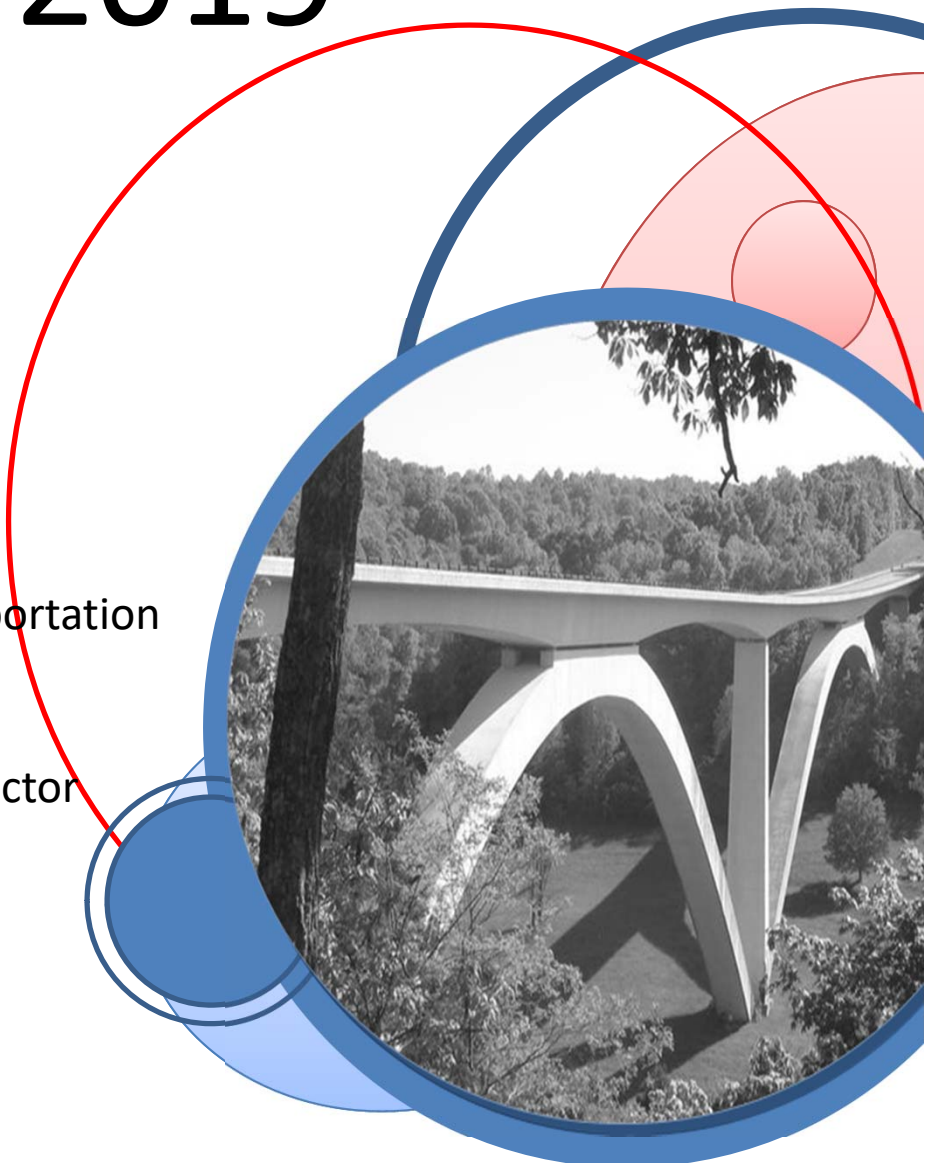


Tennessee Department of Transportation Title VI Implementation Plan

2019

John Schroer,
Commissioner of Transportation

Deborah Luter,
Civil Rights Division Director





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

Tennessee Division

November 30, 2018

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: 2019 Tennessee Department of Transportation Title VI Implementation Plan

Dear Commissioner Schroer:

The Federal Highway Administration (FHWA) Tennessee Division Office is in receipt of the Tennessee Department of Transportation's (TDOT) 2019 Title VI Implementation Plan. After review, the Division Office approves and accepts the Implementation Plan. We commend 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: Ms. Sabrina David, Assistant Division Administrator, FHWA TN Division
Ms. Joi Hamilton Jones, Civil Rights Specialist, FHWA TN Division
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**

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JOHN C. SCHROER
COMMISSIONER

BILL HASLAM
GOVERNOR

September 27, 2018

Ms. Pamela M. Kordenbrock,
Division Administrator
U. S. Department of Transportation
Federal Highway Administration
Tennessee Division Office
404 BNA Drive
Building 200, Suite 508
Nashville, TN 37217

Subject: Tennessee Department of Transportation's 2019 Title VI Implementation Plan

Dear Ms. Kordenbrock:

As a recipient of federal aid, TDOT strives to achieve nondiscrimination in all of its programs and activities. Please find enclosed a copy of the Tennessee Department of Transportation's 2019 Title VI Implementation Plan. The plan details TDOT's efforts to comply with Title VI of the 1964 Civil Rights Act and other nondiscrimination mandates.

Should you have questions or comments, please do not hesitate to contact me at 615-253-1066 or Cynthia.Howard@TN.GOV.

Best Regards,

A handwritten signature in blue ink, appearing to read "Deborah Luter".

Deborah Luter
Civil Rights Division Director

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I. Standard State Department of Transportation Assurances

Tennessee Department of Transportation Title VI 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 Tennessee Department of Transportation 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.

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:

9-27-18

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.P.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);

Tennessee Department of Transportation FFY 2019 Title VI Implementation Plan

- 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).

Statement of Commitment

Tennessee Department of Transportation Disadvantaged Business Enterprise Program

Each state that has Department of Transportation (DOT)-assisted contracts must have a Disadvantaged Business Enterprise (DBE) program that conforms to Moving Ahead for Progress in the 21st Century (MAP-21). The Federal Highway Administration (FHWA) is responsible for ensuring implementation of state programs in accordance with certain laws and regulations.

The Small Business Development Program, within the Civil Rights Office, is charged with the responsibility of assuring the enforcement of 49 CFR Part 26 for the Disadvantaged Business Enterprise (DBE) program. Federal Regulation 49 CFR Part 26 is the Code of the U.S. Department of Transportation (DOT). The Tennessee Department of Transportation (TDOT) receives federal financial assistance from the DOT, and as a condition of receiving this assistance, the Civil Rights Office has signed an assurance that it will comply with 49 CFR Part 26.

The DBE program is intended to remedy past and current discrimination against disadvantaged business enterprises, to ensure a "level playing field," to foster equal opportunity in DOT-assisted contracts, improve the flexibility and efficiency of the DBE program, and to reduce burdens on small businesses.

"The integrity and credibility of the Disadvantaged Business Enterprise (DBE) Program depends upon the establishment of systematic procedures to ensure that only bona fide small business firms owned and controlled by socially and economically disadvantaged individuals participate in the Department of Transportation (DOT) DBE program." Therefore, ascertaining the eligibility of prospective DBEs is a critically important component of a state's DBE program. The procedure established to fulfill this aspect of the DBE program is what is known as the Certification Process. This process consists of four sequential steps to certify that the prospective DBE is eligible to participate in the program. The four steps are:

1. Collecting the specified and necessary information from the prospective DBE;
2. Performing an on-site review to ascertain true ownership, management, control and capacity to operate in their selected work category or NAICS code;
3. Applying the criteria for eligibility set forth in the state's program; and
4. Certifying (or denying) that the prospective DBE is eligible to participate in the state's DBE program.

Implementation of the DBE program is accorded the same priority as compliance with all other legal obligations incurred by TDOT in its financial agreements with the DOT.

This administration is committed to be open to "outside-the-box" thinking and proposals to develop a climate of support and inclusion. We intend to involve prime contractors and their association representatives in forums to develop workable alternatives with DBEs, to address matters unique to the industry.

Finally, with the help of the FHWA stewardship initiative, we will continue to direct a new emphasis of "leveling the playing field" in the TDOT construction process.



John C. Schroer, Commissioner

FIGURE 1: STATEMENT OF COMMITMENT

State Assurances with Regard to Equal Employment Opportunity (EEO)

Pursuant to the requirements of Section 22(a) of the Federal-Aid Highway Act of 1968, the State of Tennessee desiring to avail itself of the benefits of Chapter 1, Title 23, United States Code (USC), and as a condition to obtaining the approval of the Secretary of Transportation of any programs for projects as provided for in Title 23, USC, Section 140(a), hereby gives its assurance that employment in connection with all proposed projects approved on or after August 23, 1968, will be provided without regard to race, color, creed, national origin, or sex.

More specifically, and without limiting the above general assurance the Tennessee Department of Transportation (TDOT) hereby gives the following specific assurances:

1. TDOT has established an External EEO/AA Plan in furtherance of the above general assurance, which shall include a system to ascertain whether contractors and subcontractors are complying with their EEO/AA contract obligations and the degree to which such compliance is producing substantial progress, in terms of minority group employments, on the various project sites. TDOT will furnish such information and reports regarding contractor and subcontractor compliance as may be required/requested by the FHWA.
2. The TDOT program includes effective procedures to assure that discrimination in employment on the grounds of race, color, creed, national origin, or sex will not be permitted on any projects and if discrimination exists at the time this assurance is made, it will be corrected promptly.
3. TDOT has appointed an EEO Officer whose primary duty shall be to administer the State's EEO/AA Program as established pursuant to these assurances.
4. TDOT will, on its own initiative, take AA, including the imposition of contract sanctions and the initiation of appropriate legal proceedings under any applicable State or Federal law, to achieve EEO on Federal-Aid highway projects and will actively cooperate with FHWA in all investigations and enforcement actions undertaken by FHWA.
5. TDOT will establish and maintain effective liaisons with public and private agencies and organizations which are, or should be, involved in EEO programs. Such agencies and organizations include, but are not limited to labor unions, contractor associations, minority group organizations, the U.S. and State Employment Services and the U.S. and State Departments of Labor.
6. TDOT hereby agrees that it will seek the cooperation of unions, contractors, appropriate State agencies and other related organizations in the establishment of skilled training programs, and will assure that all persons will have an opportunity to participate in such programs without regard to race, color, creed, national origin, or sex.

FIGURE 2: STATE ASSURANCES WITH REGARD TO EQUAL EMPLOYMENT OPPORTUNITY (EEO)

7. TDOT hereby agrees that its own employment policies and practices with regard to its employees, any part of which compensation is reimbursed from Federal funds, will be without regard to race, color, creed, national origin, or age.
8. TDOT shall include in the advertised specifications, notification of the specific equal employment opportunity responsibilities of the successful bidder, as those responsibilities are currently defined and required by FHWA. No requirement or obligation shall be imposed as a condition precedent to the award of contract of a project unless such requirement or obligation is otherwise lawful and is specifically set forth in the advertised specifications. Procedures for the prequalification of Federal-Aid contractors and subcontractors, as to determine their capability to comply with their equal employment opportunity contract obligations, will be issued as a supplement to this interim assurance.
9. TDOT will obtain and furnish to FHWA such information and reports as may be required/requested to enable the Federal Highway Administration to determine compliance by TDOT with this assurance.



Commissioner, TN Department of Transportation

EQUAL EMPLOYMENT OPPORTUNITY COMMITMENT STATEMENT

Facility/Location: Tennessee Department of Transportation
505 Deaderick Street
Suite 1800
Nashville, TN 37243

Affirmative Action Program/
Deputy Director: Sherree Hall Crowder
(615) 741-5996

I am personally committed to and support the Equal employment Opportunity Program. The Tennessee Department of Transportation's (TDOT) internal employment practices are an integral part of the agency' total commitment and support of its Equal Employment Opportunity Program.

TDOT executed a Certificate of Assurances with regard to the Equal e employment Opportunity (EEO) Program and is therefore legally obligated to ensure equal employment opportunities for all persons regardless of race, color, religion, sex, national origin, age, or disability as a fundamental agency policy.

For effective administration and implementation of the EEO Program, there shall be involvement, commitment and support of executives, managers, supervisors and employees. Responsibility for positive implementation of the Affirmative Action Plan shall be expected of and shared by all, management, supervisory personnel and employees. You have been further advised that you shall be held accountable for your actions or inactions in this area and will be evaluated in carrying out the measurable goals and responsibilities of this program.

The major responsibility shall be recognition and removal of any barriers to equal employment opportunity, identification of problem areas, and of persons unfairly excluded or held back and action enabling them to compete for jobs on an equal basis.

This type of commitment not only benefits those who have been denied equal employment opportunity, but will also greatly benefit the organization by attaining maximum utilization of the great reservoir of untapped human resources and skills, especially among women, and minorities.

Therefore, TDOT shall implement equal opportunity in all employment practices, including but not limited to recruitment hiring, transfers, promotions, training, compensation, benefits, recognition, lay-offs and other termination within your area of authority.



Commissioner, TN Department of Transportation

FIGURE 3: EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMMITMENT STATEMENT

**Tennessee Department of Transportation
Title VI Nondiscrimination Statement**



**Departamento de Transporte 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/civil-rights/title-vi-program

FIGURE 4: TDOT NONDISCRIMINATION POLICY

II. Organization & Staffing

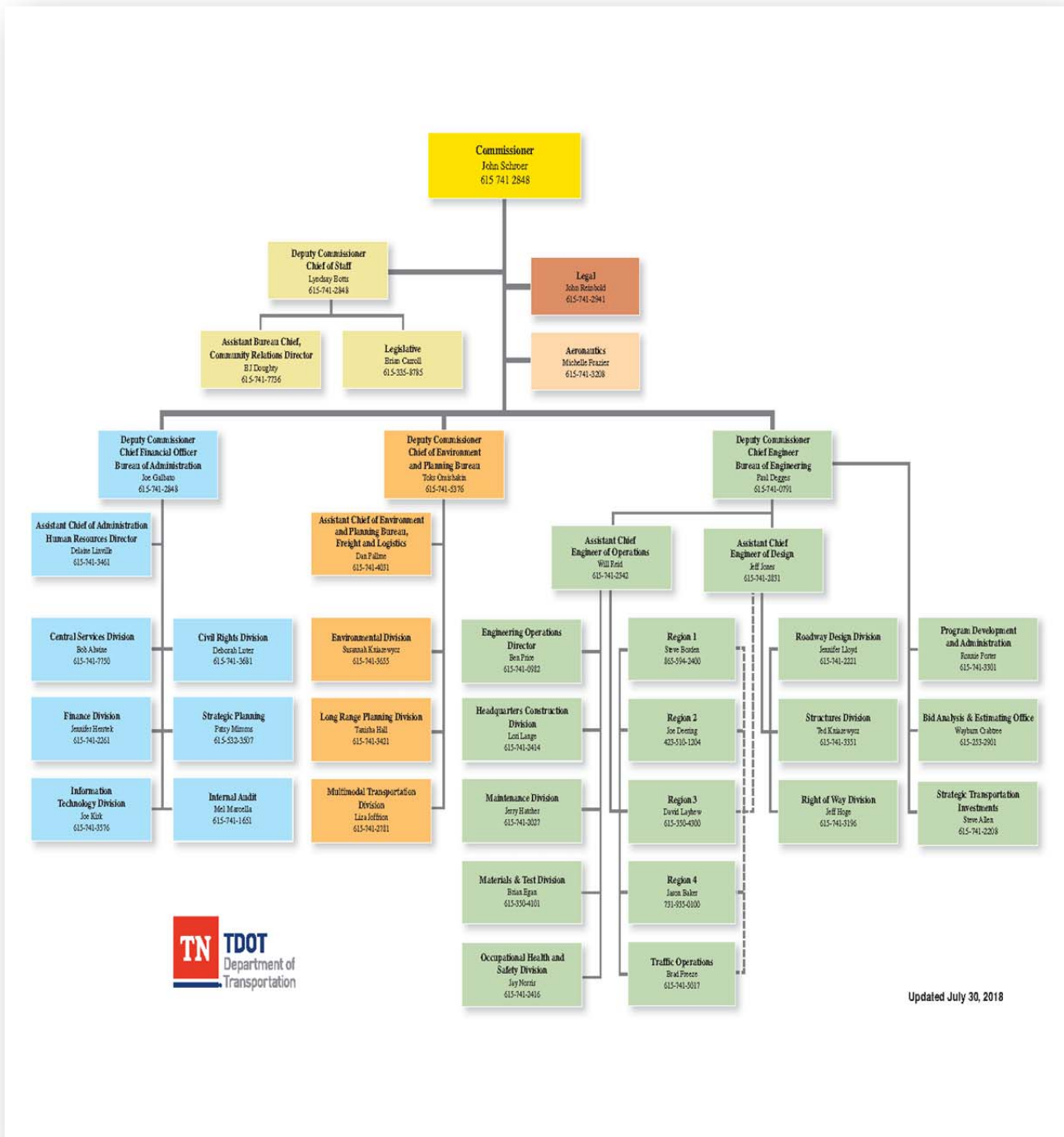
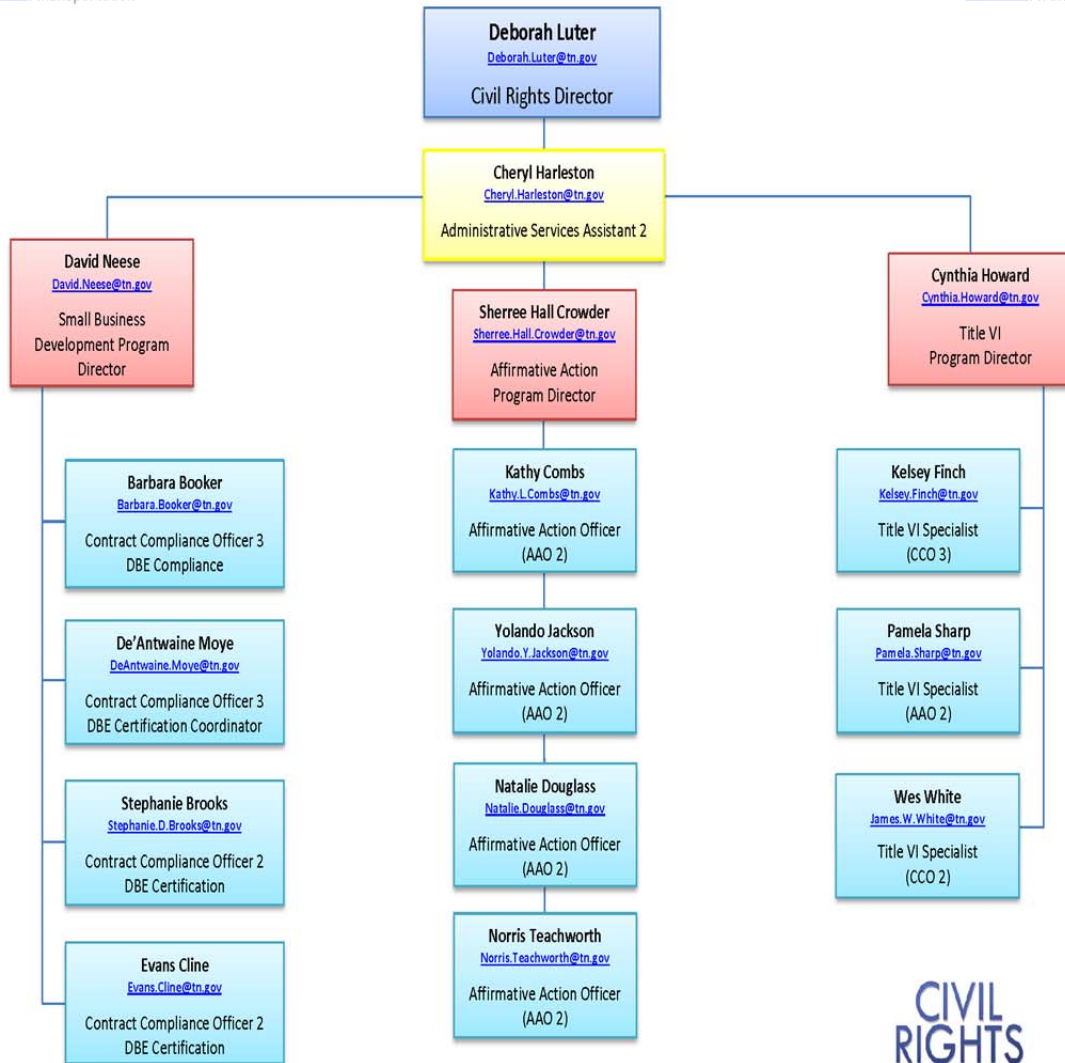


FIGURE 5: TDOT ORGANIZATIONAL CHART

CIVIL RIGHTS DIVISION ORGANIZATIONAL CHART



Updated June 21, 2018

FIGURE 6: CIVIL RIGHTS DIVISION 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 sub-recipients (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.

III. 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 divisions and regions receive a General Assessment, which is predicated on roles/duties of the division. The five 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.

See Long Range Planning's Title VI Assessment on the next page.



Tennessee Department of Transportation
2018 TITLE VI LONG RANGE PLANNING ASSESSEMENT



The 2018 TITLE VI LONG RANGE PLANNING ASSESSEMENT is due on August 31, 2018. Please submit to the TDOT Civil Rights Division by the deadline. Thank you.

I. Division/Office Information

Division/Office: Long Range Planning
Title VI Liaison: Melanie Murphy Official Title: Assistant to the Director/Planning

Mailing Address: 505 Deaderick St, Suite 900 Nashville, TN 37243
Phone: 615-741-3422
Fax:
Email: Melanie.Murphy@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: \$ 15,350,54 State: Amt: \$ 3,761,330.

Provide a brief description of program/activity funded:

Source: FHWA
Statewide Planning and Research Funds - 80% Federal and 20% State

Federal: Amt: \$ 47,002,29 State: Amt: \$ 25,000.00

Provide a brief description of the program/activity funded:

Metropolitan Planning Funds- 80% Federal and 20% Local Match

Federal: Amt: State: Amt:

Provide a brief description of program/activity funded:

Federal: Amt: State: Amt:

Provide a brief description of program/activity funded:

Revised 07/2018

FIGURE 7: COMPLETED LONG RANGE PLANNING TITLE VI ASSESSEMENT

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 2018.

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?

TDOT has contracted with a firm, AVAZA, to assist with Limited English Proficiency individuals. A poster is displayed on the Division floor to ensure individuals have access to these services if need be.

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:

TDOT's Legal Office publishes Letters of Interest for upcoming projects, as well as posting information on TDOT's website. All contractors interested in working with TDOT are required to complete a form "Notice to Firms Doing Business w/ TDOT," whereby they are agreeing to work with various groups. All proposals

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

Firms selected agree in writing to report all monthly subcontractors, amounts paid that are certified by the State as Disadvantaged Business Enterprises (DBE). They are also required to report all subcontractors that are Women Owned Business Enterprises (WBE) or minority owned.

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		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 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;**
Kwabena Aboagye - Planning Manager
Sara Elmore - Community Planner
Randall Emilaire - Planning Supervisor
- 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:**

We identify low-income and minority areas along the corridor for corridor studies to target for additional outreach and public engagement using GIS maps to identify EJ communities. The Office of Community Transportation has set-up meetings in these communities to target these groups.

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

Yes No

It is the policy of TDOT Community Outreach to advertise all TDOT public announcements in minority newspapers. All public meeting announcements are done through TDOT Community Relations.

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

We work with our consultants when working on grants (Community Transportation Planning Grants, etc.) to help us identify and target minority groups in the local area. In addition, we use data to plot EJ areas in order to assure we are reaching as many groups as possible.

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?

All locations must be ADA accessible. MPO, RPO, or any TDOT public meeting locations must be accessible to everyone. In addition, Long Range Planning makes sure that meeting locations are always in the neighborhood that is directly involved in any planning process. We go to them and not the other way around.

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

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.

See Environmental Assessment below.



Tennessee Department of Transportation
2018 TITLE VI ENVIRONMENTAL INTERNAL ASSESSEMENT



The 2018 TITLE VI ENVIRONMENTAL ASSESSEMENT is due on August 31, 2018. Please submit to the TDOT Civil Rights Division by the deadline. Thank you.

I. Division/Office Information

Division/Office: Environmental Division

Title VI Liaison: Noel Marie Blackmire Official Title: Administrative Assistant II

Mailing Address: James K. Polk Building, 9th Floor 505 Deaderick St., Nashville, TN 37243

Phone: 615-253-2464 Fax: Email: noel.m.blackmire@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:

Environmental studies are created by Division staff and/or consultants. The Division does not have a direct Federal or State allocation for performing these studies. All work is charged to various federally funded (including FHWA and NHTSA) and state funded project numbers as well as Local Programs.

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:

Revised 7/2018

FIGURE 8: ENVIROMENTAL DIVISION INTERNAL ASSESSMENT

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 2018.

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?

Environmental Division activities, reports, and services are driven by the type of environmental document required for each individual transportation project. When LEP individuals are identified within the project area, the Division will complete the necessary steps to notify each LEP individual to ensure information is made available

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.

N/A

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.

The Environmental Division procures services in accordance with TDOT Policy 301-01. All of our advertise

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

The Environmental Division managers from each office ensure that consultants and contractors adhere to information 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.

Please see Attachments of 2017 Environmental On Call Advertisement for Letters of Interest for Historical Preservation

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

N/A

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)

N/A

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

While the division has not used any LEP services during the reporting period, a plan is in place should the need for them arise.

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

The TDOT Environmental Division encourages DBE application submissions for its 2018 On Call Contracts.

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:

N/A

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

N/A

3. Describe measures taken to prevent disproportionately high and adverse effects on the minority and low income populations.

N/A

4. Describe measures taken to mitigate high and adverse effects on the minority and low income populations. Provide a sample of a burdens and benefits analysis that was conducted on a project.

N/A

5. Describe outreach efforts taken to ensure that minority and low income populations are involved in the decision-making process.

N/A

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

October 6, 2017

Environmental Division

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
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), October 20, 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

FIGURE 9: SAMPLE REQUEST FOR LETTERS OF INTEREST

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 (30%);
- c. Evaluations of prior TDOT Section 106 projects for above-ground resources, if available (20%); and
- d. Participation of qualified and certified Disadvantaged Business Enterprise sub-consultants (10%)

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.

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.

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

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.



Tennessee Department of Transportation
2018 TITLE VI RIGHT-OF-WAY ASSESSEMENT



The 2018 TITLE VI RIGHT-OF-WAY ASSESSEMENT is due on August 31, 2018. Please submit to the TDOT Civil Rights Division by the deadline. Thank you.

I. Division/Office Information

Division/Office: Right of Way

Title VI Liaison: Benjamin Greeson Official Title: Trans. Project Specialist Sr.

Mailing Address: Benjamin Greeson, 505 Deaderick Street, Suite 600, Nashville, TN 37243

Phone: 615-741-2892, Fax: , Email: ben.greeson@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:

Revised 7/2018

FIGURE 10: COMPLETED RIGHT-OF-WAY TITLE VI ASSESSMENT

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 2018):

A. Real Property Acquisition Under the Uniform Act	State FY	Federal FY	Demographic %			
			W	/ AA/	Hispanic/	other
1. Total Number of Parcels Acquired (Ownership)		710.00	0.0%	0.0%	0.00%	0.00%
2. Number of Parcels in line (1) acquired by condemnation		136.00	0.0%	0.0%	0.00%	0.00%
3. Number of Parcels in line (1) acquired by Administrative Settlement		220.00	Audits are	0.0%	0.0%	0.0%
4. Compensation – Total Cost (Exclude appraisal costs, negotiator fee and other administrative expenses)		39,445,405.00				
B. Residential Relocation Under the Uniform Act	State FY	Federal FY	Demographic %			
			W	/ AA/	Hispanic/	other
5. Total Number Residential Displacements (Household)		16.00	94.0%	0.0%	0.00%	6.00%
6. Residential Moving Payments (Total Cost)		64,391.00	87.0%	0.0%	0.00%	13.00%
7. Replacement Housing Payments (Total Cost)		\$951,921.00	76.0%	0.0%	0.00%	24.00%
8. Number of Last Resort Housing Displacements (in Line 5 “Households”)		11.00	91.0%	0.0%	0.00%	9.00%
9. Number of Tenants converted to Homeowners in Line 5 (Households using 24.402(c))		2.00	100.0%	0.0%	0.00%	0.00%
10. Total Costs for Residential Relocation Expenses and Payments (Sum of lines 6 and 7; excluding administrative costs.)		1,016,312.00				
C. Non Residential Relocation Under the Uniform Act	State FY	Federal FY	Demographic %			
			W	/ AA/	Hispanic/	other
11. Total Number Non Residential Displacements		13.00	100.0%	0.00%	0.00%	0.00%
12. Non Residential Moving Payments (Total Cost including 24.305)		149,771.00	100.0%	0.00%	0.00%	0.00%
13. Non Residential Reestablishment Payments (Total Cost)		87,688.00	100.0%	0.00%	0.00%	0.00%
14. Total Costs for Non Residential Relocation Expenses and Payments (Sum of lines 12 and 13; excluding administrative costs.)		237,459.00				
D. Relocation Appeals Under the Uniform Act	State FY	Federal FY				
15. Total Number of Relocation Appeals (Residential and Non Residential)		0.00				

III. Dissemination of Title VI Information

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

2

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?

ROW staff members are informed that the LEP translation services are available. LEP Service signage is posted in the regional offices and staff members are provided with program cards. The brochures most commonly provided clients for acquisition and relocation are provided in English as well as Hispanic.

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

Yes No

If yes, provide dollar amount \$ 1,475.11.

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

Right of Way - Onsite Translation/Interpreting Services, Sept and Oct 2017 – total cost \$561.44
Right of Way - Onsite Translation/Interpreting Services, Oct. 2017 – total cost \$345.72
Right of Way - Document Translation Services – Total Cost \$567.95
English to Spanish Translation (for all the above)

V. Procurement of Contracts

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

Advertisement for consultant services are solicited in the major grand division papers as well as Hispanic publications that are available.

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

Audits are performed on sample consultant projects by Department staff who review compliance with the State and Federal rules, regulations, and procedures. As well as customer satisfaction surveys are sent to property owners, which would indicate if they were perceived they were treated unfairly.

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.

All planning efforts occur well before the ROW Division is tasked with the acquisition of properties. The Department Planning and Development Divisions establish and develop the plans defining the tasks of the Right Of Way Division acquisitions. Acquisition services are provided by the ROW Division staff and/or consultants in accordance with those plans developed after the decisions have been completed. 3

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.

Membership on these panels is determined by the position held and area of functional responsibility therefore the department's diversity in hiring efforts will determine the diversity of the panels.

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. ensuring equity in the delivery of services without regard to race, color or national origin;
 2. providing opportunity for the public, particularly Environmental Justice (EJ) persons, neighborhoods and communities to participate in the decision making process;
 3. promoting and providing diversity in the membership of decision-making bodies;
1. **Providing opportunity for the public, particularly Environmental Justice (EJ) persons, neighborhoods and communities to participate in the decision-making process;**

All planning efforts occur well before the ROW Division is tasked with the acquisition of properties. The Department Planning and Development Divisions establish and develop the plans defining the tasks of the Right Of Way Division acquisitions. Acquisition services are provided by the ROW Division staff and/or consultants in accordance with those plans developed after the decisions have been completed

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

Membership is determined by the position held and area of functional responsibility therefore the department's diversity in hiring efforts will determine the diversity of the panels.

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

All planning efforts occur well before the ROW Division is tasked with the acquisition of properties. The Department Planning and Development Divisions establish and develop the plans defining the tasks of the Right Of Way Division acquisitions. Acquisition services are provided by the ROW Division staff and/or

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

ROW staff members are informed that the LEP translation services are available. LEP Service signage is posted in the regional offices and staff members are provided with program cards. The brochures most commonly provided clients for acquisition and relocation are provided in English as well as Hispanic.

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

Advertisement for consultant services are solicited in the major grand division papers as well as Hispanic publications that are available.

IX. Process Review

1. Briefly describe efforts made to ensure diversification in the use of appraisers:

All ROW activities are performed with the expressed objective of treating all people fairly and equitably without to regard race, color, or national origin. Division efforts are commensurate with overall Department, State, and Federal efforts to provide equity in the delivery of services, opportunities participation in decision making, membership on bodies, Environmental Justice, Limited English

2. Briefly describe how the ROW Division ensures appraisal activities comply with Title VI, Nondiscrimination in Federally-Assisted Programs.

Audits are performed on sample consultant projects by Department staff who review compliance with the State and Federal rules, regulations, and procedures. As well as customer satisfaction surveys are sent to property owners, which would indicate if they were perceived they were treated unfairly.

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.



Tennessee Department of Transportation
2018 TITLE VI CONSTRUCTION/MAINTENANCE ASSESSEMENT



The 2018 TITLE VI CONSTRUCTION/MAINTENANCE ASSESSEMENT is due on August 31, 2018. 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 Sr.

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 July

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:

Revised 7/2018

FIGURE 11: COMPLETED CONSTRUCTION TITLE VI ASSESSMENT

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

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 office is instructed to serve LEP's with the use of Avara as 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 and advertised for our construction contracts.

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

TDOT Construction uses special provisions 1246 (DBE Participation), 1247 (DBE Goals) and 1290 (Non-Discrimination in employment) which are included in the contract books.

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 DBE interested parties list each letting that allows Prime contractors to find DBE's who are interested in subcontracting work on any 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.

n/a

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: _____

n/a

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 above

- 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.

DBE REPORT FOR JULY 2018

(FEDERAL FY 2018)

PROGRAM OPERATIONS

8/16/2018



FIGURE 12: DBE REPORTS

MINORITY BUSINESS ENTERPRISE (MBE) STATUS REPORT FISCAL YEAR 2017-2018

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to MBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to MBE Firms	(f) Percentage (e) / (d)
October	\$ 59,025,181.39	\$ 1,605,650.26	2.72%	\$ 59,025,181.39	\$ 1,605,650.26	2.72%
November	55,608,688.62	1,646,160.00	2.96%	114,633,870.01	3,251,810.26	2.84%
December	1,138,970.86	-	0.00%	115,772,840.87	3,251,810.26	2.81%
January	244,613,325.50	8,986,421.58	3.67%	360,386,166.38	12,238,231.84	3.40%
February	62,501,998.70	1,403,874.01	2.25%	422,888,165.08	13,642,105.85	3.23%
March	12,249,506.29	68,367.34	0.56%	435,137,671.37	13,710,473.20	3.15%
April	72,331,653.04	955,185.62	1.32%	507,469,324.41	14,665,658.82	2.89%
May	6,387,395.14	-	0.00%	513,856,719.55	14,665,658.82	2.85%
June	49,389,440.67	786,269.62	1.59%	563,246,160.21	15,451,928.44	2.74%
July	138,675,309.89	3,719,637.54	2.68%	701,921,470.11	19,171,565.98	2.73%
August	-	-	-	-	-	-
September	-	-	-	-	-	-

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.

(b) & (e) - Total amount of contracts awarded to MBE prime contractors plus total amount committed to MBE subcontracts by non-disadvantaged prime contractors at the time of contract award.

FIGURE 13: MINORITY BUSINESS ENTERPRISE (MBE) STATUS REPORT

**MINORITY WOMEN BUSINESS ENTERPRISE (MWBE)
STATUS REPORT
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to MWBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to MWBE Firms	(f) Percentage (e) / (d)
October	\$ 59,025,181.39	\$ 56,689.79	0.10%	\$ 59,025,181.39	\$ 56,689.79	0.10%
November	55,608,688.62	592,264.20	1.07%	114,633,870.01	648,953.99	0.57%
December	1,138,970.86	-	0.00%	115,772,840.87	648,953.99	0.56%
January	244,613,325.50	334,384.86	0.14%	360,386,166.38	983,338.85	0.27%
February	62,501,998.70	-	0.00%	422,888,165.08	983,338.85	0.23%
March	12,249,506.29	-	0.00%	435,137,671.37	983,338.85	0.23%
April	72,331,653.04	91,144.19	0.13%	507,469,324.41	1,074,483.04	0.21%
May	6,387,395.14	-	0.00%	513,856,719.55	1,074,483.04	0.21%
June	49,389,440.67	-	0.00%	563,246,160.21	1,074,483.04	0.19%
July	138,675,309.89	1,768,839.90	1.28%	701,921,470.11	2,843,322.94	0.41%
August	-	-				
September	-	-				

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to MWBE prime contractors plus total amount committed to MWBE subcontracts by non-disadvantaged prime contractors at the time of award.

FIGURE14: MINORITY WOMENT BUSINESS ENTERPRISE (WMBE) STATUS REPORT

**WHITE WOMEN BUSINESS ENTERPRISE (WWBE)
STATUS REPORT
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to WWBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to WWBE Firms	(f) Percentage (e) / (d)
October	\$ 59,025,181.39	\$ 3,355,054.95	5.68%	\$ 59,025,181.39	\$ 3,355,054.95	5.68%
November	55,608,688.62	938,226.71	1.69%	114,633,870.01	4,293,281.67	3.75%
December	1,138,970.86	65,643.97	5.76%	115,772,840.87	4,358,925.63	3.77%
January	244,613,325.50	9,449,900.49	3.86%	360,386,166.38	13,808,826.12	3.83%
February	62,501,998.70	2,518,870.45	4.03%	422,888,165.08	16,327,696.57	3.86%
March	12,249,506.29	20,966.35	0.17%	435,137,671.37	16,348,662.92	3.76%
April	72,331,653.04	3,959,592.14	5.47%	507,469,324.41	20,308,255.06	4.00%
May	6,387,395.14	469,986.23	7.36%	513,856,719.55	20,778,241.29	4.04%
June	49,389,440.67	2,047,007.06	4.14%	563,246,160.21	22,825,248.35	4.05%
July	138,675,309.89	6,669,670.59	4.81%	701,921,470.11	29,494,918.94	4.20%
August	-	-				
September	-	-				

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to WWBE prime contractors plus total amount committed to WWBE subcontracts by non-disadvantaged prime contractors at the time of award.

FIGURE15: WHITE WOMEN BUSINESS ENTERPRISE (WWBE) STATUS REPORT

**DBE STATUS REPORT
STATE FUNDS
FISCAL YEAR 2017-2018**

MONTH	MBE	MWBE	WWBE
OCTOBER	398,605.51	3,419.09	851,821.27
NOVEMBER	86,640.00	31,171.80	64,175.43
DECEMBER	-	-	24,838.51
JANUARY	2,171,669.70	83,596.21	2,180,622.11
FEBRUARY	411,686.99	-	774,874.98
MARCH	189,956.01	-	31,157.90
APRIL	483,519.01	3,988.21	1,444,739.19
MAY	62,968.63	-	228,902.52
JUNE	707,852.65	-	1,208,382.00
JULY	1,053,029.77	442,209.97	1,623,629.10
AUGUST	-	-	-
SEPTEMBER	-	-	-
TOTAL	\$ 5,565,928.26	\$ 564,385.28	\$ 8,433,143.01

FIGURE 16: DBE STATUS REPORT STATE FUNDS

**MINORITY BUSINESS ENTERPRISE (MBE) STATUS REPORT
CONSTRUCTION LETTING
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to MBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to MBE Firms	(f) Percentage (e) / (d)
October	\$ 56,495,186.95	\$ 1,605,650.26	2.84%	\$ 56,495,186.95	\$ 1,605,650.26	2.84%
November	51,393,132.07	1,646,160.00	3.20%	107,888,319.02	3,251,810.26	3.01%
December	-	-	-	-	-	-
January	240,672,506.31	8,986,421.58	3.73%	348,560,825.33	12,238,231.84	3.51%
February	58,618,036.03	1,403,874.01	2.39%	407,178,861.36	13,642,105.85	3.35%
March	641,673.00	-	0.00%	407,820,534.36	13,642,105.85	3.35%
April	65,544,924.89	945,843.05	1.44%	473,365,459.24	14,587,948.91	3.08%
May	-	-	-	-	-	-
June	46,433,371.35	786,269.62	1.69%	519,798,830.59	15,374,218.52	2.96%
July	137,109,871.10	3,719,637.54	2.71%	656,908,701.69	19,093,856.07	2.91%
August	-	-	-	-	-	-
September	-	-	-	-	-	-

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to MBE prime contractors plus total amount committed to MBE subcontracts by non-disadvantaged prime contractors at the time of contract award.

FIGURE 13: MINORITY BUSINESS ENTERPRISE (MBE) STATUS REPORT -CONSTRUCTION LETTING

**MINORITY WOMEN BUSINESS ENTERPRISE (MWBE) STATUS REPORT
CONSTRUCTION LETTING
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to MWBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to MWBE Firms	(f) Percentage (e) / (d)
October	\$ 56,495,186.95	\$ -	0.00%	\$ 56,495,186.95	\$ -	0.00%
November	51,393,132.07	592,264.20	1.15%	107,888,319.02	592,264.20	0.55%
December	-	-				
January	240,672,506.31	334,384.86	0.14%	348,560,825.33	926,649.06	0.27%
February	58,618,036.03	-	0.00%	407,178,861.36	926,649.06	0.23%
March	641,673.00	-	0.00%	407,820,534.36	926,649.06	0.23%
April	65,544,924.89	11,380.00	0.02%	473,365,459.24	938,029.06	0.20%
May	-	-				
June	46,433,371.35	-	0.00%	519,798,830.59	938,029.06	0.18%
July	137,109,871.10	1,768,839.90	1.29%	656,908,701.69	2,706,868.95	0.41%
August	-	-				
September	-	-				

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to MWBE prime contractors plus total amount committed to MWBE subcontracts by non-disadvantaged prime contractors at the time of award.

FIGURE 15: MINORITY WOMEN ENTERPRISE (MWBE) STATUS REPORT - CONSTRUCTION LETTING

**WHITE WOMEN BUSINESS ENTERPRISE (WWBE) STATUS REPORT
CONSTRUCTION LETTING
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS FOR FISCAL YEAR 2004-2005		
	(a) Federal-Aid share of contracts awarded	(b) Amount to WWBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to WWBE Firms	(f) Percentage (e) / (d)
October	\$ 56,495,186.95	\$ 3,240,592.77	5.74%	\$ 56,495,186.95	\$ 3,240,592.77	5.74%
November	51,393,132.07	863,265.00	1.68%	107,888,319.02	4,103,857.77	3.80%
December	-	-				
January	240,672,506.31	9,387,780.91	3.90%	348,560,825.33	13,491,638.68	3.87%
February	58,618,036.03	2,509,812.73	4.28%	407,178,861.36	16,001,451.40	3.93%
March	641,673.00	-	0.00%	407,820,534.36	16,001,451.40	3.92%
April	65,544,924.89	3,856,228.54	5.88%	473,365,459.24	19,857,679.94	4.19%
May	-	-				
June	46,433,371.35	1,993,806.12	4.29%	519,798,830.59	21,851,486.06	4.20%
July	137,109,871.10	6,660,469.43	4.86%	656,908,701.69	28,511,955.49	4.34%
August	-	-				
September	-	-				

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to WWBE prime contractors plus total amount committed to WWBE subcontracts by non-disadvantaged prime contractors at the time of award.

FIGURE 14: WHITE WOMEN ENTERPRISE (WWBE) STATUS REPORT - CONSTRUCTION LETTING

**MINORITY BUSINESS ENTERPRISE (MBE) STATUS REPORT
CONSULTANT
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to MBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to MBE Firms	(f) Percentage (e) / (d)
October	\$ 1,915,054.44	\$ -	0.00%	\$ 1,915,054.44	\$ -	0.00%
November	3,961,231.55	-	0.00%	5,876,285.99	-	0.00%
December	1,088,239.26	-	0.00%	6,964,525.25	-	0.00%
January	3,908,876.80	-	0.00%	10,873,402.05	-	0.00%
February	3,860,505.52	-	0.00%	14,733,907.56	-	0.00%
March	11,303,812.79	68,367.34	0.60%	26,037,720.35	68,367.34	0.26%
April	6,528,388.15	9,342.57	0.14%	32,566,108.51	77,709.91	0.24%
May	6,250,265.14	-	0.00%	38,816,373.64	77,709.91	0.20%
June	2,780,183.92	-	0.00%	41,596,557.56	77,709.91	0.19%
July	1,353,142.79	-	0.00%	42,949,700.35	77,709.91	0.18%
August	-	-	-	-	-	-
September	-	-	-	-	-	-

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to MBE prime contractors plus total amount committed to MBE subcontracts by non-disadvantaged prime contractors at the time of contract award.

FIGURE 16: MINORITY BUSINESS ENTERPRISE (MBE) STATUS REPORT -CONSULTANT

**MINORITY WOMEN BUSINESS ENTERPRISE (MWBE) STATUS REPORT
CONSULTANT
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to MWBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to MWBE Firms	(f) Percentage (e) / (d)
October	\$ 1,915,054.44	\$ 56,689.79	2.96%	\$ 1,915,054.44	\$ 56,689.79	2.96%
November	3,961,231.55	-	0.00%	5,876,285.99	56,689.79	0.96%
December	1,088,239.26	-	0.00%	6,964,525.25	56,689.79	0.81%
January	3,908,876.80	-	0.00%	10,873,402.05	56,689.79	0.52%
February	3,860,505.52	-	0.00%	14,733,907.56	56,689.79	0.38%
March	11,303,812.79	-	0.00%	26,037,720.35	56,689.79	0.22%
April	6,528,388.15	79,764.19	1.22%	32,566,108.51	136,453.98	0.42%
May	6,250,265.14	-	0.00%	38,816,373.64	136,453.98	0.35%
June	2,780,183.92	-	0.00%	41,596,557.56	136,453.98	0.33%
July	1,353,142.79	-	0.00%	42,949,700.35	136,453.98	0.32%
August	-	-	-	-	-	-
September	-	-	-	-	-	-

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to MWBE prime contractors plus total amount committed to MWBE subcontracts by non-disadvantaged prime contractors at the time of award.

FIGURE 21: MINORITY WOMENT BUSINESS ENTERPRISE (MWBE) STATUS REPORT -CONSULTANT

**WHITE WOMEN BUSINESS ENTERPRISE (WWBE) STATUS REPORT
CONSULTANT
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to WWBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to WWBE Firms	(f) Percentage (e) / (d)
October	\$ 1,915,054.44	\$ 114,462.19	5.98%	\$ 1,915,054.44	\$ 114,462.19	5.98%
November	3,961,231.55	74,961.71	1.89%	5,876,285.99	189,423.90	3.22%
December	1,088,239.26	65,643.97	6.03%	6,964,525.25	255,067.87	3.66%
January	3,908,876.80	61,369.58	1.57%	10,873,402.05	316,437.45	2.91%
February	3,860,505.52	9,057.72	0.23%	14,733,907.56	325,495.17	2.21%
March	11,303,812.79	20,966.35	0.19%	26,037,720.35	346,461.52	1.33%
April	6,528,388.15	103,363.60	1.58%	32,566,108.51	449,825.12	1.38%
May	6,250,265.14	469,986.23	7.52%	38,816,373.64	919,811.35	2.37%
June	2,780,183.92	48,842.54	1.76%	41,596,557.56	968,653.89	2.33%
July	1,353,142.79	9,201.17	0.68%	42,949,700.35	977,855.05	2.28%
August	-	-				
September	-	-				

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to WWBE prime contractors plus total amount committed to WWBE subcontracts by non-disadvantaged prime contractors at the time of award.

FIGURE 18: WHITE WOMEN BUSINESS ENTERPRISE (WWMBE) STATUS REPORT -CONSULTANT

**MINORITY BUSINESS ENTERPRISE (MBE) STATUS REPORT
RIGHT-OF-WAY
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to MBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to MBE Firms	(f) Percentage (e) / (d)
October	\$ 614,940.00	\$ -	0.00%	\$ 614,940.00	\$ -	0.00%
November	254,325.00	-	0.00%	869,265.00	-	0.00%
December	50,731.60	-	0.00%	919,996.60	-	0.00%
January	31,942.40	-	0.00%	951,939.00	-	0.00%
February	23,457.16	-	0.00%	975,396.16	-	0.00%
March	304,020.50	-	0.00%	1,279,416.66	-	0.00%
April	258,340.00	-	0.00%	1,537,756.66	-	0.00%
May	137,130.00	-	0.00%	1,674,886.66	-	0.00%
June	175,885.40	-	0.00%	1,850,772.06	-	0.00%
July	212,296.00	-	0.00%	2,063,068.06	-	0.00%
August	-	-				
September	-	-				

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to MBE prime contractors plus total amount committed to MBE subcontracts by non-disadvantaged prime contractors at the time of contract award.

FIGURE 17: MINORITY BUSINESS ENTERPRISE (MBE) STATUS REPORT -RIGHT-OF-WAY

**MINORITY WOMEN BUSINESS ENTERPRISE (MWBE) STATUS REPORT
RIGHT-OF-WAY
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to MWBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to MWBE Firms	(f) Percentage (e) / (d)
October	\$ 614,940.00	\$ -	0.00%	\$ 614,940.00	\$ -	0.00%
November	254,325.00	-	0.00%	869,265.00	-	0.00%
December	50,731.60	-	0.00%	919,996.60	-	0.00%
January	31,942.40	-	0.00%	951,939.00	-	0.00%
February	23,457.16	-	0.00%	975,396.16	-	0.00%
March	304,020.50	-	0.00%	1,279,416.66	-	0.00%
April	258,340.00	-	0.00%	1,537,756.66	-	0.00%
May	137,130.00	-	0.00%	1,674,886.66	-	0.00%
June	175,885.40	-	0.00%	1,850,772.06	-	0.00%
July	212,296.00	-	0.00%	2,063,068.06	-	0.00%
August	-	-	-	-	-	-
September	-	-	-	-	-	-

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to MWBE prime contractors plus total amount committed to MWBE subcontracts by non-disadvantaged prime contractors at the time of award.

FIGURE 20: MINORITY WOMEN BUSINESS ENTERPRISE (WMBE) STATUS REPORT -RIGHT-OF-WAY

**WHITE WOMEN BUSINESS ENTERPRISE (WWBE) STATUS REPORT
RIGHT-OF-WAY
FISCAL YEAR 2017-2018**

MONTH	MONTHLY TOTALS			CUMULATIVE TOTALS		
	(a) Federal-Aid share of contracts awarded	(b) Amount to WWBE Firms	(c) Percentage (b) / (a)	(d) Federal-Aid share of contracts awarded	(e) Amount to WWBE Firms	(f) Percentage (e) / (d)
October	\$ 614,940.00	\$ -	0.00%	\$ 614,940.00	\$ -	0.00%
November	254,325.00	-	0.00%	869,265.00	-	0.00%
December	50,731.60	-	0.00%	919,996.60	-	0.00%
January	31,942.40	750.00	2.35%	951,939.00	750.00	0.08%
February	23,457.16	-	0.00%	975,396.16	750.00	0.08%
March	304,020.50	-	0.00%	1,279,416.66	750.00	0.06%
April	258,340.00	-	0.00%	1,537,756.66	750.00	0.05%
May	137,130.00	-	0.00%	1,674,886.66	750.00	0.04%
June	175,885.40	4,358.40	2.48%	1,850,772.06	5,108.40	0.28%
July	212,296.00	-	0.00%	2,063,068.06	5,108.40	0.25%
August	-	-	-	-	-	-
September	-	-	-	-	-	-

(a) & (d) - Total amount of Federal-Aid funds in all contracts awarded of any type which utilize Federal-Aid highway funds.
(b) & (e) - Total amount of contracts awarded to WWBE prime contractors plus total amount committed to WWBE subcontracts by non-disadvantaged prime contractors at the time of award.

FIGURE 19: WOMEN BUSINESS ENTERPRISE (WWBE) STATUS REPORT -RIGHT-OF-WAY

STATE OF TENNESSEE
NOTICE TO CONTRACTORS OF
STATE HIGHWAY CONSTRUCTION BIDS
TO BE RECEIVED AUGUST 17, 2018
INTERNET BIDDING MANDATORY ON ALL CONTRACTS

FENTRESS COUNTY (Contract No.CNS942) Call No. 001

Project No. BRZ-2500(28), 25945-3480-94 (PIN 113057.00)

The construction of a concrete slab bridge on Vines Ridge Road over Big Laurel Creek (L.M. 1.06), including grading, drainage and paving.

Project Length - 0.145 miles

Completion Time - On or before 6/30/2019

The DBE goal for this contract is 12%.

ANDERSON COUNTY (Contract No.CNS234) Call No. 002

Project No. R-BR-NH-9(66), 01002-3244-94 (PIN 083910.01)

The grading, drainage, construction of a welded steel plate girder bridge and paving on U.S. 25W (S.R. 9) over the Clinch River (L.M. 10.71).

Project Length - 0.359 miles

Completion Time - On or before 8/31/2021 (See Special Provision 108B)

The DBE goal for this contract is 6.5%.

ANDERSON, BLOUNT, CAMPBELL, CARTER, CLAIBORNE, COCKE, GRAINGER, GREENE, HAMBLIN,
HANCOCK, JEFFERSON, JOHNSON, KNOX, LOUDON, MONROE, MORGAN, ROANE, SCOTT, SEVIER,
SULLIVAN, UNICOI, UNION, AND WASHINGTON COUNTIES (Contract No.CNS281) Call No. 003

Project No. 98100-4106-04 (PIN 114543.08)

The random on-call cable barrier repair on various Interstate and State Routes.

Project Length - 0.000 miles

Completion Time - On or before 12/31/2019 (See Special Provision 108B)

BEDFORD COUNTY (Contract No.CNS182) Call No. 004

Project No. NH-16(56), 02005-3257-14 (PIN 100352.01)

The grading, drainage, construction of a concrete I-beam bridge and paving on U.S. 41A (S.R. 16) from near S.R. 64 east of Shelbyville (L.M. 21.57) to west of Jenkins Road (L.M. 23.75).

Project Length - 2.288 miles

Completion Time - On or before 11/30/2020

The DBE goal for this contract is 10%.

FIGURE 21: NOTICE TO CONTRACTORS

BENTON, CARROLL, CHESTER, CROCKETT, DECATUR, DYER, FAYETTE, GIBSON, HARDEMAN, HARDIN, HAYWOOD, HENDERSON, HENRY, LAKE, LAUDERDALE, MADISON, MCNAIRY, OBION, TIPTON, AND WEAKLEY COUNTIES (Contract No.CNS260) Call No. 005

Project No. HSIP-REG4(133), 98048-3261-94 (PIN 119847.00)
The miscellaneous safety improvements at various stop controlled intersections on various State Routes.
Project Length - 0.000 miles

Project No. HSIP-REG4(142), 98048-3262-94 (PIN 119847.01)
The miscellaneous safety improvements at various stop controlled intersections on various State Routes.
Project Length - 0.000 miles

Project No. HSIP-REG4(143), 98048-3263-94 (PIN 119847.02)
The miscellaneous safety improvements at various stop controlled intersections on various State Routes.
Project Length - 0.000 miles

Project No. HSIP-REG4(144), 98048-3264-94 (PIN 119847.03)
The miscellaneous safety improvements at various stop controlled intersections on various State Routes.
Project Length - 0.000 miles

Project No. HSIP-REG4(145), 98048-3265-94 (PIN 119847.04)
The miscellaneous safety improvements at various stop controlled intersections on various State Routes.
Project Length - 0.000 miles

Project No. HSIP-REG4(146), 98048-3266-94 (PIN 119847.05)
The miscellaneous safety improvements at various stop controlled intersections on various State Routes.
Project Length - 0.000 miles

Project No. HSIP-REG4(151), 98048-3267-94 (PIN 119847.06)
The miscellaneous safety improvements at various stop controlled intersections on various State Routes.
Project Length - 0.000 miles

Project No. HSIP-REG4(149), 98048-3269-94 (PIN 119847.08)
The miscellaneous safety improvements at various stop controlled intersections on various State Routes.
Project Length - 0.000 miles

Total Contract Length - 0.000 miles
Completion Time - On or before 5/31/2019

BENTON, CARROLL, DYER, FAYETTE, HAYWOOD, LAUDERDALE, MADISON, MCNAIRY, OBION, SHELBY, TIPTON, AND WEAKLEY COUNTIES (Contract No.CNS295) Call No. 006

Project No. 98049-4190-04 (PIN 117234.03)
The fence repair on various Interstate and State Routes.

Project Length - 0.000 miles
Completion Time - On or before 6/30/2019

NOTICE TO CONTRACTORS AUGUST 17, 2018 LETTING

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BENTON, CROCKETT, DECATUR, DYER, FAYETTE, HAYWOOD, HENDERSON, MADISON, OBION, SHELBY, AND TIPTON COUNTIES (Contract No. CNS284) Call No. 007

Project No. 98049-4186-04 (PIN 114546.08)

The random on-call cable barrier repair on various Interstate and State Routes.

Project Length - 0.000 miles

Completion Time - On or before 12/31/2019 (See Special Provision 108B)

BLEDSON COUNTY (Contract No. CNS266) Call No. 008

Project No. 04005-4208-04 (PIN 123165.00)

The repair of the bridge on S.R. 101 over Bee Creek (L.M. 8.98).

Project Length - 0.000 miles

Completion Time - On or before 9/30/2019

BLOUNT AND LOUDON COUNTIES (Contract No. CNS264) Call No. 009

Project No. HSIP-73(62), 05006-3262-94 (PIN 120536.00)

The miscellaneous safety improvements on U.S. 321 (S.R. 73) from near Jackson Bend Road in Loudon County (L.M. 10.74) to west of Baldwin Road in Blount County (L.M. 4.86).

Project Length - 9.080 miles

Completion Time - On or before 11/30/2018

The DBE goal for this contract is 6%.

BRADLEY COUNTY (Contract No. CNS238) Call No. 010

Project No. NH/HSIP-311(32), 06007-8245-14 (PIN 126147.00), 06007-4245-04 (PIN 126147.00), 06007-3245-94 (PIN 126147.00)

The resurfacing on U.S. 64BP (U.S. 74, S.R. 311) from east of Goldstar Drive (L.M. 3.08) to east of McGrady Drive (L.M. 5.00), including bridge deck repair.

Project Length - 1.920 miles

Completion Time - On or before 5/31/2019 (See Special Provision 108B)

The DBE goal for this contract is 5.5%.

BRADLEY, COFFEE, CUMBERLAND, GRUNDY, HAMILTON, MARION, PUTNAM, AND SEQUATCHIE COUNTIES (Contract No. CNS282) Call No. 011

Project No. 98029-4188-04 (PIN 114544.08)

The random on-call cable barrier repair on various Interstate and State Routes.

Project Length - 0.000 miles

Completion Time - On or before 12/31/2019 (See Special Provision 108B)

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BRADLEY AND MCMINN COUNTIES (Contract No.CNS287) Call No. 012

Project No. HSIP-312(15), 06946-3229-94 (PIN 119986.00)
The miscellaneous safety improvements on S.R. 312 from the Hamilton County line (L.M. 0.00) to Quill Drive (L.M. 5.27).
Project Length - 5.270 miles

Project No. HSIP-2(232), 54002-3240-94 (PIN 119823.00)
The miscellaneous safety improvements on U.S. 11 (S.R. 2) from Sanford Road to Chapel Road (L.M. 4.05 to L.M. 12.32).
Project Length - 8.270 miles

Total Contract Length - 13.540 miles
Completion Time - On or before 1/31/2019
The DBE goal for this contract is 5.5%.

CHEATHAM, DAVIDSON, DICKSON, GILES, HICKMAN, HUMPHREYS, LAWRENCE, MAURY, RUTHERFORD,
SMITH, SUMNER, WILLIAMSON, AND WILSON COUNTIES (Contract No.CNS283) Call No. 013

Project No. 98302-4198-04 (PIN 114547.08)
The random on-call cable barrier repair on various Interstate and State Routes.

Project Length - 0.000 miles
Completion Time - On or before 12/31/2019 (See Special Provision 108B)

COFFEE COUNTY (Contract No.CNS261) Call No. 014

Project No. HSIP-I-24-2(156), 16001-3176-94 (PIN 121079.00)
The miscellaneous safety improvements on I-24 EB between L.M. 4.20 and L.M. 7.20.

Project Length - 3.000 miles
Completion Time - On or before 11/30/2018
The DBE goal for this contract is 7%.

DAVIDSON COUNTY (Contract No.CNS262) Call No. 015

Project No. BHZ-9312(80), 19960-3521-94 (PIN 107669.00)
The rehabilitation of the bridge on Hillwood Boulevard over the C.S.X. Railroad and Richland Creek (L.M. 0.09).

Project Length - 0.203 miles
Completion Time - On or before 7/31/2019
The DBE goal for this contract is 8.5%.

DAVIDSON COUNTY (Contract No.CNS202) Call No. 016

Project No. HSIP-I-24-1(109), 19002-3186-94 (PIN 119739.00)
The miscellaneous safety improvements on I-24 (L.M. 26.95 - L.M. 27.20) at the S.R. 171 (Old Hickory Boulevard) EB ramp (Exit 62), including grading, drainage and paving.
Project Length - 0.966 miles

Project No. NH/STP-M-I-24-9(79), 19002-3191-44 (PIN 123055.00)
The interchange modification on I-24 (L.M. 26.70 - L.M. 27.29) at Hickory Hollow Parkway (Exit 60), including grading, drainage, construction of bridges, retaining walls and paving.
Project Length - 1.035 miles

Total Contract Length - 2.001 miles
Completion Time - On or before 5/31/2021 (See Special Provision 108B)
The DBE goal for this contract is 9%.

DAVIDSON COUNTY (Contract No.CNS286) Call No. 017

Project No. 19103-4102-04 (PIN 126867.00)
The repair of the bridge on I-40 over 46th Avenue (L.M. 13.33).

Project Length - 0.000 miles
Completion Time - On or before 12/3/2018 (See Special Provision 108B)

DICKSON COUNTY (Contract No.CNS270) Call No. 018

Project No. 22953-3579-04 (PIN 123487.00)
The grading, drainage and paving on a S.I.A. route serving Truform.

Project Length - 0.156 miles
Completion Time - On or before 11/30/2018

HAMILTON COUNTY (Contract No.CNS273) Call No. 019

Project No. HSIP-58(45), 33044-3247-94 (PIN 118673.01)
The miscellaneous safety improvements on S.R. 58 at the intersection of S.R. 312 (Birchwood Pike) (L.M. 15.70).

Project Length - 0.534 miles
Completion Time - On or before 4/30/2019 (See Special Provision 108B)
The DBE goal for this contract is 11%.

HARDIN COUNTY (Contract No.CNS271) Call No. 020

Project No. STP-SIP-57(58), 36003-3213-94 (PIN 118453.00)
The improvement of the intersection on S.R. 57 at S.R. 142 (Kendrick Road/Watkins Road) (L.M. 1.73).

Project Length - 0.333 miles
Completion Time - On or before 4/30/2019 (See Special Provision 108B)
The DBE goal for this contract is 8.5%.

HICKMAN COUNTY (Contract No.CNS275) Call No. 021

Project No. 41950-3504-04 (PIN 121650.00)

The grading, drainage and paving on a S.I.A. route serving Tubular Steel in Centerville.

Project Length - 0.218 miles

Completion Time - On or before 11/30/2018

JOHNSON COUNTY (Contract No.CNS088) Call No. 022

Project No. HSIP-67(32), 46003-3225-94 (PIN 119043.00)

The grading, drainage, extension of two (2) concrete box bridges and paving on S.R. 67 at the intersection of Pedro Shoun Lane/Sprucey Lane (L.M. 12.25).

Project Length - 0.208 miles

Completion Time - On or before 5/31/2019

The DBE goal for this contract is 6.5%.

KNOX COUNTY (Contract No.CNS265) Call No. 023

Project No. 47014-4243-04 (PIN 123585.00)

The repair of the bridge on U.S. 25W (U.S. 70, S.R. 9) over S.R. 34 (L.M. 13.39).

Project Length - 0.000 miles

Completion Time - On or before 4/30/2019 (See Special Provision 108B)

LAUDERDALE COUNTY (Contract No.CNS235) Call No. 024

Project No. STP/HSIP-209(16), 49003-8220-14 (PIN 126331.00), 49003-3220-94 (PIN 126331.00)

The resurfacing on S.R. 209 from Foodstore Road (L.M. 13.07) to S.R. 180 (L.M. 17.16).

Project Length - 4.090 miles

Project No. STP/HSIP-88(18), 49008-8250-14 (PIN 126325.00), 49008-3250-94 (PIN 126325.00)

The resurfacing on S.R. 88 from west of Key Corner Road (L.M. 7.92) to near Edith-Nankipoo Road (L.M. 14.59).

Project Length - 6.670 miles

Total Contract Length - 10.760 miles

Completion Time - On or before 6/15/2019 (See Special Provision 108B)

The DBE goal for this contract is 8%.

MONROE COUNTY (Contract No.CNS278) Call No. 025

Project No. HSIP-1202(2), 62945-3493-94 (PIN 118827.00)

The miscellaneous safety improvements on Ballplay Road from S.R. 360 (L.M. 0.00) to U.S. 411 (S.R. 33) (L.M. 11.20).

Project Length - 11.200 miles

Completion Time - On or before 5/31/2019

The DBE goal for this contract is 6%.

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PUTNAM COUNTY (Contract No.CNS279) Call No. 026

Project No. STP-SIP-111(100), 71067-3234-94 (PIN 125046.00)

The installation of signals on S.R. 111 at the I-40 east and westbound ramps in Cookeville (L.M. 4.08) including grading, drainage and paving.

Project Length - 0.370 miles

Completion Time - On or before 4/30/2019 (See Special Provision 108B)

The DBE goal for this contract is 6%.

RUTHERFORD COUNTY (Contract No.CNS292) Call No. 027

Project No. 75008-4208-04 (PIN 124689.01)

The repair of the bridge on U.S. 41A (S.R. 16) over Kelly Creek (L.M. 4.79).

Project Length - 0.000 miles

Completion Time - On or before 4/30/2019 (See Special Provision 108B)

SHELBY COUNTY (Contract No.CNS007) Call No. 028

Project No. HSIP-4188(10), 79947-3528-94 (PIN 118798.00)

The miscellaneous safety improvements on Old/New Brownsville Road from U.S. 64 (S.R. 15, Stage Road) (L.M. 0.00) to S.R. 14 (L.M. 3.27).

Project Length - 3.270 miles

Completion Time - On or before 5/31/2019

SHELBY COUNTY (Contract No.CNS205) Call No. 029

Project No. 79947-4144-04 (PIN 127370.00)

The litter removal on various Interstate and State Routes.

Project Length - 112.310 miles

Completion Time - On or before 3/31/2019 (See Special Provision 108B)

SULLIVAN COUNTY (Contract No.CNS294) Call No. 030

Project No. NH-SIP-1(350), 82002-3283-94 (PIN 121540.00)
The installation of flashing school speed limit signs on U.S. 11W (S.R. 1) at Andrew Jackson Elementary School (L.M. 2.60 - L.M. 2.94).
Project Length - 0.460 miles

Project No. HSIP-36(62), 82006-3284-94 (PIN 121541.00)
The installation of flashing school speed limit signs on S.R. 36 at John F. Kennedy Elementary School (L.M. 12.05 - L.M. 12.61).
Project Length - 0.350 miles

Project No. HSIP-93(18), 82011-3231-94 (PIN 121542.00)
The installation of flashing school speed limit signs on S.R. 93 at Sullivan North High School (L.M. 12.53 - L.M. 12.71).
Project Length - 0.490 miles

Total Contract Length - 1.300 miles
Completion Time - On or before 4/30/2019 (See Special Provision 108B)
The DBE goal for this contract is 13%.

TIPTON COUNTY (Contract No.CNS274) Call No. 031

Project No. 84102-3213-04 (PIN 121826.00)
The grading, drainage and paving on U.S. 51 (S.R. 3) from Charles Smith Street (L.M. 20.18) to Witherington Drive (L.M. 20.66).

Project Length - 0.457 miles
Completion Time - On or before 4/30/2019 (See Special Provision 108B)

WEAKLEY COUNTY (Contract No.CNS290) Call No. 032

Project No. 92137-4224-04 (PIN 122982.00)
The repair of the bridge on Hyndsver Road (L.M. 1.82) over S.R. 22 in Martin.

Project Length - 0.000 miles
Completion Time - On or before 4/30/2019 (See Special Provision 108B)

To download Plans, Cross-Sections and Grading Quantity Sheets, or to request Bid Authorization and Standard Specifications, visit the Construction Division's website at <https://www.tn.gov/content/tn/tdot/tdot-construction-division.html>.

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, standard specifications and standard drawings, if applicable.

Director of Construction

Total Number of Contracts - 32
Total Number of Projects - 48
Total Number of Counties - 69

Publication No. DT-1390-V

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.



Tennessee Department of Transportation
2018 TITLE VI GENERAL ANNUAL INTERNAL ASSESSEMENT



The 2018 TITLE VI GENERAL ANNUAL INTERNAL ASSESSEMENT is due on August 31, 2018. 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 1200
NASHVILLE, TN 37243

Phone: 615-741-7931
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:

FIGURE 22: COMPLETED DESIGN TITLE VI ASSESSMENT

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

If none, indicate why: H. DBE/MBE/WBE

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 volunteer interpreter list on Transportal.
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. 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 firms are given equal consideration based on qualifications during the selection process. Encouragement for DBE, MBE and WBE participation is included in all notices for engineering services. Our advertisements are posted on TDOT's website and until May 2013, in major

2. 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 Office. Title VI Office staff visit consulting firm offices on occasion to monitor 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.

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.

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.

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

IV. Subrecipient Review Procedures

The Title VI Program staff implemented 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 (SCRCP) 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 subrecipient 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 assurances, annually.
- The Title VI Program Staff conducted **197** compliance reviews during the calendar year. Staff reviewed **47%** of TDOT’s 423 subrecipients.
- The Title VI Program Staff conducted **20** onsite reviews.
- 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. Are 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. Certified Disadvantage Business Enterprises Utilization

The pages that follow contain 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.

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 subrecipient has the framework for a successful Title VI Program. 197 compliance reviews were conducted during the federal fiscal year 2017 – 2018. Compliance review schedule is available on the following pages.

Airports

#	Name	Document Sent	Date of Compliance
1	Rockwood Airport	No Change Affidavit and Assurance	10-Aug-18
2	Campbell County Airport	Assessment and Assurance	20-Mar-18
3	Elizabethton Airport	No Change Affidavit and Assurance	23-Aug-18
4	New Tazewell Municipal Airport	No Change Affidavit and Assurance	30-Aug-18
5	Greeneville Municipal Airport	Assessment and Assurance	5-Jun-18
6	Morristown Regional Airport	No Change Affidavit and Assurance	5-Jun-18
7	Tullahoma Regional Airport	Assessment and Assurance	15-May-18
8	Winchester Memorial Airport	No Change Affidavit and Assurance	14-Aug-18
9	Collegedale Municipal Airport	Assessment and Assurance	15-May-18
10	Arnold Field - Lauderdale County Airport	Assessment and Assurance	16-Oct-17
11	Henry County Airport	No Change Affidavit and Assurance	10-Jan-18
12	Bolivar-Hardeman County Airport	Assessment and Assurance	9-Nov-17
13	Humboldt Municipal - Gibson County	No Change Affidavit and Assurance	11-Oct-17
14	Carroll County Airport	No Change Affidavit and Assurance	5-Sep-18
15	McNairy County Airport Authority (Robert Sibley)	No Change Affidavit and Assurance	9-Jan-18

Airports (cont'd)			
#	Name	Document Sent	Date of Compliance
16	Fayette County Airport	No Change Affidavit and Assurance	3-Aug-18
17	McKellar Sipes	No Change Affidavit and Assurance	23-Feb-18
18	Dyersburg Regional Airport-Dyer County	Assessment and Assurance	9-Aug-18
19	Savannah-Hardin County Airport	No Change Affidavit and Assurance	8-Aug-18
20	Millington Regional Airport	No Change Affidavit and Assurance	7-May-18
21	Benton County Airport	No Change Affidavit and Assurance	16-Jul-18
22	Beech River Regional Airport	No Change Affidavit and Assurance	4-Jun-18
23	Smyrna/Rutherford County Airport	No Change Affidavit and Assurance	28-Sep-18
24	Portland Municipal Airport	No Change Affidavit and Assurance	28-Sep-18
25	Franklin County Airport	No Change Affidavit and Assurance	18-Sep-18
26	Crossville Memorial Airport	Assessment and Assurance	13-Sep-18
Non-Profits			
#	Name	Document Sent	Date of Compliance
27	Comcare	No Change Affidavit and Assurance	15-Jun-18
28	Greene County Skills	No Change Affidavit and Assurance	14-Aug-18

Nonprofits Transportation Providers (cont'd)

#	Name	Document Sent	Date of Compliance
29	Agape Outreach Homes	Assessment and Assurance	24-Oct-17
30	Adult Community Training	Assessment and Assurance	17-Aug-18
31	Mid-East Community Action Agency	Assessment and Assurance	23-Oct-17
32	Scott Appalachian Industries	No Change Affidavit and Assurance	31-Jul-18
33	Frontier Health	No Change Affidavit and Assurance	2-Aug-18
34	Senior Citizens of Campbell County	Assessment and Assurance	21-Sep-18
35	Pacesetters, Incorporated	No Change Affidavit and Assurance	18-Jan-18
36	Skills Training and Rehabilitation (Stars, Incorporated)	No Change Affidavit and Assurance	7-Feb-18
37	New Life Tennessee	No Change Affidavit and Assurance	8-Mar-18
38	South Central Tennessee Development District	Assessment and Assurance	12-Apr-18
39	The King's Daughters School	No Change Affidavit and Assurance	26-Jul-18
40	Volunteer Behavioral Health	Assessment and Assurance	20-Jul-18
41	Shelby Residential & Vocational Services	No Change Affidavit and Assurance	3-Apr-18
42	Behavioral Health Initiatives	No Change Affidavit and Assurance	2-Mar-18
43	Easter Seals Tennessee	No Change Affidavit and Assurance	12-Feb-18

Nonprofits Transportation Providers (cont'd)

#	Name	Document Sent	Date of Compliance
44	St. Mary Manor	No Change Affidavit and Assurance	9-Oct-17
45	Carey Counseling Center Incorporated	No Change Affidavit and Assurance	11-Oct-17
46	McNairy County Developmental Services	No Change Affidavit and Assurance	31-Oct-17
47	Lauderdale County Commission on Aging	No Change Affidavit and Assurance	9-Nov-17
48	CS Patterson Training Center	Assessment and Assurance	1-Nov-17
49	Wesley at Paris, Incorporated	No Change Affidavit and Assurance	6-Dec-17
50	Wesley-Asbury, INC	Assessment and Assurance	12-Sep-18
51	Wesley Jackson Highlands, Incorporated	No Change Affidavit and Assurance	5-Dec-17
52	Goodwill Homes Community Services	No Change Affidavit and Assurance	3-Oct-17
53	Wesley Homes Lake County Incorporated	No Change Affidavit and Assurance	6-Dec-17
54	Volunteers of America Mid-States (VOAMID)	Assessment and Assurance	4-Jan-17
55	Volunteers of America Mid-States (VOAMID)	No Change Affidavit and Assurance	17-Jan-18
56	Good Samaritan Village, Incorporated	No Change Affidavit and Assurance	6-Dec-17
57	Wesley at Adamsville, Incorporated	No Change Affidavit and Assurance	11-Dec-17
58	Wesley Housing Corporation of Memphis, Incorporated	No Change Affidavit and Assurance	6-Dec-17

59	Scotts Hill Senior Center	Assessment and Assurance	6-Oct-17
Nonprofits Transportation Providers (cont'd)			
#	Name	Document Sent	Date of Compliance
60	Wesley at Milan, Incorporated	Assessment and Assurance	31-Jul-18
61	Wesley at Millington, Incorporated	Assessment and Assurance	31-Jul-18
62	Helen R. Tucker Development Center	Assessment and Assurance	16-Aug-18
63	Case Management, Incorporated	Assessment and Assurance	22-Aug-18
64	Wesley Homes, Incorporated	Assessment and Assurance	5-Sep-18
65	Mid-East Community Action Agency	No Change Affidavit and Assurance	10-Sep-18
Local Governments			
#	Name	Document Sent	Date of Compliance
66	Town of Greeneville	Assessment and Assurance	12-Feb-18
67	Johnson City Administration Department	No Change Affidavit and Assurance	19-Sep-17
68	City of Oak Ridge Public Works Department	Assessment and Assurance	14-Dec-17
69	Anderson County Administration Department	Assessment and Assurance	8-Jun-18
70	City of Maryville Engineering Department	Assessment and Assurance	29-Jan-18
71	City of Alcoa	No Change Affidavit and Assurance	13-Mar-18

72	City of Lafollette	Assessment and Assurance	8-Feb-18
Local Governments (cont'd)			
#	Name	Document Sent	Date of Compliance
73	City of Newport Administration Department	Assessment and Assurance	6-Sep-18
74	City of Harrogate Administration Department	No Change Affidavit and Assurance	13-Mar-18
75	City of Morristown	No Change Affidavit and Assurance	8-May-18
76	Town of Dandridge	Assessment and Assurance	23-Mar-18
77	City of Knoxville Department of Engineering	No Change Affidavit	6-Nov-17
78	Knox County Government	No Change Affidavit and Assurance	8-Mar-18
79	City of Jefferson City Administration Department	Assessment and Assurance	15-May-18
78	Lenoir City	No Change Affidavit and Assurance	12-Feb-18
79	Roane County Government	No Change Affidavit	22-Jan-18
80	City of Sevierville	Assessment and Assurance	5-Feb-18
81	City of Kingsport Engineering Department	Assessment and Assurance	30-May-18
82	Town of Erwin	Assessment and Assurance	17-May-18
83	City of Pigeon Forge Administration Department	No Change Affidavit and Assurance	29-Aug-18
84	Sullivan County Administration Department	No Change Affidavit and Assurance	8-May-18

85	Loudon County Administration Department	Assessment and Assurance	14-Feb-18
86	Town of Farragut	Assessment and Assurance	2-Feb-18
Local Governments (cont'd)			
#	Name	Document Sent	Date of Compliance
87	Town of Unicoi	Assessment and Assurance	26-Apr-18
88	City of Rockwood	Assessment and Assurance	23-May-18
89	City of Winchester	Assessment and Assurance	9-Aug-18
90	City of Loudon	Assessment and Assurance	16-Aug-18
91	City of Bristol	Assessment and Assurance	29-Aug-18
92	Town of Signal Mountain Public Works Department	No Change Affidavit and Assurance	12-Feb-18
93	City of Crossville Administration Department	No Change Affidavit and Assurance	5-Feb-18
94	City of Pikeville	Assessment and Assurance	29-Jan-18
95	City of Red Bank	No Change Affidavit and Assurance	29-Aug-18
96	City of Chattanooga	Assessment and Assurance	21-Mar-18
97	Hamilton County Engineering Department	No Change Affidavit and Assurance	12-Jun-18
98	City of Cookeville	Assessment and Assurance	30-Apr-18
99	City of Athens Public Works Department	No Change Affidavit and Assurance	31-Aug-18

100	City of Ducktown Administration Department	No Change Affidavit and Assurance	12-Jun-18
101	White County Government	Assessment and Assurance	2-Aug-18
102	City of East Ridge	No Change Affidavit and Assurance	8-Jun-18
Local Governments (cont'd)			
#	Name	Document Sent	Date of Compliance
103	Tracy City Administration Department	No Change Affidavit and Assurance	7-Jun-18
104	City of Manchester	No Change Affidavit and Assurance	11-Jul-18
105	City of Dunlap Administration Department	No Change Affidavit and Assurance	16-Apr-18
106	City of Lakesite	Assessment and Assurance	28-Feb-18
107	City of Shelbyville Administration Department	No Change Affidavit and Assurance	6-Apr-18
108	City of Berry Hill Administration Department	No Change Affidavit and Assurance	26-Jul-18
109	City of Mt. Juliet	Assessment and Assurance	26-Nov-17
110	City of Dickson	Assessment and Assurance	6-Mar-18
111	City of Columbia	Assessment and Assurance	16-Nov-17
112	City of Clarksville	No Change Affidavit and Assurance	26-Jul-18
113	City of Gallatin Administration Department	No Change Affidavit and Assurance	13-Feb-18
114	City of White House	No Change Affidavit and Assurance	16-Aug-18

115	Sumner County Administration Department	No Change Affidavit and Assurance	16-Aug-18
116	Town of Smyrna	No Change Affidavit and Assurance	20-Dec-17
117	City of Portland Administration Department	No Change Affidavit and Assurance	24-Jan-18
Local Governments (cont'd)			
#	Name	Document Sent	Date of Compliance
118	Town of Nolensville Administration Department	No Change Affidavit and Assurance	26-Jul-18
119	City of Franklin	No Change Affidavit and Assurance	8-Jan-18
120	City of Murfreesboro Transportation Department	No Change Affidavit and Assurance	13-Feb-18
121	City of Nashville/Davidson County Public Works Department	Assessment and Assurance	23-Feb-18
122	Metropolitan Nashville Planning Department	Assessment and Assurance	26-Feb-18
123	City of Lawrenceburg	Assessment and Assurance	19-Jun-18
124	City of Pulaski	Assessment and Assurance	20-Jul-18
125	City of Collinwood	Assessment and Assurance	29-Jun-18
126	City of Germantown	No Change Affidavit and Assurance	6-Feb-18
127	Town of Atoka	No Change Affidavit and Assurance	3-Oct-17
128	Town of Collierville	No Change Affidavit and Assurance	7-Mar-18
129	Lauderdale County Highway Department	No Change Affidavit and Assurance	5-Feb-18

130	Shelby County Government	No Change Affidavit and Assurance	2-Feb-18
131	City of Memphis Government	No Change Affidavit and Assurance	14-May-18
132	City of Ripley	Assessment and Assurance	16-Aug-18
133	City of Covington	No Change Affidavit and Assurance	13-Aug-18
Local Governments (cont'd)			
#	Name	Document Sent	Date of Compliance
134	City of McKenzie	No Change Affidavit and Assurance	22-May-18
135	City of Henderson	Assessment and Assurance	8-May-18
136	City of Newbern Administrative Department	Assessment and Assurance	20-Mar-18
137	Town of Trimble	Assessment and Assurance	16-Apr-18
138	City of Dyersburg Engineering Department	Assessment and Assurance	9-Aug-18
139	Dyer County Government	No Change Affidavit and Assurance	6-Oct-17
140	City of Trenton Government	No Change Affidavit and Assurance	5-Sep-18
141	City of Medina	No Change Affidavit and Assurance	10-Sep-18
142	City of Milan Finance Department	No Change Affidavit and Assurance	5-Jul-18
143	City of Savannah Administration Department	No Change Affidavit and Assurance	6-Aug-18
144	City of Brownsville Government	Assessment and Assurance	7-Dec-17

145	City of Lexington Administration Department	No Change Affidavit and Assurance	1-May-18
146	Henderson County Government	Assessment and Assurance	4-Oct-17
147	City of Ridgely	No Change Affidavit and Assurance	13-Jun-18
148	Town of Halls Administration Department	No Change Affidavit and Assurance	4-Oct-17
149	Town of Selmer	No Change Affidavit and Assurance	6-Aug-18
Local Governments (cont'd)			
#	Name	Document Sent	Date of Compliance
150	City of Millington Administration Department	Assessment and Assurance	2-May-18
151	City of Bartlett Government	No Change Affidavit and Assurance	3-Apr-18
152	City of Lakeland	Assessment and Assurance	24-Jul-18
153	City of Munford Government	No Change Affidavit and Assurance	9-Nov-17
154	City of Dresden	No Change Affidavit and Assurance	12-Dec-17
155	City of Martin Administration Department	No Change Affidavit and Assurance	16-Jul-18
156	City of Paris Administration Department	No Change Affidavit and Assurance	12-Oct-17
157	City of Paris Administration Department	No Change Affidavit and Assurance	6-Apr-18
158	Benton County Government	No Change Affidavit and Assurance	26-Jun-18
159	Haywood County Administration Department	No Change Affidavit and Assurance	5-Jul-18

160	City of Lavergne	Assessment and Assurance	28-Sep-18
161	City of Goodlettsville	Assessment and Assurance	28-Sep-18
162	Town of Somerville	No Change Affidavit and Assurance	10-Jul-18
163	City of Loretto	Assessment and Assurance	28-Sep-18
164	City of Elkton	No Change Affidavit and Assurance	28-Sep-18
165	Fayette County Government	No Change Affidavit and Assurance	3-Aug-18
Local Governments (cont'd)			
#	Name	Document Sent	Date of Compliance
166	City of Piperton	No Change Affidavit and Assurance	5-Dec-17
167	City of Parsons	No Change Affidavit and Assurance	5-Sep-18
168	City of South Fulton	No Change Affidavit and Assurance	28-Nov-17
169	City of Parkers Crossroads	Assessment and Assurance	21-Feb-18
170	Tipton County Government	Assessment and Assurance	14-Feb-18
171	City of Medina	No Change Affidavit and Assurance	10-Sep-18
172	City of Jackson	Assessment and Assurance	21-Sep-18
173	City of Winchester	Assessment and Assurance	9-Aug-18
174	City of Lewisburg	No Change Affidavit and Assurance	13-Sep-18

175	City of Lebanon	No Change Affidavit and Assurance	13-Sep-18
176	City of Dayton	No Change Affidavit and Assurance	14-Sep-18
177	Henderson County Government	No Change Affidavit and Assurance	14-Sep-18
178	Town of Guys	No Change Affidavit and Assurance	18-Sep-18
Rural and Small Urban Transits			
#	Name	Document Sent	Date of Compliance
179	Gatlinburg Transit	No Change Affidavit and Assurance	8-Mar-18
180	Bristol Transit	Assessment and Assurance	28-Aug-18
181	Franklin City Transit Authority	No Change Affidavit and Assurance	26-Jul-18
182	Jackson Transit Authority	No Change Affidavit and Assurance	1-Mar-18
183	East Tennessee Human Resource Agency	No Change Affidavit and Assurance	10-Jul-18
184	First Tennessee Human Resource Agency	No Change Affidavit and Assurance	17-Jun-18
185	Southeast Tennessee Human Resource Agency	Assessment and Assurance	29-Jan-18
186	Southwest Human Resource Agency	No Change Affidavit and Assurance	16-Nov-17
187	Delta Human Resource Agency	No Change Affidavit and Assurance	23-Feb-18
188	Northwest Tennessee Human Resource Agency	No Change Affidavit and Assurance	4-Sep-18

Metropolitan Transportation Planning Organization

#	Name	Document Sent	Date of Compliance
189	Lakeway Area Metropolitan Transportation Planning Organization	No Change Affidavit and Assurance	16-Aug-18
190	Johnson City Metropolitan Planning Organization	Assessment and Assurance	9-Aug-18
191	Bristol Metropolitan Planning Organization	Assessment and Assurance	29-Aug-18
192	Kingsport Metropolitan Planning Organization	No Change Affidavit and Assurance	30-Aug-18

Metropolitan Transportation Planning Organization (cont'd)

#	Name	Document Sent	Date of Compliance
193	Nashville Area Metropolitan Planning Organization	Assessment and Assurance	26-Apr-18
194	Jackson Area Metropolitan Planning Organization	No Change Affidavit and Assurance	7-Mar-18
195	Memphis Metropolitan Planning Organization	Assessment and Assurance	30-Aug-18
196	Knoxville Regional Transportation Planning Organization	No Change Affidavit and Assurance	18-Sep-18
197	Clarksville Metropolitan Planning Organization	No Change Affidavit and Assurance	13-Sep-18




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

FIGURE 23: 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:

Copies of the Title VI Program Staff’s desk assessments are displayed below. The assessments are specific to the entity that is being reviewed, with the exception of the General Desk Assessments that 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.

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).

TDOT Civil Rights Division – Title VI Compliance Assessment 01/2018

FIGURE 24: 2018 AIRPORT TITLE VI ASSESSMENT

2. List the total amount of federal funds received for funding year 2017 - 2018, 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 2017 - 2018 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		



**2018 Tennessee Department of Transportation
Civil Rights Division
Title VI Compliance Assessment**



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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

<input type="text"/>	<input type="text"/>
Administrative Head	Title
Grant Recipient:	<input type="text"/>
Address:	<input type="text"/>
City/State:	Zip Code/CO: <input type="text"/>
Name and Title of Title VI Coordinator:	<input type="text"/>
<input type="text"/>	<input type="text"/>
Name	Title
Address:	<input type="text"/>
City/State:	Zip Code/CO: <input type="text"/>
Phone/Fax:	Email: <input type="text"/>

* Please notify the Civil Rights Division if the 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, provide date.

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: <https://www.tn.gov/tdot/article/title6-training>

FIGURE 25: SAMPLE URBAN, RURAL, NON-PROFIT TRANSIT PROVIDERS TITLE VI ASSESSMENT

III. Funding Information

1. List all funding sources to the agency (Federal, State, and Local).

[Redacted area for funding sources]

2. List the total amount of federal funds received for funding, including a description of the programs being funded, the funding amount.

[Redacted area for federal funding details]

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

[Redacted area for pending applications]

If none, please check:

IV. DBE Utilization Information

1. Describe contracting opportunities afforded to DBEs, minority, small businesses, and women-owned businesses, if any. If none, why.

[Redacted area for DBE contracting opportunities]

2. Describe outreach and notification efforts used to ensure the DBEs, minority, small businesses, and women owned businesses are aware of bid opportunity, if any. If none, why.

[Redacted area for DBE outreach efforts]

V. Title VI Complaint Information

1. List any Title VI complaints or other Civil Rights lawsuits filed on the bases of race, color, and/or national origin with your agency during the 2017 - 2018 calendar year. Include a summary of the findings and resolutions, if any. Include a copy of your agency's complaint log.

If none, please check:

2. Provide a copy of agency's complaint procedures and instructions to the public regarding how to file a Title VI discrimination complaint.

VI. Compliance Reviews

1. Provide a narrative or description of efforts the agency takes to ensure subrecipients are complying with Title VI of the of the 1964 Civil Rights Act. Provide a schedule of subrecipients Title VI Program submissions, if any.

2. Provide the racial and ethnic demographics of your service area. This information can be obtained at <https://www.census.gov/>

Service area population:

Categories	Total Female Numbers	Total Female Percent	Categories	Total Male Number	Total Male Percent	Overall Totals
Female	12	0%	Male		0%	
White		0%	White		0%	
American Indian/ Alaska Native		0%	American Indian/ Alaska Native		0%	
Asian		0%	Asian		0%	
Hispanic		0%	Hispanic		0%	
African American		0%	African American		0%	
Native Hawaiian/ Pacific Islander		0%	Native Hawaiian/ Pacific Islander		0%	
Other		0%	Other		0%	

VII. Public Involvement Plan (PIP)

1. **Provide a copy of agency's Public Involvement Plan** that includes an outreach plan to engage the minority, Limited English proficient (LEP), and low income population.

VIII. 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 Four Factor Analysis with this assessment.

If no, please contact your TDOT Title VI Program Title VI Specialist for assistance on conducting an analysis of your service area.

2. Provide a copy of agency's plan for providing language assistance to LEP persons.
3. Describe the method used by your agency to eliminate any barriers for meaningful communications with LEP individuals. **(Answer only if your service population includes ethnic groups representing 5% or more of your total area population.)**



IX. Notifications – Title VI Poster

1. **Provide a copy of agency's Title VI Poster** that informs the public of the protections against discrimination afforded to them by **Title VI of the 1964 Civil Rights Act**. List locations where notices and posters setting forth Title VI regulations and responsibilities are placed. (Note – posters should be in areas readily accessible to employees and the public. Additionally, it should have the name and contact information of the Title VI Coordinator).



X. Transportation Related Boards and Commissions

1. Provide demographic breakdown of non-elected Transportation – related board(s), commission(s), and/or advisory bodies. Also, describe how these members are recruited, date(s) of appointments, and the term-end date. Use addendum sheet(s), if needed.

Categories	Total Female Numbers	Total Female Percent	Categories	Total Male Number	Total Male Percent	Overall Totals
Female		0%	Male		0%	
White		0%	White		0%	
American Indian/ Alaska Native		0%	American Indian/ Alaska Native		0%	
Asian		0%	Asian		0%	
Hispanic		0%	Hispanic		0%	
African American		0%	African American		0%	
Native Hawaiian/ Pacific Islander		0%	Native Hawaiian/ Pacific Islander		0%	
Other		0%	Other		0%	

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

3. Provide a narrative or description of efforts made to encourage the participation of minorities on such committees or decision-making boards.

XI. Title VI Service Equity Analysis

1. If there have been any major service changes, provide the Title VI equity analysis that was conducted during the planning stage for the particular change/project, i.e., fare changes, facility constructions (in regard to location), etc. with regard to facility location.
2. Provide passenger surveys.
3. Provide a copy of your agency’s Set System-Wide Service Standard, i.e., non-discrimination policies, etc.
4. Submit any evaluations conducted on Service fare changes, if any.
5. Submit any analysis/monitoring of ridership data, minority routes, etc., if any.



2018 Tennessee Department of Transportation
Civil Rights Division
Title VI Compliance Assessment



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I. Agency Contact Information

Administrative Head Title

Grant Recipient:

Address:

City/State: Zip Code/County:

Phone/Fax: Email:

Name of Title VI Coordinator Title

Address:

City/State: Zip Code/County:

Phone/Fax: Email:

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

Location Date

* 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

FIGURE 26: SAMPLE GENERAL COMPLIANCE TITLE VI ASSESSMENT

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	
0.00%		0.00%	

City/County Population:

Categories	Total Female Numbers	Total Female Percent	Categories	Total Male Number	Total Male Percent	Overall Totals
Female		0.00%	Male		0.00%	
White		0.00%	White		0.00%	
American Indian/ Alaska Native		0.00%	American Indian/ Alaska Native		0.00%	
Asian		0.00%	Asian		0.00%	
Hispanic		0.00%	Hispanic		0.00%	
African American		0.00%	African American		0.00%	
Native Hawaiian/ Pacific Islander		0.00%	Native Hawaiian/ Pacific Islander		0.00%	
Other		0.00%	Other		0.00%	

Demographics of service (project area) Socioeconomic Data:

IV. Funding Information

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

- 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		0.00%	Male		0.00%	
White		0.00%	White		0.00%	
American Indian/ Alaska Native		0.00%	American Indian/ Alaska Native		0.00%	
Asian		0.00%	Asian		0.00%	
Hispanic		0.00%	Hispanic		0.00%	
African American		0.00%	African American		0.00%	
Native Hawaiian/ Pacific Islander		0.00%	Native Hawaiian/ Pacific Islander		0.00%	
Other		0.00%	Other		0.00%	

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



**2018 Tennessee Department of Transportation
Civil Rights Division
Metropolitan Planning Organization
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: _____

Name and Title of Title VI Coordinator:

_____ Title _____
Name

Address: _____

City/State: _____ Zip Code/County: _____

Phone/Fax: _____ Email: _____

* Please notify the Civil Rights Division if the 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, provide date of last training completed. _____

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

FIGURE 27: SAMPLE 2018 METROPOLITAN PLANNING ORGANIZATION TITLE VI ASSESSMENT

III. **Organization - 42 USC 2000et seq.; 49CFR Part 21; 28CFR Part 42, subpart F, Executive Order 12898 on Environmental Justice and Title VI; FTA C4702.1B; FTA C4703.1.**

1. Planning Commission(s), Board(s), and/or Advisory Body (ies) should reflect the racial/ethnic composition of the community affected by their programs.

Provide a breakdown for all MPO staff, transportation - related appointed board(s), advisory body (ies) or commission(s) by race and gender.

Body	Caucasian	Latino	African American	Asian American	Native American
Population					
Committee 1					
Committee 2					
Committee 3					

*Use addendum sheet to add additional committees.

2. How are members of the board(s)/ or commission(s) selected? [\(attach by-laws\)](#)

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

4. Provide a narrative or description of efforts made to encourage the participation of minorities on such committees or decision-making boards.

5. Provide a demographic profile of MPO's metropolitan area that includes identification of minority and/ or low income populations in the aggregate. (Use addendum sheets)
-
-
-
6. Provide a description of the procedures used to determine and consider the mobility needs of the minority population. (Use addendum sheets.)
 7. Provide a copy of the MPO's Public Participation Plan that includes an outreach plan to engage the minority and limited English proficient (LEP) population.
 8. Provide a copy of the MPO's plan for providing language assistance to LEP persons.
 9. Provide a copy of MPO's complaint procedures and instructions to the public regarding how to file a Title VI discrimination complaint.
 10. Provide copies of MPO's Title VI Poster, informing the public of the protections provided to them in Title VI. Include locations where notices are posted, e.g., website, building entrance, etc.

IV. Documentation - 23 USC 109(h); Executive Order 12898; 49 CFR Part 21; Title VI; FTA C4702.1B; FTA C4703.1.

1. Have there been any special studies of traditionally under-served or low income communities conducted in the past three years? What type studies? Purpose?

Yes No if yes, what type?

2. Provide a narrative of the MPO's complaint procedures, and provide a copy of complaint form and log.

3. List all active transportation-related Title VI complaints, investigations or lawsuits filed on the basis of race, color, and/or national origin (including, but not limited to, actions brought pursuant to Title VI against subrecipient containing the date of filing; summary of allegation(s); and status.

4. List all funding sources to the MPO and provide a description of the procedures the MPO uses to pass through Federal financial assistance to subrecipients in a nondiscriminatory manner.

5. List funding sources and any applications approved for federal projects.

6. Provide a summary of all FHWA/FTA Title VI reviews conducted on your agency in the past three years; name of agency or organization performing review; any findings and recommendations; and status of and/or disposition of findings and recommendations.

7. Provide a written description of the planning process, discussing how project selection and/or criteria for the Unified Planning Work Program (UPWP), Long Range Transportation Plan (LRTP) and Transportation Improvement Program (TIP) will be accomplished in a nondiscriminatory manner.

9. Provide an analysis assessing any effects on Environmental Justice (EJ) traditionally under-served communities that include transportation congestion and air quality projects.

- The potential impact on traditionally under-served communities and businesses during and after project;
- The potential environmental impact;
- Detailed list of traditionally under-served owned businesses and households to be effected;
- Any significant changes or impacts on traditionally under-served communities; and
- Description of how this/these project(s) will mitigate any identified adverse, social, economic, or environmental effects.

Note: If report(s) on the above-described projects have been conducted or are in the possession of TDOT personnel, provide the name, date and project termination date of each such project.

V. Public Involvement – 42 USC 2000d et seq.; 49 CFR Part 21; 28 CFR Part 42, Subpart F, Executive Order 12898

1. Describe the effectiveness of your public involvement process as well as any strategies to ensure traditionally under-served populations have an opportunity for full participation in your planning process.

2. Describe how traditionally under-served media sources are appropriately included in all notification processes for public meetings or public reviews of agency documents.

3. Describe how meeting locations and formats encourage or facilitate participation by traditionally under-served populations.

VI. Contracting Opportunities – 42 USC 2000d et seq.; 49 CFR Part 21.5(b) (2) & (3); 28 CFR Part 42. Subpart F

4. List primary or subcontracting opportunities for planning studies, corridor studies, or other work which have been provided to minorities and women owned firms in the last twelve months.

Include documentation for the following information:

- _____ The number and nature of consultant contracts used by the MPO.
- _____ The number of certified Disadvantaged Business Enterprises and other small, minority and women – owned businesses (by race) used by the MPO, including the nature of the work, type and description of projects, and locations.

_____ Outreach methods used by the MPO to attract certified Disadvantaged Business Enterprises and other small, minority and women – owned businesses.

Program Specific Requirements

The following applies to planning areas with a population of 200,000 or greater

VII. Community Impact Assessment – 23 USC 109(h) lists the types of adverse social and economic impacts that must be investigated and documented.

1. Describe how community value, social, neighborhood issues; environmental justice and any discrimination issues are normally addressed by the MPO.

VIII. Service Equity – Executive Order 12898 Cumulative Impacts; 42 USC 2000d et seq.; 49 CFR Part 21; 28 CFR Part 42, Subpart F. In the context of land use planning, cumulative impacts of the benefits and burdens (regional plan level), please address the following:

1. Describe to what extent the MPO coordinates with citizens and community-based agencies, groups and/or organizations in defining communities within the MPO’s geographic area of responsibility in assessing potential benefits and impacts of transportation system investments, particularly related to traditionally under-served populations and other traditionally under utilized populations.

2. What specific criteria are used to determine which projects will be included in the TIP?

3. How is the distribution of impacts to socioeconomic and/or ethnic minorities identified and measured?

4. How does the MPO collect and utilize transit data?

For MPOs that are providers of fixed route public transportation service (50 + peak vehicles):

1. If there have been any major service changes, provide the Title VI equity analysis that was conducted during the planning stage for the particular change, i.e., fare changes, facility constructions (in regard to location), etc. with regard to facility location.
2. Provide passenger surveys.
3. Provide a copy of the MPOs Set System-Wide Service Standard, i.e., non-discrimination policies, etc.
4. Submit any evaluations conducted on Service fare changes.
5. Submit any analysis/monitoring of ridership data, minority routes, etc.

IX. 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).

X. 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

XI. 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



2018 Tennessee Department of Transportation

Civil Rights Division

No Change Affidavit



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

Agency Name: _____

Address: _____

City/State: _____ Zip Code/County: _____

Phone/Fax: _____ Email: _____

Title VI Coordinator

Title

II. Affidavit

I, _____, swear (or affirm) there have been no changes in _____ Title VI
Program, and that the existing Title VI Program is in accordance with the requirements of 49 CFR Part 21 and 23 CFR
Part 200 and all applicable nondiscriminatory statutory and regulatory requirements.

I specifically swear (or affirm) that _____ has Title VI Complaint procedures; nondiscriminatory
language in contracts; has Limited English Proficiency Procedures; has the required Title VI postings in visible places,
and has a Title Coordinator, who has participated in TDOT's Title VI training within the last three years, _____.
Training Date

I further swear (or affirm) that the Tennessee Department of Transportation's Civil Rights Division
will be notified within 7 calendar days of any Title VI complaints/lawsuits filed with/against _____.
Agency Name

FIGURE 28: 2018 NO CHANGE AFFIDAVIT AND ASSURANCE

There has been a change(s) to _____ Title VI Program. Please see attached documentation of change(s). (e.g., Title VI Coordinator change, agency in receipt of a Title VI Complaint, etc.).
Agency Name

I certify that the above information is true and complete to the best of my knowledge and understand that knowingly providing false information could result in the withholding of payments and /or cancellation, termination or suspension of the contract, in whole or in part.

It is the policy of the Tennessee Department of Transportation to ensure compliance with Title VI of the Civil Rights Act of 1964; 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, age, disability or national origin.

III. Title VI Assurance

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

_____ 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).
Agency Name

_____ 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
Agency Name

_____ 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.
Agency Name

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).

Agency Name

IV. 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

V. 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

V. Data Collection/Reporting/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 Environmental Division'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 (ES), 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. 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

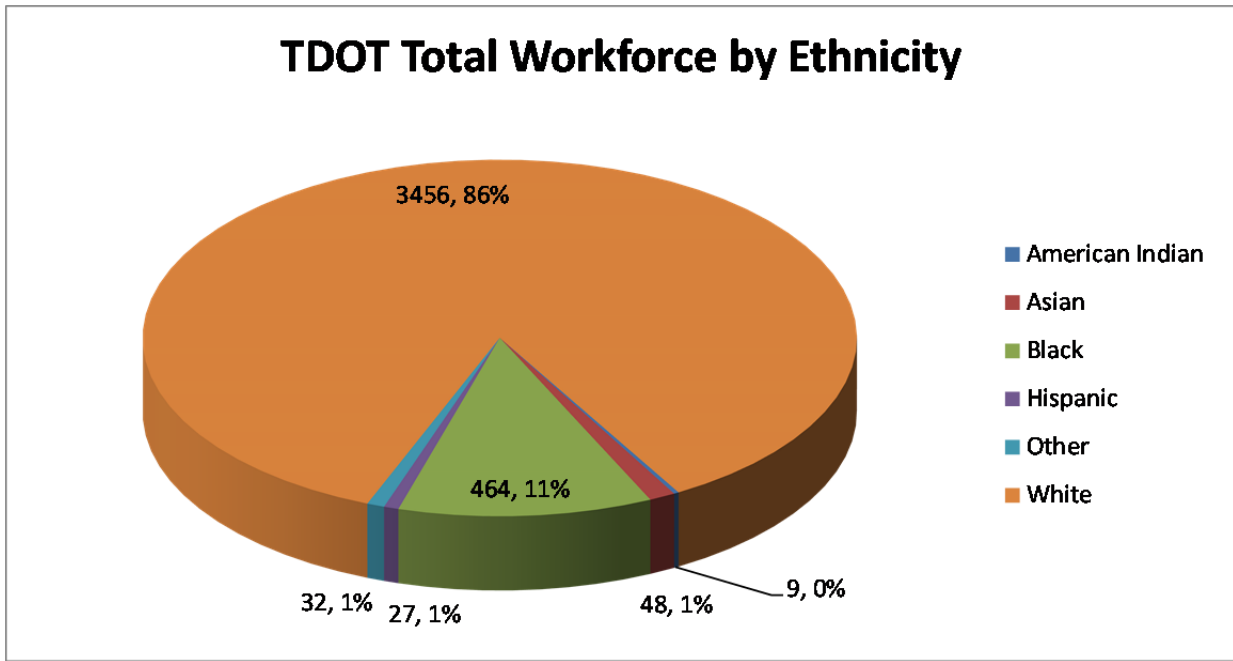


FIGURE 29: TDOT TOTAL WORKFORCE BY ETHNICITY

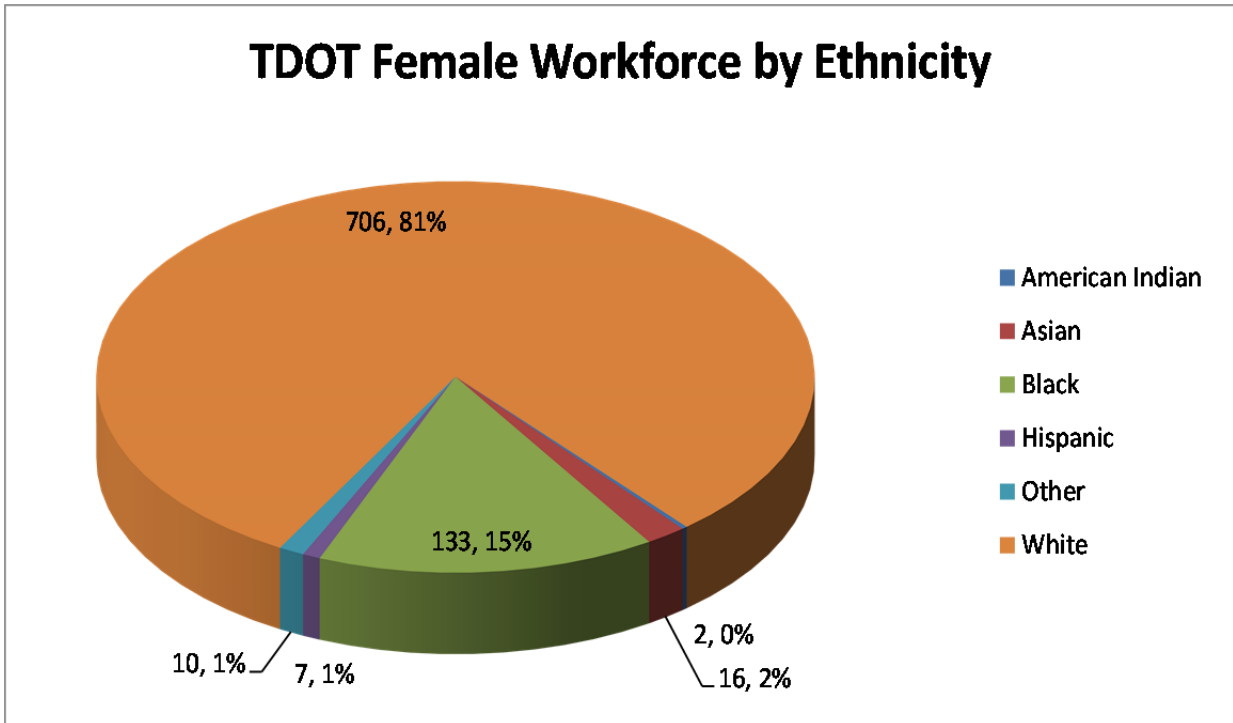


FIGURE 30: TDOT FEMALE WORKFORCE BY ETHNICITY

TDOT Male Workforce by Ethnicity

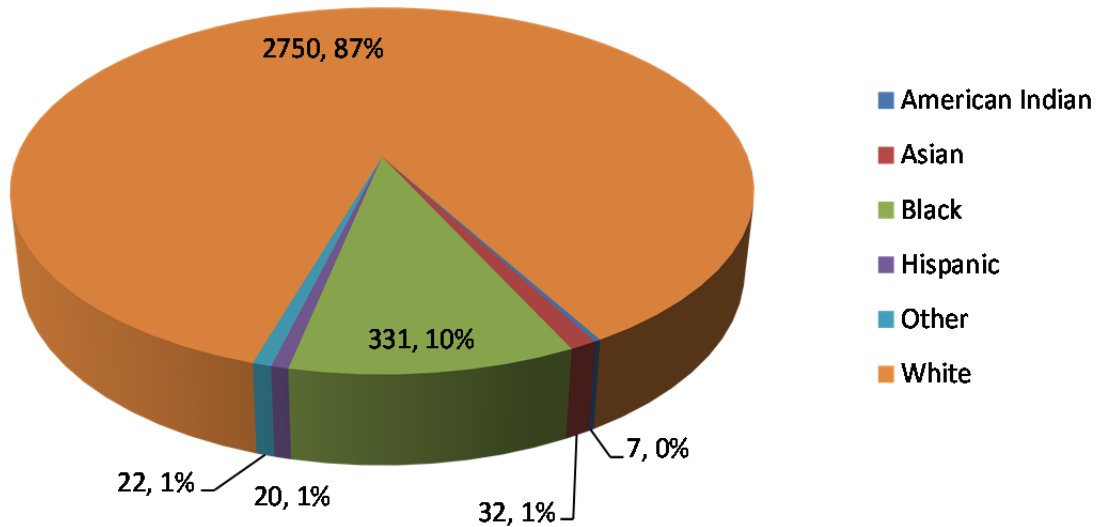


FIGURE 31: TDOT MALE WORKFORCE BY ETHNICITY

TDOT Workforce by Gender

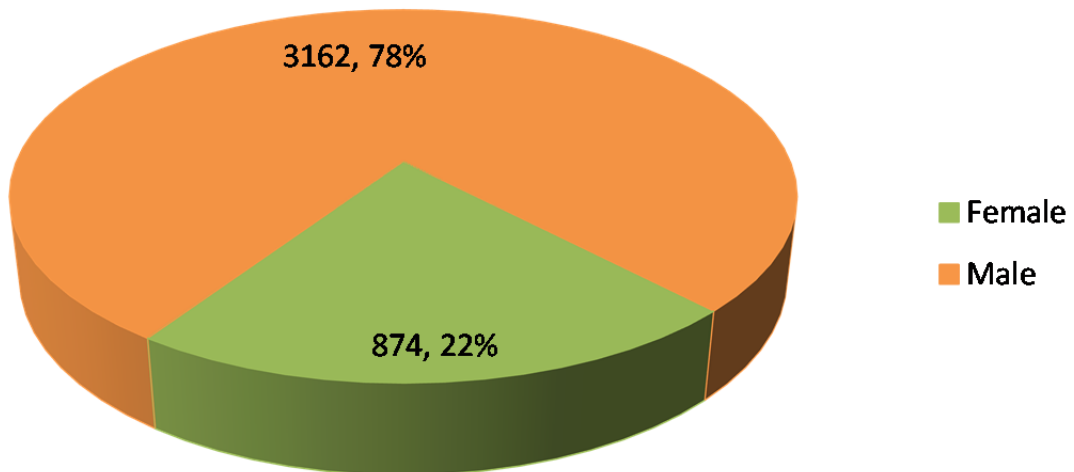


FIGURE 32: TDOT WORKFORCE BY GENDER

TDOT Workforce by Service Type

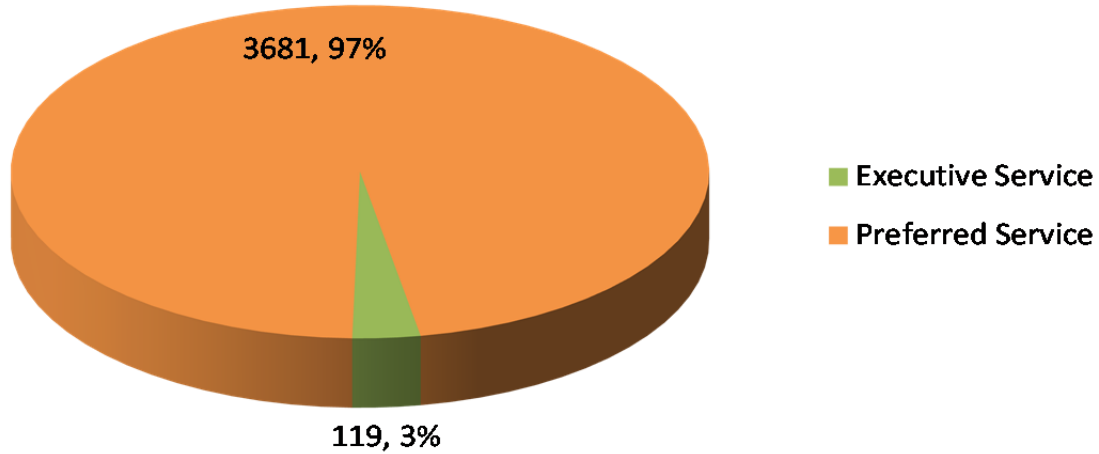


FIGURE 33: TDOT WORKFORCE BY SERVICE TYPE

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 1; WORKFORCE ANALYSIS BY EMPLOYMENT TYPE AND ETHNICITY

- TDOT CRD did not receive any Title VI complaints during the reporting period.
- Tennessee’s current population is estimated to be, 6,782,564. Tennessee is only the 36th largest state in the country by area, but it is the 20th most densely populated. The current estimated population for 2018 is 6.78 million, up from 6.34 million at the 2010 Census. Tennessee currently has a growth rate of 0.86%, which ranks 23rd in the country.

The last official population count for the state of Tennessee was taken during the last nationwide census held in 2010. At the time it was confirmed that the state’s population stood at 6,346,105. That number reflects a rise of 11.5% on the statistics from the previous census held in 2000.

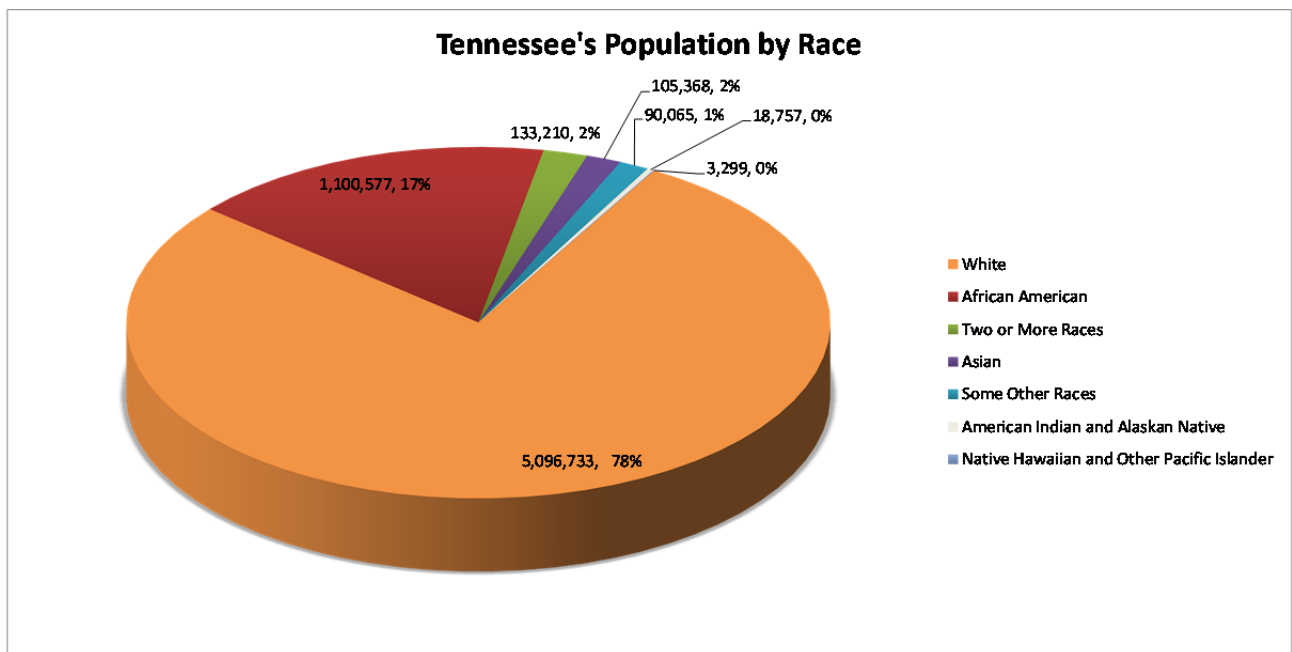


FIGURE 34: TENNESSEE'S POPULATION BY RACE

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 checked="" type="checkbox"/> FIRMA		<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	AWARDS/COMMITMENTS MADE DURING THIS REPORTING PERIOD (Total contracts and subcontracts committed during this reporting period)	A	B	C	D	E	F	G	H	I
		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	\$ 435,137,660.98	826	\$ -	0				0	0.0%
9	Subcontracts awarded/committed this period	176,023,550.67	602	\$ 36,137,194.53	424	\$ 31,995,213.53	316	\$ 4,141,981.00	108	20.5%
10	TOTAL			\$ 36,137,194.53	424	\$ 31,995,213.53	316	\$ 4,141,981.00	108	8.30%
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			
11	Black American	\$ 118,743.01	\$ 5,044,560.73	\$ -	3	63	66			
12	Hispanic American	\$ 334,384.86	\$ 5,161,604.06	\$ -	1	16	17			
13	Native American	\$ -	\$ 3,950,752.14	\$ -	0	14	14			
14	Asian-Pacific American	\$ -	\$ 258,323.35	\$ -	0	4	4			
15	Subcontinent Asian Americans	\$ -	\$ -	\$ -	0	0	0			
16	Non-Minority	\$ 21,268,826.38	\$ -	\$ -	323	0	323			
17	TOTAL	\$ 21,721,954.25	\$ 14,405,240.28	\$ 36,137,194.53	0	0	424			
Payments Made this Period										
C	PAYMENTS ON ONGOING CONTRACTS	A	B	C	D	E	F			
		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	2844	\$ 186,567,969.53	735	\$ 9,526,626.22	55	5.1%			
D	TOTAL PAYMENTS ON CONTRACTS COMPLETED THIS REPORTING PERIOD	A	B	C	D	E				
		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	51	\$ 85,271,762.87	\$ 6,864,376.91	\$ 5,265,321.98	6.2%				
20	Race Neutral	3	\$ 2,270,724.22	\$ 360,799.88	\$ 360,799.88	15.9%				
21	Totals	54	\$ 87,542,487.09	\$ 7,225,176.79	\$ 5,626,121.86	6.4%				
22	Submitted by:	23. Signature:			24. Phone Number:					

TABLE 2: UNIFORM REPORT OF DBE UTILIZATION

VI. Title VI Training Plan

For the 2017 - 2018 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 **Appendix A** for Excel spreadsheets listing subrecipients trained during the reporting period July 1, 2017–June 30, 2018 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 **Appendix A** 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, October 1, 2017 - September 28 and training materials.

Title VI Training Conducted July 1, 2017 through June 30, 2018

Entity Trained	Number of Participants	Training Date
Region 3 – Subrecipient Title VI Training	7	August 24, 2018
Murfreesboro Rover Transit Title VI Training	36	October 23, 2017
Specialized Title VI Training – Mid-Cumberland HRA	26	December 20, 2017
TDOT Annual Employee Title VI Training	3,925	March 2- July 26, 2018
TDOT Online Subrecipient Title VI Training	906 (people)	July 19, 2017 – June 29, 2018
Mental Health America of Middle TN	26	July 20, 2018
Region 4 – Subrecipient Title VI Training	8	August 22, 2018
Region 2– Subrecipient Title VI Training	3	September 7, 2018
Region 1– Subrecipient Title VI Training	6	May 18, 2018

TABLE 3: TABLE OF 2017 - 2018 TITLE VI TRAININGS

Proposed Future Title VI Trainings Dates

Region 1 – Subrecipient Title VI Training	May 2019
Region 2 – Subrecipient Title VI Training	September 2019
Region3 – Subrecipient Title VI Training	August 2019
Region 4 – Subrecipient Title VI Training	August 2019
Murfreesboro Rover Transit Annual Title VI Training	October 2019
TDOT Annual Employee Title VI Training	April 1- June 30, 2019
Mid-Cumberland Human Resource Agency	December 2019
TDOT Online Subrecipient Title VI Training	Ongoing

TABLE 4: TABLE OF 2018 - 2019 PROPOSED TRAINING DATES

As indicated in the table above, TDOT’s Title VI staff has trained approximately 100% of TDOT’s 423 Subrecipients and 100% of TDOT’s workforce during the reporting period.

VII. Compliant 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).



TENNESSEE DEPARTMENT OF TRANSPORTATION (TDOT) CIVIL RIGHTS DIVISION NONDISCRIMINATION 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.

A complaint form will be forwarded to the complainant for him/her to complete, sign, and return to TDOT for processing.

2. 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 or refer the case to an appropriate agency to be investigated and adjudicated. Complaints against TDOT will be referred to the appropriate Federal Agency for proper disposition pursuant to their procedures.

FIGURE 35: TDOT COMPLAINT PROCEDURES

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 additional 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.

6. List names and contact information of persons who may have knowledge of the alleged discrimination.

7. Have you filed this complaint with any other federal, state, or local agency, or with any federal or state court? Check all that apply.

- Federal Agency
- Federal Court
- State Agency
- State Court
- Local Agency

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

Name:		
Mailing Address:		
City	State:	Zip Code:
Telephone Number:		

FIGURE 36: TDOT COMPLAINT FORM

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

Additionally, there was one complaint filed by a former employee against TDOT on the grounds of race, national origin. There were no findings to corroborate the allegations. Another employee filed a discrimination complaint on the basis of age. There were no findings to corroborate the allegations.



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 37: APPEALS PROCESS

2017 - 2018 Title VI Complaint Log

#	Case Number	Date Received	Complainant Name	Respondant Name	Date of Alleged Discriminatory Act(s)	Date Case Opened	Base(s)	Final Report	Deposition
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									

TDOT did not receive nor refer any Title VI Complaints during FY 2017 - 2018.

FIGURE 38: TITLE VI COMPLAINT LOG

VIII. Dissemination of 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.

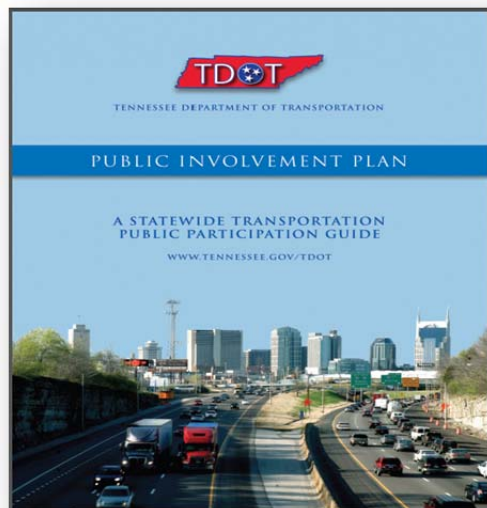


FIGURE 39: TDOT PUBLIC INVOLVEMENT PLAN (PIP)

www.tn.gov/content/dam/tn/tdot/documents/government-how-do-i-documents/pip.pdf

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

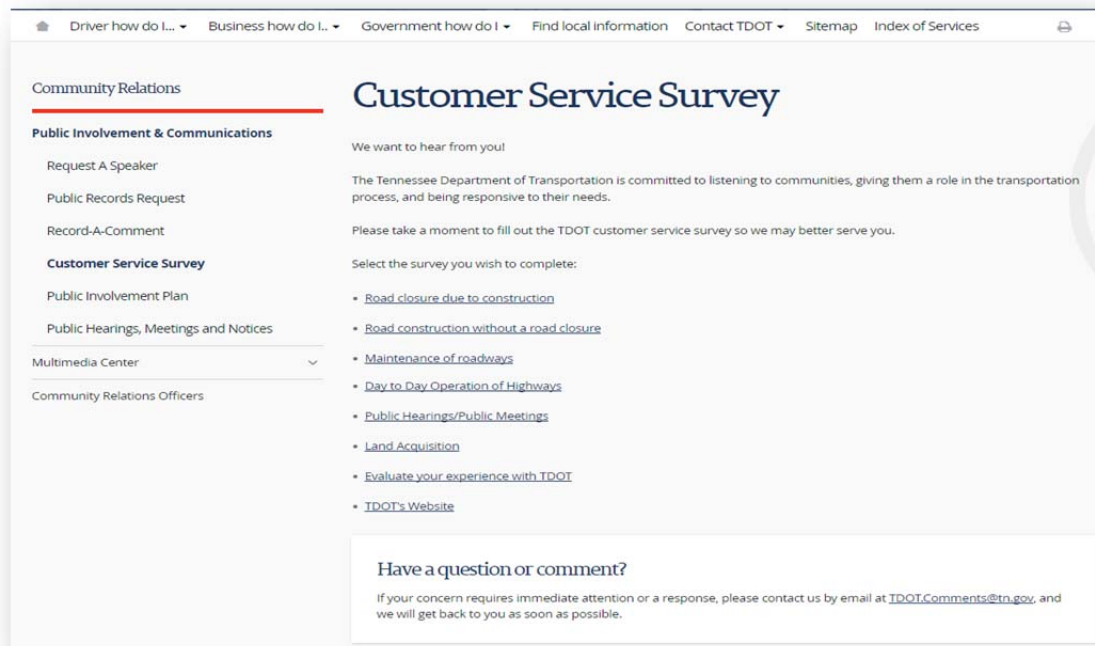


FIGURE 40: TDOT WEBSITE CUSTOMER SERVICE SURVEYS

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):

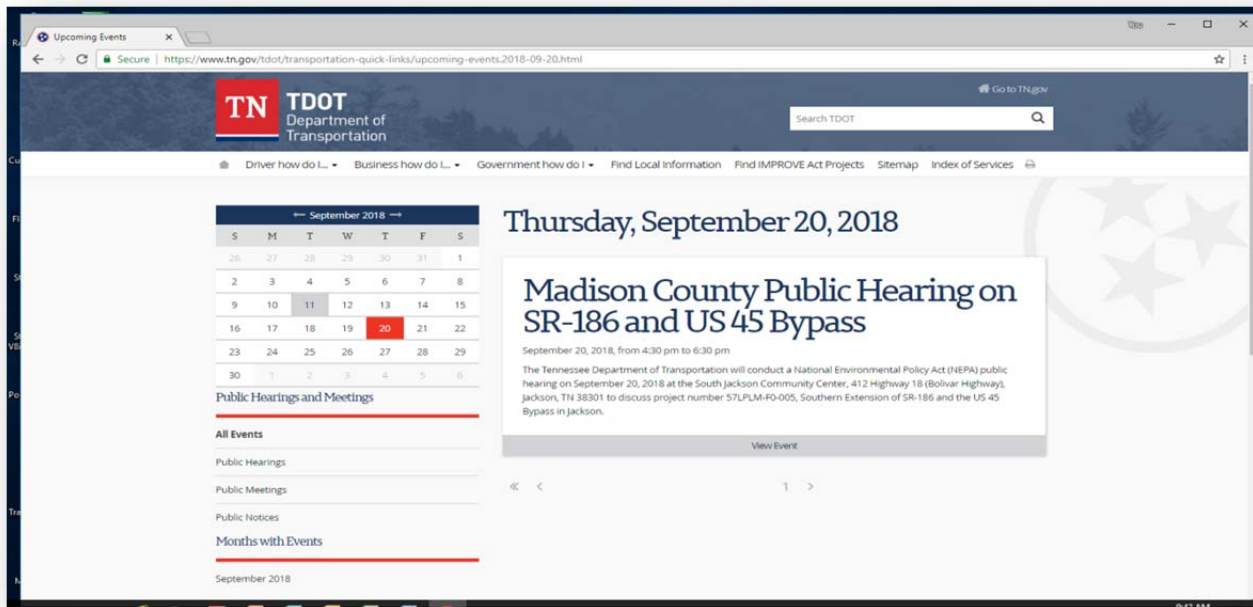


FIGURE 41: SAMPLE TDOT WEBSITE PUBLIC MEETING NOTICE

www.tn.gov/tdot/transportation-quick-links/upcoming-events.2018-09-20.html

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.

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:

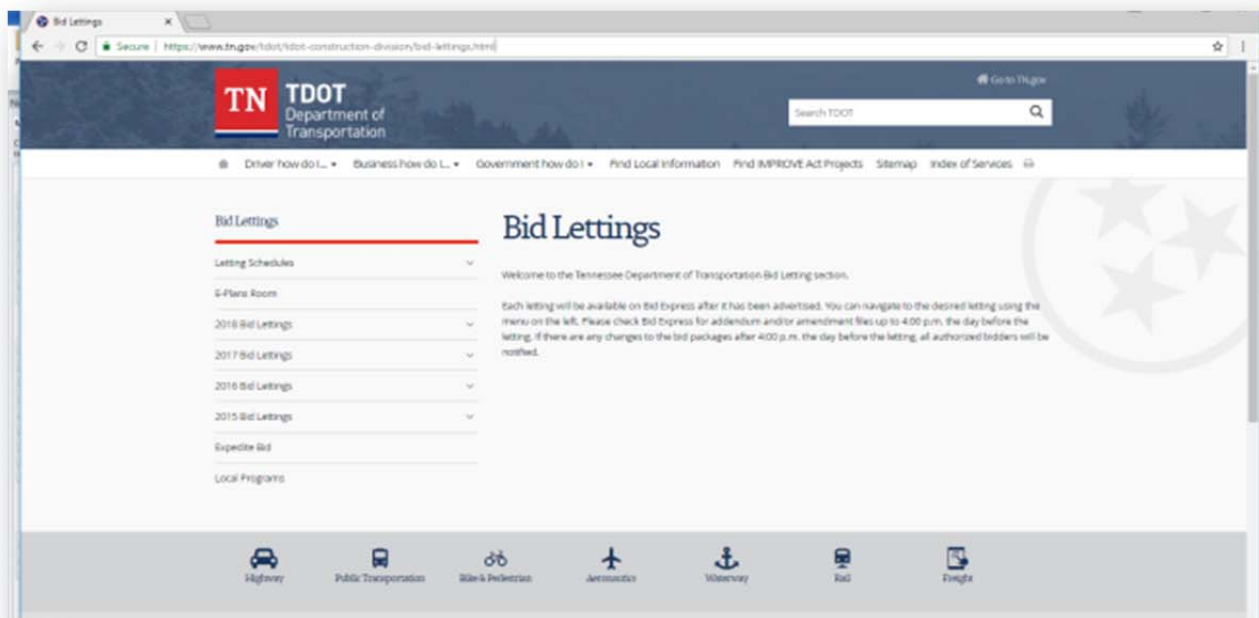


FIGURE 42: TDOT WEBSITE PUBLICISING BID LETTINGS

www.tn.gov/tdot/tdot-construction-division/bid-lettings.html

- a. TDOT website post Bid letting opportunities
- 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)

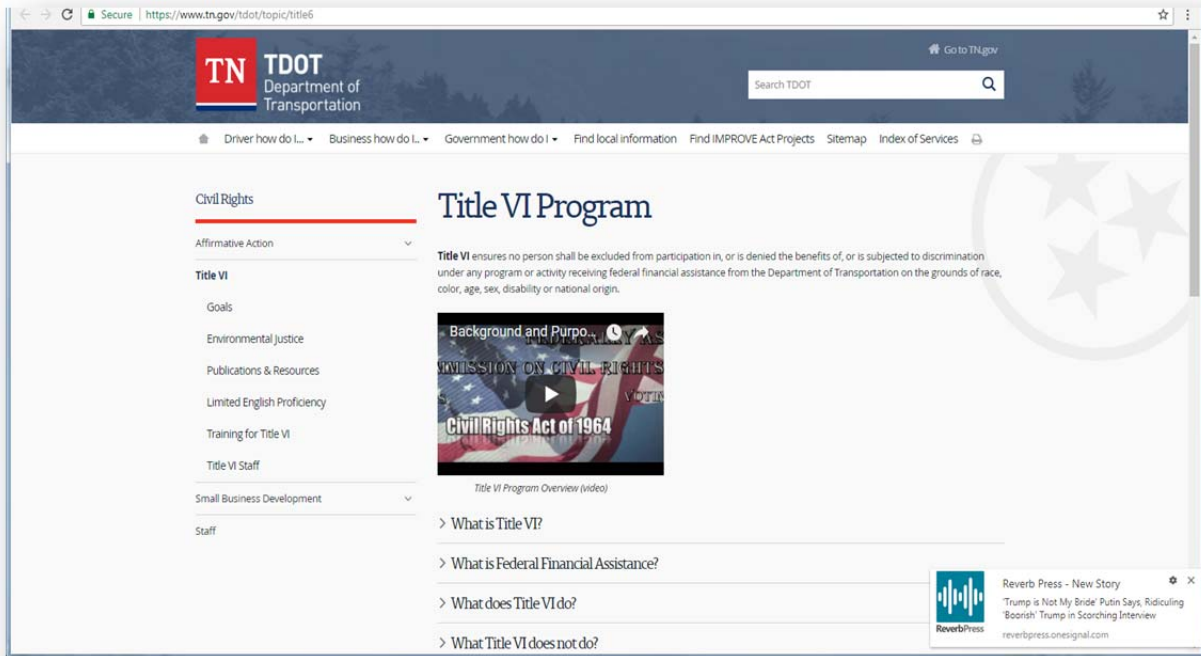


FIGURE 43: TDOT TITLE VI PROGRAM WEBSITE

www.tn.gov/tdot/civil-rights/title-vi-program.html

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

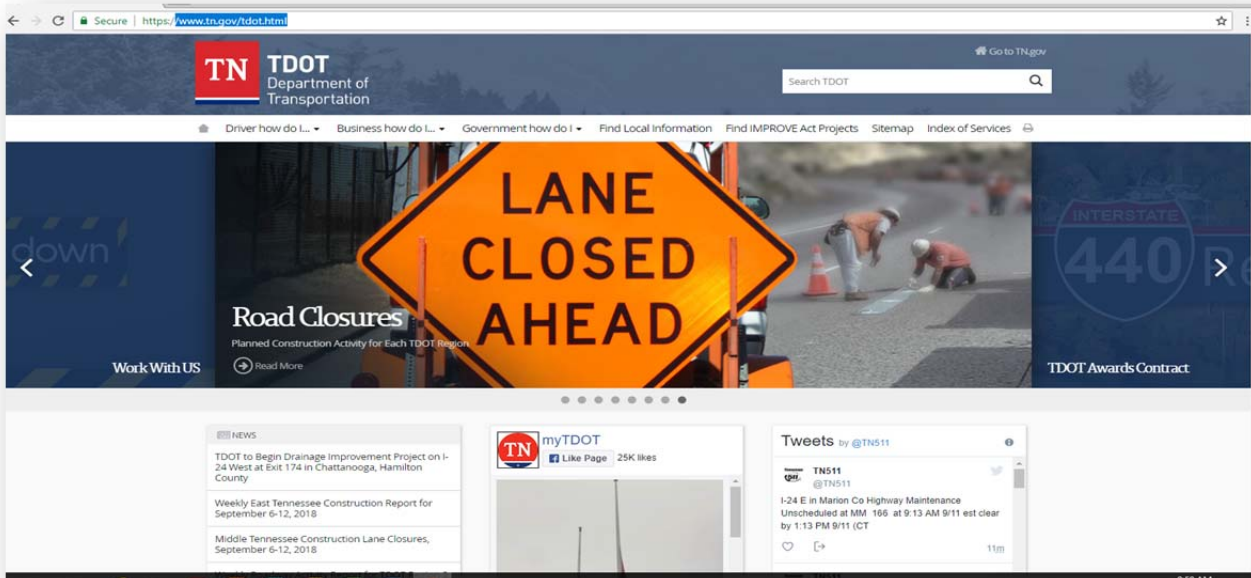


FIGURE 44: CAPTION OF TDOT'S WEBSITE

www.tn.gov/tdot.html

- d. News and information regarding the TDOT can be found on the following social media channels.

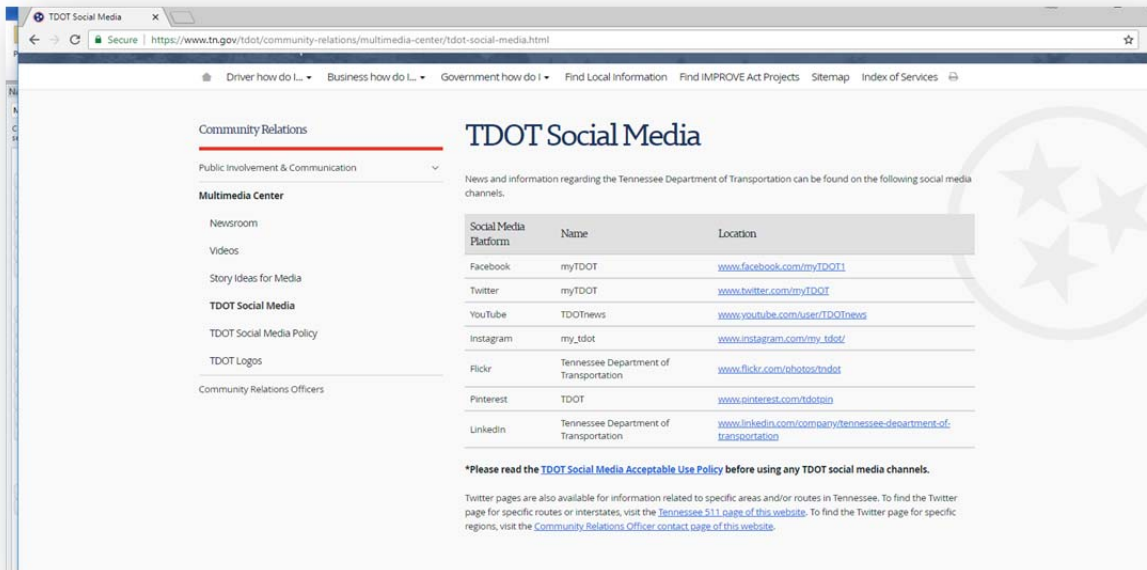


FIGURE 45: TDOT SOCIAL MEDIA METHODS FOR OUTREACH

www.tn.gov/tdot/community-relations/multimedia-center/tdot-social-media.html

- 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. (see next page)

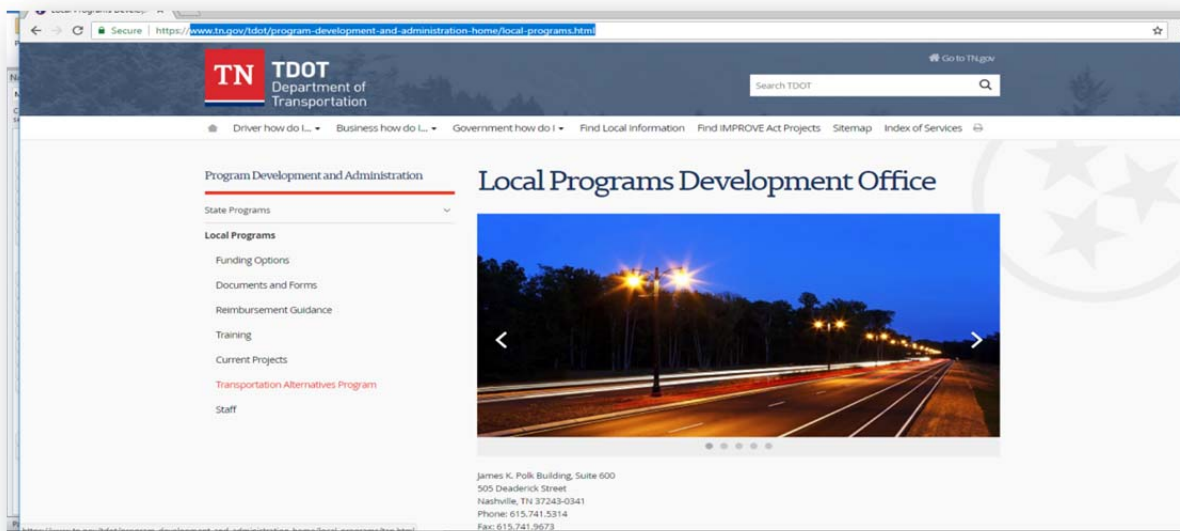


FIGURE 46: LOCAL PROGRAMS WEBSITE

www.tn.gov/tdot/program-development-and-administration-home/local-programs.html

- f. 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.

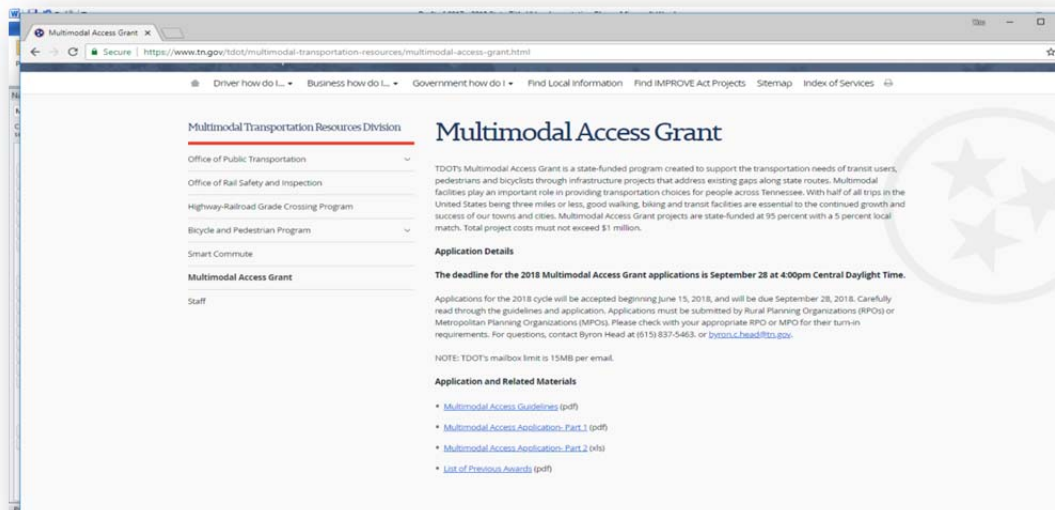


FIGURE 47: MULTIMODAL ACCESS GRANT INFORMATION

www.tn.gov/tdot/multimodal-transportation-resources/multimodal-access-grant.html

- g. 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 Hispania.....	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.....	Somalians
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

[www.tn.gov/content/dam/tn/tdot/civilrights/title-vi/Non-discrimination%20Statement%20revised%208.21.18%20\(2\).pdf](http://www.tn.gov/content/dam/tn/tdot/civilrights/title-vi/Non-discrimination%20Statement%20revised%208.21.18%20(2).pdf)

b. All solicitation for bids, employment, and public meeting notices contain nondiscrimination language.

c. All contracts contain nondiscrimination language.

2. TDOT’s programs and services are:

a. Posted on TDOT’s website

b. TDOT’s Facebook Account

www.facebook.com/myTDOT1/

3. Complaint procedures

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

[www.tn.gov/content/dam/tn/civilrights/title-vi/complaint_procedures_and_form_processrevised_2.4.16_\(2\).pdf](http://www.tn.gov/content/dam/tn/civilrights/title-vi/complaint_procedures_and_form_processrevised_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 host a public informational meeting on August 9, 2018 to gather public input on the proposed SR-32 (US 321) improvements, from SR-73 in Cosby to Wilton Springs Road, Cocke County. The meeting will be held from 5:00 p.m. until 7:00 p.m. at the following location:

Army National Guard, Armory Building
7055 Armory Road
Newport, TN 37821

A brief presentation will be given at 5:30 pm and will be followed by a question and answer session and an opportunity to view displays and speak with TDOT staff.

TDOT is evaluating alternatives to improve the SR-32 corridor between SR-73 in Cosby and Wilton Springs Road. The purpose of this meeting is to provide an update on the project status, show the proposed alternatives currently under consideration, and obtain additional input from the public regarding the alternatives. TDOT representatives will be available to discuss and provide information regarding the project. Anyone with questions regarding the meeting should contact:

Holly Cantrell
TDOT Major Projects Office
James K. Polk Building, Suite 900
505 Deaderick Street
Nashville, TN 37243-0334
(615) 532-5869
Holly.Cantrell@tn.gov

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

Ms. 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
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All comments received at the meeting or within the 21 day comment period will be included in the official meeting transcript. A court reporter will be available to receive oral statements to be included in the project transcript. In addition, comment cards 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 at the meeting or within 21 days after the meeting date to the following address:

Project Comments
Attn: SR-32 (Cosby to Wilton Springs Road)
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 48: SAMPLE PUBLIC NOTICE

Boards and Advisory Bodies

2017 - 2018 DBE Advisory Committee	
Race/Gender	Name
W/F	Melynda Sammons
B/M	Baffin Harper
B/F	Brenda Booker
W/F	Dixie Brackett
W/M	Danny Matthews
W/M	Steve Hoover
W/M	David Reeves
W/M	Nick Koenig
W/M	Mark Odom
W/F	Melinda Schoch
W/F	Wisty Pender
W/M	Kent Starwalt
B/M	Victor Tyler
W/M	Paul Degges
B/F	Deborah Luter
W/M	David Neese
W/M	Leslie South Olivia

TABLE 5: DBE ADVISORY COMMITTEE

2017 - 2018 DBE Advisory Committee (cont'd)	
W/F	Pam Kordenbrock
B/F	Kimery Grant
B/F	Joi Hamilton Jones
W/M	Jason Blankenship
W/M	Joe Galbato
W/M	Wil Reid
W/F	Lori Lange
W/M	Ryan Sweeney
W/F	Lori Doss
B/F	Barbara Booker
B/F	Stephanie Brooks
B/M	De'Antwaine Moye
W/M	Evans Cline
Gender - 57% Male 43% Female 70% Caucasian 30% African American	

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.

2017 – 2018 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 6: 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.

2017 – 2018 Production Evaluation Committee	
Race	Gender
8 Caucasians	3 Females
2 Other	7 Males
Gender - 70% Male 30% Female Race - 80% Caucasian 20% Other	

TABLE 7: 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.

2017 – 2018 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 8: 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.

2017 – 2018 Title VI Liaison			
#	Department	Names	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 Division	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

TABLE 9: TITLE VI LIAISONS

2017 - 2018 Title VI Liaison (cont'd)			
10	Information Technology	Kristen Luttrell	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	Maria Viruez	F/H
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
21	Region 3	Melanie Bumpus	F/W
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 Division	Kelsey Finch	M/AA
28	Civil Rights Division	Cheryl Harleston	F/AA
29	Civil Rights Division	Cynthia Howard	F/AA
30	Civil Rights Division	Pamela Sharp	F/AA
31	Traffic Operations	Heather Ogg	F/W
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	2017 - 2018 Title VI Advisory Committee Members	Race/Gender
1	Right of Way	Joe Shaw	W/M
2	Community Relations Division	BJ Doughty	W/ F
3	CRD	Wes White	W/M
4	CRD	Pamela Sharp	AA/F
5	CRD	Kelsey Finch	AA/M
6	CRD	Cheryl Harleston	AA/F
7	CRD	Cynthia Howard	AA/F
8	Region 4	Richard Adkisson	AA/M
9	Maintenance	Tim Colvett	W/M
Gender - 56 % Male 45 % Female Race - 56% Caucasian 45 % African American			

TABLE 10: 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.

2017 - 2018 Affirmative Action Advisory Committee		
Name	Race/Gender	Representing
Brian Egan	W/M	Materials and Test
Brian White	B/M	Region 4 TMC & Help Trucks
David Layhew	W/M	Regional
Delaine Linville	W/F	Human Resources
Heather Stanford	W/F	Human Resources
Jeff Hoge	W/M	Right of Way
Jennifer Lloyd	W/F	Design
Jerry Hatcher	W/M	Maintenance
Joe Kirk	W/M	Information Technology
Richard Adkisson	B/M	Region 4 Construction
Sherree Hall Crowder	B/F	CRD
Susannah Kniazewycz	W/F	Environmental Division
Tanisha Hall	B/F	Long Range Planning
Gender - 54% Male 46% Female Race - 69% Caucasian 31% African American		

TABLE 11: 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.

2017 - 2018 Affirmative Action Good Faith Effort (GFE) Committee		
Name	Race/Gender	Division
David Neese	W/M	CRD
Donavan Chumbley	B/M	Local Programs
Jason Blankenship	W/M	Construction
Natalie Douglass	B/F	CRD
Norris Teachworth	W/M	CRD
Sherree Hall Crowder	B/F	CRD
Gender - 66% Male 33% Female Race - 50% Caucasian 50% African American		

TABLE 12: 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.

2017 - 2018 Affirmative Action Diversity Roundtable Committee		
Name	Race/Gender	Division
Abdulrahman Abbas	W/M	Region 3 Project Development
Amber Warren-Gryder	W/F	Region 1 Project Development
Brian White	B/M	Region 4 TMC & Help Trucks
Cheryl Harleston	B/F	CRD
Gus Awali	A/M	Region 1 Project Development
James Brown	W/M	Strategic Transportation Investments
Kathy Combs	B/F	CRD
Kellie Bridgeman	B/F	Region 2 Admin
Lacy Word	B/M	Region 2 TMC & Help Trucks - Chattanooga
Margaret Mahler	W/F	Bureau of Engineer
Melanie Bumpus	B/F	Region 3 Admin
Natalie Douglass	B/F	CRD
Nermine Nashed	A/F	Strategic Transportation Investments

TABLE 13: AFFIRMATIVE ACTION DIVERSITY ROUNDTABLE COMMITTEE

2017 - 2018 Affirmative Action Diversity Roundtable Committee (Cont'd)		
Noel Blackmire	W/F	Environmental Division
Norris Teachworth	W/M	CRD
Sampson Udeh	B/M	Design Division - Dir
Sherree Hall Crowder	B/F	CRD
Stephen Seibert	W/M	Multimodal Division
Yolando Jackson	B/F	CRD
Gender - 42% Male 58% Female Race - 37% Caucasian 53% African American 10%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.

2017 - 2018 Right of Way (ROW) Consultant Review Panel	
Race/Gender	Title
W/M	Director of ROW
W/M	Assistant 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 14: RIGHT OF WAY CONSULTANT REVIEW PANEL

Members selected by Title.

2017 - 2018 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
W/M	Director of ROW
W/M	Director of Project Planning
W/M	Director of Environmental Division
W/M	Director of Maintenance Division
B/F	Director of Civil Rights Division
W/F	Director of Roadway Design
Gender - 77% Male 22% Female Race- 88% Caucasian 11% African American	

TABLE 15: EXCESS LAND COMMITTEE

Members appointed by Title.

2017 - 2018 Relocation Appeals Board	
Race/Gender	Title
W/F	Director, Construction Division
W/M	Assistant Chief of Engineer of Design
W/M	General Counsel
Gender - 67% Male 33% Female Race 100% Caucasian	

TABLE 16: RELOCATION APPEALS BOARD

Members appointed by title.

2017 - 2018 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	Ali Hangul	O/M
Environmental Division	Toks Omishakin	B/M
Legal Division	John Reinbold	W/M
Multimodal Division	Liza Joffrion	W/F
Community Relations Division	B J Doughty	W/F
Local Programs	Neil Hansen	W/M
Resurfacing/Maintenance	Mark Woods	W/M
Gender - 70% Male 30% Female Race- 90% Caucasian 10% African American 10% Other		

TABLE 17: 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.

2017 - 2018 Affirmative Action Disability Advisory Committee		
Name	Race/Gender	Division
James Brown	W/M	Strategic Transportation Investments
Margaret Mahler	W/F	Bureau of Engineer
Michelle Griggs	W/F	Community Relations
Shannon Teets	W/F	Human Resources
Sherree Hall Crowder	B/F	CRD
20% Male 80% Female 80% Caucasian 20% African American		

TABLE 18: AFFIRMATIVE ACTION DISABILITY ADVISORY COMMITTEE

The purpose of the committee is to help identify effective strategies to increase employment of Individuals With Disabilities (IWD).

2017 – 2018 EEO Officers Ad Hoc Committee	
Name	Race/Gender
Amy Reese	W/F
Brandon Wright	W/M
Calvin Burden	W/M
Daniel Foreno	H/M
Eric Qualls	B/M
Glen Trahan	W/M
Jason Blankenship	W/M
Kathleen Keel	W/F
Laura Larkins	W/F
Mark Post	W/M
Natalie Douglass	B/F
Neal Seals	W/M
Norma Henson	W/F
Norris Teachworth	W/M
Ruth Cante	H/F
Sherree Hall Crowder	B/F
Wendy Bradley	W/F
53% Male 47% Female 70% Caucasian 18% African American 12% Hispanic	

TABLE 19: EEO OFFICERS AD HOC COMMITTEE

The purpose of the committee is to address concerns related to the highway construction industry.

2017 - 2018 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 20: 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.

2017 - 2018 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 21: 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.

2017 - 2018 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 22: PAVEMENT MARKING 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, social media outlets, and newspapers to inform the public of grant and/or bid opportunities.

IX. 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 works collaboratively with the Title VI Advisory Committee, a group consisting of division directors or their appointees, who help to make and implement policies. The committee works to ensure TDOT directives are in keeping with Title VI of the Civil Rights Act of 1964 and other federal nondiscrimination mandates;
2. The CRD Title VI Staff is included in the review process when TDOT directives are drafted and policies implemented. This process affords the Title VI Staff an opportunity to review for any possible Title VI issues.
3. The CRD Title VI Staff reviews all environmental documents, public meeting and hearing transcripts to ensure staff is aware of any potential Title VI issues.
4. The CRD Director serves on decision-making committees as a Civil Rights Advisor to ensure TDOT directives are in accordance with the federal and state nondiscrimination laws, rules, and regulations; and,
5. The CRD Title VI Staff cooperatively with FHWA Tennessee Divisions Civil Rights staff to implement federal nondiscrimination directives.

X. Compliance and Enforcement Procedures

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.

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 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))

4 — A — 9

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:

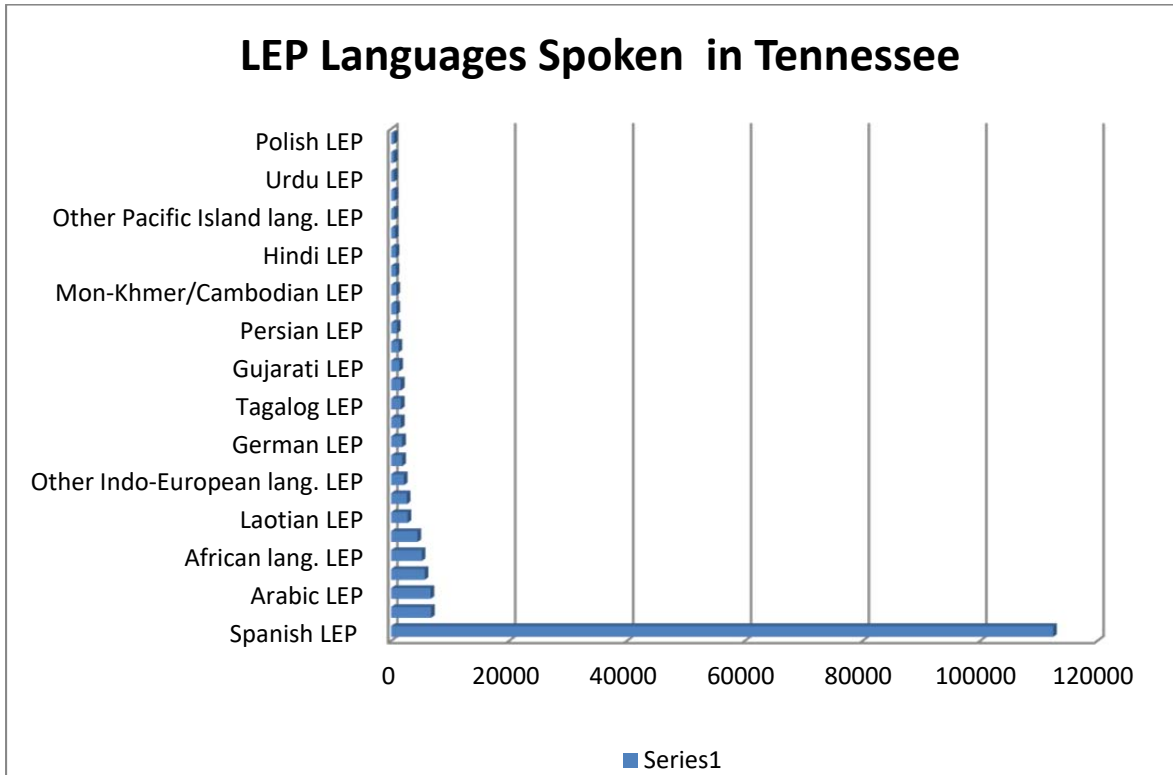
Consulting with, or seeking assistance from State or local agencies with nondiscrimination enforcement authority; Refusal to Grant or Termination of Funds: (49 C.F.R. § 21.13). In the event that compliance cannot be achieved, Title VI also provides one other sanction in the event that a State DOT may refuse to grant or may terminate funds after notice and an opportunity for a hearing. DOT guidelines provide procedures for conducting fund termination or denial hearings. They also permit, in limited circumstances, a State DOT to defer action on an

assistance application temporarily pending initiation and completion of the notice and hearing. Such temporary suspension of funds allows agencies to prevent the continuation of the alleged discrimination pending a final determination.

Of the 192 compliance reviews conducted this reporting period, there are no subrecipients in noncompliance status.

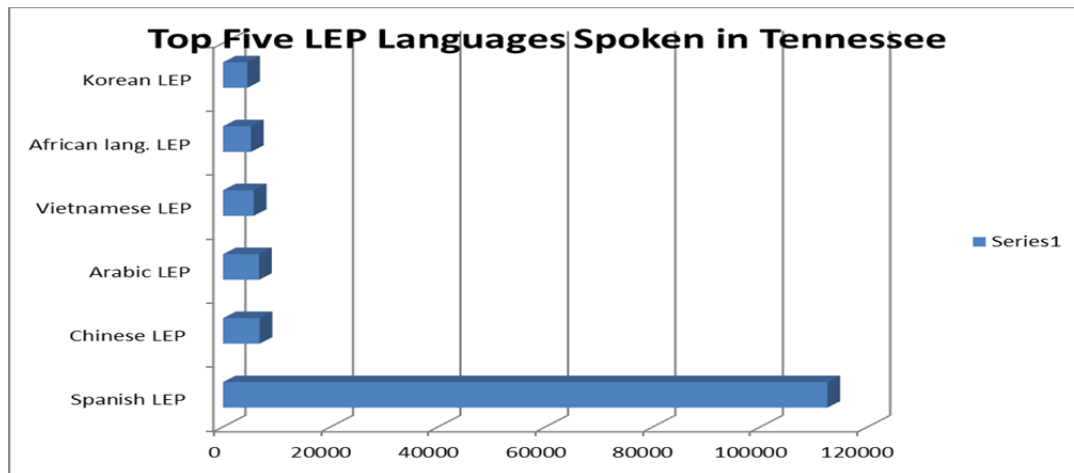
Please see **Appendix B** for a listing of TDOT's 423 Subrecipients and Vendors.

XI. Limited English Proficiency (LEP)



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

FIGURE 49: LEP LANGUAGES SPOKEN IN TENNESSEE



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

FIGURE 50: TOP FIVE LEP LANGUAGES SPOKEN IN TENNESSEE

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 were a few LEP encounters during the 2017 - 2018 reporting period.

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

Transportation plays an important 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 23: REGION 1 LEPS BY COUNTY

Region 1	# Spanish LEP	Total Population	%	# Arabic LEP	Total Population	%	# African lang. LEP	Total Population	%	Other Indo-European Languages LEP	Total Population	%
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.	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	17500	3%	0	17500	0%	0	17,500	0%	0	17,500	0%
Fentress	0	35600	0%	0	35600	0	0	35,600	0%	0	35,600	0%
Franklin	0	38800	0%	0	38800	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 24: REGION 2 LEPS BY COUNTY

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	17500	0%	0	17500	0%
Fentress	0	35,600	0%	0	35,600	0%	0	35600	0%	0	35600	0%
Franklin	0	38,800	0%	0	38,800	0%	0	38800	0%	0	38800	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%

Region 2		Chinese LEP	Total Population		Laotian LEP	Total Population		Korean LEP	Total Population		Vietnamese LEP	Total Population
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 25: REGION 3 LEPS BY COUNTY

Region 3	# Spanish LEP	Total Population	%	# Arabic LEP	Total Population	%	# African lang. LEP	Total Population	%	Other Indo-European Languages LEP	Total Population	%
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	576,500	0%	0	576,500	0%	1,000	576,500	0%	900	576,500	0%
Dickson	0	4,600	0%	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%	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%

Region 3	# Spanish LEP	Total Population	%	# Arabic LEP	Total Population	%	# African lang. LEP	Total Population	%	Other Indo-European Languages LEP	Total Population	%
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%

Region 3	Total Population		French LEP	Total Population	%
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 26: REGION 4 LEPS BY COUNTY

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	46100	0%	0	46100	0%	0	46100	0%	0	46100	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 27: LEP MATRIX OF LEGAL AND POLICY CONSIDERATIONS

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 28: AGENCY 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.



FIGURE 51: EFFECTIVE LEP 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.

www.tn.gov/content/dam/tn/tdot/documents/government-how-do-i-documents/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 edibility 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:

Tennessee Department of Transportation FFY 2019 Title VI Implementation Plan

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

Technical Assistance

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 والمتراجم سيكون موجوداً مجاناً.	Arabic
ته کوردی دهئاخفی؟	تهشارهت فئری بکه تهرجومان بی تهخازر دهکین . به خورای.	Kurdish (Behdini)
ئاها کوردی قسه دهکمهت؟	تهشارهت لئره بکه موتهرجمهت بۆتاماده دهکین . به خۆرای.	Kurdish (Sorani)
آيا شما فارسي صحبت ميکنيد؟	خروصو چترمهك، دېنگه مراهما اجنبا بهرگا رايگان در اخچار شما قرار ميگيرد.	Farsi
Bạn nói tiếng Việt phải không?	Chỉ vào đây và sẽ có người thông dịch viên giúp đỡ Bạn, Bạn không phải trả gì hết.	Vietnamese
Maku hadashaa afka somaaliga?	Haikaan farta ku-fiiq turjubaan lacag la-an ayaad heleysaa.	Somali
Da li govornite Bosanski?	Pokažite ovdje i prevodilac će vam biti obezbijeden, besplatno.	Bosnian
Parlez-vous français?	Ici, un interpreteur sera assigné pour vous, sans avoir payé.	French
ທ່ານເວົ້າພາສາລາວໄດ້ຫຼືບໍ່?	ກະລຸນາຍອກເຈົ້າຢາກໃຫ້ຕາມມື້ຈະມີນາຍພາສາມາຍບໍ່ໃຫ້ທ່ານໂດຍບໍ່ໄດ້ເສັງເງິນ.	Laotian
你会讲中文吗？	請點在這裡我們爲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 kidofa 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 ?	इधारा यहाँ पर किजिये, भाषांतर करनेवाले विनामुल्य मिल जायेंगे।	Hindi
한국어를 하십니까?	이곳을 지적해주시면 통역자가 무료로 호출됩니다.	Korean
Вы говорите по-русски?	Укажите сюда, и совершенно бесплатно Вам будет предоставлен переводчик.	Russian
እሞገኛ ያናገሩለሉ?	በግንቀ ወይንስ ያመልክቱ ያለምንም ክፍያ እስተርጓሚ 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 kulic du a thil kok.	Nuer
તમે ગુજરાતી બોલી શકો છો?	અહિયા ઈશારો કરો, ગુજરાતી કરનાર વિનામુલ્યે મળી જશે.	Gujarati
Türkçe biliyormusunuz?	Burayı gösterirseniz, ücretsiz tercuman size yardım edecektir.	Turkish
คุณพูดภาษาไทยหรือเปล่า?	กรุณาบอกให้ทราบด้วยถ้าคุณต้องการคนแปล	Thai
Afaan Oromoo nidubata	Harkake abri baasi gargasa Afaan hiksa 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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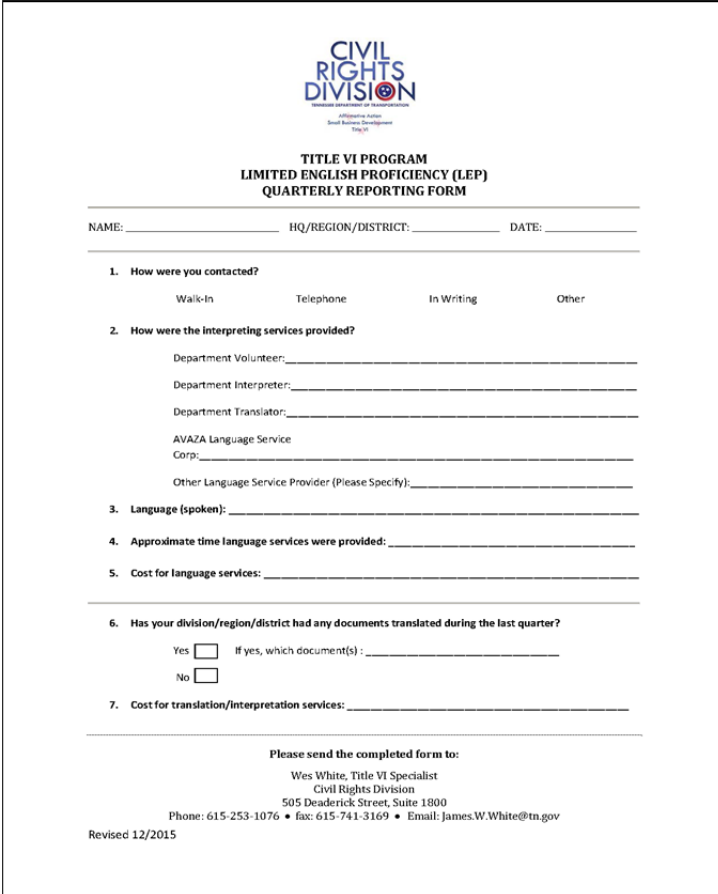
FIGURE 52: AVAZA "I SPEAK" POSTER

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.



The form is titled "TITLE VI PROGRAM LIMITED ENGLISH PROFICIENCY (LEP) QUARTERLY REPORTING FORM". At the top center is the logo for the "CIVIL RIGHTS DIVISION" with the tagline "Affirmative Action Small Business Development Tn.gov". Below the logo, the title is repeated. The form includes fields for "NAME:", "HQ/REGION/DISTRICT:", and "DATE:". It contains seven numbered questions: 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); 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/No with checkboxes and a field for document details); 7. Cost for translation/interpretation services. At the bottom, it provides contact information for Wes White, Title VI Specialist, Civil Rights Division, 505 Deaderick Street, Suite 1800, and includes the phone number 615-253-1076, fax number 615-741-3169, and email James.W.White@tn.gov. The form was revised in 12/2015.

FIGURE 53: LEP QUARTERLY REPORTING FORM



**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 3rd Quarter 2017 to 4th Quarter 2018:

3rd Quarter 2017 – No usage reported

4th Quarter 2017 – *ROW – Onsite Translation/Interpreting Services – total cost \$561.44

*ROW - Onsite Translation/Interpreting Services - total cost \$345.72

*ROW – Document Translation Services – Total Cost \$567.95 –

English to Spanish Translation (for all the above)

*Office of Strategic Planning - Executive Summary from Final Report for Customer Survey, 1 page Executive Summary for Customer Survey – cost \$110

1st Quarter 2018 – ROW – 17 minutes phone interpretation used in March 2018, total cost 9.35 –

English to Spanish

2nd Quarter 2018 – 20 Minutes, internal TDOT volunteer Maria Viruez from Multimodal provided Spanish interpretation on a phone call.

3rd Quarter 2018 – Data not 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

Form Revised 12/2015

FIGURE 54: 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.

¿Qué discriminación está prohibida por el Título VI?
Existen muchas formas de discriminación ilegal basadas en raza, color u origen nacional que imitan la oportunidad de las minorías de obtener igual acceso a servicios y programas. Entre otras cosas, en la operación de un programa asistido federalmente, un destinatario no puede, con base en raza, color, origen nacional, bien sea directa o indirectamente:

- Negar programas, servicios o beneficios
- Proveer un servicio, ayuda o beneficio diferente, o Proveerlos prestandos de un modo diferente al proveerlo a otros; o
- Segregar o tratar separadamente individuos en algún asunto relacionado a recibir cualquier servicio, ayuda o beneficio.

Programas o servicios incluyen pero no están limitados a:

- Transporte
- Construcción
- Beneficios de impuestos disfrutados por agencias privadas, organizaciones fraternales y sin ánimo de lucro (por ejemplo 501 (c) 3) así como instituciones de educación
- Ubicación de locaciones o centros de servicios
- Cumplimiento de la ley
- Efectos del programa en la gente en comunidades aplicables
- Cuidado de salud (por ejemplo Medicare, Medicaid, TennCare), servicios sociales y bienestar público
- Recursos naturales y el medio ambiente
- Empleo y entrenamiento de trabajo
- Vivienda y desarrollo de la comunidad
- Agricultura

Provisiones De Contratos De Asistencia Financiera Federal Del Título VI:
Todos contratos de la Ayuda-Federal deben incluir el idioma de la certeza del contrato del Título VI que requiere la conformidad con el Título VI del Acta de los Derechos Civiles de 1964. Los contratistas de la Ayuda-Federal no pueden discriminar en la selección o la retención de subcontratistas de primero-nivel; subcontratistas no pueden discriminar en la selección o la retención de subcontratistas de segundo nivel que toman parte en la construcción de Carretera de Ayuda-Federal; y los contratistas y los subcontratistas no pueden discriminar en sus prácticas del empleo con respecto a proyectos de construcción de carreteras ni proyectos ayudados por la Administración Federal de la Carretera.

COMO PRESENTAR UNA QUEJA
Usted puede presentar una queja escrita y firmada 180 días después de la fecha de la pretendida discriminación. La queja debe incluir:

- Su nombre, dirección / domicilio y número de teléfono.
- El nombre y dirección de la agencia, institución o departamento que usted cree lo discriminó.
- Cómo, cuándo y dónde cree que se presentó la discriminación. Incluyendo lo más específico posible, detallada información acerca de los actos de discriminación alegados, y cualquier otra información relevante.
- El nombre de cualquier persona, si las conoce, a quienes la división del título VI de TDOT podrían contactar para clarificar sus alegaciones.

Su queja debe estar firmada y fechada.

TN TDOT Department of Transportation

Por favor envíe su queja a la dirección estipulada enseguida:

Tennessee Department of Transportation
Title VI Director
505 Deaderick Street, Suite 1800
Nashville, TN 37243-0347
Teléfono: (615) 741-3681
Fax: (615) 741-3169
Llamada gratuita: 1-888-370-3647
TTY Relay: 1-800-848-0298

Para un formulario de quejas impreso visite nuestra página de Internet:
www.tennessee.gov/tdot/civil-rights/titlevi

El Departamento de Transporte de Tennessee
Oficina de los Derechos Civiles
Programa del Título VI
Título VI Del Acta De Los Derechos Civiles De 1964
Justicia Ambiental
Capacidad Limitada de Inglés

TN TDOT Department of Transportation
CIVIL RIGHTS DIVISION

WWW.TENNESSEE.GOV/TDOT/CIVIL-RIGHTS/TITLEVI

FIGURE 55: TDOT TITLE VI BROCHURE IN SPANISH

Compromiso Del Título VI
La meta más importante del programa del Título VI del departamento de Transporte de Tennessee es asegurar que el equipo gerencial, contratistas y beneficiarios de servicios estén enterados de las provisiones del Título VI y las responsabilidades asociadas con el Título VI del Acta de los Derechos Civiles de 1964. Tenemos la mejor disposición para proveerle asistencia de la más alta calidad técnica, recursos, orientación y cualquier otra información con respecto al Título VI. Por favor no dude en llamar a nuestra oficina si necesita ayuda adicional.

¿Qué Es El Título VI Del Acta De Los Derechos Civiles De 1964?
Es la política del departamento de Transporte de Tennessee para asegurar 42 U.S.C. 2000d, "Ninguna persona en los Estados Unidos será excluida de participación, serán negados beneficios, o estará sujeta a discriminación con razón de su raza, color, u origen nacional, bajo un programa o actividad recibiendo asistencia financiera federal del Departamento de Transporte." Título VI cubre todas las formas de ayuda federal excepto aquellos contratos de seguro y garantía federalmente fundados. Esto cubre prácticas de empleo que resulten en discriminación contra beneficiarios de programas o donde el propósito de la asistencia federal sea proveer empleo.

Título VI Y Justicia Ambiental
En Febrero 11, 1994 el presidente Clinton firmó la orden ejecutiva 12898: *Acción Federal para dirigir la Justicia Ambiental a las Poblaciones Minoritarias y a las Poblaciones de Bajos Ingresos*. La orden ejecutiva centró su atención en el Título VI previendo que "cada agencia hará esfuerzos en Justicia Ambiental como parte de su misión identificando y dirigiendo, como sea apropiado, efectos ambientales o de salud humana desproporcionadamente altos de sus programas, políticas y actividades en las minorías y poblaciones de bajos recursos. En apoyo a la orden ejecutiva 12898, el US DOT emitió una Orden en Justicia Ambiental (orden DOT 5610.2). Esta orden clarifica y refuerza las responsabilidades del Título VI así como dirige los efectos en las poblaciones de bajos recursos.

Efectos adversos pueden incluir:

- Impedimentos corporales, aflicciones, enfermedades, o muerte
- Aire, ruido, y contaminación del agua y contaminación de la tierra
- Destrucción o desbaratamiento de los recursos naturales o de los hechos por el hombre
- Destrucción o disminución de los valores estéticos
- Destrucción o desbaratamiento de la cohesión comunitaria o de la vitalidad económica de una comunidad
- Destrucción o desbaratamiento de la disponibilidad de servicios y lugares públicos y privados
- Vibración
- Efectos adversos al empleo
- Desplazamiento de personas, negocios, fincas u organizaciones sin ánimo de lucro
- Congestión de tráfico incrementada, aislamiento, exclusión o separación de las minorías o individuos de bajos recursos dentro de una comunidad dada o desde la comunidad en general.
- La negación de, reducción en, o significante demora en la recepción de beneficios, programas, políticas o actividades de el Departamento de Transportación.

El involucramiento público
es parte integral de la toma de decisiones de proyecto de desarrollo y planeación del transporte. La orden DOT (5610.2) en Justicia Ambiental dirige al departamento a proveer a las poblaciones minoritarias y poblaciones de bajos ingresos en asuntos que puedan impactar la salud humana y el ambiente.

Título VI y La Capacidad Limitada de Inglés (LEP)
El gobierno federal y esos servicios que reciben asistencia financiera del gobierno federal deben tomar medidas razonables para asegurar que personas LEP tengan un acceso significativo a sus programas, servicios, e información que esas entidades proporcionan. Esto requerirá que las agencias piensen "afuera-de-la-caja" para obtener soluciones ingeniosas que puedan resolver los problemas de esta población creciente, para quienes el inglés no es su primer idioma.

¿Quién es una persona de Capacidad Limitada de Inglés (LEP)?
LEP es una persona cuyo primer idioma no es el inglés, la cual tiene una capacidad limitada para leer, hablar, escribir o comprender el inglés. Estas personas tienen derecho a recibir asistencia de idioma con respecto a cualquier clase de servicio, beneficio, o situación que se pueda presentar.

¿Quién Tiene Obligación De Cumplir Y Quién Puede Encontrarse En Violación Bajo El Título VI?
Todos los programas y operaciones de entidades que reciben ayuda del gobierno federal (ejemplo: beneficiarios), incluyen: Cualquier agencia estatal, agencia local, institución u organización privada. Cualquier entidad que recibe asistencia financiera Federal a través de otro beneficiario / entidad mencionado anteriormente, tiene obligación de cumplimiento.

"La elemental justicia requiere que los fondos públicos, a los cuales todos los contribuyentes de impuestos de todas las razas aportan, no sean gastados de ninguna manera para, animar, arraigar, subsidiar o resultar en discriminación racial."
Presidente John F. Kennedy

Additionally, TDOT nondiscrimination poster/statement that is displayed on the website has been translated into Spanish. See page 7, Nondiscrimination Policy

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 56: TDOT TRANSLATION ASSISTANCE GUIDE

The Title VI staff participated in Ride-a-Longs with the Traffic Management Division and its “Help Trucks” hoping to encounter LEP persons. The purpose of the project was to conduct a study to effectuate a means of data collection arising from use of language assistance usage, primarily from use of a smartphone app. The results of this study enabled the Title VI Program staff to document established procedures and integrate them into the LEP Plan.

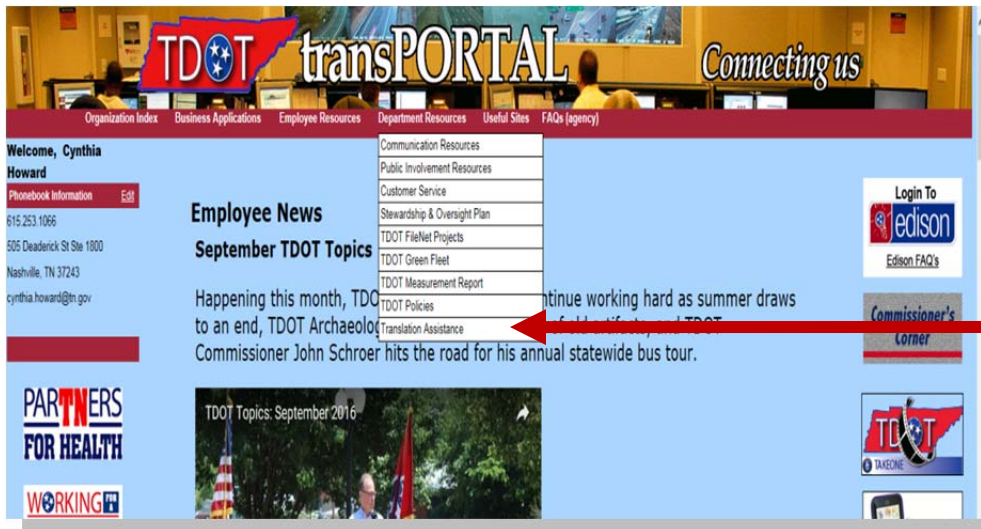
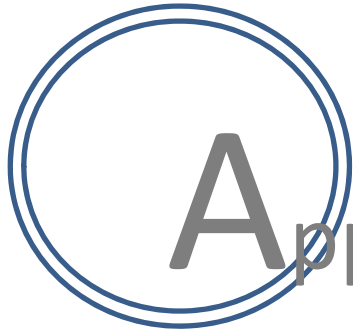


FIGURE 57: TDOT TRANSPORTAL LINK FOR TRANSLATION ASSISTANCE

TDOT Employee Language Interpreting Assistance - 2017B Revised 2/1/2017					Level of Fluency (Speaking)			Level of Fluency (Reading)			Level of Fluency (Writing)		
Division	Employee	Contact Phone	T6 Liaison	Language	Fluent	Moderate	Some	Fluent	Moderate	Some	Fluent	Moderate	Some
Did Analysis	Rhonda Coleman	615-523-2898	Angle Duncan	Spanish			x		x				None
Program Development & Admin	Robert G. Hayzlett	615-741-5321	Jim Austin	French		x			x				x
Program Development & Admin	Sherril 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
Region 1	Andrew Padgett	865-594-2332	Randy Busler	Dutch	x			x					
Region 1	Maysoon Haddad	865-594-2431	Randy Busler	Arabic	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		
Region 4	Mohammad El-Balawi	731-935-0214	Brian White	Arabic	x				x				
Region 4	Elvin Ngeh	731-935-0236	Brian White	Limbum	x				x				
Region 4	Elvin 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 Sirichanto	615-532-2447	Shirlynn Carter	Lao	x					x			x
Design Division	Donnie Sirichanto	615-532-2447	Shirlynn Carter	Thai	x								
Design Division	Kamiran Deski	615-741-7910	Shirlynn Carter	Kirdish/Arabic	x			x			x		
Design Division	Rasmata Sakande	615-523-1411	Shirlynn Carter	French	x						x		
Design Division	Rasmata Sakande	615-523-1411	Shirlynn Carter	Mooré	x			x			x		
Design Division	All Hangul	615-741-0840	Shirlynn Carter	Turkish	x			x			x		
Design Division	Sompson Udch	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			x		
Structures Division	All Omar	615-532-3814	Paul Miller	Kurdish	x			x			x		
Structures Division	All Omar	615-532-3814	Paul Miller	Dutch	x			x			x		
Structures Division	All Omar	615-532-3814	Paul Miller	Turkish	x			x			x		
Structures Division	All 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	Ishon	x			x			x		
Material and Test Division	Erin Brake	615-350-4116	Erin Brake	Sign Language		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	Khuzalma Mahdi	615-741-0850	Sebrina Love	Kurdish	x			x			x		
Traffic Operations	Khuzalma 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 29: TDOT EMPLOYEE LANGUAGE ASSISTANCE VOLUNTEERS



Appendices

-
- The background features several overlapping circles in shades of blue and red. A central red circle contains a grayscale image of a bridge with arches, reflected in water. The text of the list is overlaid on this central image.
- 1. Training Rosters**
 - 2. Vendor Listing**
 - 3. Goals & Accomplishments**

Appendix A



Training

2017 - 2018 Online Subrecipient Title VI Training

1	10/3/2017	Akesha Jackson	Food and Beverage Manager	James Slater
2	10/3/2017	Anna Mai	City Recorder	City of Shelbyville
3	10/3/2017	Candice Graham	Food and Beverage Manager	Steve Armer
4	10/3/2017	James Slate	Food and Beverage Manager	Candice Graham
5	10/3/2017	James Slater	Food And Beverage Manager	Candice Graham
6	10/3/2017	Kathy Chesney	Coalition Coordinator	Kathy Chesney
7	10/3/2017	Mindy Grimm	Coalition Coordinator	Kathy Chesney
8	10/3/2017	Sandra Roby	Food and Beverage Manager	Akesha Jackson
9	10/3/2017	Steve Armer	Food and Beverage Manager	Sandra Roby
10	10/4/2017	Ron Talbott	Director	Fifth Judicial Drug Task Force
11	10/5/2017	Harry Adcock	Executive Director	CS Patterson Training Center
12	10/5/2017	Jaquilla Pigue	Residential Supervisor	Henry Co. Prevention Coalition
13	10/10/2017	John P. Morrison	City Inspector Airport Manager	Humboldt Municipal Airport

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14	10/11/2017	Jenny Morgan	Human Resources Director	N/A
15	10/11/2017	Kim Jeffers-Whitaker	Deputy Director of HR	Anderson County Government
16	10/11/2017	Rebecca Caldwell	Finance/Administrative Manager	Rebecca Caldwell
17	10/12/2017	Johnnie Wheeler	Title VI Coordinator	UCRA
18	10/12/2017	Sherry Greene	Executive Assistant	Washington County
19	10/13/2017	Mary Ann Perdue	Admin. Assistant to Mayor	Scott County Government
20	10/14/2017	Russell Figueira	Dispatcher	Russell Figueira
21	10/16/2017	Kenny McBride	Carroll County Mayor	Carroll County Government
22	10/17/2017	Jason Roberts	Recorder	City of Newbern
23	10/22/2017	Mekenzie Lawson	Mekenzie	Dispatch
24	10/23/2017	Deborah	Counsel	Deborah
25	10/23/2017	Heather Warden	Therapist	Heather Warden
26	10/24/2017	Kathryn Carver	CASA Volunteer	CASA Corridor

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27	10/24/2017	Sean O'Neill	CASA Volunteer	CASA Corridor
28	10/26/2017	Jacob Ball	Jacob Ball	Jacob Ball
29	10/26/2017	Jacob Gaudet	Jacob Gaudet	Jacob Gaudet
30	10/26/2017	Logan Carden	Automotive	Logan Carden
31	10/26/2017	Steven Graves	Director of Operations	Hardeman County
32	10/30/2017	Julie Freeman	Julie Freeman	Julie Freeman
33	10/30/2017	Lelar Roysden	Lelar Roysden	Lelar Roysden
34	10/31/2017	Allan Reyes	EEO Officer	Nationwide Construction Group
35	10/31/2017	Connie Etzkin	HR Director	City of Columbia
36	11/2/2017	Amanda Hicks	Executive Assistant	Fentress County Government
37	11/4/2017	Ondrea Mullins	Dispatcher	Ondrea Mullins
38	11/6/2017	Barry Cross	Vice President of HR	Jackson Energy Authority
39	11/6/2017	Paul Morris	Project Manager	Memphis Area Associate of Government

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40	11/7/2017	Richard Crawford	Aviation Director	Linda Hillis
41	11/7/2017	Vant Hardaway	CASA	CASA Corridor of East Tennessee
42	11/8/2017	Brent Young	Instructor	Brent Young
43	11/8/2017	Robert Lockard	Airport Manager	Gibson County Airport
44	11/15/2017	Charlie Wilkes	Foreman	Carroll County Highway Department
45	11/15/2017	Dale Seagraves	Equipment Operator	Carroll County Highway Department
46	11/15/2017	Danny Halter	Equipment Operator	Carroll County Highway Department
47	11/15/2017	David Townsend	Equipment Operator	Carroll County Highway Department
48	11/15/2017	Dennis Townsend	Equipment	Carroll County Highway Department
49	11/15/2017	Donnie Cary	Equipment Operator	Carroll County Highway Department
50	11/15/2017	Doug Hilliard	Equipment Operator	Carroll County Highway Department
51	11/15/2017	Dwight Reed	Equipment Operator	Carroll County Highway Department
52	11/15/2017	Jamie Christian	Equipment Operator	Carroll County Highway Department

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53	11/15/2017	Jason Fields	Equipment Operator	Carroll County Highway Department
54	11/15/2017	Jason Longmire	Equipment Operator	Carroll County Highway Department
55	11/15/2017	Kevin Reed	Equipment Operator	Carroll County Highway Department
56	11/15/2017	Michael Avery	Equipment Operator	Carroll County Highway Department
57	11/15/2017	Mike Kyle	Foreman	Carroll County Highway Department
58	11/15/2017	Pete Mort	Equipment Operator	Carroll County Highway Department
59	11/15/2017	Philip Halter	Equipment Operator	Carroll County Highway Department
60	11/15/2017	Randy Butler	Equipment Operator	Carroll County Hwy Department
61	11/15/2017	Ronnie Wade	Equipment Operator	Carroll County Highway Department
62	11/15/2017	Samuel Tucker	Equipment Operator	Carroll County Highway Department
63	11/15/2017	Tommy	Foreman	Carroll County Highway Department
64	11/15/2017	Tommy Akin	Mechanic	Carroll County Highway Department
65	11/15/2017	Tommy Davis	Equipment Operator	Carroll County Highway Department

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66	11/15/2017	Tommy Moody	Maintenance Personnel	Carroll County Highway Department
67	11/15/2017	Trenity Butler	Equipment Operator	Carroll County Highway Department
68	11/16/2017	Becky Crockett	HR and Risk Director	Fentress County
69	11/16/2017	Dan Wheeley	Chief/Executive Director	WCJC EMS
70	11/16/2017	Tommy Crowder	HR Manager	WCJC EMS
71	11/27/2017	Kermit Easterling	Captain	Kermit Easterling
72	11/30/2017	Nick Warren	Municipal Planner	Shelby County DPD
73	11/30/2017	Tyler Jarrett	Practicum Student	Tyler Jarrett
74	12/2/2017	Richard Alexander	Firefighter	Columbia Fire Department
75	12/4/2017	Josie Bowman-Williams	Regional Asset Manager	Jim Nasso
76	12/4/2017	Julie Pruitt	Community Manager	Jim Nasso
77	12/4/2017	Karen Koelemay	CRNA	Kenric Duncan
78	12/4/2017	Savannah Palmer	Service Coordinator	Wesley Living

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79	12/12/2017	Jessica McAdoo	CRNA	Lifeline, INC
80	12/19/2017	Shonda Duncan	Interim Executive Director	Scott County Shelter Society
81	12/20/2017	Edward Brinkley	Mechanic Foreman	Carroll County Highway Department
82	12/20/2017	Jerry Autry	Mechanic Foreman	Carroll County Highway Department
83	12/20/2017	Philip Smith	Equipment Operator	Carroll County Highway Department
84	12/20/2017	Russell Bolen	Equipment Operator	Carroll County Highway Department
85	12/20/2017	Russell Holladay	Equipment Operator	Carroll County Highway Department
86	12/22/2017	E. L. Morton	Mayor, Campbell County TN	E.L. Morton
87	12/23/2017	Bobby Crumby	Police Officer	Savannah Police
88	12/27/2017	Robin Ruiz	City Recorder/CMFO	Town of Tazewell
89	12/29/2017	Belinda Kretzer	Finance Director	City of Rockwood
90	1/2/2018	Chelsey Clay	Program Director	Melissa Holloway
91	1/4/2018	George Cunningham	Executive Director	Journeys In Community Living

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92	1/6/2018	Linda Lyda	Quality Assurance Coordinator	Evergreen Life Services
93	1/7/2018	Justin D. McAdoo	CRNA	Lifeline, INC Anesthesia
94	1/8/2018	Shameka Grady	Human Resources Assistant	Na
95	1/9/2018	Barbara K. Powell	Administrative Assistant	Fentress County Highway Department
96	1/9/2018	Justin Craig	Justin Craig	Justin Craig
97	1/9/2018	Lori Clyde	Lori Clyde	Lori Clyde
98	1/9/2018	William Goins	William Goins	William Goins
99	1/10/2018	Delaney Munsey	Delaney Munsey	Delaney Munsey
100	1/10/2018	Emily Cummins	Emily Cummins	Emily Cummins
101	1/10/2018	Laura Atkinson	Senior Director of HR	N/A
102	1/10/2018	Phaedra Olsen	State Director	Mothers Against Drunk Drivers TN
103	1/10/2018	Sarah Cinnamon	Sarah Cinnamon	Sarah Cinnamon
104	1/11/2018	Christian Crowder	Christian Crowder	Christian Crowder

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105	1/11/2018	Christopher Welch	Christopher Welch	Christopher Welch
106	1/11/2018	David Chadwell	David Chadwell	David Chadwell
107	1/11/2018	Gabriel Jeffers	Gabriel Jeffers	Gabriel Jeffers
108	1/11/2018	Kara Lonsway	Victim Services Specialist	Mothers Against Drunk Driving
109	1/11/2018	Kathleen Reed	Victim Services Specialist	Mothers Against Drunk Driving
110	1/11/2018	Katie Reed	Victim Services Specialist	Mothers Against Drunk Driving
111	1/11/2018	Olivia Owens	Olivia Owens	Olivia Owens
112	1/11/2018	Rhett Riseden	Rhett Riseden	Rhett Riseden
113	1/11/2018	Samuel Kitts	Samuel Kitts	Samuel Kitts
114	1/11/2018	Sierra Wilson	Sierra Wilson	Sierra Wilson
115	1/11/2018	Travis Bowling	Travis Bowling	Travis Bowling
116	1/11/2018	Zak Warren	Zak Warren	Zak Warren
117	1/14/2018	Evan Womack	Security Officer	Evan Womack

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118	1/19/2018	Austin Aiken	Austin Aiken	Austin Aiken
119	1/22/2018	Lindsay Jackson	Program Manager/Developer	MAAG
120	1/23/2018	Chelsie Hembree	Chelsie Hembree	Chelsie Hembree
121	1/23/2018	James C. Nasso	Chief Executive Officer	Wesley Housing Corporation
122	1/24/2018	Michelle Pleasant	Assistant Director	Harwood Center
123	1/26/2018	Gina Lusk	Property Manager	Wesley Homes, INC
124	1/26/2018	Sherry Trent	Executive Director	Eastern Eight CDC
125	1/29/2018	Annette Sisk	Human Resources	Annette Sisk
126	1/29/2018	Karen Estes	Transportation Director	Knoxville-Knox County CAC
127	1/29/2018	Lisa Christine-Trexler	Lisa Christine-Trexler	MAAG
128	1/29/2018	Warren Secrest	Compliance Administration	Warren Secrest
129	1/30/2018	Cliff Jowers	Administration	Clients
130	1/31/2018	Gary W. Smith	EMA Director	Carter County

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131	2/1/2018	Mike Russell	Solid Waste Director	Claiborne Co. Sanitation
132	2/2/2018	Anjali Tragler	HR Generalist	City Of Germantown
133	2/2/2018	Billy Harrell	Deputy Director	Carter County EMA
134	2/2/2018	Jo Morehead	CASA Volunteer	CASA
135	2/2/2018	Patty Chatfield	CASA Volunteer	CASA
136	2/3/2018	Jo Morehead	CASA Volunteer	CASA
137	2/7/2018	Charles Boddie	Human Resources Manager	Metro Public Works
138	2/7/2018	Sarah Lee	Corporal	TMHCA
139	2/8/2018	Cheryl Rasbach	Director, Compliance Officer	Regional One Health SCHCC
140	2/8/2018	Danielle Sims	Executive Director	Knoxville Area Project Access
141	2/8/2018	Julie Miller	Forensic Interviewer	Juniors House CAC, INC
142	2/8/2018	Nancy Huelsing	Executive Assistant	Nancy Huelsing
143	2/8/2018	Robin Sealy	Workforce Coordinator	Robin Sealy

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144	2/9/2018	Dan Maxwell	Building Official	Lakesite
145	2/12/2018	Chris Mason	City Manager	Town of Oliver Springs
146	2/12/2018	Jayne Harrison	Director of HR	Easter Seals TN
147	2/14/2018	Donnie Smith	Equipment Operator	Carroll County Highway Department
148	2/14/2018	Johnny Payne	Stages Program Director	Grace Powell
149	2/14/2018	Larry Hilliard	Equipment Operator	Carroll County Highway Department
150	2/20/2018	Jamie Sain	Codes/Safety Director	City of Manchester
151	2/20/2018	Johnathan Payne	Program Director	Grace Powell
152	2/20/2018	Justin Snodgrass	On-Site Construction Manager	Eastern Eight CDC
153	2/21/2018	Grace Powell	Stages Intern	Grace Powell
154	2/21/2018	Sgt. David Cole	Special Operations Sergeant	Dickson Police Department
155	2/23/2018	Bennie Baggett	Water Plant Manager	City of Gallatin
156	2/23/2018	Glenda Troutt	Administrative Assistant	City of Gallatin

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157	2/23/2018	Rosemary Bates	Special Projects Director	City of Gallatin
158	2/24/2018	Jilian Reece	Director	Carter County Drug Prevention
159	2/26/2018	Jillian Ogden Committee Member	Planner II	Na
160	2/26/2018	Kate Novitsky	Police Captain	City Of Gallatin
161	2/27/2018	Grant Daugherty	Grant Daugherty	Grant Daugherty
162	2/27/2018	Julie Bohannon	Cultural Administrator	Town Of Monterey
163	2/28/2018	Mary	Shyann	Seiber
164	2/28/2018	Michael T. Borders	City Recorder	Town of Unicoi
165	2/28/2018	Shyann Seiber	Shyann Seiber	Shyann Seiber
166	3/1/2018	Anthony Goins	Anthony Goins	Anthony Goins
167	3/1/2018	Colby Lane	Colby Lane	Colby Lane
168	3/1/2018	Jamie Hinton	Victim Coordinator	Jackson Police Department
169	3/1/2018	Michael Ray	City Recorder	Town of Carthage

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170	3/2/2018	Keifer Silcox	Keifer Silcox	Keifer Silcox
171	3/2/2018	Laura Moss	Office Coordinator	Behavioral Health Initiatives
172	3/2/2018	Matthew Seprish	Matthew Seprish	Matthew Seprish
173	3/2/2018	Michelle Jilek	Deputy Director of Finance	City of Gallatin
174	3/5/2018	Glenn Rosenoff	City Administrator	Town of Erwin
175	3/5/2018	Joann Lewis Massey	Director	City of Memphis
176	3/6/2018	Jonathon Hammock	Equal Opportunity Officer	Potter South East, LLC
177	3/7/2018	Regenia Price	Deputy Clerk	Regenia Price
178	3/7/2018	Vickie Howard	HR Coordinator	Hartsville/Trousdale County
179	3/9/2018	Bridgette Rogers	City Recorder	Alexandria Police Department
180	3/9/2018	Martin Evans	EEO Officer	Crystal Maynard
181	3/11/2018	Sheila Snow	Casa Volunteer	Kassie Davis
182	3/12/2018	Jennifer Scott	Assistant to Mayor	Chester County Government

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183	3/13/2018	Christine Oday	CASA Volunteer	CASA of Rutherford County
184	3/14/2018	Sierra Ellis	CASA Volunteer	CASA of Rutherford County
185	3/14/2018	Christine Oday	CASA Volunteer	CASA of Rutherford County
186	3/15/2018	Rachelle Bennett	CASA Volunteer	CASA of Rutherford County
187	3/15/2018	Kassie Davis	Casa Volunteer	CASA of Rutherford County
188	3/15/2018	Sierra Ellis	Volunteer	Sierra Ellis
189	3/16/2018	Anthony	Hill	Ndy Wallace
190	3/16/2018	Anthony Hill	Maintenance Director	Andy Wallace
191	3/16/2018	Brett Cobble	AWT	BCCX
192	3/16/2018	Kathy Sergeant	Human Resources Director	Knoxville-Knox County CAC
193	3/16/2018	Len Pipkin	Corporal, Facility Coordinator	TMHCA
194	3/18/2018	Gracie Dugan	CASA Volunteer	CASA of Rutherford County
195	3/19/2018	Beverly R Staten	Committee Member	Shameka Grady

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196	3/19/2018	Cameron Mitchell Calvert	IT Systems Supervisor	Cameron Mitchell Calvert
197	3/19/2018	Grace Powell	Intern	Grace Powell
198	3/19/2018	Miguel Mendieta	UT Extension Agent	Miguel Mendieta
199	3/19/2018	Mike Lewis	Executive Director	Coffee County Drug Court
200	3/19/2018	Sierra Ellis	CASA Volunteer	CASA of Rutherford County
201	3/20/2018	Amy Chadwick	Administrator	Christy Henson
202	3/20/2018	Chris Childress	Consultant	Chris Childress
203	3/20/2018	Clayton Craig	Administrator	Kim Taylor
204	3/20/2018	Debra Johnson	Administrator	Tennessee Health Management
205	3/20/2018	Hannah Davis	Administrator	Hannah Davis
206	3/20/2018	Julie Roberts	Administrator	David Fitzgerald
207	3/20/2018	Phil Graves	Management Services	Athens Utilities Board
208	3/20/2018	Rachelle Bennett	CASA Volunteer	CASA of Rutherford County

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209	3/20/2018	Stacey Wallace	Administrator	Stacey Wallace
210	3/20/2018	Stacey Wallace	Administrator	Stacey Wallace
211	3/20/2018	Stephanie Warbritton	Administrator	Stephanie Warbritton
212	3/20/2018	Steven Totty	Executive Director	Vanayer
213	3/21/2018	Cathy Mayfield	Grant Administrator	City of Bolivar
214	3/21/2018	Denise Geminden	ECD Director	City of Portland
215	3/21/2018	Misti Pequignot	Education Coordinator	Chester County Solid Waste
216	3/21/2018	Roxanne Ecklund	President	Brodie
217	3/22/2018	Rob Hammond	Recovery Court Coordinator	Carl R. Hammond
218	3/22/2018	Trudy McCabe	CASA Volunteer	CASA of Rutherford County
219	3/23/2018	Harry King	TDOT Tech	N/A
220	3/23/2018	Jj06199	TDOT Tech	N/A
221	3/26/2018	Mary Humphrey	Assistant Director OOA	Carroll County

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222	3/26/2018	Melinda Quisenberry	Office Coordinator	Carroll County
223	3/26/2018	Susan Sloan	Office On Aging Director	Carroll County
224	3/27/2018	Alisha	Intern	Elisha
225	3/27/2018	Sierra Butler	Project Coordinator	Drug Free Tipton
226	3/28/2018	Pam Johnson	Office Manager	Pam Johnson
227	4/2/2018	Elizabeth Myrick	CRNA	Lifeline, INC Anesthesia
228	4/2/2018	Mary Prier	City Recorder	City of Ardmore
229	4/3/2018	David Norsworthy	Director of Public Works	Town of Trimble
230	4/3/2018	Mike Boyce	Owner	Boyce Ballard Construction
231	4/3/2018	Norris Teachworth	Affirmative Action Officer	Affirmative Action Program
232	4/4/2018	Jody Lockhart	Detective	Sequatchie County
233	4/4/2018	Mark Kaylor	Help Program	Mark Kaylor
234	4/4/2018	Mary Pena	CRNA	Lifeline, INC

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235	4/4/2018	Paul A Hirjak	Hwy Response Supervisor 1	Paul Hirjak
236	4/4/2018	Paul Howard	Detective	Sequatchie County
237	4/4/2018	Ranny C. Saint	Hwy Response Supervisor 2	Ranny C. Saint
238	4/4/2018	Steven Billingsley	Sergeant	Sequatchie County
239	4/4/2018	Tammy Raydo	Secretary	Griffith Elementary
240	4/5/2018	Laylah Smith	Chief Legal Counsel	GNRC/MPO
241	4/5/2018	Matthew Keith Kirkland	Construction Manager	Knox County
242	4/5/2018	Rhonda Green	Program Manager	Georgia Roy
243	4/8/2018	Stephen Wilensky	Human Resources Director	City of Germantown
244	4/10/2018	Alissa Shear	Program Assistant	CASA of Rutherford County
245	4/10/2018	Arlene Middaugh	Assistant Director	CASA of Rutherford County
246	4/10/2018	Emily Harris	McNairy County Government	McNairy County Government
247	4/10/2018	Kassie Davis	Executive Director	CASA of Rutherford County

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248	4/10/2018	Robbie Harris	McNairy County Government	McNairy County Government
249	4/11/2018	Gary Carver	City Planning Director	City Of Newport
250	4/17/2018	Debra Henegar	Director	SEBC
251	4/17/2018	Frances "Nicole" Treadway	Social Worker/Arp Coordinator	Appalachian Counseling Centers
252	4/17/2018	Wess Ward	Mayor	Kristy Tucker
253	4/18/2018	Teresa Hazard	Preschool Teacher	Teresa
254	4/19/2018	Don Bates	Fire Chief	Don Bates
255	4/19/2018	Jennifer Hines	President	Jen-Hill Construction
256	4/20/2018	Ben Shemwell	Project Manager	Campbell Construction, Inc.
257	4/20/2018	Cindy Kelly	Cook/Teacher	SEBP
258	4/20/2018	Decaruss Jennings	SEBP	Southeast Baptist Childcare
259	4/20/2018	Susan Tummins	Comptroller	Water Authority Of Dickson Co
260	4/20/2018	Tracy Johnson	SEBP	Southeast Baptist Childcare

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261	4/20/2018	Vikki Howse	SEBP	Southeast Baptist Childcare
262	4/22/2018	Kim Reaux	Preschool Teacher	SEBP
263	4/24/2018	Amanda Hargrove	Childcare Provider	Amanda Hargrove
264	4/24/2018	Linda	Daycare	Linda
265	4/24/2018	Paul W Johnson	Assistant to The City Manager	City of Jefferson City
266	4/25/2018	Bobbie Evans	HR	Bobbie Evans
267	4/25/2018	James Edward Ramsey Iv	Captain	Warren County
268	4/25/2018	Joanne Bond	Child Care -Teacher	Southeast Baptist Church
269	4/25/2018	John Lawless	City Manager	Debbie Finch
270	4/25/2018	Lois Williams	Daycare	Lois Williams
271	4/26/2018	Megan Pickett	Teacher	Megan Pickett
272	4/26/2018	Sherry Wilson	Staff	Sherry Wilson
273	4/26/2018	Symone Sheffield	Teacher	Symone Sheffield

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274	4/30/2018	Ashley Carbine	Caregiver	Ashley Carbine
275	5/2/2018	Andrew Renwick	Director	Andrew Renwick
276	5/3/2018	Andrew Renwick	Director	Andrew Renwick
277	5/6/2018	Janah Henry	Casa Volunteer	Lyn Jones
278	5/7/2018	Adam Ward	Adam Ward	Adam Ward
279	5/7/2018	Austin Smiddy	Austin Smiddy	Austin Smiddy
280	5/7/2018	Christopher Orick	Christopher Orick	Christopher Orick
281	5/7/2018	Dana M. Hall	President Owner	Dana Hall
282	5/7/2018	James Daugherty	James Daugherty	James Daugherty
283	5/7/2018	Josh Perkins	Josh Perkins	Josh Perkins
284	5/7/2018	Matthew Valandingham	Matthew Valandingham	Matthew Valandingham
285	5/7/2018	Preston Smith	Preston Smith	Preston Smith
286	5/7/2018	Rex A. Welch	Rex A. Welch	Rex A. Welch

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287	5/8/2018	Dana Viles	Dana Viles	Dana Viles
288	5/8/2018	Donna Faye Ferguson	Receptionist	Donna@Casacorridor.Org
289	5/8/2018	Elsa Michelle Garrett	Elsa Michelle Garrett	Elsa Michelle Garrett
290	5/8/2018	Natalie Kelly	Advocate Supervisor	CASA Corridor of East TN
291	5/9/2018	Andrea Lovette	Andrea Lovette	Andrea Lovette
292	5/9/2018	Jennifer Allen	Jennifer Allen	Jennifer Allen
293	5/9/2018	Judith C. Griffith	CASA Volunteer	CASA Corridor of East TN
294	5/9/2018	Shelley F. Griffith	CASA Volunteer	CASA Corridor of East TN
295	5/9/2018	Tiffany Brooks	Tiffany Brooks	Tiffany Brooks
296	5/10/2018	Austin Trentham	Austin Trentham	Austin Trentham
297	5/10/2018	Hayden Odell Poyner	Emergency Management Director	Humphreys County Government
298	5/10/2018	Linda Leichty	CASA Volunteer	Linda Leichty
299	5/10/2018	Samuel Heaton	Samuel Heaton	CASA Corridor of East TN

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300	5/11/2018	Matthew Frye	Co-Director	Tipton-Haynes
301	5/11/2018	Stacey Claxton	Human Resources Generalist	City of Shelbyville
302	5/11/2018	Wesley Spurgeon	Co-Director	Tipton-Haynes
303	5/14/2018	Maggie Brown	Payroll Director/AP	Houston County Government
304	5/15/2018	Jane Summers	HBIC	Sarah Sue
305	5/15/2018	Martin F. Johnson	Airport Manager	City of Humboldt
306	5/15/2018	Tamecka Strawther	HR Assistant	City of Gallatin
307	5/15/2018	Tim Wakeley	Deputy Building Official	Shameka Grady
308	5/16/2018	Angie Williams	Advocate Coordinator	CASA of Campbell County, INC
309	5/16/2018	Mindy Hall	Executive Director	CASA of Campbell County, Inc.
310	5/17/2018	Elizabeth Lee	Dispatcher	Elizabeth
311	5/17/2018	Heather Grissom	Executive Assistant	Denny W Robinson
312	5/18/2018	Gala V.J. Murray	V.P. of Compliance and Oversight	Volunteer Behavioral Health

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313	5/18/2018	Tamara Crutcher	Auditing Administrator	VBHCS
314	5/20/2018	Doug Edwards	Director of Administration and HR	City of Lawrenceburg
315	5/21/2018	Deondra Bender	CASA Supervisor	CASA Dickson County
316	5/21/2018	Dewayne Howard	Dewayne Howard	Dewayne Howard
317	5/21/2018	Elaine Hudson	Assistant Director	City of Gallatin
318	5/21/2018	Kevin Bowling	Grant Administrator	Anderson County Government
319	5/21/2018	Maria Delgado	Development Assistant	Maria Delgado
320	5/21/2018	Rachel Spencer	Executive Director	CASA of Dickson County
321	5/23/2018	Erin Goins	AmeriCorps Vista	CASA of Bradley County
322	5/23/2018	Johnnie Wheeler	Title VI Coordinator	Na
323	5/23/2018	Mike Clement	CASA Volunteer	Mike Clement
324	5/23/2018	Natalie Barrionuevo	CASA Manager	CASA
325	5/24/2018	Connie Hagberg	CASA Volunteer	CASA - Coffee County, TN

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326	5/24/2018	Heather Garay	CASA Works, INC Volunteer	Wanda Strayhorn
327	5/24/2018	Jo Anne Gaunt	CASA Volunteer	CASA
328	5/24/2018	Karyssa Helton	RPO Coordinator	Mid-Cumberland Human Resources
329	5/24/2018	Lindsey Anderson	Vice President	Se-Ya Book Festival
330	5/24/2018	Richard Many	CASA Volunteer	Richard Many
331	5/25/2018	Amy Dorman	CASA Volunteer	CASA Works
332	5/25/2018	Beverly Staten	Committee Person	City of Gallatin HR Department
333	5/25/2018	Carol Ayala	CASA Child Advocate	Dana Farris
334	5/25/2018	Suzanne Banks	CASA Volunteer	CASA of Rutherford County
335	5/25/2018	Dana Farris	Child Advocate	CASA Works, INC
336	5/25/2018	Dana Farris	Franklin County Supervisor	Carol McGuire
337	5/25/2018	Dave Van Buskirk	CASA Volunteer	Dave Van Buskirk
338	5/25/2018	Estella R Burnette	CASA Volunteer	Dana Farris

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339	5/25/2018	Jillian Zarecor	CASA Volunteer	CASA Works, INC
340	5/25/2018	Mary Turner	CASA Volunteer	Dana Farris
341	5/25/2018	Suzanne Banks	CASA Volunteer	CASA
342	5/25/2018	Teresa Barber	Supervisor	Teresa Barber
343	5/27/2018	Anthony Keck	Dispatcher	Anthony Keck
344	5/28/2018	Lieven T. Cox	Alderman West Ward	City of Harrogate
345	5/28/2018	Trish Hubbard	Casa Volunteer	Patricia Hubbard
346	5/29/2018	Carol McGuire	Child Advocate	CASA Works, INC
347	5/29/2018	Estella Burnette	Child Advocate	CASA Works, INC
348	5/29/2018	Jillian Zarecor	Child Advocate	CASA Works, INC
349	5/29/2018	Kelsey West	Behavior Unit Case Manager	Shannon Doan
350	5/29/2018	Michael Houbre	HR and General Counsel	Master Service Companies, LLC
351	5/29/2018	Rebecca Carr-Stith	Child Advocate	CASA Works, INC

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352	5/29/2018	Sarah Fell	Child Advocate	CASA Works, INC
353	5/29/2018	Susan Lane-Houk	Child Advocate	CASA Works, INC
354	5/29/2018	Tina Prudhomme	Child Advocate	CASA Works, INC
355	5/30/2018	Daniel Meadows	Operations Specialist	Daniel Meadows
356	5/30/2018	Donna Lewis	Accounting	Eastern Eight CDC
357	5/30/2018	Elizabeth Henegar	Volunteer	SEBP
358	5/30/2018	Mario Mendoza	Fire Inspector/Investigator	Mario Mendoza
359	5/30/2018	Mary A. Lokey	Volunteer	Teresa Barber
360	5/30/2018	Rebecca Littleton	Director Of Finance	Rebecca Littleton
361	5/30/2018	Teresa Barber	Supervisor	Mary A Lokey
362	6/1/2018	Kelly Rider	City Recorder	City of Ridgetop
363	6/1/2018	Roxanna Fults	City Recorder/CMFO	Roxanna Fults
364	6/1/2018	Sara Boyd	Executive Director	Madison County CASA

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365	6/2/2018	Esthela Doelman	CASA Volunteer	Sara Boyd
366	6/2/2018	Sara Boyd	CASA Volunteer	Esthela Doelman
367	6/4/2018	Rebecca Carr Stith	CASA Volunteer	Rebecca Carr-Stith
368	6/4/2018	Rene Sanders	CASA Volunteer	Madison County CASA
369	6/5/2018	Clint Shrum	Sheriff	Grundy County Sheriff's Office
370	6/6/2018	Dan Burch, Jr.	Program Director	McDowell Center For Children
371	6/6/2018	Jeff Lawrence	Business Manager/Risk Manager	Jeff Lawrence
372	6/6/2018	Jory Blake	Property Manager	Wesley Housing Corporation
373	6/6/2018	Laklyn May	Floater	SEBP
374	6/6/2018	Lieven T Cox	Alderman West Ward	City of Harrogate
375	6/6/2018	Paula Rodgers	CASA Volunteer	Madison County CASA
376	6/6/2018	Shelly Kelley	Community Services Officer	City of Emporia
377	6/7/2018	Hannah Snowden	CASA Volunteer	Madison County CASA

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378	6/7/2018	Sheryl Miller	City Clerk	Sheryl Miller
379	6/8/2018	Keith Smith	City Administrator	City of Loreeto
380	6/8/2018	Scott Pieper	Court Coordinator	Williamson County DUI Court
381	6/11/2018	Chad Hart	CASA Volunteer	CASA of Rutherford County
382	6/11/2018	Charlotte Burke	CASA Volunteer	CASA of Rutherford County
383	6/11/2018	Rene Sanders	CASA Volunteer	CASA Madison County
384	6/11/2018	Scott Easterling	CASA Volunteer	Scott Easterling
385	6/11/2018	Yvonne Stewart	Special Projects Coordinator	Yvonne Stewart
386	6/12/2018	Chad L Hart	CASA Volunteer	Sara Boyd
387	6/12/2018	Cindy Kincaid	Compliance Coordinator	Bar-Tie Reinforcing, Inc.
388	6/13/2018	Ann Coffey	Subcontractor	Ann Coffey
389	6/14/2018	Angela Easterling	Counselor	Angela Easterling
390	6/14/2018	James Burdick	Counselor	James Burdick

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391	6/14/2018	Ramie Siler	Title VI Coordinator	James Burdick
392	6/14/2018	Sue Lipscomb	HR/Payroll Clerk	City of Lakeland
393	6/17/2018	Jackie Collins	CASA Volunteer	Jackie Collins
394	6/18/2018	Angenal Huddleston	CASA Volunteer	Angenal Huddleston
395	6/18/2018	Lora Hahn	CASA Volunteer	Lora Hahn
396	6/19/2018	Angela Stockdale	Juvenile Clerk	Carroll County Government
397	6/19/2018	Summer Chappell	Director of Community Services	Deafconnect
398	6/20/2018	J Dennis Jeffers	Mayor	Town of Huntsville
399	6/20/2018	Jinni Harrison	CASA Volunteer	Sara Boyd
400	6/20/2018	Lindsay Terry	Clerk	Town of Huntsville
401	6/20/2018	Wendy Buttram	City Recorder	Town of Huntsville
402	6/21/2018	Tamara Carlyle	Owner/Director	Tamara K. Carlyle
403	6/25/2018	Alyson Susong	Record	Junea Graves

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404	6/25/2018	Eddie Mantooth	Street Department	Eddie Mantooth
405	6/25/2018	Elliott Rednour	Water Department	Elliott Rednour
406	6/25/2018	Franklin Parker	Sanitation Department	Franklin Parker
407	6/25/2018	Junea Graves	Clerk	Junea Graves
408	6/25/2018	Michael Painter	Sewer Department	Michael Painter
409	6/25/2018	Michael Romines	Water Department	Michael Romines
410	6/25/2018	Nathaniel Allsup	Water Department	Nathaniel Allsup
411	6/25/2018	Robert Hardy	Water Supervisor	Robert Hardy
412	6/25/2018	Stanley Coffee	Street Department	Stanley Coffee
413	6/25/2018	Sue Teague	H.R./Safety Director	City of Dyersburg
414	6/25/2018	Teresa Lawson	Water Secretary	Teresa Lawson
415	6/25/2018	Timothy Rednour	Sanitation Department	Timothy Rednour
416	6/25/2018	Trevor Nash	Sewer Department	Trevor Nash

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417	6/26/2018	Aaron Guinn	Patrol	Chad Cotter
418	6/26/2018	Arlie Ball	Patrol	Chad Cotter
419	6/26/2018	Chad Cotter	Chief	Chad Cotter
420	6/26/2018	Chris Buckner	Patrol	Chad Cotter
421	6/26/2018	Darin Lane	Detective	Chad Cotter
422	6/26/2018	Genesis Mejias	Administrative Assistance	Coffee County Drug Court
423	6/26/2018	Janice Smith	Case Manager	Janice Smith
424	6/26/2018	Julie Rector	Records Clerk	Chad Cotter
425	6/26/2018	Martha S. McCallie	Addiction Specialist/Therapist	Coffee County Drug Court
426	6/26/2018	Paul Lowe	Sergeant	Chad Cotter
427	6/26/2018	Robert Smith	Patrol	Chad Cotter
428	6/26/2018	Rodney Sexton	Sergeant	Chad Cotter
429	6/26/2018	Sheila Barrera	Coordinator Safe Baby Court	Coffee County Drug Court

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430	6/26/2018	Staria Davison	Treatment Specialist	Coffee County Drug Court
431	6/26/2018	Steven Arnold	Patrol	Chad Cotter
432	6/26/2018	Tammy Lewis	Human Resources	Town of Somerville
433	6/26/2018	Todd White	Patrol	Chad Cotter
434	6/28/2018	David Amado	Recovery Academy Facilitator	Coffee County Drug Court
435	6/28/2018	Deborah Bowles Lee	Treatment Specialist	Coffee County Drug Court
436	6/28/2018	Pedro Martinez	Administrative Assistant	Coffee County Drug Court
437	6/28/2018	Steven Graves	Operations Director	Hardeman County Government
438	6/28/2018	Tracie Nutt	IOP/ Dui Probation	Coffee County Drug Court
439	6/29/2018	Gregory M. Keeling	Case Manager	Coffee County Recovery Court
440	6/29/2018	John D. Grosvenor	President	Debra Grosvenor
441	6/29/2018	Tina Smith	Family Advocate	Sherry Cole
442	7/2/2018	Heather Loveland	Facilitator/Case Manager	Heather Loveland

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443	7/3/2018	George Poss	Sergeant	Williamson County
444	7/3/2018	Joel Robison	Lieutenant	City of Pulaski
445	7/6/2018	Kim Strickland	Vice President	Kelley and Associates
446	7/9/2018	Andrew Gillenwater	Andrew Gillenwater	Andrew Gillenwater
447	7/9/2018	Chris Powell	Chris Powell	Chris Powell
448	7/9/2018	Dylan Wilson	Automotive	Dylan Wilson
449	7/9/2018	Joel Cushard	Joel Cushard	Joel Cushard
450	7/9/2018	Sherry Greene	Executive Assistant	Washington County
451	7/10/2018	Angela Desai	Director Of Human Resources	Marshall County Government
452	7/10/2018	Anthony Scott Alley	Patrol Sergeant	Chief Deputy Tony Allen
453	7/10/2018	Keerstin Taylor	Keerstin Taylor	Keerstin Taylor
454	7/10/2018	Leslie Crawford	Human Resources Generalist	City Of Maryville
455	7/10/2018	Steve Champine	EEO Officer	Steve Champine

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456	7/10/2018	Tammy C. Vicry	HR Administrator, Title VI Coordinator	City of Dayton
457	7/10/2018	Ted Archdeacon	Director Of Personnel	City of Bartlett
458	7/11/2018	Autumn Berlin	Marshall County Trustee Bookkeeper	Autumn Berlin
459	7/11/2018	Baleigh Whitson	Assistant Budget Director	Marshall County Budget Office
460	7/11/2018	Brandon Williams	Maintenance Supervisor	Brandon Williams
461	7/11/2018	Diane Derryberry	GIS Mapper	Assessor of Property
462	7/11/2018	Jason Williams	Animal Control	Jason Williams
463	7/11/2018	Jerry Hooper	Building Official	Town of New Tazewell
464	7/11/2018	Kassidy Evans	Kassidy Evans	Kassidy Evans
465	7/11/2018	Kaye Bishop	Trustee Chief Deputy	Kaye Bishop
466	7/11/2018	Kevin Calahan	Operations	Valarie Staggs
467	7/11/2018	Lynn Kouba	Administrative Assistant	Lynn Kouba
468	7/11/2018	Malinda White	Director of Accounts and Budget	Marshall County TN Government

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469	7/11/2018	Mia Montega	Planning	Valarie Staggs
470	7/11/2018	Neil Davis	Maintenance	Neil Davis
471	7/11/2018	Nelda Adgent	Accounts Payable	Marshall County Budget Office
472	7/11/2018	Phil Dyer	Maintenance	Valarie Staggs
473	7/11/2018	Priscilla Darrington	Front Desk Clerk	Assessor of Property
474	7/11/2018	Scottie Poarch	County Trustee	Scottie Poarch
475	7/11/2018	Steve Calahan	Director	Valarie Staggs
476	7/11/2018	Susan Hunter	Office Manager	Marshall County Government
477	7/11/2018	Tara Y. Ewing	Benefits Coordinator	Marshall County Government
478	7/11/2018	Trina Williams	Personal Property Manager	Assessor of Property
479	7/11/2018	Valarie Staggs	Administrative Assistant	Valarie Staggs
480	7/11/2018	Wade Walker	Maintenance	Wade Walker
481	7/12/2018	Austin Williamson	Austin Williamson	Austin Williamson

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482	7/12/2018	Caleb Turner	Caleb Turner	Caleb Turner
483	7/12/2018	Clifford Gerrish	Gerrish	Clifford Gerrish
484	7/12/2018	Gage Stacy	Gage Stacy	Gage Stacy
485	7/12/2018	Jeffrey Artz	Jeffrey Artz	Jeffrey Artz
486	7/13/2018	Brian Woodard	Field Appraiser	Assessor of Property
487	7/13/2018	Michelle Campbell	Assessor Of Property	Marshall County AAP
488	7/13/2018	Rebecca Lee	Chief Deputy	Assessor Property
489	7/15/2018	Ashley Ray	CASA Volunteer	CASA of Davidson County
490	7/16/2018	Amber Scott	City Administrator	City of Lenoir City
491	7/16/2018	Bernie Mitchell	Mechanic	Marshall County Highway Department
492	7/16/2018	Corey Favors	Light Equipment Operator	Marshall County Highway Department
493	7/16/2018	Darrell Dyer	Light Equipment Operator	Marshall County Highway Department
494	7/16/2018	Dave Coleman	Truck Driver	Marshall County Highway Department

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495	7/16/2018	Delbert Lowe	Truck Driver	Marshall County Highway Department
496	7/16/2018	Gary Coleman	Truck Driver	Marshall County Highway Department
497	7/16/2018	George Donald Metcalf	Heavy Equipment Operator	Marshall County Highway Department
498	7/16/2018	Jackey King	Truck Driver	Marshall County Highway Department
499	7/16/2018	Jackie Key	Truck Driver	Marshall County Highway Department
500	7/16/2018	James Eddie Liggett	Foreman	Marshall County Highway Department
501	7/16/2018	Jason Fuller	Mechanic	Marshall County Highway Department
502	7/16/2018	Jason Hobbs	Mechanic	Marshall County Highway Department
503	7/16/2018	Jeremy Dwayne Buttram	Light Equipment Operator	Marshall County Highway Department
504	7/16/2018	Jerry Adams	Foreman	Marshall County Highway Department
505	7/16/2018	John Will Turner	Heavy Equipment Operator	Marshall County Highway Department
506	7/16/2018	Joshua Dockery	Truck Driver	Marshall County Highway Department
507	7/16/2018	Joshua King	Truck Driver	Marshall County Highway Department

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508	7/16/2018	Kathy Sons	Secretary	Marshall County Highway Department
509	7/16/2018	Kenneth Foster	Shop Foreman	Marshall County Highway Department
510	7/16/2018	Kevin McGhee	Kevin McGhee	Kevin McGhee
511	7/16/2018	Mason Hobby	Light Equipment Operator	Marshall County Highway Department
512	7/16/2018	Matthew Hobby	Light Equipment Operator	Marshall County Highway Department
513	7/16/2018	Micky Dalton	Heavy Equipment Operator	Marshall County Highway Department
514	7/16/2018	Ray Wells	Heavy Equipment Operator	Marshall County Highway Department
515	7/16/2018	Ricky Dalton	Light Equipment Operator	Marshall County Highway Department
516	7/16/2018	Ricky Rogers	Light Equipment Operator	Marshall County Highway Department
517	7/16/2018	Robert Allen	Mechanic	Marshall County Highway Department
518	7/16/2018	Robert Galloway	General Manager	Marshall County Highway Department
519	7/16/2018	Steve Fuller	Truck Driver	Marshall County Highway Department
520	7/16/2018	Tracy Stewart	Mechanic	Marshall County Highway Department

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521	7/16/2018	Wesley Neece	Foreman	Marshall County Highway Department
522	7/16/2018	William Andrew Reed	Field Appraiser	Assessor of Property
523	7/16/2018	William Keith Pigue	Truck Driver	Marshall County Highway Department
524	7/16/2018	Woody Thomason	Truck Driver	Marshall County Highway Department
525	7/17/2018	Adam Wayne Brumit	Deputy Sheriff	Marshall County Sheriff Office
526	7/17/2018	Billy Lamb	Sheriff	Billy Lamb
527	7/17/2018	Bob Johnson	Chief Deputy	Bob Johnson
528	7/17/2018	Brandy Hinds	Deputy	Brandy Hinds
529	7/17/2018	Carol Binkley	Secretary	Carol Binkley
530	7/17/2018	Cindia Bivins	Chief Deputy	Cindia Bivins
531	7/17/2018	Cynthia Durand	Cynthia Durand	Cynthia Durand
532	7/17/2018	Debbie Carson	Office Manager	Gibson Co Water District
533	7/17/2018	Dorris Wayne Weaver	County Register	Dorris Wayne Weaver

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534	7/17/2018	Elizabeth Lynn Hon	Library Assistant	Marshall County Highway Department
535	7/17/2018	Marilyn Wiles	Deputy	Marilyn Wiles
536	7/17/2018	Michael Galyon	Detective	Michael Galyon
537	7/17/2018	Stephanie Calahan	Secretary	Marshall County Hwy
538	7/17/2018	Tony Nichols	Detective	Tony Nichols
539	7/17/2018	William Binkley	Detective	William Binkley
540	7/18/2018	Connie Crouch	Employee Relation Officer	Brightridge
541	7/18/2018	Jimmy Oliver	Captain	Jimmy Oliver
542	7/18/2018	Lorrel Greeson	Library Assistant	Marshall County Highway Department
543	7/19/2018	Clyde Edward Ragsdale	Deputy Sheriff	Bob Johnson
544	7/19/2018	David McVey	Deputy	Bob Johnson
545	7/19/2018	Elisa Thompson	Secretary	Clay County
546	7/19/2018	Jean Cannon	Social Worker	Helen R. Tucker Center

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547	7/19/2018	Kyle Anthony Dickson	Deputy Sheriff	Bob Johnson
548	7/19/2018	Michael Bermudez	Deputy Sheriff	Marshall County Sheriffs
549	7/20/2018	Freddie Darnell	Deputy	Bob Johnson
550	7/20/2018	Keith Jolley	Deputy Sheriff	Marshall County Sheriff's Office
551	7/20/2018	Michelle McCrory	Director Of Patient Services	Knoxville Area Project Access
552	7/20/2018	Olivia Mattison	Deputy Sheriff	Marshall County Sheriff's Office
553	7/22/2018	Brandon Miller	Corrections Officer	Marshall County Jail
554	7/22/2018	Clarence Gatlin	Deputy Sheriff	Marshall County Sheriff
555	7/22/2018	Kailey Jackson	Records Clerk	Marshall County Jail
556	7/22/2018	Marco Lopez	Corrections Officer	Marshall County Jail
557	7/22/2018	Robbie Brooks	Corrections Officer	Marshall County Jail
558	7/23/2018	Ben Parks	Deputy	Bob Johnson
559	7/23/2018	Karen Lytle Lange	HR Manager	Stephanie Ray

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560	7/23/2018	Matt Owens	Sergeant	Bob Johnson
561	7/24/2018	Angela Riggs	Paramedic	Marshall County
562	7/24/2018	Bill Reuter	EMS Director	Marshall County
563	7/24/2018	Billy Thomas	Paramedic	Marshall County
564	7/24/2018	Bradley Jarrell	Paramedic	Marshall County
565	7/24/2018	Chesley Newton	Paramedic	Marshall County
566	7/24/2018	Chris Carlough	Paramedic	Marshall County
567	7/24/2018	Dan Creasy	Paramedic	Marshall County
568	7/24/2018	Dane Hargrove	Paramedic	Marshall County
569	7/24/2018	Dillon Cessac	AEMT	Marshall County
570	7/24/2018	Dustin Coy Kemp	Public Safety Director	Weakley County
571	7/24/2018	Dustin Lee	AEMT	Marshall County
572	7/24/2018	Greg Whitley	Paramedic	Marshall County

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573	7/24/2018	J R Garner	AEMT	Marshall County
574	7/24/2018	Jessica Harmon	AEMT	Marshall County
575	7/24/2018	Jessie Hayes	Paramedic	Marshall County
576	7/24/2018	Joey Ridings	AEMT	Marshall County
577	7/24/2018	John Cooper	Paramedic	Marshall County
578	7/24/2018	John Dollar	AEMT	Marshall County
579	7/24/2018	John Reese	Paramedic	Marshall County
580	7/24/2018	Larry Sands	Paramedic	Marshall County
581	7/24/2018	Lavenia Green	Paramedic	Marshall County
582	7/24/2018	Leanne Grissom	Administrative Assistant	Marshall County
583	7/24/2018	Lindsey Dalton	AEMT	Marshall County
584	7/24/2018	Megan Defoe	AEMT	Marshall County
585	7/24/2018	Michael Chandler	AEMT	Marshall County

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586	7/24/2018	Nikki Reuter	Paramedic	Marshall County
587	7/24/2018	Paul Magee	Paramedic	Marshall County
588	7/24/2018	Sam Kelly	Paramedic	Marshall County
589	7/24/2018	Samantha Kimbrough	Paramedic	Marshall County
590	7/24/2018	Shana Greggs	AEMT	Marshall County
591	7/24/2018	Shawn Arnold	Paramedic	Marshall County
592	7/24/2018	Shawn Hux	AEMT	Marshall County
593	7/24/2018	Steven Williams	Paramedic	Marshall County
594	7/24/2018	Terry Porter	Paramedic	Marshall County
595	7/24/2018	Terry Porter	AEMT	Marshall County
596	7/24/2018	Tim Jones	Executive Director	Columbia Cares, INC
597	7/24/2018	Trey Brock	AEMT	Marshall County
598	7/24/2018	Wendi Sawyers	AEMT	Marshall County

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599	7/25/2018	Craig Lemak	Chief Operations Officer	Craig Lemak
600	7/25/2018	Kathy Dillon	City Manager	City of Union City, TN
601	7/25/2018	Rebecca (Becky) Wood	Job Placement Coordinator	Becky Wood
602	7/26/2018	Georgia Roy	HR Generalist	Anita Teague
603	7/26/2018	Laura J Smith	Programming/Outreach Coordinator	Marshall County
604	7/26/2018	Melissa Lloyd	Corrections Officer	Marshall County Jail
605	7/26/2018	Samantha Reagan	Day Services Coordinator	Scott Appalachian Industries
606	7/26/2018	William Herring	Sergeant	Sabrina Patterson
607	7/27/2018	Billy Ramirez	Corrections Officer	Marshall County Jail
608	7/27/2018	Devin Jones	Corrections Officer	Marshall County Jail
609	7/27/2018	Jonathan Mitchell	Corrections Officer	Marshall County Jail
610	7/27/2018	Paul Dalton	Deputy Sergeant	Bob Johnson
611	7/27/2018	Tracy Teal	Deputy Sheriff	Bob Johnson

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612	7/28/2018	Katherine Mueller	Corrections Officer	Sabrina Patterson
613	7/28/2018	Kendra Burton	Corrections Officer	Sabrina Patterson
614	7/28/2018	Kolton Sharp	Corrections Officer	Sabrina Patterson
615	7/28/2018	Morgan McFarlen	Corrections Officer	Sabrina Patterson
616	7/29/2018	Wanda Bermudez	Executive Director	Medi8resolution Center
617	7/30/2018	Jennifer Park Wyatt	Library Assistant	Marshall County
618	8/1/2018	Amy Lentz	Library Assistant	Amy Lentz
619	8/1/2018	Craig Lynch	Director of HR	Progress, INC
620	8/1/2018	Darlene Young	Assistant Director	Marshall County Government
621	8/1/2018	Victoria Buckner	CASA Volunteer	CASA
622	8/1/2018	Vonda Graves	CASA Volunteer	CASA
623	8/2/2018	Ashley Crowley	Paramedic	Marshall Ems
624	8/2/2018	Barbara Slate	Casa Volunteer	CASA

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625	8/2/2018	Brandon Roberson	Paramedic	Marshall EMS
626	8/2/2018	Jamey Baysinger	AEMT	Marshall EMS
627	8/2/2018	Jeff Thomason	Paramedic	Marshall EMS
628	8/2/2018	Jessica Fail	Library Assistant	Marshall County
629	8/2/2018	Joseph Poarch	Paramedic	Marshall EMS
630	8/2/2018	Luke Anderson	Paramedic	Marshall EMS
631	8/2/2018	Nate Collier	Paramedic	Marshall EMS
632	8/2/2018	Nate Davis	Paramedic	Marshall EMS
633	8/2/2018	Rebecca Russell	Deputy Clerk	Marshall County Circuit Court
634	8/2/2018	Savanna Damron	Paramedic	Marshall Ems
635	8/3/2018	Dick Moore	CASA Volunteer	CASA
636	8/3/2018	Ralph Parker	Finance Administrative Manager	Ralph Parker
637	8/6/2018	Caitlin Crowder	Library Assistant	Marshall County

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638	8/6/2018	Carla Anderson	City Clerk	Kim Wallace
639	8/6/2018	Jennifer Pearson	Director	Marshall County Government
640	8/6/2018	Stephanie Adams	Library Assistant	Marshall County Government
641	8/7/2018	Jorita Mealer	Jorita Mealer	Marshall County Government
642	8/7/2018	Mary Ann Meyer-Schuck	Vote	Mary Ann Schuck
643	8/8/2018	Amanda Slaven	Financial Manager	Bledsoe County
644	8/8/2018	Bonnie Sullivan	Casa Supervisor	Sonia Shelton
645	8/8/2018	Debra Keck	Administrative Assistant	County Government
646	8/8/2018	Joe Duncan	Deputy Sheriff	Bob Johnson
647	8/8/2018	June Lubieski	Library Assistant	Marshall County
648	8/8/2018	Scotty Stanford	Deputy	Bob Johnson
649	8/8/2018	Sonia Shelton	CASA Volunteer	CASA
650	8/8/2018	Stephanie Pearson	Utility Clerk	City of Collinwood

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651	8/9/2018	Tiny Barton	HR Director	Tiny Barton
652	8/9/2018	Willie M. Copeland	Compliance Officer	Willie M. Copeland
653	8/10/2018	Brad Howell	VP of HR/Communications	Pickwick Electric Cooperative
654	8/10/2018	Kim Ark	Grants Administrator	Sumner County Government
655	8/10/2018	Kim Gilley	City Recorder/ CMFO	City of Medina
656	8/11/2018	Austin Wiliams	Correctional Officer	Sabrina
657	8/12/2018	Jerel Neill	Deputy Jerel Neill	Bob Johnson
658	8/12/2018	Straley Holton	Deputy Sheriff	Bob Johnson
659	8/13/2018	Christian Dean	Deputy Sheriff	Christian Dean
660	8/13/2018	Melba Ewing	Library Assistant	Marshall
661	8/14/2018	Bill Reynolds	CEO	Loudon Community Training
662	8/14/2018	Damian Maloney	Compliance Risk	CEMC
663	8/14/2018	Jackie King	Deputy Sheriff	Jackie King

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664	8/14/2018	Kamillah Kelly	Intake Specialist	MAAG
665	8/14/2018	Kimberly Morrison	Executive Director	Sunrise Community of TN
666	8/15/2018	Cristy Gooch	Payroll Clerk	Carroll County Government
667	8/15/2018	Jan Runyon	Assistant V.P. Administrative Services	Tim Henderson
668	8/15/2018	Michael Adams	Executive Director	Michael Adams
669	8/15/2018	Robyne Chester	Transitions Program Manager	Advance Care Health Services
670	8/16/2018	Chad M Campbell	Corrections Officer	Sabrina Patterson
671	8/16/2018	Dawn Freeman	Human Resources Director	City of Goodlettsville
672	8/17/2018	Tim Henderson	President/CEO	Cleveland Utilities
673	8/20/2018	Becky Sudderth	Utility Clerk	Robert Campbell and Associates
674	8/20/2018	Michael Y Foster	City Manager	City of Rocky Top
675	8/20/2018	Robert Warf	Deputy	Robert Warf
676	8/21/2018	Jaudonna Jordan	Children and Youth Team Lead	Case Management, INC

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677	8/21/2018	Roger Lemley	Corrections Officer	Sabrina Patterson
678	8/21/2018	Tiffany Monger	HR Assistant	Tiffany Monger
679	8/22/2018	Don Bates	Fire Chief	Don Bates
680	8/22/2018	Jenny Green	Transportation Fiscal Manager	CTDD
681	8/22/2018	Linden Fire Dept.	Fire Chief	Don Bates
682	8/22/2018	Tammie Frazier	Intercity Service Manager	SCTDD
683	8/23/2018	Brooke Hollowell	Personal Property Clerk	Carroll County Government
684	8/23/2018	Dwayne Tordsen	Sergeant	Dwayne Tordsen
685	8/23/2018	James Eaton	Correctional Officer	James Eaton
686	8/23/2018	Janice Moon	Administrative Assistant	Carroll County Government
687	8/23/2018	Kevin Martin	Special Agent	Kevin Martin
688	8/23/2018	Micah Herren	Operations Manager	Public Building Authority
689	8/23/2018	Rita Jones	Assessor of Property	Carroll County Government

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690	8/24/2018	Adam Meggs	Investigator	Adam Meggs
691	8/24/2018	Amanda Sneed	Fire Administration	Carroll County Government
692	8/24/2018	Andy Dickson	Sheriff	Carroll County Government
693	8/24/2018	Becky Keith	Public Information Officer	Carroll County Government
694	8/24/2018	Brian J. Coville	Dispatcher	Carroll County Government
695	8/24/2018	Dennis Adkins	Deputy Sheriff	Carroll Sheriff's Office
696	8/24/2018	Donna Bryant	Program Coordinator	Donna Bryant
697	8/24/2018	Ella Bench	Operations Manager	Urban Green Lab
698	8/24/2018	Eric Sawyers	Deputy Sheriff	Carroll County Sheriff's Office
699	8/24/2018	Ethan Parham	Deputy Sheriff	Carroll Sheriff's Office
700	8/24/2018	Greg Levi	Deputy	Greg Levi
701	8/24/2018	Jackie Wallace	Investigator	Carroll County Government
702	8/24/2018	Jamie Summers	Dispatch	Carroll County Government

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703	8/24/2018	Janean Meggs	Warrant Clerk	Carroll County Government
704	8/24/2018	Janice Newman	EMA Director	Carroll County Government
705	8/24/2018	Jennifer Chester	Dispatch	Carroll County Government
706	8/24/2018	Jennifer Williams	Social Worker	Jennifer Williams
707	8/24/2018	Jessica Simmons	Correctional Officer	Jessica Simmons
708	8/24/2018	Jonas	Boyd	Jonas Boyd
709	8/24/2018	Lacey Gee	Corrections Officer	Lacey Gee
710	8/24/2018	Matthew Walls	Correction Officer	Matthew Walls
711	8/24/2018	Nicholas Lowe	Deputy	Janice Moon
712	8/24/2018	Shawn Grant	Shawn Grant	Shawn Grant
713	8/24/2018	Terry Bradshaw	Fire Chief	Carroll County Government
714	8/24/2018	Terry Dickey	Deputy Sheriff	Carroll Sheriff's Office
715	8/24/2018	Zach Barker	Corrections Officer	Zach Barker

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716	8/25/2018	Kenny Jackson	Dispatch	Carroll County Government
717	8/26/2018	Kristie Bradford	Dispatch	Carroll County Government
718	8/27/2018	Jill Taylor	Dispatch	Carroll County Government
719	8/27/2018	Kimberly Garner	PHOA	Kimberly Garner
720	8/27/2018	Mike Taylor	Sergeant Deputy Sheriff	Carroll County Government
721	8/27/2018	Sabrina R Morgan	Dispatch	Carroll County Government
722	8/27/2018	Stephen Bryce Roberts	Deputy	Stephen Bryce Roberts
723	8/28/2018	Amanda Wallace	Day Treatment Counselor	Carroll County Government
724	8/28/2018	Amy Ayers	Teacher	Carroll County Government
725	8/28/2018	Carlton Cupples	Deputy	Carlton Cupples
726	8/28/2018	Charles Lee	Teacher	Carroll County Government
727	8/28/2018	Christopher Adams	Deputy	Carroll Davis
728	8/28/2018	Cody Crockett	Teacher	Carroll County Government

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729	8/28/2018	David Bunn	Chief Deputy	Carroll County Government
730	8/28/2018	David Ivy	Teacher	Carroll County Government
731	8/28/2018	Dean Spellings	Teacher	Carroll County Government
732	8/28/2018	Diana Meggs	Van Operations Manager	Carroll County Government
733	8/28/2018	Gina Butler	Office Manager	Carroll County Government
734	8/28/2018	Hayley Ezell	Day Treatment Counselor	Carroll County Government
735	8/28/2018	John Roberts	Director of Mental Health	John Roberts
736	8/28/2018	John Roberts	Director of Mental Health	Hayley Ezell
737	8/28/2018	Karen Mebane	Teacher	Carroll County Government
738	8/28/2018	Michael C. Sevarns	Deputy	Carroll Davis
739	8/28/2018	Michael Morelli	Deputy	Bob Johnson
740	8/28/2018	Mike Mulligan	Deputy	Carroll County Government
741	8/28/2018	Nicholas Lowe	Deputy	Janice Moon

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742	8/28/2018	Patrick Steele	Grounds Manager	Carroll County Government
743	8/28/2018	Rita Gurley	Accounting Clerk	Bertha Taylor
744	8/28/2018	Robert Trim	General Dentist	Robert Trim
745	8/28/2018	Scotty Davis	Sargent	Scotty Davis
746	8/28/2018	Shalonda S. Shaw	Grant Administrator	City of Brownsville
747	8/28/2018	Tommy Decanter	Deputy	Carroll County Government
748	8/28/2018	Tonya Lutz	Teacher	Carroll County Government
749	8/28/2018	Tracy King	Teacher	Carroll County Government
750	8/28/2018	Vickie Phifer	Corporal	Vickie Phifer
751	8/29/2018	Anthony Rowe	Correction Officer	Rowe
752	8/29/2018	Brian Stafford	Juvenile Probation	Juvenile Court
753	8/29/2018	Duncan Mitchell	Correction Officer	Duncan
754	8/29/2018	Jennethia Pearson	Youth Service Officer	Carroll County

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755	8/29/2018	Julia Hall	Correction Officer	Julia
756	8/29/2018	Kimberly Spence	Interim HR Director	City of Cleveland
757	8/29/2018	Larhonda O'Neal	Correction Officer	MINI
758	8/29/2018	McKenna Dubbert	Paramedic	Marshall County Ems
759	8/29/2018	Melissa Lloyd	Correction Officer	Melissa
760	8/29/2018	Ryan McQuesten	Juvenile Probation Officer	Juvenile Court
761	8/30/2018	Amanda Spencer	Correctional Officer	Amanda Spencer
762	8/30/2018	Andrea Fowler	Correctional Officer	Andrea Fowler
763	8/30/2018	Denise Crews	Sergeant	Denise Crews
764	8/30/2018	Jason Edwards	Corrections Officer	Jason Edwards
765	8/30/2018	Luke Chester	Corrections Officer	Luke Chester
766	8/30/2018	Mike Tolley	Civic Center Director	Carroll County Government
767	8/30/2018	Monterius Chapple	Correctional Officer	Monterius Chapple

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768	8/30/2018	Nikita Washum	Sergeant	Nikita Washum
769	8/30/2018	Regina L Kennedy	Director, Admin Services	Regina Kennedy
770	8/30/2018	Richard Phillips	Asst. Administrator	Richard Phillips
771	8/31/2018	Elizabeth Osborne	Youth Services Director	Elizabeth Osborne
772	8/31/2018	Melissa Gurley Jennette	Deputy Clerk	Melissa Gurley Jennette
773	8/31/2018	Parker Graham	Corrections Officer	Parker Graham
774	8/31/2018	Robin Luther	PHOA	Robin Luther
775	8/31/2018	Sheri Boyd	Deputy Clerk	Sheri Boyd
776	9/1/2018	Carissa French	Dispatch	Carroll County Government
777	9/1/2018	Elizabeth Yohman	Corrections Officer	Elizabeth Yohman
778	9/1/2018	Greg Todd	Greg Todd	Greg Todd
779	9/1/2018	Joe Milam	Corrections	Joe Milam
780	9/2/2018	Bobby Birmingham	Deputy	Carroll County Government

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781	9/4/2018	Burt Johnson	Finance Director/Recorder	City of Soddy-Daisy
782	9/4/2018	Jennifer Thomas	Youth Services Officer	Jennifer Thomas
783	9/4/2018	Michael Stanton	Process Server	Carroll County Government
784	9/4/2018	Valarie Bolduc	HR Manager	Strata-G
785	9/5/2018	Alison Paciorek	Alison Paciorek	Alison Paciorek
786	9/5/2018	Amy Wilson	Amy Wilson	Amy Wilson
787	9/5/2018	Carla Webb	Carla Webb	Carla Webb
788	9/5/2018	Courtney Osborne	Courtney Osborne	Courtney Osborne
789	9/5/2018	Pamela Moss	Dispatch	Carroll County Government
790	9/5/2018	Rebecca Shears	Rebecca Shears	Rebecca Shears
791	9/6/2018	Alexis Buell	Alexis Buell	Alexis Buell
792	9/6/2018	Alyssa Rucker	Alyssa Rucker	Alyssa Rucker
793	9/6/2018	Austin Robbins	Austin Robbins	Austin Robbins

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794	9/6/2018	Cheyenne Peterson	Cheyenne Peterson	Cheyenne Peterson
795	9/6/2018	David Perkins	David Perkins	David Perkins
796	9/6/2018	Derek Nelson	Derek Nelson	Derek Nelson
797	9/6/2018	Hanna King	Hanna King	Hanna King
798	9/6/2018	Houston Looney	EMT	Marshall Ems
799	9/6/2018	Jacob Vanwinkle	Jacob Vanwinkle	Jacob Vanwinkle
800	9/6/2018	Jesse Ferguson	Jesse Ferguson	Jesse Ferguson
801	9/6/2018	Jonathan Bowman	Jonathan Bowman	Jonathan Bowman
802	9/6/2018	Josh Wilson	Josh Wilson	Josh Wilson
803	9/6/2018	Karalee Michael	Karalee Michael	Karalee Michael
804	9/6/2018	Kristen Raynor	Kristen Raynor	Kristen Raynor
805	9/6/2018	Kyle Jenkins	Kyle Jenkins	Kyle Jenkins
806	9/6/2018	Laura Butler	AEMT	Marshall Ems

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807	9/6/2018	Mackenzie Duncan	Mackenzie Duncan	Mackenzie Duncan
808	9/6/2018	Mary Ann Wood	Correctional Officer	Carroll County Sheriff Office
809	9/6/2018	Melissa Townsend	Dispatch	Carroll County Government
810	9/6/2018	Neka Ward	Neka Ward	Neka Ward
811	9/6/2018	Rachael Snyder	Rachael Snyder	Rachael Snyder
812	9/6/2018	Steve Crocker	Corrections Officer	Steve Crocker
813	9/6/2018	Stuart Brooks	AEMT	Marshall EMS
814	9/6/2018	Whitney Wilson	Whitney Wilson	Whitney Wilson
815	9/6/2018	Zachary Vanover	Zachary Vanover	Zachary Vanover
816	9/7/2018	Amy Rangnow	Kitchen Supervisor	Amy Rangnow
817	9/7/2018	Gayle Miller	Office Manager	Gayle Miller
818	9/7/2018	Jo Ann Henry	Bookkeeper	Jo Ann
819	9/7/2018	Laura Gilliam	Account Clerk	Laura Gilliam

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820	9/7/2018	Leigh Grice	City Recorder	City of Clarksburg
821	9/7/2018	Malinda White	Budget Director	Gayle Miller
822	9/7/2018	Michael Lowe	Maintenance	Michael Lowe
823	9/7/2018	Ryan Hamilton	Correctional Officer	Ryan Hamilton
824	9/7/2018	Stacey Sharpe	Bookkeeper	Stacey Sharpe
825	9/7/2018	Troy Poff	Corporal	Tpoff@Carroll.Tn.Org
826	9/8/2018	Harry Evbuomwan	Harry Evbuomwan	Amy Rangnow
827	9/9/2018	Nancy Triplett	Correctional Officer	Nancy Triplett
828	9/10/2018	Aaron Atkins	Aaron Atkins	Aaron Atkins
829	9/10/2018	Anthony Rashad Lloyd	Anthony Rashad Lloyd	Anthony Rashad Lloyd
830	9/10/2018	Brandon Vandinter	Brandon Vandinter	Brandon Vandinter
831	9/10/2018	Danny Taylor	Danny Taylor	Danny Taylor
832	9/10/2018	David Shepherd	David Shepherd	David Shepherd

2017 - 2018 Online Subrecipient Title VI Training

833	9/10/2018	Emily Thompson	Emily Thompson	Emily Thompson
834	9/10/2018	Heather Conner	Teacher - Quest Center	Na
835	9/10/2018	Jason Walker	Deputy	Carroll County Government
836	9/10/2018	Johnathon Nelson	Johnathon Nelson	Johnathon Nelson
837	9/10/2018	Jonathan Saylor	Jonathan Saylor	Jonathan Saylor
838	9/10/2018	Joshua Braden	Joshua Braden	Joshua Braden
839	9/10/2018	Joshua Smiddy	Joshua Smiddy	Joshua Smiddy
840	9/10/2018	Justin Nelson	Justin Nelson	Justin Nelson
841	9/10/2018	Katelyn McCarty	Katelyn McCarty	Katelyn McCarty
842	9/10/2018	Mary Porter	Kitchen Supervisor	Carroll County Sheriff Officer
843	9/10/2018	Noah Powers	Noah Powers	Noah Powers
844	9/10/2018	Paul Schneider	Paul Schneider	Paul Schneider
845	9/10/2018	Timothy Oakes	Timothy Oakes	Timothy Oakes

2017 - 2018 Online Subrecipient Title VI Training

846	9/11/2018	Billy Butler	Billy Butler	Billy Butler
847	9/11/2018	Brandon Carroll	Brandon Carroll	Brandon Carroll
848	9/11/2018	Cody Tidwell	Cody Tidwell	Cody Tidwell
849	9/11/2018	Elliott McElroy	Elliott McElroy	Elliott McElroy
850	9/11/2018	Frank Rezac	Jail Administrator	Carroll County Sheriffs
851	9/11/2018	Greg Roller	Maintenance	Sertoma Center, INC
852	9/11/2018	Jacob Foust	Jacob Foust	Jacob Foust
853	9/11/2018	Jacob Foust	Jacob Foust	Jacob Foust
854	9/11/2018	Jeff Swain	Jeff Swain	Jeff Swain
855	9/11/2018	Jim Hampton	Maintenance	Sertoma Center, INC
856	9/11/2018	John Draughn	John Draughn	John Draughn
857	9/11/2018	John Carroll	Perry County Mayor	Perry County Government
858	9/11/2018	John Draughn	John Draughn	John Draughn

2017 - 2018 Online Subrecipient Title VI Training

859	9/11/2018	Jon Foote	Manager	Franklin County Airport
860	9/11/2018	Joseph Veach	Joseph Veach	Joseph Veach
861	9/11/2018	Juan Suffridge	Juan Suffridge	Juan Suffridge
862	9/11/2018	Kara Williams	Deputy Clerk	Kara S Williams
863	9/11/2018	Kathy Pinkston	Deputy Clerk	Carroll County
864	9/11/2018	Kevin Braden	Kevin Braden	Kevin Braden
865	9/11/2018	Rita Moore	Senior Center Director	Rita Moore
866	9/11/2018	Sarah Bradberry	Circuit Court Clerk	Carroll County Government
867	9/11/2018	Trenton Henderson	Machine Operator	Trenton Henderson
868	9/11/2018	Tyler Williford	Tyler Williford	Tyler Williford
869	9/12/2018	Anna Crowley	Anna Crowley	Anna Crowley
870	9/12/2018	Betsy Miller	Regional Director	Betsy Miller
871	9/12/2018	Brooke Hudson	Financial and HR Officer	Suwannee River AHEC

2017 - 2018 Online Subrecipient Title VI Training

872	9/12/2018	Clarence Moon	Bailiff	Carroll County Government
873	9/12/2018	Denise Bentley	Executive Director	None
874	9/12/2018	Frank McGee	Deputy	Carroll
875	9/12/2018	Heather Downing	Correctional Officer	Heather Downing
876	9/12/2018	Jade Fontana	Jade Fontana	Jade Fontana
877	9/12/2018	Kenny Tucker	Deputy	Carroll
878	9/12/2018	Kimberly Hinson	Executive Assistant	Greene County Government
879	9/13/2018	Abigail McCoy	Abigail McCoy	Abigail McCoy
880	9/13/2018	Denalda A. Hawks	Deputy Clerk	Carroll County Government
881	9/13/2018	Katelyn King	Katelyn King	Katelyn King
882	9/13/2018	Kimberly Sharp	Kimberly Sharp	Kimberly Sharp
883	9/13/2018	Michael Smith	Deputy	Carroll County
884	9/13/2018	Natalie Porter	Register of Deeds	Carroll County Government

2017 - 2018 Online Subrecipient Title VI Training

885	9/13/2018	Olivia Cooper	Olivia Cooper	Olivia Cooper
886	9/13/2018	Rodney Phillips	Corrections Officer	Rodney Phillips
887	9/13/2018	Teresa Jackson	Deputy Clerk	Carroll County Government
888	9/13/2018	Tessa Taylor	Tessa Taylor	Tessa Taylor
889	9/13/2018	Whitney Grubb	Whitney Grubb	Whitney Grubb
890	9/14/2018	Aaron Tuttle	Aaron Tuttle	Aaron Tuttle
891	9/14/2018	Joel Pate	Investigator	Carroll County Government
892	9/14/2018	Roger White	Deputy	Carroll County Government
893	9/14/2018	Thomas Williams	Lieutenant	Carroll County Sheriff's Office
894	9/16/2018	Jessica Newton	Assistant Teacher	The Quest Center
895	9/17/2018	Gale Akins	Secretary	Carroll County Government
896	9/17/2018	Jessica Newton	Assistant Teacher	The Quest Center
897	9/17/2018	Justin Bennett	Justin Bennett	Justin Bennett

2017 - 2018 Online Subrecipient Title VI Training

898	9/17/2018	Matthew Day	Matthew Day	Matthew Day
899	9/17/2018	Michael Krause	Deputy	Carroll County
900	9/17/2018	Penny Etter	Compliance Officer	Community Health of East TN
901	9/18/2018	Austin Brummitt	Austin Brummitt	Austin Brummitt
902	9/18/2018	Megan Rinehart	City Recorder	Town of Guys, TN
903	9/18/2018	Robert Tuten	Dispatch	Carroll County Government
904	9/18/2018	Starr Austin	Starr Austin	Starr Austin
905	9/18/2018	Megan Rinehart	City Recorder	Town of Guys, TN
906	9/18/2018	Daniel Robinson	CASA Volunteer	CASA Corridor of East TN

2018 Employee Title VI Training Roster

#	Name	Date
1	Daniel Beverly	3/2/2018
2	Jesse Dunn	3/2/2018
3	Paul D. Davis	3/10/2018
4	Roger Lewis	3/15/2018
5	Donna McDonald	3/23/2018
6	Jason Blankenship	3/23/2018
7	Joseph Heintzman	3/23/2018
8	Misty Richards	3/23/2018
9	Caitlin McGrath	3/23/2018
10	Brian Ramsey	3/23/2018
11	Tina George	3/23/2018
12	Freddie Holly	3/23/2018
13	Kelly OgleWolfe	3/23/2018
14	Mary.Alice Halfacre	3/23/2018
15	Laura Larkins	3/23/2018
16	Keisha Baker	3/23/2018
17	Cynthia Allen	3/23/2018
18	Pamela M. Cobb	3/23/2018
19	Ronnie Porter	3/23/2018
20	Charity Rolan	3/23/2018
21	Harry King	3/23/2018
22	Sarah Sutton	3/23/2018
23	William Dockery	3/23/2018
24	Michael Eller	3/23/2018
25	William Wood	3/23/2018
26	Mary D. McFarlin	3/23/2018
27	Julian Peralta	3/23/2018
28	Mark Church	3/23/2018
29	Mark Long	3/23/2018
30	Taylor M. Lee	3/23/2018
31	Christopher Pierce	3/23/2018
32	Robert Stout	3/23/2018
33	Stanley X. Burnette	3/23/2018
34	Thomas Tester	3/23/2018

2018 Employee Title VI Training Roster

#	Name	Date
35	Lesa Bont	3/23/2018
36	Larry Jordan	3/23/2018
37	Jacob Rosser	3/23/2018
38	Adam Guy	3/23/2018
39	Erica Jones	3/23/2018
40	Matt Burcham	3/23/2018
41	John Phillips	3/23/2018
42	Neil Hansen	3/23/2018
43	Benjamin Knack	3/23/2018
44	Jamie Webb	3/23/2018
45	Michelle Frazier	3/23/2018
46	Lyle Monroe	3/23/2018
47	Cody Cooper	3/23/2018
48	Michael Garland	3/24/2018
49	Sylvia Wagner	3/24/2018
50	Harry King	3/26/2018
51	Craig Michael	3/26/2018
52	David Lawson	3/26/2018
53	Kevin Sutherland	3/26/2018
54	Dennis Elliott	3/26/2018
55	Perry Blevins	3/26/2018
56	John Briggs	3/26/2018
57	Jordan Gunn	3/26/2018
58	Aaron Blake	3/26/2018
59	Steven Ponder	3/26/2018
60	Stacia Byrge	3/26/2018
61	Rodney Quarles	3/26/2018
62	Carol Lane	3/26/2018
63	Steve Sellers	3/26/2018
64	Michael Stultz	3/26/2018
65	Miranda Walden	3/26/2018
66	Jack Gibson	3/26/2018
67	Larry Parker	3/26/2018
68	George Shotwell	3/26/2018

2018 Employee Title VI Training Roster

#	Name	Date
69	Bill Hayes	3/26/2018
70	Anthony Elzy	3/26/2018
71	Maria Hunter	3/26/2018
72	Amy E. Krisle	3/26/2018
73	Eli Jones	3/26/2018
74	Diana Benedict	3/26/2018
75	Deidera White	3/26/2018
76	Steven Acuff	3/26/2018
77	John Yeary	3/26/2018
78	Charisse Westfall	3/26/2018
79	Sherri L. Davis	3/26/2018
80	Joseph Wood	3/26/2018
81	Douglas Canter	3/26/2018
82	Jeremy Mefford	3/26/2018
83	Kenneth Young	3/26/2018
84	Dillard Richmond	3/26/2018
85	Elisa Taylor	3/26/2018
86	Donald Pleasant	3/26/2018
87	David Haleman	3/26/2018
88	Matthew Mckinney	3/26/2018
89	Chad Roberts	3/26/2018
90	Roger Bailey	3/26/2018
91	Kyle Ruddy	3/26/2018
92	Jason Carney	3/26/2018
93	Danny Simmons	3/26/2018
94	Jason Cannon	3/26/2018
95	Donald Sweet	3/26/2018
96	Casey Wood	3/26/2018
97	Eric England	3/26/2018
98	William Weston	3/26/2018
99	Tyler Warwick	3/26/2018
100	Chelsey Buchanan	3/26/2018
101	Anthony Boggs	3/26/2018
102	Christopher Roark	3/26/2018

2018 Employee Title VI Training Roster

#	Name	Date
103	Lyle McCoig	3/26/2018
104	Chad Bakely	3/26/2018
105	Shelby Buttry	3/26/2018
106	Jonathan Rogers	3/26/2018
107	Pete Falkenberg	3/26/2018
108	Kevin Manis	3/26/2018
109	Jimmy Church	3/26/2018
110	Eric Wolfenbarger	3/26/2018
111	Jeffery Strouth	3/26/2018
112	Christopher Trent	3/27/2018
113	Leon Lasalle	3/27/2018
114	Tom Williams	3/27/2018
115	Eric Snapp	3/27/2018
116	Jill Smith	3/27/2018
117	Franklin Norris	3/27/2018
118	John M. Onofua	3/27/2018
119	Joseph Woods	3/27/2018
120	Adam Wallen	3/27/2018
121	Tobby Walker	3/27/2018
122	Duane Rainbolt	3/27/2018
123	Randy Standifer	3/27/2018
124	Justin Mills	3/27/2018
125	Harrison Vineyard	3/27/2018
126	Teresa S. Foster	3/27/2018
127	Peggy B. Jernigan	3/27/2018
128	Brandon Whetsel	3/27/2018
129	Teresa Hylton	3/27/2018
130	Jeremy Beeman	3/27/2018
131	William B. Morgan	3/27/2018
132	Elliott Jakes	3/27/2018
133	Tyler I. Irwin	3/27/2018
134	Cecil Jones	3/27/2018
135	Ernest Esaw	3/27/2018
136	Innocent Amara	3/27/2018

2018 Employee Title VI Training Roster

#	Name	Date
137	Sandra Thompson	3/27/2018
138	Joe Galbato	3/27/2018
139	Regenia Bell	3/27/2018
140	Bridgett A. Tidwell	3/27/2018
141	Greg Bonneville	3/27/2018
142	Brian Terrell	3/27/2018
143	Marcus Schofield	3/27/2018
144	Jimmy Fellers	3/27/2018
145	Jason McCoy	3/27/2018
146	Terry Gladden	3/27/2018
147	Frank Crook	3/27/2018
148	Allen Berg	3/27/2018
149	Jennings Spencer	3/27/2018
150	Franklin Smith	3/28/2018
151	Robert Reeves	3/28/2018
152	Michelle Walters	3/28/2018
153	Andrew Padgett	3/28/2018
154	Chad Scardo	3/28/2018
155	Anthony Kulakowsky	3/28/2018
156	John Piercy	3/28/2018
157	David Leake	3/28/2018
158	Patty Peyton	3/28/2018
159	Nakita Agnitsch	3/28/2018
160	James Wash	3/28/2018
161	Chris Horvath	3/28/2018
162	Bart Johnson	3/28/2018
163	James.Michael Jones	3/28/2018
164	Zachery Kiser	3/28/2018
165	Jeffery Morrell	3/28/2018
166	Thomas Mayes	3/28/2018
167	Jonathan Ferrell	3/28/2018
168	Carl Hefner	3/28/2018
169	David Bledsoe	3/28/2018
170	Timothy B. Jones	3/28/2018

2018 Employee Title VI Training Roster

#	Name	Date
171	Jackie Ailey	3/28/2018
172	Daniel Rasar	3/28/2018
173	David Anderson	3/28/2018
174	Billy Goins	3/28/2018
175	Brian Fedders	3/28/2018
176	James Lowery	3/28/2018
177	Elizabeth A. Danler	3/28/2018
178	Christy C. Haynes	3/28/2018
179	Russell Delaigle	3/28/2018
180	Jordan Griffis	3/29/2018
181	Amanda Ogle	3/29/2018
182	Joshua Russell	3/29/2018
183	David Palmer	3/29/2018
184	Mark D. Patterson	3/29/2018
185	Innocent Amara	3/29/2018
186	Todd Holden	3/29/2018
187	Jason Howard	3/29/2018
188	Roy Braden	3/29/2018
189	Bradley Loveless	3/29/2018
190	Nathaniel Brugler	3/29/2018
191	Sandra Lowry	3/29/2018
192	Pamela Sharp	3/29/2018
193	Scott Boyce	3/29/2018
194	Butch Hall	4/1/2018
195	David Farris	4/2/2018
196	Connie S. Sharp	4/2/2018
197	Dawn Schneider	4/2/2018
198	Jerry W. Green	4/2/2018
199	Jimmie Seals	4/2/2018
200	Michael Sparks	4/2/2018
201	Joshua Seals	4/2/2018
202	Randy Dooley	4/2/2018
203	Kenneth Rosenbalm	4/2/2018
204	Dovie Smith	4/2/2018

2018 Employee Title VI Training Roster

#	Name	Date
205	Ethan Watson	4/2/2018
206	Lloyd Neas	4/2/2018
207	Weston Turner	4/2/2018
208	Sharees Fife	4/2/2018
209	Gabrielle McGurr	4/2/2018
210	Linda Ivey	4/2/2018
211	Rhonda Coleman	4/2/2018
212	Gregg Bennett	4/2/2018
213	Stephanie Wallis	4/2/2018
214	Michael Dick	4/2/2018
215	Alan Durham	4/2/2018
216	Evan Baldy	4/2/2018
217	David Babb	4/2/2018
218	Jessica L. Wilson	4/2/2018
219	Joshua Pierce	4/2/2018
220	Bobbie Lowe	4/2/2018
221	Erik Andersen	4/2/2018
222	Constance LeSure	4/2/2018
223	Ryan Traversa	4/2/2018
224	Edward Hartman	4/2/2018
225	James W. White	4/2/2018
226	Gerald Lewis	4/2/2018
227	Tina King	4/2/2018
228	David Ward	4/2/2018
229	Christopher Campbell	4/2/2018
230	Mark Best	4/2/2018
231	Ann Peterson	4/2/2018
232	Cory Sharrock	4/2/2018
233	Victoria Haendel	4/2/2018
234	Andrew Zazzara	4/2/2018
235	Thomas Bruce	4/2/2018
236	Mark Nagi	4/2/2018
237	Bobby R. Russell	4/2/2018
238	John K. Brock	4/2/2018

2018 Employee Title VI Training Roster

#	Name	Date
239	Jacqueline Andres	4/2/2018
240	Melanie Smith	4/2/2018
241	Jason Farmer	4/2/2018
242	Priscilla Smith	4/2/2018
243	Emily Duchac	4/2/2018
244	Cameron Stewart	4/2/2018
245	Tammy Keel	4/2/2018
246	John R. Anderson	4/2/2018
247	Mike Russell	4/2/2018
248	Alaire Gage	4/2/2018
249	Terry Silvers	4/2/2018
250	Teresa Rippetoe	4/2/2018
251	Todd Edwards	4/2/2018
252	Jason Belitz	4/2/2018
253	Robert H. Allen	4/2/2018
254	Jackye Hill	4/2/2018
255	Roger Carter	4/2/2018
256	Macario Reyes	4/2/2018
257	Ronald Boniol	4/2/2018
258	Steve Borden	4/2/2018
259	Ray Hill	4/2/2018
260	Aubin Fowler	4/2/2018
261	Scotty Davis	4/2/2018
262	G. Matthew Douglas	4/2/2018
263	Shannon L. Johnson	4/2/2018
264	Stephen Dossett	4/2/2018
265	William W. Edwards	4/2/2018
266	Tracie Widner	4/2/2018
267	Benjamin Beasley	4/2/2018
268	Bayan Faraj	4/2/2018
269	Noel M. Blackmire	4/2/2018
270	Charles Bunch	4/2/2018
271	George Mitchell	4/2/2018
272	Michael Eller	4/2/2018

2018 Employee Title VI Training Roster

#	Name	Date
273	Jessica R. Bruce	4/2/2018
274	Kenneth Frazier	4/2/2018
275	Christopher Fox	4/2/2018
276	Howard Strother	4/2/2018
277	Chasity Bell	4/2/2018
278	Janet Russell	4/2/2018
279	Ryan Robinson	4/2/2018
280	Emma Reinbold	4/2/2018
281	Kimberly Davis	4/2/2018
282	John Parrish	4/2/2018
283	Laura vanOpstal	4/2/2018
284	James Boles	4/2/2018
285	Christopher Broach	4/2/2018
286	Natalie Knorp	4/2/2018
287	Jennifer L. Johnson	4/2/2018
288	Kaitlyn McClanahan	4/2/2018
289	Katherine Looney	4/2/2018
290	Kristopher Barton	4/2/2018
291	Ben Young	4/2/2018
292	Chuck Wilkins	4/2/2018
293	Greg Harris	4/2/2018
294	Rob Tache	4/2/2018
295	Valerie Newberry	4/2/2018
296	Brittany Harbuck	4/2/2018
297	Traci Netherton	4/2/2018
298	Ronald Bellew	4/2/2018
299	Kenny Kerley	4/2/2018
300	Nancy C. Campbell	4/2/2018
301	Chasity L. Stinson	4/2/2018
302	Roger Cameron	4/2/2018
303	Marc Jostandt	4/2/2018
304	Cindy Qualls	4/2/2018
305	Cynthia King	4/2/2018
306	Todd Moore	4/2/2018

2018 Employee Title VI Training Roster

#	Name	Date
307	Sharay Woods	4/2/2018
308	Tommy Berry	4/2/2018
309	Billy Best	4/2/2018
310	Michelle Griggs	4/2/2018
311	Rachel Bentley	4/2/2018
312	Candis Estepp	4/2/2018
313	Joshua Metz	4/2/2018
314	Jill Smith	4/2/2018
315	Cynthia E. Thomas	4/2/2018
316	Orlando Rodriguez	4/2/2018
317	Christopher Turner	4/2/2018
318	Yvonne Beard	4/2/2018
319	Amanda K. Tidwell	4/2/2018
320	Keisha Baker	4/2/2018
321	William Parker	4/2/2018
322	Eric Kim	4/2/2018
323	Alan Longmire	4/2/2018
324	Meghan Wilson	4/2/2018
325	Mason Pitt	4/2/2018
326	Tammy Garrett	4/2/2018
327	Delbert Aycock	4/2/2018
328	James McSpadden	4/2/2018
329	Heather Jensen	4/2/2018
330	Mark Smith	4/2/2018
331	Tony Fain	4/2/2018
332	Johnny Fain	4/2/2018
333	Shelby Perry	4/2/2018
334	Michael Foshie	4/2/2018
335	Kelly OgleWolfe	4/2/2018
336	Rick Beals	4/2/2018
337	Kimery Grant	4/2/2018
338	BJ Doughty	4/2/2018
339	Irucka Embry	4/2/2018
340	Jeffrey Arwood	4/2/2018

2018 Employee Title VI Training Roster

#	Name	Date
341	Timothy Hines	4/2/2018
342	Ferren Hicks	4/2/2018
343	Dean Schultz	4/2/2018
344	James Frierson	4/2/2018
345	Brett Pippin	4/2/2018
346	Bruce T. Scott	4/2/2018
347	Joseph Quillen	4/2/2018
348	Trent Carroll	4/2/2018
349	Treve Helton	4/2/2018
350	Whitney Sullivan	4/2/2018
351	Rita Livesay	4/2/2018
352	Glen Cooper	4/2/2018
353	Harold Myrick	4/2/2018
354	Michael Palmer	4/2/2018
355	Clinton Decker	4/2/2018
356	Dustin Gobble	4/2/2018
357	Spencer Terry	4/2/2018
358	Troy Davis	4/2/2018
359	Lorne Hulan	4/2/2018
360	Charles Moore	4/2/2018
361	Jonathan O'Neal	4/2/2018
362	Erin Brake	4/2/2018
363	Jeremiah Kokes	4/2/2018
364	Joseph Fabio	4/2/2018
365	Kristen Luttrell	4/2/2018
366	Gregory Edsall	4/2/2018
367	Ashley Pence	4/2/2018
368	Marshall Anderson	4/2/2018
369	Matthew McClain	4/2/2018
370	Ulises Martinez	4/2/2018
371	Maria Viruez	4/2/2018
372	April Bennett	4/2/2018
373	Amy Warren	4/2/2018
374	Steven Williams	4/2/2018

2018 Employee Title VI Training Roster

#	Name	Date
375	Bruce Skimmyhorn	4/2/2018
376	Jackie Muncey	4/2/2018
377	Joshua Burleson	4/2/2018
378	Jimmy Britt	4/2/2018
379	Elizabeth Hensley	4/2/2018
380	Regina Kent	4/2/2018
381	John H. Dawkins	4/2/2018
382	Brittany N. Perry	4/2/2018
383	Eustis A. Carter	4/2/2018
384	Amber Warren	4/2/2018
385	Feroze Rashid	4/2/2018
386	Lana Bridges	4/2/2018
387	Tim Hayes	4/2/2018
388	Ted Kniazewycz	4/2/2018
389	Sydney Schoof	4/2/2018
390	Dale Self	4/2/2018
391	Howard Cox	4/2/2018
392	Gregory L. Hamilton	4/2/2018
393	Robert K. Johnson	4/2/2018
394	Kimberly Filson	4/2/2018
395	Ronnie Wilson	4/2/2018
396	Bobby Jennings	4/2/2018
397	Derek Gaw	4/2/2018
398	Adam Remillard	4/2/2018
399	Tony McClure	4/2/2018
400	Joel Drinnon	4/2/2018
401	Linda Burgess	4/2/2018
402	Matthew Hutchinson	4/2/2018
403	Donavon Hall	4/2/2018
404	Tim Sprott	4/2/2018
405	Beth Emmons	4/2/2018
406	Mark Lay	4/2/2018
407	Bobby Mottern	4/2/2018
408	Blakeslee Eagan	4/2/2018

2018 Employee Title VI Training Roster

#	Name	Date
409	Gwen Bullington	4/2/2018
410	Keith James	4/2/2018
411	Gary Bailey	4/2/2018
412	Pam Pegram	4/2/2018
413	Leroy Mcgee	4/2/2018
414	Robert Edwards	4/2/2018
415	Ann Beaver	4/2/2018
416	Jerry Hurt	4/2/2018
417	Jimmy Dunn	4/2/2018
418	Karen Lee	4/2/2018
419	Gary Miracle	4/2/2018
420	Cheryl Harleston	4/2/2018
421	Michael Doran	4/2/2018
422	Paul A. Miller	4/2/2018
423	John Skelton	4/2/2018
424	Matthew Sedgwick	4/2/2018
425	Michael Pisano	4/2/2018
426	Larry Moody	4/2/2018
427	Dalton Wright	4/2/2018
428	James Rosen	4/2/2018
429	Charlotte Davis	4/2/2018
430	Troy J. Ebbert	4/2/2018
431	Jimmy Hawkins	4/3/2018
432	Daniel Cole	4/3/2018
433	Christopher Gibson	4/3/2018
434	Theresa Stinchfield	4/3/2018
435	Michael J. Mellons	4/3/2018
436	Scott Sager	4/3/2018
437	Gina Long	4/3/2018
438	Judy Williams	4/3/2018
439	Travis Hardesty	4/3/2018
440	Robert Owens	4/3/2018
441	Aaron Slayton	4/3/2018
442	Kathy VanWambeke	4/3/2018

2018 Employee Title VI Training Roster

#	Name	Date
443	Jonathan Behm	4/3/2018
444	Johnny Jarrett	4/3/2018
445	Jesse Robbins	4/3/2018
446	Tony Pope	4/3/2018
447	Donald Nicely	4/3/2018
448	Mark Weeks	4/3/2018
449	Jeffrey Poore	4/3/2018
450	Janice Rhymer	4/3/2018
451	Nathan Sharp	4/3/2018
452	Brian Egan	4/3/2018
453	Jerry Helton	4/3/2018
454	William Greenwood	4/3/2018
455	Dewayne Smith	4/3/2018
456	Bobby Mink	4/3/2018
457	Diana Long	4/3/2018
458	Crystal Reeves	4/3/2018
459	Chris Copeland	4/3/2018
460	Mike Bowser	4/3/2018
461	Julie J. Carmean	4/3/2018
462	Shawn McGinnis	4/3/2018
463	Mark Doty	4/3/2018
464	George Hagewood	4/3/2018
465	Garland Brinkley	4/3/2018
466	Payton Croak	4/3/2018
467	Connie Wilson	4/3/2018
468	Frank Ponzio	4/3/2018
469	Gary Flaherty	4/3/2018
470	Roger Evans	4/3/2018
471	Andrew Wisniewski	4/3/2018
472	Dianne Cagle	4/3/2018
473	Sonny Ward	4/3/2018
474	Eddie Collingsworth	4/3/2018
475	Rick Johnson	4/3/2018
476	Ronnie Lee	4/3/2018

2018 Employee Title VI Training Roster

#	Name	Date
477	Sandra A. Wilson	4/3/2018
478	Michael Killion	4/3/2018
479	Daniel Rose	4/3/2018
480	Steven Bratcher	4/3/2018
481	Willis Coffey	4/3/2018
482	Austin Holliman	4/3/2018
483	Jennifer Warf	4/3/2018
484	Jewel Armes	4/3/2018
485	Charles McCrary	4/3/2018
486	David Black	4/3/2018
487	Jessie Adkins	4/3/2018
488	James T. Jones	4/3/2018
489	Melany Brite	4/3/2018
490	Mark Dykes	4/3/2018
491	Evan Lester	4/3/2018
492	Rick Winters	4/3/2018
493	Brandy Davis	4/3/2018
494	Ewin Jones	4/3/2018
495	James Hopper	4/3/2018
496	Brad Baskette	4/3/2018
497	Larry Bess	4/3/2018
498	Jerry Melson	4/3/2018
499	Todd Williams	4/3/2018
500	Thomas Spiva	4/3/2018
501	Zachary Behm	4/3/2018
502	Boutros S. Erian	4/3/2018
503	Jeffrey Albritton	4/3/2018
504	Bobby Johnson	4/3/2018
505	Amber Shepherd	4/3/2018
506	Charles West	4/3/2018
507	Amber Barnes	4/3/2018
508	Denise Sloan	4/3/2018
509	Cary Hann	4/3/2018
510	Paula McGaha	4/3/2018

2018 Employee Title VI Training Roster

#	Name	Date
511	Shirley Garber	4/3/2018
512	Lizabeth Zachary	4/3/2018
513	Randel Cloyd	4/3/2018
514	Ronslane Tomlin	4/3/2018
515	James Bailey	4/3/2018
516	Christine Smotherman	4/3/2018
517	Janice ShellingtonJenkins	4/3/2018
518	Keith Wright	4/3/2018
519	Eric Edd	4/3/2018
520	Deborah West	4/3/2018
521	Mathew Boddie	4/3/2018
522	Laurie Clark	4/3/2018
523	Rebecca Cain	4/3/2018
524	Rasmata Sakande	4/3/2018
525	Jerry Moses	4/3/2018
526	Sampson Udeh	4/3/2018
527	Ronald Sexton	4/3/2018
528	Suzanne Thomson	4/3/2018
529	Christopher D. Blair	4/3/2018
530	David Owens	4/3/2018
531	Jason Baker	4/3/2018
532	Blake Howell	4/3/2018
533	Travis Baker	4/3/2018
534	Judy Joyner	4/3/2018
535	Andrew Goddard	4/3/2018
536	Josh Campbell	4/3/2018
537	Rachel Madden	4/3/2018
538	Robert Jones	4/3/2018
539	Eric Talley	4/3/2018
540	John Thomas	4/3/2018
541	Kenneth Smith	4/3/2018
542	Sheila M. Street	4/3/2018
543	Nathan Reagan	4/3/2018
544	Pamala Taylor	4/3/2018

2018 Employee Title VI Training Roster

#	Name	Date
545	Cindy Buchanon	4/3/2018
546	Terry Owens	4/3/2018
547	Nathan Reagan	4/4/2018
548	Cassidy Light	4/4/2018
549	Cody Bullock	4/4/2018
550	Brandon Henderson	4/4/2018
551	David Crawford	4/4/2018
552	Daniel Reese	4/4/2018
553	Gary Fain	4/4/2018
554	Teddy Carson	4/4/2018
555	Rodney Craig	4/4/2018
556	Jamie Ellison	4/4/2018
557	Janet Frederick	4/4/2018
558	Thomas Whitmer	4/4/2018
559	Tommy.Acie Maynard	4/4/2018
560	Jones Wiley	4/4/2018
561	Brittney Sutton	4/4/2018
562	James D. Kelley	4/4/2018
563	Willie Bond	4/4/2018
564	Dustin Tucker	4/4/2018
565	Tonya Fogarty	4/4/2018
566	David D. Layhew	4/4/2018
567	Cindy Williams	4/4/2018
568	Mary Hoots	4/4/2018
569	Chris Smith	4/4/2018
570	William Cade	4/4/2018
571	Melissa Conatser	4/4/2018
572	Lindsey Skaggs	4/4/2018
573	Charles McClain	4/4/2018
574	Peggy Hill	4/4/2018
575	Dennis Lowder	4/4/2018
576	Brenda Preslar	4/4/2018
577	Jason Tubbs	4/4/2018
578	Mark Harwell	4/4/2018

2018 Employee Title VI Training Roster

#	Name	Date
579	Tom Haney	4/4/2018
580	Teresa Lowery	4/4/2018
581	Cassie Lindsey	4/4/2018
582	Bradley Woods	4/4/2018
583	Linda D. Wall	4/4/2018
584	Jared McCoy	4/4/2018
585	Eric Lawson	4/4/2018
586	Jason Nobles	4/4/2018
587	Kenneth Roop	4/4/2018
588	Charles Hatcher	4/4/2018
589	Sandra K. Jordan	4/4/2018
590	James Hurst	4/4/2018
591	Otis Nesbitt	4/4/2018
592	Kayla Rogers	4/4/2018
593	Rose Williams	4/4/2018
594	Kyle Garcia	4/4/2018
595	Yolando Y. Jackson	4/4/2018
596	Darell Bridges	4/4/2018
597	James Ratliff	4/4/2018
598	Timothy Hinson	4/4/2018
599	Jennifer Blankenship	4/4/2018
600	Buster Spriggs	4/4/2018
601	Herbert Evans	4/4/2018
602	Sarah McKinney	4/4/2018
603	Jacob McKinnis	4/4/2018
604	Gary Scruggs	4/4/2018
605	McKenzie Hollis	4/4/2018
606	Jesse Yoakum	4/4/2018
607	Scotty Thompson	4/4/2018
608	Chris D. Yarbrough	4/4/2018
609	Ernest McDonald	4/4/2018
610	Terry Glenn	4/4/2018
611	Kevin Greene	4/4/2018
612	Joe Kirk	4/4/2018

2018 Employee Title VI Training Roster

#	Name	Date
613	Patrick Eldridge	4/4/2018
614	Billy Williams	4/4/2018
615	Jomo Uhuru-Adafo	4/4/2018
616	Erica Jackson	4/4/2018
617	Rex Bivens	4/4/2018
618	Lynn King	4/4/2018
619	Howard Ables	4/4/2018
620	Richard Daigle	4/4/2018
621	Mary Bennett	4/4/2018
622	Dan Ames	4/4/2018
623	Steve G. Morgan	4/4/2018
624	Nancy Thompson	4/4/2018
625	Bryan Simmons	4/4/2018
626	Glen Blankenship	4/4/2018
627	Carter Dittrich	4/4/2018
628	Mary Nowell	4/4/2018
629	Bertram Williams	4/4/2018
630	Marsha Proby	4/4/2018
631	Karen Bullington	4/4/2018
632	Venida Jackson	4/4/2018
633	Donald Louttit	4/4/2018
634	Timothy A. Jones	4/4/2018
635	Chris Harris	4/4/2018
636	David Beckham	4/4/2018
637	Jermaine Scales	4/4/2018
638	Dexter Justis	4/4/2018
639	David Demanette	4/4/2018
640	Reba Sutton	4/4/2018
641	Quinn Tomlin	4/4/2018
642	John Rogers	4/4/2018
643	Charnissa McKinney	4/4/2018
644	Christopher Maish	4/4/2018
645	Rhonda Dykes	4/4/2018
646	Jared Kohlmeyer	4/4/2018

2018 Employee Title VI Training Roster

#	Name	Date
647	Anita Davis	4/4/2018
648	Dallas Burnette	4/4/2018
649	Pam Wilson	4/4/2018
650	Michelle R. Flynn	4/4/2018
651	Samuel Harbin	4/4/2018
652	Sherry Murray	4/4/2018
653	Kristen Artrip	4/4/2018
654	Richard White	4/4/2018
655	Eric Philipps	4/4/2018
656	Lawrence Hayes	4/4/2018
657	Craig Johnson	4/4/2018
658	William Burney	4/4/2018
659	David Garland	4/4/2018
660	Charles Herron	4/4/2018
661	Janice Wallace	4/4/2018
662	Randy J. Jones	4/4/2018
663	Gracey McKinnie	4/4/2018
664	Ethan Lopez	4/4/2018
665	Kathy A. Lannom	4/4/2018
666	Kelli Rogers	4/4/2018
667	Rick Sine	4/4/2018
668	Steven Smith	4/4/2018
669	Bryan Lewis	4/4/2018
670	Leigh Johnson	4/4/2018
671	Teresa Tanner	4/4/2018
672	James Fletcher	4/4/2018
673	Aaron Carroll	4/4/2018
674	Simon Morin	4/4/2018
675	Lyle Owen	4/4/2018
676	Melba Woods	4/4/2018
677	Ronny Butler	4/4/2018
678	Anna Daniels	4/4/2018
679	Adam Sheaffer	4/4/2018
680	Marvin Rose	4/4/2018

2018 Employee Title VI Training Roster

#	Name	Date
681	Mohamed Osman	4/4/2018
682	Kyle Richardson	4/4/2018
683	Shane Thompson	4/4/2018
684	Geoff Campbell	4/4/2018
685	Charles Prosser	4/4/2018
686	Mark Adcox	4/4/2018
687	Christopher Bolton	4/4/2018
688	Edward Taylor	4/4/2018
689	Eddie Ayers	4/4/2018
690	James Dunavant	4/4/2018
691	Devin Newman	4/4/2018
692	Tina Moore	4/4/2018
693	Billy Brewer	4/4/2018
694	Russell Shelton	4/4/2018
695	Jerry Tipler	4/4/2018
696	John K. Smith	4/4/2018
697	Eric Hill	4/4/2018
698	Willie Berry	4/4/2018
699	Darryl Nelson	4/4/2018
700	Anthony Hodge	4/4/2018
701	Bart Barthelemy	4/4/2018
702	Brian White	4/4/2018
703	Ronald A. Houston	4/4/2018
704	Rita Yount	4/4/2018
705	Christopher Huggins	4/4/2018
706	Randall E. Mann	4/4/2018
707	Antonio Reeves	4/5/2018
708	Steve Milam	4/5/2018
709	Pamela Bond	4/5/2018
710	Warren Davis	4/5/2018
711	Tammy Nanney	4/5/2018
712	Ryan Lytle	4/5/2018
713	Michael Cummings	4/5/2018
714	Dominic Rodia	4/5/2018

2018 Employee Title VI Training Roster

#	Name	Date
715	Traci Cooper	4/5/2018
716	William D. Wortham	4/5/2018
717	Marsha G. McNiel	4/5/2018
718	Dustin Lumpkins	4/5/2018
719	Amanda Marrs	4/5/2018
720	Timothy Greene	4/5/2018
721	William Parkey	4/5/2018
722	Eric Houck	4/5/2018
723	Paul Underhill	4/5/2018
724	Terry Hurst	4/5/2018
725	Joe Grandberry	4/5/2018
726	Austin Barrett	4/5/2018
727	Walter Ramsey	4/5/2018
728	C W. Hampton	4/5/2018
729	Tim Drummonds	4/5/2018
730	Joseph Santangelo	4/5/2018
731	Rand Godwin	4/5/2018
732	Craig Moore	4/5/2018
733	Cheryl Legions	4/5/2018
734	Lynn Evans	4/5/2018
735	Darrell D. Smith	4/5/2018
736	Danny Blackburn	4/5/2018
737	William Givens	4/5/2018
738	Shane Effler	4/5/2018
739	Rick McLaughlin	4/5/2018
740	Michael Johnson	4/5/2018
741	Mitch Blankenship	4/5/2018
742	Shanon Kelley-George	4/5/2018
743	Erin Napier	4/5/2018
744	Greta Rich	4/5/2018
745	Tommy Campbell	4/5/2018
746	Kevin Kilpatrick	4/5/2018
747	Jimmy Hopgood	4/5/2018
748	Earbie Williams	4/5/2018

2018 Employee Title VI Training Roster

#	Name	Date
749	Debra Cole	4/5/2018
750	Ny'Gel Milligan	4/5/2018
751	Richard Taylor	4/5/2018
752	Laura E. Burch	4/5/2018
753	Terry Bradshaw	4/5/2018
754	Carol Leath	4/5/2018
755	Reba Sutton	4/5/2018
756	Archie Jordan	4/5/2018
757	John Kahle	4/5/2018
758	Denise Baker	4/5/2018
759	Peter Soliman	4/5/2018
760	Todd Williams	4/5/2018
761	Henry Reid	4/5/2018
762	Angie Duncan	4/5/2018
763	Evelyn DiOrio	4/5/2018
764	Daniel Singleton	4/5/2018
765	Richard Weber	4/5/2018
766	Brent Turnmire	4/5/2018
767	John N. Ward	4/5/2018
768	James Boyd	4/5/2018
769	Mary Moffitt	4/5/2018
770	Christopher Graves	4/5/2018
771	Lawrence Carter	4/5/2018
772	Sara H. Norville	4/5/2018
773	Johnny G. Taylor	4/5/2018
774	Beverly Godfrey	4/5/2018
775	Susan Stokes	4/5/2018
776	Curtis Wise	4/5/2018
777	Jennifer Turner	4/5/2018
778	Bobbie Randolph	4/5/2018
779	Odell Murray	4/5/2018
780	Dan Robinson	4/5/2018
781	Bob Creswell	4/5/2018
782	Scott McIlravy	4/5/2018

2018 Employee Title VI Training Roster

#	Name	Date
783	Virgil Griffin	4/5/2018
784	Colton Baker	4/5/2018
785	Britt D. McClain	4/5/2018
786	Ronnie M. Leech	4/5/2018
787	Mark W. Lewis	4/5/2018
788	Ann Epperson	4/5/2018
789	Tran Lim	4/5/2018
790	Mohammad El-Balawi	4/5/2018
791	Dixie L. Smith	4/5/2018
792	James Lamphier	4/5/2018
793	Brian Rader	4/5/2018
794	Jared W. Davidson	4/5/2018
795	Jeanne Nelson	4/5/2018
796	Kristopher Kimbrough	4/5/2018
797	Chris Sims	4/5/2018
798	John Evans	4/5/2018
799	Walter Jackson	4/5/2018
800	Billy Barnard	4/5/2018
801	Dajana Pavicic	4/5/2018
802	Calvin Johnson	4/5/2018
803	Mark Bullock	4/5/2018
804	Gus Guy	4/5/2018
805	Leroy Henderson	4/5/2018
806	Henry Gray	4/5/2018
807	Kyle Jennings	4/5/2018
808	Mark Kyle	4/5/2018
809	Lou Timms	4/5/2018
810	Kent Keefer	4/5/2018
811	Lester Hinkle	4/5/2018
812	Sherree Hall.Crowder	4/5/2018
813	Cynthia Howard	4/5/2018
814	Eric Stroup	4/5/2018
815	Andrew Smith	4/5/2018
816	Deadrick Wright	4/5/2018

2018 Employee Title VI Training Roster

#	Name	Date
817	Wesley Vaughn	4/5/2018
818	Daniel Garner	4/5/2018
819	Genie Kolb	4/5/2018
820	Albert Johnson	4/5/2018
821	Jeremy White	4/5/2018
822	Charles W. Davis	4/5/2018
823	Britney Partain	4/5/2018
824	Justin Braden	4/5/2018
825	Steven Townsend	4/5/2018
826	Casey Corder	4/5/2018
827	David Parrott	4/5/2018
828	Zachery Mullins	4/5/2018
829	Jerry Coleman	4/5/2018
830	Bob Alwine	4/5/2018
831	Christopher Baker	4/5/2018
832	Mark Horstman	4/5/2018
833	Bradley Peak	4/5/2018
834	James Buchanan	4/5/2018
835	Albert Salary	4/5/2018
836	Russell Tompkins	4/5/2018
837	Robert T. Lawrence	4/5/2018
838	Reginald Rhodes	4/5/2018
839	William Crosby	4/5/2018
840	Timothy McLillie	4/5/2018
841	Brad Reagan	4/5/2018
842	Bradley Reed	4/5/2018
843	Standley Coleman	4/5/2018
844	Darien Sanderlin	4/5/2018
845	Charles Boggs	4/5/2018
846	Lester Davis	4/5/2018
847	Ricky L. Green	4/5/2018
848	Robert Aldridge	4/5/2018
849	James Wilson	4/5/2018
850	Jonathan Headrick	4/5/2018

2018 Employee Title VI Training Roster

#	Name	Date
851	Jason Cox	4/5/2018
852	David Abbott	4/5/2018
853	James Taylor	4/5/2018
854	Ralph Price	4/5/2018
855	Thomas Hensley	4/5/2018
856	James Watts	4/5/2018
857	Joe Thomas	4/5/2018
858	Earnest Caton	4/5/2018
859	George Hardy	4/5/2018
860	Charles Coleman	4/5/2018
861	Cody Ryan	4/5/2018
862	Jonathan DeBusk	4/5/2018
863	Steve Lemmon	4/5/2018
864	Jeff Murphy	4/5/2018
865	Dalton Byrd	4/5/2018
866	Chelsea Bell	4/5/2018
867	Rachel Miller	4/5/2018
868	James Chadwell	4/5/2018
869	Sabrina Sowell	4/5/2018
870	Donnie Cook	4/5/2018
871	Joseph Clement	4/5/2018
872	Dorota Sek	4/5/2018
873	Christopher Armstrong	4/5/2018
874	Ross Sherwood	4/5/2018
875	Nicholas Stephens	4/5/2018
876	Mary Bradley	4/5/2018
877	Branden Garcia	4/5/2018
878	Natalie Douglass	4/5/2018
879	Pamala Taylor	4/5/2018
880	James Kelsoe	4/5/2018
881	Steve Forbes	4/5/2018
882	Michael Lewis	4/5/2018
883	Ronslane Tomlin	4/5/2018
884	Charles D. Wyatt	4/5/2018

2018 Employee Title VI Training Roster

#	Name	Date
885	Tracey McConnell	4/5/2018
886	Zachary VanNorstran	4/5/2018
887	Damon Johnson	4/5/2018
888	Bobby Bond	4/5/2018
889	Doug Gilbert	4/5/2018
890	Reginald Coleman	4/5/2018
891	Dustin Evans	4/5/2018
892	Brandon Dittaugh	4/5/2018
893	Gary Fly	4/5/2018
894	Kenneth Fowler	4/5/2018
895	Terry Hodges	4/5/2018
896	Eric Jackson	4/5/2018
897	Pamela Webb	4/5/2018
898	Noah Mason	4/5/2018
899	Bruce Rogers	4/5/2018
900	Robert Spencer	4/5/2018
901	Ricky Stewart	4/5/2018
902	Roger Thornhill	4/5/2018
903	James White	4/5/2018
904	Gregory Bond	4/5/2018
905	Danny Busby	4/5/2018
906	Todd Steffen	4/5/2018
907	Christopher Rodgers	4/5/2018
908	Joseph Criss	4/5/2018
909	Bryan Frye	4/5/2018
910	William Hardin	4/5/2018
911	Jeff Cummings	4/5/2018
912	Daniel Craig	4/5/2018
913	Benjamin Bellamy	4/6/2018
914	Holly Scott	4/6/2018
915	Tom Every	4/6/2018
916	Bethany West	4/6/2018
917	Adam Smith	4/6/2018
918	Tony Armstrong	4/6/2018

2018 Employee Title VI Training Roster

#	Name	Date
919	Tiffany Mull	4/6/2018
920	Mike Updike	4/6/2018
921	Howard Harbison	4/6/2018
922	Danny Turner	4/6/2018
923	Erik Gunter	4/6/2018
924	Katherine Downey	4/6/2018
925	Brian Renninger	4/6/2018
926	Anesicia Evans	4/6/2018
927	Crystal Whitaker	4/6/2018
928	Ronnie Campbell	4/6/2018
929	Jim Waters	4/6/2018
930	Rachel Brantley	4/6/2018
931	Anna Callis	4/6/2018
932	Clinton Loftis	4/6/2018
933	Lakeisha Freeman	4/6/2018
934	Shirley H. Anderson	4/6/2018
935	Raymond Johnson	4/6/2018
936	Richard Frederick	4/6/2018
937	Thomas Tolley	4/6/2018
938	Brandon Duncan	4/6/2018
939	Robert A. Williams	4/6/2018
940	Kelly OgleWolfe	4/6/2018
941	Tevin Rayner	4/6/2018
942	John Owens	4/6/2018
943	Jack Dingus	4/6/2018
944	Xavier Williamson	4/6/2018
945	Shelby Yarbrough	4/6/2018
946	Hossam Bahour	4/6/2018
947	Patricia Wilson	4/6/2018
948	Latasha Borders	4/6/2018
949	Will Little	4/6/2018
950	ARMANDA PORTER	4/6/2018
951	Randall Leech	4/6/2018
952	Barry Waugh	4/6/2018

2018 Employee Title VI Training Roster

#	Name	Date
953	Joseph Urello	4/6/2018
954	Marcie Nelson	4/6/2018
955	Omar S. Hamawandi	4/6/2018
956	Tommie Rhodes	4/6/2018
957	Michael Hicks	4/6/2018
958	Larry Brasher	4/6/2018
959	Glenda Tyus	4/6/2018
960	Terry L. Thomas	4/6/2018
961	Wilbert Moore	4/6/2018
962	Timothy Borders	4/6/2018
963	Kathy L. Combs	4/6/2018
964	David Nerren	4/6/2018
965	Matthew Givens	4/6/2018
966	Ethan Messimore	4/6/2018
967	Eric Atkinson	4/6/2018
968	John P. Thompson	4/6/2018
969	John Parks	4/6/2018
970	Gary Webber	4/6/2018
971	Michelle Pope	4/6/2018
972	Sonjii Owens	4/6/2018
973	Byron C. Head	4/6/2018
974	Deborah Luter	4/6/2018
975	Dolores Guffee	4/6/2018
976	George Sutton	4/6/2018
977	Aundra Smith	4/6/2018
978	Stanley Sumner	4/6/2018
979	Phil Trammel	4/6/2018
980	Jon Lucius	4/6/2018
981	David McDonald	4/6/2018
982	Samuel Matthews	4/6/2018
983	Randy Boguskie	4/6/2018
984	Ali Hangul	4/6/2018
985	Randy Hudgins	4/6/2018
986	Ashley Ledford	4/6/2018

2018 Employee Title VI Training Roster

#	Name	Date
987	Brandon White	4/6/2018
988	Ali Dashtizadeh	4/6/2018
989	Thomas Rogers	4/6/2018
990	Chris Reed	4/6/2018
991	Jennifer Flynn	4/6/2018
992	Ernest Anderson	4/6/2018
993	Jonathan Rogers	4/6/2018
994	Larry Doles	4/6/2018
995	Clint Tibbs	4/6/2018
996	Stephen J. Thomas	4/6/2018
997	Cheri Mckee	4/6/2018
998	Konner Spradlin	4/6/2018
999	Cody Roberts	4/6/2018
1000	James C. Roberson	4/6/2018
1001	Reginald Bell	4/6/2018
1002	Bonita Dunlap	4/6/2018
1003	Marcus Smith	4/6/2018
1004	Candice Woods	4/6/2018
1005	Matt Kee	4/6/2018
1006	Carla Spann	4/6/2018
1007	William Tate	4/6/2018
1008	Ataur Rahman	4/6/2018
1009	Derick Brunt	4/6/2018
1010	Heather.Purdy Hall	4/6/2018
1011	John Whitley	4/6/2018
1012	Will Lowery	4/6/2018
1013	Michele Johner	4/6/2018
1014	James Newman	4/6/2018
1015	Ronnie McKee	4/6/2018
1016	Tina Edwards	4/6/2018
1017	Harman Garmavi	4/6/2018
1018	Ernest Bogle	4/6/2018
1019	Gretchen Lancaster	4/6/2018
1020	Kelly Simmons	4/6/2018

2018 Employee Title VI Training Roster

#	Name	Date
1021	Andrew Weber	4/6/2018
1022	Xiaoyang Jia	4/6/2018
1023	Chuck Earheart	4/6/2018
1024	Amy Fiscor	4/6/2018
1025	Amy Rauch	4/6/2018
1026	Betsy Elmore	4/6/2018
1027	Stanley Sadler	4/6/2018
1028	Dana Capps	4/6/2018
1029	Caleb Smith	4/6/2018
1030	Greg L. Haynes	4/6/2018
1031	David Galey	4/6/2018
1032	Van Johnson	4/6/2018
1033	Joseph Bourgeois	4/6/2018
1034	Shawn Parrish	4/6/2018
1035	Fred Vinson	4/6/2018
1036	Anthony M. Moore	4/6/2018
1037	Andy England	4/6/2018
1038	Paul Ormsby	4/6/2018
1039	Bob Horner	4/6/2018
1040	Jonathan Parrish	4/6/2018
1041	Michelle Cole	4/6/2018
1042	Khalid Shaltaf	4/6/2018
1043	Daniel Boles	4/6/2018
1044	Bobby Grooms	4/6/2018
1045	Ricky Howell	4/6/2018
1046	Mike Thomas	4/6/2018
1047	Caleb Holland	4/6/2018
1048	Mickey Rodriguez	4/6/2018
1049	Badrul Ahsan	4/6/2018
1050	Jackie Grimes	4/6/2018
1051	Gena Gilliam	4/6/2018
1052	Brandon Fender	4/6/2018
1053	Ricky Jones	4/6/2018
1054	Roger McDonald	4/6/2018

2018 Employee Title VI Training Roster

#	Name	Date
1055	Ryan Sweeney	4/6/2018
1056	Ken Hampton	4/6/2018
1057	Christopher Parrish	4/6/2018
1058	Wesley Kelly	4/6/2018
1059	Charles Salles	4/6/2018
1060	Cassandra Lowe	4/6/2018
1061	Eric Rodgers	4/6/2018
1062	Ronald Hill	4/6/2018
1063	Jaroslav Urban	4/6/2018
1064	Joshua McWilliams	4/6/2018
1065	Eric Lafleur	4/6/2018
1066	Alfred Jones	4/6/2018
1067	Lori Lange	4/6/2018
1068	Eric.D Smits	4/6/2018
1069	Timothy Colvett	4/6/2018
1070	Raymond Arwood	4/6/2018
1071	Scott Steinhaus	4/6/2018
1072	Larry Cunningham	4/6/2018
1073	James Click	4/6/2018
1074	Jack Burrow	4/6/2018
1075	Kathryn Schulte	4/6/2018
1076	Tracey Shaw	4/6/2018
1077	Adam Vance	4/6/2018
1078	James Churchill	4/6/2018
1079	Joseph Smith	4/6/2018
1080	Phillip Danastasio	4/6/2018
1081	Justin Burke	4/6/2018
1082	Justin Turner-No EID	4/6/2018
1083	TyLynn Horton	4/6/2018
1084	Eddy Warren	4/6/2018
1085	Alfred Willis	4/6/2018
1086	Richard Hooper	4/6/2018
1087	Vincent Goutremont	4/7/2018
1088	Louie Hall	4/7/2018

2018 Employee Title VI Training Roster

#	Name	Date
1089	Tracey Jordan	4/7/2018
1090	Andriel Hamilton	4/7/2018
1091	Christopher Porter	4/7/2018
1092	Allen Aslinger	4/7/2018
1093	Michael J. Foster	4/7/2018
1094	Megan Simpson	4/7/2018
1095	Gerald Boshers	4/7/2018
1096	Robyn Redd	4/7/2018
1097	Miller Bernhardt	4/7/2018
1098	Karen S. Roberts	4/7/2018
1099	Bruce Feagans	4/7/2018
1100	Christine Buhr	4/7/2018
1101	Royal Baker	4/8/2018
1102	Mark Kaylor	4/8/2018
1103	Jeff Robbins	4/8/2018
1104	Carl Ellison	4/8/2018
1105	Christie Clark	4/8/2018
1106	Chris Wilson	4/8/2018
1107	Larry Carman	4/9/2018
1108	Travis Singleton	4/9/2018
1109	Preston Cardwell	4/9/2018
1110	Adam Gaynor	4/9/2018
1111	Rodney Dooley	4/9/2018
1112	James Thornton	4/9/2018
1113	Charlie Longworth	4/9/2018
1114	Seth Williams	4/9/2018
1115	Jeffrey Dittmer	4/9/2018
1116	Gary Mustain	4/9/2018
1117	Aaron Bell	4/9/2018
1118	Curtis R. Jones	4/9/2018
1119	Lana Meschino	4/9/2018
1120	Sidney Hayes	4/9/2018
1121	James Lowe	4/9/2018
1122	Melanie Bumpus	4/9/2018

2018 Employee Title VI Training Roster

#	Name	Date
1123	Joshua Foster	4/9/2018
1124	Jacob Ealy	4/9/2018
1125	Casey Peel	4/9/2018
1126	Donna Young	4/9/2018
1127	Randy Evans	4/9/2018
1128	David S. Holt	4/9/2018
1129	Alfred Sautner	4/9/2018
1130	Randy D. Perry	4/9/2018
1131	Rocky Kelley	4/9/2018
1132	Roger Carico	4/9/2018
1133	Robin Dodd	4/9/2018
1134	William Parton	4/9/2018
1135	James Russell	4/9/2018
1136	Jimmy Cameron	4/9/2018
1137	David Pigg	4/9/2018
1138	Jacob Lund	4/9/2018
1139	Ronald Anderson	4/9/2018
1140	Adam Williams	4/9/2018
1141	Debbie G. Phillips	4/9/2018
1142	Jordan A. Taylor	4/9/2018
1143	Emad Alaweneh	4/9/2018
1144	Bryan Seals	4/9/2018
1145	Jared Hughes	4/9/2018
1146	Abby Masters	4/9/2018
1147	Robert Almany	4/9/2018
1148	Jason Kitts	4/9/2018
1149	Brad Burnette	4/9/2018
1150	James V. Maddron	4/9/2018
1151	Ryan Sharp	4/9/2018
1152	Almous Austin	4/9/2018
1153	Terry Marbury	4/9/2018
1154	Bobby Steelman	4/9/2018
1155	Ennis Gentry	4/9/2018
1156	Vicki Shults	4/9/2018

2018 Employee Title VI Training Roster

#	Name	Date
1157	James L. Lee	4/9/2018
1158	Jeffrey Huling	4/9/2018
1159	James Shelton	4/9/2018
1160	Taylor McAnally	4/9/2018
1161	Steven Clark	4/9/2018
1162	Stanley Ervin	4/9/2018
1163	Corey Northern	4/9/2018
1164	Jason Kiestler	4/9/2018
1165	Kenneth Wallsmith	4/9/2018
1166	Abbas Shahid	4/9/2018
1167	Michael Hammond	4/9/2018
1168	Kelsey Finch	4/9/2018
1169	Tamara Rhodes	4/9/2018
1170	Terry Ogle	4/9/2018
1171	Elizabeth Danler	4/9/2018
1172	Gerald Gregory	4/9/2018
1173	David A. Duncan	4/9/2018
1174	Morgan Wilson	4/9/2018
1175	Melissa Cannon	4/9/2018
1176	William Jean	4/9/2018
1177	Jennifer Herstek	4/9/2018
1178	Zane Pannell	4/9/2018
1179	Artemus White	4/9/2018
1180	Bryan Patrick	4/9/2018
1181	Justin Dickens	4/9/2018
1182	Bradley Pruiett	4/9/2018
1183	Ronny Brooks	4/9/2018
1184	Gary Darnell	4/9/2018
1185	Michael Norris	4/9/2018
1186	Thomas Shore	4/9/2018
1187	Phillip Hodge	4/9/2018
1188	Shawna B. Smith	4/9/2018
1189	Megan Willenborg	4/9/2018
1190	Joann Sykes	4/9/2018

2018 Employee Title VI Training Roster

#	Name	Date
1191	Terry Coggins	4/9/2018
1192	Stephen Waits	4/9/2018
1193	Melford Parkey	4/9/2018
1194	Hugh Hannah	4/9/2018
1195	Trent Johnston	4/9/2018
1196	James Simpson	4/9/2018
1197	Bennie Brockwell	4/9/2018
1198	Anthony Davis	4/9/2018
1199	Michael Tunnell	4/9/2018
1200	Billy J. Ward	4/9/2018
1201	Jonathan Parrish	4/9/2018
1202	Rhonda Black	4/9/2018
1203	Matthew Edens	4/9/2018
1204	Leon Peck	4/9/2018
1205	Michael McClanahan	4/9/2018
1206	David Neese	4/9/2018
1207	Joseph Massa	4/9/2018
1208	Anju Chhachhi	4/9/2018
1209	Jimmy Shearon	4/9/2018
1210	James Jordan	4/9/2018
1211	Stephanie D. Brooks	4/9/2018
1212	Deborah Steele	4/9/2018
1213	Ronald James	4/9/2018
1214	Robert McLeod	4/9/2018
1215	Reem Altamimi	4/9/2018
1216	Kimberly Barney	4/9/2018
1217	Ersol Knight	4/9/2018
1218	Jill Edwards	4/9/2018
1219	Travis Sands	4/9/2018
1220	Dennis Nelson	4/9/2018
1221	Eric Wingfield	4/9/2018
1222	John Maclin	4/9/2018
1223	David Hassell	4/9/2018
1224	Sharon Schutz	4/9/2018

2018 Employee Title VI Training Roster

#	Name	Date
1225	Brian E. Baker	4/9/2018
1226	James Woods	4/9/2018
1227	James White	4/9/2018
1228	Vicky Forrest	4/9/2018
1229	Hayden Short	4/9/2018
1230	Randy Shelton	4/9/2018
1231	David Culver	4/9/2018
1232	Ronnie Gray	4/9/2018
1233	Jeff A. Light	4/9/2018
1234	Kevin Cupples	4/9/2018
1235	Mike Cook	4/9/2018
1236	Fonda Conely	4/9/2018
1237	Mike Perkins	4/9/2018
1238	Gregory Peck	4/9/2018
1239	Pam Holbert	4/9/2018
1240	Jimmy Hardin	4/9/2018
1241	Donnie Neal	4/9/2018
1242	Alexander Hall	4/9/2018
1243	Shanna Waelty	4/9/2018
1244	Bobby Flynn	4/9/2018
1245	Jonathan Brust	4/9/2018
1246	Terry Collins	4/9/2018
1247	David Pugh	4/9/2018
1248	Christopher Gresham	4/9/2018
1249	Charlotte Snider	4/9/2018
1250	Justin Westerbeck	4/9/2018
1251	Ricky Lawson	4/9/2018
1252	Shawn A. Bible	4/9/2018
1253	James Brown	4/9/2018
1254	Joseph Dugger	4/9/2018
1255	Teri Busby	4/9/2018
1256	Cody Clark	4/9/2018
1257	Debbie Newsom	4/9/2018
1258	Dustin Whitworth	4/9/2018

2018 Employee Title VI Training Roster

#	Name	Date
1259	Jimmie Bivens	4/9/2018
1260	Kennie T. Robinson	4/9/2018
1261	Loren McWright	4/9/2018
1262	Randy Lamb	4/9/2018
1263	Shondra Lane	4/9/2018
1264	Mark Maleitzke	4/9/2018
1265	Casey Rutter	4/9/2018
1266	William M. Blevins	4/9/2018
1267	DeAntwaine Moye	4/9/2018
1268	Danie Witherspoon	4/9/2018
1269	James Mohney	4/9/2018
1270	Kyle Trent	4/9/2018
1271	James Dodson	4/9/2018
1272	John Hayes	4/9/2018
1273	Ronnie Wilkes	4/9/2018
1274	Tracy Kraft	4/9/2018
1275	Robert L. Johnson	4/9/2018
1276	Jasmine Yount	4/9/2018
1277	Cassy Edmaiston	4/9/2018
1278	Seth Hendren	4/9/2018
1279	Tammy Shelton	4/9/2018
1280	Latonja Coates	4/9/2018
1281	Jacqueline A. Russell	4/9/2018
1282	Robert True	4/9/2018
1283	Darrell Whaley	4/9/2018
1284	Vicki Takacs	4/9/2018
1285	Mark Scott	4/9/2018
1286	Trampus Grindstaff	4/9/2018
1287	Adam Elbalawi	4/9/2018
1288	Carl Wallace	4/9/2018
1289	Richard Stone	4/9/2018
1290	Nathan Gibson	4/9/2018
1291	Jamica Cook	4/9/2018
1292	Tony Walker	4/9/2018

2018 Employee Title VI Training Roster

#	Name	Date
1293	Brenda R. Johnson	4/9/2018
1294	Todd Thompson	4/9/2018
1295	Daniel A. Jones	4/9/2018
1296	John Rice	4/9/2018
1297	James S. White	4/9/2018
1298	William Pigg	4/9/2018
1299	Tommy Scott	4/9/2018
1300	Kevin Lee	4/9/2018
1301	Sterling Riether	4/9/2018
1302	Tony Ewing	4/9/2018
1303	Jacqueline Stokes	4/10/2018
1304	Christine Buhr	4/10/2018
1305	Ronald Fike	4/10/2018
1306	Stephen Lipford	4/10/2018
1307	Carl Walker	4/10/2018
1308	Thurman Brownlee	4/10/2018
1309	Christopher Wilson	4/10/2018
1310	Stacy Milligan	4/10/2018
1311	Ronnie Dyer	4/10/2018
1312	Gregory Miller	4/10/2018
1313	Greg Choat	4/10/2018
1314	Lee Rogers	4/10/2018
1315	Amos Pulley	4/10/2018
1316	John T. Anderson	4/10/2018
1317	Joshua Baker	4/10/2018
1318	Leigh Thomas	4/10/2018
1319	Tony Smithson	4/10/2018
1320	Erick Hunt-Hawkins	4/10/2018
1321	Mila Williams	4/10/2018
1322	Wanda Aldridge	4/10/2018
1323	Robert Steely	4/10/2018
1324	Brannon White	4/10/2018
1325	Charles Williams	4/10/2018
1326	James Brown	4/10/2018

2018 Employee Title VI Training Roster

#	Name	Date
1327	Chris Green	4/10/2018
1328	Nickey Null	4/10/2018
1329	James Dockery	4/10/2018
1330	Sandra Bonner	4/10/2018
1331	Joe Shaw	4/10/2018
1332	Marquitta Primm	4/10/2018
1333	Gary Johnson	4/10/2018
1334	Mary Showers	4/10/2018
1335	Robert Harvell	4/10/2018
1336	Joseph K. Wichman	4/10/2018
1337	Kenny Hall	4/10/2018
1338	Hatton Vanhook	4/10/2018
1339	Chris Centers	4/10/2018
1340	Robert S. Ray	4/10/2018
1341	Gary Chapman	4/10/2018
1342	Maximillian Davis	4/10/2018
1343	Carsten Slosberg	4/10/2018
1344	Angie Watlington	4/10/2018
1345	Monica Cromer	4/10/2018
1346	Jurgen Bailey	4/10/2018
1347	Eliana DeJesus	4/10/2018
1348	Tristan Davis	4/10/2018
1349	Osama Mohamed	4/10/2018
1350	Steven Gonzalez	4/10/2018
1351	Gale Wagner	4/10/2018
1352	Glen Cannon	4/10/2018
1353	Thomas Bingham	4/10/2018
1354	Byron Tucker	4/10/2018
1355	Makayla Kirkpatrick	4/10/2018
1356	Lisa White	4/10/2018
1357	Robert McClendon	4/10/2018
1358	Leah O'Neal	4/10/2018
1359	Gary Palmer	4/10/2018
1360	Becky White	4/10/2018

2018 Employee Title VI Training Roster

#	Name	Date
1361	Larry Harlan	4/10/2018
1362	Stephanie Torres	4/10/2018
1363	Christopher Andrews	4/10/2018
1364	James Kearns	4/10/2018
1365	James E. Lewis	4/10/2018
1366	Nori Jacobs	4/10/2018
1367	Brian Dickerson	4/10/2018
1368	Freda Dean	4/10/2018
1369	David S. Goodman	4/10/2018
1370	Brandon Bartrom	4/10/2018
1371	Barbara Booker	4/10/2018
1372	Clinton Carpenter	4/10/2018
1373	Ashok Rana	4/10/2018
1374	Krickstein Torres	4/10/2018
1375	John T. Jones	4/10/2018
1376	Jeff Hoge	4/10/2018
1377	Douglas Patton	4/10/2018
1378	Charles Crossley	4/10/2018
1379	Chauncey Davis	4/10/2018
1380	Thomas Bolin	4/10/2018
1381	Angela Shirks	4/10/2018
1382	MaryBeth Durham	4/10/2018
1383	Kevin Majors	4/10/2018
1384	Mark Harker	4/10/2018
1385	Leon Lewis	4/10/2018
1386	Michael Hutchens	4/10/2018
1387	James Johnson	4/10/2018
1388	William Batey	4/10/2018
1389	Darryl Griffin	4/10/2018
1390	Marcus L. Powell	4/10/2018
1391	Rodney Holbert	4/10/2018
1392	James Casey	4/10/2018
1393	Chris Brewster	4/10/2018
1394	Linda S. Taylor	4/10/2018

2018 Employee Title VI Training Roster

#	Name	Date
1395	Christina Wilbert	4/10/2018
1396	Ayisha Fryer	4/10/2018
1397	Mark Vanzant	4/10/2018
1398	James DeSpain	4/10/2018
1399	Denise Watson	4/10/2018
1400	Kurtis Snyder	4/10/2018
1401	Dustin Sanford	4/10/2018
1402	Clarissa Harris	4/10/2018
1403	Don Fisk	4/10/2018
1404	Ralph Cobb	4/10/2018
1405	Terry Weathers	4/10/2018
1406	Jason D. Moody	4/10/2018
1407	Richard Adkisson	4/10/2018
1408	Kristy Wiser	4/10/2018
1409	Joseph Hagar	4/10/2018
1410	Beverly Carter	4/10/2018
1411	Mark Woods	4/10/2018
1412	Samuel T. Reed	4/10/2018
1413	Jessica Green	4/11/2018
1414	Tony Reed	4/11/2018
1415	Cody DeBord	4/11/2018
1416	Kevin Harty	4/11/2018
1417	Paula Hankins	4/11/2018
1418	Timothy Bishop	4/11/2018
1419	Andrew F. Taylor	4/11/2018
1420	Jeffrey Ward	4/11/2018
1421	David L. Johnson	4/11/2018
1422	David E. Sims	4/11/2018
1423	Kyle Kirschenmann	4/11/2018
1424	Jonathan Poore	4/11/2018
1425	Benny Phillips	4/11/2018
1426	Elbert Fields	4/11/2018
1427	Debra Guerin	4/11/2018
1428	Charles McGee	4/11/2018

2018 Employee Title VI Training Roster

#	Name	Date
1429	Charles Garner	4/11/2018
1430	William Godwin	4/11/2018
1431	Xzavier Pope	4/11/2018
1432	Billy Walker	4/11/2018
1433	Frank Fulgham	4/11/2018
1434	Benjamin Webb	4/11/2018
1435	Amy Eastin	4/11/2018
1436	Roy Beasley	4/11/2018
1437	Todd Halliburton	4/11/2018
1438	Jack Dickens	4/11/2018
1439	Gregory Herbert	4/11/2018
1440	Brice Mayton	4/11/2018
1441	Chuck Graves	4/11/2018
1442	Christy Mowell	4/11/2018
1443	Amanda Snowden	4/11/2018
1444	Matthew Long	4/11/2018
1445	Willie Coleman	4/11/2018
1446	Dean Roberts	4/11/2018
1447	Lori McDowell	4/11/2018
1448	Michael Parham	4/11/2018
1449	Patrick Walker	4/11/2018
1450	Suzette H. Clay	4/11/2018
1451	Dwight Brown	4/11/2018
1452	Yingying Wang	4/11/2018
1453	John Ritchie	4/11/2018
1454	Krista Kirkham	4/11/2018
1455	Julie Hartman	4/11/2018
1456	Debi Moore	4/11/2018
1457	Matthew Wade	4/11/2018
1458	Neil Thompson	4/11/2018
1459	William King	4/11/2018
1460	Steven Vandiver	4/11/2018
1461	Stephen Miller	4/11/2018
1462	Timothy Clayton	4/11/2018

2018 Employee Title VI Training Roster

#	Name	Date
1463	Todd Gray	4/11/2018
1464	Vicki McGee	4/11/2018
1465	Timothy Williams	4/11/2018
1466	Dale Showers	4/11/2018
1467	Trevor Brooks	4/11/2018
1468	Diane McLerran	4/11/2018
1469	Peggy B. Anderson	4/11/2018
1470	Jerry Hughes	4/11/2018
1471	Katie McGinnis	4/11/2018
1472	Becky Higley	4/11/2018
1473	Annette Brooks	4/11/2018
1474	Jon Slinker	4/11/2018
1475	J. R. Lowry	4/11/2018
1476	Jackie Dillehay	4/11/2018
1477	Paula B. Hoskins	4/11/2018
1478	Michael Horlacher	4/11/2018
1479	Ian Preston	4/11/2018
1480	Jay Lanius	4/11/2018
1481	Dana Carroll	4/11/2018
1482	Jimmy Sauceman	4/11/2018
1483	Jared Knight	4/11/2018
1484	Jim Hagan	4/11/2018
1485	Jake Wilson	4/11/2018
1486	Crystal Wilson	4/11/2018
1487	Mary Wilkins	4/11/2018
1488	Jonathan Russell	4/11/2018
1489	Lucas Smotherman	4/11/2018
1490	Tina McCown	4/11/2018
1491	Marshall Shumaker	4/11/2018
1492	Manuel Turnbo	4/11/2018
1493	Mark Douglas	4/11/2018
1494	Shirlynn Carter	4/11/2018
1495	Kim Bramlett	4/11/2018
1496	Brandy Hopkins	4/11/2018

2018 Employee Title VI Training Roster

#	Name	Date
1497	Michael W. Allen	4/11/2018
1498	Lindsay Binkley	4/11/2018
1499	Meg Roland	4/11/2018
1500	Chad Burke	4/11/2018
1501	William Kohl	4/11/2018
1502	Beverly Johnson	4/11/2018
1503	Melissa Wattenbarger	4/11/2018
1504	Andrew Tilton	4/11/2018
1505	Dwight Leath	4/11/2018
1506	Fred Roach	4/11/2018
1507	Terry Harrell	4/11/2018
1508	Billy King	4/11/2018
1509	James Rickman	4/11/2018
1510	Timothy T. Haynes	4/11/2018
1511	Mark Ledford	4/11/2018
1512	Duncan Boyd	4/11/2018
1513	Floyd Fortune	4/11/2018
1514	Amy Kosanovic	4/11/2018
1515	Kyler Nutt	4/11/2018
1516	Steven Nutt	4/11/2018
1517	Doyle Harville	4/11/2018
1518	Gary Higginbotham	4/12/2018
1519	Michael Browning	4/12/2018
1520	Robert Nunn	4/12/2018
1521	Wilburn Tittle	4/12/2018
1522	Richard Dole	4/12/2018
1523	Marlene K. Holland	4/12/2018
1524	Gregory Hurd	4/12/2018
1525	Ryan Boling	4/12/2018
1526	Doris Stiles	4/12/2018
1527	Cynthia Paschall	4/12/2018
1528	Michael Maddox	4/12/2018
1529	Randy Gearin	4/12/2018
1530	Richard Ferrell	4/12/2018

2018 Employee Title VI Training Roster

#	Name	Date
1531	Larry Gallimore	4/12/2018
1532	Joseph McCaig	4/12/2018
1533	James Hatley	4/12/2018
1534	Chris McPhilamy	4/12/2018
1535	Eric S. Brown	4/12/2018
1536	Amanda.Pierce Hackworth	4/12/2018
1537	Laura Chandler	4/12/2018
1538	Facility Maintenance	4/12/2018
1539	Debra Davenport	4/12/2018
1540	George Parker	4/12/2018
1541	Dakotah Watson	4/12/2018
1542	Brown Pierce	4/12/2018
1543	Jeff Williams	4/12/2018
1544	Tim Ridley	4/12/2018
1545	Robert Newton	4/12/2018
1546	Chance Dittfurth	4/12/2018
1547	Daryl Corlew	4/12/2018
1548	Allen Garland	4/12/2018
1549	Burt Hutchins	4/12/2018
1550	Greg Woerdeman	4/12/2018
1551	Patricia Richard	4/12/2018
1552	Kimberly Welch	4/12/2018
1553	Jason Hicklen	4/12/2018
1554	Alfred Hill	4/12/2018
1555	Evan Murrell	4/12/2018
1556	Keith O'Steen	4/12/2018
1557	Russell Poole	4/12/2018
1558	Jason Lyell	4/12/2018
1559	DaShunda Steed	4/12/2018
1560	Lacy Word	4/12/2018
1561	Della Brake	4/12/2018
1562	Clay McFerrin	4/12/2018
1563	Robert Fleming	4/12/2018
1564	Dennis Stewart	4/12/2018

2018 Employee Title VI Training Roster

#	Name	Date
1565	Timothy Smith	4/12/2018
1566	Ryan Crittendon	4/12/2018
1567	David J. Martin	4/12/2018
1568	Phillip Giles	4/12/2018
1569	Keniko Glover	4/12/2018
1570	Phelissa Kirkland	4/12/2018
1571	Jamie Waller	4/12/2018
1572	John R. Tucker	4/12/2018
1573	Simeon Ayton	4/12/2018
1574	Randy Maness	4/12/2018
1575	James Boyd	4/12/2018
1576	Elder Thompson	4/12/2018
1577	Tony Adkins	4/12/2018
1578	Chris Byrd	4/12/2018
1579	Jonathan VanderMeer	4/12/2018
1580	Charles Scruggs	4/12/2018
1581	Presley Whitten	4/12/2018
1582	Andrew Hickman	4/12/2018
1583	William Gordon	4/12/2018
1584	Cameron Baker	4/12/2018
1585	David Swaw	4/12/2018
1586	John Michie	4/12/2018
1587	Gary Scott	4/12/2018
1588	Timothy Hogan	4/12/2018
1589	Morris Washburn	4/12/2018
1590	Scott Brown	4/12/2018
1591	Stephanie Kissell	4/12/2018
1592	Jonathan Dudley	4/12/2018
1593	Thomas Trammell	4/12/2018
1594	Dawn Johnson	4/12/2018
1595	Jaehoon Kim	4/12/2018
1596	James Seaton	4/12/2018
1597	Bryce Mussaw	4/12/2018
1598	Timothy Chunn	4/12/2018

2018 Employee Title VI Training Roster

#	Name	Date
1599	Wendall McNatt	4/12/2018
1600	Michael Puckett	4/12/2018
1601	Richard Williams	4/12/2018
1602	Ronny Ashworth	4/12/2018
1603	Scott Batchelder	4/12/2018
1604	Catherine Boshers	4/12/2018
1605	Larry Brown	4/12/2018
1606	Joe Potts	4/12/2018
1607	Billy Schultz	4/12/2018
1608	Coy Chapel	4/13/2018
1609	Travis McCroskey	4/13/2018
1610	Joy Ward	4/13/2018
1611	Edward Churchman	4/13/2018
1612	Edwin Smallwood	4/13/2018
1613	Jim Blythe	4/13/2018
1614	Forest Wellman	4/13/2018
1615	William C. Hudson	4/13/2018
1616	John Williams	4/13/2018
1617	Alvin Harris	4/13/2018
1618	Micaela Jackson	4/13/2018
1619	Robert N. Campbell	4/13/2018
1620	Toney Byrn	4/13/2018
1621	John Poyhonen	4/13/2018
1622	Tye Patton	4/13/2018
1623	Stanley Dunn	4/13/2018
1624	Mark Lovelace	4/13/2018
1625	James Simpson	4/13/2018
1626	David Broadwater	4/13/2018
1627	Dewey Murdaugh	4/13/2018
1628	Austin McDowell	4/13/2018
1629	Bo Simcox	4/13/2018
1630	Tony Landers	4/13/2018
1631	Linda Wagner	4/13/2018
1632	Natalie Dyer	4/13/2018

2018 Employee Title VI Training Roster

#	Name	Date
1633	Jerry Horn	4/13/2018
1634	Scott Pouder	4/13/2018
1635	Holly Barton	4/13/2018
1636	Peter Williams	4/13/2018
1637	William Campbell	4/13/2018
1638	Jeff Scott	4/13/2018
1639	Joseph Lyons	4/13/2018
1640	William Morris	4/13/2018
1641	Tim Laureigh	4/13/2018
1642	Bobby L. Swann	4/13/2018
1643	Jared Johnston	4/13/2018
1644	Bryan Todd	4/13/2018
1645	Charles Oakley	4/13/2018
1646	Hershel Carnell	4/13/2018
1647	Dale Aden	4/13/2018
1648	Andrew Farley	4/13/2018
1649	Justin Trent	4/13/2018
1650	Brittany Hyder	4/13/2018
1651	David Goforth	4/13/2018
1652	Tammy Frame	4/13/2018
1653	Shaun Armstrong	4/13/2018
1654	William S. Maxwell	4/13/2018
1655	Bob Measures	4/13/2018
1656	Jamie Crawford	4/13/2018
1657	Scott Pedigo	4/13/2018
1658	Nitaya Chayangkura	4/13/2018
1659	Charles Boane	4/13/2018
1660	Vonda Lane	4/13/2018
1661	Barry Marshall	4/13/2018
1662	Catherine Sutton	4/13/2018
1663	Serena Enoch	4/13/2018
1664	Stephen Oatsvall	4/13/2018
1665	Roy Longnecker	4/13/2018
1666	Joan Barnfield	4/13/2018

2018 Employee Title VI Training Roster

#	Name	Date
1667	Chester Hembree	4/13/2018
1668	Terry Haggard	4/13/2018
1669	Frank E. Music	4/13/2018
1670	Cody Dendy	4/13/2018
1671	Jessie Thompson	4/13/2018
1672	Jeremy Granahan	4/13/2018
1673	Donny Turnbow	4/13/2018
1674	Bradley Holland	4/13/2018
1675	Jacob Chambers	4/13/2018
1676	Brandon Taylor	4/13/2018
1677	Quincy Bowers	4/13/2018
1678	Kristin Michie	4/13/2018
1679	Keri DePriest	4/13/2018
1680	Robert Young	4/13/2018
1681	Debbi Howard	4/13/2018
1682	Thomas Fair	4/14/2018
1683	Timothy Wood	4/14/2018
1684	James Caldwell	4/14/2018
1685	John Hayes	4/14/2018
1686	Craig Robinson	4/14/2018
1687	Chris Nunley	4/15/2018
1688	Randy McDowell	4/15/2018
1689	Hannah Guidry	4/15/2018
1690	Wes Williams	4/15/2018
1691	E B. Conatser	4/16/2018
1692	Noah Gregg	4/16/2018
1693	Brian Mitchell	4/16/2018
1694	James Fowler	4/16/2018
1695	Daniel Birchfield	4/16/2018
1696	Brad Mount	4/16/2018
1697	Kevin Martinko	4/16/2018
1698	Michael Fox	4/16/2018
1699	Deanna Easterly	4/16/2018
1700	Wesley Owen	4/16/2018

2018 Employee Title VI Training Roster

#	Name	Date
1701	Dusty Jackson	4/16/2018
1702	Diarra Fall	4/16/2018
1703	Michael Gilbert	4/16/2018
1704	Adam Storey	4/16/2018
1705	Vickie Emerson	4/16/2018
1706	Tyler Lacy	4/16/2018
1707	Zekiel Cain	4/16/2018
1708	Joseph Kerstetter	4/16/2018
1709	Samuel Williams	4/16/2018
1710	Paige Harris	4/16/2018
1711	George Kornikoski	4/16/2018
1712	Zachery Collins	4/16/2018
1713	S C. Hawkins	4/16/2018
1714	Franklin Barton	4/16/2018
1715	Kevin Wooten	4/16/2018
1716	Dale Stinson	4/16/2018
1717	Jimmy Scales	4/16/2018
1718	Bruce Stanton	4/16/2018
1719	Dustin Williamson	4/16/2018
1720	David Gourley	4/16/2018
1721	Brandon Carr	4/16/2018
1722	Jonathan Shoulders	4/16/2018
1723	Scott Stepp	4/16/2018
1724	Johnny Claiborne	4/16/2018
1725	Christopher Stapler	4/16/2018
1726	Daryl Ballard	4/16/2018
1727	Peter Delong	4/16/2018
1728	Randall Crutcher	4/16/2018
1729	Robert LeFevre	4/16/2018
1730	Josh Drake	4/16/2018
1731	Nicholas Shults	4/16/2018
1732	Brian Thacker	4/16/2018
1733	Debra Hussey	4/16/2018
1734	Randal Rolen	4/16/2018

2018 Employee Title VI Training Roster

#	Name	Date
1735	James Vuncannon	4/16/2018
1736	Matthew Chandler	4/16/2018
1737	Hong Park	4/16/2018
1738	Leonard Ellison	4/16/2018
1739	Jeff Kerley	4/16/2018
1740	Michael Johnson	4/16/2018
1741	Dwight Pope	4/16/2018
1742	Jeffery Burbage	4/16/2018
1743	John Oakley	4/16/2018
1744	Carter Moulden	4/16/2018
1745	John Galyon	4/16/2018
1746	Jeff Sharnowski	4/16/2018
1747	Cheyenne Riffey	4/16/2018
1748	Bradley Eledge	4/16/2018
1749	Martin Daniel	4/16/2018
1750	Sherryl McAdoo	4/16/2018
1751	Cameron Parker	4/16/2018
1752	David Mingle	4/16/2018
1753	Alan J. HALL	4/16/2018
1754	William Hampton	4/16/2018
1755	Carlos Goncalves	4/16/2018
1756	Mike Childress	4/16/2018
1757	Corkey Wolczyk	4/16/2018
1758	Stephen Wilson	4/16/2018
1759	Jeremy Billingsley	4/16/2018
1760	Teri Johnson	4/16/2018
1761	Crystal Alfaro	4/16/2018
1762	Jason Falce	4/16/2018
1763	Benjamin R. Jordan	4/16/2018
1764	Joye Baker	4/16/2018
1765	Betty Atnip	4/16/2018
1766	Tony Halwani	4/16/2018
1767	Brandon Wheeley	4/16/2018
1768	Kimberly Vasut-Shelby	4/16/2018

2018 Employee Title VI Training Roster

#	Name	Date
1769	Bryan Gibson	4/16/2018
1770	Jimmy Haynes	4/16/2018
1771	Joseph Brown	4/16/2018
1772	Adam Davenport	4/16/2018
1773	Nick Harper	4/16/2018
1774	Michael L. Alexander	4/16/2018
1775	Steven Rolin	4/16/2018
1776	Thurman Lawson	4/16/2018
1777	Thomas Shelton	4/16/2018
1778	Timothy Bush	4/16/2018
1779	Kenneth Cummings	4/16/2018
1780	Jackie Clark	4/16/2018
1781	Donald Connelly	4/16/2018
1782	Ariel Worley	4/16/2018
1783	Timothy Haggard	4/16/2018
1784	Charles Hoskins	4/16/2018
1785	Pamela Mosher	4/16/2018
1786	Matthew Eakes	4/16/2018
1787	Nicholas Tillman	4/16/2018
1788	Ronnie Carver	4/16/2018
1789	Nichole Lawrence	4/16/2018
1790	Michael Scruggs	4/16/2018
1791	Stephen E. Thomas	4/16/2018
1792	Mark Dye	4/16/2018
1793	John P. Ayers	4/16/2018
1794	Tyler Hearn	4/16/2018
1795	Loyd Nicely	4/16/2018
1796	William Jackson	4/16/2018
1797	Richard Sullins	4/16/2018
1798	Webb Rizor	4/16/2018
1799	David Parker	4/16/2018
1800	Randy Holland	4/16/2018
1801	Stanley Minick	4/16/2018
1802	Andre McDonald	4/16/2018

2018 Employee Title VI Training Roster

#	Name	Date
1803	Matthew Spurlock	4/16/2018
1804	Frank Bailey	4/16/2018
1805	Jackie Douglas	4/16/2018
1806	Rickey Sewell	4/16/2018
1807	Darrell Thompson	4/16/2018
1808	Crystal Cato	4/16/2018
1809	Christopher Dennis	4/16/2018
1810	Thomas Troutt	4/16/2018
1811	Steve Wilson	4/16/2018
1812	Jason Arrington	4/16/2018
1813	Ronnie Moore	4/16/2018
1814	Jacob Kee	4/16/2018
1815	Barry Jones	4/16/2018
1816	Paul Hirjak	4/16/2018
1817	William Knoll	4/16/2018
1818	Brandon Hendren	4/16/2018
1819	Billy Wilmore	4/16/2018
1820	Roger Messenger	4/16/2018
1821	Shaun Shular	4/16/2018
1822	Christy Wilkerson	4/16/2018
1823	Steven Franks	4/16/2018
1824	Erik Villegas	4/16/2018
1825	James Cummings	4/16/2018
1826	Scott Pate	4/16/2018
1827	Lena Tipton	4/17/2018
1828	Zach Haynes	4/17/2018
1829	Terry Odle	4/17/2018
1830	Gene Courtney	4/17/2018
1831	Anthony Markham	4/17/2018
1832	Cory Haydel	4/17/2018
1833	Charles Fonner	4/17/2018
1834	James A. Copeland	4/17/2018
1835	Michael D. Clark	4/17/2018
1836	Jeremy Warmath	4/17/2018

2018 Employee Title VI Training Roster

#	Name	Date
1837	Jeffrey Brinkley	4/17/2018
1838	Shannon Teets	4/17/2018
1839	Ron Jackson	4/17/2018
1840	William McLaurine	4/17/2018
1841	Carma H. Smith	4/17/2018
1842	Marshall Sanders	4/17/2018
1843	Sara Elmore	4/17/2018
1844	Sarah Leather	4/17/2018
1845	Daniel Reeves	4/17/2018
1846	Marketta Wakefield	4/17/2018
1847	Jason Sholtz	4/17/2018
1848	Jacqueline A. Russell	4/17/2018
1849	David Domm	4/17/2018
1850	Bobby Jerrolds	4/17/2018
1851	Jessica D. Bowman	4/17/2018
1852	Joseph Kaylor	4/17/2018
1853	Charlie Milam	4/17/2018
1854	Perry Carr	4/17/2018
1855	Marty Dillon	4/17/2018
1856	Richard Smith	4/17/2018
1857	Alan Whitcomp	4/17/2018
1858	Gregory Greer	4/17/2018
1859	Brandon Reynolds	4/17/2018
1860	Quinton Bonds	4/17/2018
1861	Norris Teachworth	4/17/2018
1862	Michael Sloan	4/17/2018
1863	Mark Blurton	4/17/2018
1864	Kim Y. Thompson	4/17/2018
1865	Teri Wells	4/17/2018
1866	Stephen Morgan	4/17/2018
1867	Lydia Holmes	4/17/2018
1868	Randall Emilaire	4/17/2018
1869	Kenneth Evans	4/17/2018
1870	Daniel Rose	4/17/2018

2018 Employee Title VI Training Roster

#	Name	Date
1871	Sarah N. Thomas	4/17/2018
1872	Shawn Allen	4/17/2018
1873	Barry Moss	4/17/2018
1874	Brandon Darks	4/17/2018
1875	Donnie Tolley	4/17/2018
1876	Jeffery Carter	4/17/2018
1877	Wilburn Tittle	4/17/2018
1878	Dwight Bivens	4/17/2018
1879	Chris Branam	4/17/2018
1880	Joan M. Haynes	4/17/2018
1881	Kaileh White	4/17/2018
1882	Thomas Hayes	4/17/2018
1883	Sydni Bailey	4/17/2018
1884	Steve Fesmire	4/17/2018
1885	Raymond Miller	4/17/2018
1886	John O'Connell	4/17/2018
1887	Barry Hibdon	4/17/2018
1888	Jackie Haley	4/17/2018
1889	Matthew Taylor	4/17/2018
1890	Danny Brady	4/17/2018
1891	Tim Purrington	4/17/2018
1892	Stephen Griffey	4/17/2018
1893	Glenn Stone	4/17/2018
1894	Timothy Anderson	4/17/2018
1895	Chad Wilson	4/17/2018
1896	Greg Ross	4/18/2018
1897	John Ramos	4/18/2018
1898	Billy Ford	4/18/2018
1899	James Carson	4/18/2018
1900	Ray Hudson	4/18/2018
1901	Morgan Hollars	4/18/2018
1902	Darrell Shepherd	4/18/2018
1903	Dewayne Jackson	4/18/2018
1904	Tony Tate	4/18/2018

2018 Employee Title VI Training Roster

#	Name	Date
1905	John Young	4/18/2018
1906	Joshua Howell	4/18/2018
1907	George Bond	4/18/2018
1908	Martin England	4/18/2018
1909	Lywenda Black	4/18/2018
1910	Mark Prange	4/18/2018
1911	Lynsey Hall	4/18/2018
1912	Bart Romano	4/18/2018
1913	Demarius Edwards	4/18/2018
1914	Steven Steele	4/18/2018
1915	Leslie Watkins	4/18/2018
1916	Katie England	4/18/2018
1917	Kenneth Fowler	4/18/2018
1918	Diane Bush	4/18/2018
1919	Cecil Dickson	4/18/2018
1920	Jay Wheeler	4/18/2018
1921	Eric Slayton	4/18/2018
1922	Edwin Dykes	4/18/2018
1923	Lee Cothron	4/18/2018
1924	Anthony Lockridge	4/18/2018
1925	John Cavaness	4/18/2018
1926	Jimmy Prater	4/18/2018
1927	David W. Wilson	4/18/2018
1928	Justin McGaha	4/18/2018
1929	William Medford	4/18/2018
1930	Shanon Crowder	4/18/2018
1931	Jolyon King	4/18/2018
1932	Shaun Dacus	4/18/2018
1933	Garey Kissell	4/18/2018
1934	Jason Biggs	4/18/2018
1935	Gary Morton	4/18/2018
1936	Michael Green	4/18/2018
1937	Robert E. Martin	4/18/2018
1938	Timothy King	4/18/2018

2018 Employee Title VI Training Roster

#	Name	Date
1939	Donnie Underwood	4/18/2018
1940	Danny Mackerway	4/18/2018
1941	Sharion Farris	4/18/2018
1942	Ted Hart	4/18/2018
1943	Nancy Scott	4/18/2018
1944	James G. Burns	4/18/2018
1945	William Salmon	4/18/2018
1946	Johnny Cox	4/18/2018
1947	Tammy Crockett	4/18/2018
1948	Carl Crosby	4/18/2018
1949	Mitchell Howell	4/18/2018
1950	Garrett Kimbro	4/18/2018
1951	Dennis Ramsey	4/18/2018
1952	Ryan Bates	4/18/2018
1953	James Haywood	4/18/2018
1954	Michael Reynolds	4/18/2018
1955	Lewis Stevenson	4/18/2018
1956	Arthur Melton	4/18/2018
1957	Edwin Gurien	4/18/2018
1958	William L. Scott	4/18/2018
1959	Ronald Turner	4/18/2018
1960	Mark Shearer	4/18/2018
1961	Brady Moore	4/18/2018
1962	Charles Andrews	4/18/2018
1963	Mollie Floyd	4/18/2018
1964	David McMeen	4/18/2018
1965	Miranda Brooks	4/18/2018
1966	Barry Capps	4/18/2018
1967	Brian Sanderlin	4/18/2018
1968	Freddie Ellison	4/19/2018
1969	Stuart Wood	4/19/2018
1970	Johnny Shortridge	4/19/2018
1971	Jason Morrow	4/19/2018
1972	Bryan Michael	4/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
1973	Robert Boyce	4/19/2018
1974	Rosa Ingram-Bates	4/19/2018
1975	Thomas Cole	4/19/2018
1976	Danny Hardy	4/19/2018
1977	Samuel Skelton	4/19/2018
1978	Robert Hamilton	4/19/2018
1979	Lesa Lane	4/19/2018
1980	Timothy Kelley	4/19/2018
1981	Seton Jon Bonney	4/19/2018
1982	Angela P. Hunter	4/19/2018
1983	Katie Hurton	4/19/2018
1984	Samuel Gilmore	4/19/2018
1985	Bennie Brown	4/19/2018
1986	Maurice Nash	4/19/2018
1987	Robert Ward	4/19/2018
1988	Tara Boyd	4/19/2018
1989	Steven Huey	4/19/2018
1990	Danny Wall	4/19/2018
1991	Scott Williams	4/19/2018
1992	Rita M. Thompson	4/19/2018
1993	Neil Brown	4/19/2018
1994	Tyler Cash	4/19/2018
1995	Amy Bailey	4/19/2018
1996	David Pace	4/19/2018
1997	John K. Myers	4/19/2018
1998	Sarah Williams	4/19/2018
1999	John H. Hicks	4/19/2018
2000	Kimberly Hammond	4/19/2018
2001	Tyler Street	4/19/2018
2002	Matthew Little	4/19/2018
2003	Michael Sise	4/19/2018
2004	Darrell Tidwell	4/19/2018
2005	William Nelms	4/19/2018
2006	Jack Scott	4/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
2007	Eric McDonough	4/19/2018
2008	Joshua A. Brown	4/19/2018
2009	Joel Turnbow	4/19/2018
2010	Elizabeth Cardwell	4/19/2018
2011	John Plunk	4/20/2018
2012	David Holmes	4/20/2018
2013	Ethan Vaughn	4/20/2018
2014	WILLIAM COTTON	4/20/2018
2015	Michael Unger	4/20/2018
2016	Andrew Little	4/20/2018
2017	Jay Armstrong	4/20/2018
2018	Wayne Shaw	4/20/2018
2019	Gary Davidson	4/20/2018
2020	Dannie Turner	4/20/2018
2021	Darrell Palmore	4/20/2018
2022	Joseph Collins	4/20/2018
2023	Kofi Inkabi	4/20/2018
2024	Ed Spillis	4/20/2018
2025	Aaron Stevens	4/20/2018
2026	James Manley	4/20/2018
2027	Sherri B. Payne	4/20/2018
2028	Charity Cox	4/20/2018
2029	Ethan Saturday	4/20/2018
2030	Artis Allison	4/20/2018
2031	Rhiannon Chambers	4/20/2018
2032	Ellen Hall	4/20/2018
2033	Kevin Cross	4/20/2018
2034	Alex Nicely	4/20/2018
2035	Carl Berry	4/20/2018
2036	Freda Long	4/20/2018
2037	Chrystal Wilkins	4/20/2018
2038	Jim Currey	4/20/2018
2039	Brian Hurst	4/20/2018
2040	Ira Miles	4/20/2018

2018 Employee Title VI Training Roster

#	Name	Date
2041	David Weed	4/20/2018
2042	George Crabtree	4/20/2018
2043	Dustin Brown	4/20/2018
2044	David Lewis	4/20/2018
2045	Douglas Young	4/20/2018
2046	Montgomery Williams	4/20/2018
2047	Zari Ledet	4/20/2018
2048	Frederick Miller	4/22/2018
2049	Vincent Laws	4/23/2018
2050	Ronnie Oliver	4/23/2018
2051	David Gillespie	4/23/2018
2052	Charles Butler	4/23/2018
2053	Cody Pillow	4/23/2018
2054	Clinton Bowman	4/23/2018
2055	Jonathan Brust	4/23/2018
2056	Brock Davis	4/23/2018
2057	Sammy Hurst	4/23/2018
2058	Dennis Brewer	4/23/2018
2059	Bert Diatikar	4/23/2018
2060	Matthew Beeler	4/23/2018
2061	Richard Young	4/23/2018
2062	Chris Schaar	4/23/2018
2063	Robbie Evans	4/23/2018
2064	Clinton Thompson	4/23/2018
2065	Terry Pickett	4/23/2018
2066	Bryan Bartnik	4/23/2018
2067	Keven Brown	4/23/2018
2068	Joseph Johnston	4/23/2018
2069	Joel Ferrell	4/23/2018
2070	Larry Leffew	4/23/2018
2071	Gary Carson	4/23/2018
2072	Kenton Burress	4/23/2018
2073	Jordan Campbell	4/23/2018
2074	Jeremy Gillispie	4/23/2018

2018 Employee Title VI Training Roster

#	Name	Date
2075	Leonard Jones	4/23/2018
2076	Nora Dixon	4/23/2018
2077	Jason Ellison	4/23/2018
2078	Charles Thomas	4/23/2018
2079	Jordan Livesay	4/23/2018
2080	Ben Greeson	4/23/2018
2081	Stacy Morrison	4/23/2018
2082	Donald Chastain	4/23/2018
2083	George Bowers	4/23/2018
2084	Besmir Zenelaku	4/23/2018
2085	Travis Smith	4/23/2018
2086	Douglas Tarwater	4/23/2018
2087	Matt Bowling	4/23/2018
2088	Thomas Yarbrow	4/23/2018
2089	Laura Hogelin	4/23/2018
2090	Bobby Evans	4/23/2018
2091	Adam Price	4/23/2018
2092	Marne Helbing	4/23/2018
2093	Dan Shike	4/23/2018
2094	Min Xu	4/23/2018
2095	Brian Wiseman	4/23/2018
2096	Robert Braun	4/23/2018
2097	Jennifer Thompson	4/23/2018
2098	Daniel Bostaph	4/23/2018
2099	Anthony Stewart	4/23/2018
2100	Gina Golightly	4/23/2018
2101	Dawn Pruett	4/23/2018
2102	Dennis Crumby	4/23/2018
2103	Travis Sane	4/23/2018
2104	Christopher Masingale	4/23/2018
2105	Charles Hunt	4/23/2018
2106	Lorrie Wright	4/23/2018
2107	John Asherbranner	4/23/2018
2108	Anthony Elzy	4/23/2018

2018 Employee Title VI Training Roster

#	Name	Date
2109	Jesse Smith	4/23/2018
2110	James Henderson	4/23/2018
2111	Robert Newton	4/23/2018
2112	Mathew Broyles	4/23/2018
2113	Billy Green	4/23/2018
2114	Jesse Zook	4/23/2018
2115	Kevin Isenberg	4/23/2018
2116	Jason Dryden	4/23/2018
2117	Anthony Blackburn	4/23/2018
2118	Chad Harmon	4/23/2018
2119	Brian Egli	4/23/2018
2120	Kimberly Whitby	4/23/2018
2121	Crystal Abbott	4/23/2018
2122	Allen Hilton	4/23/2018
2123	Nathaniel Clark - No AUP	4/23/2018
2124	Matt Ketchum	4/23/2018
2125	Michael Gibson	4/23/2018
2126	Kimberly Smotherman	4/23/2018
2127	Robert Hayzlett	4/23/2018
2128	Frank Bailey	4/23/2018
2129	Odis Swift	4/23/2018
2130	Bruce Baldus	4/23/2018
2131	John Feathers	4/23/2018
2132	Charles Swaffer	4/23/2018
2133	Earl Day	4/23/2018
2134	Kevin L. Shaw	4/23/2018
2135	Brandi Allen	4/23/2018
2136	Susannah Kniazewycz	4/23/2018
2137	Mark Higdon	4/23/2018
2138	Clayton Markham	4/23/2018
2139	Luke David	4/23/2018
2140	Amin Araim	4/23/2018
2141	Gregory Coughlin	4/23/2018
2142	Eldon Kent	4/23/2018

2018 Employee Title VI Training Roster

#	Name	Date
2143	James McCarter	4/23/2018
2144	James Anthony	4/23/2018
2145	Jeremy Crews	4/23/2018
2146	Mark Gilbert	4/23/2018
2147	Joshua Glass	4/23/2018
2148	Dustin Lee	4/23/2018
2149	John Matteson	4/23/2018
2150	Michael McDougal	4/23/2018
2151	Seth McGill	4/23/2018
2152	Angie Morris	4/23/2018
2153	Willpenny Smith	4/23/2018
2154	Michael Wallace	4/23/2018
2155	Gary Whitehead	4/23/2018
2156	Lora Lawrence	4/23/2018
2157	Ricky Byrd	4/24/2018
2158	Geoffrey Baber	4/24/2018
2159	Justin Howard	4/24/2018
2160	James Freels	4/24/2018
2161	Paul Purnell	4/24/2018
2162	Gary Snyder	4/24/2018
2163	Jerry Bullock	4/24/2018
2164	William A. Hall	4/24/2018
2165	Andy Claiborne	4/24/2018
2166	Kegan Crowley	4/24/2018
2167	Junior Martin	4/24/2018
2168	Joel Gass	4/24/2018
2169	David Westmoreland	4/24/2018
2170	David A. Abbott	4/24/2018
2171	Sandy Messer	4/24/2018
2172	John Boles	4/24/2018
2173	Steven Rice	4/24/2018
2174	Bhargav Patel	4/24/2018
2175	Jeff Wilhite	4/24/2018
2176	Ernest Myers	4/24/2018

2018 Employee Title VI Training Roster

#	Name	Date
2177	Rocky Christy	4/24/2018
2178	Andrew Boles	4/24/2018
2179	Stephanie Birchfield	4/24/2018
2180	Sharon Sanders	4/24/2018
2181	Danny G. Jones	4/24/2018
2182	Derek Link	4/24/2018
2183	Mark Goodson	4/24/2018
2184	Bradford Crabtree	4/24/2018
2185	Giuliana Guglielmi	4/24/2018
2186	Kristen Lynch	4/24/2018
2187	Reta Crumley	4/24/2018
2188	April Bennett	4/24/2018
2189	Clarence Garrett	4/24/2018
2190	Christopher Trivette	4/24/2018
2191	Samuel Phillips	4/24/2018
2192	Damian Williams	4/24/2018
2193	Kevin Manis	4/24/2018
2194	Franklin McGowan	4/24/2018
2195	Jared Farmer	4/24/2018
2196	Marty Turpin	4/24/2018
2197	Robert O'Brien	4/24/2018
2198	Erica Jones	4/24/2018
2199	Anthony Boggs	4/24/2018
2200	Jeff Peterson	4/24/2018
2201	Brian Silvers	4/24/2018
2202	Lloyd Singleton	4/24/2018
2203	Matthew Myers	4/24/2018
2204	Daniel Lane	4/24/2018
2205	Kelly L. Farrar	4/24/2018
2206	Kheng Ooi	4/24/2018
2207	James Pickering	4/24/2018
2208	Christopher Sams	4/24/2018
2209	Jonathan Vogel	4/24/2018
2210	Teddy Plemons	4/24/2018

2018 Employee Title VI Training Roster

#	Name	Date
2211	Michael Taylor	4/24/2018
2212	Kathy F. Ward	4/24/2018
2213	Stephanie D. Ewing	4/24/2018
2214	Victoria Vaughn	4/24/2018
2215	David Joyner	4/24/2018
2216	Melissa England	4/25/2018
2217	Garry Western	4/25/2018
2218	Gary Talley	4/25/2018
2219	Mark A. Hand	4/25/2018
2220	Alberta Freeman	4/25/2018
2221	Danny Wheeler	4/25/2018
2222	Reza Baghaevaji	4/25/2018
2223	Dawod Abdullah	4/25/2018
2224	Karen Perkins	4/25/2018
2225	Jonathon Haynes	4/25/2018
2226	Johnny Potts	4/25/2018
2227	Curtis Cherry	4/25/2018
2228	Casey Langford	4/25/2018
2229	Kim Marlor	4/25/2018
2230	Richard Taylor	4/25/2018
2231	Eric Bucholz	4/25/2018
2232	Matthew Sanders	4/25/2018
2233	Lorie Daniel	4/25/2018
2234	Terry Moore	4/25/2018
2235	Bakhtyar Najar	4/25/2018
2236	Lia Obaid	4/25/2018
2237	Anna Biggs	4/25/2018
2238	Jordan Hayes	4/25/2018
2239	John Collins	4/25/2018
2240	Jeffrey Simpson	4/25/2018
2241	Yvonda Hobson	4/25/2018
2242	Ricky Lawson	4/25/2018
2243	Kyle Tustin	4/25/2018
2244	Michael Barger	4/25/2018

2018 Employee Title VI Training Roster

#	Name	Date
2246	Rickey Mosley	4/25/2018
2247	Dustin Heinz	4/25/2018
2248	Fabin Vaughn	4/25/2018
2249	Barney Love	4/25/2018
2250	Cheryl Cook	4/25/2018
2251	Catherine Sikes	4/25/2018
2252	Holly Crittenden	4/25/2018
2253	Bill Bledsoe	4/25/2018
2254	Ray Alexander	4/25/2018
2255	Rickey Bond	4/26/2018
2256	Robert Taylor	4/26/2018
2257	Ricky Sanders	4/26/2018
2258	Chance Cooper	4/26/2018
2259	Josh Smith	4/26/2018
2260	Rich Smith	4/26/2018
2261	Kenneth Wade	4/26/2018
2262	Jacob Griggs	4/26/2018
2263	James Kinnie	4/26/2018
2264	Doyle Flatford	4/26/2018
2265	Johnny D. Brown	4/26/2018
2266	David H. Barker	4/26/2018
2267	Jamie Fitzpatrick	4/26/2018
2268	Jonathan Saucedo	4/26/2018
2269	Robert Short	4/26/2018
2270	Sherry Smith	4/26/2018
2271	Douglas Goodwin	4/26/2018
2272	Sidney Burnett	4/26/2018
2273	Bobby Wheeler	4/26/2018
2274	James Christian	4/26/2018
2275	Rodney Edwards	4/26/2018
2276	Steve Hester	4/26/2018
2277	Chilyere Anglin	4/26/2018
2278	Milus Barnes	4/26/2018
2279	Christine Wickhorst	4/26/2018

2018 Employee Title VI Training Roster

#	Name	Date
2280	James Kupiec	4/26/2018
2281	Darrell Vaulx	4/26/2018
2282	Alyssa Sughrue	4/26/2018
2283	Wesley Peck	4/26/2018
2284	Ann Beaver	4/26/2018
2285	Gloria A. Williams	4/26/2018
2286	Kenneth I. Martin	4/26/2018
2287	Anne Freeman	4/26/2018
2288	Kimberly Erwin	4/26/2018
2289	Tracy Nicholas	4/26/2018
2290	Sheldon Pendergast	4/26/2018
2291	James Charron	4/26/2018
2292	William Thompson	4/26/2018
2293	Emerson Boguskie	4/26/2018
2294	Connie Truett	4/26/2018
2295	Vickie L. Estes	4/26/2018
2296	Camren Yarberry	4/26/2018
2297	Heather Ogg	4/26/2018
2298	Robert E. Allen	4/26/2018
2299	Dennis Ceres	4/26/2018
2300	Austin May	4/26/2018
2301	Zachary Fluhart	4/26/2018
2302	Donelson Howell	4/26/2018
2303	Randall Surratt	4/26/2018
2304	Michael Fowler	4/26/2018
2305	James Frye	4/26/2018
2306	Eric Spencer	4/26/2018
2307	Timothy Collins	4/26/2018
2308	Cathy Sims	4/26/2018
2309	Hal McDaniel	4/26/2018
2310	Tonya Broadwater	4/26/2018
2311	Phillip Helms	4/26/2018
2312	Frankie Murphy	4/26/2018
2313	Russell Autry	4/26/2018

2018 Employee Title VI Training Roster

#	Name	Date
2314	Thomas Wallace	4/26/2018
2315	Nicholas Barnes	4/26/2018
2316	Gary Winters	4/26/2018
2317	Montellus Davis	4/26/2018
2318	Mark Smith	4/26/2018
2319	Dave McClain	4/26/2018
2320	Jennifer Tipton	4/27/2018
2321	Donald Gedge	4/27/2018
2322	Olga Kostromitina	4/27/2018
2323	Steen Chamberlain	4/27/2018
2324	Nelson Christianson	4/27/2018
2325	Ryan Sutherland	4/27/2018
2326	Ryan Simpson	4/27/2018
2327	Edward Davis	4/27/2018
2328	Lindsey Lawson	4/27/2018
2329	Kevin Speakman	4/27/2018
2330	Lanny Huffman	4/27/2018
2331	Gary L. Bryant	4/27/2018
2332	John Patton	4/27/2018
2333	Charles Watson	4/27/2018
2334	Jay Stinson	4/27/2018
2335	Teresa Gillaspie	4/27/2018
2336	William Chandler	4/27/2018
2337	Shannon Henry	4/27/2018
2338	James Carlin	4/27/2018
2339	Larry D. Keyes	4/27/2018
2340	Christian Juru	4/27/2018
2341	Danielle Hagewood	4/27/2018
2342	Jimmy L. Dowtin	4/27/2018
2343	Amanda Brugler	4/27/2018
2344	Tahmina Khan	4/27/2018
2345	Debbie Clayton	4/27/2018
2346	Candice Love	4/27/2018
2347	Jonathan Vest	4/27/2018

2018 Employee Title VI Training Roster

#	Name	Date
2348	Richard Birdsong	4/27/2018
2349	Chance Warren	4/28/2018
2350	Scott Brooks	4/28/2018
2351	Kenny Hutchins	4/28/2018
2352	Dick Stewart	4/28/2018
2353	Jason White	4/29/2018
2354	Mark Smith	4/29/2018
2355	Derrick Knott	4/29/2018
2356	John M. Sullivan	4/29/2018
2357	Brian Harrington	4/29/2018
2358	Steven County	4/29/2018
2359	Jerry Thompson	4/30/2018
2360	Kendall Rogers	4/30/2018
2361	Cam Morris	4/30/2018
2362	John R. Anderson	4/30/2018
2363	Freddy Hardy	4/30/2018
2364	Todd Sexton	4/30/2018
2365	Hossein Aghili	4/30/2018
2366	Joni Turrisi	4/30/2018
2367	Michael Seiber	4/30/2018
2368	Brenda Patton	4/30/2018
2369	Robert L. Brown	4/30/2018
2370	Robert Lasater	4/30/2018
2371	Damian Williams	4/30/2018
2372	Michael O'Brien	4/30/2018
2373	Thomas J. Whitfield	4/30/2018
2374	Brooklyn Russell	4/30/2018
2375	Robert D. Long	4/30/2018
2376	Isaac Burress	4/30/2018
2377	Abby Harris	4/30/2018
2378	Donovan Chumbley	4/30/2018
2379	Hooshang Kaviani	4/30/2018
2380	Steve Bryan	4/30/2018
2381	Calvin Abram	4/30/2018

2018 Employee Title VI Training Roster

#	Name	Date
2382	Jamison Townsend	4/30/2018
2383	Tyler Walters	4/30/2018
2384	Darius Anthony	4/30/2018
2385	Jason Langston	4/30/2018
2386	Misty Reece	4/30/2018
2387	Terry Farley	4/30/2018
2388	Bruce T. Scott	4/30/2018
2389	Lyn Brown	4/30/2018
2390	Wayne Epley	5/1/2018
2391	James Peterson	5/1/2018
2392	James Stepp	5/1/2018
2393	Richard Bridges	5/1/2018
2394	Doranda Anderson	5/1/2018
2395	James Raines	5/1/2018
2396	Terence Peoples	5/1/2018
2397	Justin Meeks	5/1/2018
2398	James Kitzmiller	5/1/2018
2399	James McAbee	5/1/2018
2400	Cameron Fry	5/1/2018
2401	Ashraf Armanios	5/1/2018
2402	Jeffrey Rinks	5/1/2018
2403	Gus Awali	5/1/2018
2404	Ruth Ervin	5/1/2018
2405	Frank Horne	5/1/2018
2406	Trey Browning	5/1/2018
2407	Patty A. Brightup	5/1/2018
2408	Morgan Ballard	5/1/2018
2409	Todd Gasaway	5/1/2018
2410	Carla Adams	5/1/2018
2411	Derek Pryor	5/1/2018
2412	Margaret Z. Mahler	5/1/2018
2413	Dwayne Walker	5/1/2018
2414	Henry Stephens	5/1/2018
2415	Howard Taylor	5/1/2018

2018 Employee Title VI Training Roster

#	Name	Date
2416	Steven Roberts	5/1/2018
2417	Robert Jowers	5/1/2018
2418	Tim Parchman	5/1/2018
2419	James Shadowens	5/2/2018
2420	Patrick Hackett	5/2/2018
2421	John F. Moore	5/2/2018
2422	Doranda Anderson	5/2/2018
2423	Terry Lamb	5/2/2018
2424	Eric D. Thomas	5/2/2018
2425	Michael Hill	5/2/2018
2426	Randy Crittenden	5/2/2018
2427	Albert Roussin	5/2/2018
2428	Brenda J. Allen	5/2/2018
2429	Jerry Hatcher	5/2/2018
2430	Andrew T. Webster	5/2/2018
2431	Joe T. Simon	5/2/2018
2432	Aaron Hays	5/2/2018
2433	Trey Anderson	5/2/2018
2434	Anita Price	5/2/2018
2435	Stoney Cleghorn	5/2/2018
2436	Seandrell McLemore	5/2/2018
2437	Dale Tomlinson	5/2/2018
2438	Raymond Hallavant	5/2/2018
2439	Eric Johnson	5/2/2018
2440	George Elsenbach	5/2/2018
2441	Danny Tucker	5/2/2018
2442	Rachel S. Webb	5/2/2018
2443	Amin Salman	5/2/2018
2444	Donnie Sirichanto	5/2/2018
2445	Jann Murphy	5/2/2018
2446	Elizabeth A. Zerda	5/2/2018
2447	John Portwood	5/2/2018
2448	Steve Chipman	5/2/2018
2449	Tim Martin	5/2/2018

2018 Employee Title VI Training Roster

#	Name	Date
2450	Branson Davis	5/2/2018
2451	Daryl Caldwell	5/3/2018
2452	Michael Johnson	5/3/2018
2453	Craig Dowland	5/3/2018
2454	Alexandra Friend	5/3/2018
2455	Timothy Gerhardt	5/3/2018
2456	David D. Garland	5/3/2018
2457	Veda Nguyen	5/3/2018
2458	Candice Humphrey	5/3/2018
2459	Daniel Pallme	5/3/2018
2460	Rick J. Echols	5/3/2018
2461	Adam Perez	5/3/2018
2462	Randall Legge	5/3/2018
2463	Gary S. Harris	5/3/2018
2464	Gary Ogletree	5/3/2018
2465	Danny Lane	5/3/2018
2466	Justin Brewer	5/3/2018
2467	Wanda Jordan	5/4/2018
2468	Devine Gwynn	5/4/2018
2469	Ollie Montgomery	5/4/2018
2470	Michael McKay	5/4/2018
2471	Shelia Bynum	5/4/2018
2472	Robert Boyd	5/4/2018
2473	Larry Marbry	5/4/2018
2474	Rhyan Burks	5/4/2018
2475	KEVIN MEADE	5/4/2018
2476	Hayslett Norman	5/4/2018
2477	Edward Abram	5/4/2018
2478	Richard Self	5/4/2018
2479	Shelby Yarbrough	5/4/2018
2480	John Owens	5/4/2018
2481	Demarcus Jones	5/4/2018
2482	Dustin Ferrell	5/4/2018
2483	Edward Dorian	5/4/2018

2018 Employee Title VI Training Roster

#	Name	Date
2484	William David	5/4/2018
2485	Melvin Dewalt	5/4/2018
2486	Brandon Akins	5/4/2018
2487	Richard Benard	5/4/2018
2488	Tony Sangster	5/4/2018
2489	Jonathan Joyner	5/4/2018
2490	Joseph Murphy	5/4/2018
2491	Bobby Sartain	5/4/2018
2492	Tae Pak	5/4/2018
2493	Moosa Pourali	5/4/2018
2494	Patsy Mimms	5/4/2018
2495	William Garnette	5/4/2018
2496	Larry Sanborn	5/4/2018
2497	Randy Byrd	5/4/2018
2498	Patty A. Brightup	5/4/2018
2499	Buster Spriggs	5/4/2018
2500	Jason Plummer	5/6/2018
2501	Richard Lund	5/7/2018
2502	Bradford Staggs	5/7/2018
2503	Mike Flowers	5/7/2018
2504	Ricky R. Kilby	5/7/2018
2505	Kelli Halliburton	5/7/2018
2506	Nail Alammori	5/7/2018
2507	Jordan Brown	5/7/2018
2508	Shaun Bates	5/7/2018
2509	Billy Maness	5/7/2018
2510	Harold Johnson	5/7/2018
2511	Jashaun Harris	5/7/2018
2512	Harry Hutchison	5/7/2018
2513	Don 1. Vanhook	5/7/2018
2514	Jeffrey Robinette	5/7/2018
2515	Ronald Moon	5/7/2018
2516	Justin Underwood	5/7/2018
2517	Theron Beckham	5/7/2018

2018 Employee Title VI Training Roster

#	Name	Date
2518	Donna Williams	5/7/2018
2519	Carolyn Murphy-Justice	5/7/2018
2520	Trenton Thomas	5/7/2018
2521	Marcus McFarland	5/7/2018
2522	Martin Bond	5/7/2018
2523	Steven Collins	5/7/2018
2524	Michael Kincaid	5/7/2018
2525	Lorrie Barnes	5/7/2018
2526	Stow Alexander	5/7/2018
2527	Rachel Franklin	5/8/2018
2528	Eric Flora	5/8/2018
2529	Harvey Holmes	5/8/2018
2530	Ricky Hobby	5/8/2018
2531	Ronald Appleton	5/8/2018
2532	Chinyere Molokwu	5/8/2018
2533	Tsehay Dessalgn	5/8/2018
2534	John J. Lawson	5/9/2018
2535	Royce Fout	5/9/2018
2536	Priscilla Smith	5/9/2018
2537	Lacey C. Bryant	5/9/2018
2538	Steven Carr	5/9/2018
2539	Rob Tache	5/9/2018
2540	Quentin Hopson	5/9/2018
2541	Blake Thompson	5/9/2018
2542	John Penland	5/9/2018
2543	Gene Brock	5/9/2018
2544	Sabrena Dunn	5/9/2018
2545	Patricia Brener	5/9/2018
2546	Luke Duncan	5/9/2018
2547	Randy Duke	5/9/2018
2548	Robert Reed	5/9/2018
2549	Amy Lorentz	5/9/2018
2550	Roy Flynn	5/9/2018
2551	Marty Bollinger	5/9/2018

2018 Employee Title VI Training Roster

#	Name	Date
2552	Richard McNabb	5/9/2018
2553	Ronald Bobby	5/9/2018
2554	Kristopher Barton	5/9/2018
2555	Paul Bettis	5/9/2018
2556	Dennis R. Peters	5/9/2018
2557	Debra Collins	5/9/2018
2558	Whitney Russell	5/9/2018
2559	Larry New	5/9/2018
2560	Ronnie Stanley	5/9/2018
2561	Darrin Roach	5/9/2018
2562	Gregory Cobbins	5/9/2018
2563	Jason Vernon	5/9/2018
2564	Trenton Brown	5/9/2018
2565	Victor Powell	5/9/2018
2566	Taylor Hutchison	5/9/2018
2567	Casey Frazier	5/9/2018
2568	Casey Ramsey	5/10/2018
2569	Billy Brown	5/10/2018
2570	Russell Jones	5/10/2018
2571	Andrew Cheatwood	5/10/2018
2572	Justin Braden	5/10/2018
2573	David Royster	5/10/2018
2574	Donald Smith	5/10/2018
2575	Travis Wilson	5/10/2018
2576	Thomas Rogers	5/10/2018
2577	Anna Miller	5/10/2018
2578	Ed McClain	5/10/2018
2579	Blaise Gratton	5/10/2018
2580	Robert D. Taylor	5/10/2018
2581	Clay Fitzgerald	5/10/2018
2582	Darrell Kirby	5/10/2018
2583	Kelly Vaughn	5/10/2018
2584	Jaclyn Pasquale	5/10/2018
2585	Linda S. Taylor	5/10/2018

2018 Employee Title VI Training Roster

#	Name	Date
2586	James W. Wiggins	5/11/2018
2587	Nikki Brown	5/11/2018
2588	Tracie L. Jones	5/11/2018
2589	Travis Fulfer	5/11/2018
2590	Kenneth Holder	5/11/2018
2591	Conner Bush	5/11/2018
2592	Woody Emery	5/11/2018
2593	Greyson Riffey	5/11/2018
2594	Todd Lowrance	5/11/2018
2595	Presley Whitten	5/11/2018
2596	Elvis Ngeh	5/11/2018
2597	Robert Coleman	5/11/2018
2598	Phillip Childrey	5/11/2018
2599	Heather Dixon	5/11/2018
2600	Michael Reilly	5/11/2018
2601	Stephen Zerne	5/11/2018
2602	Cary Swan	5/11/2018
2603	Raymond Kee	5/11/2018
2604	Tristen Lowe	5/11/2018
2605	Paula Hickman	5/11/2018
2606	Jason Young	5/11/2018
2607	Jessica Burrell	5/14/2018
2608	Daniel Darden	5/14/2018
2609	Shane Clevenger	5/14/2018
2610	Taylor Roberts	5/14/2018
2611	Michael Leon	5/14/2018
2612	William Fox	5/14/2018
2613	Gregory Russell	5/14/2018
2614	Anthony Richardson	5/14/2018
2615	Marc Turner	5/14/2018
2616	Bobby Young	5/14/2018
2617	Jerry Russ	5/14/2018
2618	Karen Pryor	5/14/2018
2619	Rick Beals	5/14/2018

2018 Employee Title VI Training Roster

#	Name	Date
2620	Desiree Abraham	5/14/2018
2621	Melissa Shull	5/14/2018
2622	Anthony Hays	5/14/2018
2623	Joseph R. Campbell	5/14/2018
2624	Andy McGill	5/14/2018
2625	Jesse Robbins	5/14/2018
2626	Robert Pigg	5/14/2018
2627	Theron Beckham	5/14/2018
2628	Bennie Brown	5/14/2018
2629	Barbara Singleton	5/15/2018
2630	Melvin Goree	5/15/2018
2631	Larry Bass	5/15/2018
2632	George Helton	5/15/2018
2633	James Riggins	5/15/2018
2634	Jamie Johnson	5/15/2018
2635	Burton Hatch	5/15/2018
2636	Gerald F. Johnson	5/15/2018
2637	Tommy Helton	5/15/2018
2638	Jacob Rychen	5/15/2018
2639	Elijah Earl	5/15/2018
2640	Joshua A. Biddle	5/15/2018
2641	William Patrick	5/15/2018
2642	Anthony Hays	5/15/2018
2643	Duane Manning	5/15/2018
2644	Jeffery Adkisson	5/15/2018
2645	Ryan Philpott	5/15/2018
2646	Laura D. Williams	5/15/2018
2647	Jeffrey K. Webb	5/15/2018
2648	Randy Siebert	5/16/2018
2649	William A. Bailey	5/16/2018
2650	Trevor Staggs	5/16/2018
2651	Sheldon Morgan	5/16/2018
2652	Timothy Prater	5/16/2018
2653	Austin Parker	5/16/2018

2018 Employee Title VI Training Roster

#	Name	Date
2654	Bobby Hickerson	5/16/2018
2655	Randy Giles	5/16/2018
2656	John A. Brown	5/16/2018
2657	Lance Gailey	5/16/2018
2658	Jeffery Littrell	5/16/2018
2659	Ali Omar	5/16/2018
2660	Jonathan Kyker	5/16/2018
2661	Christian Canady	5/16/2018
2662	Houston Walker	5/16/2018
2663	Louis P. Friedmann	5/16/2018
2664	Tony McAlister	5/16/2018
2665	Shay Deason	5/16/2018
2666	Owen Williams	5/16/2018
2667	Melba Blankenship	5/16/2018
2668	Jefferey Creasy	5/16/2018
2669	Kelly Deere	5/16/2018
2670	William Austin	5/16/2018
2671	Kenny O. Pratt	5/16/2018
2672	Jeffery Cavness	5/16/2018
2673	Tony Brantley	5/16/2018
2674	Ryan Grant	5/16/2018
2675	Timothy Rhodes	5/16/2018
2676	Barbara Singleton	5/16/2018
2677	Jennifer Bright	5/17/2018
2678	Tom Quinn	5/17/2018
2679	Bobby D. Black	5/17/2018
2680	Kirkman Sutherland	5/17/2018
2681	Ronnie E. Lewis	5/17/2018
2682	Jeff Sanders	5/17/2018
2683	Gregory Collins	5/17/2018
2684	Jessie Sorrels	5/17/2018
2685	Sandra Childress	5/17/2018
2686	Lester Brock	5/17/2018
2687	Larry Hefner	5/17/2018

2018 Employee Title VI Training Roster

#	Name	Date
2688	Michael Eib	5/17/2018
2689	Jimmy Atkins	5/17/2018
2690	Jennifer Lloyd	5/17/2018
2691	Rodney Ford	5/17/2018
2692	Jason Stallings	5/17/2018
2693	Charles Hopson	5/17/2018
2694	Kenneth Perry	5/17/2018
2695	Jeffrey Cavender	5/17/2018
2696	Frank Manning	5/18/2018
2697	Jimmy Martin	5/18/2018
2698	Charles Hopson	5/18/2018
2699	Michael White	5/18/2018
2700	Steven Paulson	5/18/2018
2701	Christopher Weese	5/18/2018
2702	Dusty Hagewood	5/18/2018
2703	Aram Torabian	5/18/2018
2704	Dennis Moultrie	5/18/2018
2705	Doratheia Rye	5/18/2018
2706	Drew.Barrie Daruka	5/18/2018
2707	Austin Gibbs	5/18/2018
2708	Carl Smothermon	5/18/2018
2709	Charles Biles	5/18/2018
2710	Jason Oldham	5/18/2018
2711	Michelle Powell	5/18/2018
2712	William Watts	5/18/2018
2713	Quentin Hopson	5/18/2018
2714	Gregory Cobbins	5/19/2018
2715	Kristin Jackson	5/20/2018
2716	Don Hailey	5/21/2018
2717	Mark L. Hardenburgh	5/21/2018
2718	Jay Morgan	5/21/2018
2719	Dennis Griffin	5/21/2018
2720	Linda Caldwell	5/21/2018
2721	Roger D. Powell	5/21/2018

2018 Employee Title VI Training Roster

#	Name	Date
2722	James Hull	5/21/2018
2723	Evan Baldy	5/21/2018
2724	William Whitley	5/21/2018
2725	Kwabena Aboagye	5/21/2018
2726	Kevin Teagarden	5/21/2018
2727	Kevin White	5/21/2018
2728	Roger Cameron	5/21/2018
2729	Bob Woodson	5/21/2018
2730	John E. Anderson	5/21/2018
2731	Michael Cummings	5/22/2018
2732	Trenton Marable	5/22/2018
2733	Michael White	5/22/2018
2734	John Nichols	5/22/2018
2735	Sheila Holmes	5/22/2018
2736	Zachary Sutphin	5/22/2018
2737	Bryan L. Merritt	5/22/2018
2738	Lynda Henschel	5/22/2018
2739	Jonathan Dodd	5/23/2018
2740	Jimmy Hawks	5/23/2018
2741	Marcus Fletcher	5/23/2018
2742	Jesse Kelly	5/23/2018
2743	Jackie Fehland	5/23/2018
2744	Carlos Jones	5/23/2018
2745	Richard Fisher	5/23/2018
2746	Michael Hardin	5/23/2018
2747	Mitchell Arnett	5/23/2018
2748	Brian Flesner	5/23/2018
2749	Willis Large	5/23/2018
2750	Robert Hope	5/23/2018
2751	William Umbles	5/23/2018
2752	Anthony Gentry	5/23/2018
2753	Christopher Lynch	5/23/2018
2754	Mary Probst	5/23/2018
2755	Thomas Armstrong	5/24/2018

2018 Employee Title VI Training Roster

#	Name	Date
2756	James Jent	5/24/2018
2757	Mark Gilliam	5/24/2018
2758	Joshua Mitchell	5/24/2018
2759	Sean Kelly	5/24/2018
2760	Paul Powell	5/24/2018
2761	Larry Haislip	5/24/2018
2762	Bruce Tackett	5/24/2018
2763	John Vientos	5/24/2018
2764	Donald Burritt	5/24/2018
2765	William Hamilton	5/24/2018
2766	Zenaida Heslop	5/24/2018
2767	David Thompson	5/24/2018
2768	Dessa Hutchison	5/24/2018
2769	Michael Harrill	5/24/2018
2770	Jerome Pierce	5/24/2018
2771	Tyler Hardison	5/24/2018
2772	James McCord	5/24/2018
2773	Russell Delaigle	5/25/2018
2774	Stacy Weaver	5/25/2018
2775	Samuel Tucker	5/25/2018
2776	Bertha Walls	5/25/2018
2777	Tammy Sellers	5/25/2018
2778	Elena Knaffl	5/25/2018
2779	Monique Bowser	5/25/2018
2780	James Thorpe	5/25/2018
2781	Brandon Hickson	5/25/2018
2782	Scott Riley	5/25/2018
2783	Michael Lane	5/25/2018
2784	Abby Wells	5/25/2018
2785	Carman Morgan	5/25/2018
2786	Derick Davis	5/25/2018
2787	Joel Bates	5/25/2018
2788	William Hall	5/25/2018
2789	Robert Kimbro	5/25/2018

2018 Employee Title VI Training Roster

#	Name	Date
2790	John S. Smith	5/25/2018
2791	James Mitchell	5/25/2018
2792	Christie Brown	5/29/2018
2793	Alex Christie	5/29/2018
2794	Julie Aldrich	5/29/2018
2795	Jody Preston	5/29/2018
2796	Andrea Lucado	5/29/2018
2797	Todd Pierce	5/29/2018
2798	Alana Alves.de.Moraes	5/29/2018
2799	Whitney S. Davis	5/29/2018
2800	Louna Koeut	5/29/2018
2801	Jamie Brewster Needs Employee ID	5/29/2018
2802	Ken Elrod	5/29/2018
2803	Randall Dill	5/29/2018
2804	Amy Griffin	5/29/2018
2805	John Cleghorn	5/29/2018
2806	Kristen Taylor	5/29/2018
2807	Jennifer Pollard	5/30/2018
2808	Derrick Anderson	5/30/2018
2809	Jason Quicksall	5/30/2018
2810	Britain McClelland	5/30/2018
2811	Jordan Burress	5/30/2018
2812	Chris Foster	5/30/2018
2813	Brad Montgomery	5/30/2018
2814	Austin Chandler	5/30/2018
2815	Nathan Vatter	5/30/2018
2816	Donald Hayes	5/30/2018
2817	Nelson McRee	5/30/2018
2818	Paul Langford	5/30/2018
2819	David Arnette	5/30/2018
2820	Nathan Newberry	5/30/2018
2821	Carl Davis	5/30/2018
2822	Michael Brown	5/30/2018
2823	Hannah B. Powell	5/30/2018

2018 Employee Title VI Training Roster

#	Name	Date
2824	Nathan Bartlett	5/30/2018
2825	Melissa Wells	5/30/2018
2826	Korey Jones	5/30/2018
2827	Rita Sexton	5/30/2018
2828	Michael A. Finks	5/30/2018
2829	Bradley Martin	5/30/2018
2830	Jon Armstrong	5/30/2018
2831	Rick Hackett	5/30/2018
2832	Jennifer Griswold	5/30/2018
2833	Todd Cureton	5/30/2018
2834	Matthew McKay	5/30/2018
2835	Greg Rion	5/30/2018
2836	Neal Priest	5/30/2018
2837	Lucy A. Phillips	5/30/2018
2838	Steven Shuman	5/30/2018
2839	Tim Ross	5/30/2018
2840	John Castleman	5/30/2018
2841	Andrew Cooper	5/30/2018
2842	Elvis Proctor	5/30/2018
2843	Brian Keith	5/30/2018
2844	Robert Riffle	5/30/2018
2845	Beth Morgan	5/30/2018
2846	Frank Rainear	5/30/2018
2847	James Cooper	5/30/2018
2848	Paula Taylor	5/30/2018
2849	Jeremy Perry	5/30/2018
2850	Aaron Kirkpatrick	5/30/2018
2851	Randy Welch	5/30/2018
2852	Melissa Portell	5/30/2018
2853	Jesse Unger	5/30/2018
2854	Richard Zwyghuizen	5/30/2018
2855	Gary Barker	5/30/2018
2856	Christopher Johnston	5/30/2018
2857	Wayne Jordan	5/30/2018

2018 Employee Title VI Training Roster

#	Name	Date
2858	Ryan Tyrell	5/30/2018
2859	Misty Rosado	5/30/2018
2860	Galen Brown	5/30/2018
2861	A N. Clinard	5/30/2018
2862	Matthew Poteete	5/30/2018
2863	David E. Smith	5/30/2018
2864	Michael Carpenter	5/30/2018
2865	Nick Kniazewycz	5/30/2018
2866	S K. Cox	5/30/2018
2867	Eddie R. Johnson	5/30/2018
2868	James Littleton	5/30/2018
2869	Jimmy Dunn	5/30/2018
2870	Sue Batts	5/30/2018
2871	Linda Spainhoward	5/30/2018
2872	David Westergreen	5/30/2018
2873	Brittany Sallee	5/30/2018
2874	Casey Pounders	5/30/2018
2875	Tim Lewis	5/30/2018
2876	Isaiah Allen	5/30/2018
2877	Matthew Senn	5/30/2018
2878	Pawan Mohamad-Ali	5/30/2018
2879	Christopher Hawkins	5/30/2018
2880	Luis Pizarra	5/30/2018
2881	K M. Elliott	5/30/2018
2882	Jean Garrison	5/30/2018
2883	Maress Valentine	5/30/2018
2884	Randy Busler	5/30/2018
2885	Daniel Meadows	5/30/2018
2886	Matthew Hutchinson	5/30/2018
2887	Kelle Horne	5/30/2018
2888	Abdulrahman Abbas	5/30/2018
2889	David Edmondson	5/30/2018
2890	Joseph Smith	5/30/2018
2891	Kevin Wimberly	5/30/2018

2018 Employee Title VI Training Roster

#	Name	Date
2892	Larry D. Hutchison	5/30/2018
2893	Theodore Smith	5/30/2018
2894	Dylan Henderson	5/30/2018
2895	Donnie Askew	5/30/2018
2896	Les Stewart	5/30/2018
2897	Kyle Henry	5/30/2018
2898	Carnell Parker	5/30/2018
2899	Daisy Aboagye	5/30/2018
2900	Andrea Maggart	5/30/2018
2901	Karl Munsil	5/30/2018
2902	Jeff Hesson	5/30/2018
2903	Ricky West	5/30/2018
2904	Harry Ours Jr	5/30/2018
2905	Kenneth Stuard	5/30/2018
2906	George G. Harris	5/30/2018
2907	Iraj Eghbali	5/30/2018
2908	John Lentz	5/30/2018
2909	Ashley Morgan	5/30/2018
2910	Alexander Normandeau	5/30/2018
2911	Julian Dunlap	5/30/2018
2912	Gregory Gray	5/30/2018
2913	Aso Hawrami	5/30/2018
2914	Debra Smith	5/31/2018
2915	Parrish Hammond	5/31/2018
2916	Donnie Askew	5/31/2018
2917	Aaron Northington	5/31/2018
2918	Antwoine Jobe	5/31/2018
2919	Don Wilson	5/31/2018
2920	Thomas Goostree	5/31/2018
2921	Elvis Proctor	5/31/2018
2922	Greg Rion	5/31/2018
2923	Jesse Unger	5/31/2018
2924	Dudley F. Moering	5/31/2018
2925	Katherine Milby	5/31/2018

2018 Employee Title VI Training Roster

#	Name	Date
2926	Michael Johnson	5/31/2018
2927	Shannon Bratton	5/31/2018
2928	Donald Neidig	5/31/2018
2929	Amanda Neighbors	5/31/2018
2930	Terry Boguskie	5/31/2018
2931	Derrick Sarago	5/31/2018
2932	Tim Sebree	5/31/2018
2933	Jared Traylor	5/31/2018
2934	Christopher Yonts	5/31/2018
2935	William C. White	5/31/2018
2936	Hillary Boutwell	5/31/2018
2937	Andrea Maggart	5/31/2018
2938	Kelly OgleWolfe	5/31/2018
2939	Andrew Rogers	5/31/2018
2940	Jeff Hesson	5/31/2018
2941	Greg Morgan	5/31/2018
2942	Justin Corbitt	5/31/2018
2943	Eric Prince	5/31/2018
2944	John S. Hastings	5/31/2018
2945	Robert Schwartz	5/31/2018
2946	April Smith	5/31/2018
2947	Martin England	5/31/2018
2948	Tony McClure	5/31/2018
2949	Jon Zirkle	5/31/2018
2950	Lauren Miles	5/31/2018
2951	Harry Ours Jr	5/31/2018
2952	Les Stewart	5/31/2018
2953	Houston Greer	5/31/2018
2954	Thomas Craig	5/31/2018
2955	Charles Gavaghan	5/31/2018
2956	James Ryan	5/31/2018
2957	James Pike	5/31/2018
2958	Jason Burton	5/31/2018
2959	Leslie South	5/31/2018

2018 Employee Title VI Training Roster

#	Name	Date
2960	William C. Padgett	5/31/2018
2961	George Mitchell	5/31/2018
2962	Victoria Hassinger	5/31/2018
2963	Mark Kopinski	5/31/2018
2964	Shane Hester	5/31/2018
2965	Shene Toliver	5/31/2018
2966	Megan Wildes	6/1/2018
2967	Jon Norton	6/1/2018
2968	Jackson Lundy	6/1/2018
2969	William Richardson	6/1/2018
2970	Kenneth Sitz	6/1/2018
2971	Werner Midas	6/1/2018
2972	Mike Mercado	6/1/2018
2973	Nicole Nelson-Hicks	6/1/2018
2974	Shawn Dean	6/1/2018
2975	Scott Edgemon	6/1/2018
2976	Prithviraj Raja	6/1/2018
2977	Dustin Whitworth	6/1/2018
2978	Nalisha Cummings	6/1/2018
2979	Benjamin Spears	6/1/2018
2980	Geoffrey Goodman	6/1/2018
2981	Paul Ormsby	6/1/2018
2982	Mark Dudek	6/1/2018
2983	Jim Romines	6/1/2018
2984	Chris Graham	6/1/2018
2985	Van Colebank	6/1/2018
2986	Michael Desta	6/1/2018
2987	Amber Stuart	6/1/2018
2988	David Fields	6/1/2018
2989	Kathleene Langley	6/1/2018
2990	Anthony Myers	6/1/2018
2991	Brandon Crowley	6/1/2018
2992	April Letellier	6/1/2018
2993	Jesse Hoover	6/1/2018

2018 Employee Title VI Training Roster

#	Name	Date
2994	Brad Abel	6/1/2018
2995	David Palmer	6/1/2018
2996	Nathan Gregory	6/4/2018
2997	Jason Howard	6/4/2018
2998	Leland Jordan	6/4/2018
2999	Seth Bradley	6/4/2018
3000	John Barrett	6/4/2018
3001	Madison Teague	6/4/2018
3002	Jonathan Bolden	6/4/2018
3003	Phillip Miller	6/4/2018
3004	Matt Hart	6/4/2018
3005	Randy Plummer	6/4/2018
3006	Keven Brown	6/4/2018
3007	Eric Wilson	6/4/2018
3008	Sarah Christopher	6/4/2018
3009	Tim Webster	6/4/2018
3010	Mckenna Beeler	6/4/2018
3011	Jennifer Downs	6/4/2018
3012	Sheena A. Foster	6/4/2018
3013	Gaylon Hill	6/4/2018
3014	Terry Simerly	6/4/2018
3015	Alisun Smith	6/4/2018
3016	Lorne Hulan	6/4/2018
3017	Steve R. Langford	6/4/2018
3018	Pillaipakkam Aaditya	6/4/2018
3019	Stephen Ferguson	6/5/2018
3020	David Sizemore	6/5/2018
3021	Sarah McBride	6/5/2018
3022	Sileshi Ergicho	6/5/2018
3023	Eddie Jackson	6/5/2018
3024	Theodore Smith	6/5/2018
3025	B M. Richards	6/5/2018
3026	Jacob Dotson	6/5/2018
3027	Khalid Ahmed	6/5/2018

2018 Employee Title VI Training Roster

#	Name	Date
3028	Tommy Lawson	6/5/2018
3029	Angela L. Martin	6/5/2018
3030	Derek Ryan	6/5/2018
3031	Matthew Richards	6/5/2018
3032	Mickey McDonald	6/5/2018
3033	Aws AlHadeethi	6/6/2018
3034	Michael B. Vinson	6/6/2018
3035	Steve A. Walker	6/6/2018
3036	Steve Hutchings	6/6/2018
3037	Michael Jones	6/6/2018
3038	Joshua Gentry	6/6/2018
3039	Richard Eads	6/6/2018
3040	Joey Herren	6/6/2018
3041	Sharon Schutz	6/6/2018
3042	Darrell Gray	6/6/2018
3043	Jacqueline Nodell	6/6/2018
3044	Olivia Walker	6/6/2018
3045	Mason Hensley	6/6/2018
3046	Robert Hunt	6/6/2018
3047	David Jordan	6/6/2018
3048	Malachi Soldner	6/6/2018
3049	Greg L. Williams	6/6/2018
3050	Jacob Sandifur	6/6/2018
3051	Mary Probst	6/6/2018
3052	LeaAnn Whitney	6/6/2018
3053	Adam Boring	6/7/2018
3054	Christopher Campbell	6/7/2018
3055	Kristin Qualls	6/7/2018
3056	Sherry Dejesus	6/7/2018
3057	Alexander Keelty	6/7/2018
3058	Gary Douglas	6/7/2018
3059	Renas Barzanji	6/7/2018
3060	Kenneth W. Wilson	6/7/2018
3061	Rachael Wilson	6/7/2018

2018 Employee Title VI Training Roster

#	Name	Date
3062	Joe N. Johnson	6/7/2018
3063	Adrian Covell	6/7/2018
3064	Janet Brooks	6/7/2018
3065	Michael Tucker	6/7/2018
3066	Mary Howard	6/7/2018
3067	Bennett Northern	6/7/2018
3068	Andrew Cuthbertson	6/7/2018
3069	James Cunningham	6/7/2018
3070	Amelia Cooper	6/7/2018
3071	Justin McGill	6/7/2018
3072	Michael Bare	6/7/2018
3073	Greg Monday	6/7/2018
3074	Jerry Killion	6/7/2018
3075	Patti Bowlan	6/7/2018
3076	Brian Sanderlin	6/7/2018
3077	Leonard Newcomb	6/8/2018
3078	Yu-Jen Chen	6/8/2018
3079	Rebecca Hayworth	6/8/2018
3080	Michael Miller	6/8/2018
3081	Clint Bane	6/8/2018
3082	Jacob Gasnow	6/8/2018
3083	Benjamin Price	6/8/2018
3084	Benjamin Jambor	6/8/2018
3085	Maurice Belcher	6/8/2018
3086	Stan Reynolds	6/8/2018
3087	Ty Younce	6/11/2018
3088	Marcus Jones	6/11/2018
3089	Gary Collins	6/11/2018
3090	Aubrey L. Light	6/11/2018
3091	Jory Cunningham	6/11/2018
3092	Baxter Wilson	6/11/2018
3093	Kaitlyn Baer	6/11/2018
3094	Tanisha Hall	6/11/2018
3095	Linda Tidwell	6/11/2018

2018 Employee Title VI Training Roster

#	Name	Date
3096	Lebron Lockhart	6/12/2018
3097	Rhonda Hale	6/12/2018
3098	Noah Lay	6/13/2018
3099	Logan Madden	6/13/2018
3100	Jonathan Edwards	6/13/2018
3101	Jory Cunningham	6/13/2018
3102	John Reinbold	6/13/2018
3103	Michael Gray	6/14/2018
3104	Joshua Babb	6/14/2018
3105	Donald Mason	6/14/2018
3106	Grady Scott	6/14/2018
3107	Larry McGoogin	6/14/2018
3108	Lia Prince	6/14/2018
3109	Corey Fallos	6/15/2018
3110	James Brock	6/15/2018
3111	Klint Rommel	6/15/2018
3112	Curtis L. Wilson	6/15/2018
3113	Delaine Linville	6/15/2018
3114	Phillip B. Freeze	6/15/2018
3115	Mark Leigh	6/18/2018
3116	George Haas	6/18/2018
3117	Lonnie Hinkle	6/18/2018
3118	Jason Tays	6/18/2018
3119	William Cagle	6/18/2018
3120	Michael Huff	6/18/2018
3121	Thomas Pepple	6/18/2018
3122	Olivia Walker	6/18/2018
3123	John Waddell	6/18/2018
3124	Darin Beeler	6/18/2018
3125	Frank H. Watkins	6/18/2018
3126	Greg Taylor	6/18/2018
3127	Douglas Ford	6/18/2018
3128	Bethany Brooks	6/18/2018
3129	Jeff C. Jones	6/18/2018

2018 Employee Title VI Training Roster

#	Name	Date
3130	Hatton Vanhook	6/18/2018
3131	Willie Clayton	6/18/2018
3132	John Hall	6/18/2018
3133	Delores Townsend	6/18/2018
3134	Will Reid	6/18/2018
3135	Alexandra Friend	6/18/2018
3136	Diane Evitt	6/18/2018
3137	Sue Laaser	6/18/2018
3138	Ryan Wenger	6/18/2018
3139	David Lee	6/18/2018
3140	Ninu Shoukath	6/18/2018
3141	Gary Chapman	6/18/2018
3142	Haley Robert	6/18/2018
3143	Elijah Roberts	6/18/2018
3144	Merritt F. Creasman	6/18/2018
3145	Glenn Swafford	6/18/2018
3146	Brandon Newhall	6/18/2018
3147	Jason Lawson	6/18/2018
3148	Kevin Crisp	6/18/2018
3149	Joseph Burchfield	6/18/2018
3150	Joseph DeLorenzo	6/18/2018
3151	Khuzaima Mahdi	6/18/2018
3152	Karen Watts	6/18/2018
3153	Deborah Fleming	6/18/2018
3154	Brianna Benson	6/18/2018
3155	Jason Arnold	6/18/2018
3156	Joshua Ross	6/18/2018
3157	MiYoung Park	6/18/2018
3158	Joseph Sweat	6/18/2018
3159	Irina Ponorovskaya	6/18/2018
3160	Michelle Bradburn	6/18/2018
3161	Barry Brown	6/18/2018
3162	Kevin Petty	6/18/2018
3163	Jason Ingram	6/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
3164	Frederick Atkinson	6/19/2018
3165	John Visage	6/19/2018
3166	Alisa Brock	6/19/2018
3167	Brian Simpson	6/19/2018
3168	Amy Cloyd	6/19/2018
3169	Brett Spaulding	6/19/2018
3170	Craig A. Pitts	6/19/2018
3171	Joel Smith	6/19/2018
3172	Adrian Covell	6/19/2018
3173	Roger Miller	6/19/2018
3174	Wesley N. Wortham	6/19/2018
3175	Rachel Sankey	6/19/2018
3176	Christy Schlabach	6/19/2018
3177	Nichole Sly	6/19/2018
3178	Gregory Smith	6/19/2018
3179	Carlos Harvey	6/19/2018
3180	Latasha D. Hester	6/19/2018
3181	Bruce Madewell	6/19/2018
3182	Paul Degges	6/19/2018
3183	Thomas Britt	6/19/2018
3184	Jennifer C. Carter	6/19/2018
3185	Emily Carpenter	6/19/2018
3186	Adam Bishop	6/19/2018
3187	Benny Lance	6/19/2018
3188	Elizabeth Bender	6/19/2018
3189	Jeremy Price	6/19/2018
3190	Lynsey Hall	6/19/2018
3191	Amy Woody	6/19/2018
3192	Bill Hayes	6/19/2018
3193	Julie Mullins	6/19/2018
3194	Nathan Smith	6/19/2018
3195	K.Brandon Chance	6/19/2018
3196	Hugh Pinckley	6/19/2018
3197	Andrew Miller	6/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
3198	Kellie Riggs	6/19/2018
3199	Medhat Eldahaby	6/19/2018
3200	Teresa Estes	6/19/2018
3201	Jessica Hill	6/19/2018
3202	Seth Freer	6/19/2018
3203	Joan Barnfield	6/19/2018
3204	Nathan Chapman	6/19/2018
3205	Gean White	6/19/2018
3206	Andrew Rogers	6/19/2018
3207	Robert Jowers	6/19/2018
3208	Blake Fulton	6/19/2018
3209	Lance Mcdonald	6/19/2018
3210	Marsha Johnson	6/19/2018
3211	Tami Johnson-Praino	6/19/2018
3212	Timothy Worley	6/19/2018
3213	Victor Weddle	6/19/2018
3214	Rae-Anne Bradley	6/19/2018
3215	Rashad Pinckney	6/19/2018
3216	Majid Khalilikhah	6/19/2018
3217	Lyndsay Botts	6/19/2018
3218	Ashok Rana	6/19/2018
3219	Darwin Lambert	6/19/2018
3220	Latasha Borders	6/19/2018
3221	Carletta Hickerson	6/19/2018
3222	Thomas Naive	6/19/2018
3223	Sheila Ichenberg	6/19/2018
3224	Nikita Hemnani	6/19/2018
3225	Barbara Schoerke	6/19/2018
3226	Lauren Kemp	6/19/2018
3227	Allison Smith	6/19/2018
3228	Bradley Vaughn	6/19/2018
3229	Sheila F. Cross	6/19/2018
3230	Phillip Shraybman	6/19/2018
3231	Kevin Cox	6/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
3232	Craig Parnham	6/19/2018
3233	Kenitha Reed	6/19/2018
3234	Bob Horner	6/19/2018
3235	Jill D'Andrea	6/19/2018
3236	Barbara Chandler	6/19/2018
3237	David Beckham	6/19/2018
3238	Travis Sullivan	6/19/2018
3239	Aaron Northington	6/19/2018
3240	Nader Saeed	6/19/2018
3241	Pat McCorkle	6/19/2018
3242	Peter B. Bright	6/19/2018
3243	Juan Pelayo	6/19/2018
3244	Bonnie Layne	6/19/2018
3245	Sara Snyder	6/19/2018
3246	Angela Parrish	6/19/2018
3247	Andre Sharpe	6/19/2018
3248	Heather Bishop	6/19/2018
3249	Brad Smith	6/19/2018
3250	Jim Turrisi	6/19/2018
3251	Dion Church	6/19/2018
3252	Cecilia Parsons	6/19/2018
3253	Rob Howard	6/19/2018
3254	Robert King	6/19/2018
3255	Josh Byers	6/19/2018
3256	Jeff Yarworth	6/19/2018
3257	Caleb Smith	6/19/2018
3258	Eric Jackson	6/19/2018
3259	Keaton Kell	6/19/2018
3260	Jason Miller	6/19/2018
3261	Kevin Counts	6/19/2018
3262	Rhonda Hale	6/19/2018
3263	Timmy Boles	6/19/2018
3264	Sherry Scott	6/19/2018
3265	Jennifer Frazier	6/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
3266	Sara Kennedy	6/19/2018
3267	Stanley Trice	6/19/2018
3268	Elizabeth Hensley	6/19/2018
3269	David Yates	6/19/2018
3270	Teresa Wiseman	6/19/2018
3271	Joshua Dailey	6/19/2018
3272	Carol Leath	6/19/2018
3273	Kimberly Thelen	6/19/2018
3274	Brian Maxey	6/19/2018
3275	Derrick Poston	6/19/2018
3276	Eric James	6/19/2018
3277	David Roberts	6/19/2018
3278	Rick Crawford	6/19/2018
3279	Manuel Turnbo	6/19/2018
3280	Amy E. Krisle	6/19/2018
3281	Lynnette Waters	6/19/2018
3282	Bryan Liner	6/19/2018
3283	Mark E. Hickerson	6/19/2018
3284	Ethan Hunter	6/19/2018
3285	Rick Norrod	6/19/2018
3286	Jeffery Short	6/19/2018
3287	Brandon Osbonlighter	6/19/2018
3288	Glen Roberts	6/19/2018
3289	Daniel Owens	6/19/2018
3290	Adam White	6/19/2018
3291	April Bennett	6/19/2018
3292	David Shelton	6/19/2018
3293	Wes Spencer	6/19/2018
3294	Charles L. Miller	6/19/2018
3295	Joe Timmons	6/19/2018
3296	Glen Reeder	6/19/2018
3297	Payton Scott	6/19/2018
3298	Craig King	6/19/2018
3299	Seth Davis	6/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
3300	Scottie Nelson	6/19/2018
3301	Derek Yates	6/19/2018
3302	Brandon Webb	6/19/2018
3303	Naomi Alicea	6/19/2018
3304	Ryan Cooper	6/19/2018
3305	Paul D. Davis	6/19/2018
3306	Renas Barzanji	6/19/2018
3307	Phillip Buell	6/19/2018
3308	DJ Wiseman	6/19/2018
3309	Michael Barger	6/19/2018
3310	Brent Walker	6/19/2018
3311	Hunter Ferguson	6/19/2018
3312	Lina Pitchford	6/19/2018
3313	Armel Robinson	6/19/2018
3314	Christopher Smith	6/19/2018
3315	Steven Gonzalez	6/19/2018
3316	Tristan Davis	6/19/2018
3317	Joseph Webb	6/19/2018
3318	Nathan Gibbs	6/19/2018
3319	Amy Earheart	6/19/2018
3320	Larry Langford	6/19/2018
3321	Mike Melasecca	6/19/2018
3322	David Layhew	6/19/2018
3323	Jamie Dye	6/19/2018
3324	Kerry Hollis	6/19/2018
3325	Jared Knight	6/19/2018
3326	Joye Baker	6/19/2018
3327	Tony Renfro	6/19/2018
3328	Jimmie Holloway	6/19/2018
3329	Joseph Skelton	6/19/2018
3330	Kera Bowman	6/19/2018
3331	Keith Pruett	6/19/2018
3332	James Everett	6/19/2018
3333	Tony Boston	6/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
3334	Donald Cupples	6/19/2018
3335	Matthew Weaver	6/19/2018
3336	John Koehler	6/19/2018
3337	Ronnie Carver	6/19/2018
3338	Keith Johnson	6/19/2018
3339	Adam Music	6/19/2018
3340	James Evans	6/19/2018
3341	Christopher Dennis	6/19/2018
3342	David Peace	6/19/2018
3343	Andrew Farley	6/19/2018
3344	Stepan Parshikov	6/19/2018
3345	Timothy Bush	6/19/2018
3346	Mara Duke	6/19/2018
3347	Timothy Haggard	6/19/2018
3348	Archie Winningham	6/19/2018
3349	Lisa Christo-Dorozynski	6/19/2018
3350	Walter Jackson	6/19/2018
3351	Mark Brandt	6/19/2018
3352	Thurman Lawson	6/19/2018
3353	Tyler Suttle	6/19/2018
3354	Seth Clinard	6/19/2018
3355	Carl Perry	6/19/2018
3356	John Davey	6/19/2018
3357	Jackie Clark	6/19/2018
3358	DeMarcio Gilliam	6/19/2018
3359	Stanley Minick	6/19/2018
3360	Kevin Haley	6/19/2018
3361	Timothy Bishop	6/19/2018
3362	Jessica Green	6/19/2018
3363	Devin Patel	6/19/2018
3364	Connor Firat	6/19/2018
3365	Taylor McAnally	6/19/2018
3366	Stewart Broussard	6/19/2018
3367	Gina Yao	6/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
3368	Christopher Gilliam	6/19/2018
3369	Larry Young	6/19/2018
3370	Ervin Swopes	6/19/2018
3371	Brian Hudson	6/19/2018
3372	Alan Wolfe	6/19/2018
3373	Antoine Hawkins	6/19/2018
3374	Antonio Whatley	6/19/2018
3375	Terry Sparks	6/19/2018
3376	Elliot Thompson	6/19/2018
3377	Scott Medlin	6/19/2018
3378	Teresa Tanner	6/19/2018
3379	Paul Thompson	6/19/2018
3380	Terry Brasher	6/19/2018
3381	Mike Brown	6/19/2018
3382	Mel Marcella	6/19/2018
3383	Jacob Burkhart	6/19/2018
3384	David Fisher	6/19/2018
3385	Susan Steffenhagen	6/19/2018
3386	Asem Halim	6/19/2018
3387	Phyllis West	6/19/2018
3388	David Strong	6/19/2018
3389	Steve McCaleb	6/19/2018
3390	Paul Hovious	6/19/2018
3391	Gregory Greer	6/19/2018
3392	Scott Mckinney	6/19/2018
3393	Matthew Inyart	6/19/2018
3394	Christopher Gentry	6/19/2018
3395	Naveena Kandasamy	6/19/2018
3396	Brad Hays	6/19/2018
3397	Daniel Meyer	6/19/2018
3398	Kim McDonough	6/19/2018
3399	Mark Kennedy	6/19/2018
3400	Jim Romines	6/19/2018
3401	James Dunlap	6/19/2018

2018 Employee Title VI Training Roster

#	Name	Date
3402	Chris Casey	6/19/2018
3403	Brandon Hendren	6/19/2018
3404	Cheryl Aaron	6/19/2018
3405	Calvin Johnson	6/19/2018
3406	Cory Sells	6/19/2018
3407	Justin O'Connor	6/19/2018
3408	Matt Fields	6/19/2018
3409	Seth Walker	6/19/2018
3410	Xiaobing Li	6/19/2018
3411	Russell Bayless	6/19/2018
3412	Kristin Robbins	6/19/2018
3413	Jaehoon Kim	6/19/2018
3414	Ronald Wheeler	6/19/2018
3415	Tommy Paul	6/19/2018
3416	Tracey McConnell	6/19/2018
3417	Anthony Allen	6/19/2018
3418	Anthony Wallace	6/19/2018
3419	Phillip Harwood	6/20/2018
3420	James Kidd	6/20/2018
3421	Kimberly Sylar	6/20/2018
3422	Eric W. Moore	6/20/2018
3423	Jeremy Sims	6/20/2018
3424	Michael Davenport	6/20/2018
3425	Stephanie Allen	6/20/2018
3426	Roger Lewis	6/20/2018
3427	Joey Wright	6/20/2018
3428	Veronica Davis	6/20/2018
3429	Robert Hill	6/20/2018
3430	Seth Miller	6/20/2018
3431	Ken Flynn	6/20/2018
3432	Tammera Hicks	6/20/2018
3433	Richard Hayes	6/20/2018
3434	Samuel Velazquez	6/20/2018
3435	Daniel Jones	6/20/2018

2018 Employee Title VI Training Roster

#	Name	Date
3436	Martin Webb	6/20/2018
3437	Edward Binkley	6/20/2018
3438	Courtney Emberton	6/20/2018
3439	Randall Williams	6/20/2018
3440	Donnie Smith	6/20/2018
3441	Christopher Stepp	6/20/2018
3442	Wade Goss	6/20/2018
3443	Ay John York	6/20/2018
3444	Amy Carr	6/20/2018
3445	Riley Henson	6/20/2018
3446	Cody Smartt	6/20/2018
3447	Rhett Smith	6/20/2018
3448	Ray Hudson	6/20/2018
3449	Ryan Sweeney	6/20/2018
3450	Jeremy Shoemaker	6/20/2018
3451	Paula Wilcox	6/20/2018
3452	Tim P. Jones	6/20/2018
3453	William Curtis	6/20/2018
3454	Matthew Inyart	6/20/2018
3455	Michael Welch	6/20/2018
3456	John Steel	6/20/2018
3457	Katherine Henson	6/20/2018
3458	John Williams	6/20/2018
3459	Randy L. Reed	6/20/2018
3460	William Bailey	6/20/2018
3461	Jonathan Howell	6/20/2018
3462	Ricky Goss	6/20/2018
3463	Natalie Hughes	6/20/2018
3464	Doug Peterson	6/20/2018
3465	Natalie Taylor	6/20/2018
3466	Robert Rodgers	6/20/2018
3467	Carl Stephens	6/20/2018
3468	Sara Weaver	6/20/2018
3469	Dustin Waters	6/20/2018

2018 Employee Title VI Training Roster

#	Name	Date
3470	James A. Copeland	6/20/2018
3471	John Brooks	6/20/2018
3472	Mark Whited	6/20/2018
3473	Thomas Kirk	6/20/2018
3474	Heather Stanford	6/20/2018
3475	Gerald Hale	6/20/2018
3476	Thomas Horner	6/20/2018
3477	Billy Ervin	6/20/2018
3478	Carol Neier	6/20/2018
3479	Trevor Lottinville	6/20/2018
3480	Mila Williams	6/20/2018
3481	Timothy Brown	6/20/2018
3482	Andrew Wehrly	6/20/2018
3483	Richard Sells	6/20/2018
3484	Jonathan Gardner	6/20/2018
3485	Carol Bernatek	6/20/2018
3486	Joshua Rumph	6/20/2018
3487	Omar S. Hamawandi	6/20/2018
3488	Nancy McKnight	6/20/2018
3489	Colby Mann	6/20/2018
3490	Jay Norris	6/20/2018
3491	Spencer Smith	6/20/2018
3492	Reynold Valenzuela	6/20/2018
3493	Ralph Green	6/20/2018
3494	Shenwar Hussein	6/20/2018
3495	Andrea L. Barbour	6/20/2018
3496	Anthony Tate	6/20/2018
3497	Charles Lance	6/20/2018
3498	Wade Norris	6/20/2018
3499	Donathan Dennis	6/20/2018
3500	Michael Wisdom	6/20/2018
3501	Adam Casteel	6/20/2018
3502	Taylor McAmis	6/20/2018
3503	Taylor Farrar	6/20/2018

2018 Employee Title VI Training Roster

#	Name	Date
3504	Arnold Walker	6/21/2018
3505	Diane Cothran	6/21/2018
3506	Todd Layman	6/21/2018
3507	David Bradley	6/21/2018
3508	Marcus Lee	6/21/2018
3509	Damian Brock	6/21/2018
3510	John Williams	6/21/2018
3511	Ronnie McKinnon	6/21/2018
3512	Kagan Unger	6/21/2018
3513	India Edwards	6/21/2018
3514	Ricky Davis	6/21/2018
3515	Matthew Rollins	6/21/2018
3516	Tony O. Smith	6/21/2018
3517	Tabitha Dean	6/21/2018
3518	Joshua Galligan	6/21/2018
3519	Jeremy Floyd	6/21/2018
3520	Justin Layne	6/21/2018
3521	Curtis Davidson	6/21/2018
3522	Tonica Fox	6/21/2018
3523	Vincent Nolen	6/21/2018
3524	Kim Bush	6/21/2018
3525	Aaron Hastings	6/21/2018
3526	Kurtis Richard	6/21/2018
3527	Randy L. Reed	6/21/2018
3528	Rick Klinger	6/21/2018
3529	Joshua Neal	6/21/2018
3530	Joshua Potter	6/21/2018
3531	James Johnson	6/21/2018
3532	Matthew Terry	6/21/2018
3533	Aaron Cummings	6/21/2018
3534	Benjamin Lewis	6/21/2018
3535	Dustin Ferrell	6/21/2018
3536	Gregory Rabb	6/21/2018
3537	Adam Hankins	6/21/2018

2018 Employee Title VI Training Roster

#	Name	Date
3538	James Abbott	6/21/2018
3539	Pat Warren	6/21/2018
3540	Thomas Goostree	6/21/2018
3541	George G. Harris	6/21/2018
3542	Kenneth Stuard	6/21/2018
3543	Ricky West	6/21/2018
3544	Shirley Garber	6/21/2018
3545	Christopher Starr	6/21/2018
3546	Abbas Shahid	6/21/2018
3547	Jaime Hendon	6/21/2018
3548	Nathan Ragland	6/21/2018
3549	Patty Peyton	6/21/2018
3550	Donald Winningham	6/21/2018
3551	Joel Gholston	6/21/2018
3552	George Phipps	6/21/2018
3553	Leslie Wood	6/21/2018
3554	David L. Mcdonald	6/21/2018
3555	Andrew Lawson	6/21/2018
3556	Artis Brown	6/21/2018
3557	Jeffery Williamson	6/21/2018
3558	Andrew Gunnels	6/21/2018
3559	Bryan Moore	6/21/2018
3560	Michael Rogers	6/21/2018
3561	Earl Mullican	6/21/2018
3562	Victor Esvang	6/21/2018
3563	Connie Wilson	6/21/2018
3564	Kevin J. Layne	6/21/2018
3565	Justin Bouldin	6/21/2018
3566	Newton Wright	6/21/2018
3567	Sidney Grove	6/21/2018
3568	Randall Gilliam	6/21/2018
3569	Dillon Butcher	6/21/2018
3570	William Stone	6/21/2018
3571	Naveena Kandasamy	6/21/2018

2018 Employee Title VI Training Roster

#	Name	Date
3572	Zachary Ireland	6/21/2018
3573	Philip Watkins	6/21/2018
3574	Robert C. Williams	6/21/2018
3575	Stacey Davenport	6/21/2018
3576	Lindsey Teague	6/21/2018
3577	Jordan Helms	6/21/2018
3578	Keith Hillis	6/21/2018
3579	Michael Carr	6/21/2018
3580	Lamar Merriman	6/21/2018
3581	James Barrett	6/21/2018
3582	Dennis Coleman	6/21/2018
3583	Ayisha Fryer	6/21/2018
3584	Carol Lockhart	6/21/2018
3585	Brian Rineholt	6/21/2018
3586	Jose Luna	6/21/2018
3587	Daniel Meyer	6/21/2018
3588	Victor Morrow	6/21/2018
3589	Ralph Kirk	6/21/2018
3590	Daniel Taylor	6/21/2018
3591	June D. Dishman	6/21/2018
3592	Chris D. Hughes	6/21/2018
3593	Mary.Alice Gallina	6/21/2018
3594	Bryce Keylon	6/21/2018
3595	Abdililah Arif	6/21/2018
3596	Ricky Moss	6/21/2018
3597	Claude Knowles	6/21/2018
3598	Shauntes Norman	6/21/2018
3599	Danny Hillis	6/21/2018
3600	Justin Poston	6/21/2018
3601	Spencer Walker	6/21/2018
3602	Michael Towles	6/21/2018
3603	Cynthia Buntin	6/21/2018
3604	Russell Layne	6/21/2018
#	Name	Date

2018 Employee Title VI Training Roster

#	Name	Date
3605	Evans Cline	6/21/2018
3606	Clay Culwell	6/21/2018
3607	Gary Rohraff	6/21/2018
3608	Patrick Cochran	6/21/2018
3609	Daniel Dixon	6/21/2018
3610	Dillon Thurman	6/21/2018
3611	Mitchell Howell	6/21/2018
3612	Dennis McCants	6/21/2018
3613	Jeffrey Davidson	6/21/2018
3614	Craig Johnson	6/21/2018
3615	Terry Coggins	6/21/2018
3616	David Osborne	6/21/2018
3617	Josh Gentry	6/21/2018
3618	William Kerr	6/21/2018
3619	Alex Mitchell	6/21/2018
3620	Jerry R. Chandler	6/21/2018
3621	Eric Sloan	6/21/2018
3622	Nick Harper	6/22/2018
3623	Colt Prier	6/22/2018
3624	Cecil Dickson	6/22/2018
3625	Jonathan Jenkins	6/22/2018
3626	Celeste Washburn	6/22/2018
3627	Chris Rogers	6/22/2018
3628	Melissa Jones	6/22/2018
3629	Jamie Stamps	6/22/2018
3630	Jeff Blevins	6/22/2018
3631	Chester Sutherland	6/22/2018
3632	Melanie Murphy	6/22/2018
3633	Brian Carroll	6/22/2018
3634	Jeremy Lambert	6/22/2018
3635	Mary Hill	6/22/2018
3636	Robert E. Tubb	6/22/2018
3637	James Caraway	6/23/2018
3638	Jeremy D. Clark	6/24/2018

2018 Employee Title VI Training Roster

#	Name	Date
3639	Alan Jones	6/25/2018
3640	Mike Kilgore	6/25/2018
3641	Lawana Gustus	6/25/2018
3642	Howard Gaw	6/25/2018
3643	Joseph Roach	6/25/2018
3644	Jonathan Brust	6/25/2018
3645	Courtne Strader	6/25/2018
3646	Chase Brown	6/25/2018
3647	Corey Work	6/25/2018
3648	Andy McGill	6/25/2018
3649	Shane Shaver	6/25/2018
3650	Ashley McLay	6/25/2018
3651	Andrew Hillis	6/25/2018
3652	Matthew Kinsland	6/25/2018
3653	Zach Howard	6/25/2018
3654	Randal Coble	6/25/2018
3655	Justin Meeks	6/25/2018
3656	Peter Rich	6/25/2018
3657	Kathleen McLaughlin	6/25/2018
3658	Laura Acuff	6/25/2018
3659	Walter Miller	6/25/2018
3660	Tony Woods	6/25/2018
3661	Dale Laureigh	6/25/2018
3662	John Schroer	6/25/2018
3663	Matthew Keisling	6/25/2018
3664	Lance Goad	6/25/2018
3665	Jeffrey Robinette	6/25/2018
3666	LaToyya Moore	6/25/2018
3667	Billy Whittaker	6/25/2018
3668	William T. Campbell	6/25/2018
3669	Ryan Boling	6/25/2018
3670	Keegan Nichols	6/25/2018
3671	Scott Hunsucker	6/25/2018
3672	Theresa Whitby	6/25/2018

2018 Employee Title VI Training Roster

#	Name	Date
3673	Richard Trout	6/25/2018
3674	Nathan Caldwell	6/25/2018
3675	Rebekah Wardlow	6/25/2018
3676	Lisa Emberton	6/25/2018
3677	Gary McDaniel	6/25/2018
3678	Stephen Kirby	6/25/2018
3679	Douglas Gunnels	6/25/2018
3680	Philip Chipley	6/25/2018
3681	Kyle Huffstater	6/25/2018
3682	M.Teri Davis	6/25/2018
3683	Donnie Neal	6/25/2018
3684	Alan Freitag	6/25/2018
3685	Jennifer Marshall	6/25/2018
3686	Victor Morrow	6/25/2018
3687	Thaddeus Blackwell	6/26/2018
3688	Spencer Caylor	6/26/2018
3689	Brian Crabtree	6/26/2018
3690	Odesia Beaty	6/26/2018
3691	Donnie Garrison	6/26/2018
3692	Billy Gore	6/26/2018
3693	Leslie Reeder	6/26/2018
3694	Johanna McKee	6/26/2018
3695	Lisa McNally	6/26/2018
3696	Blake Williams	6/26/2018
3697	Teresa Bender	6/26/2018
3698	Justin Hayes	6/26/2018
3699	James Scott	6/26/2018
3700	Stephen Seibert	6/26/2018
3701	Nicolas Jackson	6/26/2018
3702	Eric Verser	6/26/2018
3703	Reba Layne	6/26/2018
3704	Patricia Davidson	6/26/2018
3705	Dennis Amacher	6/26/2018
3706	Catherine Hawkins	6/26/2018

2018 Employee Title VI Training Roster

#	Name	Date
3707	Colby Gilbert	6/26/2018
3708	Matt Fields	6/26/2018
3709	Liza Joffrion	6/26/2018
3710	Clifford Dye	6/26/2018
3711	Amber Frederick	6/26/2018
3712	Christopher Gentry	6/26/2018
3713	William Brewer	6/26/2018
3714	Carson Voiles	6/26/2018
3715	June D. Dishman	6/26/2018
3716	Stacey Davenport	6/26/2018
3717	Cyle Rajasaari	6/26/2018
3718	James Pietrzycki	6/26/2018
3719	Michael E. Chapman	6/26/2018
3720	Jerry Smith	6/26/2018
3721	Lamar Merriman	6/26/2018
3722	Gerald Hale	6/26/2018
3723	Keith Hillis	6/26/2018
3724	Riley Henson	6/26/2018
3725	Randy Griffith	6/26/2018
3726	Ralph Green	6/26/2018
3727	Chris D. Hughes	6/26/2018
3728	Victor Esvang	6/26/2018
3729	Jeremy Lambert	6/26/2018
3730	Michael Rogers	6/26/2018
3731	Ben Anderson	6/26/2018
3732	Lisa Emberton	6/26/2018
3733	Paul Rogers	6/26/2018
3734	Garry Spivey	6/26/2018
3735	Lanny Sandlin	6/26/2018
3736	Mark Rennaker	6/26/2018
3737	Phillip Young	6/26/2018
3738	Donnie Smith	6/26/2018
3739	Robert Parrish	6/26/2018
3740	Ronald Wheeler	6/26/2018

2018 Employee Title VI Training Roster

#	Name	Date
3741	Christian Snelgrove	6/26/2018
3742	Matthew Jordan	6/27/2018
3743	Anthony Hobbs	6/27/2018
3744	Jeffrey Massa	6/27/2018
3745	Anthony Moss	6/27/2018
3746	Matthew Spurlock	6/27/2018
3747	Craig Dial	6/27/2018
3748	Jerry Sawyer	6/27/2018
3749	Tony Scantland	6/27/2018
3750	Jordan Helms	6/27/2018
3751	Michael Carr	6/27/2018
3752	Josh Gentry	6/27/2018
3753	Devin Wright	6/27/2018
3754	William Kerr	6/27/2018
3755	Dennis McCants	6/27/2018
3756	Joshua Gunter	6/27/2018
3757	Jerry Tabors	6/27/2018
3758	Justin Langford	6/27/2018
3759	Wayne Wilborn	6/27/2018
3760	Jeff Anderson	6/27/2018
3761	Harold Wiles	6/27/2018
3762	Lydia Ervin	6/27/2018
3763	Josh Byers	6/27/2018
3764	Joe White	6/27/2018
3765	Michael Mcdaniel	6/27/2018
3766	Tim Day	6/27/2018
3767	Monty Campbell	6/27/2018
3768	James C. Layman	6/27/2018
3769	Bobby Wells	6/27/2018
3770	Meredith Hoos	6/27/2018
3771	Jason Fann	6/27/2018
3772	Thomas Doherty	6/27/2018
3773	Micah Welch	6/27/2018
3774	Gwendolyn Whittaker	6/27/2018

2018 Employee Title VI Training Roster

#	Name	Date
3775	Travis Jones	6/27/2018
3776	Chad Holder	6/27/2018
3777	Steve Allen	6/27/2018
3778	Michael Cloud	6/27/2018
3779	Nermine Nashed	6/27/2018
3780	Greg Hamilton	6/27/2018
3781	Michelle Edwards	6/27/2018
3782	Emily Humphreys	6/27/2018
3783	Donnie Eaton	6/27/2018
3784	Errol Christos	6/27/2018
3785	Wayburn Crabtree	6/27/2018
3786	Benny Lance	6/27/2018
3787	Richard Adcock	6/27/2018
3788	Ronnie Hoover	6/27/2018
3789	Jeffery Phillips	6/27/2018
3790	Michael C. Lee	6/27/2018
3791	Benjamin Kelly	6/27/2018
3792	Randall Rigsby	6/27/2018
3793	Ashley Caffey	6/27/2018
3794	David Utley	6/27/2018
3795	Anthony Stamps	6/27/2018
3796	Brian Young	6/27/2018
3797	Mark Linder	6/27/2018
3798	Jeremy Bowlan	6/27/2018
3799	Reese DeBlois	6/27/2018
3800	Sandy Wilson	6/27/2018
3801	Logan Smith	6/27/2018
3802	Jody Reagan	6/27/2018
3803	Barry Hibdon	6/27/2018
3804	James Pullins	6/27/2018
3805	Robert Goodroe	6/27/2018
3806	Lucus Choate	6/27/2018
3807	Neal Smith	6/27/2018
3808	Robert Jewusiak	6/27/2018

2018 Employee Title VI Training Roster

#	Name	Date
3809	Joshua Ross	6/27/2018
3810	Matthew Baker	6/27/2018
3811	James Gilpatrick	6/27/2018
3812	Randy Walls	6/27/2018
3813	Jason Cathy	6/27/2018
3814	James Micka	6/28/2018
3815	Luke Dalton	6/28/2018
3816	Cecil Rutledge	6/28/2018
3817	Daniel Pickel	6/28/2018
3818	Charles Smith	6/28/2018
3819	Trent Hancock	6/28/2018
3820	Charles Fonner	6/28/2018
3821	Timmy Gooch	6/28/2018
3822	Talecia Dyson	6/28/2018
3823	Andrea Noel	6/28/2018
3824	Landon T. Castleberry	6/28/2018
3825	Diana Cole	6/28/2018
3826	Gary Howard	6/28/2018
3827	Blake Miller	6/28/2018
3828	Zach Johnson	6/28/2018
3829	Garris Bugg	6/28/2018
3830	John S. Hastings	6/28/2018
3831	Keith Pratt	6/28/2018
3832	Mike Kropff	6/28/2018
3833	Dustin Casteel	6/28/2018
3834	Travis Jubin	6/28/2018
3835	Phillip Blanchard	6/28/2018
3836	Toks Omishakin	6/28/2018
3837	Joshua Rumph	6/28/2018
3838	Jerry Simpson	6/28/2018
3839	Grant Ladd	6/28/2018
3840	Paula Johnson	6/28/2018
3841	Abdisalan Dahir	6/28/2018
3842	Austin Million	6/28/2018

2018 Employee Title VI Training Roster

#	Name	Date
3843	Patrick McFall	6/28/2018
3844	Jerry R. Chandler	6/28/2018
3845	Todd M. Stanton	6/28/2018
3846	Faye Prater	6/28/2018
3847	Kevin Long	6/28/2018
3848	James Chadwell	6/28/2018
3849	Joe Deering	6/28/2018
3850	Carolyn Crable	6/29/2018
3851	Adrian Bennett	6/29/2018
3852	David Spinks	6/29/2018
3853	James Cravens	6/29/2018
3854	Flint Frame	6/29/2018
3855	Jeremy T. Wilson	6/29/2018
3856	John Goforth	6/29/2018
3857	Daniel Wimberley	6/29/2018
3858	Gary Young	6/29/2018
3859	John Lovelace	6/29/2018
3860	Tracy Hillis	6/29/2018
3861	Anthony Hobbs	6/29/2018
3862	Tony Cooper	6/29/2018
3863	Anthony Durham	6/29/2018
3864	Wyatt Lovelace	6/29/2018
3865	Devin Storie	6/29/2018
3866	Spencer Caylor	6/29/2018
3867	David Shaw	6/29/2018
3868	Craig Phillips	6/29/2018
3869	Melissa Jones	6/29/2018
3870	Jarrold Bonar	6/29/2018
3871	Joseph Laine	6/29/2018
3872	Curt Gibbs	6/29/2018
3873	Sheila Ichenberg	6/29/2018
3874	Olderlan Santos	6/29/2018
3875	Rachel Gentry	6/29/2018
3876	Brad Scott	6/29/2018

2018 Employee Title VI Training Roster

#	Name	Date
3877	Jessica E. Davis	6/29/2018
3878	Mark Follett	6/29/2018
3879	Joshua Sensat	6/29/2018
3880	Nicholas Webb	6/29/2018
3881	Paul Money	6/29/2018
3882	Grady Patterson	6/29/2018
3883	Larry Hibdon	6/29/2018
3884	Angela Parrish	6/29/2018
3885	Ricky Walls	6/29/2018
3886	Christopher Smith	6/29/2018
3887	Shane Smith	6/29/2018
3888	Michael Burks	6/29/2018
3889	Seth Davis	6/29/2018
3890	Dennis Key	7/2/2018
3891	Linda Nace	7/2/2018
3892	Lance Mcdonald	7/2/2018
3893	Taylor Spears	7/2/2018
3894	William J. Brown	7/2/2018
3895	Jessica Black	7/2/2018
3896	Devin Storie	7/2/2018
3897	Shawn Presley	7/2/2018
3898	John Hewitt	7/2/2018
3899	Tony Cooper	7/3/2018
3900	William McCann	7/3/2018
3901	Larry Keay	7/5/2018
3902	Jonathan Pitts	7/5/2018
3903	Frederick Lisenbee	7/5/2018
3904	Jordan Blackmon	7/5/2018
3905	William Mayfield	7/5/2018
3906	Dezmond Barfield	7/5/2018
3907	Debbie Simmons	7/5/2018
3908	Aaron Bright	7/5/2018
3909	Thomas Morris	7/5/2018
3910	Marcus Gardner	7/5/2018

Rover Transit -Murfreesboro - Title VI Training

October 23, 2017

#	Names	Column1
1	Jim Kerr	
2	Russ Brashear	
3	Ed Etzkin	
4	Lesia McCluskey	
5	Brenda Cory	
6	Don Murphree	
7	Gary Allen	
8	Michelle Kasper	
9	Frederick Johnston	
10	Ann Cool	
11	Scott Coy	
12	Sherry Gateley	
13	Malary Bitcon	
14	Wanda Thompson	
15	Victor Puschmann	
16	Michael Henighan	
17	Barbara Bariero	
18	Phyllis Hicks	
19	Ram Balachandran	
20	Jeremy Messer	
21	Aaron Bagby	
22	Michele Smithson	
23	Shaun Poore	
24	Chris Griffith	
25	Sam Huddleston	
26	Cey Chase-Aguzzi	
27	Michele Emerson	
28	Tim Jackson	
29	Ben Herron	
30	Ben Lawwell	
31	Darryl Hopkins	
32	Eric Toombs	
33	James Hill	
34	Joe Ehleben	

35 Mike Stacey

36 Scott Elliott

37

38

Region 2 Title VI Training
September 8, 2017

#	Name	Date
1	Lorretta Hopper	9/8/2017
2	Totia Harris	9/8/2017

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
1	7/2/2017	Charles Ware	Security Officer	Kathy Human
2	7/2/2017	Derek Jones	sec. officer	Kathy Human
3	7/2/2017	DeMarcio Gilliam	Traffic counter	DeMarcio Gilliam
4	7/3/2017	Ralph D. Redmond	Security Officer	Ralph D. Redmond
5	7/3/2017	Sarah Fennell	Title VI Coordinator	Town of Rutledge
6	7/3/2017	Sarah Fennell	Title VI Coordinator	Town of Bean Station
7	7/3/2017	Philip DeVries	Amy Livingston	E8CBC
8	7/3/2017	MaryAnn Seale	Self Help Coordinator	E8CDC
9	7/4/2017	G. Dwain Land	Mayor	City of Dunlap
10	7/5/2017	Michael Goff	Superintendent WWTP	?
11	7/5/2017	Melissa Thompson	HR Director	City of Alcoa
12	7/6/2017	William Calhoun	Water Superintendent	City of Rdigely
13	7/6/2017	Tara Y. Ewing	Benefits Coordinator	Marshall County
14	7/7/2017	Dr. J. Parker Ayers	Independent Consultant	Jennifer Parker Ayers
15	7/7/2017	Stephanie Lawhon	HR Director	City of Loudon
16	7/8/2017	William Terrell	Security Guard	William Terrell
17	7/9/2017	James A. Hopkins	Unarmed Security Officer	James A. Hopkins
18	7/9/2017	Jeff Hood	Security Officer	Jeff Hodd
19	7/10/2017	Tasha Pennington	Tasha Pennington	Tasha Pennington
20	7/10/2017	Joyce Johnson	Training Coodinator	Korlu McCainster
21	7/11/2017	Robert Parks	Security Officer	Robert Parks
22	7/12/2017	Angela Desai	Director of Human Resources	Marshall County Government
23	7/12/2017	Courtney Dalton Viar	City Recorder	Town of Vonore
24	7/13/2017	Cristal Odom	City Recorder	City of Lobelville
25	7/13/2017	Charles Oaks	Security Guard	Jimmy Albertini
26	7/13/2017	Debra R. Keck	Administrative Assistant	Union County Government
27	7/14/2017	Mary Prier	City Recorder	Regan-Smith Associates, INC
28	7/17/2017	Gary Kent	Administrative Lieutenant	Ronald L Seals
29	7/18/2017	Haley Disney	Haley Disney	Haley Disney
30	7/18/2017	Kaylie Mckamey	Kaylie Mckamey	Kaylie Mckamey
31	7/18/2017	Hunter Winfrey	Director of EMA	Fayette County
32	7/18/2017	James E. Trotter, Pastor	Executive Director	James E. Trotter
33	7/19/2017	Hayley Bordes	Program & Services Dev. Coord.	Child Adovcacy Centers of TN
34	7/19/2017	Cristy Gooch	Payroll Clerk/Admin. Assistant	Carroll County Government

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
35	7/19/2017	Stacey McCaleb	Administrative Assistant	Carroll County Mayors Office
36	7/20/2017	Lana Young	Executive Director	Chip Hale Center
37	7/20/2017	Stephanie Strutner	Executive Director	Allies for Substance Abuse Pre
38	7/21/2017	Candace Sherer	Transit Planner	Kingsport Area Transit Service
39	7/23/2017	Morgan Justice	Security Officer	Morgan Justice
40	7/24/2017	Billie Cummings	Secretary	Wayne Co Highway Department
41	7/24/2017	Felecia Bagwell	Board Member	Felecia Bagwell
42	7/24/2017	Alleene Pingenot	ROPS	Alleene M Pingenot
43	7/24/2017	Jackie Burgess	Adm. Asst.	Morgan County Government
44	7/24/2017	Marvin Lusk	Assistant Director	Marvin Lusk
45	7/25/2017	Ben Martin	Single Family Home Coordinator	Eastern Eight CDC
46	7/25/2017	Wesley Spurgeon	Co-Director	Tipton-Haynes Historical Ass.
47	7/25/2017	Matthew Frye	Co-Director	Tipton-Haynes Historical Ass.
48	7/25/2017	Karen Golden	RN	Karen Golden
49	7/25/2017	Ryan Fletcher	Coalition Assistant	Action Coalition
50	7/25/2017	Steven Bandy	Title VI & EO Officer	ETHRA
51	7/25/2017	Danielle Aldredge	mental health technician	Meharry Medical College
52	7/26/2017	Kristie Hammonds	SVP, Operations	Frontier Health
53	7/26/2017	Teresa Russell	Department Administrator	Teresa Russell
54	7/27/2017	Brian Smith	Chief Deputy	Brian Smith
55	7/27/2017	Micheal Williams	Union County Mayor	County Government
56	7/27/2017	Bob Lovingood	Mayor	Town of Vonore
57	7/28/2017	Gail Fowler	Human Resources Director	City of Cookeville
58	7/28/2017	Natalya Castillo	Student	Adella Harris
59	7/31/2017	Lisa B. James	Mental Health Specialist	Elam Center
60	7/31/2017	Lee Bussart	Judge	Catherine L Bussart
61	7/31/2017	Tammy Coleman	Assistant	Lee Bowles
62	7/31/2017	Angela Desai	Human Resource Director	Joe B. Liggett
63	7/31/2017	Joe Boyd Liggett	County Mayor	Joe B. Liggett
64	7/31/2017	Lynn Kouba	Administrative Assistant	Lynn Kouba
65	7/31/2017	Monique DeLeon	Bilingual Patient Navigator	Hope Family Health
66	8/1/2017	Heidi McElhane	Assistant Budget Director	Marshall County Government
67	8/1/2017	Scottie Poarch	County Trustee	Scottie Poarch
68	8/1/2017	Kaye Bishop	Chief Deputy Trustee	Kaye Bishop

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
69	8/1/2017	Autumn Berlin	Bookkeeper Trustee	Autumn Berlin
70	8/1/2017	county commissner	county commissner	Patricia Parsons
71	8/1/2017	Cynthia McCowan	CASA	CASA Corridor of East TN
72	8/1/2017	Sylvia Green	CASA	CASA Corridor
73	8/1/2017	Sylvia Glenn	CASA	CASA Corridor
74	8/1/2017	Dale Jones	Bookkeeper/Program Director	Dale Jones
75	8/1/2017	Patricia Parsons	MarshallCounty Commissner	Patricia Parsons
76	8/1/2017	Angelique Horace	Meharry Elam Center Intern	Meharry Elam Center
77	8/2/2017	Doug Burton	Principal Planner	Knoxville Regional TPO
78	8/2/2017	Jaelyn Castleberry	Volunteer Advocate	CASA Corridor
79	8/2/2017	Ann Dyer	Finance Director	Union County Government
80	8/2/2017	Tanjie Delmas	CASA Volunteer	CASA Corridor
81	8/2/2017	Jeffery Vanhuss	Security	Jeffery Vanhuss
82	8/3/2017	Christopher Pihs	Dispatcher	Christopher Pihs
83	8/3/2017	Mandy Heatherly	Dispatcher	Mandy Heatherly
84	8/3/2017	Terri Bailey	Dispatcher	Mandy Heatherly
85	8/3/2017	Matt Owens	Deputy	Matt Owens
86	8/3/2017	Sharon Lockett Smith	CASA Volunteer	CASA Corridor
87	8/3/2017	Elisha Duncan	Dispatcher	Elisha Duncan
88	8/3/2017	Angie Thomason	Dispatcher	Angie Thomason
89	8/3/2017	Nelda Adgent	Payroll	Nelda Adgent
90	8/3/2017	Baliegh Whitson	Accounts Payable Clerk	Baliegh Whitson
91	8/3/2017	Loretta Manley	Bookkeeper	Kimberlee Alsup
92	8/3/2017	Crissie Bennett	Coordinator	CASA Cooridor
93	8/4/2017	Jorita Mealer	Payroll Clerk	Jorita Mealer
94	8/6/2017	June Dickson	Dispatcher	June Dickson
95	8/7/2017	Sarah Goforth	Child Advocate	CASA Corridor East Tennessee
96	8/7/2017	Jeffery G. Davis	HR Director	Cleveland MPO
97	8/7/2017	Malinda White	Malinda White	Marshall County Government
98	8/7/2017	Carol Fulmer	Regional Administrator	Carol Fulmer
99	8/8/2017	Kathy Sons	Secretary	Marshall County Highway Department
100	8/8/2017	Jerry Adams	Forman	Marshall County Highway Department
101	8/8/2017	Robert Allen	Laborer	Marshall County Highway Department
102	8/8/2017	Dave Coleman	Truck Driver	Marshall County Highway Department

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
103	8/8/2017	Gary Coleman	Light Equipment Operator	Marshall County Highway Department
104	8/8/2017	Micky Dalton	Heavy Equipment Operator	Marshall County Highway Department
105	8/8/2017	Carrie French	Intern	Carrie Ann French
106	8/8/2017	Ricky Dalton	Light Equipment Operator	Marshall County Highway Department
107	8/8/2017	Joshua Dockery	Truck Driver	Marshall County Highway Department
108	8/8/2017	Darrell Dyer	Light Equipment Operator	Marshall County Highway Department
109	8/8/2017	Corey Favors	Laborer	Marshall County Highway Department
110	8/8/2017	Kenneth Foster	Shop Foreman	Marshall County Highway Department
111	8/8/2017	Steven Fuller	Truck Driver	Marshall County Highway Department
112	8/8/2017	Ronnie Harwell	Mechanic	Marshall County Highway Department
113	8/8/2017	Jason Hobbs	Mechanic	Marshall County Highway Department
114	8/8/2017	Matthew Hobby	Light Equipment Operator	Marshall County Highway Department
115	8/8/2017	Jackie Eddie Key	Truck Driver	Marshall County Highway Department
116	8/8/2017	Jackey King	Truck Driver	Marshall County Highway Department
117	8/8/2017	Jeremy Lamb	Heavy Equipment Operator	Marshall County Highway Department
118	8/8/2017	James Eddie Liggett	Foreman	Marshall County Highway Department
119	8/8/2017	Delber Lowe	Truck Driver	Marshall County Highway Department
120	8/8/2017	Larry Sands	Paramedic	Bill Reuter
121	8/8/2017	Philip Bennett	Captain/Paramedic	Philip Bennett
122	8/9/2017	George Donald Metcalf	Heavy Equipment Operator	Marshall County Highway Department
123	8/9/2017	Bernie Mitchell	Mechanic	Marshall County Highway Department
124	8/9/2017	Bobbie Moore	Laborer	Marshall County Highway Department
125	8/9/2017	Wesley Neece	Assistant Foreman	Marshall County Highway Department
126	8/9/2017	Keith Pigue	Assistant Foreman	Marshall County Highway Department
127	8/9/2017	Ricky Rogers	Light Equipment Operator	Marshall County Highway Department
128	8/9/2017	Tracy Stewart	Truck Driver	Marshall County Highway Department
129	8/9/2017	John Will Turner	Heavy Equipment Operator	Marshall County Highway Department
130	8/9/2017	Billy Ray Wells	Heavy Equipment Operator	Marshall County Highway Department
131	8/9/2017	Jerry T. Williams	Road Supt	Marshall County Highway Department
132	8/9/2017	Nikki Reuter	Paramedic	Marshall County Highway Department
133	8/9/2017	Stephanie Calahan	Secretary	Marshall County Highway Department
134	8/9/2017	Billy King	911 Director	Billy King
135	8/9/2017	Chesley Newton	Captain	Chesley Newton
136	8/10/2017	Jenny Gordon	Bookkeeper	Carroll County Highway Department

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
137	8/10/2017	Christopher Wakham	AEMT	Christopher Wakham
138	8/10/2017	Bill Reuter	EMS Director	Marshall County
139	8/10/2017	John Reese	Captain/Paramedic	MCEMS
140	8/10/2017	Dustin Lee	AEMT	MCEMS
141	8/10/2017	Megan DeFoe	AEMT	MCEMS
142	8/10/2017	Steven Williams	Paramedic	MCEMS
143	8/10/2017	Patsy Fuller	HR Director	Town of Greeneville
144	8/10/2017	Samantha Kimbrough	Paramedic	MCEMS
145	8/10/2017	Angela Riggs	Paramedic	Angela Riggs
146	8/10/2017	Lavenia Green	Lavenia Green	Lavenia Green
147	8/11/2017	Terry Burns	Title VI Coordinator	Procurement
148	8/11/2017	Michele Diebold	Human Resources Manager	City of Gatlinburg
149	8/12/2017	Shana Greggs	AEMT	ShanaGreggs
150	8/12/2017	Demetrius Cox	Paramedic	Demetrius Cox
151	8/13/2017	Sam Kelly	Paramedic	Sam Kelly
152	8/13/2017	Allen Brock	AEMT	MCEMS
153	8/13/2017	James R Garner	Paramedic	MCEMS
154	8/13/2017	Jonathan Hargrove	Paramedic	MCEMS
155	8/13/2017	Aaliyah Cottle	Social work intern	Adella Harris
156	8/14/2017	Daniel R. Cogan	Manager	Dan Cogan
157	8/14/2017	Chris Swain	Director of Airport Operations	Collegedale Airport
158	8/14/2017	Leah Crockett	Human Resources Administrator	City of Crossville
159	8/14/2017	Malinda White	Budget Director	Phillip K. Dyer
160	8/14/2017	Phillip K. Dyer	Equipment Tech	Phillip K. Dyer
161	8/14/2017	Ed Brown	AEMT	Ed Brown
162	8/15/2017	Zachary Colescott	Airport Manager	Winchester Airport Authority
163	8/15/2017	Gayle Miller	Office Manager	Gayle Shaneyfelt
164	8/15/2017	Jo Ann Henry	Bookkeeper	Jo Ann
165	8/15/2017	Stacey Sharpe	Project Coordinater	Stacey
166	8/15/2017	Laura Gilliam	Account Clerk	Laura Gilliam
167	8/15/2017	Jessie L Hayes	Paramedic	Jessie Hayes
168	8/15/2017	Jasmine Champion	RPO Coordinator	MAAG
169	8/16/2017	Joseph Poarch	Paramedic	Joseph Poarch
170	8/17/2017	aaliyah cottle	intern	elam center

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
171	8/17/2017	Attallah Eiland	Meharry ELAM Center	Attallah Eiland
172	8/17/2017	Jasmine Jester	Intern	Jasmine Jester
173	8/17/2017	Scotty Bailey	Road Supervisor	Carroll County Highway Department
174	8/17/2017	Ricky Scott	Road Supervisor	Carroll County Highway Department
175	8/17/2017	Paula Anderson	Payroll Clerk	Carroll County Highway Department
176	8/22/2017	michael ridings	AEMT	marshall county
177	8/22/2017	Tommy Swor	Airport Manager	Chad Lively
178	8/22/2017	Chad Lively	Employee	Chad Lively
179	8/22/2017	John Murphy	Employee	Chad Lively
180	8/22/2017	Regina L Kennedy	Asst Dir of Admin Services	Regina Kennedy
181	8/23/2017	Brandon Barnes	Correction Officer	Brandon Barnes
182	8/23/2017	Katherine Mueller	Correction Officer	Katherine Mueller
183	8/23/2017	Roger Lemley	Corrections Officer	Roger Lemley
184	8/23/2017	Mike Tolley	Civic Center Director	Carroll County
185	8/23/2017	jessica harmon	AEMT	Marshall County
186	8/23/2017	Santasha Wright-Comer	Intake Coordinator	Meharry Medical College
187	8/23/2017	Brenda Todd	Civic Center janitor	Carroll County
188	8/24/2017	Elisa Hertzan	Community Educator	Barbara Duddy
189	8/24/2017	Barbara Duddy	Community Educator	Barbara Duddy
191	8/24/2017	Jill Hall	Transportation Planner	Clarksville MPO
192	8/24/2017	Christopher Carlough	Paramedic	Marshall County EMS
193	8/24/2017	Donna Buckner	Recorder-Treasurer	City of Ripley
194	8/24/2017	Alicia Gill	Prevention Director	Life Choices of Dyersburg
195	8/25/2017	Gaye Lynn Tippitt	Accounts Payable	Carroll County
196	8/25/2017	Monte Childress	Gate Security	Carroll County Government
197	8/28/2017	Dean Selby	Airport Manager	Upper Cumberland Regional AP
198	8/28/2017	Taquilya Wright	Quality Assurance Manager	WR Community Services
199	8/28/2017	Rita Jones	Assessor of Property	Rita Jones
200	8/29/2017	John Cooper	Paramedic	MCEMS
201	8/29/2017	Joella Sheryl Sellers	Deputy Clerk	Joella Sheryl Sellers
202	8/29/2017	Louanne Blackketter	1st Deputy	Louanne Blackketter
203	8/29/2017	Shawn Hux	AEMT	MCEMS
204	8/29/2017	April Cameron	VP Finance & Administration	Chattanooga Airport Authority
205	8/29/2017	Jeneal Whitmore	Paramedic	Marshall County

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
206	8/29/2017	Megan Rinehart	City Recorder	Town of Guys, TN
207	8/29/2017	Carla Beeler	Administrative Assistant	County Government
208	8/30/2017	Nate Davis	Paramedic	Marshall County
209	8/30/2017	Richard McElroy	Paramedic	Marshall County
210	8/31/2017	Savanna	PARAMEDIC	SAVANNA DAMRON
211	8/31/2017	Tonja Renee Jones	Chief Deputy Clerk and Master	Kimberlee Alsup
212	8/31/2017	Pamela Williams	Community Outreach	Freda Nester
213	8/31/2017	Kelley Pigue	Deputy Clerk	Kimberlee Alsup
214	8/31/2017	Lee Pigg	Paramedic	Lee Pigg
215	8/31/2017	Daniel Creasy	CCEMT-P	MC EMS
216	9/1/2017	Lindsey Dalton	AEMT	MCEMS
217	9/1/2017	Lea Anne Grissom	EMS	Marshall County
218	9/1/2017	Jeffery Thomason	AEMT	Jeffery Thomason
219	9/5/2017	James Greene	Director of Solid Waste	Jim Greene
220	9/5/2017	Jon Glass	Airport Manager	Tulahoma Airport Authority
221	9/6/2017	Matthew Marshall	City Manager	City of Norris
222	9/6/2017	Ed CATE	Volunteer	Free Medical Clinic of America
223	9/7/2017	Taylor Stump	Taylor Stump	Taylor Stump
224	9/7/2017	Aaron Kunkle	Aaron Kunkle	Aaron Kunkle
225	9/7/2017	Douglas Howington	Douglas Howington	Douglas Howington
226	9/7/2017	Austin Baird	Austin Baird	Austin Baird
227	9/7/2017	Noah Surber	Noah Surber	Noah Surber
228	9/7/2017	Dekota Lively	Dekota Lively	Dekota Lively
229	9/7/2017	Casper Johnson	Casper Johnson	Casper Johnson
230	9/7/2017	Makinley Fitch	Program Assistant	Makinley Fitch
231	9/8/2017	Caitlin Davis	Caitlin Davis	Caitlin Davis
232	9/8/2017	Micah Wright	Micah Wright	Micah Wright
233	9/8/2017	Lisa Christine-Trexler	Administrative Assistant	Lisa Christine-Trexler
234	9/11/2017	Jordan Braden	Jordan Braden	Braden
235	9/11/2017	Christian B Gambrel	Christian B Gambrel	Christian B Gambrel
236	9/11/2017	Nathan Cooper	Nathan Cooper	Nathan Cooper
237	9/11/2017	Finley Sitcler	Finley Sitcler	Finley Sitcler
238	9/11/2017	Stormie Johnson	Stormie Johnson	Stormie Johnson
239	9/11/2017	Tristan Davis	Tristan Davis	Tristan Davis

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
240	9/11/2017	Dylan Carroll	Dylan Carroll	Dylan Carroll
241	9/11/2017	Evan Douglas	Evan Douglas	Evan Douglas
242	9/11/2017	David Stitt Jr.	David Stitt Jr.	David Stitt Jr.
243	9/11/2017	Matthew McCarty	Matthew McCarty	Matthew McCarty
244	9/11/2017	Mindy Grimm	Coalition Coordinator	Victor H. Price II
245	9/11/2017	Victor H. Price II	Principal	Mindy Grimm
246	9/12/2017	Billy Breeding	Sheriff	Union County Sheriff Department
247	9/12/2017	Keith Braden	Keith Braden	Keith Braden
248	9/12/2017	Michael Draughn	Michael Draughn	Michael Draughn
249	9/12/2017	Rita Moore	Director	Decatur County
250	9/12/2017	Joseph William Sharp	Joseph William Sharp	Joseph William Sharp
251	9/12/2017	Chris Lay	Chris Lay	Chris Lay
252	9/13/2017	Rebecca Hughes	Coalition Member	Rebecca Hughes
253	9/14/2017	Annette Brown	Office Manager	City of Dunlap TN
254	9/14/2017	James Carter	Director of Schools	James E Carter
255	9/14/2017	Mindy Grimm	Coalition Coordinator	Charles Wilson
256	9/14/2017	Charles Wilson	Fire Chief	Charles Wilson
257	9/14/2017	Mark Kaylor	Mark Kaylor	Mark Kaylor
258	9/15/2017	Joshua North	Joshua North	Joshua North
259	9/15/2017	Grace Rutherford	Grace Rutherford	Grace Rutherford
260	9/15/2017	Brooke Thomas	Brooke Thomas	Brooke Thomas
261	9/15/2017	Jasmine Goodman- Cooper	Jasmine Goodman- Cooper	Jasmine Goodman- Cooper
262	9/15/2017	Taylor Wilson	Taylor Wilson	Taylor Wilson
263	9/15/2017	Amber Finkenbine	Amber Finkenbine	Amber FInkenbine
264	9/15/2017	Summer Breeding	Summer Breeding	Summer Breeding
265	9/15/2017	Hayley Inscho	Hayley Inscho	Hayley Inscho
266	9/15/2017	Emily R. Haun	Manager	Gatlinburg Airport Authority
267	9/18/2017	Melissa B Halfacre	Receptionist	Family Care
268	9/18/2017	Johnnie Browning	Johnnie Browning	Johnnie Browning
269	9/18/2017	Daphne Fagan-Girts	Marshall County Clerk	Daphne Fagan-Girts
270	9/18/2017	Shirley Dawn Welch	Marshall County Clerk	Shirley Dawn Welch
271	9/18/2017	Paula Alexander	Marshall County Clerk	Paula Alexander
272	9/18/2017	Mona Klarer	Marshall County Clerk	Mona Klarer
273	9/18/2017	Beverly Sampedro	Marshall County Clerk	Beverly Sampedro

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
274	9/18/2017	Carolyn Hollar	Marshall County Clerk	Carolyn Hollar
275	9/18/2017	Jennifer Key	Marshall County Clerk	Jennifer Key
276	9/18/2017	Carman Cantrell	Marshall County Clerk	Carman Cantrell
277	9/18/2017	Kim Gilley	City Recorder	City of Medina
278	9/19/2017	Leigh Reynolds	CMFO/City Recorder	Leigh Reynolds
279	9/20/2017	Destiney Jackson	Destiney Jackson	Destiney Jackson
280	9/20/2017	Kristy Osborn	Kristy Osborn	Kristy Osborn
281	9/20/2017	Bre C. Lowe	Bre C. Lowe	Bre C. Lowe
282	9/20/2017	Renee Lloyd	Renee Lloyd	Renee Lloyd
283	9/20/2017	Hannah Orick	Hannah Orick	Hannah Orick
284	9/21/2017	Amanda Irvin	Amanda Irvin	Amanda Irvin
285	9/21/2017	Karen Arthur	Karen Arthur	Karen Arthur
286	9/21/2017	Stephanie Irvin	Stephanie Irvin	Stephanie Irvin
287	9/21/2017	Rebekah Gibson	Rebekah Gibson	Rebekah Gibson
288	9/21/2017	Jeff Reynolds	Jeff Reynolds	Jeff Reynolds
289	9/21/2017	Dalton King	Dalton King	Dalton King
290	9/21/2017	Christy Hughes	Christy Hughes	Christy Hughes
291	9/21/2017	Joshua carpenter	Joshua carpenter	Joshua Carpenter
292	9/21/2017	Stephanie Wilson	Stephanie Wilson	Stephanie Wilson
293	9/21/2017	Michele White	Title VI Coordinator	Chester County Local Government
294	9/21/2017	Kenneth Todd	Clerk & Master Chancery Court	James Kenneth Todd
295	9/21/2017	Cindy J. Holladay	Deputy Clerk & Master	None
296	9/21/2017	Lynn B. Henning	Title VI Coordinator	City of Jackson
297	9/22/2017	Peggy Cox	Peggy Cox	Peggy Cox
298	9/22/2017	Holly Devon Williams	Deputy Clerk & Master	None
299	9/22/2017	Alesia Osborn	Deputy Clerk	None
300	9/22/2017	Luke Wilson	Luke Wilson	Luke Wilson
301	9/22/2017	Rita Gurley	Accounting Clerk	Carroll County
302	9/22/2017	Jennethia Pearson	Youth Service Officer	Carroll County
303	9/22/2017	Bertha Taylor	Circuit Court Clerk	Bertha Taylor
304	9/22/2017	Brian Stafford	Juvenile Probation Officer	Carroll County
305	9/25/2017	Kathy Howell	Deputy Clerk	Kathy Howell
306	9/25/2017	Michelle Lacewell	Interim Director	Nashville Area MPO
307	9/25/2017	Jennifer L Williams	Social Worker	Jennifer L Williams

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
308	9/25/2017	Robin Luther	PHOA	Robin Luther
309	9/27/2017	Haley Adkins	Haley Adkins	Haley Adkins
310	9/27/2017	Whitney Hardy	Executive Director	Whitney Hardy
311	9/29/2017	Joyce Ores	Housing Intake Specialist	MAAG
312	9/29/2017	Lori Williams	Juvenil Court Deputy Clerk	Carroll County
313	9/29/2017	Cornelius Coleman	Case manager	elam center
314	9/29/2017	Kathy Pinkston	Deputy Clerk	Carroll
315	9/29/2017	Kara Williams	Deputy Clerk	Carroll
316	10/3/2017	Steve Armer	Food and Beverage Manager	Sandra Roby
317	10/3/2017	Sandra Roby	Food and Beverage Manager	Akesha Jackson
318	10/3/2017	Akesha Jackson	Food and Beverage Manager	James Slater
319	10/3/2017	James Slate	Food and Beverage Manager	Candice Graham
320	10/3/2017	James Slater	Food and Beverage Manager	Candice Graham
321	10/3/2017	Candice Graham	Food and Beverage Manager	Steve Armer
322	10/3/2017	Mindy Grimm	Coalition Coordinator	Kathy Chesney
323	10/3/2017	Kathy Chesney	Coalition Coordinator	Kathy Chesney
324	10/3/2017	Anna Mai	City Recorder	The City of Shelbyville
325	10/4/2017	Ron Talbott	Director	Fifth Judicial Drug Task Force
326	10/5/2017	Harry Adcock	Executive Director	CS Patterson Training Center
327	10/5/2017	Jaquilla Pigue	Residential Supervisor	Henry County Prevention Coalition
328	10/9/2017	John P. Morrison	City Inspector Airport Manager	Humboldt Municipal Airport
329	10/11/2017	Rebecca Caldwell	Finance/Administrative Manager	Rebecca Caldwell
330	10/11/2017	Kim Jeffers-Whitaker	Deputy Director of HR	Anderson County Government
331	10/11/2017	Jenny Morgan	Human Resources Director	N/A
332	10/12/2017	Johnnie Wheeler	Title VI Coordinator	UCRA
333	10/12/2017	Sherry Greene	Executive Assstant	Washington County
334	10/13/2017	Mary Ann Perdue	Administrative Assistant to Mayor	Scott County Government
335	10/14/2017	Russell Figueira	Dispatcher	Russell Figueira
336	10/16/2017	Kenny McBride	Carroll County Mayor	Carroll County Government
337	10/17/2017	Jason Roberts	Recorder	City of Newbern
338	10/22/2017	MekenzieLawson	Mekenzie	Dispatch
339	10/23/2017	Heather Warden	Therapist	Heather Warden
340	10/23/2017	Deborah	Counsel	Deborah
341	10/24/2017	Kathryn Carver	Volunteer	CASA Corridor

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
342	10/24/2017	Sean O'Neil	CASA	CASA Corridor
343	10/26/2017	Jacob Gaudet	Jacob Gaudet	Jacob Gaudet
344	10/26/2017	Jacob Ball	Jacob Ball	Jacob Ball
345	10/26/2017	Logan Carden	automotive	Logan Carden
346	10/26/2017	Steven Graves	Director of Operations	Hardeman County, TN
347	10/30/2017	Julie Freeman	Julie Freeman	Julie Freeman
348	10/30/2017	Lelar Roysden	Lelar Roysden	Lelar Roysden
349	10/31/2017	Allan Reyes	EEO Officer	Nationwide Construction Group
350	10/31/2017	Connie Etzkin	HR Director	City of Columbia
351	11/2/2017	Amanda Hicks	Executive Assistant	Fentress County Government
352	11/4/2017	Ondrea Mullins	Dispatcher	Ondrea Mullins
353	11/6/2017	Paul Morris	Project Manager	Memphis Area Association of Governments
354	11/6/2017	Barry Cross	Vice President of HR	Jackson Energy Authority
355	11/7/2017	Richard Crawford	Aviation Director	Linda Hillis
356	11/7/2017	Vant Hardaway	CASA	CASA Corridor of East TN
357	11/8/2017	Brent Young	Instructor	Brent Young
358	11/8/2017	Robert Lockard	Airport Manager	Gibson County Airport
359	11/15/2017	David Townsend	Equipment Operator	Carroll County Highway Department
360	11/15/2017	Jason Fields	Equipment Operator	Carroll County Highway Department
361	11/15/2017	Trenity Butler	Equipment Operator	Carroll County Highway Department
362	11/15/2017	Samuel Tucker	Equipment Operator	Carroll County Highway Department
363	11/15/2017	Randy Butler	Equipment Operator	Carroll County Highway Department
364	11/15/2017	Mike Kyle	Foreman	Carroll County Highway Department
365	11/15/2017	Tommy	Foreman	Carroll County Highway Department
366	11/15/2017	Tommy Akin	Mechanic	Carroll County Highway Department
367	11/15/2017	Dennis Townsend	Equipment	Carroll County Highway Department
368	11/15/2017	Jason Longmire	Equipment Operator	Carroll County Highway Department
369	11/15/2017	Jamie Christian	Equipment Operator	Carroll County Highway Department
370	11/15/2017	Danny Halter	Equipment Operator	Carroll County Highway Department
371	11/15/2017	Ronnie Wade	Equipment Operator	Carroll County Highway Department
372	11/15/2017	Dwight Reed	Equipment Operator	Carroll
373	11/15/2017	Philip Halter	Equipment Operator	Carroll
374	11/15/2017	Tommy Davis	Equipment Operator	Carroll County Highway Department
375	11/15/2017	Kevin Reed	Equipment Operator	Carroll County Highway Department

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#	Date	Name	Job Title	Subrecipient
376	11/15/2017	Doug Hilliard	Equipment Operator	Carroll County Highway Department
377	11/15/2017	Donnie Cary	Equipment Operator	Carroll County Highway Department
378	11/15/2017	Dale Seagraves	Equipment Operator	Carroll Counth Highway Department
379	11/15/2017	Michael Avery	Equipment Operator	Carroll County Highway Department
380	11/15/2017	Pete Mort	Equipment Operator	Carroll County Highway Department
381	11/15/2017	Tommy Moody	Maintenance Personnel	Carroll County Highway Department
382	11/15/2017	Charlie Wilkes	Foreman	Carroll County Highway Department
383	11/16/2017	Dan Wheeley	Chief/Executive Director	WC/JC EMS
384	11/16/2017	Becky Crockett	HR & Risk Director	Fentress County
385	11/16/2017	Tommy Crowder	HRM	WC JC EMS
386	11/27/2017	Kermit Easterling	Captain	Kermit Easterling
387	11/30/2017	Tyler Jarrett	Practicum Student	Tyler Jarrett
388	11/30/2017	Nick Warren	Municipal Planner	Shelby County DPD
389	12/2/2017	Richard Alexander	Firefighter	Columbia Fire Department
390	12/4/2017	Josie Bowman-Williams	Regional Asset Manager	Jim Nasso
391	12/4/2017	Savannah Palmer	Service Coordinator	Wesley Living
392	12/4/2017	Karen Koelemay	CRNA	Kenric Duncan
393	12/4/2017	Julie PRuitt	Community Manager	Jim Nasso
394	12/12/2017	Jessica McAdoo	CRNA	Lifelinc
395	12/19/2017	Shonda Duncan	Interim Executive Director	Scott County Shelter Society
396	12/20/2017	Russell Holladay	Equipment Operator	Carroll County Highway Department
397	12/20/2017	Russell Bolen	Equipment Operator	Carroll County Highway Department
398	12/20/2017	Edward Brinkley	Mechanic Foreman	Carroll County Highway Department
399	12/20/2017	Jerry Autry	Mechanic Foreman	Carroll County Highway Department
400	12/20/2017	Philip Smith	Equipment Operator	Carroll County Highway Department
401	12/22/2017	E. L. Morton	Mayor, Campbell County TN	E.L. Morton
402	12/23/2017	Bobby Crumby	police officer	Savannah Police
403	12/27/2017	Robin Ruiz	City Recorder/CMFO	Town of Tazewell
404	12/29/2017	Belinda Kretzer	Finance Director	City of Rockwood
405	1/2/2018	Chelsey Clay	Program Director	Melissa Holloway
406	1/4/2018	George Cunningham	Executive Director	Journeys in Community Living
407	1/6/2018	Linda Lyda	Quality Assurance Coordinator	Evergreen Life Services
408	1/7/2018	Justin D. McAdoo	CRNA	LifeLinc Anesthesia
409	1/8/2018	Shameka Grady	Human Resources Assistant	NA

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#	Date	Name	Job Title	Subrecipient
410	1/9/2018	Lori Clyde	Lori Clyde	Lori Clyde
411	1/9/2018	Justin Craig	Justin Craig	Justin Craig
412	1/9/2018	William Goins	William Goins	William Goins
413	1/9/2018	Barbara K. Powell	Administrative Assistant	Fentress County Highway Department
414	1/10/2018	Sarah Cinnamon	Sarah Cinnamon	Sarah Cinnamon
415	1/10/2018	Emily Cummins	Emily Cummins	Emily Cummins
416	1/10/2018	Delaney Munsey	Delaney Munsey	Delaney Munsey
417	1/10/2018	Laura Atkinson	Senior Director of HR	N/A
418	1/10/2018	Phaedra Olsen	State Director	MADD TN
419	1/11/2018	Christopher Welch	Christopher Welch	Christopher Welch
420	1/11/2018	Gabriel Jeffers	Gabriel Jeffers	Gabriel Jeffers
421	1/11/2018	Travis Bowling	Travis Bowling	Travis Bowling
422	1/11/2018	Olivia Owens	Olivia Owens	Olivia Owens
423	1/11/2018	Zak Warren	Zak Warren	Zak Warren
424	1/11/2018	Sierra Wilson	Sierra Wilson	Sierra Wilson
425	1/11/2018	David Chadwell	David Chadwell	David Chadwell
426	1/11/2018	Rhett Riseden	Rhett Riseden	Rhett Riseden
427	1/11/2018	Christian Crowder	Christian Crowder	Christian Crowder
428	1/11/2018	Samuel Kitts	Samuel Kitts	Samuel Kitts
429	1/11/2018	Kathleen Reed	Victim Services Specialist	Mothers Against Drunk Driving
430	1/11/2018	Kara Lonsway	Victim Services Specialist	Mothers Against Drunk Driving
431	1/11/2018	Katie Reed	Victim Services Specialist	Mothers Against Drunk Driving
432	1/14/2018	Evan Womack	Security Officer	Evan Womack
433	1/19/2018	Austin Aiken	Austin Aiken	Austin Alken
434	1/22/2018	Lindsay Jackson	Program Manager/Developer	MAAG
435	1/23/2018	Chelsie Hembree	Chelsie Hembree	Chelsie Hembree
436	1/23/2018	James C. Nasso	Chief Executive Officer	Wesley Housing Corporation
437	1/24/2018	Michelle Pleasant	Assistant Director	Harwood Center
438	1/26/2018	Sherry Trent	Executive Director	Eastern Eight CDC
439	1/26/2018	Gina Lusk	Property Manager	Wesley Homes INC
440	1/29/2018	Karen Estes	Transportation Director	Knoxville-Knox County CAC
441	1/29/2018	Lisa Christine-Trexler	Lisa Christine-Trexler	MAAG
442	1/29/2018	Warren Secrest	Compliance administration	Warren Secrest
443	1/29/2018	Annette Sisk	Human Resources	Annette Sisk

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#	Date	Name	Job Title	Subrecipient
444	1/30/2018	Cliff Jowers	Administration	Clients
445	1/31/2018	Gary W. Smith	EMA Director	Carter County
446	2/1/2018	Mike Russell	Solid Waste Director	Claiborne County Sanitation
447	2/2/2018	Billy Harrell	Deputy Director	Carter County EMA
448	2/2/2018	Patty Chatfield	CASA	Patty Chatfield
449	2/2/2018	Jo Morehead	CASA Volunteer	Jo Morehead
450	2/2/2018	Anjali Tragler	HR Generalist	City of Germantown
451	2/3/2018	Jo Morehead	CASA Volunteer	Jo Morehead
452	2/7/2018	Sarah Lee	CPRS	TMHCA
453	2/7/2018	Charles Boddie	Human Resources Manager	Metro Public Works
454	2/8/2018	Julie Miller	Forensic Interviewer	Juniors House CAC, Inc
455	2/8/2018	Robin Sealy	Workforce Coordinator	Robin Sealy
456	2/8/2018	Nancy Huelsing	Executive Assistant	Nancy Huelsing
457	2/8/2018	Cheryl Rasbach	Director, Compliance Officer	Regional One Health SCHCC
458	2/8/2018	Danielle Sims	Executive Director	Knoxville Area Project Access
459	2/9/2018	Dan Maxwell	Building Official	Lakesite
460	2/12/2018	Jayne Harrison	Director of HR	Easter Seals TN
461	2/12/2018	Chris Mason	City Manager	Town of Oliver Springs
462	2/14/2018	Larry Hilliard	Equipment Operator	Carroll County Highway Department
463	2/14/2018	Donnie Smith	Equipment Operator	Carroll County Highway Department
464	2/14/2018	Johnny Payne	STAGES Program Director	Grace Powell
465	2/20/2018	Justin Snodgrass	On-Site Construction Manager	Eastern Eight CDC
466	2/20/2018	Johnathan Payne	Program Director	Grace Powell
467	2/20/2018	Jamie Sain	Codes/Safety Director	City of Manchester
468	2/21/2018	Grace Powell	STAGES Intern	Grace Powell
469	2/21/2018	Sgt. David Cole	Special Operations Sergeant	Dickson Police Department
470	2/23/2018	Rosemary Bates	Special Projects Director	City of Gallatin
471	2/23/2018	Glenda Troutt	Administrative Assistant	City of Gallatin
472	2/23/2018	Bennie Baggett	Water Plant Manager	City of Gallatin
473	2/24/2018	Jilian Reece	Director	Carter County Drug Prevention
474	2/26/2018	Kate Novitsky	Police Captain	City of Gallatin
475	2/26/2018	Tim Wakeley	Deputy Building Official	Chuch Stuart
476	2/26/2018	Jillian Ogden Committee Member	Planner II	NA
477	2/27/2018	Grant Daugherty	Grant Daugherty	Grant Daugherty

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#	Date	Name	Job Title	Subrecipient
478	2/27/2018	Julie Bohannon	cultural administrator	Town of Monterey
479	2/28/2018	Michael T. Borders	City Recorder	Town of Unicoi
480	3/1/2018	Anthony Goins	Anthony Goins	Anthony Goins
481	3/1/2018	Colby Lane	Colby Lane	Colby Lane
482	3/1/2018	Michael Ray	City Recorder	Town of Carthage
483	3/1/2018	Jamie Hinton	Victim Coordinator	Jackson Police Department
484	3/2/2018	Laura Moss	Office Coordinator	Behavioral Health Initiatives
485	3/2/2018	Keifer Silcox	Keifer Silcox	Keifer Silcox
486	3/2/2018	Matthew Seprish	Matthew Seprish	Matthew Seprish
487	3/2/2018	Michelle Jilek	Deputy Director of Finance	City of Gallatin
488	3/5/2018	Glenn Rosenoff	City Administrator	Town of Erwin
489	3/5/2018	Joann Lewis Massey	Director	City of Memphis
490	3/6/2018	Jonathon Hammock	Equal Opportunity Officer	Potter South East LLC
491	3/7/2018	Vickie Howard	HR Coordinator	Hartsville/Trousdale County
492	3/7/2018	Regenia Price	Deputy Clerk	Regenia Price
493	3/9/2018	Bridgette Rogers	City Recorder	Alexandria Police Department
494	3/9/2018	Trudy McCabe	Volunteer	CASA of Rutherford County
495	3/9/2018	Martin Evans	EEO Officer	Crystal Maynard
496	3/9/2018	Christine ODay	Volunteer	CASA of Rutherford County
497	3/11/2018	Sheila Snow	CASA Volunteer	Kassie Davis
498	3/12/2018	Jennifer Scott	Assistant to Mayor	Chester Coounty Government
499	3/13/2018	Tamecka Strawther	HR Assisant	Tamecka Strawther
500	3/13/2018	Christine ODay	Volunteer	CASA of Rutherford County
501	3/14/2018	Christine ODay	Volunteer	Casa of Rutherford County
502	3/14/2018	Sierra Ellis	Volunteer	CASAof Rutherford County
503	3/15/2018	Kassie Davis	Executive Director	CASA of Rutherford County
504	3/15/2018	CASA of Rutherford County	Volunteer	Rachelle Bennett
505	3/16/2018	Brett Cobble	AWT	BCCX
506	3/16/2018	Anthony Hill	Maintenance Director	Andy Wallace
507	3/16/2018	Len Pipkin	CPRS, Facilirt Coordinator	TMHCA
508	3/16/2018	Kathy Sergeant	Human Resources Director	Knoxville-Knox County CAC
509	3/18/2018	Gracie Dugan	Volunteer	CASA of Rutherford County
510	3/19/2018	Sierra Ellis	Volunteer	CASA of Rutherford County
511	3/19/2018	Grace Powell	Intern	Grace Powell

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#	Date	Name	Job Title	Subrecipient
512	3/19/2018	Miguel Mendieta	UT Extension Agent	Miguel Mendieta
513	3/19/2018	Cameron Mitchell Calvert	IT Systems Supervisor	Cameron Mitchell Calvert
514	3/19/2018	Mike Lewis	Executive Director	Coffee County Drug Court
515	3/19/2018	Beverly R Staten	Committee member	Shameka Grady
516	3/20/2018	Phil Graves	Management Services	Athens Utilities Board
517	3/20/2018	Hannah Davis	Administrator	Hannah Davis
518	3/20/2018	Debra Johnson	Administrator	Tennessee Health Management
519	3/20/2018	Steven Totty	Executive Director	VanAyer
520	3/20/2018	Amy Chadwick	Administrator	Christy Henson
521	3/20/2018	Julie Roberts	Administrator	David Fitzgerald
522	3/20/2018	Rachelle Bennett	CASA Volunteer	CASA
523	3/20/2018	Stephanie Warbritton	Administrator	Stephanie Warbritton
524	3/20/2018	Clayton Craig	Administrator	Kim Taylor
525	3/20/2018	Chris Childress	Consultant	Chris Childress
526	3/20/2018	Stacey Wallace	Administrator	Stacey Wallace
527	3/20/2018	Stacey Wallace	Administrator	Stacey Wallace
528	3/21/2018	Roxanne Ecklund	President	Brodie
529	3/21/2018	Cathy Mayfield	Grant Administrator	City of Bolivar
530	3/21/2018	Misti Pequignot	Education Coordinator	Chester County Solid Waste
531	3/21/2018	Denise Geminden	ECD Director	City of Portland
532	3/22/2018	Trudy McCabe	Volunteer	CASA of Rutherford County
533	3/22/2018	Rob Hammond	Recovery Court Coordinator	Carl R Hammond
534	3/23/2018	Harry King	TDOT Tech	N/A
535	3/26/2018	Susan Sloan	Office on Aging Director	Carroll County
536	3/26/2018	Melinda Quisenberry	Office Coordinator	Carroll County
537	3/26/2018	Mary Humphrey	Assist. Director OOA	Carroll County
538	3/27/2018	Sierra Butler	Project Coordinator	Drug Free Tipton
539	3/28/2018	Pam Johnson	Office Manager	Pam Johnson
540	4/2/2018	Elizabeth Myrick	CRNA	Lifelinc Anesthesia
541	4/2/2018	Mary Prier	City Recorder	City of Ardmore
542	4/3/2018	Norris Teachworth	Affirmative Action Officer	Affirmative Action Program
543	4/3/2018	David Norsworthy	Director of Public Works	Town of Trimble
544	4/3/2018	Mike Boyce	Owner	Boyce Ballard Construction
545	4/4/2018	Ranny C. Saint	Highway Response Supv 2	Ranny C. Saint

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
546	4/4/2018	Mary Pena	CRNA	Lifelinc
547	4/4/2018	Steven Billingsley	Sergeant	Sequatchie County
548	4/4/2018	Paul Howard	Detective	Sequatchie County
549	4/4/2018	Jody Lockhart	Detective	Sequatchie County
550	4/4/2018	Tammy Raydo	Secretary	Griffith Elementary
551	4/4/2018	Paul A Hirjak	Highway Response Supervisor 1	Paul Hirjak
552	4/4/2018	Mark Kaylor	Help program	Mark Kaylor
553	4/5/2018	Matthew Keith Kirkland	Construction Manager	Knox County
554	4/5/2018	Rhonda Green	Program Manager	Georgia Roy
555	4/5/2018	Laylah Smith	Chief Legal Counsel	GNRC/MPO
556	4/8/2018	Stephen Wilensky	Human Resources Director	City of Germantown
557	4/10/2018	Emily Harris	McNairy County Government	McNairy County
558	4/10/2018	Robbie Harris	McNairy County Government	McNairy County
559	4/10/2018	Kassie Davis	Executive Director	CASA of Rutherford County
560	4/10/2018	Arlene Middaugh	Assistant Director	CASA of Rutherford County
561	4/10/2018	Alissa Shear	Program Assistant	CASA of Rutherford County
562	4/11/2018	Gary Carver	City Planning Director	City of Newport
563	4/17/2018	Debra Henegar	Director	SEBC
564	4/17/2018	Frances "Nicole" Treadway	Social Worker/ARP Coordinator	Appalachian Counseling Centers
565	4/17/2018	Wess Ward	Mayor	Kristy Tucker
566	4/18/2018	Teresa Hazard	Preschool teacher	Teresa
567	4/19/2018	Jennifer Hines	President	Jen-Hill Construction
568	4/19/2018	Don Bates	Fire Chief	Don Bates
569	4/20/2018	Susan Tummins	Comptroller	Water Authority of Dickson Co
570	4/20/2018	Ben Shemwell	Project manager	Campbell Construction, INC
571	4/20/2018	Vikki Howse	SEBP	Southeast Baptist Childcare
572	4/20/2018	Tracy Johnson	SEBP	Southeast Baptist Childcare
573	4/20/2018	Decaruss Jennings	SEBP	Southeast Baptist Childcare
574	4/20/2018	Cindy Kelly	Cook/teacher	SEBP
575	4/22/2018	Cindy Kelly	Cook/teacher	SEBP
576	4/22/2018	Kim Reaux	Preschool Teacher	SEBC
577	4/24/2018	Amanda Hargrove	childcare provider	Amanda Hargrove
578	4/24/2018	Paul W Johnson	Assistant to the City Manager	City of Jefferson City
579	4/25/2018	Joanne Bond	Child Care -Teacher	Southeast Baptist Church

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
580	4/25/2018	Bobbie Evans	HR	Bobbie Evans
581	4/25/2018	Lois Williams	daycare	Lois Williams
582	4/25/2018	James Edward Ramsey IV	Captain	Warren County
583	4/25/2018	John Lawless	City Manager	Debbie Finch
584	4/26/2018	Symone Sheffield	Teacher	Symone Sheffield
585	4/26/2018	Megan Pickett	Teacher	Megan Pickett
586	4/26/2018	Sherry Wilson	Staff	Sherry Wilson
587	4/30/2018	Ashley Carbine	Caregiver	Ashley Carbine
588	5/2/2018	Andrew Renwick	Director	Andrew Renwick
589	5/6/2018	Janah Henry	CASA Volunteer	Lyn Jones
590	5/7/2018	James Daugherty	James Daugherty	James Daugherty
591	5/7/2018	Preston Smith	Preston Smith	Preston Smith
592	5/7/2018	Matthew Valandingham	Matthew Valandingham	Matthew Valandingham
593	5/7/2018	Josh Perkins	Josh Perkins	Josh Perkins
594	5/7/2018	Christopher Orick	Christopher Orick	Christopher Orick
595	5/7/2018	Austin Smiddy	Austin Smiddy	Austin Smiddy
596	5/7/2018	Rex A. Welch	Rex A. Welch	Rex A. Welch
597	5/7/2018	Adam Ward	Adam Ward	Adam Ward
598	5/7/2018	Dana M. Hall	President owner	Dana Hall
599	5/8/2018	Dana Viles	Dana Viles	Dana Viles
600	5/8/2018	Elsa Michelle Garrett	Elsa Michelle Garrett	Elsa Michelle Garrett
601	5/8/2018	Donna Faye Ferguson	Receptionist	donna@casacorridor.org
602	5/8/2018	Natalie Kelly	Advocate Supervisor	CASA Corridor of East TN
603	5/9/2018	Andrea Lovette	Andrea Lovette	Andrea Lovette
604	5/9/2018	Tiffany Brooks	Tiffany Brooks	Tiffany Brooks
605	5/9/2018	Jennifer Allen	Jennifer Allen	Jennifer Allen
606	5/9/2018	Judith C. Griffith	CASA Volunteer	CASA Corridor of East TN
607	5/9/2018	Shelley F. Griffith	CASA Volunteer	CASA Corridor of East TN
608	5/10/2018	Austin Trentham	Austin Trentham	Austin Trentham
609	5/10/2018	Samuel Heaton	Samuel Heaton	Samuel Heaton
610	5/10/2018	Hayden Odell Poyner	Emergency Management Director	Humphreys County Government
611	5/10/2018	Linda Leichty	CASA Volunteer	Linda Leichty
612	5/11/2018	Wesley Spurgeon	Co-Director	Tipton-Haynes
613	5/11/2018	Matthew Frye	Co-Director	Tipton-Haynes

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
614	5/11/2018	Stacey Claxton	Human Resources Generalist	City of Shelbyville
615	5/14/2018	Maggie Brown	Payroll Director/AP	Houston County Government
616	5/15/2018	Tim Wakeley	Deputy Building Official	Shameka Grady
617	5/15/2018	tim Wakeley	Deputy Building Official	Chuck Stuart
618	5/15/2018	Martin F. Johnson	Airport Manager	City of Humboldt
619	5/15/2018	Tamecka Strawther	HR Assistant	City of Gallatin
620	5/15/2018	Jane Summers	HBIC	Sarah Sue
621	5/16/2018	Mindy Hall	Executive Director	CASA of Campbell County, INC
622	5/16/2018	Angie Williams	Advocate Coordinator	CASA of Campbell County, INC
623	5/17/2018	Heather Grissom	Executive Assistant	Denny W Robinson
624	5/17/2018	Elizabeth Lee	Dispatcher	Elizabeth
625	5/18/2018	Tamara Crutcher	Auditing Administrator	VBHCS
626	5/18/2018	Gala V.J. Murray	V.P. of Compliance & Oversight	Volunteer Behavioral Health
627	5/20/2018	Doug Edwards	Director of Admin & HR	City of Lawrenceburg
628	5/21/2018	Dewayne Howard	Dewayne Howard	Dewayne Howard
629	5/21/2018	Kevin Bowling	Grant Administrator	Anderson County Government
630	5/21/2018	Deondra Bender	CASA Supervisor	CASA Dickson County
631	5/21/2018	Rachel Spencer	Executive Director	CASA of Dickson County
632	5/21/2018	Elaine Hudson	Assistant Director	City of Gallatin
633	5/21/2018	Maria Delgado	Development Assistant	Maria Delgado
634	5/23/2018	Johnnie wheeler	title V1 coordinator	na
635	5/23/2018	Natalie Barrionuevo	Case Manager	CASA
636	5/23/2018	Erin Goins	AmeriCorps VISTA	CASA of Bradley County
637	5/23/2018	Mike Clement	CASA Volunteer	Mike Clement
638	5/24/2018	Lindsey Anderson	Vice President	SE-YA Book Festival
639	5/24/2018	Connie Hagberg	CASA Volunteer	CASA - Coffee County, TN
640	5/24/2018	Richard Many	CASA Volunteer	Richard Many
641	5/24/2018	Karyssa Helton	RPO Coordinator	Mid-Cumberland Human Resources
642	5/24/2018	Jo Anne Gaunt	CASA Volunteer	CASA
643	5/24/2018	Heather Garay	CASA Works, INC Volunteer	Wanda Strayhorn
644	5/25/2018	Teresa Barber	Supervisor	Teresa Barber
645	5/25/2018	Dana Farris	Child Advocate	CASAWorks, INC
646	5/25/2018	Beverly Staten	Committee person	City of Gallatin HR Department
647	5/25/2018	Jillian Zarecor	Volunteer	CASA Works, INC

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
648	5/25/2018	Beverly Staten	Committee person	HR City of Gallatin
649	5/25/2018	Amy Dorman	CASA Volunteer	CASA Works
650	5/25/2018	Carol Ayala	CASA child advocate	Dana Farris
651	5/25/2018	Dave Van Buskirk	CASA Volunteer	Dave Van Buskirk
652	5/25/2018	Mary Turner	CASA Volunteer	Dana Farris
653	5/25/2018	Dana Farris	Franklin County Supervisor	Carol McGuire
654	5/25/2018	Casa	CASA	Suzanne Banks
655	5/25/2018	Estella R Burnette	CASA Volunteer	Dana Farris
656	5/25/2018	Suzanne Banks	CASA Volunteer	CASA
657	5/27/2018	Anthony Keck	Dispatcher	Anthony Keck
658	5/28/2018	Lieven T. Cox	Alderman West Ward	City of Harrogate
659	5/28/2018	Trish Hubbard	CASA Volunteer	Patricia Hubbard
660	5/29/2018	Susan Lane-Houk	Child Advocate	CASAWorks, INC
661	5/29/2018	Estella Burnette	Child Advocate	CASAWorks, INC
662	5/29/2018	Dave VanBuskirk	Child Advocate	CASAWorks, INC
663	5/29/2018	Rebecca Carr-Stith	Child Advocate	CASAWorks, INC
664	5/29/2018	Carol McGuire	Child Advocate	CASAWorks, INC
665	5/29/2018	Sarah Fell	Child Advocate	CASAWorks, INC
666	5/29/2018	Tina Prudhomme	Child Advocate	CASAWorks, INC
667	5/29/2018	Jillian Zarecor	Child Advocate	CASAWorks, INC
668	5/29/2018	Michael Houbre	HR & General Counsel	Master Service Companies LLC
669	5/29/2018	Kelsey West	Behavior Unit Case Manager	Shannon Doan
670	5/30/2018	Mario Mendoza	Fire Inspector/Investigator	Mario Mendoza
671	5/30/2018	Teresa Barber	Supervisor	Mary A Lokey
672	5/30/2018	Mary A. Lokey	Volunteer	Teresa Barber
673	5/30/2018	Elizabeth Henegar	Volunteer	SEBP
674	5/30/2018	Daniel Meadows	Operations Specialist	Daniel Meadows
675	5/30/2018	Rebecca Littleton	Director of Finance	Rebecca Littleton
676	5/30/2018	Donna Lewis	Accounting	Eastern Eight CDC
677	6/1/2018	Sara Boyd	Executive Director	Madison County CASA
678	6/1/2018	Roxanna Fults	City Recorder/CMFO	Roxanna Fults
679	6/1/2018	Kelly Rider	City Recorder	City of Ridgetop
680	6/2/2018	Sara Boyd	CASA	Esthela Doelman
681	6/2/2018	Esthela Doelman	CASA	Sara Boyd

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
682	6/4/2018	Rene Sanders	Volunteer	Madison County CASA
683	6/4/2018	Rebecca Carr Stith	Volunteer	Rebecca Carr-Stith
684	6/5/2018	Clint Shrum	Sheriff	Grundy County Sheriffs office
685	6/6/2018	Shelly Kelley	Community Services Officer	City of Emporia
686	6/6/2018	Dan Burch, Jr.	Program Director	McDowell Center for Children
687	6/6/2018	Jory Blake	Property Manager	Wesley Housing Coporation
688	6/6/2018	Paula Rodgers	CASA Volunteer	Madison County CASA
689	6/6/2018	Jeff Lawrence	Business Manager/Risk Manager	Jeff Lawrence
690	6/6/2018	Laklyn May	Floater	SEBP
691	6/6/2018	Lieven T Cox	Alderman West Ward	City of Harrogate
692	6/7/2018	Hannah	Snowden	Madison County CASA
693	6/7/2018	Sheryl Miller	City Clerk	sheryl miller
694	6/8/2018	Keith Smith	City Administrator	City of Loreeto
695	6/8/2018	Scott Pieper	Court Coordinator	Williamson County DUI Court
696	6/11/2018	Rene Sanders	CASA Volunteer	CASA Madison County
697	6/11/2018	Yvonne Stewart	Special Projects Coordinator	Yvonne Stewart
698	6/11/2018	Ramie Siler	Director	Scott Easterling
699	6/11/2018	Scott Easterling	Case Manager	Scott Easterling
700	6/11/2018	CASA	CASA Volunteer	Chad Hart
701	6/11/2018	Charlotte Burke	CASA Volunteer	CASA
702	6/12/2018	Chad L Hart	CASA Volunteer	Sara Boyd
703	6/12/2018	Cindy Kincaid	Compliance Coordinator	Bar-Tie Reinforcing, INC
704	6/13/2018	Ann Coffey	Sub-contractor	Ann Coffey
705	6/14/2018	Sue Lipscomb	HR/Payroll clerk	City of Lakeland
706	6/14/2018	James Burdick	Counselor	James Burdick
707	6/14/2018	Ramie Siler	Title VI Coordinator	James Burdick
708	6/14/2018	Angela Easterling	Counselor	Angela Easterling
709	6/17/2018	Jackie Collins	CASA Volunteer	Jackie Collins
710	6/18/2018	Angenal Huddleston	CASA Volunteer	Angenal Huddleston
711	6/18/2018	Lora Hahn	Casa	Lora Hahn
712	6/19/2018	Angela Stockdale	Juvenile Clerk	Carroll County Government
713	6/19/2018	Summer Chappell	Director of Community Services	DeafConnect
714	6/20/2018	Susan Tummins	Comptroller	Water Authority of Dickson County
715	6/20/2018	Jinni Harrison	CASA Volunteer	Sara Boyd

2017 - 2018 Online Subrecipient Training Roster

#	Date	Name	Job Title	Subrecipient
716	6/20/2018	Lindsay Terry	Clerk	Town of Huntsville
717	6/20/2018	J Dennis Jeffers	Mayor	Town of Huntsville
718	6/20/2018	Wendy Buttram	City Recorder	Town of Huntsville
719	6/21/2018	Tamara Carlyle	Owner/Director	Tamara K Carlyle
720	6/25/2018	Alyson Susong	Record	Junea Graves
721	6/25/2018	Junea Graves	Clerk	Junea Graves
722	6/25/2018	Nathaniel Allsup	Water Department	Nathaniel Allsup
723	6/25/2018	Stanley Coffee	Street Department	Stanley Coffee
724	6/25/2018	Robert Hardy	Water Supervisor	Robert Hardy
725	6/25/2018	Teresa Lawson	Water Secretary	Teresa Lawson
726	6/25/2018	Eddie Mantooth	Street Department	Eddie Mantooth
727	6/25/2018	Trevor Nash	Sewer Department	Trevor Nash
728	6/25/2018	Michael Painter	Sewer Department	Michael Painter
729	6/25/2018	Franklin Parker	Sanitation Department	Franklin Parker
730	6/25/2018	Michael Romines	Water Department	Michael Romines
731	6/25/2018	Elliott Rednour	Water Department	Elliott Rednour
732	6/25/2018	Timothy Rednour	Sanitation Department	Timothy Rednour
733	6/25/2018	Sue Teague	H.R./Safety Director	City of Dyersburg
734	6/26/2018	Tammy Lewis	Human Resources	Town of Somerville
735	6/26/2018	Julie Rector	Records Clerk	White Pine Police Department
736	6/26/2018	Chad Cotter	Chief	White Pine Police Department
737	6/26/2018	Paul Lowe	SGT.	White Pine Police Department
738	6/26/2018	Arlie Ball	Patrol	White Pine Police Department
739	6/26/2018	Aaron Guinn	Patrol	White Pine Police Department
740	6/26/2018	Steven Arnold	Patrol	White Pine Police Department
741	6/26/2018	Darin Lane	Detective	White Pine Police Department
742	6/26/2018	Robert Smith	Patrol	White Pine Police Department
743	6/26/2018	Rodney Sexton	Sgt.	White Pine Police Department
744	6/26/2018	Todd White	Patrol	White Pine Police Department
745	6/26/2018	Chris Buckner	Patrol	White Pine Police Department
746	6/26/2018	Genesis Mejias	Administrative Assistance	Coffee County Drug Court
747	6/26/2018	Janice Smith	Case Manager	Janice Smith
748	6/26/2018	Staria Davison	Treatment Specialist	Coffee County Drug Court
749	6/26/2018	Martha S. McCallie	Addiction Specialist/Therapist	Coffee County Drug Court

Rover Transit - Murfreesboro - Title VI Training

October 23, 2017

#	Names	Column1
1	Jim Kerr	
2	Russ Brashear	
3	Ed Etzkin	
4	Lesia McCluskey	
5	Brenda Cory	
6	Don Murphree	
7	Gary Allen	
8	Michelle Kasper	
9	Frederick Johnston	
10	Ann Cool	
11	Scott Coy	
12	Sherry Gateley	
13	Malary Bitcon	
14	Wanda Thompson	
15	Victor Puschmann	
16	Michael Henighan	
17	Barbara Bariero	
18	Phyllis Hicks	
19	Ram Balachandran	
20	Jeremy Messer	
21	Aaron Bagby	
22	Michele Smithson	
23	Shaun Poore	
24	Chris Griffith	
25	Sam Huddleston	
26	Cey Chase-Aguzzi	
27	Michele Emerson	
28	Tim Jackson	
29	Ben Herron	
30	Ben Lawwell	
31	Darryl Hopkins	
32	Eric Toombs	
33	James Hill	
34	Joe Ehleben	

35 Mike Stacey

36 Scott Elliott

37

38

**Region 2 Title VI Training
September 7, 2018**

#	Name
1	Tammy Vicry
2	Karen Rennich
3	Antonio Morgan

Region 1 Title VI Training
May 18, 2018

#	Name
1	Dan Maxwell
2	Glenn Berry
3	Mary Butler
4	Larry Clark
5	Terry Burns
6	Rick DesGroseilliers

Appendix B



Vendor Listing

2017 - 2018 Vendor and Subrecipient Listings

Contract #	Vendor Name	Contract Supplier Type	Contract Description	Begin Date	Expire Date	Max. Amt
1	57512 Act Print Division Llc	Vendor	Regional Printing Contract	2/12/18	2/11/23	2,960,147.24
2	57545 Northstar Environmental Group Inc	Vendor	TDOT Maint Oil Recycling	2/15/18	2/14/21	26,000.00
3	57659 Rickey L Walker	Vendor	TDOT Used Flatbed Trailers	3/1/18	2/29/20	225,000.00
4	57717 Roadtec Inc	Vendor	TDOT Maint Roadtec	4/3/18	4/2/21	123,412.00
5	57715 Thomason Co Inc	Vendor	Mechanical Vegetation Mnmt	3/12/18	3/11/21	383,407.50
6	57710 Tims Tree Service Inc	Vendor	Mechanical Vegetation Mnmt	3/12/18	3/11/21	557,585.00
7	57949 Tommy Ray Carroll	Vendor	TDOT Maintenance Statewide Lit	4/9/18	4/8/20	1,020,325.00
8	57915 Utilicom Supply Associates LLC	Vendor	TDOT Safety Hard Hats	4/9/18	4/8/21	139,110.00
9	58079 Wingfield Distributing Company Inc	Vendor	TDOT Materials and Test Platfo	4/16/18	4/15/22	145,040.40
10	57023 High Leah Electronics Inc	Vendor	TDOT Diamond Parts	12/15/17	12/14/20	66,048.20
11	55905 SHI International Corp	Vendor	TDOT IT Transcad	8/14/17	8/13/22	183,672.63
	58525 SHI International Corp	Vendor	TDOT IT Darktrace Software	5/25/18	5/24/23	612,631.60
12	58787 Salazar Contracting LLC	Vendor	TDOT R2 Litter Pick Up	6/4/18	6/3/20	203,355.00
13	58216 Vexcel Imaging Inc	Vendor	TDOT IT Vexcel	5/3/18	5/2/20	185,715.08
14	53943 Community Rehabilitation	Vendor	CMRA TDOT Rest Area Maint	7/1/17	6/30/18	4,205,760.44
	53966 Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Reg 1	7/1/17	6/30/18	20,023.44
	55566 Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Reg 2 HQ	9/1/17	8/31/18	33,025.68
	55888 Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT REG 4	10/1/17	9/30/18	112,040.88
	55889 Community Rehabilitation	Vendor	CMRA Jan Srvc Veh InspTDOT MP	10/1/17	9/30/18	22,692.12
	56205 Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Bldgs ACE	11/1/17	10/31/18	6,962.93
	56714 Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Reg 4 Bos	12/1/17	11/30/18	33,986.76
	56945 Community Rehabilitation	Vendor	CMRA Grnd Maint TDOT Reg 4	12/1/17	11/30/18	7,935.34
	57665 Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Region 1	4/1/18	3/31/19	60,311.88
	57666 Community Rehabilitation	Vendor	CMRA DayPrtr/JanSrvcTDOTReg4	4/1/18	3/31/19	20,543.28
	57675 Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Reg 2 RTMC	4/1/18	3/31/19	23,638.32
	58096 Community Rehabilitation	Vendor	CMRA Jan Srvc TDOT Region 3	5/1/18	4/30/19	200,701.32
	59285 Community Rehabilitation	Vendor	CMRA Janitorial Serv-TDOT II	6/1/18	5/31/19	231,071.52
15	59306 Power Equipment Company	Vendor	TDOT R4 Emulsion Sprayers	6/19/18	6/18/19	120,743.00
16	58086 Red River Specialties Inc	Vendor	TDOT Maint Herbicide Mixes	5/1/18	3/31/19	1,053,000.00
17	55534 Tommy Ray Carroll	Vendor	TDOT Litter COntract Group 8	7/24/17	7/23/18	90,000.00
18	56040 M3 Technology Group Inc	Vendor	TDOT IT - Planar Monitors	9/4/17	3/3/18	246,204.00
19	56024 Claims Management Resources Inc	Vendor	Claims Collection	9/1/17	8/31/20	3,500,000.00
20	53571 Delegated Contracts	Sub-Recipient	40100-00718 Litter Pickup	7/1/17	6/30/18	7,000,000.00
	53595 Delegated Contracts	Sub-Recipient	40100-00118 FY18 DGA	7/1/17	6/30/22	60,000,000.00
	53670 Delegated Contracts	Sub-Recipient	40100-01218 -- 5307 DGA	7/1/17	6/30/22	66,000,000.00
	53672 Delegated Contracts	Sub-Recipient	40100-01618 -- 5310 DGA	7/1/17	6/30/20	16,750,000.00
	53675 Delegated Contracts	Sub-Recipient	40100-01718 -- 5311 DGA	7/1/17	6/30/18	47,000,000.00
	53681 Delegated Contracts	Sub-Recipient	40100-01518 -- 5339 DGA	7/1/17	6/30/20	12,400,000.00
	53683 Delegated Contracts	Sub-Recipient	40100-01418 -- UROP DGA	7/1/17	6/30/18	25,000,000.00
17	53438 BEM Systems Inc	Vendor	40100-263440	7/1/17	6/30/20	811,500.00
18	58594 Braintrust Software LLC	Vendor	Assessment,training,support IT	6/1/18	5/31/20	139,560.00
19	57510 Celtic Cross Holdings Inc	Vendor	Permitting System(INTRIPS)	2/1/18	5/31/19	1,269,940.00
20	57109 IQ Media Group Inc	Vendor	Media Monitoring Services	12/4/17	8/31/19	24,784.00

2017 - 2018 Vendor and Subrecipient Listings

21	57926	Leidos Digital Solutions Inc	Vendor	Correspondence Tracking System	3/23/18	3/22/20	230,800.00
22	54065	Lipscomb University	Vendor	TDOT GTA Institute	8/31/17	8/30/19	206,800.00
23	53185	River Marine Service Inc	Vendor	Benton-Houston ferry	7/1/17	6/30/22	3,600,000.00
24	56005	Chattanooga Area Regional Transportation	Sub-Recipient	40100-12117 internship program	7/1/17	6/30/18	25,000.00
	57971	Chattanooga Area Regional Transportation	Sub-Recipient	5307 (S) Cap. & Op. Assist.	7/1/17	6/30/20	578,910.00
	57993	Chattanooga Area Regional Transportation	Sub-Recipient	CARTA 5310 (S) Cap. Assist.	2/14/18	12/31/19	44,775.00
	58026	Chattanooga Area Regional Transportation	Sub-Recipient	5339 (S) Cap. Assist.	7/1/17	6/30/20	100,704.00
	58761	Chattanooga Area Regional Transportation	Sub-Recipient	FFY 15-17 5337 Capital Funds	7/1/17	6/30/20	58,114.00
25	56818	Chattanooga Metropolitan	Sub-Recipient	Chatt Airprt Auth ID# 56818	11/1/17	10/31/18	442,383.00
26	56702	Cheatham Co Rail Authorit	Sub-Recipient	bridge rehab	7/1/17	6/30/18	130,500.00
27	58754	City Of Bristol	Sub-Recipient	FY 14 5307 Capital Assistance	3/1/18	6/30/19	4,500.00
	58755	City Of Bristol	Sub-Recipient	FY 16, 5307 Capital Assistance	3/1/18	6/30/19	3,825.00
	58756	City Of Bristol	Sub-Recipient	FY 17 5307 Capital Assistance	3/1/18	6/30/19	5,625.00
28	56229	City Of Clarksville	Sub-Recipient	40100-03318 CMAQ capital	7/1/17	12/31/18	318,184.00
	58003	City Of Clarksville	Sub-Recipient	5339 (S) Cap. Assist.	11/1/17	12/31/19	27,776.00
	58071	City Of Clarksville	Sub-Recipient	5307 (S) 11.00.S0 Cap Assist.	7/1/17	6/30/20	154,371.00
	58230	City Of Clarksville	Sub-Recipient	FY 18 Improve Act Capital	1/1/18	12/31/18	188,243.00
29	56735	City Of Jackson	Sub-Recipient	Jackson MPO EUA	10/1/17	9/30/19	169,766.00
30	57925	City Of Johnson City	Sub-Recipient	State Cap. Assist 11.00.S0	7/1/17	6/30/20	51,635.00
	57980	City Of Johnson City	Sub-Recipient	JCTS 5339 (S) Cap. Assistance	7/1/17	6/30/20	13,821.00
	57998	City Of Johnson City	Sub-Recipient	JCTS (S & F) 5317 Op. Assist.	7/1/17	12/31/18	80,092.75
	58299	City Of Johnson City	Sub-Recipient	FFY 12 5317 (S & F) Operating	7/1/17	12/31/19	121,969.65
	58305	City Of Johnson City	Sub-Recipient	FFY 09,10 - 5317 Operating	7/1/17	12/31/18	113,980.03
	58768	City Of Johnson City	Sub-Recipient	FY 18 Improve Act (S) Capital	3/1/18	9/30/19	375,000.00
	58769	City Of Johnson City	Sub-Recipient	FFY15 5339 (S) Capital Funds	3/1/18	6/30/20	14,729.00
	58770	City Of Johnson City	Sub-Recipient	FFY 08 5317 Capital Assistance	1/1/18	6/30/19	165,611.45
31	58764	City Of Kingsport	Sub-Recipient	FFY 13-16 5339 Capital Funds	1/1/18	12/31/21	39,142.00
32	57976	City Of Knoxville	Sub-Recipient	5339 - (S) Capital Assistance	9/1/17	12/31/20	67,122.00
	58508	City Of Knoxville	Sub-Recipient	FY 18 Improve Act Capital Fund	2/1/18	12/31/18	225,000.00
33	58072	City Of Murfreesboro	Sub-Recipient	5307 (S) 11.00.S0 Cap. Assist	7/1/17	12/31/20	156,250.00
	58739	City Of Murfreesboro	Sub-Recipient	FY 18 Improve Act Capital Fund	7/1/17	6/30/20	3,000,000.00
34	55883	City Of Oak Ridge	Sub-Recipient	40100-03118 operating	7/1/17	6/30/18	170,500.00
35	58747	City Of Pigeon Forge	Sub-Recipient	FFY 12 5309 Capital Assistance	1/1/18	12/31/18	46,688.92
36	56740	Clarksville-Montgomery Co	Sub-Recipient	Clarksville MPO EUA# 56740	10/1/17	9/30/19	110,220.00
37	56833	East Tenn Human Resource Agency Inc	Sub-Recipient	40100-08318, operating	7/1/17	9/30/18	339,000.00
	58301	East Tenn Human Resource Agency Inc	Sub-Recipient	(S) Operating Assistance	7/1/17	6/30/18	340,740.00
38	55446	First Tn Human Resource Agency	Sub-Recipient	40100--02518 operating	7/1/17	6/30/18	213,258.00
39	57968	Franklin Transit Authority	Sub-Recipient	5307 (S) Cap. & Op. Assist.	10/1/17	12/31/18	72,926.29
	57977	Franklin Transit Authority	Sub-Recipient	FTA 5339 (S) Capital Assistanc	8/1/17	6/30/20	12,500.00
40	56393	Greater Nashville Regional Council	Sub-Recipient	GNRC New 40100-02918	10/1/17	9/30/18	3,109,586.00
41	58002	Jackson Transit Authority	Sub-Recipient	JTA 5339 (S) Cap. Assist.	7/1/17	6/30/18	39,927.00
	58309	Jackson Transit Authority	Sub-Recipient	FY 18 Improve Act Capital	3/1/18	6/30/19	112,500.00
42	59199	Knoxville Knox Co Community Action Comm	Sub-Recipient	FY 18 CRIT (S) Operating Funds	7/1/17	9/30/18	361,744.00
43	57997	Memphis Area Transit Auth	Sub-Recipient	MATA 5339 (S) Cap Assist	7/1/17	6/30/20	237,500.00
	58001	Memphis Area Transit Auth	Sub-Recipient	MATA 5309 (S) Cap. Assist.	7/1/17	6/30/20	308,028.07

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	58308	Memphis Area Transit Auth	Sub-Recipient	FY 18 Improve Act Capital	1/1/18	6/30/19	250,000.00
44	56753	Metropolitan Transit Authority	Sub-Recipient	capital/operating	7/1/17	12/31/18	54,237.50
	56755	Metropolitan Transit Authority	Sub-Recipient	Capital MTA behalf of OnDemand	7/1/17	12/31/18	18,942.00
	56756	Metropolitan Transit Authority	Sub-Recipient	FY 15-16 5310 (S) capital	7/2/17	12/31/18	3,618.00
	56757	Metropolitan Transit Authority	Sub-Recipient	40100-09418 capital	7/1/17	12/31/18	5,150.00
	58759	Metropolitan Transit Authority	Sub-Recipient	FY 18 Improve Act Capital Fund	12/1/17	12/31/19	1,662,128.00
	59197	Metropolitan Transit Authority	Sub-Recipient	FY 16 CMAQ (S) Operating	7/1/17	12/31/18	205,375.00
45	58741	Mid Cumberland Hra	Sub-Recipient	FY 12, FFY 11 - 5317 Operating	7/1/17	12/31/18	109,470.56
46	58744	Northwest Tennessee Human	Sub-Recipient	FY18 Improve Act Capital Funds	1/1/18	12/31/21	907,941.00
47	55691	Regional Transportation Authority	Sub-Recipient	40100-02718 operating	7/1/17	6/30/18	350,000.00
	58512	Regional Transportation Authority	Sub-Recipient	FY 18 Improve Act Capital Fund	3/1/18	2/28/20	1,220,184.00
	58523	Regional Transportation Authority	Sub-Recipient	FY 18 Improve Act Capital Fund	3/1/18	6/30/19	1,262,129.00
48	58762	Upper Cumberland Human Re	Sub-Recipient	FY 10 5317 Capital Assistance	7/1/17	12/31/18	211,519.59
	59404	Upper Cumberland Human Re	Sub-Recipient	FFY 17 - 5317 (S&F) Operating	7/1/17	12/31/18	393,712.46
49	56760	Lipscomb University	Sub-Recipient	HOV Lipscomb 56760	11/1/17	4/30/19	199,383.09
50	55089	Memphis Area Transit Auth	Vendor	40100-02118 ETCP	7/1/17	6/30/18	100,000.00
51	55090	Metropolitan Transit Authority	Vendor	40100-02218 ETCP	7/1/17	6/30/18	1,750,000.00
52	54315	State of Tennessee	Vendor	Trooper Escort	8/2/17	8/1/20	525,000.00
53	57924	TCAT Knoxville	Vendor	Transportation Systems Cert Pr	4/19/18	4/18/20	180,000.00
54	58829	Tennessee Technological University	Vendor	Business - iCube - Blended Lea	2/1/18	3/14/20	75,000.00
55	58413	Tennessee State University	Sub-Recipient	High School Residency Program	5/1/18	10/31/18	60,000.00
56	57763	University of Tennessee	Sub-Recipient	Transport Tech Asst & Training	1/1/18	12/31/22	5,000,000.00
57	55737	City Of Athens	Vendor	CMA 1779	7/1/17	6/30/18	25,780.32
58	55742	City Of Bristol	Vendor	CMA 1750	7/1/17	6/30/18	205,861.16
59	55538	City Of Chattanooga	Vendor	CMA 1781	7/1/17	6/30/18	424,275.30
60	55539	City Of Church Hill	Vendor	CMA 1751	7/1/17	6/30/18	85,679.15
61	55541	City Of Cleveland Tennessee	Vendor	CMA 1783	7/1/17	6/30/18	171,776.62
62	56068	City Of Covington	Vendor	CMA1815	7/1/17	6/30/18	65,520.00
63	55549	City of Dayton	Vendor	CMA 1786	7/1/17	6/30/18	9,785.10
64	55736	City Of Ducktown	Vendor	CMA 1831	7/1/17	6/30/18	2,409.00
65	55550	City Of East Ridge	Vendor	CMA 1788	7/1/17	6/30/18	8,820.00
66	55724	City Of Elizabethton	Vendor	CMA 1753	7/1/17	6/30/18	73,048.52
67	55872	City Of Etowah	Vendor	CMA 1789	7/1/17	6/30/18	3,798.60
68	55564	City Of Goodlettsville	Vendor	CMA 1804	7/1/17	6/30/18	15,190.68
69	55809	City Of Harriman	Vendor	CMA1829	7/1/17	6/30/18	80,484.00
70	55730	City Of Jackson	Vendor	CMA 1817	7/1/17	6/30/18	175,117.05
	55731	City Of Jackson	Vendor	CMA 1816	7/1/17	6/30/18	71,688.60
71	55565	City Of Jefferson City	Vendor	CMA 1756	7/1/17	6/30/18	100,578.60
72	55747	City Of Johnson City	Vendor	CMA 1757	7/1/17	6/30/18	289,065.94
	55748	City Of Johnson City	Vendor	CMA 1758	7/1/17	6/30/18	59,580.00
73	55574	City Of Kingsport	Vendor	CMA 1760	7/1/17	6/30/18	255,415.80
	55576	City Of Kingsport	Vendor	CMA 1761	7/1/17	6/30/18	45,435.60
74	55578	City Of Kingston	Vendor	CMA 1762	7/1/17	6/30/18	48,491.55
75	55808	City of La Vergne	Vendor	CMA1805	7/1/17	6/30/18	25,883.61
76	55580	City Of LaFollette	Vendor	CMA 1763	7/1/17	6/30/18	47,422.35

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77	55581	City Of Lawrenceburg	Vendor	CMA 1806	7/1/17	6/30/18	61,045.65
78	55583	City Of Lebanon	Vendor	CMA 1807	7/1/17	6/30/18	155,382.45
79	55584	City Of Lexington	Vendor	CMA 1818	7/1/17	6/30/18	91,710.15
80	55589	City Of Loretto	Vendor	CMA 1809	7/1/17	6/30/18	29,737.05
81	55590	City Of Loudon	Vendor	CMA 1765	7/1/17	6/30/18	44,456.10
82	55728	City Of Madisonville	Vendor	CMA 1766	7/1/17	6/30/18	63,228.00
83	56075	City Of Manchester	Vendor	CMA1794	7/1/17	6/30/18	81,715.80
84	55595	City Of Maryville	Vendor	CMA 1767	7/1/17	6/30/18	114,126.75
85	57097	City of Memphis	Vendor	CMA # 1820	7/1/17	6/30/18	752,463.00
	57100	City of Memphis	Vendor	CMA1819	7/1/17	6/30/18	812,648.25
86	55604	City Of Murfreesboro	Vendor	CMA 1810	7/1/17	6/30/18	302,668.30
87	56076	City Of New Market	Vendor	CMA1769	7/1/17	6/30/18	25,557.60
88	56069	City of Newport	Vendor	CMA1770	7/1/17	6/30/18	50,568.90
89	55727	City Of Oak Ridge	Vendor	CMA 1771	7/1/17	6/30/18	141,175.05
90	56072	City Of Pigeon Forge	Vendor	CMA1773	7/1/17	6/30/18	89,411.40
91	55609	City Of Pulaski	Vendor	CMA 1811	7/1/17	6/30/18	34,654.50
92	56073	City Of Ripley	Vendor	CMA1822	7/1/17	6/30/18	104,173.65
93	55611	City Of Rockwood	Vendor	CMA 1774	7/1/17	6/30/18	65,361.60
94	55612	City Of Selmer	Vendor	CMA 1823	7/1/17	6/30/18	139,143.00
95	56070	City Of Sevierville	Vendor	CMA1776	7/1/17	6/30/18	189,041.70
96	55613	City Of Shelbyville	Vendor	CMA 1813	7/1/17	6/30/18	88,222.53
97	56513	City Of South Pittsburg TN	Vendor	CMA1826	7/1/17	6/30/18	4,763.16
98	56099	City Of Tullahoma	Vendor	CMA1801	7/1/17	6/30/18	121,592.10
99	55807	Clay County	Vendor	CMA1782	7/1/17	6/30/18	19,241.60
100	55746	County Of Cannon	Vendor	CMA 1780	7/1/17	6/30/18	28,001.42
101	55743	County of Franklin	Vendor	CMA 1791	7/1/17	6/30/18	45,030.30
102	55542	Cumberland County	Vendor	CMA 1785	7/1/17	6/30/18	63,674.00
103	55741	DeKalb County Government	Vendor	CMA 1787	7/1/17	6/30/18	37,972.80
104	55563	Fentress County	Vendor	CMA 1790	7/1/17	6/30/18	35,095.50
105	55739	Hamilton County Government	Vendor	CMA 1792	7/1/17	6/30/18	188,787.62
106	55735	Jackson County	Vendor	CMA 1793	7/1/17	6/30/18	27,671.70
107	55585	Lincoln County	Vendor	CMA 1808	7/1/17	6/30/18	24,670.58
108	55593	Marion County	Vendor	CMA 1795	7/1/17	6/30/18	33,532.17
109	55606	Overton County Government	Vendor	CMA 1798	7/1/17	6/30/18	43,497.80
110	55607	Pickett County Government	Vendor	CMA 1799	7/1/17	6/30/18	10,504.80
111	55610	Putnam County	Vendor	CMA 1800	7/1/17	6/30/18	62,048.00
112	56313	Rutherford County Government	Vendor	CMA1812	7/1/17	6/30/18	31,381.92
113	55537	Town Of Bean Station	Vendor	CMA1749	7/1/17	6/30/18	115,664.25
114	55870	Town Of Dandridge	Vendor	CMA1752	7/1/17	6/30/18	54,448.50
115	55811	Town Of Erwin	Vendor	CMA1754	7/1/17	6/30/18	11,145.71
	55812	Town Of Erwin	Vendor	CMA 1755	7/1/17	6/30/18	49,002.30
116	55726	Town Of Greeneville	Vendor	CMA 1827	7/1/17	6/30/18	120,107.69
117	55572	Town Of Jonesborough	Vendor	CMA 1759	7/1/17	6/30/18	39,183.83
118	55806	Town Of Mount Carmel	Vendor	CMA1768	7/1/17	6/30/18	32,839.94
119	55605	Town Of Oliver Springs	Vendor	CMA 1772	7/1/17	6/30/18	33,727.35

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120	56512	Town Of Rogersville	Vendor	CMA1775	7/1/17	6/30/18	67,958.56
121	55614	Town Of Smyrna	Vendor	CMA 1814	7/1/17	6/30/18	212,466.80
122	56881	Town Of Somerville	Vendor	CMA 1824	7/1/17	6/30/18	58,043.10
123	55615	Town Of Unicoi	Vendor	CMA 1777	7/1/17	6/30/18	45,067.50
	55814	Town Of Unicoi	Vendor	CMA 1828	7/1/17	6/30/18	5,200.00
124	55616	Town Of Winfield	Vendor	CMA 1778	7/1/17	6/30/18	16,533.00
125	55738	White County Government	Vendor	CMA 1802	7/1/17	6/30/18	22,458.60
126	56255	Arcadis US Inc	Vendor	CE2017 I-440 engineering svcs	9/14/17	12/30/20	2,887,866.71
127	57708	Barge Design Solutions Inc	Vendor	CE2036 I-24 design build	3/20/18	7/31/20	1,662,197.03
128	58534	Fisher & Arnold Inc	Vendor	CE2043 SR-14 Shelby Co CEI	5/21/18	11/30/20	3,730,485.34
129	56564	Gresham Smith and Partners	Vendor	CE2019 SR247 Maury/Williamson	10/5/17	5/31/20	2,623,324.56
130	58297	HDR Engineering Inc	Vendor	CPM01 design build project	4/10/18	12/1/19	150,000.00
131	57884	Neel-Schaffer Inc	Vendor	CE2038 I-75/I-24 Hamilton Co	2/18/18	10/31/21	4,084,768.38
132	55646	Smith Seckman Reid Inc	Vendor	CE2012 SR-6 CEI services	7/20/17	12/31/20	3,643,673.01
133	58589	AECOM Technical Services Inc	Vendor	CE 2047 - On-Call Archaeology	4/1/18	3/31/23	1,125,000.00
	58627	AECOM Technical Services Inc	Vendor	CE 2079 - On-Call Mitigation	4/1/18	3/31/23	2,500,000.00
	58643	AECOM Technical Services Inc	Vendor	CE 2097 - On-Call Permitting	4/1/18	3/31/23	1,500,000.00
	57088	AECOM Technical Services Inc	Vendor	CE2021 on-call des svcs Reg 1	11/27/17	11/26/22	1,000,000.00
134	56984	Alfred Benesch & Co	Vendor	CE2024 on-call des svcs Reg 2	11/27/17	11/26/22	1,000,000.00
135	58591	Arcadis US Inc	Vendor	CE 2057 - On-Call Compliance	4/1/18	3/31/23	1,000,000.00
	58678	Arcadis US Inc	Vendor	CE 2067 - On-Call HazMat	4/1/18	3/31/23	1,500,000.00
136	56730	Barge Design Solutions Inc	Vendor	CU1017	10/1/17	9/30/22	2,000,000.00
	57046	Barge Design Solutions Inc	Vendor	CE2027 on-call des svcs Reg 3	11/27/17	11/26/22	1,000,000.00
	57868	Barge Design Solutions Inc	Vendor	CE2039 airport improvement	4/1/18	3/31/23	500,000.00
	58603	Barge Design Solutions Inc	Vendor	CE 2068 - On-Call HazMat	4/1/18	3/31/23	1,500,000.00
	58635	Barge Design Solutions Inc	Vendor	CE 2081 - On-Call Mitigation	4/1/18	3/31/23	2,500,000.00
	58645	Barge Design Solutions Inc	Vendor	CE 2098 - On-Call Permitting	4/1/18	3/31/23	1,500,000.00
137	58586	Bowlby & Associates Inc	Vendor	CE 2044 - On-Call Air & Noise	4/1/18	3/31/23	750,000.00
138	58608	Brockington and Associates Inc	Vendor	CE 2072 - On-Call Hist Pres	4/1/18	3/31/23	750,000.00
139	57047	Buchart-Horn Inc	Vendor	CE2030 on-call des svcs Reg 4	11/27/17	11/26/22	1,000,000.00
140	58243	Cardno Inc	Vendor	E 2049 - On-Call Archaeology	4/1/18	3/31/23	1,125,000.00
141	58646	Carlson Consulting Engineers Inc	Vendor	CE 2099 - On-Call Permitting	4/1/18	3/31/23	1,500,000.00
142	57087	CDM Smith Inc	Vendor	CE2022 on-call des svcs Reg 1	11/27/17	11/26/22	1,000,000.00
	58648	CDM Smith Inc	Vendor	CE 2100 - On-Call Permitting	4/1/18	3/31/23	1,500,000.00
143	58396	Civil & Environmental Consultants Inc	Vendor	CE 2059 - On-Call Compliance	4/1/18	3/31/23	1,000,000.00
	58402	Civil & Environmental Consultants Inc	Vendor	CE 2063 - On-Call Ecology	4/1/18	3/31/23	2,250,000.00
	58501	Civil & Environmental Consultants Inc	Vendor	CE 2082 - On-Call Mitigation	4/1/18	3/31/23	2,500,000.00
144	58452	Copperhead Environmental Consulting Inc	Vendor	CE 2064 - On-Call Ecology	4/1/18	3/31/23	2,250,000.00
145	59626	CSR Engineering Inc	Vendor	CE2110 PE On-Call Contract	6/19/18	6/30/22	1,000,000.00
146	58287	Cultural Resource Analysts Inc	Vendor	E2050 - On-Call Archaeology	4/1/18	3/31/23	1,125,000.00
	58480	Cultural Resource Analysts Inc	Vendor	CE 2073 - On-Call Hist Pres	4/1/18	3/31/23	750,000.00
147	58339	Desert West Environmental LLC	Vendor	E2051 - On-Call Archaeology	4/1/18	3/31/23	1,125,000.00
148	58590	Ensafe Inc	Vendor	CE 2055 - On-Call Compliance	4/1/18	3/31/23	1,000,000.00
	58600	Ensafe Inc	Vendor	CE 2061 - On-Call Compliance	4/1/18	3/31/23	1,000,000.00
149	58400	ETI Corporation	Vendor	CE 2062 - On-Call Compliance	4/1/18	3/31/23	1,000,000.00

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	58579	ETI Corporation	Vendor	CE 2101 - On-Call Permitting	4/1/18	3/31/23	1,500,000.00
150	54270	Fisher & Arnold Inc	Vendor	CE2016 2yr on-call CEI Reg 4	7/1/17	6/30/22	2,500,000.00
	56732	Fisher & Arnold Inc	Vendor	CU1018	10/1/17	9/30/22	2,000,000.00
	56999	Fisher & Arnold Inc	Vendor	CE2031 on-call des svcs Reg 4	11/27/17	11/26/22	1,000,000.00
151	56733	Gresham Smith and Partners	Vendor	CU1019	10/1/17	9/30/22	2,000,000.00
	58567	Gresham Smith and Partners	Vendor	CE 2087 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
	58580	Gresham Smith and Partners	Vendor	E 2102 - On-Call Permitting	4/1/18	3/31/23	1,500,000.00
	57086	Gresham Smith and Partners	Vendor	CE2025 on-call des svcs Reg 2	11/27/17	11/26/22	1,000,000.00
152	54269	H W Lochner Inc	Vendor	CE2015 2yr on-call CEI Reg 3	7/1/17	6/30/22	2,500,000.00
	58572	H W Lochner Inc	Vendor	E 2092 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
153	58336	HDR Engineering Inc	Vendor	CE2042 5-yr geotech Reg 2 3 4	6/1/18	5/31/23	2,000,000.00
	58569	HDR Engineering Inc	Vendor	CE 2088 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
	59765	HDR Engineering Inc	Vendor	CE2111 PE On-Call Contract	6/19/18	6/30/22	1,000,000.00
	57085	HDR Engineering Inc	Vendor	CE2026 on-call des svcs Reg 2	11/27/17	11/26/22	1,000,000.00
154	57078	HFR Inc	Vendor	CE2028 on-call des svcs Reg 3	11/27/17	11/26/22	1,000,000.00
155	58640	HNTB Corporation	Vendor	CE 2089 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
156	58679	Johnson Mirmiran and Thompson Inc	Vendor	CE 2090 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
157	58335	K S Ware & Associates LLC	Vendor	CE2041 5-yr geotech svcs Reg 1	6/1/18	5/31/23	2,000,000.00
	58398	K S Ware & Associates LLC	Vendor	CE 2060 - On-Call Compliance	4/1/18	3/31/23	1,000,000.00
	58461	K S Ware & Associates LLC	Vendor	CE 2069 - On-Call HazMat	4/1/18	3/31/23	1,500,000.00
158	58566	KCI Technologies Inc	Vendor	CE 2083 - On-Call Mitigation	4/1/18	3/31/23	2,500,000.00
159	57037	Kimley-Horn & Assoc Inc	Vendor	CE2032 on-call des svcs Reg 4	11/27/17	11/26/22	1,000,000.00
	58570	Kimley-Horn & Assoc Inc	Vendor	CE 2091 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
	58612	Kimley-Horn & Assoc Inc	Vendor	CE 2076 - On-Call Lndscp Arch	4/1/18	3/31/23	1,000,000.00
160	58587	Michael Baker International Inc	Vendor	CE 2045 - On-Call Air & Noise	4/1/18	3/31/23	750,000.00
	58637	Michael Baker International Inc	Vendor	CE 2084 - On-Call Mitigation	4/1/18	3/31/23	2,500,000.00
161	57077	Neel-Schaffer Inc	Vendor	CE2029 on-call des svcs Reg 3	11/27/17	11/26/22	3,000,000.00
162	58484	New South Associates Inc	Vendor	CE 2074 - On-Call Hist Pres	4/1/18	3/31/23	750,000.00
163	56977	Palmer Engineering Company	Vendor	CE2023 on-call des svcs Reg 1	11/27/17	11/26/22	1,000,000.00
	56982	Palmer Engineering Company	Vendor	CE2033 on-call stds & manuals	11/27/17	11/26/22	1,000,000.00
	58371	Palmer Engineering Company	Vendor	CE 2058 - On-Call Compliance	4/1/18	3/31/23	1,000,000.00
	58582	Palmer Engineering Company	Vendor	E 2103 - On-Call Permitting	4/1/18	3/31/23	1,500,000.00
164	58341	Panamerican Consultants	Vendor	E2052 - On-Call Archaeology	4/1/18	3/31/23	1,125,000.00
165	58642	Parsons Transportation Group Inc	Vendor	CE 2093 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
	59905	Parsons Transportation Group Inc	Vendor	CE2113 PE On-Call Contract	6/19/18	6/30/22	1,000,000.00
166	58573	Presnell Associates Inc	Vendor	CE 2094 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
167	58489	Ragan-Smith-Associates	Vendor	CE 2077 - On-Call Landscape	4/1/18	3/31/23	1,000,000.00
	58583	Ragan-Smith-Associates	Vendor	CE 2104 - On-Call Permitting	4/1/18	3/31/23	1,500,000.00
	58731	Ragan-Smith-Associates	Vendor	CE2106 2-yr on-call CEI Reg 2	6/18/18	6/17/23	5,000,000.00
168	58638	S&ME Inc	Vendor	CE 2085 - On-Call Mitigation	4/1/18	3/23/23	2,500,000.00
168	59908	Sain Associates Inc	Vendor	CE2114 PE On-Call Contract	6/18/18	6/30/22	1,000,000.00
170	56731	Smith Seckman Reid Inc	Vendor	CU1020	10/1/17	9/30/22	2,000,000.00
	58343	Smith Seckman Reid Inc	Vendor	CE 2056 - On-Call Compliance	4/1/18	3/31/23	1,000,000.00
	58733	Smith Seckman Reid Inc	Vendor	CE2108 2-yr on-call CEI Reg 4	6/18/18	6/17/23	5,000,000.00
171	57867	Stantec Consulting Services Inc	Vendor	CE2040 airport improvements	4/1/18	3/31/23	500,000.00

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	58588	Stantec Consulting Services Inc	Vendor	CE 2046 - On-Call Air & Noise	4/1/18	3/31/23	750,000.00
	58602	Stantec Consulting Services Inc	Vendor	CE 2065 - On-Call Ecology	4/1/18	3/31/23	2,250,000.00
	58639	Stantec Consulting Services Inc	Vendor	CE 2086 - On-Call Mitigation	4/1/18	3/31/23	2,500,000.00
172	58121	Sullivan County	Vendor	SA 8208-3	3/29/18	11/30/19	304,878.00
173	58453	Third Rock Consultants LI	Vendor	CE 2066 - On-Call Ecology	4/1/18	3/31/23	2,250,000.00
174	58485	Thomason And Associates	Vendor	CE 2075 - On-Call Hist Pres	4/1/18	3/31/23	750,000.00
175	54267	Thompson Engineering Inc	Vendor	CE2013 2yr on-call CEI Reg 1	7/1/17	6/30/22	2,500,000.00
	58729	Thompson Engineering Inc	Vendor	CE2105 2-yr on-call CEI Reg 1	6/18/18	6/17/23	5,000,000.00
176	58342	TRC Enviromental Corp	Vendor	E2053 - On-Call Archaeology	4/1/18	3/31/23	1,125,000.00
177	58606	TriAD Environmental Consultants Inc	Vendor	CE 2070 - On-Call HazMat	4/1/18	3/31/23	1,500,000.00
178	58478	TTL Inc	Vendor	CE 2071 - On-Call HazMat	4/1/18	3/31/23	1,500,000.00
179	54268	Volkert Inc	Vendor	CE2014 2yr on-call CEI Reg 2	7/1/17	6/30/22	2,500,000.00
	58574	Volkert Inc	Vendor	CE 2095 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
	58732	Volkert Inc	Vendor	CE2107 2-yr on-call CEI Reg 3	6/18/18	6/17/23	5,000,000.00
180	58624	Wood Environment & Infrastructure Soluti	Vendor	CE 2048 - On-Call Archaeology	4/1/18	3/31/23	1,125,000.00
	58629	Wood Environment & Infrastructure Soluti	Vendor	CE 2080 - On-Call Mitigation	4/1/18	5/1/23	2,500,000.00
181	57021	WSP USA Inc	Vendor	CE2034 on-call Stds & Manuals	11/27/17	11/26/22	1,000,000.00
	58490	WSP USA Inc	Vendor	CE 2078 - On-Call Landscape	4/1/18	3/23/23	1,000,000.00
	58575	WSP USA Inc	Vendor	CE 2096 - On-Call NEPA	4/1/18	3/31/23	2,250,000.00
182	56399	Bedford County	Vendor	SA02002-4	9/12/17	11/30/19	161,014.00
	56820	Bedford County	Vendor	SA 02009-4	10/16/17	11/30/19	171,304.00
	56821	Bedford County	Vendor	SA 02011-6	10/16/17	11/30/19	324,478.00
	56100	Benton County	Vendor	SA 03024-2	8/25/17	11/30/18	253,535.31
	56101	Benton County	Vendor	SA 03004-2	8/25/17	11/30/18	288,701.18
	57133	Benton County	Vendor	SA 03008-1	11/20/17	11/30/19	80,315.65
	56970	Bledsoe County	Vendor	SA 04004-3	10/27/17	11/30/18	426,835.98
183	56182	Blount County Government	Vendor	SA 0543-2	8/31/17	11/1/18	238,532.00
	56183	Blount County Government	Vendor	SA 0551-1	8/31/17	11/1/18	352,898.00
	56494	Blount County Government	Vendor	SA 0550-1	9/7/17	11/1/18	228,732.00
	57367	Blount County Government	Vendor	SA 0505-5	12/19/17	11/1/18	122,696.00
184	56566	Bradley County	Vendor	SA 06037-1	9/22/17	10/31/18	683,983.35
185	56428	Campbell County Government	Vendor	SA 0706-12	9/7/17	11/30/19	290,472.00
	56433	Campbell County Government	Vendor	SA 0707-8	9/7/17	11/30/19	203,350.00
	56434	Campbell County Government	Vendor	SA 0704-11	9/7/17	11/30/19	177,772.00
186	56816	Cannon County Board Of Education	Vendor	SA 08038-1	10/16/17	10/31/18	130,259.91
	56817	Cannon County Board Of Education	Vendor	SA 08039-1	10/16/17	10/31/18	70,267.44
	56819	Cannon County Board Of Education	Vendor	SA 08022-2	10/16/17	10/31/18	55,766.13
	57244	Cannon County Board Of Education	Vendor	BG A316-0.22	12/5/17	11/30/19	444,996.32
187	56423	Carroll County	Vendor	sa09036-6	9/22/17	11/30/19	125,424.81
	56425	Carroll County	Vendor	SA09013-6	9/22/17	11/30/19	119,230.23
	57032	Carroll County	Vendor	SA 09005-14	11/9/17	11/30/19	124,048.01
	57033	Carroll County	Vendor	SA 09004-4	11/9/17	11/30/19	128,296.54
	57035	Carroll County	Vendor	SA 09001-5	11/9/17	11/30/19	159,728.29
	57036	Carroll County	Vendor	SA 09059-6	11/9/17	11/30/19	125,570.93
188	56106	Carter County Government	Vendor	SA 1003-1	8/25/17	11/1/18	106,526.00

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	56107	Carter County Government	Vendor	SA 1032-4	8/25/17	11/1/18	362,502.00
	56108	Carter County Government	Vendor	SA 1039-3	8/25/17	11/1/19	236,670.00
	56563	Carter County Government	Vendor	BG A673-0.02	9/22/17	1/1/19	1,027,069.33
189	57903	Cheatham County Government	Vendor	BG A226-2.40	3/13/18	3/1/20	151,627.25
	59008	Cheatham County Government	Vendor	SA 11020-2	5/16/18	11/30/20	385,826.00
	59080	Cheatham County Government	Vendor	SA 11013-1	5/16/18	11/30/20	454,426.00
190	56091	Chester County	Vendor	SA 12005-5	8/25/17	11/30/18	28,580.48
	56093	Chester County	Vendor	SA 12004-7	8/25/17	11/30/18	81,188.10
	56094	Chester County	Vendor	SA 1215-3	8/25/17	11/30/18	220,776.07
	56096	Chester County	Vendor	SA 1223-3	8/25/17	11/30/18	296,022.72
	56097	Chester County	Vendor	SA 1229-1	8/25/17	11/30/18	333,615.18
	56098	Chester County	Vendor	SA 1213-7	8/25/17	11/30/18	75,032.62
191	57364	City Of Blaine	Vendor	BG A408-0.69	12/19/17	1/1/19	492,275.20
192	58066	City Of Jefferson City	Vendor	BG 2716-0.55	12/5/17	1/1/19	1,208,585.63
193	57990	City of Memphis	Vendor	CRR070238	8/2/17	8/2/18	50,000.00
	57992	City of Memphis	Vendor	CRR070239	8/2/17	8/2/18	50,000.00
	57994	City of Memphis	Vendor	CRR070240	8/2/17	8/2/18	50,000.00
194	56583	City Of South Fulton	Vendor	BG0A815-0.23	9/27/17	12/31/19	558,923.64
195	55846	Claiborne County Government	Vendor	SA 1318-1	7/25/17	11/1/18	146,216.00
	55847	Claiborne County Government	Vendor	SA 1302-5	7/25/17	11/1/18	442,764.00
	57366	Claiborne County Government	Vendor	SA 1315-2	12/19/17	11/30/18	124,460.00
	58849	Claiborne County Government	Vendor	BG A496-1.25	5/25/18	1/1/20	259,418.86
196	56971	Clay County	Vendor	SA 14019-1	10/30/17	8/31/18	52,902.29
	56973	Clay County	Vendor	SA 14020-1	10/30/17	8/31/18	71,913.92
	56978	Clay County	Vendor	SA 14018-1	10/30/17	8/31/18	72,833.94
	57960	Clay County	Vendor	SA 14021-1	3/13/18	6/30/19	30,593.23
	57969	Clay County	Vendor	SA 14022-1	3/13/18	6/30/19	36,565.19
197	56184	Cocke County Trustee	Vendor	SA 1513-9	8/31/17	11/1/17	864,850.00
198	57458	Coffee County Govt	Vendor	SA 16006-2	1/16/18	3/31/19	485,776.51
	57462	Coffee County Govt	Vendor	SA 16003-2	1/16/18	3/31/19	225,318.33
199	59330	County Of Cannon	Vendor	SA 08005-3	5/16/18	8/31/19	92,876.05
	59331	County Of Cannon	Vendor	SA 08040-1	5/16/18	8/31/19	129,179.05
200	56665	Crockett County Highway Department	Vendor	BG0A294-0.91	10/11/17	1/1/19	390,023.22
201	56567	Cumberland County Trustee	Vendor	SA 18011-3	9/22/17	10/31/18	215,400.54
	56569	Cumberland County Trustee	Vendor	SA 18061-1	9/22/17	10/31/18	164,907.05
202	56087	Decatur County	Vendor	SA 20015-3	8/25/17	11/30/18	9,466.80
	56088	Decatur County	Vendor	SA 20021-1	8/25/17	11/30/18	196,970.41
	56089	Decatur County	Vendor	SA 20016-2	8/25/17	11/30/18	299,557.34
	56412	Decatur County	Vendor	BGA240	9/12/17	7/31/19	219,186.78
203	56570	DeKalb County Government	Vendor	SA 21026-2	9/22/17	10/31/18	161,772.69
	56575	DeKalb County Government	Vendor	SA 21034-1	9/22/17	10/31/18	82,054.44
	58999	DeKalb County Government	Vendor	SA 21033-1	5/22/18	7/31/19	278,286.83
204	55838	Dickson County	Vendor	BG A339-0.38	7/25/17	6/1/19	209,553.30
	55839	Dickson County	Vendor	BG A339-0.37	7/25/17	6/1/19	191,039.95
	58423	Dickson County	Vendor	SA 22010-5	4/24/18	11/30/20	610,050.00

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205	57425	Fayette County Government	Vendor	BG A121-2.38	1/3/18	1/1/19	305,884.51
	58382	Fayette County Government	Vendor	SA 24005-8	4/24/18	1/1/20	1,248,751.64
	58385	Fayette County Government	Vendor	Various Routes	4/24/18	1/1/20	80,231.54
206	57731	Fentress County	Vendor	SA 25017-1	2/16/18	4/30/19	272,852.62
	57732	Fentress County	Vendor	SA 25018-1	2/16/18	4/30/19	73,037.34
	57735	Fentress County	Vendor	SA 25004-1	2/16/18	4/30/19	184,695.69
	57736	Fentress County	Vendor	SA 25032-1	2/28/18	4/30/19	109,040.23
207	56582	Gibson County Government	Vendor	BG0A323-2.64	9/27/17	12/31/19	384,997.61
	57053	Gibson County Government	Vendor	BG A215-2.12	11/20/17	12/31/19	468,103.53
	57774	Gibson County Government	Vendor	SA 27031-3	3/5/18	11/30/19	140,377.21
	57775	Gibson County Government	Vendor	SA 27016-4	2/16/18	11/30/19	260,615.24
	57781	Gibson County Government	Vendor	SA 27074-2	2/16/18	11/30/19	49,085.36
	57782	Gibson County Government	Vendor	SA 27040-2	2/16/18	11/30/19	122,502.86
	57783	Gibson County Government	Vendor	SA 27035-5	2/16/18	11/30/19	132,833.61
	57784	Gibson County Government	Vendor	SA 27048-2	2/16/18	11/30/19	149,898.55
	57908	Gibson County Government	Vendor	BG 0A711-2.00	3/13/18	12/31/20	263,082.09
208	55858	Giles County	Vendor	BG A760-0.16	7/25/17	7/1/19	106,700.00
	56401	Giles County	Vendor	SA28033-2	9/12/17	11/30/19	186,690.00
	56823	Giles County	Vendor	SA 28003-3	10/16/17	11/30/19	386,022.00
	56824	Giles County	Vendor	SA 28006-5	10/16/17	11/30/19	206,584.00
209	56435	Grainger County Trustee	Vendor	SA 2928-2	9/7/17	11/1/18	217,560.00
	56453	Grainger County Trustee	Vendor	SA 2925-3	9/7/17	11/1/18	74,578.00
	56455	Grainger County Trustee	Vendor	SA 2924-3	9/7/17	11/1/18	276,850.00
210	57399	Grundy County	Vendor	SA 31003-2	1/3/18	3/31/19	79,160.69
	57403	Grundy County	Vendor	SA 31025-1	1/3/18	3/31/19	222,807.56
	57406	Grundy County	Vendor	SA 31024-1	1/3/18	3/31/19	128,243.24
	57421	Grundy County	Vendor	SA 31009-3	1/3/18	3/31/19	314,785.87
	57424	Grundy County	Vendor	SA 31031-1	1/3/18	3/31/19	66,610.17
	58351	Grundy County	Vendor	SA 31032-1	4/24/18	3/31/19	283,119.67
211	55851	Hamblen County Department of Education	Vendor	SA 3246-1	7/25/17	11/1/18	143,962.00
	55854	Hamblen County Department of Education	Vendor	SA 3243-2	7/25/17	11/1/18	23,912.00
	58391	Hamblen County Department of Education	Vendor	SA 3229-2	4/27/18	1/1/20	220,010.00
	58397	Hamblen County Department of Education	Vendor	SA 3207-3	4/27/18	1/1/20	133,672.00
	58406	Hamblen County Department of Education	Vendor	SA 3222-3	4/27/18	1/1/20	77,126.00
212	56071	Hamilton County Trustee	Vendor	SA 33013-2	8/25/17	8/31/18	378,301.56
	56077	Hamilton County Trustee	Vendor	SA 33028-4	8/25/17	8/31/18	145,760.42
	56743	Hamilton County Trustee	Vendor	BG D727-0.02	10/11/17	10/31/19	235,125.56
213	55827	Hardeman County	Vendor	SA -35001-2	7/25/17	11/30/18	311,858.77
214	56174	Hawkins County	Vendor	SA 3733-3	8/25/17	11/1/18	428,554.00
215	56893	Haywood County	Vendor	SA 38018-4	10/31/17	11/30/19	525,184.11
	58075	Haywood County	Vendor	BG A040-0.75	3/29/18	12/31/20	375,024.77
	58155	Haywood County	Vendor	BG A096-0.73	3/29/18	3/1/20	337,826.12
216	57148	Henderson County	Vendor	SA 39011-8	11/20/17	11/30/19	205,733.73
217	55867	Hickman County Board Of Education	Vendor	SA 41045-1	7/25/17	11/30/19	370,440.00
	55868	Hickman County Board Of Education	Vendor	SA 41016-1	7/25/17	11/30/19	290,472.00

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	55869	Hickman County Board Of Education	Vendor	SA 41040-1	7/25/17	11/30/19	73,696.00
	56749	Hickman County Government	Vendor	SA 41000-1	10/11/17	9/30/19	48,608.00
218	55873	Houston County	Vendor	SA 42004-4	7/25/17	11/30/18	565,656.00
	58246	Houston County	Vendor	SA 42004-5	4/13/18	11/30/20	130,634.00
	58248	Houston County	Vendor	SA 42010-1	4/13/18	11/30/20	148,764.00
	59275	Houston County	Vendor	BG A088-0.25	6/8/18	6/1/20	112,352.63
219	55840	Humphreys County	Vendor	SA 43002-8	7/25/17	11/30/19	302,918.00
	55841	Humphreys County	Vendor	SA 43016-2	7/25/17	11/30/19	286,944.00
	55948	Humphreys County	Vendor	SA 43008-9	7/25/17	11/30/19	392,882.00
	57568	Humphreys County	Vendor	BG 1810-2.17	1/29/18	2/1/20	513,051.81
220	56079	Jackson County	Vendor	SA 44033-1	8/25/17	8/30/18	35,345.76
	56081	Jackson County	Vendor	SA 44001-3	8/25/17	8/30/18	263,752.01
	56084	Jackson County	Vendor	SA 40004-5	8/25/17	8/30/18	158,392.75
	56185	Jackson County	Vendor	SA 44032-2	8/25/17	8/30/18	147,230.77
	56421	Jackson County	Vendor	BG A253-0.00	8/25/17	8/30/19	417,957.85
221	59283	Johnson County Government	Vendor	SA 4604-3	6/11/18	11/1/19	242,452.00
	59287	Johnson County Government	Vendor	SA 4622-1	6/11/18	11/1/19	123,382.00
	59292	Johnson County Government	Vendor	SA 4616-4	6/18/18	11/1/19	112,798.00
	59321	Johnson County Government	Vendor	SA 4607-7	6/11/18	11/1/19	125,085.00
	59322	Johnson County Government	Vendor	SA 7607-6	6/11/18	2/28/19	171,990.00
	59741	Johnson County Government	Vendor	SA 4612-2	6/11/18	11/1/19	186,298.00
222	56798	Knox County Government	Vendor	SA 4762-2	10/16/17	11/1/18	272,734.00
	56800	Knox County Government	Vendor	SA 4713-1	10/16/17	11/1/18	251,370.00
	56949	Knox County Government	Vendor	SA 4701-3	10/30/17	11/1/18	385,630.00
	58408	Knox County Government	Vendor	SA 4729-4	4/27/18	11/30/19	443,744.00
	58409	Knox County Government	Vendor	SA 4739-2	4/27/18	11/30/19	355,740.00
	58411	Knox County Government	Vendor	SA 4716-4	4/27/18	11/30/19	478,299.00
223	55655	Lake County Government	Vendor	SA 4804-7	7/10/17	11/30/18	409,990.85
224	57427	Lauderdale County	Vendor	BG A134-1.89	1/3/18	1/1/19	181,392.11
	58076	Lauderdale County	Vendor	BG A151-0.95	3/29/18	1/1/20	225,420.19
225	55964	Lawrence County	Vendor	SA 50042-1	8/10/17	11/30/19	146,020.00
	55965	Lawrence County	Vendor	SA 50032-2	8/10/17	11/30/19	268,912.00
	55967	Lawrence County	Vendor	SA 50005-2	8/10/17	11/30/19	101,038.00
	55972	Lawrence County	Vendor	SA 50016-2	8/10/17	11/30/19	310,170.00
226	55970	Lewis County Government	Vendor	SA 51016-7	8/10/17	11/30/19	177,968.00
	58477	Lewis County Government	Vendor	SA 51035-1	4/24/18	11/30/20	158,074.00
	58487	Lewis County Government	Vendor	SA 51036-1	4/24/18	11/30/20	79,380.00
	58498	Lewis County Government	Vendor	SA 51031-1	4/24/18	11/30/20	192,962.00
227	55845	Lincoln County	Vendor	SA 52027-1	7/25/17	11/30/19	149,744.00
	57904	Lincoln County	Vendor	SA 52001-1	3/13/18	11/30/20	320,068.00
228	56116	Loudon County Government	Vendor	SA 5333-1	8/25/17	11/1/18	49,392.00
	56175	Loudon County Government	Vendor	SA 5337-3	8/25/17	11/1/18	158,760.00
	56179	Loudon County Government	Vendor	SA 5327-2	8/25/17	11/1/18	237,454.00
	56181	Loudon County Government	Vendor	SA 5348-2	8/25/17	11/1/18	215,894.00
229	58250	Macon County Government	Vendor	SA 56003-8	4/13/18	11/30/20	622,698.00

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230	56894	Madison County	Vendor	SA 57012-8	10/30/17	11/30/19	100,897.36
	56896	Madison County	Vendor	SA 57022-2	10/27/17	11/30/19	386,391.76
	56899	Madison County	Vendor	SA 57046-1	10/30/17	11/30/19	144,049.09
	56901	Madison County	Vendor	SA 57031-10	10/30/17	11/30/19	155,567.83
	56902	Madison County	Vendor	SA 57045-1	10/30/17	11/30/19	139,806.53
	56903	Madison County	Vendor	SA 57028-5	10/27/17	11/30/19	68,515.97
	56905	Madison County	Vendor	SA 57027-3	10/27/17	11/30/19	277,384.85
	56912	Madison County	Vendor	SA 57004-7	10/27/17	11/30/19	392,898.13
	56914	Madison County	Vendor	SA 57006-3	10/30/17	11/30/19	663,196.40
	57374	Madison County	Vendor	BG A224-1.00	12/19/17	1/1/19	378,956.47
	58673	Madison County	Vendor	BG A166-3.29	5/17/18	1/1/20	350,279.86
231	57762	Marion County	Vendor	SA 58045-1	2/16/18	6/30/19	415,167.90
	57765	Marion County	Vendor	SA 58044-1	2/16/18	6/30/19	83,103.99
	57768	Marion County	Vendor		2/16/18	6/30/19	152,985.30
232	56415	Marshall County Government	Vendor	SA59005-3	9/22/17	11/30/19	159,348.00
	56416	Marshall County Government	Vendor	SA59006-3	9/22/17	11/30/19	220,108.00
	56790	Marshall County Government	Vendor	SA 59042-1	10/20/17	11/30/19	272,930.00
233	56657	Maury County	Vendor	SA60051-1	8/10/17	11/30/19	347,802.00
	58249	Maury County	Vendor	SA 60021-3	4/13/18	11/30/20	424,340.00
234	56742	Meigs County Government	Vendor	BG A066-2.09	10/11/17	10/31/19	560,311.69
	57569	Meigs County Government	Vendor	SA 61033-1	1/29/18	6/30/19	89,358.78
	57573	Meigs County Government	Vendor	SA 61032-1	1/29/18	6/30/19	31,381.36
	57574	Meigs County Government	Vendor	SA 61036-2	1/29/18	6/30/19	98,573.02
	57576	Meigs County Government	Vendor	SA 61036-1	1/29/18	6/30/19	67,518.25
	57577	Meigs County Government	Vendor	SA 61008-3	1/12/18	6/30/19	83,987.47
	57581	Meigs County Government	Vendor	SA 61018-2	2/6/18	6/30/19	85,237.58
235	56667	Metropolitan Govt of Nashville & Davidso	Vendor	SA19003-2	10/11/17	11/30/19	1,009,260.00
236	57927	Monroe County Government	Vendor	SA 6214-4	3/13/18	11/30/19	535,472.00
	57929	Monroe County Government	Vendor	SA 6227-2	3/13/18	11/30/19	222,950.00
237	56774	Montgomery County Government	Vendor	SA 63030-4	10/11/17	11/30/19	167,188.00
	56783	Montgomery County Government	Vendor	SA 63013-15	10/11/17	11/30/19	121,814.00
	56785	Montgomery County Government	Vendor	SA 63034-5	10/11/17	11/30/19	149,548.00
	56786	Montgomery County Government	Vendor	SA 63009-8	10/11/17	11/30/19	69,090.00
	58726	Montgomery County Government	Vendor	SA 63040-10	5/16/18	11/30/20	208,936.00
	58728	Montgomery County Government	Vendor	SA 63037-3	5/16/18	11/30/20	90,454.00
	58774	Montgomery County Government	Vendor	SA 63044-1	5/16/18	11/30/20	213,738.00
238	55968	Moore County	Vendor	BG A146-0.25	8/10/17	7/1/19	621,472.59
	56788	Moore County	Vendor	SA 64040-1	10/11/17	11/30/19	198,744.00
	57906	Moore County	Vendor	SA 64041-1	3/13/18	11/30/20	125,636.00
239	56119	Morgan County Government	Vendor	SA 6511-3	8/25/17	11/1/18	707,266.00
	58641	Morgan County Government	Vendor	BG 019-6.22	5/16/18	1/1/20	364,471.71
240	58841	Obion County	Vendor	BG 1525-2.21	5/22/18	1/1/20	662,765.85
241	56983	Overton County	Vendor	SA 67058-1	10/30/17	8/31/18	474,583.26
	56991	Overton County	Vendor	SA 67059-1	10/30/17	8/31/18	266,972.61
242	57454	Perry County	Vendor	BG A152-0.16	1/16/18	12/1/19	184,059.37

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243	56611	Pickett County	Vendor	SA 69005-9	9/20/17	10/31/18	103,009.87
	56612	Pickett County	Vendor	SA 69005-8	9/20/17	10/30/18	120,547.99
	56615	Pickett County	Vendor	SA 69004-6	9/20/17	10/30/18	308,318.00
	56992	Pickett County	Vendor	SA 69017-1	10/30/17	8/31/18	36,552.50
244	56591	Polk County Government	Vendor	BG 2317-1-55	9/22/17	10/31/19	1,206,439.50
245	57973	Putnam County	Vendor	SA 71040-2	3/13/18	6/30/19	300,303.05
	57974	Putnam County	Vendor	SA 71034-2	3/13/18	6/30/19	196,890.27
	57975	Putnam County	Vendor	SA 71034-3	3/13/18	6/30/19	51,271.29
246	56137	Roane County Government	Vendor	SA 7316-4	8/25/17	11/1/19	94,080.00
	56805	Roane County Government	Vendor	SA 7317-5	10/16/17	11/30/18	325,164.00
	59026	Roane County Government	Vendor	BG A664-1.70	5/16/18	1/1/20	265,651.68
247	56082	Rutherford County	Vendor	SA 75033-4	8/25/17	11/30/19	1,278,802.00
	59036	Rutherford County	Vendor	BG A308-1.93	5/16/18	5/1/20	855,698.65
248	56139	Scott County	Vendor	SA 7607-5	8/25/17	11/1/18	466,676.00
249	56994	Sequatchie County	Vendor	SA 77021-2	10/27/17	11/30/18	77,522.87
	57000	Sequatchie County	Vendor	SA 77007-1	10/27/17	11/30/18	94,188.72
	57001	Sequatchie County	Vendor	SA 77002-6	10/27/17	11/30/18	146,238.74
	57004	Sequatchie County	Vendor	SA 77005-6	10/27/17	11/30/18	142,257.77
	57009	Sequatchie County	Vendor	SA 77022-1	10/27/17	11/30/18	40,953.72
	58073	Sequatchie County	Vendor	SA 77023-1	3/27/18	6/30/19	210,901.31
250	56741	Sevier County	Vendor	BG A353-0.79	10/11/17	11/1/18	427,201.37
	56808	Sevier County	Vendor	SA 7805-4	10/16/17	11/30/18	277,928.00
	56810	Sevier County	Vendor	SA 7807-4	10/16/17	11/30/18	140,630.00
	56950	Sevier County	Vendor	SA 7830-3	10/30/17	11/30/18	150,136.00
	58389	Sevier County	Vendor	SA 7812-6	4/27/18	1/1/20	174,440.00
	58851	Sevier County	Vendor	SA 7833-2	5/22/18	1/1/19	210,014.00
251	57375	Shelby County Government	Vendor	SA 79046-2	12/19/17	12/31/19	95,955.00
	57376	Shelby County Government	Vendor	SA 79043-3	12/19/17	12/31/19	208,248.46
	57377	Shelby County Government	Vendor	SA 79025-5	12/19/17	12/31/19	58,126.19
	57378	Shelby County Government	Vendor	SA 79038-2	12/19/17	12/31/19	551,949.62
	57397	Shelby County Government	Vendor	SA 79037-3	12/19/17	12/31/19	918,821.07
256	55842	Smith County Government	Vendor	SA 80016-3	7/25/17	11/30/19	386,414.00
	57832	Smith County Government	Vendor	BG A391-0.74	8/31/17	9/1/19	218,176.42
	58661	Smith County Government	Vendor	BG A039-3.44	5/17/18	5/1/20	277,935.95
257	56141	Sullivan County	Vendor	SA 8259-1	8/25/17	11/1/18	398,958.00
258	56792	Tipton County	Vendor	SA 84023-3	10/20/17	11/30/19	76,050.82
	56796	Tipton County	Vendor	SA 84014-2	10/20/17	11/30/19	75,639.73
	56797	Tipton County	Vendor	SA 84006-4	10/20/17	11/30/19	129,491.93
	56915	Tipton County	Vendor	SA 84008-2	10/30/17	11/30/19	115,761.68
	56917	Tipton County	Vendor	SA 84024-3	10/30/17	11/30/19	161,145.52
	56918	Tipton County	Vendor	SA 84009-1	10/30/17	11/30/19	224,452.68
259	57907	Trousdale County Govt	Vendor	BG 2088-3.02	3/13/18	12/1/19	224,113.85
	58845	Trousdale County Govt	Vendor	SA 85010-6	5/16/18	11/30/20	172,970.00
	59276	Trousdale County Govt	Vendor	SA 85002-7	6/1/18	11/30/20	275,086.00
260	57739	Trustee Franklin County	Vendor	SA 26034-4	2/16/18	4/30/19	619,043.73

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	57759	Trustee Franklin County	Vendor	SA 26015-1	2/16/18	4/30/19	264,708.08
	56576	Trustee McMinn County	Vendor	SA 54022-5	9/22/17	10/31/18	373,827.42
261	56578	Trustee McMinn County	Vendor	SA 54059-1	9/22/17	10/31/18	93,480.50
	58380	Trustee McMinn County	Vendor	SA 54017-1	4/24/18	10/31/18	138,713.00
	58657	Trustee McMinn County	Vendor	BG A488-1.97	5/17/18	7/31/20	373,663.49
262	56019	Unicoi County	Vendor	BG 1347-0.02	8/10/17	11/1/19	836,076.03
	56143	Unicoi County	Vendor	SA 8605-4	8/25/17	11/1/18	218,932.00
	56146	Unicoi County	Vendor	SA 8610-5	8/25/17	11/1/18	176,694.00
263	55857	Union County	Vendor	SA 8701-3	8/7/17	11/1/18	120,148.00
	55861	Union County	Vendor	SA 8710-11	7/25/17	11/1/18	84,868.00
	55864	Union County	Vendor	SA 8721-2	7/25/17	11/1/18	145,922.00
	55865	Union County	Vendor	SA 8708-2	7/25/17	11/1/18	118,678.00
	55866	Union County	Vendor	SA 8726-12	7/21/17	11/1/18	74,088.00
264	56593	Van Buren County	Vendor	SA 88004-5	9/20/17	10/30/18	125,687.77
	56604	Van Buren County	Vendor	SA 88004-4	9/20/17	10/30/18	84,260.68
	56605	Van Buren County	Vendor	SA 88002-3	9/20/17	10/30/18	190,223.72
	56607	Van Buren County	Vendor	SA 88006-1	9/20/17	10/30/18	11,415.36
	56609	Van Buren County	Vendor	SA 88033-1	9/20/17	10/31/18	181,987.30
265	56744	Warren County	Vendor	BG 1100-0.59	10/11/17	10/31/19	916,852.45
	57463	Warren County	Vendor	SA 89024-2	1/16/18	3/31/19	129,299.84
	57464	Warren County	Vendor	SA 89032-2	1/16/18	3/31/19	226,742.83
	57466	Warren County	Vendor	SA 89003-2	1/16/18	3/31/19	359,028.65
266	56812	Washington County	Vendor	SA 9003-2	10/16/17	11/30/19	816,340.00
267	55844	Wayne County	Vendor	SA 91012-6	7/25/17	10/1/19	350,546.00
	57348	Wayne County	Vendor	SA 91025-1	12/5/17	10/1/19	97,412.00
	58074	Wayne County	Vendor	SA 91024-1	3/29/18	10/1/20	318,304.00
268	58259	Weakley County	Vendor	SA 92008-4	4/13/18	11/30/19	64,468.29
	58261	Weakley County	Vendor	SA 92010-4	4/13/18	11/30/19	316,628.65
	58262	Weakley County	Vendor	SA 92022-6	4/13/18	11/30/19	123,569.95
	58263	Weakley County	Vendor	SA 92035-1	4/13/18	11/30/19	89,108.94
269	57022	White County	Vendor	SA 93012-4A	11/9/17	8/31/18	64,144.98
	57025	White County	Vendor	SA 93040-1	11/9/17	8/31/18	91,748.52
	57027	White County	Vendor	SA 93042-1	11/20/17	8/31/18	31,989.35
	57028	White County	Vendor	SA 93048-1	11/9/17	8/31/18	87,383.50
	57029	White County	Vendor	SA 93049-1	11/9/17	8/31/18	67,907.21
	57051	White County	Vendor	SA 93020-1	11/8/17	8/31/18	148,098.83
270	56404	Williamson County	Vendor	SA94050-1	9/7/17	11/30/19	288,512.00
	56791	Williamson County	Vendor	SA 94049-1	10/20/17	11/30/19	578,004.00
271	56083	Wilson County Government	Vendor	SA 95002-3	8/25/17	11/30/19	912,968.00
272	57619	Blount County Government	Sub-Recipient	CPD170141 PIN# 126705.00	1/16/18	11/30/22	9,070,690.00
273	57917	City Of Bartlett	Sub-Recipient	PIN# 126787 CPD170151	2/12/18	7/1/22	80,000.00
274	59785	City Of Bristol	Sub-Recipient	PIN# 118970	6/19/18	12/2/20	104,813.00
275	57928	City Of Chattanooga	Sub-Recipient	PIN# 125583 CPD170061	7/6/17	7/31/20	468,000.00
276	57200	City Of Cleveland Tennessee	Sub-Recipient	PIN 123116.01	9/19/17	7/1/22	788,703.00
277	56980	City Of Cookeville	Sub-Recipient	PIN 126461.00	9/22/17	9/15/22	402,400.00

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278	58227	City Of Crossville	Sub-Recipient	PIN# 126706	1/3/18	11/15/22	794,895.00
279	57197	City Of Dickson	Sub-Recipient	PIN# 126256.00	9/19/17	9/30/22	820,000.00
280	59451	City Of Fairview	Sub-Recipient	PIN# 126869	1/29/18	12/31/22	732,000.00
281	59793	City Of Gallatin	Sub-Recipient	PIN# 125506	5/18/18	5/17/22	777,643.20
282	56437	City Of Germantown	Sub-Recipient	PIN#123757.00	9/7/17	12/15/20	381,458.00
283	57621	City Of Knoxville	Sub-Recipient	CPD170054 PIN# 125623.00	11/16/17	7/1/23	2,083,318.40
	57803	City of Knoxville	Sub-Recipient	pin# 126872	1/19/18	1/31/21	200,000.00
	58229	City Of Knoxville	Sub-Recipient	PIN# 126946	3/28/18	1/31/23	840,000.00
	58509	City Of Knoxville	Sub-Recipient	PIN# 109677	4/16/18	12/31/20	6,008,850.40
	59438	City Of Knoxville	Sub-Recipient	PIN# 126939	3/28/18	1/31/21	160,000.00
284	59443	City Of LaFollette	Sub-Recipient	PIN# 126924	5/16/18	4/1/21	350,489.49
285	57810	City Of Lebanon	Sub-Recipient	CPD170107 pin# 125508	12/12/17	12/12/21	2,077,524.00
286	58077	City Of Loudon	Sub-Recipient	CPD170138 PIN# 126688	3/6/18	10/31/22	136,000.00
287	58018	City of Memphis	Sub-Recipient	CPD170015 PIN# 125430	1/16/18	6/30/22	498,800.00
288	57623	City Of Millington	Sub-Recipient	CPD170157	1/19/18	7/1/22	109,188.63
	59023	City Of Millington	Sub-Recipient	PIN# 127076	4/16/18	3/31/23	527,200.00
289	59795	City Of Morristown	Sub-Recipient	PIN# 127267	6/19/18	5/31/23	1,440,827.20
290	57531	City Of Mount Juliet	Sub-Recipient	CPD170097 PIN# 125971.00	1/19/18	6/30/21	10,000.00
291	58021	City of Newport	Sub-Recipient	PIN# 126612	12/13/17	10/31/22	351,813.00
292	55787	City Of Oak Ridge	Sub-Recipient	CPD170098 PIN# 125624.00	7/25/17	7/1/22	1,224,000.00
293	56613	City Of Paris	Sub-Recipient	PIN 126415.00	9/15/17	9/30/22	139,200.00
294	59342	City Of Ripley	Sub-Recipient	PIN# 125083	9/15/17	9/30/22	421,600.00
295	55906	City Of Spencer	Sub-Recipient	CPD160075 PIN#122243.00	8/7/17	9/1/21	158,194.82
296	57334	City Of Springfield	Sub-Recipient	PIN# 125210.00	11/9/17	10/31/22	1,034,244.80
297	57524	Knox County Government	Sub-Recipient	PIN# 126722.00	1/19/18	11/30/20	240,000.00
298	57930	Loudon County Government	Sub-Recipient	PIN# 126732	2/8/18	11/30/22	1,177,073.80
299	57932	Metropolitan Govt of Nashville & Davidso	Sub-Recipient	PIN# 125509 CPD170129	11/21/17	11/21/21	1,184,684.00
300	57332	Town Of Arlington	Sub-Recipient	PIN# 126713.00	11/27/17	12/31/22	493,360.00
301	57629	Town Of Collierville	Sub-Recipient	CPD170152 PIN# 126788.00	1/19/18	7/1/22	150,000.00
	57807	Town Of Collierville	Sub-Recipient	PIN# 126685 CPD170140	12/19/17	11/30/22	9,915,756.80
	57965	Town Of Collierville	Sub-Recipient	CPD170115 PIN# 126345	3/20/18	9/30/22	1,152,432.80
302	57513	Town Of Greeneville	Sub-Recipient	PIN#126589.00	12/5/17	11/30/22	725,000.00
303	57199	Town Of Smyrna	Sub-Recipient	CPD170066 PIN# 125507.00	10/11/17	10/11/21	737,600.00
	57523	Town Of Smyrna	Sub-Recipient	PIN# 126769.00	1/16/18	12/31/22	3,000,000.00

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	Contract	Contract Max. Amt	Contract Remaining Amt	Supplier	PO Date	PO Amount
1	53571	7,000,000.00	1,478,745.54	Anderson County Government	8/9/17	53,000.00
2	53571	7,000,000.00	1,478,745.54	Bedford County Government	8/9/17	51,700.00
3	53571	7,000,000.00	1,478,745.54	Benton County	8/9/17	44,200.00
4	53571	7,000,000.00	1,478,745.54	Bledsoe County Government	8/9/17	44,200.00
5	53571	7,000,000.00	1,478,745.54	Blount County Government	8/9/17	74,600.00
6	53571	7,000,000.00	1,478,745.54	Bradley County	8/9/17	65,100.00
7	53571	7,000,000.00	1,478,745.54	Campbell County Government	8/31/17	48,800.00
8	53571	7,000,000.00	1,478,745.54	County Of Cannon	8/9/17	44,200.00
9	53571	7,000,000.00	1,478,745.54	Carroll County Government	8/9/17	49,200.00
10	53571	7,000,000.00	1,478,745.54	Carter County Trustee	8/9/17	50,900.00
11	53571	7,000,000.00	1,478,745.54	Cheatham County Government	8/9/17	44,200.00
12	53571	7,000,000.00	1,478,745.54	Chester County	8/9/17	44,200.00
13	53571	7,000,000.00	1,478,745.54	Claiborne County Government	8/9/17	49,200.00
14	53571	7,000,000.00	1,478,745.54	Clay County	8/24/17	44,200.00
15	53571	7,000,000.00	1,478,745.54	Cocke County Government	8/31/17	49,500.00
16	53571	7,000,000.00	1,478,745.54	Coffee County Govt	8/24/17	52,400.00
17	53571	7,000,000.00	1,478,745.54	Crockett County	8/9/17	44,200.00
18	53571	7,000,000.00	1,478,745.54	Cumberland County Trustee	8/9/17	62,300.00
19	53571	7,000,000.00	1,478,745.54	Metropolitan Govt of Nashville & Davidso	10/19/17	180,300.00
20	53571	7,000,000.00	1,478,745.54	Decatur County Government	8/24/17	44,200.00
21	53571	7,000,000.00	1,478,745.54	DeKalb County Government	10/19/17	44,200.00
22	53571	7,000,000.00	1,478,745.54	Dickson County	8/9/17	54,200.00
23	53571	7,000,000.00	1,478,745.54	Dyer County	8/9/17	48,300.00
24	53571	7,000,000.00	1,478,745.54	Fayette County Government	8/9/17	51,700.00
25	53571	7,000,000.00	1,478,745.54	Fentress County	8/9/17	44,200.00
26	53571	7,000,000.00	1,478,745.54	County of Franklin	8/24/17	50,600.00
27	53571	7,000,000.00	1,478,745.54	Gibson County	8/9/17	58,800.00
28	53571	7,000,000.00	1,478,745.54	Giles County	8/9/17	52,700.00
29	53571	7,000,000.00	1,478,745.54	Grainger County Government	8/9/17	44,200.00
30	53571	7,000,000.00	1,478,745.54	Greene County	8/9/17	68,600.00
31	53571	7,000,000.00	1,478,745.54	County Of Grundy	8/9/17	44,200.00
32	53571	7,000,000.00	1,478,745.54	Hamblen County Govt	8/9/17	48,200.00
33	53571	7,000,000.00	1,478,745.54	Hamilton County Sheriff Department	8/31/17	51,858.83
34	53571	7,000,000.00	1,478,745.54	Hamilton County Trustee	12/18/17	99,495.63
35	53571	7,000,000.00	1,478,745.54	Hancock County	8/9/17	44,200.00
36	53571	7,000,000.00	1,478,745.54	Hardeman County	8/9/17	46,400.00
37	53571	7,000,000.00	1,478,745.54	County of Hardin	8/9/17	48,600.00
38	53571	7,000,000.00	1,478,745.54	Hawkins County	8/9/17	56,900.00
39	53571	7,000,000.00	1,478,745.54	Haywood County	8/24/17	44,200.00
40	53571	7,000,000.00	1,478,745.54	Henderson County	8/31/17	48,700.00

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41	53571	7,000,000.00	1,478,745.54	Henry County	8/9/17	52,100.00
42	53571	7,000,000.00	1,478,745.54	Hickman County Government	8/24/17	49,400.00
43	53571	7,000,000.00	1,478,745.54	Houston County	8/9/17	44,200.00
44	53571	7,000,000.00	1,478,745.54	Humphreys County	8/9/17	44,200.00
45	53571	7,000,000.00	1,478,745.54	Jackson County	8/24/17	44,200.00
46	53571	7,000,000.00	1,478,745.54	Jefferson County Government	8/9/17	53,000.00
47	53571	7,000,000.00	1,478,745.54	Johnson County Government	8/24/17	44,200.00
48	53571	7,000,000.00	1,478,745.54	Knox County Government	8/9/17	169,000.00
49	53571	7,000,000.00	1,478,745.54	Lake County Government	8/31/17	44,200.00
50	53571	7,000,000.00	1,478,745.54	Lauderdale County	8/9/17	44,200.00
51	53571	7,000,000.00	1,478,745.54	Lawrence County Government	8/24/17	58,600.00
52	53571	7,000,000.00	1,478,745.54	Lewis County Government	8/24/17	44,200.00
53	53571	7,000,000.00	1,478,745.54	Lincoln County	8/24/17	52,400.00
54	53571	7,000,000.00	1,478,745.54	Loudon County Government	8/9/17	22,664.05
55	53571	7,000,000.00	1,478,745.54	Loudon County Government	5/18/18	26,535.95
56	53571	7,000,000.00	1,478,745.54	McMinn County Judges Office	8/11/17	49,800.00
57	53571	7,000,000.00	1,478,745.54	McNairy County Board Of Education	8/31/17	51,600.00
58	53571	7,000,000.00	1,478,745.54	Macon County Government	8/24/17	48,800.00
59	53571	7,000,000.00	1,478,745.54	Madison County	8/11/17	65,100.00
60	53571	7,000,000.00	1,478,745.54	Marion County	8/11/17	44,300.00
61	53571	7,000,000.00	1,478,745.54	Marshall County Government	8/11/17	48,900.00
62	53571	7,000,000.00	1,478,745.54	Maury County	8/11/17	56,100.00
63	53571	7,000,000.00	1,478,745.54	Meigs County Government	8/11/17	44,200.00
64	53571	7,000,000.00	1,478,745.54	Monroe County Government	8/11/17	53,700.00
65	53571	7,000,000.00	1,478,745.54	Montgomery County Government	8/11/17	83,500.00
66	53571	7,000,000.00	1,478,745.54	Moore County	8/11/17	44,200.00
67	53571	7,000,000.00	1,478,745.54	Morgan County Government	8/11/17	44,200.00
68	53571	7,000,000.00	1,478,745.54	Obion County	8/31/17	49,800.00
69	53571	7,000,000.00	1,478,745.54	Overton County Government	8/11/17	44,600.00
70	53571	7,000,000.00	1,478,745.54	Perry County Government	8/11/17	44,200.00
71	53571	7,000,000.00	1,478,745.54	Pickett County Government	8/11/17	44,200.00
72	53571	7,000,000.00	1,478,745.54	Polk County Government	9/13/17	44,200.00
73	53571	7,000,000.00	1,478,745.54	Putnam County	8/11/17	59,300.00
74	53571	7,000,000.00	1,478,745.54	Rhea County	8/24/17	44,200.00
75	53571	7,000,000.00	1,478,745.54	Roane County Government	8/14/17	53,000.00
76	53571	7,000,000.00	1,478,745.54	Robertson County	8/14/17	56,500.00
77	53571	7,000,000.00	1,478,745.54	Rutherford County Government	8/14/17	113,200.00
78	53571	7,000,000.00	1,478,745.54	Scott County Government	8/31/17	44,200.00
79	53571	7,000,000.00	1,478,745.54	Sequatchie County	8/14/17	44,200.00
80	53571	7,000,000.00	1,478,745.54	Sevier County	8/14/17	69,200.00
81	53571	7,000,000.00	1,478,745.54	Shelby County Government	8/24/17	269,700.00
82	53571	7,000,000.00	1,478,745.54	Smith County Government	8/14/17	44,200.00

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83	53571	7,000,000.00	1,478,745.54	Stewart County	8/14/17	44,200.00
84	53571	7,000,000.00	1,478,745.54	Sullivan County	8/31/17	85,100.00
85	53571	7,000,000.00	1,478,745.54	Sumner County Government	8/24/17	83,900.00
86	53571	7,000,000.00	1,478,745.54	Tipton County Government	8/31/17	53,400.00
87	53571	7,000,000.00	1,478,745.54	Trousdale County Govt	8/14/17	44,200.00
88	53571	7,000,000.00	1,478,745.54	Unicoi County	8/31/17	44,200.00
89	53571	7,000,000.00	1,478,745.54	Union County	8/14/17	44,200.00
90	53571	7,000,000.00	1,478,745.54	Van Buren County	8/24/17	44,200.00
91	53571	7,000,000.00	1,478,745.54	Warren County	8/14/17	50,300.00
92	53571	7,000,000.00	1,478,745.54	Washington County Government	8/24/17	72,300.00
93	53571	7,000,000.00	1,478,745.54	Wayne County	8/14/17	46,100.00
94	53571	7,000,000.00	1,478,745.54	Weakley County	8/14/17	54,000.00
95	53571	7,000,000.00	1,478,745.54	White County Government	8/31/17	44,300.00
96	53571	7,000,000.00	1,478,745.54	Williamson County	8/14/17	92,000.00
97	53571	7,000,000.00	1,478,745.54	Industrial Development Board of Wilson Co	8/14/17	75,800.00

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	Contract Max. Amt	Contract Remaining Amt	Supplier	PO No.	Contract Line #	PO Date	PO Amount
1	60,000,000.00	43,615,745.55	McMinn County Judges Office	AERM18101	1/1/00	8/8/17	14,300.00
2	60,000,000.00	43,615,745.55	Hardeman County	AERM18102	1/1/00	8/8/17	14,300.00
3	60,000,000.00	43,615,745.55	Benton County	AERM18103	1/1/00	7/1/17	14,300.00
4	60,000,000.00	43,615,745.55	Town Of Centerville	AERM18104	1/1/00	9/7/17	14,300.00
5	60,000,000.00	43,615,745.55	Clarksville Montgomery C	AERM18105	1/1/00	8/8/17	19,800.00
6	60,000,000.00	43,615,745.55	City Of Cleveland Tennessee	AERM18106	1/1/00	8/8/17	14,300.00
7	60,000,000.00	43,615,745.55	Clifton Airport Authority	AERM18107	1/1/00	7/1/17	14,300.00
8	60,000,000.00	43,615,745.55	City Of Collegedale	AERM18108	1/1/00	1/8/18	14,300.00
9	60,000,000.00	43,615,745.55	Maury County Regional Airport Authority	AERM18109	1/1/00	10/3/17	19,800.00
10	60,000,000.00	43,615,745.55	Polk County Government	AERM18110	1/1/00	8/8/17	14,300.00
11	60,000,000.00	43,615,745.55	City Of Covington	AERM18111	1/1/00	8/8/17	14,300.00
12	60,000,000.00	43,615,745.55	City Of Crossville	AERM18112	1/1/00	8/8/17	25,740.00
13	60,000,000.00	43,615,745.55	Beech River Regional Airport	AERM18113	1/1/00	12/5/17	12,181.73
	60,000,000.00	43,615,745.55	Beech River Regional Airport	AERM18113A	1/1/00	7/1/17	2,118.27
14	60,000,000.00	43,615,745.55	City Of Dayton	AERM18114	1/1/00	7/1/17	14,300.00
15	60,000,000.00	43,615,745.55	Dickson Co Municipal Airp	AERM18115	1/1/00	5/14/18	14,300.00
16	60,000,000.00	43,615,745.55	City Of Dyersburg	AERM18116	1/1/00	10/17/17	14,300.00
17	60,000,000.00	43,615,745.55	Elizabethon Municipal	AERM18117	1/1/00	8/8/17	14,300.00
18	60,000,000.00	43,615,745.55	Fayetteville Lincoln Co Regional Airport	AERM18118	1/1/00	10/2/17	19,800.00
19	60,000,000.00	43,615,745.55	Jackson County	AERM18119	1/1/00	11/8/17	14,300.00
20	60,000,000.00	43,615,745.55	Sumner County Regional Airport Authority	AERM18120	1/1/00	8/8/17	14,300.00
21	60,000,000.00	43,615,745.55	Town Of Greeneville	AERM18121	1/1/00	11/14/17	7,153.55
	60,000,000.00	43,615,745.55	Town Of Greeneville	AERM18121A	1/1/00	7/1/17	12,646.45
22	60,000,000.00	43,615,745.55	Town Of Halls	AERM18122	1/1/00	10/17/17	14,300.00
23	60,000,000.00	43,615,745.55	City Of Humboldt	AERM18124	1/1/00	10/16/17	14,300.00
24	60,000,000.00	43,615,745.55	Carroll County Government	AERM18125	1/1/00	10/17/17	14,300.00
25	60,000,000.00	43,615,745.55	Campbell County Government	AERM18126	1/1/00	8/8/17	14,300.00
26	60,000,000.00	43,615,745.55	Jackson-Madison County Airport Authority	AERM18127	1/1/00	1/8/18	25,740.00
27	60,000,000.00	43,615,745.55	Marion County	AERM18129	1/1/00	8/8/17	14,300.00
28	60,000,000.00	43,615,745.55	Metropolitan Knoxville Airport Authority	AERM18130	1/1/00	8/14/17	19,800.00
29	60,000,000.00	43,615,745.55	City Of Lafayette	AERM18131	1/1/00	9/29/17	14,300.00
30	60,000,000.00	43,615,745.55	Lawrenceburg Lawrence Cou	AERM18132	1/1/00	12/5/17	14,300.00
31	60,000,000.00	43,615,745.55	City Of Lebanon	AERM18133	1/1/00	8/8/17	14,300.00
32	60,000,000.00	43,615,745.55	City Of Lewisburg	AERM18134	1/1/00	11/2/17	14,300.00
33	60,000,000.00	43,615,745.55	Perry County Government	AERM18135	1/1/00	2/27/18	14,300.00
34	60,000,000.00	43,615,745.55	Town Of Livingston	AERM18136	1/1/00	9/5/17	14,300.00
35	60,000,000.00	43,615,745.55	Monroe County Government	AERM18137	1/1/00	8/8/17	14,300.00
36	60,000,000.00	43,615,745.55	Houston County	AERM18138	1/1/00	6/22/18	14,300.00
37	60,000,000.00	43,615,745.55	Warren County	AERM18139	1/1/00	10/27/17	19,800.00
38	60,000,000.00	43,615,745.55	Memphis Shelby County Airport Authority	AERM18140	1/1/00	10/16/17	14,300.00
	60,000,000.00	43,615,745.55	Memphis Shelby County Airport Authority	AERM18141	1/1/00	10/16/17	14,300.00
39	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERM18142	1/1/00	12/1/17	25,740.00
40	60,000,000.00	43,615,745.55	City Of Morristown	AERM18143	1/1/00	8/8/17	19,800.00
41	60,000,000.00	43,615,745.55	Johnson County Government	AERM18144	1/1/00	8/28/17	14,300.00
42	60,000,000.00	43,615,745.55	City Of Murfreesboro	AERM18145	1/1/00	10/9/17	14,300.00
43	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERM18146	1/1/00	7/1/17	25,740.00
44	60,000,000.00	43,615,745.55	Town Of New Tazewell	AERM18147	1/1/00	8/8/17	14,300.00
45	60,000,000.00	43,615,745.55	Scott County Government	AERM18148	1/1/00	7/19/17	19,800.00
46	60,000,000.00	43,615,745.55	Henry County	AERM18149	1/1/00	12/15/17	25,740.00
47	60,000,000.00	43,615,745.55	City Of Portland	AERM18150	1/1/00	8/8/17	14,300.00
48	60,000,000.00	43,615,745.55	City Of Pulaski	AERM18151	1/1/00	12/15/17	14,300.00
49	60,000,000.00	43,615,745.55	City Of Rockwood	AERM18152	1/1/00	10/12/17	14,300.00
50	60,000,000.00	43,615,745.55	Hawkins County	AERM18153	1/1/00	8/8/17	14,300.00
51	60,000,000.00	43,615,745.55	Savannah-Hardin County Airport Com	AERM18154	1/1/00	8/8/17	19,800.00
52	60,000,000.00	43,615,745.55	Menaury Co Airport Author	AERM18155	1/1/00	8/8/17	14,300.00
53	60,000,000.00	43,615,745.55	Gatlinburg Airport Author	AERM18156	1/1/00	8/8/17	14,300.00
54	60,000,000.00	43,615,745.55	City Of Shelbyville	AERM18158	1/1/00	1/31/18	14,300.00
55	60,000,000.00	43,615,745.55	City Of Smithville	AERM18159	1/1/00	11/8/17	14,300.00
56	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERM18160	1/1/00	10/26/17	25,740.00
57	60,000,000.00	43,615,745.55	Fayette County Government	AERM18161	1/1/00	8/8/17	14,300.00
58	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERM18162	1/1/00	12/19/17	25,740.00
59	60,000,000.00	43,615,745.55	Springfield Robertson Cou	AERM18163	1/1/00	8/8/17	19,800.00
60	60,000,000.00	43,615,745.55	Gibson County	AERM18164	1/1/00	7/1/17	14,300.00
61	60,000,000.00	43,615,745.55	Gibson County	AERM18164A	1/1/00	7/1/17	14,300.00
62	60,000,000.00	43,615,745.55	City Of Tullahoma	AERM18165	1/1/00	7/1/17	19,800.00
63	60,000,000.00	43,615,745.55	Everett Stewart Regional	AERM18166	1/1/00	8/8/17	25,740.00

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64	60,000,000.00	43,615,745.55	Humphreys County	AERM18167	1/1/00	8/8/17	14,300.00
65	60,000,000.00	43,615,745.55	Winchester Airport Authority	AERM18168	1/1/00	12/15/17	14,300.00
66	60,000,000.00	43,615,745.55	Perry County Government	AERO18135	1/1/00	7/1/17	14,300.00
67	60,000,000.00	43,615,745.55	Warren County	AERO18139	1/1/00	10/24/17	19,800.00
68	60,000,000.00	43,615,745.55	City Of Tullahoma	AERO18165	1/1/00	3/16/18	19,800.00
69	60,000,000.00	43,615,745.55	Everett Stewart Regional	AERO18169	1/1/00	8/14/17	10,000.00
70	60,000,000.00	43,615,745.55	Everett Stewart Regional	AERO18170	1/1/00	8/14/17	8,034.00
71	60,000,000.00	43,615,745.55	Perry County Government	AERO18171	1/1/00	1/8/18	50,000.00
72	60,000,000.00	43,615,745.55	City Of Lewisburg	AERO18172	1/1/00	7/15/17	327,000.00
73	60,000,000.00	43,615,745.55	Tri Cities Airport Authority	AERO18173	1/1/00	5/3/18	113,100.00
74	60,000,000.00	43,615,745.55	Town Of Greeneville	AERO18175	1/1/00	1/8/18	171,900.00
	60,000,000.00	43,615,745.55	Town Of Greeneville	AERO18176	1/1/00	1/8/18	86,300.00
75	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERO18177	1/1/00	6/25/18	450,000.00
76	60,000,000.00	43,615,745.55	City Of Collegedale	AERO18178	1/1/00	2/26/18	375,400.00
77	60,000,000.00	43,615,745.55	McMinn County Judges Office	AERO18179	1/1/00	6/21/18	30,000.00
78	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERO18180	1/1/00	6/1/18	1,564,583.00
79	60,000,000.00	43,615,745.55	Menaury Co Airport Auth	AERO18181	1/1/00	8/25/17	13,005.40
80	60,000,000.00	43,615,745.55	Civil Air Patrol	AERO18182	1/1/00	1/8/18	55,600.00
81	60,000,000.00	43,615,745.55	City Of Jamestown	AERO18184	1/1/00	6/26/18	60,000.00
82	60,000,000.00	43,615,745.55	City Of Portland	AERO18185	1/1/00	2/26/18	35,000.00
83	60,000,000.00	43,615,745.55	Savannah-Hardin County Airport Com	AERO18187	1/1/00	1/4/18	61,500.00
84	60,000,000.00	43,615,745.55	Springfield Robertson Cou	AERO18188	1/1/00	3/8/18	32,171.00
85	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18189	1/1/00	11/9/17	700,000.00
	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18190	1/1/00	2/27/18	680,000.00
86	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18191	1/1/00	6/5/18	2,450,920.00
87	60,000,000.00	43,615,745.55	Fayetteville Lincoln Co Regional Airport	AERO18192	1/1/00	10/19/17	67,130.00
88	60,000,000.00	43,615,745.55	Fayetteville Lincoln Co Regional Airport	AERO18192A	1/1/00	10/29/17	64,870.00
	60,000,000.00	43,615,745.55	Winchester Airport Authority	AERO18193	1/1/00	2/23/18	60,000.00
89	60,000,000.00	43,615,745.55	Metropolitan Knoxville Airport Authority	AERO18196	1/1/00	11/14/17	1,586,548.00
90	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERO18198	1/1/00	6/27/18	163,000.00
91	60,000,000.00	43,615,745.55	Town Of Greeneville	AERO18200	1/1/00	5/3/18	91,500.00
92	60,000,000.00	43,615,745.55	Campbell County Government	AERO18204	1/1/00	1/8/18	8,400.00
93	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERO18208	1/1/00	11/24/17	31,356.00
94	60,000,000.00	43,615,745.55	City Of Covington	AERO18210	1/1/00	7/16/18	30,775.00
	60,000,000.00	43,615,745.55	City Of Covington	AERO18210A	1/1/00	12/31/17	143,587.00
	60,000,000.00	43,615,745.55	City Of Covington	AERO18210A	1/1/00	12/31/17	499,459.00
	60,000,000.00	43,615,745.55	Warren County	AERO18212	1/1/00	5/3/18	280,000.00
95	60,000,000.00	43,615,745.55	Lebanon Special School District	AERO18213	1/1/00	5/24/18	3,239.00
96	60,000,000.00	43,615,745.55	Fayetteville Lincoln Co Regional Airport	AERO18214	1/1/00	6/19/18	14,750.00
97	60,000,000.00	43,615,745.55	City Of Cleveland Tennessee	AERO18215	1/1/00	12/30/17	100,000.00
98	60,000,000.00	43,615,745.55	Elizabethon Municipal	AERO18216	1/1/00	6/6/18	98,500.00
99	60,000,000.00	43,615,745.55	City Of Shelbyville	AERO18220	1/1/00	7/18/18	20,000.00
100	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18221	1/1/00	2/28/18	80,000.00
	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18222	1/1/00	12/27/17	19,000.00
101	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERO18223	1/1/00	4/30/18	24,000.00
102	60,000,000.00	43,615,745.55	Tennessee Aviation Association	AERO18224	1/1/00	1/28/18	5,000.00
103	60,000,000.00	43,615,745.55	City Of Lebanon	AERO18225	1/1/00	2/28/18	75,000.00
104	60,000,000.00	43,615,745.55	University of Tennessee	AERO18227	1/1/00	3/14/18	50,000.00
105	60,000,000.00	43,615,745.55	Town Of Centerville	AERO18228	1/1/00	6/11/18	15,000.00
106	60,000,000.00	43,615,745.55	City Of Cleveland Tennessee	AERO18230	1/1/00	6/19/18	72,000.00
107	60,000,000.00	43,615,745.55	Elizabethon Municipal	AERO18238	1/1/00	5/3/18	150,000.00
108	60,000,000.00	43,615,745.55	City Of Jamestown	AERO18240	1/1/00	6/26/18	100,000.00
109	60,000,000.00	43,615,745.55	Lawrenceburg Lawrence Cou	AERO18241	1/1/00	3/20/18	325,000.00
	60,000,000.00	43,615,745.55	Lawrenceburg Lawrence Cou	AERO18242	1/1/00	3/20/18	43,000.00
	60,000,000.00	43,615,745.55	Lawrenceburg Lawrence Cou	AERO18243	1/1/00	3/20/18	12,500.00
110	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18246	1/1/00	5/18/18	17,000.00
	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18247	1/1/00	6/5/18	38,994.00
	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18247	1/1/00	6/5/18	80,006.00
111	60,000,000.00	43,615,745.55	City Of Portland	AERO18248	1/1/00	3/22/18	50,000.00
	60,000,000.00	43,615,745.55	City Of Portland	AERO18249	1/1/00	6/4/18	75,000.00
112	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18250	1/1/00	5/14/18	290,600.00
113	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERO18254	1/1/00	6/6/18	550,000.00
	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERO18254A	1/1/00	6/21/18	407,898.00
	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERO18254A	1/1/00	6/21/18	142,102.00
114	60,000,000.00	43,615,745.55	Humphreys County	AERO18256	1/1/00	6/19/18	30,000.00
	60,000,000.00	43,615,745.55	Humphreys County	AERO18259	1/1/00	3/21/18	300,000.00
115	60,000,000.00	43,615,745.55	Flight Lesson Instructional Grants	AERO18261	1/1/00	5/31/18	10,000.00
116	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18264	1/1/00	6/4/18	2,129,400.00
117	60,000,000.00	43,615,745.55	City Of Rockwood	AERO18281	1/1/00	6/25/18	4,000.00
118	60,000,000.00	43,615,745.55	Savannah-Hardin County Airport Com	AERO18282	1/1/00	7/20/18	185,000.00

2017 - 2018 Vendor and Subrecipient Listings

119	60,000,000.00	43,615,745.55	Menaury Co Airport Author	AERO18282A	1/1/00	5/25/18	185,000.00
	60,000,000.00	43,615,745.55	Savannah-Hardin County Airport Com	AERO18286	1/1/00	5/27/18	14,200.00
120	60,000,000.00	43,615,745.55	Elizabethton Municipal	AERO18291	1/1/00	7/1/17	8,175.00

2017 - 2018 Vendor and Subrecipient Listings

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	Contract Max. Amt	Contract Remaining Amt	Supplier	PO No.	Contract Line #	PO Date	PO Amount
1	60,000,000.00	43,615,745.55	McMinn County Judges Office	AERM18101	1/1/00	8/8/17	14,300.00
2	60,000,000.00	43,615,745.55	Hardeman County	AERM18102	1/1/00	8/8/17	14,300.00
3	60,000,000.00	43,615,745.55	Benton County	AERM18103	1/1/00	7/1/17	14,300.00
4	60,000,000.00	43,615,745.55	Town Of Centerville	AERM18104	1/1/00	9/7/17	14,300.00
5	60,000,000.00	43,615,745.55	Clarksville Montgomery C	AERM18105	1/1/00	8/8/17	19,800.00
6	60,000,000.00	43,615,745.55	City Of Cleveland Tennessee	AERM18106	1/1/00	8/8/17	14,300.00
7	60,000,000.00	43,615,745.55	Clifton Airport Authority	AERM18107	1/1/00	7/1/17	14,300.00
8	60,000,000.00	43,615,745.55	City Of Collegedale	AERM18108	1/1/00	1/8/18	14,300.00
9	60,000,000.00	43,615,745.55	Maury County Regional Airport Authority	AERM18109	1/1/00	10/3/17	19,800.00
10	60,000,000.00	43,615,745.55	Polk County Government	AERM18110	1/1/00	8/8/17	14,300.00
11	60,000,000.00	43,615,745.55	City Of Covington	AERM18111	1/1/00	8/8/17	14,300.00
12	60,000,000.00	43,615,745.55	City Of Crossville	AERM18112	1/1/00	8/8/17	25,740.00
13	60,000,000.00	43,615,745.55	Beech River Regional Airport	AERM18113	1/1/00	12/5/17	12,181.73
	60,000,000.00	43,615,745.55	Beech River Regional Airport	AERM18113A	1/1/00	7/1/17	2,118.27
14	60,000,000.00	43,615,745.55	City Of Dayton	AERM18114	1/1/00	7/1/17	14,300.00
15	60,000,000.00	43,615,745.55	Dickson Co Municipal Airp	AERM18115	1/1/00	5/14/18	14,300.00
16	60,000,000.00	43,615,745.55	City Of Dyersburg	AERM18116	1/1/00	10/17/17	14,300.00
17	60,000,000.00	43,615,745.55	Elizabethon Municipal	AERM18117	1/1/00	8/8/17	14,300.00
18	60,000,000.00	43,615,745.55	Fayetteville Lincoln Co Regional Airport	AERM18118	1/1/00	10/2/17	19,800.00
19	60,000,000.00	43,615,745.55	Jackson County	AERM18119	1/1/00	11/8/17	14,300.00
20	60,000,000.00	43,615,745.55	Sumner County Regional Airport Authority	AERM18120	1/1/00	8/8/17	14,300.00
21	60,000,000.00	43,615,745.55	Town Of Greeneville	AERM18121	1/1/00	11/14/17	7,153.55
	60,000,000.00	43,615,745.55	Town Of Greeneville	AERM18121A	1/1/00	7/1/17	12,646.45
22	60,000,000.00	43,615,745.55	Town Of Halls	AERM18122	1/1/00	10/17/17	14,300.00
23	60,000,000.00	43,615,745.55	City Of Humboldt	AERM18124	1/1/00	10/16/17	14,300.00
24	60,000,000.00	43,615,745.55	Carroll County Government	AERM18125	1/1/00	10/17/17	14,300.00
25	60,000,000.00	43,615,745.55	Campbell County Government	AERM18126	1/1/00	8/8/17	14,300.00
26	60,000,000.00	43,615,745.55	Jackson-Madison County Airport Authority	AERM18127	1/1/00	1/8/18	25,740.00
27	60,000,000.00	43,615,745.55	Marion County	AERM18129	1/1/00	8/8/17	14,300.00
28	60,000,000.00	43,615,745.55	Metropolitan Knoxville Airport Authority	AERM18130	1/1/00	8/14/17	19,800.00
29	60,000,000.00	43,615,745.55	City Of Lafayette	AERM18131	1/1/00	9/29/17	14,300.00
30	60,000,000.00	43,615,745.55	Lawrenceburg Lawrence Cou	AERM18132	1/1/00	12/5/17	14,300.00
31	60,000,000.00	43,615,745.55	City Of Lebanon	AERM18133	1/1/00	8/8/17	14,300.00
32	60,000,000.00	43,615,745.55	City Of Lewisburg	AERM18134	1/1/00	11/2/17	14,300.00
33	60,000,000.00	43,615,745.55	Perry County Government	AERM18135	1/1/00	2/27/18	14,300.00
34	60,000,000.00	43,615,745.55	Town Of Livingston	AERM18136	1/1/00	9/5/17	14,300.00
35	60,000,000.00	43,615,745.55	Monroe County Government	AERM18137	1/1/00	8/8/17	14,300.00
36	60,000,000.00	43,615,745.55	Houston County	AERM18138	1/1/00	6/22/18	14,300.00
37	60,000,000.00	43,615,745.55	Warren County	AERM18139	1/1/00	10/27/17	19,800.00
38	60,000,000.00	43,615,745.55	Memphis Shelby County Airport Authority	AERM18140	1/1/00	10/16/17	14,300.00
	60,000,000.00	43,615,745.55	Memphis Shelby County Airport Authority	AERM18141	1/1/00	10/16/17	14,300.00
39	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERM18142	1/1/00	12/1/17	25,740.00
40	60,000,000.00	43,615,745.55	City Of Morristown	AERM18143	1/1/00	8/8/17	19,800.00
41	60,000,000.00	43,615,745.55	Johnson County Government	AERM18144	1/1/00	8/28/17	14,300.00
42	60,000,000.00	43,615,745.55	City Of Murfreesboro	AERM18145	1/1/00	10/9/17	14,300.00
43	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERM18146	1/1/00	7/1/17	25,740.00
44	60,000,000.00	43,615,745.55	Town Of New Tazewell	AERM18147	1/1/00	8/8/17	14,300.00
45	60,000,000.00	43,615,745.55	Scott County Government	AERM18148	1/1/00	7/19/17	19,800.00
46	60,000,000.00	43,615,745.55	Henry County	AERM18149	1/1/00	12/15/17	25,740.00
47	60,000,000.00	43,615,745.55	City Of Portland	AERM18150	1/1/00	8/8/17	14,300.00
48	60,000,000.00	43,615,745.55	City Of Pulaski	AERM18151	1/1/00	12/15/17	14,300.00
49	60,000,000.00	43,615,745.55	City Of Rockwood	AERM18152	1/1/00	10/12/17	14,300.00
50	60,000,000.00	43,615,745.55	Hawkins County	AERM18153	1/1/00	8/8/17	14,300.00
51	60,000,000.00	43,615,745.55	Savannah-Hardin County Airport Com	AERM18154	1/1/00	8/8/17	19,800.00
52	60,000,000.00	43,615,745.55	Menaury Co Airport Author	AERM18155	1/1/00	8/8/17	14,300.00
53	60,000,000.00	43,615,745.55	Gatlinburg Airport Author	AERM18156	1/1/00	8/8/17	14,300.00
54	60,000,000.00	43,615,745.55	City Of Shelbyville	AERM18158	1/1/00	1/31/18	14,300.00
55	60,000,000.00	43,615,745.55	City Of Smithville	AERM18159	1/1/00	11/8/17	14,300.00
56	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERM18160	1/1/00	10/26/17	25,740.00
57	60,000,000.00	43,615,745.55	Fayette County Government	AERM18161	1/1/00	8/8/17	14,300.00
58	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERM18162	1/1/00	12/19/17	25,740.00
59	60,000,000.00	43,615,745.55	Springfield Robertson Cou	AERM18163	1/1/00	8/8/17	19,800.00
60	60,000,000.00	43,615,745.55	Gibson County	AERM18164	1/1/00	7/1/17	14,300.00
61	60,000,000.00	43,615,745.55	Gibson County	AERM18164A	1/1/00	7/1/17	14,300.00
62	60,000,000.00	43,615,745.55	City Of Tullahoma	AERM18165	1/1/00	7/1/17	19,800.00
63	60,000,000.00	43,615,745.55	Everett Stewart Regional	AERM18166	1/1/00	8/8/17	25,740.00

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64	60,000,000.00	43,615,745.55	Humphreys County	AERM18167	1/1/00	8/8/17	14,300.00
65	60,000,000.00	43,615,745.55	Winchester Airport Authority	AERM18168	1/1/00	12/15/17	14,300.00
66	60,000,000.00	43,615,745.55	Perry County Government	AERO18135	1/1/00	7/1/17	14,300.00
67	60,000,000.00	43,615,745.55	Warren County	AERO18139	1/1/00	10/24/17	19,800.00
68	60,000,000.00	43,615,745.55	City Of Tullahoma	AERO18165	1/1/00	3/16/18	19,800.00
69	60,000,000.00	43,615,745.55	Everett Stewart Regional	AERO18169	1/1/00	8/14/17	10,000.00
70	60,000,000.00	43,615,745.55	Everett Stewart Regional	AERO18170	1/1/00	8/14/17	8,034.00
71	60,000,000.00	43,615,745.55	Perry County Government	AERO18171	1/1/00	1/8/18	50,000.00
72	60,000,000.00	43,615,745.55	City Of Lewisburg	AERO18172	1/1/00	7/15/17	327,000.00
73	60,000,000.00	43,615,745.55	Tri Cities Airport Authority	AERO18173	1/1/00	5/3/18	113,100.00
74	60,000,000.00	43,615,745.55	Town Of Greeneville	AERO18175	1/1/00	1/8/18	171,900.00
	60,000,000.00	43,615,745.55	Town Of Greeneville	AERO18176	1/1/00	1/8/18	86,300.00
75	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERO18177	1/1/00	6/25/18	450,000.00
76	60,000,000.00	43,615,745.55	City Of Collegedale	AERO18178	1/1/00	2/26/18	375,400.00
77	60,000,000.00	43,615,745.55	McMinn County Judges Office	AERO18179	1/1/00	6/21/18	30,000.00
78	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERO18180	1/1/00	6/1/18	1,564,583.00
79	60,000,000.00	43,615,745.55	Menaury Co Airport Auth	AERO18181	1/1/00	8/25/17	13,005.40
80	60,000,000.00	43,615,745.55	Civil Air Patrol	AERO18182	1/1/00	1/8/18	55,600.00
81	60,000,000.00	43,615,745.55	City Of Jamestown	AERO18184	1/1/00	6/26/18	60,000.00
82	60,000,000.00	43,615,745.55	City Of Portland	AERO18185	1/1/00	2/26/18	35,000.00
83	60,000,000.00	43,615,745.55	Savannah-Hardin County Airport Com	AERO18187	1/1/00	1/4/18	61,500.00
84	60,000,000.00	43,615,745.55	Springfield Robertson Cou	AERO18188	1/1/00	3/8/18	32,171.00
85	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18189	1/1/00	11/9/17	700,000.00
	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18190	1/1/00	2/27/18	680,000.00
86	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18191	1/1/00	6/5/18	2,450,920.00
87	60,000,000.00	43,615,745.55	Fayetteville Lincoln Co Regional Airport	AERO18192	1/1/00	10/19/17	67,130.00
88	60,000,000.00	43,615,745.55	Fayetteville Lincoln Co Regional Airport	AERO18192A	1/1/00	10/29/17	64,870.00
	60,000,000.00	43,615,745.55	Winchester Airport Authority	AERO18193	1/1/00	2/23/18	60,000.00
89	60,000,000.00	43,615,745.55	Metropolitan Knoxville Airport Authority	AERO18196	1/1/00	11/14/17	1,586,548.00
90	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERO18198	1/1/00	6/27/18	163,000.00
91	60,000,000.00	43,615,745.55	Town Of Greeneville	AERO18200	1/1/00	5/3/18	91,500.00
92	60,000,000.00	43,615,745.55	Campbell County Government	AERO18204	1/1/00	1/8/18	8,400.00
93	60,000,000.00	43,615,745.55	Metro Nashville Airport Authority	AERO18208	1/1/00	11/24/17	31,356.00
94	60,000,000.00	43,615,745.55	City Of Covington	AERO18210	1/1/00	7/16/18	30,775.00
	60,000,000.00	43,615,745.55	City Of Covington	AERO18210A	1/1/00	12/31/17	143,587.00
	60,000,000.00	43,615,745.55	City Of Covington	AERO18210A	1/1/00	12/31/17	499,459.00
	60,000,000.00	43,615,745.55	Warren County	AERO18212	1/1/00	5/3/18	280,000.00
95	60,000,000.00	43,615,745.55	Lebanon Special School District	AERO18213	1/1/00	5/24/18	3,239.00
96	60,000,000.00	43,615,745.55	Fayetteville Lincoln Co Regional Airport	AERO18214	1/1/00	6/19/18	14,750.00
97	60,000,000.00	43,615,745.55	City Of Cleveland Tennessee	AERO18215	1/1/00	12/30/17	100,000.00
98	60,000,000.00	43,615,745.55	Elizabethon Municipal	AERO18216	1/1/00	6/6/18	98,500.00
99	60,000,000.00	43,615,745.55	City Of Shelbyville	AERO18220	1/1/00	7/18/18	20,000.00
100	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18221	1/1/00	2/28/18	80,000.00
	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18222	1/1/00	12/27/17	19,000.00
101	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERO18223	1/1/00	4/30/18	24,000.00
102	60,000,000.00	43,615,745.55	Tennessee Aviation Association	AERO18224	1/1/00	1/28/18	5,000.00
103	60,000,000.00	43,615,745.55	City Of Lebanon	AERO18225	1/1/00	2/28/18	75,000.00
104	60,000,000.00	43,615,745.55	University of Tennessee	AERO18227	1/1/00	3/14/18	50,000.00
105	60,000,000.00	43,615,745.55	Town Of Centerville	AERO18228	1/1/00	6/11/18	15,000.00
106	60,000,000.00	43,615,745.55	City Of Cleveland Tennessee	AERO18230	1/1/00	6/19/18	72,000.00
107	60,000,000.00	43,615,745.55	Elizabethon Municipal	AERO18238	1/1/00	5/3/18	150,000.00
108	60,000,000.00	43,615,745.55	City Of Jamestown	AERO18240	1/1/00	6/26/18	100,000.00
109	60,000,000.00	43,615,745.55	Lawrenceburg Lawrence Cou	AERO18241	1/1/00	3/20/18	325,000.00
	60,000,000.00	43,615,745.55	Lawrenceburg Lawrence Cou	AERO18242	1/1/00	3/20/18	43,000.00
	60,000,000.00	43,615,745.55	Lawrenceburg Lawrence Cou	AERO18243	1/1/00	3/20/18	12,500.00
110	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18246	1/1/00	5/18/18	17,000.00
	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18247	1/1/00	6/5/18	38,994.00
	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18247	1/1/00	6/5/18	80,006.00
111	60,000,000.00	43,615,745.55	City Of Portland	AERO18248	1/1/00	3/22/18	50,000.00
	60,000,000.00	43,615,745.55	City Of Portland	AERO18249	1/1/00	6/4/18	75,000.00
112	60,000,000.00	43,615,745.55	Smyrna Rutherford County Airport Auth	AERO18250	1/1/00	5/14/18	290,600.00
113	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERO18254	1/1/00	6/6/18	550,000.00
	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERO18254A	1/1/00	6/21/18	407,898.00
	60,000,000.00	43,615,745.55	Upper Cumberland Regional	AERO18254A	1/1/00	6/21/18	142,102.00
114	60,000,000.00	43,615,745.55	Humphreys County	AERO18256	1/1/00	6/19/18	30,000.00
	60,000,000.00	43,615,745.55	Humphreys County	AERO18259	1/1/00	3/21/18	300,000.00
115	60,000,000.00	43,615,745.55	Flight Lesson Instructional Grants	AERO18261	1/1/00	5/31/18	10,000.00
116	60,000,000.00	43,615,745.55	Millington Municipal Airp	AERO18264	1/1/00	6/4/18	2,129,400.00
117	60,000,000.00	43,615,745.55	City Of Rockwood	AERO18281	1/1/00	6/25/18	4,000.00
118	60,000,000.00	43,615,745.55	Savannah-Hardin County Airport Com	AERO18282	1/1/00	7/20/18	185,000.00

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119	60,000,000.00	43,615,745.55	Menaury Co Airport Author	AERO18282A	1/1/00	5/25/18	185,000.00
	60,000,000.00	43,615,745.55	Savannah-Hardin County Airport Com	AERO18286	1/1/00	5/27/18	14,200.00
120	60,000,000.00	43,615,745.55	Elizabethton Municipal	AERO18291	1/1/00	7/1/17	8,175.00

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Contract	Contract Max. Amt	Contract Remaining Amt	Supplier	PO No.	Contract Line #	PO Date	PO Amount	
1	53675	47,000,000.00	17,737,457.00	City Of Gatlinburg	Z18RT0001	1/1/00	7/28/17	114,971.00
	53675	47,000,000.00	17,737,457.00	City Of Gatlinburg	Z18RT0001	1/2/00	7/28/17	57,485.00
	53675	47,000,000.00	17,737,457.00	City Of Gatlinburg	Z18RT0001	1/1/00	7/28/17	901.00
	53675	47,000,000.00	17,737,457.00	City Of Gatlinburg	Z18RT0001	1/2/00	7/28/17	373,190.50
	53675	47,000,000.00	17,737,457.00	City Of Gatlinburg	Z18RT0001	1/2/00	7/28/17	450.50
2	53675	47,000,000.00	17,737,457.00	City Of Pigeon Forge	Z18RT0002	1/1/00	7/21/17	281,028.00
	53675	47,000,000.00	17,737,457.00	City Of Pigeon Forge	Z18RT0002	1/2/00	7/21/17	32,841.50
	53675	47,000,000.00	17,737,457.00	City Of Pigeon Forge	Z18RT0002	1/2/00	7/21/17	194,196.50
	53675	47,000,000.00	17,737,457.00	City Of Pigeon Forge	Z18RT0002	1/1/00	7/21/17	2,710.00
	53675	47,000,000.00	17,737,457.00	City Of Pigeon Forge	Z18RT0002	1/2/00	7/21/17	338.50
	53675	47,000,000.00	17,737,457.00	City Of Pigeon Forge	Z18RT0002	1/2/00	7/21/17	35,883.50
3	53675	47,000,000.00	17,737,457.00	Delta Human Resource Human Resource Agency	Z18RT0003	1/1/00	7/24/17	726,509.00
	53675	47,000,000.00	17,737,457.00	Delta Human Resource Human Resource Agency	Z18RT0003	1/2/00	7/24/17	363,254.00
	53675	47,000,000.00	17,737,457.00	Delta Human Resource Human Resource Agency	Z18RT0003	1/1/00	7/24/17	3,200.00
	53675	47,000,000.00	17,737,457.00	Delta Human Resource Human Resource Agency	Z18RT0003	1/2/00	7/24/17	61,591.00
	53675	47,000,000.00	17,737,457.00	Delta Human Resource Human Resource Agency	Z18RT0003	1/1/00	7/24/17	164,240.00
	53675	47,000,000.00	17,737,457.00	Delta Human Resource Human Resource Agency	Z18RT0003	1/2/00	7/24/17	20,530.00
4	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/1/00	7/24/17	697,808.00
	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/2/00	7/24/17	87,227.00
	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/1/00	7/24/17	1,531,625.00
	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/2/00	7/24/17	765,809.00
	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/1/00	7/24/17	2,000.00
	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/2/00	7/24/17	599,880.50
	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/1/00	7/24/17	901,861.00
	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/2/00	7/24/17	112,732.00
	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/1/00	7/24/17	344,660.00
	53675	47,000,000.00	17,737,457.00	East Tenn Human Resource Agency Inc	Z18RT0004	1/2/00	7/24/17	172,328.50
5	53675	47,000,000.00	17,737,457.00	First TN Human Resource Agency	Z18RT0005	1/1/00	7/28/17	1,255,140.00
	53675	47,000,000.00	17,737,457.00	First TN Human Resource Agency	Z18RT0005	1/2/00	7/28/17	627,569.50
	53675	47,000,000.00	17,737,457.00	First TN Human Resource Agency	Z18RT0005	1/1/00	7/28/17	2,000.00
	53675	47,000,000.00	17,737,457.00	First TN Human Resource Agency	Z18RT0005	1/2/00	7/28/17	135,856.00
	53675	47,000,000.00	17,737,457.00	First TN Human Resource Agency	Z18RT0005	1/1/00	7/28/17	362,280.00
	53675	47,000,000.00	17,737,457.00	First TN Human Resource Agency	Z18RT0005	1/2/00	7/28/17	45,285.00
	53675	47,000,000.00	17,737,457.00	First TN Human Resource Agency	Z18RT0005	1/1/00	7/28/17	176,515.00
	53675	47,000,000.00	17,737,457.00	First TN Human Resource Agency	Z18RT0005	1/2/00	7/28/17	88,257.50
6	53675	47,000,000.00	17,737,457.00	Mid Cumberland Human Resource Agency	Z18RT0006	1/1/00	8/2/17	1,719,449.00
	53675	47,000,000.00	17,737,457.00	Mid Cumberland Human Resource Agency	Z18RT0006	1/2/00	8/2/17	859,723.50
	53675	47,000,000.00	17,737,457.00	Mid Cumberland Human Resource Agency	Z18RT0006	1/1/00	8/2/17	2,000.00
	53675	47,000,000.00	17,737,457.00	Mid Cumberland Human Resource Agency	Z18RT0006	1/2/00	8/2/17	297,872.50
	53675	47,000,000.00	17,737,457.00	Mid Cumberland Human Resource Agency	Z18RT0006	1/1/00	8/2/17	794,325.00
	53675	47,000,000.00	17,737,457.00	Mid Cumberland Human Resource Agency	Z18RT0006	1/2/00	8/2/17	99,291.00
7	53675	47,000,000.00	17,737,457.00	Northwest Tennessee Human Resource Agency	Z18RT0007	1/1/00	7/24/17	1,326,008.00
	53675	47,000,000.00	17,737,457.00	Northwest Tennessee Human Resource Agency	Z18RT0007	1/2/00	7/24/17	663,004.00
	53675	47,000,000.00	17,737,457.00	Northwest Tennessee Human Resource Agency	Z18RT0007	1/1/00	7/24/17	2,000.00
	53675	47,000,000.00	17,737,457.00	Northwest Tennessee Human Resource Agency	Z18RT0007	1/2/00	7/24/17	112,500.00
	53675	47,000,000.00	17,737,457.00	Northwest Tennessee Human Resource Agency	Z18RT0007	1/1/00	7/24/17	300,000.00
	53675	47,000,000.00	17,737,457.00	Northwest Tennessee Human Resource Agency	Z18RT0007	1/2/00	7/24/17	37,500.00
8	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008	1/1/00	8/2/17	1,235,875.00
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008	1/2/00	8/2/17	617,936.00
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008	1/1/00	8/2/17	2,000.00

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	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008	1/2/00	8/2/17	145,850.50
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008	1/1/00	8/2/17	388,929.00
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008	1/2/00	8/2/17	48,616.00
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008	1/1/00	8/2/17	101,019.00
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008	1/2/00	8/2/17	50,509.50
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008A	1/1/00	8/7/17	2,144,190.00
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008A	1/2/00	8/7/17	1,072,092.50
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008A	1/1/00	8/7/17	2,000.00
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008A	1/1/00	8/7/17	731,646.00
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008A	1/1/00	8/7/17	176,077.00
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008A	1/2/00	8/7/17	274,370.50
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008A	1/2/00	8/7/17	91,445.50
	53675	47,000,000.00	17,737,457.00	South Central TN Development District	Z18RT0008A	1/2/00	8/7/17	88,038.50
9	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/1/00	8/3/17	52,000.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/2/00	8/3/17	6,500.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/1/00	8/3/17	695,559.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/2/00	8/3/17	347,779.50
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/1/00	8/3/17	2,000.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/2/00	8/3/17	65,550.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/1/00	8/3/17	122,800.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/2/00	8/3/17	15,350.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/1/00	8/3/17	98,079.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009	1/2/00	8/3/17	49,039.50
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/1/00	8/7/17	114,774.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/2/00	8/7/17	14,347.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/1/00	8/7/17	1,275,726.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/1/00	8/7/17	2,000.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/1/00	8/7/17	150,000.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/1/00	8/7/17	170,953.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/2/00	8/7/17	637,862.50
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/2/00	8/7/17	99,291.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/2/00	8/7/17	18,750.00
	53675	47,000,000.00	17,737,457.00	Southeast TN Human Resource Agency	Z18RT0009A	1/2/00	8/7/17	85,476.50
10	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010	1/1/00	8/3/17	4,000.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010	1/2/00	8/3/17	500.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010	1/1/00	8/3/17	461,751.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010	1/2/00	8/3/17	230,875.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010	1/1/00	8/3/17	2,000.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010	1/2/00	8/3/17	107,659.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010	1/1/00	8/3/17	283,088.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010	1/2/00	8/3/17	35,386.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010A	1/1/00	8/7/17	28,000.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010A	1/2/00	8/7/17	3,500.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010A	1/1/00	8/7/17	886,326.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010A	1/1/00	8/7/17	2,000.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010A	1/1/00	8/7/17	411,088.00
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010A	1/2/00	8/7/17	443,162.50
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010A	1/2/00	8/7/17	164,659.50
	53675	47,000,000.00	17,737,457.00	Southwest Human Human Resource Agency	Z18RT0010A	1/2/00	8/7/17	51,386.00
11	53675	47,000,000.00	17,737,457.00	Upper Cumberland Human Resource Agency	Z18RT0011	1/1/00	8/3/17	1,979,749.00
	53675	47,000,000.00	17,737,457.00	Upper Cumberland Human Resource Agency	Z18RT0011	1/2/00	8/3/17	989,872.00
	53675	47,000,000.00	17,737,457.00	Upper Cumberland Human Resource Agency	Z18RT0011	1/1/00	8/3/17	2,000.00

2017 - 2018 Vendor and Subrecipient Listings

53675	47,000,000.00	17,737,457.00	Upper Cumberland Human Resource Agency	Z18RT0011	1/1/00	8/3/17	161,116.00
53675	47,000,000.00	17,737,457.00	Upper Cumberland Human Resource Agency	Z18RT0011	1/1/00	8/3/17	236,171.00
53675	47,000,000.00	17,737,457.00	Upper Cumberland Human Resource Agency	Z18RT0011	1/2/00	8/3/17	60,421.50
53675	47,000,000.00	17,737,457.00	Upper Cumberland Human Resource Agency	Z18RT0011	1/2/00	8/3/17	20,139.50
53675	47,000,000.00	17,737,457.00	Upper Cumberland Human Resource Agency	Z18RT0011	1/2/00	8/3/17	118,085.00

2017 - 2018 Vendor and Subrecipient Listings

Contract	Contract Max. Amt	Contract Remaining Amt	Supplier	PO No.	PO Date	PO Amount	
1	53681	12,400,000.00	12,245,380.00	Metropolitan Transit Authority	Z18BBFP01	1/26/18	154,620.00

2017 - 2018 Vendor and Subrecipient Listings

Contract	Contract Max. Amt	Contract Remaining Amt	Supplier	PO No.	PO Date	PO Amount	
1	53683	25,000,000.00	2,786,100.00	Southeast TN Human Resource Agency	Z1853683	4/24/18	383,400.00
2	53683	25,000,000.00	2,786,100.00	Chattanooga Area Regional Transportation	Z18UROP01	7/31/17	2,188,300.00
3	53683	25,000,000.00	2,786,100.00	City Of Bristol	Z18UROP02	7/1/17	399,100.00
4	53683	25,000,000.00	2,786,100.00	City Of Clarksville	Z18UROP03	8/23/17	911,000.00
5	53683	25,000,000.00	2,786,100.00	City Of Gatlinburg	Z18UROP04	8/11/17	364,300.00
6	53683	25,000,000.00	2,786,100.00	City Of Johnson City	Z18UROP05	10/19/17	691,400.00
7	53683	25,000,000.00	2,786,100.00	City Of Kingsport	Z18UROP06	8/23/17	611,900.00
8	53683	25,000,000.00	2,786,100.00	City Of Knoxville	Z18UROP07	9/21/17	3,208,100.00
9	53683	25,000,000.00	2,786,100.00	City Of Murfreesboro	Z18UROP08	8/23/17	765,000.00
10	53683	25,000,000.00	2,786,100.00	City Of Pigeon Forge	Z18UROP09	8/11/17	624,400.00
11	53683	25,000,000.00	2,786,100.00	Franklin Transit Authority	Z18UROP10	7/25/17	257,100.00
12	53683	25,000,000.00	2,786,100.00	Jackson Transit Authority	Z18UROP11	8/11/17	412,700.00
13	53683	25,000,000.00	2,786,100.00	Memphis Area Transit Auth	Z18UROP12	7/25/17	6,000,000.00
	53683	25,000,000.00	2,786,100.00	Memphis Area Transit Auth	Z18UROP13	12/13/17	86,900.00
14	53683	25,000,000.00	2,786,100.00	Metropolitan Transit Authority	Z18UROP14	8/11/17	4,723,500.00
15	53683	25,000,000.00	2,786,100.00	Regional Transportation Authority	Z18UROP15	8/11/17	586,800.00

Appendix C



**Goals
&
Accomplishments**

2018 – 2019 Goals

October 1, 2018 – September 30, 2019

Goal 1
Provide Title VI Training for TN Department of Transportation's Employees and Subrecipients
Objective
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.
Goal 2
Continue to use Interdisciplinary approach for Title VI compliance through monitoring major program area and Subrecipients.
Objective
To further enhance the proactive approach already established in monitoring the 2018 programmatic Title VI goals, by continuing to provide technical assistance, and partner with TDOT's subrecipients . 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.
Goal 3
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, 2019.

2017 – 2018 Annual Accomplishments

1 October 2017 – 30 September 2018

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 2017--2018 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.
<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.

2017 – 2018 Annual Accomplishments

1 October 2017 – 30 September 2018

<i>Trainings</i>
✓ Completed 2 Highway Construction Technician Certification Program (HCTCP) classes at a local prison
✓ Attended EEOC/THRC Training.
✓ Workshop DOHR Conference.
✓ Attended TN Government Leadership Training.
✓ 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.
✓ Continuing an OJT Good Faith Efforts Committee.
✓ Completed Contract Compliance Review Goals.
✓ Presented the HCTCP to the American Correctional Association
✓ AAP Director awarded the Civil Rights Leadership award at the AASHTO Training Symposium
<i>Newsletters</i>
✓ Published 2 Diversity Newsletters.
<i>Complaints</i>
✓ Received, Processed and Closed 29 Internal and 7 External Complaints.

2017 – 2018 Annual Accomplishments

1 October 2017 – 30 September 2018

<i>Onsite Reviews</i>
✓ Conducted 32 Contract Compliance Reviews.
Small Business Development Program (SBDP)
<i>Review of DBE Firms</i>
<ul style="list-style-type: none"> ✓ 5% of the total TDOT DBEs in the program were deemed ineligible and were removed from the DBE listing. Of the 5 % of DBEs that were removed : <ul style="list-style-type: none"> • 21 % voluntarily withdrew their certification • 69% were removed for failure to respond to request for information pertinent to renewing their certification • 2% were removed due to a material change that affected their eligibility in the program
✓ Over 400 firms completed their annual recertification paperwork to remain in the DBE program
✓ Increased TNUCP DBE applicants over 8% in 2018.
✓ Out-of-state applications rose by 62.5% (16 in 2017; 26 to date in 2018)
<ul style="list-style-type: none"> ✓ There were over 75 DBE certifications granted through the Small Business Development Program between October 2017 – Present Of the 75 DBE Certifications granted: <ul style="list-style-type: none"> • 23% were in-state certifications • 77% were out of state certifications
<i>Meeting</i>
✓ Held TDOT DBE/Small Business Annual Meeting.
✓ Spoke at TN Black Caucus of State Legislators meeting
✓ Participated in TRBA’s “Day on the Hill”
✓ Presented at the 2018 TDOT Operations Symposium in Memphis
✓ Presented at TRBA mid-year meeting
<ul style="list-style-type: none"> ✓ Staff member joined COMTO (Conference of Minority Transportation Officials) <ul style="list-style-type: none"> • Represented TDOT/COMTO in Baltimore and local events

2017 – 2018 Annual Accomplishments

1 October 2017 – 30 September 2018

<i>Other Areas</i>
✓ Completely redesigning CUF form with the help of TDOT Construction/FHWA
✓ Goals added to consultant projects for the first time
✓ TDOT Special Provisions 1246 and 1247 were updated (these deal with the DBE Program)
✓ CRL Program software added a component for Prompt Payment and access to viewing payments online
✓ Working with TN Road Builders Assoc. on Good Faith Effort guidelines
✓ Standard Operating procedures updated - walkthroughs of major job functions added
✓ IMPROVE Act passed, allowing funding for 962 road and bridge projects, across all 95 counties - many of which have DBE goals.
✓ Held biggest Letting in TDOT history (\$324 million in projects) <ul style="list-style-type: none">• \$21.8 million to DBEs
✓ Reviewing adding Mentor Protégé Program to DBE Program
<i>Training</i>
✓ FHWA conducted training sessions for the TNUCP partners.
✓ Attended 4 DBE seminars for other governmental agencies.
✓ Conducted training for Mid-South Minority Business Continuum.

2017 – 2018 Annual Accomplishments

October 1, 2017 – September 30, 2018

Title VI Program
<i>Reports</i>
✓ The 2018 FTA Title VI Implementation Plan, Approval
✓ Prepared and submitted State and Federal Title VI Implementation Plan
<i>Meetings</i>
✓ Conducted Biannual Title VI Liaison Meetings.
✓ Conducted Biannual Title VI Advisory Meetings.
✓ Coordinated and Hosted 2018 NSTI Program.
<i>Reviews</i>
✓ Conducted 197 Desk Audits on Subrecipients.
✓ Conducted 20 Onsite Reviews of Subrecipients.
<i>Trainings</i>
✓ Conducted Title VI Training in Regions 1, 2, 3, & 4
✓ Conducted Title VI Specialized Training for Murfreesboro Rover Transit
✓ Conducted Title VI Specialized Training for Mental Health America of Middle TN: Diversity, LGBTQ, Multiculturalism
✓ Conducted Title VI Specialized Training for Mid-Cumberland Human Resource Agency
✓ Conducted Title VI Training for TDOT Employees , 3, 925 Trained
✓ Conducted Title VI Online Training for Subrecipients , 758 Trained
<i>Newsletters</i>
✓ Published 2 Title VI E-Newsletters.

**Contact Information
Civil Rights Division
505 Deaderick ST.
Suite 1800, James K. Polk Building
Nashville, TN 37243
888.370.3647**

www.tn.gov/tdot/civil-rights/title-vi-program.html

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