Benefits

Did Reviewer Meet with Staff: _____ Staff Name: _____ Role: _____

Comments:

Schedule 2: Direct Costs

Roadside Pickup Witnessed: _____ State Rt. _____ Road Name: _____

How are Road Names & Mileage Reported: _____

Where are Fixed Assets Located: _____ Secured Location: _____

Comments:

Schedule 3: Education Costs

Did Reviewer Meet with Education Coordinator: _____ Educ. Coordinator Name: _____

Did the Reviewer Witness an Education Activity: _____ Description: _____

Comments:

Records Retention

3 years on file: _____ File Location: _____

Organization: _____ Note: _____

EEO Poster Visible: _____ Title VI Poster Visible: _____

Findings, Corrective Actions, or Other Comments:



Tennessee Department of Transportation
2017 TITLE VI RIGHT-OF-WAY ASSESSEMENT



The 2017 TITLE VI RIGHT-OF- WAY ASSESSEMENT
is due on September 22, 2017. Please submit to the TDOT Civil Rights Division
by the deadline. Thank you.

I. Division/Office Information

Division/Office: _____

Title VI Liaison: _____ Official Title: _____

Mailing Address:

Phone: _____

Fax: _____

Email: _____

Indicate the funding source(s) utilized by your division/office/Region along with the dollar amount for this reporting period, e.g., FAA, FTA, FHWA, NHTSA: If none, indicate "N/A". (If needed, add addendum sheet(s).)

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of the program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____

Provide a brief description of program/activity funded:

II. Data Collection is a required activity of the USDOT as it is the key to ensuring that transportation programs, services, facilities and projects effectively meet the needs of “all persons” without discrimination; i.e., disproportionately benefiting or harming one group over another is a violation of Title VI.

1. Describe the acquisitions during this reporting period (Federal, Oct 1 – Sept 30)/State, July 1 – June 30 FY 2017):

A. Real Property Acquisition Under the Uniform Act	State FY	Federal FY	Demographic % W / AA/ Hispanic/other			
1. Total Number of Parcels Acquired (Ownership)						
2. Number of Parcels in line (1) acquired by condemnation						
3. Number of Parcels in line (1) acquired by Administrative Settlement						
4. Compensation – Total Cost (Exclude appraisal costs, negotiator fee and other administrative expenses)						
B. Residential Relocation Under the Uniform Act	State FY	Federal FY	Demographic % W / AA/ Hispanic/other			
5. Total Number Residential Displacements (Household)						
6. Residential Moving Payments (Total Cost)						
7. Replacement Housing Payments (Total Cost)						
8. Number of Last Resort Housing Displacements (in Line 5 “Households”)						
9. Number of Tenants converted to Homeowners in Line 5 (Households using 24.402(c))						
10. Total Costs for Residential Relocation Expenses and Payments (Sum of lines 6 and 7; excluding administrative costs.)						
C. Non Residential Relocation Under the Uniform Act	State FY	Federal FY	Demographic % W / AA/ Hispanic/other			
11. Total Number Non Residential Displacements						
12. Non Residential Moving Payments (Total Cost including 24.305)						
13. Non Residential Reestablishment Payments (Total Cost)						
14. Total Costs for Non Residential Relocation Expenses and Payments (Sum of lines 12 and 13; excluding administrative costs.)						
D. Relocation Appeals Under the Uniform Act	State FY	Federal FY				
15. Total Number of Relocation Appeals (Residential and Non Residential)						

III. Dissemination of Title VI Information

1. Is the Title VI Non-discrimination statement/poster displayed in your division/office/region?

Yes No

2. Are posters or program brochures available in languages other than English as needed?

Yes No

3. Is information about Title VI disseminated to your contractor(s) and/or sub-contractor(s)?

Yes No

IV. Limited English Proficiency (LEP)

1. What steps are taken to ensure "meaningful" access in your programs, activities and services to LEP individuals?

2. Did your department/office/region incur any cost for translation and/or interpreting services this FY?

Yes No

If yes, provide dollar amount_____.

Provide a brief description of services and attach copies of any documents your department/office/region had translated.

V. Procurement of Contracts

1. Describe outreach efforts utilized to ensure minorities and women are notified of contracting opportunities for consulting or other work:

2. How are consultants/contractors monitored for Title VI compliance?

3. Provide a sample (1) of any invitations to bid, public meeting/hearing notices, request for proposals and/or any advertisements issued to the public (with nondiscriminatory language). Also, briefly list media used to publish such document(s), e.g., radio, television, magazines, website, newspaper. Highlight any minority advertisers used.

VI. Boards, Committees and Commissions

1. List all advisory board(s), committee(s), commission(s) or any transportation decision-making body(ies) and provide a breakdown by race and gender of the membership. (If needed, use addendum sheet.)

Name of Board or Commission		
Race	Total #	%
African American		
Caucasian		
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

2. Briefly describe how are members selected to the listed committee/board, e.g., by title/position, appointment, etc.

VII. Complaint Information

List any Title VI complaints of discrimination filed with your division/office/region for the reporting period to include the following:

Date of complaint: _____

Name of person who filed the complaint: _____

Nature and Resolution of the complaint (brief statement)

VIII. Major Accomplishments

Please list and provide a summary of accomplishments within your division/office relative to any or all of the following:

1. Providing opportunity for the public, particularly Environmental Justice (EJ) persons, neighborhoods and communities to participate in the decision-making process;

- 2. Promoting and providing diversity in the membership of decision-making bodies;**
- 3. Addressing/mitigating any possible disparate impacts on EJ communities;**
- 4. Ensuring effective communications with persons with Limited English Proficiency (LEP); and**
- 5. Increasing procurement/contracting opportunities for certified Disadvantaged Business Enterprises (DBEs) and other small, minority and women-owned businesses.**

IX. Process Review

- 1. Briefly describe efforts made to ensure diversification in the use of appraisers:**
- 2. Briefly describe how the ROW Division ensures appraisal activities comply with Title VI, Nondiscrimination in Federally-Assisted Programs.**



Tennessee Department of Transportation
2017 TITLE VI CONSTRUCTION/MAINTENANCE ASSESSEMENT



The 2017 TITLE VI CONSTRUCTION/MAINTENANCE ASSESSEMENT is due on September 22, 2017. Please submit to the TDOT Civil Rights Division by the deadline. Thank you.

I. Division/Office Information

HQ Division: Construction

Title VI Liaison: Joseph Heintzman Official Title: Transportation Specialist

Mailing Address:

505 Deaderick St
Nashville, TN 37243

Phone: 615-741-0787
Fax:
Email: joseph.heintzman@tn.gov

Indicate the funding source(s) utilized by your division/office/Region along with the dollar amount for this reporting period, e.g., FAA, FTA, FHWA, NHTSA: If none, indicate "N/A". (If needed, add addendum sheet(s).)

Federal: Amt: State: Amt:

Provide a brief description of program/activity funded:

See attached DBE report for August 2017

Federal: Amt: State: Amt:

Provide a brief description of the program/activity funded:

Federal: Amt: State: Amt:

Provide a brief description of program/activity funded:

Federal: Amt: State: Amt:

Provide a brief description of program/activity funded:

II. Data Collection is a required activity of the USDOT as it is the key to ensuring that transportation programs, services, facilities and projects effectively meet the needs of "all persons" without discrimination; i.e., disproportionately benefiting or harming one group over another is a violation of Title VI.

- 1. Does this office collect/maintain data on the ethnicity of its contractors, subcontractors, and DBEs?**

Yes No

Ross Webb maintains the list

If yes, please attach a breakdown, by category, of your office's contractors, subcontractors, and DBEs.

- 2. Does this office collect/maintain data its DBE utilization?**

Yes No

III. Dissemination of Title VI Information

- 1. Is the Title VI Non-discrimination statement/poster displayed in your division/office/region?**

Yes No

- 2. Are posters or program brochures available in languages other than English as needed?**

Yes No

- 3. Is information about Title VI disseminated to your contractor(s) and/or sub-contractor(s)?**

Yes No

IV. Limited English Proficiency (LEP)

- 1. What steps are taken to ensure "meaningful" access in your programs, activities and services to LEP individuals?**

Our stall is instructed to serve LEP's and to use Avara when needed

- 2. Did your department incur any cost for translation and/or interpreting services this FY?**

Yes No

If yes, provide dollar amount _____.

Provide a brief description of services and attach copies of any documents your Department had translated.

V. Procurement of Contracts

1. Briefly describe the methods used to solicit certified Disadvantaged Business Enterprises (DBEs) and other small, minority and women-owned businesses.

DBE goals are set for large federally funded projects and advertised for our construction projects.

2. How are consultants/contractors monitored for Title VI compliance?

TDOT Construction has special provisions 1246 (DBE Participation), 1247 (DBE Goals) and 1290 (Non-Discrimination in employment)

3. Attach a sample (1) of any invitations to bid, public meeting/hearing notices, request for proposals and/or any advertisements issued to the public (with nondiscriminatory language). Also, briefly list media used to publish such document(s), e.g., radio, television, magazines, website, newspaper. Highlight any minority advertisers used, if any.

See attached notice to contractors

4. How does your office monitor to ensure that its bidding and contract award procedures are consistent with the nondiscrimination requirements of Title VI?

Each low bidder has three business days from the letting day to submit a certification regarding sub contractor bid quotes. This is to ensure bidders are following DBE rules and the special provisions are being followed. This form is attached for your viewing.

5. Briefly describe how your office monitors to identify any requirements or procedures that may present barriers or obstacles to DBE firms attempting to seek contract opportunities?

We post a list of Plan Holders for each contract in a letting for subcontractors to know who to contact about doing sub work. We also post a DBE interested parties list to help prime contractors find DBE's that are interested in a specific contract.

VI. Boards, Committees and Commissions

1. List all advisory board(s), committee(s), commission(s) or any transportation decision-making body(ies) and provide a breakdown by race and gender of the membership. (If needed, use addendum sheet.)

Name of Board or Commission		
Race	Total #	%
African American		0.00%
Caucasian		0.00%
Asian		0.00%
Hispanic		0.00%
Native American/Indian		0.00%
Pacific Islander		0.00%
Other		0.00%

2. Briefly describe how are members selected to the listed committee/board, e.g., by title/position, appointment, etc.

VII. Complaint Information

List any Title VI complaints of discrimination filed with your division/office/region for the reporting period to include the following:

Date of complaint: _____

Name of person who filed the complaint: NVA

Nature and Resolution of the complaint (brief statement)

VIII. Major Accomplishments

Please list and provide a summary of accomplishments within your division/office relative to any or all of the following:

- 1. Providing opportunity for the public, particularly Environmental Justice (EJ) persons, neighborhoods and communities to participate in the decision-making process;**

N/A

- 2. Promoting and providing diversity in the membership of decision-making bodies;**

N/A

- 3. Addressing/mitigating any possible disparate impacts on EJ communities;**

N/A

- 4. Ensuring effective communications with persons with Limited English Proficiency (LEP); and**

Avera as mentioned on page 2.

- 5. Increasing procurement/contracting opportunities for certified Disadvantaged Business Enterprises (DBEs) and other small, minority and women-owned businesses.**

Our Division attends the annual DBE conference and DBE goal setting meetings.



**STATE OF TENNESSEE
DEPARTMENT OF TRANSPORTATION
Civil Rights Division
Suite 1800, James K. Polk Building
505 Deaderick Street, Nashville, Tennessee 37243-1402
(615) 741-3681 Toll Free (888) 370-3647
FAX (615) 741-3169**

MEMORANDUM

TO: Operations Memo

Dn
FROM: David Neese, Small Business Development Program Director

**RE: Contracts in August 18, 2017 Letting with DBE Goals
awarded on September 1, 2017**

DATE: September 5, 2017

CARROLL COUNTY (Contract No.CNR246) Call No. 006			
Project No. BR-STP=423 (3), 09025-3209-94			
VOLUNTEER BRIDGE CONSTRUCTION, INC		\$1,450,354.12	
DBE GOAL	\$101,524.79	DBE GOAL %	7.00%
DBEs			
Interstate Landscaping of MS	FBE	Landscaping	
Tri-State Guardrail & Sign Company	FBE	Guardrail	
WMC Contracting Co., Inc.	MBE-HA	Median Barrier Walls, Parapet	
Tennessee Texture, LLC	FBE	Texture Coating/Painting	
TOTAL DBE PARTICIPATION		\$101,845.00	7.02%

DAVIDSON COUNTY (Contract No.CNR250) Call No. 010			
Project No. HSIP-R-1 (361), 19016-3207-94			
VULCAN CONSTRUCTION MATERIALS, LLC		\$847,991.25	
DBE GOAL	\$76,319.21	DBE GOAL %	9.00%
DBEs			
One Erosion Control & Stablization	FBE	Erosion Control	
Jerry B. Young, Jr. Construction	MBE-BA	Supplying bituminous oil @60%	
McFall Sod & Seeding, LLC	FBE	Seed & Sod	
Gibco Construction, LLC	FBE	Hauling Base Stone	
TOTAL DBE PARTICIPATION		\$76,319.21	9.00%

DAVIDSON COUNTY (Contract No.CNR024) Call No. 011			
Project No. NH-1 (338), 19021-3251-14			
CIVIL CONSTRUCTORS, LLC		\$4,238,340.00	
DBE GOAL	\$296,683.80	DBE GOAL %	7.00%
DBEs			
McFall Sod & Seeding, LLC	FBE	Landscaping	
One Erosion Control & Stabilization	FBE	Temporary Erosion Control	
TKM, Inc.	FBE	Traffic Control	
Gibco Construction, LLC	FBE	Hauling Base Stone	
Gibco Construction, LLC	FBE	Supplying Base Stone @60%	
TOTAL DBE PARTICIPATION		\$302,134.40	7.13%

DICKSON & WILLIAMSON COUNTY (Contract No.CNR278) Call No. 014			
Project No. IM/NH-40-3 (148), 22001-3183-44			
JONES BROS. CONTRACTORS, LLC		\$7,994,227.48	
DBE GOAL	\$559,595.92	DBE GOAL %	7.00%
DBEs			
Tennessee Texture, LLC	FBE	Bridge Painting	
TKM, Inc.	FBE	Traffic Control	
One Erosion Control & Stabilization	FBE	Erosion Control	
McFall Sod & Seeding, LLC	FBE	Landscaping	
TOTAL DBE PARTICIPATION		\$592,848.20	7.42%

FENTRESS COUNTY (Contract No.CNR248) Call No. 017			
Project No. STP/HSIP-62(45), 25012-3211-94			
ROGERS GROUP, INC.		\$1,069,661.35	
DBE GOAL	\$32,089.84	DBE GOAL %	3.00%
DBEs			
Officer & Associates, Inc.	FBE	Hauling Aggregate Material	
TOTAL DBE PARTICIPATION		\$32,089.84	3.00%

HARDEMAN COUNTY (Contract No.CNR247) Call No. 018			
Project No. BRZ-3500(42), 35946-3404-94			
VOLUNTEER BRIDGE CONSTRUCTION, INC.		\$431,001.60	
DBE GOAL	\$34,480.13	DBE GOAL %	8.00%
DBEs			
Interstate Landscaping of MS	FBE	Landscaping	
Tri-State Guardrail & Sign Company	FBE	Guardrail	
TOTAL DBE PARTICIPATION		\$44,705.00	10.37%

HENRY COUNTY (Contract No.CNR277) Call No. 020			
Project No. NH-54 (26), 40003-3218-14			
J. R. HAYES CONSTRUCTION CO., INC.		\$24,933,424.99	
DBE GOAL	\$1,745,339.75	DBE GOAL %	7.00%
DBEs			
Interstate Landscaping of MS	FBE	Landscaping	
L.I. Smith & Associates	FBE	Construction staking	
WMC Contracting Co., Inc.	MBE-HA	Curb & gutter, sidewalks, ditch or approach/driveway paving	
Damron Trucking, Inc. 2nd Tier to Delta Contracting	MBE-BA	Hauling Liquid Asphalt	
Damron Trucking, Inc. 2nd Tier to Delta Contracting	MBE-BA	Supplying Liquid Asphalt @60%	
TOTAL DBE PARTICIPATION		\$1,746,379.30	7.00%

JOHNSON COUNTY (Contract No.CNR228) Call No. 022			
Project No. BRZ-4600(22), 46946-3404-94			
ADAMS CONTRACTING, LLC		\$1,340,364.75	
DBE GOAL	\$80,421.88	DBE GOAL %	6.00%
DBEs			
Roadway Solutions, LLC	FBE	Guardrail	
ALH Construction Company	FBE	Curb & Gutter, Sidewalks, Ditch or Approach/Driveway paving	
TKM, Inc.	FBE	Traffic Control	
TOTAL DBE PARTICIPATION		\$80,718.00	6.02%

MAURY & WILLIAMSON COUNTY (Contract No.CNR260) Call No. 028			
Project No. STP/M-247 (9), 60020-3201-54,94031-3209-54			
EUTAW CONSTRUCTION COMPANY, INC.		\$28,540,005.13	
DBE GOAL	\$3,139,400.56	DBE GOAL %	11.00%
DBEs			
Gibco Construction, LLC	FBE	Hauling Stone	
Gibco Construction, LLC	FBE	Supplying Stone@60%	
Jerry B. Young, Jr. Construction	MBE-BA	Hauling Asphalt Cement	
Reed Landscaping, Inc.	FBE	Erosion Control	
Reed Landscaping, Inc.	FBE	Landscaping	
TOTAL DBE PARTICIPATION		\$3,139,432.59	11.00%

SMITH COUNTY (Contract No.CNR253) Call No. 030			
Project No. IM/NH-40-5(138), 80001-3183-44			
VULCAN CONSTRUCTION MATERIALS, LLC		\$5,975,335.42	
DBE GOAL	\$388,396.80	DBE GOAL %	6.50%
DBEs			
One Erosion Control & Stablization	FBE	Temporary Erosion Control	
Jerry B. Young, Jr. Construction	MBE-BA	Supplying bituminous oil @60%	
Gibco Construction, LLC	FBE	Hauling Base Stone	
TOTAL DBE PARTICIPATION		\$388,397.00	6.50%

STATE OF TENNESSEE
NOTICE TO CONTRACTORS OF
STATE HIGHWAY CONSTRUCTION BIDS
TO BE RECEIVED OCTOBER 6, 2017
INTERNET BIDDING MANDATORY ON ALL CONTRACTS

CUMBERLAND, ROANE, AND WHITE COUNTIES (Contract No.CNR944) Call No. 001

Project No. HSIP-419(10), 18077-3204-94 (PIN 121372.00)

The miscellaneous safety improvements on S.R. 419 from Old Mail Road (L.M. 2.45) to Mimosa Lane (L.M. 3.44).

Project Length - 0.990 miles

Project No. PHSIP/HSIP-7300(34), 73946-3408-94 (PIN 120412.00)

The miscellaneous safety improvements on Old Rockwood Road/Black Hollow Road from S.R. 299 in Cumberland County (L.M. 2.26) to Furnace Avenue in Roane County (L.M. 3.10).

Project Length - 3.290 miles

Project No. HSIP-26(61), 93002-3214-94 (PIN 119985.00)

The miscellaneous safety improvements on U.S. 70 (S.R. 26) at the intersection of S.R. 136 (L.M. 5.23).

Project Length - 0.000 miles

Total Contract Length - 4.280 miles

Completion Time - On or before 5/31/2018

The DBE goal for this contract is 5.5%.

ROANE COUNTY (Contract No.CNR943) Call No. 002

Project No. 73017-4225-04 (PIN 118495.00)

The construction of a small drainage structure on S.R. 95 over Bear Creek (L.M. 4.19), including grading, drainage and paving.

Project Length - 0.000 miles

Completion Time - On or before 6/30/2018

ANDERSON, BLOUNT, CAMPBELL, COCKE, GREENE, JEFFERSON, KNOX, LOUDON, MONROE, ROANE, SEVIER, SULLIVAN, AND WASHINGTON COUNTIES (Contract No.CNR281) Call No. 003

Project No. NH-098-1(19), 47954-3666-14 (PIN 105611.07)

The annual preventative and unscheduled maintenance on the Knoxville I.T.S. System equipment, including the Transportation Management Center.

Project Length - 0.000 miles

Completion Time - On or before 12/1/2020 (See Special Provision 108B)

ANDERSON, BLOUNT, CAMPBELL, COCKE, GRAINGER, JEFFERSON, KNOX, LOUDON, MONROE, ROANE,
AND SEVIER COUNTIES (Contract No.CNR291) Call No. 004

Project No. 98019-4182-04 (PIN 116318.06)
The drain cleaning on various Interstate and State Routes.
Project Length - 0.000 miles

Project No. 98019-4183-04 (PIN 116318.06)
The sweeping on various Interstate and State Routes.
Project Length - 0.000 miles

Total Contract Length - 0.000 miles
Completion Time - On or before 2/28/2019 (See Special Provision 108B)

BEDFORD COUNTY (Contract No.CNR243) Call No. 005

Project No. NH-16(54), 02005-3256-14 (PIN 100352.02)
The grading, drainage, construction of a concrete I-beam bridge and paving on U.S. 41A (S.R. 16) from west of Jenkins Road (L.M. 23.75) to S.R. 276 (L.M. 26.62).

Project Length - 3.500 miles
Completion Time - On or before 5/31/2020
The DBE goal for this contract is 10%.

BENTON, CARROLL, CHESTER, CROCKETT, DECATUR, DYER, FAYETTE, GIBSON, HARDIN, HAYWOOD,
HENDERSON, HENRY, MADISON, MCNAIRY, OBION, AND WEAKLEY COUNTIES (Contract No.CNR294) Call No.
006

Project No. 98049-4156-04 (PIN 116324.06)
The drain cleaning on various Interstate and State Routes.
Project Length - 0.000 miles

Project No. 98049-4157-04 (PIN 116324.06)
The sweeping on various Interstate and State Routes.
Project Length - 0.000 miles

Total Contract Length - 0.000 miles
Completion Time - On or before 2/28/2019 (See Special Provision 108B)

BRADLEY, GRUNDY, HAMILTON, MARION, PUTNAM, SEQUATCHIE, AND WHITE COUNTIES (Contract No.CNR292) Call No. 007

Project No. 98029-4163-04 (PIN 116320.06)
The drain cleaning on various Interstate and State Routes.
Project Length - 0.000 miles

Project No. 98029-4164-04 (PIN 116320.06)
The sweeping on various Interstate and State Routes.
Project Length - 0.000 miles

Total Contract Length - 0.000 miles
Completion Time - On or before 2/28/2019 (See Special Provision 108B)

CARROLL COUNTY (Contract No.CNR285) Call No. 008

Project No. BR-STP-104(33), 09014-3209-94 (PIN 115678.00)
The construction of bridges on S.R. 104 over Grassy Hollow Creek (L.M. 7.67) and over branch of Mill Creek (L.M. 8.94), including grading, drainage and paving.

Project Length - 0.204 miles
Completion Time - On or before 10/31/2018
The DBE goal for this contract is 10%.

CARTER, SULLIVAN, UNICOI, AND WASHINGTON COUNTIES (Contract No.CNR290) Call No. 009

Project No. 98019-4181-04 (PIN 116317.06)
The sweeping on various Interstate and State Routes.

Project Length - 0.000 miles
Completion Time - On or before 2/28/2019 (See Special Provision 108B)

CLAIBORNE COUNTY (Contract No.CNR244) Call No. 010

Project No. HSIP-33(96), 13004-3214-94 (PIN 117530.00)
The miscellaneous improvements including resurfacing and signals on S.R. 33 from Main Street (L.M. 11.70) to Youngstown Road (L.M. 12.80).

Project Length - 1.100 miles
Completion Time - On or before 5/31/2018
The DBE goal for this contract is 8%.

CLAY COUNTY (Contract No.CNR284) Call No. 011

Project No. 14006-4231-04 (PIN 122051.00)
The repair of the bridge on S.R. 53 over the Obey River (L.M. 8.89).

Project Length - 0.000 miles
Completion Time - On or before 8/31/2018

DAVIDSON COUNTY (Contract No.CNR307) Call No. 012

Project No. 19948-4206-04 (PIN 126292.00)

The repair of noise walls on I-65 and S.R. 155 (Briley Parkway) at various locations.

Project Length - 0.000 miles

Completion Time - On or before 6/15/2018 (See Special Provision 108B)

DAVIDSON, MONTGOMERY, ROBERTSON, SUMNER, WILLIAMSON, AND WILSON COUNTIES (Contract No.CNR293) Call No. 013

Project No. 98302-4152-04 (PIN 116322.06)

The drain cleaning on various Interstate and State Routes.

Project Length - 0.000 miles

Project No. 98302-4153-04 (PIN 116322.06)

The sweeping on various Interstate and State Routes.

Project Length - 0.000 miles

Total Contract Length - 0.000 miles

Completion Time - On or before 2/28/2019 (See Special Provision 108B)

DECATUR COUNTY (Contract No.CNR288) Call No. 014

Project No. 20945-4244-04 (PIN 120267.00)

The repair of bridges on U.S. 641 (S.R. 69) over Lick Creek (L.M. 36.56) and on U.S. 412 (S.R. 20) over the Tennessee River (L.M. 9.05).

Project Length - 0.000 miles

Completion Time - On or before 6/15/2018

FAYETTE AND SHELBY COUNTIES (Contract No.CNR297) Call No. 015

Project No. 79469-3110-04 (PIN 125391.00)

The installation of signs on I-269 (redesignated S.R. 385).

Project Length - 21.545 miles

Completion Time - On or before 4/30/2018 (See Special Provision 108B)

LOUDON COUNTY (Contract No.CNR295) Call No. 016

Project No. NH-73(35), 53012-3233-14 (PIN 103899.00)

The grading, drainage and paving on U.S. 321 (S.R. 73) from Simpson Road East (L.M. 5.90) to north of U.S. 11 (S.R. 2) (L.M. 7.33) in Lenoir City.

Project Length - 1.281 miles

Project No. NH/CM-73(58), 53012-3234-14 (PIN 115209.00)

The grading, drainage and paving on U.S. 321 (S.R. 73) at the intersection of U.S. 11 (S.R. 2) in Lenoir City, including retaining walls, lighting and signals.

Project Length - 0.513 miles

Total Contract Length - 1.794 miles

Completion Time - On or before 6/30/2019 (See Special Provision 108B)

The DBE goal for this contract is 9%.

MONROE COUNTY (Contract No.CNR079) Call No. 017

Project No. 62003-4223-04 (PIN 121399.00)

The repair of bridges on U.S. 11 (S.R. 2) over Sweetwater Creek (L.M. 5.04) and Norfolk Southern Railway (L.M. 5.16).

Project Length - 0.000 miles

Completion Time - On or before 10/31/2018

ROBERTSON COUNTY (Contract No.CNR274) Call No. 018

Project No. STP-65(10), 74010-3231-14 (PIN 105765.00)

The grading, drainage, signals and paving on U.S. 431 (S.R. 65) from Old Highway 431 (L.M. 2.10) to Walling Road (L.M. 5.41).

Project Length - 4.413 miles

Completion Time - On or before 7/31/2020 (See Special Provision 108B)

The DBE goal for this contract is 7%.

RUTHERFORD COUNTY (Contract No.CNR280) Call No. 019

Project No. NH-96(48), 75009-3238-14 (PIN 100282.02)

The grading, drainage, construction of a concrete I-beam bridge, signals and paving on S.R. 96 from Veterans Parkway (L.M. 6.08) to east of Overall Creek (L.M. 6.42).

Project Length - 0.365 miles

Completion Time - On or before 6/30/2019 (See Special Provision 108B)

The DBE goal for this contract is 10%.

SEVIER COUNTY (Contract No.CNR259) Call No. 020

Project No. HPP/NH-71(16), 78008-3260-14 (PIN 104959.01)

The grading, drainage, retaining walls, signals and paving on U.S. 441 (S.R. 71) from U.S. 411 (S.R. 35/S.R. 338) (L.M. 28.79) to Macon Lane (L.M. 29.97).

Project Length - 1.180 miles

Completion Time - On or before 5/31/2020 (See Special Provision 108B)

The DBE goal for this contract is 9%.

SHELBY COUNTY (Contract No.CNR008) Call No. 021

Project No. HSIP-803(4), 79946-3598-94 (PIN 113000.00)

The miscellaneous safety improvements on Raleigh Millington Road at the intersection of New Allen Road in Memphis, including grading, drainage and paving.

Project Length - 0.293 miles

Completion Time - On or before 5/31/2018 (See Special Provision 108B)

The DBE goal for this contract is 4.5%.

SHELBY COUNTY (Contract No.CNR289) Call No. 022

Project No. 79947-4134-04 (PIN 122339.00)

The repair of bridges on Eastmoreland Avenue over I-240 (L.M. 0.36) and on U.S. 51 (S.R. 3) over the Wolf River (L.M. 15.25).

Project Length - 0.000 miles

Completion Time - On or before 7/31/2018 (See Special Provision 108B)

SULLIVAN COUNTY (Contract No.CNR251) Call No. 023

Project No. 82953-3533-04 (PIN 123032.00)

The grading, drainage and paving on a S.I.A. route serving Bristol Metals in Bristol.

Project Length - 0.152 miles

Completion Time - On or before 5/31/2018

Requests for Bid Authorization and Standard Specifications should be addressed to:

Construction Division
Suite 700 JKP Bldg.
Nashville, TN 37243-0326
Telephone No. (615) 741-2414

Requests for Plans, Cross-Sections and Grading Quantity Sheets should be addressed to:

Tennessee Department of Transportation
Copy Center Level A
James K. Polk Building
Nashville, TN 37243-0330
Telephone No. (615) 741-2049 / Email TDOT.CopyCenter@tn.gov

A Prime Contractor must prequalify with The Department of Transportation in accordance with Tennessee Code Annotated 54-5-117 and Tennessee Department of Transportation Rule 1680-5-3, Prequalification of Contractors, before bid authorization for highway contracts will be furnished.

Prime contractors, except mowing and litter removal contractors, are required to be licensed with the State of Tennessee, Department of Commerce and Insurance (TDCI), Board for Licensing Contractors (BLC). Prime contractors must be licensed in the general classification (e.g. Heavy Construction (HC), Highway, Railroad, Airport Construction (HRA), Specialty (S), Municipal and Utility Construction (MU), or Electrical Contracting (CE)) for the type of work in the project which they will perform. Bidders may submit a Proposal without having a license and will be considered for award for twenty-one (21) days after Proposals are opened. If the Bidder does not have a license with the TDCI, on or before twenty-one (21) days after Proposals are opened, the Bidder will be considered non-responsive and their Proposal will be rejected.

The Department will not execute any contracts or approve subcontracts with contractors that are domestic or foreign Corporations, Limited Liability Companies, Limited Partnerships, or Limited Liability Partnerships, who are not in good standing with the Secretary of State (i.e. have a valid Certificate of Existence/Authorization). If a Bidder is not in good standing with the Secretary of State (i.e. have a valid Certificate of Existence/Authorization) on or before twenty-one (21) days after Proposals are opened then the Bidder will be considered non-responsive and their Proposal will be rejected.

The Tennessee Department of Transportation hereby notifies all bidders that it will affirmatively insure that in any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the basis of age, race, color, religion, national origin, sex, or disability in consideration for an award.

The Department encourages the use of disadvantaged business enterprises on all contracts. A listing of Certified DBE's can be found at <http://www.tdot.state.tn.us/dbedirectinternet/Vendor.aspx>. A listing of those currently prequalified can be found at <http://www.tdot.state.tn.us/construction/prequal/prequal.pdf>.

BIDDING AUTHORIZATION WILL BE OBTAINABLE UNTIL 4:00PM (CENTRAL TIME) THE DAY BEFORE THE LETTING.

Sales tax will be added to the cost of bid authorization, plans, standard specifications and standard drawings, if applicable.

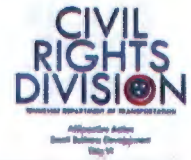
Director of Construction

Total Number of Contracts - 23
Total Number of Projects - 30
Total Number of Counties - 51

Publication No. DT-1390-V



Tennessee Department of Transportation
2016 TITLE VI GENERAL ANNUAL INTERNAL ASSESSEMENT



The 2016 TITLE VI GENERAL ANNUAL INTERNAL ASSESSEMENT is due on August 29, 2016. Please submit to the TDOT Civil Rights Division by the deadline. Thank you.

I. Division/Office Information

Division/Office: ROADWAY DESIGN

Title VI Liaison: SHIRLYNN CARTER Official Title: ASA2

Mailing Address:
505 DEADERICK STREET
JAMES K POLK BLDG SUITE 1300
NASHVILLE, TN 37243

Phone: 615-741-4480
Fax: 615-532-2799
Email: SHIRLYNN.CARTER@TN.GOV

Indicate the funding source(s) utilized by your division/office/Region along with the dollar amount for this reporting period, e.g., FAA, FTA, FHWA, NHTSA: If none, indicate "N/A". (If needed, add addendum sheet(s).)

Federal: _____ Amt: _____ State: _____ Amt: _____
Provide a brief description of program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____
Provide a brief description of the program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____
Provide a brief description of program/activity funded:

Federal: _____ Amt: _____ State: _____ Amt: _____
Provide a brief description of program/activity funded:

II. Data Collection is a required activity of the USDOT as it is the key to ensuring that transportation programs, services, facilities and projects effectively meet the needs of "all persons" without discrimination; i.e., disproportionately benefiting or harming one group over another is a violation of Title VI.

In the delivery of the services provided by your division/office/region which of the following demographic data is collected? Please check all that apply.

- A. Race
- B. National Origin
- C. Language other than English
- D. Sex
- E. Disabled
- F. Age
- G. None

H. DBE/MBE/WBE

If none, indicate why: _____

III. Dissemination of Title VI Information

1. Is the Title VI Non-discrimination statement/poster displayed in your division/office/region?

Yes No

2. Are posters or program brochures available in languages other than English as needed?

Yes No

3. Is information about Title VI disseminated to your contractor(s) and/or sub-contractor(s)?

Yes No

IV. Limited English Proficiency (LEP)

1. What steps are taken to ensure "meaningful" access in your programs, activities and services to LEP individuals?

THE ROADWAY DESIGN DIVISION'S LEP PLAN HAS BEEN REVIEWED BY THE TDOT TITLE VI OFFICE, "I SPEAK", POSTERS ARE AVAILABLE IN THE RECEPTION AREA. ACCESS TO THE STATE'S CONTRACTED INTERPRETER SERVICE IS AVAILABLE, AS WELL AS TDOT'S

2. Did your department/office/region incur any cost for translation and/or interpreting services this FY?

Yes No

If yes, provide dollar amount _____.

Provide a brief description of services and attach copies of any documents your department/office/region had translated.

V. Procurement of Contracts

- Briefly describe the methods used to solicit certified Disadvantaged Business Enterprises (DBEs) and other small, minority and women-owned businesses.**

PER THE BROOKS ACT, ALL QUALIFIED FRIMS ARE GIVEN EQUAL CONSIDERATION BASED ON QUALIFICATIONS DURING THE SELECTION PROCESS. ENCOURAGEMENT TO DBE, MBE AND WBE PARTICIPATION IS INCLUDED IN ALL NOTICES FOR ENGINEERING SERVICES. OUR ADVERTISEMENTS ARE POSTED ON TDOT'S WEBSITE AND UNTIL MAY 2010 IN LOCAL

- How are consultants/contractors monitored for Title VI compliance?**

THE TITLE VI OFFICE IS INVITED TO ATTEND ALL SCOPE-OF-WORK MEETINGS WITH CONSULTANTS TO DISCUSS COMPLIANCE AND DISTRIBUTE TITLE VI POSTERS AND BROCHURES (ENGLISH AND SPANISH). ALL CONTRACTS (INCLUDING CONTRACTS BETWEEN PRIME AND SUB-CONSULTANTS) INCLUDE LANGUAGE PROVIDED BY THE TDOT CIVIL RIGHTS

- Provide a sample (1) of any invitations to bid, public meeting/hearing notices, request for proposals and/or any advertisements issued to the public (with nondiscriminatory language). Also, briefly list media used to publish such document(s), e.g., radio, television, magazines, website, newspaper. Highlight any minority advertisers used.**

ACCORDING TO POLICY, PUBLIC HEARING ANNOUNCEMENTS ARE PLACED IN LOCAL AND OTHER NEWSPAPERS (AS APPROVED BY THE TDOT CIVIL RIGHTS OFFICE), AND TDOT'S WEBSITE. THE PUBLIC RELATIONS OFFICE IS RESPONSIBLE FOR THESE NOTIFICATIONS & WOULD HAVE IDENTIFIED THE NEEDS BEFOREHAND

VI. Boards, Committees and Commissions

- List all advisory board(s), committee(s), commission(s) or any transportation decision-making body(ies) and provide a breakdown by race and gender of the membership. (If needed, use addendum sheet.)**

Name of Board or Commission		
Race	Total #	%
African American		0.00%
Caucasian		0.00%
Asian		0.00%
Hispanic		0.00%
Native American/Indian		0.00%
Pacific Islander		0.00%
Other		0.00%

- Briefly describe how are members selected to the listed committee/board, e.g., by title/position, appointment, etc.**

VI. Boards, Committees and Commissions

1.) AASHTO Subcommittee On Design. 2 members, 1 female-Caucasian, on committee as Director of Roadway Design, 2nd person male-"other" from Turkey, on committee due to position over Roadway

VII. Complaint Information

List any Title VI complaints of discrimination filed with your division/office/region for the reporting period to include the following:

Date of complaint: _____

Name of person who filed the complaint: _____

Nature and Resolution of the complaint (brief statement)

VIII. Major Accomplishments

Please list and provide a summary of accomplishments within your division/office relative to any or all of the following:

SEE ATTACHED SHEET

1. Providing opportunity for the public, particularly Environmental Justice (EJ) persons, neighborhoods and communities to participate in the decision-making process;

1.) At any public Design Hearing, a notice is placed in the paper and on television to allow neighborhoods and communities to give feedback on a project. Recent Projects include Davidson/Williamson SR 11-Nolensville Road and a project in Perry County for safety improvements.

2. Promoting and providing diversity in the membership of decision-making bodies;

For each of the new groups in my division under Ali Hangul, each employee from the highest to the lowest position was asked to submit a list of changes/improvements. The entire group was asked to participate in a 2 day brainstorming session to discuss the and prioritize the tasks, set goals dates, and list personnel responsible for each tasks. This group was made up of males and females that were African American

3. Addressing/mitigating any possible disparate impacts on EJ communities;

NA

4. Ensuring effective communications with persons with Limited English Proficiency (LEP); and

We did discuss if we needed a Spanish speaking individual at the SR 11 meeting but we did not get feedback from the community that we needed it. We did have an Arabic speaking person from the roadway design division on hand. We also made sure that the people representing our division was diverse at this meeting. Male and Females that were Caucasian, Asian, and Arabic were in attendance to represent the department and answer questions

5. Increasing procurement/contracting opportunities for certified Disadvantaged Business Enterprises (DBEs) and other small, minority and women-owned businesses.

Due to the Brooks Act, we cannot put a DBE goal on the contracts

Exhibit D



2016 – 2017 Subrecipient Title VI Training

2016 – 2017 Subrecipient Training Roster

	#	Name	Job Title	Subrecipient
1	10/1/2016	Bonnie Coleman	City Commission/Vice Mayor	City Of Millersville
2	10/2/2016	Brandi Hoosier	911 Dispatcher	Kathy Brinkley
3	10/2/2016	Christiana Rogers	Dispatcher	Kathy Brinkley
4	10/2/2016	Megan Kirk	Supervisor	Kathy Brinkley
5	10/2/2016	Brandi Hoosier	911 Dispatcher	Kathy Brinkley
6	10/2/2016	Christiana Rogers	911 Dispatcher	Kathy Brinkley
7	10/2/2016	Megan Kirk	911 Dispatcher	Kathy Brinkley
8	10/2/2016	Elizabeth Carter	911 Dispatcher	Kathy Brinkley
9	10/2/2016	Lee Wilkinson	Finance Director	Lee Wilkinson
10	10/3/2016	Kayla Turner	Dispatcher	Kathy Brinkley
11	10/3/2016	Haley Swan	Dispatcher	Kathy Brinkley
12	10/3/2016	Samantha Campbell Steele	Assistant 911 Director	Kathy Blazier Brinkley
13	10/4/2016	Michael Foster	City Manager	Michael Foster
14	10/4/2016	Lydia Curtis Johnson	Register Of Deeds	Franklin County Tennessee
15	10/4/2016	Elizabeth Roman-Martinez	Specialist	Kathy Brinkley
16	10/4/2016	Lydia Curtis Johnson	Register Of Deeds	Franklin County Government
17	10/4/2016	Kimberly Garner	911 Dispatcher	Kathy Brinkley
18	10/4/2016	Karen Lytle Lange	Human Resources Manager	Muds
19	10/5/2016	Kathy Brinkley	911 Director	Paul Bennett li
20	10/5/2016	Paul Bennett li	911 Dispatcher	Kathy Brinkley
21	10/5/2016	Mollie Talley	Dispatch	Kathy Brinkley
22	10/5/2016	Larissa Petree	Larissa Petree	Larissa Petree
23	10/6/2016	Even Douglas	Even Douglas	Even Douglas
24	10/6/2016	Amanda Hicks	Executive Assistant	Fentress County Government

2016 – 2017 Subrecipient Training Roster

25	10/7/2016	City Of Millington	Gas Tech- City Of Millington	Joseph Todd Graves
26	10/7/2016	Todd Graves	GIS Tech- City Of Millington	Joseph Todd Graves
27	10/10/2016	Harry Adcock	Executive Director	C.S. Patterson Training Center
28	10/11/2016	Beverly Karnes	Assistant Court Clerk	Beverly Karnes
29	10/11/2016	A. Wilson Wages	Judge	A. Wilson Wages
30	10/11/2016	A. Wilson Wages	Judge	A. Wilson Wages
31	10/11/2016	Jessie Poole	Chief	Jessie Poole
32	10/11/2016	Kristen Doty	Court Clerk	Kristen Doty
33	10/12/2016	Michael Shelton	Landscape Architect - Manager	A2h, Inc.
34	10/13/2016	David Smith, Ph.D., PE	Senior Civil Engineer	A2h
35	10/13/2016	Shane Hollin	Project Engineer	A2h Inc.
36	10/13/2016	Chad Smithers	Human Resources Manager	Chad Smithers
37	10/13/2016	Kathy Rose	Director	Virgil Cross
38	10/13/2016	Tet Chiou	Senior Civil Engineer	A2h Inc.
39	10/13/2016	Marissa Nowlin	Project Designer	Michael Shelton
40	10/13/2016	Michael Howell	Civil Designer	A2h, Inc.
41	10/14/2016	Jaime Bostick	Senior Civil Engineer	A2h, Inc.
42	10/14/2016	Steve Brigance	Senior Civil Engineer	A2h, Inc.
43	10/17/2016	Michael Mcculley	Survey Department Manager	A2h, Inc.
44	10/17/2016	Ronnie Culver	Survey Technician	A2h, Inc.
45	10/17/2016	Daniel Bowling	Civil Engineer	A2h, Inc.
46	10/17/2016	Richard Russell	Survey Technician	A2h, Inc.
47	10/17/2016	Andy Wooten	Survey Technician/Draftsman	A2h, Inc.
48	10/17/2016	Sebastrian	Civil Designer	A2h, Inc.

2016 – 2017 Subrecipient Training Roster

49	10/17/2016	Angie Thweatt	Civil Engineer	A2h, Inc.
50	10/17/2016	Jason Dittrich	Civil Engineer	A2h, Inc.
51	10/17/2016	William Edwards	Senior Civil Engineer	A2h, Inc.
52	10/17/2016	Edward Hargraves	Senior Associate Principal	A2h, Inc.
53	10/17/2016	Bob Haynie	Senior Civil Engineer	A@H, Inc.
54	10/17/2016	Kaye Tabor	Administrator	Wesley Asbury Inc.
55	10/17/2016	Angenal Huddleston	Manager	Wesley Housing Corp
56	10/18/2016	Dequashia Simpson	Assistant Manager	Wesley Housing Corp
57	10/18/2016	Emma C. Pitts	Civil Engineer	A2h, Inc.
58	10/18/2016	Thomas Coleman, Jr.	Coordinator	A2h, Inc.
59	10/18/2016	Janna Johnson	Administrator	Anita Darnall
60	10/18/2016	Melissa Difillippo	Civil Engineer Designer	Melissa Difillippo
61	10/19/2016	Wendy Buttram	City Recorder	Town Of Huntsville
62	10/20/2016	Chris Mason	City Manager	Town Of Oliver Springs
63	10/20/2016	Amanda Swain	Reserve Officer	Amanda Swain
64	10/20/2016	Josh Byars	Patrolman	Josh Byars
65	10/20/2016	Brad Meredith	Reserve Officer	Brad Meredith
66	10/21/2016	William Scott	Fire Lieutenant	Town Of Atoka
67	10/21/2016	Dylan Sykes	Atoka Fire Department	Town Of Atoka
68	10/21/2016	Matt Taylor	Firefighter/Paramedic	Town Of Atoka
69	10/21/2016	Rick Overland	Firefighter / Paramedic	Town Of Atoka
70	10/21/2016	Steven A. Scott	Reserve Officer	Steven A. Scott
71	10/21/2016	Amanda Swain	Reserve Officer	Amanda Swain
72	10/21/2016	Natalie Taube	Water Office Manager	Town Of Atoka
73	10/24/2016	Pat Harcourt, Pe	Senior Vice President	A2h, Inc.

2016 – 2017 Subrecipient Training Roster

74	10/24/2016	Raymond Pelletier	Lieutenant	Town Of Atoka
75	10/24/2016	Jordan Owens	Firefighter	Town Of Atoka
76	10/24/2016	John	Fears	Town Of Atoka
77	10/24/2016	John Fears	Firefighter	John B
78	10/24/2016	Arran Addington	Local Programs Consultant	Benton County
79	10/24/2016	Craig Rose	Firefighter	Town Of Atoka
80	10/24/2016	Rex Wallace	Code Enforcement	Town Of Atoka
81	10/24/2016	Penny Pace	Municipal Clerk	Town Of Atoka
82	10/24/2016	Daniel Lovett	Public Works Director	Tow Of Atoka
83	10/24/2016	Wayne Sulcer	Public Works	Town Of Atoka
84	10/25/2016	Jesse Russom	Public Works Laborer	Town Of Atoka
85	10/25/2016	Christopher A Hoy	Public Works Operator	Town Of Atoka
86	10/25/2016	John P Melton	Public Works Laborer	Town Of Atoka
87	10/25/2016	Joseph Hodge	Public Works Laborer	Town Of Atoka
88	10/25/2016	Wesley Yarbrough	Public Works	Town Of Atoka
89	10/26/2016	Henry A. Posey	Fire Chief	Town Of Atoka
90	10/26/2016	Charann Moncier	Utility Clerk	Town Of Atoka
91	10/26/2016	Charles N. King	Project Manager	Collier Engineering Co, Inc.
92	10/26/2016	Juanita Ayers	Clerk	Town Of Atoka
93	10/26/2016	Debbie Pickard	Town Recorder	Town Of Atoka
94	10/27/2016	Doug Campbell	Coordinator	Doug Campbell
95	10/28/2016	Nick Taylor	Nick Taylor	Nick Taylor
96	10/31/2016	Rikki Miller	Auto Technology	Rikki Miller
97	10/31/2016	Brian Brokaw	Brin Brokaw	Brian Brokaw
98	10/31/2016	Richard Coapman	Richard Coapman	Richard Coapman

2016 – 2017 Subrecipient Training Roster

99	10/31/2016	Larry Smith	Larry Smith	Larry Smith
100	10/31/2016	Jared	Mcghee	Jared Mcghee
101	10/31/2016	Jared Mcghee	Jared Mcghee	Jared Mcghee
102	10/31/2016	Ronnie Owen	Construction Observer	A2h, Inc.
103	10/31/2016	Renee Rauchle	Accounting Assistant	Renee Rauchle
104	10/31/2016	Melissa Ashe	Controller	Melissa Ashe
105	10/31/2016	Torrina Odom	Case Manager Supervisor	Prospect Inc.
106	11/1/2016	Cody Rumburg	Cody Rumburg	Cody Rumburg
107	11/1/2016	Matthew R Cradic	Director Of Finance	Eastern 8 Community Dev
108	11/1/2016	Kim Phillips	Quality Assurance Coordinator	Hardin County Skills, Inc.
109	11/1/2016	Grant Rauchle	Electrical Bim/Cad Technician	Grant Rauchle
110	11/1/2016	David Carter	Senior Electrical Engineer	David Carter
111	11/1/2016	Amanda Ciapponi	Clerk	Town Of Atoka
112	11/1/2016	Michael Dudas	Senior Electrical Engineer	A2h
113	11/1/2016	Phuong Nguyen	Electrical Designer	A2h Inc.
114	11/1/2016	Amber Scott	City Administrator	City Of Lenoir City
115	11/3/2016	Cassandra Yates	Program Coordinator	Town Of Atoka
116	11/3/2016	Jeremy Allen	Facility Coordinator	Town Of Atoka
117	11/4/2016	Chad Smithers	Human Resources Manager	Lisa Starzynski
118	11/4/2016	Chad Smithers	Human Resources Manager	Sarah Hawkins
119	11/4/2016	Chad Smithers	Human Resource	Adam White
120	11/4/2016	Chad Smithers	Human Resources	Mike Wess
121	11/4/2016	Mike Wess	Human Resources	Mike Wess
122	11/4/2016	Adam White	Architectural Designer	Adam White

2016 – 2017 Subrecipient Training Roster

123	11/4/2016	Ferron Espino	Architect	Ferron Espino
124	11/4/2016	Sarah Hawkins	Architectural Designer	Sarah Hawkins
125	11/4/2016	Lisa Starzynski	Architectural Designer	Lisa Starzynski
126	11/4/2016	Lee Dixon	Architectural Project Manager	Lee Dixon
127	11/4/2016	Sarah Hawkins	Architectural Designer	Sarah Hawkins
128	11/4/2016	Stan Rowland	Project Architect	Stan Rowland
129	11/4/2016	Robert Taylor Jr.	Robert Taylor Jr.	Robert Taylor Jr.
130	11/4/2016	Dakota Taylor	CEI Inspector	Dakota Taylor
131	11/7/2016	Chad Stafford	Public Works Laborer	Town Of Atoka
132	11/7/2016	Jeff Maidens	Construction Inspector	Jeff Maidens
133	11/7/2016	Paul Medlin	Inspector	Paul Medlin
134	11/7/2016	Robert C. Watson	Const. Admin. Dept. Mgr.	Robert C. Watson
135	11/7/2016	Andy Sampson	Ca Coordinator	Andy Sampson
136	11/7/2016	Travis Klima	Structural Engineer	Travis Klima
137	11/7/2016	Adam Belew	Structural Designer	Adam Belew
138	11/7/2016	Ryan Coopwood	Structural Designer I	Ryan Coopwood
139	11/7/2016	Yutian Shao	Senior Structural Engineer	Yutian Shao
140	11/7/2016	Stephen Catledge	BIM / CAD Technician	Stephen Catledge
141	11/7/2016	Chad Fitzwater	Chad Fitzwater	Chad Fitzwater
142	11/8/2016	Amy Castro	Manager, Compliance	Metropolitan Nashville Airport
143	11/8/2016	Eunice Stein Johnson	Chief Operations Officer	Goodwill Homes Comm. Service, Inc.
144	11/8/2016	Cliff Evans	Parks And Recreation Director	Town Of Atoka
145	11/8/2016	Cliff Evans	Parks And Recreation Director	Town Of Atoka
146	11/9/2016	Pamela Sharp	Title Vi Coordinator	Civil Rights

2016 – 2017 Subrecipient Training Roster

147	11/9/2016	Sherry Hoover	Structural Engineer	Sherry Hoover
148	11/9/2016	Terry Mccoy	City Recorder Title Vi Coordinator	City Of McKenzie
149	11/10/2016	John Oris	John Oris	John Oris
150	11/10/2016	Lance Jordan	Quality Assurance Director	Waves, Inc.
151	11/10/2016	Larry Roachelle	Office Assistant	Larry Roachelle
152	11/10/2016	Katie Anderson	Executive Administrator	Katie Anderson
153	11/10/2016	Christina Babu	Marketing Specialist	A2h, Inc.
154	11/14/2016	Pamela K. Sanders	Administrative Assistant	Pamela K. Sanders
155	11/14/2016	Brenda K. Hardin	Community Manager	Good Samaritan Village
156	11/14/2016	Jill Holland	Mayor	City Of McKenzie
157	11/17/2016	Danielle Stevens	Danielle Stevens	Danielle Stevens
158	11/17/2016	Josie Fisher	Contract Specialist	Josie Fisher
159	11/17/2016	Emily Vowell	Project Manager Assistant	Emily Vowell
160	11/17/2016	Chet Winstead	Landscape Architect	Chet Winstead
161	11/17/2016	Dana Rast	Submittal Specialist	Dana Rast
162	11/17/2016	Marshall A. Wiles	Quality Assurance Specialist	Marshall A. Wiles
163	11/17/2016	Nathan Stewart	Mechanical Engineer	Nathan Stewart
164	11/17/2016	Bennie Allen	Mechanical & Plumbing Manager	Bennie Allen
165	11/17/2016	Jon C. Suarez	Designer	Jon C. Suarez
166	11/17/2016	Johnnie Wheeler	Title 6	UCHRA
167	11/17/2016	Phiengmany Vongphrachanh	Mechanical BIM/CAD Tech.	Phiengmany Vongphrachanh
168	11/17/2016	Arthur Yeates	Architect	Arthur Yeates
169	11/21/2016	Todd Hearon	It Manager	Todd Hearon
170	11/21/2016	William D. Clark li	Fore Lieutenant	Town Of Atoka

2016 – 2017 Subrecipient Training Roster

171	11/21/2016	Edna J. Johnson	Title Vi Coordinator	SWHRA
172	11/21/2016	April McPeak	Senior Accountant	Na
173	11/21/2016	Devin Kinney	Firefighter/ AEMT	Town Of Atoka
174	11/21/2016	Chance Hall	Firefighter Paramedic	Town Of Atoka
175	11/21/2016	Christopher Andrew Stroud	Firefighter/Paramedic	Town Of Atoka
176	11/29/2016	Casey Fields	Casey Fields	Casey Fields
177	11/29/2016	Sandra Sweat	Sandra Sweat	Sandra Sweat
178	11/29/2016	Rebekah Harness	Rebekah Harness	Rebekah Harness
179	11/29/2016	Martha Martin	Martha Martin	Martha Martin
180	11/29/2016	Kaitlyn Glandon	Kaitlyn Glandon	Kaitlyn Glandon
181	11/29/2016	Brandi Bays	Brandi Bays	Brandi Bays
182	11/29/2016	Robert Spencer Shutt	Project Maintenance Specialist	Robert Spencer Shutt
183	11/29/2016	John R. King Iii	John R. King Iii	John R. King Iii
184	11/29/2016	Jonathan Thompson	It Support Specialist	Jonathan Thompson
185	12/1/2016	J. Dennis Jeffers	Mayor	Town Of Huntsville
186	12/7/2016	Katina Shields	Incident Manager Coordinator	New Horizons Corp
187	12/13/2016	Ola O. Terrell-Jordan	Human Resources Generalist Ii	Ola O Terrell-Jordan
188	12/14/2016	Heather Gunter	Recorder	Town Of Pleasant Hill
189	12/14/2016	Henry A Posey	Fire Chief	B Scott
190	12/15/2016	Russell Bolen	Equipment Operator	Carroll County Hwy Department
191	12/16/2016	Sally Oglesby	City Clerk	City Of Crossville
192	12/22/2016	David Smith	EMA Director	Hancock County Highway Dept.
193	12/23/2016	Teresa L Roberts	VP Of Human Resources	VOA Mid-States
194	12/29/2016	Bridget Anderson	Finance Director	City Of Manchester
195	12/30/2016	David Smith	EMA Director	Hancock County Highway Dept.

2016 – 2017 Subrecipient Training Roster

196	1/3/2017	Crystal Jones	Administration Clerk	Town Of Arlington
197	1/4/2017	Cris Carter	HR Manager	Parker Owen
198	1/5/2017	Paul Maestas	Paul Maestas	Paul Maestas
199	1/5/2017	Michael Bowling	Michael Bowling	Michael Bowling
200	1/5/2017	Robert Strickland	Robert Strickland	Robert Strickland
201	1/9/2017	Robert Strickland	Robert Strickland	Robert Strickland
202	1/9/2017	Jermaine Burks	Jermaine Burks	Jermaine Burks
203	1/9/2017	Jermaine Burks	Jermaine Burks	Jermaine Burks
204	1/9/2017	Tanya Lowe	Tanya Lowe	Tanya Lowe
205	1/9/2017	Chris Williams	Chris Williams	Chris Williams
206	1/9/2017	Robert Riggs	Robert Riggs	Robert Riggs
207	1/9/2017	Ricky Bailey	Ricky Bailey	Ricky Bailey
208	1/9/2017	Michael Orrick	Michael Orrick	Michael Orrick
209	1/9/2017	Shan Burklow	Vice President	Dekalb Prevention Coalition
210	1/10/2017	Laura Bruce	Laura Bruce	Laura Bruce
211	1/10/2017	Kendra Critchett	Kendra Critchett	Kendra Critchett
212	1/10/2017	Dustin Perkins	Dustin Perkins	Dustin Perkins
213	1/10/2017	Heather Bratcher	Heather Bratcher	Heather Bratcher
214	1/10/2017	Sherie	Bolton	Sherie Bolton
215	1/10/2017	Shelby Yancey	Shelby Yancey	Shelby Yancey
216	1/10/2017	Natalie King	Natalie King	Natalie King
217	1/10/2017	Amanda Irvin	Amanda Irvin	Amanda Irvin
218	1/10/2017	Kathleen Moore	Transit Training Director	SETHRA
219	1/12/2017	David Strickland	David Strickland	David Strickland
220	1/12/2017	Shawna Muse	Shawna Muse	Shawna Muse

2016 – 2017 Subrecipient Training Roster

221	1/12/2017	Kayla King	Kayla King	Kayla King
222	1/12/2017	Loretta Wisor	Loretta Wisor	Loretta Wisor
223	1/12/2017	David Breeding	Director Oemhs	Claiborne
224	1/13/2017	Madison Conrad	Madison Conrad	Madison Conrad
225	1/17/2017	Jon C. Toll	Airport Manager	Jon Toll
226	1/17/2017	Lindsey Berkley	Self Help Coordinator	Eastern Eight CDC
227	1/17/2017	Jamie Ford	Jamie Ford	Jamie Ford
228	1/19/2017	Aaron Cody	Aaron Cody	Aaron Cody
229	1/19/2017	Lisa Green	Lisa Green	Lisa Green
230	1/19/2017	Steven Tyler Cox	Steven Tyler Cox	Steven Tyler Cox
231	1/20/2017	John Dillow	Director Of Finance	John Dillow
232	1/23/2017	Jim Kerr	Transportation Director	City Of Murfreesboro
233	1/24/2017	Diane Denton	HR Administrator	City Of Kingsport
234	1/26/2017	Dudley Fagan	Director - Accting & Finance	Clinton Utilities Board
235	1/30/2017	Sue Moran	Assistant Director	City Of Dickson Senior Center
236	2/1/2017	Candies Bate	Case Manager	Anita Wilson
237	2/2/2017	Liz Johnson	Coalition Executive Director	Liz Johnson
238	2/3/2017	Joann Lewis Massey	Director	Joann Massey
239	2/8/2017	Paul F. Jones	Assistant Manager	Savannah-Hardin County Airport
240	2/8/2017	Tim Stribling	County Mayor	Dekalb County Government
241	2/8/2017	Tim Stribling	County Mayor	Dekalb County Government
242	2/8/2017	Michael Brady	Grundy County Mayor	Grundy County Tennessee
243	2/9/2017	Mike Miller	Mayor	Mike Miller, Mayor
244	2/9/2017	Becky Ruppe	City Administrator	Becky Ruppe
245	2/13/2017	Josh Howard	Josh Howard	Josh Howard

2016 – 2017 Subrecipient Training Roster

246	2/14/2017	Delnechia Clark	CNA	Hcchhc
247	2/14/2017	Tammy Crouch	Human Resources Supervisor	Ben Lomand Connect
248	2/16/2017	Brenda Nash	Accounts Manager	Randy Jones
249	2/17/2017	Surinder Reddy	Business Developer	Reddy
250	2/21/2017	Alvan-Bidal Sanchez	Transportation Planner	Memphis MPO
251	2/22/2017	Barbara Powell	Administrative Assistant	Fentress County Hwy Dept.
252	2/22/2017	Kim Carter	Town Recorder	Town Of Huntingdon
253	2/23/2017	Samuel Beverly Tucker	Equipment Operator	Carroll County Highway Dept.
254	2/24/2017	Amber Hembree	Amber Hembree	Amber Hembree
255	2/24/2017	Melville Bailey	County Mayor	Hawkins County
256	2/27/2017	Tanner Mckamey	Student	Tanner Mckamey
257	2/27/2017	Tyler Bradley	Tyler Bradley	Tyler Bradley
258	2/27/2017	Lance Amburgey	Lance Amburgey	Lance Amburgey
259	2/27/2017	Kurt Brown	Kurt Brown	Kurt Brown
260	2/27/2017	Jennifer Rigsby	Human Resources Administrator	City Of McMinnville
261	2/28/2017	Sandra Foust	Director	Sandra Foust
262	3/2/2017	Desiree Armstrong	Monitor	Israel Melton
263	3/2/2017	Kevin Wayne Reed	Equipment Operator	Carroll County Hwy. Dept.
264	3/3/2017	Jennifer Caruthers	Public Safety Officer	Dickson County Sheriff's Office
265	3/6/2017	Clyde White	Director Human Resources	Cheatham County Government
266	3/8/2017	Ted Archdeacon	Personnel Director	City Of Bartlett
267	3/10/2017	Diana Jackson	CEO	Life Bridges
268	3/14/2017	Cindy Melton	Deputy Director	Jackson Madison Co Airport Authority
269	3/15/2017	Haley Ann Burnette	Administrative Assistant	Town Of Livingston
270	3/15/2017	Vicki Spears	Administrative Assistant	Hardin Co Sheriff Dept.

2016 – 2017 Subrecipient Training Roster

271	3/15/2017	Bruce Perkins	Ems Director	Bruce Perkins
272	3/15/2017	Tony Hill	County Facilities Supervisor	Tony Hill
273	3/16/2017	Michael Smith	Program Director	Grace House Of Nashville
274	3/16/2017	Test	Test	Test
275	3/16/2017	Warren Cook	E&C (Alt T6 Coordinator)	Oregon Dept. Of Energy
276	3/17/2017	Michael Ray	City Recorder	Town Of Carthage
277	3/20/2017	Sandy Cannon	Human Resources Manager	Town Of Ashland City
278	3/21/2017	Brett Cobble	AWT	TDOC
279	3/21/2017	Jay Uncy	Director Emergency Management	Jay Muncy
280	3/21/2017	Jay Muncy	Director Emergency Management	Jay Muncy
281	3/21/2017	Brandy Johnson	City Recorder	City Of Fairview
282	3/22/2017	Cassandra Foret	HR Manager	HTC Metro Government
283	3/22/2017	Walter Sutton	Director Environmental Svcs	Andy Wallace
284	3/22/2017	Richard Desgroseilliers	MTPO Coordinator	Lakeway Area MTPO
285	3/23/2017	Kenric Duncan	Healthcare Recruiter	Anthony Lumas
286	3/29/2017	Ranny C. Saint	Highway Incident Resp Supv 2	Ranny C. Saint
287	3/29/2017	Shirley Durham	City Recorder	City Of Mcminnville
288	3/30/2017	Sarah Sitterle	Planning Director	Sarah Sitterle
289	3/31/2017	Marceia Lathou	Transit Program Manager	St. Lucie TPO
290	4/3/2017	Tracy Baker	Assistant City Administrator	City Of Sevierville
291	4/4/2017	Allen Strickland	Director Of EMA	Allen Strickland
292	4/4/2017	Patricia Davis	Accountant/Bookkeeper	McNairy County Government
293	4/4/2017	Ronnie Brooks	County Mayor	McNairy County Government
294	4/4/2017	Felicia Harrison	Payroll Clerk	McNairy County Government

2016 – 2017 Subrecipient Training Roster

295	4/4/2017	Joanie Collins	Administrator Of Elections	McNairy County
296	4/5/2017	Brandon Moore	Assessor Of Property	Brandon Moore
297	4/5/2017	Kristy Birmingham	Compliance Officer	Kenric Duncan
298	4/6/2017	Aso Hawrami	Civil Engineering Mgr. I	Aso Hawrami
299	4/6/2017	Aso Hawrami	Engineering Mgr. I	Aso Hawrami
300	4/10/2017	Cathy Mayfield	Administrative Assistant	City Of Bolivar
301	4/11/2017	Anna Biggs	Accountant 3	TDOT
302	4/14/2017	Virginia S. Miller	Office Manager	Norris Teachworth
303	4/16/2017	Brett Giannini	Alderman	Town Of Atoka
304	4/26/2017	Nancy Brewer	Secretary	Lawrence Co. Government
305	4/27/2017	Marti Gillespie	Human Resource Director	Marti Gillespie
306	4/28/2017	Frank Parker	Park Manager - Cherokee Park	Johnna Knight
307	4/28/2017	Michelle Woods	Financial Director	Johnna Knight
308	5/1/2017	Phillip Bolton	Phillip Bolton	Phillip Bolton
309	5/1/2017	Tristan Lowe	Tristan Lowe	Tristan Lowe
310	5/1/2017	Jayda Ridenour	Jayda Ridenour	Jayda Ridenour
311	5/1/2017	Patrick Graham	Patrick Graham	Patrick Graham
312	5/1/2017	Jay Jeffries	Director, Human Resources	Town Of Collierville
313	5/2/2017	Daniel Walls	Daniel Walls	Daniel Walls
314	5/2/2017	David Longmire	Director Facilities/Safety	Jefferson County, TN
315	5/3/2017	Tammy M. Dunn	Senior Staff Attorney	City Of Oak Ridge, TN
316	5/5/2017	Carla Livingstone	Carla Livingstone	Carla Livingstone
317	5/5/2017	Melissa Phillips	Human & Office Resources Mgr.	Melissa A Phillips
318	5/5/2017	Desneige Vancleve	Executive Director	Grace Place Ministry, Inc.

2016 – 2017 Subrecipient Training Roster

319	5/6/2017	Robert Mcleod	Help Operator li	TDOT
320	5/8/2017	Adella Harris	Therapist	Adella Harris
321	5/8/2017	Dorothy Usoh	Mental Health Specialist	Elam Mental Health Center
322	5/8/2017	Garmai Tokpah	Program Manager	Garmai Tokpah
323	5/8/2017	Amanda Ellingsen	Mental Health Specialist	Korlu Mccainster
324	5/8/2017	Tammie Key	Assistant General Manager	Upper Cumberland Emc
325	5/8/2017	Brittany Brown	Intern	Adella Harris
326	5/9/2017	Meharry Medical College	LPN	Denielle Satterfield
327	5/9/2017	Denielle Satterfield	LPM	Denielle Satterfield
328	5/9/2017	Ronza Williams	Mental Health Tech.	Ronza Williams
329	5/9/2017	Natasha Janes	Marriage And Family Intern	Natasha Janes
330	5/10/2017	Sheila Adams	Director	Scotts Hill Senior Center
331	5/12/2017	Kimberly Zirker	Kimberly Zirker	Korlu Mccanister
332	5/12/2017	Marcia Mosele	Circulation Librarian	Carroll County Government
333	5/12/2017	Sharon Glover	Administrative Asst Sr.	Sharon Glover
334	5/12/2017	Anita Matthews	Youth Development	Dominique R. Williams
335	5/12/2017	Melissa Gurley	Deputy Clerk	Carroll County Government
336	5/14/2017	Valerie Woods	Mental Health Technician	Valerie Woods
337	5/14/2017	Neda Moore	RN	Meharry Medical College
338	5/14/2017	Neda Moore	RN	Meharry Medical College
339	5/15/2017	Steven Billingsley	Detective	Sequatchie County
340	5/15/2017	Paul Howard	Detective	Sequatchie County
341	5/15/2017	Paul W. Howard	Detective	Sequatchie County
342	5/15/2017	D. Keith Cartwright	Detective	Sequatchie County
343	5/15/2017	Jody Lockhart	Detective	Sequatchie County

2016 – 2017 Subrecipient Training Roster

344	5/16/2017	Pennie Hendrix	Office/HR Manager	Covington Electric System
345	5/16/2017	Donna Mayo	Program Coordinator	Grace Place
346	5/16/2017	Nikeyha	Youth Development	Nikeyha
347	5/16/2017	Sheri Boyd	Deputy Clerk	Carroll County Mayor
348	5/16/2017	Yohannes Lemma	Rn	Yohannes Lemma
349	5/17/2017	Brianna Graham	Brianna Graham	Brianna Graham
350	5/17/2017	Heather Kee	Clerical	Heather Kee
351	5/17/2017	Jessica Ramey	Program Manager	Korlu Mccainster
352	5/17/2017	Marcina Egedegbe	Bus Svcs Cert Analyst	City Of Memphis
353	5/17/2017	Zanderia R. Davidson	Diversity/Contract Analyst	City Of Memphis
354	5/17/2017	Standley Brady	Certification Analyst	Standley Brady
355	5/17/2017	Sheila Byrd	Diversity Contract Analyst	City Of Memphis
356	5/17/2017	Bobby Fitzgerald	Registered Nurse	Meharry Medical College
357	5/18/2017	Samuel Steele	Contract Compliance Analyst	City Of Memphis
358	5/18/2017	Leslie R. MCGowan	Paralegal Specialist	Casa Volunteer
359	5/18/2017	Alysa Wold	Program Assistant	Alysa Wold
360	5/19/2017	Porsche Glover	PSR	Korlu Mccainster
361	5/19/2017	Robert Graham	Elevator Inspector	Robert Graham
362	5/19/2017	Korlu Mccainster	Program Manager	Elam Mental Health Center
363	5/19/2017	Malinda White	Malinda White	Valarie Staggs
364	5/19/2017	Valarie Staggs	Valarie Staggs	Valarie Staggs
365	5/19/2017	Kevin Calahan	Kevin Calahan	Valarie Staggs
366	5/19/2017	Steve Calahan	Steve Calahan	Valarie Staggs
367	5/23/2017	Brookelyn Goins	Brookelyn Goins	Brookelyn Goins
368	5/23/2017	Hunter Madron	Hunter Madron	Hunter Madron

2016 – 2017 Subrecipient Training Roster

369	5/23/2017	Hunter Madron	Hunter Madron	Hunter Madron
370	5/23/2017	Bethany Gryder	Bethany Gryder	Bethany Gryder
371	5/23/2017	Brandee Lancaster	Child Therapist	Brandee Lancaster
372	5/24/2017	Heather Grissom	Executive Assistant	Denny W Robinson
373	5/24/2017	Carla Anderson	City Clerk	Kim Wallace
374	5/24/2017	Ida Watts-Harris	Mental Health Case Manager li	Meharry Medical College
375	5/24/2017	Vanessa Halton	Mental Health Technician	Meharry Medical College
376	5/25/2017	Farzana Alam	Psychiatry Resident	Elam
377	5/25/2017	Tina Green	Program Coordinator	Tina Green
378	5/25/2017	Amy Castro	Manager, Compliance	Metro Nashville Airport Authority
379	5/25/2017	Kim Wheeler	Coordinator	Kaitlyn Burrichter
380	5/25/2017	Kaitlyn Burrichter	Employee	Kim Wheeler
381	5/28/2017	Tammy Stone	Clinical Director	Tammy Stone
382	5/28/2017	Sheilah Shelton	Case Manager Counselor	Rebekah Stone
383	5/28/2017	Tiffany Waffard	Case Manager	Tiffany Waffard
384	5/30/2017	Lorianne Courville	LPN	Elam Center
385	5/31/2017	Delenny Dubose	Mental Health Case Manager li	Meharry Medical College
386	5/31/2017	Michele C. Randle	Clerkship Coordinator	Michele C. Randle
387	6/2/2017	Nancy Thiessen	Executive Director	Comcare
388	6/5/2017	Michael	Youth	Hcc
389	6/5/2017	Joshua	Youth	Hcc
390	6/7/2017	Babatunde Ogundipe	Psychiatry Resident	Korlu Mccainster
391	6/8/2017	Steve Cox	Director Of Personnel	Dawn Of Hope, Inc.
392	6/8/2017	Marcia Rouse	Child Advocate	Casaworks, Inc.
393	6/8/2017	Dave Vanbuskirk	Child Advocate	Casaworks, Inc.

2016 – 2017 Subrecipient Training Roster

394	6/8/2017	Suzanne Banks	Child Advocate	Casaworks, Inc.
395	6/8/2017	Carol Mcguire	Child Advocate	Casaworks, Inc.
396	6/8/2017	Estella Burnette	Child Advocate	Casaworks, Inc.
397	6/8/2017	Teresa Moxley	Child Advocate	Casaworks, Inc.
398	6/12/2017	Kelly Cottrell	Senior Planner	City Of Oak Ridge
399	6/12/2017	Brent Mathis	Event & Fundraising Manager	Agape Outreach Homes
400	6/12/2017	Ben Musee	Ben Muse	Ben Muse
401	6/13/2017	Natalie Aresenault	Casa Volunteer	Christy Sanson
402	6/13/2017	Rich Many	Casa Volunteer	Christy Sanson
403	6/13/2017	Penny Daniel	Child Advocate	Casaworks
404	6/13/2017	Heather Garay	Child Advocate	Casaworks
405	6/13/2017	Sharon Taylor	Child Advocate	Casaworks
406	6/14/2017	Corinne Hockman	City Recorder/ Cmfo	Title Vi Assurance
407	6/19/2017	Kristen Lee	Dispatcher	Kristen Lee
408	6/19/2017	Joey Lambert	Dispatcher	Joey Lambert
409	6/19/2017	Christopher King	Police Officer	Christopher King
410	6/19/2017	Kimberly Hunley	Dispatcher	Kimberly Hunley
411	6/19/2017	Lee Byrd	Security Officer	Lee Byrd
412	6/19/2017	Lee Byrd	Security Officer	Lee Byrd
413	6/19/2017	Lee Byrd	Security Officer	Lee Byrd
414	6/19/2017	Clarence Gibson	Security Officer	Clarence Gibson
415	6/19/2017	Clarence Gibson	Security Officer	Clarence Gibson
416	6/20/2017	Jaimee Snow	Lieutenant Police Dept.	Jaimee Snow
417	6/20/2017	Brad Howell	VP Of HR/Communications	Pickwick Electric Cooperative
418	6/20/2017	Libby McDuffie	Program Monitor	Dept. Of Military

2016 – 2017 Subrecipient Training Roster

419	6/21/2017	Melvel B Mayes	Security Officer	Melvel B Mayes
420	6/21/2017	Carla R. Sowders	Armed Security Guard	Carla R. Sowders
421	6/21/2017	Mike Mucha	Title VI, DBE, Ada Officer	VA Drpt
422	6/21/2017	Amanda Brewton	Human Resources Director	City Of White House
423	6/21/2017	Jaimee Snow	Lieutenant Police Dept.	Jaimee Snow
424	6/21/2017	Sgt. Travis Bailey	Gdi	Sgt. Travis Bailey
425	6/21/2017	Jaimee Snowl	Lieutenant Police Dept.	Jaimee Snow
426	6/21/2017	Jaimee Snow	Lieutenant Police Dept.	Jaimee Snow
427	6/21/2017	Brandy Lawson	Dispatcher	Brandy Lawson
428	6/22/2017	Anita Green	Mayor's Office	Loudon County
429	6/22/2017	Anita Green	Mayor's Office	Loudon County
430	6/22/2017	Nicholas Williams	Security Officer	Nicholas Williams
431	6/22/2017	Jeannie Allen	Dispatcher	Jeannie Allen
432	6/23/2017	Melody Burton	Deputy Director/HR	MECCA
433	6/23/2017	Mike Worsham	Human Resources Director	City Of Brentwood
434	6/23/2017	James Ramsey	Security	James Ramsey
435	6/23/2017	Rebecca A. Goney	Rebecca A. Goney	Rebecca A. Goney
436	6/25/2017	Travis Bailey	Sargent	Stephen Adix
437	6/25/2017	Stephen Adix`	Security Guard	Stephen Adix
438	6/25/2017	Fred Broyles	Security Officer	Fred Broyles
439	6/26/2017	Pauletta Rains	Pauletta Rains	Pauletta Rains
440	6/26/2017	Pauletta Rains	Pauletta Rains	Pauletta Rains
441	6/27/2017	Amy Pace	Amy Pace	Amy Pace
442	6/27/2017	Alex Foster	Alex Foster	Alex Foster
443	6/27/2017	Jonathan Shoulders	Trans Project Supervisor 1	Jonathan Shoulders

2016 – 2017 Subrecipient Training Roster

444	6/28/2017	Steven Rowlett	Security Officer	Steven Rowlett
445	6/28/2017	Kathleen Mclaughlin	Civil Engineer Manager 1	Kathleen Mclaughlin
446	6/29/2017	Timothy Collingsworth	Patrol Officer	Timothy Collingsworth
447	6/29/2017	Sharon Phipps	Public Health Educator LI	Hawkins County Health Department
448	6/29/2017	Sharon Phipps	Public Health Educator LI	Hawkins County Health Department
449	6/29/2017	Tammy Lewis	Human Resources	Town Of Somerville
450	6/30/2017	Virgil Huddleston	Security Officer	Virgil Huddleston
451	7/2/2017	Charles Ware	Security Officer	Kathy Human
452	7/2/2017	Derek Jones	Sec. Officer	Kathy Human
453	7/2/2017	Demarcio Gilliam	Traffic Counter	Demarcio Gilliam
454	7/3/2017	Ralph D. Redmond	Security Officer	Ralph D. Redmond
455	7/3/2017	Sarah Fennell	Title Vi Coordinator	Town Of Rutledge
456	7/3/2017	Sarah Fennell	Title Vi Coordinator	Town Of Bean Station
457	7/3/2017	Philip Devries	Amy Livingston	E8cbc
458	7/3/2017	Maryann Seale	Self Help Coordinator	E8cdc
459	7/4/2017	G. Dwain Land	Mayor	City Of Dunlap
460	7/5/2017	Michael Goff	Superintendent Wwtp	?
461	7/5/2017	Melissa Thompson	HR Director	City Of Alcoa
462	7/6/2017	William Calhoun	Water Superintendent	City Of Ridgely
463	7/6/2017	Tara Y. Ewing	Benefits Coordinator	Marshall County
464	7/7/2017	Dr. J. Parker Ayers	Independent Consultant	Jennifer Parker Ayers
465	7/7/2017	Dr. J. Parker Ayers	Independent Consultant	Jennifer Parker Ayers
466	7/7/2017	Stephanie Lawhon	HR Director	City Of Loudon
467	7/8/2017	William Terrell	Security	William Terrell
468	7/9/2017	James A. Hopkins	Unarmed Security Officer	James A. Hopkins

2016 – 2017 Subrecipient Training Roster

469	7/9/2017	Jeff Hood	Security Officer	Jeff Hodd
470	7/10/2017	Tasha Pennington	Tasha Pennington	Tasha Pennington
471	7/10/2017	Joyce Johnson	Training Coordinator	Korlu Mccainster
472	7/11/2017	Robert Parks	Security Officer	Robert Parks
473	7/12/2017	Angela Desai	Director Of Human Resources	Marshall County Government
474	7/12/2017	Courtney Dalton Viar	City Recorder	Town Of Vonore
475	7/13/2017	Cristal Odom	City Recorder	City Of Lobelville
476	7/13/2017	Charles Oaks	Security Guard	Jimmy Albertini
477	7/13/2017	Debra R. Keck	Administrative Assistant	Union County Government
478	7/14/2017	Mary Prier	City Recorder	Regan-Smith Associates, Inc.
479	7/17/2017	Gary Kent	Administrative Lieutenant	Ronald L Seals
480	7/18/2017	Haley Disney	Haley Disney	Haley Disney
481	7/18/2017	Kaylie Mckamey	Kaylie Mckamey	Kaylie Mckamey
482	7/18/2017	Hunter Winfrey	Director Of Ema	Fayette County
483	7/18/2017	James E. Trotter, Pastor	Executive Director	James E. Trotter
484	7/19/2017	Hayley Bordes	Program & Services Dev. Coordinator.	Child Advocacy Centers Of TN
485	7/19/2017	Cristy Gooch	Payroll Clerk/Admin. Assistant	Carroll County Government
486	7/19/2017	Stacey Mccaleb	Administrative Assistant	Carroll County Mayors Office
487	7/20/2017	Lana Young	Executive Director	Chip Hale Center
488	7/20/2017	Stephanie Strutner	Executive Director	Allies For Substance Abuse Pre
489	7/21/2017	Candace Sherer	Transit Planner	Kingsport Area Transit Service
490	7/23/2017	Morgan Justice	Security Officer	Morgan Justice
491	7/24/2017	Billie Cummings	Secretary	Wayne Co Highway Department
492	7/24/2017	Felecia Bagwell	Board Member	Felecia Bagwell
493	7/24/2017	Alleene Pingenot	Rops	Alleene M Pingenot

2016 – 2017 Subrecipient Training Roster

494	7/24/2017	Jackie Burgess	Adm. Asst.	Morgan County Government
495	7/24/2017	Marvin Lusk	Assistant Director	Marvin Lusk
496	7/25/2017	Ben Martin	Single Family Home Coordinator	Eastern Eight CDC
497	7/25/2017	Wesley Spurgeon	Co-Director	Tipton-Haynes Historical Ass.
498	7/25/2017	Matthew Frye	Co-Director	Tipton-Haynes Historical Ass.
499	7/25/2017	Karen Golden	Rn	Karen Golden
500	7/25/2017	Ryan Fletcher	Coalition Assistant	Action Coalition
501	7/25/2017	Steven Bandy	Title VI & EEO Officer	ETHRA
502	7/25/2017	Danielle Aldredge	Mental Health Technician	Meharry Medical College
503	7/26/2017	Kristie Hammonds	Svp, Operations	Frontier Health
504	7/26/2017	Teresa Russell	Department Administrator	Teresa Russell
505	7/27/2017	Brian Smith	Chief Deputy	Brian Smith
506	7/27/2017	Michael Williams	Union County Mayor	County Government
507	7/27/2017	Bob Lovingood	Mayor	Town Of Vonore
508	7/28/2017	Gail Fowler	Human Resources Director	City Of Cookeville
509	7/28/2017	Natalya Castillo	Student	Adella Harris
510	7/31/2017	Lisa B. James	Mental Health Specialist	Elam Center
511	7/31/2017	Lee Bussart	Judge	Catherine L Bussart
512	7/31/2017	Tammy Coleman	Assistant	Lee Bowles
513	7/31/2017	Angela Desai	Human Resource Director	Joe B. Liggett
514	7/31/2017	Joe Boyd Liggett	County Mayor	Joe B. Liggett
515	7/31/2017	Lynn Kouba	Administrative Assistant	Lynn Kouba
516	7/31/2017	Monique Deleon	Bilingual Patient Navigator	Hope Family Health
517	8/1/2017	Heidi Mcelhaney	Assistant Budget Director	Marshall County Government

2016 – 2017 Subrecipient Training Roster

518	8/1/2017	Scottie Poarch	County Trustee	Scottie Poarch
519	8/1/2017	Kaye Bishop	Chief Deputy Trustee	Kaye Bishop
520	8/1/2017	Autumn Berlin	Bookkeeper Trustee	Autumn Berlin
521	8/1/2017	County Commissioner	County Commissioner	Patricia Parsons
522	8/1/2017	Cynthia Mccowan	Casa	Casa Corridor Of East TN
523	8/1/2017	Sylvia Green	Casa	Casa Corridor
524	8/1/2017	Sylvia Glenn	Casa	Casa Corridor
525	8/1/2017	Dale Jones	Bookkeeper/Program Director	Dale Jones
526	8/1/2017	Patricia Parsons	Marshall County Commissioner	Patricia Parsons
527	8/1/2017	Angelique Horace	Meharry Elam Center Intern	Meharry Elam Center
528	8/2/2017	Doug Burton	Principal Planner	Knoxville Regional TPO
529	8/2/2017	Jaclyn Castleberry	Volunteer Advocate	Casa Corridor
530	8/2/2017	Ann Dyer	Finance Director	Union County Government
531	8/2/2017	Tanjie Delmas	Casa Volunteer	Casa Corridor
532	8/2/2017	Jeffery Vanhuss	Security	Jeffery Vanhuss
533	8/3/2017	Christopher Pihls	Dispatcher	Christopher Pihls
534	8/3/2017	Mandy Heatherly	Dispatcher	Mandy Heatherly
535	8/3/2017	Terri Bailey	Dispatcher	Mandy Heatherly
536	8/3/2017	Matt Owens	Deputy	Matt Owens
537	8/3/2017	Sharon Lockett Smith	Casa Volunteer	Casa Corridor
538	8/3/2017	Elisha Duncan	Dispatcher	Elisha Duncan
539	8/3/2017	Angie Thomason	Dispatcher	Angie Thomason
540	8/3/2017	Angie Thomason	Dispatcher	Angie Thomason
541	8/3/2017	Nelda Adgent	Payroll	Nelda Adgent
542	8/3/2017	Baleigh Whitson	Accounts Payable Clerk	Baleigh Whitson

2016 – 2017 Subrecipient Training Roster

543	8/3/2017	Loretta Manley	Bookkeeper	Kimberlee Alsup
544	8/3/2017	Crissie Bennett	Coordinator	Casa Coordinator
545	8/4/2017	Jorita Mealer	Payroll Clerk	Jorita Mealer
546	8/6/2017	June Dickson	Dispatcher	June Dickson
547	8/7/2017	Sarah Goforth	Child Advocate	Casa Corrodination Of East Tennessee
548	8/7/2017	Jeffery G. Davis	HR Director	Cleveland MPO
549	8/7/2017	Malinda White	Malinda White	Marshall County Goveronment
550	8/7/2017	Carol Fulmer	Regional Administrator	Carol Fulmer
551	8/8/2017	Kathy Sons	Secretary	Marshall County Hwy Dept.
552	8/8/2017	Jerry Adams	Foreman	Marshall County Hwy Dept.
553	8/8/2017	Robert Allen	Laborer	Marshall County Hwy Dept.
554	8/8/2017	Dave Coleman	Truck Driver	Marshall County Hwy Dept.
555	8/8/2017	Gary Coleman	Light Equipment Operator	Marshall County Hwy Dept.
556	8/8/2017	Mickey Dalton	Heavy Equipment Operator	Marshall County Hwy Dept.
557	8/8/2017	Carrie French	Intern	Carrie Ann French
558	8/8/2017	Ricky Dalton	Light Equipment Operator	Marshall County Hwy Dept.
559	8/8/2017	Joshua Dockery	Truck Driver	Marshall County Hwy Dept.
560	8/8/2017	Darrell Dyer	Light Equipment Operator	Marshall County Hwy Dept.
561	8/8/2017	Corey Favors	Laborer	Marshall County Hwy Dept.
562	8/8/2017	Kenneth Foster	Shop Foreman	Marshall County Hwy Dept.
563	8/8/2017	Steven Fuller	Truck Driver	Marshall County Hwy Dept.
564	8/8/2017	Ronnie Harwell	Mechanic	Marshall County Hwy Dept.
565	8/8/2017	Jason Hobbs	Mechanic	Marshall County Hwy Dept.
566	8/8/2017	Matthew Hobby	Light Equipment Operator	Marshall County Hwy Dept.

2016 – 2017 Subrecipient Training Roster

567	8/8/2017	Jackie Eddie Key	Truck Driver	Marshall County Hwy Dept.
568	8/8/2017	Jackey King	Truck Driver	Marshall County Hwy Dept.
569	8/8/2017	Jeremy Lamb	Heavy Equipment Operator	Marshall County Hwy Dept.
570	8/8/2017	James Eddie Liggett	Foreman	Marshall County Hwy Dept.
571	8/8/2017	Delber Lowe	Truck Driver	Marshall County Hwy Dept.
572	8/8/2017	Larry Sands	Paramedic	Bill Reuter
573	8/8/2017	Philip Bennett	Captain/Paramedic	Philip Bennett
574	8/9/2017	George Donald Metcalf	Heavy Equipment Operator	Marshall County Hwy Dept.
575	8/9/2017	Bernie Mitchell	Mechanic	Marshall County Hwy Dept.
576	8/9/2017	Bobbie Moore	Laborer	Marshall County Hwy Dept.
577	8/9/2017	Wesley Neece	Assistant Foreman	Marshall County Hwy Dept.
578	8/9/2017	Keith Pigue	Assistant Foreman	Marshall County Hwy Dept.
579	8/9/2017	Ricky Rogers	Light Equipment Operator	Marshall County Hwy Dept.
580	8/9/2017	Tracy Stewart	Truck Driver	Marshall County Hwy Dept.
581	8/9/2017	John Will Turner	Heavy Equipment Operator	Marshall County Hwy Dept.
582	8/9/2017	Billy Ray Wells	Heavy Equipment Operator	Marshall County Hwy Dept.
583	8/9/2017	Jerry T Williams	Road Supt	Marshall County Hwy Dept.
584	8/9/2017	Nikki Reuter	Paramedic	Marshall County
585	8/9/2017	Stephanie Calahan	Secretary	Marshall County Hwy Dept.
586	8/9/2017	Billy King	911 Director	Billy King
587	8/9/2017	Chesley Newton	Captain	Chesley Newton
588	8/10/2017	Jenny Gordon	Bookkeeper	Carroll County Hwy Department
589	8/10/2017	Christopher Wakham	Aemt	Christopher Wakham
590	8/10/2017	Bill Reuter	Ems Director	Marshall County
591	8/10/2017	John Reese	Captain/Paramedic	MCEMS

2016 – 2017 Subrecipient Training Roster

592	8/10/2017	Dustin Lee	Aemt	Memes
593	8/10/2017	Megan Defoe	Aemt	Memes
594	8/10/2017	Steven Williams	Paramedic	Memes
595	8/10/2017	Patsy Fuller	HR Director	Town Of Greeneville
596	8/10/2017	Samantha Kimbrough	Paramedic	Memes
597	8/10/2017	Angela Riggs	Paramedic	Angela Riggs
598	8/10/2017	Lavenia Green	Lavenia Green	Lavenia Green
599	8/11/2017	Terry Burns	Title Vi Coordinator	Procurement
600	8/11/2017	Michele Diebold	Human Resources Manager	City Of Gatlinburg
601	8/12/2017	Shana Greggs	Aemt	Shana Greggs
602	8/12/2017	Demetrius Cox	Paramedic	Demetrius Cox
603	8/13/2017	Sam Kelly	Paramedic	Sam Kelly
604	8/13/2017	Allen Brock	Aemt	Memes
605	8/13/2017	James R Garner	Paramedic	Memes
606	8/13/2017	Jonathan Hargrove	Paramedic	Memes
607	8/13/2017	Aaliyah Cottle	Social Work Intern	Adella Harris
608	8/14/2017	Daniel R. Cogan	Manager	Dan Cogan
609	8/14/2017	Chris Swain	Director Of Airport Operations	Collegedale Airport
610	8/14/2017	Leah Crockett	Human Resources Administrator	City Of Crossville
611	8/14/2017	Malinda White	Budget Director	Phillip K. Dyer
612	8/14/2017	Phillip K. Dyer	Equipment Tech	Phillip K. Dyer
613	8/14/2017	Ed Brown	Aemt	Ed Brown
614	8/15/2017	Zachary Colescott	Airport Manager	Winchester Airport Authority
615	8/15/2017	Gayle Miller	Office Manager	Gayle Shaneyfelt
616	8/15/2017	Jo Ann Henry	Bookkeeper	Jo Ann

2016 – 2017 Subrecipient Training Roster

617	8/15/2017	Stacey Sharpe	Project Coordinator	Stacey
618	8/15/2017	Laura Gilliam	Account Clerk	Laura Gilliam
619	8/15/2017	Jessie L Hayes	Paramedic	Jessie Hayes
620	8/15/2017	Jasmine Champion	RPO Coordinator	MAAG
621	8/16/2017	Joseph Poarch	Paramedic	Joseph Poarch
622	8/17/2017	Aaliyah Cottle	Intern	Elam Center
623	8/17/2017	Attallah Eiland	Meharry Elam Center	Attallah Eiland
624	8/17/2017	Jasmine Jester	Intern	Jasmine Jester
625	8/17/2017	Scotty Bailey	Road Supervisor	Carroll County Highway Dept.
626	8/17/2017	Ricky Scott	Road Supervisor	Carroll County Highway Dept.
627	8/17/2017	Paula Anderson	Payroll Clerk	Carroll County Highway Dept.
628	8/22/2017	Michael Ridings	Aemt	Marshall County
629	8/22/2017	Tommy Swor	Airport Manager	Chad Lively
630	8/22/2017	Chad Lively	Employee	Chad Lively
631	8/22/2017	John Murphy	Employee	Chad Lively
632	8/22/2017	Regina L Kennedy	Assistant Director Of Admin Services	Regina Kennedy
633	8/23/2017	Brandon Barnes	Correction Officer	Brandon Barnes
634	8/23/2017	Katherine Mueller	Correction Officer	Katherine Mueller
635	8/23/2017	Roger Lemley	Corrections Officer	Roger Lemley
636	8/23/2017	Mike Tolley	Civic Center Director	Carroll County
637	8/23/2017	Jessica Harmon	Aemt	Marshall County
638	8/23/2017	Santasha Wright- Comer	Intake Coordinator	Meharry Medical College
639	8/23/2017	Brenda Todd	Civic Center Janitor	Carroll County
640	8/24/2017	Elisa Hertzan	Community Educator	Barbara Duddy
641	8/24/2017	Barbara Duddy	Community Educator	Barbara Duddy

2016 – 2017 Subrecipient Training Roster

642	8/24/2017	Test	Test	Test
643	8/24/2017	Jill Hall	Transportation Planner	Clarksville MPO
644	8/24/2017	Christopher Carlough	Paramedic	Marshall County Ems
645	8/24/2017	Donna Buckner	Recorder-Treasurer	City Of Ripley
646	8/24/2017	Alicia Gill	Prevention Director	Life Choices Of Dyersburg
647	8/25/2017	Gaye Lynn Tippitt	Accounts Payable	Carroll County
648	8/25/2017	Monte Childress	Gate Security	Carroll County Government
649	8/28/2017	Dean Selby	Airport Manager	Upper Cumberland Regional Ap
650	8/28/2017	Taquilya Wright	Quality Assurance Manager	WR Community Services
651	8/28/2017	Rita Jones	Assessor Of Property	Rita Jones
652	8/29/2017	John Cooper	Paramedic	Memes
653	8/29/2017	Joella Sheryl Sellers	Deputy Clerk	Joella Sheryl Sellers
654	8/29/2017	Louanne Blacketter	1st Deputy	Louanne Blacketter
655	8/29/2017	Shawn Hux	Aemt	Memes
656	8/29/2017	April Cameron	VP Finance & Administration	Chattanooga Airport Authority
657	8/29/2017	Jeneal Whitmore	Paramedic	Marshall County
658	8/29/2017	Megan Rinehart	City Recorder	Town Of Guys, TN
659	8/29/2017	Carla Beeler	Administrative Assistant	County Government
660	8/30/2017	Nate Davis	Paramedic	Marshall County
661	8/30/2017	Richard Mcelroy	Paramedic	Marshall County
662	8/31/2017	Savanna	Paramedic	Savanna Damron
663	8/31/2017	Tonja Renee Jones	Chief Deputy Clerk And Master	Kimberlee Alsup
664	8/31/2017	Pamela Williams	Community Outreach	Freda Nester
665	8/31/2017	Kelley Pigue	Deputy Clerk	Kimberlee Alsup
666	8/31/2017	Lee Pigg	Paramedic	Lee Pigg

2016 – 2017 Subrecipient Training Roster

667	8/31/2017	Daniel Creasy	Ccemt-P	Mc Ems
668	9/1/2017	Lindsey Dalton	Aemt	MCEMS
669	9/1/2017	Lea Anne Grissom	Ems	Marshall County
670	9/1/2017	Jeffery Thomason	Aemt	Jeffery Thomason
671	9/5/2017	James Greene	Director Of Solid Waste	Jim Greene
672	9/5/2017	Jon Glass	Airport Manager	Tulahoma Airport Authority
673	9/6/2017	Matthew Marshall	City Manager	City Of Norris
674	9/6/2017	Ed Cate	Volunteer	Free Medical Clinic Of America
675	9/7/2017	Taylor Stump	Taylor Stump	Taylor Stump
676	9/7/2017	Aaron Kunkle	Aaron Kunkle	Aaron Kunkle
677	9/7/2017	Douglas Howington	Douglas Howington	Douglas Howington
678	9/7/2017	Austin Baird	Austin Baird	Austin Baird
679	9/7/2017	Noah Surber	Noah Surber	Noah Surber
680	9/7/2017	Dekota Lively	Dekota Lively	Dekota Lively
681	9/7/2017	Casper Johnson	Casper Johnson	Casper Johnson
682	9/7/2017	Makinley Fitch	Program Assistant	Makinley Fitch
683	9/8/2017	Caitlin Davis	Caitlin Davis	Caitlin Davis
684	9/8/2017	Micah Wright	Micah Wright	Micah Wright
685	9/8/2017	Lisa Christine-Trexler	Administrative Assistant	Lisa Christine-Trexler
686	9/11/2017	Jordan Braden	Jordan Braden	Braden
687	9/11/2017	Christian B Gambrel	Christian B Gambrel	Christian B Gambrel
688	9/11/2017	Nathan Cooper	Nathan Cooper	Nathan Cooper
689	9/11/2017	Finley Sitcler	Finley Sitcler	Finley Sitcler
690	9/11/2017	Stormie Johnson	Stormie Johnson	Stormie Johnson
691	9/11/2017	Tristan Davis	Tristan Davis	Tristan Davis

2016 – 2017 Subrecipient Training Roster

692	9/11/2017	Dylan Carroll	Dylan Carroll	Dylan Carroll
693	9/11/2017	Evan Douglas	Evan Douglas	Evan Douglas
694	9/11/2017	David Stitt Jr.	David Stitt Jr.	David Stitt Jr.
695	9/11/2017	Matthew Mccarty	Matthew Mccarty	Matthew Mccarty
696	9/11/2017	Mindy Grimm	Coalition Coordinator	Victor H. Price II
697	9/11/2017	Victor H. Price II	Principal	Mindy Grimm
698	9/12/2017	Billy Breeding	Sheriff	Billy Breeding
699	9/12/2017	Keith Braden	Keith Braden	Keith Braden
700	9/12/2017	Michael Draughn	Michael Draughn	Michael Draughn
701	9/12/2017	Michael Draughn	Michael Draughn	Michael Draughn
702	9/12/2017	Rita Moore	Director	Decatur County
703	9/12/2017	Joseph William Sharp	Joseph William Sharp	Joseph William Sharp
704	9/12/2017	Chris Lay	Chris Lay	Chris Lay
705	9/13/2017	Rebecca Hughes	Coalition Member	Rebecca Hughes
706	9/13/2017	Rebecca Hughes	Coalition Member	Rebecca Hughes
707	9/14/2017	Annette Brown	Office Manager	City Of Dunlap TN
708	9/14/2017	James Carter	Director Of Schools	James E Carter
709	9/14/2017	Mindy Grimm	Coalition Coordinator	Charles Wilson
710	9/14/2017	Charles Wilson	Fire Chief	Charles Wilson
711	9/14/2017	Charles Wilson	Fire Chief	Charles Wilson
712	9/14/2017	Mark Kaylor	Mark Kaylor	Mark Kaylor
713	9/15/2017	Joshua North	Joshua North	Joshua North
714	9/15/2017	Grace Rutherford	Grace Rutherford	Grace Rutherford
715	9/15/2017	Brooke Thomas	Brooke Thomas	Brooke Thomas
716	9/15/2017	Jasmine Goodman-Cooper	Jasmine Goodman-Cooper	Jasmine Goodman- Cooper

2016 – 2017 Subrecipient Training Roster

717	9/15/2017	Taylor Wilson	Taylor Wilson	Taylor Wilson
718	9/15/2017	Amber Finkenbine	Amber Finkenbine	Amber Finkenbine
719	9/15/2017	Summer Breeding	Summer Breeding	Summer Breeding
720	9/15/2017	Hayley Inscho	Hayley Inscho	Hayley Inscho
721	9/15/2017	Emily R. Haun	Manager	Gatlinburg Airport Authority
722	9/18/2017	Melissa B Halfacre	Receptionist	Family Care
723	9/18/2017	Johnnie Browning	Johnnie Browning	Johnnie Browning
724	9/18/2017	Daphne Fagan-Girts	Marshall County Clerk	Daphne Fagan-Girts
725	9/18/2017	Shirley Dawn Welch	Marshall County Clerk	Shirley Dawn Welch
726	9/18/2017	Paula Alexander	Marshall County Clerk	Paula Alexander
727	9/18/2017	Mona Klarer	Marshall County Clerk	Mona Klarer
728	9/18/2017	Beverly Sampedro	Marshall County Clerk	Beverly Sampedro
729	9/18/2017	Carolyn Hollar	Marshall County Clerk	Carolyn Hollar
730	9/18/2017	Jennifer Key	Marshall County Clerk	Jennifer Key
731	9/18/2017	Carman Cantrell	Marshall County Clerk	Carman Cantrell
732	9/18/2017	Kim Gilley	City Recorder	City Of Medina
733	9/19/2017	Leigh Reynolds	Cmfo/City Recorder	Leigh Reynolds
734	9/20/2017	Destiney Jackson	Destiney Jackson	Destiney Jackson
735	9/20/2017	Kristy Osborn	Kristy Osborn	Kristy Osborn
736	9/20/2017	Bre C. Lowe	Bre C. Lowe	Bre C. Lowe
737	9/20/2017	Renee Lloyd	Renee Lloyd	Renee Lloyd
738	9/20/2017	Hannah Orick	Hannah Orick	Hannah Orick
739	9/21/2017	Amanda Irvin	Amanda Irvin	Amanda Irvin
740	9/21/2017	Karen Arthur	Karen Arthur	Karen Arthur
741	9/21/2017	Stephanie Irvin	Stephanie Irvin	Stephanie Irvin

2016 – 2017 Subrecipient Training Roster

742	9/21/2017	Rebekah Gibson	Rebekah Gibson	Rebekah Gibson
743	9/21/2017	Jeff Reynolds	Jeff Reynolds	Jeff Reynolds
744	9/21/2017	Dalton King	Dalton King	Dalton King
745	9/21/2017	Christy Hughes	Christy Hughes	Christy Hughes
746	9/21/2017	Joshua Carpenter	Joshua Carpenter	Joshua Carpenter
747	9/21/2017	Stephanie Wilson	Stephanie Wilson	Stephanie Wilson
748	9/21/2017	Michele White	Title Vi Coordinator	Chester County Local Gvmt
749	9/21/2017	Kenneth Todd	Clerk & Master Chancery Court	James Kenneth Todd
750	9/21/2017	Cindy J. Holladay	Deputy Clerk & Master	None
751	9/21/2017	Lynn B. Henning	Title Vi Coordinator	City Of Jackson
752	9/21/2017	Lynn B. Henning	Title Vi Coordinator	City Of Jackson
753	9/22/2017	Peggy Cox	Peggy Cox	Peggy Cox
754	9/22/2017	Holly Devon Williams	Deputy Clerk & Master	None
755	9/22/2017	Alesia Osborn	Deputy Clerk	None
756	9/22/2017	Luke Wilson	Luke Wilson	Luke Wilson
757	9/22/2017	Rita Gurley	Accounting Clerk	Carroll County
758	9/22/2017	Jennethia Pearson	Youth Service Officer	Carroll County
759	9/22/2017	Bertha Taylor	Circuit Court Clerk	Bertha Taylor
760	9/22/2017	Brian Stafford	Juvenile Probation Officer	Carroll County
761	9/22/2017	Ryan Mcquesten	Juvenile Probation Officer	Carroll County
762	9/25/2017	Kathy Howell	Deputy Clerk	Kathy Howell
763	9/25/2017	Michelle Lacewell	Interim Director	Nashville Area MPO
764	9/25/2017	Jennifer L Williams	Social Worker	Jennifer L Williams
765	9/25/2017	Kimberly Garner	Public Health Office Assistant	Kimberly Garner
766	9/25/2017	Robin Luther	Phoa	Robin Luther

2016 – 2017 Subrecipient Training Roster

767	9/27/2017	Haley Adkins	Haley Adkins	Haley Adkins
768	9/27/2017	Whitney Hardy	Executive Director	Whitney Hardy
769	9/29/2017	Joyce Ores	Housing Intake Specialist	MAAG

Exhibit E



2016 – 2017 TDOT Employee Title VI Training

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

#	TDOT Employee Name	Training Date
1	David Haleman	3/20/2017
2	James A. Copeland	3/20/2017
3	Suzy Edsall	3/21/2017
4	David Palmer	3/21/2017
5	Matthew Inyart	3/21/2017
6	Franklin Smith	3/21/2017
7	Thomas Mayes	3/21/2017
8	Carl Hefner	3/21/2017
9	Scotty Thompson	3/21/2017
10	Yingying Wang	3/21/2017
11	Nikki Brown	3/21/2017
12	Douglas Jones	3/21/2017
13	Randy Busler	3/22/2017
14	Gregory Edsall	3/22/2017
15	Jeremy Perry	3/22/2017
16	Randy Welch	3/22/2017
17	Galen Brown	3/22/2017
18	Matthew Poteete	3/22/2017
19	Wayne Jordan	3/22/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

20	Michael Carpenter	3/22/2017
21	Cynthia Howard	3/22/2017
22	Thomas J. Whitfield	3/22/2017
23	Derek Yates	3/22/2017
24	Jackie Ailey	3/22/2017
25	Eric Wingfield	3/22/2017
26	Carl Hefner	3/22/2017
27	Steven Ponder	3/22/2017
28	Michelle Griggs	3/23/2017
29	Lynda Hanna	3/23/2017
30	Brian White	3/23/2017
31	Michael Taylor	3/23/2017
32	Debbi Howard	3/23/2017
33	Noel M. Blackmire	3/23/2017
34	Will Lowery	3/23/2017
35	Cody Roberts	3/23/2017
36	Peggy Hill	3/23/2017
37	Ralph Cobb	3/23/2017
38	Jason McCoy	3/23/2017
39	Matt Kee	3/23/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

40	Will Little	3/23/2017
41	Melissa Conatser	3/23/2017
42	Tina Edwards	3/23/2017
43	Jay Armstrong	3/23/2017
44	Teresa Lowery	3/23/2017
45	Marsha Proby	3/23/2017
46	Celeste Washburn	3/23/2017
47	Pamala Taylor	3/23/2017
48	Dennis Lowder	3/23/2017
49	Juanita Clark	3/23/2017
50	Ronald A. Houston	3/23/2017
51	Bryan Simmons	3/23/2017
52	Eric Talley	3/23/2017
53	Vicki Takacs	3/23/2017
54	John K. Smith	3/23/2017
55	Albert Johnson	3/23/2017
56	Mike Updike	3/24/2017
57	James Shadowens	3/24/2017
58	James Stepp	3/24/2017
59	John F. Moore	3/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

60	Wayne Epley	3/24/2017
61	Patrick Hackett	3/24/2017
62	Jerry Owen	3/24/2017
63	Terence Peoples	3/24/2017
64	James Raines	3/24/2017
65	Jill Smith	3/24/2017
66	Randy D. Perry	3/24/2017
67	Dalton Byrd	3/24/2017
68	Tommy.Acie Maynard	3/24/2017
69	Michael Hill	3/24/2017
70	William Jackson	3/24/2017
71	Ronnie McKee	3/24/2017
72	Johnny Jarrett	3/24/2017
73	Michael Gilbert	3/24/2017
74	David Crawford	3/24/2017
75	Patrick Walker	3/24/2017
76	Phelissa Kirkland	3/24/2017
77	Kevin Majors	3/24/2017
78	Lynn King	3/24/2017
79	Dale Aden	3/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

80	Dannie Turner	3/24/2017
81	Patricia R. Wilson	3/24/2017
82	Krickstein Torres	3/24/2017
83	Joseph Clement	3/24/2017
84	Jerry Yuknavage	3/24/2017
85	Edward Davis	3/24/2017
86	Frank Fulgham	3/24/2017
87	Mark Blurton	3/24/2017
88	Caleb Smith	3/24/2017
89	Eric.D Smits	3/24/2017
90	Michael Mann	3/24/2017
91	Linda Burgess	3/24/2017
92	Jamie Johnson	3/24/2017
93	Kenneth Smith	3/24/2017
94	David Joyner	3/24/2017
95	James Heatherly	3/24/2017
96	Allen Garland	3/24/2017
97	Robert S. Ray	3/24/2017
98	Otis Nesbitt	3/24/2017
99	Willie Bond	3/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

100	Jared W. Davidson	3/24/2017
101	Nicholas Stephens	3/24/2017
102	Robert Owens	3/24/2017
103	Jessie Adkins	3/24/2017
104	Innocent Amara	3/24/2017
105	Jared McCoy	3/24/2017
106	Mason Pitt	3/24/2017
107	Gary Bailey	3/24/2017
108	Sonny Ward	3/24/2017
109	Konner Spradlin	3/24/2017
110	Austin Carroll	3/24/2017
111	Pam Pegram	3/24/2017
112	Jason D. Moody	3/24/2017
113	Edward Johnson	3/24/2017
114	BJ Doughty	3/24/2017
115	Terry Gladden	3/24/2017
116	Chelsea Bell	3/24/2017
117	Fonda Conely	3/24/2017
118	Robert C. Williams	3/24/2017
119	James C. Roberson	3/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

120	Linda D. Wall	3/24/2017
121	Vickie Emerson	3/24/2017
122	Beth Emmons	3/24/2017
123	Kayla Rogers	3/24/2017
124	Matthew Givens	3/24/2017
125	Danielle Hagewood	3/24/2017
126	Nichole Lawrence	3/24/2017
127	Victor Weddle	3/24/2017
128	Erin Brake	3/24/2017
129	Marcie Nelson	3/24/2017
130	Amber Barnes	3/24/2017
131	Brenda Preslar	3/24/2017
132	Ersol Knight	3/24/2017
133	Samuel Williams	3/24/2017
134	Scott Pate	3/24/2017
135	Ethan Messimore	3/24/2017
136	James W. White	3/24/2017
137	Frank Ponzio	3/24/2017
138	Wilbert Moore	3/24/2017
139	Christopher Broach	3/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

140	Teddy Carson	3/24/2017
141	Ben Brown	3/24/2017
142	Payton Croak	3/24/2017
143	Michael Dick	3/24/2017
144	Michael Doran	3/24/2017
145	Katie McGinnis	3/24/2017
146	Teresa Rippetoe	3/24/2017
147	Tim Sprott	3/24/2017
148	Rita Yount	3/24/2017
149	Camren Yarberry	3/24/2017
150	Chrystal Wilkins	3/24/2017
151	Anne White	3/24/2017
152	Katie England	3/24/2017
153	Odis Swift	3/24/2017
154	Nelson Christianson	3/24/2017
155	Crystal Whitaker	3/24/2017
156	Freddie Holly	3/24/2017
157	Rick Winters	3/24/2017
158	Rocky Kelley	3/24/2017
159	Randall Surratt	3/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

160	Dana Capps	3/24/2017
161	Brad Anderson	3/24/2017
162	Jonathan Vest	3/24/2017
163	Stephen Morgan	3/24/2017
164	Bertram Williams	3/24/2017
165	Casey Ramsey	3/24/2017
166	Katherine Looney	3/24/2017
167	James Cummings	3/24/2017
168	Benjamin Bellamy	3/24/2017
169	Jonathan Parrish	3/24/2017
170	Stacia Byrge	3/24/2017
171	Greg Ross	3/24/2017
172	Christopher Armstrong	3/24/2017
173	Michael Reynolds	3/24/2017
174	Benjamin Webb	3/24/2017
175	Sharion Farris	3/24/2017
176	Ted Hart	3/24/2017
177	Randy McDowell	3/24/2017
178	Jeffery Adkisson	3/24/2017
179	Hong Park	3/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

180	Jerry Melson	3/24/2017
181	Marsha Welch	3/24/2017
182	Toby McKee	3/24/2017
183	David Galey	3/24/2017
184	Scott Williams	3/24/2017
185	Kathryn Schulte	3/24/2017
186	Leslie Watkins	3/24/2017
187	James Vuncannon	3/24/2017
188	William Salmon	3/24/2017
189	Michael J. Mellons	3/24/2017
190	Roger Lewis	3/24/2017
191	Zachery Collins	3/24/2017
192	Dusty Jackson	3/24/2017
193	Randall E. Mann	3/24/2017
194	Rick McLaughlin	3/24/2017
195	Steve G. Morgan	3/24/2017
196	Doris Stiles	3/24/2017
197	Kevin Cupples	3/24/2017
198	Bradley Reed	3/24/2017
199	Rita M. Thompson	3/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

200	Gary Webber	3/24/2017
201	Julie J. Carmean	3/24/2017
202	Jay Wheeler	3/24/2017
203	Karen Perkins	3/24/2017
204	Charles Garner	3/24/2017
205	Brian Flesner	3/24/2017
206	Charles McGee	3/24/2017
207	Lori McDowell	3/24/2017
208	Sherry Dejesus	3/24/2017
209	James Cooper	3/24/2017
210	Isaiah Allen	3/24/2017
211	Leonard Shepherd	3/24/2017
212	Joseph Smith	3/24/2017
213	Kevin Khoo	3/24/2017
214	Janice Wallace	3/24/2017
215	Tim Ridley	3/24/2017
216	Vincent Laws	3/24/2017
217	Robert Short	3/24/2017
218	Daniel Meadows	3/24/2017
219	Dwight Leath	3/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

220	Paula Hickman	3/24/2017
221	Melany Brite	3/24/2017
222	Aaron Carroll	3/24/2017
223	Geoff Campbell	3/24/2017
224	Lorrie Barnes	3/25/2017
225	Stephanie D. Ewing	3/25/2017
226	Sheila M. Street	3/25/2017
227	Tracey Jordan	3/25/2017
228	Gary Darnell	3/25/2017
229	Brian Keith	3/25/2017
230	John Whitley	3/25/2017
231	Mark Harker	3/25/2017
232	James Caldwell	3/25/2017
233	Craig Robinson	3/25/2017
234	John Hayes	3/25/2017
235	Shondra Lane	3/25/2017
236	Emerson Boguskie	3/26/2017
237	Jason Kiestler	3/26/2017
238	Timothy Gerhardt	3/27/2017
239	Misty Rosado	3/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

240	Ledford Russell	3/27/2017
241	Danny Turner	3/27/2017
242	Brittney Sutton	3/27/2017
243	Chris Horvath	3/27/2017
244	Daniel Reeves	3/27/2017
245	Gary Barker	3/27/2017
246	Tanya Murphy	3/27/2017
247	Maress Valentine	3/27/2017
248	Mike Cook	3/27/2017
249	Tim Lewis	3/27/2017
250	Beth Morgan	3/27/2017
251	Catherine Sutton	3/27/2017
252	Ryan Philpott	3/27/2017
253	Christopher Yonts	3/27/2017
254	Randy Maness	3/27/2017
255	Vincent Nolen	3/27/2017
256	William Godwin	3/27/2017
257	Matthew Chandler	3/27/2017
258	Amy Rauch	3/27/2017
259	James Britton	3/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

260	Tim Sebree	3/27/2017
261	Chasity Stinson	3/27/2017
262	Luther C. Coleman	3/27/2017
263	Bobby Grooms	3/27/2017
264	Ronnie Moore	3/27/2017
265	James Hopper	3/27/2017
266	Bertha Walls	3/27/2017
267	Bobby R. Russell	3/27/2017
268	Elbert Fields	3/27/2017
269	Adam Wallen	3/27/2017
270	Amy Eastin	3/27/2017
271	Howard Cox	3/27/2017
272	Randell Taylor	3/27/2017
273	Fabin Vaughn	3/27/2017
274	Charles Salles	3/27/2017
275	Stephen Oatsvall	3/27/2017
276	Jason Ellison	3/27/2017
277	Steven Paulson	3/27/2017
278	Billy Walker	3/27/2017
279	Marsha G. McNiel	3/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

280	Jim Waters	3/27/2017
281	Zane Pannell	3/27/2017
282	Derrick Sarago	3/27/2017
283	Christopher Parrish	3/27/2017
284	Howard Strother	3/27/2017
285	Carla Spann	3/27/2017
286	Tyler Lacy	3/27/2017
287	Gary Scott	3/27/2017
288	Joshua Waynick	3/27/2017
289	Jimmy Shearon	3/27/2017
290	Mary Moffitt	3/27/2017
291	Cynthia King	3/27/2017
292	Roger McDonald	3/27/2017
293	Elizabeth Cardwell	3/27/2017
294	David Nerren	3/27/2017
295	Carnell Parker	3/27/2017
296	Sidney Burnett	3/27/2017
297	Joshua A. Brown	3/27/2017
298	Christopher Turner	3/27/2017
299	Vickie L. Estes	3/27/2017

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March 20, 2017 - July 18, 2017

300	Ron Baker	3/27/2017
301	Raymond Arwood	3/27/2017
302	Alisa Brock	3/27/2017
303	Stanley Ervin	3/27/2017
304	Chris Sims	3/27/2017
305	Nelson McRee	3/27/2017
306	Drew.Barrie Daruka	3/27/2017
307	Tonya Fogarty	3/27/2017
308	Craig S. Johnson	3/27/2017
309	Jaehoon Kim	3/27/2017
310	Shannon Bratton	3/27/2017
311	Elder Thompson	3/27/2017
312	Andrew Little	3/27/2017
313	Sara Elmore	3/27/2017
314	Sherry.Dianne Smith	3/27/2017
315	Jonathan Rogers	3/27/2017
316	Jeffery Cook	3/27/2017
317	Ny'Gel Milligan	3/27/2017
318	Monica Wakefield	3/27/2017
319	Billy Williams	3/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

320	Terry L. Thomas	3/27/2017
321	Natalie Douglass	3/27/2017
322	Jared Traylor	3/27/2017
323	Paula B. Hoskins	3/27/2017
324	J. R. Lowry	3/27/2017
325	Robert E. Allen	3/27/2017
326	Stephen J. Thomas	3/27/2017
327	Paula McGaha	3/27/2017
328	Timothy Borders	3/27/2017
329	Caleb Kendall	3/27/2017
330	Carter Dittrich	3/27/2017
331	Angela Shirks	3/27/2017
332	Barry Waugh	3/27/2017
333	Christopher Lynch	3/27/2017
334	Demarius Edwards	3/27/2017
335	Randy Shelton	3/27/2017
336	Claire Scott	3/27/2017
337	Glenda Tyus	3/27/2017
338	John N. Ward	3/27/2017
339	Wayne Shaw	3/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

340	Jennifer Turner	3/27/2017
341	Cheri Mckee	3/27/2017
342	David McDonald	3/27/2017
343	Brenda R. Johnson	3/27/2017
344	Calvin Johnson	3/27/2017
345	Ronald James	3/27/2017
346	Shaun Armstrong	3/27/2017
347	Charles McClain	3/27/2017
348	Ronald Turner	3/27/2017
349	Michael W. Allen	3/27/2017
350	Abby Harris	3/27/2017
351	Kathy A. Lannom	3/27/2017
352	Justin Brewer	3/27/2017
353	Erik Andersen	3/27/2017
354	Laura Acuff	3/27/2017
355	Richard West	3/27/2017
356	Earbie Williams	3/27/2017
357	Lou Timms	3/27/2017
358	Luis Pizarra	3/27/2017
359	William White	3/27/2017

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March 20, 2017 - July 18, 2017

360	Harry Ours Jr	3/27/2017
361	Bobbie Randolph	3/27/2017
362	Tony Halwani	3/27/2017
363	Bill Judkins	3/27/2017
364	Tyler Keaton	3/27/2017
365	David Shelton	3/27/2017
366	Ronnie M. Leech	3/27/2017
367	Phillip Gravley	3/27/2017
368	Linda Spainhoward	3/27/2017
369	Joseph Cook	3/27/2017
370	Tony Denny	3/27/2017
371	Carolyn S. Croft	3/27/2017
372	Morris Washburn	3/27/2017
373	Brad Trail	3/27/2017
374	David Arnette	3/27/2017
375	Steve Gowen	3/27/2017
376	Delores Townsend	3/27/2017
377	Tony McClure	3/27/2017
378	Timothy Hogan	3/27/2017
379	Kattie Grider	3/27/2017

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March 20, 2017 - July 18, 2017

380	Dawn Johnson	3/27/2017
381	Donald Hayes	3/27/2017
382	Samuel Skelton	3/27/2017
383	Scott Brown	3/27/2017
384	Austin Chandler	3/27/2017
385	David Martin	3/27/2017
386	David Swaw	3/27/2017
387	James Buchanan	3/27/2017
388	James Abbott	3/27/2017
389	Jennifer Blankenship	3/27/2017
390	Thomas Yarbrow	3/27/2017
391	Derek Byrd	3/27/2017
392	Randy Maness	3/27/2017
393	Howard Young	3/27/2017
394	Courtney Emberton	3/27/2017
395	David Broadwater	3/27/2017
396	John Evans	3/27/2017
397	Anne Freeman	3/27/2017
398	Jonathan VanderMeer	3/27/2017
399	Marketta Wakefield	3/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

400	Pat Warren	3/27/2017
401	Thomas Hensley	3/27/2017
402	Ruth Ervin	3/27/2017
403	Christian Snelgrove	3/27/2017
404	Aaron Slayton	3/27/2017
405	Matthew Myers	3/27/2017
406	Ricky Walls	3/27/2017
407	James Simpson	3/27/2017
408	Amanda K. Tidwell	3/27/2017
409	Donavon Hall	3/27/2017
410	Henry Gray	3/27/2017
411	Kevin Teagarden	3/27/2017
412	Richard Hayes	3/27/2017
413	Jeffrey Ultee	3/27/2017
414	Gracey McKinnie	3/27/2017
415	Joan Barnfield	3/27/2017
416	Linda Nace	3/27/2017
417	Jeffery Short	3/27/2017
418	Robert Kelley	3/27/2017
419	Aaron Stevens	3/27/2017

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420	Matt Ketchum	3/27/2017
421	Traci Cooper	3/27/2017
422	William Gordon	3/27/2017
423	Jon Slinker	3/27/2017
424	Richard Hayes	3/27/2017
425	Barry Capps	3/27/2017
426	Rachel Miller	3/27/2017
427	Aram Torabian	3/27/2017
428	Jennifer Warf	3/27/2017
429	Earnest Caton	3/27/2017
430	Michael Towles	3/27/2017
431	Jan Hughes	3/27/2017
432	Adrian Bennett	3/27/2017
433	Robert Edwards	3/27/2017
434	Majid Khalilikhah	3/27/2017
435	Brittany Sallee	3/27/2017
436	Amy Kosanovic	3/27/2017
437	Allen Wallace	3/27/2017
438	Bobby Hayworth	3/27/2017
439	Leon Lewis	3/27/2017

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440	James Click	3/27/2017
441	John Thomas	3/27/2017
442	Branden Garcia	3/27/2017
443	Diane Evitt	3/28/2017
444	Chris Russell	3/28/2017
445	David McMeen	3/28/2017
446	Britney Partain	3/28/2017
447	Scott Sager	3/28/2017
448	Milus Barnes	3/28/2017
449	Lawrence Carter	3/28/2017
450	Steven Townsend	3/28/2017
451	Charles Boggs	3/28/2017
452	Terry Hurst	3/28/2017
453	Scott Sager	3/28/2017
454	Amanda Marrs	3/28/2017
455	Ricky L. Green	3/28/2017
456	James Wilson	3/28/2017
457	Casey Corder	3/28/2017
458	Standley Coleman	3/28/2017
459	Jerry Coleman	3/28/2017

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460	John R. Tucker	3/28/2017
461	Sharees Fife	3/28/2017
462	Jerome Joiner	3/28/2017
463	Kyle Kirschenmann	3/28/2017
464	Keith James	3/28/2017
465	Adam White	3/28/2017
466	Brian Sanderlin	3/28/2017
467	David A. Duncan	3/28/2017
468	Dustin Tucker	3/28/2017
469	Kenneth Frazier	3/28/2017
470	Archie Jordan	3/28/2017
471	Ronnie Stanley	3/28/2017
472	Jamie Waller	3/28/2017
473	Dennis Stewart	3/28/2017
474	Stacy Morrison	3/28/2017
475	Kaileh White	3/28/2017
476	Sue Batts	3/28/2017
477	Gary Morton	3/28/2017
478	John Piercy	3/28/2017
479	Don Wilson	3/28/2017

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480	Danny Wheeler	3/28/2017
481	George Bowers	3/28/2017
482	James Wash	3/28/2017
483	Iraj Eghbali	3/28/2017
484	Adam Bishop	3/28/2017
485	Jacob McKinnis	3/28/2017
486	Charles McCrary	3/28/2017
487	Lia Prince	3/28/2017
488	Terry Glenn	3/28/2017
489	Joyce D. Johnson	3/28/2017
490	Gregory Gray	3/28/2017
491	LeighAnn Johnson	3/28/2017
492	Harold England	3/28/2017
493	Norris Teachworth	3/28/2017
494	Tom Haney	3/28/2017
495	Denise Watson	3/28/2017
496	Jeff Hesson	3/28/2017
497	Travis Sane	3/28/2017
498	Julian Dunlap	3/28/2017
499	Robert Riffle	3/28/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

500	Robert O'Brien	3/28/2017
501	John Michie	3/28/2017
502	Danny Tucker	3/28/2017
503	Jonathan Russell	3/28/2017
504	Rodney Jenkins	3/28/2017
505	Timothy Jernigan	3/28/2017
506	Annette Brooks	3/28/2017
507	Dylan Henderson	3/28/2017
508	Kevin Wimberly	3/28/2017
509	Todd Lowrance	3/28/2017
510	Jeff Cummings	3/28/2017
511	Matthew Senn	3/28/2017
512	Tyler Hearn	3/28/2017
513	Ricky West	3/28/2017
514	Larry D. Hutchison	3/28/2017
515	George G. Harris	3/28/2017
516	Carl Davis	3/28/2017
517	Jesse Unger	3/28/2017
518	Perry Carr	3/28/2017
519	Dan Robinson	3/28/2017

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March 20, 2017 - July 18, 2017

520	Greg Rion	3/28/2017
521	Louis Cartwright	3/28/2017
522	Thomas Bolin	3/28/2017
523	Jennifer Stover	3/28/2017
524	Fred Roach	3/28/2017
525	John Castleman	3/28/2017
526	Jeffery Kipp	3/28/2017
527	Christopher Hawkins	3/28/2017
528	Frank Crook	3/28/2017
529	Walter Parnell	3/28/2017
530	Reginald Bell	3/28/2017
531	Lizabeth Zachary	3/28/2017
532	Amy Woody	3/28/2017
533	Kelly Hill	3/28/2017
534	Alan Longmire	3/28/2017
535	Jason Tubbs	3/28/2017
536	Mary Nowell	3/28/2017
537	John H. Hicks	3/28/2017
538	A N. Clinard	3/28/2017
539	Kyle Jennings	3/28/2017

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540	Paul Hirjak	3/28/2017
541	James L. Watts	3/28/2017
542	Robyn Redd	3/28/2017
543	Darryl Griffin	3/28/2017
544	Cary Hann	3/28/2017
545	Edwin Smallwood	3/28/2017
546	Sandra Bonner	3/28/2017
547	Cheryl Legions	3/28/2017
548	Tony Tate	3/28/2017
549	Edwin Dykes	3/28/2017
550	Zach Johnson	3/28/2017
551	Geoffrey Baber	3/28/2017
552	Kyle Henry	3/28/2017
553	Jimmy Fellers	3/28/2017
554	Sherry Scott	3/28/2017
555	K M. Elliott	3/28/2017
556	Aaron Northington	3/28/2017
557	Adam Music	3/28/2017
558	Ryan Tyrell	3/28/2017
559	Ryan Robinson	3/28/2017

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560	James S. White	3/28/2017
561	David Edmondson	3/28/2017
562	James G. Burns	3/28/2017
563	Leslie Wood	3/28/2017
564	Dewey Murdaugh	3/28/2017
565	Mark Harwell	3/28/2017
566	Kenneth Holder	3/28/2017
567	Jerry Horn	3/28/2017
568	Billy King	3/28/2017
569	James DeSpain	3/28/2017
570	Allen Aslinger	3/29/2017
571	Samuel Matthews	3/29/2017
572	Rhonda Dykes	3/29/2017
573	Quinn Tomlin	3/29/2017
574	S K. Cox	3/29/2017
575	Carlton Towles	3/29/2017
576	Shane Clevenger	3/29/2017
577	Stephen Lipford	3/29/2017
578	Thurman Brownlee	3/29/2017
579	Lucious Johnson	3/29/2017

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580	Jason Cox	3/29/2017
581	Kevin Harty	3/29/2017
582	Greg Taylor	3/29/2017
583	Mark Ledford	3/29/2017
584	Christopher Wilson	3/29/2017
585	Matthew Howard	3/29/2017
586	Wesley Owen	3/29/2017
587	Terry Moore	3/29/2017
588	Michael Hicks	3/29/2017
589	Sandra A. Wilson	3/29/2017
590	Richard Castleberry	3/29/2017
591	Austin May	3/29/2017
592	Kim Marlor	3/29/2017
593	Lorie Daniel	3/29/2017
594	Eli Loshbough	3/29/2017
595	Mark Vanzant	3/29/2017
596	John Boles	3/29/2017
597	Adam Smith	3/29/2017
598	James Johnson	3/29/2017
599	Rodney Edwards	3/29/2017

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600	Eustis A. Carter	3/29/2017
601	Larry Cunningham	3/29/2017
602	Donathan Dennis	3/29/2017
603	Steve Hester	3/29/2017
604	James Christian	3/29/2017
605	Joe Shaw	3/29/2017
606	Erin Napier	3/29/2017
607	Erick Hunt-Hawkins	3/29/2017
608	Tonica Fox	3/29/2017
609	Thomas Shore	3/29/2017
610	Matthew Davis	3/29/2017
611	Andy Westfall	3/29/2017
612	Andrew Boles	3/29/2017
613	Jimmy Hopgood	3/29/2017
614	Rodney Morgan	3/29/2017
615	Rand Godwin	3/29/2017
616	Dustin Seffron	3/29/2017
617	Leonard Wilmoth	3/29/2017
618	Brandon Darks	3/29/2017
619	Olderlan Santos	3/29/2017

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620	Lynsey Hall	3/29/2017
621	Robert Schwartz	3/28/2017
622	Johnny Potts	3/29/2017
623	Larry Hollis	3/29/2017
624	Andrea Maggart	3/28/2017
625	Robert Coleman	3/29/2017
626	Bobby Wheeler	3/29/2017
627	Elvis Proctor	3/29/2017
628	Charles Coleman	3/29/2017
629	Donnie Askew	3/29/2017
630	Ranny Saint	3/29/2017
631	Gerald Johnson	3/29/2017
632	Naomi Alicea	3/29/2017
633	Michelle Cole	3/29/2017
634	Roy Beasley	3/29/2017
635	Ernest Anderson	3/29/2017
636	Sheila Holmes	3/29/2017
637	Thomas Cole	3/29/2017
638	Gale Wagner	3/29/2017
639	Andrew Gunnels	3/29/2017

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640	Dwight Brown	3/29/2017
641	Joe Boleyn	3/29/2017
642	Gregory Herbert	3/29/2017
643	Doyle Harville	3/29/2017
644	Donny Turnbow	3/29/2017
645	Neil Thompson	3/29/2017
646	Sherri B. Payne	3/29/2017
647	William King	3/29/2017
648	Steven Vandiver	3/29/2017
649	Heather.Purdy Hall	3/28/2017
650	Robert Young	3/29/2017
651	Quincy Bowers	3/29/2017
652	Matthew Wade	3/29/2017
653	Ulises Martinez	3/29/2017
654	Joe Robertson	3/29/2017
655	Trent Johnston	3/29/2017
656	Robert Steely	3/29/2017
657	Gary Johnson	3/29/2017
658	Brannon White	3/29/2017
659	Charles Williams	3/29/2017

TDOT Employee Title VI Training
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660	Timothy Clayton	3/29/2017
661	James Dockery	3/29/2017
662	Marcus L. Powell	3/29/2017
663	Beverly Johnson	3/29/2017
664	Shirley H. Anderson	3/29/2017
665	Jason Sholtz	3/29/2017
666	Steve Fesmire	3/29/2017
667	Anna Callis	3/29/2017
668	Anesicia Evans	3/29/2017
669	Deadrick Wright	3/27/2017
670	Tommy Richardson	3/29/2017
671	Ronny Hoffman	3/29/2017
672	Orlando Rodriguez	3/29/2017
673	Butch Hall	3/29/2017
674	Anita Davis	3/29/2017
675	Sherry Murray	3/29/2017
676	Jerry Forbes	3/29/2017
677	Gerald Johnson	3/29/2017
678	Roger Ruble	3/29/2017
679	Robert Campbell	3/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

680	Karen Pryor	3/29/2017
681	Matthew Weddle	3/29/2017
682	Erica Jackson	3/29/2017
683	Amin Salman	3/29/2017
684	Donna McDonald	3/29/2017
685	Christine Carson	3/29/2017
686	Jennifer Flynn	3/29/2017
687	Rocky Christy	3/29/2017
688	Steven Clark	3/29/2017
689	Ellen Hall	3/29/2017
690	Lisa Reaney	3/29/2017
691	Carl Ellison	3/29/2017
692	Heather Jensen	3/29/2017
693	Chauncey Davis	3/29/2017
694	Tony McAlister	3/29/2017
695	Deidera White	3/29/2017
696	James E. Lewis	3/29/2017
697	Bradley Warner	3/29/2017
698	Scott Lee	3/29/2017
699	William Kohl	3/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

700	Michael Horlacher	3/29/2017
701	Larry Doles	3/29/2017
702	Carl Walker	3/29/2017
703	MiYoung Park	3/29/2017
704	Anna Daniels	3/29/2017
705	Roger Messenger	3/29/2017
706	Tanya T. Johnson	3/29/2017
707	Marshall Shumaker	3/29/2017
708	Adam Hursh	3/29/2017
709	Keniko Glover	3/29/2017
710	Steve Forbes	3/29/2017
711	Christopher Starr	3/29/2017
712	Richard Bridges	3/30/2017
713	James Peterson	3/30/2017
714	James Casey	3/30/2017
715	Brian Dickerson	3/30/2017
716	Jay Lanius	3/30/2017
717	Bobby Mottern	3/30/2017
718	Dana Carroll	3/30/2017
719	Kenneth Miller	3/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

720	Matthew Sanders	3/30/2017
721	Nancy C. Campbell	3/30/2017
722	Gene Courtney	3/27/2017
723	Zachary Fluhart	3/30/2017
724	Michael Maddox	3/27/2017
725	Lindsey Skaggs	3/30/2017
726	Adam Hayes	3/27/2017
727	Richard Ferrell	3/27/2017
728	Randy Gearin	3/27/2017
729	Cameron Baker	3/27/2017
730	Monica Cromer	3/30/2017
731	Terry Weathers	3/27/2017
732	Larry Gallimore	3/27/2017
733	Warren Davis	3/30/2017
734	Danny Wall	3/30/2017
735	Ryan Crittendon	3/27/2017
736	Joseph McCaig	3/27/2017
737	Andrew Hickman	3/27/2017
738	Cynthia Paschall	3/27/2017
739	James Simpson	3/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

740	Gwen Bullington	3/30/2017
741	Quentin Luter	3/27/2017
742	Margaret Capps	3/27/2017
743	Terry Odle	3/27/2017
744	Jolyon King	3/30/2017
745	Eric Philipps	3/30/2017
746	Evelyn DiOrio	3/30/2017
747	WILLIAM COTTON	3/30/2017
748	Kenneth Wallsmith	3/30/2017
749	Christina Wilbert	3/30/2017
750	Tyler Aslin	3/30/2017
751	Colby Mann	3/30/2017
752	Tahmina Khan	3/30/2017
753	Joseph L. Smith	3/30/2017
754	David D. Garland	3/30/2017
755	Michael W. Brown	3/30/2017
756	Gary Palmer	3/30/2017
757	Rashad Pinckney	3/30/2017
758	Donnie Tolley	3/30/2017
759	Jimmy Hawkins	3/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

760	Chad Bakely	3/30/2017
761	James Littleton	3/30/2017
762	Shawna B. Smith	3/30/2017
763	Harry D. Wilson	3/30/2017
764	Almous Austin	3/30/2017
765	Bryan Patrick	3/30/2017
766	Richard Zwyghuizen	3/30/2017
767	Alfred Willis	3/30/2017
768	Candice Woods	3/30/2017
769	Marc Turner	3/30/2017
770	Jack Gibson	3/30/2017
771	Rosa Ingram-Bates	3/30/2017
772	Eddie R. Johnson	3/30/2017
773	Jennifer L. Johnson	3/30/2017
774	Stephen E. Thomas	3/30/2017
775	Christian Canady	3/30/2017
776	Stephen Dossett	3/30/2017
777	Sonjii Owens	3/30/2017
778	Terry Owens	3/30/2017
779	Dakotah Watson	3/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

780	Stephanie Torres	3/30/2017
781	Cody Woodard	3/30/2017
782	Ronny Butler	3/30/2017
783	June D. Dishman	3/30/2017
784	James Rickman	3/30/2017
785	Kathy F. Ward	3/30/2017
786	Jeffery Carter	3/30/2017
787	Daniel Rasar	3/30/2017
788	Teddy Plemons	3/30/2017
789	Don Fisk	3/30/2017
790	Randall Emilaire	3/30/2017
791	Ronnie Lewis	3/30/2017
792	Nail Alammori	3/30/2017
793	Joseph Hagar	3/30/2017
794	MaryBeth Durham	3/30/2017
795	Karen Bullington	3/30/2017
796	Cynthia R. Walker	3/30/2017
797	Jeff Hoge	3/30/2017
798	Sandra Childress	3/30/2017
799	Greta Rich	3/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

800	Andrew Farley	3/30/2017
801	Joye Baker	3/30/2017
802	Bobby D. Black	3/30/2017
803	Bradley Stewart	3/30/2017
804	Lee Cothron	3/30/2017
805	Kyle Garcia	3/30/2017
806	Austin Barrett	3/27/2017
807	James Ratliff	3/30/2017
808	Mary Bennett	3/30/2017
809	Sara H. Norville	3/30/2017
810	Teddy Carson	3/24/2017
811	Linda Roll-Smith	3/30/2017
812	Christopher Huggins	3/30/2017
813	Jerry Drake	3/24/2017
814	Brian Egan	3/30/2017
815	Carl Elmore	3/24/2017
816	Billy Ervin	3/24/2017
817	Erik Gunter	3/27/2017
818	Nancy Scott	3/30/2017
819	Randy J. Jones	3/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

820	Les Stewart	3/30/2017
821	Dianne Cagle	3/30/2017
822	Phillip Shraybman	3/30/2017
823	Gary Scruggs	3/30/2017
824	David W. Wilson	3/30/2017
825	Adam Elbalawi	3/30/2017
826	Randy Byrd	3/30/2017
827	Tyler Jackson	3/30/2017
828	Andrea Barbour	3/30/2017
829	Derick Brunt	3/30/2017
830	Charles Scruggs	3/30/2017
831	Lena Tipton	3/30/2017
832	Presley Whitten	3/30/2017
833	Kelly Vaughn	3/30/2017
834	James Smith	3/30/2017
835	Eric S. Brown	3/30/2017
836	David Bowker	3/30/2017
837	Alfred Hill	3/30/2017
838	Eva Flowers	3/30/2017
839	Richard Adkisson	3/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

840	Melba Woods	3/30/2017
841	Willie Berry	3/31/2017
842	William Morris	3/31/2017
843	Robert E. Martin	3/30/2017
844	Thomas Tolley	3/31/2017
845	Steven Huey	3/31/2017
846	Jerry Hickman	3/30/2017
847	Mark Gilbert	3/30/2017
848	Carl Crosby	3/30/2017
849	Tyler Hardison	3/30/2017
850	Jason Young	3/31/2017
851	John W. Williams	3/30/2017
852	Todd Halliburton	3/31/2017
853	Kevin Wooten	3/31/2017
854	William Chandler	3/31/2017
855	Deanna Easterly	3/31/2017
856	Kevin Martinko	3/31/2017
857	Billy J. Ward	3/31/2017
858	Bennie Brockwell	3/31/2017
859	Tommy Campbell	3/31/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

860	Jeremy Mefford	3/31/2017
861	Stephen Waits	3/31/2017
862	Allen Hilton	3/31/2017
863	Michael Tunnell	3/31/2017
864	Christopher Stapler	3/31/2017
865	Ronnie Porter	3/31/2017
866	Jesse Smith	3/31/2017
867	Marcus Schofield	3/31/2017
868	Dalton Moore	3/24/2017
869	Charisse Westfall	3/31/2017
870	Mary.Alice Gallina	3/31/2017
871	Chasity Bell	3/31/2017
872	Jackie Dillehay	3/31/2017
873	Franklin Barton	3/31/2017
874	Gary Rohraff	3/31/2017
875	Matt Burcham	3/31/2017
876	Daniel Taylor	3/31/2017
877	Eli Jones	3/31/2017
878	Rick Legions	3/31/2017
879	Sarah Sutton	3/31/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

880	Daniel Rose	3/31/2017
881	Daniel Dixon	3/31/2017
882	Lisa Dunn	3/31/2017
883	Denise Baker	3/31/2017
884	Patrice Thomas	3/31/2017
885	Mary D. McFarlin	3/31/2017
886	Kimery Grant	3/31/2017
887	Claude Knowles	3/31/2017
888	Meghan Wilson	3/31/2017
889	Joshua Cozart	3/31/2017
890	Lesa Lane	3/31/2017
891	Kutrina Anderson	3/31/2017
892	Cynthia Allen	3/31/2017
893	Dillon Thurman	3/31/2017
894	Gary L. Bryant	3/31/2017
895	Billy Brewer	3/31/2017
896	Justin Poston	3/31/2017
897	Dennis Coleman	3/31/2017
898	Danny Brinkley	3/31/2017
899	Edward Abram	3/31/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

900	Sandra Lowry	3/31/2017
901	John Ramos	3/31/2017
902	Dovie Smith	3/31/2017
903	Mark A. Howell	3/31/2017
904	Mark Nagi	3/31/2017
905	Jeremy T. Wilson	3/31/2017
906	Wes Williams	3/31/2017
907	David Cross	3/31/2017
908	Marcus Smith	3/31/2017
909	William Tate	3/31/2017
910	Diana Benedict	3/31/2017
911	John T. Jones	3/31/2017
912	Charles Boane	3/31/2017
913	Jake Wilson	3/31/2017
914	Robert L. Johnson	3/31/2017
915	Ronald Hill	3/31/2017
916	David Higgins	3/31/2017
917	Ralph Price	3/31/2017
918	Neil Hansen	3/31/2017
919	Landon T. Castleberry	3/31/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

920	Kyle Ruddy	3/31/2017
921	Jamica Cook	3/31/2017
922	Kenneth W. Wilson	3/31/2017
923	David Abbott	3/31/2017
924	Sherri L. Davis	3/31/2017
925	Hossam Bahour	3/31/2017
926	Regenia Bell	3/31/2017
927	Jackie Grimes	3/31/2017
928	Brandon Lane	3/31/2017
929	Joshua Pierce	3/31/2017
930	Jeanelle Faith	3/27/2017
931	Diana Long	3/27/2017
932	Jeffrey Brinkley	3/31/2017
933	Clint Tibbs	3/31/2017
934	Bob Creswell	3/31/2017
935	Jeremy Warmath	3/31/2017
936	George Hagewood	3/31/2017
937	Marty Dillon	3/31/2017
938	Ray Hudson	3/31/2017
939	Thomas Kirk	3/31/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

940	Betsy Elmore	3/31/2017
941	Miranda Williams	3/31/2017
942	Jason Lovingood	3/3/2017
943	Randall Leech	4/3/2017
944	Irina Ponarovskaya	4/3/2017
945	James Boles	4/3/2017
946	Justin Finnell	4/3/2017
947	Jessica Amos	4/3/2017
948	Michael Bellew	4/3/2017
949	Donnie Sirichanto	4/3/2017
950	Mark Linder	4/3/2017
951	Samuel Gilmore	4/3/2017
952	Michael Utter	4/3/2017
953	Jerry Thompson	4/3/2017
954	Miller Bernhardt	3/31/2017
955	William N Wright	4/3/2017
956	Bobby Goforth	4/3/2017
957	Michael Cloud	4/3/2017
958	Steven Roberts	4/3/2017
959	Justin Dickens	4/3/2017

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March 20, 2017 - July 18, 2017

960	Jeffrey Teague	4/3/2017
961	Charles Harbison	4/3/2017
962	Harman Garmavi	4/3/2017
963	Morgan Hollars	4/3/2017
964	Kendall Rogers	4/3/2017
965	James Norwood	4/3/2017
966	Jody Reagan	4/3/2017
967	Todd Sexton	4/3/2017
968	Logan Smith	4/3/2017
969	Ricky Byrd	4/3/2017
970	Keisha Baker	4/3/2017
971	Tracy Crabtree	4/3/2017
972	Christopher C. Campbell	4/3/2017
973	Rhonda Coleman	4/3/2017
974	Christine Smotherman	4/3/2017
975	Raymond Fisher	4/3/2017
976	Kathy VanWambeke	4/3/2017
977	Julie Hartman	4/3/2017
978	Kevin Haley	4/3/2017
979	Omar S. Hamawandi	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

980	William McLaurine	4/3/2017
981	Billy Brown	4/3/2017
982	Haden Browder	4/3/2017
983	Lucus Choate	4/3/2017
984	Walter Jackson	3/31/2017
985	Andrew Weber	4/3/2017
986	Clinton Carpenter	4/3/2017
987	Betty Atnip	4/3/2017
988	Miranda Walden	4/3/2017
989	Brandon Wilcox	4/3/2017
990	Robin Dodd	4/3/2017
991	Greg Woerdeman	4/3/2017
992	Shane Hunter	4/3/2017
993	Clint Bane	4/3/2017
994	Charles Hester	4/3/2017
995	William Freeman	4/3/2017
996	Joshua Suddath	4/3/2017
997	Adam Price	4/3/2017
998	Robert Jones	4/3/2017
999	Mark Higdon	4/3/2017

TDOT Employee Title VI Training
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1000	Bejan Habibi	4/3/2017
1001	Chad Trammell	4/3/2017
1002	Jason Tays	4/3/2017
1003	Charles Thurman	4/3/2017
1004	Michael Parham	4/3/2017
1005	Teresa S. Foster	4/3/2017
1006	Charles Peoples	4/3/2017
1007	Peter Soliman	4/3/2017
1008	Bruce Yount	4/3/2017
1009	Michael Eller	4/3/2017
1010	Osama Mohamed	4/3/2017
1011	Shane Hester	4/3/2017
1012	Mark Weeks	4/3/2017
1013	Paul Underhill	4/3/2017
1014	Nathan Bartlett	4/3/2017
1015	Shana Smith	4/3/2017
1016	Mark Adcox	4/3/2017
1017	Vincent Goutremont	4/3/2017
1018	Chuck Earheart	4/3/2017
1019	Cole Dean	4/3/2017

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March 20, 2017 - July 18, 2017

1020	Matthew McKay	4/3/2017
1021	James Grant	4/3/2017
1022	Kenneth Stuard	4/3/2017
1023	Ethan Watson	4/3/2017
1024	Carol Leath	4/3/2017
1025	Mitch Blankenship	4/3/2017
1026	Sydney Norman	4/3/2017
1027	Pam Holbert	4/3/2017
1028	Rick Hackett	4/3/2017
1029	David M. Ward	4/3/2017
1030	Chuck Wilkins	4/3/2017
1031	Wilburn Tittle	4/3/2017
1032	Dennis Elliott	4/3/2017
1033	Jerry Simpson	4/3/2017
1034	Eric Prince	4/3/2017
1035	Abdulrahman Abbas	4/4/2017
1036	Nori Jacobs	4/3/2017
1037	Jeffrey Dittmer	4/3/2017
1038	Janie Pearce	4/3/2017
1039	Jesse Hoover	4/3/2017

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1040	Larry Jordan	4/3/2017
1041	Brown Pierce	4/3/2017
1042	David Babb	4/3/2017
1043	William Pigg	4/3/2017
1044	Thomas Doherty	4/3/2017
1045	Lonnie Hinkle	4/3/2017
1046	Bradley Woods	4/3/2017
1047	Bryan Merritt	4/3/2017
1048	Nathan Reagan	4/3/2017
1049	Zachary Mack	4/3/2017
1050	Michael Seiber	4/3/2017
1051	Eric Johnson	4/3/2017
1052	Woody Emery	4/3/2017
1053	William Nelms	4/3/2017
1054	Marquitta Primm	4/3/2017
1055	Zachary Behm	4/3/2017
1056	Jonathan Edwards	4/3/2017
1057	Dixie L. Smith	4/3/2017
1058	Darrell Tidwell	4/3/2017
1059	David Sizemore	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1060	Andrew Smith	4/3/2017
1061	Julian Peralta	4/3/2017
1062	Seton Jon Bonney	4/3/2017
1063	James Jones	4/3/2017
1064	James Lowery	4/3/2017
1065	Xzavier Pope	4/3/2017
1066	Elizabeth Hensley	4/3/2017
1067	James Boyd	4/1/2017
1068	Edward Lail	4/3/2017
1069	Emad Alaweneh	4/3/2017
1070	Casey Pounders	4/3/2017
1071	Maria Hunter	4/3/2017
1072	Tommy Paul	4/3/2017
1073	Endalkachew Belay	4/3/2017
1074	Bernard Watkins	4/3/2017
1075	Angela L. Martin	4/3/2017
1076	Michael R. Johnson	4/3/2017
1077	Daniel Barnett	4/3/2017
1078	Robert Stout	4/3/2017
1079	Larry Parker	4/3/2017

TDOT Employee Title VI Training
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1080	Kevin Lee	4/3/2017
1081	Lori Sanchez	4/3/2017
1082	Ben Briggs	4/3/2017
1083	Ronald Wheeler	4/3/2017
1084	Mark Church	4/3/2017
1085	William Campbell	4/3/2017
1086	Perry Blevins	4/3/2017
1087	Scott Medlin	4/3/2017
1088	James Lamphier	4/3/2017
1089	Hugh Hannah	4/3/2017
1090	Thomas Tester	4/3/2017
1091	David S. Goodman	4/3/2017
1092	Anthony Hobbs	4/3/2017
1093	Ataur Rahman	4/3/2017
1094	Tony Pope	4/3/2017
1095	Angie Duncan	4/3/2017
1096	Tony Ewing	4/3/2017
1097	Greg Morgan	4/3/2017
1098	Jessica Crabtree	4/3/2017
1099	James Hurst	4/3/2017

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1100	Anita Price	4/3/2017
1101	Jim Hagan	4/3/2017
1102	George Haas	4/3/2017
1103	Carson Voiles	4/3/2017
1104	Jurgen Bailey	4/3/2017
1105	Thomas Spiva	4/3/2017
1106	Shawn Allen	4/3/2017
1107	Debi Moore	4/3/2017
1108	Tracy Miller	4/3/2017
1109	Natalie Dyer	4/3/2017
1110	John Phillips	4/3/2017
1111	William Hampton	4/3/2017
1112	Angie P. Martin	4/3/2017
1113	Jamie Fitzpatrick	4/3/2017
1114	Tony Woods	4/3/2017
1115	Rob Howard	4/3/2017
1116	Gayla Auerswald	4/3/2017
1117	Ed Spillis	4/3/2017
1118	Tammy Garrett	4/3/2017
1119	Jason Farmer	4/3/2017

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1120	George Sutton	4/3/2017
1121	Shawn Parrish	4/3/2017
1122	Richard Daigle	4/3/2017
1123	Jonathan Rogers	4/3/2017
1124	Gregory Russell	4/3/2017
1125	Tommy Berry	4/3/2017
1126	Dorothy D. Smith	4/3/2017
1127	Wayne Burton	4/3/2017
1128	Brent Walker	4/3/2017
1129	Fortino Hernandez	4/3/2017
1130	Scott Scheurman	4/3/2017
1131	Kevin Manis	4/3/2017
1132	Cyle Rajasaari	4/3/2017
1133	Isaac Burress	4/3/2017
1134	Jason Ingram	4/3/2017
1135	Rhonda Black	4/3/2017
1136	Joseph DeLorenzo	4/3/2017
1137	Rex Bivens	4/3/2017
1138	Rita Livesay	4/3/2017
1139	Paul Thompson	4/3/2017

TDOT Employee Title VI Training
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1140	Harold Jackson	4/3/2017
1141	Wanda Jordan	4/3/2017
1142	Stephanie Zerda	4/3/2017
1143	Todd Moore	4/3/2017
1144	Stacey Davenport	4/3/2017
1145	Ronald Bellew	4/3/2017
1146	Haley Robert	4/3/2017
1147	Justin Dunham	4/3/2017
1148	Nicole Nelson-Hicks	4/3/2017
1149	Medhat Eldahaby	4/3/2017
1150	Carol Lane	4/3/2017
1151	Laura Larkins	4/3/2017
1152	Donald Johnson	4/3/2017
1153	Ann Beaver	4/3/2017
1154	Armel Robinson	4/3/2017
1155	Amber Warren	4/3/2017
1156	Ken Flynn	4/3/2017
1157	Treve Helton	4/3/2017
1158	Michael Rogers	4/3/2017
1159	Jonathan Behm	4/3/2017

TDOT Employee Title VI Training
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1160	Veda Nguyen	4/3/2017
1161	Travis Hardesty	4/3/2017
1162	Cheryl Harleston	4/3/2017
1163	William Hall	4/3/2017
1164	Karen Lee	4/3/2017
1165	Michelle Frazier	4/3/2017
1166	Nathan Newberry	4/3/2017
1167	James McSpadden	4/3/2017
1168	Michael Miner	4/3/2017
1169	John M. Onofua	4/3/2017
1170	Nancy Thompson	4/3/2017
1171	Christy Schlabach	4/3/2017
1172	Ronald Boniol	4/3/2017
1173	Richard Eads	4/3/2017
1174	Donald Gedge	4/3/2017
1175	Chris Copeland	4/3/2017
1176	Ward Jackson	4/3/2017
1177	Amy Cloyd	4/3/2017
1178	Kevin Crisp	4/3/2017
1179	Ryan Sweeney	4/3/2017

TDOT Employee Title VI Training
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1180	Eric England	4/3/2017
1181	Nathan Gregory	4/3/2017
1182	Spencer Terry	4/3/2017
1183	Dave McClain	4/3/2017
1184	Riley Henson	4/3/2017
1185	Jon Norton	4/3/2017
1186	Archie Winningham	4/3/2017
1187	Dwight Bivens	4/3/2017
1188	Brandon Bartrom	4/3/2017
1189	David Anderson	4/3/2017
1190	Lyle McCoig	4/3/2017
1191	Craig Bledsoe	4/3/2017
1192	Derek Pryor	4/3/2017
1193	David Mosley	4/3/2017
1194	Laura Chandler	4/3/2017
1195	Lindsey Teague	4/3/2017
1196	Joel Gholston	4/3/2017
1197	Whitney Sullivan	4/3/2017
1198	Clayton Markham	4/3/2017
1199	Daniel Garner	4/3/2017

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1200	Glen Cooper	4/3/2017
1201	Jason Arnold	4/3/2017
1202	Kayla Cornett	4/3/2017
1203	Gary Chapman	4/3/2017
1204	Dustin Waters	4/3/2017
1205	Matthew Taylor	4/3/2017
1206	Frank H. Watkins	4/3/2017
1207	Judy Joyner	4/3/2017
1208	Tim W. Stinnett	4/3/2017
1209	Yolando Y. Jackson	4/3/2017
1210	Zenaida Heslop	4/3/2017
1211	James Fowler	4/3/2017
1212	Lana Bridges	4/3/2017
1213	Jasmine Yount	4/3/2017
1214	Christopher Andrews	4/3/2017
1215	John Yeary	4/3/2017
1216	Cory Sharrock	4/3/2017
1217	David Humphrey	4/3/2017
1218	Steven Acuff	4/3/2017
1219	Mary Howard	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1220	Gary Miracle	4/3/2017
1221	David Yates	4/3/2017
1222	Catherine Sikes	4/3/2017
1223	Tony Smith	4/3/2017
1224	Anju Chhachhi	4/3/2017
1225	Andrea Lucado	4/3/2017
1226	Amanda Snowden	4/3/2017
1227	Charles Bunch	4/3/2017
1228	Billy Goins	4/3/2017
1229	Wade Goss	4/3/2017
1230	Benny Lance	4/3/2017
1231	Charles Watson	4/3/2017
1232	Larry Young	4/3/2017
1233	Cecilia Parsons	4/3/2017
1234	Michael A. Finks	4/3/2017
1235	Steve Sellers	4/3/2017
1236	Jacqueline Andres	4/3/2017
1237	Reem Altamimi	4/3/2017
1238	Jeremiah Baker	4/3/2017
1239	Laurie Clark	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1240	Keegan Nichols	4/3/2017
1241	Kimberly Welch	4/3/2017
1242	Jay Morgan	4/3/2017
1243	Mike Bowser	4/3/2017
1244	Ronnie McKinnon	4/3/2017
1245	Terry Farley	4/3/2017
1246	Andrew Miller	4/3/2017
1247	Kellie Bridgeman	4/3/2017
1248	Lanceford E. Sexton	4/3/2017
1249	Charity Rolen	4/3/2017
1250	Russell Tompkins	4/3/2017
1251	Mike Churchman	4/3/2017
1252	Adam Vance	4/3/2017
1253	Steven Williams	4/3/2017
1254	Reba Higgenbottom	4/3/2017
1255	Joseph Heintzman	4/3/2017
1256	Russell Jones	4/3/2017
1257	Robert King	4/3/2017
1258	Randall West	4/3/2017
1259	Anna Miller	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1260	Mike Russell	4/3/2017
1261	G.Matthew Douglas	4/3/2017
1262	Amy Fiscor	4/3/2017
1263	Aaron Blake	4/3/2017
1264	Teresa Bender	4/3/2017
1265	William Curtis	4/3/2017
1266	Sharon Schutz	4/3/2017
1267	Dean Roberts	4/3/2017
1268	Mark Brandt	4/3/2017
1269	Tamara Rhodes	4/3/2017
1270	Amy Griffin	4/3/2017
1271	Tina George	4/3/2017
1272	Randel Cloyd	4/3/2017
1273	Brian Fedders	4/3/2017
1274	Mark Green	4/3/2017
1275	Brad Reagan	4/3/2017
1276	Trevor Brooks	4/3/2017
1277	John Portwood	4/3/2017
1278	Shannon L. Johnson	4/3/2017
1279	Ricky Goss	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1280	Pete Falkenberg	4/3/2017
1281	Paula Wilcox	4/3/2017
1282	Mickey Ewing	4/3/2017
1283	Alyssa Sughrue	4/3/2017
1284	William Bailey	4/3/2017
1285	Johnny James	4/3/2017
1286	Dennis R. Peters	4/3/2017
1287	Jennifer Griswold	4/3/2017
1288	Michael T. Harris	4/3/2017
1289	Christopher Johnston	4/3/2017
1290	David Farris	4/3/2017
1291	Linda S. Taylor	4/3/2017
1292	Billy Whittaker	4/3/2017
1293	Alexander Keelty	4/3/2017
1294	Jonathan O'Neal	4/3/2017
1295	Chris Harris	4/3/2017
1296	Sheena A. Foster	4/3/2017
1297	Eric Wilson	4/3/2017
1298	Carl Stephens	4/3/2017
1299	David Chandler	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1300	Donald Sweet	4/3/2017
1301	Stacy Weaver	4/3/2017
1302	Tim Ross	4/3/2017
1303	Larry Brasher	4/3/2017
1304	Darell Bridges	4/3/2017
1305	Nathan Dickson	4/3/2017
1306	Kristen Artrip	4/3/2017
1307	Donald Brenneman	4/3/2017
1308	Victor Morrow	4/3/2017
1309	Leon Peck	4/3/2017
1310	Christopher Gibson	4/3/2017
1311	Andrew Wisniewski	4/3/2017
1312	Jeffrey Albritton	4/3/2017
1313	Rachel Sankey	4/3/2017
1314	Laura vanOpstal	4/3/2017
1315	Kamiran Doski	4/3/2017
1316	Kelley Garrett	4/3/2017
1317	Joe Galbato	4/3/2017
1318	Kaitlyn Baer	4/3/2017
1319	Chad Roberts	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1320	Angela P. Hunter	4/3/2017
1321	C W. Hampton	4/3/2017
1322	Brandy Davis	4/3/2017
1323	David Westergreen	4/3/2017
1324	Teri Wells	4/3/2017
1325	Jomo Uhuru-Adafo	4/3/2016
1326	Debra Hussey	4/3/2017
1327	Sebrina Love	4/3/2017
1328	John Patton	4/3/2017
1329	Heather Ogg	4/3/2017
1330	Christopher Gilliam	4/3/2017
1331	Elliot Thompson	4/3/2017
1332	Lauren Kemp	4/3/2017
1333	Julie Mullins	4/3/2017
1334	Jessica Black	4/3/2017
1335	Rick Klinger	4/3/2017
1336	Anthony Kulakowsky	4/3/2017
1337	Burt Hutchins	4/3/2017
1338	Kevin Isenberg	4/3/2017
1339	Carolyn Crable	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1340	Jay Stinson	4/3/2017
1341	Natalie Hughes	4/3/2017
1342	Jennifer Frazier	4/3/2017
1343	Juan Pelayo	4/3/2017
1344	Deborah J. West	4/3/2017
1345	John Lentz	4/3/2017
1346	Paul A. Miller	4/3/2017
1347	Glen Reeder	4/3/2017
1348	Johnny D. Brown	4/3/2017
1349	Ashley McLay	4/3/2017
1350	Martin Daniel	4/3/2017
1351	Reza Baghaevaji	4/3/2017
1352	Olivia Walker	4/3/2017
1353	Mike Kilgore	4/3/2017
1354	Frank Rainear	4/3/2017
1355	Robert E. Tubb	4/3/2017
1356	William Jean	4/3/2017
1357	Cindy Buchanon	4/3/2017
1358	Roger Cameron	4/3/2017
1359	Randall Dill	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1360	Crystal Abbott	4/3/2017
1361	George Mitchell	4/3/2017
1362	Michelle Walters	4/3/2017
1363	Jennifer Downs	4/3/2017
1364	Rhonda Hale	4/3/2017
1365	Gabrielle McGurr	4/3/2017
1366	Scott McIlravy	4/3/2017
1367	Mark Doty	4/3/2017
1368	Todd Layman	4/3/2017
1369	Christopher Roark	4/3/2017
1370	Jimmy Church	4/3/2017
1371	Ryan Sutherland	4/3/2017
1372	Roger D. Powell	4/3/2017
1373	John Vientos	4/3/2017
1374	Paul Perry	4/3/2017
1375	Linda Wagner	4/3/2017
1376	Ed Hammett	4/3/2017
1377	James Pullins	4/3/2017
1378	Eric Edd	4/3/2017
1379	Torey McDonald	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1380	DaShunda Steed	4/3/2017
1381	Bennie Brown	4/3/2017
1382	Charles Hoskins	4/3/2017
1383	Katie Hurton	4/3/2017
1384	Chad Scardo	4/3/2017
1385	Lesa Bont	4/3/2017
1386	Craig Templeton	4/3/2017
1387	Matt Bowling	4/3/2017
1388	Crystal Cato	4/3/2017
1389	Travis Fulfer	4/3/2017
1390	Michael Killion	4/3/2017
1391	Besmir Zenelaku	4/3/2017
1392	Robert L. Taylor	4/3/2017
1393	Nakita Agnitsch	4/3/2017
1394	Aubin Fowler	4/3/2017
1395	Andre Sharpe	4/3/2017
1396	Red Jordan	4/3/2017
1397	Candis Estepp	4/3/2017
1398	James Brooks	4/3/2017
1399	Jesse Dunn	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1400	Jeff Scott	4/3/2017
1401	Richard White	4/3/2017
1402	Lywenda Black	4/3/2017
1403	Noah Gregg	4/3/2017
1404	Peggy B. Jernigan	4/3/2017
1405	Kofi Inkabi	4/3/2017
1406	Christopher Kilgore	4/3/2017
1407	Bart Johnson	4/3/2017
1408	Christine Wickhorst	4/3/2017
1409	Melanie Bumpus	4/3/2017
1410	John Halliburton	4/3/2017
1411	Houston Walker	4/3/2017
1412	Lebron Lockhart	4/3/2017
1413	Cam Morris	4/3/2017
1414	Jeffery Morrell	4/3/2017
1415	Benjamin Spears	4/3/2017
1416	Bob Alwine	4/3/2017
1417	Bobby Alder	4/3/2017
1418	Jennings Spencer	4/3/2017
1419	Dennis Crumby	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1420	Carla Adams	4/3/2017
1421	Tyler Walters	4/3/2017
1422	David Gambrell	4/3/2017
1423	Karl Munsil	4/3/2017
1424	Tim Layman	4/3/2017
1425	Robert Reeves	4/3/2017
1426	Linda Caldwell	4/3/2017
1427	Jeffery Strouth	4/3/2017
1428	Louis P. Friedmann	4/3/2017
1429	Sabrina Sowell	4/3/2017
1430	Joseph Woods	4/3/2017
1431	Tim Day	4/3/2017
1432	Joshua A. Biddle	4/3/2017
1433	McKenzie Hollis	4/3/2017
1434	Daniel Beverly	4/3/2017
1435	Becky Higley	4/3/2017
1436	Cody Moffett	4/3/2017
1437	Bryan Todd	4/3/2017
1438	Tracie L. Jones	4/3/2017
1439	John Steel	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1440	Samuel Tucker	4/3/2017
1441	James Jones	4/3/2017
1442	Cody Bullock	4/3/2017
1443	Cody Smartt	4/3/2017
1444	Jim Turrisi	4/3/2017
1445	John P. Ayers	4/3/2017
1446	Jerry Moses	4/3/2017
1447	Robert Hunt	4/3/2017
1448	Blaise Gratton	4/3/2017
1449	James Thorpe	4/3/2017
1450	Franklin Norris	4/3/2017
1451	Richard Stone	4/3/2017
1452	Joel Bates	4/3/2017
1453	Dudley F. Moering	4/3/2017
1454	Joseph K. Wichman	4/3/2017
1455	Timothy Colvett	4/3/2017
1456	Melissa Wattenbarger	4/3/2017
1457	Edward Taylor	4/3/2017
1458	Pat McCorkle	4/3/2017
1459	Jason Hicklen	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1460	Keith O'Steen	4/3/2017
1461	Cassy Edmaiston	4/3/2017
1462	Teri Johnson	4/3/2017
1463	Bradley Joyner	4/3/2017
1464	Pamela Bond	4/3/2017
1465	Timothy T. Haynes	4/3/2017
1466	David Domm	4/3/2017
1467	K.Brandon Chance	4/3/2017
1468	Jimmy Dunn	4/3/2017
1469	Lyndsay Botts	4/3/2017
1470	Terry Harrell	4/3/2017
1471	Kristy Wiser	4/3/2017
1472	Bob Woodson	4/3/2017
1473	Elaine Cisney	4/3/2017
1474	Terry Ogle	4/3/2017
1475	Jonathan Headrick	4/3/2017
1476	Sylvia Wagner	4/3/2017
1477	Billy Wilmore	4/3/2017
1478	Stanley Dunn	4/3/2017
1479	Bradley Peak	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1480	Elvis Ngeh	4/3/2017
1481	Blakeslee Eagan	4/3/2017
1482	Barbara Schoerke	4/3/2017
1483	Tammy Keel	4/3/2017
1484	Wayburn Crabtree	4/3/2017
1485	Karen S. Roberts	4/3/2017
1486	Erica Jones	4/3/2017
1487	Derrick Hawes	4/3/2017
1488	Jerry Green	4/4/2017
1489	Kenneth Rosenbalm	4/4/2017
1490	Joshua Seals	4/4/2017
1491	Larry Carman	4/4/2017
1492	Randy Dooley	4/4/2017
1493	Michael Sparks	4/4/2017
1494	Lucy A. Phillips	4/4/2017
1495	Charlie Longworth	4/4/2017
1496	Travis Singleton	4/4/2017
1497	Bhargav Patel	4/4/2017
1498	William Crosby	4/4/2017
1499	Robert Nunn	4/4/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1500	Hershel Carnell	4/4/2017
1501	Lloyd Neas	4/4/2017
1502	Matthew Hoskins	4/4/2017
1503	Randy Siebert	4/4/2017
1504	Tracy Hillis	4/4/2017
1505	Harry King	4/4/2017
1506	Zachary Henshaw	4/4/2017
1507	Lance Mcdonald	4/4/2017
1508	Troy Davis	4/4/2017
1509	Howard Harbison	4/4/2017
1510	Donnie Neal	4/4/2017
1511	Jonathan Dodd	4/4/2017
1512	Brett Spaulding	4/4/2017
1513	Jeremy Lambert	4/4/2017
1514	Antonio Reeves	4/4/2017
1515	Bonnie Layne	4/4/2017
1516	Christopher Stepp	4/4/2017
1517	Kenneth I. Martin	4/4/2017
1518	Gerald Hale	4/4/2017
1519	Christopher Graves	4/4/2017

TDOT Employee Title VI Training
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1520	Mason Hensley	4/4/2017
1521	Gary Davidson	4/4/2017
1522	Keith Hillis	4/4/2017
1523	James Newman	4/4/2017
1524	Brian Renninger	4/4/2017
1525	Christie Brown	4/4/2017
1526	Victor Esvang	4/4/2017
1527	Alan Freitag	4/4/2017
1528	Merritt F. Creasman	4/4/2017
1529	Michael E. Chapman	4/4/2017
1530	Marsha Johnson	4/4/2017
1531	Kenneth Newson	4/4/2017
1532	Kermit Morley	4/4/2017
1533	Arnold Walker	4/4/2017
1534	Wesley Wilson	4/4/2017
1535	Gregory Peck	4/4/2017
1536	Jennifer Pollard	4/4/2017
1537	Mike Flowers	4/4/2017
1538	Morgan Wilson	4/4/2017
1539	Rupert Congleton	4/4/2017

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March 20, 2017 - July 18, 2017

1540	Billy Best	4/4/2017
1541	Kera Bowman	4/4/2017
1542	Timothy Kelley	4/4/2017
1543	Allen Berg	4/4/2017
1544	Zachery Kiser	4/4/2017
1545	Kristin Robbins	4/4/2017
1546	Kimberly Whitby	4/4/2017
1547	John Bates	4/4/2017
1548	Becky White	4/4/2017
1549	S C. Hawkins	4/4/2017
1550	Jerry Smith	4/4/2017
1551	Chris Smith	4/4/2017
1552	Howard Taylor	4/4/2017
1553	Belinda Hampton	4/4/2017
1554	James Mitchell	4/4/2017
1555	Anthony Oliva	4/4/2017
1556	Michael Bare	4/4/2017
1557	Lyn Brown	4/4/2017
1558	Robert Kimbro	4/4/2017
1559	Jamie Stamps	4/4/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1560	Timothy Smith	4/4/2017
1561	Joshua Galligan	4/4/2017
1562	William Hall	4/4/2017
1563	Jonathan Brust	4/4/2017
1564	Carman Morgan	4/4/2017
1565	Jason Carney	4/4/2017
1566	Louna Koeut	4/4/2017
1567	Derrick Williams	4/4/2017
1568	Abby Wells	4/4/2017
1569	Philip Sluder	4/4/2017
1570	Bob Bush	4/4/2017
1571	Scott Riley	4/4/2017
1572	Eddie Jackson	4/4/2017
1573	Stanley Sadler	4/4/2017
1574	Nancy McKnight	4/4/2017
1575	Debra Davenport	4/4/2017
1576	Ross H. Webb	4/4/2017
1577	Steven Steele	4/4/2017
1578	Mary.Anne Gillespie	4/4/2017
1579	Bobby Flynn	4/4/2017

TDOT Employee Title VI Training
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1580	Shirley Garber	4/4/2017
1581	John Hall	4/4/2017
1582	Tony Smithson	4/4/2017
1583	Larry Bess	4/4/2017
1584	William Wood	4/4/2017
1585	David D. Layhew	4/4/2017
1586	Desiree Abraham	4/4/2017
1587	James Kupiec	4/4/2017
1588	Jean Garrison	4/4/2017
1589	Valerie Newberry	3/4/2017
1590	Tammy Frame	4/4/2017
1591	Virgil Griffin	4/4/2017
1592	Clarence Garrett	4/4/2017
1593	Bob Measures	4/4/2017
1594	James McCord	4/4/2017
1595	Curtis Cherry	4/4/2017
1596	Andrew Padgett	4/4/2017
1597	Roger Evans	4/4/2017
1598	Geoffrey Goodman	4/4/2017
1599	Larry Binion	4/4/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1600	Jamie Dye	4/4/2017
1601	Errol Christos	4/4/2017
1602	Jane Jones	4/4/2017
1603	Olga Kostromitina	4/4/2017
1604	Patti Bowlan	4/4/2017
1605	Seth Clinard	4/4/2017
1606	Jacob Rosser	4/4/2017
1607	Mark Woods	4/4/2017
1608	Eric Lawson	4/4/2017
1609	Avery Poor	4/4/2017
1610	Lorne Hulan	4/4/2017
1611	Chuck Graves	4/4/2017
1612	Macario Reyes	4/4/2017
1613	George Shotwell	4/4/2017
1614	Alan J. HALL	4/4/2017
1615	Joan M. Haynes	4/4/2017
1616	Travis Smith	4/4/2017
1617	Ben Greeson	4/4/2017
1618	Elisa Taylor	4/4/2017
1619	Larry D. Stafford	4/4/2017

TDOT Employee Title VI Training
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1620	Stanley Trice	4/4/2017
1621	Blake Mayo	4/4/2017
1622	Traci Netherton	4/4/2017
1623	Seandrell McLemore	4/4/2017
1624	Ernest McDonald	4/4/2017
1625	Cindy Williams	4/4/2017
1626	Michael Lowery	4/4/2017
1627	Bobbie Lowe	4/4/2017
1628	Charles West	4/4/2017
1629	Larry Harlan	4/4/2017
1630	Andrew Foxworth	4/4/2017
1631	Kevin Comstock	4/4/2017
1632	Shanna Waelyt	4/4/2017
1633	Charles Swaffer	4/4/2017
1634	Samuel Phillips	4/4/2017
1635	Tina King	4/4/2017
1636	John K. Myers	4/4/2017
1637	Robert Almany	4/4/2017
1638	Debbie G. Phillips	4/4/2017
1639	Randy Evans	4/4/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1640	Ashley Goddard	4/4/2017
1641	James Russell	4/4/2017
1642	Audra Gutierrez	4/4/2017
1643	David Owens	4/4/2017
1644	Misty Richards	4/4/2017
1645	Vicki Shults	4/4/2017
1646	Ennis Gentry	4/4/2017
1647	Melissa Cannon	4/4/2017
1648	Rickie Johnson	4/4/2017
1649	Matthew Sedgwick	4/4/2017
1650	Keith Wright	4/4/2017
1651	Kimberly Erwin	4/4/2017
1652	Paul Bettis	4/4/2017
1653	Shelby Perry	4/4/2017
1654	Carol Bernatek	4/4/2017
1655	Brian Hurst	4/4/2017
1656	Walter Jackson	4/4/2017
1657	Chance Dittfurth	4/4/2017
1658	Houston Greer	4/4/2017
1659	John M. Sullivan	4/4/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1660	Kirk Dockins	4/4/2017
1661	Doug Peterson	4/4/2017
1662	Ralph Green	4/4/2017
1663	Joseph Griffis	4/4/2017
1664	Christopher Trent	4/4/2017
1665	Brian Terrell	4/4/2017
1666	Eric Snapp	4/4/2017
1667	Reta Crumley	4/4/2017
1668	Kimberly Davis	4/4/2017
1669	Sheldon Pendergast	4/4/2017
1670	Jerry Hurt	4/4/2017
1671	Jeremy Billingsley	4/4/2017
1672	David Beckham	4/4/2017
1673	Carolyn Murphy-Justice	4/4/2017
1674	Freda Dean	4/4/2017
1675	Kristin Jackson	4/4/2017
1676	James Kearns	4/4/2017
1677	Mike Kropff	4/4/2017
1678	Yvonne Beard	4/4/2017
1679	Steve Milam	4/4/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1680	Ashley Caffey	4/4/2017
1681	Chris D. Hughes	4/4/2017
1682	Dewayne Smith	4/4/2017
1683	Rickey Hall	4/4/2017
1684	Mohammad El-Balawi	4/4/2017
1685	Flint Frame	4/4/2017
1686	Victor Powell	4/4/2017
1687	Lester Hinkle	4/4/2017
1688	Reba Layne	4/4/2017
1689	David Roberts	4/4/2017
1690	Melvin Goree	4/4/2017
1691	Chris Byrd	4/4/2017
1692	Randall Rigsby	4/4/2017
1693	Eric Rodgers	4/4/2017
1694	Laura Burch	4/4/2017
1695	Danny Hillis	4/4/2017
1696	Karen Watts	4/4/2017
1697	Wendall McNatt	4/4/2017
1698	Daniel Boles	4/4/2017
1699	Timothy Chunn	4/4/2017

TDOT Employee Title VI Training
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1700	Chad Holder	4/4/2017
1701	Anthony Stewart	4/4/2017
1702	Aaron Savard	4/4/2017
1703	Michael A. Johnson	4/4/2017
1704	Brian Young	4/4/2017
1705	Brenda J. Allen	4/4/2017
1706	Daniel Wimberley	4/4/2017
1707	Brianna Benson	4/4/2017
1708	Michael Miller	4/4/2017
1709	Jann Murphy	4/4/2017
1710	Larry D. Keyes	4/4/2017
1711	Shene Toliver	4/4/2017
1712	Kelli Halliburton	4/4/2017
1713	Rodney Dooley	4/5/2017
1714	William Weston	4/5/2017
1715	Danny Blackburn	4/5/2017
1716	Joe N. Johnson	4/5/2017
1717	Jordan Helms	4/5/2017
1718	Jeff Peterson	4/5/2017
1719	Kenneth Fowler	4/5/2017

TDOT Employee Title VI Training
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1720	Christopher Trivette	4/5/2017
1721	James V. Maddron	4/5/2017
1722	Bobby Steelman	4/5/2017
1723	Khalid Shaltaf	4/5/2017
1724	Theodore Smith	4/5/2017
1725	Austin Gibbs	4/5/2017
1726	Jacob Griggs	4/5/2017
1727	Santana Smith	4/5/2017
1728	Doratheia Rye	4/5/2017
1729	Ronny Ashworth	4/5/2017
1730	Charles Hopson	4/5/2017
1731	Jimmy Martin	4/5/2017
1732	Roger Carter	4/5/2017
1733	Richard Adcock	4/5/2017
1734	Micah Welch	4/5/2017
1735	Cody Smith	4/5/2017
1736	Tony Gentry	4/5/2017
1737	Jeremy Beeman	4/5/2017
1738	Michael Puckett	4/5/2017
1739	Danny Lane	4/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1740	Jason Langston	4/5/2017
1741	Ronald Sexton	4/5/2017
1742	David Pigg	4/5/2017
1743	James Kitzmiller	4/5/2017
1744	Leland Jordan	4/5/2017
1745	Ulysses Hickman	4/5/2017
1746	Bruce Tackett	4/5/2017
1747	Jason Arrington	4/5/2017
1748	Trenton Thomas	4/5/2017
1749	Roger Toole	4/5/2017
1750	Lauren Burdette	4/5/2017
1751	Zachary Bailey	4/5/2017
1752	John Visage	4/5/2017
1753	Leslie Janow	4/5/2017
1754	Robert L. Brown	4/5/2017
1755	Danny Hardy	4/5/2017
1756	Seth Freer	4/5/2017
1757	Rodney Ford	4/5/2017
1758	Tae Pak	4/5/2017
1759	Dwayne Walker	4/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1760	Della Brake	4/5/2017
1761	Duane Rainbolt	4/5/2017
1762	Kimberly D. Johnson	4/5/2017
1763	Cameron Parker	4/5/2017
1764	Tobby Walker	4/5/2017
1765	Dale Tomlinson	4/5/2017
1766	Bryan Bartnik	4/5/2017
1767	Steve Wilson	4/5/2017
1768	Suzanne Thomson	4/5/2017
1769	Robert LeFevre	4/5/2017
1770	Anthony Stamps	4/5/2017
1771	Matthew McClain	4/5/2017
1772	Ricky Howell	4/5/2017
1773	Henry Reid	4/5/2017
1774	Jimmie Bivens	4/5/2017
1775	Rasmata Sakande	4/5/2017
1776	Douglas Goodwin	4/5/2017
1777	Terry Boguskie	4/5/2017
1778	Amy Bailey	4/5/2017
1779	Mario Brannon	4/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1780	Sampson Udeh	4/5/2017
1781	Daniel Bostaph	4/5/2017
1782	Joseph Urello	4/5/2017
1783	Rosalind Jones	4/5/2017
1784	David Wagner	4/5/2017
1785	Charles Gavaghan	4/5/2017
1786	Shane Shaver	4/5/2017
1787	Sarah Williams	4/5/2017
1788	John Parrish	4/5/2017
1789	Jason Morrow	4/5/2017
1790	Tabitha Dean	4/5/2017
1791	Michael Eib	4/5/2017
1792	Christopher Elliott	4/5/2017
1793	Sidney Grove	4/5/2017
1794	Earl Mullican	4/5/2017
1795	Teresa Gillaspie	4/5/2017
1796	Brandon Akins	4/5/2017
1797	Bill Bledsoe	4/5/2017
1798	Herbert Evans	4/5/2017
1799	Denise Sloan	4/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1800	Jesse Yoakum	4/5/2017
1801	Rodney Quarles	4/5/2017
1802	Eddie Collingsworth	4/5/2017
1803	Clay Fitzgerald	4/5/2017
1804	Kirkman Sutherland	4/5/2017
1805	William Scanlan	4/5/2017
1806	Lydia Ervin	4/5/2017
1807	Jimmie Holloway	4/5/2017
1808	Larry Sanborn	4/5/2017
1809	Mike Thomas	4/5/2017
1810	James D. Charron	4/5/2017
1811	Jewel Armes	4/5/2017
1812	Jerry Gontarek	4/5/2017
1813	Brad Smith	4/5/2017
1814	Sidney Hayes	4/5/2017
1815	Scott Boyce	4/5/2017
1816	Freda Long	4/5/2017
1817	Melvin Dewalt	4/5/2017
1818	Amy Carr	4/5/2017
1819	Greg L. Haynes	4/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1820	Ronnie Taylor	4/5/2017
1821	Joshua Foster	4/5/2017
1822	Bradley Martin	4/5/2017
1823	Benjamin Kelly	4/5/2017
1824	Amber Frederick	4/5/2017
1825	Christy Mowell	4/5/2017
1826	Damian Brock	4/5/2017
1827	Randy Griffith	4/5/2017
1828	Lanessa Munson	4/5/2017
1829	Kenny Kerley	4/5/2017
1830	Stephanie Allen	4/5/2017
1831	Randy Boguskie	4/5/2017
1832	Joni Turrisi	4/5/2017
1833	Todd Holden	4/5/2017
1834	Tony Walker	4/5/2017
1835	Jeffrey Poore	4/5/2017
1836	Rebecca Hayworth	4/5/2017
1837	Roy Longnecker	4/5/2017
1838	Ken Hampton	4/5/2017
1839	Chris Centers	4/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1840	Darwin Lambert	4/5/2017
1841	Eric Lafleur	4/5/2017
1842	Frederick Miller	4/5/2017
1843	Deborah Luter	4/5/2017
1844	Derek Link	4/5/2017
1845	Jill D'Andrea	4/5/2017
1846	Brian Silvers	4/5/2017
1847	Kevin Speakman	4/5/2017
1848	Sydni Bailey	4/5/2017
1849	Ronald Anderson	4/5/2017
1850	Darrell D. Smith	4/5/2017
1851	Mark Dye	4/5/2017
1852	Scott Pedigo	4/5/2017
1853	Jamie Crawford	4/5/2017
1854	Dale Stinson	4/5/2017
1855	Ernest Bogle	4/5/2017
1856	Jennifer Lloyd	4/5/2017
1857	Shiu K. Leung	4/5/2017
1858	Tracey Shaw	4/5/2017
1859	George Parker	4/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

1860	Teresa Hylton	4/5/2017
1861	Cary Swan	4/5/2017
1862	Seth Hendren	4/5/2017
1863	Bryan Michael	4/5/2017
1864	Bruce Baldus	4/5/2017
1865	Thomas Horner	4/5/2017
1866	Randall Crutcher	4/5/2017
1867	Chris Schaar	4/5/2017
1868	Tammy Crockett	4/5/2017
1869	Dawod Abdullah	4/5/2017
1870	Kaitlyn McClanahan	4/5/2017
1871	Brandy Hopkins	4/5/2017
1872	Nichole Broadhacker	4/5/2017
1873	Tiffany Mull	4/5/2017
1874	Lindsay Brakefield	4/5/2017
1875	Matthew Little	4/5/2017
1876	Jason Belitz	4/5/2017
1877	Charles D. Wyatt	4/5/2017
1878	Mark Dudek	4/5/2017
1879	James Pietrzycki	4/5/2017

TDOT Employee Title VI Training
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1880	Tristan Davis	4/6/2017
1881	Leah O'Neal	4/6/2017
1882	Steven Gonzalez	4/6/2017
1883	John Rogers	4/6/2017
1884	Steven Bratcher	4/6/2017
1885	Eddie Ayers	4/6/2017
1886	Christopher Bolton	4/6/2017
1887	Christopher D. Blair	4/6/2017
1888	Joshua Campbell	4/6/2017
1889	Andrew Goddard	4/6/2017
1890	Donnie Garrison	4/6/2017
1891	Michael Scruggs	4/6/2017
1892	Michael Cummings	4/6/2017
1893	Travis Jones	4/6/2017
1894	Sandra Harper	4/6/2017
1895	Bert Diatkar	4/6/2017
1896	Ira Miles	4/6/2017
1897	Rickey Sewell	4/6/2017
1898	Stephanie Wallis	4/6/2017
1899	Jackie Douglas	4/6/2017

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1900	Richard Sells	4/6/2017
1901	Michael White	4/6/2017
1902	Lamar Merriman	4/6/2017
1903	Jackie Haley	4/6/2017
1904	Brent Hill	4/6/2017
1905	Johnny Shortridge	4/6/2017
1906	Jeffery Phillips	4/6/2017
1907	Kheng Ooi	4/6/2017
1908	Donald Burritt	4/6/2017
1909	Timothy Anderson	4/6/2017
1910	David Gourley	4/6/2017
1911	Dennis McCants	4/6/2017
1912	Charles Fonner	4/6/2017
1913	William Umbles	4/6/2017
1914	Samuel Hyatt	4/6/2017
1915	Seth Walker	4/6/2017
1916	Raymond Miller	4/6/2017
1917	Barry Hibdon	4/6/2017
1918	Brian Rineholt	4/6/2017
1919	Barry Marshall	4/6/2017

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March 20, 2017 - July 18, 2017

1920	Gregory Whaley	4/6/2017
1921	Reynold Valenzuela	4/6/2017
1922	Edward Binkley	4/6/2017
1923	Michael X. Johnson	4/6/2017
1924	Jack Scott	4/6/2017
1925	Charles Smith	4/6/2017
1926	Randell Williams	4/6/2017
1927	Justin O'Connor	4/6/2017
1928	Trenton Patton	4/6/2017
1929	Wanda Aldridge	4/6/2017
1930	Adam Storey	4/6/2017
1931	Kim Y. Thompson	4/6/2017
1932	Josh Gentry	4/6/2017
1933	Mark Shearer	4/6/2017
1934	Michael Unger	4/6/2017
1935	Johnny Claiborne	4/6/2017
1936	William Givens	4/6/2017
1937	Beverly Godfrey	3/28/2017
1938	Lindsey Lawson	4/6/2017
1939	Richard Sullins	4/6/2017

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1940	John Ritchie	4/6/2017
1941	Martin England	4/6/2017
1942	Randall Rice	4/6/2017
1943	Artis Allison	4/6/2017
1944	Maysoon Haddad	4/6/2017
1945	Jessie Sorrels	4/6/2017
1946	Weston Turner	4/6/2017
1947	George Rose	4/6/2017
1948	Kimberly Hammond	4/6/2017
1949	Andy Claiborne	4/6/2017
1950	Rose Williams	4/6/2017
1951	George Kornikoski	4/6/2017
1952	Lynn Evans	4/6/2017
1953	Barry Moss	4/6/2017
1954	Christopher Dennis	4/6/2017
1955	Adam Davenport	4/6/2017
1956	Ronnie Lee	4/6/2017
1957	Tyler Street	4/6/2017
1958	Matthew Eakes	4/6/2017
1959	Joseph Collins	4/6/2017

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1960	John Young	4/6/2017
1961	Dennis Griffin	4/6/2017
1962	Ronnie Carver	4/6/2017
1963	Thomas Shelton	4/6/2017
1964	Matthew Hutchinson	4/6/2017
1965	Kevin Kilpatrick	4/6/2017
1966	Austin Berry	4/6/2017
1967	Stanley Minick	4/6/2017
1968	Abbas Shahid	4/6/2017
1969	Scott Stepp	4/6/2017
1970	Nathaniel Brugler	4/6/2017
1971	Jackie Clark	4/6/2017
1972	Charles Hunt	4/6/2017
1973	Melford Parkey	4/6/2017
1974	Bryan Moore	4/6/2017
1975	Jonathan Davenport	4/6/2017
1976	Jeff Sharnowski	4/6/2017
1977	James Haywood	4/6/2017
1978	Thurman Lawson	4/6/2017
1979	Tony Cooper	4/6/2017

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1980	Jordan A. Taylor	4/6/2017
1981	Dolores Guffee	4/6/2017
1982	Craig Moore	4/6/2017
1983	Josh Drake	4/6/2017
1984	Aundra Smith	4/6/2017
1985	Laura Hogelin	4/6/2017
1986	Mohamed Osman	4/6/2017
1987	Steven Rolin	4/6/2017
1988	Kenneth Cummings	4/6/2017
1989	Glen Blankenship	4/6/2017
1990	Andre McDonald	4/6/2017
1991	Craig Dowland	4/6/2017
1992	Andy England	4/6/2017
1993	Randy Holland	4/6/2017
1994	Donna Williams	4/6/2017
1995	James Carlin	4/6/2017
1996	Mollie Floyd	4/6/2017
1997	Cynthia E. Thomas	4/6/2017
1998	Kerry Hollis	4/6/2017
1999	Tony Boston	3/6/2017

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2000	Charles Moore	4/6/2017
2001	Amanda.Pierce Hackworth	4/6/2017
2002	Ricky Hobby	4/6/2017
2003	Joseph Skelton	4/6/2017
2004	Matthew Spurlock	4/6/2017
2005	Darrell Thompson	4/6/2017
2006	Joshua Terrell - Employee ID Hold	4/6/2017
2007	Brian Long	4/6/2017
2008	Donald Connelly	4/6/2017
2009	Anthony Markham	4/6/2017
2010	Henry Halliburton	4/6/2017
2011	David Parker	4/6/2017
2012	Kimberly Smotherman	4/6/2017
2013	Joe Potts	4/6/2017
2014	Catherine Boshers	4/6/2017
2015	Billy Schultz	4/6/2017
2016	Charles Graves	4/6/2017
2017	Bruce Feagans	4/6/2017
2018	Garry Western	4/6/2017
2019	Trey Browning	4/6/2017

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2020	Scott Batchelder	4/6/2017
2021	Jeremy Sims	4/6/2017
2022	Alfred Sautner	4/6/2017
2023	Keith Johnson	4/6/2017
2024	Larry Brown	4/6/2017
2025	Mark Goodson	4/6/2017
2026	Eric Wolfenbarger	4/6/2017
2027	James Manley	4/6/2017
2028	Ceyun Matthews	4/6/2017
2029	Johnny Cox	4/6/2017
2030	Douglas Young	4/6/2017
2031	Taylor Roberts	4/6/2017
2032	Gary Whitehead	4/6/2017
2033	Ronald Appleton	4/6/2017
2034	Christopher Campbell	4/6/2017
2035	Anthony Richardson	4/6/2017
2036	Henry Stephens	4/6/2017
2037	Michael Nichols	4/6/2017
2038	Matthew Tibbs	4/6/2017
2039	James Riggins	4/6/2017

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2040	David Royster	4/6/2017
2041	Angie Morris	4/6/2017
2042	Matthew Weaver	4/6/2017
2043	John Skelton	5/6/2017
2044	Jeremy Crews	4/6/2017
2045	Tim Purrington	4/6/2017
2046	Glenn Stone	4/6/2017
2047	John Matteson	4/6/2017
2048	Kim Bramlett	4/6/2017
2049	James Anthony	4/6/2017
2050	Danny Brady	4/6/2017
2051	Joshua Shepherd	4/6/2017
2052	Amber Stuart	4/6/2017
2053	John Atnip	4/6/2017
2054	Stephen Griffey	4/6/2017
2055	Dallas Burnette	4/6/2017
2056	Wesley Hughen	4/6/2017
2057	Michael Pisano	4/6/2017
2058	Cory Haydel	4/6/2017
2059	Freddie Ellison	4/6/2017

TDOT Employee Title VI Training
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2060	Van Johnson	4/6/2017
2061	David Faulkner	4/6/2017
2062	John O'Connell	4/6/2017
2063	Floyd Fortune	4/6/2017
2064	Min Xu	4/6/2017
2065	Jacob Brooks	4/6/2017
2066	Jessica D. Bowman	4/6/2017
2067	Chad Wilson	4/6/2017
2068	Austen Burks	4/6/2017
2069	Michelle Powell	4/6/2017
2070	Ryan Lytle	4/6/2017
2071	Albert Roussin	4/6/2017
2072	Terry Coggins	4/6/2017
2073	Robert Braun	4/6/2017
2074	Ronny Brooks	4/6/2017
2075	William Staniszewski	4/6/2017
2076	Shannon Henry	4/6/2017
2077	Jacob Dotson	4/6/2017
2078	Michael Gilliam	4/6/2017
2079	Michael Leon	4/6/2017

TDOT Employee Title VI Training
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2080	Mike Childress	4/6/2017
2081	Adam Perez	4/6/2017
2082	Jim Blythe	4/6/2017
2083	Joshua Russell	4/6/2017
2084	Moosa Pourali	4/6/2017
2085	Nichole Sly	4/6/2017
2086	Edward Dorian	4/6/2017
2087	Alfred Jones	4/6/2017
2088	John McGill	4/6/2017
2089	Kevin L. Bryant	4/6/2017
2090	Michael Lane	4/6/2017
2091	Anthony Hodge	4/6/2017
2092	Brandon Hickson	4/6/2017
2093	Matthew Long	4/6/2017
2094	Carl Smothermon	4/6/2017
2095	Charles Biles	4/6/2017
2096	Kerry Delashmitt	4/6/2017
2097	Larry Moody	4/6/2017
2098	Brad Baskette	4/6/2017
2099	Tommy Lawson	4/6/2017

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2100	Dawn Schneider	4/6/2017
2101	Aso Hawrami	4/6/2017
2102	John J. Lawson	4/7/2017
2103	Ronnie Hoover	4/7/2017
2104	Sean Kelly	4/7/2017
2105	Jason Dryden	4/7/2017
2106	Larry Haislip	4/7/2017
2107	Jordan Livesay	4/7/2017
2108	Stephanie Kissell	4/7/2017
2109	Sundy Phares	4/7/2017
2110	Joshua Mitchell	4/7/2017
2111	Thomas Wallace	4/7/2017
2112	Seth Miller	4/7/2017
2113	Timothy Worley	4/7/2017
2114	Tommy Scott	4/7/2017
2115	Richard Taylor	4/7/2017
2116	Ronald Moon	4/7/2017
2117	Jeremy Shoemaker	4/7/2017
2118	James Henderson	4/7/2017
2119	Terry Marbury	4/7/2017

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2120	Crystal Reeves	4/7/2017
2121	Roy Dixon	4/7/2017
2122	Marcus Hammond	4/7/2017
2123	Jimmy Long	4/7/2017
2124	Joseph Bailey	4/7/2017
2125	Jacob Simpson	4/7/2017
2126	Jimmy W. Sparks	4/7/2017
2127	Christopher Kelley	4/7/2017
2128	Jeff Hibbard	4/7/2017
2129	James Frierson	4/7/2017
2130	Kevin Cross	4/7/2017
2131	Larry McGoogin	4/7/2017
2132	Carol Kraemer	4/7/2017
2133	Douglas Canter	4/7/2017
2134	Danny Simmons	4/7/2017
2135	Duane Manning	4/7/2017
2136	Adam Kelley	4/7/2017
2137	Kenneth Young	4/7/2017
2138	Janet Brooks	4/7/2017
2139	Jimmy Hardin	4/7/2017

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2140	Matthew Mckinney	4/7/2017
2141	Theresa Stinchfield	4/7/2017
2142	Allen Jackson	4/7/2017
2143	Donald Pleasant	4/7/2017
2144	Charles Herron	4/7/2017
2145	James Howard	4/7/2017
2146	Timothy Whitby	4/7/2017
2147	Arthur Jones	4/7/2017
2148	Roger Bailey	4/7/2017
2149	Dillard Richmond	4/7/2017
2150	Melva Green	4/7/2017
2151	Tara Boyd	4/7/2017
2152	Joseph Wood	4/7/2017
2153	Daniel Merriman	4/7/2017
2154	Toney Byrn	4/7/2017
2155	Andy Collins	4/7/2017
2156	Gordon Kokes	4/7/2017
2157	Robert Roland	4/7/2017
2158	Carsten Slosberg	4/7/2017
2159	David Holman	4/7/2017

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2160	Edwin Gurien	4/7/2017
2161	Grady Scott	4/7/2017
2162	Mitchell Howell	4/7/2017
2163	Mark Scott	4/7/2017
2164	Troy Herrod	4/7/2017
2165	Charles Andrews	4/7/2017
2166	Garrett Kimbro	4/7/2017
2167	William L. Scott	4/7/2017
2168	Ryan Bates	4/7/2017
2169	Arthur Melton	4/7/2017
2170	Jody Preston	4/7/2017
2171	Carol Lockhart	4/7/2017
2172	Tim Laureigh	4/7/2017
2173	Earl Day	4/7/2017
2174	Bobby L. Swann	4/7/2017
2175	James McAbee	4/7/2017
2176	Jim Smith	4/3/2017
2177	Ricky R. Kilby	4/7/2017
2178	Jerome Pierce	4/6/2017
2179	Michael Norris	4/7/2017

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2180	Lee Rogers	4/7/2017
2181	James Johnson	4/7/2017
2182	Pamela Cobb	4/7/2017
2183	Adam Sheaffer	4/7/2017
2184	Connie Staggs	4/7/2017
2185	Johnny G. Taylor	4/7/2017
2186	Gary Ogletree	4/7/2017
2187	Jessica L. Wilson	4/7/2017
2188	Darrell Kirby	4/7/2017
2189	Anthony Boggs	4/7/2017
2190	Lisa White	4/7/2017
2191	Dwight Pope	4/7/2017
2192	Charlotte Snider	4/7/2017
2193	Robert Scruggs	4/7/2017
2194	Seth Bradley	4/7/2017
2195	Tom Quinn	4/7/2017
2196	Byron C. Head	4/7/2017
2197	Joe Grandberry	4/7/2017
2198	Paul Powell	4/7/2017
2199	James Jent	4/7/2017

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2200	Mark Gilliam	4/7/2017
2201	Randy Duke	4/7/2017
2202	Pamela Sharp	4/7/2017
2203	Scottie Nelson	4/7/2017
2204	Creed Sorrelle	4/7/2017
2205	Connie S. Sharp	4/8/2017
2206	Jason White	4/8/2017
2207	George Elsenbach	4/8/2017
2208	John R. Anderson	4/8/2017
2209	Mark A. Smith	4/8/2017
2210	Derrick Knott	4/8/2017
2211	Jennifer Tipton	4/8/2017
2212	Brian Harrington	4/8/2017
2213	Dick Stewart	4/8/2017
2214	Chris Wilson	4/9/2017
2215	Bo Hoskins	4/9/2017
2216	Jeff A. Light	4/9/2017
2217	Shaun Shular	4/10/2017
2218	Roger Jennings	4/10/2017
2219	Robert McClendon	4/10/2017

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2220	Theron Beckham	4/10/2017
2221	Brandon Wheeley	4/10/2017
2222	Bob Horner	4/10/2017
2223	Devin Wood	4/7/2017
2224	James D. Kelley	4/10/2017
2225	Phillip Giles	4/10/2017
2226	Shelia Bynum	4/10/2017
2227	David Thompson	4/10/2017
2228	Nicholas Tillman	4/10/2017
2229	Casey Peel	4/10/2017
2230	Brandon Dittaugh	4/10/2017
2231	E B. Conatser	4/10/2017
2232	Susannah Kniazewycz	4/10/2017
2233	Gregory Bond	4/10/2017
2234	Curtis Wise	4/10/2017
2235	Kenneth Gholston	4/10/2017
2236	Kenneth Sitz	4/10/2017
2237	Joshua Freeman	4/10/2017
2238	Robert Spencer	4/10/2017
2239	Reginald Coleman	4/10/2017

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2240	Houston Kilgore	4/10/2017
2241	Doug Gilbert	4/10/2017
2242	Terry Hodges	4/10/2017
2243	Gary Fly	4/10/2017
2244	George Coleman	4/10/2017
2245	Eric Jackson	4/10/2017
2246	Raymond Johnson	4/10/2017
2247	Bobby Evans	4/10/2017
2248	Roger Thornhill	4/10/2017
2249	James White	4/10/2017
2250	Dustin Evans	4/10/2017
2251	Don 1. Vanhook	4/10/2017
2252	Michael Reese	4/10/2017
2253	Ricky Stewart	4/10/2017
2254	Melissa Wells	4/10/2017
2255	Kenneth Fowler	4/10/2017
2256	Katherine Milby	4/10/2017
2257	Crystal Alfaro	4/10/2017
2258	Bruce Rogers	4/10/2017
2259	Pamela Webb	4/10/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2260	Jimmy Britt	4/10/2017
2261	Randy Nunley	4/7/2017
2262	Randy Crittenden	4/10/2017
2263	Billy Green	4/10/2017
2264	Steve A. Walker	4/10/2017
2265	Lacey C. Bryant	4/10/2017
2266	Deborah Steele	4/10/2017
2267	Clay McFerrin	4/10/2017
2268	Matthew Kinsland	4/10/2017
2269	Kelly L. Farrar	4/10/2017
2270	Jim Ozment	4/10/2017
2271	Joel Turnbow	4/10/2017
2272	Mark Prange	4/10/2017
2273	James Maxwell	4/10/2017
2274	Estel Hagewood	4/10/2017
2275	Serena Enoch	4/10/2017
2276	Gerald Gregory	4/10/2017
2277	Jackye Hill	4/10/2017
2278	Cody Baker	4/10/2017
2279	Steve Borden	4/10/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2280	Gretchen Lancaster	4/10/2017
2281	Tracie Widner	4/10/2017
2282	James Lowe	4/10/2017
2283	Marlene K. Holland	4/3/2017
2284	Don Hailey	4/10/2017
2285	Javier Reyes	4/10/2017
2286	Cameron Fry	4/10/2017
2287	Ryan Simpson	4/10/2017
2288	Jeffrey Davidson	4/10/2017
2289	John Kahle	4/10/2017
2290	Eric D. Thomas	4/10/2017
2291	Raymond Hallavant	4/10/2017
2292	Jill Edwards	4/10/2017
2293	Janice ShellingtonJenkins	4/10/2017
2294	Willa Petitt	4/10/2017
2295	Tran Lim	4/10/2017
2296	Kimberly Barney	4/10/2017
2297	Shannon Teets	4/10/2017
2298	Amy Earheart	4/10/2017
2299	Justin Underwood	4/10/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2300	Jeff Kerley	4/10/2017
2301	Latonja Coates	4/10/2017
2302	Jarrold Bonar	4/10/2017
2303	Todd Pierce	4/10/2017
2304	Blake Howell	4/10/2017
2305	Paula Johnson	4/10/2017
2306	Raymond Staggs	4/10/2017
2307	Ian Preston	4/6/2017
2308	Mary Showers	4/10/2017
2309	Scott Hunsucker	4/10/2017
2310	William A. Bailey	4/10/2017
2311	Wesley Peck	4/10/2017
2312	Timothy Prater	4/10/2017
2313	Eric Bucholz	4/10/2017
2314	Randy Giles	4/10/2017
2315	Ajalyse Sherrod	4/10/2017
2316	Steven Nutt	4/10/2017
2317	Timmy Gooch	4/10/2017
2318	Kyler Nutt	4/10/2017
2319	Andrew Rogers	4/10/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2320	Harold Wiles	4/10/2017
2321	Kathleene Langley	4/10/2017
2322	Stephanie Birchfield	4/10/2017
2323	Racheal Clifton	4/10/2017
2324	Sheldon Morgan	4/10/2017
2325	Derrick Poston	4/10/2017
2326	Bradley Goforth	4/10/2017
2327	Trevor Staggs	4/10/2017
2328	Mark Leigh	4/10/2017
2329	John Brown	4/10/2017
2330	Chad Lacy	4/10/2017
2331	Jeffery Littrell	4/10/2017
2332	Christopher Huggins	3/30/2017
2333	Lance Gailey	4/10/2017
2334	Austin Parker	4/10/2017
2335	Reginald Bell	3/28/2017
2336	Mitch Blankenship	4/3/2017
2337	Jeffrey Massa	4/10/2017
2338	Mohammad El-Balawi	4/3/2017
2339	Robert Osborne	4/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2340	Linda S. Taylor	4/3/2017
2341	Bradford Crabtree	4/10/2017
2342	Lyle Owen	4/10/2017
2343	Justin McGill	4/10/2017
2344	John Hewitt	4/10/2017
2345	David Layhew	4/10/2017
2346	Joel Ferrell	4/10/2017
2347	Jasmine Tindall	4/10/2017
2348	Dalton Wright	4/10/2017
2349	Parrish Hammond	4/10/2017
2350	William White	4/10/2017
2351	Jason Burton	4/10/2017
2352	William C. Padgett	4/10/2017
2353	William C. Padgett	4/10/2017
2354	Marcella Miles	4/10/2017
2355	Steven McDougal	4/10/2017
2356	Kris Sydnor	4/10/2017
2357	David Mingle	4/11/2017
2358	Terry Simerly	4/11/2017
2359	Wayne Seger	4/11/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2360	Kevin Grindstaff	4/11/2017
2361	Cassandra Griffin	4/11/2017
2362	Tammy Sellers	4/11/2017
2363	Brad Montgomery	4/11/2017
2364	Manuel Turnbo	4/11/2017
2365	Royce Fout	4/11/2017
2366	Dale Showers	4/11/2017
2367	Amin Araim	4/11/2017
2368	Eric James	4/11/2017
2369	Richard Young	4/11/2017
2370	Paul Escue	4/11/2017
2371	Christy C. Haynes	4/11/2017
2372	Rick Sine	4/11/2017
2373	Jessica Brown	4/11/2017
2374	Douglas Tarwater	4/11/2017
2375	Phillip Childrey	4/11/2017
2376	Henry K. Bayiye	4/10/2017
2377	John T. Anderson	4/11/2017
2378	Ali Hangul	4/11/2017
2379	Chris Reed	4/11/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2380	Todd Thompson	4/5/2017
2381	Jordan Griffis	4/11/2017
2382	Jeffrey Rinks	4/11/2017
2383	Thomas Bruce	4/11/2017
2384	Peggy B. Anderson	4/11/2017
2385	Cynthia Buntin	4/11/2017
2386	Melissa Shull	4/11/2017
2387	Scott Johnson	4/11/2017
2388	Ricky Jones	4/11/2017
2389	Melissa Portell	4/11/2017
2390	Jessica E. Davis	4/11/2017
2391	Anthony Lockridge	4/11/2017
2392	Cecil Dickson	4/11/2017
2393	Bryce Russell	4/11/2017
2394	Patricia Davidson	4/11/2017
2395	Rhiannon Chambers	4/11/2017
2396	Joe Kirk	4/11/2017
2397	Mark Dykes	4/11/2017
2398	Tanya Murphy	4/4/2017
2399	Heather Stanford	4/11/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2400	Chris Foster	4/11/2017
2401	LaToyya Moore	4/11/2017
2402	Joseph Burchfield	4/11/2017
2403	Dawn Pruett	4/11/2017
2404	Paige Harris	4/11/2017
2405	Carol Neier	4/11/2017
2406	Megan Wildes	4/11/2017
2407	Tabitha Cavaness	4/11/2017
2408	John Plunk	4/11/2017
2409	Jerry Russ	4/11/2017
2410	Rusty Boguskie	4/11/2017
2411	Bobby Young	4/11/2017
2412	Shirlynn Carter	4/11/2017
2413	Dale Laureigh	4/11/2017
2414	Willie Coleman	4/11/2017
2415	Larry Bass	4/11/2017
2416	Rachel Bentley	4/11/2017
2417	Dustin Ferrell	4/11/2017
2418	Sarah Leather	4/11/2017
2419	Tommy Helton	4/11/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2420	Charles Fleming	4/11/2017
2421	George Helton	4/11/2017
2422	Gerald Johnson	4/11/2017
2423	Andrew F. Taylor	4/12/2017
2424	Jeffrey Ward	4/12/2017
2425	Leon Lasalle	4/12/2017
2426	Jesse Kelly	4/12/2017
2427	Phillip Baggett	4/12/2017
2428	Phillip Langsdon	4/12/2017
2429	Jimmy Hawks	4/12/2017
2430	Jackie Fehland	4/12/2017
2431	Carlos Jones	4/12/2017
2432	Brian Flesner	4/12/2017
2433	Marcus Fletcher	4/12/2017
2434	Terry Bradshaw	4/12/2017
2435	Jeanne Nelson	4/12/2017
2436	Janet Russell	4/12/2017
2437	Jimmy Sauceman	4/12/2017
2438	Chadwick Tubbs	4/12/2017
2439	Shane Effler	4/12/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2440	Chester Sutherland	4/12/2017
2441	Shanon Kelley-George	4/12/2017
2442	Don 1. Vanhook	4/12/2017
2443	Jerry Hughes	4/12/2017
2444	Amber Shepherd	4/12/2017
2445	James Scott	4/12/2017
2446	Reba Sutton	4/12/2017
2447	Ronald Neely - Employee ID Hold	4/12/2017
2448	Benjamin Lewis	4/12/2017
2449	Matt Fields	4/12/2017
2450	John Reinbold	4/12/2017
2451	James Lankford	4/12/2017
2452	Kurtis Richard	4/12/2017
2453	Joshua Eggert-Michael	4/12/2017
2454	Angela Parrish	4/12/2017
2455	Rontell Bryan	4/12/2017
2456	Peter B. Bright	4/12/2017
2457	Justin Trent	4/12/2017
2458	Diane Cothran	4/12/2017
2459	John Briggs	4/12/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2460	Randall E. Mann	3/24/2017
2461	Barney Love	4/12/2017
2462	Connie Wilson	4/12/2017
2463	Craig Dial	4/12/2017
2464	Michael White	4/12/2017
2465	Robert Hamilton	4/12/2017
2466	Lucas Smotherman	4/12/2017
2467	Tyler Suttle	4/12/2017
2468	Phillip Buell	4/12/2017
2469	Joseph Lyons	4/12/2017
2470	Jack Dickens	4/12/2017
2471	Taylor Waszkiewicz	4/12/2017
2472	Thomas Goostree	4/12/2017
2473	Danny Henderlight	4/12/2017
2474	Jason Hart	4/12/2017
2475	Thomas Goostree	4/12/2017
2476	Hunter Milner	4/12/2017
2477	Joshua Fross	4/12/2017
2478	Khalid Ahmed	4/12/2017
2479	Leslie South	4/12/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2480	Katina Montanez	4/12/2017
2481	Gregory Smith	4/12/2017
2482	Lincoln Ford	4/12/2017
2483	Patrick Neal	4/12/2017
2484	Dennis Ceres	4/12/2017
2485	Terry Capps	4/12/2017
2486	Bradley Tague	4/12/2017
2487	Timmy Boles	4/12/2017
2488	Bradley Tague	4/12/2017
2489	Taylor Waszkiewicz	4/12/2017
2490	Timmy Boles	4/12/2017
2491	Marshall Sanders	4/12/2017
2492	Holly Barton	4/12/2017
2493	Larry Langford	4/6/2017
2494	Tommy Sorrels	4/12/2017
2495	Randy Allen	4/12/2017
2496	Michael Sullivan	4/12/2017
2497	Todd Davidson	4/12/2017
2498	Jerry Hatcher	4/12/2017
2499	Landon Clark	4/12/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2500	Marshall Pontes	4/12/2017
2501	Dustin Simpson	4/12/2017
2502	Matthew Nixon	4/12/2017
2503	Howard Gaw	4/11/2017
2504	Chamberlain Owens	4/12/2017
2505	John Saalwaechter	4/12/2017
2506	Bryan Liner	4/12/2017
2507	Stephen Delashmitt	4/13/2017
2508	Joy Ward	4/13/2017
2509	Willis Large	4/13/2017
2510	Todd Gray	4/13/2017
2511	Irucka Embry	4/13/2017
2512	Terry Haggard	4/12/2017
2513	Cody Dendy	4/12/2017
2514	Steven Franks	4/12/2017
2515	Jessie Thompson	4/12/2017
2516	Bobby Jerrols	4/12/2017
2517	Victoria Hassinger	4/13/2017
2518	Craig Parnham	4/13/2017
2519	Jacob Rychen	4/13/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2520	Olivia Walker	4/13/2017
2521	Michele Johner	4/13/2017
2522	Sileshi Ergicho	4/13/2017
2523	John Schroer	4/13/2017
2524	Donald Chastain	4/13/2017
2525	Dustin Brown	4/13/2017
2526	Timothy Wade	4/13/2017
2527	Theresa Whitby	4/13/2017
2528	Deborah Steele	4/10/2017
2529	Jonathan Vogel	4/13/2017
2530	Dorota Sek	4/13/2017
2531	Robert Jowers	4/13/2017
2532	Chilyere Anglin	4/13/2017
2533	Bobby Johnson	4/13/2017
2534	Ross Sherwood	4/13/2017
2535	William Fox	4/17/2017
2536	Derek Gaw	4/17/2017
2537	Joseph Kerstetter	4/17/2017
2538	David Weed	4/17/2017
2539	George Crabtree	4/17/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2540	James Hamby	4/17/2017
2541	Jason Nobles	4/17/2017
2542	Brandi Hawkins	4/17/2017
2543	Kevin White	4/17/2017
2544	Matthew Hayes	4/17/2017
2545	Dustin Williamson	4/17/2017
2546	Matt Hart	4/17/2017
2547	Andrew Tilton	4/17/2017
2548	Jason Oldham	4/17/2017
2549	David Bradley	4/17/2017
2550	Lynnette Waters	4/17/2017
2551	Alan Durham	4/17/2017
2552	Tony Adkins	4/17/2017
2553	Mark Blurton	4/17/2017
2554	Larry Wilson	4/17/2017
2555	Paul Ormsby	4/17/2017
2556	Tobby Walker	4/17/2017
2557	Michael McClanahan	4/17/2017
2558	James Seaton	4/17/2017
2559	Bonita Dunlap	4/17/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2560	James Smith	4/17/2017
2561	Tammera Hicks	4/17/2017
2562	Glen Roberts	4/17/2017
2563	Theresa Whitby	4/17/2017
2564	Benjamin R. Jordan	4/17/2017
2565	Travis Baker	4/17/2017
2566	Kwabena Aboagye	4/17/2017
2567	James Mcelroy	4/18/2017
2568	Bryce Mussaw	4/18/2017
2569	James Scott	4/18/2017
2570	Eric Flora	4/18/2017
2571	James Peaine	4/18/2017
2572	Donnie Smith	4/18/2017
2573	Robert Parrish	4/18/2017
2574	Lanny Sandlin	4/18/2017
2575	Jerry Cantrell	4/18/2017
2576	Phillip Young	4/18/2017
2577	Justin Braswell	4/18/2017
2578	Rick Pack	4/17/2017
2579	Trent Carroll	4/18/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2580	David Jordan	4/18/2017
2581	Jacqueline Nodell	4/18/2017
2582	Evan Baldy	4/18/2017
2583	Robert Hayzlett	4/18/2017
2584	Donna Young	4/18/2017
2585	Justin Mills	4/18/2017
2586	David Shelton	4/18/2017
2587	David Westmoreland	4/18/2017
2588	Mark Rennaker	4/18/2017
2589	Craig King	4/18/2017
2590	Keith Burneson	4/18/2017
2591	Anthony Elzy	4/18/2017
2592	Gus Guy	4/18/2017
2593	Mike Mercado	4/18/2017
2594	Michael Sloan	4/18/2017
2595	Andrew Cheatwood	4/18/2017
2596	Dion Church	4/18/2017
2597	Elena Knaffl	4/18/2017
2598	Darius Anthony	4/18/2017
2599	John Shelton	4/18/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2600	Darrell Shepherd	4/18/2017
2601	Frank Rainear	4/18/2017
2602	Daniel Singleton	4/18/2017
2603	Carlos Harvey	4/18/2017
2604	Jacqueline A. Russell	4/18/2017
2605	Richard Smith	4/18/2017
2606	John Poyhonen	4/18/2017
2607	Joseph Lyons	4/18/2017
2608	Justin Baskerville	4/18/2017
2609	Matthew Phelan	4/18/2017
2610	Theresa Whitby	4/18/2017
2611	Ethan Coleman	4/18/2017
2612	Marc Jostandt	4/18/2017
2613	Brian Josey	4/18/2017
2614	Ronald Neely - Employee ID Hold	4/18/2017
2615	Timothy Wade	4/18/2017
2616	Billy Ford	4/18/2017
2617	Jeff Garvin	4/18/2017
2618	Robert Fleming	4/18/2017
2619	Chris Clinard	4/18/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2620	Kelle Horne	4/18/2017
2621	William W. Edwards	4/18/2017
2622	Darrell Gray	4/19/2017
2623	Kevin Gore	4/19/2017
2624	Ewin Jones	4/19/2017
2625	Brad Abel	4/19/2017
2626	Rachel Bentley	4/19/2017
2627	Sarah Christopher	4/19/2017
2628	Patrick Eldridge	4/19/2017
2629	Byron Tucker	4/19/2017
2630	Matt Kelly	4/19/2017
2631	John Rice	4/19/2017
2632	Randy Plummer	4/19/2017
2633	Robert Harvell	4/19/2017
2634	Maurice Belcher	4/19/2017
2635	Gary Harris	4/19/2017
2636	Daniel Craig	4/19/2017
2637	Evan Murrell	4/19/2017
2638	Geoffrey Claar	4/19/2017
2639	Robert Boyce	4/19/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2640	Lina Khoury	4/19/2017
2641	Edward McClain	4/19/2017
2642	Gerald Lewis	4/19/2017
2643	Mickey Conway	4/19/2017
2644	Gina Long	4/20/2017
2645	Margaret Z. Mahler	4/20/2017
2646	Tony Landers	4/20/2017
2647	John H. Dawkins	4/20/2017
2648	Marshall Anderson	4/20/2017
2649	Sammy Bahnam	4/20/2017
2650	Bill Orellana	4/20/2017
2651	Teresa Tanner	4/20/2017
2652	Lyle Monroe	4/20/2017
2653	Shawn A. Bible	4/20/2017
2654	Mark Lovelace	4/20/2017
2655	Neil Brown	2/20/2017
2656	Patsy Mimms	4/20/2017
2657	Mike Perkins	4/20/2017
2658	John Cavaness	4/20/2017
2659	Kenneth Evans	4/20/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2660	John H. Dawkins	4/20/2017
2661	Minerlin Stevenson	4/20/2017
2662	Regina Kent	4/20/2017
2663	Lawrence Hayes	4/20/2017
2664	William M. Blevins	4/20/2017
2665	Whitney S. Davis	4/20/2017
2666	Michael Foshie	4/20/2017
2667	Tammy Shelton	4/20/2017
2668	Corey Northern	4/20/2017
2669	Tracy Kraft	4/20/2017
2670	Joseph Dugger	4/20/2017
2671	Justin Hayes	4/20/2017
2672	Robert True	4/20/2017
2673	David Pugh	4/20/2017
2674	Casey Rutter	4/20/2017
2675	Gregory Coughlin	4/20/2017
2676	Carl Wallace	4/21/2017
2677	Tony Renfro	4/21/2017
2678	Michael Davenport	4/21/2017
2679	Mark L. Hardenburgh	4/21/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2680	Burton Hatch	4/21/2017
2681	Sarah McBride	4/21/2017
2682	Joshua Cress	4/21/2017
2683	Lisa McNally	4/21/2017
2684	Cassandra Lowe	4/21/2017
2685	Thomas Rogers	4/21/2017
2686	Randy Hudgins	4/21/2017
2687	Nathan Vatter	4/21/2017
2688	Jesse Zook	4/21/2017
2689	James W. Wiggins	4/23/2017
2690	Timothy Bishop	4/24/2017
2691	Charles Butler	4/24/2017
2692	David A. Abbott	4/24/2017
2693	Jonathan Slater	4/24/2017
2694	Luke Dalton	4/24/2017
2695	Leigh Thomas	4/24/2017
2696	Timothy Greene	4/24/2017
2697	Xiaoyang Jia	4/24/2017
2698	David Pace	4/24/2017
2699	Bradley Loveless	4/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2700	Jason Lyell	4/14/2017
2701	Anna Biggs	4/24/2017
2702	Kelly Farrar	4/24/2017
2703	Linda Tidwell	4/24/2017
2704	Brandy Moore	4/24/2017
2705	Robert D. Long	4/24/2017
2706	Genie Kolb	4/24/2017
2707	Eric Houck	4/24/2017
2708	Phillip Danastasio	4/24/2017
2709	Brian Egli	4/24/2017
2710	Kip Mayton	4/24/2017
2711	Jomo Uhuru-Adafo	4/24/2017
2712	Tim Hayes	4/24/2017
2713	Kristen Lynch	4/24/2017
2714	William S. Maxwell	4/24/2017
2715	Patty A. Brightup	4/24/2017
2716	Naveena Kandasamy	4/24/2017
2717	Tina Moore	4/24/2017
2718	Pamela Mosher	4/24/2017
2719	Michael Desta	4/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2720	Douglas Patton	4/24/2017
2721	Timothy A. Jones	4/24/2017
2722	Dustin Whitworth	4/24/2017
2723	Rachel Franklin	4/24/2017
2724	Buster Spriggs	4/24/2017
2725	Byron Tucker	4/24/2017
2726	Kenitha Reed	4/24/2017
2727	David Smedley	4/24/2017
2728	Garey Kissell	4/24/2017
2729	Shanon Crowder	4/24/2017
2730	Michael O'Brien	4/24/2017
2731	Shaun Dacus	4/24/2017
2732	Rachel Gentry	4/24/2017
2733	Jennifer Thompson	4/24/2017
2734	Payton Scott	4/24/2017
2735	Kristen Luttrell	4/18/2017
2736	Jamie Fitzpatrick	4/24/2017
2737	Daryl Corlew	4/24/2017
2738	Rhonda Black	4/24/2017
2739	Nathan Wallace	4/24/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2740	Jimmy Prater	4/24/2017
2741	Tracy Nicholas	4/24/2017
2742	Eldon Kent	4/24/2017
2743	Candice Love	4/24/2017
2744	Ersol Knight	3/24/2017
2745	Joseph Johnston	4/25/2017
2746	Zach Haynes	4/25/2017
2747	Kimberly Filson	4/25/2017
2748	Bobby Jennings	4/25/2017
2749	Terry Pickett	4/25/2017
2750	Michael Tucker	4/25/2017
2751	Hershel Carnell	4/25/2017
2752	William Medford	4/25/2017
2753	Dan Ames	4/25/2017
2754	William Patrick	4/25/2017
2755	Leonard Jones	4/25/2017
2756	Hermon Odle	4/25/2017
2757	Stuart Wood	4/25/2017
2758	Debra Guerin	4/25/2017
2759	Angie Watlington	4/25/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2760	Jimmy Duvall	4/25/2017
2761	Lisa Emberton	4/25/2017
2762	Josephine Williams	4/25/2017
2763	Robert Spencer	4/25/2017
2764	Michael Welch	4/25/2017
2765	Nicole Seymour	4/25/2017
2766	William B. Morgan	4/25/2017
2767	Dennis Moultrie	4/25/2017
2768	Spencer Walker	4/25/2017
2769	Tyler I. Irwin	4/25/2017
2770	Cynthia R. Walker	4/25/2017
2771	Elliott Jakes	4/25/2017
2772	Cecil Jones	4/25/2017
2773	Ernest Esaw	4/25/2017
2774	Linda Ivey	4/25/2017
2775	James Boyd	4/25/2017
2776	Jeffrey Webb	4/25/2017
2777	Samuel Harbin	4/25/2017
2778	Michelle R. Flynn	4/25/2017
2779	Floyd Fortune	4/25/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2780	Artis Brown	4/25/2017
2781	Calvin Abram	4/25/2017
2782	Richard Emerson	4/25/2017
2783	Mark Patterson	4/25/2017
2784	Allen Garland	4/25/2017
2785	Justin Cunningham	4/25/2017
2786	Ben Anderson	4/25/2017
2787	Brian Ramsey	4/25/2017
2788	Mitch Blankenship	4/25/2017
2789	Mitch Blankenship	4/25/2017
2790	Sandy Messer	4/25/2017
2791	Steena Chamberlain	4/25/2017
2792	Garry Spivey	4/25/2017
2793	Russell Layne	4/25/2017
2794	Kimberly VanWinkle	4/25/2017
2795	Clinton Decker	4/25/2017
2796	Misty Reece	4/25/2017
2797	Yvonda Hobson	4/25/2017
2798	William Dockery	4/25/2017
2799	Joe T. Simon	4/25/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2800	David Thompson	4/25/2017
2801	Fred Vinson	4/25/2017
2802	Werner Midas	4/25/2017
2803	Randy D. Perry	4/21/2017
2804	Debbie Clayton	4/25/2017
2805	Timothy Hinson	4/26/2017
2806	James Kinnie	4/26/2017
2807	Clinton Bowman	4/26/2017
2808	Cody Pillow	4/26/2017
2809	David Gillespie	4/26/2017
2810	Clinton Thompson	4/26/2017
2811	Rickey Bond	4/26/2017
2812	Richard A. Smith	4/26/2017
2813	David Holmes	4/26/2017
2814	Josh Smith	4/26/2017
2815	Robert Taylor	4/26/2017
2816	Ricky Sanders	4/26/2017
2817	Luke David	4/26/2017
2818	Sara Snyder	4/26/2017
2819	Robert Hope	4/26/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2820	George Bond	4/26/2017
2821	Justin McGaha	4/26/2017
2822	James Coleman	4/17/2017
2823	Daniel Meyer	4/26/2017
2824	Charles Lambert	4/26/2017
2825	Devin Newman	4/26/2017
2826	Bethany West	4/17/2017
2827	Robert Bryant	4/26/2017
2828	Hooshang Kaviani	4/26/2017
2829	Chinyere Molokwu	4/26/2017
2830	Joshua Gentry	4/26/2017
2831	Andy McGill	4/26/2017
2832	Donovan Chumbley	4/26/2017
2833	Robert Newton	4/26/2017
2834	Jennifer Blankenship	3/27/2017
2835	Grady Boshers	4/26/2017
2836	Andrew T. Webster	4/26/2017
2837	Richard Fisher	4/26/2017
2838	Marshall Sanders	4/26/2017
2839	Robert Ward	3/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2840	Edwin Smallwood	4/26/2017
2841	George Bond	4/26/2017
2842	Timothy Dodson	4/26/2017
2843	Bobby Sartain	4/26/2017
2844	Colt Prier	4/26/2017
2845	Bradford Staggs	4/26/2017
2846	Jack Burrow	4/26/2017
2847	Barry Jones	4/26/2017
2848	Thomas Hayes	4/26/2017
2849	Charles Thomas	4/26/2017
2850	Trenton Brown	4/27/2017
2851	Seth McGill	4/27/2017
2852	Dustin Lee	4/27/2017
2853	Jeremy Gillispie	4/17/2017
2854	Joshua Glass	4/27/2017
2855	Michael McDougal	4/27/2017
2856	Ronnie Gray	4/27/2017
2857	James D. Smith	4/27/2017
2858	Shauntes Norman	4/27/2017
2859	Kim McDonough	4/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2860	Gary Douglas	4/27/2017
2861	Danny Mackerway	4/27/2017
2862	Jason Biggs	4/27/2017
2863	Jennifer Nolan	4/27/2017
2864	Michelle R. Flynn	4/27/2017
2865	Stan Reynolds	4/27/2017
2866	Michael Green	4/27/2017
2867	Boutros S. Erian	4/27/2017
2868	Taylor Hutchison	4/27/2017
2869	Johanna McKee	4/27/2017
2870	Conner Bush	4/27/2017
2871	Gean White	4/27/2017
2872	Ryan Boling	4/27/2017
2873	Brandon Taylor	4/27/2017
2874	Jacob Chambers	4/27/2017
2875	Stephen Miller	4/27/2017
2876	Keri DePriest	4/27/2017
2877	Joshua Jackson	4/27/2017
2878	Bradley Holland	4/27/2017
2879	Michael Reilly	4/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2880	Michael Hutchens	4/27/2017
2881	Ralph Anderson	4/27/2017
2882	David Fields	4/27/2017
2883	Jaclyn Pasquale	4/27/2017
2884	Darrell Barnett	4/27/2017
2885	Connie Truett	4/27/2017
2886	Jerry Drake	4/27/2017
2887	Ann Epperson	4/27/2017
2888	Jermaine Scales	4/27/2017
2889	Jon Zirkle	4/27/2017
2890	Valerie Jackson	4/27/2017
2891	Richard Birdsong	4/27/2017
2892	Johnny W. Goad- Emp ID HoldNB	4/27/2017
2893	Shelby Yarbrough	4/27/2017
2894	Steve Bryan	4/27/2017
2895	Simon Morin	4/27/2017
2896	Darrell Alexander	4/27/2017
2897	Demario Knight	4/27/2017
2898	Joshua Gunter	4/27/2017
2899	Cory Fox	4/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2900	Joseph Murphy	4/27/2017
2901	Lester Davis	4/27/2017
2902	Darryl Nelson	4/27/2017
2903	KEVIN MEADE	4/27/2017
2904	James Arnold	4/27/2017
2905	B M. Richards	4/27/2017
2906	Robert Aldridge	4/27/2017
2907	Justin Langford	4/27/2017
2908	Carl Berry	4/27/2017
2909	Jeff Anderson	4/28/2017
2910	David H. Barker	4/28/2017
2911	Lewis Lemmon	4/28/2017
2912	Theresa Hagler	4/28/2017
2913	Jerry Tabors	4/28/2017
2914	Darrell Vaulx	4/28/2017
2915	Thomas Fair	4/28/2017
2916	Marvin Rose	4/28/2017
2917	Casey Dill	4/28/2017
2918	Vicki McGee	4/28/2017
2919	Venida Jackson	4/28/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2920	Patricia Richard	4/28/2017
2921	Steve Head	4/28/2017
2922	James Mason	4/28/2017
2923	Tony Sangster	4/28/2017
2924	Kimberly Filson	4/25/2017
2925	Danny Lane	4/28/2017
2926	Herthel Hale	4/28/2017
2927	Larry Marbry	4/28/2017
2928	Charles Davis	4/28/2017
2929	John Owens	4/28/2017
2930	Charles Prosser	4/28/2017
2931	James Taylor	4/28/2017
2932	Danny Busby	4/21/2017
2933	Johnny R. Rodgers	4/21/2017
2934	William Hardin	4/21/2017
2935	Trey Anderson	4/28/2017
2936	Christopher Rodgers	4/21/2017
2937	David Fisher	4/21/2017
2938	Mark Kennedy	4/21/2017
2939	Cheryl Aaron	4/21/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2940	Terry Brasher	4/21/2017
2941	Simon Morin	4/29/2017
2942	Brad Hays	4/21/2017
2943	Scott Mckinney	4/21/2017
2944	Terry Sparks	4/21/2017
2945	Phyllis West	4/21/2017
2946	Chris Casey	4/21/2017
2947	Keon Toliver	4/21/2017
2948	Joseph R. Campbell	4/21/2017
2949	Manuel Turnbo	5/1/2017
2950	Michael Wallace	5/1/2017
2951	Gregory Cobbins	5/1/2017
2952	Jason Vernon	5/1/2017
2953	Micheal Pryor	5/1/2017
2954	Lynn Priest	5/1/2017
2955	Jason Baker	5/1/2017
2956	James Barrett	5/1/2017
2957	Chasity Stinson	5/1/2017
2958	Cindy Qualls	5/1/2017
2959	Jashaun Harris	4/21/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2960	Marcus McFarland	4/21/2017
2961	Anthony Durham	5/1/2017
2962	Quentin Hopson	4/21/2017
2963	Dylan Cannon	4/21/2017
2964	Harvey Holmes	4/21/2017
2965	Martin Bond	4/21/2017
2966	Jordan T. Brown	4/21/2017
2967	Harold Johnson	4/21/2017
2968	Billy Maness	4/24/2017
2969	Jennifer Stover	4/11/2017
2970	David Neese	5/1/2017
2971	Laura D. Williams	4/11/2017
2972	Jennifer Herstek	5/1/2017
2973	John Nichols	4/11/2017
2974	Tim Sprott	4/10/2017
2975	Sherree Hall.Crowder	5/1/2017
2976	Kelsey Finch	5/1/2017
2977	Randall Gilliam	5/1/2017
2978	Jeff Yarworth	5/1/2017
2979	Jay Norris	5/1/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

2980	Clifford Dye	5/1/2017
2981	Caleb Wolfe	5/1/2017
2982	Michael Fowler	4/21/2017
2983	Eric Spencer	4/21/2017
2984	James Frye	4/21/2017
2985	Timothy Collins	4/21/2017
2986	Dean Schultz	5/1/2017
2987	Cathy Sims	4/21/2017
2988	Mark Oberg	5/1/2017
2989	Bryan Frye	4/21/2017
2990	Tonya Broadwater	4/21/2017
2991	Jason Copeland	4/21/2017
2992	Todd Steffen	4/21/2017
2993	Barbara Booker	5/1/2017
2994	Stephanie D. Brooks	5/1/2017
2995	Gary Winters	4/21/2017
2996	Montellus Davis	4/21/2017
2997	Thomas Wallace	4/21/2017
2998	Russell Autry	4/21/2017
2999	Mark V. Smith	4/21/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3000	Frankie Murphy	4/21/2017
3001	Timothy Rhodes	4/21/2017
3002	Kelly Deere	4/21/2017
3003	Tony Brantley	4/21/2017
3004	Donald Cupples	4/21/2017
3005	Jefferey Creasy	4/21/2017
3006	Barbara Singleton	4/21/2017
3007	Sarah N. Thomas	5/1/2017
3008	Jeffery Cavness	4/21/2017
3009	Anthony Hays	4/21/2017
3010	William Austin	4/27/2017
3011	Melba Blankenship	4/27/2017
3012	Kenny O. Pratt	4/21/2017
3013	Ryan Grant	4/21/2017
3014	Owen Williams	4/27/2017
3015	Brian Hudson	4/27/2017
3016	Tim Parchman	5/2/2017
3017	Jason Blankenship	5/2/2017
3018	Odell Murray	5/2/2017
3019	Shaundria Cox	5/2/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3020	Mark W. Lewis	5/2/2017
3021	Paul Rogers	5/2/2017
3022	Beth Morgan	5/2/2017
3023	Haley Seger	5/2/2017
3024	Diarra Fall	5/2/2017
3025	Said ElSaid	5/2/2017
3026	Michael Cooper	5/2/2017
3027	Larry Leffew	5/2/2017
3028	Dalton Wright	5/3/2017
3029	Billy Brewer	4/6/2017
3030	Dustin Bond	5/3/2017
3031	Leroy Wright	5/3/2017
3032	Baxter Wilson	5/3/2017
3033	Brandon Duncan	5/3/2017
3034	Tommie Rhodes	5/3/2017
3035	John Parks	5/3/2017
3036	Xavier Williamson	5/3/2017
3037	Darien Sanderlin	5/3/2017
3038	Artemus White	5/3/2017
3039	ARMANDA PORTER	5/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3040	Kristen K. Taylor	5/3/2017
3041	Tevin Rayner	5/3/2017
3042	Lawrence Terry	5/3/2017
3043	Bradley Pruiett	5/3/2017
3044	Robert A. Williams	5/3/2017
3045	Jerry Certain	5/3/2017
3046	James Caraway	5/3/2017
3047	Joe Thomas	5/3/2017
3048	Thomas Trammell	5/3/2017
3049	Jon Lucius	5/1/2017
3050	Eric Atkinson	5/3/2017
3051	Phillip B. Freeze	5/3/2017
3052	Angelia Cowan	5/3/2017
3053	Glen Mullican	5/3/2017
3054	Dustin Bond	5/3/2017
3055	Ashley Ledford	5/3/2017
3056	Lana Meschino	5/3/2017
3057	Gloria A. Williams	5/3/2017
3058	Steve Upshaw	5/3/2017
3059	Deborah Fleming	5/3/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3060	Timothy Williams	5/3/2017
3061	Brian Rader	5/3/2017
3062	George Hardy	5/2/2017
3063	Jonathan Joyner	5/3/2017
3064	Joe Deering	5/3/2017
3065	Steven McDougal	5/3/2017
3066	Michael Hardin	5/4/2017
3067	Niklus Wilsey	5/4/2017
3068	Christian Rust	5/4/2017
3069	William Batey	5/4/2017
3070	James L. Watts	5/4/2017
3071	Donnie Cook	5/4/2017
3072	Emma Reinbold	5/4/2017
3073	Rasmata Sakande	5/4/2017
3074	Chris Colston	5/4/2017
3075	Casey Wood	5/4/2017
3076	Carma H. Smith	5/4/2017
3077	Steve Violet	5/4/2017
3078	Jerry Helton	5/4/2017
3079	Jackie Muncey	5/4/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3080	Kathy L. Combs	5/3/2017
3081	Donald Nicely	5/4/2017
3082	Joseph Brown	5/4/2017
3083	Willis Coffey	5/4/2017
3084	William Burney	5/4/2017
3085	Charles Oakley	5/4/2017
3086	Karen Cooperwood	5/4/2017
3087	Bobby Mink	5/4/2017
3088	Frank Bailey	5/4/2017
3089	Gary Hobbs	5/4/2017
3090	Gary Snyder	5/4/2017
3091	James Freels	5/4/2017
3092	Kegan Crowley	5/5/2017
3093	Robert Boyd	5/5/2017
3094	Michael Gibson	5/5/2017
3095	Demarcus Jones	5/5/2017
3096	Jerry Bullock	5/5/2017
3097	Steven Rice	5/5/2017
3098	Jacob Auxter	5/5/2017
3099	William Greenwood	5/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3100	Gary Flaherty	5/5/2017
3101	Zach Howard	5/5/2017
3102	Gary Carson	5/5/2017
3103	Ayisha Fryer	5/5/2017
3104	Jeff Williams	5/5/2017
3105	Matt Kelly	5/5/2017
3106	Jim Currey	5/5/2017
3107	Tina McCown	5/5/2017
3108	Reginald Rhodes	5/5/2017
3109	Patty Peyton	5/5/2017
3110	Stanley Sumner	5/5/2017
3111	Jeffrey Huling	5/5/2017
3112	Gregory Miller	5/5/2017
3113	Bo Simcox	5/5/2017
3114	James Thornton	5/5/2017
3115	Edward Churchman	5/5/2017
3116	Brian E. Baker	5/5/2017
3117	Brad Burnette	5/5/2017
3118	Casey Jones	5/5/2017
3119	Loyd Nicely	5/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3120	Johnny Englett	5/5/2017
3121	Jonathan DeBusk	5/5/2017
3122	Mike Brown	5/5/2017
3123	Mark Bullock	5/8/2017
3124	Dustin Allen	5/8/2017
3125	Robbie Evans	5/8/2017
3126	Brock Davis	5/8/2017
3127	Adam Gaynor	5/8/2017
3128	James L. Lee	5/8/2017
3129	Sammy Hurst	5/8/2017
3130	Jason Kitts	5/8/2017
3131	Noah Lay	5/8/2017
3132	William Parton	5/8/2017
3133	Bryan Seals	5/8/2017
3134	Adam Williams	5/8/2017
3135	Anthony Allen	5/8/2017
3136	Jonathan Poore	5/8/2017
3137	Dennis Brewer	5/8/2017
3138	Susan Stokes	5/8/2017
3139	Jan Hughes	5/8/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3140	Jonathan Dodd	5/8/2017
3141	Whitney Russell	5/8/2017
3142	Gary Mustain	5/8/2017
3143	Benny Phillips	5/9/2017
3144	Robbie Crowder	5/9/2017
3145	Damon Johnson	5/9/2017
3146	Rusty Queener	5/9/2017
3147	Vonda Lane	5/8/2017
3148	Kristopher Kimbrough	5/9/2017
3149	Bill Hayes	5/9/2017
3150	Karen Cooperwood	5/9/2017
3151	Rick Beals	5/9/2017
3152	Emily Duchac	4/10/2017
3153	Diana Jernigan	5/10/2017
3154	Johnny Jarrett	5/10/2017
3155	Rick Hackett	5/10/2017
3156	Neal Priest	5/10/2017
3157	John P. Thompson	5/10/2017
3158	Van Colebank	5/10/2017
3159	Brandon Crowley	5/10/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3160	Roger Carico	5/10/2017
3161	Jessica Delo	5/10/2017
3162	Haylee Heimerman	5/10/2017
3163	Adam Boring	5/10/2017
3164	Louis Long	5/11/2017
3165	Diane Bush	5/11/2017
3166	Jon Armstrong	5/11/2017
3167	Charles Elliott	5/11/2017
3168	Hannah B. Powell	5/12/2017
3169	Jamison Townsend	5/12/2017
3170	Tyler Warwick	5/15/2017
3171	Jim Pointer	5/15/2017
3172	Jared Hughes	5/15/2017
3173	Aaron Kirkpatrick	5/15/2017
3174	Willis Coffey	5/5/2017
3175	Anthony R. Sweeney	5/16/2017
3176	Antoine Hawkins	5/16/2017
3177	Veronica Davis	5/16/2017
3178	Erian Goda	5/16/2017
3179	Rebekah Wardlow	5/16/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3180	Sheila F. Cross	5/16/2017
3181	Lamesia Simmons	5/16/2017
3182	Greg Bonneville	5/16/2017
3183	Thomas Poole	5/16/2017
3184	Ralph Anderson	5/16/2017
3185	John E. Anderson	5/17/2017
3186	Delbert Aycock	5/17/2017
3187	Shay Deason	5/17/2017
3188	Vicky Forrest	5/17/2017
3189	Randy Busler	5/17/2017
3190	Scotty Davis	5/17/2017
3191	Timothy Hines	5/17/2017
3192	Trevor Clark	5/17/2017
3193	Ferren Hicks	5/17/2017
3194	Jimmie Seals	5/18/2017
3195	Ray Hill	5/18/2017
3196	Jonathan Kyker	5/18/2017
3197	Robert H. Allen	5/18/2017
3198	Todd Edwards	5/18/2017
3199	Donald Hopson	5/18/2017

TDOT Employee Title VI Training
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3200	William Cade	5/18/2017
3201	Terry Silvers	5/18/2017
3202	Stephen Kirby	5/18/2017
3203	Lance Goad	5/18/2017
3204	Michael A. Finks	5/18/2017
3205	Seth Williams	5/18/2017
3206	Lorrie Wright	5/18/2017
3207	Anthony Davis	5/15/2017
3208	Richard McNabb	5/17/2017
3209	Mitchell Arnett	5/18/2017
3210	Christopher Masingale	5/19/2017
3211	Robert D. Taylor	5/19/2017
3212	Jeff Robbins	5/21/2017
3213	Kimberly Thelen	5/22/2017
3214	Wes Spencer	5/22/2017
3215	Joel Smith	5/22/2017
3216	Russell Bayless	5/22/2017
3217	Eustis A. Carter	5/19/2017
3218	Danny Brewer	5/19/2017
3219	Judy Williams	5/19/2017

TDOT Employee Title VI Training
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3220	Trevor Clark	5/19/2017
3221	Tom Williams	5/19/2017
3222	Joshua Burleson	5/19/2017
3223	Kenny Hall	5/23/2017
3224	Harold Myrick	5/19/2017
3225	Danny G. Jones	5/16/2017
3226	Dustin Heinz	5/16/2017
3227	Jacob Crabtree	5/16/2017
3228	Gregory Hurd	5/16/2017
3229	Tim Drummonds	5/16/2017
3230	Jason Singleton	5/16/2017
3231	Bryan Gibson	5/16/2017
3232	Jordan Hayes	5/16/2017
3233	Robert K. Johnson	5/16/2017
3234	Walter Ramsey	5/16/2017
3235	Caleb Buell	5/16/2017
3236	Michael Barger	5/16/2017
3237	Junior Martin	5/16/2017
3238	Chad Burke	5/16/2017
3239	Nathan Gibson	5/16/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3240	Terry Collins	5/16/2017
3241	Caleb Wolfe	5/16/2017
3242	Timothy Greene	5/16/2017
3243	David Pace	5/16/2017
3244	Dustin Lumpkins	5/16/2017
3245	William S. Maxwell	5/16/2017
3246	Joel Gass	5/16/2017
3247	David Goforth	5/16/2017
3248	Sandy Messer	5/16/2017
3249	Joshua Baker	5/16/2017
3250	John Oakley	5/23/2017
3251	Peyton Waters	5/23/2017
3252	Bruce Stanton	5/23/2017
3253	Cheyenne Riffey	5/23/2017
3254	Leonard Ellison	5/23/2017
3255	Carter Moulden	5/23/2017
3256	Jacob Ealy	5/23/2017
3257	Brian Thacker	5/23/2017
3258	Michael Fox	5/23/2017
3259	William Knoll	5/23/2017

TDOT Employee Title VI Training
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3260	Nicholas Shults	5/24/2017
3261	Edwin Gurien	5/24/2017
3262	Tim Webster	5/24/2017
3263	Frederick Atkinson	5/25/2017
3264	Bradley Eledge	5/25/2017
3265	Leonard Riggins	5/25/2017
3266	Dustin Williamson	5/25/2017
3267	Zekiel Cain	5/25/2017
3268	Brad Mount	5/25/2017
3269	Kristin Dunn	5/25/2017
3270	Mark Whited	5/25/2017
3271	Klint Rommel	5/25/2017
3272	Kenitha Reed	5/24/2017
3273	Howard Strother	5/23/2017
3274	Barry Brown	5/23/2017
3275	Dianne Cagle	5/23/2017
3276	Johnny Jarrett	5/16/2017
3277	Gregory Peck	5/23/2017
3278	Larry New	5/25/2017
3279	Iraj Eghbali	5/26/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3280	Lucy A. Phillips	5/26/2017
3281	David E. Smith	5/25/2017
3282	Veda Payne	5/26/2017
3283	Anthony Myers	5/26/2017
3284	Aubrey L. Light	5/26/2017
3285	Tommy Richardson	5/30/2017
3286	Keven Brown	5/30/2017
3287	Craig A. Pitts	5/30/2017
3288	Timothy Barrett	5/31/2017
3289	Jimmy Kistner	5/31/2017
3290	Sharon Sanders	5/31/2017
3291	Bradley Vaughn	6/1/2017
3292	Tina Newman	6/2/2017
3293	Donald Neidig	6/2/2017
3294	Ronnie Stanley	6/5/2017
3295	Bruce Madewell	6/5/2017
3296	Michael Huff	6/5/2017
3297	Paul Langford	6/5/2017
3298	Dan Shike	6/6/2017
3299	Matthew Beeler	6/7/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3300	Christopher Masingale	6/7/2017
3301	Jason Miller	6/7/2017
3302	Roger Toole	6/7/2017
3303	Gary Talley	6/7/2017
3304	Bruce Tackett	6/7/2017
3305	Walter Miller	6/8/2017
3306	Danny Brewer	6/9/2017
3307	Joshua Burleson	6/9/2017
3308	Eustis A. Carter	6/9/2017
3309	Dustin Gobble	6/9/2017
3310	Harold Myrick	6/9/2017
3311	Judy Williams	6/9/2017
3312	Tom Williams	6/9/2017
3313	Mark Church	6/9/2017
3314	Kermit Morley	6/9/2017
3315	Christopher Pierce	6/9/2017
3316	Robert Stout	6/9/2017
3317	Danny Hall	6/9/2017
3318	Kristin Qualls	6/12/2017
3319	Bill Bledsoe	6/14/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3320	Ronald Bobby	6/14/2017
3321	Steven Shuman	6/15/2017
3322	Pawan Mohamad-Ali	6/16/2017
3323	Nick Kniazewycz	6/16/2017
3324	Brooklyn Russell	6/16/2017
3325	Thomas Britt	6/16/2017
3326	Shelby Smith	6/16/2017
3327	Phillip Hodge	6/17/2017
3328	Sheila Ichenberg	6/17/2017
3329	Jessica.Marie Hill	6/19/2017
3330	Seth Williams	6/20/2017
3331	Jonathon Haynes	6/21/2017
3332	Maximillian Davis	6/21/2017
3333	Zachery Mullins	6/22/2017
3334	James Dodson	6/22/2017
3335	Mark Horstman	6/22/2017
3336	Zachery Reed	6/22/2017
3337	Frank Manning	6/22/2017
3338	Pam Wilson	6/22/2017
3339	Taylor McAmis	6/22/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3340	Melanie Murphy	6/22/2017
3341	Janet Frederick	6/23/2017
3342	Cody Ryan	6/23/2017
3343	Austin McDowell	6/23/2017
3344	Peter Delong	6/26/2017
3345	Krista Hardy	6/26/2017
3346	David Black	6/26/2017
3347	Mel Marcella	6/26/2017
3348	Kevin Sutherland	6/27/2017
3349	Billy Barnard	6/27/2017
3350	Kent Keefer	6/27/2017
3351	Mark Bullock	6/27/2017
3352	Eric Slayton	6/27/2017
3353	Jonathan Shoulders	6/27/2017
3354	James Cunningham	6/27/2017
3355	Lydia Holmes	6/27/2017
3356	James Dodson	6/27/2017
3357	Franklin Barton	6/27/2017
3358	Zachery Mullins	6/27/2017
3359	Terry D. Leatherwood	6/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3360	Zachery Reed	6/27/2017
3361	John S. Hastings	6/27/2017
3362	Mark Horstman	6/27/2017
3363	Ted Kniazewycz	6/27/2017
3364	David Parrott	6/27/2017
3365	Gina Yao	6/27/2017
3366	Jason Falce	6/27/2017
3367	Rick Crawford	6/27/2017
3368	Ali Omar	6/27/2017
3369	Craig Michael	6/27/2017
3370	Jerry R. Chandler	6/27/2017
3371	James Mohny	6/27/2017
3372	Chris Branam	6/27/2017
3373	Leroy Henderson	6/27/2017
3374	Albert Salary	6/27/2017
3375	Darrell Whaley	6/27/2017
3376	Jeremy White	6/27/2017
3377	Mark Maleitzke	6/27/2017
3378	Darrell Palmore	6/27/2017
3379	George Kornikoski	6/27/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3380	Frank Manning	6/27/2017
3381	Gary Collins	6/27/2017
3382	C.David Lewis	6/27/2017
3383	Abdisalan Dahir	6/27/2017
3384	Jerry R. Chandler	6/27/2017
3385	Justin Corbitt	6/27/2017
3386	Tim Huff	6/27/2017
3387	Harrison Vineyard	6/27/2017
3388	Bart Romano	6/27/2017
3389	David Spinks	6/27/2017
3390	Greg Choat	6/27/2017
3391	Ninu Shoukath	6/27/2017
3392	Curtis Duncan	6/27/2017
3393	Ken Elrod	6/28/2017
3394	Quinton Bonds	6/27/2017
3395	Bakhtyar Najar	6/28/2017
3396	Joseph Laine	6/28/2017
3397	Derek Ryan	6/28/2017
3398	Stephen Wilson	6/28/2017
3399	Royce Fout	6/28/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3400	Roger Miller	6/28/2017
3401	Gus Awali	6/28/2017
3402	Preston Cardwell	6/29/2017
3403	John Barrett	6/29/2017
3404	Eric Flora	6/29/2017
3405	Natalie Taylor	6/29/2017
3406	Dexter Justis	6/29/2017
3407	Bob Horner	5/4/2017
3408	Angela Midgett	6/29/2017
3409	Alan Jones	6/29/2017
3410	Catherine Hawkins	6/29/2017
3411	Jordan Burress	6/29/2017
3412	Delores Townsend	6/29/2017
3413	John Lovelace	6/29/2017
3414	Meredith Hoos	6/29/2017
3415	Joseph Sweat	6/29/2017
3416	William Brewer	6/29/2017
3417	Sue Laaser	6/29/2017
3418	Mike Lawson	6/29/2017
3419	Eric Jackson	6/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3420	Mohamed Osman	6/29/2017
3421	Marsha Johnson	6/29/2017
3422	Kellie Bridgeman	6/29/2017
3423	Emily Carpenter	6/29/2017
3424	Daryl Ballard	6/29/2017
3425	Blake Howell	6/29/2017
3426	Nathan Newberry	6/29/2017
3427	Kera Bowman	6/29/2017
3428	Timothy Worley	6/29/2017
3429	Greg Taylor	6/29/2017
3430	Gaylon Hill	6/29/2017
3431	Carlos Goncalves	6/29/2017
3432	Jason White	6/29/2017
3433	Leslie Wood	6/29/2017
3434	Amy Woody	6/29/2017
3435	Benny Lance	6/29/2017
3436	Wesley Hughen	6/29/2017
3437	Keri DePriest	6/29/2017
3438	Stephanie Allen	6/29/2017
3439	Katherine Henson	6/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3440	Joseph Burchfield	6/29/2017
3441	Megan Wildes	6/29/2017
3442	Kerry Hollis	6/29/2017
3443	William Cagle	6/3/2017
3444	Arnold Walker	6/29/2017
3445	Diana Cole	6/29/2017
3446	Adam Casteel	6/29/2017
3447	Dana Fouts	6/29/2017
3448	Greg Hamilton	6/29/2017
3449	Clay Culwell	6/29/2017
3450	Tony Boston	6/29/2017
3451	Amy Lorentz	6/29/2017
3452	Andrew Miller	6/29/2017
3453	Audra Gutierrez	6/29/2017
3454	Cyle Rajasaari	6/29/2017
3455	Nicholas Webb	6/29/2017
3456	Benjamin Friend	6/29/2017
3457	Jennifer Bright	6/29/2017
3458	William German	6/29/2017
3459	Carolyn S. Croft	6/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3460	Barbara Bynum	6/29/2017
3461	Tonica Fox	6/29/2017
3462	Brandy Davis	6/29/2017
3463	Bonnie Layne	6/29/2017
3464	Elizabeth Bender	6/29/2017
3465	Julie Mullins	6/29/2017
3466	Lisa Emberton	6/29/2017
3467	Keith Johnson	6/29/2017
3468	Sandra K. Jordan	6/29/2017
3469	Samuel Matthews	6/29/2017
3470	Shanna Waelyt	6/29/2017
3471	Gary Howard	6/29/2017
3472	Tony Woods	6/29/2017
3473	Amos Pulley	6/29/2017
3474	Tim W. Stinnett	5/29/2019
3475	Nikita Hemnani	6/29/2017
3476	Casey Langford	6/29/2017
3477	William Hall	6/29/2017
3478	Casey Langford	6/29/2017
3479	James Smith	6/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3480	Michael Jones	6/29/2017
3481	Darell Bridges	6/29/2017
3482	Douglas Ford	6/29/2017
3483	David T. Johnson	6/29/2017
3484	Larry Farner	6/29/2017
3485	Luis Pizarra	6/29/2017
3486	Kevin Teagarden	6/29/2017
3487	Belinda Hampton	6/29/2017
3488	Starla Camp	6/29/2017
3489	Carl Perry	6/29/2017
3490	Leslie Nicholson	6/29/2017
3491	Brandon Taylor	6/29/2017
3492	Jacob Chambers	6/29/2017
3493	Lisa Emberton	6/29/2017
3494	Brenda Patton	6/29/2017
3495	William T. Campbell	6/29/2017
3496	Ricky Moss	6/29/2017
3497	Brenda Cummings	6/29/2017
3498	Sam Stubbs	6/29/2017
3499	Josephine Williams	6/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3500	Douglas Jones	6/29/2017
3501	Elizabeth A. Zerda	6/29/2017
3502	Kelli Rogers	6/29/2017
3503	Johnny James	6/29/2017
3504	Tony Scantland	6/29/2017
3505	Kofi Inkabi	6/29/2017
3506	Benjamin Beasley	6/29/2017
3507	Aayush Thakur	6/29/2017
3508	Robert Spencer	6/29/2017
3509	Corkey Wolczyk	6/29/2017
3510	Timothy Dodson	6/29/2017
3511	Jeffrey Robinette	6/29/2017
3512	Larry Parker	6/29/2017
3513	Houston Greer	6/29/2017
3514	Lia Obaid	6/29/2017
3515	Thomas Naive	6/29/2017
3516	Quincy Bowers	6/29/2017
3517	David Ricketts	6/29/2017
3518	Krista Kirkham	6/29/2017
3519	Scott Pouder	6/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3520	Melanie Smith	6/29/2017
3521	Feroze Rashid	6/29/2017
3522	Diana Long	6/29/2017
3523	Allison Smith	6/29/2017
3524	Keith Pruett	6/29/2017
3525	Brandon White	6/29/2017
3526	Lawana Gustus	6/29/2017
3527	Gary McDaniel	6/29/2017
3528	Shane Cordileone	6/29/2017
3529	Andrew Hillis	6/29/2017
3530	Calvin Johnson	6/29/2017
3531	Daryl Caldwell	6/29/2017
3532	Jared Knight	6/29/2017
3533	Bill Hayes	6/29/2017
3534	Kelli Halliburton	6/29/2017
3535	Daniel Pallme	6/29/2017
3536	James Dunlap	6/29/2017
3537	Travis Sullivan	6/29/2017
3538	Erian Goda	6/29/2017
3539	Tyler Jackson	6/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3540	Marne Helbing	6/29/2017
3541	Beverly Johnson	6/29/2017
3542	Cassandra Griffin	6/29/2017
3543	Rick Beals	6/29/2017
3544	Martin Webb	6/29/2017
3545	Craig Parnham	6/29/2017
3546	Sherry Dejesus	6/29/2017
3547	Michael Carr	6/29/2017
3548	Jennifer C. Carter	6/29/2017
3549	Brandon Newhall	6/28/2017
3550	Andrew Wehrly	6/29/2017
3551	Jerry Killion	6/29/2017
3552	April Haj Ebrahim	6/29/2017
3553	Constance LeSure	6/29/2017
3554	Neal Smith	6/29/2017
3555	Jimmy Haynes	6/29/2017
3556	Timothy McLillie	6/29/2017
3557	Mary Probst	6/29/2017
3558	Andy Claiborne	6/29/2017
3559	Jonathan Jenkins	6/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3560	Brian Carroll	6/29/2017
3561	Cindy Buchanon	6/29/2017
3562	Mark Follett	6/29/2017
3563	Paula Hankins	6/29/2017
3564	Tony Reed	6/29/2017
3565	Will Lowery	6/29/2017
3566	Amber B. Luttrell	6/29/2017
3567	Ray Rucker	6/29/2017
3568	Cassie Carson	6/29/2017
3569	Chris Bateman	6/29/2017
3570	Ethan Carr	6/29/2017
3571	Brandon Osbonlighter	6/29/2017
3572	Nader Saeed	6/29/2017
3573	Brittany Perry	6/29/2017
3574	Andrew Cooper	6/29/2017
3575	Brandon Whetsel	6/29/2017
3576	Erica Jones	6/29/2017
3577	Mark Lay	6/29/2017
3578	Lina Pitchford	6/29/2017
3579	Joshua Baker	5/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3580	Jimmy Scales	6/29/2017
3581	Nader Saeed	6/29/2017
3582	Samuel Harris	6/29/2017
3583	Abby Masters	6/29/2017
3584	Geoffrey Goodman	6/29/2017
3585	James Newman	6/29/2017
3586	John Goforth	6/29/2017
3587	Tom Haney	6/29/2017
3588	Lori Lange	6/29/2017
3589	April Bennett	6/29/2017
3590	Joren Dunnivant	6/29/2017
3591	Ryan Cooper	6/29/2017
3592	Will Reid	6/29/2017
3593	Jerry Yuknavage	6/29/2017
3594	Travis Sullivan	6/29/2017
3595	Michelle R. Flynn	6/29/2017
3596	Bethany Brooks	6/29/2017
3597	Bradley Holland	6/29/2017
3598	Chris Moffitt	6/29/2017
3599	Adam Sheaffer	6/29/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3600	David Lee	6/29/2017
3601	Jeff Wilhite	6/29/2017
3602	DeAntwaine Moye	6/29/2017
3603	Stacey Davenport	6/29/2017
3604	Nathan Chapman	6/29/2017
3605	Brad Trail	6/29/2017
3606	Kim Bush	6/29/2017
3607	Keaton Kell	6/29/2017
3608	Carletta Hickerson	6/29/2017
3609	George Phipps	6/29/2017
3610	Jaime Hendon	6/29/2017
3611	Kent Winfree	6/29/2017
3612	Steve Hutchings	6/29/2017
3613	Cory Sells	6/29/2017
3614	Jeffrey Williamson	6/29/2017
3615	Debra Cole	6/29/2017
3616	Joshua Ross	6/29/2017
3617	Hossein Aghili	6/29/2017
3618	Glen Cannon	6/29/2017
3619	Terrence Crim	6/28/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3620	Paul Money	6/29/2017
3621	Michael Morton	6/28/2017
3622	K.Brandon Chance	6/29/2017
3623	Steven Collins	6/29/2017
3624	Grady Patterson	6/29/2017
3625	Steve Chipman	6/29/2017
3626	Brian Moore	6/29/2017
3627	Tim Laureigh	6/29/2017
3628	James Chadwell	6/29/2017
3629	Gail Hollis	6/29/2017
3630	A N. Clinard	6/29/2017
3631	Tracy Hillis	6/30/2017
3632	John Reagan	6/30/2017
3633	Brent Turnmire	6/30/2017
3634	Lacy Word	6/29/2017
3635	Cecil Dickson	6/30/2017
3636	Jerry Smith	6/30/2017
3637	Joey Wright	6/30/2017
3638	Heath Dunn	6/30/2017
3639	Sterling Riether	6/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3640	Joshua Potter	6/30/2017
3641	Joseph Roach	6/30/2017
3642	Andrew Zazzara	6/30/2017
3643	Samuel Velazquez	6/30/2017
3644	John Brooks	6/30/2017
3645	Brad Scott	6/30/2017
3646	Charles L. Miller	6/30/2017
3647	Webb Rizor	6/30/2017
3648	Mark Silvers	6/30/2017
3649	Matthew Spurlock	6/30/2017
3650	Michael E. Chapman	6/30/2017
3651	Henry Beumer	6/30/2017
3652	Craig Phillips	6/30/2017
3653	Alaire Gage	6/30/2017
3654	Rita Sexton	6/30/2017
3655	George England	6/30/2017
3656	Michael W. Johnson	6/30/2017
3657	James Grant	6/30/2017
3658	John Reinbold	6/30/2017
3659	Glen Nunley	6/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3660	LaTasha Holdway	6/30/2017
3661	Carson Voiles	6/30/2017
3662	John Penland	6/30/2017
3663	James A. Payne	6/30/2017
3664	Donnie Neal	6/30/2017
3665	Amy E. Krisle	6/30/2017
3666	Caleb Holland	6/30/2017
3667	Kheng Ooi	6/30/2017
3668	Keith Hillis	6/30/2017
3669	Newton Wright	6/30/2017
3670	Debra Collins	6/30/2017
3671	Justin Bouldin	6/30/2017
3672	Shenwar Hussein	6/30/2017
3673	Christian Snelgrove	6/30/2017
3674	John A. Tubbs	6/30/2017
3675	June D. Dishman	6/30/2017
3676	Randall Woodward	6/30/2017
3677	Bradley Stewart	6/30/2017
3678	James Potter	6/30/2017
3679	Douglas Sellars	6/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3680	Beverly Carter	6/30/2017
3681	William Parkey	6/30/2017
3682	Eutarcus Williams	6/30/2017
3683	Brian Wiseman	6/30/2017
3684	Steve R. Langford	6/30/2017
3685	Charles Hennessee	6/30/2017
3686	Ricky Lawson	6/30/2017
3687	Michael C. Lee	6/30/2017
3688	Billy Gore	6/30/2017
3689	Paul Hovious	6/30/2017
3690	Trent Hancock	6/30/2017
3691	Faye Prater	6/30/2017
3692	Dana Faith	6/30/2017
3693	Curt Gibbs	6/30/2017
3694	David Shaw	6/30/2017
3695	William Kerr	6/30/2017
3696	Bobby Hickerson	6/30/2017
3697	Leslie Reeder	6/30/2017
3698	C W. Hampton	6/30/2017
3699	John Pitts	6/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3700	Caleb Underwood	6/30/2017
3701	Peter Rich	6/30/2017
3702	Ashraf Armanios	6/30/2017
3703	Jeff C. Jones	6/30/2017
3704	Lizabeth Zachary	6/30/2017
3705	Crystal Alfaro	6/30/2017
3706	Jason Cathy	6/30/2017
3707	Odesia Beaty	6/30/2017
3708	Cary Swan	6/30/2017
3709	Ricky Smith	6/30/2017
3710	Cory Sharrock	6/30/2017
3711	Peyton Walker	6/30/2017
3712	Dennis Amacher	6/30/2017
3713	William Brown	6/30/2017
3714	Jonathan Dudley	6/30/2017
3715	Bryan Merritt	6/30/2017
3716	Christopher Porter	6/30/2017
3717	Shene Toliver	6/30/2017
3718	Jerry Sawyer	6/30/2017
3719	Randy Reed	6/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3720	Thomas Poole	6/30/2017
3721	James Evans	6/30/2017
3722	Brandon Fender	6/30/2017
3723	Randy Reed	6/30/2017
3724	Heather Dixon	6/30/2017
3725	Reese DeBlois	6/30/2017
3726	Joshua Sensat	6/30/2017
3727	Larry Hibdon	6/30/2017
3728	Randy Lamb	6/30/2017
3729	Anthony Moss	6/30/2017
3730	Ricky Walls	6/30/2017
3731	Christian Canady	6/30/2017
3732	Adam Elbalawi	6/30/2017
3733	Ricky McDonald	6/30/2017
3734	Chris Rogers	6/30/2017
3735	Haylee Heimerman	6/30/2017
3736	April Letellier	6/30/2017
3737	Asem Halim	6/30/2017
3738	Randy Walls	6/30/2017
3739	Mohammad El-Balawi	6/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3740	Yingying Wang	6/30/2017
3741	Amelia Cooper	6/30/2017
3742	Blaise Gratton	6/30/2017
3743	Rashad Pinckney	6/30/2017
3744	Keith Pratt	6/30/2017
3745	Bart Barthelemy	6/30/2017
3746	Matthew Davis	6/30/2017
3747	Jim Romines	6/30/2017
3748	Patty A. Brightup	6/30/2017
3749	Vonda Lane	6/30/2017
3750	Josh Gentry	6/30/2017
3751	Devin Wright	6/30/2017
3752	Greg Monday	6/30/2017
3753	Michael Hammond	6/30/2017
3754	Michael Burks	6/30/2017
3755	Robert McLeod	6/30/2017
3756	Garry Davidson	6/30/2017
3757	Joseph Kaylor	6/30/2017
3758	Bruce E. Smith	6/30/2017
3759	Dennis Ramsey	6/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3760	Alexander Threatt	6/30/2017
3761	Joseph Webb	6/30/2017
3762	Erik Villegas	6/30/2017
3763	Steve McCaleb	6/30/2017
3764	Stephen Zerne	6/30/2017
3765	James Micka	6/30/2017
3766	Seth Davis	6/30/2017
3767	Eric Sloan	6/30/2017
3768	Spencer Smith	6/30/2017
3769	Tony Bell	6/30/2017
3770	Paul Purnell	6/30/2017
3771	Lloyd Neas	6/30/2017
3772	Donald McKinney	6/30/2017
3773	Mark Follett	6/30/2017
3774	Dennis Ramsey	6/30/2017
3775	Kevin Johner	6/30/2017
3776	Thaddeus Blackwell	6/30/2017
3777	Alan Wolfe	6/30/2017
3778	Jeff Cummings	6/30/2017
3779	William Whitley	6/30/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3780	Hugh Bennett	6/1/2017
3781	Liza Joffrion	6/30/2017
3782	Daniel Oliver	6/30/2017
3783	Tanisha Hall	6/30/2017
3784	Christopher Smith	7/3/2017
3785	Joey Herren	7/3/2017
3786	Seth Clinard	7/3/2017
3787	Brian Young	7/3/2017
3788	Justin O'Connor	7/3/2017
3789	Jane Claar	7/3/2017
3790	Daniel Owens	6/30/2017
3791	Donald Brenneman	7/3/2017
3792	Greg L. Williams	7/3/2017
3793	Kevin Petty	6/30/2017
3794	Brandon Darks	7/5/2017
3795	Sherryl McAdoo	7/5/2017
3796	Mathew Boddie	7/6/2017
3797	Paul D. Davis	7/5/2017
3798	John Feathers	7/5/2017
3799	Brandi Allen	7/5/2017

TDOT Employee Title VI Training
March 20, 2017 - July 18, 2017

3800	Kevin L. Shaw	7/6/2017
3801	Jacob Kee	6/21/2017
3802	Paul D. Davis	7/6/2017
3803	Robbie Gibson	6/29/2017
3804	Dennis Key	7/7/2017
3805	Anna Miller	6/30/2017
3806	Ralph Kirk	7/10/2017
3807	Michael J. Foster	7/10/2017
3808	Jonathan L. Denton	7/10/2017
3809	Gerald Boshers	7/10/2017
3810	Christopher Sams	7/13/2017
3811	Latasha Borders	7/18/2017

Exhibit F



Example Customer Survey Translation to Spanish

TDOT 2016 Encuesta de clientes a nivel estatal

Gracias por tomarse el tiempo para completar esta importante encuesta. Su información será utilizada por el Departamento de Transporte de Tennessee (TDOT) para planear mejoras al sistema de transporte del estado. Si tiene preguntas sobre la encuesta, llame a Patsy Mimms al 615-532-3507. Cuando haya terminado, por favor devuelva su encuesta en el sobre con franqueo pagado proporcionado. O puede completar la encuesta en línea en www.TDOTResidentSurvey.org.



1. Mantenimiento y gestión del sistema de transporte		Muy Satisfecho	Satisfecho	Neutral	Insatisfecho	Muy Insatisfecho	No lo sé
Por favor circule el número que mejor describa su nivel de satisfacción con los esfuerzos de TDOT para proveer los siguientes servicios en Interstates (por ejemplo, I-55, I-40, I-75), carreteras estatales (por ejemplo, US-64, US-70, SR-96) y otras carreteras numeradas en el área donde usted vive. Por favor NO CONSIDERE las calles de la ciudad y del condado en sus respuestas.							
1.	Eliminación de escombros, como animales, vidrio y neumáticos rasgados de carreteras	5	4	3	2	1	9
2.	Recogiendo basura y basura a lo largo de autopistas	5	4	3	2	1	9
3.	Eliminar la nieve y el hielo de las autopistas	5	4	3	2	1	9
4.	Cortar y cortar árboles, césped y malezas a lo largo de carreteras	5	4	3	2	1	9
5.	Mantener las barandas de seguridad y los rieles de barrera de cables en buenas condiciones	5	4	3	2	1	9
6.	Asegurando que el agua drene rápidamente de la superficie de las carreteras durante una tormenta	5	4	3	2	1	9
7.	Mantener la superficie de las carreteras interestatales en buenas condiciones (lisa y libre de baches)	5	4	3	2	1	9
8.	Mantener la superficie de otras carreteras estatales en buenas condiciones (lisa y libre de baches)	5	4	3	2	1	9
9.	Proporcionar áreas de descanso y centros de acogida a lo largo de carreteras	5	4	3	2	1	9
10.	Mantener limpias las áreas de descanso y los centros de bienvenida	5	4	3	2	1	9
11.	Mantener los hombros en las carreteras en buenas condiciones (seguras y libres de drop-offs)	5	4	3	2	1	9
12.	Mantener los puentes en buenas condiciones	5	4	3	2	1	9
13.	Asegurar que las rayas en las carreteras sean visibles durante el DÍA	5	4	3	2	1	9
14.	Asegurar que las rayas en las carreteras sean visibles en NIGHT	5	4	3	2	1	9
15.	Asegurar que las rayas de la carretera en las carreteras sean visibles durante el TIEMPO HÚMEDO	5	4	3	2	1	9
16.	Asegurar que las señales informativas y de advertencia a lo largo de las carreteras sean fáciles de ver	5	4	3	2	1	9
17.	Asegurar que las señales informativas y de advertencia sean fáciles de entender	5	4	3	2	1	9
18.	Minimizar la congestión en las carreteras de las zonas urbanas	5	4	3	2	1	9
19.	Minimizar la congestión en las carreteras de las zonas rurales	5	4	3	2	1	9
20.	Prestación de servicios de desalojo de incidentes en las zonas urbanas (camiones TDOT HELP) para ayudar a reducir la congestión y los incidentes secundarios	5	4	3	2	1	9
21.	Prestación de servicios de asistencia a los automovilistas en zonas urbanas (camiones TDOT HELP).	5	4	3	2	1	9
22.	Proporcionar opciones para modos alternativos de transporte a lo largo de carreteras, tales como carriles para bicicletas, instalaciones peatonales y servicios de transporte público.	5	4	3	2	1	9

2. ¿CUÁNTES de los ítems enumerados arriba creen que deberían recibir el mayor énfasis de TDOT durante los próximos dos años? [Escriba los números que figuran a continuación en la lista de la pregunta 1 anterior; si no piensas que se necesitan mejoras, marca " Ninguna de las anteriores ".]

Primero : _____ 2^{do.}: _____ 3^{ra.}: _____ 4^{ta.}: _____ Ninguna de las anteriores

3. Utilizando una escala de 5 puntos, donde 5 es "muy satisfecho" y 1 es "muy descontento", calcule su satisfacción TOTAL con el trabajo que TDOT ha realizado al mantener las carreteras INTERSTATE en Tennessee durante los últimos dos años.

___(5) Muy Satisfecho ___(3) Neutral ___(1) Muy descontento
 ___(4) Satisfecho ___(2) Insatisfecho ___(9) No lo sé

4. Utilizando una escala de 5 puntos, donde 5 está "Muy satisfecho" y 1 es "Muy descontento", califique su satisfacción TOTAL con el trabajo que TDOT ha realizado manteniendo Carreteras estatales distintas de INTERSTATES en Tennessee durante los últimos dos años.

___(5) Muy Satisfecho ___(3) Neutral ___(1) Muy descontento
 ___(4) Satisfecho ___(2) Insatisfecho ___(9) No lo sé

5. Opciones de Transporte		Muy Satisfecho	Satisfecho	Neutral	Insatisfecho	Muy descontento	No lo sé
<i>Por favor circule el número que mejor describa su nivel de satisfacción con la adecuación de los siguientes servicios de transporte y alternativas donde vive:</i>							
1.	Disponibilidad de servicios de transporte público donde usted vive	5	4	3	2	1	9
2.	Frecuencia de los servicios de transporte público donde usted vive	5	4	3	2	1	9
3.	Proximidad (facilidad de acceso / conveniencia) a los servicios de transporte público donde vives	5	4	3	2	1	9
4.	Disponibilidad de servicios de transporte público para personas mayores y personas con discapacidad	5	4	3	2	1	9
5.	Disponibilidad de instalaciones para peatones y aceras para transporte a lo largo de carreteras	5	4	3	2	1	9
6.	Disponibilidad de instalaciones y carriles de bicicletas a lo largo de carreteras	5	4	3	2	1	9
7.	Proporcionar instalaciones de parque y paseo donde los residentes puedan aparcar su coche y acceder a los servicios de transporte público o carpool / vanpool	5	4	3	2	1	9

6. ¿Cuáles TRES de las opciones de transporte para los servicios enumerados arriba creen que debería recibir el mayor énfasis del Departamento de Transporte de Tennessee durante los próximos dos años? [Escriba los números de la lista de la pregunta 5 supra; Si no cree que se necesitan mejoras, marque " Ninguna de las anteriores "] **Primero : ___ 2^{do}: ___ 3^{ra}: ___ Ninguna de las anteriores**

7. Percepciones de viajes en carreteras en Tennessee		Muy de acuerdo	De acuerdo	Neutral	Desacuerdo	Muy en desacuerdo	No lo sé
<i>Por favor circule el número que mejor describa su nivel de acuerdo con las siguientes declaraciones sobre viajes en Interstates y otras carreteras estatales en Tennessee.</i>							
1.	En general, me siento seguro viajar en carreteras en Tennessee	5	4	3	2	1	9
2.	Me siento seguro al conducir a través de zonas de trabajo en las carreteras de Tennessee por la noche	5	4	3	2	1	9
3.	Me siento seguro cuando conduciendo por zonas de trabajo en las carreteras de Tennessee durante el día	5	4	3	2	1	9
4.	Los desvíos en las carreteras suelen estar bien marcados y fáciles de seguir	5	4	3	2	1	9
5.	Señales de advertencia en las zonas de trabajo en las carreteras son fáciles de leer y entender	5	4	3	2	1	9
6.	Las marcas de pavimento para los cambios de carril en las zonas de trabajo son fáciles de seguir y entender.	5	4	3	2	1	9
7.	La ubicación de las señales de advertencia antes de las zonas de trabajo en Tennessee da a los conductores tiempo suficiente para reaccionar	5	4	3	2	1	9
8.	TDOT hace un buen trabajo de minimizar los retrasos causados por la construcción y el mantenimiento de carreteras estatales	5	4	3	2	1	9
9.	Se mantiene el acceso a las empresas locales mientras se está construyendo la carretera.	5	4	3	2	1	9
10.	TDOT responde rápidamente a incidentes y obstrucciones en la carretera.	5	4	3	2	1	9
11.	TDOT hace un buen trabajo de borrar incidentes para minimizar los retrasos en los viajes.	5	4	3	2	1	9
12.	TDOT hace un buen trabajo de comunicación de las actividades de construcción para notificar a los viajeros con antelación del trabajo que se realizará en las carreteras.	5	4	3	2	1	9
13.	En general, el nivel de congestión de tráfico en las carreteras interestatales es aceptable	5	4	3	2	1	9
14.	En general, el nivel de congestión de tráfico en otras carreteras estatales es aceptable.	5	4	3	2	1	9

DEMOGRÁFICOS

Las siguientes preguntas están diseñadas para ayudarnos a entender mejor las necesidades de determinados grupos de personas y asegurar que los resultados de nuestra encuesta sean representativos de los residentes del Estado. Sus respuestas individuales permanecerán confidenciales.

26. ¿Cuál es su situación laboral actual?

- (1) Empleado a tiempo completo
- (2) Empleado a tiempo parcial
- (3) Estudiante
- (4) Jubilado
- (5) Desempleados pero buscando empleo remunerado
- (6) No buscar empleo remunerado (ama de casa, etc.)

27. ¿Cuál de las siguientes opciones describe mejor su raza / etnia?

- (1) Afroamericano / Negro
- (2) Indio Americano / Esquimal
- (3) Asiático / isleño del Pacífico
- (4) Caucásico / Blanco
- (5) hispanos
- (6) Otro _____

28. ¿Habla usted un idioma que no sea el inglés como su idioma principal?

- (1) Sí: Si la respuesta es Sí: ¿en qué idioma habla usted? _____
- (2) No

29. ¿Cuántos años ha sido residente de Tennessee (ingrese 0 si menos de 1 año)? _____ años

30. ¿En qué condado vive usted? _____

31. ¿Tiene una discapacidad física? (1) Sí (2) No

32. ¿Cuál es el ingreso total de su hogar?

- (1) Menos de \$ 25,000
- (2) \$ 25,000 a \$ 49,999
- (3) \$ 50,000 a \$ 74,999
- (4) \$ 75,000 a \$ 99,999
- (5) \$ 100,000 más

33. ¿Cuántas personas que viven en su hogar (contándose usted mismo) están en cada uno de los siguientes grupos de edad? (escriba el número de personas en cada grupo en el espacio proporcionado)

- | | |
|---------------------------------------|--|
| <input type="checkbox"/> En 5 años | <input type="checkbox"/> 25 a 34 años |
| <input type="checkbox"/> 5 a 9 años | <input type="checkbox"/> 35 a 44 años |
| <input type="checkbox"/> 10 a 14 años | <input type="checkbox"/> 45 a 54 años |
| <input type="checkbox"/> 15 a 19 años | <input type="checkbox"/> 55 a 64 años |
| <input type="checkbox"/> 20 a 24 años | <input type="checkbox"/> 65 años o más |

34. ¿Cuál es su edad? _____ años

35. ¿Cuántos vehículos tiene usted en su hogar?

(Sólo incluyen vehículos motorizados que están actualmente en funcionamiento) _____ vehículos

36. Aproximadamente cuántas millas conduce usted por semana?

_____ millas por semana

37. ¿Cuál es tu género? _____ (1) Masculino _____ (2) Femenino

OTROS COMENTARIOS. Si tiene cualquier otro comentario que le gustaría compartir con TDOT, por favor proporcionarlos en el espacio de abajo.

! Esto concluye la encuesta. ¡Gracias por su tiempo!

Por favor, devuelva la encuesta completa en el sobre adjunto con franqueo pagado dirigido a:
ETC Institute, 725 W. Frontier Circle, Olathe, KS 66061

Sus respuestas permanecerán completamente confidenciales. La información impresa a la derecha SOLAMENTE se usará para ayudar a identificar áreas de Tennessee donde los servicios de transporte pueden ser mejorados. Si su dirección no es correcta, escriba la información correcta por encima de la etiqueta. Gracias.

2016 – 2017 Annual Accomplishments

October 1, 2016 – September 30, 2017

EEO - Affirmative Action Program
<i>Reports</i>
✓ Monitored Participation of TDOT EEO/AA Policies-100% Incompliance.
✓ Submitted DOHR Compliant Reports.
✓ Submitted and received approval for the 2016--2017 State Affirmative Action Plan, Evaluation & Reconciliation/New Hires Report.
✓ Submitted and received approval for Federal Affirmative Action Plan Update.
✓ Submitted EEO 4 Report.
✓ Submitted and received approval for 1392 Report.
✓ Completed Quarterly Workforce Analysis Reports.
✓ Monitored Participation of TDOT EEO/AA Policies-100% Incompliance.
<i>Meetings</i>
✓ Conducted Quarterly Diversity Roundtable Meetings.
✓ Conducted Quarterly Affirmative Action Advisory Meetings.
✓ Coordinated Quarterly Diversity Brown Bag Lunches.
✓ Hosted Annual Diversity Fair.
✓ Hosted Diversity Appreciation Luncheon.
✓ Hosted Regional Contractors Technical Assistance Roundtables.
✓ Conducted Monthly EEO Officers Ad Hoc Committee Meetings.

2016 – 2017 Annual Accomplishments

October 1, 2016 – September 30, 2017

Meetings (continued)

- ✓ Conducted Quarterly Diversity Roundtable Meetings.
- ✓ Conducted Quarterly Affirmative Action Advisory Meetings.
- ✓ Coordinated Quarterly Diversity Brown Bag Lunches.
- ✓ Hosted Annual Diversity Fair.
- ✓ Hosted Diversity Appreciation Luncheon.
- ✓ Hosted Regional Contractors Technical Assistance Roundtables.
- ✓ Conducted Monthly EEO Officers Ad Hoc Committee Meetings.

Trainings

- ✓ Implemented a Highway Construction Certification Program and Partnership with TN Department of Corrections.
- ✓ Attended EEOC/THRC Training.
- ✓ Attended Excel Training.
- ✓ Attended TN Government Leadership Training.
- ✓ Developed Conducting Successful and Efficient AA Reviews On-line Training.
- ✓ Provided Annual EEO Officers On-line Training.
- ✓ Developed Automated On Line EEO Officers On-line Training.
- ✓ Set and Made Annual OJT Goal.
- ✓ Established an OJT Good Faith Efforts Committee.
- ✓ Completed Contract Compliance Review Goals.

2016 – 2017 Annual Accomplishments

October 1, 2016 – September 30, 2017

<i>Newsletters</i>
✓ Published 2 Diversity Newsletters.
<i>Recruitment</i>
✓ Attended 5 Job Fairs.
<i>Complaints</i>
✓ Received, Processed and Closed 19 Internal and 3 External Complaints.
<i>Onsite Reviews</i>
✓ Conducted 24 Contract Compliance Reviews.
Small Business Development Program (SBDP)
<i>Review of DBE Firms</i>
✓ 5.1% of the total TDOT DBEs (28÷547) in the program were deemed ineligible and were removed from the DBE listing
✓ Increased TDOT DBE applicants over 3% in 2017.
✓ Increased TNUCP DBE applicants over 8% in 2017.
<i>Investigations</i>
✓ Conducted investigations of several firms to determine continued eligibility.
<i>Meeting</i>
✓ Held TDOT DBE/Small Business Annual Meeting.
<i>Hearing</i>

2016 – 2017 Annual Accomplishments

October 1, 2016 – September 30, 2017

- ✓ Conducted 2 appeal hearing with TNUCP Appeal Hearing subcommittee.

Training

- ✓ FHWA conducted training sessions for the TNUCP partners.
- ✓ Attended 4 DBE seminars for other governmental agencies.
- ✓ Conducted training for Mid-South Minority Business Continuum.

Title VI Program

Reports

- ✓ Collaborated with TDOT Multimodal Division in the development of the 2017 FTA Title VI Implementation Plan.
- ✓ Participated with the TDOT Multimodal Division FTA Program Review
- ✓ Prepared and submitted State Title VI Implementation Plan

Meetings

- ✓ Conducted Biannual Title VI Liaison Meetings.
- ✓ Conducted Biannual Title VI Advisory Meetings.
- ✓ Coordinated and Hosted 2017 NSTI Program.

Reviews

- ✓ Conducted 170 Desk Audits on Subrecipients.
- ✓ Conducted 7 Onsite Reviews of Subrecipients.
- ✓ Hosted Regional Contractors Technical Assistance Roundtables.

Trainings

2016 – 2017 Annual Accomplishments

October 1, 2016 – September 30, 2017

✓ Conducted Title VI Training in Region 3, 13 Trained
✓ Conducted Title VI Training in Region 4, 8 Trained
✓ Conducted Title VI Training in Region 2, 2 Trained
✓ Conducted Title VI Training in Region 1, 43 Trained
✓ Conducted Title VI Specialized Training for Murfreesboro Rover Transit, 35 Trained
✓ Conducted Title VI Specialized Training for the City of Chattanooga Local Government , 3 Trained
✓ Conducted Title VI Specialized Training for Mid-Cumberland HCA , 25 Trained
✓ Conducted Title VI Training for TDOT Employees , 3, 811 Trained
✓ Conducted Title VI Online Training for Subrecipients , 769 Trained
<i>Newsletters</i>
✓ Published 2 E - Newsletters.

2017 – 2018 Goals

October 1, 2017 – September 30, 2018

<i>Goal 1</i>
Provide Title VI Training for TN Department of Transportation's Employees and Subrecipients
<i>Objective</i>
Employee Title VI training will be conducted annually.
Title VI Regional training will be conducted once a year in each region.
Title VI Staff will conduct Specialized Title VI Training upon request.
<i>Goal 2</i>
Continue to use Interdisciplinary approach for Title VI compliance through monitoring major program area and Subrecipients.
<i>Objective</i>
To further enhance the proactive approach already established in monitoring the 2017 programmatic Title VI goals, by continuing to provide technical assistance, and partner with TDOT's sub-recipients. The areas of concern are interrelated (i.e. Construction, Design, Right-of-Way, Planning, Staff Training and Research & Development) to exchange information regarding Title VI issues/concerns.
<i>Goal 3</i>
Conduct annual reviews and compile a report of the Department's major program areas in order to update TDOT's Title VI Goals and Accomplishment Plan and forward for approval to Federal Highway Administration (FHWA) by October 1, 2018.

UNIFORM REPORT OF DBE COMMITMENTS/AWARDS AND PAYMENTS

Please refer to the instruction sheet for directions on filling out this form

1	Submitted to (check only one)	<input type="checkbox"/> FHWA	<input type="checkbox"/> FAA	<input type="checkbox"/> FTA - Recipient ID Number
2	AIP Numbers (FAA Recipients); Grant Number (FTA Recipients):			
3	Federal Fiscal year in which reporting period falls	FY 2017	4. Date This Report Submitted:	
5	Reporting Period	<input checked="" type="checkbox"/> Report due June 2 (for period Oct 1-Mar 31)	<input type="checkbox"/> Report due Dec 1 (for period April 1-Sep 30)	<input type="checkbox"/> FAA annual report due Dec 1
6	Name and address of Recipient:			
7	Annual DBE Goal(s): 8.05%	Race Conscious Projection: 6.54%	Race Neutral Projection:1.51%	OVERALL Goal: 8.05%

Awards/Commitments this Reporting Period

		A	B	C	D	E	F	G	H	I
A	AWARDS/COMMITMENTS MADE DURING THIS REPORTING PERIOD (Total contracts and subcontracts committed during this reporting period)	Total Dollars	Total Number	Total to DBEs (dollars)	Total to DBEs (number)	Total to DBEs/Race Conscious (dollars)	Total to DBEs/Race Conscious (number)	Total to DBEs/Race Neutral (dollars)	Total to DBEs/Race Neutral (number)	Percentage of total dollars to DBEs
8	Prime contracts awarded this period	\$ 315,369,615.22	1311	\$ -	0				0	0.0%
9	Subcontracts awarded/committed	97,931,867.26	552	\$ 25,567,874.18	255	\$ 16,464,003.85	241	\$ 3,209,577.71	14	26.1%

	this period								
1 0	TOTAL		\$ 25,567,874.18	255	\$ 16,464,003.85	241	\$ 3,209,577.71	14	8.1%

B	BREAKDOWN BY ETHNICITY & GENDER									
		A	B	C	D	E	F			
		Total to DBE (dollar amount)			Total to DBE (number)					
		Women	Men	Total	Women	Men	Total			
1 1	Black American	\$ 24,192.00	\$ 2,614,378.7 1	\$ 2,638,570.71	1	48	49			
1 2	Hispanic American	\$ 721,251.89	\$ 3,793,070.0 6	\$ 4,514,321.95	1	10	11			
1 3	Native American	\$ 310,997.53	\$ - -	\$ 310,997.53	0	9	9			
1 4	Asian-Pacific American	\$ 18,248.88	\$ - -	\$ 18,248.88	0	1	1			
1 5	Subcontinent Asian Americans	\$ -	\$ - -	\$ -	0	0	0			
1 6	Non-Minority	\$ 12,191,442.4 9	\$ - -	\$ 12,191,442.4 9	185	0	185			
1 7	TOTAL	\$ 13,266,132.7 9	\$ 6,407,448.7 7	\$ 19,673,581.5 6	187	68	255			

Payments Made this Period							
		A	B	C	D	E	F
C	PAYMENTS ON ONGOING CONTRACTS	Total Number of Contracts	Total Dollars Paid	Total Number of Contracts with DBEs	Total Payments to DBE firms	Total Number of DBE firms Paid	Percent to DBEs
18	Prime and subcontracts currently in progress	2504	\$ 189,209,010.10	677	\$ 11,614,542.09	48	6.1%
		A	B	C	D	E	
D	TOTAL PAYMENTS ON CONTRACTS COMPLETED THIS REPORTING PERIOD	Number of Contracts Completed	Total Dollar Value of Contracts Completed	DBE Participation Needed to Meet Goal (Dollars)	Total DBE Participation (Dollars)	Percent to DBEs	
19	Race Conscious	50	\$ 132,121,398.21	\$ 10,635,772.56	\$ 9,523,739.18	7.2%	
20	Race Neutral	4	\$ 635,200.67		\$ 319,669.50	50.3%	
21	Totals	54	\$ 132,756,598.88		\$ 9,843,408.68	7.4%	
22	Submitted by:		23. Signature:		24. Phone Number:		