



The State of Tennessee

Department of Commerce
and Insurance

Carter Lawrence
Commissioner

TITLE VI COMPLIANCE REPORT AND
IMPLEMENTATION PLAN

FY2020-2021

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II. Overview

The Department of Commerce and Insurance is a diverse agency charged with protecting the interests of consumers while providing fair, efficient oversight and a level field of competition for a broad array of industries and professionals doing business in Tennessee. The statute creating the Department of Commerce and Insurance is T.C.A. § 56-1-201, and laws that guide the Department's functions are found at Title 56, Chapter 1. The Department accomplishes its regulatory responsibilities primarily through professional licensing, establishment of professional qualification and performance standards, audits and examinations of licensees, investigation of consumer complaints, enforcement actions, and consumer education. The Department houses six divisions – the Division of Fire Prevention, the Division of Insurance, the Division of Regulatory Boards, the Securities Division, and the TennCare Oversight Division. There are three agencies administratively attached to the Department – the Tennessee Emergency Communications Board, the Tennessee Law Enforcement Training Academy, and the Peace Officers Standards and Training Commission.

See Appendix A(1), Department of Commerce and Insurance Organizational Chart.

The **Division of Fire Prevention** is the State Fire Marshal's Office. The Division includes the state's building and safety codes enforcement operations. Training for volunteer and career firefighters and codes officials is provided through the Tennessee Fire Service and Codes Enforcement Academy (TFACA). TFACA provides training on its campus and at local fire department sites across the state. Certification of volunteer and career firefighters in Tennessee is provided through the Tennessee Commission on Firefighting Personnel and Standards Education. The Division also conducts fire safety education programs across the state.

Tennessee Fire Service and Codes Enforcement Academy (TFACA) is a professional educational institution associated with the Department and housed under the Division of Fire Prevention. TFACA received federal financial assistance in FY2021 and is projected to use federal financial assistance during FY2022. The students who matriculate through the training programs offered by this school are employees of local fire service agencies who have been referred for basic and advanced education. The employers pay the tuition for the students or codes officials. The diversity of the student populations at the school is determined by the recruitment efforts of the fire service agencies that use the education programs.

The **Tennessee Commission on Firefighting Personnel and Standards Education**, which is housed under the Division of Fire Prevention, is responsible for the certification of volunteer and career firefighters in the State of Tennessee. The Commission also administers the Educational Incentive Pay Program for paid firefighters. The Commission is made up of nine members appointed for six year terms and all of those members, except for the volunteer firefighter, shall be qualified by experience in the area of fire protection and related fields and shall meet the minimum training requirements of T.C.A. § 4-24-112, be a certified firefighter II or above, and be an active or retired member of a fire department currently participating in the commission's certification training program.

The ninth member shall be a volunteer firefighter who shall: (1) be qualified by experience; (2) be qualified to extinguish and control fires and fire-related emergencies as a member of a volunteer

fire department recognized under T.C.A. § 68-102-301; (3) meet the minimum training requirements of T.C.A. § 4-24-112; (4) currently serve or has served as a training officer for a fire department; and (5) not be considered a full-time employee of the fire department that they are representing. Of course, there is no prohibition against more than one member being a volunteer firefighter.

T.C.A. § 4-24-104(d) states that: “In making appointments to the commission, the governor shall strive to ensure that at least one person appointed to serve on the commission is 60 years of age or older and that at least one person appointed to serve on the commission is a member of a racial minority.”

The governor makes three appointments to the commission and, at minimum, pursuant to T.C.A. § 4-24-104(c)(3): one appointment shall be a career firefighter and one appointment shall be a volunteer firefighter. The third governor appointee may be either a career or a volunteer firefighter.

T.C.A. § 4-24-104(g) provides that: “Each grand division of the state shall be represented on the commission.”

The **Division of Insurance** regulates approximately 1,927 insurance companies and more than 240,080 insurance producers. The Division also reviews and approves insurance policy forms and rates for use in this State, mediates and investigates policyholder complaints of misconduct and fraud, and conducts consumer education programs across the State. The Consumer Insurance Services section of the Division mediated 2,508 policyholder complaints during FY2021. The insurance companies regulated by the Division paid premium taxes to this State during FY2021. In total, the fees and taxes added over \$1,122,000,000.00 to the State general fund. In addition, the Division collected and funded its budget through other fees that totaled over \$16,000,000.00 during FY2021.

The **Division of Regulatory Boards** houses 26 self-funded boards and commissions that enforce professional standards of conduct and statutory mandates for certain licensed industries – accountants, alarm system contractors, architects, the athletic commission, auctioneers, burial services, collection services, contractors, cosmetologists and barbers, court reporters, credit service businesses, debt management services, embalmers, engineers, funeral directors, geologists, home improvement contractors, home inspectors, land surveyors, motor vehicle dealers and sellers, private investigators, private probation officers, private protective services, polygraph examiners, real estate agents, real estate appraisers, and scrap metal dealers. The Division regulates over 290,000 active licensees. Board and commission members are appointed by the Governor or the Commissioner of Commerce and Insurance in accordance with statutorily mandated composition criteria which include, but are not limited to, consideration to gender, race, age, geographic location, professional knowledge, and experience.

The **Securities Division** regulates 1,442 state-registered broker-dealer firms, 158,810 broker-dealer agents, 316 investment adviser firms, and 6,103 investment adviser representatives. The Division also registers securities products, investigates investor complaints of misconduct and fraud, and produces investor education programs across the state. The Securities Division collected \$24,755,756.00 in fees from registrants, securities offerings and notice filings during FY2021.

The **TennCare Oversight Division** monitors the financial condition and timely payment practices of the health maintenance organizations (HMOs) and other managed care companies that contract to provide services to 1.5 million TennCare enrollees. The Division is contracted to receive a total of \$2,681,200.00 from the Division of TennCare for FY2022. That total is funded 50/50 state and federal.

The **Tennessee Emergency Communications Board (TECB)** is a self-funded board housed within the Department of Commerce and Insurance. The Board is charged with the establishment and maintenance of an advanced statewide emergency communications system and it is funded through a monthly emergency telephone surcharge imposed on users and subscribers of all telecommunications services capable of contacting 911. The Board also provides financial oversight, operational oversight and technical assistance to the state's 100 emergency communication districts (ECDs) and establishes technical, operational and dispatcher training standards, and manages the distribution of funds from the Emergency Communications Fund to the ECDs. The Board is composed of nine members. Four members are appointed by the Governor, two members are appointed by the Speaker of the House, and two members are appointed by the Speaker of the Senate. The ninth member is the Comptroller or his/her designee. One member appointed by the Governor is a public citizen with no connection to emergency communications. One member appointed by the Speaker of the Senate represents county governments. One member appointed by the Speaker of the House represents city governments. The five remaining members must be either current directors of emergency communication districts or current members of emergency communications boards of directors. The appointing authorities are statutorily directed to ensure that the composition of the Board reflects the diversity of the population of this state with respect to race, gender, age, and geographical and political interests.

The **Tennessee Law Enforcement Training Academy (TLETA)** trains state, county, and city law enforcement officers at all levels of responsibility. Annually, TLETA trains about half of the new police recruits in the state, provides in-service training, and assists the P.O.S.T. Commission in maintaining records for over 14,000 certified officers in the state. Specialized school offerings by TLETA on mandated, requested, and emerging subjects provide an opportunity for P.O.S.T. certified officers to receive the required 40 hours in-service training as well as learn innovative techniques in maintaining law enforcement services. TLETA trained 747 students in four basic police schools and 25 specialized schools during FY2021.

The **Peace Officers Standards and Training Commission (P.O.S.T.)** is the primary regulatory body for Tennessee law enforcement officers. The P.O.S.T. Commission develops and enforces educational, physical, and proficiency skills standards for law enforcement agencies and officers statewide. In addition to setting standards, the Commission also certifies law enforcement training, instructors, curricula, academies, specialized schools, officers, staff, and agencies. The Commission also provides an annual salary supplement to certified full time officers completing the required 40 hours of in-service training. The Commission is comprised of 14 members, nine members appointed by the Governor, two members appointed by the Speaker of the House of Representatives, two members appointed by the Speaker of the Senate, one member designated by the Attorney General as his representative, and the Director of TLETA serves as the Executive Secretary. With the exception of the Executive Secretary, each member's appointment is for a fixed term. The Governor's appointments must be comprised of two police chiefs, two sheriffs, one police officer below the rank of Assistant Chief, one non-supervisory officer, and three additional members.

As a by-product of this wide-range of professional services, the Department of Commerce and Insurance collected more than \$1,340,000,000.00 in fees in FY2021.

The Department's total operating budget for FY 2021 was \$228,517,700.00.

III. RESPONSIBLE OFFICIALS


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IV. DEFINITIONS

Assurance: A written statement or contractual agreement signed by the Commissioner of Commerce and Insurance in which a recipient, secondary recipient or contractor agrees to administer federally assisted programs in accordance with civil rights laws and regulations.

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

Compliance: The fulfillment of the requirements of Title VI, other applicable laws, implementation of regulations, and instructions to the extent that no distinctions are made in the delivery of any service or benefit on the basis of race, color, or national origin.

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

Compliance Reviews: Regular systematic inspections of agency programs conducted to determine regulatory compliance with the civil rights laws and regulations. Compliance reviews determine compliance and noncompliance in the delivery of benefits and services in federally assisted programs. These reviews help to measure the effectiveness of agency civil rights programs. They identify problems, such as denial of full benefits, barriers to participation, different treatment, lack of selection to advisory boards and planning committees, lack of information, and denial of the right to file a civil rights complaint. Compliance reviews may be conducted on-site or through desk audits.

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

Contractor: A person or entity that agreed to perform services at a specified price.

Desk Audit: A desk audit is a structured paper review of statistical and narrative information submitted by recipients or agency program offices of compliance information obtained before or without going on-site, conducted according to review procedures. Desk audits include routine reviews of assurance forms or other documents to ensure that they have been properly completed.

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

Federal Assistance: Any funding, property, or aid provided for the purpose of assisting a beneficiary.

Invitation to Bid (ITB): A procurement method where a contract is awarded to one or more bidders based on the lowest responsive and responsible price.

Minority: A person or groups of persons differing from others in some characteristics and often subjected to differential treatment on the basis of race, color, or national origin.

Noncompliance: Failure or refusal to comply with Title VI of the Civil Rights Act of 1964, other applicable civil rights laws, and implementing departmental regulations.

Parity: The proportion of minority participation to the minority eligible population of a service delivery point is the same as the proportion of non-minority participation to the non-minority eligible population of the same delivery point.

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

Potential Beneficiaries: Those persons who are eligible to receive federally assisted program benefits and services.

Pre-Award Review: A desk audit of the proposed operations of a sub-recipient or contractor prior to the approval of the grant or contract. The Department must determine that the program or facility will be operated such that program benefits will be equally available to all eligible persons without regard to race, color, or national origin. The applicant may provide methods of administering the program designed to ensure that the primary recipient and sub-recipient(s) under the program will comply with all applicable regulations and correct any existing or developing instances of noncompliance. If the documentation provided by the applicant for the desk audit is inadequate to determine compliance, then an on-site evaluation may be necessary.

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

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

Request for Proposal (RFP): A written solicitation for written proposals to provide goods or services to the State.

Service Delivery Area: The area served by a service delivery point in the administration of federally assisted programs.

Service Delivery Point: The place in which federally assisted program services or benefits are administered to the public.

Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d-4: Federal law prohibiting discrimination based on race, color, or national origin. It covers all forms of federal aid except contracts of insurance and guaranty. It does not cover employment, except where employment practices result in discrimination against program beneficiaries or where the purpose of the federal assistance is to provide employment.

V. NONDISCRIMINATION POLICY

It is the policy of the Department of Commerce and Insurance (the “Department”) to ensure equal opportunity in all aspects of its programs and services without regard to race, color, or national origin under Title VI of the Civil Rights Act of 1964. This policy applies to the administration of all programs and activities of the Department whenever any program or activity of the Department is assisted with federal financial assistance. The Department follows and enforces the Department of Human Resources (DOHR) Policy on Workplace Discrimination and Harassment and the State of Tennessee’s Code of Conduct, with respect to promoting equal employment opportunity (EEO) and eliminating unlawful discrimination on the basis of race, color, age, national origin, religion, sex, disability, pregnancy, veteran status, or any other category protected under state and/or federal civil rights laws. All employees are required to read and acknowledge the Code of Conduct on an annual basis and to complete the State of Tennessee’s Respectful Workplace training, the curriculum for which is based on the DOHR Workplace Discrimination and Harassment Policy. The Department also follows and enforces the provision of the State of Tennessee’s Employee Handbook pertaining to the promotion of EEO and compliance with the Americans with Disabilities Act.

The Department, its sub-recipients, and its contractors shall make available any compliance report to be reviewed by THRC upon request.

See Appendix U, Policies.

VI. ORGANIZATION OF THE CIVIL RIGHTS OFFICE

See Appendix A(2), Department of Commerce and Insurance Organizational Chart of Civil Rights Coordination.

The Title VI Compliance Coordinator is responsible for:

1. Collecting data from the divisions/programs within the Department regarding the Department's compliance with Title VI;
2. Receiving complaints alleging violation of Title VI;
3. Coordinating the investigation of complaints alleging violation of Title VI;
4. Reporting the results of complaint investigations to the Commissioner of Commerce and Insurance, the Deputy Commissioner, the General Counsel, and the head of the affected division/program area;
5. Coordinating compliance reviews with Department auditors and/or relevant program staff;
6. Preparing the annual Title VI Implementation Plan;
7. Preparing training materials for Department staff;
8. Conducting training for Department staff; and
9. Assisting division/program heads and staff with understanding the Title VI expectations and compliance issues for their divisions/programs.

The Title VI Compliance Officer is responsible for:

1. Assisting with the duties of the Title VI Coordinator;
2. Keeping the records of the Title VI compliance office;
3. Responding to records requests; and
4. Responding to information requests.

VII. DISCRIMINATORY PRACTICES

The Department shall administer all programs in a nondiscriminatory manner. The Department shall not, on the basis of race, color or national origin:

- A. Deny a person the opportunity to participate as a member of a planning or advisory body that is an integral part of the program;
- B. Provide a service or benefit to an individual that is inferior (either in quantity or quality) to that provided to others by or in the program;
- C. Provide an individual with a service or benefit in a manner different from others under the program;
- D. Subject an individual to segregation in any manner related to the receipt of services or benefits under the program;
- E. Subject an individual to separate treatment in any manner related to receiving services or benefits under the program;
- F. Restrict an individual in any way in the receipt of any advantage or privilege enjoyed by others under the program;
- G. Require non-uniform standards or conditions as pre-requisites for accepting an individual into a program;
- H. Deny an individual any service or benefit provided under the program;
- I. Use criteria or methods of administration which (1) have the effect of subjecting individuals to discrimination, or (2) operate to defeat or substantially impair the accomplishment of the objectives of the program;
- J. Permit discriminatory activity in a facility built in whole or in part with federal funds;
- K. Fail to provide service or information in a language other than English when potential or actual beneficiaries are of limited English-speaking ability;
- L. Fail to advise the population eligible to be served or provided benefits by the program of the existence of the program;
- M. Subject an individual to discriminatory employment practices under any federally funded program whose object is to provide employment; or
- N. Locate a facility in any way which would limit or impede access to a federally funded service or benefit.

EXAMPLES OF PROHIBITED DISCRIMINATORY PRACTICES

Illustrative examples of prohibited discriminatory practices, include, but are not limited to, the following:

- A. Applying licensing standards inconsistently to applicants on the basis of their race, color, or national origin.
- B. Applying job qualification standards inconsistently to applicants for positions funded by federal assistance on the basis of their race, color, or national origin.
- C. Not considering or rejecting a contract proposal on the basis of the business owner's race, color, or national origin.
- D. Not including minority owned businesses in the distribution of request for proposal notices.
- E. Refusing to accept a consumer complaint from and provide assistance to a consumer on the basis of the consumer's race, color, or national origin.
- F. Applying course completion requirements inconsistently to students on the basis of their race, color, or national origin.

VIII. FEDERAL PROGRAMS OR ACTIVITIES

For FY2021, the total amount of federal financial assistance received by the Department was \$3,983,508.00. For FY2022, the total amount of federal financial assistance, to date, is \$3,943,404.01.

See Appendix B(1), Federal Financial Assistance for FY2021 and FY2022; and Appendix C Federal Financial Assistance Property List.

STATEMENTS OF ASSURANCE

See Appendix D, Copies of Statements of Assurances.

IX. DATA COLLECTION AND ANALYSIS

BENEFICIARIES

The primary programmatic charge of the Department of Commerce and Insurance is professional regulation. This is accomplished through licensing and enforcement of the standards and laws applicable to the industries subject to the Department’s jurisdiction. The racial/ethnic diversity of the industry populations is determined by individual professional goals and training, as well as the recruitment efforts within those industries. However, all citizens of the state are beneficiaries of the regulatory work of the Department because of the provision of access to competent, ethical businesses and professionals and protection from unqualified, unlicensed, and/or unethical business people. There were a total of 9,060,898 beneficiaries in FY2021. **See Appendix V, Beneficiaries.**

Through the State Fire Marshal’s Office, which is based in the Division of Fire Prevention, the Department is responsible for fire code and electrical installation safety inspections, residential building code standards, manufactured housing production and installation safety inspections, the investigation into the cause and origin of fires, and fire insurance fraud. As with the consumer protections provided by the professional regulation duties of the Department, the fire and building safety duties of the Department serve all of the citizens of Tennessee.

Tennessee Race and Ethnicity Census Data
(percentage of population)

African American/ Black	American Indian/ Alaska Native	Asian	Hispanic/ Latino	Nat. Hawaiian/ Pacific Islanders	2 or more races reported	White, not Hispanic	Foreign Born	Language Other Than English At Home
17.1%	0.5%	2.0%	5.7%	0.1%	2.0%	73.5%	5.1%	7.2%

*data from U.S. Census Bureau, 2020 Census

There are two professional educational institutions associated with the Department – the Tennessee Fire Service and Codes Enforcement Academy (TFACA), which is housed under the Division of Fire Prevention, and the Tennessee Law Enforcement Academy (TLETA). TFACA and TLETA received federal financial assistance in FY2021 and are projected to use federal financial assistance during FY2022.

The students who matriculate through the training programs offered by these two schools are employees of local fire service and state/local law enforcement agencies who have been referred for basic and advanced education. The employers pay for the students’ tuition. The diversity of the student populations at both schools is determined by the recruitment efforts of the fire service and law enforcement agencies that use the education programs. Data regarding the racial composition of the student populations served by TFACA and TLETA is requested of the students during the class registration process. There were a total of 12,929 students trained through TFACA during FY2021 and 747 students trained through TLETA during FY2021.

The Tennessee Commission of Firefighting Personnel and Standards Education (TCFP) and the Peace Officers Standards and Training Commission (POST) are responsible for establishing the standards for fire departments and law enforcement agencies and certifying the qualifications of firefighters and law enforcement officers. TCFP collects data regarding the applicants for certification testing. There were 6,757 students trained through the TCFP during FY2021. Likewise, POST collects data concerning the race of applicants for certification. There were 357 officers certified through POST during FY2021.

See Appendix F, TFACA Student Data and TCFP Test Applicant Data; and Appendix G, TLETA Student Data and P.O.S.T. Certification Applicant Data.

MINORITY REPRESENTATION OF DEPARTMENT STAFF

Racial breakdown of Employees and Members of Boards and Commissions who receive meeting per diems						
Race	Count	Percentage	Executive	Exec %	Preferred	Pref %
White	590	81.83%	282	87.58%	308	77.19%
Black	107	14.84%	31	9.63%	76	19.05%
Hispanic/Latino	9	1.25%	4	1.24%	5	1.25%
Asian	6	0.83%	2	0.62%	4	1.00%
Native American	2	0.28%	0	0.00%	2	0.50%
Unknown	1	0.14%	1	0.31%	0	0.00%
Other	2	0.28%	0	0.00%	2	0.50%
Two or More Races	4	0.55%	2	0.62%	2	0.50%
Vacant	111					
TOTAL	832	100.00%	322	100.0%	399	100.0%

As of June 30, 2021, the Department had a total of 721 full and part-time employees, and 111 vacant positions.

See Appendix E, Report of Department Staff and Members of Governor Appointed Regulatory Boards and Commissions Who Receive Meeting Per Diems.

X. LIMITED ENGLISH PROFICIENCY (LEP)

POLICY

It is the policy of the Department of Commerce and Insurance that all program areas take reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access and an equal opportunity to participate in our services, activities, programs and other benefits. The policy of the Department of Commerce and Insurance is to ensure meaningful communication with persons that experience LEP and their authorized representatives. This policy also provides for communication of information contained in vital documents, including but not limited to, waivers of rights and consent forms, consumer complaint forms, consumer education materials, and notices of rights to a hearing and/or appeal of administrative orders. Interpreters, translators and other appropriate aids needed to comply with this policy are provided without cost to the person being served.

Language assistance will be provided through use of competent bilingual staff, staff interpreters, contracts or formal arrangements with organizations providing interpretation or translation services, or technology and telephonic interpretation services. All staff will be provided notice of this policy and procedure, and staff that may have direct contact with LEP individuals will be trained in effective communication techniques, including the effective use of an interpreter.

The Department of Commerce and Insurance will conduct a regular review of the language access needs of our service population, as well as update and monitor the implementation of this policy and these procedures, as necessary. In determining the language access needs and obligations of the Department, each program will consider the following four factors:

1. The number or proportion of LEP persons in the population;
2. The frequency of contact LEP persons have with the program;
3. Nature and importance of program; and,
4. Resources available to the program.

PROCEDURES:

1. IDENTIFYING LEP PERSONS AND THEIR LANGUAGE

The Department of Commerce and Insurance will promptly identify the language and communication needs of the LEP person. If necessary, staff will use a language identification card (or “I speak cards”) or posters to determine the language. In addition, when records are kept of past interactions with individuals or their family members, the language used to communicate with the LEP person will be included as part of the record.

2. OBTAINING A QUALIFIED INTERPRETER

Avaza Language Services Corp. (“Avaza”) is a vendor that is contracted with the State to provide qualified telephone based interpreter services, video remote interpreting services, onsite interpreting services, and written document translations. The agency’s telephone numbers are 1-800-482-8292, (615) 534-3400 Nashville, (901) 257-3190 Memphis, (865) 342-7768 Knoxville area, (731) 410-2911 Jackson area, (931) 472-0446 Clarksville area, (423) 424-0950 Chattanooga

area. The hours of availability are 24 hours a day, 7 days a week, 365 days a year. The Avaza business address is 1400 Donelson Pike, Suite B11, Nashville, TN 37217.

Linguistica International Translation Services (“Linguistica”) is also a vendor contracted with the State to provide qualified telephone-based interpreter services, video remote interpreting services, onsite interpreting services, and written document translations. The toll-free number for this service is 866-908-5744, and the website is located at www.linguisticainternational.com. The hours of availability are 24 hours a day, 365 days a year. Linguistica International offers professional interpreters that cover over 350 languages and dialects.

Some LEP persons may prefer or request to use a family member or friend as an interpreter. However, family members or friends of the LEP person will not be used as interpreters unless specifically requested by that individual and **after** the LEP person has understood that an offer of an interpreter at no charge to the person has been made by the department or agency. Such an offer and the response will be documented in the person’s file. If the LEP person chooses to use a family member or friend as an interpreter, issues of competency of interpretation, confidentiality, privacy, and conflict of interest will be considered. If the family member or friend is not competent or appropriate for any of these reasons, competent interpreter services will be provided to the LEP person.

Children (e.g. persons under the age of 18) will **not** be used to interpret, in order to ensure confidentiality of information and accurate communication.

3. PROVIDING WRITTEN TRANSLATIONS

When translation of vital documents is needed, each division or unit in the Department of Commerce and Insurance will submit documents for translation into frequently-encountered languages to vendors contracted with the State to provide this service. Original documents being submitted for translation will be in final, approved form.

4. MONITORING LANGUAGE NEEDS AND IMPLEMENTATION

On an ongoing basis, the Department of Commerce and Insurance will assess changes in demographics, types of services or other needs that may require reevaluation of this policy and its procedures. In addition, the Department of Commerce and Insurance will regularly assess the efficacy of these procedures, including but not limited to mechanisms for securing interpreter services, equipment used for the delivery of language assistance, complaints filed by LEP persons, and feedback from the public and community or consumer organizations.

The Department of Commerce and Insurance generally encounters LEP beneficiaries when receiving, investigating, and mediating consumer complaints. The Department utilizes the State’s current foreign language translator service contracts with Avaza and Linguistica. Avaza and Linguistica provide phone-based language interpretation services, video remote interpreting services, onsite interpreting services, and written document translations. Every division and program within and administratively attached to the Department has been registered with Avaza by the Title VI Coordinator. The access codes assigned to each division, as well as language identification posters and service information kits have been distributed to each division head for dissemination among office and field staff.

The Department currently has 18 employees who fluently speak 11 languages other than English – Spanish, French, Azerbaijani, Turkish, Farsi, Arabic, Telugu, Thai, Chinese, German, and Hindi. Although these employees are not certified as interpreters, they are willing to assist their co-workers and beneficiaries when needed. The current list of staff utilized by the Department can be found in **Appendix H, LEP Encounters and Bi-lingual Staff in FY2021.**

The State Board of Cosmetology and Barber Examiners has a relatively high number of contacts with individuals who speak Spanish and Vietnamese. The Executive Director provides all Spanish assistance.

Top 6 Languages other than English Spoken in Tennessee Homes*

% of Tennessee Population 5 Years And Over	Vietnamese	French	Chinese	German	Arabic	Spanish	Tennessee Population 5 Years and Over
4.98%	.18%	.20%	.22%	.23%	.28%	3.87%	5,998,956

*data from the U.S. Census Bureau, 2009-2013 American Community Survey. The 2020 Census language data has not been processed, per the Tennessee Language Institute.

For FY2021, the Insurance Division encountered a total of 84 contacts of languages other than English, including Spanish and Arabic. The Division of Fire Prevention had 6 encounters. Within the Division of Regulatory Boards, the Administrative Office had one encounter, the Cosmetology and Barber Board had 147 encounters, the Board for Licensing Contractors had 6 encounters, the Board of Architects and Engineers had two encounters, the Motor Vehicle Commission had 20 encounters, the Private Protective Services had one encounter, and the Real Estate Commission had two encounters, for a grand total of 269 encounters. There were 55 in-person encounters; 211 telephonic encounters; and three encounters in writing.

Division	Spanish	Arabic	Vietnamese	French	Other
Insurance	82	2	0	0	0
Regulatory Boards Administrative Office	1	0	0	0	0
Cosmetology and Barber Board	96	1	50	0	0
Board for Licensing Contractors	6	0	0	0	0
Architects and Engineers	2	0	0	0	0
Motor Vehicle Commission	20	0	0	0	0
Private Protective Services	0	1	0	0	0

Fire Prevention	6	0	0	0	0
Real Estate Commission	2	0	0	0	0
TOTAL	215	4	50	0	0

See Appendix H, LEP Encounters in FY2021.

The following documents are available in translated versions:

1. Securities Division
 - a. Financial Services Investigations Complaint Form - Spanish
2. Insurance Division
 - a. Consumer Insurance Services Complaint Form – Spanish;
 - b. Insurance Awareness Brochure - Spanish; and
 - c. All html pages on the internet can be translated into any language.
3. Division of Regulatory Boards
 - a. License Examinations – offered in Spanish and Vietnamese
 - i. Cosmetology;
 - ii. Aesthetician; and
 - iii. Manicurist.
 - b. Outreach PowerPoints – Spanish
 - c. Car buying guides for consumers- Spanish
4. Division of Fire Prevention
 - a. Informational door hangers (part of “Get Alarmed” smoke alarm installation program) – Spanish;
 - b. Carbon monoxide safety materials (part of the Consumer Product Safety Commission program) – Spanish; and
 - c. Safety materials ordered yearly from U.S. Fire Administration – Spanish.

The Department’s website is translatable in accordance with the language needs of the viewers through the use of Google Translate software. Similarly, many of the Department’s online consumer complaint forms are translatable through the use of Google Translate software.

Copies of translated documents are located in **Appendix R, LEP Translated Documents.**

XI. COMPLAINT PROCEDURES

COMPLAINT PROCEDURES

Acceptance of Complaints of Discrimination:

- A. Any person alleging discrimination based on race, color, or national origin has a right to file a complaint within 180 days of the following:
1. The date of the alleged act of discrimination; or
 2. The date when the person(s) became aware of the alleged discrimination; or
 3. Where there has been a continuing course of conduct, the date on which the conduct was discontinued or the latest instance of the conduct.
- B. All complaints, written or verbal, should be accepted. In the event a complainant sets forth the allegations verbally and refuses to reduce such allegations to writing, the person to whom the complaint is made should reduce the elements of the complaint to writing. Complaints may be filed online at www.tn.gov/commerce/resources-services/file-a-complaint.html or using the Department's Title VI Complaint Form. **See Appendix J, Department of Commerce and Insurance Title VI Complaint Form.**
1. Allegations by fax or e-mail will be acknowledged and processed, once the identity of the complainant and the intent to proceed with this complaint have been established. The complainant is required to mail a signed, original copy of the fax or e-mail transmittal for the Department to be able to process it.
 2. 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 to complete, sign, and return to the Department for processing.
 3. Complaints may also be filed with the Tennessee Human Rights Commission.
- C. Complaints, whether written or later reduced to writing by a staff person, should contain the following information:
1. Name, address, and telephone number of the complainant.
 2. The location and name of the entity delivering the service.
 3. The nature of the incident which led the complainant to feel discrimination was a factor. A detailed description of the issues, including names and job titles of those perceived as parties in the complained-of incident, must be included.

4. The basis of the complaint, i.e., race, color, or national origin.
5. Names, titles, addresses, and phone numbers of people who may have knowledge of the event.
6. The date(s) on which the alleged discriminatory event(s) occurred.

The Department received no Title VI Complaints in FY2020 or FY2021. **See Appendix I, 2020 and 2021 Title VI Complaint Logs.**

INVESTIGATION AND RESOLUTION

7. Complaints should be handled within 90 days of their receipt.
8. Upon receipt of the complaint, the Title VI Coordinator, will determine its jurisdiction, acceptability, and need for additional information, as well as investigate the merit of the complaint.
 - a. In order to be accepted, a complaint must meet the following criteria:
 - i. The complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant;
 - ii. The allegation(s) must involve a covered basis such as race, color, or national origin; and
 - iii. The allegation(s) must involve a program or activity of a federal-aid recipient, sub-recipient, or contractor.
 - b. A complaint may be dismissed for the following reasons:
 - i. The complainant requests the withdrawal of the complaint;
 - ii. The complainant fails to respond to repeated requests for additional information needed to process the complaint; or
 - iii. The complainant cannot be located after reasonable attempts.
9. Following the commencement of an investigation, Title VI Coordinator shall notify the Tennessee Human Rights Commission (Commission) within 10 days.
10. A letter should be sent by the Title VI Coordinator acknowledging receipt of the complaint and requesting a time and date an investigator can reach the complainant by phone to discuss the complaint.
11. Complainants are not parties to a Title VI investigation and do not enjoy a status different from other persons interviewed.
12. A preliminary inquiry directed by the Title VI Coordinator should be conducted on all complaints to substantiate or refute the allegations.

13. If the preliminary inquiry indicates that there may be a problem, then a full complaint investigation should be initiated. A letter should be sent to the complainant explaining that an investigation will be started and that the complainant's cooperation will be needed in the future.
14. If the allegations are not substantiated, a letter should be sent to the complainant that contains a description of the allegations investigated, the scope of the investigation, the facts learned and a closing statement summarizing the basis on which the determination was made.
15. After completion of the investigation, the Title VI Coordinator shall submit a summary of its investigation to the Commission prior to notifying the complainant.
16. If a complainant is dissatisfied with the findings of the investigation, the complainant may file an appeal with the federal agency that provides the funding.
17. The Title VI Coordinator shall also report the investigator's findings to the Title VI Compliance Officer, the Commissioner of Commerce and Insurance, and the administrative head of the division/program area directly impacted by the discrimination complaint allegations and receive recommendations regarding the appropriate resolution for the complaint and method for correcting noncompliance findings.
18. The Title VI Coordinator shall work with the administrative head of the division/program directly impacted by the discrimination complaint allegations to achieve compliance with Title VI.
19. A complaint log shall be kept for records and submission to the proper federal authorities and the THRC.

FEDERAL COMPLAINTS

The Department received no federal complaints alleging discrimination on the basis of race, color, or national origin under any federally funded program or activity during FY2020 or FY2021.

LITIGATION

There were no lawsuits filed alleging discrimination on the basis of race, color, or national origin under any federally funded program or activity during FY2020 or FY2021.

XII. TITLE VI TRAINING PLAN

The Department developed an online Title VI training for staff which included informational slides as well as 15 questions presented in a multiple choice or true/false format. The online training provided a refresher on the requirements of Title VI, the procedures for filing and investigating Title VI complaints, and Federal financial assistance. The training focused on National Origin/LEP considerations. A passing score of at least 80% was required of each individual who completed the training, and completion was tracked by a notification system that generated results into the Title VI Compliance Officer's email upon completion of the training by each staff member or contractor. The Department did not have any subrecipients in FY2021. The link for the online training was disseminated on July 2, 2021 and remained available to all employees and contractors through September 30, 2021.

TITLE VI TRAINING 2020	Total number of Employees, Subrecipients, or Contractors	Training Offered	Training Completed	Percentage
Staff	721	721	701	97%
Subrecipients	0	0	0	N/A
Contractors	303	71	70	98%

The link for the online training was disseminated on July 2, 2021 and remained available to all employees and contractors through September 30, 2021. Those who did not complete the training did not respond to our instruction to complete the training, even after several reminders.

Agency Staff Title VI Training

As of June 30, 2021, the Department had a total of 721 full and part-time employees and 97% successfully completed the training in FY2021.

Contractor Title VI Training

The training was offered to 71 of the Department's contractors in 2021: 66 Deputy Electrical Inspectors (DEIs) and 8 Deputy Building Inspectors (DBIs), 3 of which are also DEIs. Seventy of 71 contractors successfully completed the training. One DEI did not complete the training year because he terminated his contract. The DEIs and DBIs provide services to the public on behalf of the Department. The training was not offered to the contractors who do not provide services on behalf of the Department.

The online training is offered annually between the months of July and September, the training will be offered again to staff, subrecipients, and contractors in FY2022.

See Appendix K, List of Title VI Trainees; and Appendix L, printouts of the Online Training for FY2021 including informational slides and quiz questions.

XIII. SUB-RECIPIENT MONITORING

A. Pre-Award Procedures – Assurances & Data Collection

The Department does not currently provide a pre-assessment or self-survey to sub-recipients and/or proposers/contractors or specify Title VI training standards that proposers/contractors must meet. Though there have not been recorded field reviews, on-site compliance review may be conducted if the information provided by the proposer is inadequate. If the pre-award review reveals weaknesses in the proposer's program, approval/disapproval action may be deferred pending prompt remedial action on the part of the proposer to resolve the areas of noncompliance. The proposer must be notified of the areas of apparent noncompliance and given the opportunity to take timely corrective action.

See Appendix M(1), Professional Service Contracts FY 2021 for a list of each sub-recipient, contractor and/or vendor that has signed a "statement of assurance" provided by the department or agency for the most recent fiscal year.

The Department adheres to Central Procurement Office rules and policies in contracting for commodities, nonprofessional and professional services. All contractors selected based on the State of Tennessee's Request For Proposal (RFP) or Invitation to Bid (ITB) process are required to acknowledge compliance with Title VI at the time a proposal or bid is submitted. RFP proposers and ITB bidders must complete a Statement of Certifications and Assurances which recites that the proposer or bidder agrees to comply with Tennessee statutes and rules relating to competitive procurements, including all Standard Terms and Conditions, Special Terms and Conditions, and Contract Specifications.

Standard Terms and Conditions, included in both the ITB and commodity or nonprofessional service contracts, provide as follows:

No person on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal and/or Tennessee State Constitutional and/or statutory law shall be excluded from participation in, or denied benefits of, or be otherwise subjected to discrimination in the performance of the Contract or in the employment practices of the vendor/contractor. The vendor/contractor shall, upon request, show proof of such non-discrimination, and shall post in conspicuous places, available to employees and applicants, notices of non-discrimination.

The following model language, specified in the Central Procurement Office Professional Service Contracting Manual, is included in all RFPs issued by the Department:

Nondiscrimination. No person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of a Contract pursuant to this RFP or in the employment practices of the Contractor on the grounds of handicap or disability, age, race, creed, color, religion, sex, national origin, or any other classification

protected by federal, Tennessee state constitutional, or statutory law. The Contractor pursuant to this RFP shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

The following model language, set forth in the Central Procurement Office Professional Service Contracting Manual, requires all proposers responding to RFP's issued by the Department to:

Provide documentation of the Respondent's commitment to diversity as represented by the following:

- (a) Business Strategy. Provide a description of the Respondent's existing programs and procedures designed to encourage and foster commerce with business enterprises owned by minorities, women, service-disabled veterans, persons with disabilities, and small business enterprises. Please also include a list of the Respondent's certifications as a diversity business, if applicable.
- (b) Business Relationships. Provide a listing of the Respondent's current contracts with business enterprises owned by minorities, women, service-disabled veterans, persons with disabilities, and small business enterprises. Please include the following information:
 - (i) contract description;
 - (ii) contractor name and ownership characteristics (*i.e.*, ethnicity, gender, service-disabled veteran-owned or persons with disabilities);
 - (iii) contractor contact name and telephone number.
- (c) Estimated Participation. Provide an estimated level of participation by business enterprises owned by minorities, women, service-disabled veterans, persons with disabilities and small business enterprises if a contract is awarded to the Respondent pursuant to this RFP. Please include the following information:
 - (i) A percentage (%) indicating the participation estimate. (Express the estimated participation number as a percentage of the total estimated contract value that will be dedicated to business with subcontractors and supply contractors having such ownership characteristics only and **DO NOT INCLUDE DOLLAR AMOUNTS**);
 - (ii) Anticipated goods or services contract descriptions;
 - (iii) Names and ownership characteristics (*i.e.*, ethnicity, gender, service-disabled veterans, or disability) of anticipated subcontractors and supply contractors.

NOTE: In order to claim status as a Diversity Business Enterprise under this contract, businesses must be certified by the Governor's Office of Diversity Business Enterprise (Go-DBE). Please visit the Go-DBE website at <https://tn.diversitysoftware.com/FrontEnd/StartCertification.asp?TN=tn&XID=9810> for more information.

(d) Workforce. Provide the percentage of the Respondent's total current employees by ethnicity and gender.

NOTE: Respondents that demonstrate a commitment to diversity will advance State efforts to expand opportunity to do business with the State as contractors and subcontractors. Response evaluations will recognize the positive qualifications and experience of a Respondent that does business with enterprises owned by minorities, women, service-disabled veterans, persons with disabilities, and small business enterprises and who offer a diverse workforce.

The following model language, set forth in the Central Procurement Office Professional Service Contracting Manual, is included in all professional service contracts issued by the Department:

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

Assignment and Subcontracting. The Contractor shall not assign this Contract or enter into a subcontract for any of the goods or services provided under this Contract without the prior written approval of the State. Notwithstanding any use of the approved subcontractors, the Contractor shall be the prime contractor and responsible for compliance with all terms and conditions of this Contract. The State reserves the right to request additional information or impose additional terms and conditions before approving an assignment of this Contract in whole or in part or the use of subcontractors in fulfilling the Contractor's obligations under this Contract.

The following model language, set forth in the Central Procurement Office Professional Service Contracting Manual, is included in all professional service contracts paid for with federal funds issued by the Department:

Equal Opportunity. During the performance of this Contract, the Contractor agrees as follows:

- a. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The Contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion,

sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following:

- (1) Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising;
- (2) Layoff or termination;
- (3) Rates of pay or other forms of compensation; and
- (4) Selection for training, including apprenticeship.

The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

- b. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive considerations for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.
- c. If the State approves any subcontract, the subcontract shall include paragraphs (a) and (b) above.
- d. In addition, to the extent applicable the Contractor agrees to comply with 41 C.F. R. § 60-1.4, as that section is amended from time to time during the term.

Respondents and bidders must also provide documentation of commitment to diversity as represented by business strategy, relationships, and workforce - this documentation should detail all of the following:

- A description of existing programs and procedures designed to encourage and foster commerce with business enterprises owned by minorities, women, service disabled veterans, and small business enterprises;
- A listing of current contracts with business enterprises owned by minorities, women, service disabled veterans, and small business enterprises, including the following information:
 - (a) contract description and total value;
 - (b) contractor name and ownership characteristics (*i.e.*, ethnicity, sex, disability); and
 - (c) contractor contact and telephone number.
- An estimate of the level of participation by business enterprises owned by minorities, women, service disabled veterans, and small business

enterprises in a contract awarded to the enterprise pursuant to the RFP or ITB, including the following information:

- Participation estimate (expressed as a percent of the total contract value) that will be dedicated to business with subcontractors and supply contractors having such ownership characteristics;
- Descriptions of anticipated contracts;
- Names and ownership characteristics (i.e., ethnicity, sex, disability) of anticipated subcontractors and supply contractors; and
- Percentage of total current employees by ethnicity, sex, and disability.

Respondents are advised that a demonstrated commitment to diversity will advance the State's efforts to expand opportunities to do business with the State as contractors and sub-contractors. Proposal evaluations will recognize the positive qualifications and experience of a respondent that does business with enterprises owned by minorities, women, service disabled veterans, small business enterprises, and that offers a diverse workforce to meet service needs.

All contractors bidding on commodity or nonprofessional service contracts issued by the Department, by the Central Procurement Office on behalf of the Department, or who have been identified as a sole source provider of needed goods or services, are provided with an Efforts to Achieve Diversity Business Enterprise Participation form, designed and distributed by the Governor's Office of Diversity Business Enterprise. This form and/or documentation supporting the contractor's Diversity Utilization Plan must be included with all bids for contracts or sole source purchases.

B. Post-Award Procedures

The Department did not have any subrecipients in FY2021. When applicable, the Department's post-award surveys are distributed annually to ensure compliance with Title VI. A copy of the survey is located in **Appendix T, Post-Award Survey**.

Contractors are required to assist the State in monitoring performance and provide quarterly reports to the Governor's Office of Diversity Business Enterprise (Go-DBE) to document participation of Minority Business Enterprises (MBE), Woman Business Enterprises (WBE), Service-Disabled Veteran Business Enterprises (SDVBE), and Small Business Enterprises (SBE). Following the award of a Professional Services Contract, the Department sends the Contractor a brief survey to complete asking the Contractor to voluntarily indicate whether the Contractor identifies as African American, Asian, Hispanic, Native American, Female, a Person with a Disability, a Small Business, Government, Other, or Not Minority or Disadvantaged. This process allows the Department to assess the diversity of its contractors.

C. Public Notice and Outreach

The Department does not currently monitor public dissemination of information about the following by sub-recipients and/or contractors:

- ♦ Nondiscrimination policy;
- ♦ Programs and services;
- ♦ Complaint procedures; and
- ♦ Minority participation on planning boards and advisory bodies.

D. Procedures for Noncompliance

The Department will, to the extent practicable, attempt to obtain voluntary compliance before refusing, suspending, or terminating assistance or contract for noncompliance with Title VI. Attempts to gain compliance will not be unduly protracted.

Probable noncompliance results when any civil rights compliance reviewer, federal or state, determines that there has been any significant deviation from any civil rights law or regulation.

E. Procedures for Ensuring Voluntary Compliance

- In cases where a compliance investigation or compliance review results in findings of noncompliance, the Department shall notify the sub-recipient or contractor through certified mail of the apparent noncompliance. The notice shall clearly identify the conditions of noncompliance and offer a reasonable time to willingly comply.
- The Department shall record the date the sub-recipient or contractor received notice and shall note and record the last day afforded the sub-recipient or contractor for voluntary compliance before initiating an administrative process to terminate assistance.
- The sub-recipient or contractor may request a meeting for the purposes of discussing the problem area or requirement for compliance.
- The Commissioner of Commerce and Insurance shall approve the sub-recipient's or contractor's voluntary compliance plans, methods, procedures, and proposed actions, if such approval will result in compliance with Title VI. Such a plan should be submitted in writing. Failure of voluntary efforts will result in termination or suspension of assistance or contract.

F. Termination or Suspension of Assistance

- Any action to terminate or suspend assistance or a contract shall be limited to a particular sub-recipient or contractor against whom a finding of noncompliance has

been made and shall be limited in its effect to the particular program, or part thereof, in which noncompliance has been found.

- General conditions for termination or suspension of assistance or contract shall not become effective until:
 - The Department has advised the sub-recipient or contractor of its failure to comply and it has been determined that compliance cannot be secured through voluntary means;
 - There is a documented finding that after opportunity for a hearing, if applicable, sub-recipient or contractor has failed to comply with the requirements of Title VI and applicable state and federal regulations; or
 - Approval has been given by the Commissioner of Commerce and Insurance.

G. Sub-recipients, Contractors, Vendors

- The Department, its sub-recipients or contractors shall make available any compliance report to be reviewed by THRC upon request.
- **See Appendix M(1), Professional Service Contracts FY 2021** for a list of each sub-recipient, contractor and/or vendor that has signed a “statement of assurance” provided by the department or agency for the most recent fiscal year.
- There were a total of 357 contracts (contractors and vendors) in FY2021. The total amount of liability for professional service contracts was \$166,081,527.57, and the total amount paid was \$16,120,128.02. **See Appendix M(1), Professional Service Contracts FY 2021; Appendix N, Vendor Payments; Appendix O, Diversity Vendors; and Appendix P, Agency Term Contracts** for information specifically related to each sub-recipient, contractor, or vendor. Please note all contractors are located within the United States, with exception of MicroPact Global, Inc., which has offices in Canada.
- Based on the information voluntarily reported by the Department’s contractors and vendors during the procurement process, there were 6 minority contractors in FY2021.
- There were 26 new vendors in FY2021. **See Appendix M(2), New Professional Service Contracts FY 2021.**

H. Contractual Provisions Prohibiting Discrimination

Excerpts of the contractual provisions prohibiting discrimination, which is agreed to by sub-recipients, contractors and/or vendors of the department or agency are provided above in Section A.

I. Federal Financial Assistance and Federal Program Monitoring

The Division of Fire Prevention has four pending applications for federal financial assistance. Additional information regarding these applications can be found in **Appendix B(2), Pending Applications for Federal Financial Assistance in FY2021 and FY2022.**

The Department is not responsible for any annual federal program monitoring.

XIV. PUBLIC NOTICE AND OUTREACH

The Department endeavors to inform the public about all available services and their rights under Title VI. It is also available on request made to the Title VI Compliance Coordinator. The Title VI nondiscrimination policy and complaints procedures are not published separately from the Title VI Implementation Plan. However, the Department does make copies of the Title VI nondiscrimination policy and complaint procedures available to the public on request made to the Title VI Compliance Coordinator.

The Department of Commerce and Insurance utilizes minority media on an annual basis. Any time a news release is disseminated to the public, minority media outlets are included as part of the distribution. Print, radio, television, and social media outlets are forms of media included when publicizing any event, awareness campaign, educational message and newsworthy information, and minority media is strongly represented among those outlets. The Department regularly sends out information about its programs and services to the following minority publications/groups:

- Fisk University/Radio Host Sharon Kay (Nashville)
- El Jefe 96.7 FM (Nashville)
- La Noticia (Nashville)
- The Tennessee Tribune (Nashville)
- La Prensa Latina (Memphis)
- Tri-State Defender (Memphis)
- Nashville Pride (Nashville)

Out of roughly 73 media outlets, the above-referenced 7 minority media outlets represent 9.6% of the total information disseminated.

In FY2021, the Tennessee State Fire Marshal's Office partnered with country music star Tracy Lawrence for a series of 8 public service announcement videos aimed at promoting consumer fire safety among Tennesseans. The fire safety awareness campaign was advertised through television, social media, and press release. The Department also developed a video to reach Spanish speaking consumers seeking funeral services. The video outlines what qualifications consumers should look for in a funeral home, how to file a complaint, and is expected to be available in FY2022 through social media and YouTube. Similarly, the Department created an insurance awareness video in FY2022 in an effort reach Spanish speaking Tennessee insurance consumers. The video will be shared via social media, YouTube, the Department's website, and press release.

The Department of Commerce and Insurance works directly with minority communities to educate and provide awareness on the multitude of resources available. The following resources help to improve the quality of life for all Tennesseans.

- a. Get Alarmed program
- b. Insurance Awareness programs

All html pages on the Department's website can be translated to any language. There is a tab at the bottom of all state pages that allows pages to be translated. The consumer complaint form is posted in both English and Spanish.

All outreach conducted by the Securities Division is available to all audiences. The Division has also expanded its investor education outreach program to track promotion and involvement within economically distressed counties and rural counties with the hopes of reaching a more diverse demographic. The Securities Division's complaint form is currently available in Spanish on Division's website.

The Division of Fire Prevention provides a home fire safety workshop two times a year as part of Habitat for Humanity's future homeowner's class. This class features participants from multiple ethnicities, races, and national origins. Additionally, they partner with fire departments across the state through the Get Alarmed Tennessee program to reach a diverse group of Tennesseans in high-risk areas.

Within the Division of Regulatory Boards, the Cosmetology and Barber Examiners had minority-focused outreach in 2021. Through Conexión Américas, the Executive Director of this program presented three classes in FY2021 titled "Prosperous Businesses," which included information regarding licensing and regulations. The participants are Spanish speaking members of the community seeking to improve themselves and to gain knowledge regarding permits, relevant laws, and what is necessary to succeed in business. The classes will also be offered in FY2022. Funeral and Burial, Board for Licensing Contractors, and Cosmetology and Barber will continue to try and reach minorities within each of the professions to ensure that they are receiving the information they need. Cosmetology and Barber, as well as the Board for Licensing Contractors, plans to continue to work with Conexión Américas.

The Office of the Board of Funeral Directors and Embalmers, also operating within the Division of Regulatory Boards, consistently communicates with the liaison of the Tennessee State Funeral Directors Morticians Association, an association comprised of predominately African American funeral establishments. The Board also developed a video to reach Spanish speaking consumers seeking funeral services. The video outlines what qualifications consumers should look for in a funeral home, how to file a complaint, and is expected to be available in FY2022 through social media and YouTube.

Also within the Division of Regulatory Boards, the Office of the Tennessee Motor Vehicle Commission (MVC) distributes Federal Trade Commission Car Buying Tips to 95 County Clerks in both English and Spanish, in an effort to reach diverse, high risk populations. Further, the MVC continues to team with the Department of Safety to launch the "Car Buying Tips" video in driver's license stations across Tennessee, to reach additional ethnic populations and minorities. Further, the MVC participates in other outreach events such as "Motor Cycle Safety" and "Teen Driver Safety Training Camp."

In FY2021, the Division of Insurance engaged with the National Association of Insurance Commissioners' Race and Insurance Workstream to confront issues of race in the insurance industry. In FY2022, the Division developed an insurance awareness brochure in an effort reach Spanish speaking Tennessee insurance consumers. There is also a QR code on the brochure which links to a corresponding Spanish YouTube video.

Copies of signs and brochures distributed by the Department are located in **Appendix S, Public Notice and Outreach.**

The Department's programs also:

- A. Display nondiscrimination posters;
- B. Inform eligible persons of new programs or changes in existing programs pertaining to eligibility benefits and services, including the location of local facilities or service delivery points and hours of service, by mailing information to minority and grass roots organizations in the area affected;
- C. Include civil rights requirements in all guidelines and make the guidelines available to the public;
- D. Provide access to Title VI information to beneficiaries, potential beneficiaries, and proposers, including procedures for filing complaints; program information; and rights of beneficiaries and proposers as reflected in legislation, program regulations, directives, materials, pamphlets, etc.; and
- E. Include in any published program information a statement that the program is available to all without regard to race, color, or national origin. The statement shall be in bold type and in a prominent location.

ADVISORY BOARDS AND COMMISSIONS

The Division of Regulatory Boards, the Division of Fire Prevention, and the Tennessee Emergency Communications Board currently use advisory boards to assist with programs. Information regarding advisory board member eligibility criteria and vacancies on the advisory boards is available at the Secretary of State's website tnsos.net/publications/oa/index.php and on the websites for the program areas www.tn.gov/commerce. The existence of the advisory boards and committees is also promoted through and by the related industries. The Department's Title VI training program emphasizes that minority representation, whenever possible, is a compliance expectation for each of the Department's advisory boards and commissions.

The advisory boards and commissions that are connected to the Division of Regulatory Boards are appointed by the Commissioner of Commerce and Insurance. They advise the Commissioner regarding professional standards, testing, and assist with the promulgation of rules for their assigned programs. The advisory boards and commissions for which the Commissioner has appointment authority assist the Geology Licensing Program, the Home Inspector Advisory Committee, the Locksmith Testing Advisory Board, the Scrap Metal Advisory Committee, and the Soil Scientists Advisory Committee. Each of these boards and commissions is inactive, as the Commissioner has not appointed new members.

The advisory boards and commissions that are connected to the Division of Fire Prevention include the Blasting Advisory Council and the Code Edition Advisory Committee. The Blasting Advisory Council members are appointed by the Commissioner of Commerce and Insurance, and their duties include assisting the Department in developing reasonable policies and regulations that will protect public safety while promoting efficiency and effectiveness. The Code Edition Advisory Committee is an ad hoc advisory group that is not created by statute or rule. It is expected that a Codes Edition Advisory Committee will reconvene before the end of the calendar year 2022.

The Tennessee Emergency Communications Board has three standing committees: The Operations Advisory Committee, Policy Advisory Committee, and Technical Advisory Committee, with members for each committee serving three-year terms. At the expiration of the three-year term, the board appoints new members to these committees from a list of qualified individuals with background and experience in emergency communications and the telecommunications industry. Lists of potential committee members are created from board solicitation to the emergency communications community for voluntary nominees. The board then appoints members from this limited pool and often there are just enough nominees to fill a committee’s vacancies. Ideally, the members of these committees are selected to represent a balance of interests, regions, and demographics. Representatives are appointed from the large, medium, and small sized emergency communications districts, as well as from Tennessee’s three grand divisions. Members also represent city and county government interests and the professional associations for sheriffs, police chiefs, and emergency medical services. **See Appendix Q, Composition of Planning and Advisory Boards.**

Blasting Advisory Council

Total Members	African American	Amer. In. or AK Nat.	Asian	Caucasian	Hispanic or Latino	Other	Unknown
11	1			10			
Percentage	9.1%	0%	0%	90.9%	0%	0%	0%

Composition of the Tennessee Emergency Communications Operations Advisory Committee

Total Members	African American	Amer. In. or AK Nat.	Asian	Caucasian	Hispanic or Latino	Other	Unknown
9				9			
Percentage	0%	0%	0%	100%	0%	0%	0%

Composition of the Tennessee Emergency Communications Policy Advisory Committee

Total Members	African American	Amer. In. or AK Nat.	Asian	Caucasian	Hispanic or Latino	Other	Unknown
9				9			
Percentage	0%	0%	0%	100%	0%	0%	0%

Composition of the Tennessee Emergency Communications Technical Advisory Committee

Total Members	African American	Amer. In. or AK Nat.	Asian	Caucasian	Hispanic or Latino	Other	Unknown
4				3	1		
Percentage	0%	0%	0%	75%	25%	0%	0%

See Appendix Q, Composition of Planning and Advisory Boards.

MINORITY INPUT

Opportunities to receive public input regarding the programs of the Department are provided in several ways. All meetings of Governor appointed boards and commissions and Commissioner appointed advisory boards and commissions are public meetings. The calendars and agendas for the meetings are published on the Department’s website www.tn.gov/commerce/resources/public-meetings.html. Notices of public rulemaking hearings are posted on the Department’s website www.tn.gov/commerce and on the Secretary of State’s website tnsos.org/rules/RulemakingHearings.php. All of the Department’s licensees are asked to provide electronic mail addresses in order to receive copies of rulemaking notices that effect their businesses and professions. Additionally, the Department’s website provides viewers the ability to submit feedback and the regulatory boards and commissions offer online customer satisfaction surveys.

PUBLIC NOTICE FOR GRANT AND BIDDING OPPORTUNITIES

The Department is pro-active in ensuring the inclusion of minorities in the various methods of soliciting professional services, as well as relaying to proposers the priority of equal opportunity in contracts and subcontracts. The Department uses the Governor's Office of Diversity Enterprises

to identify minority vendors and contractors. Department staff encourages known minority contractors to register and provides information about the Governor's Office of Diversity Enterprises. Professional Service Requests for Proposals and solicitations are posted on the Department's website at <https://www.tn.gov/commerce/fire-prevention.html> and on the Department of General Services' website at www.tn.gov/generalservices/procurement/central-procurement-office--cpo-/supplier-information-/request-for-proposals--rfp--opportunities.html.

XV. COMPLIANCE/ NONCOMPLIANCE REPORTING

In addition to its submission to the THRC, upon request, the Department submitted its 2020-2021 Title VI Implementation Plan to the Office of Criminal Justice Programs (OCJP) of the Tennessee Department of Finance and Administration (F & A).

The Department is subject to the U.S. Department of Justice reporting requirements under 28 CFR § 42 et seq.

The Department did not receive any Title VI or discrimination related audits and/or findings from a federal or state monitoring agency in FY2021.

XVI. EVALUATION PROCEDURES OF TITLE VI IMPLEMENTATION

The primary function of the Department of Commerce and Insurance is professional licensing and regulation. The professions and businesses under the jurisdiction of the Department require education, training and/or employment as a pre-requisite to licensure. Consequently, access to these programs and services is governed by the independent decisions of the license applicants.

The administrative office of the State Board of Cosmetology and Barber Examiners is aware, through daily interaction, that it has a significant number of Spanish and Vietnamese speaking applicants and licensees. Based on the interactions, the staff evaluates the need for program enhancements that will facilitate business transactions with these beneficiaries. As a result, this program offers the cosmetology, aesthetician, and manicurist license examinations in Spanish and Vietnamese.

The Consumer Insurance Services Section of the Division of Insurance evaluates the need for consumer assistance and education materials based on daily interactions with consumers and reviews of demographic data regarding the state's population. The effectiveness of these programs is generally assessed by the number of complaints received from consumers about the businesses and professionals under the jurisdiction of the programs.

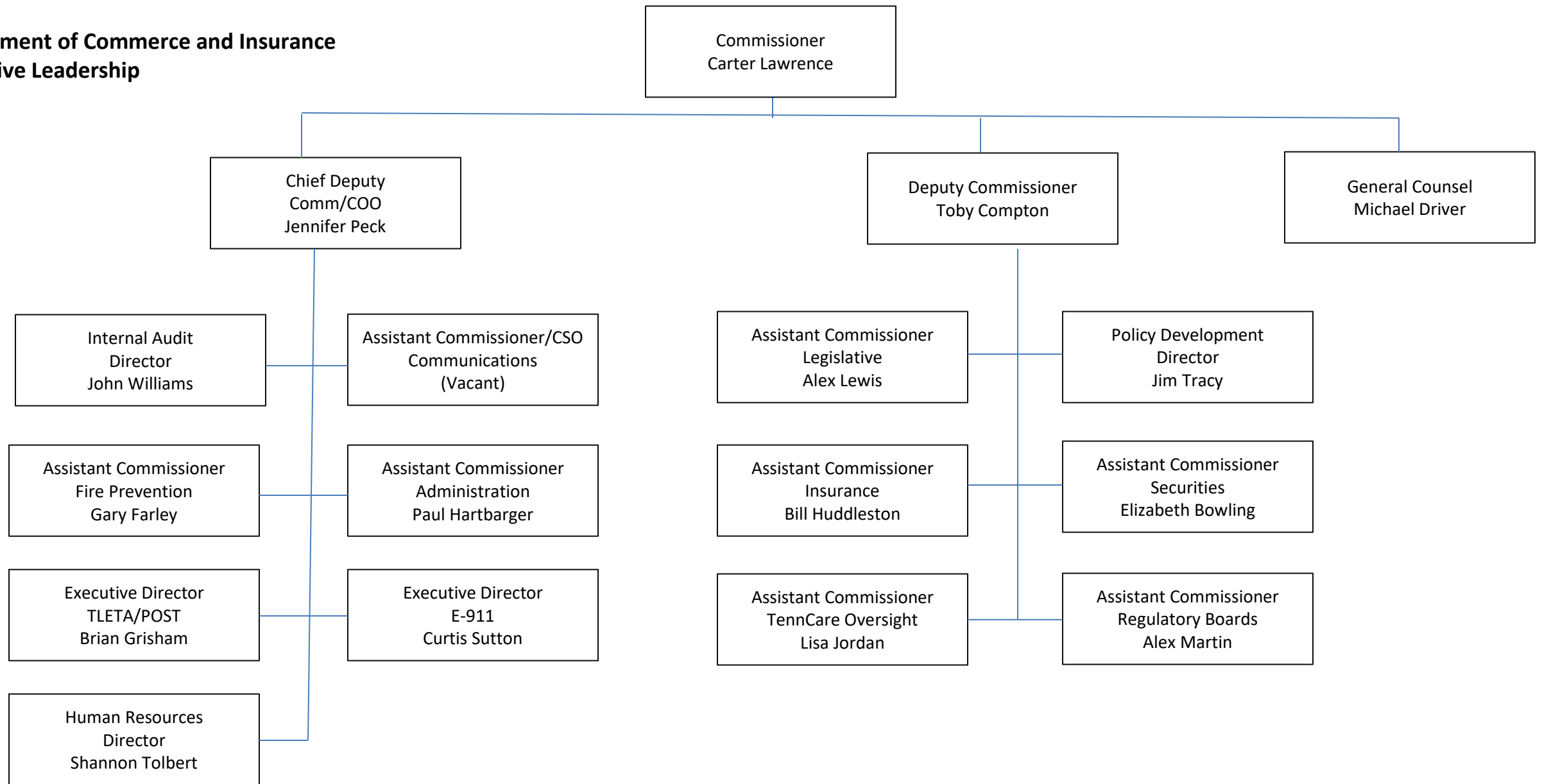
The Department surveys all contractors and vendors in an effort to gather data about minority businesses. Information about the Governor's Office of Diversity Enterprises program is distributed with the survey. As a result, the Department has been able to increase its minority contractors and vendors. The Department makes it a practice to encourage contractors and vendors to disclose minority and other diversity data.

The Department does not have any existing Title VI compliance deficiencies.

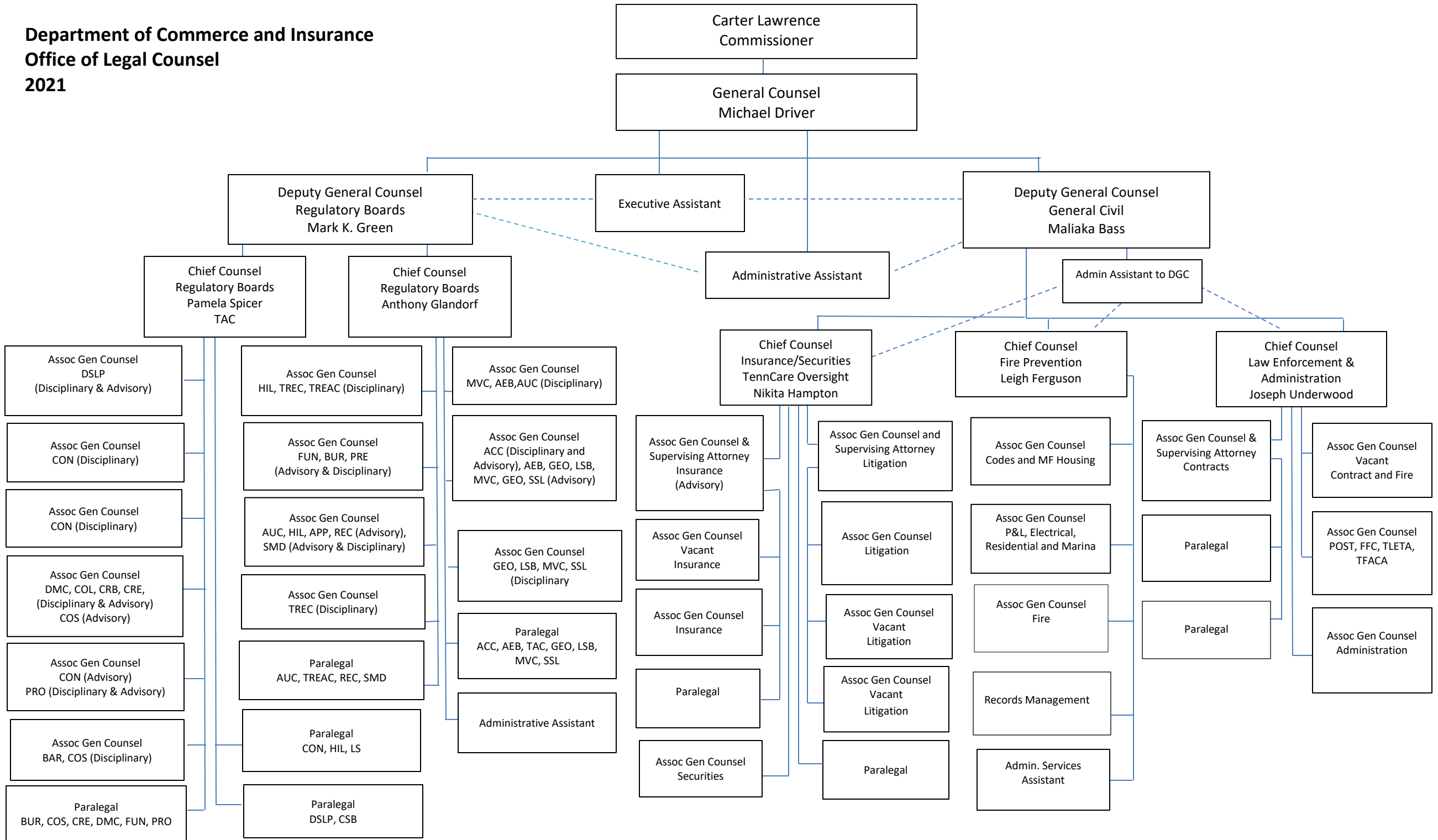
Appendix A(1)

Department of Commerce and Insurance
Organizational Chart

**Department of Commerce and Insurance
Executive Leadership
2021**



**Department of Commerce and Insurance
Office of Legal Counsel
2021**



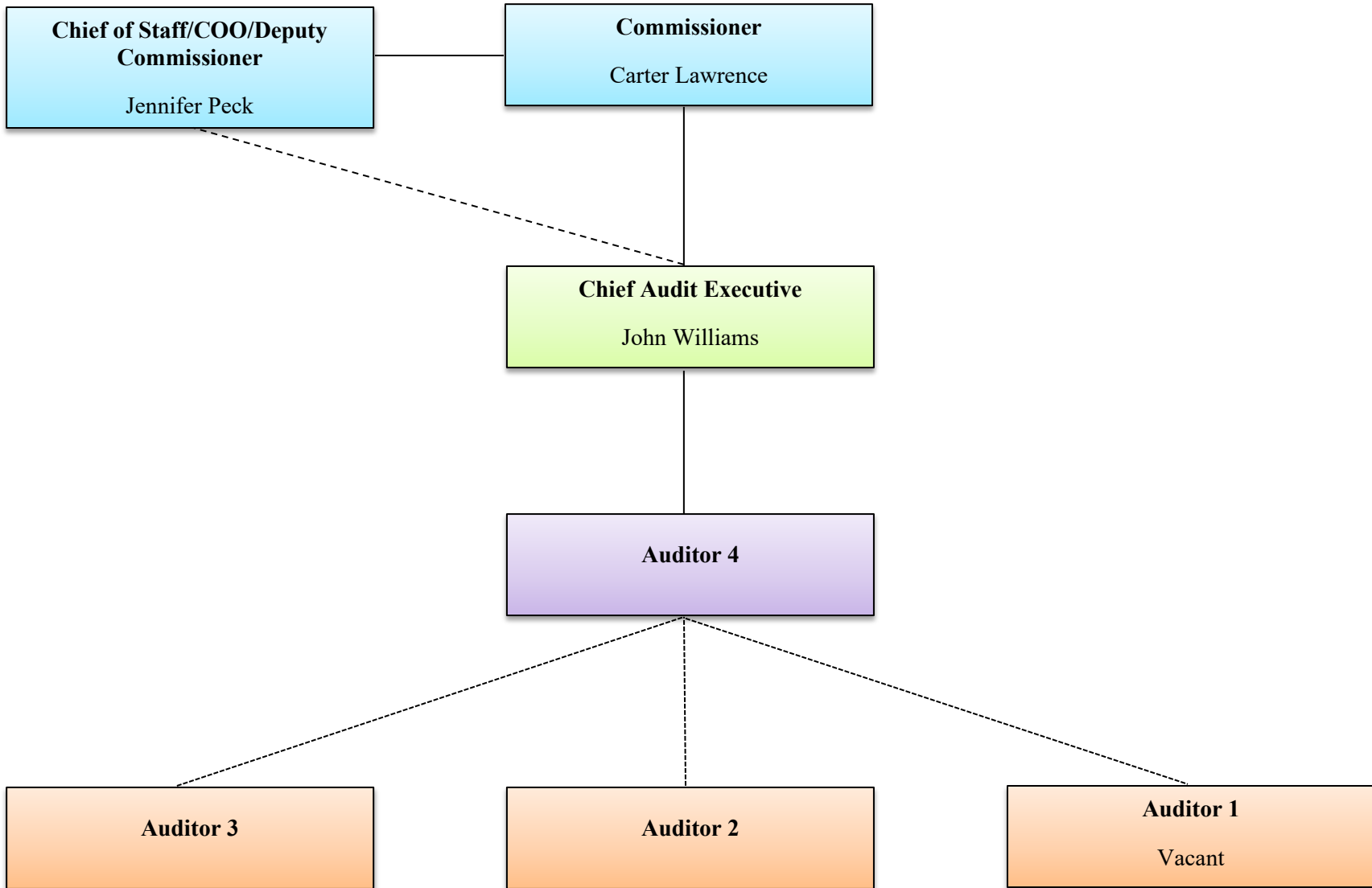
Regulatory Boards Abbreviations

1. ACC – Board of Accountancy
2. AEB – Board of Architects and Engineers
3. ASC – Alarm Systems Contractors Board
4. AUC – Auctioneers Board
5. BAR – Cosmetology and Barber Examiners
6. BUR – Burial Services/Cemetery
7. COL – Collection Service Board
8. CON – Board for Licensing Contractors
9. COS – Cosmetology and Barber Examiners
10. CRB – Board of Court Reporting
11. CRE – Credit Services Business
12. DMC – Debt Management Provider
13. DSLP – Detection Services Licensing Program
14. FUN – Board of Funeral Directors and Embalmers
15. GEO – Geologists Licensing Program
16. HIL – Home Inspector Licensing Program
17. LSB – Board of Examiners for Land Surveyors
18. MVC – Motor Vehicle Commission
19. PIP – Private Investigation and Polygraph Commission
20. PPS – Private Protective Services
21. PRO – Private Probation Services Council
22. SMD – Scrap Metal Registration Program
23. SSL – Soil Scientists Licensing Program
24. TAC – Athletic Commission
25. TREAC – Real Estate Appraisers Commission
26. TREC – Real Estate Commission

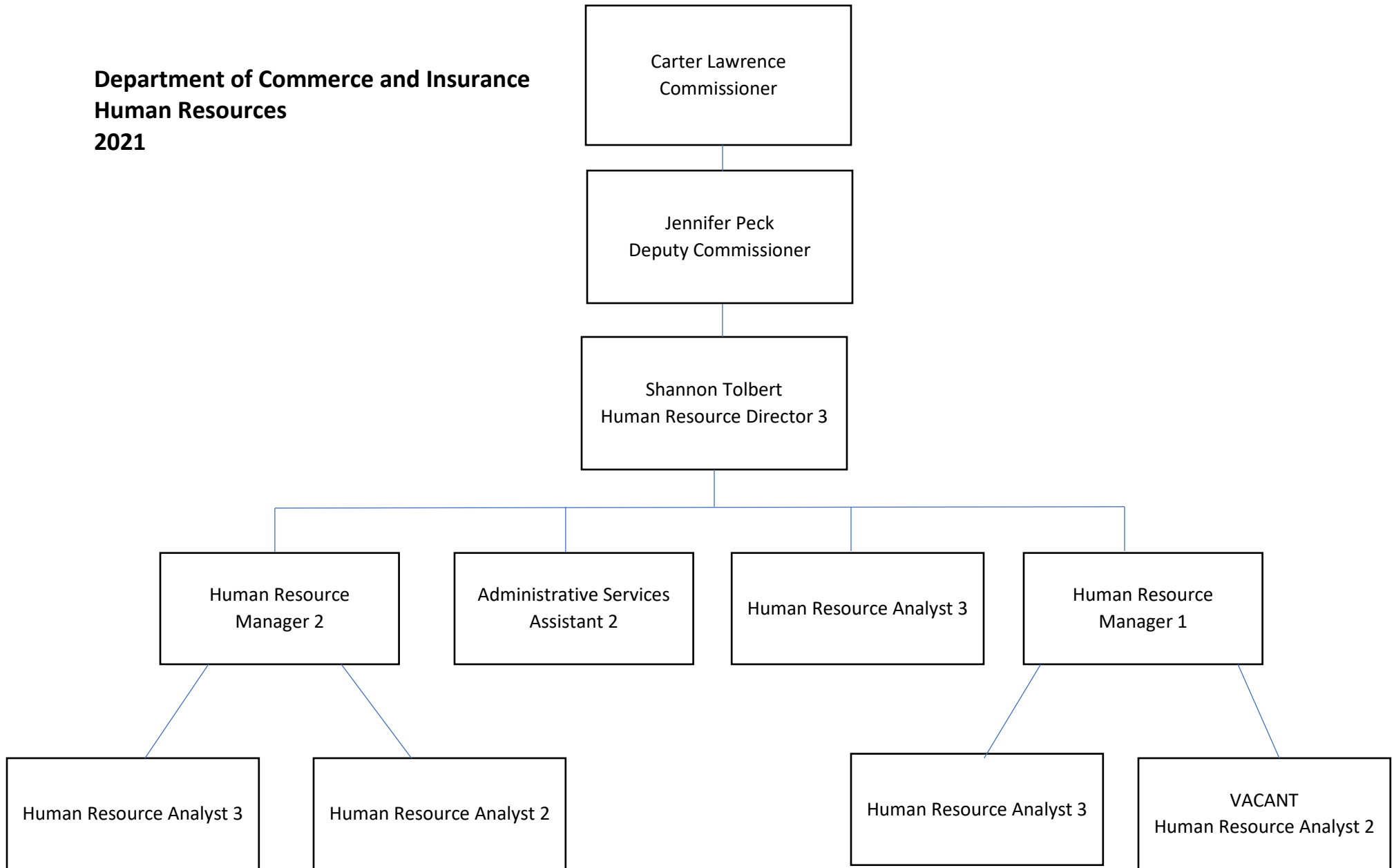
General Civil Abbreviations

1. MF Housing – Manufactured Housing
2. P&L – Permits and Licensing
3. POST – Peace Officers Standards Training
4. FFC – Fire Fighting Commission
5. TLETA – Tennessee Law Enforcement Training Academy
6. TFACA – Tennessee Fire Service and Codes Enforcement Academy

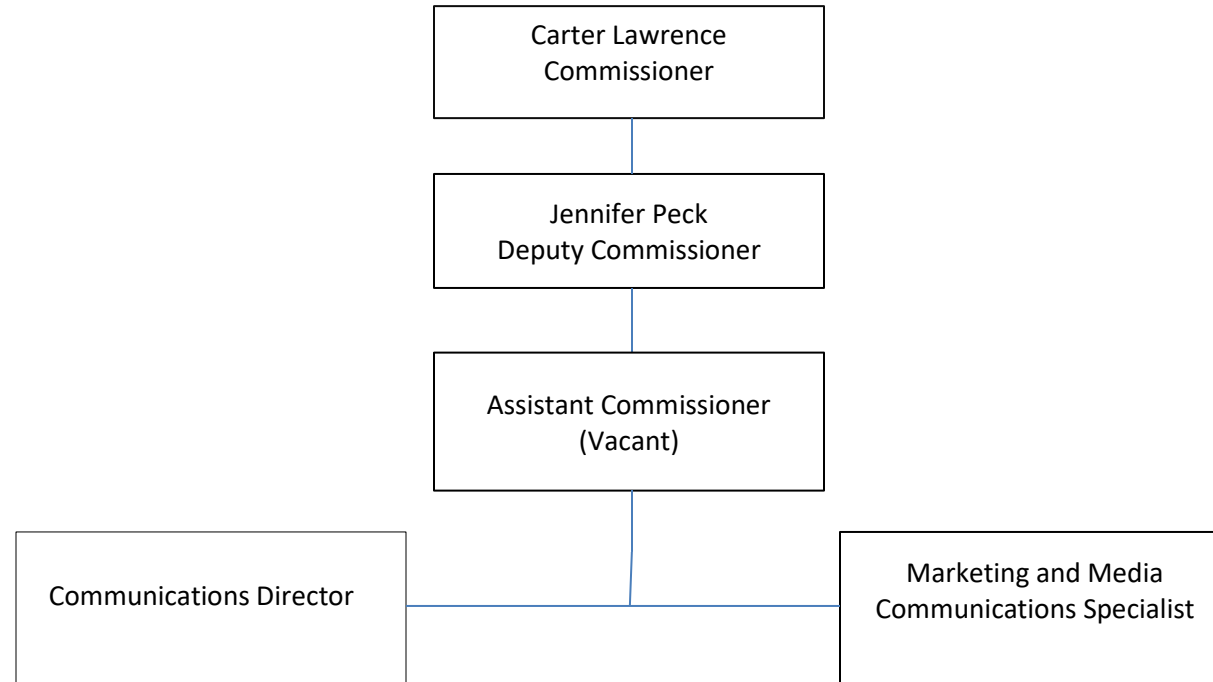
**Tennessee Department of Commerce and Insurance
Internal Audit Organizational Chart- 2021**



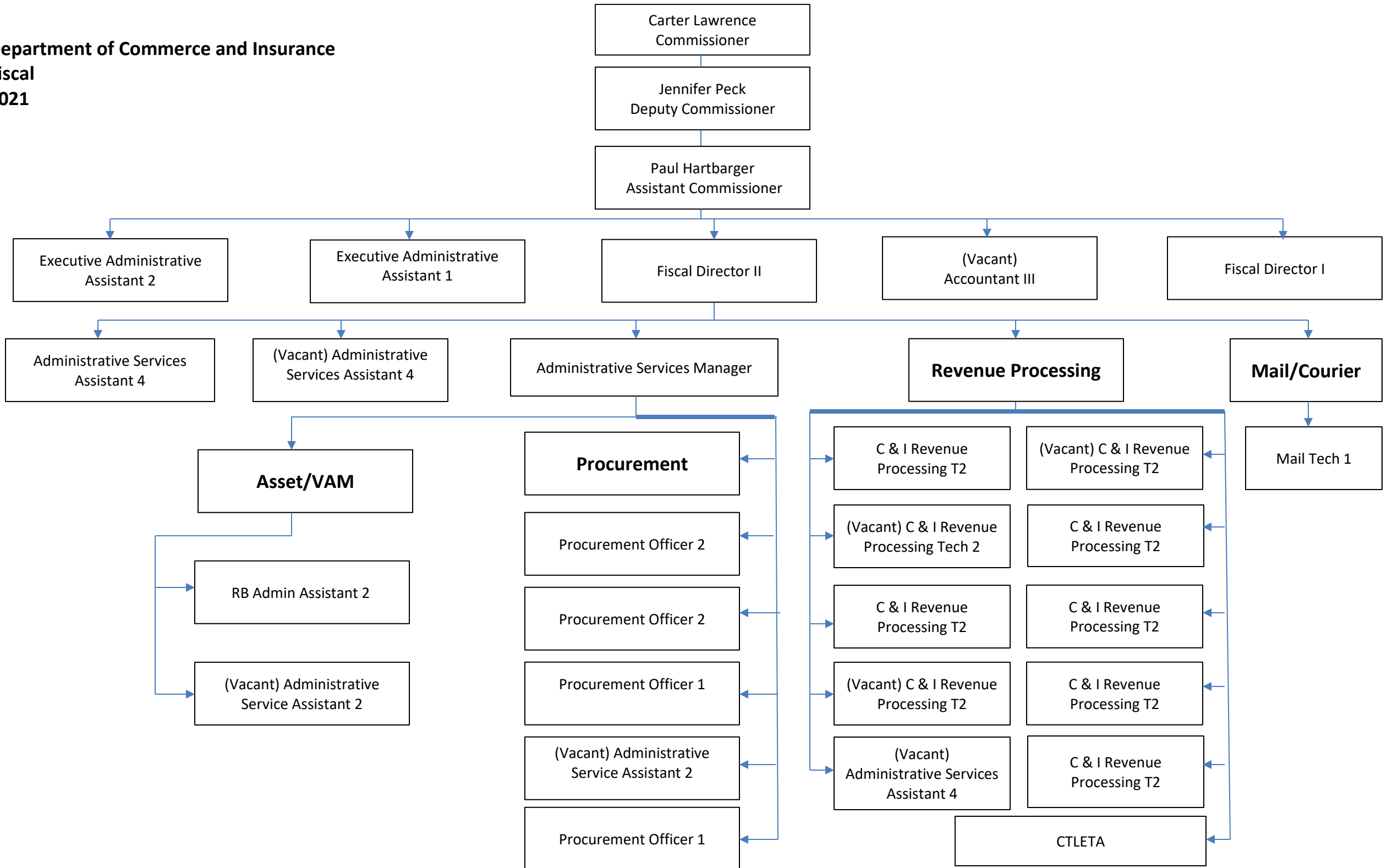
**Department of Commerce and Insurance
Human Resources
2021**



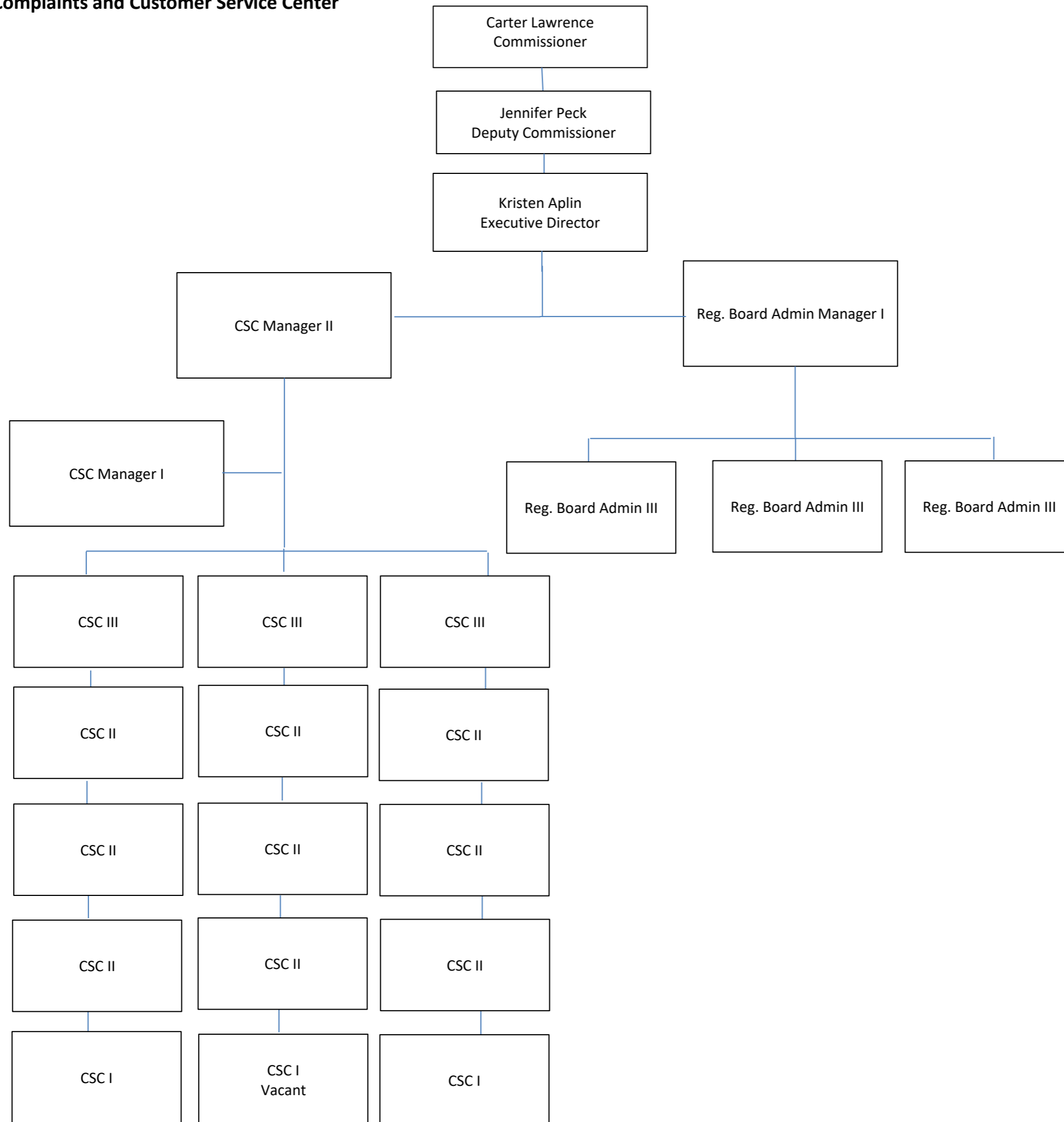
**Department of Commerce and Insurance
Communications Section
2021**



**Department of Commerce and Insurance
Fiscal
2021**

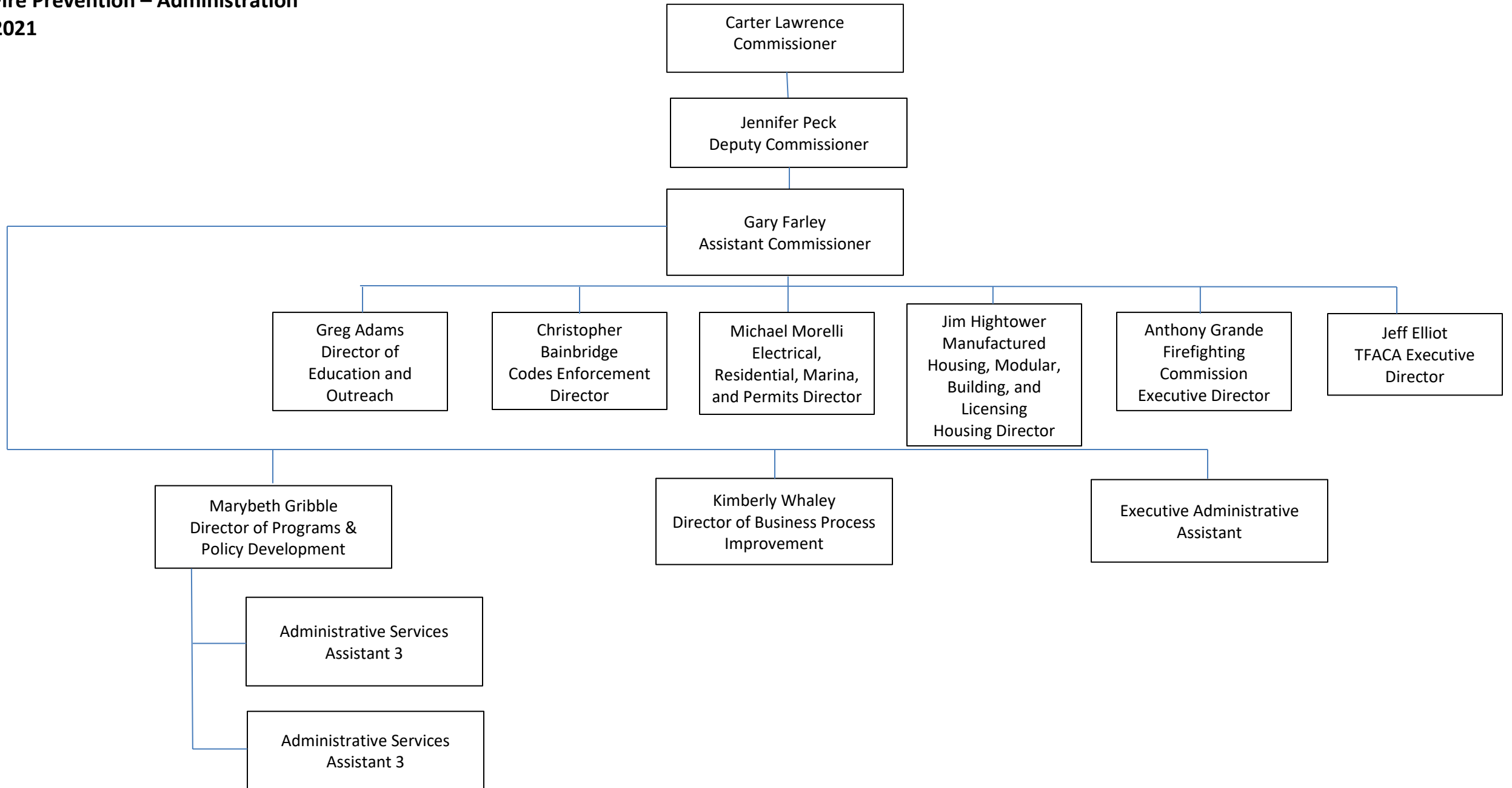


Department of Commerce and Insurance
 Copy of Centralized Complaints and Customer Service Center
 2021

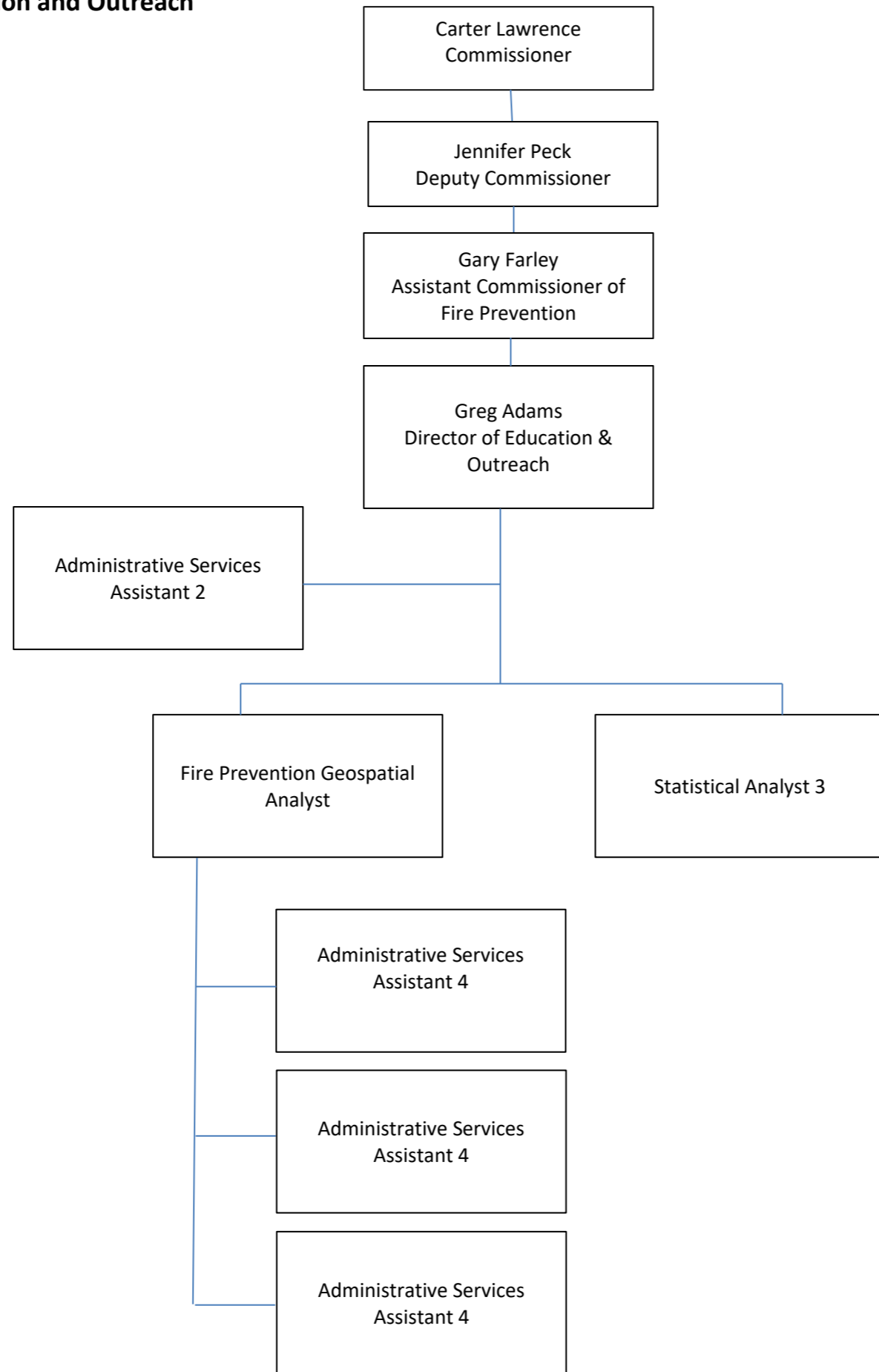


CSC = Customer Service Center Representative

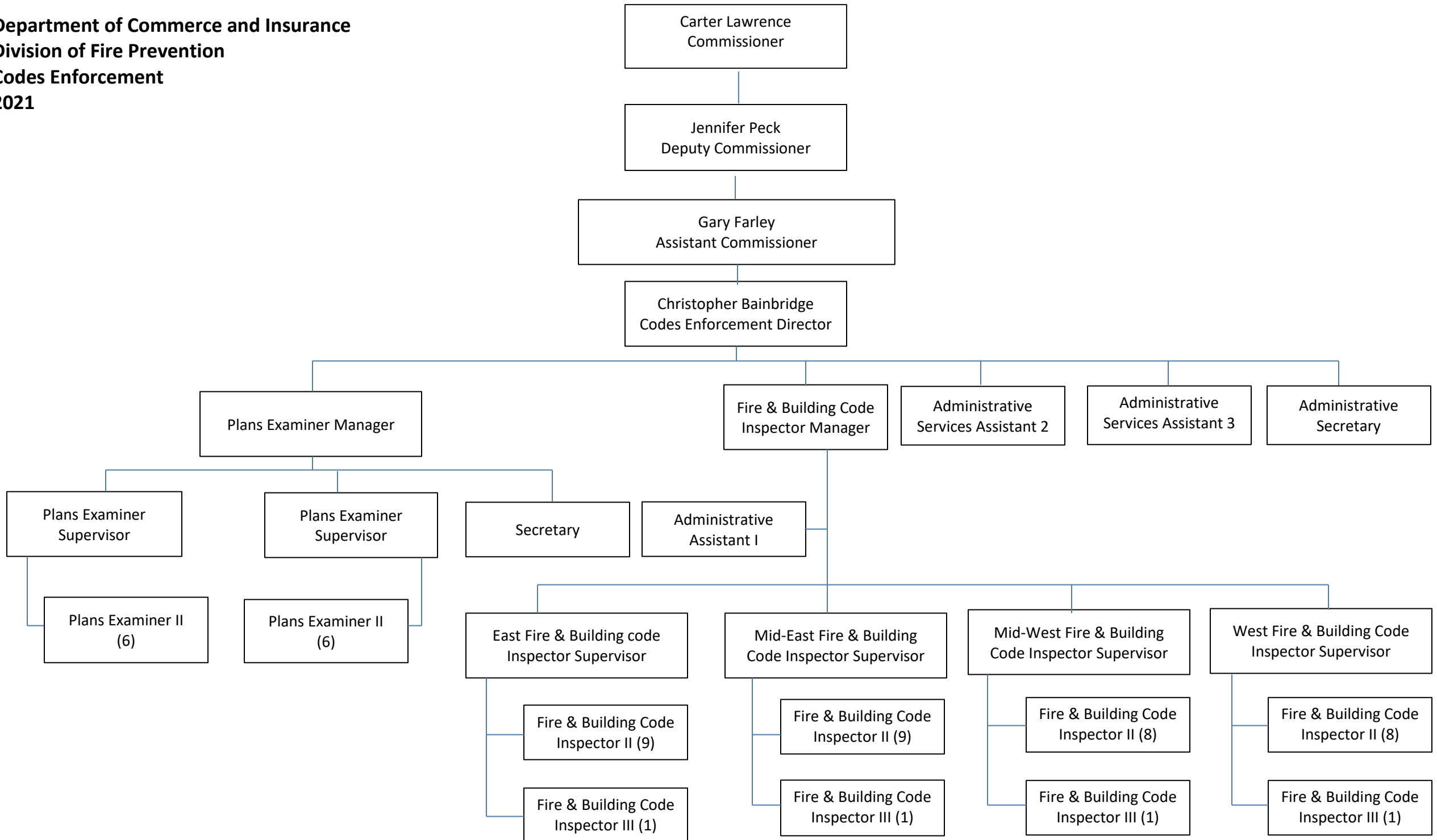
**Department of Commerce and Insurance
Fire Prevention – Administration
2021**



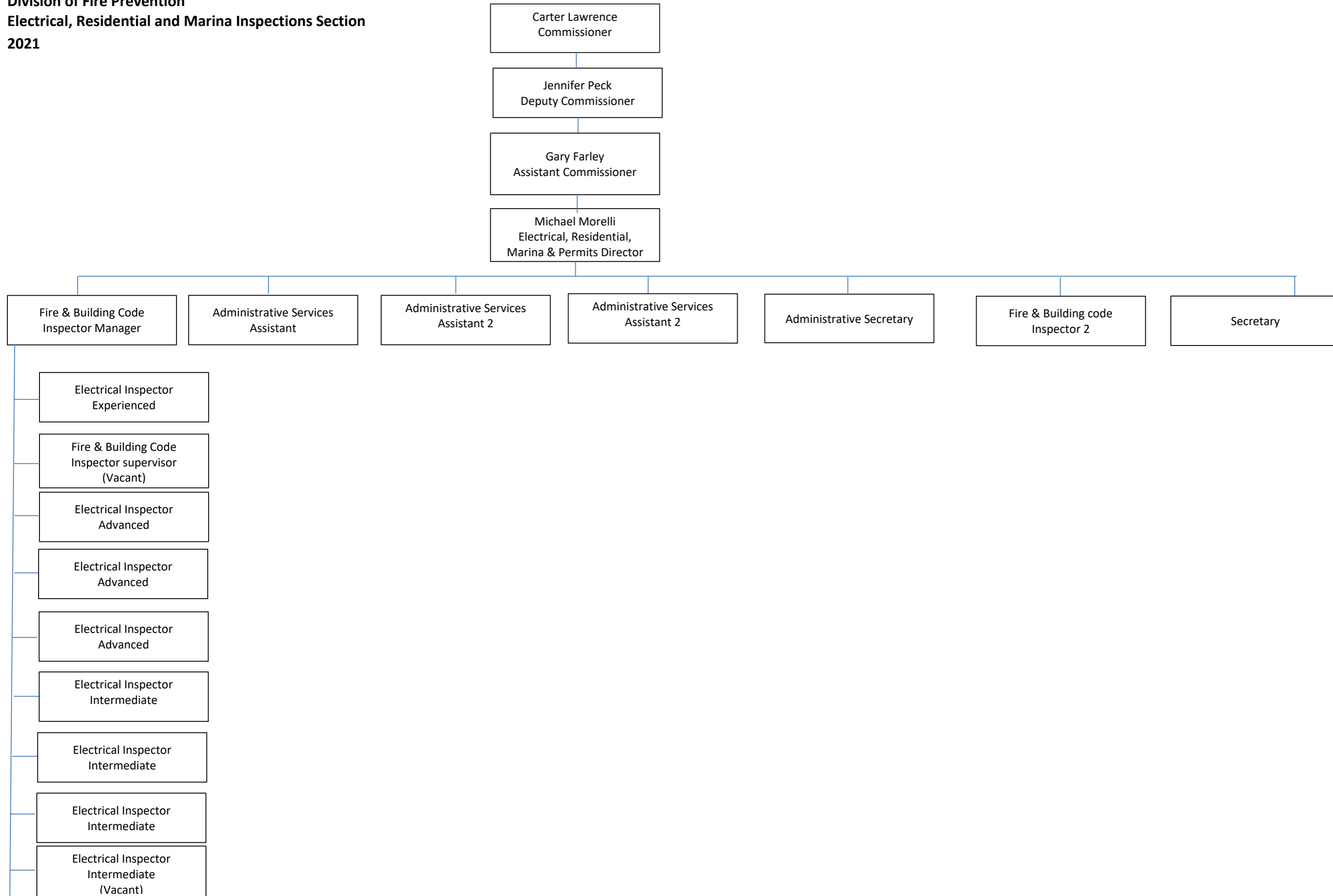
Department of Commerce and Insurance
The Division of Fire Prevention – Education and Outreach
2021



**Department of Commerce and Insurance
 Division of Fire Prevention
 Codes Enforcement
 2021**



Department of Commerce and Insurance
Division of Fire Prevention
Electrical, Residential and Marina Inspections Section
2021



Electrical Inspector
Intermediate
(Vacant)

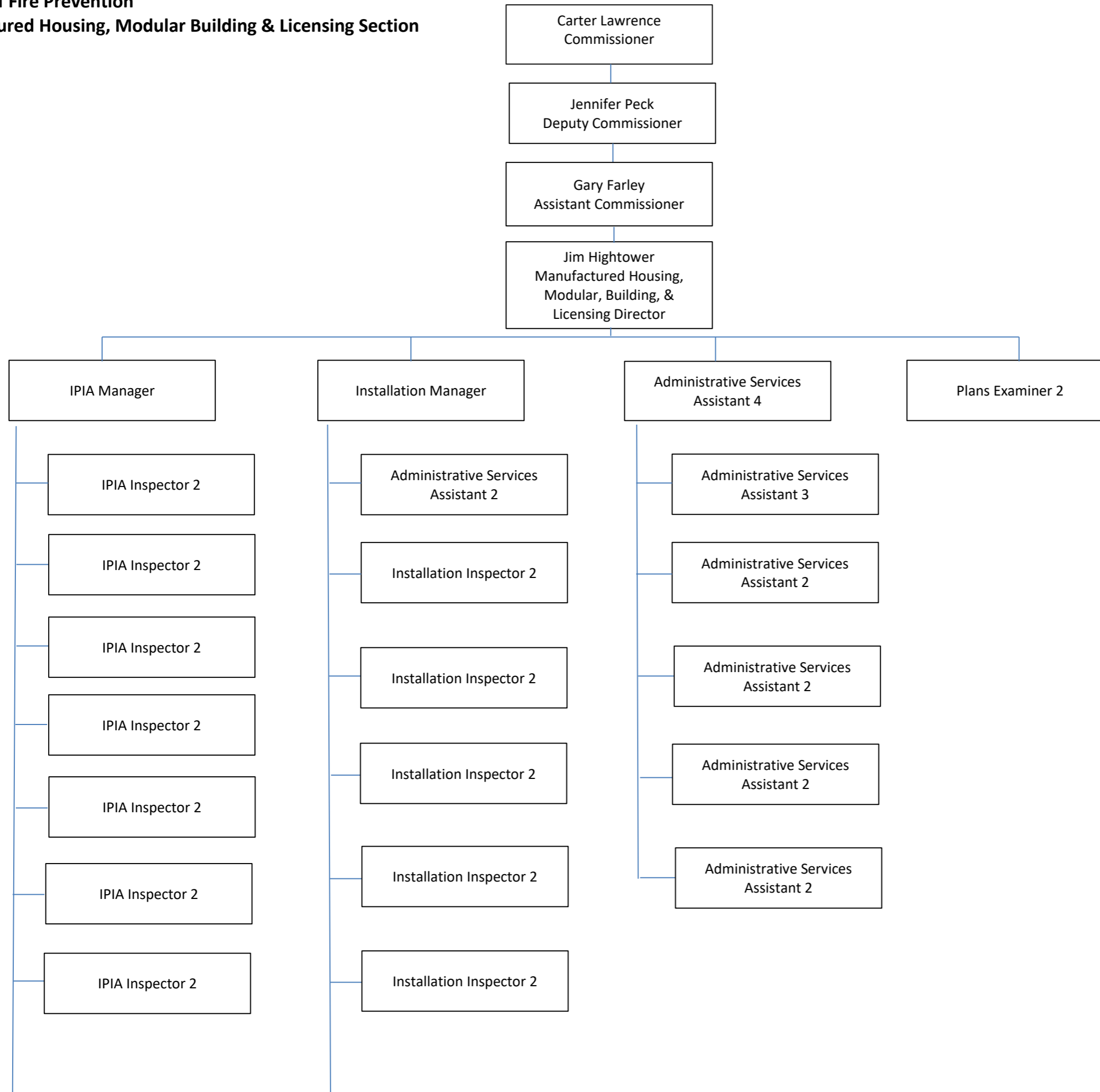
Electrical Inspector
Intermediate
(Vacant)

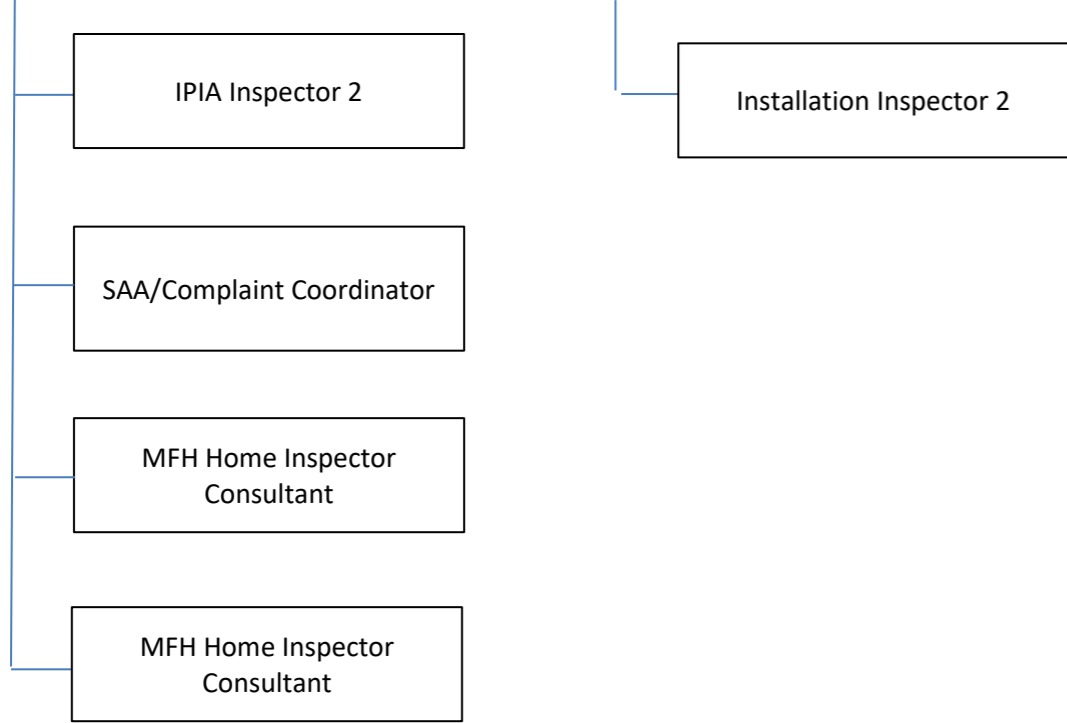
Electrical Inspector
Intermediate
(Vacant)

Electrical Inspector
Intermediate
(Vacant)

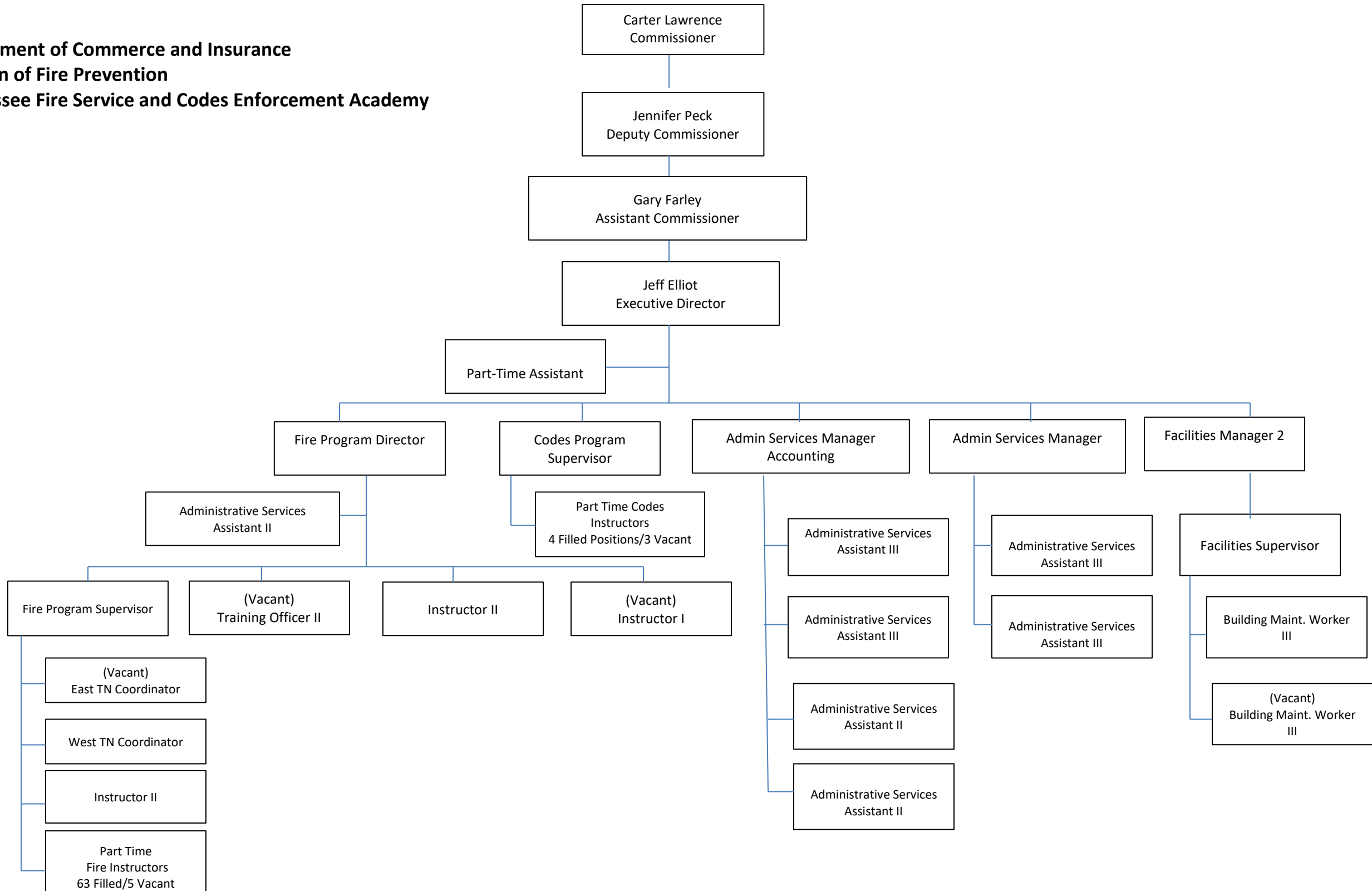
Electrical Inspector
Intermediate
(Vacant)

**Department of Commerce and Insurance
Division of Fire Prevention
Manufactured Housing, Modular Building & Licensing Section
2021**

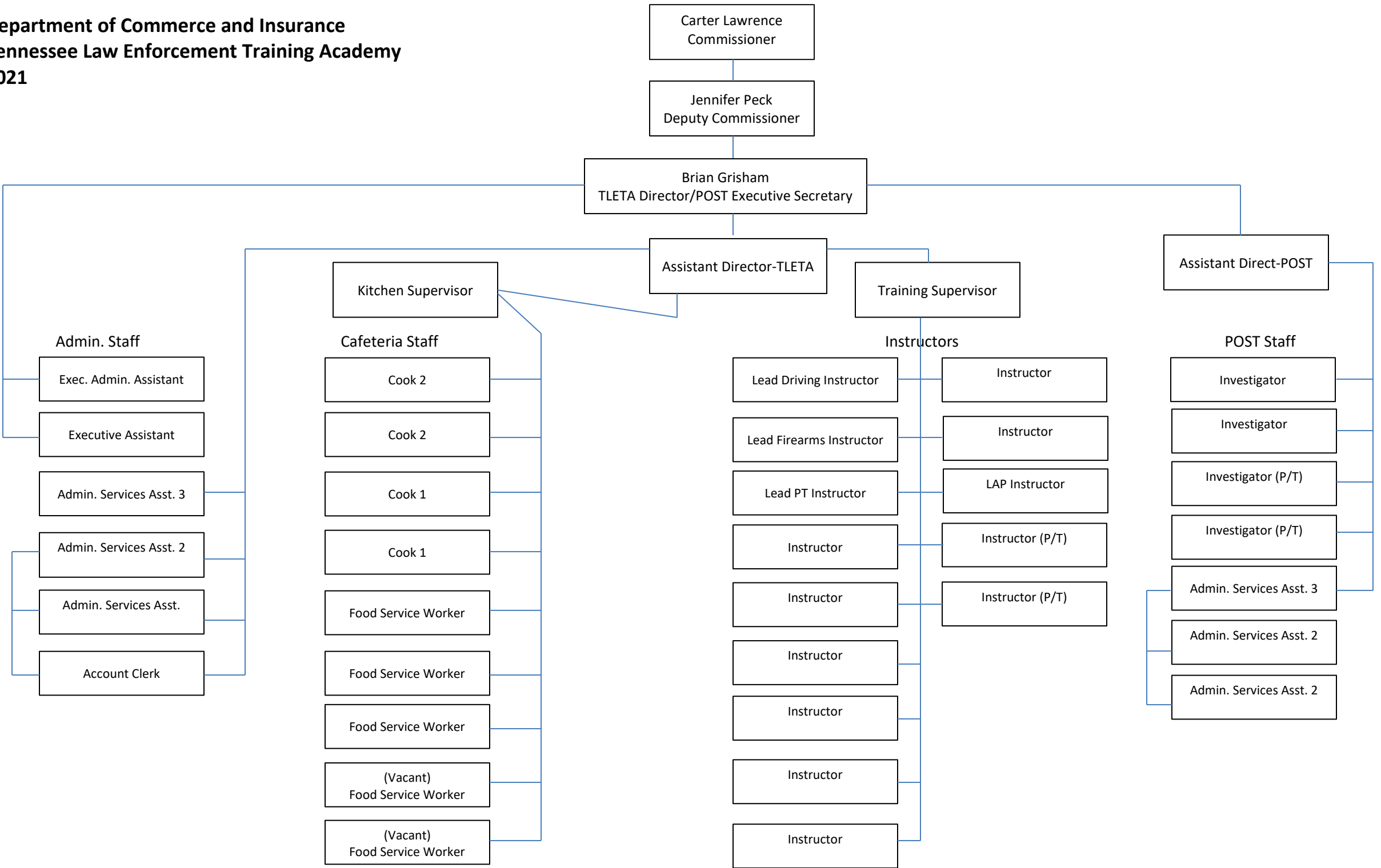




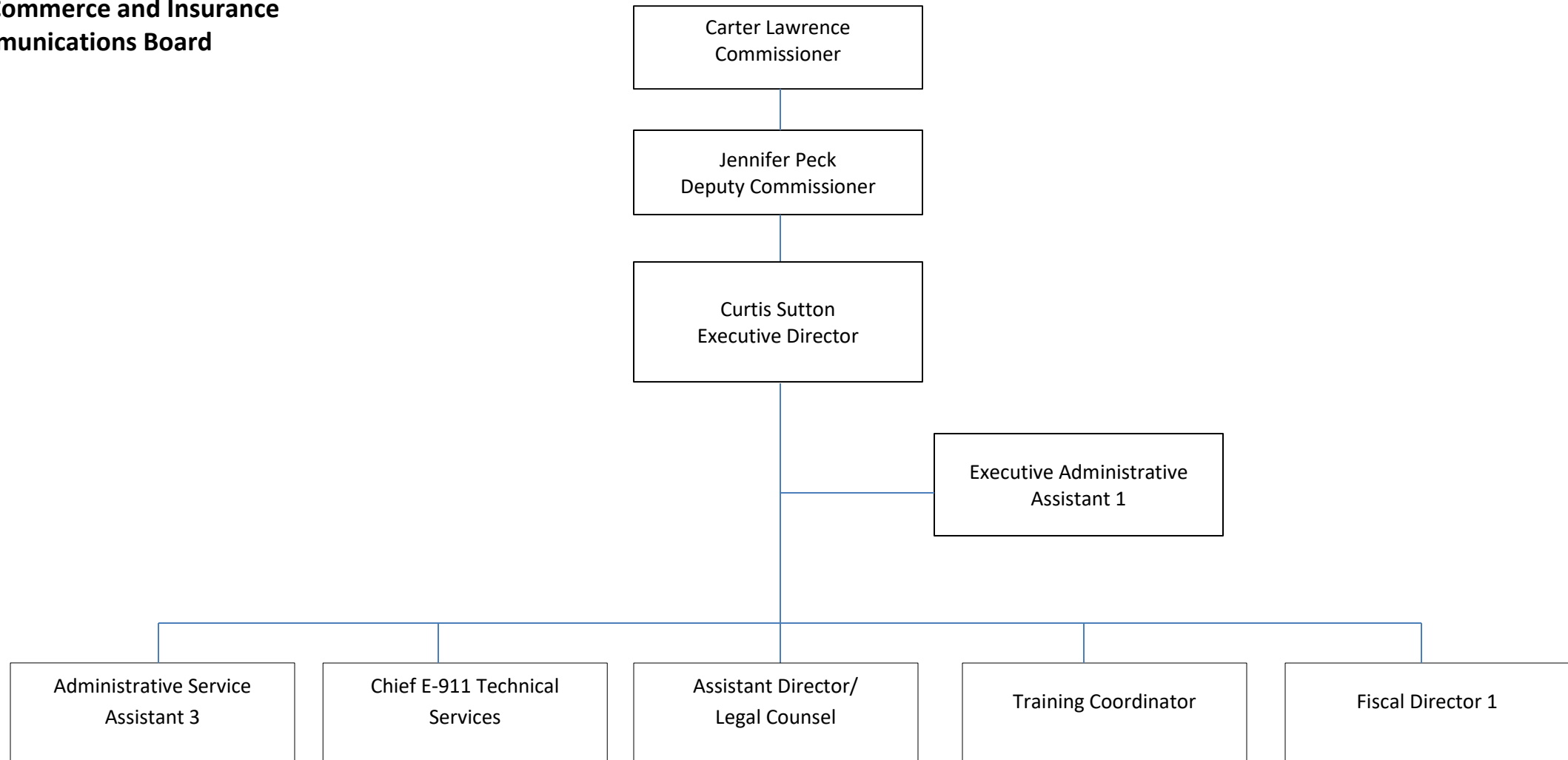
**Department of Commerce and Insurance
 Division of Fire Prevention
 Tennessee Fire Service and Codes Enforcement Academy
 2021**



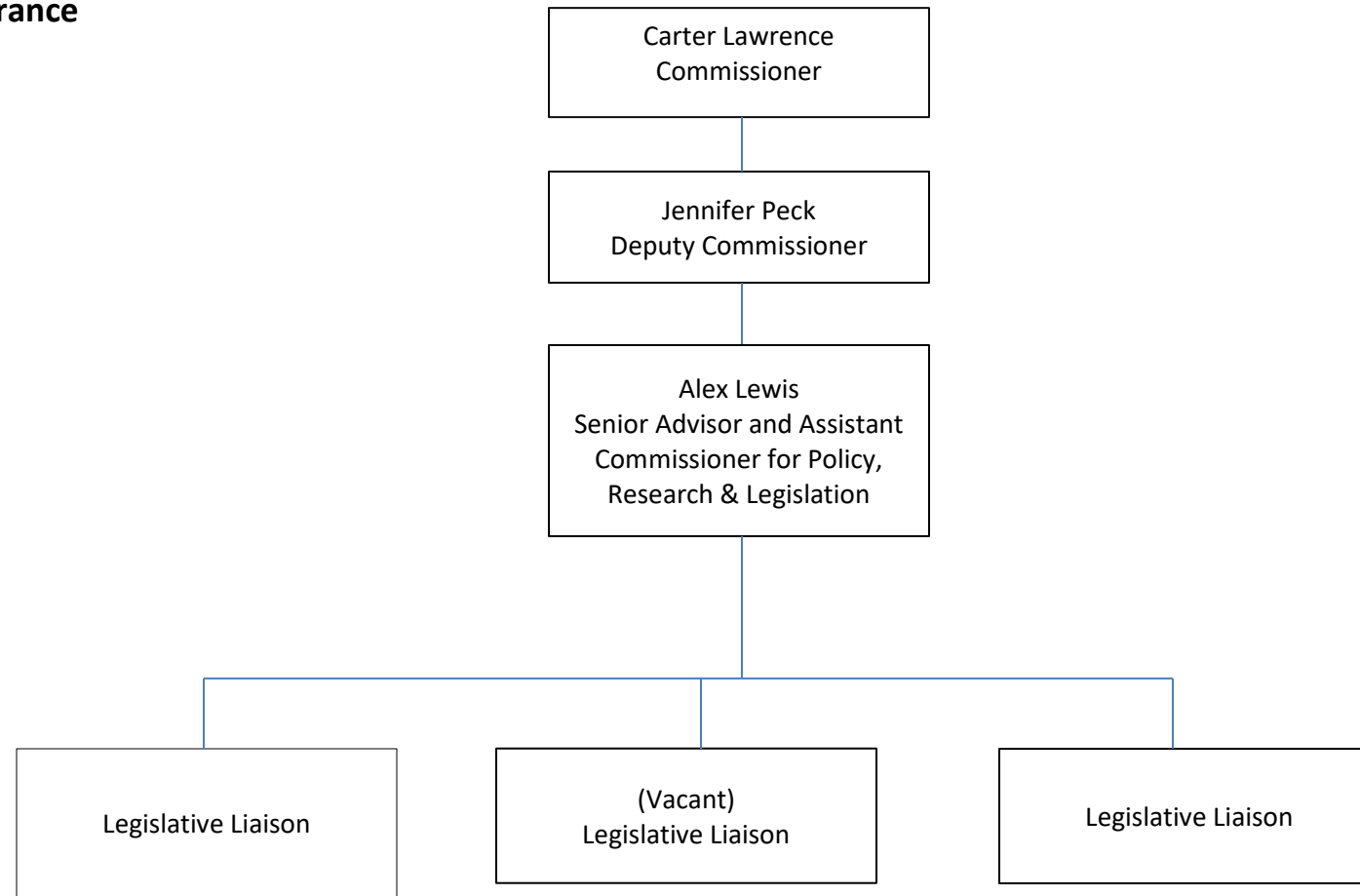
**Department of Commerce and Insurance
Tennessee Law Enforcement Training Academy
2021**



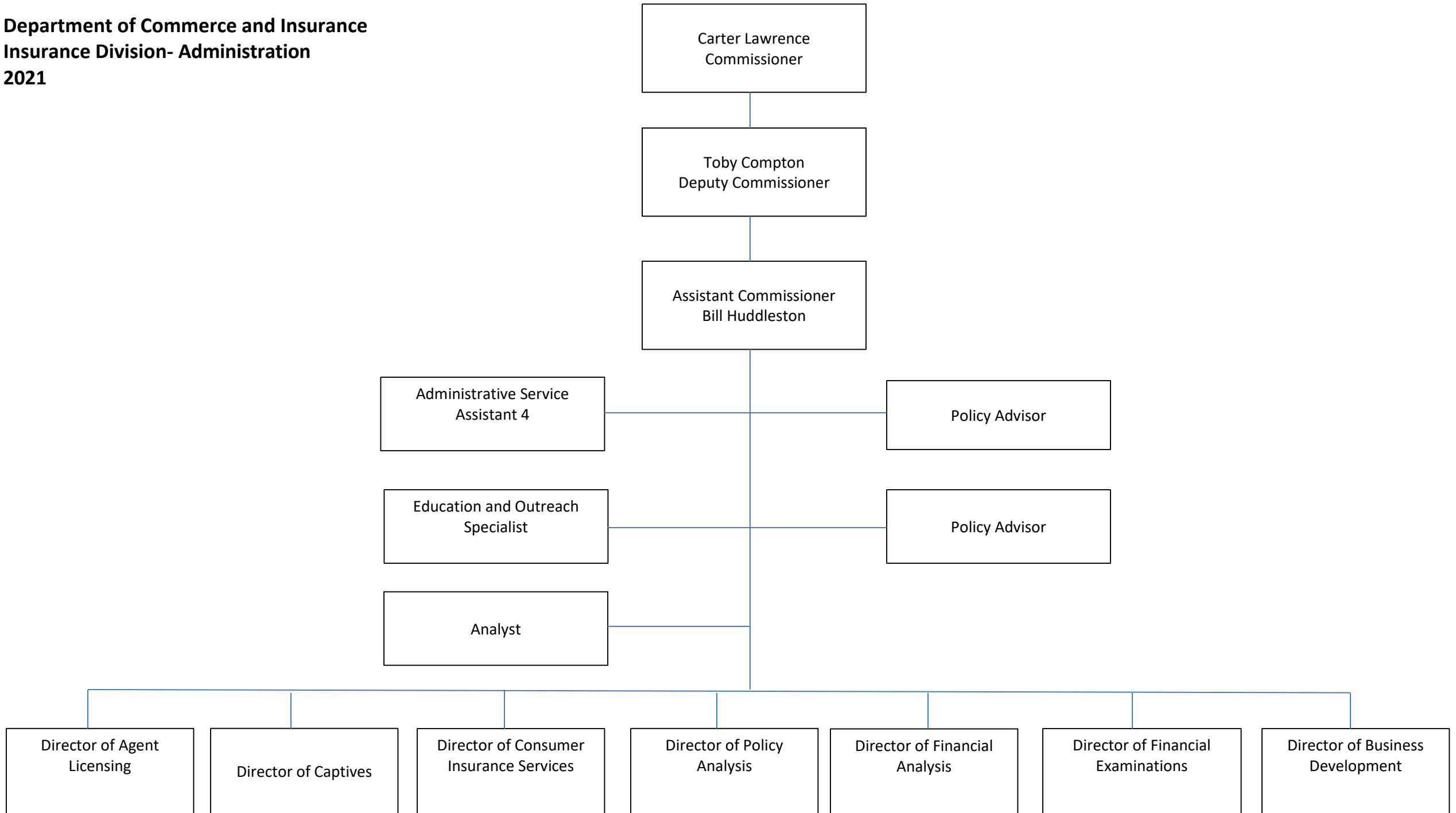
**Department of Commerce and Insurance
Emergency Communications Board
2021**



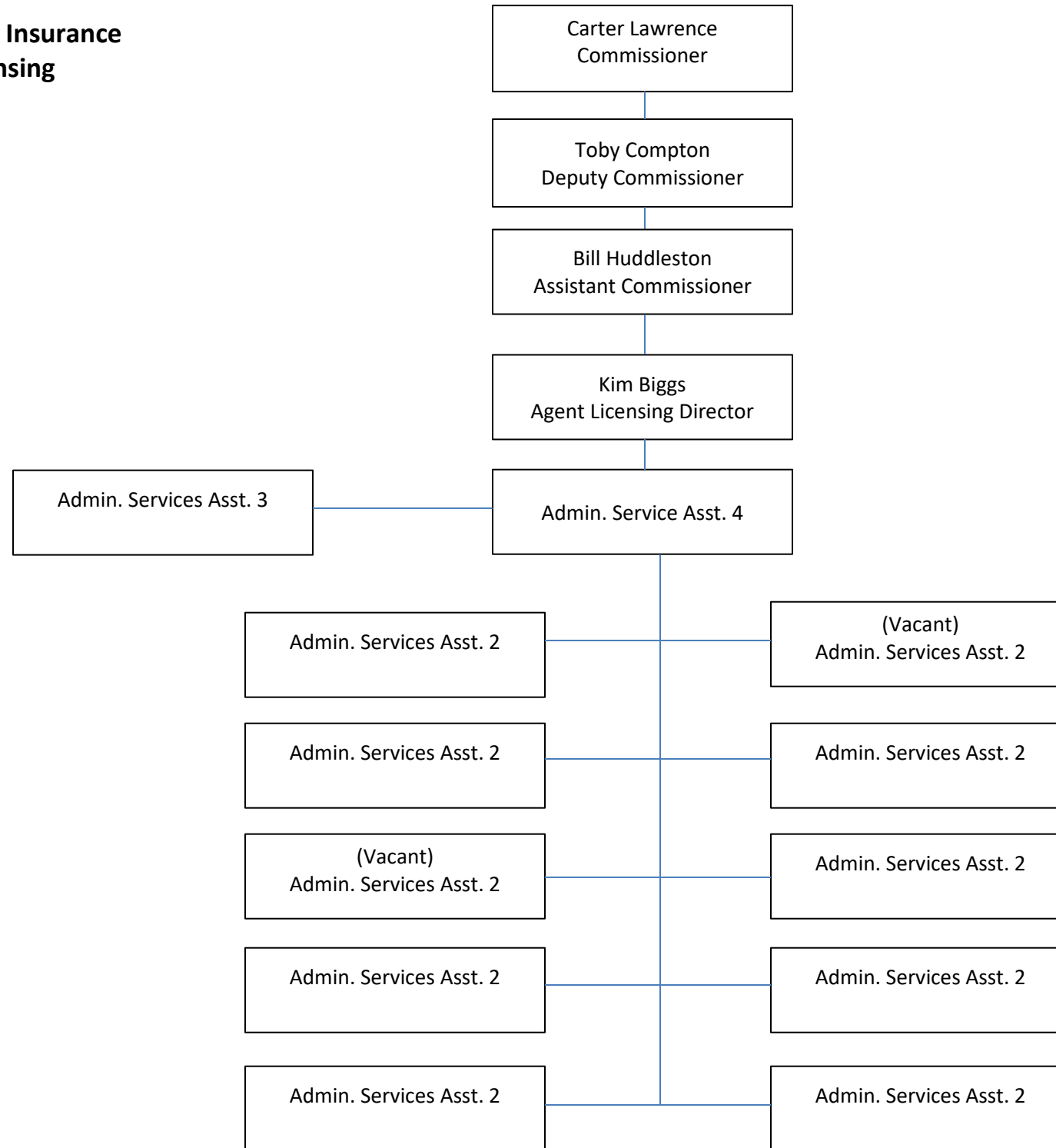
**Department of Commerce and Insurance
Legislative Team
2021**



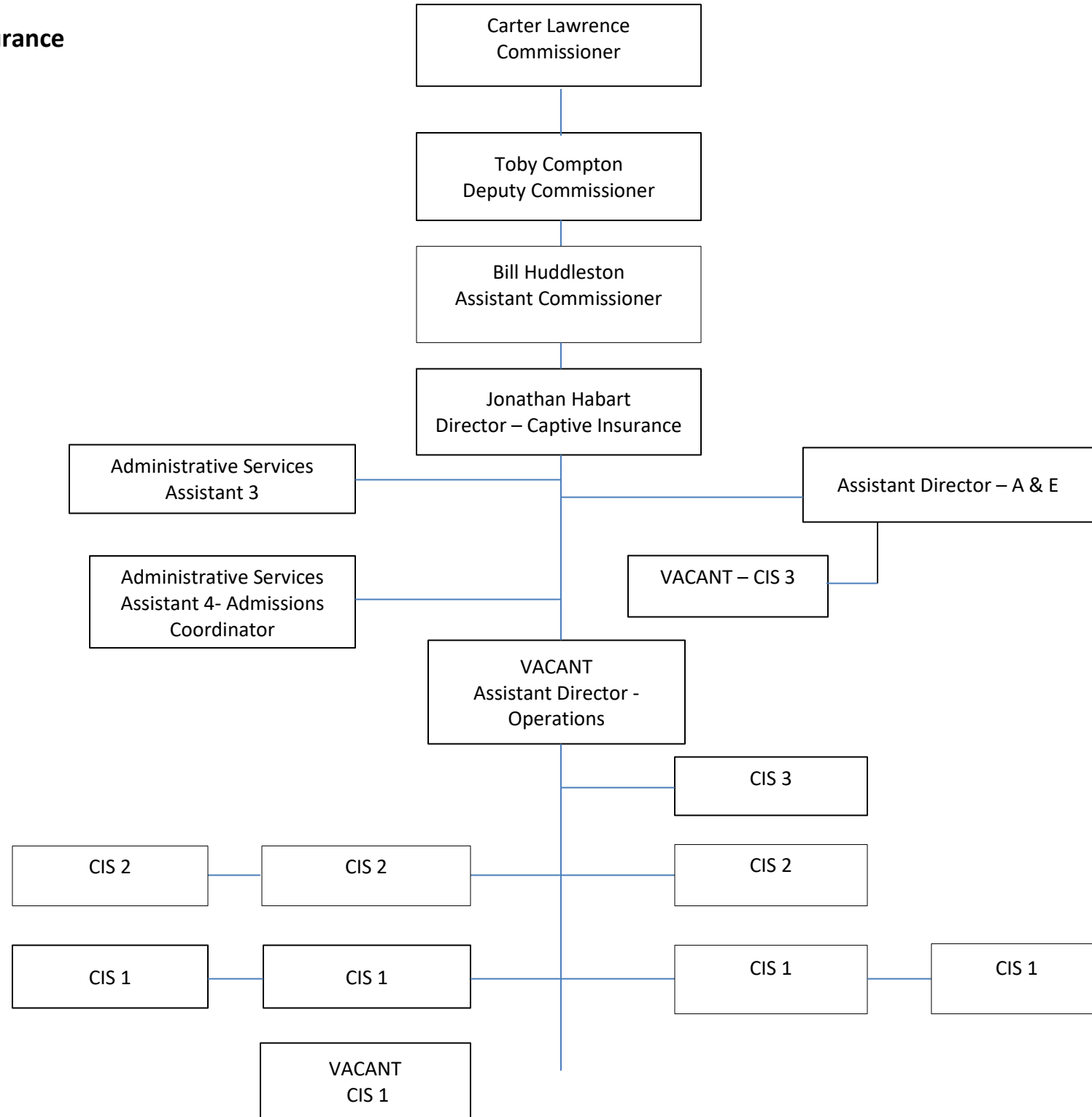
**Department of Commerce and Insurance
Insurance Division- Administration
2021**



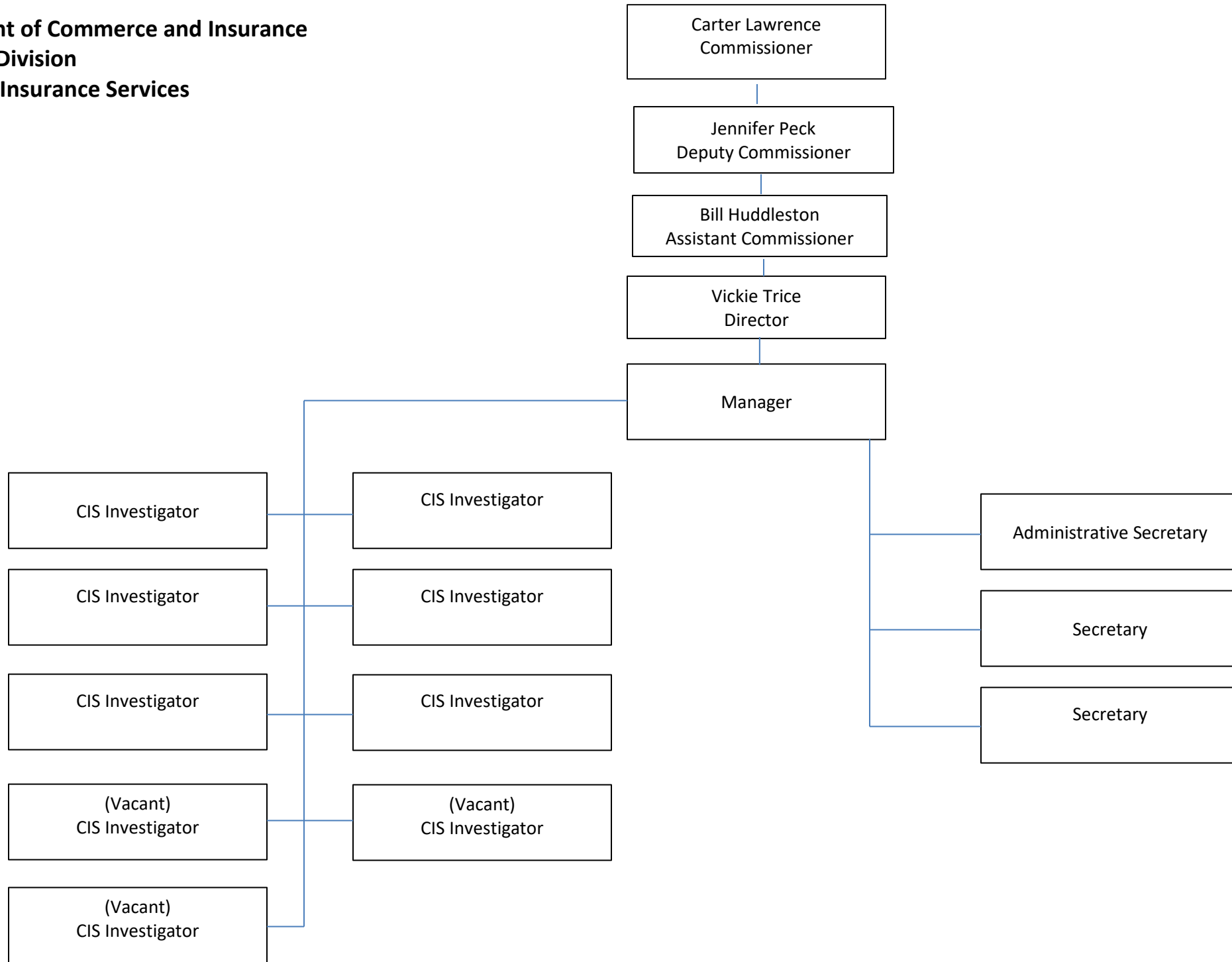
**Department of Commerce and Insurance
Insurance Division- Agent Licensing
2021**



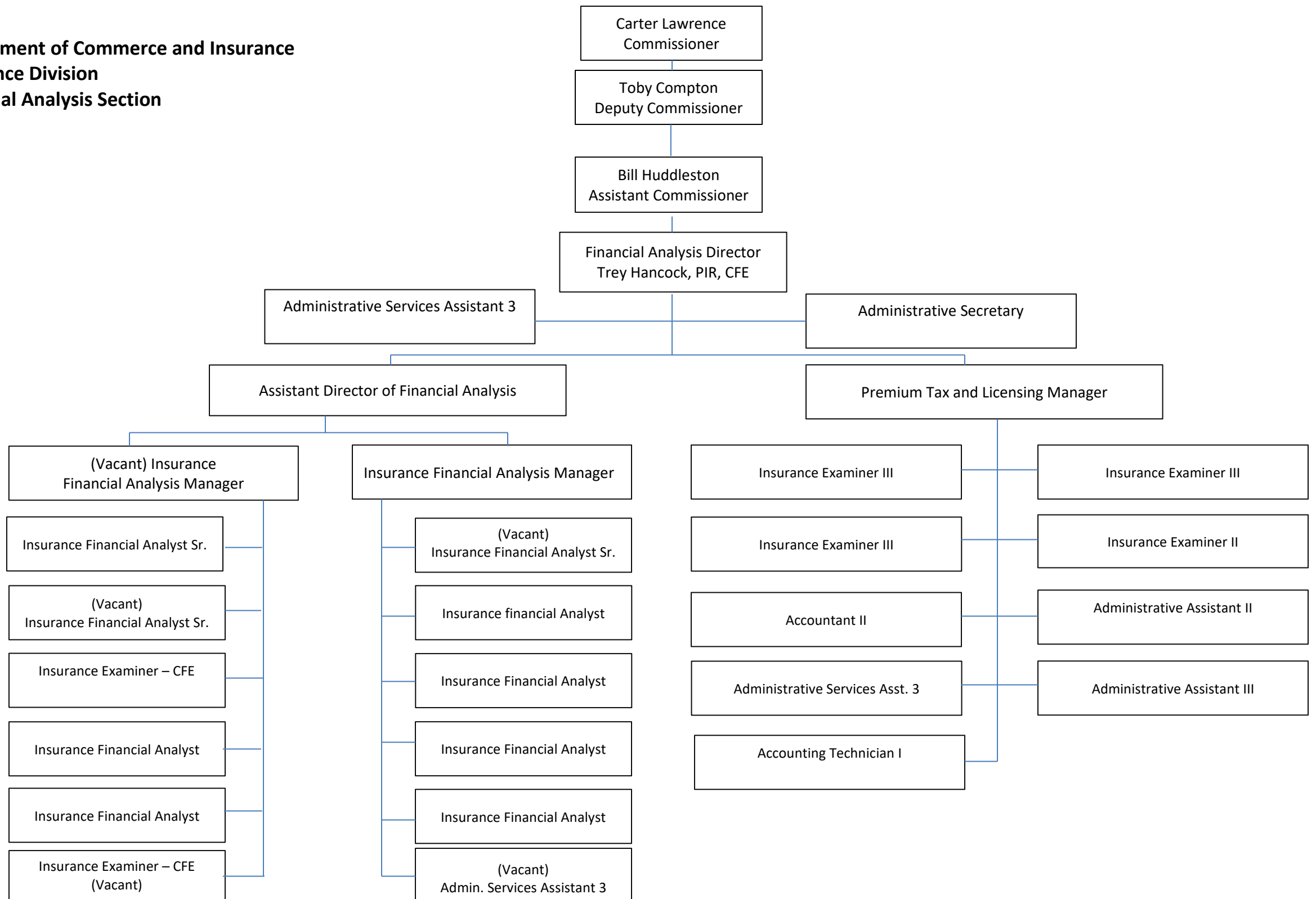
**Department of Commerce and Insurance
Insurance Division
Captive Insurance Section
2021**



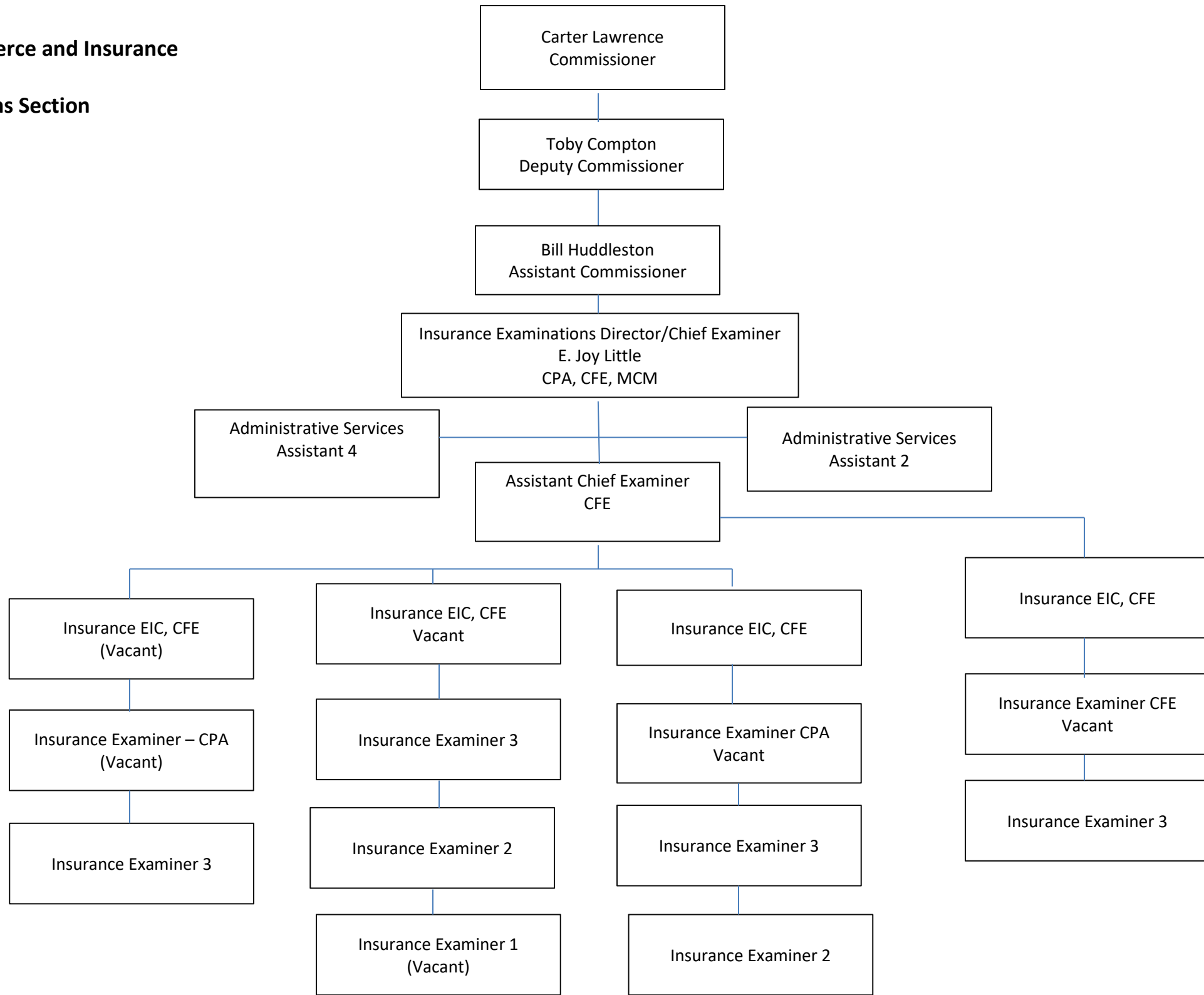
**Department of Commerce and Insurance
Insurance Division
Consumer Insurance Services
2021**



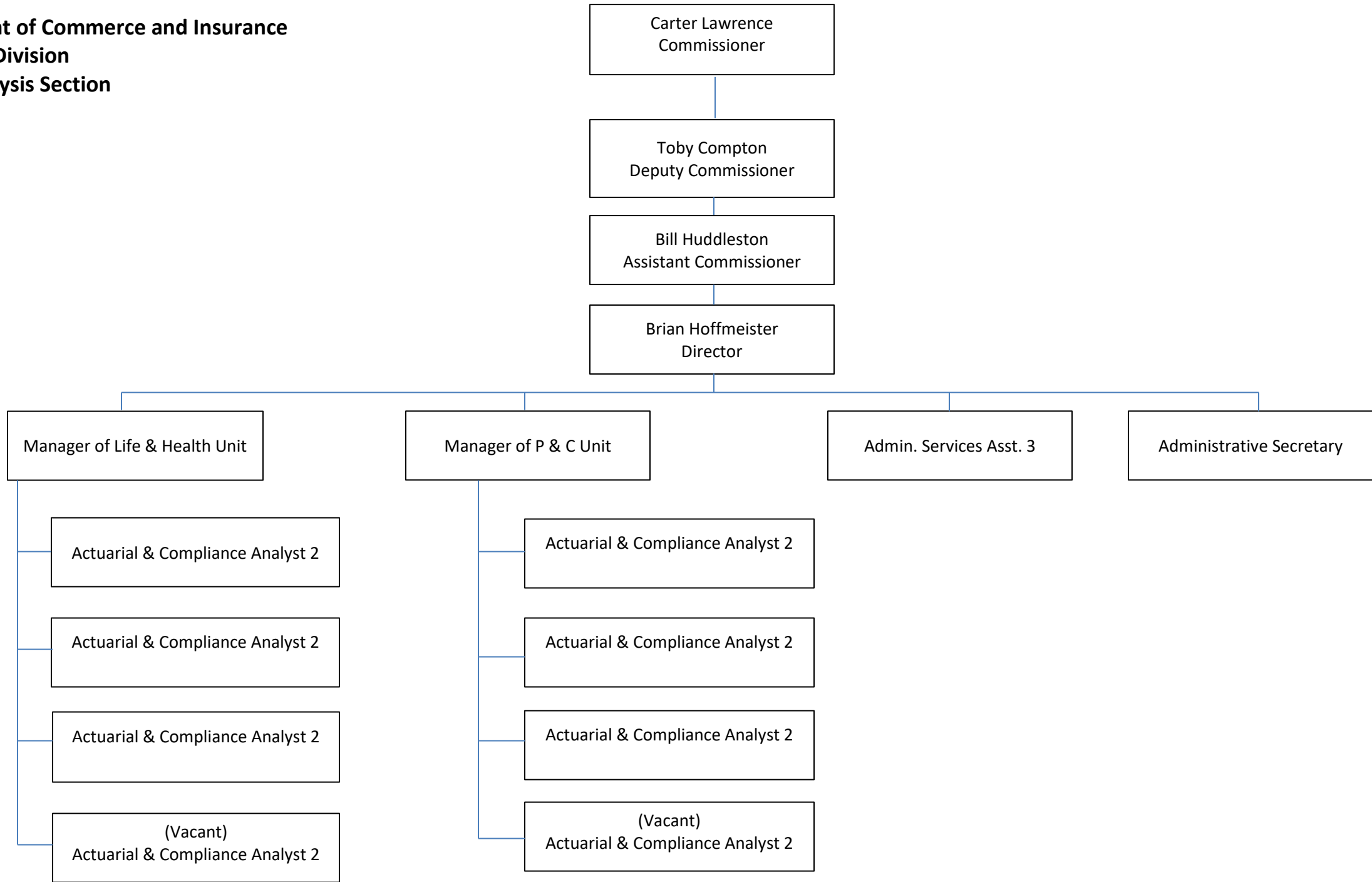
**Department of Commerce and Insurance
Insurance Division
Financial Analysis Section
2021**



**Department of Commerce and Insurance
Insurance Division
Insurance Examinations Section
2021**



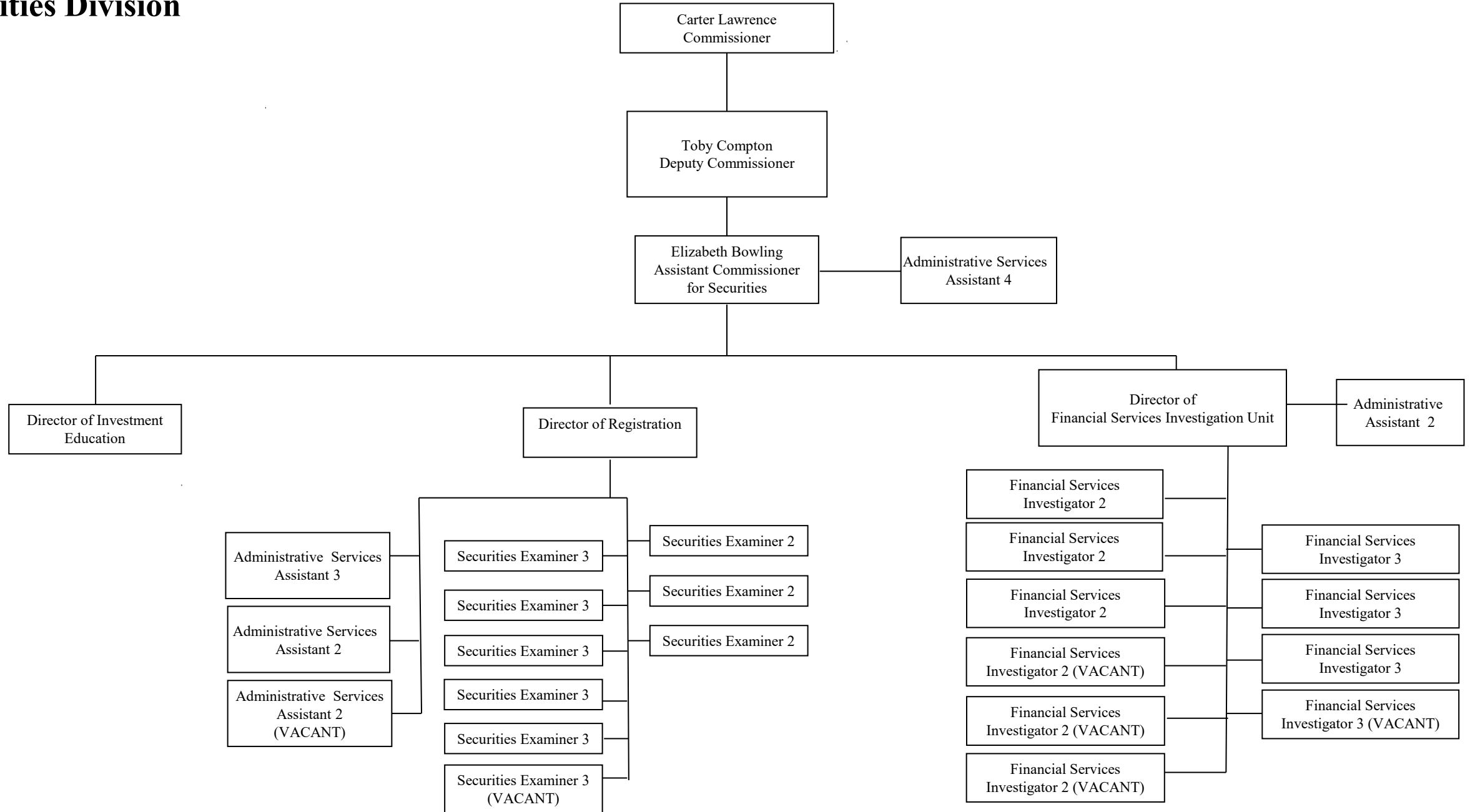
**Department of Commerce and Insurance
Insurance Division
Policy Analysis Section
2021**



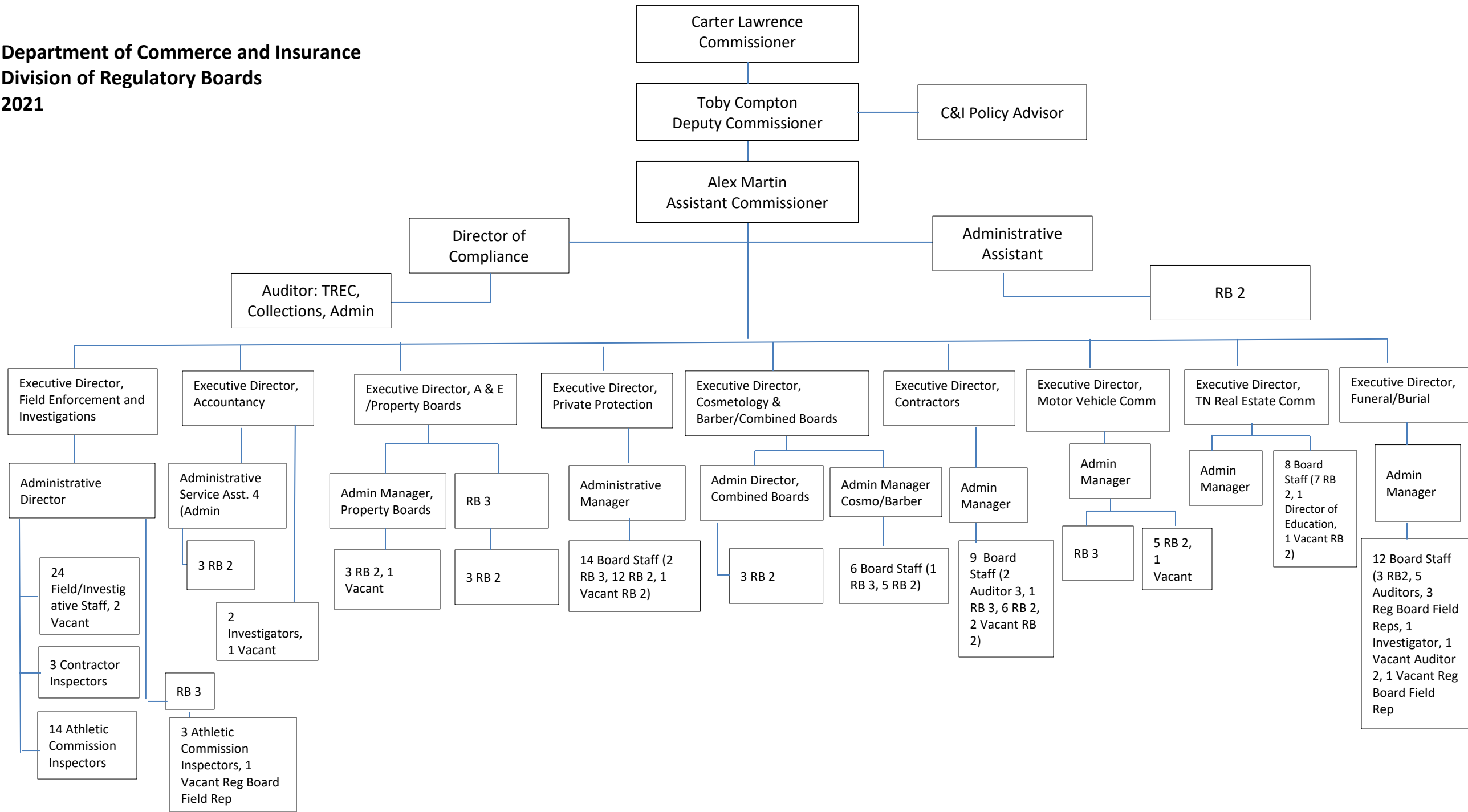
Department of Commerce and Insurance

Securities Division

2021

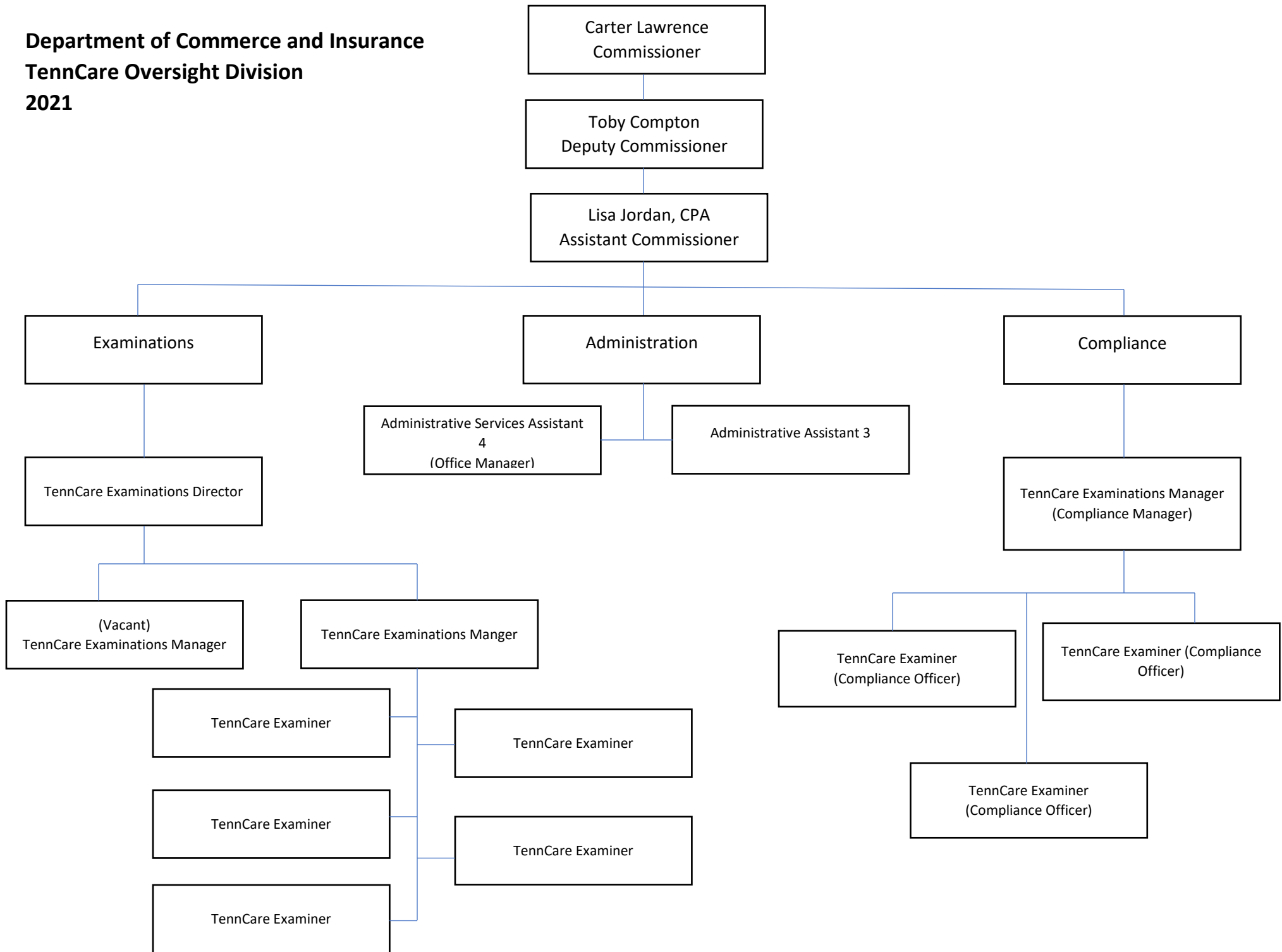


**Department of Commerce and Insurance
Division of Regulatory Boards
2021**



RB = Reg Board Admin Assistant

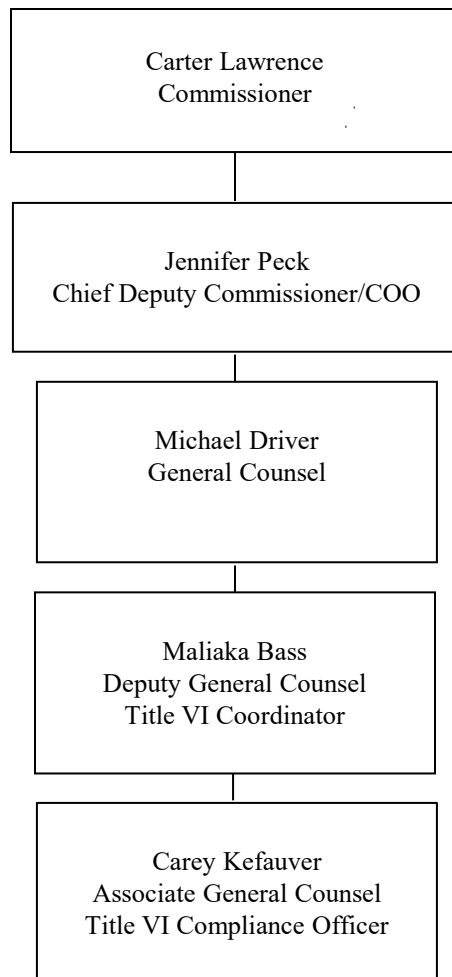
**Department of Commerce and Insurance
TennCare Oversight Division
2021**



Appendix A(2)

Department of Commerce and Insurance
Organizational Chart of Civil Rights
Coordination

ORGANIZATION CHART OF CIVIL RIGHTS COORDINATION



Appendix B

Federal Financial Assistance for FY2021 and
FY2022

Schedule of Federal Financial Assistance

FY 2021

FEDERAL GRANTS

GRANTS FY 2021

	Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	InterDept/ Federal	Total Grant Award/Contract Amount	Carried forward from 2020	Actual Federal Spend in current year	Opportunities for Grants, Contracts or RFPs	Contractors	How Funds Were Spent
	TennCare Oversight Division	Service Contract	F&A Bureau of TennCare	InterDept / 50%	\$2,451,700.00	\$0.00	\$1,021,133.88			Regulation of TennCare MCO's
	TLETA	Office of Criminal Justice Programs / 2016-WF-AX-0023	TN Dept. F&A/STOP / DCISTOPTL2	InterDept / 75%	\$629,470.00	\$389,288.00	\$34,814.54			Train Basic Police Cadets so as to improve the response to violence against women.
	Fire Prevention /MFG Housing	Office of Manufactured Housing / COOP Agreement DU100K900016709	US Dept. of Housing and Urban Development	Federal / 100%	\$271,304.00	\$0.00	\$431,999.30			Inspection/enforcement of federal regulations and standards for manufactured housing.
	Fire Prevention	Fire Prevention and Safety/EMW2018FP00306	U.S. Dept. of Homeland Security (FEMA)	Federal 95%	\$350,000.00	\$69,964.70	\$58,388.96			Purchase of Smoke Alarms
	Insurance	The State Flexibility to Stabilize the Market/PRPPR180113-01-00	US Dept. of Health and Human Services	Federal / 100%	\$283,060.64	\$138,335.86	\$4,998.00			To support states in providing added flexibility to strengthen the private health insurance market.
	Consumer Affairs / Field Investigations	Consumer Product Safety Commission / 61320620S0004	US Consumer Product Safety Commission	Federal / 100%	\$3,500.00	\$0.00	\$2,625.00			Conduct product recall effectiveness checks.
	Fire Prevention	Assistance to FireFighters/EMW2018FZ00087	U.S. Dept. of Homeland Security (FEMA)	Federal 87%	\$199,152.00	\$142,409.75	\$123,832.42			To purchase a brush truck, simulator and hand tools.
	Emergency Communication Board	NHTSA-NTIA-911-Grant program / 69N3761930000911TN0	National Highway Traffic Safety Administration (NHTSA)	Federal 60%	\$5,055,465.00	\$1,900,000.00	\$1,559,237.90			Statewide ESInet and NGCS Transition
	TFACA	FY 2020 State Fire Training Systems Grant Program (NFA State Training Grant)	U.S. Dept. of Homeland Security (FEMA)	Federal 100%	\$20,000.00	\$0.00	\$4,977.34			Training to FireFighters across the State
	Fire Prevention	Fire Prevention and Safety/EMW2019FP00093	U.S. Dept. of Homeland Security (FEMA)	Federal 95%	\$263,750.00	\$0.00	\$210,651.44			Purchase of Smoke Alarms
	TLETA	Office of Criminal Justice Programs / 2020-VD-BX-0393	TN Dept. F&A/CESF-JAG	InterDept / 100%	\$597,000.00	\$0.00	\$0.00			Training tuition assistance / equipment improvements
	All TDCI Divisions	Coronavirus Relief Fund / CARES Act	TN Dept. F&A/US Treasury	InterDept / 100%	\$530,849.22	\$0.00	\$530,849.22			Unbudgeted operating expenditures in response to COVID
	TOTAL				\$10,655,250.86	\$2,639,998.31	\$3,983,508.00			

GRANTS CLOSED IN FY 2021

#	Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	InterDept/ Federal	Grant Award/ Contract Amount	Carried over	Federal Funding	Opportunities for Grants, Contracts or RFPs	Contractors	How Funds Were Spent
	Fire Prevention	Fire Prevention and Safety/EMW2016FP00447	U.S. Dept. of Homeland Security (FEMA)	Federal 95%	\$280,000.00	\$0.00	\$266,667.00			Purchase of Smoke Alarms
	Fire Prevention	Fire Prevention and Safety/EMW2017FP00298	U.S. Dept. of Homeland Security (FEMA)	Federal 95%	\$350,000.00	\$0.00	\$333,334.00			Purchase of Smoke Alarms
	Fire Prevention	Assistance to FireFighters/EMW2018FZ00172	U.S. Dept. of Homeland Security (FEMA)	Federal 87%	\$220,000.00	\$0.00	\$190,329.57			Purchase of Fire Pump Simulator
	TOTAL				\$850,000.00	\$0.00	\$790,330.57			

GRANTS FY 2022

#	Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	InterDept/ Federal	Total Grant Award/Contract Amount	Carried forward from 2021	Federal Spend est.	Opportunities for Grants, Contracts or RFPs	Contractors	How Funds Were Spent
	TennCare Oversight Division	Service Contract	F&A Bureau of TennCare	InterDept / 50%	\$2,681,200.00	\$0.00	\$1,340,600.00			Regulation of TennCare MCO's
	TLETA	Office of Criminal Justice Programs / 2016-WF-AX-0023	TN Dept. F&A/STOP / DCISTOPTL2	InterDept / 75%	\$629,470.00	\$261,700.00	\$95,991.00			Train Basic Police Cadets so as to improve the response to violence against women.
	Fire Prevention /MFG Housing	Office of Manufactured Housing / COOP Agreement DU100K900016709	US Dept. of Housing and Urban Development	Federal / 100%	\$271,304.00	\$0.00	\$271,304.00			Inspection/enforcement of federal regulations and standards for manufactured housing.
	Fire Prevention	Fire Prevention and Safety/EMW2018FP00306	U.S. Dept. of Homeland Security (FEMA)	Federal 95%	\$350,000.00	\$8,656.40	\$8,244.19			Purchase of Smoke Alarms
	Insurance	The State Flexibility to Stabilize the Market/PRPR180113-01-00	US Dept. of Health and Human Services	Federal / 100%	\$283,060.64	\$133,337.86	\$97,162.00			To support states in providing added flexibility to strengthen the private health insurance market.
	Consumer Affairs / Field Investigations	Consumer Product Safety Commission / 61320621S0027	US Consumer Product Safety Commission	Federal / 100%	\$3,500.00	\$0.00	\$3,500.00			Conduct product recall effectiveness checks.
	Emergency Communication Board	NHTSA-NTIA-911-Grant program / 69N3761930000911TN0	National Highway Traffic Safety Administration (NHTSA)	Federal 60%	\$5,055,465.00	\$2,456,735.18	\$1,474,041.11			Statewide ESInet and NGCS Transition
	TFACA	FY 2020 State Fire Training Systems Grant Program (NFA State Training Grant)	U.S. Dept. of Homeland Security (FEMA)	Federal 100%	\$20,000.00	\$15,022.66	\$15,022.66			Training to FireFighters across the State
	Fire Prevention	Fire Prevention and Safety/EMW2019FP00093	U.S. Dept. of Homeland Security (FEMA)	Federal 95%	\$263,750.00	\$42,566.00	\$40,539.05			Purchase of Smoke Alarms
	TLETA	Office of Criminal Justice Programs / 2020-VD-BX-0393	TN Dept. F&A/CESF-JAG	InterDept / 100%	\$597,000.00	\$597,000.00	\$597,000.00			Training tuition assistance / equipment improvements
	TOTAL				\$10,154,749.64	\$3,515,018.10	\$3,943,404.01			

GRANTS CLOSED IN FY 2022

#	Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	InterDept/ Federal	Grant Award/ Contract Amount	Carried over	Federal Funding	Opportunities for Grants, Contracts or RFPs	Contractors	How Funds Were Spent
	TOTAL				\$0.00	\$0.00				

PENDING GRANT APPLICATIONS 2021

Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	Total Grant Award/Contract Amount	Purpose of the Funds
Fire Prevention-TFACA	NFA State Training Grant EMW-2021-GR-APP-00172	U.S. Dept. of Homeland Security (FEMA)	\$20,000.00	Training FireFighters across the state
Fire Prevention	Fire Education and Outreach EMW-2020-FP-00300	U.S. Dept. of Homeland Security (FEMA)	\$146,285.71	The purchase of 25,000 smoke alarms
Fire Prevention- TFACA	American Rescue Plan- Volunteer Firefighter Training	U.S. Dept. of Treasury	\$72,400	Training and textbooks to the fire service across the state
Fire Prevention- TFACA	American Rescue Plan- Aerial Apparatus Replacement	U.S. Dept. of Treasury	1,600,000	Replacement of a 100-foot aerial truck used for training

Appendix C

Federal Financial Assistance Property List
FY2021-22

**Federal Financial Assistance Property List
FY 2020-2021**

Name	Serial Number	Location-TLETA Campus Nashville, TN	Total	Description
Ballistic Goggles 10-28-13	N/A	Range House	46	goggles
Freezer 1-13-14		Kitchen	1	freezer
M14	1483603	ARMORY	1	firearm
M14	1058045	ARMORY	1	firearm
M14	682465	ARMORY	1	firearm
COLT	1893559	ARMORY	1	firearm
COLT	1588629	ARMORY	1	firearm
COLT	881102	ARMORY	1	firearm
REMINGTON	1739615	ARMORY	1	firearm
COLT	2185381	ARMORY	1	firearm
COLT	2009257	ARMORY	1	firearm
ITHACA	1568704	ARMORY	1	firearm
ITHACA	1451241	ARMORY	1	firearm
COLT	1070844	ARMORY	1	firearm
ITHACA	1550722	ARMORY	1	firearm
REMINGTON	901296	ARMORY	1	firearm
Tool Box		Garage	1	tool box
Tool Box		Upstairs Misc Room Sauna	1	toolbox
Ballistic Goggles Issued to Staff		Grisham, Robinson, Fitzhugh, Wrather	4	goggles
Dressers		Male Dorm	33	dressers
Desks		Male Dorm	60	desks
Shed		Range	1	shed
Containers		Range	2	containers
AC Unit		Range House	1	ac unit
Bullet Proof Building		Parking Lot	1	proof
Tool chest with tools		Range/Track	4	chest
Copiers		Range House/Classroom A	3	copiers
Printers		Storage (1 is broken)	3	printer
Printer Lexmark E360DN 2ytp3532390229	72M21ZY	Ben Wrather	1	printer
Printer Lexmark E360DN 2ytp3532400586	72MBDY2	Kelly Morgan	1	printer
Printer HP Laser Jet 600	JPBCD7C0MK	Trey Clanton	1	printer

**Federal Financial Assistance Property List
FY 2020-2021**

Name	Serial Number	Location-TLETA Campus Nashville, TN	Total	Description
Printer HP Laser Jet 600	JPBCD7C0ML	Dwight Williams	1	printer
Printer HP Laser Jet 600	JPCCF9F16Y	Don Nicholson	1	printer
Printer HP Laser Jet 600	JPBCD7C0MN	Travis Robinson	1	printer
Printer HP Laser Jet 600	JPBCD7C0MQ	Dexter Mines	1	printer
Printer HP Laser Jet 600	JPBCD7C0MC	Brian Grisham	1	printer
Printer HP Laser Jet 600	JPCCF9S1H1	Dexter Mines	1	printer
Printer HP Laser Jet 600	JPBCD7C0NM	Ben Wrather	1	printer
Printer HP Laser Jet P4014dn	JPDF049596	Keith Dunn	1	printer
M16		ARMORY	10	firearm
Winchester Shotgun		ARMORY	3	firearm

Appendix D

Statements of Assurances

ORDER FOR SUPPLIES OR SERVICES

PAGE OF PAGES

1

2

IMPORTANT: Mark all packages and papers with contract and/or order numbers.

1. DATE OF ORDER 02/26/2020	2. CONTRACT NO. (If any)	6. SHIP TO:		
		a. NAME OF CONSIGNEE CPS-CFI		
3. ORDER NO. 61320620S0004	4. REQUISITION/REFERENCE NO. CPS-21341-20-0008			
5. ISSUING OFFICE (Address correspondence to) CONSUMER PRODUCT SAFETY COMMISSION DIVISION OF FIELD INVESTIGATIONS 4330 EAST WEST HWY ROOM 710 BETHESDA MD 20814		b. STREET ADDRESS CONSUMER PRODUCT SAFETY COMMISSION DIVISION OF FIELD INVESTIGATIONS 4330 EAST WEST HIGHWAY ROOM 710		
		c. CITY BETHESDA	d. STATE MD	e. ZIP CODE 20814
7. TO: Richard Hatfield		f. SHIP VIA		
a. NAME OF CONTRACTOR COMMERCE AND INSURANCE TENNESSEE DEPARTMENT OF		8. TYPE OF ORDER <input checked="" type="checkbox"/> a. PURCHASE REFERENCE YOUR: Please furnish the following on the terms and conditions specified on both sides of this order and on the attached sheet, if anv. including delivery as indicated. <input type="checkbox"/> b. DELIVERY Except for billing instructions on the reverse, this delivery order is subject to instructions contained on this side only of this form and is issued subject to the terms and conditions of the above-numbered contract.		
b. COMPANY NAME				
c. STREET ADDRESS 500 JAMES ROBERTSON PKWY 11TH FL				
d. CITY NASHVILLE	e. STATE TN	f. ZIP CODE 37243-1204		
9. ACCOUNTING AND APPROPRIATION DATA See Schedule		10. REQUISITIONING OFFICE CONSUMER PRODUCT SAFETY COMMISSION		
11. BUSINESS CLASSIFICATION (Check appropriate box(es)) <input type="checkbox"/> a. SMALL <input type="checkbox"/> b. OTHER THAN SMALL <input type="checkbox"/> c. DISADVANTAGED <input type="checkbox"/> d. WOMEN-OWNED <input type="checkbox"/> e. HUBZone <input type="checkbox"/> f. SERVICE-DISABLED VETERAN-OWNED <input type="checkbox"/> g. WOMEN-OWNED SMALL BUSINESS (WOSB) ELIGIBLE UNDER THE WOSB PROGRAM <input type="checkbox"/> h. EDWOSB				12. F.O.B. POINT
13. PLACE OF		14. GOVERNMENT B/L NO.	15. DELIVER TO F.O.B. POINT ON OR BEFORE (Date) 09/30/2020	16. DISCOUNT TERMS
a. INSPECTION Destination	b. ACCEPTANCE Destination			

17. SCHEDULE (See reverse for Rejections)

ITEM NO. (a)	SUPPLIES OR SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
	Invoice Approver/COR: KING, DONNA Inv Approver/COR Backup1: WALKER, JODY Accounting Info: CPS0100DA2020XX-2020-61000001-252004-CPS0213 410000-XXXXXXXXXX-XXXXXXXXXXXX-XXXXXX-CPS34 3010-XXXX-XXXXXXXXXXXX-XXXXXXXXXXXX-XXXXXXXXXX Continued ...					

SEE BILLING INSTRUCTIONS ON REVERSE	18. SHIPPING POINT	19. GROSS SHIPPING WEIGHT	20. INVOICE NO.		17(h) TOTAL (Cont. pages) ▲
	21. MAIL INVOICE TO:				
	a. NAME ARC/ASD/APB				\$3,500.00
	b. STREET ADDRESS (or P.O. Box) ARC/ASD/APB, AVERY 3G PO BOX 1328 ACCOUNTSPAYABLE@FISCAL.TREASURY.GOV				\$3,500.00
c. CITY PARKERSBURG	d. STATE WV	e. ZIP CODE 26106-1328		17(i) GRAND TOTAL ▲	
22. UNITED STATES OF AMERICA BY (Signature)			23. NAME (Typed) BEVERLY J. KOHEN TITLE: CONTRACTING/ORDERING OFFICER		

ORDER FOR SUPPLIES OR SERVICES
SCHEDULE - CONTINUATION

IMPORTANT: Mark all packages and papers with contract and/or order numbers.

DATE OF ORDER 02/26/2020	CONTRACT NO.	ORDER NO. 61320620S0004
-----------------------------	--------------	----------------------------

ITEM NO. (a)	SUPPLIES/SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
0001	<p>X-XXXXXXXXXX</p> <p>DUNS: 14897641</p> <p>Recall Effectiveness Checks.</p> <p>Services to be performed in accordance with attached Statement of Work.</p> <p>Contracting Officer Representative (COR) Donna King, Field Investigations Phone: (240) 478-7305 Email: DKing@cpsec.gov</p> <p>The total amount of award: \$3,500.00. The obligation for this award is shown in box 17(i).</p>	20	EA	175.00	3,500.00	

TOTAL CARRIED FORWARD TO 1ST PAGE (ITEM 17(H))

\$3,500.00

CPSC Contracting Officer's Representative (COR) Designation Letter

COR Name: ___Donna King_____

CPSC Contract No.: ___61320620S0004__TN DEPT OF Commerce & Insurance

A. DESIGNATION OF COR

As a Contracting Officer (CO), I am responsible for ensuring and safeguarding the interests of the United States in its contractual relationships pursuant to the Federal Acquisition Regulation (FAR, 48 CFR Chapter 1) and agency policies. To assist in fulfilling these responsibilities, I hereby designate you as the Contracting Officer's Representative (COR) for this contract. You are in a unique position to monitor how well the contractor is progressing towards achieving the contract's purpose and will be responsible for being the technical liaison between the contractor and the Contracting Officer, which is critical to ensuring good contract performance.

As COR, your first responsibility is to read the entire contract and thoroughly acquaint yourself with the requirements it places on the contractor, the CO, and the COR. You should also periodically review the contract to maintain your familiarity with its terms and conditions.

This letter confirms that you are a government employee and are certified as a COR in accordance with the current Office of Management Budget memorandum on the Federal Acquisition Certification for Contracting Officer's Representatives (FAC-COR) guidance. As the COR you shall maintain the appropriate certification level as described in CPSC Directive No. 1521.1. This designation is not redelegable. As the designated COR, you may be personally liable for unauthorized acts. This designation is valid throughout the contract period cited in the contract.

B. COR LIMITATIONS

As the COR, you have no authority to make any commitments or changes that affect price, quality, quantity, delivery or other terms and conditions of the contract nor in any way direct the contractor or its subcontractors to operate in conflict with the contract terms and conditions. Only a CO has the authority to take such actions. You may be held personally liable, and may be subject to disciplinary action, for unauthorized actions, particularly if the action is determined to be a violation of the

Anti-Deficiency Act. You may only take actions that are within the authority provided in this letter of designation.

C. COR DUTIES AND RESPONSIBILITIES

You are designated and authorized to perform specific technical and administrative functions under this contract. As CO, I hereby delegate to you the following duties and responsibilities that are otherwise my responsibility:

1. Develop the contract specifications and/or performance work statement in such a manner as to promote competitive procurement actions.
2. Coordinate with the program office to ensure that technical requirements are incorporated into the resulting contract specifications and/or performance work statement.
3. Identify measurable performance objectives.
4. Identify potential contractors.
5. Perform technical evaluations as required.
6. Arrange for any required government-furnished equipment or facilities.
7. Ensure that the contractor has any necessary clearances to access the facility and data required by the contract.
8. Monitor and document contractor technical performance to assure that the contract terms and conditions are fully met and within the scope of the contract.
9. Inform the Contracting Officer when a contractor has not met contract requirements and coordinate with the Contracting Officer on any required corrective action.
10. Assist the Contracting Officer in the resolution of technical problems encountered during performance.
11. Submit performance reports in accordance with the Contractor Performance Assessment Reporting System (CPARS) requirements and agency policy.
12. Ensure that any requested changes to the resulting contract are formally effected by a written modification issued by the Contracting Officer before the contractor proceeds with the changes.
13. Perform inspection, acceptance or rejection of all deliverables in accordance with the terms of the contract.
14. Review and approve or disapprove the contractor requests for payment (invoice) to ensure that the invoice accurately reflects the service completed or product received in accordance with the requirements of the contract.
15. Maintain a contract working file that includes this designation letter, a copy of the contract award, modifications, correspondence, records of inspection, performance meetings, invoices and other documents describing the COR's duties,

responsibilities and actions taken in accordance with this delegation of authority.
This file is subject to review by the Contracting Officer.

D. STANDARDS OF CONDUCT AND CONFLICTS OF INTEREST

As the COR you are responsible for protecting the U.S. Government's interests, while supporting its reputation for fair and equal dealings with all partners, including contractors. Therefore, if you have any direct or indirect financial interests that may place you in a position where there is a conflict between your private interests and the public interest of the United States, you must immediately inform your supervisor, the Contracting Officer and the Office of General Counsel.

E. CONTRACTING OFFICER SIGNATURE:

_____	2/26/2020
Contracting Officer	Date

F. CONTRACTING OFFICER'S REPRESENTATIVE ACKNOWLEDGMENT:

I hereby accept this appointment and acknowledge my Duties and Responsibilities as COR.

_____	_____
Contracting Officer's Representative	Date

STATEMENT OF WORK
U.S. Consumer Product Safety Commission (CPSC)
Recall Effectiveness Checks - State and Local Program

1. BACKGROUND

The Consumer Product Safety Improvement Act of 2008 (CPSIA), PL 110-314, amended Section 19 of the Consumer Product Safety Act (CPSA). It is a prohibited act to sell or offer for sale a product that has been subject to a corrective action. Specifically, Section 19(a)(2) of the CPSA, 15 U.S.C § 2068(a)(2), states:

(a) It shall be unlawful for any person to:

(2) sell, offer for sale, manufacture for sale, distribute in commerce, or import into the United States any consumer product, or other product or substance that is—

{Note: Subparagraph (A) omitted in §216(a) of P.L. 110-314}

(B) subject to voluntary corrective action taken by the manufacturer, in consultation with the Commission, of which action the Commission has notified the public or if the seller, distributor, or manufacturer knew or should have known of such voluntary corrective action;

(C) subject to an order issued under section 12 or 15 of this Act; or

(D) a banned hazardous substance within the meaning of section 2(q)(1) of the Federal Hazardous Substances Act (15 U.S.C. 1261(q)(1)).

Once a corrective action is announced, the recalling firm is responsible for removing from the market and/or correcting consumer products which are hazardous.

2. AUTHORITY

Section 29(a) of the CPSA, 15 U.S.C. § 2078(a), requires the Commission to establish a program to promote Federal-State cooperation for the purposes of carrying out this Act. Section 29(a) (1) provides that the Commission can accept from any State or local authorities engaged in activities relating to health, safety, or consumer protection “assistance in such functions as injury data collection, investigation, and educational programs, as well as other assistance in the administration and enforcement of the Act... and, if so agreed, may pay in advance or otherwise for the reasonable cost of such assistance...”

3. OBJECTIVE

The objective of this program is to conduct inspections of manufacturers, importers, distributors and retailers to determine compliance with a Commission-approved corrective action plan (“CAP”). In order to verify compliance, State and local officials shall conduct on site visits to determine if the requirements of the CAP have been met. The U.S. Consumer Product Safety Commission (CPSC or Commission) Compliance Officer will follow up with the firm as needed for the appropriate corrective action.

4. DEFINITIONS

a. Corrective Action Plan

(1) 16 C.F.R. Part 1115.20 specifies that the Commission may accept a non-binding, voluntary corrective action program from a manufacturer, importer, distributor or retailer of a consumer product which may present a possible substantial product hazard. The plan may call for the repair, replacement, or refund the purchase price of a product.

b. Repair. Repair is the alteration of a product, its packaging, its instructions, or its labeling to bring it into conformity with the requirements of the applicable rule, regulation, standard, or ban or to repair the defect in such product.

c. Replacement. Replacement is the substitution of a like or equivalent product which complies with an applicable rule, regulation, standard or ban, or which does not contain a defect.

d. Refund. Refund is the return of the purchase price of a hazardous or defective product.

5. STATEMENT OF WORK

Independently, and not as an agent of the Government, the contractor shall furnish the necessary personnel, materials, services, and facilities to perform the work set forth below, except as specified in Section 15, Government-Furnished Supplies/Equipment.

Work Statement

- a. The contractor shall conduct a total of 20 recall checks in accordance with the assignments issued.
- b. The assignments from the CPSC Contracting Officer Representative (COR) will be assigned electronically via the CPSC State Contractor Application.
- c. When a new recall check assignment is issued, the Contractor will receive an email notification advising that the assignment is available for viewing in the State Contractor Application. The assignment will contain the specifics for that recall check.

Recall Check Inspection

- a. The Contractor shall conduct investigations at all levels of the distribution chain of establishments dealing with consumer products which are subject to CPSC jurisdiction regardless of the statute under which the product(s) are regulated.
- b. While conducting the inspection, the contractor shall present the written Notice of Inspection, CPSC Form 296, to the owner, manager, or person in charge of the establishment to be inspected.
- c. Information that must be obtained from the firm inspected includes, but is not limited to the following:
 - (1) Was the recall notification received? When?
 - (2) What was the method of notification? Date?
Describe the recall notification (i.e., replacement, repair, recall, etc.).
 - (3) How much of the product was received; on hand at notification; returned from consignee, subconsignees, consumers; corrected; returned to the manufacturer or destroyed; and amount on hand at the time of inspection?
 - (4) Were instructions in the notification followed? If not, why not?
 - (5) Were point-of-purchase signs posted if called for in the Corrective Action Plan?
 - (6) Is sub-recall involved?
If so, obtain the names and addresses of two subconsignees/consumers.
 - (7) Has the firm received any safety-related consumer complaints or reports of injury associated with this product since the date of the recall?
 - (8) How was the product corrected or disposed of? Did the investigator witness or verify the correction or destruction? What is the Firm's reverse logistics system?
 - (9) Other information as specified in the assignment or relevant directive or as received from the Office of Compliance and Field Investigations.

6. **REPORTING & SUBMISSION**

Investigative Reports

The following items shall be delivered electronically via the CPSC State Contractor Application in accordance with the following schedule:

- (a) The contractor shall report information identified in “Section 5, Inspection” of the investigative reports on the Recall Effectiveness Check Form, CPSC Form 307, for each inspection as necessary.
- (b) The contractor shall submit the completed Recall Effectiveness Check Form, CPSC Form 307, through the CPSC State Contractor Application. Please review the “Quick Reference Guide for State Contractor - Recall Checks – State Application” for steps to submit your report.
- (c) The contractor shall submit a copy of the Notice of Inspection, CPSC Form 296, via the CPSC State Contractor Application.
- (d) The contractor shall submit the narrative and any additional exhibit material via the CPSC State Contractor Application.
- (e) Contact the COR if you have any question or require assistance submitting reports via the CPSC State Contractor Application.

Time of Delivery

The contractor shall submit the above items electronically within 5 business days of performing the inspection.

Final Report

The contractor shall email the Final report to the Contracting Officer Representative (COR). The report shall consist of a list of all locations visited during the contract period. The contractor shall include comments pertaining to strengths, weaknesses, and recommendations for improving the overall program. The final report is due 30 calendar days after completion of the final inspection and shall be delivered with the final invoice.

Invoices for payment are to be submitted in accordance with Section 10, Billing Instructions. However, for information purposes, the contractor may also provide a copy of the final invoice with the final report to the Contracting Officer Representative.

7. **TRAINING**

The CPSC (COR) will provide training to the contractor immediately following the effective date of this contract. The contractor’s personnel who will be conducting the inspections must participate in this training. Participation shall be at no cost to the contractor. The CPSC COR will coordinate the time and date of training with the contractor. Travel costs to each inspection site are included in this fixed price contract. The contractor shall not submit and shall not be reimbursed for additional cost for travel.

CPSC STATE CONTRACTOR APPLICATION:

The CPSC State Contractor Application is an electronic portal that allows State and local officials to electronically upload file deliverables required by the contract into the CPSC system.

The CPSC State Contractor Application is a U.S. Government system and is for authorized users only. By accessing and using this computer system, you are consenting to system monitoring including monitoring of key strokes.

All State and local officials accessing the CPSC State Contractor Application for transmitting electronic file(s) contract deliverables pursuant to the Statement of Work shall be Commissioned and issued credentials in accordance with CPSC Directive 0870.2. Commissioning is the legal delegation of authority to State and local officials to accomplish mutually agreed upon tasks to promote consumer product safety.

Each State or local official who is granted access to the system will need to have a unique password that they will create in accordance with the password guidelines provided by CPSC within the system.

The COR shall conduct the following activities:

- a) The COR shall provide training for the contractor on how to submit contract deliverables via the CPSC State Contractor Application.
- b) The COR shall provide and review the following government furnished equipment documents with the Contractor:
 - i. Quick Reference Guide for State Contractor - Initial log-on – State Contractor Application
 - ii. Quick Reference Guide for State Contractor - Inspections – State Contractor Application

8. PERIOD OF PERFORMANCE

The period of performance is from _February 27, 2020_ to _September 30, 2020__.

9. INSPECTION AND ACCEPTANCE

- a) **All Recall Effectiveness Check forms and Notice of Inspection will be reviewed by the CPSC COR within 5 business days after the date of receipt.**
- b) The COR's acceptance or rejection of reports submitted will be based on conformance with CPSC Procedures and the Statement of Work.
- c) The COR will transmit notice of approval or rejection to the contractor.

10. BILLING INSTRUCTIONS

Pursuant to the Prompt Payment Act (P.L. 97-177) and the Prompt Payment Act Amendments of 1988 (P.L. 100-496) all Federal agencies are required to pay their bills on time, pay interest penalties when payments are made late, and to take discounts only when payments are made within the discount period. To assure compliance with the Act, vouchers and/or invoices shall be submitted through the Invoice Processing Platform (IPP). At a minimum, each invoice document submitted through IPP shall include the documentation required in the contract.

ELECTRONIC INVOICING AND PAYMENT REQUIREMENTS

Invoice Processing Platform (IPP) is a secure web-based electronic invoicing and payment information service available to all Federal agencies and their supplier by the U.S. Treasury's Bureau of Fiscal Service. IPP allows Federal agencies and their suppliers to exchange electronic purchase orders, blanket POs, invoices, and payment information in one easy to access web portal. This service is free of charge to government agencies and their suppliers, including services and support.

(a) *Definitions.* As used in this clause-
(1) "Payment request" means a bill, voucher, invoice, or request for contract financing payment with associated supporting documentation. The payment request must comply with the requirements identified in FAR 32.905(b), "Payment documentation and process" and the applicable Payment clause included in this contract.

(b) The Contractor shall submit payment requests electronically using the Invoice Processing Platform (IPP). Information regarding IPP is available on the Internet at www.ipp.gov. Assistance with enrollment can be obtained by contacting the IPP Production Helpdesk via email ippgroup@stls.frb.org or phone (866)973-3131.

11. PAYMENT AND INVOICE QUESTIONS

For payment and invoice questions, contact the Accounts Payable Branch at (304) 480-8000 option 7 or via email at AccountsPayable@fiscal.treasury.gov.

Customer Service inquiries may be directed to Adriane Clark at AClark@cpsc.gov.

OVERPAYMENTS

Accounts Receivable Conversion of Check Payments to EFT: If the Contractor sends the Government a check to remedy duplicate contract financing or an overpayment by the government, it will be converted into an electronic funds transfer (EFT). This means the Government will copy the check and use the account information on it to electronically debit the Contractor's account for the amount of the check. The debit from the Contractor's account will usually occur within 24 hours and will be shown on the regular account statement.

The Contractor will not receive the original check back. The Government will destroy the Contractor's original check, but will keep a copy of it. If the EFT cannot be processed for technical reasons, the Contractor authorizes the Government to process the copy in place of the original check.

ALL OTHER INFORMATION RELATING TO THE CONTRACT

Contact: Jean Nunes at jnunes@cpsc.gov or Jody Walker at jwalker@cpsc.gov

12. COMMISSIONING AND CREDENTIALING OF STATE AND LOCAL OFFICIALS

All State and local officials performing recall checks pursuant to the Statement of Work shall be Commissioned and issued credentials in accordance with CPSC Directive 0870.2. All State and local officials accessing the CPSC State Contractor Application for transmitting electronic file(s) contract deliverables pursuant to the Statement of Work shall be Commissioned and issued credentials in accordance with CPSC Directive 0870.2. Commissioning is the legal delegation of authority to State and local officials to accomplish mutually agreed upon tasks to promote consumer product safety. Credentials are issued only to commissioned individuals who require them to perform official duties. Credentials are "For Official Use Only" and shall not be used as a means of personal identification or for personal purposes. After the contract is awarded, the CPSC Contracting Officer Representative (COR) will coordinate with the contractor to facilitate issuance of credentials to delegated State and local officials that will perform inspections under the Statement of Work.

13. RESTRICTIONS ON USE OF INFORMATION

- a. If the Contractor, in the performance of this contract, obtains access to information such as CPSC plans, reports, studies, data projected by the Privacy Act of 1974 (5 U.S.C. 552a), or personal identifying information which has not been released or otherwise made public, or otherwise made public, or other nonpublic information covered by Sections 6 of the Consumer Product Safety Act, 15 U.S.C. 2055, the Contractor agrees that without prior written approval of the Contracting Officer it shall not: (a) release or disclose such information, (b) discuss or use such information for any private purpose, (c) share this information with any other party, or (d) submit an unsolicited proposal based on such information. These restrictions will remain in place unless such information is made available to the public by the Government.
- b. In addition, the Contractor agrees that to the extent it collects data on behalf of CPSC, or is given access to, proprietary data, data protected by the Privacy Act of 1974, or other confidential or privileged technical, business, financial, or personal identifying information during performance of this contract, that it shall not disclose such data. The Contractor shall keep the information secure, protect such data to prevent loss or dissemination, and treat such information in accordance with any restrictions imposed on such information.

14. GOVERNMENT-FURNISHED SUPPLIES/EQUIPMENT

The Government will furnish to the contractor, solely for use in connection with the contract, the materials set forth below:

1. Notice of Inspection Form, CPSC Form 296
2. The Commissioning Book
3. Electronic version of Recall Effectiveness Check Form
4. Quick Reference Guide for State Contractor - Initial log-on – State Contractor Application
5. Quick Reference Guide for State Contractor - Inspections – State Contractor Application
6. Public Voucher for Purchase and Services other than Personnel, SF-1034 (as requested by contractor)
7. Electronic version of the Recall Handbook - <http://www.cpsc.gov/PageFiles/106141/8002.pdf>
8. Electronic version of the Regulated Products Handbook - <http://www.cpsc.gov/Global/Business-and-Manufacturing/Business-Education/RegulatedProductsHandbook.pdf>

15. INFORMATION TECHNOLOGY REQUIREMENTS

PURPOSE –STATEMENT OF REQUIREMENTS

The requirement for network access by State Contractors to the U.S. Consumer Product Safety Commission’s production network is for the specific purpose of electronically uploading file deliverables pursuant to a contract awarded by CPSC to the State. The extent of access is to allow State Contractors to electronically submit reports directly via the CPSC system. State Contractors provide CPSC with reports and data in accordance with the requirements set forth in the Statement of Work for each contract awarded.

SECURITY CONSIDERATIONS

Proper protection of sensitive agency information is essential to the interests of the US CPSC. These interests include maintaining public confidence, trade secret protection, and preservation of personal privacy. As indicated in this agreement, safeguards must be implemented to prevent unauthorized disclosure of sensitive agency information and Personally Identifiable Information (PII).

This agreement prohibits any unauthorized data transfer between State Contractors and CPSC or any extraction, copying, examination, or broadcasting of any CPSC data for which the State Contractor is not specifically permitted to access.

This agreement prohibits any extraction, copying, examination or broadcasting of any security-related information maintained by CPSC systems, to include (but not limited to), system passwords, user account information, network architecture, internal addresses, device configuration information, configuration files, protocols, ports, system names, or operating system information.

State Contractor employees must only access CPSC information systems with an external computer that is running anti-malware software with updated malware signatures/definitions.

APPLICATION/DATA ACCESS

State Contractors employees are prohibited from accessing any CPSC application or data that is not associated with the State Contractor system.

DATA SENSITIVITY

The CPSC data that is transmitted, stored, or processed by the State Contractor system must not contain PII, confidential, or other sensitive data that is owned and controlled by CPSC.

SECURE ENVIRONMENT

This agreement does not address physical access to CPSC systems.

INCIDENT REPORTING

If sensitive information is inappropriately disclosed, or is believed to have been inappropriately disclosed, the incident must be reported immediately to the CPSC Information Systems Security Officer (ISSO). CPSC will determine whether the disclosure, or suspected disclosure, is to be reported to third parties such as US-CERT, criminal justice organizations, and others as appropriate.

AUTHORITY

Noncompliance with CPSC security policies, standards, and procedures explained herein may result in the immediate termination of this agreement.

16. SECURITY AND PRIVACY

(a) Agency rules of conduct that the Contractor and the Contractor's employees shall be required to follow:

In performing its duties related to management, operation, and/or access of systems containing sensitive PII under this contract, the Contractor, its employees and subcontractors shall comply with all applicable security requirements and rules of conduct as specified by the following:

1. System access granted under this contract is only for work required to perform official duties specified in the contract. The performance of any unrelated and/or unauthorized activity is prohibited.
2. Access to Government information systems (where applicable) will only be for the period stated in the contract. Thereafter, all accounts, passwords, and access associated with the contract will be terminated.
3. Disclosure of any system account information or system passwords to any unauthorized third-party is prohibited.
4. Exhibiting or divulging the content of any record or report to any person except in the performance of official duties specified in the contract is prohibited.
5. Using any data accessed with a Government system account for unauthorized purposes is prohibited.
6. No official record, report, database, or copy thereof, may be removed from Government premises or Government systems without prior written permission.
7. Contractor employees are prohibited from modifying, altering, or otherwise changing any Government system component or configuration except in the performance of official duties specified in the contract. Contractor employees are prohibited from issuing any system command or running any software, scripts, or programs on Government systems without prior authorization.
8. Contractor employees must not disclose sensitive or personal privacy-related information to any unauthorized third-party.
9. Contractor must notify the Government Contracting Officer immediately upon the termination of any Contractor or subcontractor employee so that system accounts, remote access, or other forms of system access can be terminated.
10. The use of Contractor-owned laptops or other portable media storage devices to process, transmit, or store sensitive PII is prohibited under this contract [unless the Contractor is authorized to access Government systems through the agency's virtual desktop infrastructure environment].
11. The Contractor must notify the Government Contracting Officer and the agency's Information Systems Security Officer (ISSO) immediately upon the discovery—or suspected discovery—of any type of security incident, malicious activity, or data breach affecting or that might potentially affect the Government's network or specific systems.

(b) A list of the anticipated threats and hazards that the Contractor must guard against.

The Contractor must use reasonable measures to guard against the following threats and hazards:

1. Unauthorized disclosure or use of sensitive system information—including system architecture, system configuration, system accounts, and system passwords.
2. Unauthorized disclosure or use of the contents of any information obtained from Government systems—including system records, system reports, or databases.
3. Unauthorized modification or alteration of any Government system component or configuration
4. Unauthorized circumvention, avoidance, or deception of any Government security system, measure, or control.
5. Unauthorized installation and/or use of hardware, software, firmware, portable media storage, or mobile devices on Government systems.
6. Unauthorized use of Government systems—including hardware, software, system accounts, Internet access, and email accounts—for activity which is not required to perform official duties under this contract.

(c) A description of the safeguards that the Contractor must specifically provide.

1. The Contractor shall limit access to any information related to this contract to those employees and subcontractors who require the information in order to perform their official duties under this contract.
2. The Contractor, Contractor employees, and subcontractors must physically secure PII when not in use and/or under the control of an authorized individual, and when in transit to prevent unauthorized access or loss.
3. When PII is no longer needed or required to be retained under applicable Government records retention policies, it must be destroyed through means that will make the PII irretrievable.
4. The Contractor shall only use PII obtained under the contract for purposes of the contract, and shall not collect or use such information for any other purpose without the prior written approval of the Contracting Officer.
5. At expiration or termination of this contract, the Contractor shall turn over to the Government, all PII obtained under the contract that is in its possession.
6. In the event of any actual or suspected breach of PII, the Contractor shall immediately report the breach to the Contracting Officer, the Contracting Officer's Technical Representative (COTR), and the agency's Information Systems Security Officer (ISSO).
7. In the event that a PII breach occurs as a result of the violation of a term of this contract by the Contractor or its employees, the Contractor shall, as directed by the Contracting Officer and at no cost to the Government, take timely action to correct or mitigate the violation, which may include providing notification and/or other identity protection services to affected persons for a period of at least 18 months from discovery of the breach. If the Government elects to provide and/or procure notification or identity protection services in response to a breach, the Contractor shall be responsible for reimbursing the Government for those expenses. The Contractor shall incorporate the substance of this clause, its terms and requirements in all subcontracts under this contract, and require written subcontractor acknowledgement of same. Violation by a subcontractor of any provision set forth in this clause will be attributed to the Contractor.

(d) Requirements for a program of Government inspection during performance of the contract that will ensure the continued efficacy and efficiency of safeguards and the discovery and countering of new threats and hazards.

Work to be performed under this contract requires the design, development, operation, or disposal of a Federally-controlled information system containing sensitive personally identifiable information or handling sensitive personally identifiable information. To the extent required to carry out a program of inspection to safeguard against threats and hazards to the security, integrity, and confidentiality of personally identifiable information, the Contractor shall permit the Government access to, and information regarding, the Contractor's facilities, installations, technical capabilities, operations, documentation, records, and databases, when requested by the Government, as part of its responsibility to ensure compliance with privacy and security requirements. The Contractor shall otherwise cooperate with the Government in assuring compliance with such requirements. Government access shall include independent validation testing of controls, system penetration testing by the Government, Federal Information Security Management Act data reviews, and access by agency Inspectors General for its reviews.

Definitions.

"Personally Identifiable Information (PII)" means information that can be used to distinguish or trace a person's identity, such as his or her name, social security number, or biometric records, that alone, or when combined with other personal or identifying information which is linked or linkable to a specific person, such as date and place of birth, or mother's maiden name.

"Breach" means the loss of control, compromise, unauthorized disclosure, unauthorized acquisition, unauthorized access, or any similar situation where persons other than authorized users, and for other than authorized purpose, have access or potential access to Personally Identifiable Information, whether physical or electronic.

17. Clauses

52.213-4 Terms and Conditions-Simplified Acquisitions (Other Than Commercial Items).

(OCT 2019)

(a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses that are incorporated by reference:

(1) The clauses listed below implement provisions of law or Executive order:

(i) [52.203-19](#), Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (*Jan 2017*) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

(ii) [52.204-23](#), Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (Jul 2018) (Section 1634 of Pub. L. 115-91).

(iii) [52.204-25](#), Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (Aug 2019) (Section 889(a)(1)(A) of Pub. L. 115-232).

(iv) [52.222-3](#), Convict Labor (*Jun 2003*) (E.O.11755).

(v) [52.222-21](#), Prohibition of Segregated Facilities (*Apr 2015*).

(vi) [52.222-26](#), Equal Opportunity (*Sept 2016*) (E.O.11246).

(vii) [52.225-13](#), Restrictions on Certain Foreign Purchases (*Jun 2008*) (E.O.s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).

(viii) [52.233-3](#), Protest After Award (*Aug 1996*) ([31 U.S.C.3553](#)).

(ix) [52.233-4](#), Applicable Law for Breach of Contract Claim (*Oct 2004*) (Pub.L.108-77, 108-78 ([19 U.S.C. 3805 note](#))).

(2) Listed below are additional clauses that apply:

(i) [52.232-1](#), Payments (*Apr 1984*).

(ii) [52.232-8](#), Discounts for Prompt Payment (*Feb 2002*).

(iii) [52.232-11](#), Extras (*Apr 1984*).

(iv) [52.232-25](#), Prompt Payment (*Jan 2017*).

(v) [52.232-39](#), Unenforceability of Unauthorized Obligations (*Jun 2013*).

(vi) [52.232-40](#), Providing Accelerated Payments to Small Business Subcontractors (*Dec 2013*)

(vii) [52.233-1](#), Disputes (*May*2014).

(viii) [52.244-6](#), Subcontracts for Commercial Items (*Aug* 2019).

(ix) [52.253-1](#), Computer Generated Forms (*Jan* 1991).

(b) The Contractor shall comply with the following FAR clauses, incorporated by reference, unless the circumstances do not apply:

(1) The clauses listed below implement provisions of law or Executive order:

(i) [52.204-10](#), Reporting Executive Compensation and First-Tier Subcontract Awards (*Oct 2018*)(Pub. L. 109-282) ([31 U.S.C. 6101 note](#)) (Applies to contracts valued at \$30,000 or more).

(ii) [52.222-19](#), Child Labor-Cooperation with Authorities and Remedies (*Oct* 2019) (E.O.13126) (Applies to contracts for supplies exceeding the micro-purchase threshold.)

(iii) [52.222-20](#), Contracts for Materials, Supplies, Articles, and Equipment Exceeding \$15,000 (*May* 2014) ([41 U.S.C.chapter 65](#)) (Applies to supply contracts over \$15,000 in the United States, Puerto Rico, or the U.S. Virgin Islands).

(iv) [52.222-35](#), Equal Opportunity for Veterans (*Oct* 2015) ([38 U.S.C.4212](#)) (applies to contracts of \$150,000 or more).

(v) [52.222-36](#), Equal Employment for Workers with Disabilities (*Jul* 2014) ([29 U.S.C.793](#)) (Applies to contracts over \$15,000, unless the work is to be performed outside the United States by employees recruited outside the United States.) (For purposes of this clause, "United States" includes the 50 States, the District of Columbia, Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, and Wake Island.)

(vi) [52.222-37](#), Employment Reports on Veterans (*Feb* 2016) ([38 U.S.C.4212](#)) (Applies to contracts of \$150,000 or more).

(vii) [52.222-41](#), Service Contract Labor Standards (*Aug* 2018) ([41 U.S.C.chapter 67](#)) (Applies to service contracts over \$2,500 that are subject to the Service Contract Labor Standards statute and will be performed in the United States, District of Columbia, Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, Johnston Island, Wake Island, or the outer Continental Shelf).

(viii)

(A) [52.222-50](#), Combating Trafficking in Persons (*Jan* 2019) ([22 U.S.C. chapter 78](#) and E.O 13627) (Applies to all solicitations and contracts).

(B) Alternate I (*Mar* 2015) (Applies if the Contracting Officer has filled in the following information with regard to applicable directives or notices: Document title(s), source for obtaining document(s), and contract performance location outside the United States to which the document applies).

(ix) [52.222-55](#), Minimum Wages Under Executive Order 13658 (*Dec* 2015) (Applies when [52.222-6](#) or [52.222-41](#) are in the contract and performance in whole or in part is in the United States (the 50 States and the District of Columbia)).

(x) [52.222-62](#), Paid Sick Leave Under Executive Order 13706 (*Jan* 2017) (E.O. 13706) (Applies when [52.222-6](#) or [52.222-41](#) are in the contract and performance in whole or in part is in the United States (the 50 States and the District of

Columbia.))

(xi) [52.223-5](#), Pollution Prevention and Right-to-Know Information (*May*2011) (E.O. 13423) (Applies to services performed on Federal facilities).

(xii) [52.223-11](#), Ozone-Depleting Substances and High Global Warming Potential Hydrofluorocarbons (*Jun 2016*) (E.O. 13693)(applies to contracts for products as prescribed at FAR [23.804](#)(a)(1)).

(xiii) [52.223-12](#), Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners (*Jun*2016) (E.O. 13693) (Applies to maintenance, service, repair, or disposal of refrigeration equipment and air conditioners).

(xiv) [52.223-15](#), Energy Efficiency in Energy-Consuming Products (*Dec 2007*) ([42 U.S.C. 8259b](#)) (Unless exempt pursuant to [23.204](#), applies to contracts when energy-consuming products listed in the ENERGY STAR® Program or Federal Energy Management Program (FEMP)) will be-

(A) Delivered;

(B) Acquired by the Contractor for use in performing services at a Federally-controlled facility;

(C) Furnished by the Contractor for use by the Government; or

(D) Specified in the design of a building or work, or incorporated during its construction, renovation, or maintenance).

(xv) [52.223-20](#), Aerosols (*Jun 2016*) (E.O. 13693) (Applies to contracts for products that may contain high global warming potential hydrofluorocarbons as a propellant or as a solvent; or contracts for maintenance or repair of electronic or mechanical devices).

(xvi) [52.223-21](#), Foams (*Jun 2016*) (E.O. 13693) (Applies to contracts for products that may contain high global warming potential hydrofluorocarbons or refrigerant blends containing hydrofluorocarbons as a foam blowing agent; or contracts for construction of buildings or facilities).

(xvii) [52.225-1](#), Buy American-Supplies (*May*2014) ([41 U.S.C.chapter 67](#)) (Applies to contracts for supplies, and to contracts for services involving the furnishing of supplies, for use in the United States or its outlying areas, if the value of the supply contract or supply portion of a service contract exceeds the micro-purchase threshold and the acquisition-

(A) Is set aside for small business concerns; or

(B) Cannot be set aside for small business concerns (see [19.502-2](#)), and does not exceed \$25,000).

(xviii) [52.226-6](#), Promoting Excess Food Donation to Nonprofit Organizations (*May 2014*) ([42 U.S.C. 1792](#)) (Applies to contracts greater than \$25,000 that provide for the provision, the service, or the sale of food in the United States).

(xix) [52.232-33](#), Payment by Electronic Funds Transfer-System for Award Management (*Oct 2013*)(Applies when the payment will be made by electronic funds transfer (EFT) and the payment office uses the System for Award Management (SAM) as its source of EFT information).

(xx) [52.232-34](#), Payment by Electronic Funds Transfer-Other than System for Award Management (*Jul 2013*) (Applies

when the payment will be made by EFT and the payment office does not use the SAM database as its source of EFT information).

(xxi) [52.247-64](#), Preference for Privately Owned U.S.-Flag Commercial Vessels (*Feb 2006*) ([46 U.S.C.App.1241](#)) (Applies to supplies transported by ocean vessels (except for the types of subcontracts listed at [47.504\(d\)](#)).

(2) Listed below are additional clauses that may apply:

(i) [52.204-21](#), Basic Safeguarding of Covered Contractor Information Systems (*Jun 2016*) (Applies to contracts when the contractor or a subcontractor at any tier may have Federal contract information residing in or transiting through its information system.

(ii) [52.209-6](#), Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment (*Oct 2015*) (Applies to contracts over \$35,000).

(iii) [52.211-17](#), Delivery of Excess Quantities (*Sept 1989*) (Applies to fixed-price supplies).

(iv) [52.247-29](#), F.o.b. Origin (*Feb 2006*) (Applies to supplies if delivery is f.o.b. origin).

(v) [52.247-34](#), F.o.b. Destination (*Nov 1991*) (Applies to supplies if delivery is f.o.b. destination).

(c) FAR [52.252-2](#), *Clauses Incorporated by Reference* (*Feb 1998*). This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

[Insert one or more Internet addresses]

(d) *Inspection/Acceptance*. The Contractor shall tender for acceptance only those items that conform to the requirements of this contract. The Government reserves the right to inspect or test any supplies or services that have been tendered for acceptance. The Government may require repair or replacement of nonconforming supplies or reperformance of nonconforming services at no increase in contract price. The Government must exercise its postacceptance rights-

(1) Within a reasonable period of time after the defect was discovered or should have been discovered; and

(2) Before any substantial change occurs in the condition of the item, unless the change is due to the defect in the item.

(e) *Excusable delays*. The Contractor shall be liable for default unless nonperformance is caused by an occurrence beyond the reasonable control of the Contractor and without its fault or negligence, such as acts of God or the public enemy, acts of the Government in either its sovereign or contractual capacity, fires, floods, epidemics, quarantine restrictions, strikes, unusually severe weather, and delays of common carriers. The Contractor shall notify the Contracting Officer in writing as soon as it is reasonably possible after the commencement of any excusable delay, setting forth the full particulars in connection therewith, shall remedy such occurrence with all reasonable dispatch, and shall promptly give written notice to the Contracting Officer of the cessation of such occurrence.

(f) *Termination for the Government's convenience*. The Government reserves the right to terminate this contract, or any part hereof, for its sole convenience. In the event of such termination, the Contractor shall immediately stop all work hereunder and shall

immediately cause any and all of its suppliers and subcontractors to cease work. Subject to the terms of this contract, the Contractor shall be paid a percentage of the contract price reflecting the percentage of the work performed prior to the notice of termination, plus reasonable charges that the Contractor can demonstrate to the satisfaction of the Government, using its standard record keeping system, have resulted from the termination. The Contractor shall not be required to comply with the cost accounting standards or contract cost principles for this purpose. This paragraph does not give the Government any right to audit the Contractor's records. The Contractor shall not be paid for any work performed or costs incurred that reasonably could have been avoided.

(g) *Termination for cause.* The Government may terminate this contract, or any part hereof, for cause in the event of any default by the Contractor, or if the Contractor fails to comply with any contract terms and conditions, or fails to provide the Government, upon request, with adequate assurances of future performance. In the event of termination for cause, the Government shall not be liable to the Contractor for any amount for supplies or services not accepted, and the Contractor shall be liable to the Government for any and all rights and remedies provided by law. If it is determined that the Government improperly terminated this contract for default, such termination shall be deemed a termination for convenience.

(h) *Warranty.* The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.

(End of clause)

52.239-1 Privacy or Security Safeguards.

PRIVACY OR SECURITY SAFEGUARDS (AUG 1996)

(a) The Contractor shall not publish or disclose in any manner, without the Contracting Officer's written consent, the details of any safeguards either designed or developed by the Contractor under this contract or otherwise provided by the Government.

(b) To the extent required to carry out a program of inspection to safeguard against threats and hazards to the security, integrity, and confidentiality of Government data, the Contractor shall afford the Government access to the Contractor's facilities, installations, technical capabilities, operations, documentation, records, and databases.

(c) If new or unanticipated threats or hazards are discovered by either the Government or the Contractor, or if existing safeguards have ceased to function, the discoverer shall immediately bring the situation to the attention of the other party.

(End of clause)

CERTIFICATION OF CIVIL RIGHTS COMPLIANCE

(PAGE 1 of 2)

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

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

Agency Name: Tennessee Department of Commerce and Insurance **Project Director's Name:** Thad Dorris
Agency Address: 500 James Robertson Parkway Nashville, Tennessee 37243 **Project Director's Phone:** (615) 532-8328
Grant Project Title: Lethality Assessment Program Coordinator Grant
Grant Start Date: July 1, 2018 **Grant End Date:** June 30, 2023
Grant Duration: Five (5) years **Grant Amount:** \$472,103.00

I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:

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

1. I certify that this agency will maintain data (and submit when required) to ensure that:
 - a. all services provided by our agency are delivered in an equitable manner without discrimination on the basis of race, color, religion, national origin, age, sex or disability, or, if this agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity to all segments of the service population;
 - b. our employment practices comply with Equal Opportunity Requirements, 28 CFR 42.207 and 42.301 *et. Seq.*;
 - c. all projects and activities of our agency will provide meaningful access for people with limited English proficiency as required by Title VI of the Civil Rights Act, (See also 2000 Executive Order #13166).

2. I certify that this agency will register within 60 days of award start date with the Office of Justice Programs, Office for Civil Rights online Equal Employment Opportunity (EEO) Program Reporting Tool to submit the information requested and, if required, create and submit an EEO Utilization Report. The agency can access the tool at:
<https://ocr-eeop.ncjrs.gov>.

3. I certify that this agency will comply (and will require any subgrantees or contractors to comply) with any applicable statutorily-imposed nondiscrimination requirements which may include:
 - a. Omnibus Crime Control and Safe Streets Act of 1968 (42 U.S.C. § 3789d);
 - b. Victims of Crime Act (42 U.S.C. § 10604(e));
 - c. Juvenile Justice and Delinquency Prevention Act of 2002 (42 U.S.C. § 5672(b));
 - d. Civil Rights Act of 1964 (42 U.S.C. § 2000d);
 - e. Rehabilitation Act of 1973 (29 U.S.C. § 7 94);
 - f. Americans with Disabilities Act of 1990 (42 U.S.C. § 12131-34);

CERTIFICATION OF REGULATIONS COMPLIANCE

- g. Education Amendments of 1972 (20 U.S.C. §§1681, 1683, 1685-86); and the
- h. Age Discrimination Act of 1975 (42 U.S.C. §§ 6101-07); and
- i. Ex. Order 13,559 (Partnerships with Faith-Based and Other Neighborhood Organizations)
- j. Violence Against Women Act (VAWA) of 1994, as amended, 42 U.S.C. § 13925(b)(13)

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

Name: Maliaka Bass **Title:** Deputy General Counsel **Phone:** (615) 741-9594

Address: 500 James Robertson Parkway **City & State:** Nashville, Tennessee **Zip Code:** 37243

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

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

NAME, TITLE, AND ADDRESS OF CERTIFYING DESIGNEE (IF DIFFERENT FROM AUTHORIZED OFFICIAL):

(Please click & complete the name, title, & address form field text boxes below, if applicable)

Certifying Designee's Name: Brian Grisham
Certifying Designee's Title: Director, Tennessee Law Enforcement Training Academy
Please complete all certifications, print them, and then sign & date each certification



 Authorized Signature of the Applicant Agency:

04/09/2018 *JTB*


 Date:



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
WASHINGTON, DC 20410-8000

OFFICE OF HOUSING

MAR 08 2017

MEMORANDUM FOR: All State Administrative Agencies (SAAs)
FROM: Pamela Beck Danner, Administrator 
Office of Manufactured Housing Programs
SUBJECT: One Year Extension of SAA Cooperative Agreements

The Department of Housing and Urban Development (HUD) is pleased that your agency will continue to work with the Office of Manufactured Housing Programs as you continue to serve as a State Administrative Agency (SAA).

The role of your state as an SAA is confirmed on a regular basis as the Department and the state execute a Cooperative Agreement. This process was established over fifteen years ago as a method to record the Department's commitment to carry out its regulatory responsibility to provide each SAA the appropriate fee payment each month and the commitment of each SAA to use these funds to carry out its SAA responsibilities under HUD's regulations in 24 Code of Federal Regulations Part 3282.

As you may know, HUD is in the process of finalizing the proposed rule for the minimum payments to states. This proposed rule would revise the minimum payments to states approved as State Administrative Agencies (SAAs) under the National Manufactured Housing Construction and Safety Standards Act of 1974 in order to provide for a more equitable guarantee of minimum funding from HUD's appropriation for this program. This rule bases the minimum payments to states upon their participation in the production or siting of new manufactured homes, including for new manufactured homes both produced and sited in the same state.

In an effort to continue this process, we are extending your current cooperative agreement an additional year from the date of your original letter.

If you have any questions, please contact Patricia McDuffie by telephone at: (202) 402-5607 or via email to Patricia.A.McDuffie@hud.gov.

Assistance Award/Amendment

**U.S. Department of Housing
and Urban Development
Office of Administration**

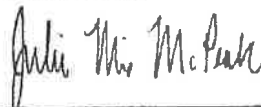
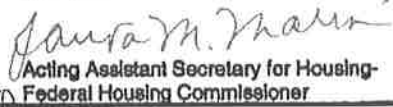
1. Assistance Instrument <input checked="" type="checkbox"/> Cooperative Agreement <input type="checkbox"/> Grant		2. Type of Action <input checked="" type="checkbox"/> Award <input type="checkbox"/> Amendment	
3. Instrument Number DU100K900018709	4. Amendment Number	5. Effective Date of this Action	6. Control Number
7. Name and Address of Recipient Department of Commerce & Insurance Tennessee State Fire Marshal's Office Manufactured Housing Section 500 James Robertson Parkway Nashville, TN 37243-1162		8. HUD Administering Office Office of Manufactured Housing Programs 451 7 th Street S.W., Room 9168 Washington, D.C. 20410	
10. Recipient Project Manager Charles M. Chambers		8a. Name of Administrator Pamela Beck Danner	8b. Telephone Number 202-708-8423
11. Assistance Arrangement <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Cost Sharing <input type="checkbox"/> Fixed Price		12. Payment Method <input checked="" type="checkbox"/> Treasury Check Reimbursement <input type="checkbox"/> Advance Check <input type="checkbox"/> Automated Clearinghouse	
13. HUD Payment Office HUD -CFO Accounting Center, 6AF 801 Cherry Street, Unit #45, Ste. 2500 Fort Worth, TX 76102		9. HUD Government Technical Representative SAA Liaison	
14. Assistance Amount		15. HUD Accounting and Appropriation Data	
Previous HUD Amount	\$1,356,520.00	15a. Appropriation Number 88X-8119	15b. Reservation number THS-15-001
HUD Amount this action	\$542,608.00	Amount Previously Obligated	\$1,356,520.00
Total HUD Amount	\$	Obligation by this action	\$542,608.00
Recipient Amount	\$	Total Obligation	\$1,899,128.00
Total Instrument Amount	\$1,899,128.00		

16. Description
THE SAME INSTRUMENT NUMBER IS BEING USED FOR THIS NEW 2-YEAR COOPERATIVE AGREEMENT.

This cooperative agreement is for performing services in connection with the National Manufactured Home Construction and Safety Standards Act of 1974.

This cooperative agreement replaces your previous agreement. The effective date of this agreement is the date it is signed by the Acting Assistant Secretary for Housing-Federal Housing Commissioner. This agreement is for a two-year period.

Your payments will be made in accordance with the requirements in the Manufactured Housing Act and the implementing regulations, 24 C.F.R. Part 3282.307(b)(1) and (2).

17. <input type="checkbox"/> Recipient is required to sign and return two (2) copies of this document to the HUD Administering Office		18. <input type="checkbox"/> Recipient is not required to sign this document.	
19. Recipient (By Name)		20. HUD (By Name) Biniam Gebre	
Signature & Title 	Date (mm/dd/yyyy) 12/17/14	Signature & Title  Acting Assistant Secretary for Housing- Federal Housing Commissioner	Date (mm/dd/yyyy) 2/9/15



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
WASHINGTON, DC 20410-8000

ASSISTANT SECRETARY FOR HOUSING-
FEDERAL HOUSING COMMISSIONER

NOV 18 2009

Ms. Darlene Warren, Director of Manufactured Housing
Department of Commerce & Insurance
State Fire Marshal's Office
State of Tennessee
500 James Robertson Parkway, 3rd Fl.
Nashville, TN 37243-1162

Dear Ms. Warren:

Thank you for returning your signed HUD-1044 Forms to the Department. HUD is pleased your agency will continue to work with the Federal Manufactured Housing Program serving as the State Administrative Agency for Tennessee.

The Department has enclosed an original copy of the HUD-1044 Form signed by your agent, and the Assistant Secretary of Housing, David Stevens. This renews the cooperative agreement effective for five years beginning October 1, 2009. Please retain this copy for your files. Prior to the expiration of this agreement, the Department will discuss new terms with you.

Should you have any questions, please contact Ms. Patricia A. McDuffie of the Office of Manufactured Housing Programs at (202) 708-6423, extension 5607.

Sincerely,

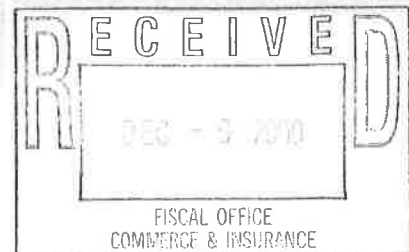
for William W. Matchneer III
Associate Deputy Assistant Secretary
for Regulatory Affairs and Manufactured Housing

Enclosure

- 10/2009 - 10/2010 1
- 10/2010 - 10/2011 2
- 10/2011 - 10/2012 3
- 10/2012 - 10/2013 4
- 10/2013 - 10/2014 5 Renew -

www.hud.gov

espanol.hud.gov



OCT 14 2009

Assistance Award/Amendment

U.S. Department of Housing
and Urban Development
Office of Administration

1. Assistance Instrument <input checked="" type="checkbox"/> Cooperative Agreement <input type="checkbox"/> Grant		2. Type of Action <input checked="" type="checkbox"/> Award <input type="checkbox"/> Amendment	
3. Instrument Number DU100K900016709	4. Amendment Number	6. Control Number	
7. Name and Address of Recipient Department of Commerce & Insurance State Fire Marshal's Office State of Tennessee 500 James Robertson Parkway, Third Floor Nashville, TN 37243-1162		8. HUD Administering Office Office of Manufactured Housing Programs 451 7 th Street S.W., Room 9164 Washington, D.C. 20410	
10. Recipient Project Manager Darlene Warren		8a. Name of Administrator William W. Matchneer III	8b. Telephone Number 202-708-6401
11. Assistance Arrangement <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Cost Sharing <input type="checkbox"/> Fixed Price		9. HUD Government Technical Representative SAA Liaison	
12. Payment Method <input checked="" type="checkbox"/> Treasury Check Reimbursement <input type="checkbox"/> Advance Check <input type="checkbox"/> Automated Clearinghouse		13. HUD Payment Office HUD - Texas State Office 25 Floor Mail Room 801 Cherry Street Fort Worth TX 76102-6803	
14. Assistance Amount		15. HUD Accounting and Appropriation Data	
Previous HUD Amount	\$ 536,400.00	15a. Appropriation Number	15b. Reservation number
HUD Amount this action	\$ 536,000.00	86X-8119	THS-09-001
Total HUD Amount	\$	Amount Previously Obligated	\$ 536,400.00
Recipient Amount	\$	Obligation by this action	\$ 536,000.00
Total Instrument Amount	\$ 536,000.00	Total Obligation	\$ 536,000.00

16. Description
THE SAME ASSISTANCE AWARD NUMBER IS BEING USED FOR THIS NEW 5-YEAR COOPERATIVE AGREEMENT.

This cooperative agreement is for performing services in connection with the National Manufactured Home Construction and Safety Standards Act of 1974.

This cooperative agreement replaces your previous agreement. The effective date of this agreement is the date it is signed by the Assistant Secretary for Housing unless a different date is shown in Block 5 above, in which case the date in Block 5 controls. This agreement is for a five-year period.

11-6-2009 to 2014

Your payments will be made in accordance with the requirements in the Manufactured Housing Act and the implementing regulations, 24 C.F.R. Part 3282.307(b)(1) and (2).

17. <input type="checkbox"/> Recipient is required to sign and return two (2) copies of this document to the HUD Administering Office		18. <input type="checkbox"/> Recipient is not required to sign this document.	
19. Recipient (By Name)		20. HUD (By Name)	
Signature & Title <i>Leslie A. Newman</i> Leslie A. Newman, Commissioner Department of Commerce & Insurance	Date (mm/dd/yyyy) <i>10/06/2009</i>	Signature & Title <i>David H. Stevens</i> David H. Stevens Assistant Secretary for Housing	Date (mm/dd/yyyy) <i>11/6/09</i>

COOPERATIVE AGREEMENT

A-1 BACKGROUND AND PURPOSE

Under the National Manufactured Housing Construction and Safety Standards Act as amended, HUD is responsible for establishing and enforcing the Federal Manufactured Home Construction and Safety Standards (the Standards) and the Manufactured Home Procedural and Enforcement Regulations (the Regulations). Under Section 623 of the Act, 42 U.S.C. §5422, any state which desires to assume the responsibility for enforcement of the Federal Regulations and Standards is to submit, to HUD, a State Plan for approval. The State Plan must meet the requirements of the Act, Section 623, and the Regulations, 24 CFR §3282.302. Pursuant to Section 623 of the Act, the Secretary must make a continuing evaluation of the manner in which each state carries out its State Plan. The state must carry out all provisions identified in its State Plan. As permitted by the Regulations, nothing shall prevent the approved states from assessing and collecting an additional fee, independent from the terms of this agreement, if such fees are necessary to allow the state to meet its obligation as required by this agreement and the State Plan. (Reference §3282.302(b)(12) and §3282.303).

The two-fold purpose of this Cooperative Agreement is:

- a. To delineate the specifics of HUD's involvement and to transfer to the SAA a portion of the fees collected by the Secretary for carrying out the inspection and inspection-related activities for enforcement of the Federal standards in the state; and,
- b. To assure the SAA's compliance with the general performance requirements under 24 CFR §3282.405.

A-2 DEFINITION OF TERMS

Except to the extent modified or supplemented by this Cooperative Agreement, any term defined in the Act, the Manufactured Home Construction and Safety Standards, 24 CFR Part 3280, the Manufactured Home Procedural and Enforcement Regulations, 24 CFR Part 3282, shall have the same meaning when used herein.

Throughout this Cooperative Agreement, the term State Administrative Agency (SAA) means states that are conditionally approved or fully approved. 24 CFR §3282.302.

The term "Cooperating Party (CP)" is used interchangeably with "Recipient." In this instance, the CP or recipient is the State Administrative Agency (SAA) responsible for performing this Agreement.

The term "Assistant Secretary for Housing" is the official authorized by the Department of Housing and Urban Development (HUD) to execute and/or administer this agreement.

The term "Administrator" means the HUD individual who is responsible for the technical administration of the agreement, the evaluation of performance under the agreement, the acceptance of technical reports or projects and other such specific responsibilities as may be stipulated in the agreement.

The term HUD "Government Technical Representative (GTR)" means the individual designated to provide technical review, advice, and assistance to aid the Administrator in the technical direction and evaluation of performance of this Agreement.

The term "HUD" means Department of Housing and Urban Development.

The term "Act" means the National Manufactured Housing Construction and Safety Standards Act of 1974, as amended, 42 U.S.C. §5401, et.seq.

A-3 SCOPE OF WORK

The SAA shall provide the necessary personnel, materials, services, equipment, facilities (except as otherwise specified herein), and otherwise do all things necessary for or incidental to the performance of the work set forth in the State Plan for the fixed amount per manufactured home section produced or shipped into the State as set forth herein.

A-4 PERIOD OF PERFORMANCE

The SAA shall provide all services hereunder for five years beginning on the date this Cooperative Agreement is executed (Block 20 of the HUD Form-1044).

This Agreement will be terminated if HUD's approval of the SAA is withdrawn or terminated by HUD for any reason. Withdrawal and termination of state approval will be accomplished in accordance with the Procedural and Enforcement Regulations, 24 CFR §3282.306.

The SAA has the right at anytime, with or without cause, to discontinue participation in this Agreement, provided that it gives HUD 90 days notice of its intent to withdraw. (See 24 CFR §3282.302(14)(d).

A-5 AMENDMENTS

This Agreement may be modified at any time by a written amendment. Amendments that reflect the rights and obligations of either party shall be executed by both HUD and the SAA.

Amendments may be made for any number of reasons including, for example, changes in the Program Rule, or as a result of new legislation. Examples of the latter are the Drug-Free Workplace and Byrd amendments (lobbying) provisions enacted. Where amendments are mandated by law, rule, or other requirements not in the discretion of HUD to waive, the SAA agrees to accept amendments implementing such changes. If the SAA cannot accept the changes, the SAA may elect to terminate this Agreement. Failure to agree to such changes is not a dispute within the meaning of the Disputes clause of this Agreement.

A-6 PERFORMANCE AND CONDUCT OF WORK

During the effective period of this Agreement, the GTR identified in Block 9 of the HUD Form-1044 shall be responsible for reviewing the technical effort of the SAA, unless the SAA is notified in writing by the Administrator.

Only the Assistant Secretary for Housing has the authority to authorize deviations from the Agreement, including deviations from your State Plan.

A-7 USE OF FUNDS

These funds shall be dedicated for the manufactured housing program as outlined under 24 CFR §3282.302.

A-8 INSTRUMENT AMOUNT, PAYMENT AND SUBMISSION OF INVOICES

HUD agrees to provide the SAA a portion of the fees collected from the manufacturers under the Act and subject to the terms and conditions of the regulations and this Agreement. Reference 24 CFR §3282.307.

Payments to the SAA shall be made monthly based on shipment and production documentation provided to HUD by HUD's monitoring contractor.

These payments shall be made to the financial institution designated by the SAA. Please provide the address of your financial institution below:

The SAA also agrees to provide HUD's Office of Finance and Accounting with any additional information that may be necessary to achieve the transfer of funds (electronic payment information, bank account number, etc.).

Comment [MLH1]:

A-9 RELATIONSHIP TO PREVIOUS AWARD

This Agreement will retain the agreement number delineated in the previous agreement. All

work done by the SAA shall be in accordance with this new Agreement.

A-10 HUD'S INVOLVEMENT

HUD shall be involved in all aspects of the work to be carried out as a result of this Agreement. HUD or its contract agent, as necessary and appropriate, shall carry out HUD's responsibilities under this Agreement. To the extent that staff and travel resources are available, HUD staff will participate in Cooperative Monitoring Assessments (CMAs) and SAA workshops.

Section 609 of the Act, 42 U.S.C. §5408, authorizes HUD to advise, assist, and cooperate with state agencies in the planning and development of methods for inspecting and testing, to determine compliance with the manufactured home standards. The entire manufactured housing program is structured as a joint Federal/State Partnership. To the extent that the purpose and intent of the Act can be more efficiently and effectively accomplished by all SAAs jointly, and thus bring a higher degree of uniformity to the purpose and process of SAA activities nationally, HUD encourages a partnership among all states through the Council of State Administrative Agencies (COSAA).

A-11 COLLECTION OF DATA

Collection of data from ten or more respondents, and sponsored by HUD, shall be subject to the Federal Reports Act (44 U.S.C. §3509) and to the review of data collection instruments, under the provisions of OMB Circular A-40. However, if a survey instrument is proposed, its survey questions and use are subject to OMB review and approval. Such review and approval must be obtained prior to the use of the survey instrument. Also, a time element is involved here, which may considerably lengthen the time required for completion of the project proposed. Careful considerations should be given to any proposal, which requires the use of a survey.

A-12 DISPUTES

During performance of the Cooperative Agreement, disagreements may arise between the SAA and the Administrator on various issues under this Agreement. If a dispute concerning a question of fact arises, the Administrator shall prepare a final decision, taking into account all facts and documentation presented. This decision shall be provided to the SAA in writing. The SAA may appeal the decision within 30 days to the Assistant Secretary for Housing.

A-13 DRUG-FREE WORKPLACE

Requirements for the Drug-free Workplace Act of 1988 are found at 48 CFR Subpart 9.4, 23.5, and 52.2.

A-14 LIMITATION ON PAYMENTS TO INFLUENCE CERTAIN FEDERAL TRANSACTIONS (OVER \$100,000)

1. Definitions. As used in this clause:

"Agency," as defined in 5 U.S.C. 552(f), includes Federal executive departments and agencies as well as independent regulatory commissions and Government corporations, as defined in 31 U.S.C. 9101(1).

2. Prohibition

Section 1352 of Title 31, U.S.C. provides, in part, that no appropriated funds may be expended by the recipient of a Federal contract, grant, loan, or cooperative agreement to pay any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with any of the following covered Federal actions: the awarding of a Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

3. Cost Allowable

Nothing in this clause is to be interpreted to make allowable or reasonable any costs, which would be unallowable or unreasonable in accordance with Part 31 of the Federal Acquisition Regulation (FAR), or OMB Circular dealing with cost allowable for recipients of assistance agreements. Conversely, costs made specifically unallowable by the requirements in this clause will not be made allowable under any of the provisions of FAR Part 31 or the relevant OMB Circulars.

A-15 ORDER OF PRECEDENCE

In the event of any inconsistency among any provisions of this Cooperative Agreement, the following order of precedence shall apply:

1. The Act
2. 24 CFR 3282
3. The State Plan as approved.

A-16 UNIFORM ADMINISTRATIVE REQUIREMENTS FOR COOPERATIVE AGREEMENTS TO STATE AND LOCAL GOVERNMENTS

The following provisions of 24 CFR Part 85, "Uniform Administrative Requirements for a Cooperative Agreement with State and Local Governments," are incorporated by reference. (Attachment – 24 CFR Part 85)

End of Agreement

EMW-2018-FP-00306 FY 2018 Fire Prevention and Safety (FP&S)

Assurances

Standard Form 424B

You must read and sign these assurances. These documents contain the Federal requirements attached to all Federal grants including the right of the Federal government to review the grant activity. You should read over the documents to become aware of the requirements. The Assurances and Certifications must be read, signed, and submitted as a part of the application.

O.M.B Control Number 4040-0007

Assurances Non-Construction Programs

Note: Certain of these assurances may not be applicable to your project or program. If you have any questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project costs) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States, and if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. Section 4728-4763) relating to prescribed standards for merit systems for programs funded under one of the nineteen

statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).

6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. Sections 1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. Section 794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. Sections 6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Acts of 1968 (42 U.S.C. Section 3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Title II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interest in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10, 000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act

of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).

12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. Section 1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. 470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. 469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. 2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. Section 4801 et seq.) which prohibits the use of lead based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations and policies governing this program.

Signed by:

Greg Adams on 2018-12-20 17:49:10 in the legacy AFG system

1. DATE ISSUED MM/DD/YYYY 08/20/2018	2. CFDA NO. 93.413	3. ASSISTANCE TYPE Project Grant
1a. SUPERSEDES AWARD NOTICE dated except that any additions or restrictions previously imposed remain in effect unless specifically rescinded		
4. GRANT NO. 1 PRPPR180113-01-00 Formerly	5. ACTION TYPE New	
6. PROJECT PERIOD From MM/DD/YYYY 08/20/2018	Through MM/DD/YYYY 08/19/2020	
7. BUDGET PERIOD From MM/DD/YYYY 08/20/2018	Through MM/DD/YYYY 08/19/2020	

Department of Health and Human Services
Centers for Medicare & Medicaid Services
Office of Acquisitions and Grants Management
7500 Security Boulevard
Baltimore, MD 21244-1850

NOTICE OF AWARD
AUTHORIZATION (Legislation/Regulations)
Section 2794 of the Public Health Service Act (Section 1003 of the
Affordable Care Act)

8. TITLE OF PROJECT (OR PROGRAM)
The State Flexibility to Stabilize the Market Grant Program

9a. GRANTEE NAME AND ADDRESS
COMMERCE AND INSURANCE, TENNESSEE DEPARTMENT OF
500 James Robertson Pkwy
Nashville, TN 37243-1204

9b. GRANTEE PROJECT DIRECTOR
Marie Murphy
500 James Robertson Parkway
Nashville, TN 37243-1204
Phone: 615-253-2058

10a. GRANTEE AUTHORIZING OFFICIAL
Marie Murphy
500 James Robertson Parkway
Nashville, TN 37243-1204
Phone: 615-253-2058

10b. FEDERAL PROJECT OFFICER
James Taing
7500 Security Boulevard
null
null
Baltimore, MD 21244-null
Phone: None

ALL AMOUNTS ARE SHOWN IN USD

11. APPROVED BUDGET (Excludes Direct Assistance)	
I Financial Assistance from the Federal Awarding Agency Only	<input type="checkbox"/>
II Total project costs including grant funds and all other financial participation	<input checked="" type="checkbox"/>
a. Salaries and Wages	0.00
b. Fringe Benefits	0.00
c. Total Personnel Costs	0.00
d. Equipment	0.00
e. Supplies	0.00
f. Travel	0.00
g. Construction	0.00
h. Other	0.00
i. Contractual	283,060.64
j. TOTAL DIRECT COSTS	283,060.64
k. INDIRECT COSTS	0.00
l. TOTAL APPROVED BUDGET	283,060.64
m. Federal Share	283,060.64
n. Non-Federal Share	0.00

12. AWARD COMPUTATION	
a. Amount of Federal Financial Assistance (from item 11m)	283,060.64
b. Less Unobligated Balance From Prior Budget Periods	0.00
c. Less Cumulative Prior Award(s) This Budget Period	0.00
d. AMOUNT OF FINANCIAL ASSISTANCE THIS ACTION	283,060.64
13. Total Federal Funds Awarded to Date for Project Period	283,060.64

14. RECOMMENDED FUTURE SUPPORT (Subject to the availability of funds and satisfactory progress of the project):			
YEAR	TOTAL DIRECT COSTS	YEAR	TOTAL DIRECT COSTS
a. 2		d. 5	
b. 3		e. 6	
c. 4		f. 7	

15. PROGRAM INCOME SHALL BE USED IN ACCORD WITH ONE OF THE FOLLOWING ALTERNATIVES:

a. DEDUCTION	<input type="checkbox"/>
b. ADDITIONAL COSTS	<input type="checkbox"/>
c. MATCHING	<input type="checkbox"/>
d. OTHER RESEARCH (Add / Deduct Option)	<input type="checkbox"/>
e. OTHER (See REMARKS)	<input checked="" type="checkbox"/>

16. THIS AWARD IS BASED ON AN APPLICATION SUBMITTED TO, AND AS APPROVED BY, THE FEDERAL AWARING AGENCY ON THE ABOVE TITLED PROJECT AND IS SUBJECT TO THE TERMS AND CONDITIONS INCORPORATED EITHER DIRECTLY OR BY REFERENCE IN THE FOLLOWING:

a. The grant program legislation
b. The grant program regulations
c. This award notice including terms and conditions, if any, noted below under REMARKS.
d. Federal administrative requirements, cost principles and audit requirements applicable to this grant.

In the event there are conflicting or otherwise inconsistent policies applicable to the grant, the above order of precedence shall prevail. Acceptance of the grant terms and conditions is acknowledged by the grantee when funds are drawn or otherwise obtained from the grant payment system.

REMARKS (Other Terms and Conditions Attached - Yes No)

Refer to the following Award Attachments: 1) Standard Terms and Conditions 2) Programmatic Terms and Conditions

GRANTS MANAGEMENT OFFICIAL: Michelle Feagins, Grants Management Officer

17. OBJ CLASS 4158	18a. VENDOR CODE 1626001445N6	18b. EIN 626001445	19. DUNS 148976413	20. CONG. DIST. 05
FY-ACCOUNT NO.	DOCUMENT NO.	ADMINISTRATIVE CODE	AMT ACTION FIN ASST	APPROPRIATION
21. a. 8-5991262	b. PRPPR0113A	c. IPR	d. \$283,060.64	e. 75750112
22. a.	b.	c.	d.	e.
23. a.	b.	c.	d.	e.

AWARD ATTACHMENTS

COMMERCE AND INSURANCE, TENNESSEE DEPARTMENT OF

1 PRPPR180113-01-00

1. T&C

ASSURANCES - NON-CONSTRUCTION PROGRAMS

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0040), Washington, DC 20503.

PLEASE DO NOT RETURN YOUR COMPLETED FORM TO THE OFFICE OF MANAGEMENT AND BUDGET. SEND IT TO THE ADDRESS PROVIDED BY THE SPONSORING AGENCY.

NOTE: Certain of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee- 3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.
19. Will comply with the requirements of Section 106(g) of the Trafficking Victims Protection Act (TVPA) of 2000, as amended (22 U.S.C. 7104) which prohibits grant award recipients or a sub-recipient from (1) Engaging in severe forms of trafficking in persons during the period of time that the award is in effect (2) Procuring a commercial sex act during the period of time that the award is in effect or (3) Using forced labor in the performance of the award or subawards under the award.

SIGNATURE OF AUTHORIZED CERTIFYING OFFICIAL	TITLE
<i>Marie Murphy</i>	Chief of Staff
APPLICANT ORGANIZATION	DATE SUBMITTED
Tennessee Department of Commerce and Insurance	04/13/2018

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Application Information

Application Number
[EMW-2020-GR-APP-00194](#)

Funding Opportunity Name
 Fiscal Year (FY) 2020 State Fire Training (SFT) Systems Grant Program

Funding Opportunity Number
 DHS-20-USFA-043-00-01

Application Status
 Accepted

Applicant Information

Legal Name
[Tennessee Fire Service and Code Enforcement Academy](#)

Type
 State governments

Division Name

Department Name

Employer Identification Number (EIN)
 626001445

Other Organizations that share this EIN

DUNS Number
 148976413

DUNS+4
 0000

Applicant Congressional District
 Congressional District 06, TN

Physical Address

2161 Unionville-Deason Road
 Bell Buckle, Tennessee 37020-4562
 UNITED STATES

Mailing Address
 2161 Unionville-Deason Road
 Bell Buckle, Tennessee 37020-4562
 UNITED STATES

SF-424 Information

Project Information

Project Title
 Fiscal Year (FY) 2020 State Fire Training (SFT) Systems Grant Program
 Program/Project Congressional Districts
 TN-01 , TN-02 , TN-03 , TN-04 , TN-05 , TN-06 , TN-07 , TN-08 , TN-09
 Proposed Start Date
 08/15/2020
 Proposed End Date
 08/12/2021
 Areas Affected by Project (Cities, Counties, States, etc.)
 Tennessee ALL

Estimated Funding

Funding Source	Estimated Funding (\$)
Federal Funding	\$20,000.00
Applicant Funding	\$0.00
State Funding	\$0.00
Local Funding	\$0.00
Other Funding	\$0.00
Program Income Funding	\$0.00
Total Funding	\$20,000.00

Is application subject to review by state under the Executive Order 12372 process?
 Program is not covered by E.O. 12372.
 Is applicant delinquent on any federal debt?
 No

Contacts

Contact Name	Email	Primary Phone Number	Contact Types
Elliott, Jeff	jeff.elliott@tn.gov	9312944151	Signatory Authority
Hunt, Cheryle	cheryle.hunt@tn.gov	9312944111	Authorized Official
Lutton, Chelsie	chelsie.lutton@tn.gov	6152538296	Secondary Contact
Sparks, Jason	Jason.Sparks@tn.gov	423-341-3101	Primary Contact

SF-424A

Budget Information for Non-Construction Programs

OMB Number
 4040-0006
 Expiration Date
 06/30/2014

Burden Statement

Grant Program
 State Fire Training Systems Grant Program
 CFDA Number

Budget Object Class	Amount
Budget Category Total	\$20,000.00

Budget Object Class	Amount
Personnel	\$10,973.00
Fringe Benefits	\$2,995.00
Travel	\$3,725.00
Equipment	\$0.00
Supplies	\$2,307.00
Contractual	\$0.00
Construction	\$0.00
Other	\$0.00
Total Direct Charges	\$20,000.00
Indirect Charges	\$0.00
Budget Category Total	\$20,000.00
Non-Federal Resources	Amount
Applicant	\$0.00
State	\$0.00
Other	\$0.00
Total Non-Federal Resources	\$0.00
Income	Amount
Program Income	\$0.00
Total Budget	Amount
Federal	\$20,000.00
Non-Federal	\$0.00
Total Project Cost	\$20,000.00

Start 9/1/20
End 8/30/21

Direct Charges Explanation
Indirect Charges Explanation

Forecasted Cash Needs (Optional)

No Forecasted Cash Needs have been entered for this application

Future Funding Periods (Years) (Optional)

No Budget Estimates of Federal Funds Needed for the Balance of the Project have been entered for this application

Remarks

SF-424A Budget Information - Non-Construction Programs (4040-0006)

SF-424A Budget Information - Non-Construction Programs (4040-0006)

According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 4040-0006. The time required to complete this information collection is estimated to average 1.8 hours per response, including the time to review instructions, search existing data resources, gather the data needed and complete and review the information collection.

If you have comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to:

U.S. Department of Health & Services, OS/OCIO/PRA,
200 Independence Ave., S.W., Suite 537-H,
Washington D.C. 20201,
Attention: PRA Reports Clearance Officer.

Agency, Total Responses, Average Burden per response in Hours, Total Burden Hours

- CNCS, 10, 4, 40
- DOI, 1274, 49/60, 1046
- DOS, 150, 5/60, 13
- EPA, 9098, 1.97, 17905
- SSA, 1400, 30/60, 700
- TREAS, 276, 1, 276
- VA, 184, 15/60, 46

- USDA, 7241, 3, 21723
- DOC, 5685, 20/60, 1895
- DOT, 50, 1.6, 80
- DHS, 150, 2, 300
- HHS, 1510, 2.64, 3998
- Total, 27028, 48022
- 48022 hrs. / 27028 = 1.8 total hours per response.



Close

Attachments

Attached Documents	Title	Description
GrantApplication.xml	GrantApplication.xml	Submitted in Grants.gov
Form GG LobbyingForm-V1.1.pdf	Form GG_LobbyingForm-V1.1.pdf	Submitted in Grants.gov
Form SF424_2_1-V2.1.pdf	Form SF424_2_1-V2.1.pdf	Submitted in Grants.gov
grant FY20budgetdetail.doc	Budget Detail	Budget Worksheet
Grant Workplan Narrative.docx	Workplan Narrative	Workplan Narrative

Certification Regarding Lobbying

Status Signed

Date Signed 06/24/2020

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

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

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, 'Disclosure of Lobbying Activities,' in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, 'Disclosure of Lobbying Activities,' in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Applicant's Organization:
Tennessee Fire Service and Code Enforcement Academy
Signing Authority Name:
Cheryle Hunt
Signature Date:
06/24/2020
Signatory Authority Title:
Executive Director

I, **Jeff Elliott**, or my designee am hereby providing my signature for this application as of **06/24/2020**

SF-LLL

Disclosure of Lobbying Activities

OMB Number
0348-0046
Expiration Date
12/31/2013

Burden Statement

Status Not Applicable

Form Not Applicable to Application
Yes

SF-424B

Assurances for Non-Construction Programs

OMB Number
4040-0007
Expiration Date
06/30/2014

Burden Statement

Status Signed

Date Signed 06/24/2020

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0040), Washington, DC 20503.

NOTE:

Certain of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681- 1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee- 3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
9. Will comply, as applicable, with the provisions of the Davis- Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327- 333), regarding labor standards for federally-assisted construction subagreements.

10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.

11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93- 205).

12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.

13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).

14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.

15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.

16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.

17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."

18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

19. Will comply with the requirements of Section 106(g) of the Trafficking Victims Protection Act (TVPA) of 2000, as amended (22 U.S.C. 7104) which prohibits grant award recipients or a sub-recipient from (1) Engaging in severe forms of trafficking in persons during the period of time that the award is in effect (2) Procuring a commercial sex act during the period of time that the award is in effect or (3) Using forced labor in the performance of the award or subawards under the award.

Applicant's Organization:

Tennessee Fire Service and Code Enforcement Academy

Signing Authority Name:

Cheryle Hunt

Signature Date:

06/24/2020

Signatory Authority Title:

Executive Director

I, **Jeff Elliott**, or my designee am hereby providing my signature for this application as of **06/24/2020**



Close

Action History

10 records per page
Showing 1 to 8 of 8 entries

Search:

User	Action	Description	Date
Cheryle Hunt	Status Change	Performance Report status updated from Pending Submission to Pending Review	<u>10/05/2020 16:04</u> -04:00
Cheryle Hunt	Status Change	Performance Report status updated from New to Pending Submission	<u>10/05/2020 16:04</u> -04:00
System	Status Change	Award status updated from Approved to Accepted	<u>08/31/2020 16:45</u> -04:00
Cheryle Hunt	Task Completion	Award task Award Offer Review completed by tnfire2016	<u>08/31/2020 16:45</u> -04:00
System	Status Change	Application status updated from Pending Review to Approved	<u>08/31/2020 12:57</u> -04:00
System	Status Change	Award status updated from Pending Review to Approved	<u>08/31/2020 10:52</u> -04:00
System	Status Change	Application status updated from Pending Submission to Pending Review	<u>06/29/2020 12:34</u> -04:00
System	Status Change	Application status updated from Pending Review to Pending Submission	<u>06/23/2020 14:37</u> -04:00

• 1



DHS-20-USFA-043-00-01
 Fiscal Year (FY) 2020 State Fire Training (SFT) Systems Grant Program
 Department of Homeland Security
 Department of Homeland Security - FEMA

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SYNOPSIS

VERSION HISTORY

RELATED DOCUMENTS

PACKAGE

Print Synopsis Details ?

General Information

Document Type: Grants Notice	Version: Synopsis 2
Funding Opportunity Number: DHS-20-USFA-043-00-01	Posted Date: Jun 08, 2020
Funding Opportunity Title: Fiscal Year (FY) 2020 State Fire Training (SFT) Systems Grant Program	Last Updated Date: Jun 08, 2020
Opportunity Category: Discretionary	Original Closing Date for Applications: Jul 17, 2020
Opportunity Category Explanation:	Current Closing Date for Applications: Jul 17, 2020
Funding Instrument Type: Grant	Archive Date: Aug 17, 2020
Category of Funding Activity: Other (see text field entitled "Explanation of Other Category of Funding Activity" for clarification)	Estimated Total Program Funding: \$1,000,000
Category Explanation: Fire Service Training	Award Ceiling: \$20,000
Expected Number of Awards: 50	Award Floor: \$20,000
CFDA Number(s): 97.043 – State Fire Training Systems Grants	
Cost Sharing or Matching Requirement: No	

Eligibility

Eligible Applicants: Others (see text field entitled "Additional Information on Eligibility" for clarification)
Additional Information on Eligibility: State Fire Training

Additional Information

Agency Name: Department of Homeland Security - FEMA

Description:

In accordance with the *Federal Fire Prevention and Control Act of 1974*, the Superintendent of the National Fire Academy (NFA) delivers training in cooperation with State fire service training agencies. This cooperation includes direct delivery of government-funded courses in the States; the distribution and sharing of student manuals, instructor guides, and other course materials and funding to the States to help supplement and tailor their training delivery needs using NFA courses and programs. State Fire Training Programs support Mission 5 of the *2014 Quadrennial Homeland Security Review: Strengthen National Preparedness and Resilience and of Presidential Policy Directive (PPD-8): National Preparedness through training programs.*

Link to Additional Information: <http://www.grants.gov>

Grantor Contact Information: If you have difficulty accessing the full announcement electronically, please contact:

Diane Close,
 Fire Program Specialist
 National Fire Academy
 FEMA / DHS
 16825 S. Seton Ave.
 Emmitsburg, MD 21727
 Desk: 301-447-1376
 Diane.close@fema.dhs.gov

 diane.close@fema.dhs.gov

contact for this grant below. The secondary contact can be members of the fire department or organizations applying for the grant that will see the grant through completion, are familiar with the grant application, and have the authority to make decisions on and to act upon this grant application. The secondary point of contact can also be an individual who assisted with the development, preparation, or review of the application.

Baylie Scott
Assistant Director

Primary phone
6159251912
Mobile

Additional phones
6157412981
Work

Fax

baylie.scott@tn.gov

Assurance and certifications

OMB number: 4040-0007, Expiration date: 02/28/2022 [View burden statement](#)

SF-424B: Assurances - Non-Construction Programs

OMB Number: 4040-0007
Expiration Date: 02/28/2022

Certain of these assurances may not be applicable to your project or program. If you have any questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.

3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee- 3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
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14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
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18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.
19. Will comply with the requirements of Section 106(g) of the Trafficking Victims Protection Act (TVPA) of 2000, as amended (22 U.S.C. 7104) which prohibits grant award recipients or a sub-recipient from (1) Engaging in severe forms of trafficking in persons during the period of time that the award is in effect (2) Procuring a commercial sex act during the period of time that the award is in effect or (3) Using forced labor in the performance of the award or subawards under the award.

Certifications regarding lobbying

EMW-2018-FZ-00087 FY 2018 Assistance to Firefighters Grants

Assurances and certifications

Standard Form 424B

Assurances and certifications

Standard Form 424B

You must read and sign these assurances. These documents contain the Federal requirements attached to all Federal grants including the right of the Federal government to review the grant activity. You should read over the documents to become aware of the requirements. The Assurances and Certifications must be read, signed, and submitted as a part of the application.

O.M.B Control Number 4040-0007

Assurances Non-Construction Programs

Note: Certain of these assurances may not be applicable to your project or program. If you have any questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project costs) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States, and if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.

5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. Section 4728-4763) relating to prescribed standards for merit systems for programs funded under one of the nineteen statutes or regulations specified in Appendix A of OPMs Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. Sections 1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. Section 794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. Sections 6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§ 523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Acts of 1968 (42 U.S.C. Section 3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Title II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interest in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.

11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. Section 1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. 470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. 469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. 2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. Section 4801 et seq.) which prohibits the use of lead based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations and policies governing this program.

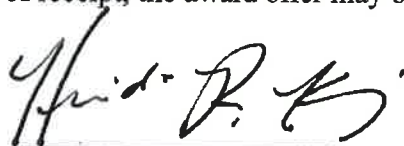
Signed by: Steven Majchrzak on 2018-10-05 15:27:33 in the legacy AFG system

This award document, signed by the Grants Officer, constitutes an obligation of Federal funding. By signing this document, the Recipient agrees to comply with the following Award provisions:

- For program-specific terms and conditions, consult
 - 47 CFR Part 400, 911 Grant Program
 - 911 Grant Program NOFO (Aug. 9, 2018) and the 911 Grant Program Revision to the NOFO (Feb. 1, 2019), available at <https://www.grants.gov/web/grants/view-opportunity.html?oppId=307868>
 - See also special conditions attached to award letter.
- 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements, including Appendix XII—Award Term and Condition for Recipient Integrity and Performance Matters
- 2 CFR Part 1201, Department of Transportation, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards
- 2 CFR Part 1327, Department of Commerce, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards
- 2 CFR Part 25, Financial Assistance Use of Universal Identifier and System for Award Management
- 2 CFR Part 170, Reporting Sub-award and Executive Compensation Information
- Whistleblower protections, including 10 U.S.C. 2409, 41 U.S.C. 4712, and 10 U.S.C. 2324, 41 U.S.C. 4304 and 4310
- Executive Order 13043, Increasing Seat Belt Use in the United States
- Executive Order 13513, Federal Leadership on Reducing Text Messaging While Driving

IMPORTANT: This document must be signed by an authorized representative of the Recipient and returned. If not signed and returned without modification by the Recipient within 30 business days of receipt, the award offer may be withdrawn and de-obligated.

Signature:



Heidi R. King
Deputy Administrator
National Highway Traffic Safety Administration

Signature:



Curtis Sutton
Tennessee Emergency Communications Board

PLEASE EMAIL SIGNED FORM TO NHTSA.NATIONAL911@DOT.GOV



INTERAGENCY AGREEMENT AMENDMENT COVER SHEET
 (Interagency Agreement between state agencies, including the University of Tennessee or Board of Regents colleges and universities)

Agency Tracking # 31865-00083	Edison ID 58123	Contract #	Amendment # 02		
Contractor Legal Entity Name Department of Commerce and Insurance			Edison Vendor ID 0000000051		
Amendment Purpose & Effect(s) Extend Term and Add Funding for FY22					
Amendment Changes Contract End Date: <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		End Date: June 30, 2022			
TOTAL Contract Amount INCREASE or DECREASE per this Amendment (zero if N/A):			\$2,671,600.00		
Funding —					
FY	State	Federal	Interdepartmental	Other	TOTAL Contract Amount
2019	\$1,285,050.00	\$1,285,050.00			\$2,570,100.00
2020	\$1,285,050.00	\$1,285,050.00			\$2,570,100.00
2021	\$1,285,050.00	\$1,285,050.00			\$2,570,100.00
2022	\$1,335,800.00	\$1,335,800.00			\$2,671,600.00
TOTAL:	\$5,190,950.00	\$5,190,950.00			\$10,381,900.00
Budget Officer Confirmation: There is a balance in the appropriation from which obligations hereunder are required to be paid that is not already encumbered to pay other obligations. <div style="font-size: 24px; font-family: cursive; margin-top: 20px;"><i>Zane Seals</i></div>			<p>CPO USE</p>		
Speed Chart (optional)		Account Code (optional)			

**AMENDMENT #2
TO AGREEMENT #58123
BETWEEN THE STATE OF TENNESSEE
DEPARTMENT OF FINANCE AND ADMINISTRATION
DIVISION OF TENNCARE
AND
DEPARTMENT OF COMMERCE AND INSURANCE**

This Amendment is made and entered by and between the State of Tennessee, Department of Finance and Administration, Division of TennCare, hereinafter referred to as the "State" and Department of Commerce and Insurance, hereinafter referred to as the "Contractor." For good and valuable consideration, the sufficiency of which is hereby acknowledged, it is mutually understood and agreed by and between said, undersigned contracting parties that the subject contract is hereby amended as follows:

1. Agreement Section B.1 is deleted in its entirety and replaced with the following:
 - B.1. This Agreement shall be effective on July 1, 2018 ("Effective Date") and extend for a period of forty-eight (48) months after the Effective Date ("Term"). The Procuring State Agency shall have no obligation for goods or services provided by the Contractor prior to the Effective Date.

2. Agreement Section C.1 is deleted in its entirety and replaced with the following:
 - C.1. **Maximum Liability.** In no event shall the maximum liability of the Procuring State Agency under this Agreement exceed Two Million Five Hundred Seventy Thousand One Hundred Dollars (\$2,570,100.00) for FY 2019, Two Million Five Hundred Seventy Thousand One Hundred Dollars (\$2,570,100.00) for FY 2020, Two Million Five Hundred Seventy Thousand One Hundred Dollars (\$2,570,100.00) for FY 2021, and Two Million Five Hundred Seventy Thousand One Hundred Dollars (\$2,671,600.00) for FY 2022 with a total maximum liability of Ten Million Two Hundred Eighty Thousand Four Hundred Dollars (\$10,381,900.00). The compensation provided in Section C.3 shall constitute the entire compensation due the Contracting State Agency for the goods delivered and accepted or for services performed and all of the Contracting State Agency's obligations hereunder regardless of the difficulty, materials or equipment required. The payment compensation includes, but is not limited to, all applicable taxes, fees, overheads, and all other direct and indirect costs incurred or to be incurred by the Contracting State Agency.

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

Amendment Effective Date. The revisions set forth herein shall be effective once all required approvals are obtained. All other terms and conditions of this Grant Contract not expressly amended herein shall remain in full force and effect.

IN WITNESS WHEREOF,

DEPARTMENT OF COMMERCE AND INSURANCE


Carter Lawrence (Apr 20, 2021 12:43 CDT)

Apr 20, 2021

SIGNATURE
Commissioner

DATE

PRINTED NAME AND TITLE OF SIGNATORY (above)

**DEPARTMENT OF FINANCE AND ADMINISTRATION
DIVISION OF TENNCARE:**

Butch Eley  Digitally signed by Butch Eley
Date: 2021.04.21 13:18:42 -05'00'

BUTCH ELEY, COMMISSIONER

DATE

CERTIFICATION OF CIVIL RIGHTS COMPLIANCE

(PAGE 1 OF 2)

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

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

Agency Name: Tennessee Department of Commerce and Insurance **Project Director's Name:** Benjamin Wrather
Agency Address: 500 James Robertson Parkway **Project Director's Phone:** (615) 741-4448
Nashville, Tennessee 37243
Grant Project Title: Coronavirus Emergency Supplemental Funding Program
Grant Start Date: December 1, 2020 **Grant End Date:** 06/30/2021
Grant Duration: Seven (7) months **Grant Amount:** \$297,000

I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:

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

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

Appendix E

Report of Department Staff and Members of
Governor Appointed Regulatory Boards and
Commissions Who Received Meeting Per
Diems

Boards and Commissions

Commerce & Insurance

Fire Fighting Commission		
Race	Total # 9	100%
Black		
White	9	100
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Accountancy		
Race	Total # 10	100%
Black	1	10
White	9	90
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Architects & Engineers		
Race	Total # 11	100%
Black	1	9
White	10	91
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Private Investigators Commission		
Race	Total # 7	100%
Black	1	14.29
White	6	85.71
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Real Estate Appraisers Commission		
Race	Total # 7	100%
Black		
White	7	100
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Cosmetology & Barber Examiners Board		
Race	Total # 12	100%
Black	3	25
White	9	75
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Contractors Board		
Race	Total # 8	100%
Black	1	14.28
White	7	85.72
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Motor Vehicle Commission		
Race	Total # 11	100%
Black	2	18.18
White	9	81.82
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Real Estate Commission		
Race	Total # 8	100%
Black		
White	7	87.5
Asian		
Hispanic	1	12.5
Native American/Indian		
Pacific Islander		
Other		

Funeral Directors & Embalmers Board		
Race	Total # 7	100%
Black	1	14.29
White	6	85.71
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Land Surveyors Board		
Race	Total # 4	100%
Black		
White	4	100
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Auctioneers Board		
Race	Total # 5	100%
Black		
White	5	100
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Collection Services Board

Race	Total # 4	100%
Black	1	0.25
White	3	0.75
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Empl ID	Position Job Title	Employee I	Position Reg/Temp
102379	FIRE SERVICE INSTRUCTOR 1	W	Executive
156972	FIRE SERVICE INSTRUCTOR 1	W	Executive
562460	FIRE SERVICE INSTRUCTOR 1	W	Executive
512689	FIRE SERVICE INSTRUCTOR 1	W	Executive
475816	FIRE SERVICE INSTRUCTOR 1	W	Executive
150583	FIRE SERVICE INSTRUCTOR 1	W	Executive
111585	FIRE SERVICE INSTRUCTOR 1	W	Executive
539947	FIRE SERVICE INSTRUCTOR 1	W	Executive
428747	FIRE SERVICE INSTRUCTOR 1	W	Executive
468416	FIRE SERVICE INSTRUCTOR 1	W	Executive
110750	FIRE SERVICE INSTRUCTOR 1	W	Executive
452963	FIRE SERVICE INSTRUCTOR 1	W	Executive
356269	FIRE SERVICE INSTRUCTOR 1	W	Executive
115329	FIRE SERVICE INSTRUCTOR 1	W	Executive
484672	FIRE SERVICE INSTRUCTOR 1	W	Executive
533171	FIRE SERVICE INSTRUCTOR 1	W	Executive
124728	FIRE SERVICE INSTRUCTOR 1	W	Executive
452959	FIRE SERVICE INSTRUCTOR 1	W	Executive
135602	FIRE SERVICE INSTRUCTOR 1	W	Executive
523937	FIRE SERVICE INSTRUCTOR 1	W	Executive
428749	FIRE SERVICE INSTRUCTOR 1	W	Executive
540156	FIRE SERVICE INSTRUCTOR 1	W	Executive
144058	FIRE SERVICE INSTRUCTOR 1	W	Executive
429087	FIRE SERVICE INSTRUCTOR 1	W	Executive
452912	FIRE SERVICE INSTRUCTOR 1	W	Executive
263193	FIRE SERVICE INSTRUCTOR 1	W	Executive
451486	FIRE SERVICE INSTRUCTOR 1	W	Executive
486520	FIRE SERVICE INSTRUCTOR 1	W	Executive
125467	FIRE SERVICE INSTRUCTOR 1	W	Executive
448424	FIRE SERVICE INSTRUCTOR 1	W	Executive
101652	FIRE SERVICE INSTRUCTOR 1	W	Executive
141095	FIRE SERVICE INSTRUCTOR 1	W	Executive
114430	FIRE SERVICE INSTRUCTOR 1	W	Executive

114834	FIRE SERVICE INSTRUCTOR 1	W	Executive
533151	FIRE SERVICE INSTRUCTOR 1	W	Executive
484643	FIRE SERVICE INSTRUCTOR 1	W	Executive
575753	FIRE SERVICE INSTRUCTOR 1	W	Executive
468411	FIRE SERVICE INSTRUCTOR 1	W	Executive
484663	FIRE SERVICE INSTRUCTOR 1	W	Executive
126336	FIRE SERVICE INSTRUCTOR 1	W	Executive
143460	FIRE SERVICE INSTRUCTOR 1	W	Executive
523864	FIRE SERVICE INSTRUCTOR 1	W	Executive
507599	FIRE SERVICE INSTRUCTOR 1	W	Executive
452961	FIRE SERVICE INSTRUCTOR 1	W	Executive
153464	FIRE SERVICE INSTRUCTOR 1	W	Executive
134832	FIRE SERVICE INSTRUCTOR 1	W	Executive
523865	FIRE SERVICE INSTRUCTOR 1	W	Executive
507600	FIRE SERVICE INSTRUCTOR 1	W	Executive
107239	FIRE SERVICE INSTRUCTOR 1	W	Executive
527303	FIRE SERVICE INSTRUCTOR 1	W	Executive
533166	FIRE SERVICE INSTRUCTOR 1	W	Executive
513568	FIRE SERVICE INSTRUCTOR 1	W	Executive
553726	FIRE SERVICE INSTRUCTOR 1	W	Executive
527268	FIRE SERVICE INSTRUCTOR 1	W	Executive
448481	FIRE SERVICE INSTRUCTOR 1	W	Executive
427300	FIRE SERVICE INSTRUCTOR 1	W	Executive
527300	FIRE SERVICE INSTRUCTOR 1	W	Executive
507792	FIRE SERVICE INSTRUCTOR 1	W	Executive
434418	FIRE SERVICE INSTRUCTOR 1	W	Executive
145340	FIRE SERVICE INSTRUCTOR 1	W	Executive
553739	FIRE SERVICE INSTRUCTOR 1	W	Executive
163417	FIRE SERVICE INSTRUCTOR 1	W	Executive
533162	FIRE SERVICE INSTRUCTOR 1	W	Executive
395111	CODES ENFORCEMENT INSTRUCTOR 1	W	Executive
434428	CODES ENFORCEMENT INSTRUCTOR 1	W	Executive
468348	CODES ENFORCEMENT INSTRUCTOR 1	W	Executive
110516	CODES ENFORCEMENT INSTRUCTOR 1	W	Executive

551987	CODES ENFORCEMENT INSTRUCTOR 1	W	Executive
472221	CODES ENFORCEMENT INSTRUCTOR 1	W	Executive
389430	COMMISSION MEMBER	W	Executive
388123	COMMISSION MEMBER	W	Executive
168501	COMMISSION MEMBER	W	Executive
482236	COMMISSION MEMBER	W	Executive
530507	COMMISSION MEMBER	W	Executive
535807	COMMISSION MEMBER	W	Executive
441401	COMMISSION MEMBER	W	Executive
441397	COMMISSION MEMBER	W	Executive
467906	COMMISSION MEMBER	W	Executive
485165	COMMISSION MEMBER	W	Executive
486062	COMMISSION MEMBER	W	Executive
364080	COMMISSION MEMBER	W	Executive
544202	COMMISSION MEMBER	W	Executive
487243	COMMISSION MEMBER	W	Executive
341961	COMMISSION MEMBER	W	Executive
442983	COMMISSION MEMBER	W	Executive
548556	COMMISSION MEMBER	W	Executive
395184	COMMISSION MEMBER	W	Executive
558359	COMMISSION MEMBER	W	Executive
555022	COMMISSION MEMBER	W	Executive
548573	COMMISSION MEMBER	W	Executive
428015	COMMISSION MEMBER	W	Executive
523238	COMMISSION MEMBER	W	Executive
161173	ATHLETIC COMMISSION INSPECTOR	W	Executive
502432	ATHLETIC COMMISSION INSPECTOR	W	Executive
467736	ATHLETIC COMMISSION INSPECTOR	W	Executive
563428	ATHLETIC COMMISSION INSPECTOR	W	Executive
504716	ATHLETIC COMMISSION INSPECTOR	W	Executive
406828	COMMISSION MEMBER	W	Executive
541316	AUDITOR 2*	W	Preferred
411781	AUDITOR 4	W	Preferred
532264	HR ANALYST 3	W	Preferred

111865 HR MANAGER 2	W	Preferred
566728 ADMIN SERVICES ASSISTANT 2*	W	Preferred
113186 HR MANAGER 1	W	Preferred
109596 FISCAL DIRECTOR 1	W	Preferred
156120 ACCOUNTANT 3	W	Preferred
121550 ADMIN SERVICES ASSISTANT 4	W	Preferred
146523 PROCUREMENT OFFICER 2	W	Preferred
512953 PROCUREMENT OFFICER 1	W	Preferred
142276 PROCUREMENT OFFICER 1	W	Preferred
534519 REG BOARD ADMIN ASST 2	W	Preferred
556138 ACCOUNT CLERK	W	Preferred
502228 ADMIN SERVICES MANAGER	W	Preferred
478369 PROCUREMENT OFFICER 2	W	Preferred
524185 CUSTOMER SERVICE CENTER REP 2*	W	Preferred
413316 CUSTOMER SERVICE CENTER REP 3	W	Preferred
536228 CUSTOMER SERVICE CENTER REP 2*	W	Preferred
417877 CUSTOMER SERVICE CENTER REP 2*	W	Preferred
538180 CUSTOMER SERVICE CENTER REP 2*	W	Preferred
492358 CUSTOMER SERVICE CENTER REP 3	W	Preferred
492355 CUSTOMER SERVICE CENTER MGR 1	W	Preferred
522518 CUSTOMER SERVICE CENTER REP 2*	W	Preferred
425646 CUSTOMER SERVICE CENTER REP 2*	W	Preferred
531682 C&I REVENUE PROCESSING SPEC 2	W	Preferred
475839 C&I REVENUE PROCESSING SPEC 2	W	Preferred
475843 C&I REVENUE PROCESSING SPEC 2	W	Preferred
356661 C&I REVENUE PROCESSING SPEC 2	W	Preferred
157471 C&I REVENUE PROCESSING SPEC 2	W	Preferred
509835 REG BOARD ADMIN ASST 3	W	Preferred
483555 REG BOARD ADMIN MANAGER	W	Preferred
466513 REG BOARD ADMIN ASST 3	W	Preferred
157457 INSURANCE EXAMINER-AFE	W	Preferred
126642 ADMIN SERVICES ASSISTANT 3	W	Preferred
372537 ADMIN SERVICES ASSISTANT 3	W	Preferred
125557 ADMIN SECRETARY	W	Preferred

546766	ACTUARIAL&COMPLIANCE OFFICER	W	Preferred
490950	ACTUARIAL&COMPLIANCE ANALYST 2	W	Preferred
521887	ACTUARIAL&COMPLIANCE ANALYST 2	W	Preferred
107614	ACTUARIAL&COMPLIANCE ANALYST 2	W	Preferred
108881	ACTUARIAL&COMPLIANCE OFFICER	W	Preferred
150271	ACTUARIAL&COMPLIANCE OFFICER	W	Preferred
515380	ACTUARIAL&COMPLIANCE ANALYST 2	W	Preferred
158263	ADMIN SERVICES ASSISTANT 3	W	Preferred
539400	ACTUARIAL&COMPLIANCE ANALYST 2	W	Preferred
144390	ADMIN SERVICES ASSISTANT 3	W	Preferred
547486	ADMIN SERVICES ASSISTANT 2*	W	Preferred
566639	ADMIN SERVICES ASSISTANT 2*	W	Preferred
348613	ADMIN SERVICES ASSISTANT 2*	W	Preferred
454032	ADMIN SERVICES ASSISTANT 2*	W	Preferred
559308	ADMIN SERVICES ASSISTANT 2*	W	Preferred
555721	ADMIN SERVICES ASSISTANT 2*	W	Preferred
573922	ADMIN SERVICES ASSISTANT 4	W	Preferred
125433	INSURANCE EXAM IN-CHARGE-CFE	W	Preferred
506573	INSURANCE EXAMINER 2*	W	Preferred
127316	INSURANCE EXAMINER 3	W	Preferred
506893	INSURANCE EXAMINER 2*	W	Preferred
153779	INSURANCE EXAM IN-CHARGE-CFE	W	Preferred
509877	INSURANCE EXAMINER 3	W	Preferred
413924	INSURANCE FINANCIAL ANALYST SR	W	Preferred
413890	INSURANCE EXAMINER 2*	W	Preferred
159253	INSURANCE EXAMINER-AFE	W	Preferred
515592	ACCOUNTING TECHNICIAN 1	W	Preferred
113704	INSURANCE EXAMINER-AFE	W	Preferred
102753	INSURANCE FINANCIAL MANAGER	W	Preferred
162741	INSURANCE EXAMINER 2*	W	Preferred
446048	INSURANCE EXAM IN-CHARGE-CPA	W	Preferred
113155	ADMIN SERVICES ASSISTANT 3	W	Preferred
139198	ADMIN SERVICES ASSISTANT 3	W	Preferred
547719	SECRETARY	W	Preferred

552956	CONSUMER INSURANCE INV 1	W	Preferred
515300	CONSUMER INSURANCE SVCS MGR	W	Preferred
506782	CONSUMER INSURANCE INV 1	W	Preferred
419896	CONSUMER INSURANCE INV 1	W	Preferred
527797	CAPTIVE INSURANCE SPEC 2*	W	Preferred
431896	CAPTIVE INSURANCE AD	W	Preferred
356006	CAPTIVE INSURANCE SPEC 2*	W	Preferred
509846	ADMIN SERVICES ASSISTANT 4	W	Preferred
438263	CAPTIVE INSURANCE SPEC 2*	W	Preferred
370309	CAPTIVE INSURANCE SPEC 3	W	Preferred
517827	CAPTIVE INSURANCE SPEC 2*	W	Preferred
343997	CAPTIVE INSURANCE SPEC 2*	W	Preferred
420054	CAPTIVE INSURANCE AD	W	Preferred
506134	ADMIN SERVICES ASSISTANT 2*	W	Preferred
119449	STATISTICAL ANALYST 3	W	Preferred
472019	PLANS EXAMINER MANAGER	W	Preferred
150431	ADMIN SERVICES ASSISTANT 3	W	Preferred
526984	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
159014	FIRE & BUILDING CODE INSP SUPV	W	Preferred
112455	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
563578	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
148906	FIRE & BUILDING CODE INSP MGR	W	Preferred
477418	FIRE & BUILDING CODE INSPEC 3	W	Preferred
511283	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
553059	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
143348	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
116369	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
106010	PLANS EXAMINER SUPERVISOR	W	Preferred
103781	PLANS EXAMINER 2	W	Preferred
111598	FIRE & BUILDING CODE INSP SUPV	W	Preferred
477416	FIRE & BUILDING CODE INSPEC 3	W	Preferred
475849	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
532671	FIRE & BUILDING CODE INSPEC 3	W	Preferred
160961	FIRE & BUILDING CODE INSPEC 2*	W	Preferred

113840 PLANS EXAMINER 2	W	Preferred
362449 PLANS EXAMINER 2	W	Preferred
100125 PLANS EXAMINER 2	W	Preferred
103123 PLANS EXAMINER 2	W	Preferred
106900 SECRETARY	W	Preferred
526225 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
528594 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
163741 PLANS EXAMINER 2	W	Preferred
535116 PLANS EXAMINER 2	W	Preferred
140970 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
533725 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
201867 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
449081 FIRE & BUILDING CODE INSPEC 3	W	Preferred
116708 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
557710 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
123489 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
571581 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
467911 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
560386 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
398200 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
434855 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
383423 ADMIN SECRETARY	W	Preferred
393341 PLANS EXAMINER 2	W	Preferred
532318 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
544579 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
557700 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
132781 PLANS EXAMINER SUPERVISOR	W	Preferred
113647 PLANS EXAMINER 2	W	Preferred
466991 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
425032 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
135609 PLANS EXAMINER 2	W	Preferred
418361 FIRE & BUILDING CODE INSP SUPV	W	Preferred
566555 FIRE & BUILDING CODE INSPEC 2*	W	Preferred
552957 FIRE & BUILDING CODE INSPEC 2*	W	Preferred

477410	FIRE & BUILDING CODE INSP SUPV	W	Preferred
154712	PLANS EXAMINER 2	W	Preferred
428212	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
356715	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
399377	ADMIN SERVICES ASSISTANT 2*	W	Preferred
136772	ADMIN SERVICES ASSISTANT 2*	W	Preferred
441609	FIRE & BUILDING CODE INSP SUPV	W	Preferred
509824	ELECTRICAL INSPECTOR 2	W	Preferred
445206	FIRE & BUILDING CODE INSP MGR	W	Preferred
124653	ADMIN SERVICES ASSISTANT 3	W	Preferred
100217	ADMIN SECRETARY	W	Preferred
160944	ELECTRICAL INSPECTOR LEAD	W	Preferred
447641	ELECTRICAL INSPECTOR 2	W	Preferred
518321	ELECTRICAL INSPECTOR 1	W	Preferred
509741	ELECTRICAL INSPECTOR 1	W	Preferred
509718	ELECTRICAL INSPECTOR 1	W	Preferred
483258	ELECTRICAL INSPECTOR LEAD	W	Preferred
565386	ELECTRICAL INSPECTOR 1	W	Preferred
425730	ADMIN SERVICES ASSISTANT 2*	W	Preferred
528762	FIRE & BUILDING CODE INSPEC 2*	W	Preferred
110429	PLANS EXAMINER 2	W	Preferred
518354	ADMIN SERVICES ASSISTANT 4	W	Preferred
462674	MFD HOME INSPECTOR 2*	W	Preferred
569497	MFD HOME INSPECTOR 2*	W	Preferred
135224	ADMIN SERVICES ASSISTANT 2*	W	Preferred
117721	MFD HOME INSPECTOR CONSULTANT	W	Preferred
567322	MFD HOME INSPECTOR 2*	W	Preferred
520264	MFD HOME INSPECTOR 2*	W	Preferred
119781	MFD HOME INSPECTOR 2*	W	Preferred
451827	ADMIN SERVICES ASSISTANT 3	W	Preferred
131672	MFD HOME INSPECTOR 2*	W	Preferred
117337	MFD HOME INSPECTOR 2*	W	Preferred
119691	MFD HOME INSPECTOR 2*	W	Preferred
454747	MFD HOME INSPECTOR 2*	W	Preferred

104729	MFD HOME INSPECTOR MANAGER	W	Preferred
110422	MFD HOME INSPECTOR CONSULTANT	W	Preferred
468042	MFD HOME INSPECTOR 2*	W	Preferred
111076	MFD HOME INSPECTOR 2*	W	Preferred
362480	MFD HOME INSPECTOR MANAGER	W	Preferred
474612	MFD HOME INSPECTOR 2*	W	Preferred
511422	FIRE FIGHTING COMMISSION COOR	W	Preferred
576130	ADMIN SERVICES ASSISTANT 2*	W	Preferred
498626	FIRE FIGHTING COMMISSION COOR	W	Preferred
448061	FIRE FIGHTING COMMISSION COOR	W	Preferred
419898	ADMIN SERVICES ASSISTANT 3	W	Preferred
375748	FINANCIAL SERVICES INVESTIG 3	W	Preferred
430419	FINANCIAL SERVICES INVESTG 2*	W	Preferred
471302	FINANCIAL SERVICES INVESTG 2*	W	Preferred
551972	ADMIN SERVICES ASSISTANT 3	W	Preferred
565612	FINANCIAL SERVICES INVESTG 2*	W	Preferred
153913	SECURITIES EXAMINER 3	W	Preferred
563446	ADMIN ASSISTANT 2	W	Preferred
130628	SECURITIES EXAMINER 3	W	Preferred
531257	SECURITIES EXAMINER 3	W	Preferred
563614	SECURITIES EXAMINER 2*	W	Preferred
473618	SECURITIES EXAMINER 2*	W	Preferred
527935	SECURITIES EXAMINER 3	W	Preferred
522370	SECURITIES EXAMINER 3	W	Preferred
494844	ADMIN SERVICES MANAGER	W	Preferred
147914	ADMIN SERVICES ASSISTANT 3	W	Preferred
105078	ADMIN SERVICES MANAGER	W	Preferred
126708	ADMIN SERVICES ASSISTANT 3	W	Preferred
135930	ACCOUNTING TECHNICIAN 2	W	Preferred
434845	ADMIN SERVICES ASSISTANT 3	W	Preferred
547216	ADMIN SERVICES ASSISTANT 2*	W	Preferred
132003	FACILITIES MANAGER 2	W	Preferred
117695	FACILITIES SUPERVISOR	W	Preferred
105230	BUILDING MAINTENANCE WORKER 3	W	Preferred

463400 BUILDING MAINTENANCE WORKER 3	W	Preferred
368349 FIRE SERVICE PROGRAM DIRECTOR	W	Preferred
448785 FIRE SERVICE INSTRUCTOR 2	W	Preferred
452910 FIRE SERVICE INSTRUCTOR SUPV	W	Preferred
561284 FIRE SERVICE INSTRUCTOR 2	W	Preferred
155203 ADMIN SERVICES ASSISTANT 2*	W	Preferred
571430 FIRE SERVICE INSTRUCTOR 2	W	Preferred
409876 ADMIN SERVICES ASSISTANT 3	W	Preferred
105153 ADMIN SERVICES ASSISTANT 3	W	Preferred
432419 AUDITOR 2*	W	Preferred
147346 AUDITOR 4	W	Preferred
546830 AUDITOR 2*	W	Preferred
138693 REG BOARD INVESTIGATOR	W	Preferred
505612 REG BOARD INVESTIGATOR	W	Preferred
424368 REG BOARD INVESTIGATOR	W	Preferred
425731 REG BOARD INVESTIGATOR	W	Preferred
272245 REG BOARD INVESTIGATOR	W	Preferred
111765 REG BOARD INVESTIGATOR	W	Preferred
514055 REG BOARD INVESTIGATOR	W	Preferred
161611 REG BOARD FIELD REP 1	W	Preferred
538164 REG BOARD INVESTIGATOR	W	Preferred
145802 REG BOARD INVESTIGATOR	W	Preferred
359152 REG BOARD INVESTIGATOR	W	Preferred
125488 REG BOARD INVESTIGATOR	W	Preferred
139575 REG BOARD INVESTIGATOR	W	Preferred
404570 REG BOARD FIELD REP 1	W	Preferred
448556 REG BOARD INVESTIGATOR	W	Preferred
154099 REG BOARD INVESTIGATOR	W	Preferred
436996 REG BOARD INVESTIGATOR	W	Preferred
502777 REG BOARD INVESTIGATOR	W	Preferred
441676 REG BOARD INVESTIGATOR	W	Preferred
100182 REG BOARD ADMIN ASST 2	W	Preferred
484105 REG BOARD ADMIN ASST 2	W	Preferred
424079 REG BOARD ADMIN ASST 2	W	Preferred

443500	REG BOARD ADMIN ASST 2	W	Preferred
389966	ADMIN SERVICES ASSISTANT 4	W	Preferred
105910	REG BOARD ADMIN ASST 2	W	Preferred
361398	REG BOARD ADMIN ASST 2	W	Preferred
543415	REG BOARD ADMIN ASST 2	W	Preferred
533920	REG BOARD ADMIN ASST 3	W	Preferred
519378	REG BOARD ADMIN ASST 2	W	Preferred
536243	REG BOARD ADMIN ASST 2	W	Preferred
126118	REG BOARD ADMIN DIRECTOR 1	W	Preferred
112271	REG BOARD ADMIN MANAGER	W	Preferred
556319	REG BOARD ADMIN ASST 2	W	Preferred
498942	REG BOARD ADMIN ASST 2	W	Preferred
519181	REG BOARD ADMIN ASST 2	W	Preferred
123417	REG BOARD ADMIN ASST 2	W	Preferred
102799	REG BOARD ADMIN ASST 3	W	Preferred
385691	AUDITOR 3	W	Preferred
370076	AUDITOR 3	W	Preferred
107141	REG BOARD ADMIN MANAGER	W	Preferred
407918	REG BOARD ADMIN ASST 2	W	Preferred
159899	REG BOARD ADMIN ASST 2	W	Preferred
453873	REG BOARD ADMIN ASST 2	W	Preferred
119363	REG BOARD ADMIN MANAGER	W	Preferred
449086	REG BOARD ADMIN ASST 2	W	Preferred
139271	REG BOARD ADMIN ASST 3	W	Preferred
476406	REG BOARD ADMIN ASST 2	W	Preferred
523576	REG BOARD ADMIN ASST 2	W	Preferred
430998	REG BOARD ADMIN ASST 2	W	Preferred
556883	AUDITOR 2*	W	Preferred
363400	REG BOARD ADMIN MANAGER	W	Preferred
517592	REG BOARD ADMIN ASST 2	W	Preferred
127531	REG BOARD FIELD REP 1	W	Preferred
534083	REG BOARD FIELD REP 2	W	Preferred
105541	REG BOARD INVESTIGATOR	W	Preferred
104853	REG BOARD ADMIN ASST 2	W	Preferred

443365	REG BOARD ADMIN MANAGER	W	Preferred
489052	REG BOARD ADMIN ASST 2	W	Preferred
522513	REG BOARD ADMIN ASST 2	W	Preferred
454594	AUDITOR 3	W	Preferred
141701	AUDITOR 3	W	Preferred
399426	REG BOARD ADMIN ASST 2	W	Preferred
151985	REG BOARD ADMIN MANAGER	W	Preferred
497122	REG BOARD ADMIN ASST 3	W	Preferred
399428	REG BOARD ADMIN ASST 2	W	Preferred
517933	REG BOARD ADMIN ASST 2	W	Preferred
514435	REG BOARD ADMIN ASST 2	W	Preferred
141501	REG BOARD ADMIN ASST 2	W	Preferred
140159	REG BOARD ADMIN ASST 2	W	Preferred
130632	ADMIN SERVICES ASSISTANT 2*	W	Preferred
147410	ADMIN SERVICES ASSISTANT 2*	W	Preferred
440837	ADMIN SERVICES ASSISTANT 3	W	Preferred
523000	LAW ENF TRNG INSTRUCTOR	W	Preferred
362577	LAW ENF TRNG INSTRUCTOR SUPV	W	Preferred
139663	LAW ENF TRNG INSTRUCTOR	W	Preferred
517357	LAW ENF TRNG INSTRUCTOR	W	Preferred
506499	LAW ENF TRNG INSTRUCTOR	W	Preferred
259537	LAW ENF TRNG INSTRUCTOR	W	Preferred
527629	LAW ENF TRNG INSTRUCTOR	W	Preferred
430525	LAW ENF TRNG INSTRUCTOR-PER SP	W	Preferred
477516	LAW ENF TRNG INSTRUCTOR-PER SP	W	Preferred
359105	LAW ENF TRNG INSTRUCTOR-PER SP	W	Preferred
522992	LAW ENF TRNG INSTRUCTOR	W	Preferred
569364	LAW ENF TRNG INSTRUCTOR	W	Preferred
404784	LAW ENF TRNG INSTRUCTOR	W	Preferred
448582	LAW ENF TRNG INSTRUCTOR	W	Preferred
111106	ADMIN SERVICES ASSISTANT 3	W	Preferred
544033	ADMIN SERVICES ASSISTANT 2*	W	Preferred
310494	LAW ENF TRNG INSTRUCTOR	W	Preferred
373164	COMMISSIONER 1	W	Executive

136294 ASSISTANT COMMISSIONER 1	W	Executive
356786 ASSISTANT COMMISSIONER 1	W	Executive
532738 EXECUTIVE ADMIN ASSISTANT 2	W	Executive
142217 EXECUTIVE ADMIN ASSISTANT 1	W	Executive
543765 DEPUTY COMMISSIONER 1	W	Executive
119446 C&I POLICY DEV DIRECTOR	W	Executive
101044 AUDIT DIRECTOR 2	W	Executive
442163 C&I MARKETING & COMM ADMIN	W	Executive
134976 EXECUTIVE ADMIN ASSISTANT 3	W	Executive
427532 C&I MARKETING & COMM MEDIA SPC	W	Executive
497773 ASSOCIATE COUNSEL	W	Executive
540593 ASSOCIATE COUNSEL	W	Executive
143225 ASSOCIATE COUNSEL	W	Executive
495225 ASSOCIATE COUNSEL	W	Executive
163252 ASSOCIATE COUNSEL	W	Executive
535587 GENERAL COUNSEL 4	W	Executive
443914 SENIOR ASSOCIATE COUNSEL	W	Executive
452788 ASSOCIATE COUNSEL	W	Executive
498120 ASSOCIATE COUNSEL	W	Executive
131885 SENIOR ASSOCIATE COUNSEL	W	Executive
507980 ASSOCIATE COUNSEL	W	Executive
531824 ADMIN SERVICES ASSISTANT 3	W	Executive
153271 SENIOR ASSOCIATE COUNSEL	W	Executive
374936 ADMIN SERVICES ASSISTANT 3	W	Executive
572434 ADMIN SERVICES ASSISTANT 3	W	Executive
162885 ADMIN SERVICES ASSISTANT 4	W	Executive
470602 ADMIN SERVICES ASSISTANT 3	W	Executive
572378 ADMIN SERVICES ASSISTANT 3	W	Executive
147664 ASSOCIATE COUNSEL	W	Executive
140963 HR DIRECTOR 3	W	Executive
455653 FISCAL DIRECTOR 2	W	Executive
381229 ASSISTANT COMMISSIONER 2	W	Executive
530790 ADMIN SERVICES ASSISTANT 4	W	Executive
531022 ASSISTANT COMMISSIONER 1	W	Executive

138752 EXECUTIVE ADMIN ASSISTANT 1	W	Executive
558852 C&I BUSINESS DEVELOPMENT DIR	W	Executive
125925 INSURANCE ANALYSIS DIRECTOR	W	Executive
106095 ACTUARIAL & COMPLIANCE DIR	W	Executive
130908 AGENT LICENSING/CE DIRECTOR	W	Executive
427555 INSURANCE EXAMINATION DIR	W	Executive
557778 CAPTIVE INSURANCE PROGRAM DIR	W	Executive
139578 ASSISTANT COMMISSIONER 2	W	Executive
357303 C&I POLICY ADVISOR	W	Executive
450838 EXECUTIVE ADMIN ASSISTANT 2	W	Executive
120623 FIRE PREV BUS PROC IMP DIR	W	Executive
414896 FIRE PREV BUS PROC IMP DIR	W	Executive
571851 ADMIN SERVICES ASSISTANT 4	W	Executive
525012 ADMIN SERVICES ASSISTANT 4	W	Executive
490970 EXECUTIVE ADMIN ASSISTANT 1	W	Executive
334915 FIRE PREV EDUC & OUTREACH DIR	W	Executive
469027 FIRE PREV GEOSPATIAL ANALYST	W	Executive
103115 FIRE PREV CODES ENFORCE DIR	W	Executive
125638 FIRE PREV INSP PER LIC DIR	W	Executive
131417 MFD & MODULAR HOUSING DIRECTOR	W	Executive
245006 BOARD MEMBER	W	Executive
406352 BOARD MEMBER	W	Executive
526109 BOARD MEMBER	W	Executive
475808 BOARD MEMBER	W	Executive
474112 BOARD MEMBER	W	Executive
448999 BOARD MEMBER	W	Executive
441416 BOARD MEMBER	W	Executive
131099 BOARD MEMBER	W	Executive
483610 BOARD MEMBER	W	Executive
548274 REG BOARD EXECUTIVE DIRECTOR	W	Executive
132050 ASSISTANT COMMISSIONER 2	W	Executive
441404 ADMIN ASSISTANT 3	W	Executive
446570 TENNCARE EXAMINER	W	Executive
112632 TENNCARE EXAMINER	W	Executive

432408	TENNCARE EXAMINER	W	Executive
107757	TENNCARE EXAMINER	W	Executive
118875	TENNCARE EXAMINER	W	Executive
110253	TENNCARE EXAMINATION DIRECTOR	W	Executive
161580	ADMIN SERVICES ASSISTANT 4	W	Executive
128846	TENNCARE EXAMINATION MANAGER	W	Executive
564893	INVESTOR EDUCATION DIRECTOR	W	Executive
543111	SECURITIES DIRECTOR	W	Executive
455072	ASSISTANT COMMISSIONER 2	W	Executive
432418	ADMIN SERVICES ASSISTANT 4	W	Executive
112665	FIRE & CODES ACADEMY EXEC DIR	W	Executive
452793	TECB ASST DIR/LEGAL COUNSEL	W	Executive
341939	EMER COM BOARD EXEC DIRECTOR	W	Executive
415708	EXECUTIVE ADMIN ASSISTANT 2	W	Executive
570300	TECB TRAINING COORDINATOR	W	Executive
388468	TECB E-911 TECHNOLOGY CONS	W	Executive
154832	FISCAL DIRECTOR 1	W	Executive
530999	ASSISTANT COMMISSIONER 2	W	Executive
432422	ADMIN SERVICES MANAGER	W	Executive
158914	REG BOARD EXECUTIVE DIRECTOR	W	Executive
379839	DEPUTY COMMISSIONER 1	W	Executive
120184	REG BOARD ADMIN DIRECTOR 2	W	Executive
445763	C&I POLICY ADVISOR	W	Executive
427824	EXECUTIVE ADMIN ASSISTANT 2	W	Executive
548024	EXECUTIVE ADMIN ASSISTANT 1	W	Executive
483273	ASSOCIATE COUNSEL	W	Executive
531076	ASSOCIATE COUNSEL	W	Executive
551138	ADMIN SERVICES ASSISTANT 3	W	Executive
336368	ASSOCIATE COUNSEL	W	Executive
571437	ADMIN SERVICES ASSISTANT 3	W	Executive
446860	ASSOCIATE COUNSEL	W	Executive
485702	SENIOR ASSOCIATE COUNSEL	W	Executive
353053	SENIOR ASSOCIATE COUNSEL	W	Executive
469468	ASSOCIATE COUNSEL	W	Executive

536914	ASSOCIATE COUNSEL	W	Executive
101519	ADMIN SERVICES ASSISTANT 3	W	Executive
159642	ASSOCIATE COUNSEL	W	Executive
455482	ASSOCIATE COUNSEL	W	Executive
472516	EXECUTIVE ADMIN ASSISTANT 2	W	Executive
344209	DEPUTY GENERAL COUNSEL	W	Executive
350215	ADMIN SERVICES ASSISTANT 3	W	Executive
115472	ADMIN SERVICES ASSISTANT 3	W	Executive
496447	ADMIN SERVICES ASSISTANT 3	W	Executive
555534	ASSOCIATE COUNSEL	W	Executive
287556	REG BOARD EXECUTIVE DIRECTOR	W	Executive
507381	BOARD MEMBER	W	Executive
455995	BOARD MEMBER	W	Executive
469242	BOARD MEMBER	W	Executive
544093	BOARD MEMBER	W	Executive
475262	BOARD MEMBER	W	Executive
441314	BOARD MEMBER	W	Executive
480080	BOARD MEMBER	W	Executive
406835	BOARD MEMBER	W	Executive
564051	BOARD MEMBER	W	Executive
456151	REG BOARD EXECUTIVE DIRECTOR	W	Executive
226954	ACCOUNTANCY BOARD INVESTIGATOR	W	Executive
149818	BOARD MEMBER	W	Executive
365581	BOARD MEMBER	W	Executive
395178	BOARD MEMBER	W	Executive
406877	BOARD MEMBER	W	Executive
568572	BOARD MEMBER	W	Executive
556318	REG BOARD EXECUTIVE DIRECTOR	W	Executive
481588	BOARD MEMBER	W	Executive
275124	BOARD MEMBER	W	Executive
553017	BOARD MEMBER	W	Executive
406873	BOARD MEMBER	W	Executive
356476	BOARD MEMBER	W	Executive
428049	BOARD MEMBER	W	Executive

438422	BOARD MEMBER	W	Executive
434697	BOARD MEMBER	W	Executive
322031	BOARD MEMBER	W	Executive
409651	BOARD MEMBER	W	Executive
441303	BOARD MEMBER	W	Executive
421415	BOARD MEMBER	W	Executive
574005	BOARD MEMBER	W	Executive
205049	BOARD MEMBER	W	Executive
343856	BOARD MEMBER	W	Executive
452491	BOARD MEMBER	W	Executive
526400	BOARD MEMBER	W	Executive
140762	BOARD MEMBER	W	Executive
124154	BOARD MEMBER	W	Executive
117970	REG BOARD EXECUTIVE DIRECTOR	W	Executive
548591	BOARD MEMBER	W	Executive
338942	BOARD MEMBER	W	Executive
336349	BOARD MEMBER	W	Executive
504282	CONTRACTOR INSPECTOR	W	Executive
527795	CONTRACTOR INSPECTOR	W	Executive
420469	CONTRACTOR INSPECTOR	W	Executive
158274	REG BOARD EXECUTIVE DIRECTOR	W	Executive
128061	REG BOARD ADMIN DIRECTOR 1	W	Executive
448427	REG BOARD EXECUTIVE DIRECTOR	W	Executive
469686	BOARD MEMBER	W	Executive
511716	BOARD MEMBER	W	Executive
341778	BOARD MEMBER	W	Executive
553012	BOARD MEMBER	W	Executive
488325	BOARD MEMBER	W	Executive
122760	REG BOARD EXECUTIVE DIRECTOR	W	Executive
555052	BOARD MEMBER	W	Executive
117246	BOARD MEMBER	W	Executive
560155	BOARD MEMBER	W	Executive
421355	BOARD MEMBER	W	Executive
553005	BOARD MEMBER	W	Executive

390791 BOARD MEMBER	W	Executive
512936 BOARD MEMBER	W	Executive
562359 BOARD MEMBER	W	Executive
390259 BOARD MEMBER	W	Executive
506426 BOARD MEMBER	W	Executive
567762 BOARD MEMBER	W	Executive
388597 BOARD MEMBER	W	Executive
104444 REG BOARD EXECUTIVE DIRECTOR	W	Executive
128265 LAW ENF TRNG ACADEMY DIR	W	Executive
147531 LAW ENF TRNG ACADEMY DIR	W	Executive
125718 ADMIN ASSISTANT 1	W	Executive
116403 LAW ENF TRNG ACADEMY ASST DIR	W	Executive
134561 POST INVESTIGATOR	W	Executive
128191 COMMISSION MEMBER	B	Executive
339910 COMMISSION MEMBER	B	Executive
505859 ATHLETIC COMMISSION INSPECTOR	B	Executive
504718 ATHLETIC COMMISSION INSPECTOR	B	Executive
538158 ATHLETIC COMMISSION INSPECTOR	B	Executive
535412 ATHLETIC COMMISSION INSPECTOR	B	Executive
506050 ATHLETIC COMMISSION INSPECTOR	B	Executive
512209 ATHLETIC COMMISSION INSPECTOR	B	Executive
471131 HR ANALYST 2*	B	Preferred
517446 HR ANALYST 3	B	Preferred
137252 MAIL TECHNICIAN 1	B	Preferred
548275 CUSTOMER SERVICE CENTER REP 2*	B	Preferred
428805 CUSTOMER SERVICE CENTER MGR 2	B	Preferred
473344 CUSTOMER SERVICE CENTER REP 3	B	Preferred
520209 CUSTOMER SERVICE CENTER REP 2*	B	Preferred
528476 CUSTOMER SERVICE CENTER REP 2*	B	Preferred
556314 CUSTOMER SERVICE CENTER REP 2*	B	Preferred
570411 CUSTOMER SERVICE CENTER REP 2*	B	Preferred
180824 C&I REVENUE PROCESSING SPEC 2	B	Preferred
486598 C&I REVENUE PROCESSING SPEC 2	B	Preferred
428485 C&I REVENUE PROCESSING SPEC 2	B	Preferred

533464	REG BOARD ADMIN ASST 3	B	Preferred
432165	ACTUARIAL&COMPLIANCE ANALYST 2	B	Preferred
478738	ADMIN SERVICES ASSISTANT 2*	B	Preferred
130402	ADMIN SERVICES ASSISTANT 4	B	Preferred
559298	ADMIN SERVICES ASSISTANT 2*	B	Preferred
539335	ADMIN SERVICES ASSISTANT 2*	B	Preferred
480762	ADMIN SERVICES ASSISTANT 2*	B	Preferred
157196	ADMIN SERVICES ASSISTANT 2*	B	Preferred
157100	INSURANCE EXAMINATION A DIR	B	Preferred
515535	INSURANCE EXAMINER 3	B	Preferred
117209	INSURANCE EXAMINER 3	B	Preferred
556688	ADMIN SECRETARY	B	Preferred
106820	INSURANCE FINANCIAL ANALYST	B	Preferred
143791	ACCOUNTANT 2*	B	Preferred
132554	INSURANCE EXAMINER 3	B	Preferred
452248	INSURANCE FINANCIAL ANALYST	B	Preferred
535736	CONSUMER INSURANCE INV 1	B	Preferred
544521	CONSUMER INSURANCE INV 1	B	Preferred
530970	SECRETARY	B	Preferred
149174	ADMIN SECRETARY	B	Preferred
449738	CONSUMER INSURANCE INV 1	B	Preferred
409916	CAPTIVE INSURANCE SPEC 2*	B	Preferred
391620	ADMIN ASSISTANT 1	B	Preferred
560569	FIRE & BUILDING CODE INSPEC 2*	B	Preferred
517113	ADMIN SERVICES ASSISTANT 2*	B	Preferred
504833	ADMIN SERVICES ASSISTANT 2*	B	Preferred
532599	ADMIN SERVICES ASSISTANT 2*	B	Preferred
131605	MFD HOME INSPECTOR 2*	B	Preferred
405652	FINANCIAL SERVICES INVESTIG 3	B	Preferred
548870	SECURITIES EXAMINER 3	B	Preferred
534833	FINANCIAL SERVICES INVESTG 2*	B	Preferred
449345	FINANCIAL SERVICES INVESTIG 3	B	Preferred
525916	REG BOARD INVESTIGATOR	B	Preferred
470450	REG BOARD INVESTIGATOR	B	Preferred

136245	REG BOARD INVESTIGATOR	B	Preferred
129776	REG BOARD ADMIN MANAGER	B	Preferred
390254	REG BOARD ADMIN ASST 2	B	Preferred
186507	REG BOARD ADMIN ASST 2	B	Preferred
435189	REG BOARD ADMIN ASST 2	B	Preferred
136697	REG BOARD ADMIN ASST 2	B	Preferred
148628	REG BOARD ADMIN ASST 2	B	Preferred
122887	REG BOARD ADMIN ASST 2	B	Preferred
513392	REG BOARD ADMIN ASST 2	B	Preferred
113826	REG BOARD ADMIN ASST 2	B	Preferred
467569	REG BOARD ADMIN ASST 3	B	Preferred
489051	REG BOARD ADMIN ASST 2	B	Preferred
515788	REG BOARD ADMIN ASST 2	B	Preferred
377661	REG BOARD ADMIN MANAGER	B	Preferred
547799	REG BOARD ADMIN ASST 2	B	Preferred
485060	REG BOARD ADMIN ASST 2	B	Preferred
495462	REG BOARD ADMIN ASST 2	B	Preferred
371480	REG BOARD ADMIN ASST 2	B	Preferred
490598	REG BOARD ADMIN ASST 2	B	Preferred
383425	COOK 2	B	Preferred
358853	FOOD SERVICE SUPERVISOR 2	B	Preferred
369496	COOK 2	B	Preferred
152320	ADMIN SERVICES ASSISTANT 2*	B	Preferred
550853	EXECUTIVE ADMIN ASSISTANT 2	B	Executive
147927	EXECUTIVE ADMIN ASSISTANT 3	B	Executive
146092	DEPUTY GENERAL COUNSEL	B	Executive
496555	ASSOCIATE COUNSEL	B	Executive
113763	ADMIN SERVICES ASSISTANT 3	B	Executive
117894	INSUR INVESTIGATION DIRECTOR	B	Executive
158291	TENNCARE EXAMINER	B	Executive
140512	TENNCARE EXAMINER	B	Executive
109004	TENNCARE EXAMINER	B	Executive
158505	TENNCARE EXAMINATION MANAGER	B	Executive
139870	EXECUTIVE ADMIN ASSISTANT 1	B	Executive

445815 ADMIN SERVICES ASSISTANT 3	B	Executive
513642 ASSOCIATE COUNSEL	B	Executive
474671 ADMIN SERVICES ASSISTANT 3	B	Executive
455986 BOARD MEMBER	B	Executive
514093 BOARD MEMBER	B	Executive
438415 BOARD MEMBER	B	Executive
438335 BOARD MEMBER	B	Executive
506417 BOARD MEMBER	B	Executive
557720 BOARD MEMBER	B	Executive
382857 BOARD MEMBER	B	Executive
112196 REG BOARD ADMIN ASST 3	B	Executive
488558 LAW ENF TRNG ACADEMY ASST DIR	B	Executive
562247 FOOD SERVICE WORKER	B	Preferred
533458 COOK 1	B	Preferred
131106 FOOD SERVICE WORKER	B	Preferred
459560 COOK 1	B	Preferred
513918 FOOD SERVICE WORKER	B	Preferred
547416 FOOD SERVICE WORKER	B	Preferred
539949 FIRE SERVICE INSTRUCTOR 1	H/L	Executive
530529 COMMISSION MEMBER	H/L	Executive
571805 ATHLETIC COMMISSION INSPECTOR	H/L	Executive
163443 HR ANALYST 3	H/L	Preferred
536227 CUSTOMER SERVICE CENTER REP 2*	H/L	Preferred
521722 CONSUMER INSURANCE INV 1	H/L	Preferred
419768 REG BOARD FIELD REP 1	H/L	Preferred
565395 LAW ENF TRNG INSTRUCTOR	H/L	Preferred
379859 REG BOARDS CENTRAL PROGRAM DIR	H/L	Executive
151882 INSURANCE FINANCIAL ANALYST	A	Preferred
113706 FINANCIAL ANALYSIS ASST DIR	A	Preferred
144004 INSURANCE FINANCIAL ANALYST	A	Preferred
154939 SECRETARY	A	Preferred
463515 ASSOCIATE COUNSEL	A	Executive
572435 ADMIN SERVICES ASSISTANT 3	A	Executive
367979 PLANS EXAMINER 2	NA	Preferred

AUDITOR 3	V	Preferred
ADMIN SERVICES ASSISTANT 2*	V	Preferred
HR ANALYST 2*	V	Preferred
ADMIN SERVICES ASSISTANT 2*	V	Preferred
ADMIN SERVICES ASSISTANT 2*	V	Preferred
CUSTOMER SERVICE CENTER REP 2*	V	Preferred
C&I REVENUE PROCESSING SPEC 2	V	Preferred
ADMIN SERVICES ASSISTANT 4	V	Preferred
ACTUARIAL&COMPLIANCE ANALYST 2	V	Preferred
INSURANCE EXAMINER 2*	V	Preferred
INSURANCE EXAM IN-CHARGE-CFE	V	Preferred
INSURANCE EXAM IN-CHARGE-CFE	V	Preferred
INSURANCE EXAMINER-CPA	V	Preferred
INSURANCE EXAMINER-CPA	V	Preferred
INSURANCE EXAMINER-CFE	V	Preferred
INSURANCE FINANCIAL ANALYST	V	Preferred
INSURANCE FINANCIAL ANALYST SR	V	Preferred
INSURANCE FINANCIAL MANAGER	V	Preferred
INSURANCE FINANCIAL ANALYST	V	Preferred
INSURANCE FINANCIAL ANALYST SR	V	Preferred
CONSUMER INSURANCE INV 1	V	Preferred
CONSUMER INSURANCE INV 1	V	Preferred
ADMIN SERVICES ASSISTANT 3	V	Preferred
CAPTIVE INSURANCE SPEC 2*	V	Preferred
CAPTIVE INSURANCE SPEC 2*	V	Preferred
ADMIN SERVICES ASSISTANT 3	V	Preferred
FIRE & BUILDING CODE INSPEC 2*	V	Preferred
ELECTRICAL INSPECTOR 1	V	Preferred
ELECTRICAL INSPECTOR 1	V	Preferred
ELECTRICAL INSPECTOR 1	V	Preferred
ELECTRICAL INSPECTOR 1	V	Preferred
ELECTRICAL INSPECTOR 1	V	Preferred
ELECTRICAL INSPECTOR 1	V	Preferred
MFD HOME INSPECTOR 2*	V	Preferred

FIRE & BUILDING CODE INSPEC 2*	V	Preferred
ADMIN SERVICES ASSISTANT 2*	V	Preferred
FIRE FIGHTING COMMISSION COOR	V	Preferred
FINANCIAL SERVICES INVESTG 2*	V	Preferred
ADMIN SERVICES ASSISTANT 2*	V	Preferred
SECURITIES EXAMINER 2*	V	Preferred
ADMIN SERVICES ASSISTANT 2*	V	Preferred
FINANCIAL SERVICES INVESTIG 3	V	Preferred
FINANCIAL SERVICES INVESTG 2*	V	Preferred
FIRE SERVICE INSTRUCTOR 2	V	Preferred
FIRE SERVICE INSTRUCTOR 1	V	Preferred
TRAINING OFFICER 2	V	Preferred
CODES ENFORCEMENT PROGRAM DIR	V	Preferred
ADMIN SECRETARY	V	Preferred
REG BOARD ADMIN ASST 1	V	Preferred
AUDITOR 3	V	Preferred
REG BOARD FIELD REP 1	V	Preferred
REG BOARD ADMIN MANAGER	V	Preferred
REG BOARD ADMIN ASST 2	V	Preferred
REG BOARD ADMIN ASST 2	V	Preferred
REG BOARD FIELD REP 1	V	Preferred
AUDITOR 3	V	Preferred
REG BOARD ADMIN ASST 2	V	Preferred
REG BOARD ADMIN ASST 2	V	Preferred
REG BOARD ADMIN ASST 2	V	Preferred
LAW ENF TRNG INSTRUCTOR-PER SP	V	Preferred
EXECUTIVE ADMIN ASSISTANT 1	V	Executive
ASSOCIATE COUNSEL	V	Executive
ASSOCIATE COUNSEL	V	Executive
ASSOCIATE COUNSEL	V	Executive
C&I SENIOR POLICY ADVISOR	V	Executive
C&I EXTERNAL AFFAIRS DIRECTOR	V	Executive
ADMIN ASSISTANT 3	V	Executive
REG BOARD ACCOUNTING DIRECTOR	V	Executive

ASSOCIATE COUNSEL	V	Executive
ASSOCIATE COUNSEL	V	Executive
SENIOR ASSOCIATE COUNSEL	V	Executive
REG BOARD EXECUTIVE DIRECTOR	V	Executive
BOARD MEMBER	V	Executive
ACCOUNTANCY BOARD INVESTIGATOR	V	Executive
BOARD MEMBER	V	Executive
BOARD MEMBER	V	Executive
BOARD MEMBER	V	Executive
BOARD MEMBER	V	Executive
BOARD MEMBER	V	Executive
BOARD MEMBER	V	Executive
BOARD MEMBER	V	Executive
BOARD MEMBER	V	Executive
BOARD MEMBER	V	Executive
BOARD MEMBER	V	Executive

Race	Count	Percentage	Executive	Exec %	Preferred	Pref %
W	590	81.83%	282	87.58%	308	77.19%
B	107	14.84%	31	9.63%	76	19.05%
H/L	9	1.25%	4	1.24%	5	1.25%
A	6	0.83%	2	0.62%	4	1.00%
NA	2	0.28%	0	0.00%	2	0.50%
U	1	0.14%	1	0.31%	0	0.00%
O	2	0.28%	0	0.00%	2	0.50%
TWO	4	0.55%	2	0.62%	2	0.50%
V	111					
Total	832	100.00%	322	100.00%	399	100.00%

Racial Breakdown of Employees		
Race	Total #	%
Black	107	14.84
White	590	81.83
Asian	6	0.83
Hispanic	9	1.25
Native American/Indian	2	0.28
Two Races	4	0.55
Pacific Islander	0	0
Unknown	1	0.14
Other	2	0.28

Total # of Planning Boards & Advisory Bodies	13		
Racial Breakdown of Planning Boards & Advisory Bodies			
Race	Total #	%	
Black	10	9.7	
White	92	89.3	
Asian	1	1	
Hispanic	0	0	
Native American/Indian	0	0	
Two Races	0	0	
Pacific Islander	0	0	
Other	0	0	

Appendix F

TFACA Student Data and TCFP Test Applicant
Data

FY2021

Department of Commerce and Insurance

Fire Commission Test Applicant Data

6,757 Students Trained		
Race	Number of Students	%
African American	658	9.74
Asian	11	0.16
Caucasian	2,953	43.70
Hispanic/Latina	66	0.98
Native American/Indian	1	0.01
Multi-Ethnic/Unknown	3,016	44.64
Other	52	0.77
Total	6,757	100

TFACA Student Data

12,929 Students Trained		
Race	Number of Students	%
African American	288	2.23
Asian	6	0.05
Caucasian	5,071	39.22
Hispanic/Latino	60	0.46
Native American/Indian	4	0.03
Multi-Ethnic/Unknown	7,500	58.01
Total	12,929	100

Appendix G

TLETA Student Data and POST Certification
Applicant Data

FY2021

Department of Commerce and Insurance

TLETA Student Data

747 Students Trained		
Race	Number of Students	%
African American	64	8.7
Asian	3	0.4
Caucasian	599	80.2
Hispanic/Latina	19	2.5
Native American/Indian	1	0.1
Middle Eastern	1	0.1
Pacific Islander	0	0.0
Multi-Ethnic/Unknown	60	8.0
Total	747	100

P.O.S.T. Certification Applicant Data

357 Students Trained		
Race	Number of Students	%
African American	34	9.5
Asian	3	0.8
Caucasian	299	83.8
Hispanic/Latino	17	4.8
Middle Eastern	0	0.0
Native American/Indian	1	0.3
Pacific Islander	0	0.0
Multi-Ethnic/Unknown	3	0.8
Total	357	100

Appendix H

LEP Encounters in FY2021

FY2021
 Department of Commerce and Insurance
 Limited English Proficiency Contacts

Insurance Division			
Language	In Person	Telephonically	In Writing
Spanish		82	
Arabic		2	
French			
Vietnamese			
Unknown			
Other			
TOTALS	0	84	0

Fire Prevention Division			
Language	In Person	Telephonically	In Writing
Spanish	2	4	
Arabic			
French			
Vietnamese			
Unknown			
Other			
TOTALS	2	4	0

Cosmetology			
Language	In Person	Telephonically	In Writing
Spanish	3	93	0
Arabic		1	
French			
Vietnamese	50		
Unknown			
Other			
TOTALS	53	94	0

Board for Licensing Contractors			
Language	In Person	Telephonically	In Writing
Spanish		5	1
Arabic			

French			
Vietnamese			
Unknown			
Other			
TOTALS	0	5	1

Architects and Engineers			
Language	In Person	Telephonically	In Writing
Spanish		1	1
Arabic			
French			
Vietnamese			
Unknown			
Other			
TOTALS	0	1	1

Motor Vehicle Commission			
Language	In Person	Telephonically	In Writing
Spanish		20	
Arabic			
French			
Vietnamese			
Unknown			
Other			
TOTALS	0	20	0

Private Protective Services			
Language	In Person	Telephonically	In Writing
Spanish			
Arabic		1	
French			
Vietnamese			
Unknown			
Other			
TOTALS	0	1	0

Real Estate Commission			
Language	In Person	Telephonically	In Writing
Spanish		2	
Arabic			
French			
Vietnamese			
Unknown			
Other			
TOTALS	0	2	0

Regulatory Boards - Administrative			
Language	In Person	Telephonically	In Writing
Spanish			1
Arabic			
French			
Vietnamese			
Unknown			
Other			
TOTALS	0	0	1

TOTALS	In Person	Telephonically	In Writing
	55	211	3

TDCI Bilingual Staff

Employee Name	Phone Number/Division/Section	Languages Spoken
Carter Lawrence	615-741-6007 – Commissioner of Commerce and Insurance	Spanish
Johora Donaldson	615-253-5718 - Administration Division - Human Resources Section	Spanish
Jeffrey Gammon	615-741-1012 – Fire Prevention Division- Codes Enforcement	Spanish
Stefan Gerville-Reache	615-741-2768 – Fire Prevention Division - Codes Enforcement	French
Reza Kheshti	615-532-5839 – Fire Prevention Division – Codes Enforcement	Azerbaijani, Turkish, Farsi
Eddie Burchell	615-210-3807 – Emergency Communications Board	German
Umaraj Voleti	615-741-7190 – Fire Prevention Division – Codes Enforcement	Hindi, Telugu
Britta Becker	615-741-0123 – Insurance Division – Examinations Section	German
Charlotte Gentry	615-741-7520 – Insurance Division – Captives Section	German
Ashley Ligon	615-741-7514 – Insurance Division – Financial Analysis Section	French
Anissa Wattanaskolpant	615-741-7503 – Insurance Division – Financial Analysis Section	Thai
Hui Wattanaskolpant	615-253-2958 – Insurance Division – Financial Analysis Section	Thai
Jarasbot Kirsch	615-532-1352 – Insurance Division – Financial Analysis Section	Thai
Wenge Parr	615-741-7292 – Insurance Division – Financial Analysis Section	Chinese
Hanaa Manan	615 -532-9170– Regulatory Boards Division - Centralized Complaints	Arabic
Roxana Gumucio	615-532-7081 - Regulatory Boards Division - Cosmetology Board	Spanish
Francisco Valle	931-237-0595 – Regulatory Boards Division – Field Enforcement	Spanish
Mariana Bishay	615-253-4076 – Regulatory Boards Division – Contractors Board	Arabic

The Department currently has 18 employees who fluently speak 11 languages other than English - Spanish, French, Azerbaijani, Turkish, Farsi, Arabic, Telugu, Thai, Chinese, German, and Hindi. Although these employees are not certified as interpreters, they are willing to assist their co-workers and beneficiaries when needed.

Appendix I

Complaint Logs for FY2020-FY2021

Appendix J

Title VI Complaint Form

**DEPARTMENT OF COMMERCE & INSURANCE
TITLE VI COMPLAINT FORM**

**CIVIL RIGHTS COMPLIANCE COORDINATOR
DEPARTMENT OF COMMERCE AND INSURANCE
DAVY CROCKETT TOWER
500 JAMES ROBERTSON PARKWAY
NASHVILLE, TN 37243**

COMPLAINANT'S NAME

() _____
BUSINESS PHONE

() _____
HOME PHONE

STREET ADDRESS

CITY

STATE

ZIP CODE

E-MAIL ADDRESS

ARE YOU FILING THIS COMPLAINT FOR SOMEONE ELSE? YES _____ NO _____

IF YES, AGAINST WHOM DO YOU BELIEVE THE DISCRIMINATION WAS DIRECTED?

FIRST NAME

LAST NAME

**WHICH OF THE FOLLOWING BEST DESCRIBES THE REASON YOU BELIEVE THE
DISCRIMINATION TOOK PLACE? WAS IT BECAUSE OF YOUR:**

A. RACE/COLOR (SPECIFY)

B. NATIONAL ORIGIN (SPECIFY)

WHO DO YOU THINK DISCRIMINATED AGAINST YOU (OR SOMEONE ELSE)?

PERSON/AGENCY/ORGANIZATION

STREET ADDRESS

CITY

STATE

ZIP CODE

() _____
PHONE

WHEN DO YOU BELIEVE THIS DISCRIMINATION TOOK PLACE?

LIST DATE(S) _____

DESCRIBE BRIEFLY WHAT HAPPENED. HOW AND WHY DO YOU BELIEVE YOU (OR SOMEONE ELSE) WERE DISCRIMINATED AGAINST? PLEASE BE AS SPECIFIC AS POSSIBLE. (ATTACH ADDITIONAL PAGES AS NEEDED)

HAVE YOU FILED THIS COMPLAINT WITH ANY OTHER FEDERAL, STATE OR LOCAL AGENCY: OR WITH ANY FEDERAL OR STATE COURT? YES _____ NO _____

IF YES, CHECK ALL THAT APPLY:

FEDERAL AGENCY _____
FEDERAL COURT _____
STATE AGENCY _____
STATE COURT _____
LOCAL AGENCY _____

HAVE YOU HIRED AN ATTORNEY? YES _____ NO _____

PLEASE PROVIDE INFORMATION ABOUT A CONTACT PERSON AT THE AGENCY/COURT WHERE THE COMPLAINT WAS FILED.

NAME

ADDRESS ()
PHONE

CITY **STATE** **ZIP CODE**

DO YOU INTEND TO FILE THIS COMPLAINT WITH ANOTHER AGENCY? YES _____ NO _____

IF YES, WHEN AND WHERE DO YOU PLAN TO FILE THE COMPLAINT?

AGENCY **DATE**

ADDRESS ()
PHONE

CITY **STATE** **ZIP CODE**

HAS THIS COMPLAINT BEEN FILED WITH THIS AGENCY BEFORE? YES _____ NO _____

IF YES, WHEN? DATE: _____

HAVE YOU FILED OTHER COMPLAINTS WITH THIS AGENCY? YES _____ NO _____

IF YES, WHEN AND AGAINST WHOM DID YOU FILE?

NAME _____ DATE _____

ADDRESS _____ ()
PHONE _____

CITY _____ STATE _____ ZIP CODE _____

GIVE A BRIEF DESCRIPTION OF THE OTHER COMPLAINT. (ATTACH ADDITIONAL PAGES IF NEEDED)

WHAT IS THE STATUS OF THE OTHER COMPLAINT?

PLEASE SIGN AND DATE THIS COMPLAINT.

SIGNATURE _____ DATE _____

Appendix K

Title VI Trainees

Name	ID	Affiliation	School	Score	Submission Time
Aaron Jones	135602			14	7/8/2021 17:38
Aaron Smith	467569			14	7/7/2021 12:34
Aaron Williams		Deputy Electrical Inspector (DEI)		13	7/11/2021 10:49
Adam Wyngaard	533162			13	7/11/2021 20:22
Adam Yokley	Ce39146			15	7/12/2021 9:21
AJ Wei	572435			12	7/6/2021 15:32
ALESIA PINES	428485			13	7/9/2021 11:47
Alex Daugherty	399377			12	7/7/2021 14:37
Alex Lewis	356786			14	7/16/2021 9:22
Alexander Szajko	566555			14	7/12/2021 15:25
Alexandra Fontana	525012			14	7/9/2021 14:01
Alfred "Trey" Hancock	125925	Board/Commission Member		14	7/7/2021 14:02
Allan Smith	ce39333	Deputy Electrical Inspector (DEI)		15	7/8/2021 19:09
Allison Haralson	449738			15	7/16/2021 16:39
Allison May	CE39137			13	7/6/2021 14:59
Alton Hethcoat		Board/Commission Member		15	7/2/2021 14:39
Alton Merritt	527300			14	7/8/2021 17:33
Amanda Johnson	138752			13	7/19/2021 12:03
Amanda Peek	142276			13	7/6/2021 15:01
Amber McDonald	415708			15	7/14/2021 19:47
Amber Mckenzie	466513			14	7/9/2021 10:54
Amber Patterson	375748			15	7/12/2021 10:33
Amy Brown	515788			14	7/14/2021 9:17
Amy Tanksley		Board/Commission Member		13	8/31/2021 11:07
Andre Neal	548275			13	7/14/2021 9:15
Andrew Ash	534519			12	7/12/2021 10:09
Andrew King		Board/Commission Member		15	7/7/2021 14:34
Andrew Soccodato	561284			14	7/6/2021 9:10
Andy Allen	526400			15	7/12/2021 6:45
Andy Smithson	486520			15	7/6/2021 12:45
Angela Burton	467911			13	7/19/2021 12:04
Angela Dawson	132554			14	7/12/2021 8:57
Angela DiGianfelice		Board/Commission Member		13	7/12/2021 9:11
Angela Hayes	112196			14	7/6/2021 18:45
Angela Lay	146523			15	7/12/2021 12:51
Angela Nelson	533920			13	7/6/2021 9:25
Angela Oeser	144390			15	7/8/2021 12:15
Anissa Wattanaskolpant	113704			13	7/2/2021 13:39
Anita Prather	525916			12	7/12/2021 7:32
Anna Matlock	513642			13	7/14/2021 9:26
Anthony Glandorf	CE28067 // 000353053			14	7/16/2021 15:54
Anthony Grande	CE39432			13	7/6/2021 8:39
Anthony Zikovich		Board/Commission Member		15	7/2/2021 11:16
Anuradha Elangovan	426560			15	7/15/2021 16:48
April Odom	416635			14	7/13/2021 9:09
Arnold Uselton	125433			14	7/2/2021 16:04
Ashley Smith	125488			14	7/12/2021 8:35
Ashton Bode	432422			15	7/6/2021 14:50
Austen Burks	463400			15	7/20/2021 8:38
Awni Filat	571811			13	7/15/2021 10:22
Barbara Augustine	454032			15	7/13/2021 8:43
Barbara Shank	105153			13	7/13/2021 9:56
Barry Melloan	449082			12	7/6/2021 11:39

barry whitson	119363		15	7/2/2021 10:12
Baylie Scott	469027		13	7/9/2021 8:58
Belinda Fortman	ce39494		14	7/15/2021 15:53
Belinda Rivers	533464		14	7/2/2021 12:20
Ben Brychta		Board/Commission Member	15	7/2/2021 18:33
Benjamin Conrady	495225		14	7/2/2021 10:21
Benjamin Glover	452793		12	7/6/2021 8:01
Benjamin Grove		Board/Commission Member	14	7/27/2021 8:59
Benjamin Wexler	452910		15	7/2/2021 13:43
Benjamin Wrathier	116403		13	7/16/2021 11:56
Benny Jones	548591		15	7/12/2021 6:53
Betty Demonbreun	123417		15	7/2/2021 14:43
Bill Harrington		Deputy Electrical Inspector (DEI)	13	7/9/2021 8:10
Bill Huddleston	381229		14	7/15/2021 16:06
Blaine Roden		Deputy Electrical Inspector (DEI)	14	7/11/2021 18:57
Blair Parker		Board/Commission Member	14	7/19/2021 10:25
Blake Arnold	359152		13	7/12/2021 9:43
Blake Lay		Board/Commission Member	14	7/13/2021 10:46
Bobby Cannon	356269		14	7/8/2021 10:54
Bobby Dunlap		Deputy Electrical Inspector (DEI)	13	7/7/2021 10:58
Bradley Bailey	484643		14	7/10/2021 12:23
Brandon Cox	505859		12	7/15/2021 10:14
Brandon Pettes		Board/Commission Member	14	7/6/2021 12:13
Brent Cherry	163300		13	7/7/2021 9:40
Bret Fleming	544579		13	7/12/2021 13:43
Brett Mansfield		Board/Commission Member	15	7/28/2021 14:04
Brian Biggs		Board/Commission Member	14	7/6/2021 15:11
Brian Collins	507600		14	7/9/2021 22:36
Brian Grisham	147531		15	7/13/2021 13:21
Brian Hoffmeister	106095		13	7/9/2021 7:38
Brian Long	468042		13	7/15/2021 14:38
Brian Nicholson	448061		15	7/2/2021 10:19
Brian Ramsey	533171		14	7/10/2021 11:30
Brian Rosmon	544521		14	7/9/2021 9:21
Brian Tibbs			15	7/9/2021 13:31
Brian Wright		Board/Commission Member	12	7/12/2021 18:13
Briton Collins		Board/Commission Member	14	7/30/2021 11:15
Britta Becker	573922		15	7/16/2021 10:27
Brittany Kerlee	434845		14	7/16/2021 8:50
Brittany Thompson	411781		14	7/9/2021 9:45
brody kane		Board/Commission Member	15	7/7/2021 17:27
Brooks Douglass	141701		14	7/12/2021 15:57
Bruce Shelton	ce39122		15	7/8/2021 7:29
Bryant Cummings	157100		13	7/15/2021 3:03
bryon west	111076		15	7/14/2021 10:00
C. Larry Elmore		Board/Commission Member	14	7/13/2021 23:32
Caitlin Maxwell	448427		12	7/9/2021 11:30
Caitlyn Broussard	572378		14	7/2/2021 10:18
Caleb Darnell	443365		14	7/7/2021 12:54
Caleb Meadow	566728		12	7/2/2021 10:25
Camaren Humphrey-Davis	559298		12	7/2/2021 12:13
Candace Payne	432165		14	7/7/2021 15:04
Candice Dawkins	ce39453		13	7/6/2021 10:12
Carey Kefauver	147664		15	7/2/2021 12:05

Carey Neblett	517933			15	7/13/2021 8:23
Carl H. Robbins		Deputy Electrical Inspector (DEI)		15	7/15/2021 9:14
Carl Peas	107239			14	7/7/2021 9:35
Carol McGlynn	350215			14	7/2/2021 11:43
Caroline Randolph	566639			12	7/8/2021 11:40
Carolyn Lazenby	117970			15	7/16/2021 15:27
Carri Scott	130632			13	7/6/2021 9:17
Carter Buckner	498942			13	7/7/2021 10:32
Carter Lawrence	373164			14	9/3/2021 8:38
Cathy Simmons	111865			14	7/8/2021 12:09
Chad Partin		Board/Commission Member		15	7/7/2021 9:18
Charles Alexander	423500			14	7/15/2021 9:01
Charles Armstrong	434418			15	7/6/2021 12:15
Charles Ferguson	569364			13	7/6/2021 17:29
Charles Hellmann		Board/Commission Member		13	7/13/2021 13:17
Charles Rahm		Board/Commission Member		15	7/12/2021 16:28
Charles Swann	468348			15	7/2/2021 14:34
charles upton	569497			14	7/12/2021 13:09
Charles West		Board/Commission Member		13	7/14/2021 12:19
Charlie Perryman	95022812			14	7/13/2021 16:01
Charlotte Gentry	370309			13	9/21/2021 11:26
Chelsey Vorholt	432408			14	7/16/2021 11:23
Chelsie Lutton	494844			12	7/2/2021 10:41
Cherita Brown	489051			13	7/16/2021 10:06
Cheryl Deener	414989			13	7/2/2021 13:40
CHERYL JOHNSON	CE39302			13	7/8/2021 12:09
cheryl plemmons	100217			14	7/3/2021 13:18
Cheryl Walker	391620			14	7/16/2021 10:14
Cheryle Hunt	126708			12	7/6/2021 13:37
Chester Bishop	110422			13	7/15/2021 18:04
Chester Irvin	454594			13	7/12/2021 16:14
CHIKITA WIMBERLY	CE39090			14	7/9/2021 8:57
Chris Bainbridge	103115			14	7/20/2021 16:30
Chris Burger	CE39427			14	7/2/2021 10:21
Chris Chalk	110750			13	7/6/2021 14:21
Chris Lee		Board/Commission Member		12	7/7/2021 11:30
Christina Chatman	ce38428			14	7/9/2021 10:44
Christina Lovari	532264			15	7/2/2021 14:14
Christine Marotteck	483555			15	7/8/2021 10:13
Christine Tyus	140512			12	7/2/2021 12:21
Christopher White	454747			13	7/2/2021 11:11
Clint Green	CE38912			13	7/14/2021 14:17
Clint Williams	143348			12	7/12/2021 10:23
Cody Vest	104444			15	7/14/2021 13:03
Conrad Landis	547216			12	7/7/2021 8:37
Corey Garner	474612			14	7/16/2021 9:22
Curtis Gwin		Board/Commission Member		14	7/14/2021 9:13
Curtis Sutton	341939			15	7/2/2021 11:05
Cynthia Paschal		Grantee/Subrecipient	Vanderbilt University	13	7/30/2021 12:47
CYNTHIA TOOMBS	105910			13	7/14/2021 15:51
D. Gary Davis		Board/Commission Member		12	7/13/2021 13:17
Daniel Adams	507792			14	7/8/2021 21:02
DANIEL GARRETT	428212			15	7/14/2021 16:27

Daniel Hesson		Deputy Electrical Inspector (DEI)		13	7/14/2021 16:03
Daniel Hyne	567322			12	7/13/2021 15:54
Daniel Peck	132781			13	7/15/2021 16:21
Daniel Ziemba	502432			15	7/11/2021 21:12
Danny McGrew		Board/Commission Member		14	7/9/2021 19:19
Darrell Anthony Harris		Board/Commission Member		14	7/2/2021 19:20
Darth Davenport	471302			13	7/6/2021 8:11
Daryl Alexander	ce39347	Deputy Electrical Inspector (DEI)		14	7/10/2021 14:39
David Amick	151985			12	7/12/2021 16:28
David Bodkin	551987			14	7/11/2021 19:05
David Harless	520264			15	7/4/2021 16:46
David Hodges		Board/Commission Member		12	7/8/2021 12:39
David Juergens	521887			15	7/16/2021 9:48
David Manis		Deputy Electrical Inspector (DEI)		15	7/6/2021 20:01
David Savage	119781			14	7/2/2021 11:29
David Shannon	534083			14	7/7/2021 17:44
David Smith	135609			14	7/8/2021 15:19
David Webb	131672			12	7/4/2021 13:46
David Wilder	448582			15	7/7/2021 11:42
David Windrow	475808			12	7/12/2021 14:07
Davin Rolle	513918			13	7/13/2021 9:48
Deadre Rutherford	536228			12	7/9/2021 8:25
debbie melton		Board/Commission Member		13	7/20/2021 14:43
Deborah Faulkner		Board/Commission Member		13	7/13/2021 10:45
Deborah Smith	515592			13	7/2/2021 11:49
Delta Lowe	148628			14	7/2/2021 10:52
Denisa Mann	142217			13	7/14/2021 9:41
Denise Lawrence	158274			14	7/7/2021 11:19
Denise Lewis	134976			15	7/15/2021 16:02
Dennis Gray		Board/Commission Member		14	7/6/2021 15:01
Dennis Gregory	455482			14	7/13/2021 11:42
DENNIS LAMMERS	523576			13	7/13/2021 9:32
Dennis Mulder	119449			14	7/7/2021 11:08
Dennis Rhodes	63741			12	7/8/2021 10:09
DEPREY FLOURNOY	180824			14	7/8/2021 8:44
Desaree Frost	475849			15	7/12/2021 14:09
Destiny Mattocks	CE39574			13	7/15/2021 16:03
Devlyn Simon	548870			13	7/12/2021 11:48
Dexter Mines				13	7/15/2021 17:49
Diana Thompson	535116			14	7/9/2021 10:22
Dianna Taylor	399428			14	7/12/2021 12:19
Don Coleman	113186			14	7/2/2021 14:10
Donald Lee	468411			15	7/6/2021 8:46
Donald McCormick	120184			13	7/2/2021 10:29
DOUG TURNBULL	6152	Deputy Electrical Inspector (DEI)		14	7/8/2021 17:22
Douglas Campbell	125467			14	7/5/2021 18:35
Douglas Manis	7322	Deputy Electrical Inspector (DEI)		15	7/6/2021 22:31
Dustin Jarnigan	571581			15	7/16/2021 15:13
Dustin Rice	506573			13	7/2/2021 11:15
Dwayne Rogers		Board/Commission Member		14	7/6/2021 12:09
Dwight Farris		Board/Commission Member		14	7/15/2021 15:51
Dwight Williams	CE39029			14	7/12/2021 9:09
dwyt thornton	ce03645			14	7/6/2021 16:40
Ed Jackson		Board/Commission Member		15	7/16/2021 10:42

Eddie Burchell	388468			12	7/2/2021 10:25
Eddie Lafollette		Deputy Electrical Inspector (DEI)		15	7/6/2021 17:18
Eddy Young		Deputy Electrical Inspector (DEI)		15	7/14/2021 19:14
Edith Owens	425730			15	7/14/2021 10:46
Edward Britt	514055			14	7/12/2021 10:13
Elaine Moore	161580			14	7/15/2021 15:30
Elizabeth Bendell	498120			12	7/13/2021 12:02
Elizabeth Bowling	455072			12	7/16/2021 10:22
Elizabeth Meadows	ce39311			13	7/13/2021 14:55
Ellen Little	427555			12	7/16/2021 22:19
Elvin White	128061			13	7/16/2021 13:24
Eric Ramsey	7175	Deputy Electrical Inspector (DEI)		12	7/8/2021 20:32
Erica Smith	336368			14	7/16/2021 15:41
Erin Davis	547486			15	7/9/2021 11:34
Ernest Rodriguez	571805			12	7/8/2021 10:03
Ethan Rosenberg	CE39230			15	7/13/2021 10:20
Ethel Mims	113155			13	7/7/2021 13:48
Ewana Powell	130402			13	7/15/2021 12:13
Faris Malhas	899475802	Grantee/Subrecipient	Christian Brothers	14	7/15/2021 12:59
Farrar Vaughan		Board/Commission Member		12	8/31/2021 12:51
Frances Nesbit	CE39547			14	7/2/2021 12:33
Francisco Valle	419768			12	7/8/2021 17:08
Frank Wagster		Board/Commission Member		14	7/6/2021 21:57
Fred Berry		Board/Commission Member		12	7/13/2021 7:55
Fred McCay	511422			15	7/8/2021 10:17
G Gregory Gilbert		Board/Commission Member		15	7/7/2021 12:08
Garron Amos	497773			12	7/12/2021 10:20
Garry Davidson	425032			12	7/12/2021 13:24
Gary Clark		Board/Commission Member		13	7/9/2021 16:33
Gary Farley	139578			15	7/2/2021 10:54
Gary Gregory	6387	Deputy Electrical Inspector (DEI)		15	7/7/2021 8:45
Gary Hutchinson	153464			15	7/9/2021 20:09
gary stanfill	527795			15	7/6/2021 8:04
Gary Starnes		Board/Commission Member		15	7/9/2021 6:30
Gavin Kelley	509718			15	7/6/2021 19:46
Geoffrey Diaz	530529			13	7/9/2021 11:02
George Clark		Deputy Electrical Inspector (DEI)		13	7/6/2021 18:35
GEORGE SMITH	148906			12	7/7/2021 9:05
Gerald Hayes	343856			15	7/12/2021 6:50
Gerald Trimmer	201867			15	7/13/2021 16:23
Glenn Kopchak	126118			14	7/2/2021 13:33
Glenn Sengstack	553059			12	7/2/2021 14:22
Graham Tudor	532738			13	7/16/2021 8:32
Greg Cothron	147865			15	7/14/2021 14:14
Gregg Arnold	533151			15	7/3/2021 8:08
Gregg Swersky		Board/Commission Member		13	8/31/2021 12:44
Gregory Adams	334915			13	7/2/2021 15:21
Gregory Hawkins	158505			13	7/13/2021 9:48
Gretchen Culver	509835			14	7/6/2021 11:36
Grover Mccoy		Deputy Electrical Inspector (DEI)		12	8/9/2021 12:27
Hadley Gale Carter		Deputy Electrical Inspector (DEI)		14	7/12/2021 20:24
Haley Burnette	Ce39232			13	7/2/2021 11:49
Hanaa Manan	141501			13	7/14/2021 12:14

Hanley Hammond	157457			15	7/15/2021 16:09
Hannah Craze	522370			13	7/9/2021 10:54
Harley Revis		Deputy Electrical Inspector (DEI)		15	7/15/2021 18:00
Harvell Harrell	116708			13	7/12/2021 8:45
Heather Smith	455653			14	7/9/2021 14:33
Henri Wilson	CE 39271			13	7/12/2021 16:05
Hosam William	101519			14	7/2/2021 15:19
Hugh Cross	CE39310			13	7/2/2021 10:44
Hui Wattanaskolpant	113706			14	7/2/2021 13:51
Ian Leavy		Board/Commission Member		13	7/14/2021 11:47
Ira Douglas		Deputy Electrical Inspector (DEI)		13	7/7/2021 20:03
IREN GREENE	137252			14	7/13/2021 12:15
Jack A. Bonner, Jr		Board/Commission Member		15	7/9/2021 12:58
Jackie Cunningham	419896			15	7/16/2021 9:50
Jackie Dillehay		Board/Commission Member		14	7/7/2021 15:14
Jackson Buckles		Board/Commission Member		15	7/12/2021 23:37
Jackson Wickham	517827			13	7/2/2021 10:36
Jacqueline Fortenberry	158263			12	7/16/2021 7:47
James Atwood		Board/Commission Member		12	7/9/2021 13:35
JAMES BARNES	154832			14	7/7/2021 12:39
James Bryan		Deputy Electrical Inspector (DEI)		12	7/12/2021 5:18
James Caughman		Board/Commission Member		13	7/10/2021 13:41
James Dearing		Deputy Electrical Inspector (DEI)		14	7/6/2021 14:06
JAMES DYE		Deputy Electrical Inspector (DEI)		13	7/6/2021 14:10
James Eubank	CE39203			15	7/12/2021 12:31
James Everhart	553726			15	7/9/2021 9:28
James Fountain	428749			15	7/5/2021 21:33
JAMES Galvin	441397			13	7/12/2021 13:09
James Greg Maitland	39383	Deputy Electrical Inspector (DEI)		15	7/9/2021 18:45
James Harper	453873			14	7/8/2021 8:56
James Hedrick	502777			13	7/12/2021 14:11
james hewgley		Deputy Electrical Inspector (DEI)		13	7/16/2021 21:15
James Hodgkin	451827			15	7/6/2021 10:29
James McCarter		Deputy Electrical Inspector (DEI)		13	7/6/2021 16:35
James Pearce	127316			14	7/16/2021 10:00
James Peek	Ce39365	Deputy Electrical Inspector (DEI)		13	7/11/2021 12:41
James S	526225			13	7/15/2021 15:53
james snider	367979			13	7/13/2021 10:24
James Stanley	441676			12	7/2/2021 15:44
James Sullivan		Deputy Electrical Inspector (DEI)		12	7/7/2021 14:54
Jamie H. Steele	145			14	7/12/2021 13:48
Jamie Steele	145340			15	7/9/2021 13:34
JaNea Lawrence	528476			12	7/13/2021 8:47
Janet Booker-Davis		Board/Commission Member		12	7/8/2021 17:03
Janice Cato		Grantee/Subrecipient	Lipscomb University	13	7/19/2021 9:14
Janine Wills	492358			12	7/9/2021 8:07
Jarasbot Kirsch	151882			12	7/15/2021 16:22
Jason Bennett		Board/Commission Member		15	8/31/2021 12:39
Jason Brier	563428			13	7/12/2021 8:43
Jason Fults	523864			14	7/9/2021 10:20
Jason Gilliam	139271			13	7/7/2021 10:29
Jason McGee	116369			14	7/2/2021 10:35
Jason Powell	124728			14	7/10/2021 19:04

Jason Scott		Deputy Electrical Inspector (DEI)		15	7/6/2021 10:48
Jason Smith	428805			15	7/7/2021 7:28
Jason Sparks	368349			15	7/16/2021 9:04
Jason Thompson	154712			13	7/6/2021 10:31
Jay Goldman	ce29100			14	7/9/2021 8:52
Jay Moore		Board/Commission Member		14	7/12/2021 12:48
Jay Westbrook	571851			12	7/2/2021 13:54
Jayne Prewitt	425646			13	7/12/2021 8:16
Jazmine Walthall	535736			14	7/16/2021 16:17
Jeannette Russ		Grantee/Subrecipient	Union University	15	7/21/2021 10:17
Jeff Elliott	112665			14	7/2/2021 11:31
Jeff Morris		Board/Commission Member		12	9/7/2021 11:54
Jeff Warner	145802			13	7/12/2021 10:42
Jeffery Kelly	446570			14	7/15/2021 16:43
Jeffrey Cox	560386			13	7/5/2021 11:06
Jeffrey Ellis	484672			14	7/7/2021 8:56
Jeffrey Gammon	449081			13	7/6/2021 13:49
Jeffrey Mackens		Board/Commission Member		14	7/15/2021 11:28
Jeffrey Winfree	140159			12	7/6/2021 12:31
Jena Napier	126642			13	7/16/2021 11:33
Jenica "Shiri" Anderson	14927			15	7/15/2021 9:31
Jennaca Harris	427824			14	7/12/2021 14:26
Jennifer Curry	471131			13	7/6/2021 11:17
Jennifer Harmon	526984			14	7/13/2021 13:43
Jennifer Nichole Brown	155203			15	7/2/2021 12:09
Jennifer Peck	ce39321			13	7/12/2021 14:47
Jennifer Ramcharan	530790			15	7/15/2021 15:43
Jennifer Ransom		Board/Commission Member		15	7/12/2021 7:15
Jennifer Schwendimann	ce39550			12	7/6/2021 15:09
Jenny Taylor	143225			14	7/14/2021 10:31
Jeremy Chambers	147346			14	7/12/2021 16:26
Jeremy Channell	484663			14	7/6/2021 9:44
Jeremy Hubanks	398200			13	7/9/2021 13:50
Jeremy Martin	448424			14	7/10/2021 15:52
Jeremy Reich	ce39109			15	7/12/2021 10:23
Jeremy Tipton	477410			15	7/9/2021 7:38
Jerome Rood	126336			13	7/10/2021 11:33
Jerry Archer		Deputy Electrical Inspector (DEI)		14	8/4/2021 21:22
Jerry Biddle	136245			15	7/15/2021 12:18
Jerry Hunsucker		Deputy Electrical Inspector (DEI)		12	8/6/2021 19:33
jerry wilkerson		Deputy Electrical Inspector (DEI)		12	7/7/2021 8:02
Jesse Gentry	469468			14	7/6/2021 17:01
Jesse Holt	546830			14	7/6/2021 11:39
Jessica Curtis	ce39563			15	7/2/2021 11:15
Jessica Fite	413890			13	7/2/2021 10:50
Jessica Fite	413890			14	7/12/2021 9:22
Jessica Ligon	514435			15	7/8/2021 16:15
Jessica Rocha	521722			12	7/13/2021 10:54
Jessica Thomas	515380			13	7/12/2021 6:08
Jill Wilder	490970			12	7/7/2021 11:19
Jim Hightower	131417			14	7/16/2021 10:57
Jim Tracy				14	7/7/2021 9:17
Jimmy Kesey	127531			14	7/12/2021 17:44

Jimmy Williams	111765		15	7/2/2021 12:16
JL Jacobs	6028	Deputy Electrical Inspector (DEI)	15	7/12/2021 10:58
Joan Smith		Board/Commission Member	13	7/9/2021 12:00
Jody Fox	506893		14	7/2/2021 15:25
Joe Malone	358853		15	7/12/2021 13:01
Joel Crofton	445206		13	7/16/2021 4:11
joel Damons	110429		13	7/15/2021 16:31
Joey Henson	432419		13	7/12/2021 20:48
John Adams Jr	159253		13	7/12/2021 12:05
John Barker		Board/Commission Member	14	7/14/2021 13:34
John Barker		Board/Commission Member	13	8/31/2021 9:37
JOHN CAGLE		Board/Commission Member	12	8/1/2021 10:08
John Doyle	101652		13	7/2/2021 14:48
John Dunne	343997		14	7/16/2021 16:37
John Ferguson	528594		13	7/8/2021 16:15
John Garrido	106403		13	7/16/2021 9:24
John Griesbeck		Board/Commission Member	13	7/6/2021 16:54
John Griess	395184		13	7/14/2021 10:23
John Harris	532318		15	7/7/2021 13:39
John Haughtigan	107141		15	7/9/2021 10:25
John Ingle	523937		14	7/11/2021 12:01
John Jacobs	7018	Deputy Electrical Inspector (DEI)	15	7/12/2021 10:50
John Lines	CE39209		14	7/14/2021 11:51
JOHN MATTINGLY	110253		13	7/9/2021 11:26
JOHN MCCLAIN	424368		14	7/6/2021 9:37
John Murphy	39559		13	7/15/2021 21:54
john murrey		Board/Commission Member	14	7/7/2021 14:25
John Phillips		Deputy Building Inspector (DBI)	13	7/15/2021 21:01
John Roberts		Board/Commission Member	12	7/7/2021 15:20
John Speer	ce39273		14	7/17/2021 8:39
JOHN THORPE		Board/Commission Member	14	7/13/2021 22:18
John Warden	153913		14	7/12/2021 16:23
John Williams	101044		14	7/6/2021 15:18
Johnny Lock	45912		15	7/6/2021 14:03
Johora Donaldson	163443		14	7/6/2021 13:31
Jon Moffett		Board/Commission Member	15	7/10/2021 7:42
Jonathan gill	539947		14	7/2/2021 15:21
Jonathan Habart	431896		15	7/15/2021 16:43
Jonathan Lillard	112271		14	7/6/2021 8:54
Jordae Lopez	452248		12	7/2/2021 12:38
Joseph Baker	528762		15	7/6/2021 13:29
joseph begley	548556		12	7/16/2021 14:37
Joseph Nixon	565612		14	7/2/2021 13:48
Joseph Roberson	527268		14	7/9/2021 13:43
Joseph Schmitt	55710		12	7/10/2021 9:24
joseph strong	160961		13	7/7/2021 16:06
Joseph Underwood	153271		15	7/13/2021 12:15
Joseph Whitfield	535412		14	7/7/2021 19:03
Josh Holden		Board/Commission Member	14	7/12/2021 14:01
Joshua Clark	ce39496		15	7/15/2021 15:33
Joshua Sinar	553739		14	7/5/2021 10:22
Joy Kirkland	547719		13	7/2/2021 14:49
Joyce L Ferguson	131885		15	7/16/2021 16:02
Joyetta Reed	533458		14	7/13/2021 9:38

Judy McAllister		Board/Commission Member		15	7/6/2021 13:01
Judy Wetherbee		Board/Commission Member		13	7/16/2021 20:13
Justin Greene	494530			15	7/15/2021 16:10
Kahren White		Board/Commission Member		13	7/15/2021 8:15
Kara Evans	489052			14	7/2/2021 11:51
karen burkhart	140970			13	7/8/2021 13:43
Karen Condon	389966			14	7/2/2021 10:59
Karen Martin	509846			12	7/15/2021 8:56
Karen Rankins-Townsend				14	7/2/2021 10:36
karey haisten		Board/Commission Member		12	7/19/2021 20:13
Karl Kramer		Board/Commission Member		15	7/20/2021 9:27
katharine cooper				13	7/16/2021 12:34
Katherine Holliman	102799			14	7/9/2021 8:38
Kathy Greer	544033			13	7/16/2021 15:35
Katie Long	CE39145			12	7/7/2021 16:33
Keith Dunn	CE08025			15	7/12/2021 9:27
Keith Elliott	571430			14	7/2/2021 14:58
keith elliott	571430			14	7/2/2021 15:03
Keith Ripley	563614			12	7/8/2021 17:55
Keith Whittington	140762			15	7/12/2021 7:11
Kelly Morgan	125718			12	7/13/2021 12:34
Kenneth Broughton	7445	Deputy Electrical Inspector (DEI)		14	7/11/2021 11:50
Kenneth Green		Deputy Electrical Inspector (DEI)		12	7/6/2021 14:55
kenneth Maeston	163417			14	7/9/2021 16:19
Kenneth Mansfield		Board/Commission Member		13	7/16/2021 4:36
Kenneth McQueen	141095			14	7/2/2021 18:25
Kenneth NELSON	ce39419	Deputy Building Inspector (DBI)		15	7/3/2021 11:25
Kenneth Wilson	557700			13	7/7/2021 15:49
Kerry Little	154099			13	7/8/2021 11:44
Kevin Krumrey	356715			15	7/2/2021 15:48
Kevin Martin		Board/Commission Member		13	7/19/2021 9:43
Kevin Monroe		Board/Commission Member		14	7/2/2021 14:54
Kevin Nunn	562460			14	7/9/2021 17:14
Kevin Richards	272245			13	7/12/2021 10:01
Kevin Walters	442163			14	7/2/2021 10:13
Kim Biggs	13098			14	7/14/2021 10:16
Kim Birchfield		Board/Commission Member		12	7/12/2021 23:11
Kim Blaylock	446048			13	7/9/2021 13:53
Kim Hlnes	124653			14	7/8/2021 12:28
Kim Mangrum	441404			13	7/8/2021 22:35
Kimball Sterling		Board/Commission Member		15	7/5/2021 10:27
Kimberly Cooper	163252			13	7/2/2021 11:40
Kimberly Morgan	120623			13	7/2/2021 11:24
Kimberly Moss	147410			14	7/16/2021 11:13
KIMBERLY PARKS	495462			15	7/14/2021 12:14
Kip Luttrell	429087			12	7/5/2021 18:35
Kira Burnett	139198			15	7/7/2021 12:59
Korey Cooper	404784			14	7/15/2021 15:13
Korian Neal		Board/Commission Member		13	7/14/2021 7:51
Kristen Aplin	158914			14	7/14/2021 9:46
Kristy Inglish	CE39028			14	7/12/2021 14:14
kurt McMahan	1208001			14	7/8/2021 19:53
Kurt Polasko	102753			15	7/6/2021 8:53
Kyle Vari		Deputy Electrical Inspector (DEI)		15	7/20/2021 8:26

Kylen Forbey		Deputy Electrical Inspector (DEI)		15	7/10/2021 9:35
LAKESHIA LARGIN				14	7/14/2021 19:50
Lakita Taylor	152320			15	7/12/2021 9:16
LaRosa Collier		Board/Commission Member		14	7/2/2021 12:12
Larry Craddock	483258			12	7/6/2021 7:27
Larry Logan		Board/Commission Member		13	7/12/2021 12:38
Larry Miller		Deputy Electrical Inspector (DEI)		15	7/11/2021 13:28
LARRY SNODGRASS	131605			13	7/12/2021 11:49
Laura Costin	548024			13	7/6/2021 8:05
Laura Farmer	ce39488			12	7/7/2021 11:59
Laura Galbraith	ce39298			12	7/13/2021 8:50
Laura Hartsfield	452788			13	7/15/2021 16:51
Laura Martin	445763			14	7/16/2021 9:18
Laura Pecunes	443500			12	7/2/2021 11:17
Laurel Hunter	118875			13	7/15/2021 16:43
Lauren Ligon	372537			15	7/2/2021 13:55
Lauren Mena	555721			15	7/12/2021 15:01
Lauri Chaudoin		Grantee/Subrecipient	Belmont University	15	7/20/2021 10:31
Laurie Sharp	434855			15	7/12/2021 8:21
Leann Blair	424079			13	7/16/2021 7:47
Leeann Sparks	512311			12	7/6/2021 9:31
Lekrisha Braden	547416			14	7/12/2021 12:21
Leon Hunt	113840			14	7/13/2021 22:30
Lin Li		Grantee/Subrecipient	Tennessee State University	14	9/3/2021 9:40
Linda Ford	122887			12	7/15/2021 17:19
linda goncalves	522518			13	7/15/2021 8:35
Linda Goodwin	105078			12	7/6/2021 9:17
Linda Merriweather	117209			14	7/2/2021 12:45
Lisa Bohannon	377661			13	7/12/2021 8:40
Lisa Jordan	132050			13	7/2/2021 14:23
LISA WHITTAKER	348613			13	7/2/2021 15:46
Lori Bowers	369496			13	7/12/2021 11:54
Lori Schlecht	519181			15	7/2/2021 12:39
LoriAnn Davis	413924			13	7/2/2021 11:39
Lorraine Konan	530970			12	7/2/2021 14:14
LOVELLA SIGLER	100182			15	7/2/2021 12:52
Lowell Russell		Board/Commission Member		12	7/11/2021 3:01
Lowell Tillman		Deputy Electrical Inspector (DEI)		15	7/8/2021 12:38
lynn alexander		Board/Commission Member		14	7/19/2021 12:39
LYNN MCHENRY		Deputy Building Inspector (DBI)		15	7/8/2021 18:43
Maliaka Bass				15	7/2/2021 9:27
Marc Waltz	532671			14	7/6/2021 15:17
Marcia Franks	428015			12	7/16/2021 15:20
Maria Bush	531076			12	7/14/2021 9:56
Mariana Bishay	385691			14	7/15/2021 13:00
Marina Caro	506782			13	7/2/2021 11:07
Mark Boring	447641			12	7/11/2021 21:48
Mark Boyd	448785			14	7/2/2021 13:32
Mark Brodd	338942			15	7/12/2021 6:40
Mark Dunbar		Board/Commission Member		12	7/9/2021 6:26
Mark Faughn	107757			13	7/16/2021 12:34
Mark K Green	344209			13	9/2/2021 12:46

Mark Morin	109596		14	7/9/2021 9:08
Mark Munsey	119691		12	7/2/2021 12:20
Mark Rewalt	505612		15	7/4/2021 11:00
Mark Yates	448481		15	7/11/2021 11:25
Marquisha Robertson	480762		15	7/13/2021 10:25
Marsha Bynum	159899		13	7/13/2021 8:25
Marvin (Neal) Fisher Jr	565386		14	7/7/2021 6:43
Marvin Trey Clanton	362577		12	7/6/2021 10:17
Mary Busby	502228		12	7/2/2021 15:50
Mary Clark Herrod	CE39569		13	7/16/2021 13:28
Mary Crawford	475839		15	7/2/2021 12:04
Mary Freeman	CE02271		15	7/12/2021 12:28
Mary Gribble	357303		15	7/16/2021 15:40
Mary Jean Michael	106900		14	7/6/2021 9:31
Matthew Little	ce39125		12	7/2/2021 13:58
Matthew Mang		Deputy Electrical Inspector (DEI)	13	7/14/2021 10:24
Matthew Owens		Deputy Building Inspector (DBI)	13	7/2/2021 20:12
Matthew Reddish		Board/Commission Member	13	7/2/2021 10:54
Matthew Roby	538164		14	7/21/2021 8:54
Maurice Batey	383425		14	7/12/2021 12:12
Meagan Barisich	CE39492		12	7/19/2021 9:18
Megan Maleski	ce39317		15	7/2/2021 11:10
Megan Mosley	497122		13	7/14/2021 15:23
Melanie Cole		Board/Commission Member	13	7/5/2021 19:33
Melanie Doss		Board/Commission Member	13	7/8/2021 14:49
Melanie Musgrove	157471		15	7/14/2021 9:34
Melinda Winters	150431		12	7/7/2021 11:10
MELISSA HUTSON	404570		15	7/2/2021 14:47
Melissa Merritt	125557		12	7/8/2021 9:00
Mia Lazarini	572434		14	7/6/2021 15:50
Michael Anderson	103781		15	7/13/2021 15:33
Michael Barber	515300		13	7/8/2021 10:29
Michael Batstone	506134		12	7/2/2021 14:29
Michael Blakely	448556		13	7/6/2021 12:14
Michael Fox		Deputy Electrical Inspector (DEI)	12	7/13/2021 19:16
Michael Gill		Board/Commission Member	14	7/7/2021 14:45
Michael Henry		Board/Commission Member	14	7/9/2021 16:18
Michael Keith	115329		14	7/7/2021 9:05
Michael Landers	162741		13	7/2/2021 10:14
Michael Miranda	498626		15	7/6/2021 8:27
Michael Morelli	125638		15	7/2/2021 10:21
Michael Myers	477416		13	7/6/2021 14:07
Michael Parks	552957		14	7/6/2021 15:12
Michael Schulz	556318		14	7/6/2021 14:17
michael taylor		Deputy Electrical Inspector (DEI)	15	7/14/2021 8:30
Michael Underhill	CE39477		13	7/6/2021 14:40
Michael Wright		Board/Commission Member	15	7/2/2021 16:37
Michele Stone	543111		13	7/2/2021 11:52
Michelle Alexander		Board/Commission Member	14	7/17/2021 11:33
Michelle Dennis	393341		12	7/6/2021 8:04
Michelle Douglas	136772		14	7/14/2021 9:35
Mike Cloyd		Deputy Electrical Inspector (DEI)	14	7/11/2021 8:10
Mike Dearing	6613	Deputy Electrical Inspector (DEI)	14	7/8/2021 10:37
Mike Gulley	100125		12	7/9/2021 11:48

Mike Shinnick			14	7/2/2021 11:54
Mike Williams	428747		15	7/6/2021 14:13
Miles Brooks	496555		13	7/20/2021 11:06
Mindy Walker	472516		12	7/13/2021 11:16
mittchell wright		Deputy Electrical Inspector (DEI)	13	7/13/2021 15:57
Mohammad R. Kheshti	103123		15	7/7/2021 9:33
Mona Sappenfield		Board/Commission Member	12	8/31/2021 16:57
Mona Wynne	413316		13	7/16/2021 7:29
Monica Lemons		Board/Commission Member	13	7/22/2021 20:28
Monica Meeks	405652		14	7/6/2021 8:31
Monica West	ce39153		14	7/15/2021 8:07
Monty Kapavik	montb042900 1		14	7/9/2021 14:51
Morgan Calles	Ce39120		14	7/2/2021 10:59
Myka Jackson	CE39465		14	7/6/2021 9:23
Nathaniel Jackson	128191		14	7/13/2021 15:35
Nicolas McSweeney	CE39197		15	7/15/2021 14:51
Nikita Hampton	443914		14	7/12/2021 11:17
Nneka LaBon	515535		13	7/16/2021 8:48
Nora Chlum	551138		14	7/2/2021 12:48
Olivia Flood	492355		12	7/7/2021 8:58
Paige Neeley	438263		14	7/2/2021 10:39
Pam Spicer	38873		14	7/12/2021 12:34
Pamela Church		Board/Commission Member	15	7/16/2021 12:28
Pamela Minton	121550		15	7/13/2021 11:09
Pamela Pavao	440837		14	7/2/2021 10:59
Pamela Vawter			12	7/6/2021 9:14
Pankaj Jain		Board/Commission Member	12	7/3/2021 12:51
Pat Fletcher-Groves	106820		12	7/16/2021 10:51
Patricia Huston	ce38806		15	7/8/2021 8:15
Patricia Newton	128846		13	7/6/2021 15:15
Patricia Parsons		Board/Commission Member	13	7/22/2021 22:01
Patrick Wrenn		Board/Commission Member	13	9/4/2021 18:07
Paul Hartbarger	136294		13	7/12/2021 10:32
Paul Stine	539949		13	7/2/2021 14:15
Peyton Bullen			13	7/9/2021 17:15
Phil Duncan	150583		14	7/9/2021 11:38
Philip Cameron	472019		12	7/6/2021 11:10
Phillip Dix	527303		13	7/3/2021 6:59
Phillip Johnson	459560		14	7/12/2021 12:03
Phillip Kimbrough	466991		15	7/13/2021 9:36
Phillip Noel		Board/Commission Member	13	7/13/2021 10:34
Phyllis Bruce	517446		13	7/2/2021 11:00
PORSCHA Coffee	513392		14	7/16/2021 12:16
Preston Binegar	513568		14	7/10/2021 14:31
Preston Harris	383423		12	7/12/2021 14:41
Queenia Myers	478738		14	7/4/2021 14:43
Rachel Carden	564893		12	7/15/2021 16:20
RACHEL FOWLER	113826		14	7/12/2021 14:47
Rafael Bello	565395		14	7/2/2021 10:48
Rakeisha Elliott	485060		13	7/12/2021 11:56
Randy Chase	452491		15	7/12/2021 6:57
Randy Safer	91356001		13	7/8/2021 10:24
Ray Farris		Board/Commission Member	12	7/13/2021 11:59

Raymond Keene		Deputy Electrical Inspector (DEI)		14	7/9/2021 9:41
Reese Smith	124154			15	7/12/2021 7:03
Regina Nelson	CE38275			14	7/15/2021 15:44
Regina Oldham	115472			13	7/2/2021 12:57
Renee Taylor	CE39510			13	7/2/2021 15:14
Renita Richardson	556688			14	7/2/2021 10:55
Rex Garrison		Board/Commission Member		15	7/15/2021 19:07
Rhea Matthews-Fuqua	136697			13	7/9/2021 11:42
Rhonda Bowling-Black	153779			12	7/2/2021 12:58
Rhonda Brown	430998	Board/Commission Member		15	7/15/2021 17:10
Rhonda Emanuelson	407918			12	7/15/2021 9:32
Rhonda London	131106			15	7/12/2021 12:55
Rhonda Malik	474671			12	7/13/2021 12:32
Rhonda Perryman	475843			15	7/13/2021 10:03
Rianna Womack	363400			12	7/2/2021 13:58
Richard Bailey	SIAS00117337			12	7/12/2021 10:21
Richard Bursi		Board/Commission Member		15	7/14/2021 13:00
RICHARD HASLEY	475816			15	7/2/2021 15:39
Richard Hatfield	287556			15	7/6/2021 10:05
Richard Parks	102379			13	7/11/2021 19:47
Richard Storie	468416			14	7/10/2021 12:22
Richard Thompson		Board/Commission Member		14	7/30/2021 9:36
Richard Woody	533725			15	7/12/2021 16:51
Rick Radcliffe	138693			15	7/5/2021 4:31
Rickey Cottrell	113647			12	7/7/2021 11:21
ricky banks		Deputy Electrical Inspector (DEI)		12	8/8/2021 7:12
Ricky Watkins		Deputy Building Inspector (DBI)		15	7/15/2021 18:34
Robbie Peden	135224			12	7/14/2021 15:38
Robert Campbell		Board/Commission Member		12	7/12/2021 16:21
robert decker	507599			14	7/2/2021 15:20
Robert Gray		Deputy Electrical Inspector (DEI)		15	7/9/2021 8:32
Robert Gribble	122760			13	7/2/2021 15:59
Robert Hunter	536243			13	7/6/2021 8:23
robert lane	ce39376	Deputy Electrical Inspector (DEI)		14	8/17/2021 15:29
Robert Lee	62-6001445			13	7/7/2021 14:02
Robert Lee	452961			15	7/9/2021 10:11
Robert Lively	420469			15	7/6/2021 12:16
Robert Mang		Deputy Electrical Inspector (DEI)		14	7/14/2021 15:52
Robert Shackelford		Board/Commission Member		13	7/9/2021 15:44
Robert Swader	560569			14	7/6/2021 8:46
Robert Turner	134832			12	7/9/2021 14:59
Robert Waggoner		Board/Commission Member		14	7/12/2021 14:45
Robin Barrick		Board/Commission Member		12	7/19/2021 15:56
Robyn Bain	546766			13	7/16/2021 10:03
Rodney Tanner	356006			15	7/12/2021 13:50
roger russell				13	7/12/2021 10:25
Ron Gillihan		Board/Commission Member		13	7/6/2021 17:18
Ron Jones	112455			13	7/16/2021 14:54
Ronald Crozier	109004			12	7/15/2021 17:28
Ronald Gray		Deputy Electrical Inspector (DEI)		15	7/9/2021 8:20
Ronnie Tickle	336349			15	7/12/2021 7:06
RoseAnn Rakidzic	559308			12	7/2/2021 14:44
Roxana Gumucio	379859			15	7/6/2021 13:09

Roy Bozeman				14	7/4/2021 7:51
Russell Peterson	512689			14	7/7/2021 17:16
Russell Schwahn	418361			14	7/2/2021 12:23
Ryan Cutcliffe	563578			12	7/7/2021 8:07
Ryan Holt	144058			15	7/9/2021 10:48
Sabrina Gresham	371480			14	7/11/2021 10:12
Samantha Mann	541316			15	7/6/2021 9:44
sammy Catlett		Deputy Electrical Inspector (DEI)		15	7/8/2021 16:01
Sandra Williams	504718			12	7/8/2021 22:41
Sara Gay Moon		Board/Commission Member		15	7/12/2021 16:33
Scot Hughes	540156			14	7/9/2021 12:39
Scott Force	484105			13	7/16/2021 12:06
Scott mcleay	rob0620001			14	7/7/2021 8:55
Scott Smith	517592			13	7/9/2021 9:49
Scottie Poarch		Board/Commission Member		12	7/7/2021 7:02
scotty colwell	511283			13	7/7/2021 12:34
shana roberts	1496646			14	7/13/2021 14:11
Shane Griswell		Deputy Electrical Inspector (DEI)		13	7/12/2021 21:26
Shane Smith		Deputy Electrical Inspector (DEI)		15	7/7/2021 19:47
Shannon Patterson		Deputy Electrical Inspector (DEI)		15	7/6/2021 9:37
Shannon Tolbert	140963			15	7/16/2021 8:09
Sharron Waugh	226954			15	7/8/2021 11:09
Shatraycia Williams	547799			13	7/7/2021 8:53
Shellie Isiminger	509877			13	7/7/2021 12:14
Sherie Logan	571437			12	7/2/2021 10:31
Sherry Halsell	473618			12	7/14/2021 14:45
Skylar Shay West	427300			12	7/9/2021 10:59
Sloan David	452959			14	7/10/2021 8:16
Stacey Troutt	504282			15	7/8/2021 8:09
Stacie Torbett	548573			14	7/8/2021 16:51
stan norton		Board/Commission Member		14	7/13/2021 15:21
Stefan Gerville-Reache	362449			12	7/16/2021 7:56
Stephanie Branim		Board/Commission Member		14	7/27/2021 14:50
Stephanie Davis	1257369			14	7/13/2021 16:51
Stephanie French	143791			13	7/9/2021 15:47
Stephanie Gordon	111106			12	7/15/2021 16:07
Stephanie Patterson	149174			13	7/15/2021 16:54
STEPHANIE ROYERE		Board/Commission Member		12	7/13/2021 15:41
Stephanie Specht		Board/Commission Member		14	7/6/2021 16:58
Stephanie Willeby	432418			12	7/15/2021 13:12
Stephen Collie	512953			15	7/6/2021 11:40
Stephen Hibner	104729			12	7/16/2021 7:15
Stephen King		Board/Commission Member		14	7/7/2021 9:03
Stephen Martini		Board/Commission Member		13	7/13/2021 10:35
stephen peek	7467	Deputy Electrical Inspector (DEI)		15	7/15/2021 15:05
Stephen Taylor		Deputy Electrical Inspector (DEI)		15	7/15/2021 18:27
Steven Barnes		Deputy Electrical Inspector (DEI)		15	7/16/2021 15:48
Steven Darrough	123489			15	7/13/2021 14:34
Steven Guinn				14	7/9/2021 15:44
Steven Hildebrand		Deputy Electrical Inspector (DEI)		15	7/9/2021 6:12
Steven Patterson	130628			14	7/14/2021 20:32
Steven Russell	496447			13	7/2/2021 10:50
STEVEN TYLER	430419			12	7/6/2021 9:33

Stuart Huffman	CE39032			14	7/15/2021 15:49
sundra dunlap	390254			12	7/2/2021 11:57
Susan Page	470602			13	7/8/2021 10:26
Susan Witcher		Board/Commission Member		13	7/6/2021 19:35
Sydney Tidwell	ce39468			12	7/15/2021 15:55
Tammy Edwards	562247			15	7/12/2021 12:45
Tammy Emery	374936			14	7/12/2021 8:50
Tammy Harsh	104853			13	7/12/2021 11:09
Tara Williams	530001			14	7/14/2021 10:43
Teressa Haddix	486598			13	7/13/2021 9:23
Terrance McClain	409916			14	7/8/2021 9:51
Terry barnes	161611			14	7/2/2021 11:15
Terry Paschall	117721			12	7/12/2021 11:14
Terry Potter	114430			13	7/7/2021 10:31
Terry Singleton	159014			14	7/7/2021 9:33
Terry Smith	156972			15	7/9/2021 11:19
Thad Dorris	477516			15	7/13/2021 8:45
Thaddeus Hubbard		Board/Commission Member		14	7/7/2021 9:33
Theresa Terrell	556314			13	7/15/2021 11:39
Thomas Brown	111585			13	7/7/2021 16:47
Thomas Lombard	523865			14	7/6/2021 12:17
Thomas Riddle	139575			14	7/12/2021 16:50
Thomas Smith				13	7/15/2021 11:35
Tiara Brock	504833			13	7/6/2021 11:22
TIFFANEY HOPKINS	490598			13	7/15/2021 16:55
Tiffany Burleson	ce39119			12	7/6/2021 9:52
Tiffany Commons	478369			15	7/2/2021 11:27
Tiffany Freeman	534833			15	7/6/2021 18:12
Tiffany Key	409876			15	7/14/2021 11:19
Tim Planer	441609			12	7/2/2021 11:25
Timothy Andrew	527797			14	7/7/2021 11:17
Timothy Arce	25012203			12	7/13/2021 13:32
Timothy Brinegar	426197			15	7/14/2021 10:05
Timothy Lee Enss	417877			15	7/9/2021 8:31
Timothy McCoy	476406			13	7/7/2021 9:37
TIMOTHY RICE		Board/Commission Member		13	7/12/2021 19:40
Tina Baker	147914			12	7/2/2021 12:28
Toby Compton	ce39272			13	7/15/2021 11:04
Todd Skelton		Board/Commission Member		14	7/14/2021 10:39
Tom Spangler		Board/Commission Member		12	7/19/2021 22:39
Tomika Blake	435189			15	7/9/2021 11:05
TOMMY DORSEY	w35tside12			14	7/8/2021 7:26
Tommy Kelley		Board/Commission Member		13	7/6/2021 9:27
Toni Kerr	00399+426			14	7/6/2021 15:29
Tony Gulley		Deputy Electrical Inspector (DEI)		15	7/6/2021 19:58
Tony Helton	117695			15	7/6/2021 6:43
Tony Wilson		Deputy Building Inspector (DBI)		13	7/6/2021 11:17
Tonya Barnes	356661			12	7/7/2021 8:47
Tonya Scales-Haynes		Board/Commission Member		15	7/16/2021 10:29
Tracy Barnett		Deputy Electrical Inspector (DEI)		13	7/6/2021 15:53
Tracy Loftis	509741			13	7/15/2021 20:55
Travis Solomon		Board/Commission Member		12	7/10/2021 7:57
Trevor Bivens	449086			14	7/16/2021 14:49
Tristen Hulse	531824			15	7/2/2021 15:40

Tyler Lee		Board/Commission Member		14	7/8/2021 20:54
Umaraj Voleti	154939			13	7/16/2021 16:36
Vanessa Williams	139870			13	7/13/2021 11:37
Veronica Escobedo	536227			15	7/16/2021 7:59
Vickie Trice	117894			13	7/16/2021 10:12
Victor Evans		Board/Commission Member		13	8/30/2021 15:40
Victoria Stotzer	108881			13	7/16/2021 8:37
Vincent Pishner		Deputy Building Inspector (DBI)		15	7/6/2021 11:54
Vishan Ramcharan	463515			13	7/17/2021 13:56
w Henderson				12	7/16/2021 14:07
Wade Hutchison		Board/Commission Member		13	7/15/2021 15:44
Walter McKinney		Board/Commission Member		12	7/7/2021 10:46
Wanda Cowell	135930			15	7/2/2021 12:10
Wanda Phillips	129776			15	7/5/2021 17:19
Wayne Morris	10610			15	7/6/2021 9:51
Wendell Hunt	111598			13	7/7/2021 13:58
Wendy Garvin	456151			12	7/9/2021 15:38
Wesley Smith		Deputy Electrical Inspector (DEI)		15	7/8/2021 13:10
William (Preston) Hunsucker		Deputy Building Inspector (DBI)		13	8/3/2021 21:13
William Best	519378			13	7/2/2021 10:39
William Forrester		Board/Commission Member		13	7/10/2021 4:28
William Johnson	517113			14	7/16/2021 6:44
William Leslie	540593			15	7/6/2021 10:02
William Martin	530999			12	7/16/2021 14:00
William Maxwell	114834			14	7/7/2021 18:51
William Scott		Board/Commission Member		14	7/6/2021 11:25
William Sykes	477418			12	7/12/2021 9:05
Willie Ann Jones	113763			14	7/7/2021 17:34
Willie Bess		Board/Commission Member		12	7/2/2021 14:22
Zach Crandall	539400			15	7/15/2021 15:57

Appendix L

Printouts of the Online Training for FY2021

**TITLE VI TRAINING
DEPARTMENT OF COMMERCE AND INSURANCE
2021**



WARNING!!!

- YOU WILL BE QUIZZED ON THE MATERIAL CONTAINED IN THIS TUTORIAL. YOU MUST SCORE IN THE 80th PERCENTILE TO PASS THE TEST. THE SYSTEM WILL GENERATE AN EMAIL, VERIFYING SUCCESSFUL COMPLETION OF THE QUIZ, WHICH WILL AUTOMATICALLY BE SENT TO THE TITLE VI COORDINATOR. THERE WILL ALSO BE A PRINTABLE CERTIFICATE GENERATED UPON ACHIEVING A PASSING SCORE.

The Civil Rights Act of 1964

- The Civil Rights Act of 1964 is a federal law that outlawed discrimination based on race, color, religion, sex or national origin.
- This law ended the unequal application of voter registration requirements, racial segregation in schools, the workplace and facilities that provide public accommodations.



WHAT IS TITLE VI?

- Title VI is a part of the Civil Rights Act of 1964.
- Title VI applies to operation of programs and activities that receive Federal financial assistance.
- Title VI prohibits discrimination on the basis of race, color and national origin.



Title VI

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



42 USC 2000d

WHY ARE YOU HERE?

- The Civil Rights Restoration Act of 1987, specifies that, if one portion of a recipient's program or activity receives Federal financial assistance, then ALL of the operations of the entity must comply with Title VI requirements.
- This means that whenever ONE program within the Department of Commerce and Insurance receives Federal financial assistance, ALL of the programs within the Department must comply with Title VI.



OTHER CIVIL RIGHTS LAWS

ENFORCED BY THE DEPARTMENT OF JUSTICE AGAINST RECIPIENTS OF FEDERAL FINANCIAL ASSISTANCE

- Section 504 of the Rehabilitation Act of 1973 (Disability)
- Title II of the Americans with Disabilities Act of 1990 (Disability)
- Age Discrimination Act of 1975 (Age)
- Title IX of the Education Amendments of 1975 (Sex)
- Omnibus Crime Control and Safe Streets Act of 1968 (Race, Color, National Origin, Religion, Sex)
- Juvenile Justice and Delinquency Prevention Act of 1974 (Race, Gender)
- Victims Crime Act of 1984 (Race, Color, National Origin, Religion, Sex, Disability)



Quiz Time!

Title VI prohibits discrimination based on which of the following classes:

- A) race, gender, and national origin
- B) race, color, and national origin
- C) gender, color, and disability
- D) disability, race, and gender



Quiz Time!

Title VI prohibits discrimination based on which of the following classes:

- A) race, gender, and national origin
- B) race, color, and national origin**
- C) gender, color, and disability
- D) disability, race, and gender



Quiz Time!

True or False???

Title VI only applies to citizens of the United States.



Quiz Time!

FALSE!



Tennessee Human Rights Act

Tenn. Code Ann. § 4-21-904

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



Tennessee Human Rights Act

- The Tennessee Human Rights Commission (THRC) is responsible for monitoring the State's compliance with Title VI.
- The THRC expects all state agencies and departments that receive Federal financial assistance to provide Title VI training to staff every year.



Department of Commerce and Insurance

Non-Discrimination Policy

- It is the policy of the Department of Commerce and Insurance to ensure equal opportunity in all aspects of its programs and services without regard to race, color, or national origin under Title VI of the Civil Rights Act of 1964.
- This policy applies to the administration of all programs and activities of the Department whenever any program or activity of the Department receives Federal financial assistance.



Race

- A group of individuals who share a common culture or history
- A group that human beings can be divided into based on shared distinctive physical traits (including skin color, hair texture, or certain facial features)



Color

- Related to pigmentation, complexion, or skin shade or tone
- Overlaps with race but is not the same thing



National Origin

- Refers to an individual's place of origin or that of one's ancestors
- Includes:
 - Physical, cultural, or language characteristics (including accents) of a national origin group



Quiz Time!

Treating an individual unfavorably because he/she is from a particular country or part of the world, because of ethnicity or accent, or because he/she appears to be of a certain ethnic background could constitute discrimination based on _____.

- A) Race
- B) Color
- C) National origin
- D) Genetic Information



Quiz Time!

Treating an individual unfavorably because he/she is from a particular country or part of the world, because of ethnicity or accent, or because he/she appears to be of a certain ethnic background could constitute discrimination based on

_____.

- A) Race
- B) Color
- C) National origin**
- D) Genetic Information



Quiz Time!

True or False???

Title VI only applies to the specific program that is receiving Federal financial assistance.



Quiz Time!

FALSE!



Why is complying with Title VI important?

- If the Department or one of its subrecipients is found to be violating Title VI, a federal agency providing Federal financial assistance can take it back.
- This would mean a loss of financial assistance by the Department.
- It is the right thing to do!



What is Federal financial assistance?

- Award or grant of money;
- The grant or donation of Federal property and interests in property;
- The use, rent, or purchase of Federal property without consideration or at a reduced cost;
- Loans, below fair market value or subsidies;
- Tax incentives and tax-exempt status;
- Any Federal agreement, arrangement, or other contract which has as one of its purposes the provision of assistance;
- Surplus equipment;
- Training of employees;
- Detail of Federal personnel, so long as the Federal government is paying a substantial portion of the salary of the Federal personnel; and
- Technical assistance



What is NOT Federal financial assistance?

- Licenses issued by the Federal Government
- Procurement from or by the Federal Government
- Direct unconditional assistance to private citizens receiving Federal financial assistance (i.e., Supplemental Security Income or SSI)



Federal Financial Assistance Received by the Department of Commerce and Insurance in FY2021

- Fire Prevention Division (U.S. Department of Homeland Security and the U.S. Department of Housing and Urban Development)
- TennCare Oversight (U.S. Department of Health and Human Services)
- Insurance Division (U.S. Department of Health and Human Services)
- TFACA (U.S. Department of Homeland Security)
- TLETA (U.S. Department of Justice)
- Emergency Communications Board (U.S. Department of Transportation)
- TDCI COVID-19 Relief Reimbursements (U.S. Department of Treasury)



What is a Recipient?

- “Primary Recipient” – receives Federal financial assistance directly from a federal entity and may transfer or distribute assistance to a subrecipient.
 - When the Department receives a grant or property from a federal agency, it is a “recipient.”
- “Indirect Recipient” – receives federal funds either directly or indirectly.
 - Educational Institutions receive Federal financial assistance indirectly when they accept students who pay, in part, with federal loans.
- Recipients enter into an agreement with the Federal Government, and compliance with Title VI is a condition of receiving Federal financial assistance.



What is a Subrecipient?

- A subrecipient receives Federal financial assistance from a primary recipient and distributes assistance to an ultimate beneficiary.
 - “Subrecipients” may be contractors, subcontractors or grantees of the Department.
 - There are also some instances where the Department is a subrecipient.
- Subrecipients enter into agreements with recipients, and compliance with Title VI is a condition of receiving funds/assistance.
- Subrecipients must ensure that all contractors, sub-contractors, and recipients of Federal grants adhere to Title VI and all other applicable civil rights laws and regulations.



What is a Beneficiary?

- A “Beneficiary” is an individual or entity that directly or indirectly receives an advantage through the operation of a federal program.
 - Examples include: a customer of the Department, a consumer, a licensee/applicant, or a student of the Tennessee Law Enforcement Training Academy or Tennessee Fire and Codes Enforcement Academy.
- Beneficiaries do not enter into any formal contract or agreement with the Federal Government where Title VI compliance is a condition of receiving assistance.



Quiz Time!

Which of the following is NOT an example of a “beneficiary”?

- A) A grantee of the Department
- B) A licensee of the Department
- C) A consumer complainant
- D) A student at TLETA



Quiz Time!

Which of the following is NOT an example of a “beneficiary”?

- A) A grantee of the Department**
- B) A licensee of the Department
- C) A consumer complainant
- D) A student at TLETA



Quiz Time!

LearnMore University accepts payments from students who directly receive Federal financial aid. LearnMore University is an example of an _____.

- A) Indirect Recipient
- B) Subrecipient
- C) Beneficiary
- D) None of the Above



Quiz Time!

LearnMore University accepts payments from students who directly receive Federal financial aid. LearnMore University is an example of an _____.

A) Indirect Recipient

B) Subrecipient

C) Beneficiary

D) None of the Above



Quiz Time!

Small Town Police Department (STPD) sends several police officers to training at the FBI Academy at Quantico without any cost to the city. Which of the following best describes the STPD?

- A) STPD is a beneficiary
- B) STPD is a recipient
- C) STPD is not being assisted financially by the Federal government
- D) None of the Above



Quiz Time!

Small Town Police Department (STPD) sends several police officers to training at the FBI Academy at Quantico without any cost to the city. Which of the following best describes the STPD?

- A) STPD is a beneficiary
- B) **STPD is a recipient**
- C) STPD is not being assisted financially by the Federal government
- D) None of the Above



What does Title VI do?

- Requires meaningful access to programs and services
- Prohibits requiring different standards or conditions as prerequisites for participating in a program or receiving services
- Encourages the participation of minorities as members of planning or advisory bodies for programs receiving federal funding
- Requires assurance to the source of the federal funds that discrimination will not occur in the operation of the program and provision of services



Title VI does NOT apply to:

- Federal assistance provided through insurance or guaranty contracts (e.g. FHA loan insurance)
- Employment, except where employment practices result in discrimination against program beneficiaries or where the primary purpose of the Federal assistance is to provide employment



Examples of Discriminatory Practices

- Applying licensing standards inconsistently to applicants on the basis of their race, color, or national origin.
- The use of policies or practices that appear to be neutral but, in fact, put some program applicants or participants at a disadvantage because of their race, color, or national origin.
- Rejecting or not considering a contract proposal on the basis of the business owner's race, color, or national origin.
- Not including minority owned businesses in the distribution of request for proposal notices.
- Refusing to accept a consumer complaint from and/or provide assistance to a consumer because the consumer either cannot speak, write or is not fluent in English.
- Applying course completion requirements inconsistently to students on the basis of their race, color, or national origin.



Quiz Time!

Which of the following is an example of a discriminatory practice under Title VI?

- A) Applying licensing standards inconsistently based on an applicant's color
- B) Rejecting a contract proposal based on the business owner's race
- C) Refusing to accept a consumer complaint because the consumer cannot speak or write in English
- D) All of the above



Quiz Time!

Which of the following is an example of a discriminatory practice under Title VI?

- A) Applying licensing standards inconsistently based on an applicant's color
- B) Rejecting a contract proposal based on the business owner's race
- C) Refusing to accept a consumer complaint because the consumer cannot speak or write in English

D) All of the above



Quiz Time!

True or False???

Title VI applies to ALL of the Department's employment practices.



Quiz Time!

FALSE!



3 Forms of Discrimination

1. Retaliation

2. Disparate Treatment

3. Disparate Impact

Retaliation

- “Retaliation” occurs when a recipient or another person intimidates, threatens, coerces, or discriminates against any individual for the purpose of interfering with any right or privilege secured by Title VI, or because a person made a complaint, testified, assisted, or participated in any manner in an investigation or proceeding under Title VI.

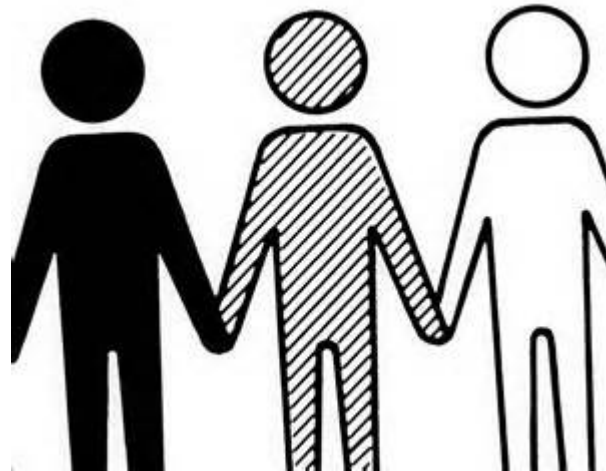


Example of Retaliation

The Volunteers of Business Development (VBD) received a grant from state Department of Treasury to provide free advice on starting and expanding small and minority-owned businesses. VBD also provides transportation to various facilities housing veterans with disabilities, to include Veterans' House where Felix, a person originally from Montserrat, complains to state Department of Treasury that he received bad advice from VBD. A few months later after being notified of Felix's complaint, VBD stopped providing transportation to Veterans' House.

Disparate Treatment

- “Disparate Treatment” means that similarly situated persons are treated differently (i.e., less favorably) than others based, at least in part, on their race, color and/or national origin.



Example of Disparate Treatment

- Beta Corp. contracts with the Insurance Division to provide testing for insurance producer license applicants. Nadia Bey, who wears a hijab, arrives at the Beta Corp. testing facility. She is told that she would not be permitted to wear the hijab during the test. Her application is incomplete and is not processed by the Agents Licensing Section of the Insurance Division.
 - Please Note: There is no reasonable safety or legal basis to prohibit Nadia from wearing this article of clothing while taking the test.

Disparate Impact

- “Disparate Impact” means discrimination that occurs as a result of a neutral policy which appears harmless on the surface, but negatively affects a group of people.
 - Discriminatory *intent* is not required for disparate impact to be present.



Examples of Policies having a Disparate Impact

- Assigning clean-fuel vehicles and facilities to routes that do not serve predominately minority communities.
- Implementing service reductions or fare increases for bus transportation that disproportionately effect minority communities.
- The State of Politico's Constitution declares the official language of Politico as English. Pursuant to this provision, to advance public safety, the Politico Department of Public Safety, which is a recipient of Federal financial assistance, decides to administer state driver's license examinations only in English.

Quiz Time!

Which of the following is NOT one of the three (3) forms of discrimination under Title VI?

- A) Sexual Harassment
- B) Disparate Treatment
- C) Disparate Impact
- D) Retaliation



Quiz Time!

Which of the following is NOT one of the three (3) forms of discrimination under Title VI?

A) Sexual Harassment

B) Disparate Treatment

C) Disparate Impact

D) Retaliation



Quiz Time!

True or False???

“Disparate impact” means discrimination that occurs as a result of a neutral policy which appears harmless on the surface but negatively affects a group of people.



Quiz Time!

TRUE!



National Origin/ Limited English Proficiency (LEP)

Who are Limited English Proficient persons?

Persons who do not speak English as the primary language and who have a limited ability to read, speak, write, or understand English.



National Origin/ Limited English Proficiency (LEP)

Title VI prohibits conduct that has a disproportionate effect on LEP persons because such conduct constitutes national-origin discrimination.

Lau v. Nichols, 414 U.S. 562 (1974)



LEP Guidance

- Recipients and subrecipients of Federal financial assistance are required to take reasonable steps to ensure *meaningful access* to their programs and activities by LEP persons

Title VI State Policy Guidance #11-02 (June 2011)

Tennessee Human Rights Commission



What is “meaningful access?”

- A recipient is not required to completely re-invent a program or duplicate a program in another language just because a significant number of its beneficiaries are LEP persons.
 - In fact, sometimes, to create separate but equal language-based mirror programs could itself be questioned under Title VI.
- However, recipients are required to address the specific needs of their LEP beneficiaries when those needs operate as artificial barriers to full and meaningful participation in the program or activity.
 - This requires thinking about how a LEP person’s inability to understand oral and written information might hurt his/her ability to participate in or benefit from a program or activity



How do we provide “meaningful access?”

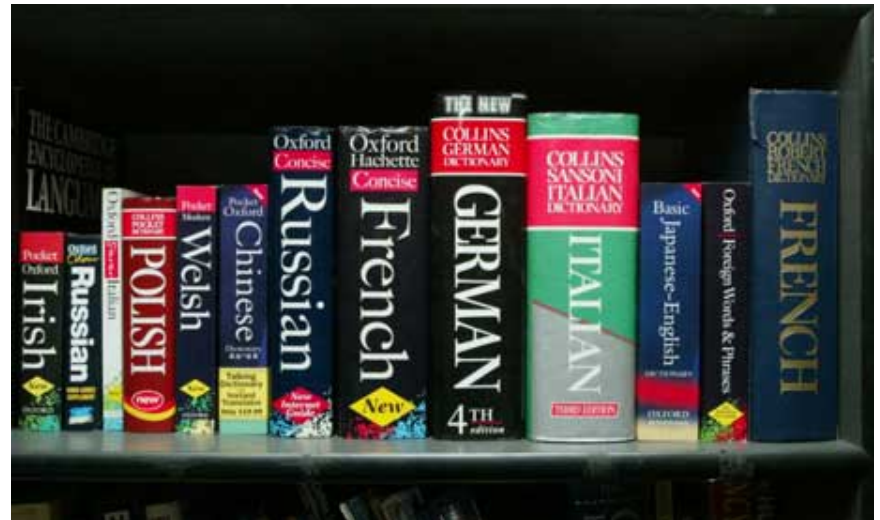
- Since there are so many programs and activities, there is no single rule of how to provide meaningful access.
- Instead, there is a four (4) factor analysis which should be considered when a recipient is determining what constitutes “reasonable steps to ensure meaningful access:”
 1. The number or proportion of LEP persons in the population;
 2. Frequency of contact LEP persons have with the program;
 3. Nature and importance of the program; and,
 4. Resources available to the program.



LEP Guidance

Proper Language Assistance

- Translation of documents
- Staff interpreters
- Telephone interpreters
- Interpreters from within the community



Languages Spoken in Tennessee

- Estimated Population, July 1, 2016 = 6,651,194
- 419,348 speak a language other than English at home
(American Community Survey 5-year estimates 2011-2015)
- 173,340 speak English less than “Very Well.”
(American Community Survey 5-year estimates 2011- 2015)

<https://www.census.gov>



Languages Spoken in Tennessee

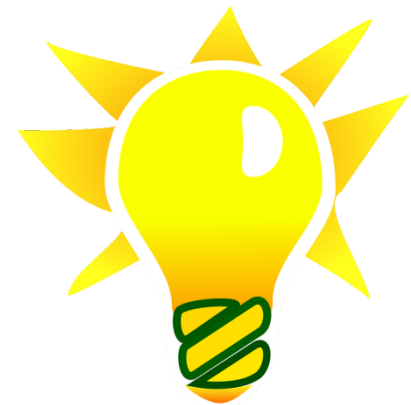
Top languages spoken at home
(other than English)

1. Spanish
2. Arabic
3. Vietnamese
4. Chinese
5. Korean
6. French



How can the Department of Commerce and Insurance achieve/demonstrate meaningful access to its services?

- Information distribution
- Due process in administrative law matters (Translation of legal documents; Availability of interpreters)
- Consumer protection and enforcement
- Consumer education programs
- Advertisement of employment opportunities that are funded by Federal financial assistance
- Commission/ Board/ Advisory Commission memberships
- Notice of contract and grant opportunities to minority owned businesses
- Monitoring Contractor/Grantee compliance with Title VI
- Publication of notice of right to file complaint



Quiz Time!

Which of the following is NOT an example of proper assistance for Limited English Proficient (LEP) persons?

- A) Translating documents
- B) Having a staff interpreter
- C) Contacting a telephone interpreter
- D) Ensuring everyone on staff is bilingual



Quiz Time!

Which of the following is NOT an example of proper assistance for Limited English Proficient (LEP) persons?

- A) Translating documents
- B) Having a staff interpreter
- C) Contacting a telephone interpreter
- D) Ensuring everyone on staff is bilingual**



Quiz Time!

True or False???

Limited English Proficient (LEP) persons are persons who do not speak English as the primary language but can read and write fluently in English.



Quiz Time!

FALSE!



Discrimination Complaints

Can be filed with:

- Federal agency that provides the Federal financial assistance
- Tennessee Human Rights Commission
- Department of Commerce and Insurance
- Subrecipient (contractor or grantee)

The image shows a sample discrimination complaint form. The form is titled "COMPLAINT" in large, bold, orange letters. Below the title, there are several sections for information:

- TO:** A field for the recipient of the complaint.
- WHOSE FAULT:** A section with radio buttons for "MINE", "YOURS", "OURS", and "OTHER".
- DESIRED OUTCOME:** A section with radio buttons for "APOLOGY", "EXPLANATION", "LITIGATION", "PROMOTION", "RESTITUTION", and "CHANGE".
- COMPLAINANT:** A field for the person filing the complaint.
- ANONYMOUS:** A checkbox for "ANONYMOUS".

At the top right of the form, there are fields for "NAME", "PHONE", "ADDRESS", "CITY", "STATE", and "ZIP".

Complaints

- Any person (whether that person is an employee of the Department, a subcontractor, or a grantee) who receives or has knowledge of a complaint alleging discrimination on the basis of race, color, or national origin in any federally assisted program operated by or on behalf of the Department must report that complaint to the Office of Legal Counsel for review and investigation.
- Complaints, whether written or later reduced to writing by a staff member, must be signed by the complainant.



Who can file a Title VI complaint?

Any person in the United States who is beneficiary or entitled to be a beneficiary through the operation of a program that receives Federal financial assistance, directly or indirectly, from a federal entity.

Complaint Procedure

- A complaint filed with the THRC will typically be forwarded to the Office of Legal Counsel of the Department of Commerce and Insurance;
- Complaints filed against a subrecipient must be forwarded to the Office of Legal Counsel;
- An investigation will be conducted by the Office of Legal Counsel;
- Notice of receipt of the complaint will be given to the Commissioner's office and the affected program;
- The affected program area is expected to provide any requested information (documents, recordings, names of persons with relevant knowledge);
- THRC monitors the progress of an investigation.



Title VI Implementation Plan

- Every executive state department must file an Implementation Plan annually on October 1.
- Plan explains the Department's Title VI obligations.
- Plan is reviewed by the THRC to determine compliance with its guidelines.



Implementation Plan

Contents include:

1. Overview of Department
2. Federal programs
3. Data collection & analysis regarding employees, board/commission & advisory bodies
4. Complaints received
5. Nondiscrimination & LEP policies
6. Complaint procedures
7. Compliance/ Noncompliance reporting
8. Subrecipient monitoring
9. Title VI training plan
10. Public notice and outreach



What is data collection & analysis?

- The Implementation Plan includes information obtained through data collection and analysis on a number of subjects relating to the recipient (here, the Department).
- Examples of information provided through data collection & analysis for the Department:
 - Data regarding the number of Limited English Proficient (LEP) encounters during the year and breaking down the contacts by type (i.e., in person, telephonic, or in writing) and by language
 - Data regarding the racial composition of students and test applicant data from Tennessee Fire Service and Codes Enforcement Academy (TFACA) and Tennessee Law Enforcement Training Academy (TLETA)
 - Data regarding Title VI trainings conducted and employees who attended those trainings



Data Collection & Analysis

- Helps to assess whether the programs and services of the Department are accessible
- Guides revisions of policies, service delivery methods, information distribution
- Helps to defend against discrimination complaints
- Used in the Implementation Plan
- Demonstrates compliance with Title VI



Hypothetical 1:

The State of Superbia's Department of Corrections (DOC) receives federal funding; however, the DOC does not provide inmates with language assistance services and does not have any policies or procedures for providing meaningful access to their programs/services for persons who are Limited English Proficient (LEP). Superbia's Department of Corrections may have issues with Title VI's prohibition of discrimination based on _____.

- A) Race
- B) Color
- C) National Origin
- D) Gender



Hypothetical 1:

The State of Superbia's Department of Corrections (DOC) receives federal funding; however, the DOC does not provide inmates with language assistance services and does not have any policies or procedures for providing meaningful access to their programs/services for persons who are Limited English Proficient (LEP). Superbia's Department of Corrections may have issues with Title VI's prohibition of discrimination based on _____.

- A) Race
- B) Color
- C) National Origin
- D) Gender



Hypothetical 2:

An investigation revealed that the Cauliflower County Sheriff's Office ("CCSO") stops five times more Latino drivers than non-Latino drivers because those drivers are targeted for stops and arrests. The findings also revealed that CCSO deputies conduct checkpoints and traffic stops in predominately Latino neighborhoods and treat stopped drivers differently based on their ethnicity. These actions are motivated by the Sheriff's prejudices against Latinos. CCSO is violating Title VI by engaging in what type of discrimination?

- A) Retaliation
- B) Vindication
- C) Disparate Treatment
- D) Disparate Impact



Hypothetical 2:

An investigation revealed that the Cauliflower County Sheriff's Office ("CCSO") stops five times more Latino drivers than non-Latino drivers because those drivers are targeted for stops and arrests. The findings also revealed that CCSO deputies conduct checkpoints and traffic stops in predominately Latino neighborhoods and treat stopped drivers differently based on their ethnicity. These actions are motivated by the Sheriff's prejudices against Latinos. CCSO is violating Title VI by engaging in what type of discrimination?

- A) Retaliation
- B) Vindication
- C) Disparate Treatment**
- D) Disparate Impact



Appendix M

Professional Service Contracts FY2021

Contract #	Supplier	Division	Scope of Service
48720-84	Aaron Williams Electric, PC	Fire Prevention	Deputy Electrical Inspector
68816-01	Aaron Williams Electric, PC	Fire Prevention	Deputy Electrical Inspector
60697	Accu-Spec, PC	Contractors Bd	Building inspector of contractors licensed by the TN Board for Licensing Contractors
48720-01	Allan Smith, PC	Fire Prevention	Deputy Electrical Inspector
68816-02	Allan Smith, PC	Fire Prevention	Deputy Electrical Inspector
60802	Allstate Appraisal LP	Real Estate Appraisers	Residential & Commercial appraisal reviews and expert witness services
66252-06	Alpha Reporting Corporation	Administration	Court Reporting Services
63522-02	Appalachian Electric Cooperative	Fire Prevention	Issuance of State electrical and/or building permits
60785	Appalachian Inspection Services, PC	Contractors Bd	Building inspector of contractors licensed by the TN Board Licensing Contractors
62190-08	Appalachian Inspection Services, PC	Fire Prevention	Deputy Building Inspector
48720-03	Archer Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-03	Archer Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
48720-04	Arnold Electrical Inspections, PC*	Fire Prevention	Deputy Electrical Inspector
53524	Arnold P. Grooms	Fire Prevention	Field Service Rep for Fire Fighting Commission - Middle TN
NV68404	Assured Partners NC, LLC dba Rice Insurance Services Company	Real Estate Commission	Errors & Omissions Insurance Policy for Real Estate Licensees
66517	Assurity Resources Inc.	Insurance	Examination services of insurance companies
48720-05	Augustus M Bryan, PC*	Fire Prevention	Deputy Electrical Inspector
66159	Baker Tilly Virchow Krause	Insurance	Examination services of insurance companies
69191	Belmont University	Architectural & Engineering	Architectural and Engineering Grant 2021
63522-03	Benton County Electric System	Fire Prevention	Issuance of State electrical and/or building permits
66252-05	Beverly Jones	Administration	Court Reporting Services
48720-07	Bill Harrington Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-04	Bill Harrington Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
65372-01	Bledsoe County FD District 3 at Mt. Crest	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-02	Bledsoe County Volunteer FD Dist 5 (Rigsby Volunteer Fire Department)	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
48720-08	Bobby Dunlap Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector

68816-05	Bobby Dunlap Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
65372-03	Bolivar Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
66163	Bostick Crawford Consulting Group	Insurance	Examination services of insurance companies
51122	Brent K. Voss	Home Inspectors	Review consultation & formal written opinions of specific home inspection reports
69272	Brent K. Voss	Home Inspectors	Review consultation & formal written opinions of specific home inspection reports
63522-04	BrightRidge Power Co. Johnson City Energy Auth.dba BrightRidge	Fire Prevention	Issuance of State electrical and/or building permits
63522-87	Bristol TN Essential Services	Fire Prevention	Issuance of State electrical and/or building permits
48720-86	Broughton Inspection, PC	Fire Prevention	Deputy Electrical Inspector
68816-06	Broughton Inspection, PC	Fire Prevention	Deputy Electrical Inspector
63522-05	Brownsville Energy Authority	Fire Prevention	Issuance of State electrical and/or building permits
48720-09	Bryan Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
68816-07	Bryan Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
63522-99	Builders Firstsource, Inc.	Fire Prevention	Issuance of State electrical and/or building permits
63522-86	Builders Plumbing, Electric & Hardware	Fire Prevention	Issuance of State electrical and/or building permits
61985	Burkhalter Group	Insurance	Actuarial Services for Property and Casualty Insurance
55522	By the Numbers Actuarial Consulting, Inc.	Insurance Captives	Actuarial and Financial Review of Captives Insurance Applications and Exams
48720-10	C. T. Jennette Electrical Inspection, PC*	Fire Prevention	Deputy Electrical Inspector
61874	Cambridge Building Corporation	Contractors Bd	Building inspector of contractors licensed by the TN Board for Licensing Contractors
63522-88	Campbell County Government	Fire Prevention	Issuance of State electrical and/or building permits
63522-06	Caney Fork Electric Cooperative	Fire Prevention	Issuance of State electrical and/or building permits
63522-82	Cannon County Government	Fire Prevention	Issuance of State electrical and/or building permits
48720-11	Carl H. Robbins, PC	Fire Prevention	Deputy Electrical Inspector
68816-08	Carl H. Robbins, PC	Fire Prevention	Deputy Electrical Inspector
48671-04	Carr, Riggs & Ingram, LLC	Insurance	Primary Analysis and Supervisory Review of insurance companies
60732	Carr, Riggs & Ingram, LLC	Insurance	Primary Analysis and Supervisory Review of insurance companies
63522-07	Carroll County Electrical Department	Fire Prevention	Issuance of State electrical and/or building permits
63522-77	Carter County Government	Fire Prevention	Issuance of State electrical and/or building permits

62037	CE Broker, Inc.	Continuing Education	Web-based Continuing Education Tracking and Reporting System
48720-12	Charles R. Young, PC*	Fire Prevention	Deputy Electrical Inspector
71452	Chattanooga Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-K-13
63522-08	Cheryl Renee Barnes	Fire Prevention	Issuance of State electrical and/or building permits
69006	Christian Brothers University	Architectural & Engineering	Architectural and Engineering Grant 2021
63522-09	City Electric Supply	Fire Prevention	Issuance of State electrical and/or building permits
63522-73	City of Adamsville	Fire Prevention	Issuance of State electrical and/or building permits
71142	City of Bartlett Fire Department	Fire Prevention	For annual fire and building safety inspection services for pre-K - 12 schools
63522-11	City of Benton	Fire Prevention	Issuance of State electrical and/or building permits
71144	City of Brentwood, Tennessee	Fire Prevention	For annual fire and building safety inspection services for pre-K - 12 schools
63522-92	City of Cleveland	Fire Prevention	Issuance of State electrical and/or building permits
63522-12	City of Clifton	Fire Prevention	Issuance of State electrical and/or building permits
63522-98	City of Covington	Fire Prevention	Issuance of State electrical and/or building permits
63522-78	City of Ducktown	Fire Prevention	Issuance of State electrical and/or building permits
65372-04	City of Dyer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-13	City of Ethridge	Fire Prevention	Issuance of State electrical and/or building permits
63522-14	City of Graysville	Fire Prevention	Issuance of State electrical and/or building permits
63522-39	City of LaFollette Electric Department*	Fire Prevention	Issuance of State electrical and/or building permits
63522-40	City of Lawrenceburg*	Fire Prevention	Issuance of State electrical and/or building permits
63522-15	City of Lebanon	Fire Prevention	Issuance of State electrical and/or building permits
63522-16	City of Lexington dba Lexington Electric System	Fire Prevention	Issuance of State electrical and/or building permits
63522-17	City of Loretto	Fire Prevention	Issuance of State electrical and/or building permits
63522-18	City of Newbern	Fire Prevention	Issuance of State electrical and/or building permits
65372-05	City of Pikeville Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-19	City of Sparta & Sparta Electric System	Fire Prevention	Issuance of State electrical and/or building permits
52824	City Realty, Inc.	Real Estate Appraisers	Residential & Non-residential appraisal review services and expert witness services
71450	Clarksville Fire Rescue	Fire Prevention	Annual fire and building safety inspection services for pre-K-12

71156	Cleveland Fire Department	Fire Prevention	For annual fire and building safety inspection services for pre-K - 12 schools
59143-01	Clint Martin, PC	Fire Prevention	Deputy Electrical Inspector
63522-20	Clinton Utilities Board	Fire Prevention	Issuance of State electrical and/or building permits
71147	Collierville Fire & Rescue	Fire Prevention	For annual fire and building safety inspection services for pre-K - 12 schools
63522-21	Columbia Power and Water System	Fire Prevention	Issuance of State electrical and/or building permits
50418	Consolidated Management Company	Fire Academy	Food services for Fire Academy training classes
67143-01	Consolildated Electrical Distributors	Fire Prevention	Issuance of State electrical and/or building permits
69271	Corum Engineering P.C.	Home Inspectors	Provision of reviews, consultations, and formal written opinions of specific home
60699	Corum Engineering, PC	Contractors Bd	Building inspector of contractors licensed by the TN Board Licensing Contractors
65372-06	Cosby Volunteer Fire Department Inc.	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
61675	CPA Exam.Ser., div.of National Assoc. State Bd Accountancy	Accountancy	Administration of computer-based examinations for Certified Public Accountant
65372-07	Crossroads Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-08	Cypress Inn Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
48720-14	Dan R. Wilson Electrical Inspections, PC*	Fire Prevention	Deputy Electrical Inspector
65372-09	Dandridge Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
48720-15	Daryl Alexander Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
68816-09	Daryl Alexander Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
59890	David H. Hodges dba DHH Professional Services	Fire Prevention	Field Service Rep for Fire Fighting Commission - East TN
58340	David L. Mathews	Land Surveyors	Expert review and witness testimony for the Tennessee Board of Examiners for Land
65372-10	Del Rio Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
61443	Denise Stacy	Fire Prevention	Court Reporter Services for P.O.S.T.
48720-16	Dennis C Gray PC	Fire Prevention	Deputy Electrical Inspector
68816-10	Dennis C. Gray PC	Fire Prevention	Deputy Electrical Inspector
65180	Dept. of Education	Fire Prevention	Annual Inspections for pre-K - 12 schools
48720-17	DFM Services*	Fire Prevention	Deputy Electrical Inspector
63522-94	Dickson Electric System	Fire Prevention	Issuance of State electrical and/or building permits
65372-11	Dodson Branch Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program

48720-18	Doug Manis, PC	Fire Prevention	Deputy Electrical Inspector
68816-11	Doug Manis, PC	Fire Prevention	Deputy Electrical Inspector
48720-19	Doug Turnbull Electrical Inspecting, PC	Fire Prevention	Deputy Electrical Inspector
68816-12	Doug Turnbull Electrical Inspecting, PC	Fire Prevention	Deputy Electrical Inspector
65372-12	Dresden Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-22	Duck River Electric Membership Corporation	Fire Prevention	Issuance of State electrical and/or building permits
49222	Dykes & Gardner Appraisal Services	Real Estate Appraisers	Residential & Non-residential appraisal review services and expert witness services
62190-01	E. Geary, PC*	Fire Prevention	Deputy Electrical Inspector
65372-13	Eagle Creek Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-14	East 52 Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
71453	East Ridge Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-K-14
68947	East Tennessee State University	Architectural & Engineering Insurance	Architectural and Engineering Grant 2021
66164	Eide Bailly, LLP	Insurance	Examination services of insurance companies
68816-13	EJ Young Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
60884	Electrical Forensics, Inc.	Fire Prevention	Forensic electrical engineering services
63522-23	Erwin Utilities Authority	Fire Prevention	Issuance of State electrical and/or building permits
63522-89	Etowah Utilities Dept.	Fire Prevention	Issuance of State electrical and/or building permits
60733	Examination Resources, LLC	Insurance	Primary Analysis and Supervisory Review of insurance companies
66165	Examination Resources, LLC	Insurance	Examination services of insurance companies
63522-24	Fayetteville Public Utilities	Fire Prevention	Issuance of State electrical and/or building permits
65372-15	Fentress County Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-16	Finger Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-17	Flynns Lick Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-25	Forked Deer Electric	Fire Prevention	Issuance of State electrical and/or building permits
65372-18	Fowlkes Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-26	Fred's of Parsons dba Ace Hardware	Fire Prevention	Issuance of State electrical and/or building permits
53904	Fuller Home Inspections	Home Inspectors	Review, consultation and formal written opinions of specific home inspection reports

59143-02	George Taylor Clark, PC	Fire Prevention	Deputy Electrical Inspector
71148	Germantown Fire Department	Fire Prevention	For annual fire and building safety inspection services for pre-K - 12 schools
63522-27	Giles County Clerk	Fire Prevention	Issuance of State electrical and/or building permits
65372-19	Gilt Edge Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-20	Grand Valley Area Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-21	Grassy Fork Volunteer Fire Department, Inc.	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
59143-04	Green Electric, PC	Fire Prevention	Deputy Electrical Inspector
48720-23	Gregory Electric Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-14	Gregory Electric Inspections, PC	Fire Prevention	Deputy Electrical Inspector
54119-01	Gulley Electrical Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector
48720-91	H. Gale Carter Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-15	H. Gale Carter Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
48720-79	Harley D. Revis, PC	Fire Prevention	Deputy Electrical Inspector
68816-16	Harley D. Revis, PC	Fire Prevention	Deputy Electrical Inspector
63522-29	Harriman Utility Board	Fire Prevention	Issuance of State electrical and/or building permits
48720-85	HBR Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-17	HBR Inspections, PC	Fire Prevention	Deputy Electrical Inspector
65372-22	Hermitage Springs Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-31	Holston Electric Cooperative, Inc.	Fire Prevention	Issuance of State electrical and/or building permits
63522-32	IAC Supply Solutions, Inc.	Fire Prevention	Issuance of State electrical and/or building permits
68858	iHeart Media, Inc.	Administration	Airing of Public Service Announcements
61524	INS Consultants, Inc.	Insurance	Life, Accident and Health Insurance Services
66166	INS Regulatory Insurance Services	Insurance	Examination services of insurance companies
48720-24	Inspection Services*	Fire Prevention	Deputy Electrical Inspector
62190-02	Inspection Solutions, P.C. *	Fire Prevention	Deputy Building Inspector
68459	International Code Council, Inc.	Fire Prevention	Reciprocity for ICC certification of Fire Inspector I and II
55295	International Conference of Funeral Service Examining Boards, Inc.	Funeral Board	Development & administration of exams for Funeral Directors & Embalmers

48720-26	Ira Lee Douglas, PC	Fire Prevention	Deputy Electrical Inspector
68816-18	Ira Lee Douglas, PC	Fire Prevention	Deputy Electrical Inspector
48720-27	J. L. Jacobs, PC	Fire Prevention	Deputy Electrical Inspector
68816-19	J. L. Jacobs, PC	Fire Prevention	Deputy Electrical Inspector
48720-89	JACH Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-20	JACH Inspections, PC	Fire Prevention	Deputy Electrical Inspector
63522-33	Jackson County	Fire Prevention	Issuance of State electrical and/or building permits
56305	Jackson R. Buckles	Fire Prevention	Field Service Rep for Fire Fighting Commission - East TN
69247	James Consulting Group	Private Probation Services	Virtual Ethics Training Course for Private Probation Services
48720-28	James Dearing Electrical Inspection, PC	Fire Prevention	Deputy Electrical Inspector
68816-21	James Dearing Electrical Inspection, PC	Fire Prevention	Deputy Electrical Inspector
48720-29	James Dye Electric Inspectors, PC	Fire Prevention	Deputy Electrical Inspector
68816-22	James Dye Electric Inspectors, PC	Fire Prevention	Deputy Electrical Inspector
48720-92	James T. Hewgley, PC	Fire Prevention	Deputy Electrical Inspector
68816-23	James T. Hewgley, PC	Fire Prevention	Deputy Electrical Inspector
48720-83	Jason V. Scott, PC	Fire Prevention	Deputy Electrical Inspector
68816-24	Jason V. Scott, PC	Fire Prevention	Deputy Electrical Inspector
48720-31	JDM Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-25	JDM Inspections, PC	Fire Prevention	Deputy Electrical Inspector
63522-34	Jellico Utilities Authority	Fire Prevention	Issuance of State electrical and/or building permits
48720-33	JEM Electrical Inspections PC	Fire Prevention	Deputy Electrical Inspector
68816-26	JEM Electrical Inspections PC	Fire Prevention	Deputy Electrical Inspector
66252-07	Jennifer Ailes d.b.a. A & A Court Reporting	Administration	Court Reporting Services
66252-01	Jennifer Haynie	Administration	Court Reporting Services
48720-34	Jerry C. Wilkerson, PC	Fire Prevention	Deputy Electrical Inspector
68816-27	Jerry C. Wilkerson, PC	Fire Prevention	Deputy Electrical Inspector
48720-35	Jerry W. Hunsucker, PC	Fire Prevention	Deputy Electrical Inspector

68816-28	Jerry W. Hunsucker, PC	Fire Prevention	Deputy Electrical Inspector
48720-39	John Jacobs, PC	Fire Prevention	Deputy Electrical Inspector
68816-29	John Jacobs, PC	Fire Prevention	Deputy Electrical Inspector
49488	John W. Smith DBA JWS & Associates	Architectural & Engineering	Engineering transcript evaluations
69270	John W. Smith DBA JWS & Associates	Architectural & Engineering	Engineering transcript evaluations
66167	Johnson Lambert LLP	Insurance	Examination services of insurance companies
60786	Johnson Lambert LLP	Insurance Captives	Examinations of (unaudited) Captive Insurance Co's
65372-23	Joyner Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-35	JP Shelly & Sons, Inc.	Fire Prevention	Issuance of State electrical and/or building permits
59143-05	K. Vari Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
63522-36	Kash & Karry Building Supply	Fire Prevention	Issuance of State electrical and/or building permits
58292	Kenneth D. Church	Land Surveyors	Expert review and witness testimony for the Tennessee Board of Examiners for Land
63522-37	Kingston Scandlyn Lumber Co., Inc.	Fire Prevention	Issuance of State electrical and/or building permits
71151	Knoxville Fire Department	Fire Prevention	For annual fire and building safety inspection services for pre-K - 12 schools
63522-38	Knoxville Utilities Board	Fire Prevention	Issuance of State electrical and/or building permits
54119-04	Kylen S. Forbey, PC	Fire Prevention	Deputy Electrical Inspector
48720-41	Lafollette Electric, PC	Fire Prevention	Deputy Electrical Inspector
68816-30	Lafollette Electric, PC	Fire Prevention	Deputy Electrical Inspector
63522-39	Lafollette Utilities	Fire Prevention	Issuance of State electrical and/or building permits
63522-74	Lan Mark Plumbing & Electrical	Fire Prevention	Issuance of State electrical and/or building permits
48720-43	Lanes Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-31	Lanes Inspections, PC	Fire Prevention	Deputy Electrical Inspector
48720-44	Larry W Miller, PC	Fire Prevention	Deputy Electrical Inspector
68816-32	Larry W Miller, PC	Fire Prevention	Deputy Electrical Inspector
63522-40	Lawrenceburg Utility	Fire Prevention	Issuance of State electrical and/or building permits
48720-45	Lee Varner, PC*	Fire Prevention	Deputy Electrical Inspector
63522-30	Leila Henard dba Henard Lumber Company	Fire Prevention	Issuance of State electrical and/or building permits

63522-41	Lenoir City Utility	Fire Prevention	Issuance of State electrical and/or building permits
66168	Lewis & Ellis, Inc	Insurance	Examination services of insurance companies
63522-42	Lewisburg Electric System	Fire Prevention	Issuance of State electrical and/or building permits
63522-43	Lewter's Wholesale Supply, Inc.	Fire Prevention	Issuance of State electrical and/or building permits
65372-24	Lexington Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
48720-46	LHM Electrical Inspectors PC	Fire Prevention	Deputy Electrical Inspector
68816-33	LHM Electrical Inspectors PC	Fire Prevention	Deputy Electrical Inspector
63522-83	Liberty Lumber & Supply	Fire Prevention	Issuance of State electrical and/or building permits
68962	Lipscomb University	Architectural & Engineering	Architectural and Engineering Grant 2021
48720-93	Livco Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-34	Livco Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
48720-47	Loftis Enterprises Company, PC*	Fire Prevention	Deputy Electrical Inspector
63522-84	Loudon Utilities	Fire Prevention	Issuance of State electrical and/or building permits
48720-48	Lowell's Electrical Inspection, PC	Fire Prevention	Deputy Electrical Inspector
68816-35	Lowell's Electrical Inspection, PC	Fire Prevention	Deputy Electrical Inspector
65372-25	Lutts Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
68816-36	M.D. Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
48720-49	Maitland Electric, PC	Fire Prevention	Deputy Electrical Inspector
68816-37	Maitland Electric, PC	Fire Prevention	Deputy Electrical Inspector
62190-03	Matthew Owens, PC	Fire Prevention	Deputy Building Inspector
66085-01	Matthew Owens, PC	Fire Prevention	Deputy Electrical Inspector
48720-50	McCoy Services, PC	Fire Prevention	Deputy Electrical Inspector
68816-38	McCoy Services, PC	Fire Prevention	Deputy Electrical Inspector
48720-32	McHenry Contracting, PC	Fire Prevention	Deputy Electrical Inspector
62190-04	McHenry Contracting, PC	Fire Prevention	Deputy Building Inspector
68816-39	McHenry Contracting, PC	Fire Prevention	Deputy Electrical Inspector
63522-44	McMinnville Electric System	Fire Prevention	Issuance of State electrical and/or building permits

NV57899	MCP Acquisition Corp. dba Mission Critical Partners LLC	Emergency Comm	E911 technical consulting services
48720-51	MD Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
65372-26	Medford Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-27	Meigs County Volunteer Emergency Services	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-45	Meriwether Lewis Electric Coop.	Fire Prevention	Issuance of State electrical and/or building permits
60265	MG Group Inc.	Accountancy	Expert Review and Consultation Services for Accountancy Bd
59879	Michael Gill	Fire Prevention	Field Service Rep for Fire Fighting Commission - West TN
48720-52	Michael S. Fox, PC	Fire Prevention	Deputy Electrical Inspector
68816-40	Michael S. Fox, PC	Fire Prevention	Deputy Electrical Inspector
48720-53	Michael Taylor Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
68816-41	Michael Taylor Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
59164	MicroPact	Administration	CORE Professional Services, enhancements, maintenance & support
65372-28	Mid-County Volunteer Fire Department, Inc.	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
68988	Middle Tennessee State University	Architectural & Engineering	Architectural and Engineering Grant 2021
66555	Midwest Japan Discovery Services, LLC	Insurance	Actuarial Analysis services for financial exams of insurance companies for HMO's
71157	Millington Fire Department	Fire Prevention	For annual fire and building safety inspection services for pre-K - 12 schools
48720-54	Mitchell Dwain Wright, PC	Fire Prevention	Deputy Electrical Inspector
68816-42	Mitchell Dwain Wright, PC	Fire Prevention	Deputy Electrical Inspector
69416	Moore Home Inspections	Home Inspectors	Provision of reviews, consultations, and formal written opinions of specific home
61087	Morris & McDaniel, Inc.	Fire Prevention - Extinguishers	Development and administration of licensure exams for Fire Extinguishers
61070	Morris & McDaniel, Inc.	Fire Prevention - LP Gas	Development and administration of licensure exams for LP Gas
60770	Morris & McDaniel, Inc.	Fire Prevention - Mfg Homes	Development and administration of licensure exams for Manufactured Home
61086	Morris & McDaniel, Inc.	Fire Prevention - Explosives	Development and administration of licensure exams for Explosives, Blasters
65372-29	Moss Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
68217	Motlow State Community College	Fire Academy	Emergency Medical Recorder courses at TFACA
63522-46	Mount Pleasant Power System	Fire Prevention	Issuance of State electrical and/or building permits
63522-47	Mountain Electric Cooperative, Inc.	Fire Prevention	Issuance of State electrical and/or building permits

65372-30	Mt. Vernon Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-31	Nameless Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
50258	Nashville Auction School	Auctioneer Commission	Educational Seminars for the Tennessee Auctioneer Commission
58585	Nashville Auction School	Auctioneer Commission	Educational newsletter for the Tennessee Auctioneer Commission
68797	Nashville Auction School	Auctioneer Commission	Educational Seminars and a biannual newsletter for the Tennessee Auctioneer Commission
59974	National Association of Insurance Comm.	Insurance	State based systems software maintenance
64343	National Association of State Boards of Geology	Professional Geologists Insurance	Administration and grading of professional examinations
64494	National Council on Compensation Insurance, Inc.	Insurance	Administration of the Tennessee Workers' Compensation Insurance Plan (TWCIP)
64497	National Council on Compensation Insurance, Inc.	Insurance	Services related to Tennessee Reinsurance Mechanism (TRM)
48649	National Emergency Number Assoc.	Emergency Communications	Training related to emergency telecommunication professionals
49705	Neiman-Ross & Associates, Inc.	Real Estate Appraisers	Residential & Non-residential appraisal review services and expert witness services
59329-01	Nelson Inspection Service, PC	Fire Prevention	Deputy Building Inspector
63522-48	Newport Utilities	Fire Prevention	Issuance of State electrical and/or building permits
68419	Nexstar Media Group, Inc.	Fire Prevention	Airing of Public Service Announcements for Fire Safety Campaign
66169	Noble Consulting Services, Inc	Insurance	Examination services of insurance companies
67747	NOVO Consulting Group LLC	Insurance	Examination services of insurance companies
65372-32	Oak Grove Community Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
65372-33	Obion Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-49	Olde Tyme Hardware, LLC	Fire Prevention	Issuance of State electrical and/or building permits
65372-34	Oliver Springs Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
61493	Oliver Wyman Actuarial Consulting, Inc.	Insurance	Assessment of TN Essential Health Benefits Package
55608	Oliver Wyman Actuarial Consulting, Inc.	Insurance Captives	Actuarial and Financial Review of Captives Insurance Applications and Exams
63522-50	Paris Utility Authority dba Paris Bd. of Public Utilities	Fire Prevention	Issuance of State electrical and/or building permits
62512	Pearson VUE, a business of NCS Pearson, Inc.	Insurance	Development and Admin of License Exams & Continuing Education for Agent Licensing
48720-30	Peek Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
68816-43	Peek Electrical Inspector, PC	Fire Prevention	Deputy Building Inspector
54119-03	Phillips Electrical, PC	Fire Prevention	Deputy Building Inspector

67237	Pieri Companies, Inc.	Contractors Bd	Inspections of work of contractors licensed by the TN Board Licensing
55524	Pinnacle Actuarial Resources, Inc.	Insurance	Actuarial and Financial Review of Captives
63522-51	Plateau Electric Cooperative	Captives	Insurance Applications and Exams
63522-79	Polk County Government	Fire Prevention	Issuance of State electrical and/or building permits
63522-52	Powell Valley Electric Cooperative	Fire Prevention	Issuance of State electrical and/or building permits
62158-01	Prestons Electrical Inspections, PC	Fire Prevention	Deputy Building Inspector
48720-25	Professional Inspection Services, PC*	Fire Prevention	Deputy Electrical Inspector
59310	PSI Services LLC	Alarm	Development & admin of exams for Alarm - Agent License
65825	PSI Services LLC	Contractors	Development and Administration of
71105	PSI Services LLC	Auctioneer	Licensure Examinations for Tennessee
54372	PSI Services LLC	Commission	The provision of examination development and administration services for the
57391	PSI Services LLC	Contractors Bd	Development & admin services of license exams for Cosmetology & Barber Exams
51712	PSI Services LLC	Cosmetology	Examination development and administration services TN Outdoor
55969	PSI Services LLC	Fire Prevention -	Administration of the National Home
57253	PSI Services LLC	Fireworks	Inspector Exam (NHIE) for Home Inspector
59925	PSI Services LLC	Home Inspectors	Development & admin TN specific licensure exams for Land Surveyors
59441	PSI Services LLC	Land Surveyors	Development & admin services of exams for Tenn. Locksmith Licensing program
66061	PSI Services LLC	Locksmiths	Development and administration of exams for Private Investigation & Polygraph
62304	PSI Services LLC	Private	Development & admin of Security Co Exams for Private Protective Services
65031	Public Consulting Group	Investigative	Examination Administration Services for the Tennessee Real Estate Appraiser Commission
48720-56	R. Keene, PC	Private Protective	Development and admin of licensure exams for real estate brokers for Real Estate Insurance Assessment of PBMs
68816-44	R. Keene, PC	Real Estate	Deputy Electrical Inspector
48720-58	Ramsey Electric, PC	Appraisers	Deputy Building Inspector
68816-45	Ramsey Electric, PC	Real Estate	Deputy Electrical Inspector
48189	Rector and Associates, Inc.	Commission	Deputy Building Inspector
67783	Rector and Associates, Inc.	Insurance	Supervisory review and consulting services
65718	Rickie G. Lamon	Insurance	Supervisory review and consulting services
		Contractors Bd	Inspections of work of contractors licensed by the TN Board Licensing Contractor

65718	Rickie G. Lamon	Contractors Bd	Inspections of work of contractors licensed by the TN Board Licensing Contractor
60885	Rimkus Consulting Group, Inc.	Fire Prevention	Forensic electrical engineering services
63522-53	Ripley Power And Light Company*	Fire Prevention	Issuance of State electrical and/or building permits
48720-77	River City Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector
68816-46	River City Inspection Services, PC	Fire Prevention	Deputy Building Inspector
60698	RLW Electrical Inspection Services, PC	Contractors Bd	Building inspector of contractors licensed by the TN Board Licensing Contractors
48720-60	RLW Electrical Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector
62190-05	RLW Electrical Inspection Services, PC	Fire Prevention	Deputy Building Inspector
68816-47	RLW Electrical Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector
48720-61	Robert Gray, PC	Fire Prevention	Deputy Electrical Inspector
68816-48	Robert Gray, PC	Fire Prevention	Deputy Electrical Inspector
63522-100	Robertson County Government	Fire Prevention	Issuance of State electrical and/or building permits
48720-63	Ronald Gray, PC	Fire Prevention	Deputy Electrical Inspector
68816-49	Ronald Gray, PC	Fire Prevention	Deputy Electrical Inspector
65372-35	Rossville Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-80	Rutherford County Government	Fire Prevention	Issuance of State electrical and/or building permits
48720-64	Sammy Catlett, PC	Fire Prevention	Deputy Electrical Inspector
68816-50	Sammy Catlett, PC	Fire Prevention	Deputy Electrical Inspector
55525	SAS, LLC dba Select Actuarial Services	Insurance	Actuarial and Financial Review of Captives
48671-05	Schowengerdt Consulting, LLC	Captives Insurance	Insurance Applications and Exams Primary analysis review of insurance co. (Actuarial Analysis)
60735	Schowengerdt Consulting, LLC	Insurance	Primary analysis and Supervisory Review of Insurance Companies
63522-72	Sequachee Valley Electric Cooperative	Fire Prevention	Issuance of State electrical and/or building permits
65372-36	Seventh District Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-54	Sevier County Electric System	Fire Prevention	Issuance of State electrical and/or building permits
48720-66	Shane Griswell Electrical Services, PC	Fire Prevention	Deputy Electrical Inspector
68816-51	Shane Griswell Electrical Services, PC	Fire Prevention	Deputy Electrical Inspector
48720-67	Shannon Patterson Inspector, PC	Fire Prevention	Deputy Electrical Inspector

68816-52	Shannon Patterson Inspector, PC	Fire Prevention	Deputy Electrical Inspector
66552	Shelby County	Administration	CORE Professional Services, enhancements, maintenance & support
55526	Sigma Actuarial Consulting Group, Inc.	Insurance Captives	Actuarial and Financial Review of Captives Insurance Applications and Exams
63522-96	Smith County Government	Fire Prevention	Issuance of State electrical and/or building permits
63522-56	Smithville Electric System	Fire Prevention	Issuance of State electrical and/or building permits
65372-37	South Scott County Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
48720-88	Speek Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
68816-53	Speek Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
63522-57	Springfield Utilities	Fire Prevention	Issuance of State electrical and/or building permits
48720-68	State Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-54	State Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector
60827	Statewide Appraisal Service, Inc.	Real Estate Appraisers	Residential & Commercial appraisal review and expert witness services
48720-69	Stephen Taylor Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
68816-55	Stephen Taylor Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
48720-70	Steven Barnes Commercial Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
68816-56	Steven Barnes Commercial Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector
60800	Structural Detailing, LLC dba Balata	Architectural & Engineering	Forensic Engineering Expert Witness and Consultation Services
62158-02	Sullivan Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector
62190-06	Sullivan Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector
68353	Sullivan Inspection Services, PC	Fire Prevention	Codes Course Instructor for the Tennessee Fire and Codes Academy
65372-38	Sunbright Area Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-58	Sweetwater Utilities Board	Fire Prevention	Issuance of State electrical and/or building permits
60831	Taylor and Mulder, Inc.	Insurance Captives	Actuarial Examinations of Captive Insurance Companies
60736	Taylor Walker Consulting LLC	Insurance Captives	Actuarial Examinations of Captive Insurance Companies
46733	TeleCommunication Systems	Emergency Communications	Technical & management services for the Emergency Communications Board
64196	Tennessee Emergency Management	Fire Prevention	Acadis software maintenance and direct technical support
62020	Tennessee Fire Chiefs Association	Fire Prevention	Statewide mutual aid assistance services

67744	Tennessee Firemans Association	Fire Prevention	TFACA Educational Books
69227	Tennessee State University	Architectural & Engineering	Architectural and Engineering Grant 2021
68950	Tennessee Technological University	Architectural & Engineering	Architectural and Engineering Grant 2021
63522-59	Tennessee Valley Electric Cooperative	Fire Prevention	Issuance of State electrical and/or building permits
63522-85	The Building Center (Livingston)	Fire Prevention	Issuance of State electrical and/or building permits
61010	The Structures Group, Inc.	Architectural & Engineering	Forensic Architectural Expert Witness and Consultation
59889	Timothy H. Rice	Fire Prevention	Field Service Rep for Fire Fighting Commission - West TN
66252-03	Tina M. Davis	Administration	Court Reporting Services
48720-81	TNEI, PC*	Fire Prevention	Deputy Electrical Inspector
64387	Tony A. Scott	Fire Prevention	Field Service Rep for Fire Fighting Commission - Middle TN
63522-60	Town of Bean Station	Fire Prevention	Issuance of State electrical and/or building permits
63522-97	Town of Bethel Springs*	Fire Prevention	Issuance of State electrical and/or building permits
63522-61	Town of Brighton	Fire Prevention	Issuance of State electrical and/or building permits
69487	Town of Collierville	Administration	For the provision of electronic public information to the Town of Collierville
63522-91	Town of Dover	Fire Prevention	Issuance of State electrical and/or building permits
63522-62	Town of Hollow Rock*	Fire Prevention	Issuance of State electrical and/or building permits
63522-63	Town of Woodbury	Fire Prevention	Issuance of State electrical and/or building permits
66252-02	Traci McClanahan	Administration	Court Reporting Services
48720-73	Tracy Barnett PC	Fire Prevention	Deputy Electrical Inspector
68816-57	Tracy Barnett, PC	Fire Prevention	Deputy Electrical Inspector
63522-64	Tri-County Electric Membership Corp.	Fire Prevention	Issuance of State electrical and/or building permits
48720-74	TriStar Inspections, PC	Fire Prevention	Deputy Electrical Inspector
68816-58	TriStar Inspections, PC	Fire Prevention	Deputy Electrical Inspector
63522-71	Troy Hardware	Fire Prevention	Issuance of State electrical and/or building permits
69051	Union University	Architectural & Engineering	Architectural and Engineering Grant 2021
69239	University of Memphis	Architectural & Engineering	Architectural and Engineering Grant 2021
69046	University of Tennessee at Chattanooga	Architectural & Engineering	Architectural and Engineering Grant 2021

68952	University of Tennessee at Knoxville	Architectural & Engineering	Architectural and Engineering Grant 2021
69159	University of Tennessee Martin	Architectural & Engineering	Architectural and Engineering Grant 2021
69610	University of Tennessee, Naifeh Center	Fire Prevention	Professional Development and Training for Fire Fighters
65229	US Bancorp	Securities	Facilitate online electronic Securities filings using State's URL
47665	Van E Boals, dba The Boals Group	TREAC	Residential & Non-Residential appraisal review services and expert witness services
69037	Vanderbilt University	Architectural & Engineering	Architectural and Engineering Grant 2021
56720	Virtual Academy, A Division of Savant Learning Systems, Inc.	Emergency Comm	Online training platform and learning management system for Emergency Comm.
57554	Virtual Academy, a Division of Savant Learning Systems, Inc.	Fire Prevention - TLETA	Online training platform for the Tennessee Law Enforcement Training Academy
62190-07	VP Building Inspection Co., PC	Fire Prevention	Deputy Building Inspector
54119-05	W. Manis, PC*	Fire Prevention	Deputy Electrical Inspector
63522-65	Wades Ace Hardware	Fire Prevention	Issuance of State electrical and/or building permits
65372-39	Wartburg Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
63522-66	Weakley County Municipal Electric System	Fire Prevention	Issuance of State electrical and/or building permits
68816-59	Wesley Smith, PC	Fire Prevention	Deputy Electrical Inspector
65372-40	West Lauderdale County Fire	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
NV57302	Weston A. Woodford dba Woodford & Associates	Real Estate Appraisers	Expert witness and residential appraisal review services
63522-70	White County Government	Fire Prevention	Issuance of State electrical and/or building permits
63522-67	White's Ace Hardware	Fire Prevention	Issuance of State electrical and/or building permits
63522-95	Wholesale Supply Group, Inc.	Fire Prevention	Issuance of State electrical and/or building permits
57300	William P. Wilson, III dba William P. Wilson Company	Real Estate Appraisers	Expert witness and residential appraisal review services
63522-68	Williams Wholesale Supply	Fire Prevention	Issuance of State electrical and/or building permits
55528	Willis Of Tennessee, Inc.	Insurance Captives	Actuarial and Financial Review of Captives Insurance Applications and Exams
63522-69	Winchester Utilities	Fire Prevention	Issuance of State electrical and/or building permits
65372-41	Winfield Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program
48720-76	Winfred D Hesson Electrical Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector
68816-60	Winfred D. Hesson Electrical Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector
49223	Woodford & Assoc - Kenneth R Woodford	Real Estate Appraisers	Residential & Non-residential appraisal review services and expert witness services

TOTALS

Diversity column details suppliers certification found registered with the Tennessee Go-DBE Diversity Business. IF a supplier indicated they are SBE and/or WBE, but were not found to be registered with Go-DBE, each were

* Terminated Contracts

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Start	Expiration	Max amount	Paid FY2021	Diversity	Procurement Type	Funding Source
10/17/2016	6/30/2021	\$550,000.00	\$194,458.75	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$639,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
10/22/2018	10/21/2023	\$19,725.00	\$5,834.13	Not Go-DBE registered (SBE)	Competitive	State
7/1/2016	6/30/2021	\$250,000.00	\$78,144.75	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$313,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
11/26/2018	11/25/2023	\$29,350.00	\$950.00	Not Go-DBE registered	Competitive	State
8/10/2020	8/10/2022	\$22,000.00	\$2,852.00	Not Go-DBE registered (SBE)	Competitive	State
1/1/2020	12/31/2024	\$60,000	\$95.00	Not Go-DBE registered	Competitive	Other
12/10/2018	12/9/2023	\$43,500.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	State
6/29/2020	6/28/2025	\$250,000.00	\$20,255.00	Not Go-DBE registered (SBE)	Competitive	Other
7/1/2016	6/30/2021	\$540,000.00	\$107,903.25	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$655,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$250,000.00	\$6,451.50	Not Go-DBE registered	Competitive	Other
3/27/2017	3/26/2022	\$94,425.00	\$16,920.00	Not Go-DBE registered	Competitive	State
1/1/2021	1/1/2023	\$0.00	\$0.00	SBE, WBE	Competitive	State
5/22/2020	5/22/2025	\$3,500,000.00	\$0.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$160,000.00	\$25,959.00	Not Go-DBE registered	Competitive	Other
4/24/2020	4/24/2025	\$3,500,000.00	\$0.00	Not Go-DBE registered	Competitive	State
2/15/2021	6/30/2021	\$4,510.00	\$4,510.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$15,000	\$1,855.00	Not Go-DBE registered	Competitive	Other
8/10/2020	8/10/2022	\$22,000.00	\$1,570.00	Not Go-DBE registered (SBE, WBE)	Competitive	State
7/1/2016	6/30/2021	\$505,000.00	\$133,522.25	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$625,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other
6/15/2020	1/26/2021	\$8,445.00	\$8,445.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$15,512.00	\$15,512.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$270,000.00	\$60,690.00	Not Go-DBE registered	Competitive	Other

7/1/2021	6/30/2026	\$338,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$13,250.00	\$13,250.00	Not Go-DBE registered	Competitive	State
4/24/2020	4/24/2025	\$3,500,000.00	\$51,847.50	Not Go-DBE registered	Competitive	State
8/1/2016	7/31/2021	\$10,000.00	\$1,950.00	Not Go-DBE registered	Non-competitive	State
4/1/2021	3/31/2026	\$15,000.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$50,000	\$0.00	Not Go-DBE registered	Competitive	Other
3/1/2020	12/31/2024	\$15,000	\$0.00	Not Go-DBE registered	Competitive	Other
3/3/2017	6/30/2021	\$240,000.00	\$128,447.75	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$300,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other
1/1/2020	12/31/2024	\$4,000	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$189,000.00	\$38,823.75	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$230,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
6/17/2020	12/31/2024	\$5,000	\$390.00	Not Go-DBE registered	Competitive	Other
5/11/2020	12/31/2024	\$5,000	\$1,045.00	Not Go-DBE registered	Competitive	Other
7/1/2019	6/30/2024	\$1,000,000.00	\$68,703.75	Not Go-DBE registered (WBE)	Competitive	State
8/1/2017	7/31/2022	\$0.00	\$0.00	WBE	Competitive	State
7/1/2016	6/30/2021	\$750,000.00	\$159,115.75	Not Go-DBE registered	Competitive	Other
3/25/2019	3/24/2024	\$20,000.00	\$974.25	Not Go-DBE registered	Non-competitive	State
3/1/2020	12/31/2024	\$15,000	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$65,000	\$7,345.00	Not Go-DBE registered	Competitive	Other
3/1/2020	12/31/2024	\$10,000	\$585.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$375,000.00	\$57,906.25	Not Go-DBE registered (SBE)	Competitive	Other
7/1/2021	6/30/2026	\$470,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other
4/17/2017	6/30/2021	\$350,000.00	\$0.00	Not Go-DBE registered	Competitive	State
12/3/2018	12/2/2023	\$1,500,000.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$15,000	\$2,215.00	Not Go-DBE registered	Competitive	Other
2/1/2020	12/31/2024	\$25,000	\$2,690.00	Not Go-DBE registered	Competitive	Other

4/15/2019	4/14/2024	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$320,000.00	\$18,049.75	Not Go-DBE registered	Competitive	Other
8/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$335,000	\$10,790.00	Not Go-DBE registered (WBE)	Competitive	Other
2/15/2021	6/30/2021	\$19,897.00	\$19,897.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$102,000	\$17,470.00	Not Go-DBE registered	Competitive	Other
2/24/2020	12/31/2024	\$50,000	\$30.00	Not Go-DBE registered	Competitive	Other
7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$2,000	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
4/8/2020	12/31/2024	\$52,000	\$465.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$2,000	\$0.00	Not Go-DBE registered	Competitive	Other
6/15/2020	12/31/2024	\$10,000	\$310.00	Not Go-DBE registered	Competitive	Other
2/1/2020	12/31/2024	\$5,000	\$285.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$23,466.32	\$23,466.32	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$8,000	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$2,000	\$115.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$30,000	\$2,385.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$30,000	\$538.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$142,000	\$5,995.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$17,000	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$2,000	\$15.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$3,000	\$105.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$8,805.00	\$8,805.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$7,000	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2017	12/31/2021	\$10,000.00	\$0.00	Not Go-DBE registered (WBE)	Non-competitive	State
8/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State

7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
3/1/2019	6/30/2023	\$150,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$38,000	\$368.00	Not Go-DBE registered	Competitive	Other
7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$90,000	\$0.00	Not Go-DBE registered	Competitive	Other
11/1/2016	10/31/2021	\$1,284,737.76	\$224,009.25	Not Go-DBE registered	Competitive	State
11/30/2020	6/30/2025	\$10,000	\$0.00	Not Go-DBE registered	Competitive	Other
4/1/2021	3/31/2026	\$15,000.00	\$0.00	Not Go-DBE registered	Competitive	State
10/22/2018	10/21/2023	\$27,250.00	\$0.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$8,275.00	\$8,275.00	Not Go-DBE registered	Competitive	State
3/3/2019	3/2/2024	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$2,323.81	\$2,323.81	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$15,175.00	\$15,175.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$810,000.00	\$85,973.25	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$17,818.19	\$17,818.19	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$435,000.00	\$118,498.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$545,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
9/1/2018	8/31/2023	\$130,620.00	\$20,845.00	Not Go-DBE registered	Competitive	State
10/20/2018	10/19/2023	\$67,000.00	\$1,200.00	Not Go-DBE registered	Non-competitive	State
6/15/2020	1/26/2021	\$12,200.00	\$12,200.00	Not Go-DBE registered	Competitive	State
1/17/2019	1/16/2022	\$10,000.00	\$0.00	Not Go-DBE registered (WBE)	Non-competitive	State
7/1/2016	6/30/2021	\$741,500.00	\$181,373.12	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$922,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2025	\$0.00	\$0.00	Not Go-DBE registered	Interagency	State
7/1/2016	6/30/2021	\$635,000.00	\$30,132.50	Not Go-DBE registered	Competitive	Other
4/27/2020	12/31/2024	\$60,000	\$220.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$9,114.00	\$9,114.00	Not Go-DBE registered	Competitive	State

7/1/2016	6/30/2021	\$315,000.00	\$55,845.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$395,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other
7/1/2016	6/30/2021	\$500,000.00	\$43,970.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$625,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$23,887.20	\$23,887.20	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$200,000	\$0.00	Not Go-DBE registered	Competitive	Other
4/23/2016	4/22/2021	\$10,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State
6/29/2020	6/28/2025	\$50,000.00	\$282.50	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$35,666.15	\$35,666.15	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$5,152.50	\$5,152.50	Not Go-DBE registered	Competitive	State
8/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
2/15/2021	6/30/2021	\$4,060.00	\$4,060.00	Not Go-DBE registered	Non-competitive	State
4/24/2020	4/24/2025	\$3,500,000.00	\$450,295.00	Not Go-DBE registered	Competitive	State
7/1/2021	6/30/2026	\$30,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
12/1/2018	11/30/2021	\$1,600,000.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$10,000	\$5.00	Not Go-DBE registered	Competitive	Other
3/1/2020	12/31/2024	\$5,000	\$5.00	Not Go-DBE registered	Competitive	Other
12/3/2018	12/2/2023	\$1,500,000.00	\$21,001.40	Not Go-DBE registered (WBE, SBE)	Competitive	State
4/24/2020	4/24/2025	\$3,500,000.00	\$119,810.00	Not Go-DBE registered (WBE, SBE)	Competitive	State
1/1/2020	12/31/2024	\$30,000	\$2,475.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$31,044.00	\$31,044.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$3,175.81	\$3,175.81	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$8,469.00	\$8,469.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$12,000	\$0.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$641.20	\$641.20	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$19,000	\$2,590.00	Not Go-DBE registered	Competitive	Other
5/1/2017	4/30/2022	\$15,000.00	\$750.00	Not Go-DBE registered	Non-competitive	State

3/1/2019	6/30/2023	\$150,000.00	\$29,274.00	Not Go-DBE registered	Competitive	Other
7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$10,000	\$960.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$5,201.20	\$5,201.20	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$11,900.00	\$11,900.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$10,000.00	\$10,000.00	Not Go-DBE registered	Competitive	State
3/1/2019	6/30/2023	\$200,000.00	\$99,632.75	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$75,000.00	\$748.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$94,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
11/17/2017	6/30/2022	\$375,000.00	\$107,767.25	Not Go-DBE registered	Competitive	Other
6/26/2017	6/30/2021	\$290,000.00	\$114,180.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$331,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other
8/8/2016	6/30/2021	\$450,000.00	\$60,452.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$564,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$15,000	\$995.00	Not Go-DBE registered	Competitive	Other
10/17/2016	6/30/2021	\$495,000.00	\$180,266.73	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$595,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$3,910.86	\$3,910.86	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$30,000	\$3,020.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$5,000	\$0.00	Not Go-DBE registered	Competitive	Other
12/15/2020	6/15/2021	\$5,000.00	\$5,000.00	Not Go-DBE registered	Non-competitive	State
5/1/2019	4/30/2024	\$2,500,000.00	\$471,645.00	Not Go-DBE registered	Competitive	State
4/24/2020	4/24/2025	\$3,500,000.00	\$0.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$930,000.00	\$22,061.75	Not Go-DBE registered	Competitive	Other
6/19/2020	6/28/2025	\$250,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
10/19/2020	10/19/2022	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
7/1/2017	6/30/2022	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State

7/1/2016	6/30/2021	\$324,000.00	\$10,693.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$405,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$1,357,000.00	\$292,238.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$1,700,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
3/3/2017	6/30/2021	\$472,000.00	\$165,796.75	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$579,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$8,000	\$910.00	Not Go-DBE registered	Competitive	Other
10/1/2017	9/30/2022	\$125,275.00	\$18,225.00	Not Go-DBE registered	Competitive	State
3/15/2021	3/15/2026	\$30,000.00	\$0.00	WBE	Competitive	State
7/1/2016	6/30/2021	\$630,000.00	\$142,957.95	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$788,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$867,000.00	\$208,016.25	Not Go-DBE registered (SBE)	Competitive	Other
7/1/2021	6/30/2026	\$1,085,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other
6/26/2017	6/30/2021	\$100,000.00	\$18,394.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$125,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
10/3/2016	6/30/2021	\$555,000.00	\$162,932.25	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$695,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$655,000.00	\$169,422.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$795,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$5,000	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$687,000.00	\$170,106.25	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$755,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
8/10/2020	8/10/2022	\$22,000.00	\$7,028.38	Not Go-DBE registered (WBE, SBE)	Competitive	State
8/10/2020	8/10/2022	\$22,000.00	\$2,480.00	Not Go-DBE registered (WBE, SBE)	Competitive	State
7/1/2016	6/30/2021	\$684,000.00	\$140,883.25	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$856,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$565,000.00	\$177,875.25	Not Go-DBE registered	Competitive	Other

7/1/2021	6/30/2026	\$651,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$60,000.00	\$5,512.25	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$75,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$10,000.00	\$1,000.00	Not Go-DBE registered	Non-competitive	State
7/1/2021	12/31/2021	\$5,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State
4/24/2020	4/23/2025	\$3,500,000.00	\$27,053.50	Not Go-DBE registered	Competitive	State
12/3/2018	12/2/2023	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$18,399.05	\$18,399.05	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$4,000	\$1,595.00	Not Go-DBE registered	Competitive	Other
3/1/2019	6/30/2023	\$150,000.00	\$49,402.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$4,000	\$1,020.00	Not Go-DBE registered	Competitive	Other
5/14/2018	5/13/2023	\$47,500.00	\$0.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$12,000	\$845.00	Not Go-DBE registered	Competitive	Other
7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$120,000	\$400.00	Not Go-DBE registered	Competitive	Other
5/28/2018	6/30/2022	\$300,000.00	\$110,262.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$860,000.00	\$196,456.40	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$1,080,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$30,000	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$350,000	\$2,095.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$600,000.00	\$6,791.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$750,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$550,000.00	\$121,533.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$690,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$30,000	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$250,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$5,000	\$570.00	Not Go-DBE registered	Competitive	Other

1/1/2020	12/31/2024	\$135,000	\$0.00	Not Go-DBE registered	Competitive	Other
4/24/2020	4/24/2025	\$3,500,000.00	\$430,781.25	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$10,000	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$15,000	\$2,880.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$12,671.91	\$12,671.91	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$1,350,000.00	\$238,908.19	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$1,690,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
3/1/2020	12/31/2024	\$10,000	\$270.00	Not Go-DBE registered	Competitive	Other
2/15/2021	6/30/2021	\$19,802.00	\$19,802.00	Not Go-DBE registered	Non-competitive	State
6/26/2017	6/30/2021	\$133,000.00	\$43,316.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$135,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$3,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
3/1/2020	12/31/2024	\$25,000	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$500,000.00	\$70,176.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$625,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$9,800.00	\$9,800.00	Not Go-DBE registered	Competitive	State
7/1/2021	6/30/2026	\$750,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$500,000.00	\$109,046.75	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$625,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
2/10/2020	2/9/2025	\$250,000.00	\$47,152.50	Not Go-DBE registered	Competitive	Other
9/14/2020	6/30/2025	\$50,000.00	\$50,000.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$420,000.00	\$8,096.25	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$525,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$440,000.00	\$164,734.25	Not Go-DBE registered	Competitive	Other
6/29/2020	6/28/2025	\$450,000.00	\$112,507.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$495,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$18,000	\$1,575.00	Not Go-DBE registered	Competitive	Other

7/1/2018	6/30/2023	\$3,406,669.72	\$1,668,555.00	Not Go-DBE registered	Competitive	E911 fund
7/1/2016	6/30/2021	\$600,000.00	\$144,797.50	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$9,666.00	\$9,666.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$2,494.00	\$2,494.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$20,000	\$1,150.00	Not Go-DBE registered	Competitive	Other
9/4/2018	9/3/2020	\$30,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State
9/1/2018	8/31/2023	\$107,570.00	\$14,470.32	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$390,000.00	\$94,282.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$482,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$903,000.00	\$200,765.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$1,130,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
6/1/2018	5/31/2023	\$5,520,893.72	\$725,059.50	Not Go-DBE registered	Non-competitive	State
6/15/2020	1/26/2021	\$9,384.00	\$9,384.00	Not Go-DBE registered	Competitive	State
2/15/2021	6/30/2021	\$24,691.00	\$24,691.00	Not Go-DBE registered	Non-competitive	State
5/11/2020	5/10/2023	\$69,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State
7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
7/1/2016	6/30/2021	\$415,000.00	\$84,073.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$520,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
4/1/2021	3/31/2026	\$15,000.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2019	12/31/2022	\$10,000.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2019	12/31/2022	\$10,000.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2019	12/31/2022	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2019	12/31/2022	\$10,000.00	\$0.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$13,018.00	\$13,018.00	Not Go-DBE registered	Competitive	State
9/15/2020	9/15/2023	\$0.00	\$0.00	Not Go-DBE registered	Non-Competitive	State
1/1/2020	12/31/2024	\$6,000	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$15,000	\$2,235.00	Not Go-DBE registered	Competitive	Other

6/15/2020	1/26/2021	\$13,460.00	\$13,460.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$20,000.00	\$20,000.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$253,135.00	\$53,244.05	Not Go-DBE registered	Competitive	State
7/1/2021	6/30/2026	\$44,400.00	\$4,400.00	Not Go-DBE registered	Competitive	State
7/1/2021	6/30/2026	\$300,000.00	\$0.00	Not Go-DBE registered	Competitive	State
7/13/2018	7/12/2023	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
10/1/2019	9/30/2024	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
7/1/2020	12/31/2021	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
1/1/2018	1/7/2021	\$290,000.00	\$23,000.00	Not Go-DBE registered	Non-competitive	State
7/1/2016	6/30/2021	\$10,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State
11/1/2018	6/30/2023	\$250,000.00	\$58,340.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$30,000	\$3,900.00	Not Go-DBE registered	Competitive	Other
10/15/2020	4/15/2021	\$10,000.00	\$9,999.00	Not Go-DBE registered	Non-competitive	State
4/24/2020	4/24/2025	\$3,500,000.00	\$502,741.25	Not Go-DBE registered	Competitive	State
11/1/2020	10/30/2025	\$3,500,000.00	\$0.00	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$1,857.15	\$1,857.15	Not Go-DBE registered	Competitive	State
6/15/2020	1/26/2021	\$46,312.02	\$46,312.02	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$7,000	\$915.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$5,123.81	\$5,123.81	Not Go-DBE registered	Competitive	State
1/21/2019	1/20/2022	\$283,060.64	\$24,543.75	Not Go-DBE registered	Competitive	State
8/1/2017	7/31/2022	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$32,000	\$3,810.00	Not Go-DBE registered	Competitive	Other
7/1/2019	6/30/2024	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$1,100,000.00	\$243,010.75	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$1,378,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
5/28/2018	6/30/2022	\$150,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other

7/1/2020	6/30/2025	\$45,000.00	\$3,727.38	Not Go-DBE registered	Competitive	State
8/1/2017	7/31/2022	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$25,000	\$1,869.00	Not Go-DBE registered	Competitive	Other
2/1/2020	12/31/2024	\$10,000	\$870.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$36,000	\$0.00	Not Go-DBE registered	Competitive	Other
1/16/2020	6/30/2024	\$75,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$50,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
8/31/2018	8/30/2023	\$30,000.00	\$0.00	Not Go-DBE registered	Competitive	State
7/1/2020	6/30/2025	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
7/1/2021	7/1/2026	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
5/22/2017	5/21/2022	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
3/1/2018	2/28/2023	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
12/1/2016	11/30/2021	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
9/1/2017	8/31/2022	\$100,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State
1/1/2018	12/31/2022	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
8/31/2018	8/30/2023	\$150,000.00	\$0.00	Not Go-DBE registered	Competitive	State
8/31/2018	8/30/2023	\$37,500.00	\$0.00	Not Go-DBE registered	Competitive	State
7/1/2020	6/30/2025	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
7/1/2019	6/30/2024	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
12/15/2019	12/14/2020	\$249,840.00	\$182,045.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$490,000.00	\$116,471.25	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$613,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$400,000.00	\$60,214.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$500,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
11/1/2015	10/31/2020	\$2,000,000.00	\$120,870.00	Not Go-DBE registered (WBE)	Non-competitive	State
11/1/2020	10/31/2025	\$2,000,000.00	\$240,820.00	Not Go-DBE registered (WBE)	Competitive	State
3/16/2020	3/15/2025	\$45,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	State

3/16/2020	3/15/2025	\$45,000.00	\$0.00	SBE	Competitive	State
12/1/2018	11/30/2021	\$1,600,000.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2020	1/1/2025	\$5,000	\$111.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$265,000.00	\$88,684.75	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$300,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
10/22/2018	10/21/2023	\$16,525.00	\$0.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$600,000.00	\$90,176.50	Not Go-DBE registered	Competitive	Other
6/29/2020	6/28/2025	\$250,000.00	\$38,490.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$750,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$500,000.00	\$66,138.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$625,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other
6/15/2020	12/31/2024	\$43,000	\$20.00	Not Go-DBE registered (SBE)	Competitive	Other
7/1/2016	6/30/2021	\$688,000.00	\$155,643.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$780,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$2,923.00	\$2,923.00	Not Go-DBE registered	Competitive	State
2/1/2020	12/31/2024	\$145,000	\$11,875.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$680,000.00	\$194,131.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$832,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
8/1/2017	7/31/2022	\$0.00	\$0.00	WBE	Competitive	State
4/17/2017	6/30/2021	\$350,000.00	\$0.00	Not Go-DBE registered	Competitive	State
12/3/2018	12/2/2023	\$1,500,000.00	\$77,050.00	Not Go-DBE registered	Competitive	State
2/28/2020	12/31/2024	\$60,000	\$6,760.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$2,150.00	\$2,150.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$300,000	\$650.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$250,000.00	\$41,492.75	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$313,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$600,000.00	\$116,607.25	Not Go-DBE registered (SBE)	Competitive	Other

7/1/2021	6/30/2026	\$1,065,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other
5/18/2020	5/17/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
8/1/2017	7/31/2022	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
4/27/2020	12/31/2024	\$15,000	\$2,810.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$6,000	\$370.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$9,932.00	\$9,932.00	Not Go-DBE registered	Competitive	State
3/3/2017	6/30/2021	\$215,000.00	\$55,981.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$270,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$15,000	\$460.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$970,000.00	\$250,121.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$1,215,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
11/26/2018	11/25/2023	\$36,650.00	\$3,500.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$850,000.00	\$106,985.25	Not Go-DBE registered (SBE)	Competitive	Other
7/1/2021	6/30/2026	\$751,000.00	\$0.00	Not Go-DBE registered (SBE)	Competitive	Other
7/1/2016	6/30/2021	\$545,000.00	\$153,120.76	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$658,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
11/26/2018	11/25/2022	\$25,000.00	\$0.00	WBE	Competitive	State
2/1/2020	6/30/2024	\$300,000.00	\$34,548.25	Not Go-DBE registered	Competitive	Other
6/29/2020	6/28/2025	\$250,000.00	\$300.00	Not Go-DBE registered	Competitive	Other
10/1/2020	9/30/2021	\$10,000.00	\$5,221.66	Not Go-DBE registered	Non-competitive	State
6/15/2020	1/26/2021	\$9,078.00	\$9,078.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$16,000	\$0.00	Not Go-DBE registered	Competitive	Other
12/12/2018	11/11/2023	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
11/12/2018	11/11/2023	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
1/17/2016	1/16/2021	\$16,500,000.00	\$1,027,795.32	Not Go-DBE registered	Competitive	State
8/1/2019	7/31/2024	\$100,000.00	\$0.00	Not Go-DBE registered	Interagency	State
4/1/2019	3/31/2024	\$175,000.00	\$35,655.00	Not Go-DBE registered	Non-competitive	State

8/12/2020	8/11/2023	\$812,579.00	\$36,630.00	Not Go-DBE registered	Competitive	State
2/15/2021	6/30/2021	\$25,000.00	\$25,000.00	Not Go-DBE registered	Non-competitive	State
2/15/2021	6/30/2021	\$42,766.00	\$42,766.00	Not Go-DBE registered	Non-competitive	State
1/1/2020	12/31/2024	\$35,000	\$3,780.00	Not Go-DBE registered	Competitive	Other
3/1/2020	12/31/2024	\$8,000	\$0.00	Not Go-DBE registered	Competitive	Other
12/3/2018	12/2/2020	\$33,323.75	\$0.00	Not Go-DBE registered	Competitive	State
9/1/2018	8/31/2023	\$121,270.00	\$17,520.00	Not Go-DBE registered	Competitive	State
8/10/2020	8/10/2022	\$22,000.00	\$0.00	Not Go-DBE registered	Competitive	State
8/8/2016	6/30/2021	\$200,000.00	\$43,877.00	Not Go-DBE registered (WBE, SBE)	Competitive	Other
10/15/2019	10/14/2024	\$115,000.00	\$18,950.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$2,000	\$75.00	Not Go-DBE registered	Competitive	Other
6/8/2020	12/31/2024	\$2,000	\$790.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$2,000	\$90.00	Not Go-DBE registered	Competitive	Other
3/15/2021	3/15/2026	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
3/30/2020	12/31/2024	\$12,500	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$2,000	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$5,000	\$420.00	Not Go-DBE registered	Competitive	Other
8/10/2020	8/10/2022	\$22,000.00	\$4,098.75	Not Go-DBE registered (WBE, SBE)	Competitive	State
7/1/2016	6/30/2021	\$550,000.00	\$135,303.00	Not Go-DBE registered (SBE)	Competitive	Other
7/1/2021	6/30/2026	\$757,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$50,000	\$6,220.00	Not Go-DBE registered	Competitive	Other
7/1/2016	6/30/2021	\$600,000.00	\$189,758.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$745,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
2/24/2020	12/31/2024	\$125,000	\$1,755.00	Not Go-DBE registered	Competitive	Other
2/15/2021	6/30/2021	\$14,638.00	\$14,638.00	Not Go-DBE registered	Non-competitive	State
2/15/2021	6/30/2021	\$50,731.00	\$50,731.00	Not Go-DBE registered	Non-competitive	State
2/15/2021	6/30/2021	\$35,520.00	\$35,520.00	Not Go-DBE registered	Non-competitive	State

2/15/2021	6/30/2021	\$100,940.00	\$100,940.00	Not Go-DBE registered	Non-competitive	State
2/15/2021	6/30/2021	\$22,598.00	\$22,598.00	Not Go-DBE registered	Non-competitive	State
3/15/2021	6/30/2022	\$10,000.00	\$10,000.00	Not Go-DBE registered	Interagency	State
1/15/2020	1/14/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State
12/14/2015	12/13/2020	\$10,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State
2/15/2021	6/30/2021	\$30,000.00	\$30,000.00	Not Go-DBE registered	Non-competitive	State
11/1/2017	10/31/2022	\$600,000.00	\$150,196.00	Not Go-DBE registered	Competitive	E911 fund
2/26/2018	2/25/2023	\$120,000.00	\$7,968.00	Not Go-DBE registered	Competitive	E911 fund
6/29/2020	6/28/2025	\$250,000.00	\$28,922.50	Not Go-DBE registered	Competitive	Other
5/28/2018	6/30/2022	\$400,000.00	\$7,624.50	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$8,000	\$2,140.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$12,110.80	\$12,110.80	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$20,000	\$999.00	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$175,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$23,238.00	\$23,238.00	Not Go-DBE registered	Competitive	State
4/2/2018	4/1/2023	\$25,350.00	\$5,200.00	Not Go-DBE registered	Competitive	State
2/24/2020	12/31/2024	\$225,000	\$675.00	Not Go-DBE registered	Competitive	Other
1/1/2020	12/31/2024	\$15,000	\$3,695.00	Not Go-DBE registered	Competitive	Other
2/15/2020	12/31/2024	\$215,000	\$23,915.00	Not Go-DBE registered	Competitive	Other
1/22/2018	1/21/2023	\$35,225.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$10,000	\$0.00	Not Go-DBE registered	Competitive	Other
8/1/2017	7/31/2022	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State
1/1/2020	12/31/2024	\$14,000	\$0.00	Not Go-DBE registered	Competitive	Other
6/15/2020	1/26/2021	\$4,950.00	\$4,950.00	Not Go-DBE registered	Competitive	State
7/1/2016	6/30/2021	\$850,000.00	\$185,852.50	Not Go-DBE registered	Competitive	Other
7/1/2021	6/30/2026	\$1,065,000.00	\$0.00	Not Go-DBE registered	Competitive	Other
4/23/2016	4/22/2021	\$10,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State

\$166,081,527.57 \$16,120,128.02

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e reporting as noted (i.e. *Not Go-DBE registered (SBE)*)

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	Non-competitive	State	Vendor	3351012001	70899000	4/4/16	12/18/17	11/9/18
	Competitive	RFQ						
	Competitive	RFQ	State	Vendor			11/18/19	
	Competitive	State	Vendor	3350210600	70803010	4/13/17	10/1/18	11/18/19 requested
	Delegated Authority	State	Vendor	3350210600	70803010	4/6/17	11/17/17	9/20/18
	Non-competitive	State	Vendor	3351015001	70803000	3/15/16	12/15/17	11/12/18
	Non-competitive		State	Vendor	3351015001	70803000	5/5/16	12/19/17
	Non-competitive		State	Vendor	3351015001	70803000	3/2/16	12/4/17
	Non-competitive		State	Vendor	3350210600	70803010	10/23/15	2/13/17 requested

11/18/19	9/29/20	
01/19/2021 requested		
11/18/19	2/29/2020	
11/18/19 requested	3/5/20	
11/7/18 requested	11/18/19 requested	
See NV57302	01/25/2021	
1/5/18 and 11/7/18	11/18/19	2/28/2020

Contract	Supplier	Division	Scope of Service	Start	Expiration	Max amount	Paid FY2021	Diversity	Procurement Type	Funding Source	Supplier Type
66252-06	Alpha Reporting Corporation	Administration	Court Reporting Services	8/10/2020	8/10/2022	\$22,000.00	\$2,852.00	Not Go-DBE reeistered	Competitive	State	Vendor
66252-05	Beverly Jones	Administration	Court Reporting Services	8/10/2020	8/10/2022	\$22,000.00	\$1,570.00	Not Go-DBE registered (SBE, WBE)	Competitive	State	Vendor
71452	Chattanooga Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-K-12	8/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71142	City of Bartlett Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-K - 12 schools	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71144	City of Brentwood, Tennessee	Fire Prevention	Annual fire and building safety inspection services for pre-K - 12 schools	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71450	Clarksville Fire Rescue	Fire Prevention	Annual fire and building safety inspection services for pre-K-12	8/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71156	Cleveland Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-K - 12 schools	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71147	Collierville Fire & Rescue	Fire Prevention	Annual fire and building safety inspection services for pre-K - 12 schools	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
67143-01	Consolidated Electrical Distributors	Fire Prevention	Issuance of State electrical and/or building permits	11/30/2020	6/30/2025	\$10,000	\$0.00	Not Go-DBE reeistered	Competitive	Other	Vendor
71453	East Ridge Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-K-12	8/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
68816-13	EJ Young Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector	7/1/2021	6/30/2026	\$30,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor
71148	Germantown Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-K - 12 schools	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
68858	iHeart Media, Inc.	Administration	Airing of Public Service Announcements	12/15/2020	6/15/2021	\$5,000.00	\$5,000.00	Not Go-DBE registered	Non-competitive	State	Vendor
69247	James Consulting Group	Private Probation Services	Virtual Ethics Training Course for Private Probation Services	3/15/2021	3/15/2026	\$30,000.00	\$0.00	WBE	Competitive	State	Vendor
66252-07	Jennifer Ailes d.b.a. A & A Court Reporting	Administration	Court Reporting Services	8/10/2020	8/10/2022	\$22,000.00	\$7,028.38	Not Go-DBE reeistered	Competitive	State	Vendor
66252-01	Jennifer Haynie	Administration	Court Reporting Services	8/10/2020	8/10/2022	\$22,000.00	\$2,480.00	Not Go-DBE reeistered	Competitive	State	Vendor
71151	Knowville Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-K - 12 schools	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
66085-01	Matthew Owens, PC	Fire Prevention	Deputy Electrical Inspector	9/14/2020	6/30/2025	\$50,000.00	\$50,000.00	Not Go-DBE reeistered	Competitive	Other	Vendor
71157	Millington Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-K - 12 schools	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
68419	Nexstar Media Group, Inc.	Fire Prevention	Airing of Public Service Announcements for Fire Safety Campaign	10/15/2020	4/15/2021	\$10,000.00	\$9,999.00	Not Go-DBE registered	Non-competitive	State	Vendor
67747	NOVO Consulting Group LLC	Insurance	Examination services of insurance companies	11/1/2020	10/30/2025	\$3,500,000.00	\$0.00	Not Go-DBE reeistered	Competitive	State	Vendor
67744	Tennessee Firemans Association	Fire Prevention	TFACA Educational Books	8/12/2020	8/11/2023	\$812,579.00	\$36,630.00	Not Go-DBE reeistered	Competitive	State	Vendor
66252-03	Tina M. Davis	Administration	Court Reporting Services	8/10/2020	8/10/2022	\$22,000.00	\$0.00	Not Go-DBE reeistered	Competitive	State	Vendor
69487	Town of Collierville	Administration	For the provision of electronic public information to the Town of Collierville	3/15/2021	3/15/2026	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
66252-02	Traci McClanahan	Administration	Court Reporting Services	8/10/2020	8/10/2022	\$22,000.00	\$4,098.75	Not Go-DBE reeistered	Competitive	State	Vendor
68816-59	Wesley Smith, PC	Fire Prevention	Deputy Electrical Inspector	7/1/2021	6/30/2026	\$175,000.00	\$0.00	Not Go-DBE reeistered	Competitive	Other	Vendor

Appendix N

Vendor Payments

Commerce & Insurance

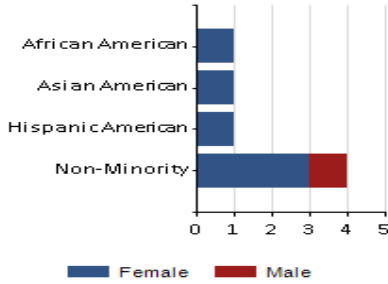
FY2020-2021

Total Payments to Certified Firms
 MBE Spend
 SBE Spend
 SDVBE Spend
 WBE Spend
 DSBE Spend

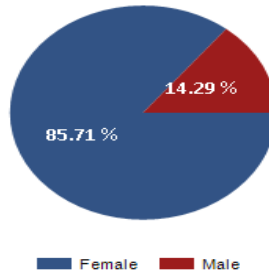
\$265,947
\$556
\$104,250
\$0
\$161,141
\$0

Overall Spend *Unknown*
 Agency Goal % 4%
 Agency Actual %

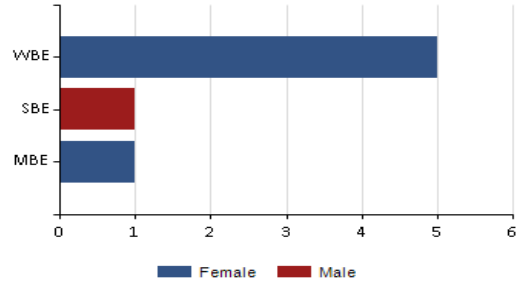
Ethnicity



Gender



Certification Type



Ethnicity	Count	Payments
African American	1	\$555.70
Asian American	1	\$3,840.37
Hispanic American	1	\$7,957.61
Non-Minority	4	\$253,593.02
Total Paid	7	\$265,946.70

Gender	Count	Payments
Female	6	\$161,696.70
Male	1	\$104,250.00
Total	7	\$265,946.70

Cert.	Count	Payments	Payments to	Payments to Subs
MBE	1	\$555.70	\$555.70	\$0.00
SBE	1	\$104,250.00	\$104,250.00	\$0.00
WBE	5	\$161,141.00	\$161,141.00	\$0.00
Total	7	\$265,946.70	\$265,946.70	\$0.00

Business Name	Cert. Types	Ethnicity	Gender	Amount	Edison	Owner/Primary	City	State
<i>BENEFAST, INC.</i>	WBE	Asian American	Female	\$3,840.37	0000220488	TAWNEE BENNETT	NASHVILLE	TN
<i>BRIGHTER DAYS AND NITES, INC.</i>	MBE	African American	Female	\$555.70	0000000317	DOROTHY SINCLAIR	MEMPHIS	TN
<i>CYMBAL COMMUNICATIONS CORPORATION</i>	WBE	Hispanic American	Female	\$7,957.61	0000230418	DEBBIE SEBERGER	BARTLETT	IL
<i>GUIDESOFT, INC.</i>	WBE	Non-Minority	Female	\$147,290.80	0000166529	MS. BIELAWSKI	INDIANAPOLIS	IN
<i>KATOM RESTAURANT SUPPLY</i>	WBE	Non-Minority	Female	\$96.57	0000005489	PATRICIA BIBLE	KODAK	TN
<i>SOUTHERN TROPHY HOUSE, INC.</i>	WBE	Non-Minority	Female	\$1,955.65	0000001100	SUE BROWN	NASHVILLE	TN
<i>WILLIAMS RESTORATION & WATERPROOFING, INC.</i>	SBE	Non-Minority	Male	\$104,250.00	0000086259	EVERETT HOLZAPFEL	LAVERGNE	TN

Appendix O

Diversity Vendors

33501 - Commerce and Insurance

FY21 Payments to Diversity Suppliers Certified by GoDBE

Unit	Descr	Supplier	Supplier	Source	Gov Class	Disabled	Ethnicity	Gender	Minority Owned	Veteran Owned	Small Bus Size	Total Amt Paid
33501	Commerce & Insurance	0000220488	BENEFAST INC	GO-DBE	GODBE-WBE	N	Asian American	Female	Y	N		\$ 1,718.91
33501	Commerce & Insurance	0000000317	Brighter Days And Nites Inc	GO-DBE	GODBE-MBE	N	Black American	Female	Y	N		\$ 2,084.80
33501	Commerce & Insurance	0000230418	Cymbal Communications Corporation	GO-DBE	GODBE-WBE	N	Hispanic American	Female	Y	N		\$ 7,986.21
33501	Commerce & Insurance	0000166529	GUIDESOFT INC	GO-DBE	GODBE-WBE	N	Non-Minority	Female	N	N		\$ 158,579.10
33501	Commerce & Insurance	0000083493	Katom Restaurant Supply Inc	GO-DBE	GODBE-WBE	N	Non-Minority	Female	N	N		\$ 96.57
33501	Commerce & Insurance	0000185286	LB Technology Inc	GO-DBE	GODBE-SBE	N	Non-Minority	Male	N	N		\$ 35,168.00
33501	Commerce & Insurance	0000001100	Southern Trophy House Inc	GO-DBE	GODBE-WBE	N	Non-Minority	Female	N	N		\$ 3,368.25
33501	Commerce & Insurance	0000001103	Truckers Lighthouse Inc	GO-DBE	GODBE-SBE	N	Non-Minority	Male	N	N		\$ 29,735.20
33501	Commerce & Insurance	0000086259	Williams Restoration & Waterproofing Inc	GO-DBE	GODBE-SBE	N	Non-Minority	Male	N	N		\$ 104,250.00
Total Spend												\$ 342,987.04

Appendix P

Agency Term Contracts

33501 - Commerce and Insurance

FY21 Agency Term Contract Payments

Contract	Unit	Supplier	Supplier	Description	Begin Dt	Expire Dt	Contract Type	FY21 Payments	Buyer	Diversity Supplier
0000000000000000000000062830	33501	0000169016	Midsouth Solutions For Business	TDCI Agency Uniforms	6/1/2019	3/31/2021	SVC (FA) type Contract	\$ 9,150.24	anget0825001	N
0000000000000000000000065490	33501	0000086259	Williams Restoration & Waterproofing	TFACA Building Repairs	2/7/2020	2/6/2022	DGS - Agency Contract M/Y	\$ 104,250.00	TIFFA0604001	Y
0000000000000000000000058104	33501	0000067900	Abacus Data Systems Inc	RSWC3111 Abacus Legal Software	4/1/2018	3/31/2022	DGS - SWC (M/Y) - Sole Source	\$ 244,903.46	MICHT0217001	N
0000000000000000000000053625	33501	0000079200	NOVATECH INC	TFACA Color MFD Lease Contract	5/1/2017	4/30/2022	DGS - Agency Contract M/Y	\$ 19,149.00	TIFFA0604001	N
0000000000000000000000058466	33501	0000133975	Bottling Group LLC	TLETA Soft Drinks	7/1/2018	6/30/2022	DGS - Agency Term	\$ 20,571.31	anget0825001	N
0000000000000000000000055309	33501	0000001315	Dynamic Security Inc	TFACA Security	7/15/2017	7/14/2022	DGS - Agency Term	\$ 87,971.16	TIFFA0604001	N
0000000000000000000000063681	33501	0000140495	Envisage Technologies LLC	33501 Acadis Software M&S	8/1/2019	7/31/2022	SVC (FA) type Contract	\$ 100,000.00	anget0825001	N
0000000000000000000000063981	33501	0000017244	Fine Line Products Co	Smoke Alarms	9/1/2019	8/31/2024	DGS - Agency Contract M/Y	\$ 232,243.20	anget0825001	N
Total Paid								\$ 818,238.37		

Appendix Q

Composition of Planning and Advisory Boards

FY2021
 Department of Commerce and Insurance
 Planning Boards and Advisory Boards

Blasting Advisory Council (11 Members)		
Race	Total#	%
African American	1	9.1%
Caucasian	10	90.9%
Asian		
Hispanic or Latino		
Native American/Indian		
Other		
Unknown		
TOTAL	11	100%

Tennessee Emergency Communication Operations Advisory Committee (9 Members)		
Race	Total#	%
African American		
Caucasian	9	100%
Asian		
Hispanic or Latino		
Native American/Indian		
Other		
Unknown		
TOTAL	9	100%

Tennessee Emergency Communications Policy Advisory Committee (9 Members)		
Race	Total	%
African American		
Caucasian	9	100%
Asian		
Hispanic or Latino		
Native American/Indian		
Other		
Unknown		
TOTAL	9	100%

Tennessee Emergency Communications Technical Advisory Committee (4 Members)		
Race	Total	%
African American		
Caucasian	3	75%
Asian		
Hispanic or Latino	1	25%
Native American/Indian		
TOTAL	4	100%

Appendix R

LEP Translated Documents



Lista para la prevención de incendios dirigida a los cuidadores de adultos mayores

Los adultos mayores tienen más probabilidades de morir en incendios en el hogar, ya que sus movimientos son más lentos o tienen problemas escuchando los detectores de humo. Asegúrese de que las personas que usted conoce estén preparadas y seguras.

X Marque con una cruz si las siguientes afirmaciones se cumplen en su hogar.

Detectores de humo

- Hay detectores de humo en cada nivel de su hogar.
- Hay detectores de humo dentro y fuera de los dormitorios.
- Los detectores de humo son comprobados todos los meses.
- Las baterías de los detectores de humo tienen suficiente carga.
- Los detectores de humo tienen menos de 10 años de antigüedad.
- Los detectores de humo se pueden escuchar desde cada habitación.

Seguridad en la cocina

- No hay artículos cerca de la estufa que puedan incendiarse.
- Las personas se mantienen atentas en la cocina cuando los alimentos se están friendo, asando, cocinando en la parrilla o hirviendo.

Seguridad para fumadores

Si las personas fuman, asegúrese de que tomen precaución.

- Las personas fuman fuera de la casa y nunca en la cama.
- Las personas apagan los cigarrillos completamente en un cenicero de base ancha que no corre riesgo de virarse.
- Las personas nunca fuman cuando se encuentran alrededor de oxígeno medicinal.

Seguridad al usar el calefactor

- Los calefactores se encuentran a 3 pies o más de distancia a cualquier artículo que pueda incendiarse.

- Las personas apagan las velas antes de salir de la habitación.

Plan de escape

- Tiene un plan de escape para caso de incendio que muestra 2 salidas desde cada habitación.
- Las salidas no están bloqueadas por muebles u otros elementos.
- Todos conocen el lugar seguro para reunirse fuera de la casa.
- El plan de escape funciona para todos, incluso las personas en sillones de rueda, con auxiliares auditivos o espejuelos.
- Existe un teléfono cerca de la cama para llamar al número local de emergencia en caso de incendio.

Detectores de monóxido de carbono

- Los detectores de monóxido de carbono se encuentran localizados en cada nivel de su hogar.
- Los detectores de monóxido de carbono tienen menos de 7 años de antigüedad.

Seguridad eléctrica y al usar electrodomésticos

- Las extensiones eléctricas no corren por debajo de las alfombras.
- Todas las extensiones eléctricas están en buenas condiciones, no se encuentran rotas o con cables expuestos.
- Las personas limpian el filtro de la secadora de ropa después de cada uso.
- Todos los tomacorrientes funcionan correctamente y no se sienten calientes al tocarlos. (Si se sienten calientes, llame a su arrendador o a un electricista)





¡Después del incendio!

Retorno a la normalidad

FA-46S/Agosto 2012



FEMA



FEMA



U.S. Fire Administration
16825 South Seton Avenue
Emmitsburg, Maryland 21727
1-800-561-3356
www.usfa.fema.gov

FA-46S/Agosto 2012



Familiarizándose con las alarmas de monóxido de carbono

This carbon monoxide alarm flyer was developed by NFPA and the U.S. Consumer Product Safety Commission to be used by both adults and children. This piece uses many illustrations and easy-to-read language to teach people about carbon monoxide alarms.

Make copies to hand out to residents.



Familiarizándose con las alarmas de monóxido de carbono

Los combustibles que se queman como la madera o el carbón, o los que producen calor o energía utilizando combustibles con base de carbono motores alimentados con gas natural, propano, petróleo, gasolina o diesel— pueden producir un gas denominado monóxido de carbono. Chimeneas, hornos, y generadores portátiles o fijos que funcionan de manera incorrecta o que no cuentan con una adecuada ventilación, pueden producir monóxido de carbono.



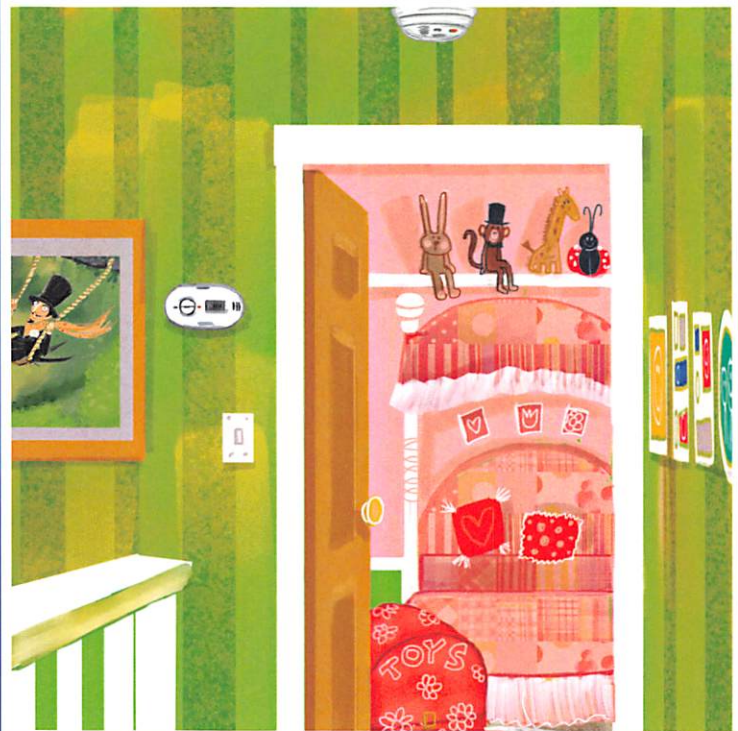
No se puede ver el gas. No se puede oler. Pero el monóxido de carbono puede hacer que las personas se sientan verdaderamente mal o incluso puede provocar la muerte.



Una alarma de monóxido de carbono le hará saber si existen en su vivienda niveles inseguros de este gas venenoso.



Se necesita una alarma fuera de los dormitorios.



— Keeping Your Community Safe with Carbon Monoxide Alarms —



Familiarizándose con las alarmas de monóxido de carbono

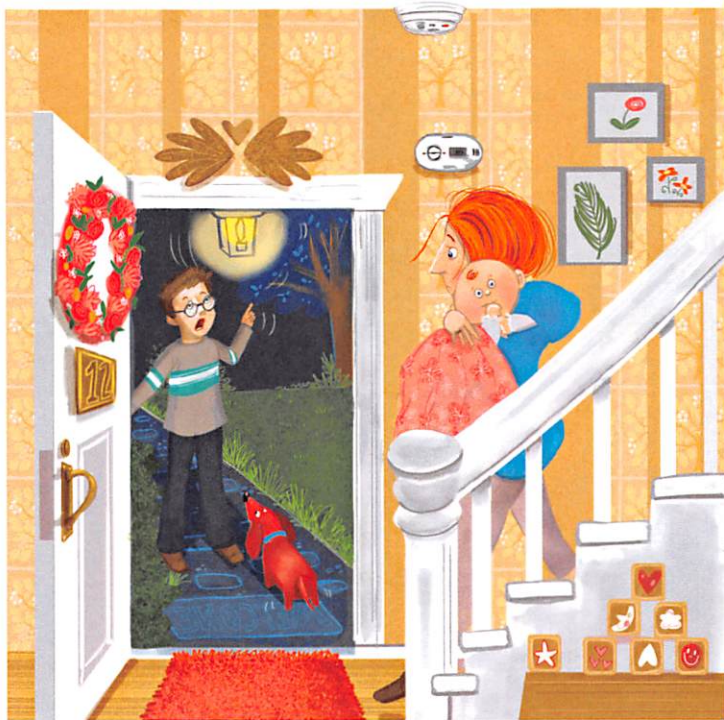
Es necesaria una alarma en cada nivel de la vivienda.



Presione el botón de pruebas cada mes para asegurar que esté funcionando.



Si escucha la alarma, salga inmediatamente de la vivienda.



Luego llame al Departamento de Bomberos. No vuelva a ingresar a no ser que los bomberos digan que es seguro.



— Keeping Your Community Safe with Carbon Monoxide Alarms —

Carbon Monoxide
DETECTOR

0.00

PARTS PER MILLION OF CO
Low or No Battery

TEST RESET

PEAK LEVEL

**INSPECCIONE,
DETECTE Y
PROTÉJASE
CONTRA EL**

**ENVENENAMIENTO
POR MONÓXIDO
DE CARBONO**

Comisión para la Seguridad de los Productos
de Consumo de los Estados Unidos

Línea de información de la CPSC:
800-638-2772 y 800-638-8270 (TTY)

National Safety Council

Cada Año Mueren Más de 150 Personas por Envenenamiento con Monóxido de Carbono (CO)*

*Relacionado con aparatos de combustión

Asegúrese de:

- Hacer que un técnico calificado inspeccione anualmente todos los sistemas de calefacción que queman combustible en su hogar, incluso los calentadores de agua y calderas.
- Instalar una alarma detectora de CO en el pasillo cerca de cada habitación donde la gente duerma.
- Verificar el funcionamiento de las pilas en las alarmas detectoras de CO mensualmente y cambiarlas cada año.

Esta alerta fue publicada por el programa de la Red para la Seguridad de la Comunidad (NSN) de la CPSC. Inscríbase en la página Web de la CPSC para obtener gratuitamente otras alertas y afiches de seguridad de la NSN en www.cpsc.gov.

www.cpsc.gov



¡SOBREVIVA!

4 Riesgos Mortales a Evitar Después de la Tormenta



ENVENENAMIENTO POR MONÓXIDO DE CARBONO

Use generadores portátiles, asadores de carbón y estufas de acampar afuera de la casa y el garaje y lejos de ventanas, puertas y respiraderos.



al menos 20 pies*

2

ELECTROCUCIÓN

- Manténgase alejado(a) de TODOS los cables caídos y todo aquello que esté en contacto con ellos.
- Evite tocar agua estancada que cubra tomacorrientes o esté en contacto con equipos eléctricos.

- Utilice solo cables para uso EXTERNO, sin daños, con generadores portátiles.
- No opere electrodomésticos o equipos eléctricos que estén en el agua o hayan estado bajo agua. Haga primero que un técnico especializado apruebe su uso.



3

INCENDIO EN CASA

Use linternas o lámparas de mano operables con baterías en vez de velas.

4

EXPLOSIÓN DE GAS

- Si huele gas o escucha una fuga de dicho, no encienda ni apague luces, ni use equipos eléctricos, incluyendo teléfonos. ¡SALGA INMEDIATAMENTE, luego llame al 911!

- Antes de usar un equipo a gas o un tanque de gas que haya estado bajo el agua, haga que un profesional lo cheque en busca de daños o escape.



MUERTES

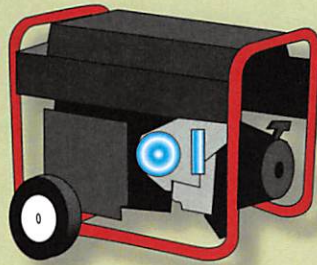
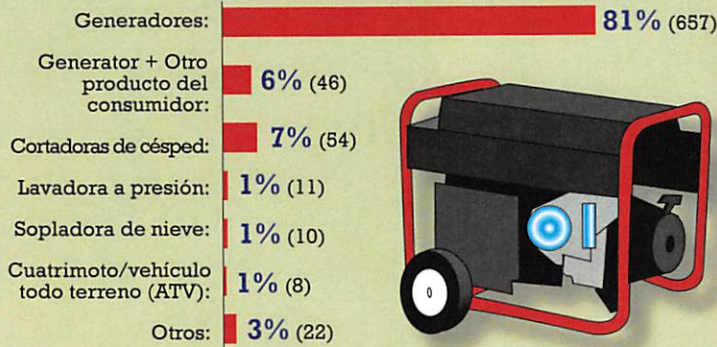
POR MONÓXIDO DE CARBONO RELACIONADAS AL USO DE GENERADORES PORTÁTILES

**Usted no deja su carro encendido en interiores;
tampoco deje un generador encendido en interiores.**

**La mayoría de las muertes ocurren en hogares durante
los meses de invierno. Estadísticas para los años: 2004-2013**

Muertes relacionadas a herramientas con motor

Número total de muertes: **808**



Dónde estaba el generador cuando ocurrieron muertes en hogares con estructuras fijas

Total de muertes: **526**

⚠ PELIGRO

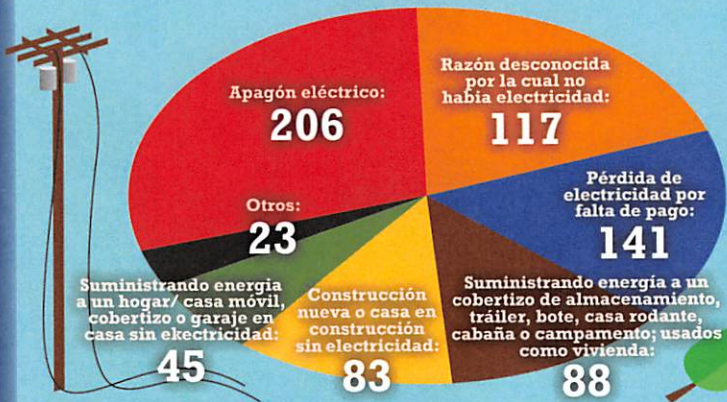
El uso de un generador en interiores PUEDE MATARLE EN MINUTOS.
Los gases de escape del generador contienen monóxido de carbono. Este es un veneno que no se puede ver ni oler.

JAMÁS use un generador dentro de un hogar o garaje. AUNQUE puertas y ventanas están abiertas. Solo úselo en EXTERIORES y lejos de ventanas, puertas y respiraderos.

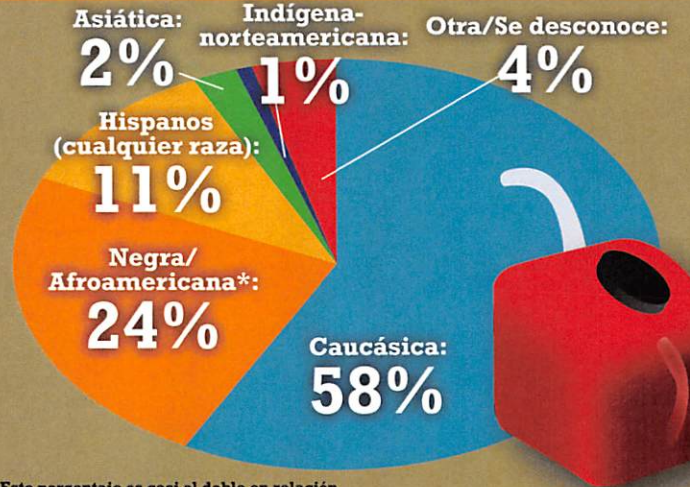


Cómo se utilizó el generador cuando ocurrieron las muertes

Total de muertes: **703**



Muertes por CO, relacionadas al uso de generadores, desvinculadas a incendios según la raza



*Este porcentaje es casi el doble en relación a la proporción de la población en general.

Medidas de seguridad respecto al monóxido de carbono

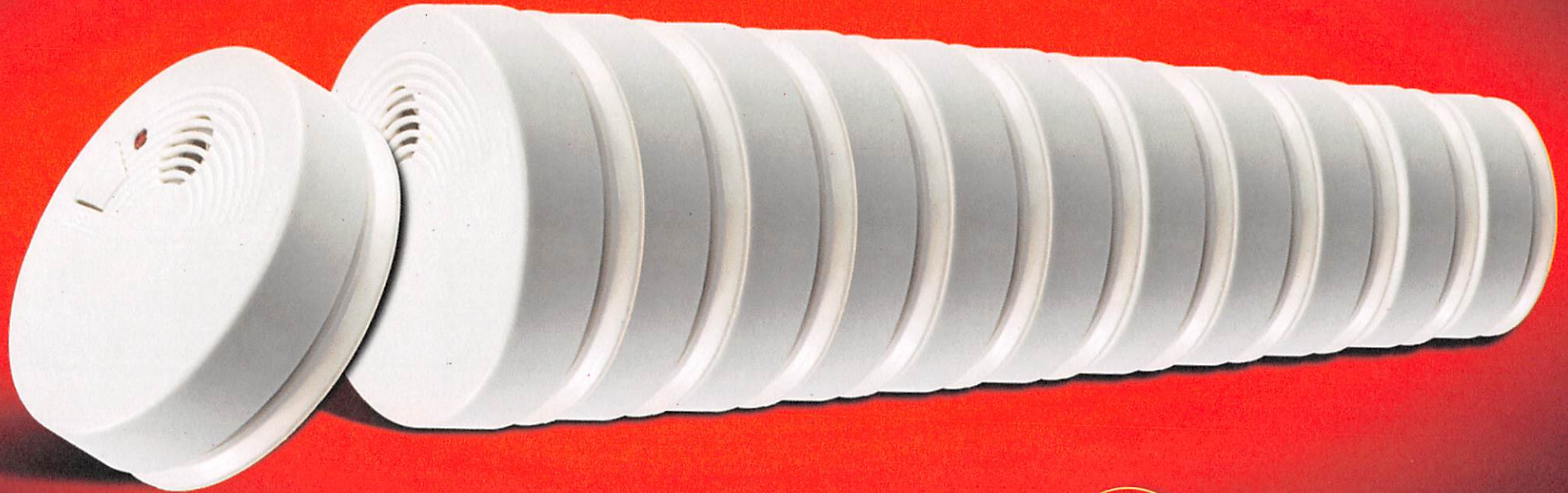
- Use generadores portátiles lejos de la casa, el garaje y cualquier espacio interior.
- Mantenga los generadores al menos a 20 pies de distancia de ventanas, puertas y respiraderos.*
- Instale un detector (alarma) de CO de funcionamiento por pilas o uno con respaldo por pilas en el pasillo afuera de las habitaciones.
- NUNCA ignore una alarma de CO. Salga del hogar y llame al 911 si la alarma suena.

* La distancia mínima recomendada por los Centros para el Control y la Prevención de Enfermedades (Centers for Disease Control and Prevention).



LIFE SAVER^{*}

** This campaign is not associated with LIFE SAVERS[®] candy.*



Department of Commerce and Insurance
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TN

Department of
**Commerce &
Insurance**

WHY DO YOU NEED WORKING SMOKE ALARMS?

- Home fires burn hotter and faster than ever before.
- Smoke from a fire contains deadly toxic chemicals.
- Working smoke alarms give you an early warning, increasing your chance of escape.

WHERE DO YOU INSTALL SMOKE ALARMS?

- Inside each sleeping area.
- Outside each sleeping area.
- At least one on every level of the home.

WHERE CAN YOU GET SMOKE ALARMS?

- Wired, interconnected smoke alarms are sold at many retailers nationwide.
- Most fire departments in Tennessee provide FREE smoke alarm installations.
- Need help finding your local fire department?
Visit tnmap.tn.gov/fdtn.

FOR MORE FIRE SAFETY TIPS, VISIT TN.GOV/FIRE.

¿POR QUÉ NECESITA USAR ALARMAS DE HUMO?

- Los incendios en el hogar son más calientes y se más rápido que nunca.
- El humo de un incendio contiene productos químicos tóxicos mortales.
- Las alarmas de humo que funcionan le dan una advertencia temprana, aumentando sus posibilidades de escape.

¿DÓNDE INSTALAS LAS ALARMAS DE HUMO?

- Dentro de cada área para dormir.
- Fuera de cada área para dormir.
- Al menos uno en cada nivel de la casa.

¿DÓNDE PUEDES OBTENER ALARMAS DE HUMO?

- Las alarmas de humo con cable e interconectadas se venden en muchas tiendas de todo el país.
- La mayoría de los departamentos de bomberos en Tennessee brindan instalaciones de alarma de humo GRATIS.
- ¿Necesita ayuda para encontrar su departamento de bomberos local?
Visite tnmap.tn.gov/fdtn.

**PARA OBTENER MÁS CONSEJOS DE SEGURIDAD
CONTRA INCENDIOS, VISITE TN.GOV/FIRE.**



Sound Off Safety App

How much do you know about home fire safety?
Find out with these fun games!
Before you start, touch below to turn the voice
on or off and to choose your language.

VOICE
ON OFF

LANGUAGE
ENGLISH SPANISH
(narration only)

When you finish, click here.





Safety Sounds

Do you know your safety sounds?

In this activity, you will hear **4** different safety sounds.

Listen to each sound. Then touch the sentence that describes it.

Keep trying until you get the right answer.



**CLICK HERE TO
GET STARTED!**





Find the Dangers

The Sound Off Safety Patrol is always on the lookout for fire dangers. Here's your chance to help them! See if you can spot **6** fire dangers in the picture of Marco's home.

**CLICK HERE TO
GET STARTED!**

Start
Over

HOME



**Find the fire dangers in this picture. Touch each one to circle it.
There are 6 fire dangers in the picture. Can you find them all?**

Start
Over

SHOW
ME



Home Fire Escape Map



You need a plan to get outside fast when there is a home fire. Here's a chance to practice!

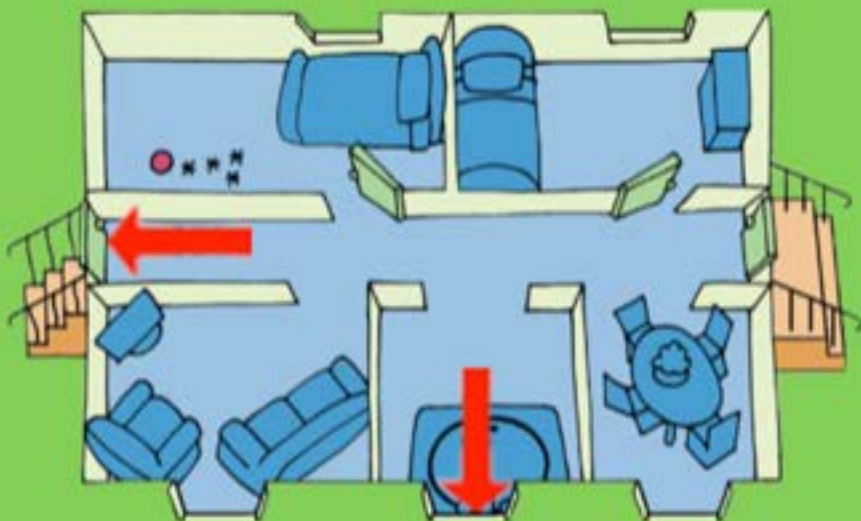
Find and touch the doors and windows on the fire escape map to show how you could get outside to the meeting place and escape a home fire.

Touch "Show me" if you need help.

HOME

CLICK HERE TO
GET STARTED!

Start
Over



**Can you find 7 ways to get out of this home to escape a fire?
For example, here's one door and one window. Touch all the doors
and windows you could use to get outside to the meeting place.**

**Start
Over**

**SHOW
ME**

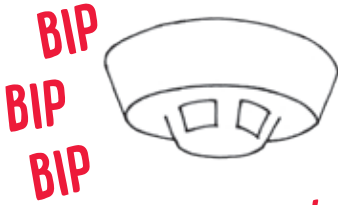
DA LA SEÑAL DE ALERTA CON LA PATRULLA DE SEGURIDAD CONTRA INCENDIOS EN EL HOGAR

¡Únete a la PATRULLA DE SEGURIDAD CONTRA INCENDIOS EN EL HOGAR!



Los detectores de humo son importantes. Te advierten cuando hay un incendio

¿Sabes cómo suena tu detector de humo?



¡BIP-BIP-BIP...!

¡BIP-BIP-BIP!

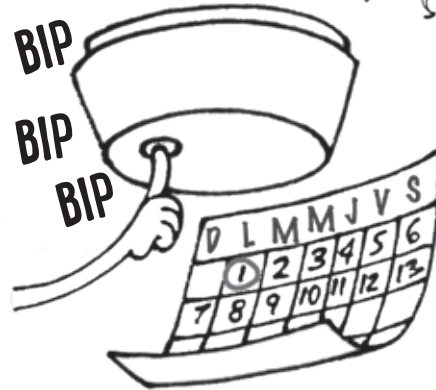
Ese sonido significa que hay un incendio en tu hogar.

¡Debes salir rápidamente!



Cricrí... Cricrí

A veces el detector de humo suena como el canto de un grillo o un pájaro. Eso significa que la pila no funciona bien, o que el detector de humo ya está viejo. Debes colocar una pila nueva o comprar un detector de humo nuevo.



Prueba los detectores de humo una vez al mes para asegurarte de que funcionan.

Oprime el botón de prueba. Si escuchas ¡BIP-BIP-BIP!, eso significa que el detector de humo está funcionando. Si no escuchas ese sonido, coloca una pila nueva o consigue un detector de humo nuevo. Los detectores de humo no duran para siempre. Reemplaza tus detectores de humo viejos por otros nuevos cada 10 años.

Dirige una patrulla de seguridad en tu casa.

Utiliza esta tabla para probar los detectores de humo en tu casa. Pídele a un adulto que te ayude. Marca con un círculo Sí o No para cada pregunta. Cuando finalices la patrulla, escribe tus nombres, tu dirección y tu número telefónico en los espacios asignados. Luego trae la tabla a clase.

¿Hay un detector de humo en cada nivel de tu casa? Sí No

¿Hay un detector de humo en o cerca de cada dormitorio y lugar para dormir? Sí No

¿Todos los detectores de humo funcionan cuando los pruebas? Sí No

Alumno _____ Padres/cuidador _____

Dirección _____ Número telefónico _____

Estimados padres/cuidador

Su hijo está participando en un programa de seguridad contra incendios en el hogar en la escuela. Como parte de este programa, proporcionamos detectores de humo gratuitos a las familias que los necesiten.* Comuníquese con el maestro de su hijo o con el departamento de bomberos local para obtener más información. Recuerde: Los detectores de humo no duran para siempre. Reemplace sus detectores de humo por otros nuevos cada 10 años.

*Disponible hasta agotar existencias.

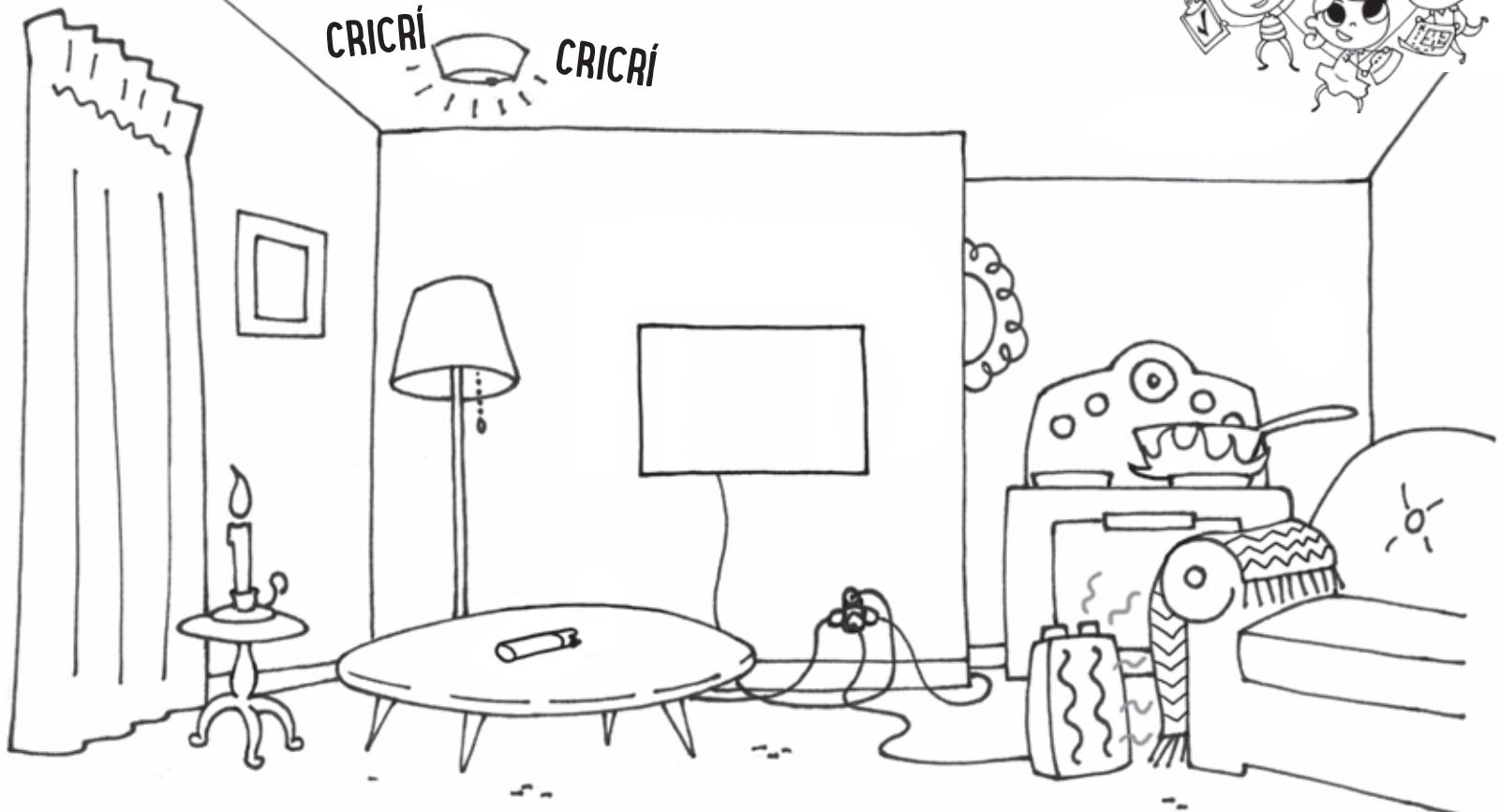


DETECTA LOS PELIGROS

¡Únete a la
**PATRULLA
DE SEGURIDAD
CONTRA
INCENDIOS EN
EL HOGAR!**



Parte 1: La Patrulla de seguridad contra incendios en el hogar siempre está pendiente ante los peligros de incendio. ¿Puedes encontrar seis peligros de incendio en este dibujo? Dibuja un círculo alrededor de los peligros que encuentres.



Parte 2: ¿Qué deberías hacer si ves estos peligros en tu hogar? Para averiguarlo, usa las palabras a continuación para completar estas frases.

calefactor

vela

estufa

encendedor

detector de humo

tomacorriente

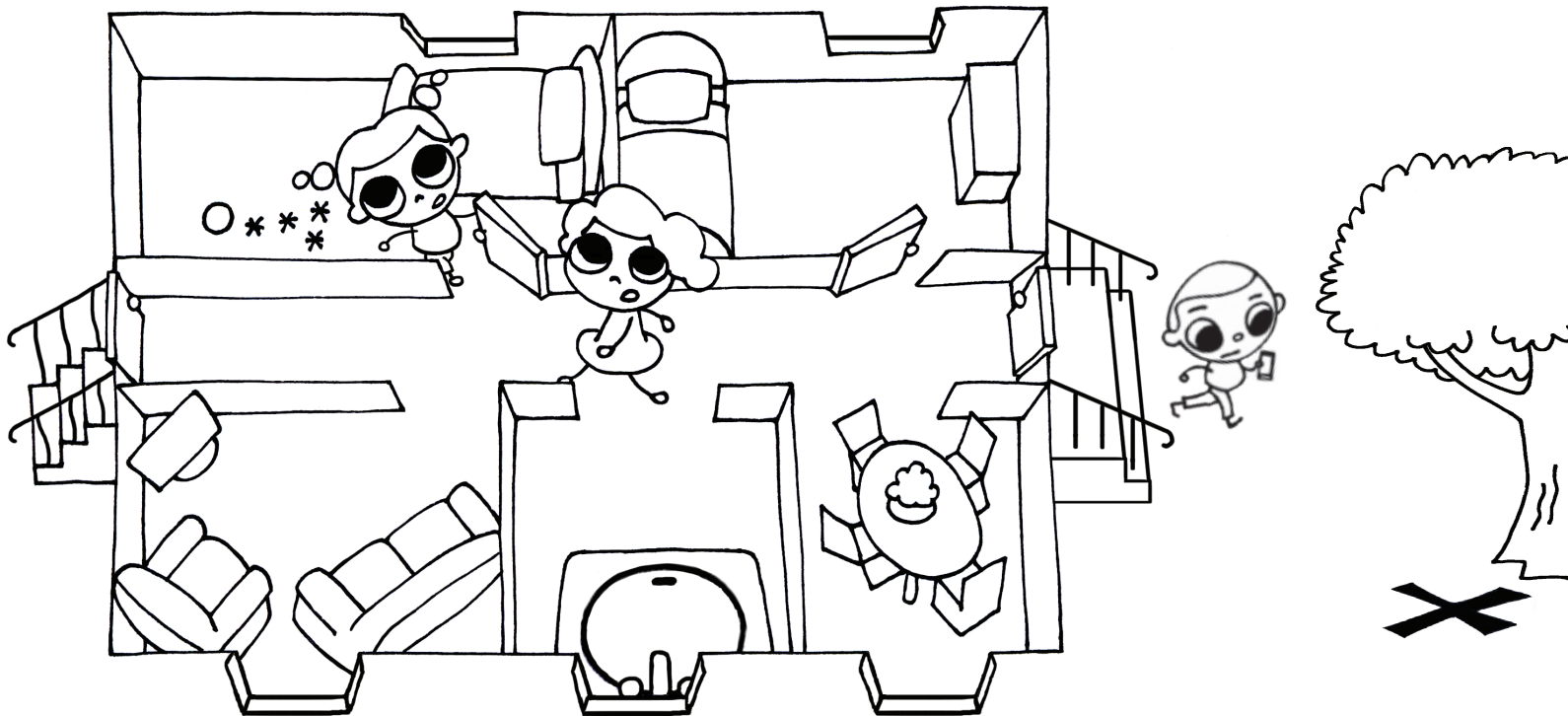
1. Cuando tu _____ hace cricrí, debes colocar una pila nueva o comprar un detector de humo nuevo. Pídele a un adulto que lo repare.
2. Mantén una _____ encendida lejos de las cosas que pueden incendiarse. Sopla para apagarla si no hay un adulto en la habitación.
3. Dile a un adulto si ves un _____ o fósforos. Pídele a un adulto que los guarde en un lugar con llave.
4. Si hay demasiados enchufes en el _____ eléctrico, este podría provocar un incendio. Usa solo un enchufe en cada tomacorriente de pared.
5. ¡Ten cuidado al cocinar! Siempre debería haber un adulto cerca si hay comida cocinándose en la _____.
6. Pídele a un adulto que aleje el _____ de muebles o ropa dejando un espacio igual a tres pasos largos. Desenchúfalo si no hay un adulto en la habitación.

Muéstrale esta actividad a un adulto. Puedes utilizarla para controlar los peligros de incendio en tu casa.



TU MAPA DE ESCAPE EN CASO DE INCENDIO EN EL HOGAR

Parte 1: Ayuda a estos niños a crear un plan para salir rápidamente en caso de que haya un incendio en su hogar. Dibuja dos rutas de escape desde cada habitación. Muestra un camino que pase por las puertas. Muestra un segundo camino que los niños podrían tomar en caso de que haya fuego o humo bloqueándoles la puerta. En algunos casos, esto podría ser a través de una ventana. Luego dibuja un círculo en un lugar de encuentro fuera de su casa donde todos irían a llamar al 9-1-1 a reportar el incendio.



Parte 2: Ahora usa el dorso de esta hoja para crear un plan de escape en caso de un incendio en tu hogar. Dibuja un mapa que muestre dos caminos de salida de cada habitación. Llévate el mapa a casa y muéstraselo a un adulto. Puedes utilizar tu mapa para hacer un simulacro de incendio con tu familia. ¡Verifica si todos pueden salir en menos de 3 minutos! Haz de cuenta que llamas al 9-1-1 desde tu teléfono celular y diles la dirección donde vives.

Estimados padres/cuidador

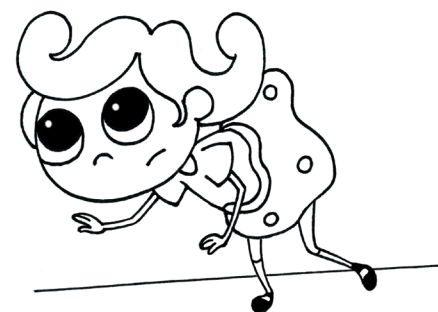
Muchas veces los niños no se despiertan cuando suena un detector de humo. Diseña un plan para que un adulto despierte a cada niño y le ayude a salir si hay un incendio real. Practique el plan. Haga de cuenta que llama al 9-1-1 desde su teléfono celular y dígalos la dirección donde vive.

REGLAS DE ESCAPE EN CASO DE INCENDIO EN EL HOGAR

Verifica que todos en tu casa sepan las reglas para salir rápidamente en caso de un incendio en el hogar:

- Si oyes un detector de humo o si ves humo, ¡sal de la casa lo más rápido posible!
- No laves ninguna cosa contigo.
- **Agáchate y sal:** El humo tiende a subir hacia el techo. Si ves humo, debes mantenerte cerca del suelo. Agáchate para evitar respirar el humo peligroso y ve gateando hasta la salida.
- Dirígete a tu lugar de encuentro afuera y llama al 9-1-1. Diles el nombre de la calle y el número.
- Quédate afuera — **NUNCA** regreses a un edificio en llamas.

Agáchate y sal



¡Alerta!

Los detectores de humo son importantes. Te advierten cuando hay un incendio.

¿Sabes cómo suena tu detector de humo?

BIP BIP BIP



¡BIP-BIP-BIP...!

¡BIP-BIP-BIP!

Ese sonido significa que hay un incendio en tu hogar. ¡Debes salir rápidamente!

CRICRÍ CRICRÍ A veces el detector de humo suena como el canto de un grillo o un pájaro.

Eso significa que la pila no funciona bien, o que el detector

de humo ya está viejo. Debes colocar una pila nueva o comprar un detector de humo nuevo.



**ÚNETE A LA
PATRULLA DE
SEGURIDAD
CONTRA
INCENDIOS EN
EL HOGAR**



**PRUEBA LOS
DETECTORES
DE HUMO UNA
VEZ AL MES PARA
ASEGURARTE DE
QUE FUNCIONAN.**



Oprime el botón de prueba. Si escuchas ¡BIP-BIP-BIP!, eso significa que el detector de humo está funcionando. Si no escuchas ese sonido, coloca una pila nueva o consigue un detector de humo nuevo.



Patrulla de seguridad

Dirige una patrulla de seguridad en tu casa.

Utiliza esta tabla para probar los detectores de humo en tu casa. Pídele a un adulto que te ayude. Marca con un círculo Sí o No para cada pregunta. Cuando finalices la patrulla, escribe tus nombres, tu dirección y tu número telefónico en los espacios asignados. Luego trae la tabla a clase.

Documento maestro para copiar

ÚNETE A LA
PATRULLA DE
SEGURIDAD
CONTRA
INCENDIOS EN
EL HOGAR



¿Hay un detector de humo en cada nivel de tu casa?

Sí No

¿Hay un detector de humo adentro o cerca de cada dormitorio y lugar para dormir?

Sí No

¿Todos los detectores de humo funcionan cuando los pruebas?

Sí No

Alumno _____ Padres/cuidador _____

Dirección _____ Número telefónico _____

Estimados padres/cuidador:

Su hijo está participando en un programa de seguridad contra incendios en el hogar en la escuela. Como parte de este programa, proporcionamos detectores de humo gratuitos a las familias que los necesiten.* Comuníquese con el maestro de su hijo o con el departamento de bomberos local para obtener más información. Recuerde: Los detectores de humo no duran para siempre.

Reemplace sus detectores de humo por otros nuevos cada 10 años.

*Disponible hasta agotar existencias.



Detecta los peligros

La Patrulla de seguridad contra incendios en el hogar siempre está pendiente ante los peligros de incendio. ¿Puedes encontrar seis peligros de incendio en este dibujo? **Dibuja un círculo alrededor de los peligros que encuentres.**

ÚNETE A LA
PATRULLA DE
SEGURIDAD
CONTRA
INCENDIOS EN
EL HOGAR



CRICRÍ



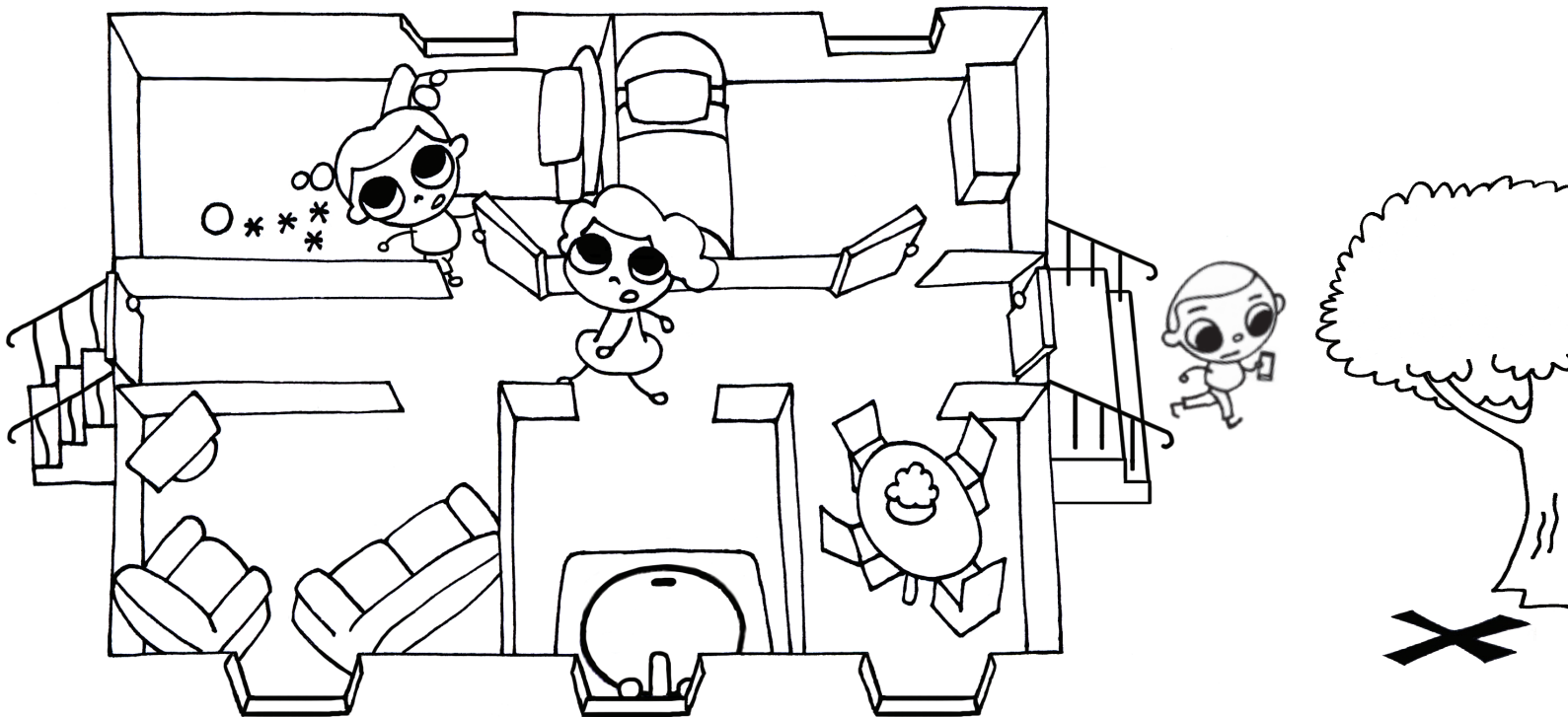
CRICRÍ



Mapa de escape en caso de incendio en el hogar

Ayuda a estos niños a crear un plan para salir rápidamente en caso de que haya un incendio en su hogar. Dibuja dos rutas de escape desde cada habitación. Muestra un camino que pase por las puertas. Muestra un segundo camino que los niños podrían tomar en caso de que haya fuego o humo bloqueándoles la puerta. En algunos casos, esto podría ser a través de una ventana. Luego dibuja un círculo en un lugar de encuentro fuera de su casa donde todos irían a llamar al 9-1-1 a reportar el incendio.

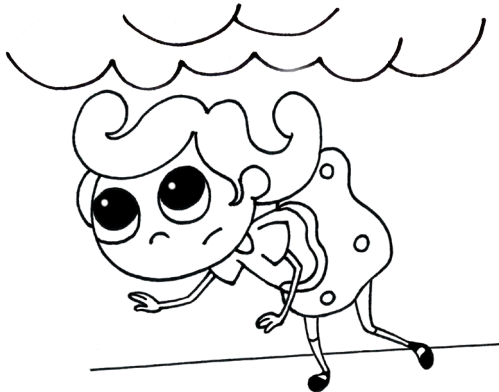
ÚNETE A LA
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CONTRA
INCENDIOS EN
EL HOGAR



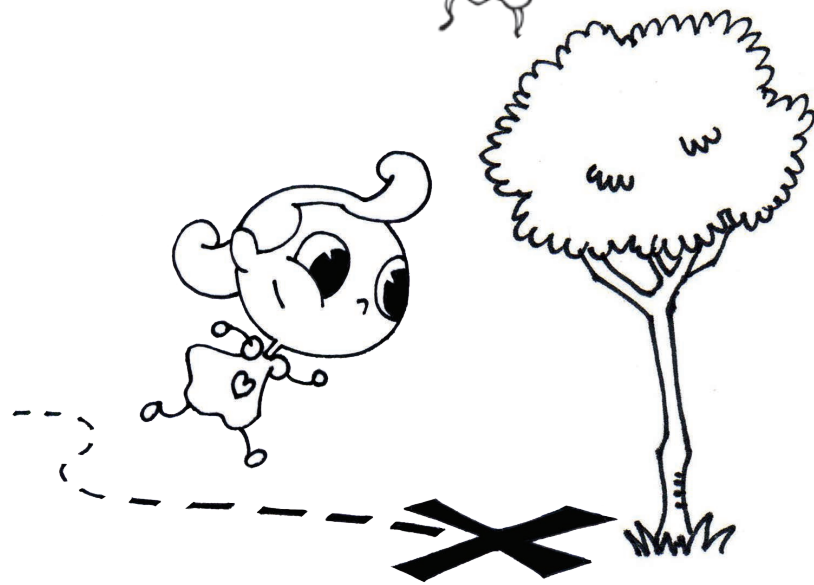
Reglas de escape en caso de incendio en el hogar

Verifica que todos en tu casa sepan las reglas para salir rápidamente en caso de un incendio en el hogar:

- Si oyes un detector de humo o si ves humo, ¡sal de la casa lo más rápido posible!
- No laves ninguna cosa contigo.
- **Agáchate y sal:** El humo tiende a subir hacia el techo. Si ves humo, debes mantenerte cerca del suelo. Agáchate para evitar respirar el humo peligroso y ve gateando hasta la salida.



ÚNETE A LA
PATRULLA DE
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CONTRA
INCENDIOS EN
EL HOGAR



- Dirígete a tu lugar de encuentro afuera y llama al 9-1-1. Diles el nombre de la calle y el número.
- Quédate afuera — **NUNCA** regreses a un edificio en llamas.

Estimados padres/cuidador:

Muchas veces los niños no se despiertan cuando suena un detector de humo. Diseña un plan para que un adulto despierte a cada niño y le ayude a salir si hay un incendio real. Practique el plan. Haga de cuenta que llama al 9-1-1 desde su teléfono celular y dígame la dirección donde vive.



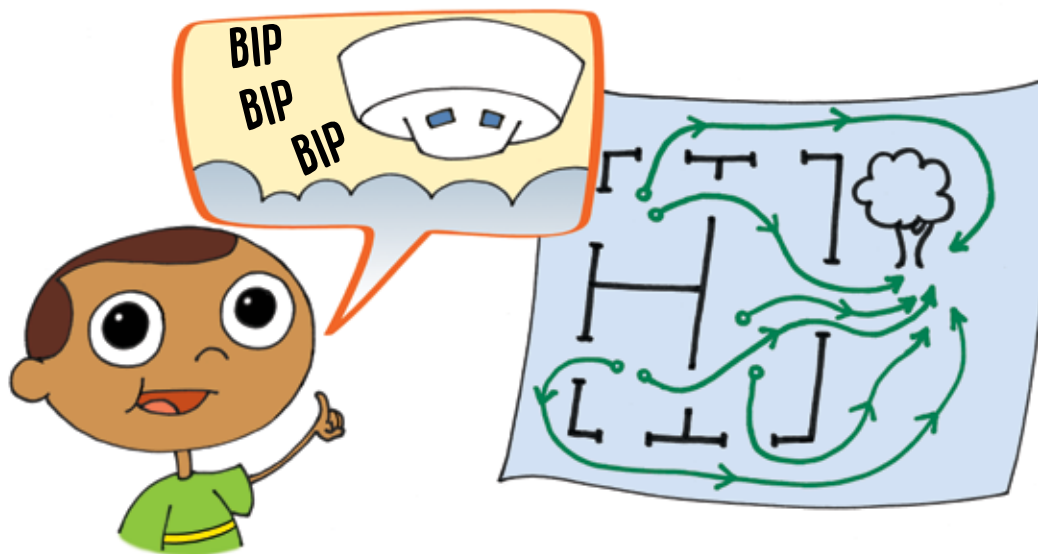
¡ÚNETE a la PATRULLA DE SEGURIDAD CONTRA INCENDIOS EN EL HOGAR!



Este libro pertenece a

Vivo en

**¡Soy parte de la Patrulla
de seguridad contra
incendios en el hogar!**





Conoce a la Patrulla de seguridad contra incendios en el hogar.

“Ayudamos a que las familias se mantengan a salvo de incendios”, dijo Pablo.

“¡Con detectores de humo!”, dijo Sofía.

“¡Y un plan de escape en caso de incendio en el hogar!”, dijo Ana.



Hoy, la Patrulla de seguridad visita el hogar de Marco.

“Empecemos dando un vistazo a los detectores de humo”, dijo Sofía. “Hacen un ruido fuerte cuando se inicia un incendio. ¡Así que tienes tiempo para salir rápido!”.



“Necesitas al menos un detector de humo en cada nivel de tu casa”, dijo Ana. “Eso es para que puedas escuchar la alarma en cada habitación”.

“Necesitas un detector de humo en cada dormitorio. También necesitas un detector de humo en otras habitaciones donde duerman personas”, dijo Pablo. “El ruido te despertará si se inicia un incendio cuando estés durmiendo”.

¿Puedes encontrar los detectores de humo en la casa de Marco? ¿Su casa tiene uno en cada nivel?

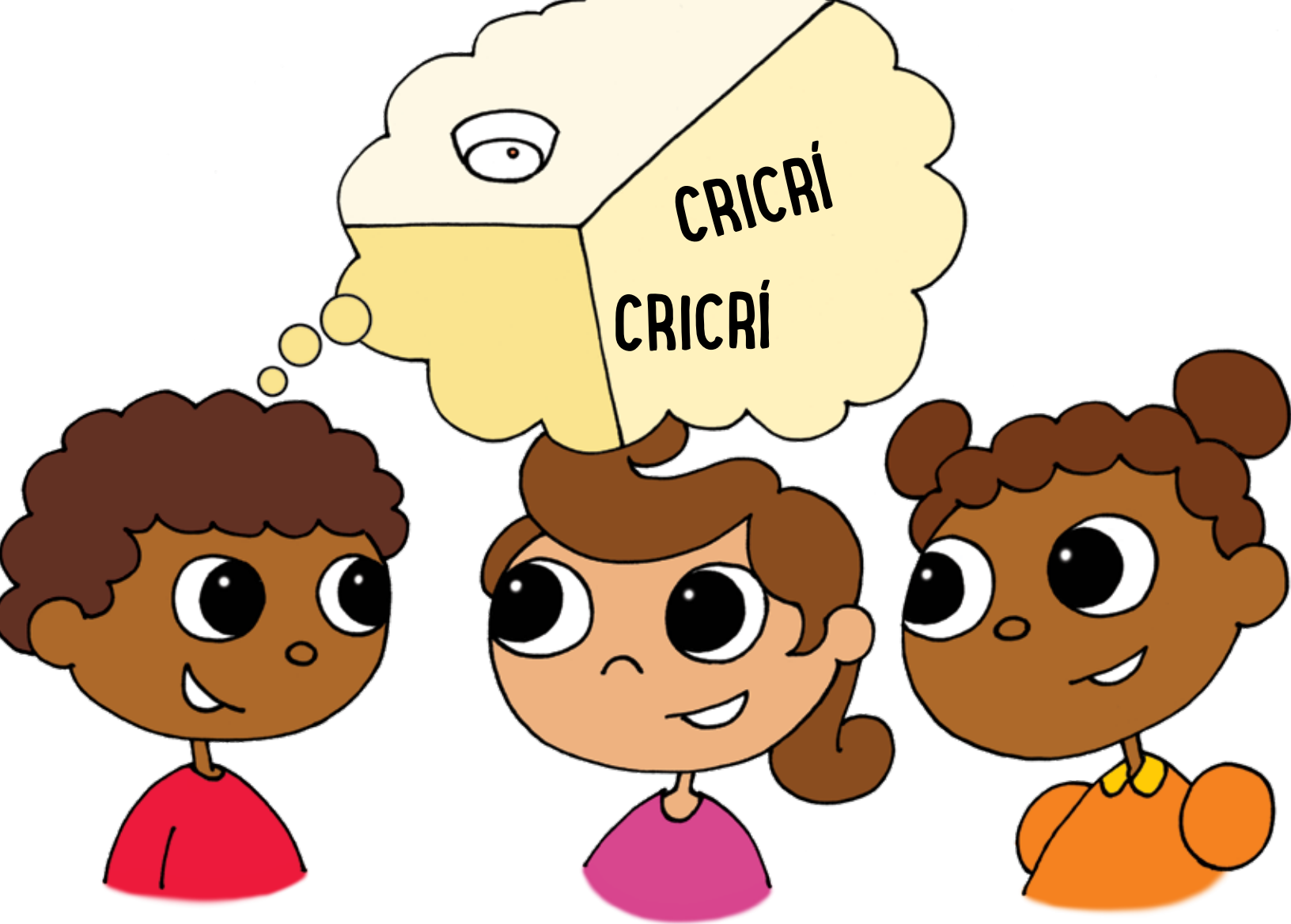


“¿Realizas una prueba de los detectores de humo todos los meses?”, preguntó Sofía.

“Sí”, dijo Marco. “¡Mi mamá va a hacer la prueba hoy!”.

La Patrulla de seguridad fue a cada habitación con la mamá de Marco. Cuando la mamá de Marco presionó el botón de prueba, escucharon un BIP, BIP, BIP fuerte.

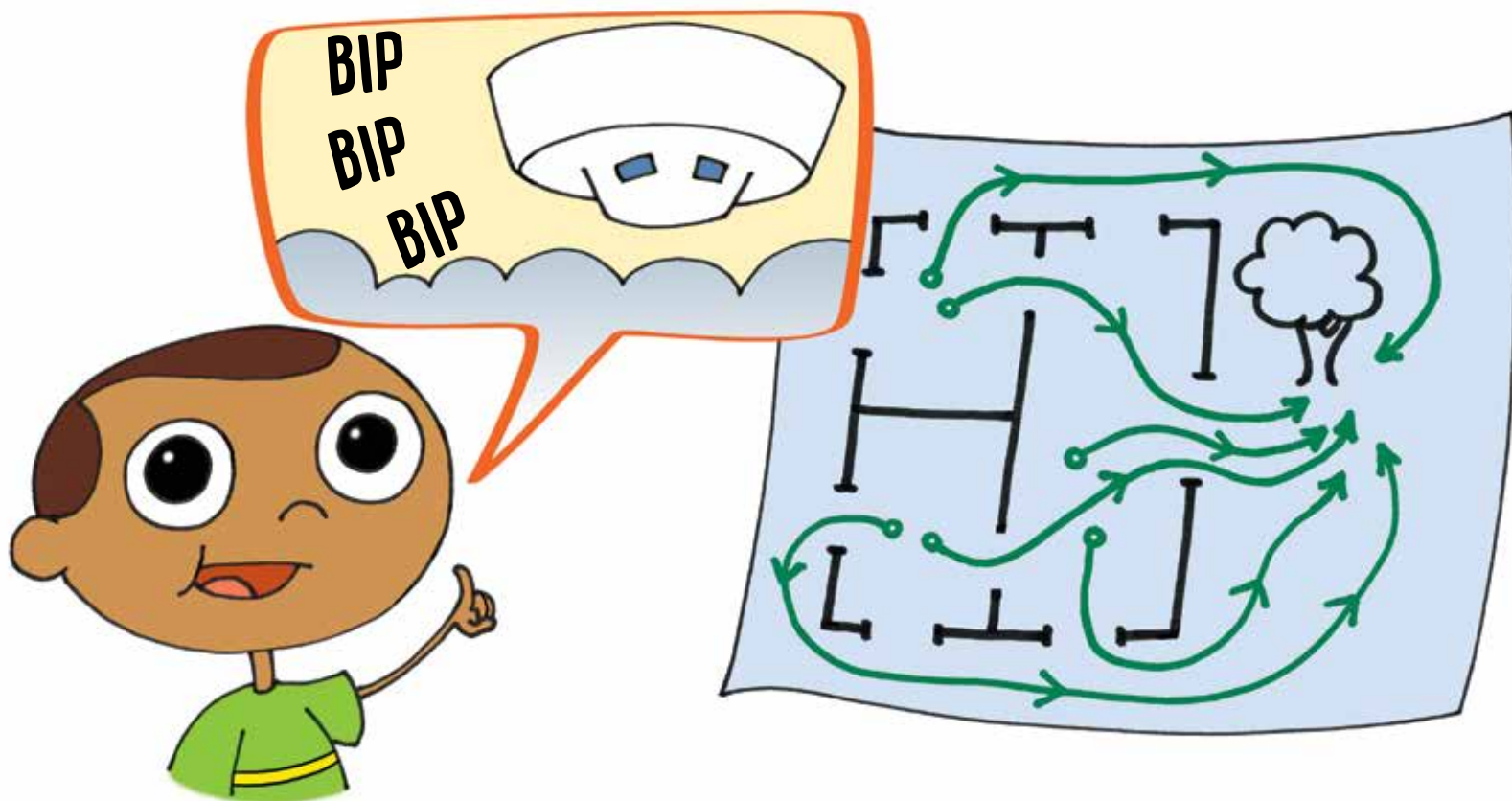
“Ese sonido significa que el detector de humo funciona”, dijo Pablo. “Ese es el sonido que escucharás si hay un incendio”.



“He oído que un detector de humo hacía un ruido como CRICRÍ CRICRÍ. Era como el sonido de un grillo o un pájaro”, dijo Marco. “¿Qué significa ese sonido?”.

“Significa que la pila está agotada”, dijo Sofía. “El detector de humo hace CRICRÍ CRICRÍ cuando necesita una pila nueva”.

“También puede ser que el detector de humo sea viejo”, dijo Ana. “Si escuchas CRICRÍ CRICRÍ, coloca una pila nueva o compra un detector de humo nuevo”.



Pablo dijo, “Antes de irnos, practiquemos qué debemos hacer cuando escuches que el detector hace BIP, BIP, BIP”.

“Ese sonido significa que hay un incendio”, dijo Marco. “¡Tenemos que salir rápido!”.

“Muy rápido”, dijo Pablo. “Todos deben poder salir en menos de 3 minutos”.

“Por eso necesitas un plan de escape en caso de incendio en el hogar”, dijo Ana. “Haz un mapa que muestre dos caminos de salida de cada habitación de tu casa. Así podrás salir rápido, donde sea que empiece un incendio. Dibuja tu lugar de encuentro fuera de la casa. Puedes llamar al 9-1-1 desde ahí, y decirles cuál es tu dirección”.



La Patrulla de seguridad contra incendios en el hogar ayudó a Marco a dibujar un mapa de escape en caso de incendio en su hogar. Luego, todos practicaron el plan.

“AGÁCHATE Y SAL si ves humo cuando intentas escapar en un incendio”, dijo Sofía. “El humo va hacia arriba. Cuando te agachas, respiras el aire que está limpio cerca del piso”.

“¡Sal rápido! Cierra la puerta detrás de ti”, dijo Ana. “¡Ve a tu lugar de encuentro!”.



“Podimos salir en menos de 3 minutos”, dijo Pablo.
“¡Genial!”.

“Tu familia debería practicar el plan de escape dos veces al año”, dijo Ana. “Mientras más practiquen, más rápido podrán salir en forma segura si hay un incendio”.

“Una vez que salgas, nunca vuelvas a entrar a una casa que se está incendiando”, dijo Sofía. “¡Es demasiado peligroso! Llama al 9-1-1 y espera a que lleguen los bomberos. Ellos sabrán qué hacer”.

“Gracias”, dijo Marco. “Hoy aprendí mucho sobre seguridad contra incendios en el hogar”.

¿Qué has aprendido sobre seguridad contra incendios en el hogar? Cuéntale a tu familia cómo pueden hacer que su hogar sea un lugar seguro.

**¡DA LA SEÑAL DE
ALERTA con la
PATRULLA DE
SEGURIDAD
CONTRA INCENDIOS
EN EL HOGAR!**



En caso de emergencia, llama al 9-1-1.

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¡Sentimos no haberle encontrado!

Las alarmas de humo que funcionan salvan vidas.
Vinimos a revisar las suyas.



¿Quieres que regresemos? Contacto:

ALARMAS DE HUMO

La Primera
Defensa Contra
el Fuego





Department of
**Commerce &
Insurance**

Insurance Division

Consumer Insurance Services
500 James Robertson Parkway, 6th Floor
Nashville, TN 37243-0574
(800) 342-4029 - (615)741-2218

Reclamacion del Consumidor

Los campos obligatorios estan marcados con un asterisco(*).

Fecha: 2-27-2018

AVISO: Este formulario no permite el uso de letras con acentos, por ejemplo: (i, ¿, á, é ñ, ó ?)

Informacion del Demandante/Tus Datos:

*Nombre:

Segundo Nombre:

*Apellido:

*Direccion - linea 1:

Direccion - linea 2:

Direccion - linea 3:

Direccion - linea 4:

Direccion - linea 5:

Direccion - linea 6:

*Ciudad:

*Estado:

*Codigo Postal:

Condado:

*Pais:

Codigo Postal Internacional:

Direccion de Correo Electronico:

Por Favor, Vuelva Introducir Correo Electronico:

*Numero de Telefono:

Extension:

Numero de Telefono Alternativo:

Extension:

Como prefiere ser contactado?:

Datos del Asegurado (si es diferente a la anterior):

Nombre:

Segundo Nombre:

Apellido:

Otras Partes involucradas en este problema:

Nombre:

Apellido:

Descripcion:

Nombre:

Apellido:

Descripcion:

Nombre:

Apellido:

Descripcion:

Nombre:

Apellido:

Descripcion:

Informacion de Seguros:

*Contra quien es la denuncia? Proporcione el nombre de una o mas de las partes contra quien se queja.

a. Nombre de la Compania de Seguros:

b. Nombre de la Agencia de Seguros:

c. Nombre del Agente de Seguros, Ajustador, Tasador:

Nombre:

Apellido:

En que estado se compro este plan? Estado:

Numero de Poliza:

Numero del Certificado:

Numero de reclamo:

Fecha de perdida o servicio recibido:



Fecha de Cancelacion:



Grupo de Edad del Asegurado:

Cantidad en Disputa:

(No utiliza un signo de dolar ni una coma)

***Tipo de Seguro**

- Anualidad
- Auto
- Casa
- Comercio
- Cuidado a Largo Plazo
- Dental
- Discapacidad
- Otro
- Salud Individual
- Salud de Grupo
- Suplementario a Medicare
- Titulo
- Vida

***Motivo por la queja** (Marque al menos una o utilice la tecla Ctrl para seleccionar varias)

- Aviso de Prima /Factura
- Cancelacion
- Denegacion de Reclamacion
- Falsificacion
- Falta de Renovacion
- Manejo del Agente
- Otro
- Pedido de Datos
- Prima o Clasificacion
- Reembolso de Prima
- Resolucion/Oferta Insatisfactorio
- Retraso de la Reclamacion
- Retrasos / Falta de Responder

Otro (explique):

Otro (explique):

***Detalles de la Queja:**

Limite maximo de Descripcion - 4000 letras: Letras Restante 4000

Que considera usted una resolucion justa?

Limite maximo de Descripcion - 4000 letras: Letras Restante 4000

AVISO: Antes de la presentacion final de esta forma, se le dara la oportunidad de adjuntar documentos que respalden la queja.

Enviaras por correo o por fax, documentacion adicional? Si No

Use la direccion postal que sigue para enviar documentos que respalden la queja y incluya una copia de este formulario:

Consumer Insurance Services
500 James Robertson Parkway, 6th Floor
Nashville, TN 37243-0574

Use el numero de FAX que sigue para enviar documentos que respalden la queja y incluya una copia de este formulario: (615)
532-7389

[Revisa la Queja](#)

AVISO: Es posible que el sistema no sera disponible durante las horas de mantenimiento, desde las 12:00 de medianoche y 12:30 de la manana, timepo central (CT).

SBS 2014 Fall Warranty

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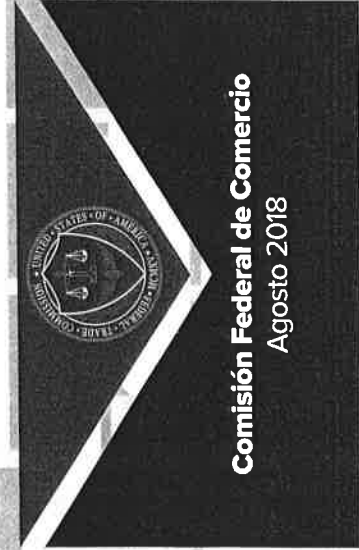
Si detecta una estafa...

Dígale a alguien
Y luego dígame a la **FTC**.

ftc.gov/queja
1-877-FTC-HELP
(1-877-382-4357)

Si detecta una estafa, repórtela
ftc.gov/queja.

Sus reportes ayudan a
la FTC y a otras
autoridades a cargo del
cumplimiento de la ley
a investigar las estafas
y a demandar a los
estafadores ante la justicia.



1 Detecte a los impostores.

Los estafadores suelen hacerse pasar por alguien que le inspira confianza, por ejemplo, un funcionario del gobierno, un familiar, una entidad de caridad o una compañía con la cual usted tiene una relación comercial. No envíe dinero ni dé su información personal en respuesta a un pedido inesperado — ya sea que lo reciba por mensaje de texto, llamada de teléfono o email.

2 Haga búsquedas en internet.

Ingrese el nombre de una compañía o de un producto en su buscador favorito de internet agregando palabras como “comentarios”, “queja” o “estafa”. O haga una búsqueda ingresando una frase que describa su situación, por ejemplo “llamada del IRS”. Incluso puede hacer la búsqueda ingresando números de teléfono para ver si otra gente reportó esos números en relación a una estafa.

3 No confíe en lo que indica su aparato de identificación de llamadas.

Con la tecnología actual, a los estafadores les es más fácil falsear la información del aparato de identificación de llamadas, así que el nombre y número que ve en el aparato no siempre son reales. Si alguien lo llama para pedirle dinero o información personal, cuelgue el teléfono. Si cree que la persona que lo llama podría estar diciendo la verdad, vuelva a llamar a un número que le conste que es genuino.

4 No pague por adelantado a cambio de una promesa.

Alguien podría pedirle que pague por adelantado por cosas tales como servicios de alivio de deudas, ofrecimientos de crédito y préstamos, asistencia para deudores hipotecarios o un empleo. Hasta podrían decirle que se ganó un premio, pero que primero tiene que pagar impuestos o cargos. Si los paga, probablemente se quedarán con su dinero y desaparecerán. Aprenda más sobre cómo encontrar ayuda en estos casos en consumer.ftc.gov.

5 Considere sus opciones de pago.

Las tarjetas de crédito le ofrecen un nivel de protección importante, pero hay algunos otros métodos de pago que no. Hacer transferencias de dinero a través de servicios como Western Union o MoneyGram es riesgoso porque es casi imposible recuperar el dinero. Esto también se aplica a las tarjetas recargables (como iTunes o Reloadit) y tarjetas de regalo (como iTunes o Google Play). Las oficinas del gobierno y las compañías honestas no le exigirán que use estos métodos de pago.

6 Hable con alguien.

Antes de dar su dinero o información personal, hable con alguien de confianza. Los estafadores oportunistas quieren que usted tome decisiones apresuradamente. Incluso podrían amenazarlo. Desacelere, verifique la historia, haga una búsqueda en internet, consulte a un experto — o simplemente hable con un amigo.

7 Cuélguele el teléfono a las llamadas automáticas pregrabadas.

Si atiende el teléfono y escucha una promoción de ventas grabada, cuelgue y reporte la llamada a la FTC. Estas llamadas son ilegales. Y a menudo los productos que promocionan son falsos. No presione el número 1 para hablar con un operador, ni para eliminar su número de teléfono de la lista. Eso podría generar más llamadas.

8 Desconfíe de los ofrecimientos de prueba gratis.

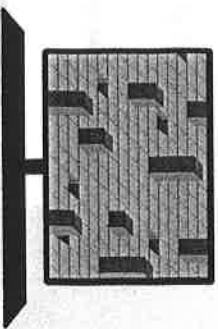
Algunas compañías usan las pruebas gratis para suscribirlo a la compra de productos y le facturan todos los meses hasta que usted cancele la suscripción. Antes de aceptar una prueba gratuita, investigue la compañía y lea la política de cancelación. Y revise siempre sus resúmenes de cuenta mensuales para controlar si aparecen cargos que no reconoce.

9 Niéguese si le piden que deposite un cheque y luego haga una transferencia para devolver el dinero.

Por ley, los bancos deben poner a disposición los fondos de los cheques depositados en un par de días, pero descubrir un cheque falso puede llevar semanas. Si deposita un cheque y luego se descubre que es falso, usted es responsable de devolverle ese dinero al banco.

10 Suscríbase para recibir gratuitamente las alertas de estafas de la FTC en ftc.gov/estafas.

Reciba las últimas noticias y consejos sobre estafas directamente en la bandeja de entrada de su email.



Investigaciones de Servicios Financieros

Formulario de queja



Unidad de investigaciones
Davy Crockett Tower
500 James Robertson Parkway, 10th Floor
Nashville, TN 37243-0575

Motivo de la queja: () Seguros () Inversiones/Valores () Se desconoce

1. **Información de contacto**

Nombre: _____

Dirección: _____

Ciudad: _____ Estado: _____ Código Postal: _____

Teléfono: _____ Dirección de correo electrónico: _____

2. **¿Contra quién presenta esta queja?**

Empresa

Agente

Ambos

Nombre: _____

Dirección: _____

Ciudad: _____ Estado: _____ Código Postal: _____

Teléfono: _____ Dirección de correo electrónico: _____

3. **¿Por qué presenta esta queja?** (De ser necesario puede adjuntar páginas adicionales)

4. **¿Cuándo sucedió lo que indicó aquí arriba?**

De ____/____/____ Hasta ____/____/____

5. Por este medio certifico que la información en esta queja es fiel y exacta a mi leal saber y entender.

Nombre: _____

Firma _____

Fecha _____

PROTEJA SU HOGAR DEL CLIMA SEVERO

El seguro para propietarios de viviendas puede proteger su vivienda de daños causados por tormentas y tornados. Solo el seguro contra inundaciones puede proteger su hogar de daños causados por inundaciones.

Una pulgada de agua en su casa puede causar \$25,000 en daños.

La cobertura del seguro contra inundaciones comienza 30 días después de la compra de la póliza de seguro contra inundaciones.

Para obtener más información sobre el seguro contra inundaciones, visite floodsmart.gov/es/inicio.


¿PREGUNTAS SOBRE SEGUROS? TENEMOS RESPUESTAS.


Si tiene preguntas, comuníquese con Servicios de seguros al consumidor al 615-741-2218 o al 1-800-342-4029. Contamos con hispanohablantes que pueden ayudarte.




500 James Robertson Parkway
Nashville, Tennessee 37243
(615) 741-2218 | 1-800-342-4029

 tn.gov/commerce

 [/TennesseeCommerceAndInsurance](https://www.facebook.com/TennesseeCommerceAndInsurance)

 [/TNCommerceInsur](https://twitter.com/TNCommerceInsur)

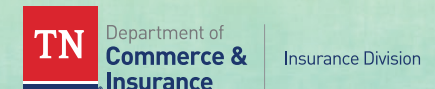
 [@tncommerceinsur](https://www.instagram.com/tncommerceinsur)



ENTENDIENDO EL SEGURO



Seguro al consumidor simplificado



Departamento de Comercio y Seguros de Tennessee
Numero de autorización 335595 | 1,000 copias | Month, 2021
Este documento público fue promulgado a un costo de \$X.XX por copia.

¿QUÉ ES UN SEGURO?

El seguro es una forma de proteger sus finanzas en caso de que suceda algo malo. Por ejemplo, si sufre un accidente automovilístico, su compañía de seguros de automóvil puede pagar la reparación de su automóvil. Si su casa se incendia, la compañía de seguros de su hogar puede darle dinero para repararla. Si necesita cirugía, su seguro médico puede pagar parte del costo médico.

COMO FUNCIONA EL SEGURO

Puede firmar una póliza. Una póliza es un contrato escrito entre usted y su compañía de seguros que le informa qué cubre y qué no cubre la compañía de seguros.

Pagas una prima. Una prima es la cantidad que paga a una compañía de seguros para tener la póliza de seguro. Las primas son un monto fijo que generalmente se paga mensualmente o anualmente.

Cuando ocurre un desastre o necesita atención médica, presenta una reclamación. Un reclamo es la solicitud de reembolso de un asegurado por parte de una compañía de seguros cuando ocurre una pérdida, como un accidente automovilístico, un incendio en una casa o una visita al hospital. El reclamo le dice a la compañía de seguros lo que sucedió y comienza el proceso de reembolso.

Conozca la cantidad de su deducible. El deducible es una cantidad fija de dinero que el titular de la póliza debe pagar por su pérdida antes de que la compañía de seguros pague su parte. Supongamos que su automóvil está totalizado y el deducible de su seguro de automóvil es de \$500. Su compañía de seguros dice que le dará \$3,000 para comprar un auto nuevo. En realidad, recibirá \$2,500 debido al deducible. Si la compañía de seguros acepta su reclamo, determinará la cantidad que se le adeuda según su póliza.

Costo del seguro. El costo del seguro depende de varios factores como lo que quiere que se cubra, su edad, su ubicación, su estado civil o su sexo. Todos estos ayudan a determinar su riesgo, que determina el costo. Por ejemplo, su seguro de automóvil podría costar \$30 al mes o \$60 al mes, dependiendo de su riesgo y nivel de cobertura.

¿POR QUÉ PODRÍA NECESITAR UN SEGURO?

Si no tiene seguro, es probable que deba pagar todo por su cuenta si ocurre un desastre, lo que podría dejarlo en dificultades financieras. Si conduce sin seguro de automóvil, también podría recibir una multa o perder el derecho a conducir su vehículo.

TIPOS DE SEGUROS

Algunos de los tipos de seguros que puede adquirir son:

- Seguro de auto para su vehículo
- Seguro para propietarios de viviendas para su hogar
- Seguro para inquilinos para su casa alquilada
- Seguro de salud para atención médica
- Seguro de vida para beneficiar a sus seres queridos después de su muerte
- Seguro contra inundaciones para su hogar durante una inundación
- Seguro dental para su salud bucal
- Seguro de visión para anteojos recetados y lentes de contacto

COMO COMPRAR UN SEGURO

Si desea comprar una póliza de seguro, busque en Internet opciones en su comunidad. Antes de comunicarse con un agente, asegúrese de que el agente y la compañía tengan licencia en Tennessee en: sbs.naic.org/solar-external-lookup.

Obtenga múltiples cotizaciones de múltiples compañías para encontrar la mejor opción y el mejor precio para usted. Hable con un agente sobre sus necesidades y presupuesto. No se limite a considerar el precio superior. Si bien es importante mantenerse dentro de su presupuesto, asegúrese de leer la póliza para saber qué está cubierto y qué no. Mantenga el deducible a una tasa alcanzable en caso de que necesite presentar un reclamo.

COMO MANTENER BAJOS LOS COSTOS DE LAS PRIMAS DEL SEGURO

Hay algunas cosas que los consumidores pueden hacer para mantener bajos los costos de sus primas.

Para ayudar a mantener bajas las primas del seguro médico, mantenga un estilo de vida saludable comiendo alimentos saludables, haciendo ejercicio y dejando de fumar. Esto puede prevenir varias afecciones de salud, como enfermedades cardíacas.

Para mantener bajos los costos del seguro de automóvil, sea un conductor seguro y cauteloso y conduzca un vehículo seguro. Cuantas más multas por exceso de velocidad reciba o accidentes en los que esté involucrado, más altas serán las primas y más difícil será comprar un seguro.

Para mantener bajos los costos del seguro de vivienda, instale un sistema de seguridad y considere comprar sus pólizas de seguro de automóvil y de vivienda de la misma compañía de seguros.

QUE HACER SI TIENE UN PROBLEMA CON SU SEGURO

El equipo de Servicios de Seguros al Consumidor de TDCI puede ayudarlo si tiene un problema con su agente de seguros, compañía de seguros o tasador público.

Si tiene un problema, como que la compañía de seguros niegue su reclamo, no reciba el reembolso dentro de los 30 días posteriores a la presentación del reclamo, un desacuerdo sobre el monto del acuerdo o no puede encontrar un médico cercano que acepte su seguro médico, usted puede presentar una queja ante nuestro Departamento. Vaya a tn.gov/insurance y complete el Formulario de queja en línea en español.

Una vez que presente la queja, se asignará un investigador a su caso para ayudarlo. El investigador revisará su póliza y se comunicará con la compañía de seguros para ayudarlo a encontrar una solución.

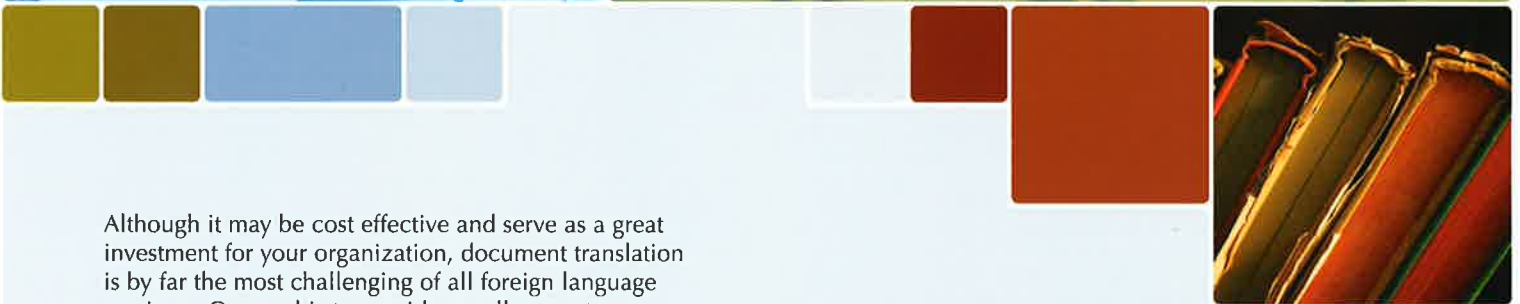
En 2020, se devolvieron más de \$10 millones a los habitantes de Tennessee a través de estos esfuerzos de mediación.

Appendix S

Public Notice and Outreach

Language Identification Guide

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
Eske ou pale kreyòl	Pwen isit la e yon entèprèt ap vin ede'w gratis.	Haitian Creole
هل تتكلم العربية؟	أشر هنا والمترجم سيكون موجوداً مجاناً.	Arabic
ته كوردی دهناخقی؟	ئیشارمت ئیژی بکه ته رجومان بو ته حازر دهکین ، به خورای.	Kurdish (Behdini)
ئایا کوردی قسه دهکیت؟	ئیشارمت لیڤه بکه موته رجیمت بو تاماده دهکین ، به خوڤای.	Kurdish (Sorani)
Bạn nói tiếng Việt phải không?	Chỉ vào đây và sẽ có người thông dịch viên giúp đỡ Bạn, Bạn không phải trả gì hết.	Vietnamese
Maku hadashaa afka somaaliga?	Halkaan farta ku-fiiq turjubaan lacag la-an ayaad heleysaa.	Somali
Da li govorite Bosanski?	Pokažite ovdje I prevodilac će vam biti obezbijedžen, besplatno.	Bosnian
Parlez-vous français?	Ici, un interpreteur sera assigné pour vous, sans avoir payé.	French
ທ່ານເວົ້າພາສາລາວແມ່ນບໍ່?	ກະຮຸນາບອກເຈົ້າໜ້າທີ່ຕາມນີ້ຈະມີນາຍພາສາມາແປໃຫ້ທ່ານໂດຍບໍ່ໄດ້ເສັງເງິນ.	Laotian
你會講中文嗎?	請點在這裡我們為你免費提供翻譯服務。	Chinese (Mandarin)
日本語を話せますか？	ここを指して下さい。無料の通訳者を指定します。	Japanese
Je-una azungumza kiswahili?	Nyosha kidola hapa na utatafsiriwa bila kulipa chochote.	Kiswahili
Voce fala Português?	Aperte aqui e um intérprete lhe será fornecido sem custo algum.	Portuguese
क्या आप हिंदी बोल सकते हैं ?	इशारा यहाँ पर किजिये, भाषांतर करनेवाले विनामुल्य मिल जायेंगे।	Hindi
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እንገርኛ ይናገሩሉ??	በጣቸዎ ወደዚህ ያመልክቱ ያለምንም ክፍያ እስተርጓሚ ይመደብሉታል!	Amharic
آیا شما فارسی صحبت میکنید؟	تروصیدم جترم کیدیندنک هراشا اجنیا بهرگا رایگان در اختیار شما قرار میگیرد.	Farsi
Jin kueni Thuok nuera?	Wane eme deri thuok nuera jek ke kuic du a thil kok.	Nuer
તમે ગુજરાતી બોલી શકો છો?	અહીંયા ઇશારો કરો, ભાષાંતર કરનાર વિનામુલ્યે મળી જશે.	Gujarati
Türkçe biliyormusunuz?	Burayı gösterirseniz, ücretsiz tercuman size yardım edecektir.	Turkish
คุณพูดภาษาไทยหรือเปล่า?	กรุณาบอกให้ทราบด้วยถ้าคุณต้องการคนแปล	Thai
Afaan Oromoo nidubata	Harkake asiti baasi gargasa Afaan hikaa malaqa duwa argaata.	Oromo



Although it may be cost effective and serve as a great investment for your organization, document translation is by far the most challenging of all foreign language services. Our goal is to provide excellent customer service through accuracy and quality without losing the comfort and clarity provided to your client.

Experience...

At AVAZA, we understand the difficulties of document translation. We work to combine our processes with nationwide standards to relay your message in an efficient manner that best reflects the intent of the document. Document translation requires our enhanced understanding of active languages and culture, and combining it with our knowledge of healthcare, business and judicial terms and/or practices. Together with processes that ensure accuracy and knowledge of multi-platform applications, we can coordinate all your translation needs quickly and precisely.

Professional Training...

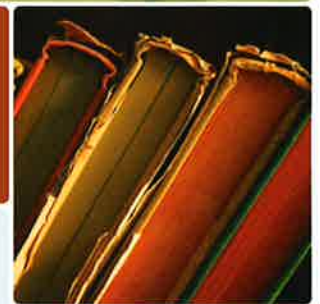
AVAZA translators follow nationwide standards in translation (ATA, ASTM) from the leading training organizations and curriculums. Although the ATA is the nation's leading source and our preferred choice for training, we continually adopt standards and processes throughout the nation that guarantee the best practices.

Our Commitment...

Each translation request is a coordinated project that starts with an assigned translator. Once resources are gathered and processed, translation will begin. Two stages of proofing (same dialect and alternative dialect) follow to ensure accuracy as well as correctness of terms. The final draft will be returned to the translation manager to be processed, formatted and converted into relevant digital files to be sent to you.

Delivery of Services...

- Multi-step process for translating and proofing to ensure accuracy and quality
- Certified Translators
- Over 120 languages
- No machine or translation software
- Mastery in active languages
- Multi-platform and program compatibility
- Localization



**Translation is written,
Interpreting is spoken.
Translators translate,
Interpreters interpret.**

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Equal Employment Opportunity is **THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within

three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.



RECEIVED

2019 JAN 29 AM 10:22

SECRETARY OF STATE
PUBLICATIONS

STATE OF TENNESSEE
EXECUTIVE ORDER
BY THE GOVERNOR

No. 4

**AN ORDER MANDATING NONDISCRIMINATION IN EMPLOYMENT PRACTICES
OF THE EXECUTIVE BRANCH**

WHEREAS, this Administration is committed to fair and equal opportunity under the law;
and

WHEREAS, this Administration intends to set an example illustrating the highest standards of employment practices, policies, and procedures to attract, train, promote, and retain qualified employees who are performing at the highest level; and

WHEREAS, a policy that the Executive Branch does not discriminate on the bases of race, color, national origin, age, sex, pregnancy, religion, creed, disability, veteran's status, or any other category protected by state and/or federal civil rights laws in employment matters is not only mandated by law, but also is critical to maintaining the integrity and trust in state government and setting the standard for all employers in the State of Tennessee, both present and future; and

WHEREAS, one of the principal initiatives of this Administration is the recruitment of additional jobs and the development of a workforce with the education, training, and skills necessary (i) to attract new employers and induce existing employers to increase their workforces, and (ii) to perform and carry out those responsibilities in an exemplary manner; and

WHEREAS, this Executive Order No. 4 underscores the commitment of this Administration to the highest standards of nondiscriminatory employment practices in the Executive Branch.

NOW THEREFORE, I, Bill Lee, Governor of the State of Tennessee, by virtue of the power vested in me by the Tennessee Constitution and the laws of the Tennessee, do hereby declare that it is the resolute and steadfast policy of the State of Tennessee to afford equal employment opportunity in all aspects of State government.

This policy specifically prohibits discrimination on the bases of race, color, national origin, age, sex, pregnancy, religion, creed, disability, veteran's status, or any other category protected by state and/or federal civil rights laws.

The Commissioner of Human Resources is hereby directed to review current employment practices and procedures to ensure compliance with this policy of nondiscrimination. In particular, the Commissioner of Human Resources and the Commissioner of Labor and Workforce Development are directed to take appropriate measures to emphasize the recruitment, training, employment, promotion, recognition, and retention of qualified minorities, veterans, women, disabled individuals, and older Tennesseans to serve at all levels of state government. Those responsible in the Executive Branch for employing and appointing persons to positions with boards, commissions, agencies, and divisions of the Executive Branch shall take comparable steps to comply with this overriding policy of nondiscrimination.

In furtherance of this policy of nondiscrimination, the Commissioner of Human Resources and the Commissioner of Labor and Workforce Development are directed to take appropriate measures to train those in the Executive Branch responsible for hiring, firing, promoting, demoting, or otherwise managing employees regarding nondiscrimination practices. Such training is directed to occur within 120 days of this Order and to recur with reasonable frequency to promote this overriding policy of nondiscrimination.

The Commissioner of Economic and Community Development is hereby directed to inform and instruct all companies considering Tennessee as a business location that this prevailing policy of nondiscrimination must be reflected in their employment practices and workforces in Tennessee.

It is imperative that the workforce filling Executive Branch positions accurately reflect the citizens they serve. The Commissioner of Labor and Workforce Development and the Commissioner of Human Resources shall report periodically to the Deputy Governor and Chief of Staff on the steps taken to comply with and carry out the policy and directives of this Order. Any employee of the Executive Branch found in violation of the policy shall be subject to appropriate disciplinary action.

This Executive Order is intended only to improve the internal management of the Executive Branch of the State of Tennessee and does not create any right to administrative or judicial review, or any other right or benefit, substantive or procedural, enforceable at law or equity by a party against the State of Tennessee, its agencies or instrumentalities, its officers or employees, or any other person. Nor does it permit or in any way require the lowering of any job requirements, performance standards, or qualifications for positions.

A copy of this Order shall be placed in conspicuous locations in all state facilities.

This Executive Order No. 4 supersedes and rescinds Governor Haslam's Executive Order No. 3, dated January 15, 2011, and all other directives and memoranda concerning the same subject. All previous executive orders, the terms of which are inconsistent with the terms of this Executive Order No. 4, are hereby repealed.

IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 24th day of January, 2019.



GOVERNOR

ATTEST:



SECRETARY OF STATE



TENNESSEE LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

IT IS ILLEGAL TO DISCRIMINATE AGAINST ANY PERSON BECAUSE OF RACE, COLOR, CREED, RELIGION, SEX, AGE, DISABILITY, OR NATIONAL ORIGIN IN RECRUITMENT, TRAINING, HIRING, DISCHARGE, PROMOTION, OR ANY CONDITION, TERM OR PRIVILEGE OF EMPLOYMENT.

If you feel that you have been discriminated against, contact the Tennessee Human Rights Commission.



LA LEY DE TENNESSEE PROHIBE LA DISCRIMINACIÓN EN EL EMPLEO

ES EN CONTRA DE LA LEY DISCRIMINAR EN CONTRA DE CUALQUIER PERSONA DEBIDO EN BASE A LA RAZA, COLOR, CREDO, RELIGIÓN, SEXO, EDAD, INCAPACIDAD U ORIGEN EN EL SELECCIÓN, ENTRENAMIENTO, EMPLEO, AL DESPEDIR, PROMOVER O CUALQUIER CONDICIÓN, TÉRMINO O PRIVILEGIO DE EMPLEO.

Si usted cree que ha sido víctima de discriminación, comuníquese con la Comisión de Derechos Humanos de Tennessee.

CONTACT US/PARA MAS INFORMACIÓN:

TENNESSEE HUMAN
RIGHTS COMMISSION



WILLIAM R. SNODGRASS TENNESSEE TOWER
312 ROSA L. PARKS AVENUE
23RD FLOOR
NASHVILLE, TENNESSEE 37243-1102

PHONE: (615) 741-5825 OR
1-800-251-3589
ESPAÑOL: 1-866-856-1252
WWW.TN.GOV/HUMANRIGHTS

¿NECESITA UN REPRESENTANTE DE TDCI?

Mientras trabajamos de forma remota, nuestros clientes siguen siendo nuestra prioridad.

Vaya a tn.gov/commerce/visit o llame al (615) 741-2241 para hacer una cita con el personal del Departamento hoy mismo.



¿NECESITA UN REPRESENTANTE DE TDCI?

Con el mejor interés de la salud pública, nuestra división de TDCI está trabajando de forma remota. Nuestros clientes siguen siendo nuestra prioridad.

Recomendamos encarecidamente a los clientes que realicen negocios de forma remota a través de nuestro sitio web, correo electrónico y teléfono.

Sin embargo, los clientes pueden citar visitas en persona con el personal del Departamento de forma limitada.

Si es necesario, por favor visite tn.gov/commerce/visit o llame al (615) 741-2241 para programar una cita en persona hoy.



¡ESCANEE EL CÓDIGO PARA PROGRAMAR UNA CITA!

Appendix T

Post Award Survey



STATE OF TENNESSEE
DEPARTMENT OF COMMERCE AND INSURANCE

Davy Crockett Tower
500 James Robertson Parkway
Nashville, TN 37243

Title VI Compliance Survey

The Tennessee Department of Commerce and Insurance (TDCI) is a recipient of Federal financial assistance. Recipients of Federal financial assistance are required to comply with various nondiscrimination laws and regulations, the focal point of which is Title VI of the Civil Rights Act of 1964. Title VI of the Civil Rights Act of 1964 bars discrimination against anyone in the United States based on race, color, or national origin by any agency receiving Federal funds. Additionally, the Civil Rights Restoration Act of 1987 defined "program" to make clear that discrimination is prohibited throughout an entire agency if any part of the agency receives Federal financial assistance. Thus, TDCI sub-recipients are required to comply with Title VI and related nondiscrimination laws and regulations. This form must be completed and returned to the TDCI program that administers your grant so that your compliance efforts can be reviewed.

Organization Name: _____ Date: _____

Educational Institution Private Business Non-profit

Address: _____

City: _____ State: _____ County: _____

Title VI Compliance Officer: _____ Title: _____

(Employee Completing Survey)

1. Does your organization have a written policy of nondiscrimination stating that services or opportunities will be provided to all persons without regard to race, color, or national origin? Yes ____ No ____
If yes, attach a copy of your policy to this survey. If no, please describe what efforts are being taken, if any, to draft a nondiscrimination policy.

2. Does your organization have a Limited English Proficiency (LEP) Plan to communicate with persons in your service area who do not speak English as their primary language or have limited ability to read, speak, write or understand English? Yes ____ No ____ If yes, please describe the plan or attach a copy of the plan to this survey. If no, please explain what measures your organization is taking to establish a plan.

3. Does your organization train all employees and volunteers regarding the organization's responsibilities under Title VI regarding nondiscrimination laws? Yes ____ No ____ If yes, state how often this training is provided. If not, detail your organization's efforts to begin doing so.

4. Are your projects and programs advertised to the public without regard to race, color or national origin?
Yes ____ No ____ Explain your answer below.

-
5. Does your organization have written procedures for receiving and reviewing Title VI complaints?
 Yes ____ No ____ If yes, attach a copy of your procedures to this survey.
 If **no**, please explain what measures your organization is taking to establish these procedures.

 6. Has your organization received any discrimination complaints during the term of the contract in fiscal year 2019-2020? If so, how many and how was/were the complaint(s) resolved?

 7. Has a federal or state agency found your organization in noncompliance with civil rights requirements within the past two years? Yes ____ No ____ If yes, list the date(s) and the resolution of the finding(s).

 8. Has a civil rights compliance review been conducted onsite by a federal or state agency within the past two years? Yes ____ No ____ If yes, detail the results of the review.

 9. What nondiscrimination postings does your organization have and where are they posted?

Please attach additional information as necessary.

Declaration of Title VI Compliance Officer: I certify under penalty of law that this document and all attachments were prepared by me, or under my direction or supervision. The submitted information is to the best of my knowledge and belief, true, accurate, and complete. I am aware that there are significant penalties for submitting false information, including the possibility of fine and imprisonment. As specified in Tennessee Code Annotated Section 39-16-702(a)(4), this declaration is made under penalty of perjury.

Title VI Compliance Officer: _____
(Printed Name)

Signature: _____

This form may be emailed to Maliaka.Bass@tn.gov or mailed to the address above at the attention of Maliaka Bass, Title VI Coordinator, Office of Legal Counsel.

Appendix U

Policies



State of Tennessee - Code of Conduct

About the Code of Conduct:

Employees have a responsibility to the citizens of the State of Tennessee to act with integrity and to treat the people we serve, our colleagues, and other parties with dignity and respect. Employees should strive to maintain an ethical and professional environment that will enhance the name, service and general impression of the State in the eyes of the general public. Employees shall also uphold the ethical rules governing their professions as well as comply with departmental and State ethics policies. This Code of Conduct provides general guidelines of employee expectations based on fundamental and ethical principles. No Code of Conduct can provide the absolute last word to address every circumstance. Therefore, employees are expected to use sound judgment in all of their conduct and ask for help when needed.

Each employee has an obligation to perform his or her job in a manner that is consistent with the Code of Conduct. Adherence to the Code of Conduct is mandatory for all employees and officials within the Executive Branch of the State of Tennessee. Failure to comply with this Code of Conduct and any other policies, which may be specific to the employee's organizational unit, may subject the employee to disciplinary action in accordance with the Department of Human Resources Rules and Regulations.

This Code of Conduct provides general guidelines to help employees understand how business is expected to be conducted. All employees are required to read and sign this Code of Conduct before assuming their job responsibilities and review annually. If you have questions about the Code of Conduct, you are encouraged to discuss them with your supervisor, your human resources representative, or the State Department of Human Resources Office of General Counsel.

Standard 1 - Ethical Decision-Making

We shall act with honesty and integrity, and avoid situations that involve conflicts of interests. A conflict of interest is a situation where your personal interests or activities could influence your judgement or decisions, and therefore, your ability to act in the best interests of the State of Tennessee. Employees should strive to provide impartial quality service to those with whom they interact, including customers and fellow employees, and avoid preferential treatment to any individual or organization. Employees shall not be involved in dishonesty,

fraud or misrepresentation. No false statements or entries may be knowingly made in any type of communication, including telephone or electronic communication.

State employees may not use public employment or access to non-public State information for private gain. State employees may not engage in outside employment activities that conflict with their official State duties and responsibilities. Such outside employment shall not adversely affect the employee's performance with the State, create a conflict of interest between such additional employment, or conflict with the regular employment schedule of the employee. In addition, employees must take appropriate action to identify, disclose, and avoid potential conflicts of interest with the performance of their official duties.

Employees shall comply with their agency's code of ethics, if any, as well as Governor Lee's Executive Order No. 2 concerning ethics and disclosures. Any employee having knowledge that a theft, forgery, credit card fraud, or any other act of unlawful or unauthorized taking, or abuse of, public money, property, or services, or other shortages of public funds has occurred shall report the information immediately to his or her supervisor or the agency's auditor.

Standard 2 - Safe and Professional Work Environment

We are committed to maintaining a safe and professional working environment for all employees and ensuring that all employees are treated with fairness, dignity, and respect. Employees shall conduct themselves in a manner that creates and maintains respect for their work sites, fellow employees and customers, their respective agencies or departments and the State of Tennessee. All employees are expected to treat others with respect, courtesy and dignity and conduct themselves in a professional manner. Violence, threats or intimidation against others is prohibited. Employees shall comply with the Department of Human Resources policy on Violence in the Workplace (Policy 12-060) and Abusive Conduct in the Workplace (Policy 17-001), and any applicable agency policies.

Employees shall help maintain a healthy, safe and productive work environment which is free from discrimination and harassment, whether based on race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other factors protected under state and/or federal civil rights law. Inappropriate romantic or sexual relationships between supervisors and subordinate staff as well as inappropriate use of supervisory position or influence, are prohibited. This prohibition extends to relationships at any level within the chain of command. Employees shall refer to the Department of Human Resources policy on Workplace Discrimination and Harassment (Policy 12-008) and any applicable agency policies.

The consumption of illegal drugs or narcotics or the abuse of any drug or narcotic is strictly prohibited at all times. Use of alcoholic beverages or being under the influence of alcohol while on duty or immediately prior to reporting for duty is strictly prohibited. Employees shall comply with their agency's drug free workplace and drug testing policies, if any.

Illegal activities on the part of any employee, in addition to being unlawful, reflect on the integrity of the State and betray the trust and confidence placed in state employees by the

public. It is expected that employees shall comply with all federal and state laws, rules and other regulations. Should an employee be charged with, arrested for, or convicted of any felony or misdemeanor, the employee shall follow his or her agency's policies and procedures regarding reporting, if any.

Standard 3 – Efficient and Effective Government

Each of us is responsible for ensuring our own compliance with applicable laws and regulations. Employees should strive to be efficient in the performance of duties. Employees shall accurately report work time and attendance. Employees shall not habitually arrive late or fail to complete duties in a timely manner, or have lack of consideration for the time of others. Employees shall not refuse to accept reasonable assignments or intentionally fail to follow lawful instructions. Employees shall conserve and protect State property and equipment and not use it for unauthorized purposes. Employees shall comply with the State's Acceptable Use Policy governing use of computers, email and network resources.

Employees will provide customers with accurate, timely, fair and understandable information and provide the highest level of customer service possible. Employees shall not provide inappropriate responses to customer care needs.

While employees are encouraged to participate actively in the public affairs of their communities, clear distinctions must be made between comments, statements or actions made as a private individual and as a representative of the State. Employees shall not speak on behalf of their department or agency without prior authorization to do so. Employees shall not make unauthorized commitments or promises of any kind purporting to bind the department or agency.

Standard 4 – Confidential Information

We have many obligations when handling information in the workplace. Employees shall respect and protect confidential information and abide by all laws governing the possession and use of such information. Confidential information should only be released when it is legally permitted or required. Employees shall not use confidential work information for personal gain.

Reasonable steps to safeguard confidential information include keeping confidential data in a secured location in your office or work area, and not disclosing confidential information with co-workers in public areas such as break rooms or elevators. Each of us must safeguard confidential information at all times and should not release or discuss confidential information with non-employees.

Standard 5 – Records Management Policies

Each of us must ensure that all business records are retained in accordance with agency records management policies. All business records must be retained in accordance with the law and/or document retention policies. This includes paper records, electronic information

such as computer files or electronic mail, or information stored on any other medium. No employee may tamper with business records, or remove or destroy business records in a manner that is contrary to the agency's record management policies. The destruction of records that are part of any ongoing investigation or legal proceeding is expressly prohibited, even if the records disposition authorization would normally have those records destroyed. Questions concerning the retention of a particular type of record or document should be referred to your agency's general counsel.

Reporting Violations of the Code of Conduct

If you believe that a violation of the Code of Conduct has been committed, you must report that information. Employees who make complaints under the Code of Conduct will be protected against retaliation.

Employees may report concerns and allegations of retaliation directly to their supervisor, their agency's human resources director, the appointing authority, or any individual designated by the agency to receive such reports. Under no circumstances is the individual alleging a violation of the Code of Conduct required to file a complaint with the alleged violator.

If an employee feels he or she cannot file a complaint with his or her agency, that person should contact the Department of Human Resources, Office of General Counsel at 615-741-4841.



State of Tennessee - Code of Conduct Employee Acknowledgement

I, _____ (*print name*), have read and understand the principles that comprise the State of Tennessee's Code of Conduct.

I understand that the State of Tennessee's integrity and reputation rests in the hands of employees.

I understand that my communications and dealings with fellow employees, customers, and the general public can directly affect the State of Tennessee's reputation and credibility.

I understand that my activities, both on and off the job, can affect the reputation, interests, and relationships of the State of Tennessee.


I commit to abide by the principles outlined in this Code of Conduct. I understand that failure to abide by these principles may result in disciplinary action, up to and including termination.

Employee's Signature*

Date

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



Approved by: Juan Williams, Commissioner	Policy Number: 12-008 (Rev. 01/10/20)
Signature: 	Supersedes: 11-009, 10-021
Application: Executive Branch Agencies, All Employees	Effective Date: October 3, 2012
Authority: T.C.A. § 4-3-1703, T.C.A. § 4-21-101, T.C.A. § 8-30-104, T.C.A. § 8-50-104	Rule: Chapter 1120-07

Workplace Discrimination and Harassment¹

The State of Tennessee is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.

Definitions

A. *Workplace Discrimination and Harassment*

This policy prohibits unequal and unlawful treatment of an individual on the basis of a person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, or veteran's status or any other category protected by state and/or federal civil rights laws. This policy further prohibits any unwelcome verbal, written, physical conduct, or electronic communication that either degrades or shows hostility or aversion towards a person because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, or veteran's status or any other category protected by state and/or federal civil rights laws.

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

¹ While the State of Tennessee is committed to the principles embodied in this policy, the policy itself is not intended to state contractual terms and does not constitute a contract between the State and its employees, applicants for employment, or parties who do business with the State. This policy supersedes all policies that conflict with the terms of this policy.

Furthermore, this statement constitutes ONLY the policy of the State of Tennessee. A finding violation of this policy does not mean that the conduct violates state and/or federal laws.

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

B. Hostile Work Environment

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

C. Sexual Harassment

Sexual harassment involves any unwelcome sexual advance, request for sexual favors, or verbal, written, electronic, or physical conduct of a sexual nature by a manager, supervisor, co-worker, or non-employee (third party). Managerial harassment occurs when a manager or a supervisor gives or withholds a work-related benefit in exchange for sexual favors from the victim or takes an adverse action against an employee for refusing a request for sexual favors. In some circumstances, threatening to take such actions may also be a violation of this policy. Certain actions may also create a hostile work environment. (See the definition for "Hostile Work Environment" above.)

D. Retaliation, Materially Adverse Action, and Protected Activity

Retaliation occurs when any materially adverse action is taken against an individual because he or she has engaged in protected activity under this policy.

A materially adverse action is any action that may deter a reasonable person from engaging in protected activity under this policy.

Protected activity includes: filing or threatening to file complaint(s) or report(s) of discrimination or harassment; participating in any investigation concerning discrimination or harassment; or being associated or perceived to be associated with a person who initiates a complaint or participates in the

investigation of a complaint. Protected activity also includes making a request for a reasonable accommodation due to disability or religion.

E. Interference

Investigation interference is strictly prohibited under this policy. Interference is any action that would impact or compromise the integrity of a workplace discrimination investigation. Prohibited actions include, but are not limited to, actual or attempted threats, coercion, intimidation, and manipulation of witnesses or potential witnesses in an investigation.

F. Third Parties

Third parties are individuals who are not state employees but who have business interactions with state employees. Such individuals include, but are not limited to, customers, such as applicants for state employment or services, vendors, contractors, or volunteers.

Conduct Prohibited by the State of Tennessee

The State of Tennessee strictly forbids and will not tolerate discrimination or harassment of any employee, applicant for employment, or third party on the basis of an individual's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws. The fact that an alleged offender meant no harm or was teasing will not excuse conduct that violates this policy.

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

How to Report Incidents of Discrimination or Harassment

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

Employees and applicants for employment may file a complaint with their department's human resources director, the department head, their supervisor(s), or any individual designated by the department to receive such reports. Under no circumstances is the individual alleging workplace discrimination or harassment required to file a complaint with the alleged offender. The individual may also contact the Department of Human Resources, Office of General Counsel, EEO Division, at Workplace.Harassment@tn.gov.

Individuals who wish to file a complaint are encouraged, but are not required, to submit the complaint in writing and to include a description of the incident(s) as well as the date(s), time(s), place(s) and any witnesses. Individuals may also use the attached Intake/Referral Form to file complaints.

If a complaint involves an executive director, assistant commissioner, deputy commissioner, or the commissioner, an employee or applicant for employment may file the complaint directly with the Department of Human Resources, Office of General Counsel, EEO Division.

How to Report Retaliation and Interference Incidents

If an employee, applicant for employment, or third party believes he/she has been subjected to retaliation or interference for engaging in protected conduct under this policy, or observes retaliation or interference, he/she is encouraged to report those incidents as soon as possible after the event occurs.

Any employee, applicant for employment, or third party who makes complaints of workplace discrimination or harassment or provides information related to such complaints will be protected against retaliation and interference. If retaliation or interference occurs, the employee, applicant for employment, or third party is encouraged to report the conduct in the same manner as he or she would report a workplace discrimination or harassment complaint.

Reports can be made using the attached Intake/Referral Form.

How Complaints are Investigated and Resolved

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

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

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

How Confidentiality is Treated

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

Directive to Supervisory Personnel

Supervisory personnel who receive a complaint alleging workplace discrimination or harassment or learn by any means of conduct that may violate this policy must immediately report any such event to the department's human resources director, EEO officer or to the person designated by the agency to receive the information.

Corrective Action for Violation of this Policy

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

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

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

Attachment 1 – Employee Acknowledgement Form

Workplace Discrimination and Harassment

Employee Acknowledgement

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

Employee Signature*

Date

Human Resources Office Signature

Date

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

Attachment 2 - Intake/Referral Form

Statement Concerning Confidentiality

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

NAME OF COMPLAINANT OR PERSON REPORTING EVENT:

EMAIL/TELEPHONE NUMBERS OF COMPLAINANT OR PERSON REPORTING EVENT:

EMAIL: _____

WORK: _____

PREFERRED: _____

NAME OF AGENCY AND DIVISION INVOLVED:

NAME OF ACCUSED PERSON(S):

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

**DOHR Policy:
Workplace Discrimination and Harassment**

Policy Number: 12-008
(rev. 01/10/20)

EXPLAIN WHY YOU BELIEVE THESE EVENTS OCCURRED:

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

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

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

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

DOHR Policy:
Workplace Discrimination and Harassment

Policy Number: 12-008
(rev. 01/10/20)

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

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

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

SIGNATURE OF COMPLAINANT: _____

DATE: _____

DOHR Policy:
Workplace Discrimination and Harassment

Policy Number: 12-008
(rev. 01/10/20)

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

PRINTED NAME: _____

SIGNATURE: _____

TITLE: _____

AGENCY AND/OR DIVISION: _____

WORK TELEPHONE NUMBER: _____

DATE COMPLAINT RECEIVED: _____

DATE FORM COMPLETED: _____

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

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

DATE ON WHICH THE FORM WAS FORWARDED:

GENERAL PERSONNEL PRACTICES AND ADMINISTRATIVE GUIDELINES

Equal Employment Opportunity (EEO)

The State of Tennessee is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and/or harassment in the workplace. It is the state's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and or federal civil rights laws. The State's Policy on Workplace Discrimination and Harassment can be found on the Department of Human Resources' website and on teamtn.gov.

The Office of the General Counsel, EEO/ADA Division, within the Department of Human Resources provides assistance to State departments and agencies in implementing the Policy on Workplace Discrimination and Harassment. Each department or agency within the executive branch of state government has an EEO Officer who is responsible for the implementation of the State's Policy.

The EEO Officer is also responsible for developing and updating an annual written Equal Employment Opportunity Plan (EEOP) to facilitate the implementation of equal opportunity into all facets of the department's human resources management system. The plan is a statistical document which identifies and analyzes patterns in the participation and utilization of women, minorities, individuals with disabilities, and veterans in the workforce.

The EEOP provides a work force analysis for the identification of divisions and units where minorities, women, individuals with disabilities, and veterans are under-utilized and under-represented. Also included are goals, timetables, reasonable actions, and good faith efforts designed to create and maintain a balance within the work force absent discrimination on the basis of race, sex, disability, and veteran's status.

The Office of the General Counsel, EEO/ADA Division, within the Department of Human Resources and agency EEO Officers are available to counsel individuals on workplace harassment and discrimination on the basis of an individual's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, or veteran's status. Employees or applicants who feel that they may have been harassed or discriminated against because of any of the above mentioned reasons may file a formal

complaint without fear of retaliation.

Each agency has an Americans with Disabilities Act (ADA) Coordinator which ensure state government's compliance with the Americans with Disabilities Act as amended by the Americans with Disabilities Act Amendments Act (ADAAA). They assist with reasonable accommodation issues in state employment and program access for state services and programs as well as help agencies and employees resolve access and accommodation issues. Please contact your agency's ADA Coordinator if you need more information or have questions about a reasonable accommodation.

Performance Management

The Performance Management Program is a systematic process used to define the standards of performance, expected work outcomes, and competencies for all employees, provide ongoing performance feedback, offer the employee developmental opportunities, and document an objective and fact-based record of the employee's performance. The purpose of the performance management program is to facilitate the creation and nurturing of a performance based culture where the individual employee's performance is aligned with the agency and administration's objectives and employees are appropriately rewarded for the results they achieve. All eligible preferred and executive service employees in the Executive Branch will receive a review of performance annually.

During an initial discussion, your supervisor will explain and clarify the performance management process, establish performance standards, behaviors and work outcomes, for which your performance will be reviewed. You will receive two (2) interim reviews, or periodic discussions, of your performance of the stated expectations, behaviors and work outcomes. Each discussion will provide constructive feedback/coaching to enhance performance, and if appropriate, discuss the consequences of unacceptable or marginal performance.

An annual review will include a rating for each work outcome, competency and overall performance. Each rating should be justified by objective, fact-based statements of your performance.

Any questions regarding the PM Program may be directed to your supervisor or your agency's human resource office. Additional information regarding the PM Program is available on the Department of Human Resources website at www.tn.gov/hr.

Appendix V

Beneficiaries

FY2021
 Department of Commerce and Insurance
BENEFICIARIES

Division/Program Area	Complaints	Licensees/Certifications	Requests for Review and Assistance	Consumer Outreach	Total Beneficiaries
Division of Fire Prevention	609	10,195	N/A	224,163	234,967
TCFP	3	6,757	N/A	N/A	6,760
Division of Insurance	2508	242,007	N/A	1,000	245,515
Division of Regulatory Boards	3,911	290,000	N/A	N/A	293,911
Securities Division	394	166,671	N/A	8,111,488	8,278,553
TennCare Oversight Division	580	N/A	250	N/A	830
POST	5	357	N/A	N/A	362
	8,010	715,987	250	8,336,651	9,060,898