

# **TENNESSEE DEPARTMENT OF CHILDREN'S SERVICES**

## **TITLE VI IMPLEMENTATION PLAN**



**2015-2016**

**Bonnie Hommrich, Commissioner  
Donovan Haynes, Title VI Coordinator**



TENNESSEE DEPARTMENT OF CHILDREN'S SERVICES  
TITLE VI IMPLEMENTATION PLAN  
FISCAL YEAR 2015-2016

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Department of  
**Children's Services**

September 28, 2015

Mr. Matthew Stephenson, Director,  
Title VI Compliance Division  
Tennessee Human Rights Commission  
312 Rosa L Parks Avenue, 23rd Floor  
Nashville, TN 37243

Dear Mr. Stephenson,

Please find herein the Department of Children's Services' Title VI Implementation Plan for the period of July 1, 2014 thru June 30, 2015. The plan is submitted in compliance with Public Chapter 502, as passed by the Tennessee General Assembly.

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

Sincerely,

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

Donovan L. Haynes  
Director, Office of Civil Rights



# **SECTION I**

## **Overview of the Department of Children's Services**

**Introduction/Department Overview**

**DCS Vision**

**Senior Management Staff**

**Organizational Chart**

**Program Coverage**



## **Overview of the Department of Children's Services Compliance Program**

### **INTRODUCTION/DEPARTMENT OVERVIEW**

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

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

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

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

The Tennessee Department of Children's Services is a recipient of federal financial assistance and in accordance with the provision of 42 U.S.C. § 2000d et seq., is committed to the spirit and practice of Title VI. The Department of Children's Services further recognizes that the requirements of Title VI of the Civil Rights Act of 1964 are

applicable to all of the operations of this Department and to any entity to which federal funded financial assistance is extended. (U.S.C. § 2000d-4a and The Civil Rights Restoration Act of 1987)

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



## **Bonnie Hommrich**

**Commissioner**  
Children's Services

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Commissioner Bonnie Hommrich has spent her career working to improve the practice of child welfare.

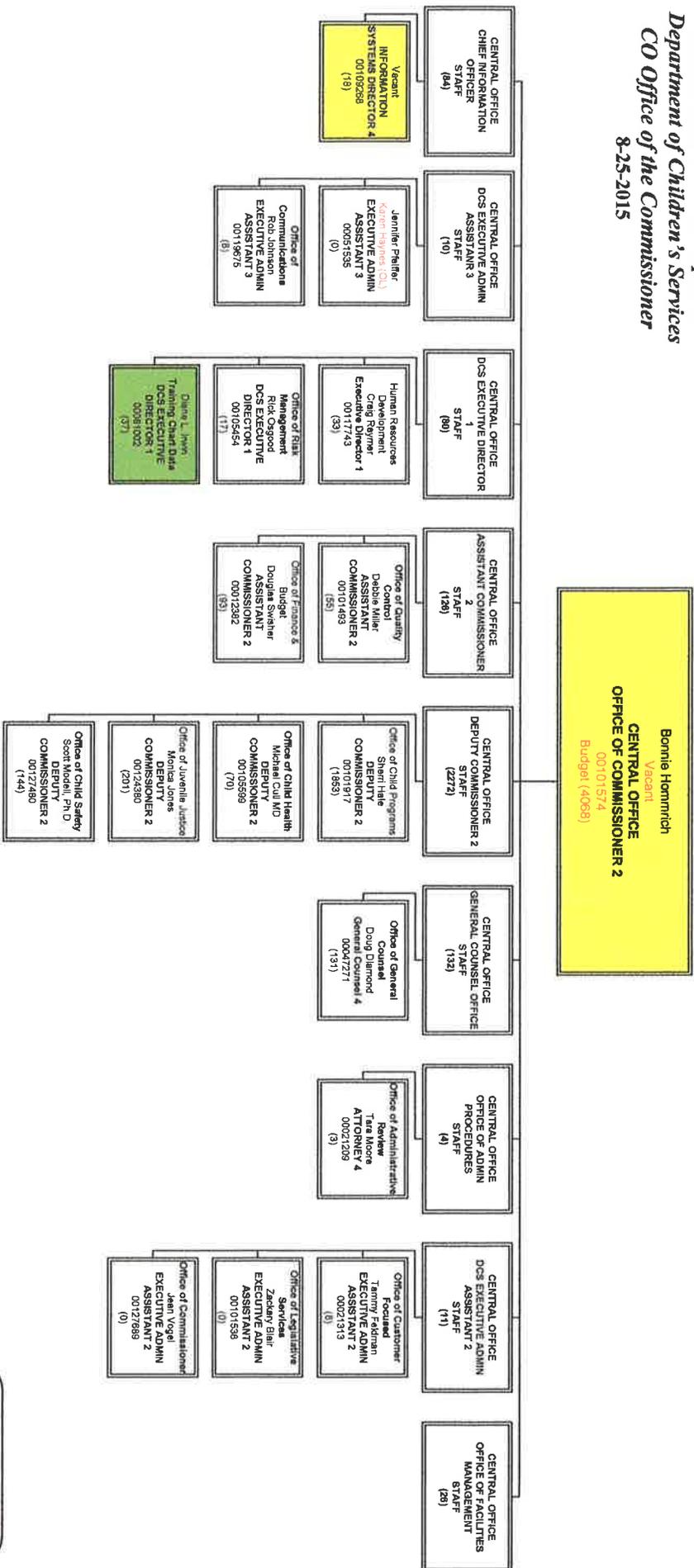
Commissioner Hommrich joined the Tennessee Department of Children's Services in 2004 as Deputy Commissioner for Child Programs. Under her leadership, Tennessee has seen vast improvements in timeliness to adoptions, the number of older children being adopted and the total number of adoptions in the state and she has worked extensively in Tennessee to implement the Brian A. Settlement Agreement.

Prior to joining DCS she worked for more than 30 years in Kentucky and served as the principal assistant to the Secretary for the Cabinet for Families and Children.

Commissioner Hommrich also is a nationally recognized expert serving on the Executive Committee of the National Association of Public Child Welfare Administrators and as a trainer for the National College for Juvenile and Family Court Judges. On April 19, 2012 Commissioner Hommrich received the Commissioner's award given by the Administration on Children, Youth, and Families.

She graduated from the Kent School of Social Work with a Master of Science in Social Work. She was appointed by Gov. Bill Haslam to lead DCS August 1, 2015.

**Human Resource Development**  
**Department of Children's Services**  
**CO Office of the Commissioner**  
**8-25-2015**

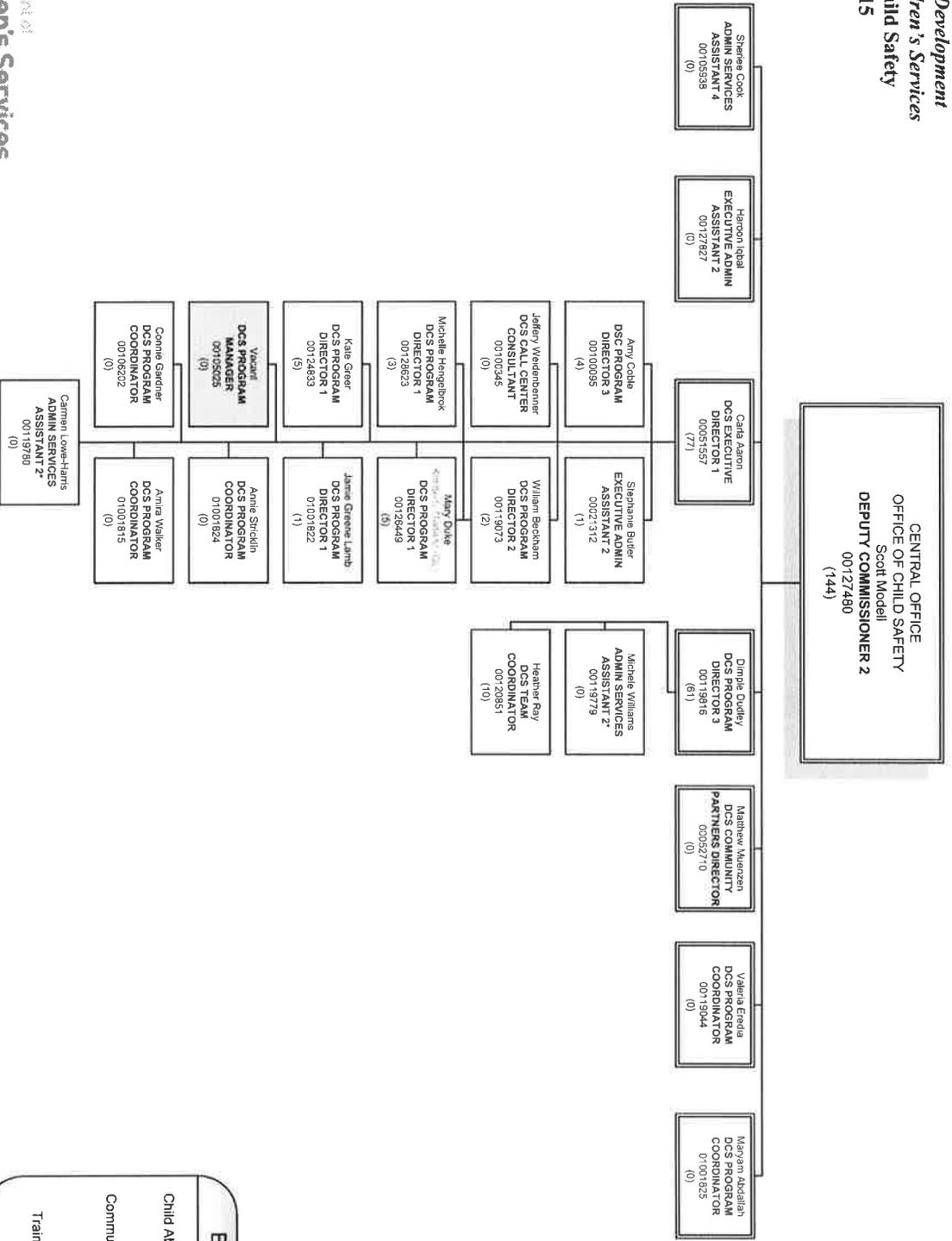


**Business Units**

Department of Children's Services  
 Organizational Framework

Chief of Staff  
 Legislation

**Human Resource Development**  
**Department of Children's Services**  
**CO Office of Child Safety**  
**8-24-2015**

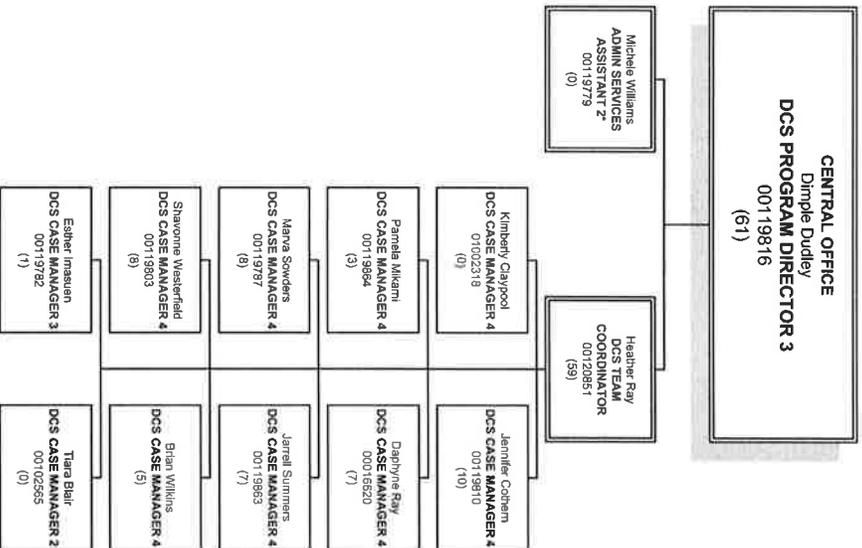


**Business Units**

- Child Abuse Hotline
- CPS Investigations
- Community Partnerships
- Internal Quality Control
- Training & Development



*Human Resource Development  
 Department of Children's Services  
 CO Office of Child Safety  
 8-24-2015*



**Human Resource Development**  
**Department of Children's Services**  
**CO Office of Child Health**  
**8-19-2015**

**CENTRAL OFFICE**  
**OFFICE OF CHILD HEALTH**  
 Michael Cull, Ph.D  
 DEPUTY COMMISSIONER 2  
 00+05599 (770)

Eula Hendricks  
 ADMIN SERVICES  
 ASSISTANT 2  
 0012627 (0)

CHILD HEALTH  
 DCS PROGRAM  
 MANAGER  
 STAFF  
 (4)

Patricia Shade  
 REGISTERED NURSE 5  
 00075627 (17)

Mari Roldano  
 DCS PROGRAM  
 DIRECTOR 3  
 00119029 (5)

Vivian  
 PHYSICIAN  
 PSYCHIATRIST  
 00119028 (0)

Mary Meador  
 EDUC CONSULTANT 4  
 00072406 (23)

Vanessa Bell  
 PSYCHOLOGIST  
 00128442 (0)

Lisa Paulegan  
 PSYCHOLOGY  
 DIRECTOR  
 00108442 (11)

Noel Harrold  
 DCS PROGRAM  
 DIRECTOR 2  
 00127855 (1)

Liberty Davis  
 DCS PROGRAM  
 MANAGER  
 01002444 (0)

Julia Patton  
 PUBLIC HEALTH  
 NURSING CON 2  
 00126429 (0)

Patricia Sanford  
 PUBLIC HEALTH  
 NURSING CON 2  
 00126428 (0)

Elizabeth Miller  
 DCS PROGRAM  
 COORDINATOR  
 00076495 (0)

Jennifer Woods  
 EDUC CONSULTANT 2  
 00128408 (0)

Cynthia Chester  
 EDUC CONSULTANT 2  
 00018631 (0)

Jay Staezel  
 EDUC CONSULTANT 3  
 00119647 (0)

William Hobbs  
 MENTAL HEALTH  
 PRACTITIONER  
 00126436 (0)

Vivian  
 ADMIN SERVICES  
 ASSISTANT 2  
 00127599 (0)

Tiffany Goodpasture  
 DCS PROGRAM  
 MANAGER  
 01002445 (0)

Stacy Smith  
 PUBLIC HEALTH  
 NURSING CON 2  
 00126418 (0)

Katherine Gordon  
 PUBLIC HEALTH  
 NURSING CON 2  
 00126422 (0)

Diana Vinton  
 DCS PROGRAM  
 COORDINATOR  
 00118942 (0)

Madebus Smith  
 EDUC CONSULTANT 2  
 00010856 (0)

Harold Myers  
 EDUC CONSULTANT 2  
 000115257 (0)

Jeffrey Finney  
 EDUC CONSULTANT 3  
 00067226 (0)

Devon Fair  
 PSYCHOLOGIST  
 00126440 (0)

Edith Ann Griffin  
 PSYCHOLOGIST  
 00126435 (0)

Ramona Higgins  
 DCS PROGRAM  
 MANAGER  
 01002443 (0)

Cheri Burleson  
 REGISTERED NURSE 4  
 00121457 (0)

Vacant  
 REGISTERED NURSE 4  
 00016418 (0)

Sharon Jones  
 ADMIN SERVICES  
 ASSISTANT 4  
 00121632 (0)

Per Thomas  
 EDUC CONSULTANT 3  
 00119843 (0)

Susan Brown  
 EDUC CONSULTANT 1  
 00126404 (0)

Jennifer Orr  
 EDUC CONSULTANT 1  
 00126409 (0)

Derry Hillard  
 PSYCHOLOGIST  
 00126430 (0)

James Montgomery  
 PSYCHOLOGIST  
 00126439 (0)

Malissa Love  
 DCS PROGRAM  
 MANAGER  
 01002446 (0)

Benjamin Nelson  
 PUBLIC HEALTH  
 NURSING CON 1  
 00126419 (0)

Ma Teresa Maglar  
 PUBLIC HEALTH  
 NURSING CON 1  
 00126425 (0)

Francis Brinson  
 ADMIN SERVICES  
 ASSISTANT 2  
 00076532 (0)

Reedor Kites  
 EDUC CONSULTANT 1  
 00128401 (0)

Mary Lyell  
 EDUC CONSULTANT 1  
 000126402 (0)

Joy Oleka  
 EDUC CONSULTANT 1  
 00127421 (0)

Corinne Turrau  
 PSYCHOLOGIST  
 00126444 (0)

Caroly Valerio  
 PSYCHOLOGIST  
 00126434 (0)

Erin Lowe  
 PUBLIC HEALTH  
 NURSING CON 1  
 00126430 (0)

Gina Richmond  
 PUBLIC HEALTH  
 NURSING CON 1  
 00126415 (0)

Tina Odonom  
 SECRETARY  
 00051598 (0)

Lois Rhea  
 EDUC CONSULTANT 1  
 00126406 (0)

Kendra Taggart  
 EDUC CONSULTANT 1  
 00126412 (0)

Laura Tipton  
 EDUC CONSULTANT 1  
 00126400 (0)

Mamma White  
 PSYCHOLOGIST  
 00126437 (0)

Malissa Lee  
 PUBLIC HEALTH  
 NURSING CON 1  
 00126424 (0)

Jenny Johnson  
 PUBLIC HEALTH  
 NURSING CON 1  
 00126423 (0)

Sharon Jones  
 ADMIN SERVICES  
 ASSISTANT 2  
 00076532 (0)

Rebecca Whitehead  
 EDUC CONSULTANT 1  
 00126405 (0)

Kristen Harris  
 EDUC CONSULTANT 1  
 00073702 (0)

Stephen Dugger  
 EDUC CONSULTANT 1  
 00073290 (0)

Janet Anderson  
 PUBLIC HEALTH  
 NURSING CON 1  
 00126417 (0)

Shirley Burgess  
 ADMIN SERVICES  
 ASSISTANT 3  
 00012407 (0)

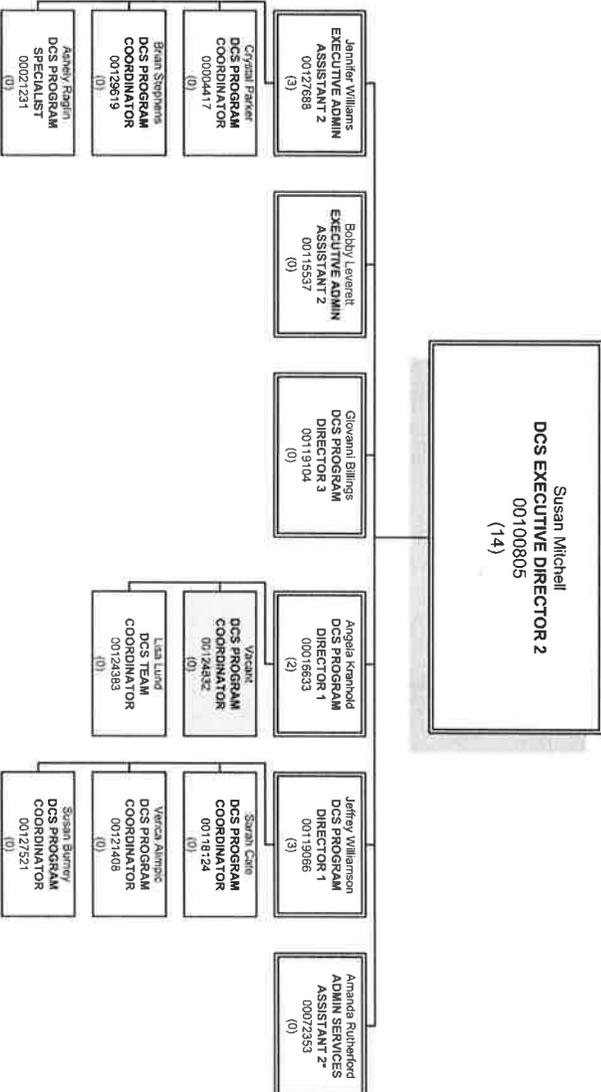
Verde Shirley  
 ADMIN SECRETARY  
 00100737 (0)



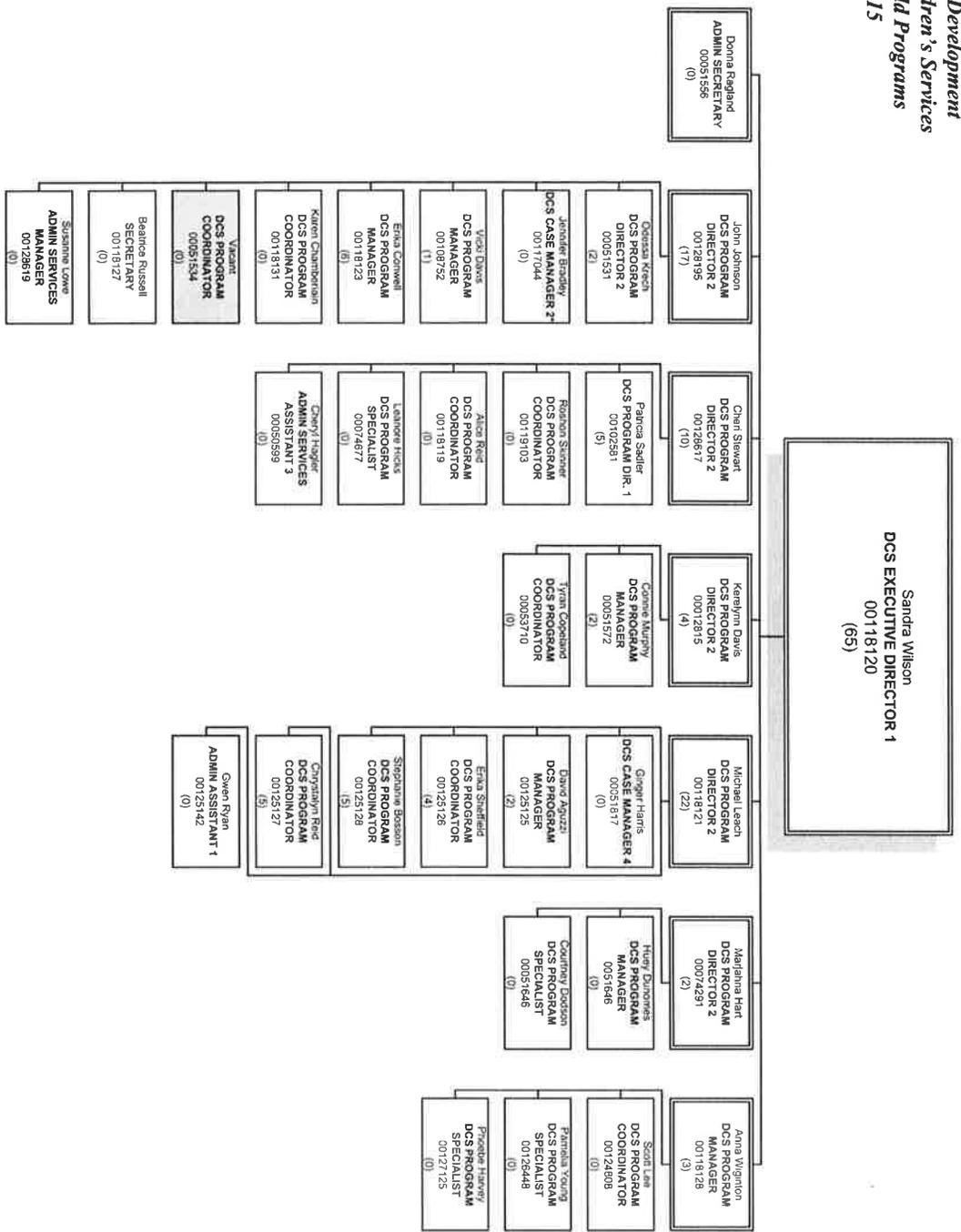
**Business Units**  
 Nursing Advocacy  
 Education Psychology  
 Safety Analysis  
 Child Death Review



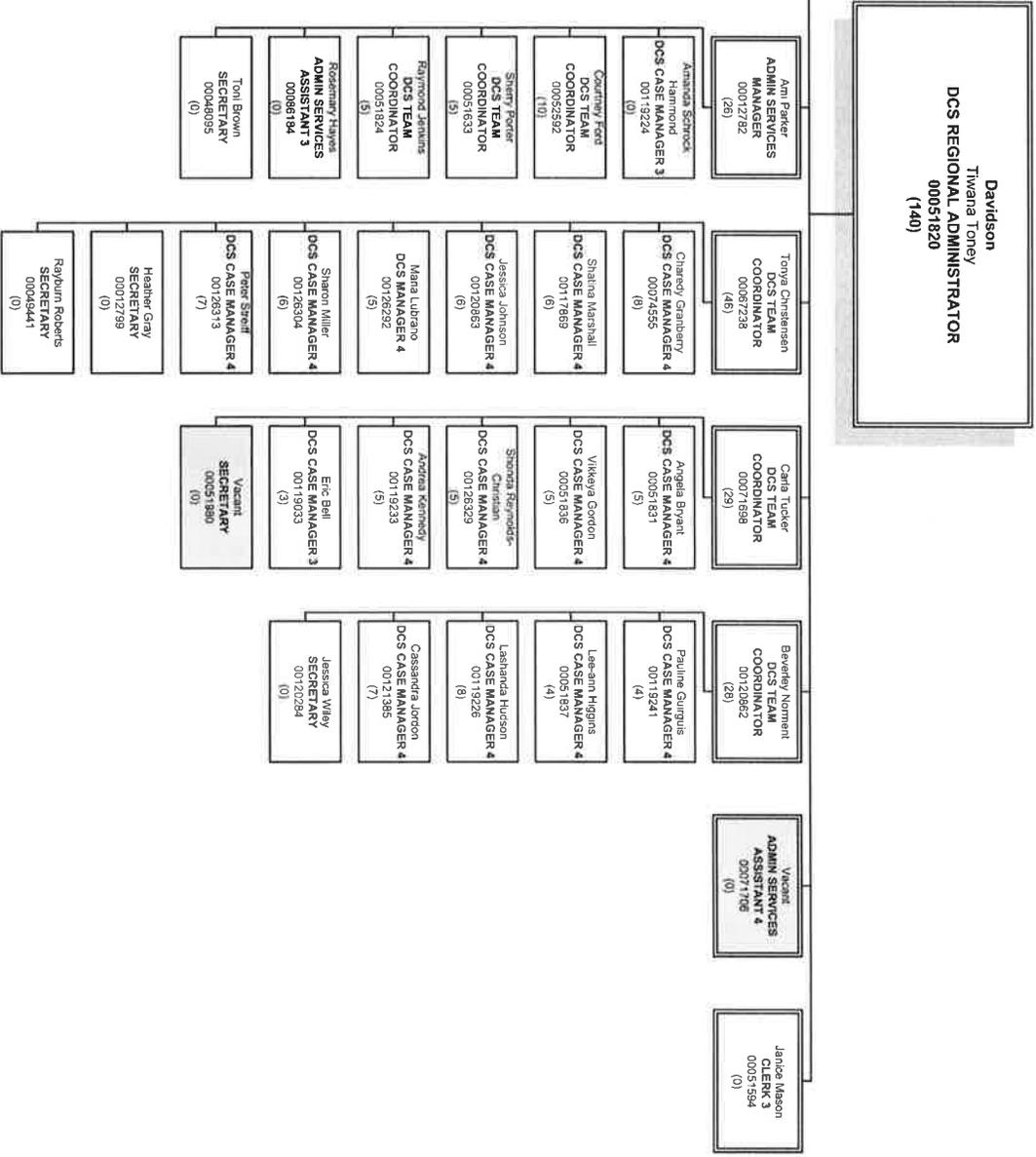
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 CO Office of Child Programs  
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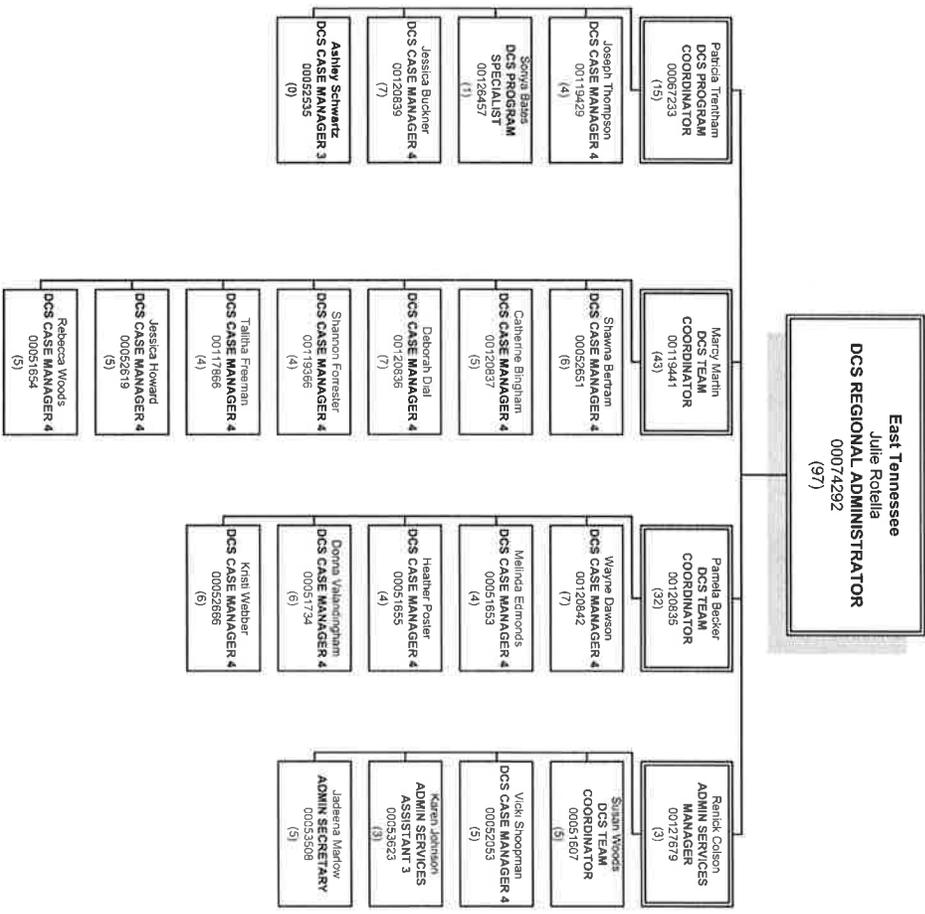
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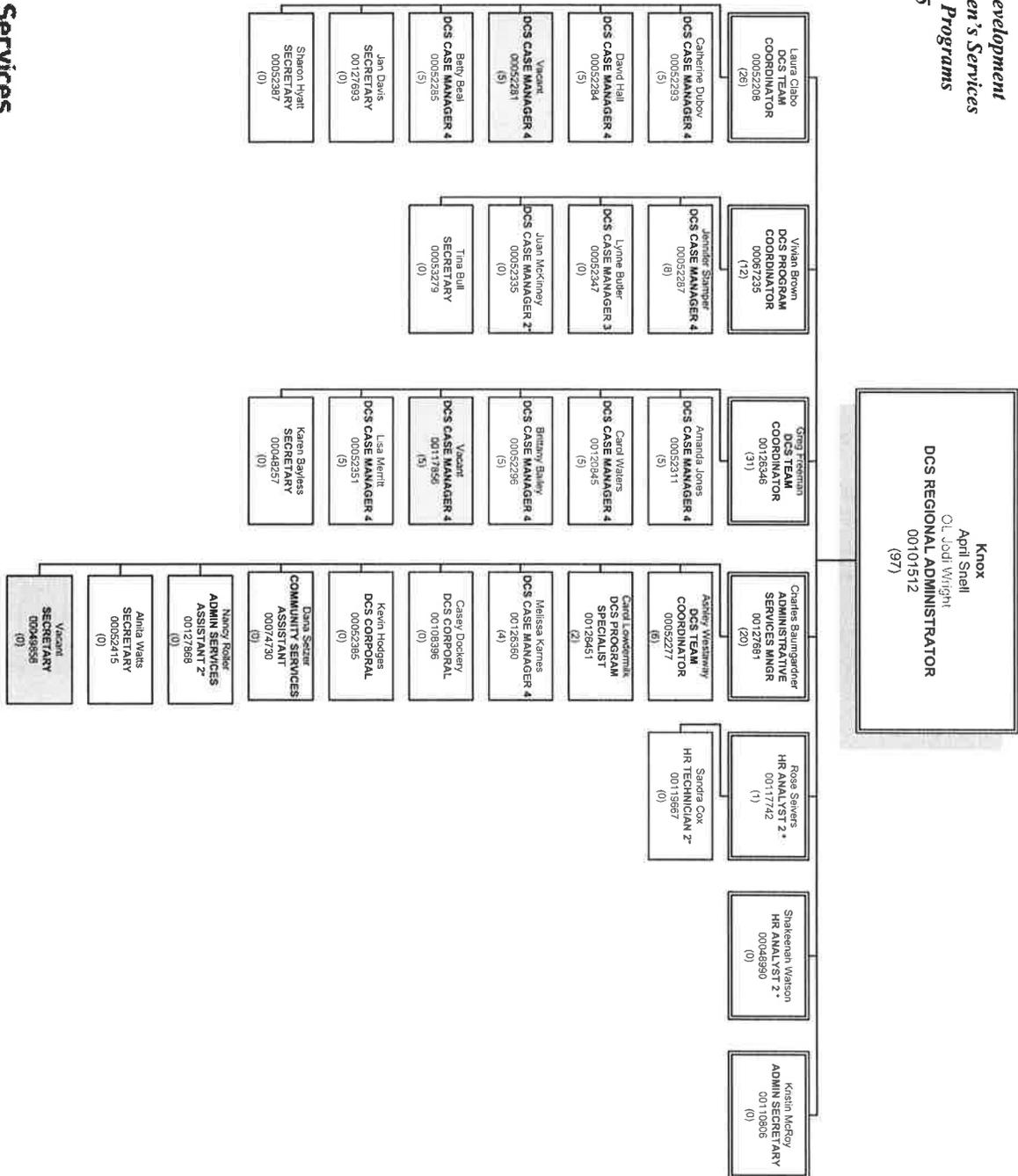
**Human Resource Development**  
**Department of Children's Services**  
**CO Office of Child Programs**  
**8-19-2015**



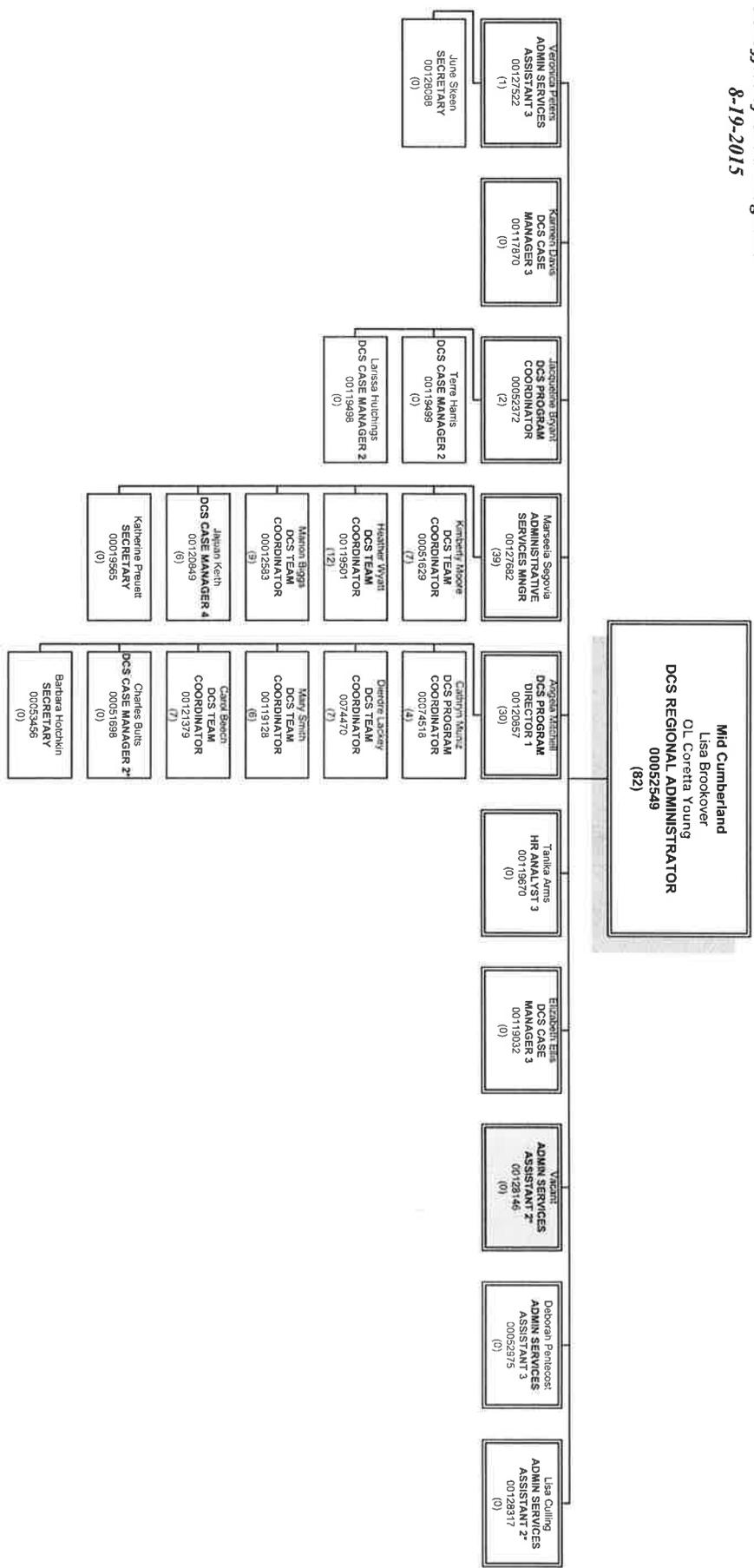
*Human Resource Development  
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 CO Office of Child Programs  
 8-20-2015*



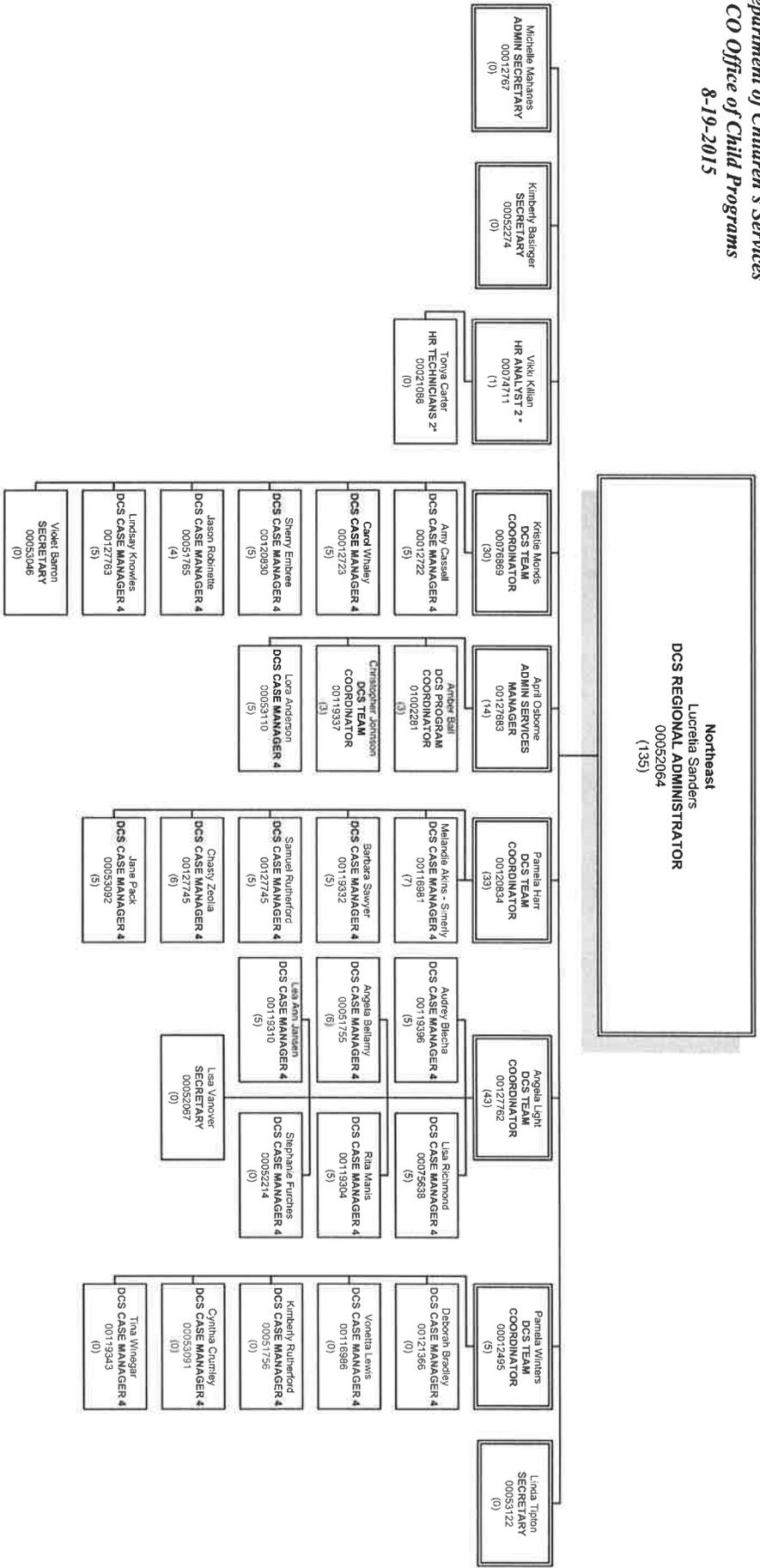
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CO Office of Child Programs  
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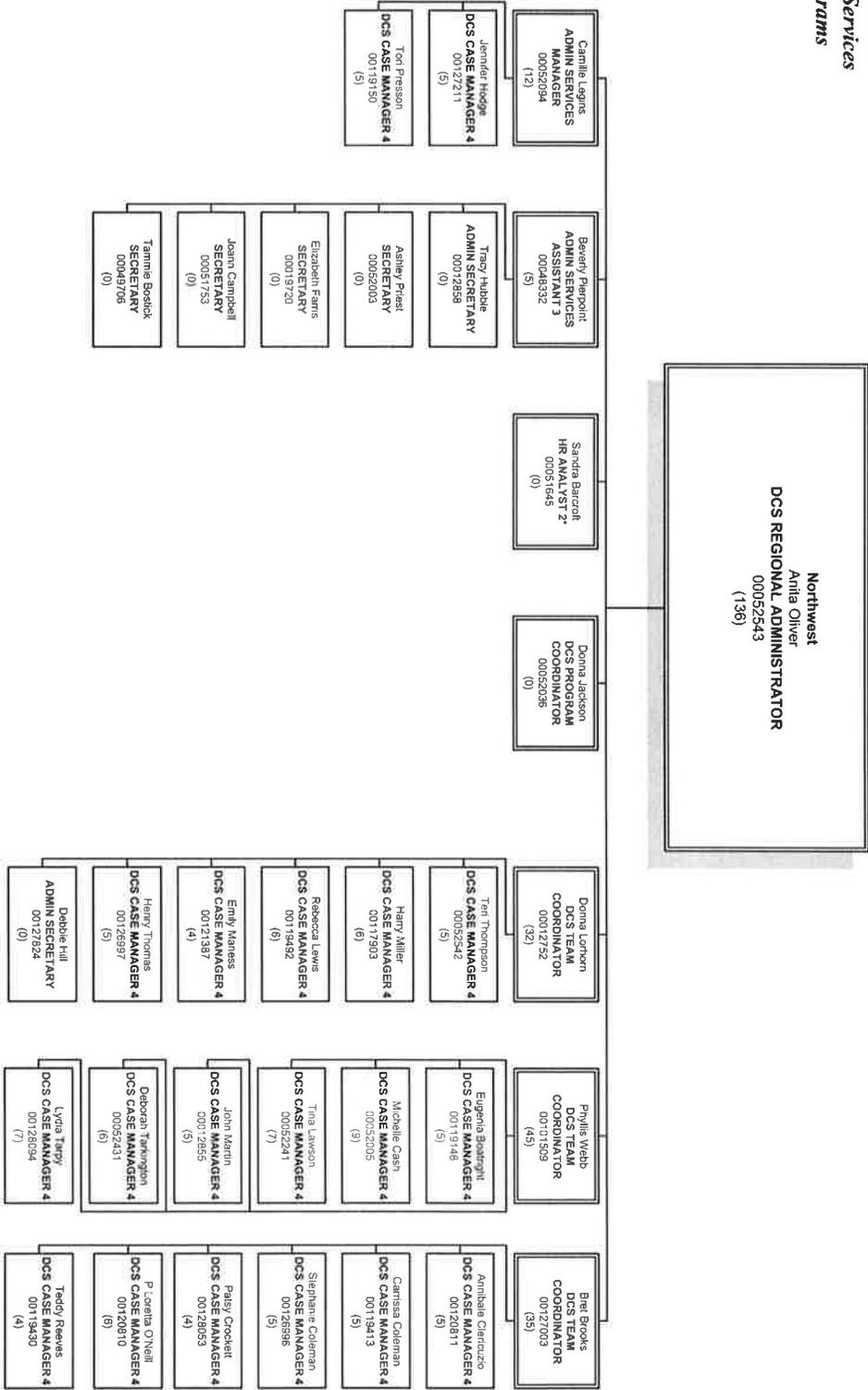
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 8-19-2015*



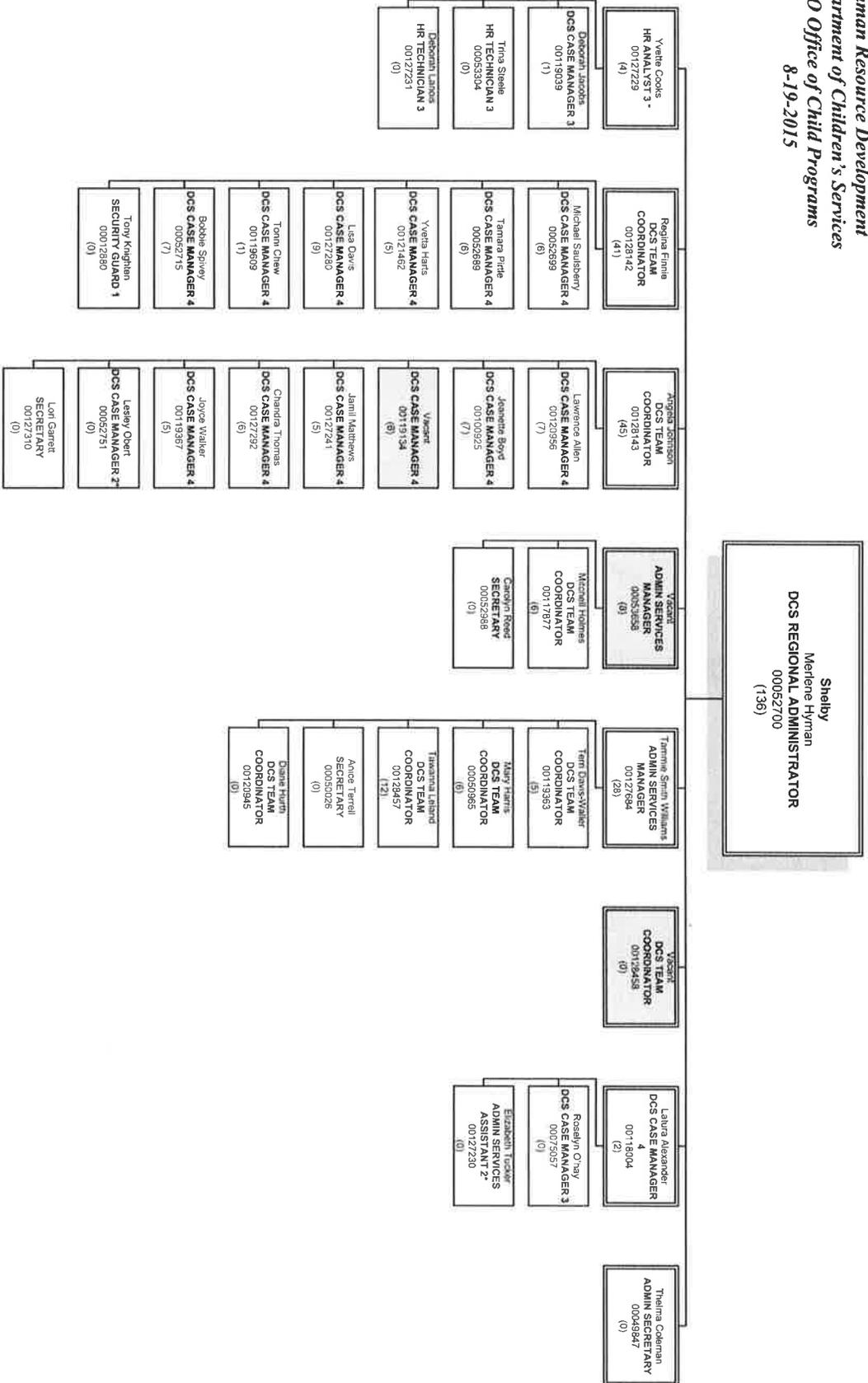
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**Department of Children's Services**  
**CO Office of Child Programs**  
**8-19-2015**



**Human Resource Development**  
**Department of Children's Services**  
**CO Office of Child Programs**  
**8-20-2015**

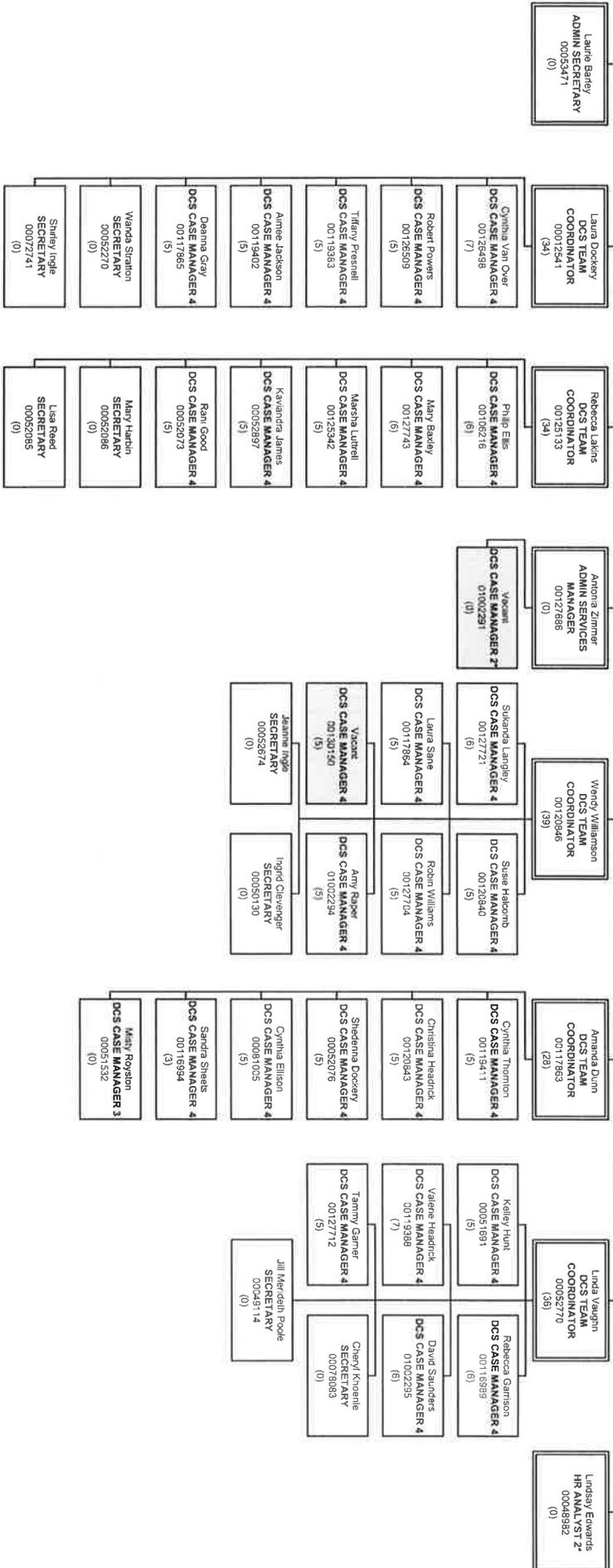


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 Department of Children's Services  
 CO Office of Child Programs  
 8-19-2015*



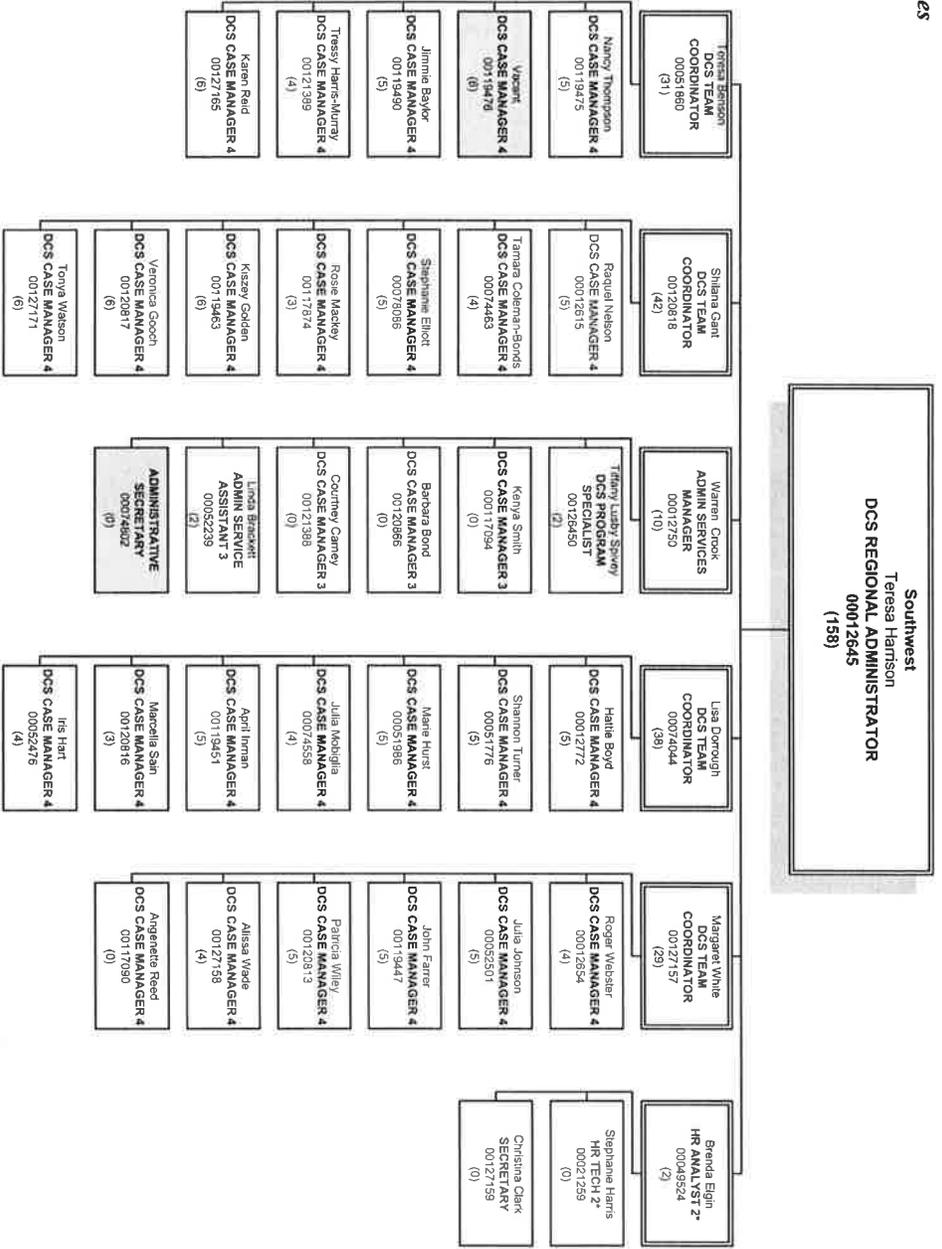
*Human Resource Development  
 Department of Children's Services  
 CO Office of Child Programs  
 8-19-2015*

Smoky Mountain  
 Sherri Hall  
 O.L. Martha Shirk  
 DCS REGIONAL ADMINISTRATOR  
 00127213  
 (179)



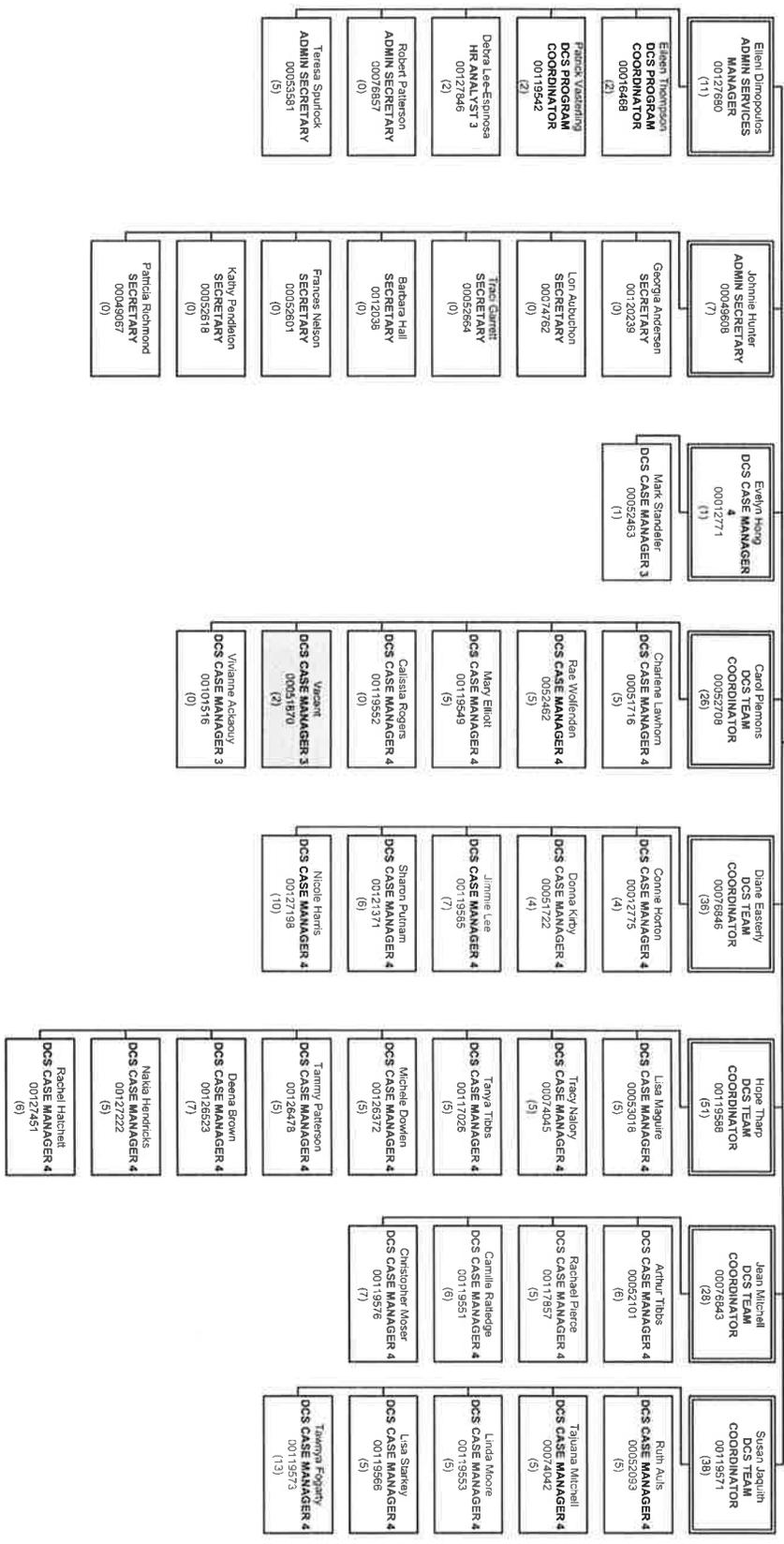


**Human Resource Development**  
**Department of Children's Services**  
**CO Office of Child Programs**  
**8-19-2015**

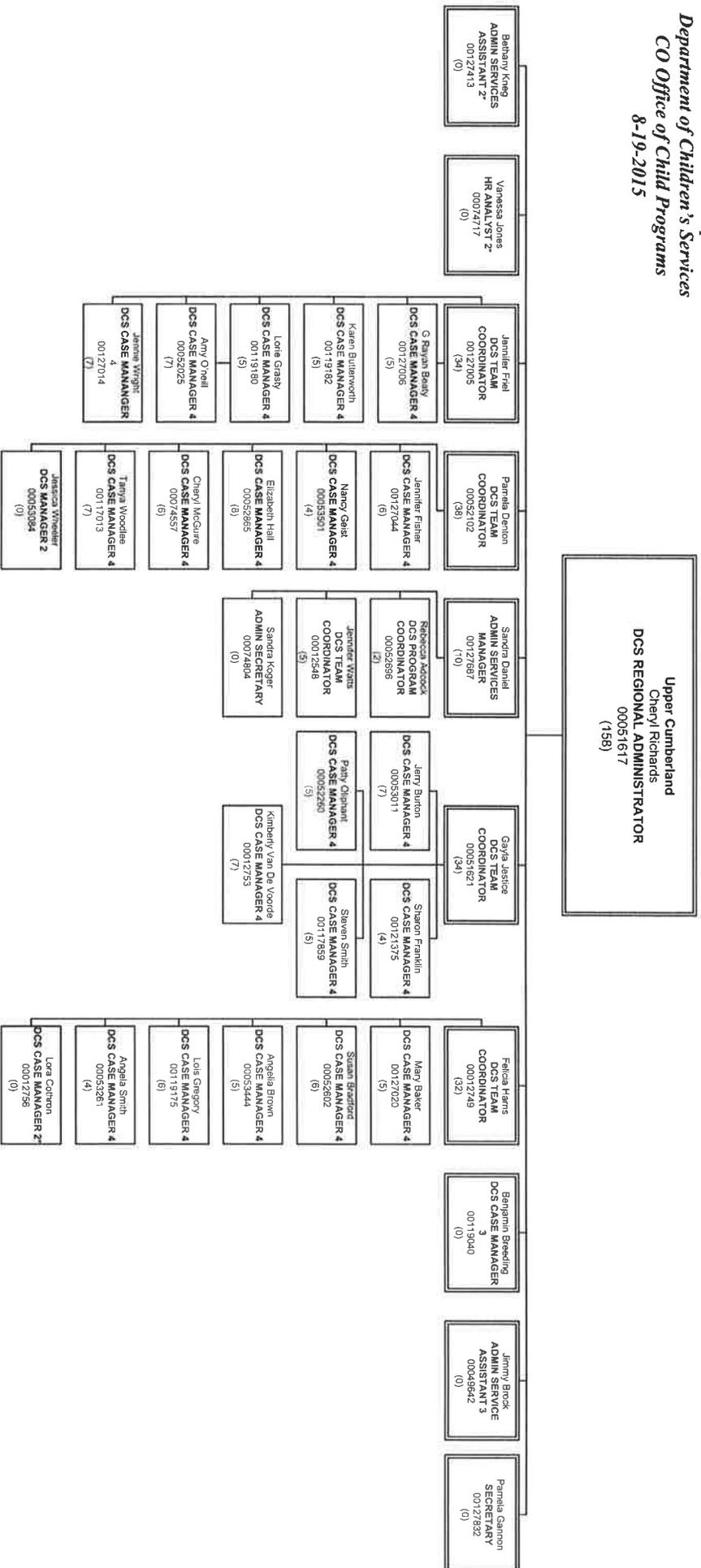


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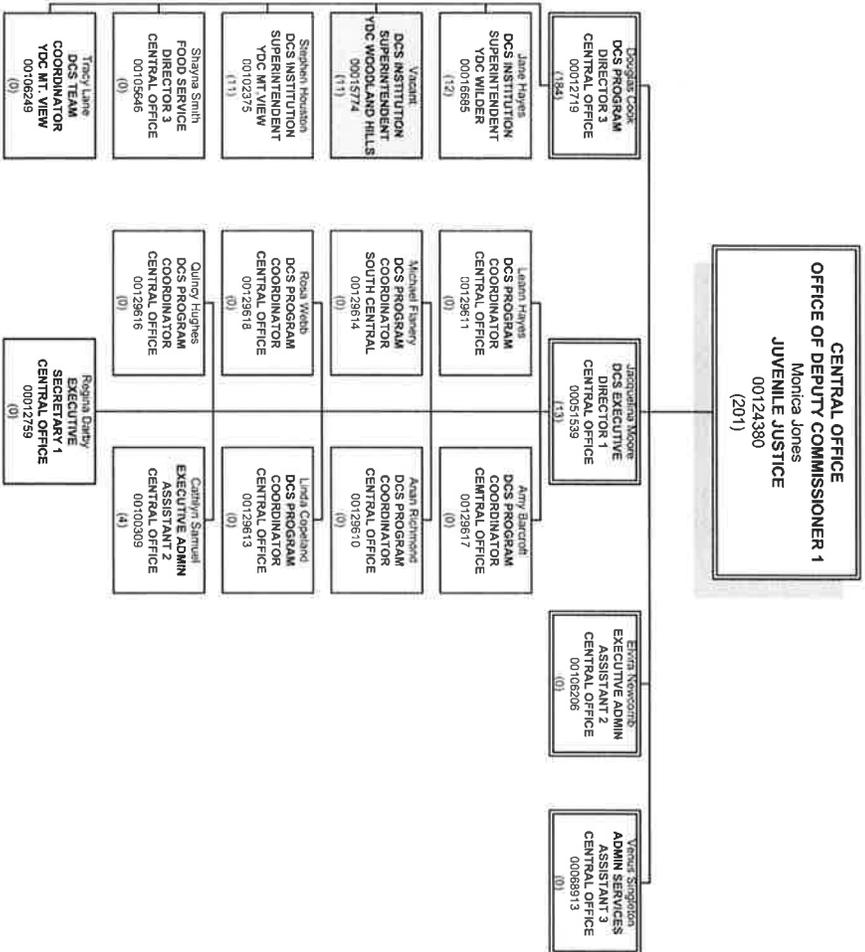
Tennessee Valley  
 Sandra Holder  
 DCS REGIONAL ADMINISTRATOR  
 00052676  
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Department of Children's Services  
CO Office of Child Programs  
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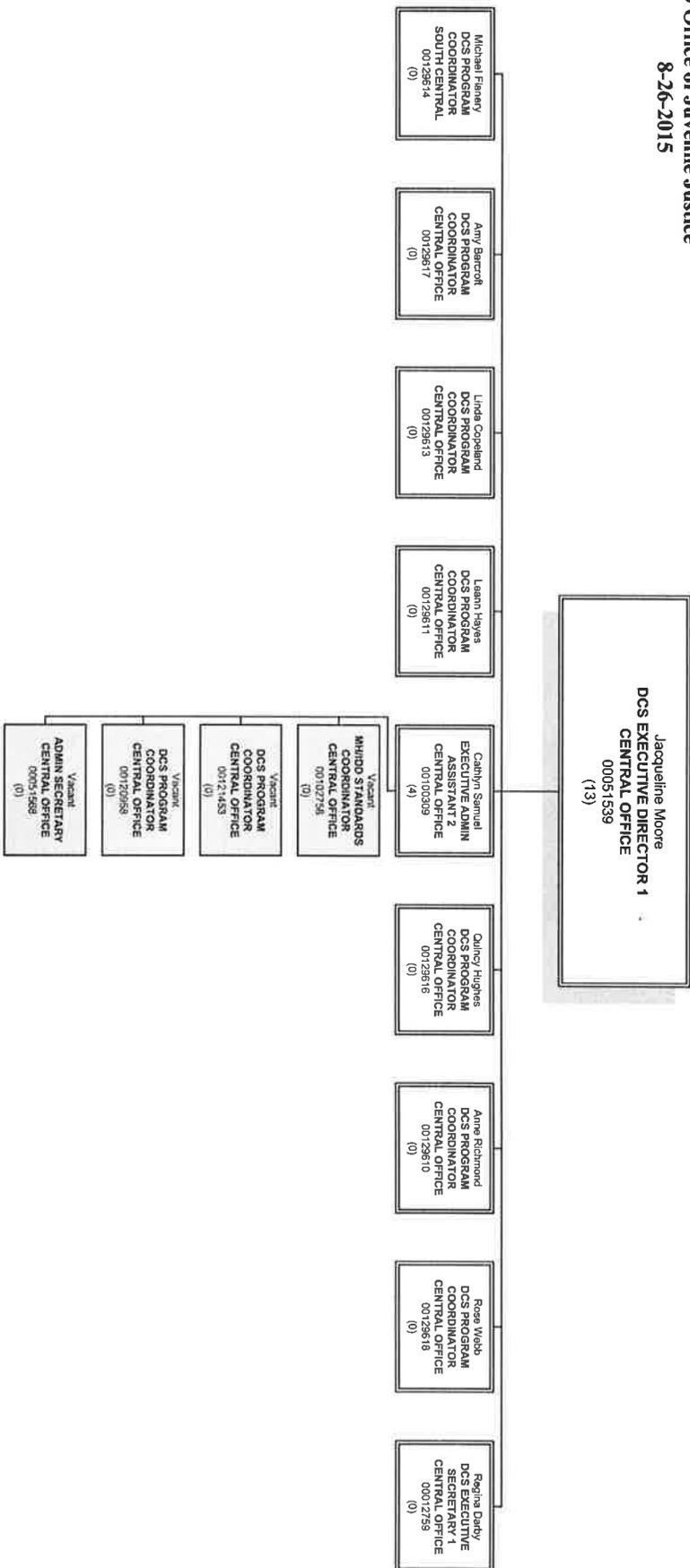
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CO Office of Juvenile Justice  
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**Business Units**  
 JJ Regional Coordinators  
 Juvenile Justice/ YDCs

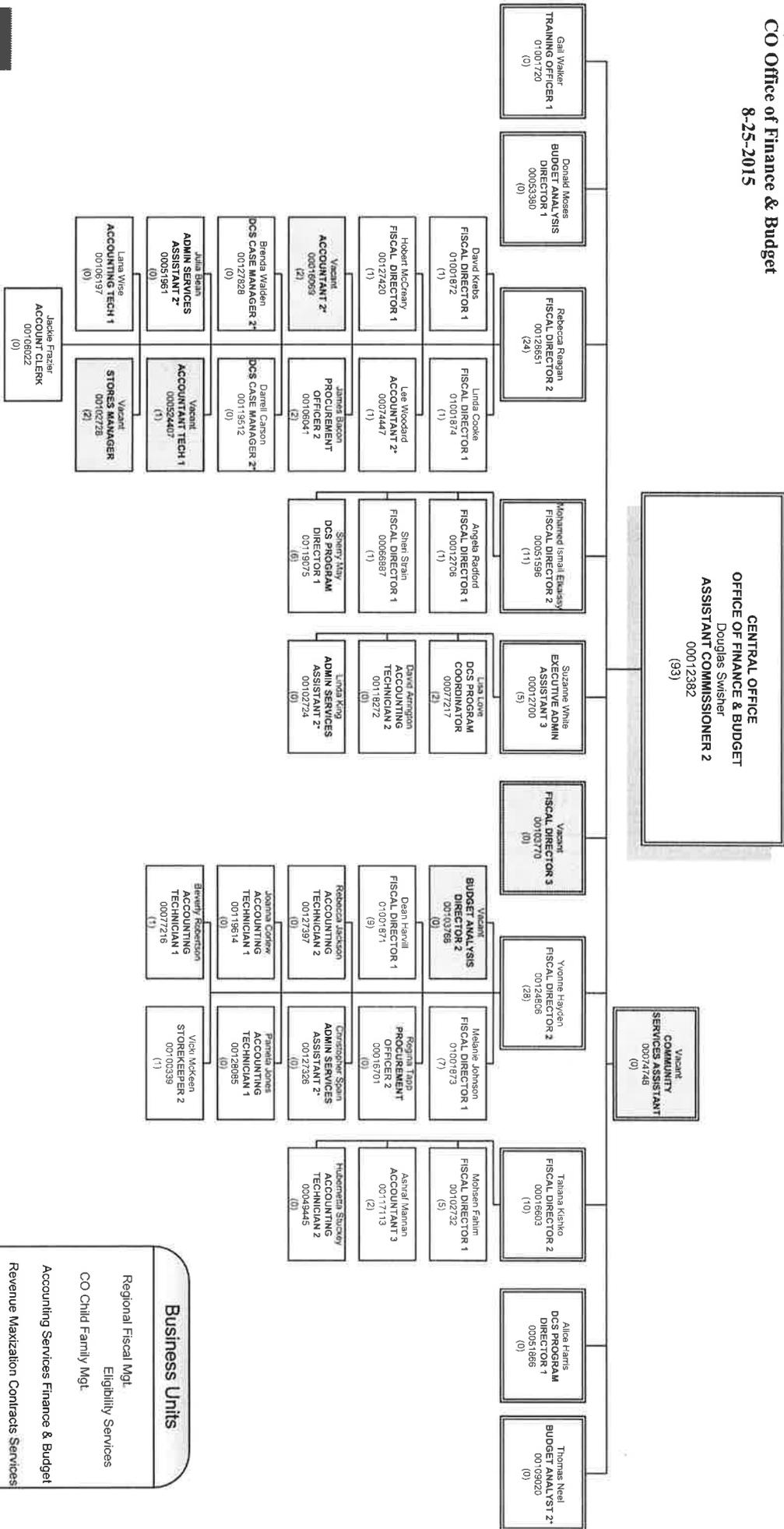


*Human Resource Development  
 Department of Children's Services  
 CO Office of Juvenile Justice  
 8-26-2015*





*Human Resource Development*  
**Department of Children's Services**  
**CO Office of Finance & Budget**  
 8-25-2015



**Business Units**

- Regional Fiscal Mgt.
- Eligibility Services
- CO Child Family Mgt.
- Accounting Services Finance & Budget
- Revenue Maximization Contracts Services

*Human Resource Development*  
 Department of Children's Services  
 CO Office of Quality Control  
 8-28-2015

**CENTRAL OFFICE**  
**OFFICE OF QUALITY CONTROL**  
 Debbie (Deborah) Miller  
 ASSISTANT COMMISSIONER 2  
 00101493  
 (55)

John Henderson  
 EXECUTIVE ADMIN  
 ASSISTANT 2  
 00021304  
 (0)

Richard Oswald  
 DCS EXECUTIVE  
 DIRECTOR 1  
 00105454  
 (0)

Mark Anderson  
 DCS PROGRAM  
 DIRECTOR 1  
 00051524  
 (6)

Davis Chardon  
 DCS PROGRAM  
 DIRECTOR 2  
 00101918  
 (7)

Colleen Crawley-Martin  
 EXECUTIVE ADMIN  
 ASSISTANT 3  
 00016178  
 (6)

Anthony Tony Nase  
 DCS PROGRAM  
 DIRECTOR 3  
 00105192  
 (6)

Mary Nealey  
 DCS PROGRAM  
 DIRECTOR 2  
 00069888  
 (7)

Christina Fry  
 DCS PROGRAM  
 DIRECTOR 1  
 00127155  
 (15)

Rachael Holloway/  
 ADMINISTRATIVE  
 ASSISTANT 2  
 00070306  
 (0)

Michelle Hamlin  
 DCS PROGRAM  
 COORDINATOR  
 00053325  
 (0)

Todd McKinney  
 AUDIT DIRECTOR 2  
 00115075  
 (0)

Kelly Wofford  
 DCS BRAIN A. TAG  
 MONITOR  
 00122895  
 (0)

Amy Peery  
 DCS TEAM  
 COORDINATOR  
 00128305  
 (6)

Suzanne Goff  
 PROGRAM MONITOR 4  
 00053475  
 (1)

Jennifer Miller  
 DCS TEAM  
 COORDINATOR  
 00118786  
 (0)

Barbara Matthews  
 DCS PROGRAM DIR 1  
 00115944  
 (2)

Conroy Matthews  
 DCS PROGRAM  
 COORDINATOR  
 00051567  
 (0)

Serina Strang  
 DCS PROGRAM  
 MANAGER  
 00118656  
 (1)

Deborah Robinson  
 DCS PROGRAM  
 COORDINATOR  
 00124978  
 (0)

Carolyn Baker  
 DCS BRAIN A. TAG  
 MONITOR  
 00049465  
 (0)

Kelly Wofford  
 DCS BRAIN A. TAG  
 MONITOR  
 00122895  
 (0)

Vicki  
 DCS PROGRAM  
 SPECIALIST  
 00051538  
 (0)

Elizabeth Ganoa  
 PROGRAM MONITOR 3  
 00102754  
 (0)

Elana Scott  
 DCS PROGRAM  
 COORDINATOR  
 00118132  
 (2)

Jane Sherman  
 DCS PROGRAM 1  
 00120844  
 (0)

Country Wood  
 DCS PROGRAM  
 DIRECTOR 1  
 00119360  
 (0)

Amanda Burnett  
 DCS PROGRAM  
 COORDINATOR  
 00072446  
 (0)

Amy Swager  
 DCS PROGRAM  
 COORDINATOR  
 00074421  
 (1)

Jamie McChamhan  
 DCS BRAIN A. TAG  
 00107150  
 (0)

Vicki  
 DCS PROGRAM  
 DIRECTOR 1  
 00119074  
 (0)

Vicki  
 DCS PROGRAM  
 SPECIALIST  
 00051544  
 (0)

Sonja Vener  
 PROGRAM MONITOR 3  
 00078329  
 (0)

Timothy McKinney  
 DCS PROGRAM  
 SPECIALIST  
 00019599  
 (0)

Jason Walker  
 DCS CASE MANAGER 4  
 00052297  
 (0)

Lisa Evans  
 DCS PROGRAM  
 MANAGER  
 00015779  
 (0)

Lynette Baird  
 DCS CASE MANAGER 4  
 00012969  
 (4)

Cheryl Bizer  
 DCS CASE MANAGER 4  
 00051757  
 (2)

David Anderson  
 DCS TEAM  
 COORDINATOR  
 00021087  
 (0)

Monica Hardaway  
 DCS SPECIAL  
 INVESTIGATOR 3  
 00101506  
 (0)

Debbie Chidress  
 DCS PROGRAM  
 SPECIALIST  
 00113943  
 (0)

Jamillan Norrils  
 PROGRAM MONITOR 2  
 00127153  
 (0)

Genora Wilson  
 DCS PROGRAM  
 SPECIALIST  
 00102753  
 (0)

Vicki Malloy  
 ADMIN SERVICES  
 ASSISTANT 2  
 00129422  
 (0)

Rebecca Harndich  
 DCS TEAM  
 COORDINATOR  
 00117660  
 (0)

Vicki  
 DCS CASE MANAGER 3  
 00119577  
 (0)

Lois Grogan  
 DCS PROGRAM  
 SPECIALIST  
 00106219  
 (0)

Sarahtha Wert  
 DCS SPECIAL  
 INVESTIGATOR 3  
 00021141  
 (0)

Mark Walters  
 DCS SPECIAL  
 INVESTIGATOR 3  
 00012704  
 (0)

Rebecca Ernst  
 DCS PROGRAM  
 SPECIALIST  
 00051547  
 (0)

Ashley Long  
 PROGRAM MONITOR 2  
 00053435  
 (0)

Veronica Edwards  
 ADMIN SECRETARY  
 00051563  
 (0)

Eisaban Arnold  
 PROGRAM MONITOR 2  
 00053454  
 (0)

Shana Axson  
 DCS PROGRAM  
 COORDINATOR  
 00102386  
 (0)

Sandra Henderson  
 DCS CASE MANAGER 3  
 00106246  
 (0)

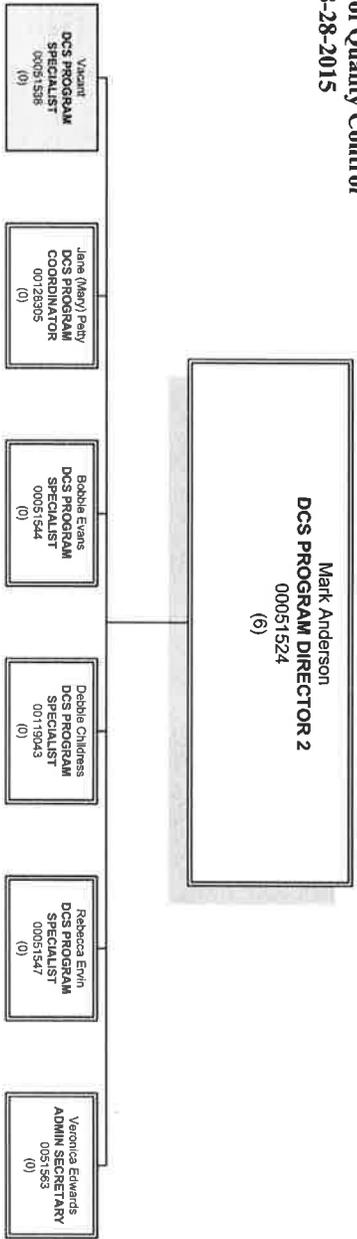
Sheep Burns  
 DCS CASE MANAGER 3  
 00052739  
 (0)

**Business Units**

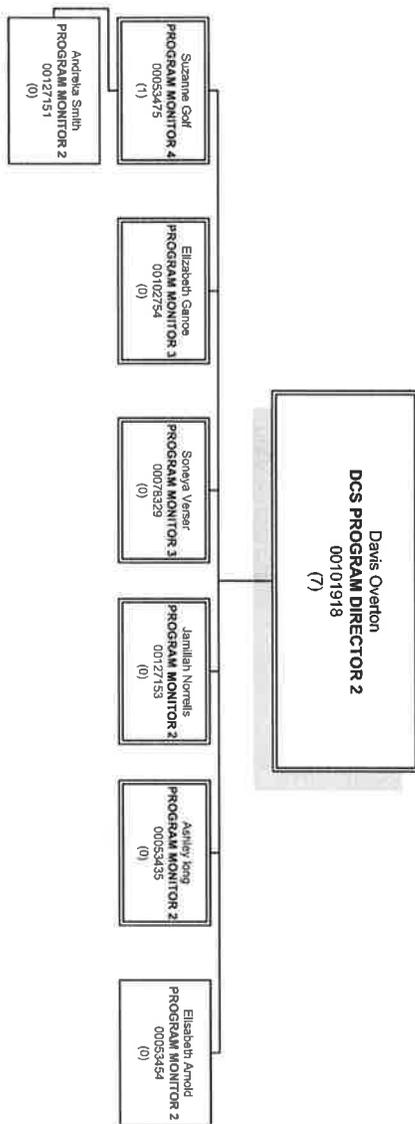
- Quality Service Review
- CO Due Process Review
- Evaluation & Monitoring
- Policy
- CO Quality Control



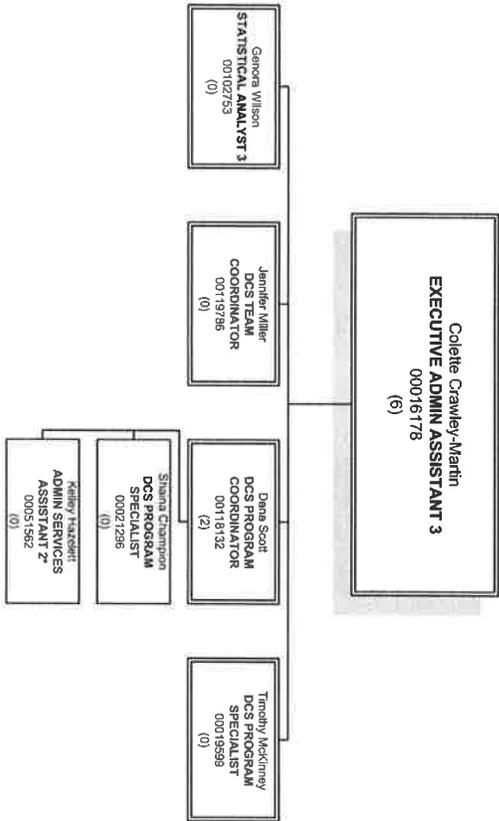
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Department of Children's Services  
CO Office of Quality Control  
8-28-2015*



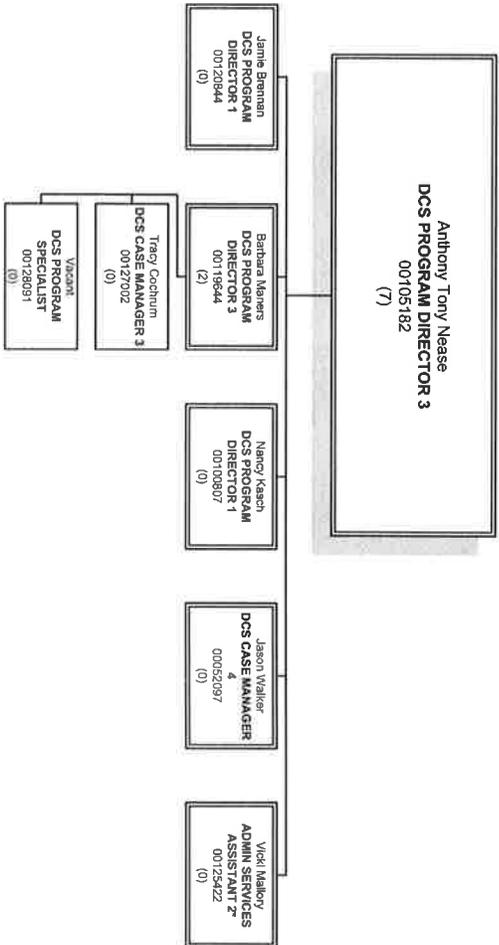
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*Department of Children's Services*  
**CO Office of Quality Control**  
8-28-2015



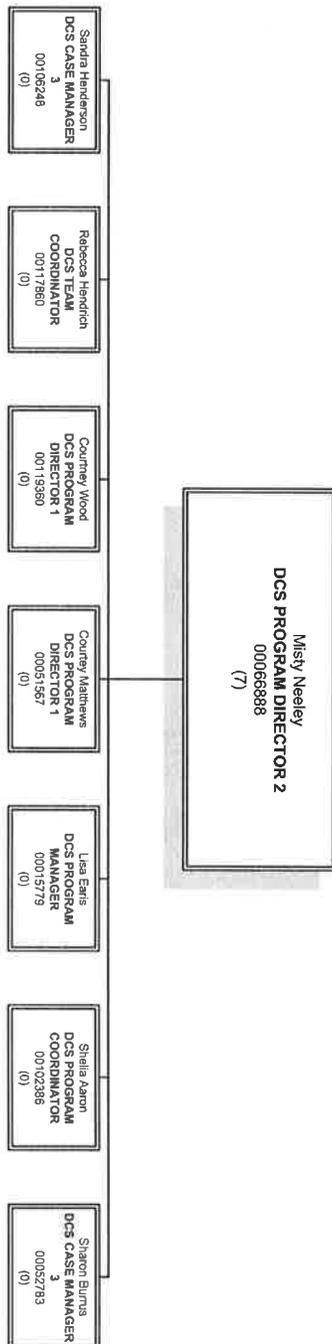
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*Department of Children's Services*  
**CO Office of Quality Control**  
**8-28-2015**



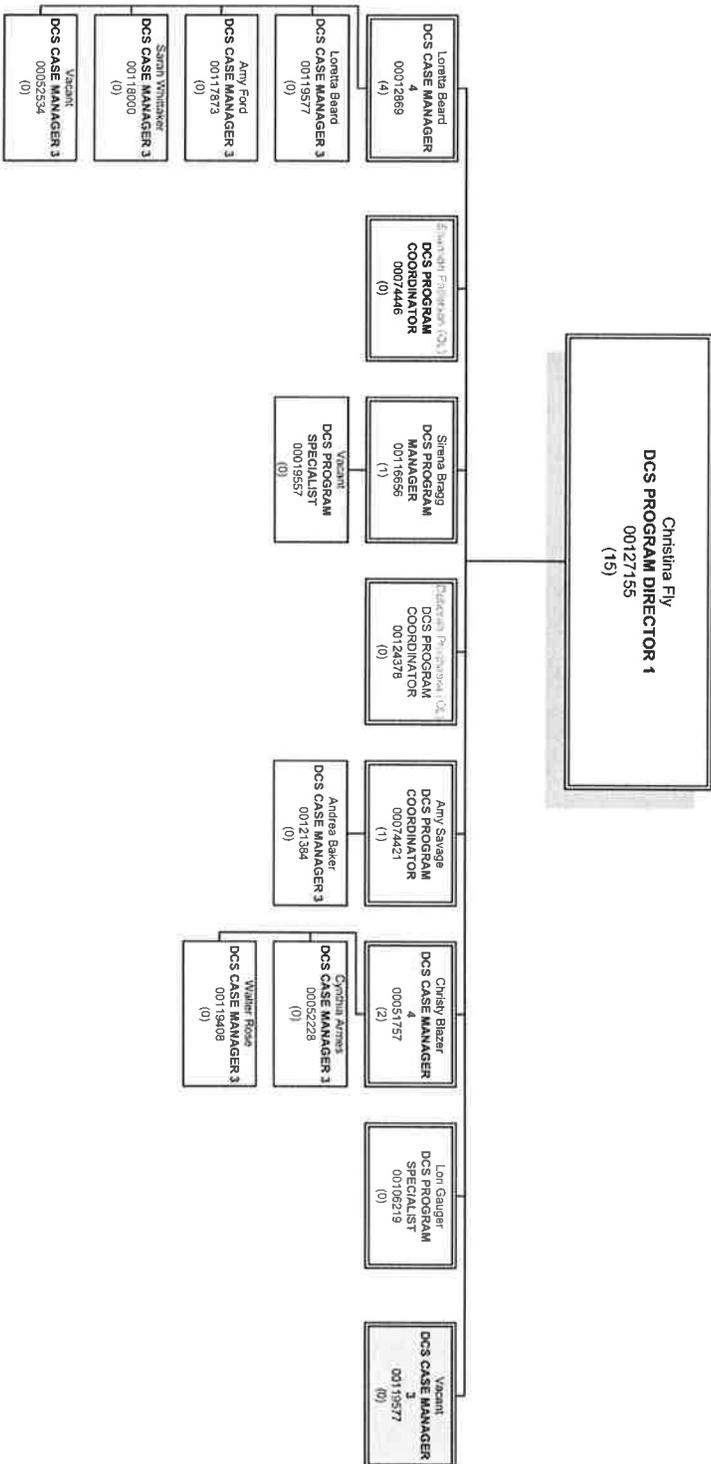
*Human Resource Development  
 Department of Children's Services  
 CO Office of Quality Control  
 8-28-2015*



**Human Resource Development**  
**Department of Children's Services**  
**CO Office of Quality Control**  
**8-28-2015**

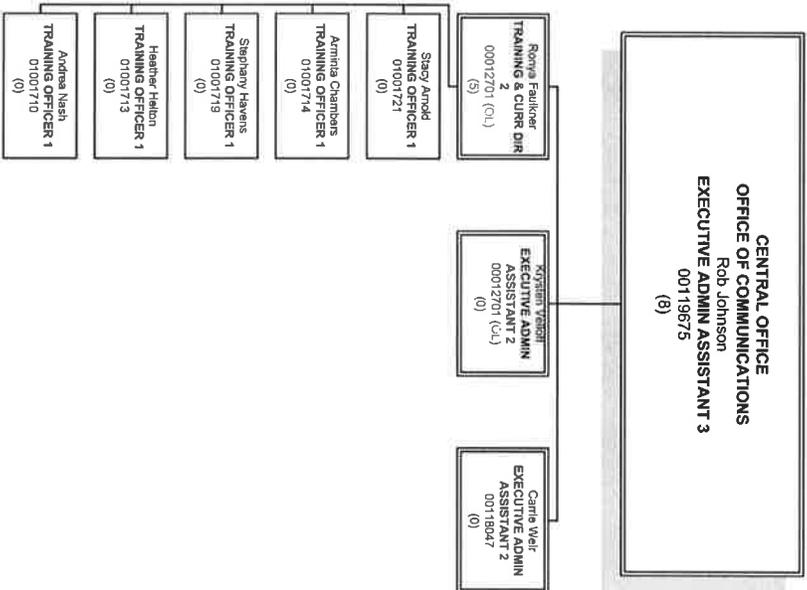


*Human Resource Development*  
*Department of Children's Services*  
**CO Office of Quality Control**  
**8-28-2015**

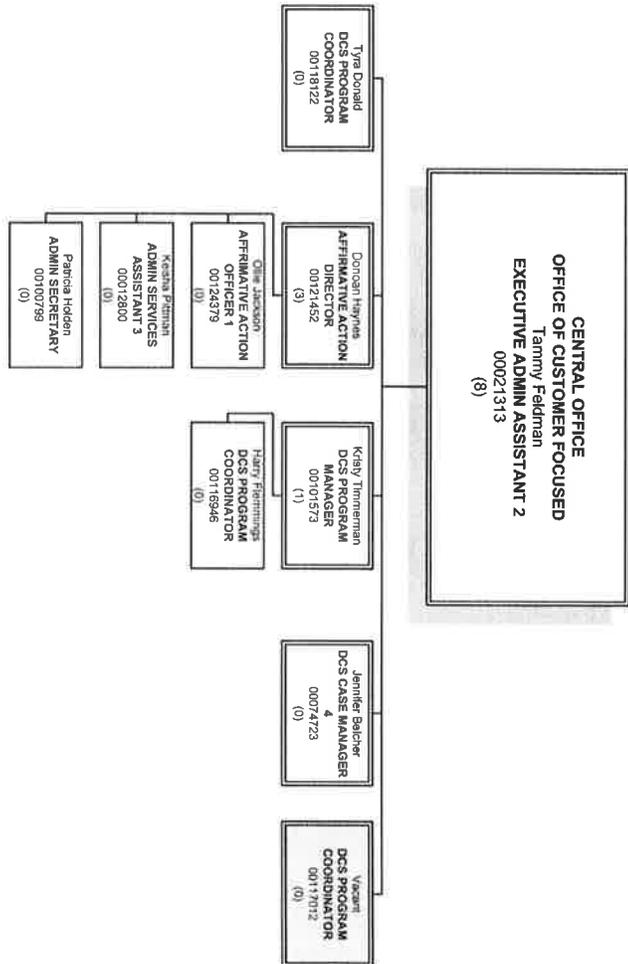




*Human Resource Development  
 Department of Children's Services  
 CO Office of Communication  
 8-25-2015*



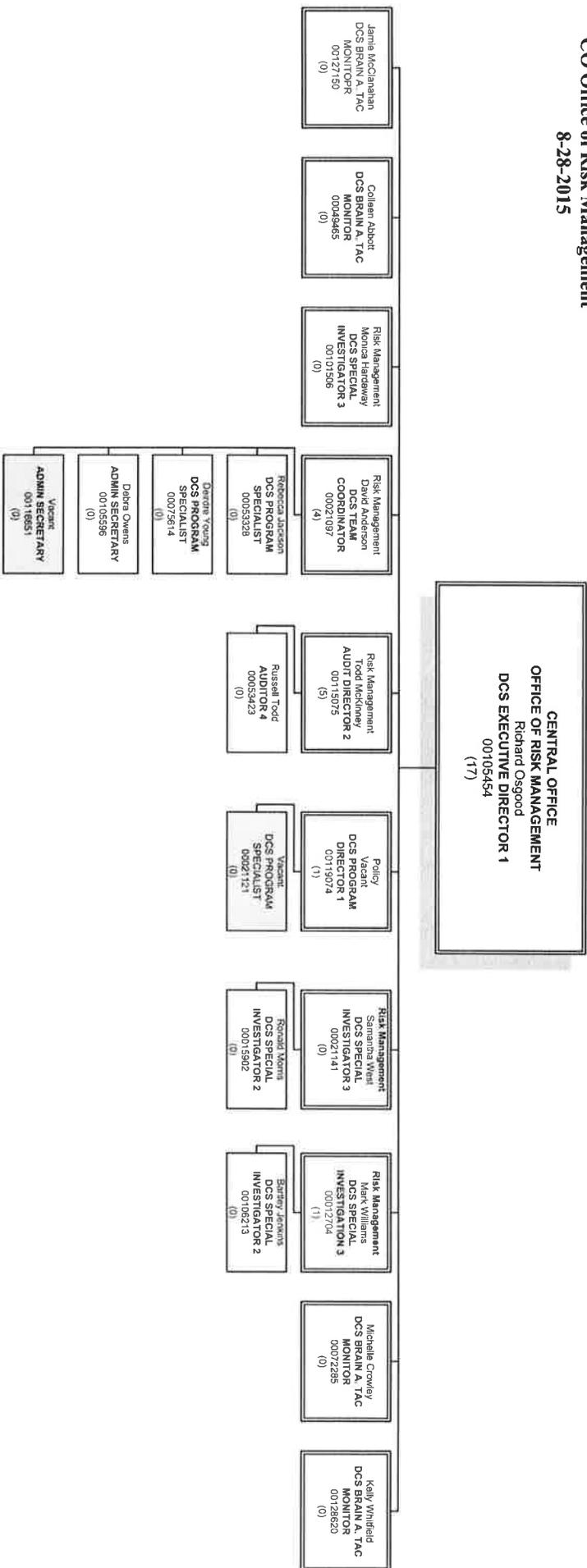
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 CO Office of Customer Focus  
 8-25-2015*



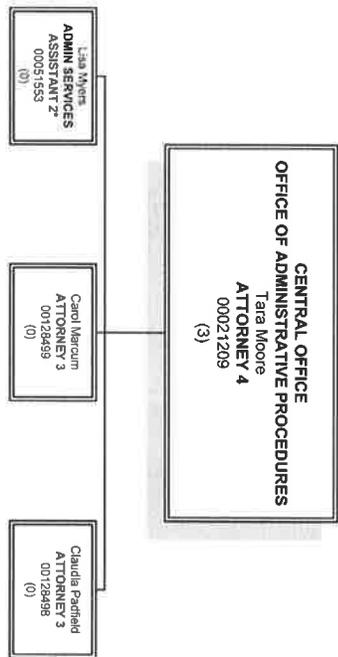
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 Customer Focused Gov.  
 County Operations



*Human Resource Development  
 Department of Children's Services  
 CO Office of Risk Management  
 8-28-2015*



*Human Resource Development  
 Department of Children's Services  
 CO Office of Administrative  
 Procedures  
 8-19-2015*



*Human Resource Development*  
*Department of Children's Services*  
**CO Office of General Counsel**  
**8-26-2015**

**CENTRAL OFFICE**  
**OFFICE OF GENERAL COUNSEL**  
 Doug Diamond  
**GENERAL COUNSEL 4**  
 00047271  
 (131)

Central Office  
 Sophia Crawford  
**LEGAL SERVICES**  
**DIRECTOR**  
 00101494  
 (117)

Central Office  
 Sammi Mairal  
**ATTORNEY 4**  
 00116984  
 (12)

Davidson  
 Maida Arnold  
**ATTORNEY 4**  
 00119015  
 (38)

Davidson  
 Mary Jane Davis  
**ATTORNEY 4**  
 00116937  
 (0)

Pulham  
 Vicant  
**ATTORNEY 4**  
 00117117  
 (10)

Anderson  
 Sean Kurepan  
**ATTORNEY 4**  
 00116933  
 (8)

Davidson  
 Linda Niles-Fordanz  
**ATTORNEY 4**  
 01001756  
 (12)

Maury  
 Elizabeth Smith  
**ATTORNEY 4**  
 00119030  
 (7)

Hamilton  
 Dorothy Ray  
**ATTORNEY 4**  
 00116949  
 (12)

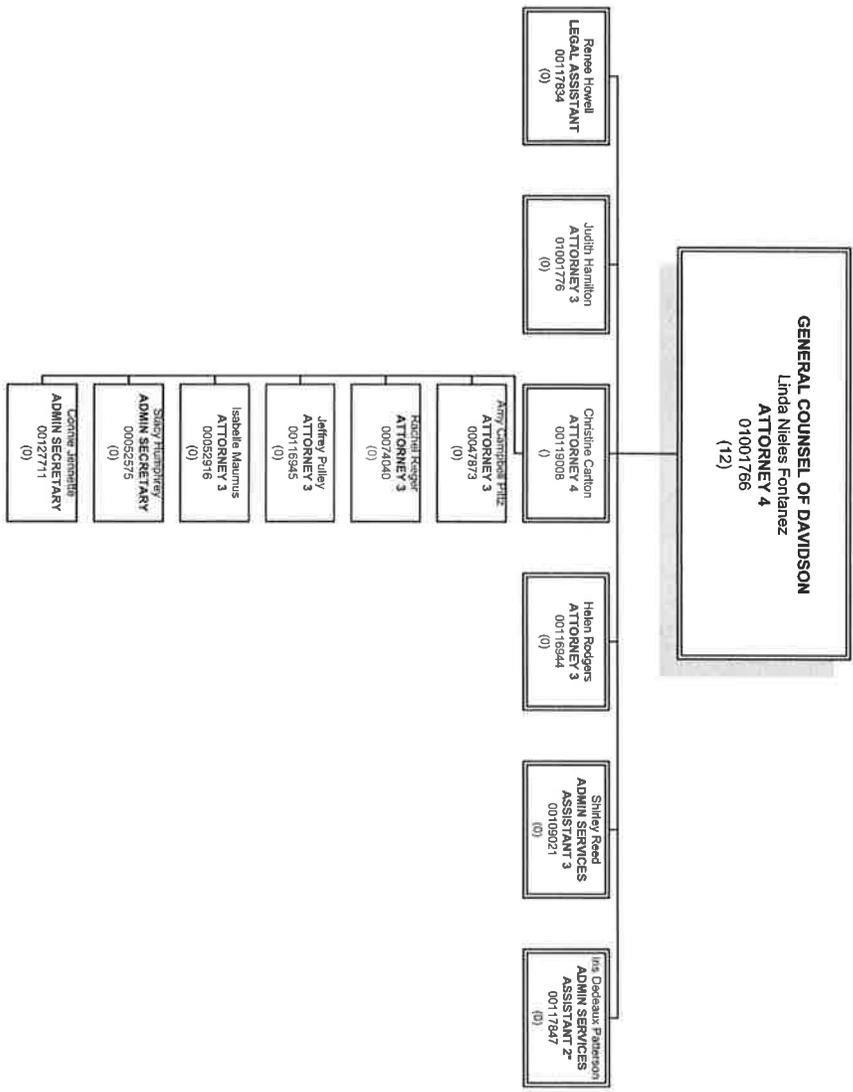
Hamden  
 Agnes Toujillo  
**ATTORNEY 4**  
 00116958  
 (12)

Knox  
 Susan Konec  
**ATTORNEY 4**  
 00047545  
 (9)



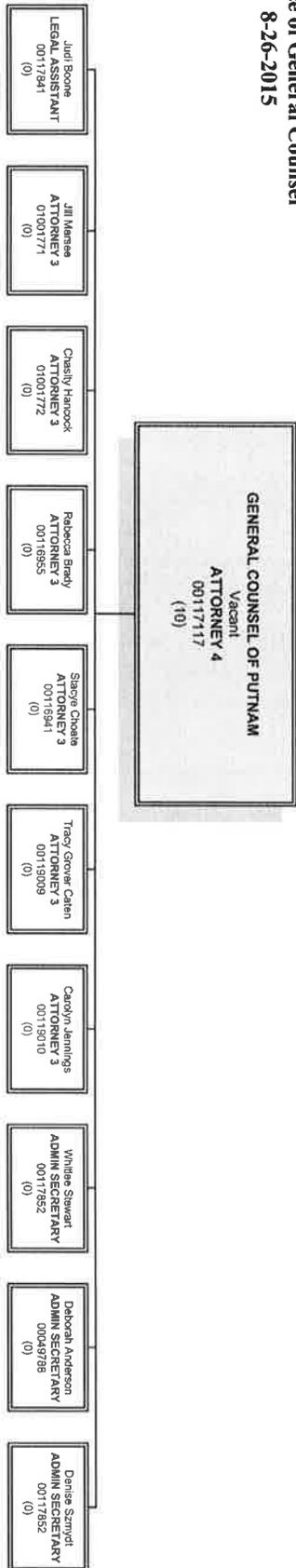
**Business Units**  
 Davidson County  
 Maury County Knox County  
 CO General Counsel Office  
 Pulham County  
 Hamilton County  
 Anderson County

*Human Resource Development*  
*Department of Children's Services*  
**CO Office of General Counsel**  
**8-26-2015**

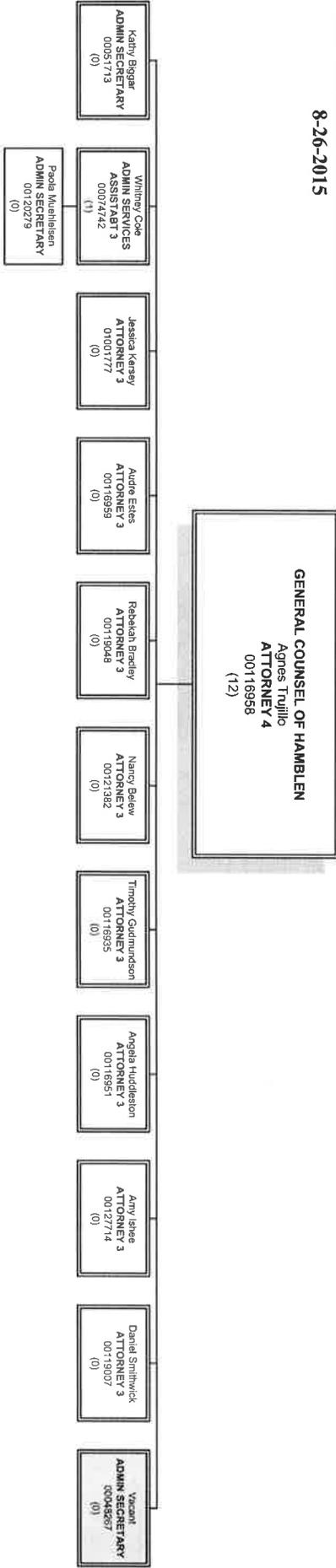




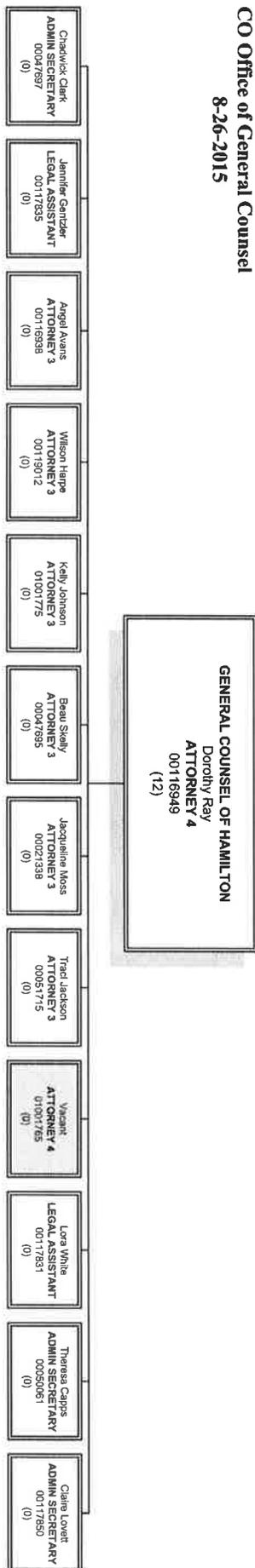
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*Department of Children's Services*  
**CO Office of General Counsel**  
8-26-2015



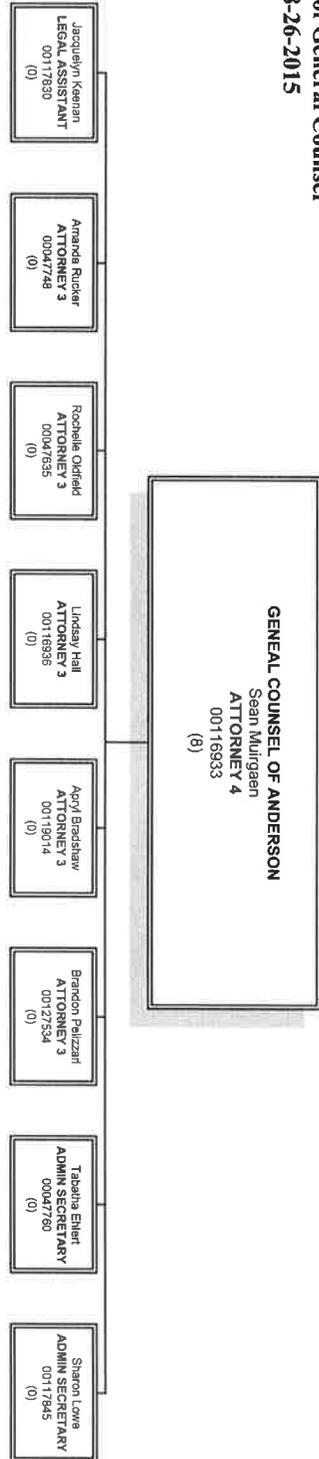
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*Department of Children's Services*  
**CO Office of General Counsel**  
**8-26-2015**



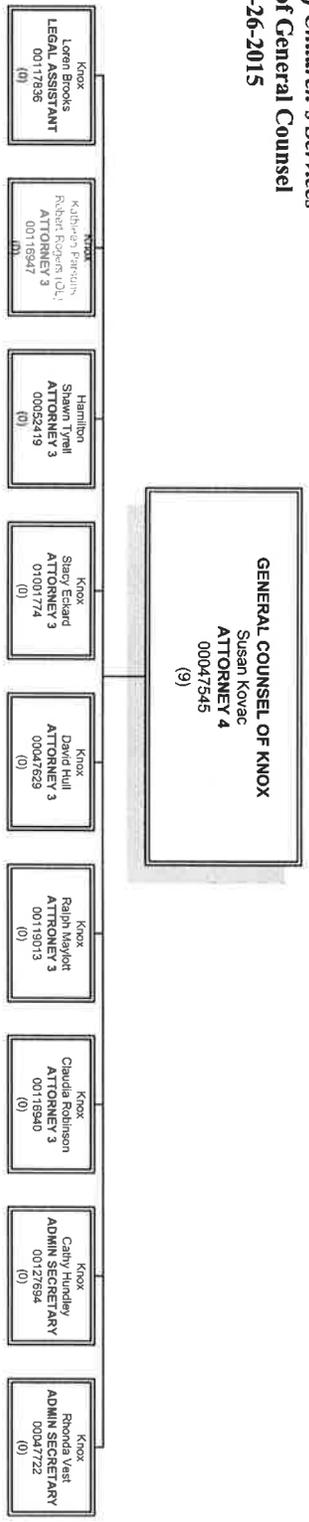
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*Department of Children's Services*  
**CO Office of General Counsel**  
**8-26-2015**



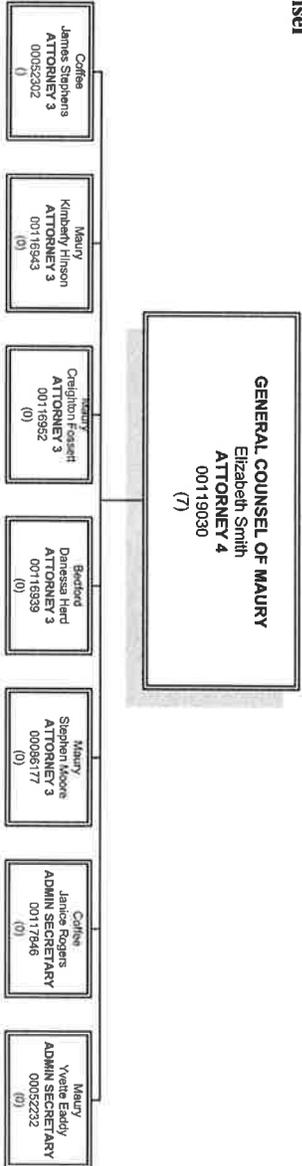
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*Department of Children's Services*  
**CO Office of General Counsel**  
**8-26-2015**



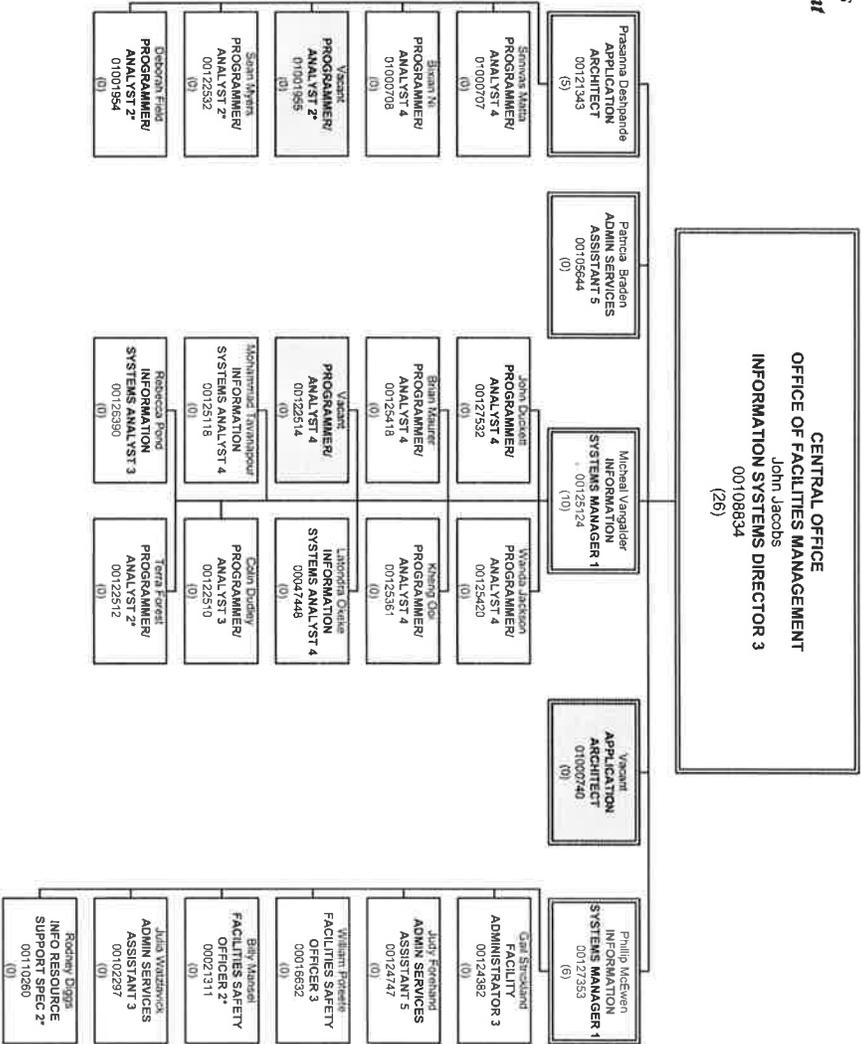
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 8-26-2015*

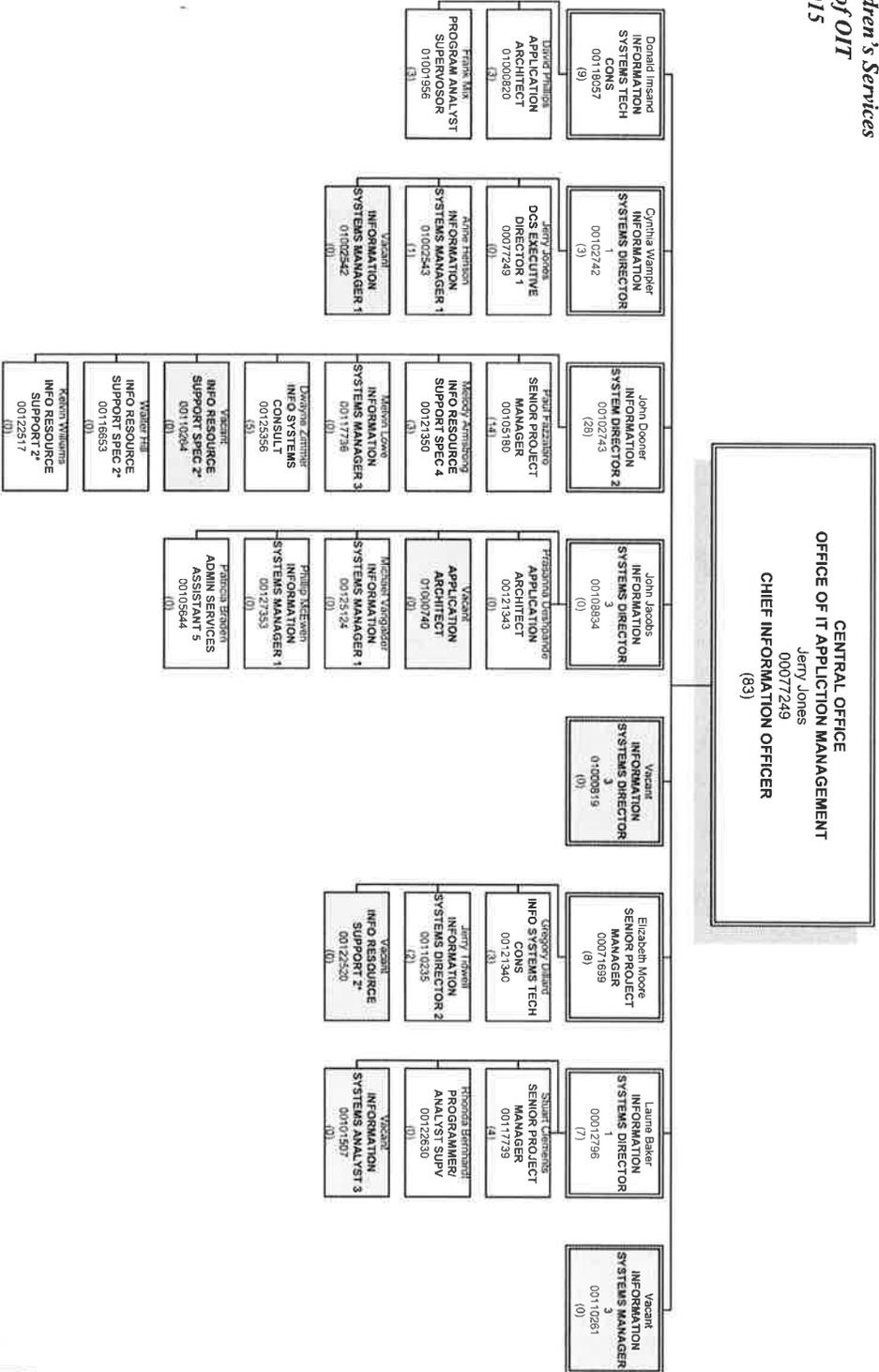


*Human Resource Development*  
*Department of Children's Services*  
**CO Office of General Counsel**  
**6-9-2015**



*Human Resource Development  
 Department of Children's Services  
 CO Office of Facilities Management  
 8-25-2015*





**Business Units**

- IT Data Mgt.
- IT Project Mgt.
- IT Application Mgt.
- IT Strategic Planning
- IT Customer Services
- IT Ops Infr & Telecom

# Department of Children's Services Regional Structure 1.23.14(Following 02/2014 CountyRealignment)

Northwest, 13 Counties  
 RA Kitty Oliver 731-364-3149x114

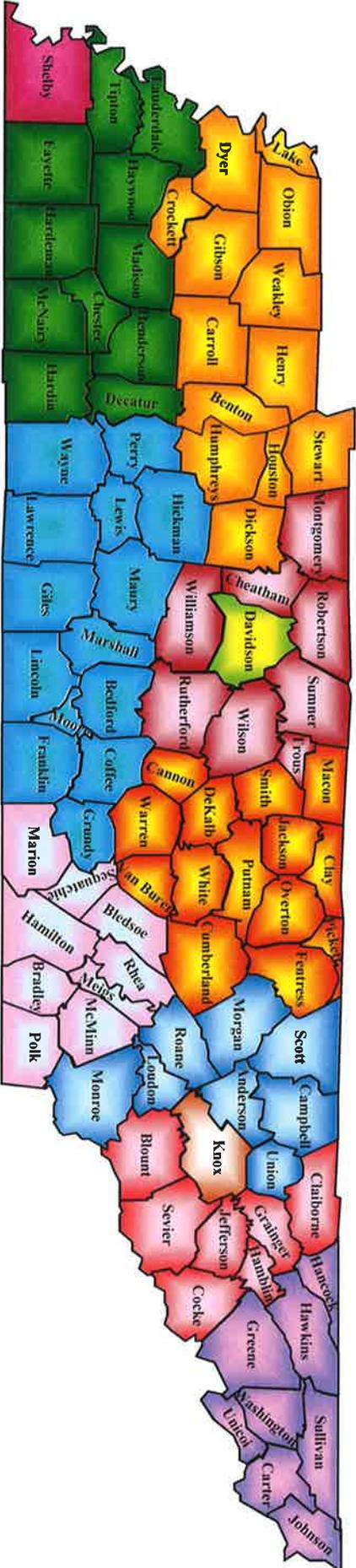
Davidson County/Woodland Hills YDC  
 RA Tiwana Toney-Woods 615-532-2461

East Tennessee, 8 Counties  
 RA Julie Rotella 865-425-4458

Mid-Cumberland, 8 Counties  
 RA Lisa Brookover 615-360-4396

Upper Cumberland Region 14 Counties  
 RA Cheri Richards 931-646-3004

Northeast, 8 Counties  
 RA Lucretia Sanders 423-854-5130



Shelby County  
 RA Merlene Hyman 901-578-4371

South Central, 14 Counties  
 RA Lisa Williamson 931-380-2587

Tennessee Valley, 9 Counties  
 RA Sandy Holder 423-296-2266

Knox County  
 RA April Snell 865-329-8879 ext. 1012

Southwest, 11 Counties/Wilder YDC  
 RA Teresa Harrison 731-421-2048

SIU & C.O.  
 Cynthia B. Thomas  
 Office 423-296-2296 BB 423-902-3452

Smoky Mountain, 7 Counties/Mtn. View YDC  
 RA Sherri Hale 865-981-2366

## **Department of Children’s Services’ Nondiscrimination Guidelines**

The Tennessee Department of Children’s Services is a recipient of federal financial assistance, and all service programs and activities are subject to the prohibition of Title VI against discrimination on the basis of race, color, or national origin. It is the practice and policy of the Department of Children’s Services that “No person, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity operated, funded, or overseen by the Tennessee Department of Children’s Services. The Department of Children’s Services’ policy in support of Title VI is found in Administrative Policies and Procedures: 24.10 (See Section 8). Guidelines for compliance with Title VI are found in existing Department policies, guidelines and reporting mechanisms as found throughout this document.

The Department of Children’s Service prohibits discrimination on the basis of race, color, or national origin (and all other classes protected by federal or state anti-discrimination laws) regardless of whether the program/activity directly involves federal financial assistance. The Department’s policy against discrimination in its programs and activities is disseminated widely through inclusion of a nondiscrimination notice in Departmental publications, contracts, brochures and posters (See Section 9).



# **SECTION II**

## **Definitions/Glossary**

**DCS DIVISION OF DIVERSITY**  
**TITLE VI GLOSSARY TERMS/DEFINITIONS**

**ASSURANCE:** A written statement or contractual agreement signed by the agency head in which a receipt 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.

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

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

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

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

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

**CONTRACTOR:** A person or entity that agrees to perform services at a specified price.

**DESK AUDIT:** A structured paper review of statistical and narrative information submitted by recipients/ sub-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.

**LEP:** Limited English Proficiency

**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 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 service point.

**POST-AWARD REVIEW:** A routine inspection of agency programs during and after federal assistance has been provided to the beneficiary or recipient.

**POTENTIAL BENEFICIARIES:** Persons who are eligible to receive federally assisted program benefits and services.

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

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

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

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

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

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

**VENDOR/PROVIDER:** An individual, group, public or private organization or institution, political entity, or commercial enterprise which, pursuant to any contract, agreement, or other arrangement with a recipient or sub-recipient provides generally required goods or services which are used by or available to a beneficiary of a program.



# **SECTION III**

## **Federal Programs or Activities (Fiscal Year 2014 -2015)**

**Title VI  
Fiscal Year 2015 Federal Revenues and 2016 (Projected)**

<u>DESCRIPTION</u>	<u>Federal Source</u>	<u>Projected</u>		<u>Opportunity for Contracts, Grants or RFP's</u>
		<u>FY 2015 FEDERAL REV.</u>	<u>FY 2016 FEDERAL REV.</u>	
ADOPTION INCENTIVE	DHHS	167,200	167,200	Yes
CHAFEE EDUCATION AND TRAINING	DHHS	792,200	1,772,800	Yes
CHAFEE INDEPENDENT LIVING	DHHS	3,158,200	3,307,300	Yes
CHILD ABUSE PREVENT TREATMENT	DHHS	576,400	475,900	Yes
CHILDREN'S JUSTICE ACT	DOJ	332,700	324,300	Yes
DOE SCHOOL BREAKFAST	DOE	140,900	245,100	No
DOE SCHOOL LUNCH	DOE	224,700	381,000	No
DOE TITLE I	DOE	364,000	393,000	No
DOE TITLE II	DOE	800	8,800	No
CARL PERKINS	DOE	45,600	45,000	No
PREA	DOJ	124,900	125,000	Yes
TITLE IV-B, PART 1	DHHS	9,389,100	5,622,800	Yes
TITLE IV-B, PART 2	DHHS	8,838,100	10,004,700	Yes
TITLE IV-E ADOPTION ASSISTANCE	DHHS	44,500,400	38,553,200	Yes
TITLE IV-E FOSTER CARE	DHHS	52,982,000	65,285,600	Yes
SPECIAL EDUCATION	DOE	509,000	587,000	No
TITLE XX SOCIAL SERVICES BLOCK	DHHS	23,386,100	20,128,700	Yes
COMMUNITY BASED FAMILY RESOURCE	DHHS	754,500	833,500	Yes
		<b>146,286,800</b>	<b>148,260,900</b>	

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



# **SECTION IV**

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

**Duties and Responsibilities of Title VI  
Coordinator-Unit**

**Title VI Coordinator Listing By  
Region**

## **Organization/Civil Rights Coordinator**

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

The OCR Director/Title VI Coordinator, in conjunction with the Title VI Program Manager is responsible for the development and implementation of the Department's Title VI Plan and subsequent updates. The Office of Civil Rights staff has direct responsibility with regards to Title VI compliance/enforcement provisions, in addition to the Director/Coordinator and Program Manager who serves as the Title VI Coordinator designee. There remains a committed focus with regard to the continuation of Title VI training, Limited English Proficiency (LEP) tracking, and compliance monitoring. Efforts have also been made to toward building and re-engaging community partnerships to ensure the dissemination of information and opportunities to groups traditionally deprived of information.

The OCR Director/Title VI Coordinator and the Title VI Program Manager serve as liaisons with state personnel on Title VI issues and concerns and are responsible for the Department's overall Title VI program. Both also operate as liaisons in the planning of Title VI activities and indentifying needed professional development and training relating to Title VI compliance activities. The Title VI Coordinator and Title VI Program Manager coordinate annual trainings and the Title VI efforts throughout the Department.

In addition to the Central Office Civil Rights' staff, each region (12) has a Title VI Coordinator who coordinates Title VI activities for that region and monitors compliance with Title VI in accordance with Federal and State laws.

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

**Northwest, 13 Counties**  
Donna Jackson, Title VI Coordinator

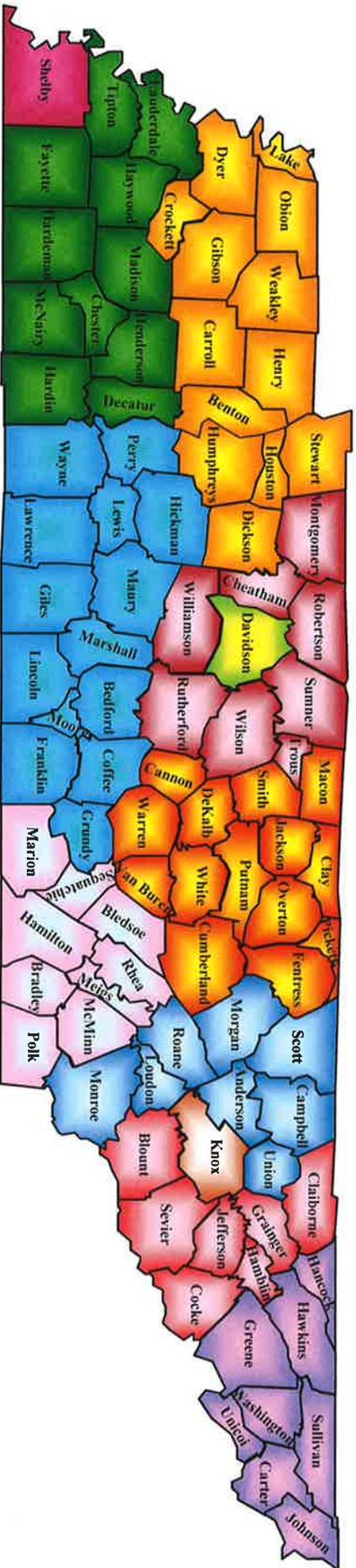
**Davidson County**  
Anne Hesson, Title VI Coordinator

**East Tennessee, 8 Counties**  
Rose Seviars, Title VI Coordinator

**Mid-Cumberland, 8 Counties**  
Coretta Young, Title VI Coordinator

**Upper Cumberland Region 14 Counties**  
Vanessa I. Jones, Title VI Coordinator

**Northeast, 8 Counties**  
Vikki Killian, Title VI Coordinator



**Shelby County**  
Laura Alexander, Title VI Coordinator

**South Central, 14 Counties**  
Anita Brown, Title VI Coordinator

**Tennessee Valley, 9 Counties**  
Debi Lee-Espinosa, Title VI Coordinator

**Knox County**  
Charles Baumgardner, Title VI Coordinator

**Southwest, 11 Counties**  
Kenya Smith, Title VI Coordinator

**Smoky Mountain, 7 Counties**  
Sandra Sheets, Title VI Coordinator



# **SECTION V**

## **Data Collection and Analysis**

**Disparity Analysis (Overall Departmental and Service Population By Region)**

**Executive and Preferred Staff Listing**



**State of Tennessee**  
**Department of Children's Services**  
**Racial/Ethnic Disparity Analysis**

The attached tables include data on the racial makeup of five groups of interest to Tennessee's Department of Children's Services. The groups are:

- The State's Total Population
- The State's Civilian Labor Force
- The State's Youth Population (18 Years)
- DCS' Service Population
- DCS' Employee Population

For convenience, we report the data by DCS region. Each table is designed to demonstrate how closely various regional populations mirror their corresponding state populations. Using the tables, DCS can pinpoint areas where "racial disparity" or "disproportionality" occurs. DCS then can use the data as a tool in affirmative action planning.

Readers can utilize the data to:

1. Compare the racial composition of each region to the racial composition of the entire State by population group
2. Compare the racial composition of each region's Civilian Labor Force to the racial composition of the entire state Civilian Labor Force
3. Compare the racial composition of each region's Youth Population to the racial composition of the entire state Youth Population
4. Compare the racial composition of each region's Service Population to the racial composition of the entire state Service Population
5. Compare the racial composition of DCS staff to the DCS service population
6. Compare the racial composition of any region to any other region by population group

All other things being equal, we would expect theoretically that a regional population should roughly approximate its' corresponding statewide population. The difference between the two is a measure of disproportionality.

## DAVIDSON REGION 2015

* CATEGORY	TN TOTAL POPULATION		DAVIDSON TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>626,681</b>	<b>9.9%</b>
WHITE	4,924,577	77.6%	384,782	67.4%
BLACK	1,059,800	16.7%	173,591	27.4%
ASIAN	88,845	1.4%	18,800	2.9%
HISPANIC/LATINO	291,921	4.6%	61,415	8.7%
OTHER	25,384	0.4%	2,507	0.6%

* CATEGORY	TN CIVILIAN LABOR FORCE		DAVIDSON TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>328,690</b>	<b>10.8%</b>
WHITE	2,491,630	81.5%	230,320	70.1%
BLACK	463,670	15.2%	75,810	23.1%
ASIAN	29,910	1.0%	6,740	2.1%
HISPANIC/LATINO	65,630	2.1%	15,170	4.6%
OTHER	71,490	2.3%	15,820	4.8%

* CATEGORY	TN YOUTH POPULATION		DAVIDSON TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>169,197</b>	<b>11.2%</b>
WHITE	1,127,226	74.9%	90,807	53.7%
BLACK	320,618	21.3%	51,669	30.5%
HISPANIC/LATINO	93,119	6.2%	19,965	11.8%
OTHER	30,750	2.0%	6,756	4.0%

CATEGORY	DCS SERVICE POPULATION		DAVIDSON TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>542</b>	<b>6.6%</b>
WHITE	5352	65.2%	174	3.3%
BLACK	1813	22.1%	259	14.3%
HISPANIC/LATINO	470	5.7%	55	11.7%
OTHER	574	7.0%	54	9.4%

CATEGORY	TN DCS EMPLOYEES		DAVIDSON TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>116</b>	<b>4.4%</b>
WHITE	1721	64.9%	23	1.3%
BLACK	887	33.4%	76	8.6%
HISPANIC/LATINO	30	.13%	15	50.0%
OTHER	15	.06%	2	13.3%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/htdl/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011. <http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## EAST REGION 2015

* CATEGORY	TN TOTAL POPULATION		EAST TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>326,425</b>	<b>5.1%</b>
WHITE	4,924,577	77.6%	309,018	94.7%
BLACK	1,059,800	16.7%	6,764	2.1%
ASIAN	88,845	1.4%	1,752	0.5%
HISPANIC/LATINO	291,921	4.6%	8,422	2.6%
OTHER	25,384	0.4%	1,046	0.3%
* CATEGORY	TN CIVILIAN LABOR FORCE		EAST TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>148,750</b>	<b>4.9%</b>
WHITE	2,491,630	81.5%	142,610	95.9%
BLACK	463,670	15.2%	3,020	2.0%
ASIAN	29,910	1.0%	510	0.3%
HISPANIC/LATINO	65,630	2.1%	1,420	1.0%
OTHER	71,490	2.3%	2,610	1.8%
* CATEGORY	TN YOUTH POPULATION		EAST TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>73,465</b>	<b>4.9%</b>
WHITE	1,127,226	74.9%	67,891	92.4%
BLACK	320,618	21.3%	2,258	3.1%
HISPANIC/LATINO	93,119	6.2%	2,592	3.5%
OTHER	30,750	2.0%	724	1.0%
CATEGORY	DCS SERVICE POPULATION		EAST TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>457</b>	<b>5.6%</b>
WHITE	5352	65.2%	406	7.6%
BLACK	1813	22.1%	7	.4%
HISPANIC/LATINO	470	5.7%	23	4.9%
OTHER	574	7.0%	21	3.7%
CATEGORY	TN DCS EMPLOYEES		EAST TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>181</b>	<b>6.8%</b>
WHITE	1721	64.9%	171	9.9%
BLACK	887	33.4%	7	.8%
HISPANIC/LATINO	30	.13%	2	6.7%
OTHER	15	.06%	1	6.7%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qfd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book. Released August 10, 2011. Retrieved Sept 1, 2011., <http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## KNOX REGION 2015

* CATEGORY	TN TOTAL POPULATION		KNOX TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION a, b</b>	<b>6,346,105</b>	<b>100.0%</b>	<b>432,226</b>	<b>6.8%</b>
WHITE	4,924,577	77.6%	369,985	85.6%
BLACK	1,059,800	16.7%	38,036	8.8%
ASIAN	88,845	1.4%	8,212	1.9%
HISPANIC/LATINO	291,921	4.6%	15,128	3.5%
OTHER	25,384	0.4%	1,729	0.4%

* CATEGORY	TN CIVILIAN LABOR FORCE		KNOX TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION c</b>	<b>3,056,700</b>	<b>48.2%</b>	<b>232,390</b>	<b>7.6%</b>
WHITE	2,491,630	81.5%	207,490	89.3%
BLACK	463,670	15.2%	17,790	7.7%
ASIAN	29,910	1.0%	2,840	1.2%
HISPANIC/LATINO	65,630	2.1%	2,560	1.1%
OTHER	71,490	2.3%	4,270	1.8%

* CATEGORY	TN YOUTH POPULATION		KNOX TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION b,d</b>	<b>1,504,027</b>	<b>23.7%</b>	<b>99,640</b>	<b>6.6%</b>
WHITE	1,127,226	74.9%	81,532	81.8%
BLACK	320,618	21.3%	11,721	11.8%
HISPANIC/LATINO	93,119	6.2%	4,115	4.1%
OTHER	30,750	2.0%	2,272	2.3%

CATEGORY	DCS SERVICE POPULATION		KNOX TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION e</b>	<b>8209</b>	<b>100.0%</b>	<b>796</b>	<b>9.7%</b>
WHITE	5352	65.2%	488	9.1%
BLACK	1813	22.1%	110	6.0%
HISPANIC/LATINO	470	5.7%	42	8.9%
OTHER	574	7.0%	156	27.2%

CATEGORY	TN DCS EMPLOYEES		KNOX TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION f</b>	<b>2653</b>	<b>100.0%</b>	<b>166</b>	<b>6.3%</b>
WHITE	1721	64.9%	133	7.7%
BLACK	887	33.4%	30	3.4%
HISPANIC/LATINO	30	1.3%	2	6.7%
OTHER	15	0.6%	1	6.7%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qfd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011. <http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## MID-CUMBERLAND REGION 2015

* CATEGORY	TN TOTAL POPULATION		MID-CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>1,095,967</b>	<b>17.3%</b>
WHITE	4,924,577	77.6%	923,247	84.2%
BLACK	1,059,800	16.7%	100,282	9.2%
ASIAN	88,845	1.4%	20,800	1.9%
HISPANIC/LATINO	291,921	4.6%	56,791	5.2%
OTHER	25,384	0.4%	4,706	0.4%

* CATEGORY	TN CIVILIAN LABOR FORCE		MID-CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>541,260</b>	<b>17.7%</b>
WHITE	2,491,630	81.5%	478,980	88.5%
BLACK	463,670	15.2%	43,550	8.0%
ASIAN	29,910	1.0%	5,830	1.1%
HISPANIC/LATINO	65,630	2.1%	12,370	2.3%
OTHER	71,490	2.3%	12,900	2.4%

* CATEGORY	TN YOUTH POPULATION		MID-CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>285,120</b>	<b>19.0%</b>
WHITE	1,127,226	74.9%	230,296	80.8%
BLACK	320,618	21.3%	32,278	11.3%
HISPANIC/LATINO	93,119	6.2%	16,161	5.7%
OTHER	30,750	2.0%	6,385	2.2%

CATEGORY	DCS SERVICE POPULATION		MID-CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>1059</b>	<b>12.9%</b>
WHITE	5352	65.2%	669	12.5%
BLACK	1813	22.1%	192	10.6%
HISPANIC/LATINO	470	5.7%	74	15.7%
OTHER	574	7.0%	124	21.6%

CATEGORY	TN DCS EMPLOYEES		MID-CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>267</b>	<b>10.1%</b>
WHITE	1721	64.9%	134	7.8%
BLACK	887	33.4%	125	14.1%
HISPANIC/LATINO	30	1.3%	5	16.7%
OTHER	15	0.6%	3	20%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qfd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.slate.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011. <http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## NORTHEAST REGION 2015

* CATEGORY	TN TOTAL POPULATION		NORTHEAST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>506,366</b>	<b>8.0%</b>
WHITE	4,924,577	77.6%	479,251	94.6%
BLACK	1,059,800	16.7%	11,400	2.3%
ASIAN	88,845	1.4%	3,229	0.6%
HISPANIC/LATINO	291,921	4.6%	9,976	2.0%
OTHER	25,384	0.4%	1,538	0.3%

* CATEGORY	TN CIVILIAN LABOR FORCE		NORTHEAST TOTAL	
	Population Size	Percentage	Population Size	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>242,670</b>	<b>7.9%</b>
WHITE	2,491,630	81.5%	234,100	96.5%
BLACK	463,670	15.2%	4,620	1.9%
ASIAN	29,910	1.0%	1,000	0.4%
HISPANIC/LATINO	65,630	2.1%	2,350	1.0%
OTHER	71,490	2.3%	2,950	1.2%

* CATEGORY	TN YOUTH POPULATION		NORTHEAST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>106,334</b>	<b>7.1%</b>
WHITE	1,127,226	74.9%	98,661	92.8%
BLACK	320,618	21.3%	3,592	3.4%
HISPANIC/LATINO	93,119	6.2%	3,127	2.9%
OTHER	30,750	2.0%	954	0.9%

CATEGORY	DCS SERVICE POPULATION		NORTHEAST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>843</b>	<b>10.3%</b>
WHITE	5352	65.2%	724	13.5%
BLACK	1813	22.1%	20	1.1%
HISPANIC/LATINO	470	5.7%	59	12.6%
OTHER	574	7.0%	40	7.0%

CATEGORY	TN DCS EMPLOYEES		NORTHEAST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>240</b>	<b>9.0%</b>
WHITE	1721	64.9%	223	13.0%
BLACK	887	33.4%	15	1.7%
HISPANIC/LATINO	30	.13%	1	3.3%
OTHER	15	.06%	1	6.7%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qfd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** -the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011.

<http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## NORTHWEST REGION 2015

* CATEGORY	TN TOTAL POPULATION		NORTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>254,625</b>	<b>4.0%</b>
WHITE	4,924,577	77.6%	214,204	84.1%
BLACK	1,059,800	16.7%	30,716	12.1%
ASIAN	88,845	1.4%	997	0.4%
HISPANIC/LATINO	291,921	4.6%	6,525	2.6%
OTHER	25,384	0.4%	660	0.3%

* CATEGORY	TN CIVILIAN LABOR FORCE		NORTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>113,820</b>	<b>3.7%</b>
WHITE	2,491,630	81.5%	99,500	87.4%
BLACK	463,670	15.2%	12,300	10.8%
ASIAN	29,910	1.0%	380	0.3%
HISPANIC/LATINO	65,630	2.1%	1,620	1.4%
OTHER	71,490	2.3%	1,640	1.4%

* CATEGORY	TN YOUTH POPULATION		NORTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>57,302</b>	<b>3.8%</b>
WHITE	1,127,226	74.9%	46,275	80.8%
BLACK	320,618	21.3%	8,460	14.8%
HISPANIC/LATINO	93,119	6.2%	2,124	3.7%
OTHER	30,750	2.0%	443	0.8%

CATEGORY	DCS SERVICE POPULATION		NORTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>516</b>	<b>6.3%</b>
WHITE	5352	65.2%	362	6.8%
BLACK	1813	22.1%	112	6.2%
HISPANIC/LATINO	470	5.7%	19	4.0%
OTHER	574	7.0%	23	4.0%

CATEGORY	TN DCS EMPLOYEES		NORTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>192</b>	<b>7.2%</b>
WHITE	1721	64.9%	175	10.2%
BLACK	887	33.4%	16	1.8%
HISPANIC/LATINO	30	1.3%	0	0.0%
OTHER	15	0.6%	1	6.7%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sept 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011. <http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## SHELBY REGION 2015

* CATEGORY	TN TOTAL POPULATION		SHELBY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>927,644</b>	<b>14.6%</b>
WHITE	4,924,577	77.6%	376,623	40.6%
BLACK	1,059,800	16.7%	483,303	52.1%
ASIAN	88,845	1.4%	21,336	2.3%
HISPANIC/LATINO	291,921	4.6%	51,948	5.6%
OTHER	25,384	0.4%	1,855	0.2%

* CATEGORY	TN CIVILIAN LABOR FORCE		SHELBY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>432,370</b>	<b>14.1%</b>
WHITE	2,491,630	81.5%	223,290	51.6%
BLACK	463,670	15.2%	190,600	44.1%
ASIAN	29,910	1.0%	7,390	1.7%
HISPANIC/LATINO	65,630	2.1%	11,200	2.6%
OTHER	71,490	2.3%	11,090	2.6%

* CATEGORY	TN YOUTH POPULATION		SHELBY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>262,791</b>	<b>17.5%</b>
WHITE	1,127,226	74.9%	89,174	33.9%
BLACK	320,618	21.3%	149,210	56.8%
HISPANIC/LATINO	93,119	6.2%	17,080	6.5%
OTHER	30,750	2.0%	7,327	2.8%

CATEGORY	DCS SERVICE POPULATION		SHELBY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>855</b>	<b>10.4%</b>
WHITE	5352	65.2%	73	1.4%
BLACK	1813	22.1%	760	41.9%
HISPANIC/LATINO	470	5.7%	20	4.3%
OTHER	574	7.0%	2	0.3%

CATEGORY	TN DCS EMPLOYEES		SHELBY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>391</b>	<b>14.7%</b>
WHITE	1721	64.9%	27	1.6%
BLACK	887	33.4%	362	40.8%
HISPANIC/LATINO	30	.13%	1	3.3%
OTHER	15	.06%	1	6.7%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** -the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011.

<http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## SMOKY MOUNTAIN 2015

* CATEGORY	TN TOTAL POPULATION		SMOKY MTN TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>417,382</b>	<b>6.6%</b>
WHITE	4,924,577	77.6%	389,089	93.2%
BLACK	1,059,800	16.7%	8,651	2.1%
ASIAN	88,845	1.4%	2,604	0.6%
HISPANIC/LATINO	291,921	4.6%	17,915	4.3%
OTHER	25,384	0.4%	1,418	0.3%

* CATEGORY	TN CIVILIAN LABOR FORCE		SMOKY MTN TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>206,210</b>	<b>6.7%</b>
WHITE	2,491,630	81.5%	196,850	95.5%
BLACK	463,670	15.2%	4,370	2.1%
ASIAN	29,910	1.0%	990	0.5%
HISPANIC/LATINO	65,630	2.1%	3,350	1.6%
OTHER	71,490	2.3%	4,070	2.0%

* CATEGORY	TN YOUTH POPULATION		SMOKY MTN TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>96,498</b>	<b>6.4%</b>
WHITE	1,127,226	74.9%	86,708	89.9%
BLACK	320,618	21.3%	3,234	3.4%
HISPANIC/LATINO	93,119	6.2%	5,420	5.6%
OTHER	30,750	2.0%	1,136	1.2%

CATEGORY	DCS SERVICE POPULATION		SMOKY MTN TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>948</b>	<b>11.5%</b>
WHITE	5352	65.2%	817	15.3%
BLACK	1813	22.1%	22	1.2%
HISPANIC/LATINO	470	5.7%	62	13.2%
OTHER	574	7.0%	47	8.2%

CATEGORY	TN DCS EMPLOYEES		SMOKY MTN TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>185</b>	<b>7.0%</b>
WHITE	1721	64.9%	164	9.5%
BLACK	887	33.4%	15	1.7%
HISPANIC/LATINO	30	1.3%	2	6.7%
OTHER	15	.06%	4	26.7%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quicksfacts.census.gov/qst/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011. <http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## SOUTH CENTRAL REGION 2015

* CATEGORY	TN TOTAL POPULATION		SOUTH CENTRAL TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>423,343</b>	<b>6.7%</b>
WHITE	4,924,577	77.6%	375,802	88.8%
BLACK	1,059,800	16.7%	28,056	6.6%
ASIAN	88,845	1.4%	2,282	0.5%
HISPANIC/LATINO	291,921	4.6%	16,569	3.9%
OTHER	25,384	0.4%	1,614	0.4%

* CATEGORY	TN CIVILIAN LABOR FORCE		SOUTH CENTRAL TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>191,920</b>	<b>6.3%</b>
WHITE	2,491,630	81.5%	173,370	90.3%
BLACK	463,670	15.2%	13,790	7.2%
ASIAN	29,910	1.0%	640	0.3%
HISPANIC/LATINO	65,630	2.1%	4,850	2.5%
OTHER	71,490	2.3%	4,120	2.1%

* CATEGORY	TN YOUTH POPULATION		SOUTH CENTRAL TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>104,325</b>	<b>6.9%</b>
WHITE	1,127,226	74.9%	89,518	85.8%
BLACK	320,618	21.3%	8,041	7.7%
HISPANIC/LATINO	93,119	6.2%	5,841	5.6%
OTHER	30,750	2.0%	925	0.9%

CATEGORY	DCS SERVICE POPULATION		SOUTH CENTRAL TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>490</b>	<b>6.0%</b>
WHITE	5352	65.2%	379	7.1%
BLACK	1813	22.1%	34	1.9%
HISPANIC/LATINO	470	5.7%	33	7.0%
OTHER	574	7.0%	44	7.7%

CATEGORY	TN DCS EMPLOYEES		SOUTH CENTRAL TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>240</b>	<b>9.0%</b>
WHITE	1721	64.9%	212	12.3%
BLACK	887	33.4%	28	3.2%
HISPANIC/LATINO	30	.13%	0	0.0%
OTHER	15	.06%	0	0.0%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qfd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011.

<http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## SOUTHWEST REGION 2015

* CATEGORY	TN TOTAL POPULATION		SOUTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>380,401</b>	<b>6.0%</b>
WHITE	4,924,577	77.6%	272,151	71.5%
BLACK	1,059,800	16.7%	94,534	24.9%
ASIAN	88,845	1.4%	1,985	0.5%
HISPANIC/LATINO	291,921	4.6%	9,158	2.4%
OTHER	25,384	0.4%	1,151	0.3%

* CATEGORY	TN CIVILIAN LABOR FORCE		SOUTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>173,000</b>	<b>5.7%</b>
WHITE	2,491,630	81.5%	130,460	75.4%
BLACK	463,670	15.2%	39,320	22.7%
ASIAN	29,910	1.0%	530	0.3%
HISPANIC/LATINO	65,630	2.1%	2,080	1.2%
OTHER	71,490	2.3%	2,690	1.6%

* CATEGORY	TN YOUTH POPULATION		SOUTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>94,818</b>	<b>6.3%</b>
WHITE	1,127,226	74.9%	64,605	68.1%
BLACK	320,618	21.3%	26,059	27.5%
HISPANIC/LATINO	93,119	6.2%	3,243	3.4%
OTHER	30,750	2.0%	911	1.0%

CATEGORY	DCS POPULATION		SOUTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>354</b>	<b>4.3%</b>
WHITE	5352	65.2%	221	4.1%
BLACK	1813	22.1%	117	6.5%
HISPANIC/LATINO	470	5.7%	16	3.4%
OTHER	574	7.0%	0	0.0%

CATEGORY	TN DCS EMPLOYEES		SOUTHWEST TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>190</b>	<b>7.2%</b>
WHITE	1721	64.9%	76	4.4%
BLACK	887	33.4%	114	12.9%
HISPANIC/LATINO	30	.13%	0	0.0%
OTHER	15	.06%	0	0.0%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qfd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of

the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth - 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011.

<http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## TN VALLEY REGION 2015

* CATEGORY	TN TOTAL POPULATION		TN VALLEY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>658,019</b>	<b>10.4%</b>
WHITE	4,924,577	77.6%	546,134	83.0%
BLACK	1,059,800	16.7%	78,724	12.0%
ASIAN	88,845	1.4%	7,864	1.2%
HISPANIC/LATINO	291,921	4.6%	25,069	3.8%
OTHER	25,384	0.4%	3,984	0.6%

* CATEGORY	TN CIVILIAN LABOR FORCE		TN VALLEY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>311,620</b>	<b>10.2%</b>
WHITE	2,491,630	81.5%	267,860	86.0%
BLACK	463,670	15.2%	34,680	11.1%
ASIAN	29,910	1.0%	2,730	0.9%
HISPANIC/LATINO	65,630	2.1%	5,220	1.7%
OTHER	71,490	2.3%	6,350	2.0%

* CATEGORY	TN YOUTH POPULATION		TN VALLEY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>153,345</b>	<b>10.2%</b>
WHITE	1,127,226	74.9%	120,673	78.7%
BLACK	320,618	21.3%	22,906	14.9%
HISPANIC/LATINO	93,119	6.2%	7,382	4.8%
OTHER	30,750	2.0%	2,384	1.6%

CATEGORY	DCS SERVICE POPULATION		TN VALLEY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>812</b>	<b>9.9%</b>
WHITE	5352	65.2%	566	10.6%
BLACK	1813	22.1%	163	9.0%
HISPANIC/LATINO	470	5.7%	46	9.8%
OTHER	574	7.0%	37	6.4%

CATEGORY	TN DCS EMPLOYEES		TN VALLEY TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>255</b>	<b>9.6%</b>
WHITE	1721	64.9%	164	9.5%
BLACK	887	33.4%	90	10.1%
HISPANIC/LATINO	30	1.3%	1	3.3%
OTHER	15	0.6%	0	0.0%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qfd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sep 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011.

<sup>e</sup> <http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

<sup>f</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

## UPPER CUMBERLAND REGION 2015

* CATEGORY	TN TOTAL POPULATION		UPPER CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>a, b</sup>	<b>6,346,105</b>	<b>100.0%</b>	<b>338,158</b>	<b>5.3%</b>
WHITE	4,924,577	77.6%	319,938	94.6%
BLACK	1,059,800	16.7%	4,424	1.3%
ASIAN	88,845	1.4%	1,632	0.5%
HISPANIC/LATINO	291,921	4.6%	12,340	3.6%
OTHER	25,384	0.4%	1,187	0.4%

* CATEGORY	TN CIVILIAN LABOR FORCE		UPPER CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>c</sup>	<b>3,056,700</b>	<b>48.2%</b>	<b>153,410</b>	<b>5.0%</b>
WHITE	2,491,630	81.5%	147,920	96.4%
BLACK	463,670	15.2%	1,890	1.2%
ASIAN	29,910	1.0%	650	0.4%
HISPANIC/LATINO	65,630	2.1%	3,430	2.2%
OTHER	71,490	2.3%	3,220	2.1%

* CATEGORY	TN YOUTH POPULATION		UPPER CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>b, d</sup>	<b>1,504,027</b>	<b>23.7%</b>	<b>75,767</b>	<b>5.0%</b>
WHITE	1,127,226	74.9%	69,191	91.3%
BLACK	320,618	21.3%	1,767	2.3%
HISPANIC/LATINO	93,119	6.2%	4,211	5.6%
OTHER	30,750	2.0%	598	0.8%

CATEGORY	DCS SERVICE POPULATION		UPPER CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>e</sup>	<b>8209</b>	<b>100.0%</b>	<b>537</b>	<b>6.5%</b>
WHITE	5352	65.2%	473	8.8%
BLACK	1813	22.1%	17	0.9%
HISPANIC/LATINO	470	5.7%	21	4.5%
OTHER	574	7.0%	26	4.5%

CATEGORY	TN DCS EMPLOYEES		UPPER CUMBERLAND TOTAL	
	Population Size	Percentage	Population	Percentage
<b>TOTAL POPULATION</b> <sup>f</sup>	<b>2653</b>	<b>100.0%</b>	<b>230</b>	<b>8.7%</b>
WHITE	1721	64.9%	219	12.7%
BLACK	887	33.4%	9	1.0%
HISPANIC/LATINO	30	1.1%	1	0.4%
OTHER	15	0.6%	1	0.4%

<sup>a</sup> U.S. Census Bureau (2010). State and County Quick Facts, PEP (Population Estimates Program) as of July 1. Retrieved Sep 1, 2011 from <http://quickfacts.census.gov/qfd/states/47000.html>

<sup>b</sup> **Two or more races** - people may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses. **Comparability** - the data in Census 2010 are not directly comparable to those collected in previous censuses because of the introduction of recording of persons of two or more races.

<sup>c</sup> Tennessee Department of Labor and Workforce Development (2011). Affirmative Action Data Supplement. Retrieved Sept 1, 2011 from <http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf>

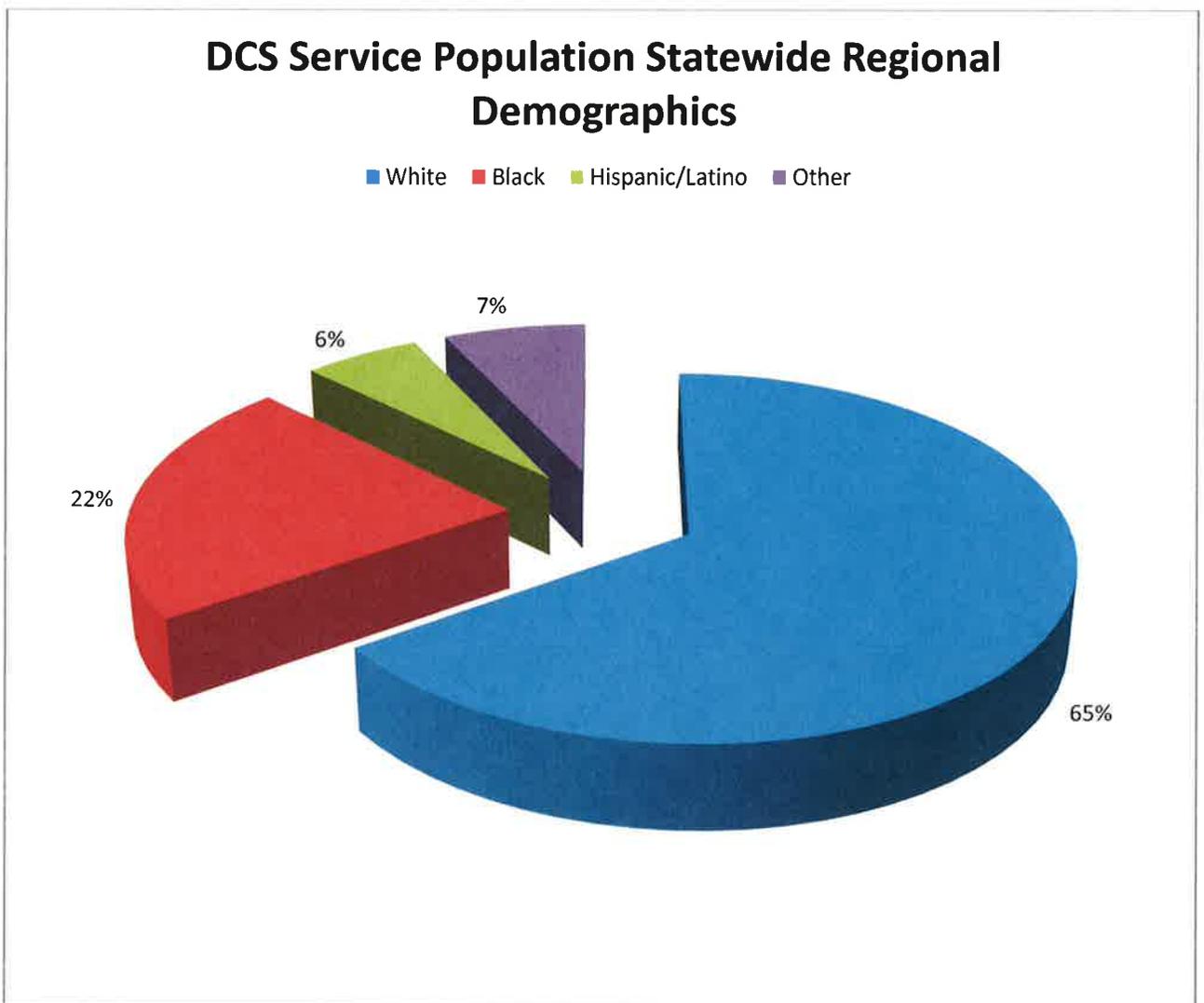
<sup>d</sup> Tennessee Commission on Youth. 2010 Kids Count Data Book, Released August 10, 2011. Retrieved Sept 1, 2011

<http://datacenter.kidscount.org/data/bystate/stateprofile.aspx?state=TN&group=DataBook&loc=44>

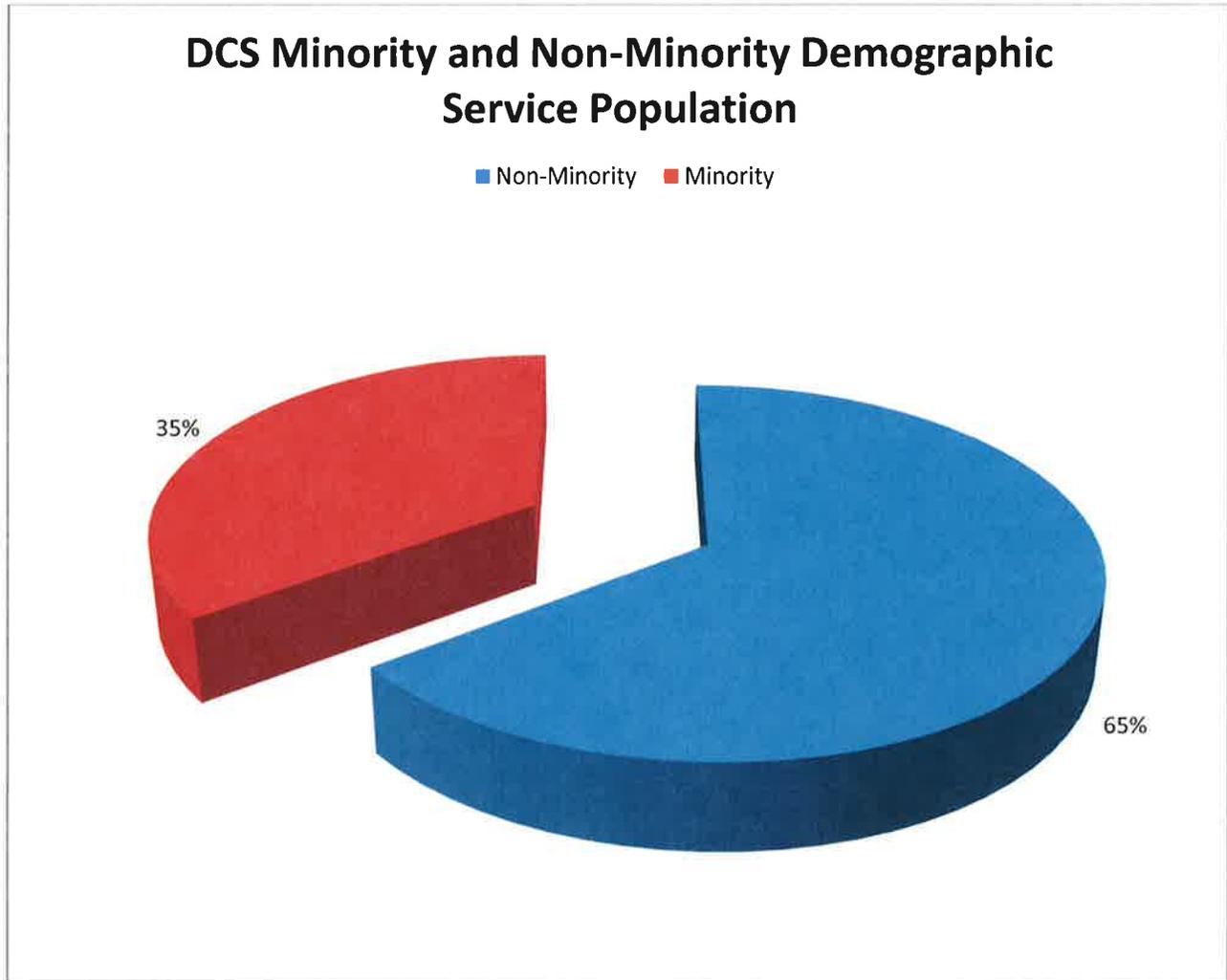
<sup>e</sup> Regional Title VI Survey (2014-2015) compared to Tennessee Department of Children's Services TFACTS, June 30, 2015

<sup>f</sup> Data compiled from DCS AA Staffing Pattern and DCS Regional Title VI Survey (2014-2015)

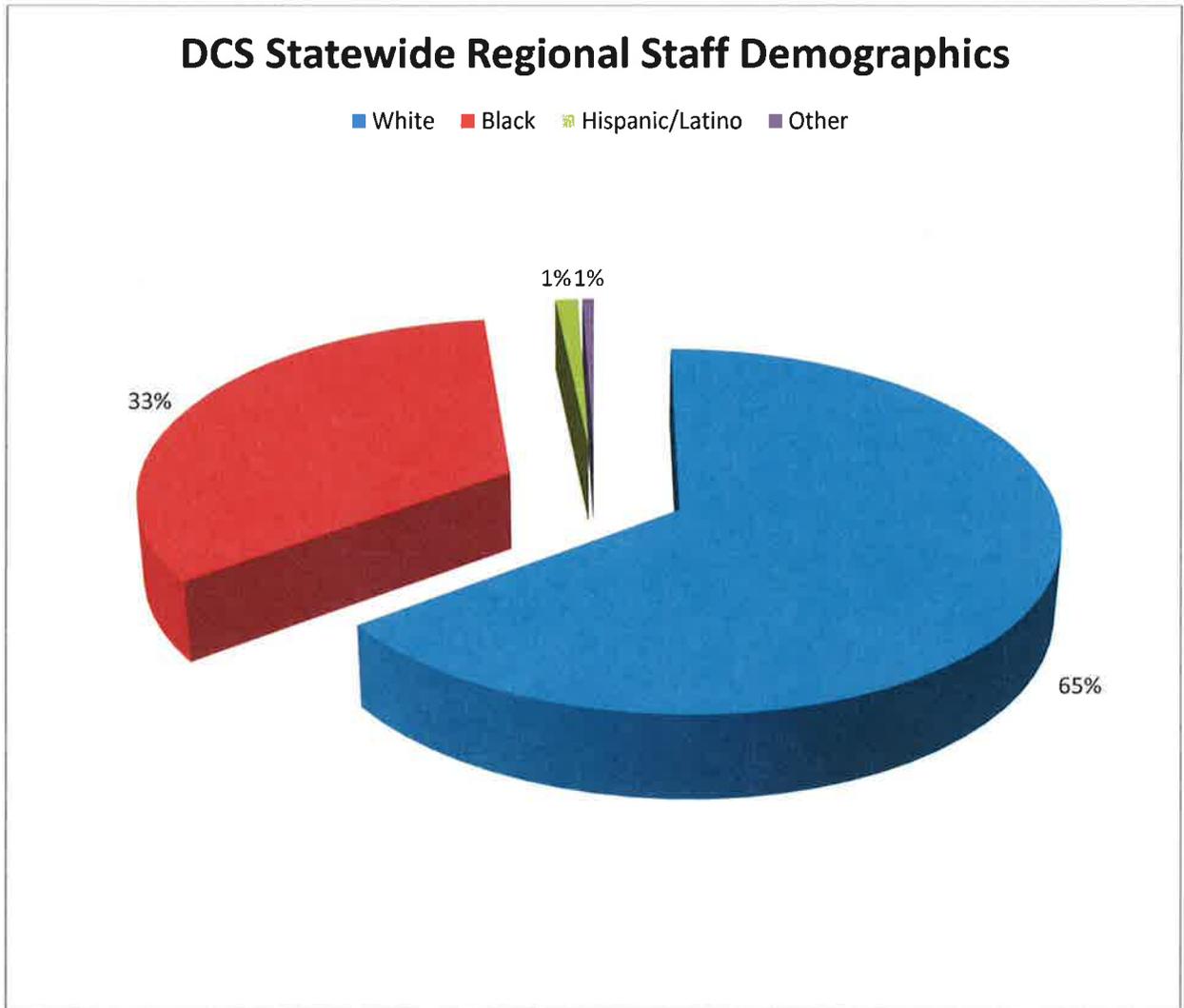
<b>DCS Service Population Statewide Regional Demographics By Race</b>	<b>Race</b>	<b>Percentage</b>
White	5352	65%
Black	1813	22%
Hispanic/Latino	470	6%
Other	574	7%
<b>Total</b>	<b>8209</b>	<b>100%</b>



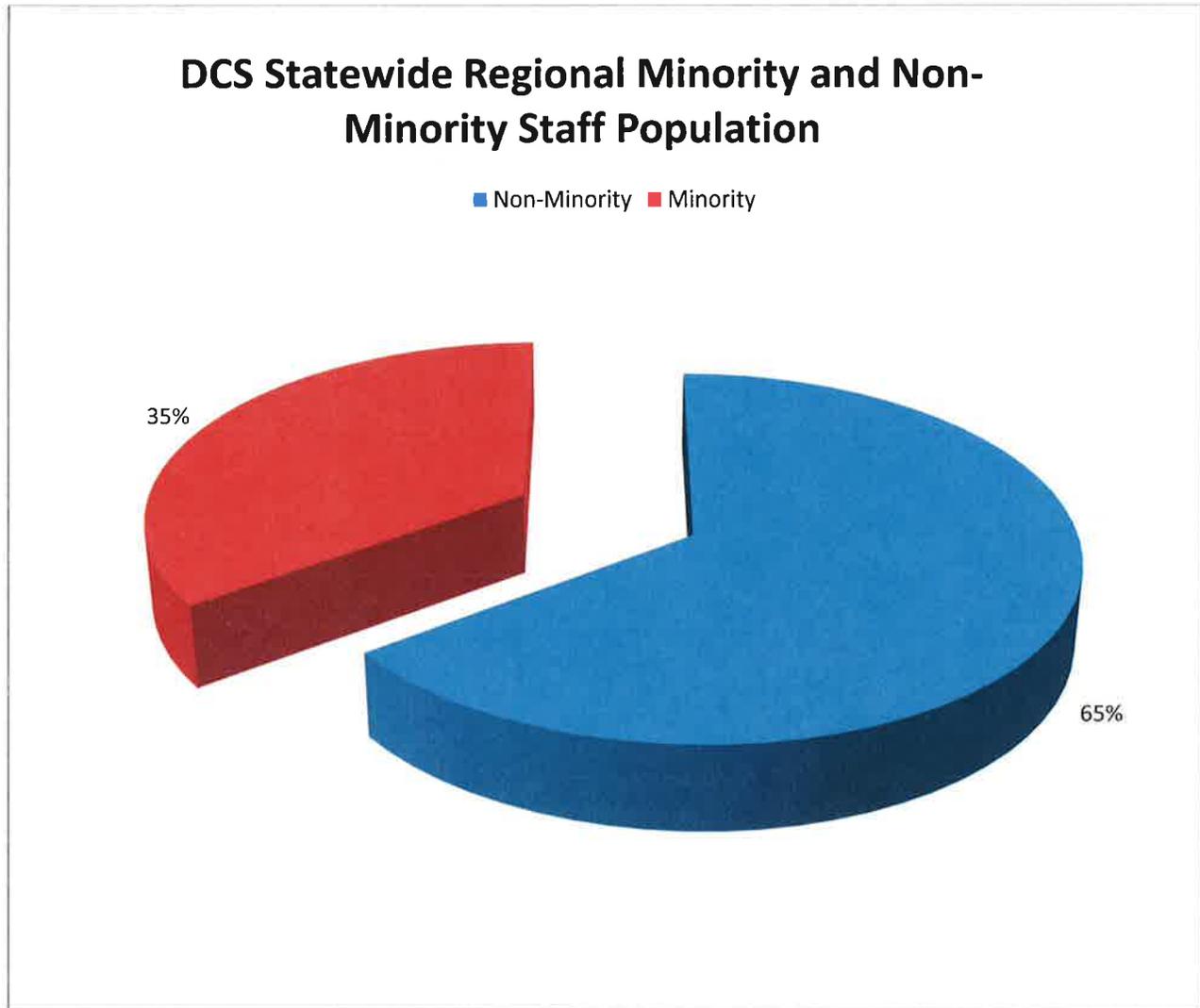
<b>DCS Minority and Non-Minority Demographic Service Population</b>	<b>Total</b>	<b>Percentage</b>
Non-Minority	5352	65%
Minority	2857	35%
<b>Total</b>	<b>8209</b>	<b>100%</b>



<b>DCS Statewide Regional Staff By Race</b>	<b>Race</b>	<b>Percentage</b>
White	1721	65%
Black	887	33%
Hispanic/Latino	30	1%
Other	15	1%
<b>Total</b>	<b>2653</b>	<b>100%</b>

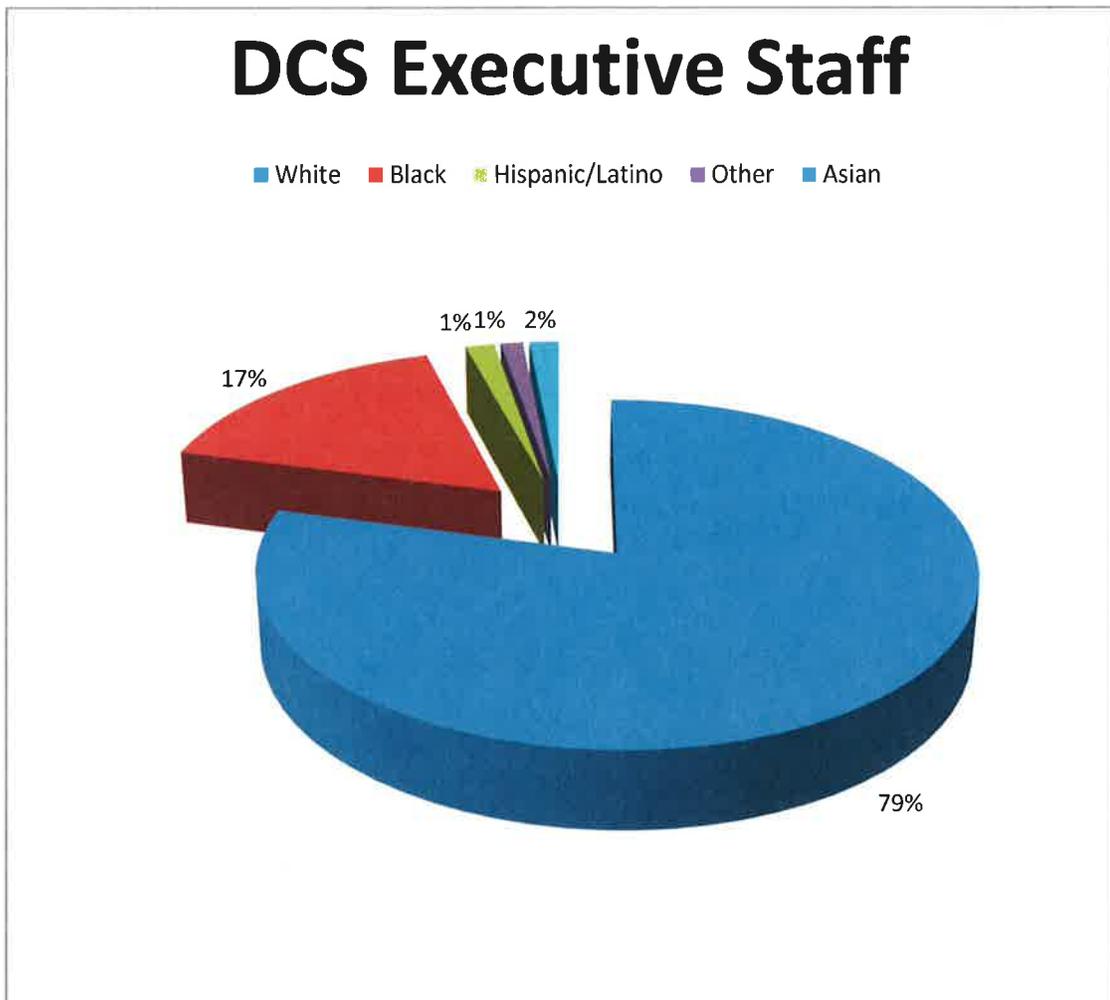


<b>DCS Statewide Regional Staff Minority and Non-Minority Population</b>	<b>Total</b>	<b>Percentage</b>
Non-Minority	1721	65%
Minority	932	35%
<b>Total</b>	<b>2653</b>	<b>100%</b>



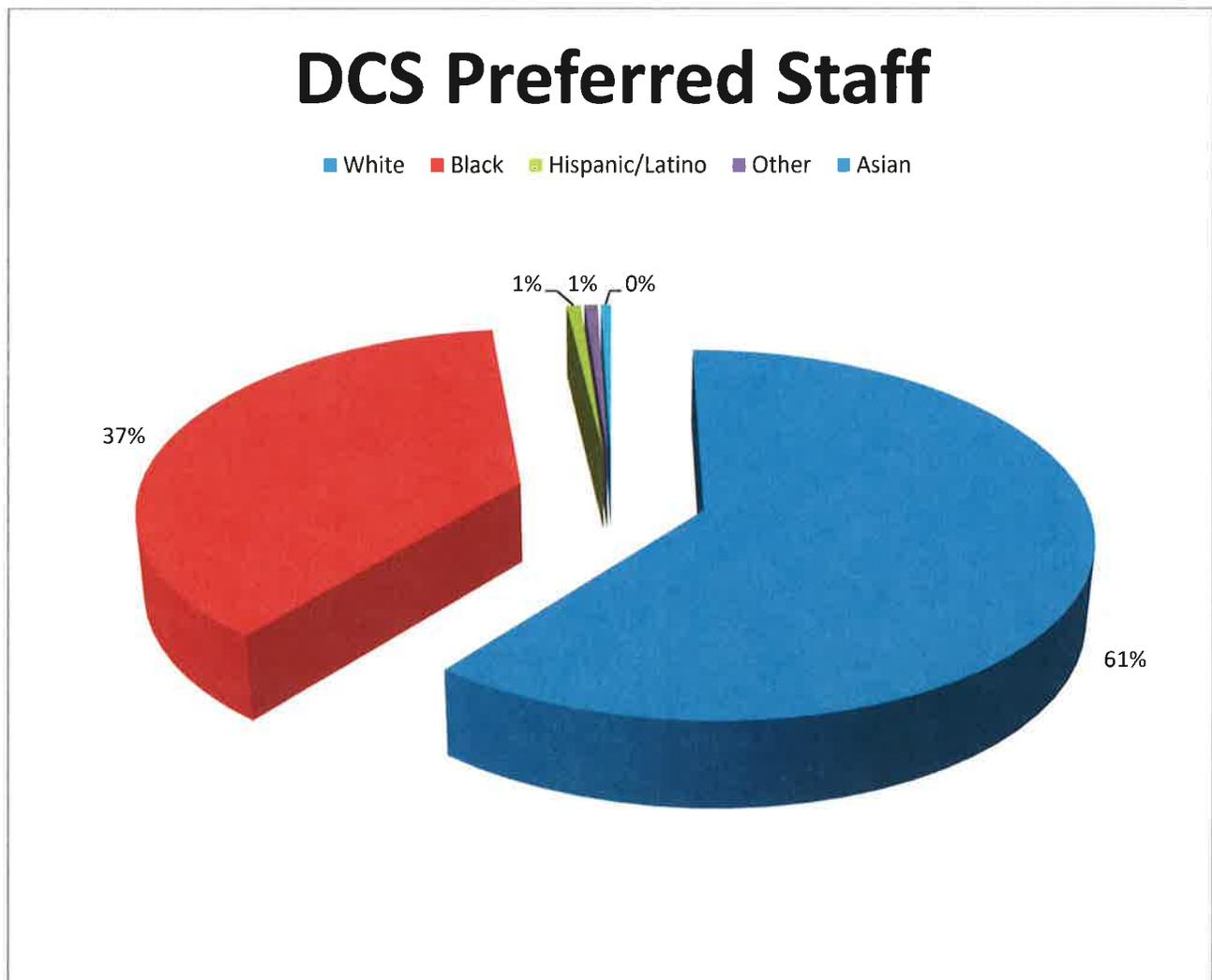
# DCS Executive Staff

Race	Number of Staff	Percentage
Asian	4	2%
Black	43	17%
Hispanic/Latino	4	1%
Other	3	1%
White	205	79%
<b>Total</b>	<b>259</b>	<b>100%</b>



# DCS Preferred Staff

Race	Number of Staff	Percentage
Asian	19	0%
Black	1429	37%
Hispanic/Latino	27	1%
Other	25	1%
White	2317	61%
<b>Total</b>	<b>3828</b>	<b>100%</b>



POSITION TITLE	SEX	ETHNIC GROUP	CIVIL SERVICE STATUS
<b>EXECUTIVE SERVICE</b>			
INFORMATION SYSTEMS DIRECTOR 2	M	Asian	N
APPLICATION ARCHITECT	M	Asian	N
DCS EXECUTIVE DIRECTOR 1	M	Asian	N
EXECUTIVE ADMIN ASSISTANT 2	M	Asian	N
DEPUTY COMMISSIONER 2	F	Black	N
EXECUTIVE ADMIN ASSISTANT 2	F	Black	N
ADMIN SERVICES ASSISTANT 3	F	Black	N
EXECUTIVE ADMIN ASSISTANT 2	F	Black	N
ADMIN SERVICES ASSISTANT 2*	F	Black	N
ATTORNEY 3	F	Black	N
ATTORNEY 3	F	Black	N
ATTORNEY 3	F	Black	N
DCS BRIAN A. TAC MONITOR	F	Black	N
AUDITOR 2*	F	Black	N
AUDIT DIRECTOR 2	M	Black	N
AFFIRMATIVE ACTION DIRECTOR	M	Black	N
EXECUTIVE ADMIN ASSISTANT 2	M	Black	N
DCS PROGRAM DIRECTOR 1	F	Black	N
DCS PROGRAM MANAGER	F	Black	N
DCS PROGRAM COORDINATOR	F	Black	N
EXECUTIVE ADMIN ASSISTANT 3	F	Black	N
INFORMATION SYSTEMS DIRECTOR 3	M	Black	N
PROGRAMMER/ANALYST 4	M	Black	N
INFO RESOURCE SUPPORT SPEC 2*	F	Black	N
ADMIN SERVICES ASSISTANT 2*	F	Black	N
EXECUTIVE ADMIN ASSISTANT 3	F	Black	N
INFORMATION SYSTEMS MANAGER 1	M	Black	N
FISCAL DIRECTOR 1	F	Black	N
DCS EXECUTIVE DIRECTOR 2	F	Black	N
DCS EXECUTIVE DIRECTOR 2	F	Black	N
DCS REGIONAL ADMINISTRATOR	F	Black	N
DCS REGIONAL ADMINISTRATOR	F	Black	N
ADMIN SERVICES ASSISTANT 4	F	Black	N
DCS REGIONAL ADMINISTRATOR	F	Black	N
DCS REGIONAL ADMINISTRATOR	F	Black	N
DCS PROGRAM COORDINATOR	F	Black	N
DCS PROGRAM MANAGER	M	Black	N
DCS PROGRAM DIRECTOR 2	F	Black	N
DCS PROGRAM DIRECTOR 2	F	Black	N
EXECUTIVE ADMIN ASSISTANT 2	M	Black	N
DCS PROGRAM MANAGER	F	Black	N

DCS PROGRAM COORDINATOR	F	Black	N
DCS PROGRAM COORDINATOR	F	Black	N
TRAINING & CURRICULUM DIR 1	F	Black	N
TRAINING & CURRICULUM DIR 1	F	Black	N
DCS INSTITUTION SUPERINTENDENT	M	Black	N
DCS INSTITUTION SUPERINTENDENT	M	Black	N
EXECUTIVE ADMIN ASSISTANT 2	F	Hispanic/Latino	N
ATTORNEY 4	F	Hispanic/Latino	N
DCS PROGRAM COORDINATOR	F	Hispanic/Latino	N
EXECUTIVE ADMIN ASSISTANT 2	F	Hispanic/Latino	N
FACILITY ADMINISTRATOR 3	F	Other	N
DCS PROGRAM MANAGER	F	Other	N
TRAINING & CURRICULUM DIR 1	F	Other	N
EXECUTIVE ADMIN ASSISTANT 2	M	White	N
COMMISSIONER 2	M	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
DEPUTY COMMISSIONER 2	F	White	N
ADMIN SERVICES ASSISTANT 3	F	White	N
DEPUTY COMMISSIONER 2	M	White	N
ASSISTANT COMMISSIONER 2	F	White	N
FISCAL DIRECTOR 2	F	White	N
ASSISTANT COMMISSIONER 2	M	White	N
EXECUTIVE ADMIN ASSISTANT 3	M	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
LEGAL SERVICES DIRECTOR	F	White	N
ATTORNEY 4	F	White	N
GENERAL COUNSEL 4	M	White	N
ATTORNEY 3	F	White	N

ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
LEGAL ASSISTANT	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 4	M	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	F	White	N

ATTORNEY 3	M	White	N
ATTORNEY 4	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 3	M	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 3	M	White	N
ATTORNEY 4	M	White	N
DCS BRIAN A. TAC MONITOR	F	White	N
AUDITOR 2*	M	White	N
AUDITOR 2*	F	White	N
DCS BRIAN A. TAC MONITOR	F	White	N
DCS EXECUTIVE DIRECTOR 1	M	White	N
AUDITOR 2*	M	White	N
DCS BRIAN A. TAC MONITOR	F	White	N
ATTORNEY 3	F	White	N
ATTORNEY 4	F	White	N
ATTORNEY 3	F	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
DCS PROGRAM COORDINATOR	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
ADMIN ASSISTANT 2	F	White	N
EXECUTIVE ADMIN ASSISTANT 3	F	White	N
DCS PROGRAM DIRECTOR 2	M	White	N
ADMIN SERVICES ASSISTANT 2*	F	White	N
SENIOR PROJECT MANAGER	M	White	N
INFORMATION SYSTEMS DIRECTOR 3	M	White	N
INFO RESOURCE SUPPORT SPEC 4	F	White	N

PROGRAMMER/ANALYST 4	M	White	N
DCS EXECUTIVE DIRECTOR 1	M	White	N
INFORMATION SYSTEMS DIRECTOR 1	F	White	N
PROGRAMMER/ANALYST SUPERVISOR	F	White	N
SENIOR PROJECT MANAGER	M	White	N
INFORMATION SYSTEMS ANA 3	F	White	N
INFORMATION SYSTEMS TECH CONS	M	White	N
INFORMATION SYSTEMS MANAGER 3	M	White	N
SENIOR PROJECT MANAGER	M	White	N
SENIOR PROJECT MANAGER	F	White	N
INFORMATION SYSTEMS TECH CONS	M	White	N
APPLICATION ARCHITECT	M	White	N
ADMIN SERVICES ASSISTANT 3	F	White	N
HR MANAGER 1	F	White	N
DCS EXECUTIVE DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 3	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
FISCAL DIRECTOR 2	F	White	N
FISCAL DIRECTOR 2	F	White	N
DCS EXECUTIVE DIRECTOR 1	F	White	N
DCS INTERNAL QUALITY CTRL DIR	F	White	N
DCS PROGRAM DIRECTOR 3	F	White	N
ADMIN SERVICES ASSISTANT 4	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DEPUTY COMMISSIONER 2	M	White	N
DCS CALL CENTER CONSULTANT	M	White	N
ADMIN SERVICES ASSISTANT 3	F	White	N
DCS PROGRAM DIRECTOR 3	F	White	N
EDUC CONSULTANT 4	F	White	N
DCS PROGRAM DIRECTOR 2	M	White	N
FOOD SERVICE DIRECTOR 3	F	White	N
DCS EXECUTIVE DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 3	M	White	N
FISCAL DIRECTOR 1	F	White	N
FISCAL DIRECTOR 1	M	White	N
FISCAL DIRECTOR 1	F	White	N
FISCAL DIRECTOR 1	M	White	N
FISCAL DIRECTOR 1	M	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 3	M	White	N
ADMIN SERVICES MANAGER	M	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N

DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
ADMIN SERVICES MANAGER	F	White	N
ADMIN SERVICES MANAGER	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS PROGRAM COORDINATOR	M	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS REGIONAL ADMINISTRATOR	F	White	N
DCS COMMUNITY PARTNERS DIR	M	White	N
DCS PROGRAM COORDINATOR	F	White	N
DCS PROGRAM DIRECTOR 2	M	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
ADMIN SERVICES ASSISTANT 2*	F	White	N
DCS PROGRAM DIRECTOR 1	F	White	N
EXECUTIVE ADMIN ASSISTANT 2	F	White	N
DCS PROGRAM DIRECTOR 3	F	White	N
DCS PROGRAM COORDINATOR	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 2	F	White	N
DCS PROGRAM DIRECTOR 2	M	White	N
DCS PROGRAM DIRECTOR 2	M	White	N
ADMIN SERVICES ASSISTANT 4	F	White	N
PSYCHOLOGY DIRECTOR	F	White	N
EPIDEMIOLOGIST 3	F	White	N
DCS PROGRAM MANAGER	F	White	N
DCS PROGRAM MANAGER	F	White	N
PSYCHOLOGIST	M	White	N
PSYCHOLOGIST	M	White	N
DCS PROGRAM COORDINATOR	F	White	N
DCS PROGRAM COORDINATOR	F	White	N
DCS PROGRAM COORDINATOR	F	White	N
DCS PROGRAM COORDINATOR	F	White	N
TRAINING & CURRICULUM DIR 1	F	White	N
TRAINING & CURRICULUM DIR 1	F	White	N
TRAINING & CURRICULUM DIR 1	F	White	N
TRAINING & CURRICULUM DIR 1	F	White	N

DCS PROGRAM COORDINATOR	M	White	N
DCS PROGRAM MANAGER	F	White	N
DCS INSTITUTION SUPERINTENDENT	F	White	N
<b>PREFERRED SERVICE</b>			
COMMUNITY SERVICES ASSISTANT	M	Black	Y
CLERK 2	F	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
SECURITY GUARD 1	M	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
CLERK 2	F	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
COMMUNITY SERVICES ASSISTANT	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y





DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	M	Hispanic/Latino	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
DCS CORPORAL	M	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
COMMUNITY SERVICES ASSISTANT	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
STORES CLERK	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y

DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS CORPORAL	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
PROGRAMMER/ANALYST 2*	F	American Indian / Alas	Y
PROGRAMMER/ANALYST 4	F	American Indian / Alas	Y
DCS CASE MANAGER 2*	F	American Indian / Alas	Y
DCS CASE MANAGER 2*	F	American Indian / Alas	Y
DCS CASE MANAGER 2*	F	American Indian / Alas	Y
DCS CASE MANAGER 2*	M	American Indian / Alas	Y
DCS CASE MANAGER 4	F	American Indian / Alas	Y
DCS CASE MANAGER 2*	F	American Indian / Alas	Y
DCS CASE MANAGER 2*	M	American Indian / Alas	Y
REGISTERED NURSE 3	F	American Indian / Alas	Y
AUDITOR 3	M	Asian	Y
PROGRAMMER/ANALYST 3	M	Asian	Y
PROGRAMMER/ANALYST 4	M	Asian	Y
PROGRAMMER/ANALYST 4	M	Asian	Y
INFORMATION SYSTEMS ANA 4	M	Asian	Y
PROGRAMMER/ANALYST 4	M	Asian	Y

PROGRAMMER/ANALYST 4	F	Asian	Y
ADMIN SERVICES ASSISTANT 3	F	Asian	Y
ACCOUNTING MANAGER	M	Asian	Y
DCS CASE MANAGER 2*	M	Asian	Y
DCS CASE MANAGER 2*	F	Asian	Y
DCS CASE MANAGER 2*	F	Asian	Y
DCS CASE MANAGER 3	F	Asian	Y
DCS CASE MANAGER 2*	M	Asian	Y
DCS CASE MANAGER 2*	F	Asian	Y
DCS CASE MANAGER 2*	F	Asian	Y
DCS CASE MANAGER 2*	F	Asian	Y
DCS CASE MANAGER 2*	F	Asian	Y
PUBLIC HEALTH NURSING CON 1	F	Asian	Y
ADMIN SERVICES ASSISTANT 3	F	Black	Y
ADMIN SECRETARY	F	Black	Y
LEGAL ASSISTANT	F	Black	Y
ADMIN SECRETARY	M	Black	Y
DCS SPECIAL INVESTIGATOR 3	M	Black	Y
DCS SPECIAL INVESTIGATOR 3	F	Black	Y
DCS SPECIAL INVESTIGATOR 2	M	Black	Y
DCS SPECIAL INVESTIGATOR 3	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS PROGRAM COORDINATOR	M	Black	Y
ADMIN SECRETARY	F	Black	Y
AFFIRMATIVE ACTION OFFICER 1	M	Black	Y
ADMIN SERVICES ASSISTANT 3	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
ADMIN SECRETARY	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
PROGRAM MONITOR 2	F	Black	Y
PROGRAM MONITOR 2	F	Black	Y
PROGRAM MONITOR 3	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
INFO RESOURCE SUPPORT SPEC 4	F	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	M	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	M	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	M	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	M	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	M	Black	Y
INFO RESOURCE SUPPORT SPEC 4	M	Black	Y
INFO RESOURCE SUPPORT SPEC 3	F	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	M	Black	Y

PROGRAMMER/ANALYST 4	F	Black	Y
PROGRAMMER/ANALYST 2*	M	Black	Y
INFORMATION SYSTEMS ANA 4	F	Black	Y
INFORMATION SYSTEMS ANA SUPV	F	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	F	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	F	Black	Y
STATISTICS ASSISTANT DIRECTOR	F	Black	Y
PROGRAMMER/ANALYST SUPERVISOR	M	Black	Y
HR ANALYST 3	F	Black	Y
HR ANALYST 2*	F	Black	Y
HR ANALYST 3	M	Black	Y
ACCOUNTING TECHNICIAN 2	F	Black	Y
HR ANALYST 3	F	Black	Y
HR ANALYST 3	M	Black	Y
INFORMATION SYSTEMS MANAGER 1	M	Black	Y
ADMIN SERVICES ASSISTANT 2*	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
ADMIN SERVICES ASSISTANT 5	F	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	M	Black	Y
INFO RESOURCE SUPPORT SPEC 2*	F	Black	Y
INFO RESOURCE SUPPORT SPEC 3	M	Black	Y
INFORMATION SYSTEMS MANAGER 3	M	Black	Y
ACCOUNTING TECHNICIAN 1	F	Black	Y
ACCOUNTANT 2*	M	Black	Y
ACCOUNT CLERK	F	Black	Y
ACCOUNTING TECHNICIAN 1	M	Black	Y
ACCOUNTING TECHNICIAN 2	F	Black	Y
ACCOUNTING TECHNICIAN 1	F	Black	Y
FISCAL DIRECTOR 1	F	Black	Y
ACCOUNTANT 3	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
DCS PROGRAM DIRECTOR 1	F	Black	Y
DCS PROGRAM DIRECTOR 1	F	Black	Y
SECRETARY	F	Black	Y
EDUC CONSULTANT 1	F	Black	Y
EDUC CONSULTANT 2	F	Black	Y
MH/IDD STANDARDS COORDINATOR	F	Black	Y
ELIGIBILITY COUNSELOR 2*	F	Black	Y
ELIGIBILITY COUNSELOR 2*	F	Black	Y
ADMIN SERVICES ASSISTANT 2*	F	Black	Y
ELIGIBILITY COUNSELOR 2*	F	Black	Y



DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
ADMIN SECRETARY	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y

DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
SECRETARY	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y

DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
CLERK 3	F	Black	Y
SECRETARY	F	Black	Y
HR ANALYST 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y

DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
SECRETARY	F	Black	Y
HR ANALYST 3	F	Black	Y
HR TECHNICIAN 3	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
HR TECHNICIAN 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y

DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
ADMIN SECRETARY	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
ACCOUNT CLERK	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y

DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y

DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
ACCOUNTING TECHNICIAN 1	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y

DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
CLERK 3	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y

DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
ADMIN SERVICES ASSISTANT 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y

DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
HR ANALYST 3	F	Black	Y
ADMIN SERVICES ASSISTANT 3	F	Black	Y
ADMIN SERVICES MANAGER	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y

DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y

DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
CLERK 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
CLERK 3	F	Black	Y
DCS PROGRAM SPECIALIST	M	Black	Y
ACCOUNTING TECHNICIAN 1	F	Black	Y
ADMIN SECRETARY	F	Black	Y
HR ANALYST 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y



DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
CLERK 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
HR ANALYST 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y

DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
ADMIN SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y

DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
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DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y

DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y

DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
SECRETARY	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y

DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
CLERK 3	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y

DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y

DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
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DCS CASE MANAGER 3	F	Black	Y
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DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
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DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS TEAM COORDINATOR	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y

DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
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DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS TEAM COORDINATOR	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y

DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
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DCS CASE MANAGER 3	F	Black	Y
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DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
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DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
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DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y

DCS CASE MANAGER 2*	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
DCS PROGRAM MANAGER	F	Black	Y
DCS PROGRAM COORDINATOR	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS PROGRAM MANAGER	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
ADMIN ASSISTANT 1	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
EDUC CONSULTANT 1	F	Black	Y
EDUC CONSULTANT 1	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
PUBLIC HEALTH NURSING CON 1	F	Black	Y
PUBLIC HEALTH NURSING CON 2	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
EXECUTIVE SECRETARY 1	F	Black	Y
TRAINING SPECIALIST 2*	F	Black	Y
TRAINING OFFICER 1	F	Black	Y
TRAINING OFFICER 1	F	Black	Y
TRAINING OFFICER 1	F	Black	Y
TRAINING OFFICER 1	M	Black	Y
TRAINING OFFICER 1	M	Black	Y
TRAINING OFFICER 1	F	Black	Y
TRAINING OFFICER 1	F	Black	Y
TRAINING OFFICER 1	F	Black	Y
TRAINING OFFICER 1	F	Black	Y
TRAINING OFFICER 1	F	Black	Y
TRAINING OFFICER 1	F	Black	Y
TRAINING OFFICER 2	F	Black	Y
TRAINING OFFICER 2	F	Black	Y

DCS PROGRAM COORDINATOR	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
CLERK 2	F	Black	Y
CLERK 2	F	Black	Y
DCS PROGRAM COORDINATOR	F	Black	Y
DCS PROGRAM SPECIALIST	F	Black	Y
SECRETARY	F	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	F	Black	Y
FOOD SERVICE STEWARD 1	F	Black	Y
DCS OFFICER	M	Black	Y
DCS CORPORAL	M	Black	Y
DCS OFFICER	F	Black	Y
DCS CORPORAL	F	Black	Y
DCS SERGEANT	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS OFFICER	F	Black	Y
DCS CORPORAL	F	Black	Y
DCS OFFICER	F	Black	Y
CORRECTIONAL TEACHER	M	Black	Y
DCS CORPORAL	M	Black	Y
LICENSED PRACTICAL NURSE 2*	F	Black	Y
DCS CORPORAL	F	Black	Y
DCS OFFICER	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
TEACHER'S ASSISTANT-CORRECTION	F	Black	Y
FOOD SERVICE STEWARD 1	F	Black	Y
DCS OFFICER	F	Black	Y
LICENSED PRACTICAL NURSE 2*	F	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
CORRECTIONAL TEACHER	M	Black	Y
REGISTERED NURSE 4	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS OFFICER	F	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
HR ANALYST 2*	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS LIEUTENANT	F	Black	Y
CORRECTIONAL TEACHER	M	Black	Y

DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS SECURITY MANAGER	M	Black	Y
DCS OFFICER	F	Black	Y
LICENSED PRACTICAL NURSE 2*	F	Black	Y
VOCATIONAL INSTRUCTOR-PER SPEC	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CORPORAL	M	Black	Y
TEACHER'S ASSISTANT-CORRECTION	F	Black	Y
DCS SERGEANT	M	Black	Y
DCS LIEUTENANT	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
SECRETARY	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS OFFICER	F	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS LIEUTENANT	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
FOOD SERVICE STEWARD 2	M	Black	Y
RECREATION SPECIALIST 2	F	Black	Y
DCS SERGEANT	F	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS OFFICER	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
ADMIN SECRETARY	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 3	F	Black	Y
FOOD SERVICE STEWARD 1	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
FOOD SERVICE STEWARD 2	F	Black	Y

CORRECTIONAL TEACHER	M	Black	Y
DCS OFFICER	F	Black	Y
CORRECTIONAL TEACHER SUPV	M	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
TEACHER'S ASSISTANT-CORRECTION	F	Black	Y
DCS OFFICER	F	Black	Y
FOOD SERVICE STEWARD 2	F	Black	Y
DCS CORPORAL	M	Black	Y
LICENSED PRACTICAL NURSE 2*	F	Black	Y
CORRECTIONAL PRINCIPAL	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS OFFICER	F	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
LICENSED PRACTICAL NURSE 2*	F	Black	Y
FOOD SERVICE MANAGER 1	F	Black	Y
FOOD SERVICE STEWARD 1	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS CORPORAL	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS CORPORAL	M	Black	Y
DCS OFFICER	M	Black	Y
DCS CORPORAL	F	Black	Y
DCS OFFICER	F	Black	Y
DCS CORPORAL	M	Black	Y
FOOD SERVICE STEWARD 2	M	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	M	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
DCS OFFICER	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
DCS LIEUTENANT	F	Black	Y
DCS OFFICER	M	Black	Y
DCS OFFICER	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS OFFICER	M	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
DCS OFFICER	M	Black	Y
DCS CASE MANAGER 4	F	Black	Y
DCS CORPORAL	F	Black	Y
TEACHER'S ASSISTANT-CORRECTION	F	Black	Y

DCS CORPORAL	F	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
ACCOUNT CLERK	M	Black	Y
FOOD SERVICE STEWARD 1	F	Black	Y
DCS CORPORAL	M	Black	Y
HR ANALYST 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
STORES MANAGER	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	F	Black	Y
TRAINING OFFICER 2	F	Black	Y
DCS LIEUTENANT	F	Black	Y
DCS OFFICER	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS TREATMENT MANAGER	F	Black	Y
DCS LIEUTENANT	F	Black	Y
DCS OFFICER	F	Black	Y
SECRETARY	F	Black	Y
DCS OFFICER	F	Black	Y
DCS OFFICER	M	Black	Y
DCS CORPORAL	F	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
SECRETARY	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	M	Black	Y
CORRECTIONAL TEACHER SUPV	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
LICENSED PRACTICAL NURSE 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CORPORAL	F	Black	Y
ADMIN SERVICES ASSISTANT 2*	F	Black	Y
DCS SERGEANT	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
DCS CASE MANAGER 3	F	Black	Y
DCS CASE MANAGER 2*	F	Black	Y
LICENSED PRACTICAL NURSE 3	F	Black	Y
DCS SERGEANT	M	Black	Y
ACCOUNTANT 2*	M	Black	Y
DCS SERGEANT	F	Black	Y
DCS CORPORAL	M	Black	Y

DCS OFFICER	M	Black	Y
DCS OFFICER	M	Black	Y
DCS CASE MANAGER 3	M	Black	Y
DCS OFFICER	M	Black	Y
ADMIN SERVICES ASSISTANT 2*	F	Black	Y
CORRECTIONAL PRINCIPAL	F	Black	Y
DCS CORPORAL	F	Black	Y
DCS CORPORAL	F	Black	Y
DCS CORPORAL	M	Black	Y
LICENSED PRACTICAL NURSE 3	M	Black	Y
DCS LIEUTENANT	M	Black	Y
DCS CORPORAL	M	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS TEAM COORDINATOR	F	Black	Y
DCS CORPORAL	F	Black	Y
HR ANALYST 2*	F	Black	Y
DCS CASE MANAGER 2*	M	Black	Y
DCS OFFICER	M	Black	Y
DCS SERGEANT	M	Black	Y
TEACHER'S ASSISTANT-CORRECTION	F	Black	Y
CORRECTIONAL TEACHER	F	Black	Y
ADMIN SECRETARY	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 4	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	M	Hispanic/Latino	Y
SECRETARY	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	M	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	M	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
ACCOUNTING TECHNICIAN 1	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	M	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 2*	F	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y

DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CASE MANAGER 3	F	Hispanic/Latino	Y
DCS CORPORAL	F	Hispanic/Latino	Y
INFO RESOURCE SUPPORT SPEC 4	M	Other	Y
PROGRAMMER/ANALYST 4	M	Other	Y
DATABASE ADMINISTRATOR 3	M	Other	Y
HR ANALYST 2*	F	Other	Y
ACCOUNT CLERK	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 3	F	Other	Y
DCS CASE MANAGER 4	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 4	F	Other	Y
DCS CASE MANAGER 2*	M	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 2*	F	Other	Y
DCS CASE MANAGER 3	F	Other	Y
PUBLIC HEALTH NURSING CON 1	F	Other	Y
TRAINING OFFICER 1	F	Other	Y
FOOD SERVICE STEWARD 1	M	Other	Y
FOOD SERVICE MANAGER 1	M	Other	Y
ADMIN SECRETARY	F	White	Y
AUDITOR 4	M	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	M	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y

ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	M	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y
LEGAL ASSISTANT	F	White	Y
ADMIN SECRETARY	F	White	Y
LEGAL ASSISTANT	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS SPECIAL INVESTIGATOR 2	M	White	Y
ADMIN SECRETARY	F	White	Y
DCS SPECIAL INVESTIGATOR 3	M	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
DCS PROGRAM MANAGER	F	White	Y
DCS PROGRAM MANAGER	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM MANAGER	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
EXECUTIVE ADMIN ASSISTANT 3	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
PROGRAM MONITOR 3	F	White	Y
PROGRAM MONITOR 4	F	White	Y
PROGRAM MONITOR 2	F	White	Y
DCS PROGRAM DIRECTOR 2	M	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM SPECIALIST	M	White	Y
INFO RESOURCE SUPPORT SPEC 3	M	White	Y
INFO RESOURCE SUPPORT SPEC 4	F	White	Y
INFO RESOURCE SUPPORT SPEC 2*	F	White	Y
INFO RESOURCE SUPPORT SPEC 4	F	White	Y
INFORMATION SYSTEMS ANA 3	M	White	Y

INFO RESOURCE SUPPORT SPEC 2*	F	White	Y
INFO RESOURCE SUPPORT SPEC 2*	F	White	Y
INFO RESOURCE SUPPORT SPEC 2*	M	White	Y
INFO RESOURCE SUPPORT SPEC 2*	M	White	Y
INFO RESOURCE SUPPORT SPEC 5	M	White	Y
INFORMATION SYSTEMS CONSULT	M	White	Y
PROGRAMMER/ANALYST 2*	M	White	Y
PROGRAMMER/ANALYST 2*	F	White	Y
PROGRAMMER/ANALYST 4	M	White	Y
INFORMATION SYSTEMS ANA 3	F	White	Y
INFORMATION SYSTEMS MANAGER 1	M	White	Y
INFORMATION SYSTEMS ANA SUPV	F	White	Y
INFO RESOURCE SUPPORT SPEC 2*	F	White	Y
INFORMATION SYSTEMS ANA 3	F	White	Y
INFO RESOURCE SUPPORT SPEC 2*	F	White	Y
INFORMATION SYSTEMS ANA SUPV	F	White	Y
INFORMATION SYSTEMS ANA 3	F	White	Y
INFO RESOURCE SUPPORT SPEC 3	M	White	Y
INFO RESOURCE SUPPORT SPEC 2*	F	White	Y
INFO RESOURCE SUPPORT SPEC 2*	F	White	Y
INFO RESOURCE SUPPORT SPEC 2*	F	White	Y
PROGRAMMER/ANALYST 2*	F	White	Y
INFORMATION SYSTEMS MANAGER 1	F	White	Y
INFORMATION SYSTEMS DIRECTOR 1	F	White	Y
INFORMATION SYSTEMS MANAGER 2	M	White	Y
INFORMATION SYSTEMS ANA 2*	F	White	Y
PROGRAMMER/ANALYST 2*	M	White	Y
INFORMATION SYSTEMS DIRECTOR 2	M	White	Y
PROGRAMMER/ANALYST 3	M	White	Y
PROGRAMMER/ANALYST 4	F	White	Y
PROGRAMMER/ANALYST 3	M	White	Y
PROGRAMMER/ANALYST SUPERVISOR	M	White	Y
PROGRAMMER/ANALYST 4	F	White	Y
PROGRAMMER/ANALYST 4	F	White	Y
PROGRAMMER/ANALYST 4	M	White	Y
ADMIN ASSISTANT 1	F	White	Y
HR ANALYST 2*	F	White	Y
HR ANALYST 3	F	White	Y
HR ANALYST 2*	F	White	Y
HR ANALYST 2*	M	White	Y
HR ANALYST 3	F	White	Y
HR ANALYST 3	F	White	Y
HR MANAGER 2	F	White	Y

TRAINING OFFICER 1	F	White	Y
BUDGET ANALYSIS DIRECTOR 1	M	White	Y
BUDGET ANALYST 2*	M	White	Y
ACCOUNTING TECHNICIAN 2	M	White	Y
PROCUREMENT OFFICER 1	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
INFORMATION SYSTEMS MANAGER 1	M	White	Y
INFO RESOURCE SUPPORT SPEC 4	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ADMIN SERVICES ASSISTANT 5	F	White	Y
FACILITIES SAFETY OFFICER 2*	M	White	Y
INFO RESOURCE SUPPORT SPEC 5	M	White	Y
FACILITIES SAFETY OFFICER 3	M	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ADMIN SERVICES ASSISTANT 3	M	White	Y
ACCOUNTANT 3	F	White	Y
ACCOUNTING TECHNICIAN 2	F	White	Y
ADMIN SERVICES ASSISTANT 5	M	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
FISCAL DIRECTOR 1	M	White	Y
ACCOUNTING TECHNICIAN 2	F	White	Y
ACCOUNTANT 3	M	White	Y
ACCOUNTING TECHNICIAN 1	M	White	Y
ACCOUNTING MANAGER	M	White	Y
ACCOUNTANT 3	M	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNTING TECHNICIAN 2	F	White	Y
DATA ENTRY OPERATOR	F	White	Y
ACCOUNTING TECHNICIAN 2	F	White	Y
DATA ENTRY OPERATOR	F	White	Y
ACCOUNTING TECHNICIAN 1	M	White	Y
ACCOUNTING TECHNICIAN 2	F	White	Y
ACCOUNTANT 2*	M	White	Y
FISCAL DIRECTOR 2	M	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNTING TECHNICIAN 1	M	White	Y
ACCOUNTANT 3	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
FIELD SUPERVISOR 2	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
EDUC CONSULTANT 1	M	White	Y

EDUC CONSULTANT 3	M	White	Y
EDUC CONSULTANT 2	M	White	Y
EDUC CONSULTANT 3	M	White	Y
EDUC CONSULTANT 3	M	White	Y
ADMIN SECRETARY	F	White	Y
REGISTERED NURSE 5	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	M	White	Y
ELIGIBILITY COUNSELOR 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
ACCOUNT CLERK	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ELIGIBILITY COUNSELOR 2*	M	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
CLERK 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNTING TECHNICIAN 2	F	White	Y
ELIGIBILITY COUNSELOR 2*	M	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ACCOUNTING TECHNICIAN 2	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	M	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y

ELIGIBILITY COUNSELOR 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNTING TECHNICIAN 2	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNT CLERK	M	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
ADMIN SERVICES ASSISTANT 2*	M	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
ELIGIBILITY COUNSELOR 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
SECRETARY	F	White	Y
OFFICE SUPERVISOR 1	F	White	Y
SECRETARY	F	White	Y
HR ANALYST 3	F	White	Y
ADMIN SERVICES ASSISTANT 4	F	White	Y

HR TECHNICIAN 2*	F	White	Y
ADMIN SERVICES MANAGER	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ACCOUNT CLERK	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y

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

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
DCS PROGRAM DIRECTOR 1	F	White	Y
SECRETARY	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y

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



ACCOUNT CLERK	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ADMIN SERVICES ASSISTANT 3	M	White	Y
ADMIN SERVICES MANAGER	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CORPORAL	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

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

DCS CASE MANAGER 3	M	White	Y
ADMIN SECRETARY	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SERVICES MANAGER	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
HR TECHNICIAN 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y

DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y

ADMIN SECRETARY	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
HR ANALYST 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 4	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 4	F	White	Y
CLERK 3	M	White	Y
TRAINING SPECIALIST 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
ADMIN SECRETARY	F	White	Y
HR ANALYST 2*	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y



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

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

CLERK 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
HR TECHNICIAN 2*	F	White	Y
SECRETARY	F	White	Y
HR ANALYST 2*	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

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

DCS CASE MANAGER 2*	M	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y

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

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
ADMIN SERVICES MANAGER	F	White	Y
SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y

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

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS PROGRAM SPECIALIST	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
CLERK 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS PROGRAM SPECIALIST	M	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
SECRETARY	F	White	Y
ADMIN SERVICES MANAGER	M	White	Y
HR ANALYST 2*	F	White	Y
HR TECHNICIAN 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y

DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
ADMIN SECRETARY	F	White	Y
HR ANALYST 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
ADMIN SECRETARY	F	White	Y
ADMIN SERVICES MANAGER	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
SECRETARY	F	White	Y



DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
CLERK 3	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
HR TECHNICIAN 2*	F	White	Y
ADMIN SERVICES MANAGER	F	White	Y
ADMIN SECRETARY	F	White	Y
HR ANALYST 3	F	White	Y
HR TECHNICIAN 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
SECRETARY	F	White	Y
DCS CORPORAL	M	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y

DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 4	M	White	Y
SECRETARY	F	White	Y
ADMIN SECRETARY	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
SECRETARY	F	White	Y
DCS CASE MANAGER 4	M	White	Y
CLERK 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CORPORAL	M	White	Y
DCS CASE MANAGER 2*	M	White	Y

DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
ACCOUNT CLERK	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS PROGRAM COORDINATOR	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
COMMUNITY SERVICES ASSISTANT	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y

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DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
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DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
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ADMIN SERVICES ASSISTANT 2*	F	White	Y
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DCS TEAM COORDINATOR	F	White	Y



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DCS TEAM COORDINATOR	M	White	Y
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DCS CASE MANAGER 2*	F	White	Y
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DCS CASE MANAGER 3	F	White	Y
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DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
ADMIN SERVICES ASSISTANT 4	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 3	F	White	Y
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DCS CASE MANAGER 3	F	White	Y
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DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS CASE MANAGER 4	F	White	Y
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DCS CASE MANAGER 3	M	White	Y
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DCS CASE MANAGER 3	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
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DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS CASE MANAGER 4	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y



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DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS PROGRAM DIRECTOR 1	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS PROGRAM MANAGER	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
ADMIN SERVICES MANAGER	F	White	Y
SECRETARY	F	White	Y
SECRETARY	F	White	Y
DCS PROGRAM MANAGER	M	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 3	F	White	Y
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DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 4	M	White	Y
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ADMIN SERVICES ASSISTANT 4	M	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
ADMIN SERVICES ASSISTANT 2*	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
EDUC CONSULTANT 1	F	White	Y
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EDUC CONSULTANT 1	F	White	Y
EDUC CONSULTANT 1	F	White	Y
EDUC CONSULTANT 1	F	White	Y
EDUC CONSULTANT 2	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y

PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 1	M	White	Y
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PUBLIC HEALTH NURSING CON 1	F	White	Y
PUBLIC HEALTH NURSING CON 2	F	White	Y
PUBLIC HEALTH NURSING CON 2	F	White	Y
PUBLIC HEALTH NURSING CON 2	F	White	Y
PSYCHOLOGIST	M	White	Y
PSYCHOLOGIST	F	White	Y
PSYCHOLOGIST	M	White	Y
PSYCHOLOGIST	M	White	Y
PSYCHOLOGIST	F	White	Y
PSYCHOLOGIST	F	White	Y
PSYCHOLOGIST	F	White	Y
PSYCHOLOGIST	F	White	Y
ADMIN SECRETARY	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 1	F	White	Y
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TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 2	M	White	Y
TRAINING OFFICER 1	F	White	Y
TRAINING OFFICER 2	F	White	Y
DCS TEAM COORDINATOR	F	White	Y
DCS PROGRAM DIRECTOR 1	M	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM COORDINATOR	F	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS PROGRAM COORDINATOR	M	White	Y

DCS PROGRAM DIRECTOR 1	M	White	Y
DCS PROGRAM SPECIALIST	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
TRAINING SPECIALIST 2*	M	White	Y
CORRECTIONAL TEACHER	F	White	Y
DCS TREATMENT MANAGER	M	White	Y
CORRECTIONAL TEACHER	M	White	Y
FACILITIES MANAGER 1	M	White	Y
DCS OFFICER	M	White	Y
MAINTENANCE MECHANIC 2	M	White	Y
ACCOUNT CLERK	F	White	Y
FACILITIES SAFETY OFFICER 2*	F	White	Y
CORRECTIONAL TEACHER	F	White	Y
STOREKEEPER 2	F	White	Y
TEACHER'S ASSISTANT-CORRECTION	F	White	Y
ADMIN SERVICES ASSISTANT 3	F	White	Y
BUILDING MAINTENANCE WORKER 3	M	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
PROCUREMENT OFFICER 2	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS ADMIN SERVICES MANAGER	M	White	Y
BUILDING MAINTENANCE WORKER 2	M	White	Y
PSYCHIATRIC CHAPLAIN 2	M	White	Y
DCS OFFICER	M	White	Y
CORRECTIONAL TEACHER	F	White	Y
DCS OFFICER	M	White	Y
BUILDING MAINTENANCE WORKER 2	M	White	Y
DCS SECURITY MANAGER	F	White	Y
CORRECTIONAL TEACHER	F	White	Y
CORRECTIONAL TEACHER	F	White	Y
FOOD SERVICE STEWARD 2	F	White	Y
DCS LIEUTENANT	M	White	Y
FOOD SERVICE STEWARD 1	F	White	Y
CORRECTIONAL PRINCIPAL	M	White	Y
DCS CORPORAL	M	White	Y
FACILITIES SAFETY OFFICER 2*	M	White	Y
TEACHER'S ASSISTANT-CORRECTION	M	White	Y
ACCOUNTING TECHNICIAN 1	M	White	Y
DCS OFFICER	F	White	Y
CORRECTIONAL TEACHER	F	White	Y
FACILITIES MANAGER 1	M	White	Y
DCS SERGEANT	M	White	Y
BUILDING MAINTENANCE WORKER 2	M	White	Y

VOCATIONAL INSTRUCTOR-PER SPEC	M	White	Y
CORRECTIONAL TEACHER	M	White	Y
DCS ADMIN SERVICES MANAGER	M	White	Y
PROCUREMENT OFFICER 2	F	White	Y
DCS LIEUTENANT	M	White	Y
CORRECTIONAL TEACHER	F	White	Y
DCS OFFICER	F	White	Y
ADMIN SECRETARY	F	White	Y
VOCATIONAL INSTRUCTOR-PER SPEC	M	White	Y
CORRECTIONAL TEACHER	F	White	Y
REGISTERED NURSE 4	F	White	Y
VOCATIONAL INSTRUCTOR-PER SPEC	F	White	Y
TRAINING SPECIALIST 2*	F	White	Y
VOCATIONAL INSTRUCTOR-PER SPEC	M	White	Y
VOCATIONAL INSTRUCTOR-PER SPEC	M	White	Y
DCS OFFICER	M	White	Y
PROCUREMENT OFFICER 2	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
BUILDING MAINTENANCE WORKER 3	M	White	Y
LICENSED PRACTICAL NURSE 3	F	White	Y
ADMIN SECRETARY	F	White	Y
FOOD SERVICE MANAGER 1	M	White	Y
CLERK 3	F	White	Y
DCS OFFICER	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
RECREATION SPECIALIST 2	M	White	Y
DCS OFFICER	F	White	Y
VOCATIONAL INSTRUCTOR-PER SPEC	M	White	Y
DCS CASE MANAGER 3	M	White	Y
DCS SECURITY MANAGER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS ADMIN SERVICES MANAGER	M	White	Y
DCS CORPORAL	M	White	Y
CORRECTIONAL TEACHER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y

CORRECTIONAL TEACHER	F	White	Y
LICENSED PRACTICAL NURSE 3	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
VOCATIONAL INSTRUCTOR-PER SPEC	M	White	Y
FOOD SERVICE STEWARD 1	M	White	Y
STOREKEEPER 2	M	White	Y
DCS CASE MANAGER 3	M	White	Y
FOOD SERVICE STEWARD 1	M	White	Y
FOOD SERVICE STEWARD 2	F	White	Y
ACCOUNT CLERK	F	White	Y
CORRECTIONAL TEACHER	M	White	Y
DCS OFFICER	M	White	Y
DCS CORPORAL	M	White	Y
BUILDING MAINTENANCE WORKER 2	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS CORPORAL	M	White	Y
DCS LIEUTENANT	F	White	Y
FACILITIES MANAGER 1	M	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	F	White	Y
REGISTERED NURSE 4	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CASE MANAGER 4	F	White	Y
ADMIN SECRETARY	F	White	Y
DCS OFFICER	M	White	Y
DCS CASE MANAGER 2*	M	White	Y
CORRECTIONAL TEACHER	M	White	Y
DCS OFFICER	F	White	Y
SECRETARY	F	White	Y
REGISTERED NURSE 3	F	White	Y
FOOD SERVICE STEWARD 2	F	White	Y
DCS OFFICER	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
CORRECTIONAL TEACHER	F	White	Y
DCS TREATMENT MANAGER	F	White	Y
LICENSED PRACTICAL NURSE 3	F	White	Y
DCS OFFICER	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
CORRECTIONAL TEACHER	M	White	Y

DCS OFFICER	M	White	Y
HR TECHNICIAN 2*	F	White	Y
CORRECTIONAL TEACHER	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
FOOD SERVICE STEWARD 2	M	White	Y
ADMIN SECRETARY	F	White	Y
DCS CORPORAL	F	White	Y
CORRECTIONAL TEACHER	M	White	Y
DCS OFFICER	F	White	Y
CORRECTIONAL TEACHER	M	White	Y
DCS OFFICER	F	White	Y
DCS CORPORAL	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS OFFICER	M	White	Y
TRAINING SPECIALIST 2*	F	White	Y
DCS OFFICER	F	White	Y
DCS LIEUTENANT	M	White	Y
BUILDING MAINTENANCE WORKER 2	M	White	Y
DCS CASE MANAGER 4	M	White	Y
CORRECTIONAL TEACHER	M	White	Y
FOOD SERVICE STEWARD 2	F	White	Y
DCS CASE MANAGER 3	F	White	Y
DCS SERGEANT	M	White	Y
DCS CASE MANAGER 2*	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
DCS OFFICER	M	White	Y
FACILITIES SAFETY OFFICER 2*	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS SERGEANT	M	White	Y
DCS CORPORAL	F	White	Y
DCS CASE MANAGER 2*	M	White	Y
DCS CORPORAL	M	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y
CORRECTIONAL TEACHER	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	F	White	Y
DCS OFFICER	M	White	Y

DCS OFFICER	M	White	Y
DCS CORPORAL	F	White	Y
ACCOUNTING TECHNICIAN 1	F	White	Y
DCS OFFICER	M	White	Y
DCS CASE MANAGER 2*	F	White	Y



# **SECTION VI**

## **Discriminatory Practices**

## Discriminatory Practices

It is the policy and practice of The Department of Children's Services that no one on the basis of race, color, or national origin be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity operated, funded, or overseen by the Tennessee Department of Children's Services. The Department's policy against discrimination in its programs and activities is disseminated widely through inclusion of a nondiscrimination notice in Departmental publications, contracts, brochures and posters (See Section 9).

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

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

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



# **Section VII**

## **Limited English Proficiency (LEP)**

**Program Overview**

**Services Provided**

**Interpreter Listing**

**Listing of Translated Documents**

**Title VI Policy with LEP Language**

**Avaza Utilization Steps and Language Card**

**DCS Delegated Purchase Authority**

**LEP Survey**

## Limited English Proficiency (LEP) Program Overview

The Department of Children's Services addresses Limited English Proficiency (LEP) in Administrative Policies and Procedures 24.10 –Sections A, B, and throughout the policy.

During fiscal year 2014-2015, the DCS Title VI Coordinator worked very closely with the department's twelve regional Title VI Coordinators in the area of identifying and eliminating language barriers and accessing language assistance in the regions. Consideration was given to our actual DCS client population, as well as the potential beneficiaries who may possibly utilize our services in the future and who may have a need for language assistance due to national origin.

Data is tracked throughout the fiscal year via our annual LEP Survey and working closely with the Regional Fiscal Directors' review of the invoices from our state wide interpreter and translation contract provider, Avaza Language Services Corporation. Review of this data revealed the following:

- ❖ Out of the twelve (12) regions which comprises DCS, for fiscal year 2014-2015, the Mid Cumberland Region provided more language assistance, one-hundred ninety-three (193), utilizing both the state wide contractor Avaza for telephonic assistance and local interpreters for on-site face to face assistance thru the department's Delegated Purchase Authority. During previous fiscal year 2013-2014, the Mid Cumberland Region provided more language assistance than any other DCS region within the State with two hundred-eighteen (218) services provided.
- ❖ The majority of the usage was over the phone interpreting with the primary language requested being Spanish. Data received from regional LEP surveys revealed that the following languages were also encountered during fiscal year 2014-2015, those languages were: Armenian, French, Gujarathi, Korean, Cambodian, Russian, Vietnamese, Mandarin, Swahili, Japanese, Laotian, Persian, Karin, Farci, Burmese, Arabic, Kurdish and some African languages.
- ❖ In addition to utilizing the services of Avaza Language Services Corporation and the department's Delegated Purchase Authority, all twelve (12) regions have established partnerships with credentialed translators and interpreters from relative agencies in an effort to meet the needs of the DCS LEP population (Please see end of this section for Avaza utilization instructions and language card, the DCS Delegated Purchase Authority and a regional Translator and Interpreter Listing).

The Department of Children's Services realizes that our State is becoming more diversified each and every day, so we remain committed to upholding the mission of build awareness of the need and establish methods to ensure that Limited English Proficiency (LEP) persons have meaningful access to information, services, and programs available through agencies which receive federal funding.” Both the Title VI Coordinator and the Title VI Program Manager are active in the endeavors of the

regional fiscal staff in establishing and increasing the resources available for face to face language assistance.

The LEP survey was implemented during FY 2007-2008 for the purpose of determining the language assistance usage and continues to be a vital tool for assessment of DCS compliance efforts and endeavors. Additionally this survey is been very useful as a tool for comparative analysis geared toward service population and interpreter usage data (See data in this section). Information collected from the LEP surveys also reveals the languages other than English, which are being encountered in the regions.

## **DCS LEP Services Provided By Region During Fiscal Year 2014 -2015**

### **Davidson**

- For this region, **58** services for language assistance were provided during fiscal year 2014-2015.

### **East**

- For this region, **26** services for language assistance were provided during fiscal year 2014-2015.

### **Knox**

- For this region, **21** services for language assistance were provided during fiscal year 2014-2015.

### **Mid Cumberland**

- For this region, **193** services for language assistance were provided during fiscal year 2014-2015.

### **Northeast**

- For this region, **7** services for language assistance were provided during fiscal year 2014-2015.

### **Northwest**

- For this region, **3** services for language assistance were provided during fiscal year 2014-2015.

### **Shelby**

- For this region, **146** services for language assistance were provided during fiscal year 2014-2015.

### **Smoky Mountain**

- For this region, **22** services for language assistance were provided during fiscal year 2014-2015.

### **South Central**

- For this region, **7** services for language assistance were provided during fiscal year 2014-2015.

### **Southwest**

- For this region, **8** services for language assistance were provided during fiscal year 2014-2015.

### **TN Valley**

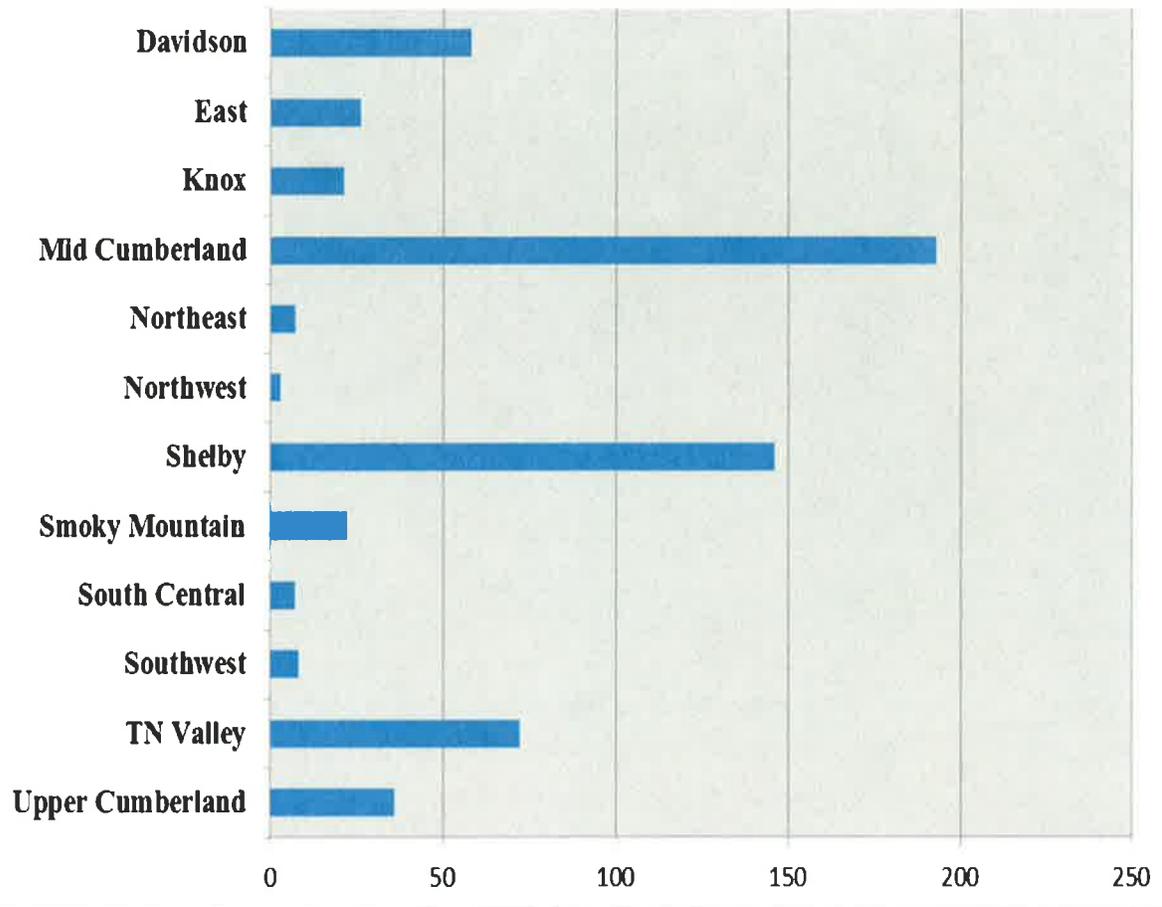
- For this region, **72** services for language assistance were provided during fiscal year 2014-2015.

### **Upper Cumberland**

- For this region, **36** services for language assistance were provided during fiscal year 2014-2015.

\*Information retrieved utilizing DCS Regional LEP Survey for FY 2014-2015 (see Section 7)

## DCS LEP Services Provided By Region During FY 2014-2015



## DCS Interpreters Listing

**Contractor/Vendor**

Avaza Language Services  
5209 Linbar Drive, Suite 603  
Nashville, TN 37211  
Phone: 615-534-3400

**Region (Language Utilized)**

Statewide (All)

TN Foreign Language Institute  
227 French Landing  
Heritage Place Suite 100  
Nashville, TN 37288  
Phone: 1-877-275-8534

East and Statewide (All)

Foreign Language Academy  
220 S Peters Road  
Knoxville, TN 37923  
865-694-8880

East and Knox (Chinese and Spanish)

DCS Knox County Region Staff  
2600 Western Avenue  
Knoxville, TN 37912  
Phone: 865-525-2564

Knox (Spanish)

DCS Davidson County Region Staff  
900 2<sup>nd</sup> Avenue North  
Nashville, TN 37243  
Phone: 615-253-1400

Davidson (Spanish)

DCS Upper Cumberland Region Staff  
1300 Salem Road  
Cookeville, TN 38506  
Phone: 931-646-3000

Upper Cumberland (Spanish)

DCS East Region Staff  
182 Frank L. Diggs Drive, Suite 100  
Clinton, TN 37716  
Phone: 865-425-4400

East (Spanish)

DCS Northeast Region Staff  
2555 Plymouth Road  
Johnson City, TN 37601  
423-979-5236

Northeast (Spanish)

**Vendor/Contractor**

**Region (Language Utilized)**

Santos Mercer  
101 Cold Springs Crossroad  
Pikeville, TN 37367  
423-553-2297

TN Valley Region

Gina Ricard  
3656 Haughton Lane #1  
Memphis, TN 38128  
901-201-3601 (cell)  
901-388-0738

Shelby (Spanish)

Mark Yates  
Life Enhancement  
7713 Chapel Creek Parkway  
Memphis, TN 38016  
901-336-8414

Shelby (Spanish)

DCS Smoky Mountain Staff  
305 Home Avenue  
Maryville, TN 37801  
865-981-5684

Smoky

IRV Interpreting Services  
203 Times Avenue  
Lafayette, TN 37083  
615-666-6338

Upper Cumberland (Spanish)

Angelica Blanco  
Jose Nazario  
Frontier Health  
Sally Smith  
Xingyuan Xu  
Wolfe Counseling  
Exchange Club  
Parliamo  
Joseph Bach Diep  
Jose Naserio  
Knoxville Interpreters  
M & R Partners  
Dennis Ragsdale  
Oma Stricklin  
Family Menders  
Health Connect  
Claudia Gomila  
Shana Wilson Gago

Davidson (Spanish)  
Knox (Spanish)  
East  
Northwest  
Northwest  
Northwest  
Northwest  
Shelby (Spanish)  
Shelby/Davidson/TN Valley (All)  
Shelby (Spanish)  
Smoky (Spanish)  
Smoky (Spanish)  
Smoky (Spanish)  
Southwest  
Southwest  
TN Valley (Spanish)  
TN Valley (Spanish)  
Upper Cumberland  
Upper Cumberland

# DCS Translated Forms/Documents

**Acknowledgement of Receipt of Client's Rights Handbook CS-0835 \* Spanish**

**Adoption Assistance Agreement Prior to October 1 CS-0461 \* Spanish Version**

**Affidavit of Reasonable Efforts CS-0797 \* Spanish Version**

**Agreement Between Parent(s) or Guardian and DCS CS-0428 \* Spanish Version**

**Appeal for Fair Hearing by State Department CS-0403 \* Spanish Version**

**Appeal of Placement Denial CS-0585 \* Spanish Version**

**Authorization for Release of Child-Specific Information CS-0559 \* Spanish**

**Authorization for Release of Information to DCS CS-0668 \* Spanish Version**

**Authorization for Routine Health Services for Minors CS-0206 \* Spanish Version**

**Crisis Intervention Resolution Plan CS-0497 \* Spanish Version**

**Criteria and Procedures for TPR CS-0745 \* Spanish Version**

**Family Intervention Services Application CS-0498 \* Spanish Version**

**HIPAA Notice of Privacy Practices - Client Acknowledgement CS-0699 \* Spanish Version**

**Home Safety Checklist CS-0676 \* Spanish Version**

**Informed Consent for Psychotropic Medication CS-0627 \* Spanish Version**

**Native American Heritage Veto Verification CS-0824 \* Spanish Version**

**Notice of Removal of a Child from a Resource Home CS-0450 \* Spanish Version**

**Notice of Staffing CS-0192 \* Spanish Version**

**Notification of Equal Access to Programs CS-0158 \* Spanish Version**

**Permanency Plan CS-0577 (Spanish Version Only)**

**Power of Attorney (Spanish Version) CS-0817**

**Relative Caregiver Family Information CS-0618 \* Spanish Version**

**Relative Caregiver Program Action Plan CS-0620 \* Spanish Version**

**Relative Caregiver Program Letter of Understanding CS-0619 \* Spanish Version**

**Relative Caregivers Disclosure Statement Options/Available Services CS-0660 \* Spanish Version**

# **DCS Translated Forms/Documents (Cont...)**

**Resource Home Application for Parenting CS-0688 \* Spanish Version**

**Resource Parent Medical Report CS-0678 \*Spanish Version**

**Staffing Participants CS-0387 \* Spanish Version**

**Subsidy Renewal Affidavit CS-0459 \* Spanish Version**

**Clients' Rights Poster (English) \* Spanish Version**

**Pediatric Symptom Checklist \*Spanish Version**

**Power of Attorney Revocation**

**Family Notification Letter \*Spanish Version**

**Foster Care Notification Letter - Type C \* Spanish Version**



**Administrative Policies and Procedures: 24.10**

<b>Subject:</b>	<b>Title VI Program and Complaint Process</b>
<b>Authority:</b>	TCA 37-5-105 (5), 37-5-106, 4-21-904; Tennessee Human Rights Commission; Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d
<b>Standards:</b>	<b>ACA:</b> 4-JCF-3A-03, 4-JCF-3A-04; <b>COA:</b> PA CR-1.01, PA-CR 1.02, PA-CR 1.05, PA-CR 1.06, PA-CR 1.09, PA-CR 3, PA- HR 5.0-2, PA-ETH 5.01, PA RPM 2.01(a)(d)(f), PA-RPM 9.03, PA-JJR 13.04; <b>DCS Practice Model Standard:</b> 2-105B; 2-106B; 2-107B; 2-108B, 2-109B, 2-110B, 2-200, 6-100, 6-102, 6-300, 6-302, 6-403, 7-105A, 7-101A
<b>Application:</b>	To All Department of Children's Services (DCS) Employees, all programs operated or funded by DCS that provide services or benefits directly to the client; to grant-in-aid programs; and providers of health services, contractors and sub-contractors that receive federal or State funds, which are collectively referred to as "sub recipients or vendors" in this policy.

**Policy Statement:**

No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination under any program or activity operated, funded, or overseen by the Tennessee Department of Children's Services (DCS).

**Purpose:**

To ensure compliance with requirements of the Title VI of the Civil Rights Act of 1964.

**Procedures:**

<b>A. Prohibited practices</b>	<p>1. Prohibited Practices include but are not limited to the following:</p> <ul style="list-style-type: none"> <li>a) Denying any individual any service, opportunity, or other benefit for which this individual is otherwise eligible;</li> <li>b) Providing any individual with any service, or other benefit, that is different or is provided in a different manner from that which is provided to others based upon their race, color, or national origin;</li> <li>c) Subjecting any individual to segregate or separate treatment in any manner related to that individuals receipt of services based upon their race, color, or national origin;</li> <li>d) Restricting any individual in the enjoyment of services, facilities, or any other advantage, privilege, or other benefit provided in the program based upon their race, color, or national origin;</li> </ul>
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	<ul style="list-style-type: none"> <li>e) Adopting methods of administration that would limit participation by any group of recipients or subject them to discrimination based upon their race, color, or national origin;</li> <li>f) Exclusion of individuals with Limited English Proficiency (LEP) from programs, receipt of pertinent information because of language barriers based upon national origin;</li> <li>g) Delays, denials, or termination of services because of language barriers (LEP) based upon national origin;</li> <li>h) Addressing an individual in a manner that denotes inferiority because of race, color, or national origin; and</li> <li>i) Subjecting any individual to incidents of racial or ethnic harassment, the creation of a hostile racial or ethnic environment, and a disproportionate burden of environmental health risks on minority communities.</li> </ul> <p>2. Failure to provide trained and competent interpreters at each stage of representation where oral communication is needed, at no charge to the client.</p>
<p><b>B. Title VI Program</b></p>	<ul style="list-style-type: none"> <li>1. The Office of Civil Rights Director or Designee will oversee Title VI compliance efforts. The Office of Civil Rights Director or Designee will conduct an annual survey of compliance efforts prepared by DCS organizational subdivisions, providers, contractors and vendors to ensure that the following have occurred:             <ul style="list-style-type: none"> <li>a) DCS employees, providers, contractors and vendors have received appropriate and adequate annual training on Title VI to function fully in their responsibilities associated with Title VI compliance and implementation;</li> <li>b) DCS employees, providers, contractors and vendors have received all available materials such as the posters required for administering and complying with the Title VI program; and</li> <li>c) The OCR Director or Designee will maintain copies of compliance reports from regional offices, youth development centers, and contract agencies for two (2) years. The Director of CIS Grant Programs will maintain compliance reports from CIS grants programs.</li> </ul> </li> <li>2. The OCR Director or Designee will annually oversee the assessment of the language needs of its eligible client population, utilizing census data, data from client files, data from community agencies and organizations, and other relevant sources.</li> <li>3. Based on this assessment, DCS will develop an annual plan regarding points of contact where language assistance is likely needed, the scope of assistance to be provided, the resources needed to provide assistance, and arrangements that must be made to access these resources in a timely manner.</li> <li>4. Trained and competent interpreters is utilized at each stage of service at no charge to the client where oral/written communication assistance is needed to</li> </ul>

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

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

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

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

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## How to Connect to AVAZA Language Services

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

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

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

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

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

### NUMBERS TO DIAL TO ACCESS AN AVAZA INTERPRETER

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

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

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

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

Do you speak English?	Point here and an interpreter will be assigned to you, at no cost.	English
<b>¿Habla Español?</b>	<b>Señale aquí y se le asignará un intérprete sin costo.</b>	<b>Spanish</b>
هل تتكلم العربية ؟	أشهر هنا والمترجم سيكون موجوداً مجاناً.	Arabic
ته كوردی دهئاخفی ؟	نیشارمت ئیژی بکه تهرجومان بو ته حازر دهکین ، به خورای.	Kurdish (Behdini)
نایا کوردی قسه دهکیت ؟	نیشارمت لیڤه بکه موته رجیمت بوئاماده دهکین ، به خورای.	Kurdish (Sorani)
آیا شما فارسی صحبت می کنید ؟	ترو صیدم چترمه کید، بیکه هراشا اجنیا بهرگا رایگان در اختیار شما قرار میگیرد.	Farsi
Bạn nói tiếng Việt phải không?	Chỉ vào đây và sẽ có người thông dịch viên giúp đỡ Bạn, Bạn không phải trả gì hết.	Vietnamese
Maku hadashaa afka somaallga?	Halkaan farta ku-fiiq turjubaan lacag la-an ayaad heleysaa.	Somali
Da li govorite Bosanski?	Pokažite ovdje i prevodilac će vam biti obezbeđen, besplatno.	Bosnian
Parlez-vous français?	Ici, un interpréteur sera assigné pour vous, sans avoir payé.	French
ທ່ານເວົ້າພາສາລາວແມ່ນບໍ່?	ກະຊນາບອກເຈົ້າໜ້າທີ່ຕາມນີ້ຈະມີນາຍພາສາມາແປໃຫ້ທ່ານໂດຍບໍ່ໄດ້ເສັງເງິນ.	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
한국어를 하십니까?	이곳을 지적해주시면 통역자가 무료로 호출됩니다.	Korean
Вы говорите по-русски?	Укажите сюда, и совершенно бесплатно Вам будет предоставлен переводчик.	Russian
አማርኛ ቋንቋ ለታችኛት?	በነገሩ ወደዚህ ያመልክቱ ያለምንም ክፍያ አስተርጓሚ ይመደብሉታል!	Amharic
Eske ou pale kreyòl	Pwen isit la e yon entèprèt ap vin ede'w gratis.	Haitian Creole
Jin kuan! Thuok nuera?	Wane eme dari thuok nuera jek ke kulic du a thil kok.	Nuer
તમે ગુજરાતી બોલી શકો છો?	અહીંયા ઇશારો કરો, ભાષાંતર કરનાર વિનામુલ્યે મળી જશે.	Gujarati
Türkçe biliyormusunuz?	Burayı gösterirseniz, ücretsiz tercüman size yardım edecektir.	Turkish
คุณพูดภาษาไทยหรือเปล่า?	กรุณาบอกให้ทราบด้วยถ้าคุณต้องการคนแปล	Thai
Afaan Oromoo nidubata	Harkake asili baasi gargasa Afaan hikaa malaqa duwa argaata.	Oromo

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

tel: 615.534.3400  
fax: 615.810.8506  
800.482.8292



## DELEGATED PURCHASE AUTHORITY

<b>Agency Tracking #</b> 35910-10179	<b>Edison Record ID</b> 41322	<b>Begin</b> July 1, 2014	<b>End</b> June 30, 2015		
<b>Edison Record ID of Prior Year, Similar DP (if any):</b>		37827			
<b>Subject Service</b> Foreign Language Interpretation, ESL Instruction, Sign Language and Word Translation Services					
<b>Funding —</b>					
<b>FY</b>	<b>State</b>	<b>Federal</b>	<b>Interdepartmental</b>	<b>Other</b>	<b>TOTAL Contract Amount</b>
2015	57,000.00	0.00	0.00	0.00	57,000.00
<hr/>					
<b>TOTAL:</b>	<b>57,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>57,000.00</b>
<b>American Recovery and Reinvestment Act (ARRA) Funding:</b> <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO					
<b>Budget Officer Confirmation:</b> There is a balance in the appropriation from which obligations hereunder are required to be paid that is not already encumbered to pay other obligations.  			<i>OCR USE - DP</i>		
<b>Speed Chart (optional)</b>		<b>Account Code (optional)</b>			
		70811			

## DELEGATED PURCHASE AUTHORITY

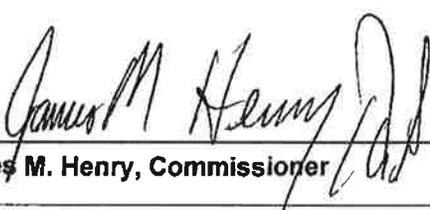
This application for delegated authority, if approved as required by professional service contacting regulations, shall authorize the applicant state agency (referenced herein as the "Contracting Agency") to make purchases for the specified program without individual, independent approval review, PROVIDED THAT all such purchases are within the limits, guidelines, and conditions specified herein.

<b>Contracting Agency:</b>	<b>Department of Children's Services (DCS)</b>	
<b>Subject Program:</b>	<b>Foreign Language Interpretation, ESL Instruction, Sign Language and Word Translation Services</b>	
<b>A. What is the specific purpose of the delegated authority?</b>		
<p>The purpose of this delegated authority is to provide a practical and efficient process for Department of Children's Services (DCS) to provide foreign language interpreters, English as second language instruction and sign language interpreters for children in DCS custody. The delegated authority also includes a process for DCS to provide document word translation from English into other languages for children in DCS custody, including, but not limited to: Juvenile Justice Handbook, Student Handbook, DCS Policy Manual etc.</p>		
<b>B. Why is the delegated authority necessary (as opposed to fee-for-service contracts)?</b>		
<p>DCS has the responsibility for providing treatment and rehabilitation services for children committed to its care and custody. Occasionally there are children in custody who are not able to communicate effectively due to an inability to speak English or are hearing impaired and require communication through the use of sign language. In order for children to be positively influenced by treatment programs, understand expectations, receive orientation, and receive basic educational instruction, DCS must be able to communicate with these children in their primary language through foreign language interpretation, ESL instruction, and/or sign language interpretation. In addition, a need may arise to translate from English into another foreign language certain documents pertinent to DCS facility and/or program operations that will aid in the communication of DCS rules, procedures and policy. Neither the location, volume, delivery, exact costs, nor the specific needs of children placed in the custody of DCS can be determined in advance as children needing services come in and out of custody sporadically and unpredictably with divergent needs. DCS has established maximum allowable rates based upon the rates charged for comparable services provided by randomly chosen language Interpreter/ESL Tutorial agencies and the rates established by the Tennessee Council for the Deaf and Hard of Hearing.</p>		
<b>C. What will constitute an "individual purchase" for purposes of the delegated authority?</b>		
<p>All required services associated with one (1) child who is in the custody of the State of Tennessee, Department of Children's Services or for interpretation/translation of policies.</p>		
<b>D. What is the maximum amount of an individual purchase as described?</b>		<b>\$ 7,500.00</b>
<b>E. What is the maximum liability of the requested delegated authority?</b>		<b>\$ 57,000.00</b>
<b>F. CONTRACTING AGENCY DECLARATION:</b>		
<p>1. Each of the following is true and applicable to the procurement situation described herein.</p> <ul style="list-style-type: none"> <li>a) The subject service needs are sporadic, and it is not possible to determine in advance their volume, delivery, or exact costs.</li> <li>b) It is unworkable to award one or more fee-for-service contracts for the category of services with compensation based upon unit or milestone rates.</li> <li>c) The program needs and general categories of services are such that adequate guidelines can be developed to direct the agency in competitively or impartially making each purchase.</li> <li>d) The procurement terms, conditions, and criteria to be followed by the agency in making each purchase will be of such uniformity that the individual, independent, and prior</li> </ul>		

approval of each is unnecessary.

- e) The individual purchases involved will be of such uniformity, volume, and pressing need that the individual, independent, and prior approval of each is unnecessary and impractical.
2. The summary cover correctly records the requested delegated authority period in which every purchase must be made (delivery may occur after the period).
3. The Contracting Agency will limit purchases to the services and associated maximum payment rates for each detailed at Attachment 1.
4. The Contracting Agency will make each purchase:
  - a) in strict accordance with the pre-defined, competitive process or impartial process (e.g., buying from all in a pre-defined class) detailed at Attachment 2; and
  - b) by means of an *Authorization To Vendor* document drafted and appropriately completed in compliance with the form and content required by the current *DPAV Model Authorization To Vendor* guidelines in effect at the time that it is drafted (including the required American Recovery and Reinvestment Act (ARRA) provision if ARRA funding is applicable).
5. The Contracting Agency will ensure that every purchase made pursuant to the delegated authority is compliant with the following requirements.
  - a) Funding shall be budgeted and sufficient funds available.
  - b) Each shall be consistent with state of Tennessee and program policy, rules, and regulations, including all applicable federal laws, rules, regulations, and requirements.
  - c) Each shall create only a "VENDOR" relationship as defined by *F&A Policy 22, Subrecipient Monitoring*.
  - d) NONE shall create an employer/employee relationship as prohibited by the Rules of the Department of Finance and Administration, Chapter 0620-3-3.
  - e) NONE shall procure goods, materials, supplies, equipment, or services EXCEPT as provided herein and for the program specified.
  - f) NONE shall provide for the payment of any amount directly or indirectly to an employee or official of the state of Tennessee.
6. The Contracting Agency will require the following documentation prior to payment for any purchase:
  - a) a copy of the *Authorization To Vendor* signed by Contracting Agency staff and the Vendor; and
  - b) Contracting Agency staff certification that the contractor selection process detailed herein was explicitly followed and that the subject services were delivered and accepted.
7. The Contracting Agency will retain records to document that all purchases have been made in accordance with the limits, guidelines, and conditions specified herein.
8. The Contracting Agency will provide all such reports and information relating to the execution of this delegated authority as may be requested by the state officials who approve the delegated authority.

IN WITNESS WHEREOF, and by signature below, I affirm, certify, and assure that all information detailed herein is, to the best of my knowledge, accurate and represents the limits, guidelines, conditions, and procedures that the Contracting Agency staff shall follow in making every purchase hereunder.

  
James M. Henry, Commissioner

  
Date

**AUTHORIZED SERVICE & MAXIMUM RATE SCHEDULE**

The rates below are maximum rates that may be paid, NOT standard or set rates (unless based upon federal government or TennCare set rates). The Contracting Agency shall buy each service at a lower rate, if possible, following the vendor selection procedures specified by Attachment 2.

Service	Maximum Rate
Travel Compensation/Reimbursement (relating to authorized service delivery)	<p>This delegated authority shall NOT authorize the payment or reimbursement of travel expenses to a contractor except in the event that the state specifically requests the contractor to travel from the primary location of service delivery. In which case, the reimbursement for travel, meals, or lodging shall be subject to amounts and limitations specified in the current "State Comprehensive Travel Regulations" and shall be limited to necessary expenses from and back to the primary location of service delivery.</p> <p><i>Note: This does NOT apply to any travel reimbursements paid to state clients (which may be provided for in this schedule).</i></p>
Language Interpreter- Telephone	\$111.00/per hour
Language Interpreter on Site	\$85.00/per hour
English as a Second Language Teacher/Tutor	\$58.00/per hour
Sign Language Interpretation	\$60.00/per hour
Word Translation Services	\$.35/per target word

## ATTACHMENT 2

**PRE-DEFINED VENDOR SELECTION PROCEDURES**

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**A non-competitive purchase shall NOT be made pursuant to this delegated authority. If it is not possible to complete a competitive vendor selection as described below, the Contracting Agency may follow applicable regulations to enter a non-competitive contract for the service.**

**The Contracting Agency shall retain records to show the clearly competitive basis of each purchase pursuant to this delegated authority including documentation that each was made in accordance with the vendor selection procedures below.**

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Procuring agency staff will identify local service providers appearing capable of delivering the required service. Identification of potential service providers will be completed using any available resource including the state's registry of service providers, local directories, *et cetera*. Then, as service is needed, procuring agency staff will seek bids by randomly contacting potential service providers to discuss a complete description of the service needed and the service provider's qualifications, willingness, and availability to provide the service as required. Agency staff will determine whether the service provider appears, at least, minimally qualified to deliver the service as required (in full consideration of any prior experience with the service provider), and staff will document in writing each that is not deemed minimally qualified and the reasons therefore.

Agency staff will continue the random contacts until bids are received from at least three (3) qualified, willing, and able service providers. If it is not possible to obtain offers from three (3) minimally qualified service providers, that procuring agency staff will document such along with the specific efforts to do so, and continue the random contacts until bids are received from at least two (2) service providers. Agency staff will purchase the service from the service provider offering the lowest cost to the state for the required service. If two or more offers indicate equal, lowest cost, agency staff will purchase the service from the one of those selected by chance.



# AUTHORIZATION TO VENDOR

## AUTHORIZATION PERIOD

Begin:

End:

## STATE INFORMATION

State Agency:

Program:

State Contact:

Delegation #

Edison Record #

Edison PO #

CFDA #

Account Code:

Speed Code:

## VENDOR INFORMATION

Vendor:

Address:

Phone:

FEIN/SSN:

Edison Vendor #

Ownership/Control: (required information)

- African American   
  Asian   
  Hispanic   
  Native American   
  Female  
 Person w/Disability   
  Small Business   
  Government   
  NOT Minority/Disadvantaged  
 Other:

## AUTHORIZATION DETAIL

Service Authorized

Payment Amount

TOTAL AMOUNT AUTHORIZED :

— NOTICE: AUTHORIZATION TO VENDOR TERMS AND CONDITIONS ATTACHED —

## AUTHORIZATION & ACCEPTANCE

State Authorization: (signature with printed name &amp; title)

Vendor Acceptance: (signature with printed name &amp; title)

**AUTHORIZATION TO VENDOR TERMS AND CONDITIONS ATTACHMENT**

1. The Vendor 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 the authorized service or in the employment practices of the Vendor on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law.
2. [THIS SECTION SHALL NOT BE APPLICABLE IF THE VENDOR IS A TENNESSEE GOVERNMENTAL ENTITY] The Vendor warrants that no amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Vendor in connection with any work contemplated or performed relative to this Authorization.
3. The Vendor understands and agrees that this Authorization shall be null and void if the Vendor is, or within the past six months has been, a state employee or if the Vendor is an entity in which a controlling interest is held by an individual who is, or within the past six months has been, a state employee. For purposes of this provision, an individual shall be deemed a state employee until such time as all compensation for salary, termination pay, and annual leave has been paid.
4. The State may terminate this purchase without cause for any reason, and such termination shall not be deemed a breach of contract by the State.
5. [THIS SECTION SHALL NOT BE APPLICABLE IF THE VENDOR IS A GOVERNMENTAL ENTITY] The Vendor agrees to indemnify and hold harmless the State of Tennessee as well as its officers, agents, and employees from and against any and all claims, liabilities, losses, and causes of action which may arise, accrue, or result to any person, firm, corporation, or other entity which may be injured or damaged as a result of acts, omissions, or negligence on the part of the Vendor, its employees, or any person acting for or on its or their behalf relating to this purchase. The Vendor further agrees it shall be liable for the reasonable cost of attorneys for the State in the event such service is necessitated to enforce the terms of this purchase or otherwise enforce the obligations of the Vendor to the State.
6. The requirements of *Tennessee Code Annotated*, Section 12-4-124, et seq., addressing the use of illegal immigrants in the performance of any Contract to supply goods or services to the state of Tennessee, shall be a material provision of this Authorization, a breach of which shall be grounds for monetary and other penalties, up to and including termination of this Authorization.
  - a. The Vendor hereby attests, certifies, warrants, and assures that the Vendor shall not knowingly utilize the services of an illegal immigrant in the performance of this Authorization and shall not knowingly utilize the services of any subcontractor who will utilize the services of an illegal immigrant in the performance of this Authorization.
  - b. The Vendor shall maintain records for all personnel used in the performance of this Authorization. Said records shall be subject to review and random inspection at any reasonable time upon reasonable notice by the State.
  - c. The Vendor understands and agrees that failure to comply with this section will be subject to the sanctions of *Tennessee Code Annotated*, Section 12-4-124, et seq., for acts or omissions occurring after its effective date. This law requires the Commissioner of Finance and Administration to prohibit a vendor from contracting with, or submitting an offer, proposal, or bid to contract with the State of Tennessee to supply goods or services for a period of one year after a vendor is discovered to have knowingly used the services of illegal immigrants during the performance of this Authorization.
  - d. For purposes of this Authorization, "illegal immigrant" shall be defined as any person who is not either a United States citizen, a Lawful Permanent Resident, or a person whose physical presence in the United States is authorized or allowed by the federal Department of Homeland Security and who, under federal immigration laws and/or regulations, is authorized to be employed in the U.S. or is otherwise authorized to provide services under the Authorization.
7. Activities and records pursuant to this Authorization shall be subject to monitoring and evaluation by the State or duly appointed representatives.
8. The State is not responsible for the payment of services rendered without specific, written authorization.
9. The Vendor must submit an invoice in form and substance acceptable to the State to effect payment.
10. The Vendor expressly agrees to waive any and all payment for service rendered pursuant to this Authorization if the Vendor fails to deliver to the State the invoice for said service as required and within three hundred and sixty-five (365) days immediately following the end date of this Authorization.
11. Confidentiality of Records. Strict standards of confidentiality of records and information shall be maintained in accordance with applicable state and federal law. All material and information, regardless of form, medium or method of communication, provided to the Contractor by the State or acquired by the Contractor on behalf of the State shall be regarded as confidential information in accordance with the provisions of applicable state and federal law, state and federal rules and regulations, departmental policy, and ethical standards. Such confidential information shall not be disclosed, and all necessary steps shall be taken by the Contractor to safeguard the confidentiality of such material or information in conformance with applicable state and federal law, state and federal rules and regulations, departmental policy, and ethical standards.

The Contractor's obligations under this section do not apply to information in the public domain; entering the public domain but not from a breach by the Contractor of this Contract; previously possessed by the Contractor without written obligations to the State to protect it; acquired by the Contractor without written restrictions against disclosure from a third party which, to the Contractor's knowledge, is free to disclose the information; independently developed by the Contractor without the use of the State's information; or, disclosed by the State to others without restrictions against disclosure. Nothing in this paragraph shall permit Contractor to disclose any information that is confidential under federal or state law or regulations, regardless of whether it has been disclosed or made available to the Contractor due to intentional or negligent actions or inactions of agents of the State or third parties.

It is expressly understood and agreed the obligations set forth in this section shall survive the termination of this Contract.

12. **HIPAA Compliance.** The State and Contractor shall comply with obligations under the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and its accompanying regulations.
  - a. Contractor warrants to the State that it is familiar with the requirements of HIPAA and its accompanying regulations, and will comply with all applicable HIPAA requirements in the course of this Contract.
  - b. Contractor warrants that it will cooperate with the State, including cooperation and coordination with State privacy officials and other compliance officers required by HIPAA and its regulations, in the course of performance of the Contract so that both parties will be in compliance with HIPAA.
  - c. The State and the Contractor will sign documents, including but not limited to business associate agreements, as required by HIPAA and that are reasonably necessary to keep the State and Contractor in compliance with HIPAA. This provision shall not apply if information received by the State under this Contract is NOT "protected health information" as defined by HIPAA, or if HIPAA permits the State to receive such information without entering into a business associate agreement or signing another such document.
13. **Not a DCS Employee.** The Contractor shall inform the client in writing that the Contractor is a private provider and not an employee of the State.



# AUTHORIZATION TO VENDOR

<b>Begin:</b>	<b>End:</b>
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<b>State Agency:</b>	<b>Program:</b>
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**State Contact:**

<b>Delegation #</b>	<b>Edison Record #</b>	<b>Edison PO #</b>
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<b>CFDA #</b>	<b>Account Code:</b>	<b>Speed Code:</b>
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**Vendor:**

**Address:**

**Phone:**

<b>FEIN/SSN:</b>	<b>Edison Vendor #</b>
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**Ownership/Control: (required information)**

African American   
  Asian   
  Hispanic   
  Native American   
  Female  
 Person w/Disability   
  Small Business   
  Government   
  NOT Minority/Disadvantaged  
 Other:

Service Authorized	Payment Amount
<b>TOTAL AMOUNT AUTHORIZED :</b>	

**— NOTICE: AUTHORIZATION TO VENDOR TERMS AND CONDITIONS ATTACHED —**

<b>State Authorization:</b> (signature with printed name & title)	<b>Vendor Acceptance:</b> (signature with printed name & title)



1. The Vendor 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 the authorized service or in the employment practices of the Vendor on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law.
2. [THIS SECTION SHALL NOT BE APPLICABLE IF THE VENDOR IS A TENNESSEE GOVERNMENTAL ENTITY] The Vendor warrants that no amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Vendor in connection with any work contemplated or performed relative to this Authorization.
3. The Vendor understands and agrees that this Authorization shall be null and void if the Vendor is, or within the past six months has been, a state employee or if the Vendor is an entity in which a controlling interest is held by an individual who is, or within the past six months has been, a state employee. For purposes of this provision, an individual shall be deemed a state employee until such time as all compensation for salary, termination pay, and annual leave has been paid.
4. The State may terminate this purchase without cause for any reason, and such termination shall not be deemed a breach of contract by the State.
5. [THIS SECTION SHALL NOT BE APPLICABLE IF THE VENDOR IS A GOVERNMENTAL ENTITY] The Vendor agrees to indemnify and hold harmless the State of Tennessee as well as its officers, agents, and employees from and against any and all claims, liabilities, losses, and causes of action which may arise, accrue, or result to any person, firm, corporation, or other entity which may be injured or damaged as a result of acts, omissions, or negligence on the part of the Vendor, its employees, or any person acting for or on its or their behalf relating to this purchase. The Vendor further agrees it shall be liable for the reasonable cost of attorneys for the State in the event such service is necessitated to enforce the terms of this purchase or otherwise enforce the obligations of the Vendor to the State.
6. The requirements of *Tennessee Code Annotated*, Section 12-4-124, et seq., addressing the use of illegal immigrants in the performance of any Contract to supply goods or services to the state of Tennessee, shall be a material provision of this Authorization, a breach of which shall be grounds for monetary and other penalties, up to and including termination of this Authorization.
  - a. The Vendor hereby attests, certifies, warrants, and assures that the Vendor shall not knowingly utilize the services of an illegal immigrant in the performance of this Authorization and shall not knowingly utilize the services of any subcontractor who will utilize the services of an illegal immigrant in the performance of this Authorization.
  - b. The Vendor shall maintain records for all personnel used in the performance of this Authorization. Said records shall be subject to review and random inspection at any reasonable time upon reasonable notice by the State.
  - c. The Vendor understands and agrees that failure to comply with this section will be subject to the sanctions of *Tennessee Code Annotated*, Section 12-4-124, et seq., for acts or omissions occurring after its effective date. This law requires the Commissioner of Finance and Administration to prohibit a vendor from contracting with, or submitting an offer, proposal, or bid to contract with the State of Tennessee to supply goods or services for a period of one year after a vendor is discovered to have knowingly used the services of illegal immigrants during the performance of this Authorization.
  - d. For purposes of this Authorization, "illegal immigrant" shall be defined as any person who is not either a United States citizen, a Lawful Permanent Resident, or a person whose physical presence in the United States is authorized or allowed by the federal Department of Homeland Security and who, under federal immigration laws and/or regulations, is authorized to be employed in the U.S. or is otherwise authorized to provide services under the Authorization.
7. Activities and records pursuant to this Authorization shall be subject to monitoring and evaluation by the State or duly appointed representatives.
8. The State is not responsible for the payment of services rendered without specific, written authorization.
9. The Vendor must submit an invoice in form and substance acceptable to the State to effect payment.
10. The Vendor expressly agrees to waive any and all payment for service rendered pursuant to this Authorization if the Vendor fails to deliver to the State the invoice for said service as required and within three hundred and sixty-five (365) days immediately following the end date of this Authorization.
11. **Confidentiality of Records.** Strict standards of confidentiality of records and information shall be maintained in accordance with applicable state and federal law. All material and information, regardless of form, medium or method of communication, provided to the Contractor by the State or acquired by the Contractor on behalf of the State shall be regarded as confidential information in accordance with the provisions of applicable state and federal law, state and federal rules and regulations, departmental policy, and ethical standards. Such confidential information shall not be disclosed, and all necessary steps shall be taken by the Contractor to safeguard the confidentiality of such material or information in conformance with applicable state and federal law, state and federal rules and regulations, departmental



policy, and ethical standards.

The Contractor's obligations under this section do not apply to information in the public domain; entering the public domain but not from a breach by the Contractor of this Contract; previously possessed by the Contractor without written obligations to the State to protect it; acquired by the Contractor without written restrictions against disclosure from a third party which, to the Contractor's knowledge, is free to disclose the information; independently developed by the Contractor without the use of the State's information; or, disclosed by the State to others without restrictions against disclosure. Nothing in this paragraph shall permit Contractor to disclose any information that is confidential under federal or state law or regulations, regardless of whether it has been disclosed or made available to the Contractor due to intentional or negligent actions or inactions of agents of the State or third parties.

It is expressly understood and agreed the obligations set forth in this section shall survive the termination of this Contract.

12. **HIPAA Compliance.** The State and Contractor shall comply with obligations under the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and its accompanying regulations.
  - a. Contractor warrants to the State that it is familiar with the requirements of HIPAA and its accompanying regulations, and will comply with all applicable HIPAA requirements in the course of this Contract.
  - b. Contractor warrants that it will cooperate with the State, including cooperation and coordination with State privacy officials and other compliance officers required by HIPAA and its regulations, in the course of performance of the Contract so that both parties will be in compliance with HIPAA.
  - c. The State and the Contractor will sign documents, including but not limited to business associate agreements, as required by HIPAA and that are reasonably necessary to keep the State and Contractor in compliance with HIPAA. This provision shall not apply if information received by the State under this Contract is NOT "protected health information" as defined by HIPAA, or if HIPAA permits the State to receive such information without entering into a business associate agreement or signing another such document.
13. The Contractor must inform the client in writing that the Contractor is a private provider and not an employee of the Department of Children's Services.

**SURVEY – LIMITED ENGLISH PROFICIENCY (LEP)  
Language Needs for Children and Families**

Name of Regional Office or Facility: \_\_\_\_\_ Date: \_\_\_\_\_  
(Region; YDC Name; Group Home Name)

Survey Completed By: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Please return survey by fax to (615) 532-7602 or email. (Attention: Donovan Haynes)

1. How does your office assess and meet the language and literacy needs of the *youth and families who do not speak English as their primary language*<sup>1</sup>.

2. How many families were offered Limited English Proficiency (LEP) services within the last 12 months? \_\_\_\_\_

What percentage of these families declined? \_\_\_\_%

3. Does your office have a procedure requiring families to be informed verbally or in writing, that LEP services are available?  Yes  No

*If yes, please describe the procedure (below).*

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<sup>1</sup> Primary language is defined as the *first language spoken or taught as a child* or the *native language of foreign born residents*.

**SURVEY – LIMITED ENGLISH PROFICIENCY (LEP)  
Language Needs for Children and Families**

4. Does your office(s) have a designated person to request LEP services from a Contractor/Vendor?     Yes     No

*If yes, list the name of the responsible person and his/her title (position):*

\_\_\_\_\_

5. Please provide the name(s) of any Contractor/Vendor, other than Open Communications International (OCI) who has been utilized to provide interpreter services within your region (also provide the county which the service was provided as well as the language requested).

Contractor \_\_\_\_\_ County \_\_\_\_\_ Language \_\_\_\_\_

6. Please list the languages, other than English, which staff in your office are able to communicate. (If additional space is needed please attach extra sheets as needed)

a. \_\_\_\_\_

g. \_\_\_\_\_

b. \_\_\_\_\_

h. \_\_\_\_\_

c. \_\_\_\_\_

i. \_\_\_\_\_

d. \_\_\_\_\_

j. \_\_\_\_\_

e. \_\_\_\_\_

k. \_\_\_\_\_

f. \_\_\_\_\_

l. \_\_\_\_\_

**SURVEY – LIMITED ENGLISH PROFICIENCY (LEP)  
Language Needs for Children and Families**

7. Please check off how frequently your office encounters clients whose primary language is one of the following (*if language is not listed please write in under other at end of list*).

English	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
African languages	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Arabic	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Armenian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Chinese	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
French ( incl. Patois, Cajun)	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
French Creole	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
German	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Greek	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Gujarathi	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Hebrew	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Hindi	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Hungarian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Italian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Japanese	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Korean	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Laotian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Miao, Hmong	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Mon-Khmer, Cambodian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Navajo	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Persian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Polish	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Portuguese or Portuguese Creole	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Russian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Serbo-Croatian	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Spanish or Spanish Creole	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Tagalog	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Thai	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Urdu	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Vietnamese	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Yiddish	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	<input type="checkbox"/> not at all
Other:	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	
Other:	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	
Other:	<input type="checkbox"/> frequently	<input type="checkbox"/> occasionally	<input type="checkbox"/> rarely	



# **SECTION VIII**

## **Complaint Procedures**

**Title VI Complaints**

**Title VI Complaint Form**

**DCS Policy 24.10 (Title VI)**

**Notification of Equal Access form**

**Title VI Complaint Log**

## Title VI Complaints

During Fiscal Year 2014-2015, there were two (2) complaints filed and identified as Title VI complaints. There were thirteen (13) complaints filed and identified as Title VII complaints. For the closed cases listed in the chart below, the Complainants have received notification from the DCS Office of Civil Rights affirming the disposition and closure of their case.

There were two (2) lawsuits filed during Fiscal Year 2014-2015 against the Department of Children's Services under Title VII, alleging discrimination based on race, color, or national origin. All DCS clients may also file Title VI and Title VII complaints directly with the Tennessee Human Rights Commission. Please see the chart below.

<b>Number of Complaints FY 2014-2015</b>	<b>Complaint Type (e.g. Title VI, Title VII, etc.)</b>	<b>Disposition of Complaint</b>
1	Title VI: Basis: Race	Closed - Failure to meet a prima facie case
2	Title VI: Basis: Race	Complaint was investigated - no evidence to substantiate allegation of discrimination.
3	Title VII: Basis: Gender and Race	Complaint was investigated - no evidence to substantiate allegation of discrimination.
4	Title VII: Basis: National Origin	Complaint was investigated - no evidence to substantiate allegation of discrimination.
5	EEOC: Basis: Sex, Race and Disability	Pending - Awaiting determination from EEOC
6	Title VII: Basis: Race	Complaint was investigated - evidence to substantiate allegation of discriminatory harassment.
7	EEOC: Basis: Race	Pending - Awaiting determination from EEOC
8	EEOC: Basis: Race	Pending - Awaiting determination from EEOC
9	Title VII: Basis: Race	Complaint was investigated - no evidence to substantiate allegation of discrimination.
10	EEOC: Basis: Race and Sex	Pending - Awaiting determination from EEOC
11	EEOC: Basis: Race and Retaliation	Pending - Awaiting determination from EEOC
12	Title VII: Basis: Race	Complaint was investigated - evidence to substantiate allegation of discriminatory harassment.

13	Title VII: Basis: Gender and Race	Complaint was investigated - no evidence to substantiate allegation of discrimination.
14	Title VII: Basis: Gender and Race	Complaint was investigated - no evidence to substantiate allegation of discrimination.
15	Title VII: Basis: Race and Age	Complaint was investigated - no evidence to substantiate allegation of discrimination.

## **Complaint Procedure**

The Tennessee Department of Children’s Services (DCS) addresses the complaint process in Administrative Policies and Procedures: 24.10 (Section D, see Section 8). Additionally, form CS-0636 Notification of Right to Equal Access to Programs and Services and Grievance Procedures (Section 8) provides direction for filing a complaint. The complaint procedure is disseminated widely through inclusion in Departmental publications, contracts, brochures and posters, and is incorporated in the student handbook.

Complaints filed directly with DCS may be filed locally with the designated regional facility Title VI Coordinator (contact information is listed on all posters), the DCS Customer Focused Services Office or directly with DCS Office of Civil Rights within one hundred eighty (180) days from the date of the alleged discrimination or adverse action.

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

The DCS Office of Civil Rights then:

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

A complaint must be filed in writing, within one hundred eighty (180) days of the alleged discrimination or adverse action. The complaint should be filed on form CS-0636, Title VI Complaint (See Section 8) available on the Department’s Intranet Forms Webpage. The complaint may also be filed in a letter stating the elements of the complaint. The person to whom the complaint is made will document the elements of the complaint in writing if the complainant is unable or unwilling to file the complaint in writing.

The complaint must contain the following information:

- 1) Name, address, and phone number of the complainant.

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

### **Investigations**

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

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

### **Report of Findings/Appeals**

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

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

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



Department of Children's Services  
Title VI Complaint

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

1. Complainant's Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State and Zip Code: \_\_\_\_\_  
Telephone Number(s): (Home) ( ) \_\_\_\_\_ (Business) ( ) \_\_\_\_\_

2. Person discriminated against (if someone other than the complainant)  
Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State and Zip Code: \_\_\_\_\_

3. What is the name and location of the institution, office or agency that you believe practiced discrimination?  
Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State and Zip Code: \_\_\_\_\_  
Telephone Number: ( ) \_\_\_\_\_  
Names of person(s) you believe discriminated: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. Which of the following best describes the reason you believe the discrimination took place? Was it because of your:  
a. Race/Color (specify): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
b. National Origin (specify): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
c. Other types of discrimination (specify): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_

5. What date did the alleged discrimination take place? Month/Date/Year

6. In your own words, describe the alleged discrimination. Explain what happened and whom you believe was responsible. (Attach additional pages if necessary.)

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

If yes, what is the status of the grievance?

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

Name: \_\_\_\_\_

Title: \_\_\_\_\_

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

If yes, check all that apply:

Federal Agency

Federal Court

State Agency

State Court

Local Agency

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

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State and Zip Code: \_\_\_\_\_

Telephone Number: ( ) \_\_\_\_\_

Department of Children's Services Title VI Complaint

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

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

Date: \_\_\_\_\_

Agency: \_\_\_\_\_

Address: \_\_\_\_\_

City, State and Zip Code: \_\_\_\_\_

Telephone Number: ( ) \_\_\_\_\_

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

If yes, when? Date: \_\_\_\_\_

11. Signature of Complainant: \_\_\_\_\_

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

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

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



**Administrative Policies and Procedures: 24.10**

<b>Subject:</b>	<b>Title VI Program and Complaint Process</b>
<b>Authority:</b>	TCA 37-5-105 (5), 37-5-106, 4-21-904; Tennessee Human Rights Commission; Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d
<b>Standards:</b>	<b>ACA:</b> 4-JCF-3A-03, 4-JCF-3A-04; <b>COA:</b> PA CR-1.01, PA-CR 1.02, PA-CR 1.05, PA-CR 1.06, PA-CR 1.09, PA-CR 3, PA- HR 5.0-2, PA-ETH 5.01, PA RPM 2.01(a)(d)(f), PA-RPM 9.03, PA-JJR 13.04; <b>DCS Practice Model Standard:</b> 2-105B; 2-106B; 2-107B; 2-108B, 2-109B, 2-110B, 2-200, 6-100, 6-102, 6-300, 6-302, 6-403, 7-105A, 7-101A
<b>Application:</b>	To All Department of Children's Services (DCS) Employees, all programs operated or funded by DCS that provide services or benefits directly to the client; to grant-in-aid programs; and providers of health services, contractors and sub-contractors that receive federal or State funds, which are collectively referred to as "sub recipients or vendors" in this policy.

**Policy Statement:**

No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination under any program or activity operated, funded, or overseen by the Tennessee Department of Children's Services (DCS).

**Purpose:**

To ensure compliance with requirements of the Title VI of the Civil Rights Act of 1964.

**Procedures:**

<b>A. Prohibited practices</b>	<p>1. Prohibited Practices include but are not limited to the following:</p> <ul style="list-style-type: none"> <li>a) Denying any individual any service, opportunity, or other benefit for which this individual is otherwise eligible;</li> <li>b) Providing any individual with any service, or other benefit, that is different or is provided in a different manner from that which is provided to others based upon their race, color, or national origin;</li> <li>c) Subjecting any individual to segregate or separate treatment in any manner related to that individuals receipt of services based upon their race, color, or national origin;</li> <li>d) Restricting any individual in the enjoyment of services, facilities, or any other advantage, privilege, or other benefit provided in the program based upon their race, color, or national origin;</li> </ul>
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	<ul style="list-style-type: none"> <li>e) Adopting methods of administration that would limit participation by any group of recipients or subject them to discrimination based upon their race, color, or national origin;</li> <li>f) Exclusion of individuals with Limited English Proficiency (LEP) from programs, receipt of pertinent information because of language barriers based upon national origin;</li> <li>g) Delays, denials, or termination of services because of language barriers (LEP) based upon national origin;</li> <li>h) Addressing an individual in a manner that denotes inferiority because of race, color, or national origin; and</li> <li>i) Subjecting any individual to incidents of racial or ethnic harassment, the creation of a hostile racial or ethnic environment, and a disproportionate burden of environmental health risks on minority communities.</li> </ul> <p>2. Failure to provide trained and competent interpreters at each stage of representation where oral communication is needed, at no charge to the client.</p>
<p><b>B. Title VI Program</b></p>	<ul style="list-style-type: none"> <li>1. The Office of Civil Rights Director or Designee will oversee Title VI compliance efforts. The Office of Civil Rights Director or Designee will conduct an annual survey of compliance efforts prepared by DCS organizational subdivisions, providers, contractors and vendors to ensure that the following have occurred:             <ul style="list-style-type: none"> <li>a) DCS employees, providers, contractors and vendors have received appropriate and adequate annual training on Title VI to function fully in their responsibilities associated with Title VI compliance and implementation;</li> <li>b) DCS employees, providers, contractors and vendors have received all available materials such as the posters required for administering and complying with the Title VI program; and</li> <li>c) The OCR Director or Designee will maintain copies of compliance reports from regional offices, youth development centers, and contract agencies for two (2) years. The Director of CIS Grant Programs will maintain compliance reports from CIS grants programs.</li> </ul> </li> <li>2. The OCR Director or Designee will annually oversee the assessment of the language needs of its eligible client population, utilizing census data, data from client files, data from community agencies and organizations, and other relevant sources.</li> <li>3. Based on this assessment, DCS will develop an annual plan regarding points of contact where language assistance is likely needed, the scope of assistance to be provided, the resources needed to provide assistance, and arrangements that must be made to access these resources in a timely manner.</li> <li>4. Trained and competent interpreters is utilized at each stage of service at no charge to the client where oral/written communication assistance is needed to</li> </ul>

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

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

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

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 RDA SW05

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

**Original Effective Date: 10/01/98; 09/01/04**  
**Current Effective Date: 06/02/14**  
**Supersedes: DCS 24.1, 10/01/11**  
**CS-0001**  
**RDA SW05**



**Tennessee Department of Children's Services**  
**Notification of Equal Access to Programs and Services and**  
**Grievance Procedures**

Title VI of the Civil Rights Act of 1964 makes it illegal for people to be discriminated against on the basis of their race, color, or national origin in all programs, benefits, grants, and services provided by the Department of Children's Services (DCS), which receives Federal Assistance.

It is the policy of the State of Tennessee, Department of Children's Services, to ensure that all management staff, contractors, and service beneficiaries are aware of the provisions of Title VI of the Civil Rights Act of 1964.

If you feel that you have received disparate treatment based on race, color or national origin or any other classification protected by Federal and/or Tennessee State Law, you are encouraged to file a complaint with the DCS Office of Diversity Initiatives. To file such complaint, you should do the following:

1. You must file a written complaint within one hundred-eighty (180) days to the date of the alleged discrimination. You are encouraged to file your complaint as soon as possible in order to allow sufficient time to file an appeal with an external agency if you are not satisfied with the results of the DCS investigation.
2. Include your name, address, and telephone number.
3. The complaint should contain the name and address of the agency, institution, or department you believe discriminated against you.
4. How, why, and when you believe you were discriminated against. Include as much specific detailed information as possible about the alleged acts of discrimination and any other relevant information.
5. The names of any persons, if known, DCS Diversity Initiatives could contact for clarity of your allegations.
6. Please sign your complaint and submit in writing to:

**Office of Civil Rights**  
**Department of Children's Services**  
**7<sup>th</sup> Floor Cordell Hull Building**  
**436 Sixth Avenue North**  
**Nashville, TN 37243-1290**  
**Telephone: (615) 532-5552**  
**Fax: (615) 532-7602**

7. You may also file your complaint in writing to the offices listed below:

**Director**  
**Tennessee Human Rights Commission**  
**Attention: Title VI Compliance**  
**William R. Snodgrass Building/Tennessee**  
**Tower**  
**312 Rosa L. Parks Blvd, 23<sup>rd</sup> Floor**  
**Nashville, TN 37243**  
**Telephone: (615) 741-5825**  
**Fax: (615) 253-1886**

or

**Director**  
**Office for Civil Rights**  
**U.S. Department of Health & Human Services**  
**61 Forsyth Street, S.W.**  
**Suite 3B70**  
**Atlanta, GA 30323**  
**Telephone: (404) 562-7886**  
**Fax: (404) 562-7881**

You should file a complaint under this procedure if you feel you have been excluded from participation in, denied the benefit of a service or subjected to discrimination under a program or activity receiving federal financial assistance from the Department of Children's Services.

I have read the above procedure of how to file a Title VI complaint. This procedure was explained to me in detail and a copy was issued to me for my records. I was advised that this form is available in other languages.

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Witness*

\_\_\_\_\_  
*Date*

Check the "Forms" Webpage for the current version and disregard previous versions. This form may not be altered without prior approval.

Distribution: Child/Youth's Case File

Copy: Client

CS-0158, Rev. 07/15





**Departamento de Servicios Infantiles de Tennessee**  
**Notificación de Igualdad de Acceso a Programas y Servicios y**  
**Procedimientos de Queja**

El Título VI de la Ley de Derechos Civiles de 1964 establece que es ilegal que las personas sean discriminadas debido a su raza, color u origen nacional en todos los programas, beneficios, subvenciones y servicios proporcionados por el Departamento de Servicios Infantiles (DCS), el cual recibe asistencia federal.

Es la política del Departamento de Servicios Infantiles del Estado de Tennessee asegurarse que el personal de administración, contratistas y beneficiarios de servicios conozcan lo dispuesto en el Título VI de la Ley de Derechos Civiles de 1964.

Si usted siente que ha recibido un trato desigual debido a su raza, color u origen nacional, o cualquier otra clasificación protegida por las leyes federales y/o del estado de Tennessee, se le recomienda presentar una queja ante la Oficina de Iniciativas para la Diversidad del DCS. Para presentar dicha queja, debe hacer lo siguiente:

1. Debe presentar una reclamación por escrito dentro de los ciento ochenta (180) días posteriores a la fecha de la supuesta discriminación. Se le recomienda presentar su queja tan pronto como sea posible con el fin de dar tiempo suficiente para presentar una apelación ante una agencia externa si usted no está satisfecho con los resultados de la investigación del DCS.
2. Incluya su nombre, dirección y número de teléfono.
3. La denuncia debe incluir el nombre y dirección de la agencia, institución o departamento que cree discriminó en su contra.
4. Cómo, por qué y cuándo usted cree que fue discriminado. Incluya toda la información específica y detallada posible sobre los supuestos actos de discriminación y cualquier otra información relevante.
5. Los nombres de las personas, si los sabe, que la Oficina de Iniciativas para la Diversidad del DCS puede contactar para aclarar sus alegaciones.
6. Firme su queja y preséntala por escrito a:

**Office of Civil Rights**  
**Department of Children's Services**  
**7<sup>th</sup> Floor Cordell Hull Building**  
**436 Sixth Avenue North**  
**Nashville, TN 37243-1290**  
**Teléfono: (615) 532-5552**  
**Fax: (615) 532-7602**

7. También puede presentar su queja por escrito a las oficinas que se listan a continuación:

**Director**  
**Tennessee Human Rights Commission**  
**Attention: Title VI Compliance**  
**William R. Snodgrass Building/Tennessee**  
**Tower**  
**312. Rosa L. Parks Blvd, 23rd Floor**  
**Nashville, TN 37243**  
**Teléfono: (615) 741-5825**  
**Fax: (615) 253-1886**

o

**Director**  
**Office for Civil Rights**  
**U.S. Department of Health & Human Services**  
**61 Forsyth Street, S.W.**  
**Suite 3B70**  
**Atlanta, GA 30323**  
**Teléfono: (404) 562-7886**  
**Fax: (404) 562-7881**

Debe presentar una queja en virtud de este procedimiento si considera que ha sido excluido de participar, se le ha negado el beneficio de un servicio o ha sido sujeto a discriminación, en un programa o actividad que recibe asistencia financiera federal del Departamento de Servicios Infantiles.

He leído el procedimiento anterior de cómo presentar una queja del Título VI. Este procedimiento se me explicó en detalle y recibí una copia para mis archivos. Se me informó que este formulario está disponible en otros idiomas.

\_\_\_\_\_

*Firma*

\_\_\_\_\_

*Fecha*

\_\_\_\_\_

*Testigo*

\_\_\_\_\_

*Fecha*

Consulte la página web de "Forms" para obtener la versión actual e ignore todas las versiones anteriores. Este formulario no debe alterarse sin la previa autorización.

Distribución: Expediente de caso del niño/joven

Copia: Cliente

CS-0158-S, Rev. 07/15









# **SECTION IX**

## **Compliance/Non-Compliance Reporting**

**Contract Listing**

**Title VI Survey**

**Compliance Reviews**

**Pre-Award Procedures Post-Award**

**Procedures Minority Representation**

**Public Notice and Outreach**

**Compliance Procedures**

**Posters/Brochures**

## **Compliance Reviews**

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

The Department of Children's Services shall, upon request, make available any compliance reports for review by The Tennessee Human Rights Commission as well as any jurisdictional Federal agency. In accordance with the terms of all contracts, each Sub-recipient shall, upon request, show proof of nondiscrimination and shall post in conspicuous places, which are available to all employees and applicants, notices of nondiscrimination. Proof of nondiscrimination may require documentation of standard complaint processes and the records resulting from such. This show of proof is inclusive of The Tennessee Human Rights Commission as well as jurisdictional Federal agencies.

When the Department (DCS) contracts with an outside entity to provide services, the contract includes a provision against discrimination on the basis of race, color, or national origin (and all other classes protected by federal or state anti-discrimination laws) regardless of whether the contract directly involves federal financial assistance. Contractual provisions prohibiting discrimination under the provisions of Title VI are exhibited in the standard DCS contract (forthcoming in this section).

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

## **Post-Award**

Annually the Title VI Survey/Compliance Information Report (forthcoming in this section) is provided to all sub-recipients/contractors and is required to be submitted for the previous Fiscal Year. Additionally, all DCS Regions, Youth Development Centers, and Treatment Centers are required to complete and provide to Title VI Services the same Title VI Survey/ Compliance Information Report. The completed assessment instruments are maintained in the office of the DCS Office of Civil Rights for a minimum period of three (3) years.

The Department of Children's Services supplies all sub-recipients/contractors with non-discrimination publications, i.e., posters, brochures (See section 9) and maintains a tracking list for monitoring purposes as well.

### **Title VI Training**

All sub-recipients/contractors are required, per DCS Title VI Policy 24.10 Sections 6 A-F, to provide Title VI Training to all staff through new employee orientation and annual Title VI training in subsequent years.

Tracking and monitoring of sub-recipients/contractors Title VI training is accomplished through review of the Title VI Survey instrument and training rosters that are required to accompany the Compliance Reports. The Title VI Program Manager also assists with training efforts upon requests from the sub-recipients/contractors and makes available training materials (see sections 11) for their use as needed.

Both the Title VI Program Manager and the department's Title VI Coordinator have accomplished reliable monitoring of sub-recipients/contractors through maintaining close contact with respective Title VI Coordinators for guidance and assistance. Annually, Title VI Training was provided for sub-recipients/providers via webinar on the dates of June 16, 2015; June 18, 2015 and June 23, 2015 (see Section 11).

### **Minority Representation**

The total number of minority contracts is projected to be 75 or 12.3% of total 608 contracts listed by the department's Contracts Division. See table/chart forthcoming in this sections for total dollar amounts and percentage of minority contracts.

### **Public Notice and Outreach**

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

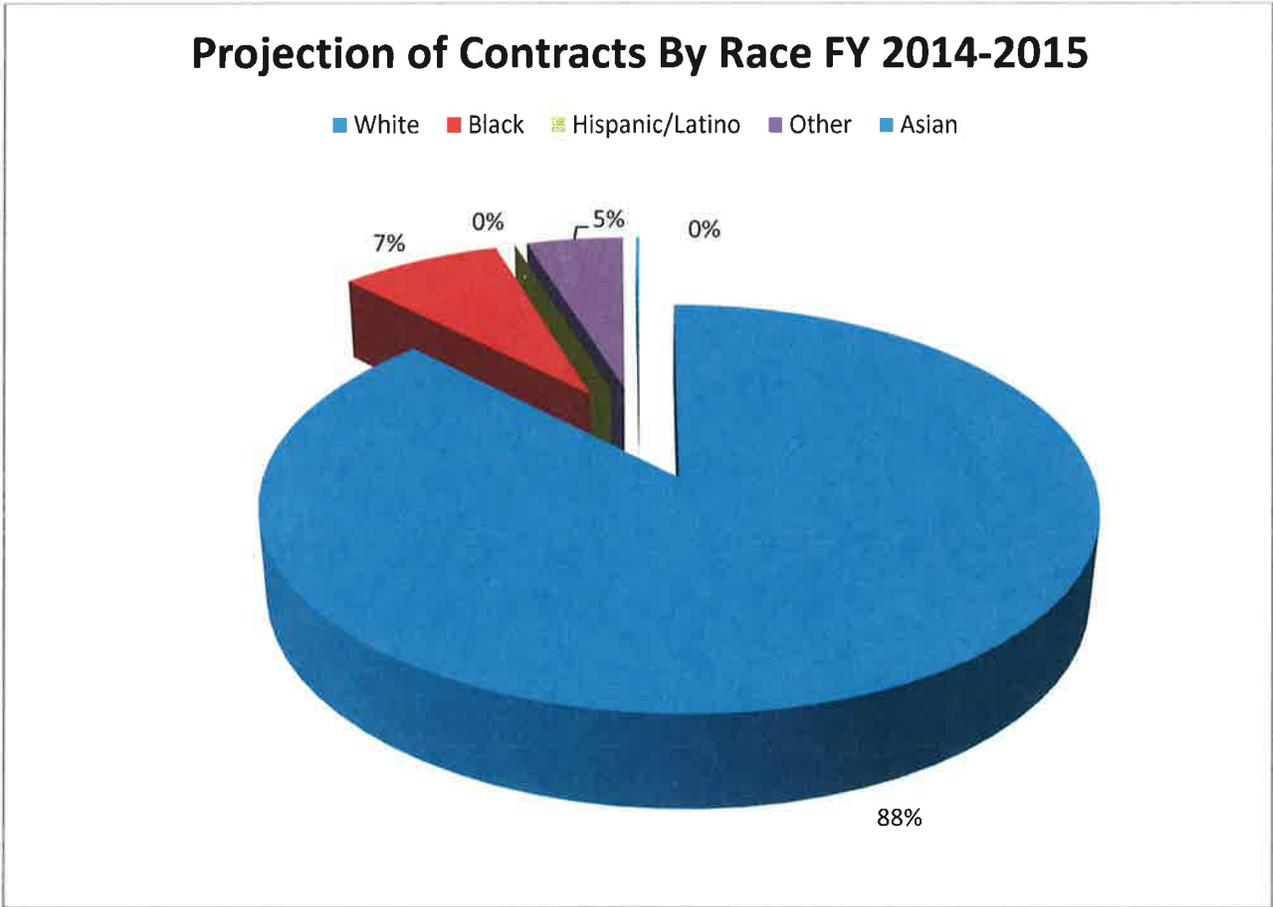
### **Noncompliance Procedure**

The Department of Children's Services' current process to obtain Title VI Compliance where noncompliance has been determined is attempting to obtain voluntary compliance; taking action to mandate compliance; and lastly seeking termination of funding.

Special attention will be focused on not only the requirement and encouragement of Title VI compliance, but also its enforcement. The scheduling criterion to obtain voluntary compliance is based on relative risk and the nature of the violation.

In all cases, Executive Management as well the Tennessee Human Rights Commission would be notified immediately of the violation, corrective action plans as well as time frames established and agreed upon with the Sub recipient.

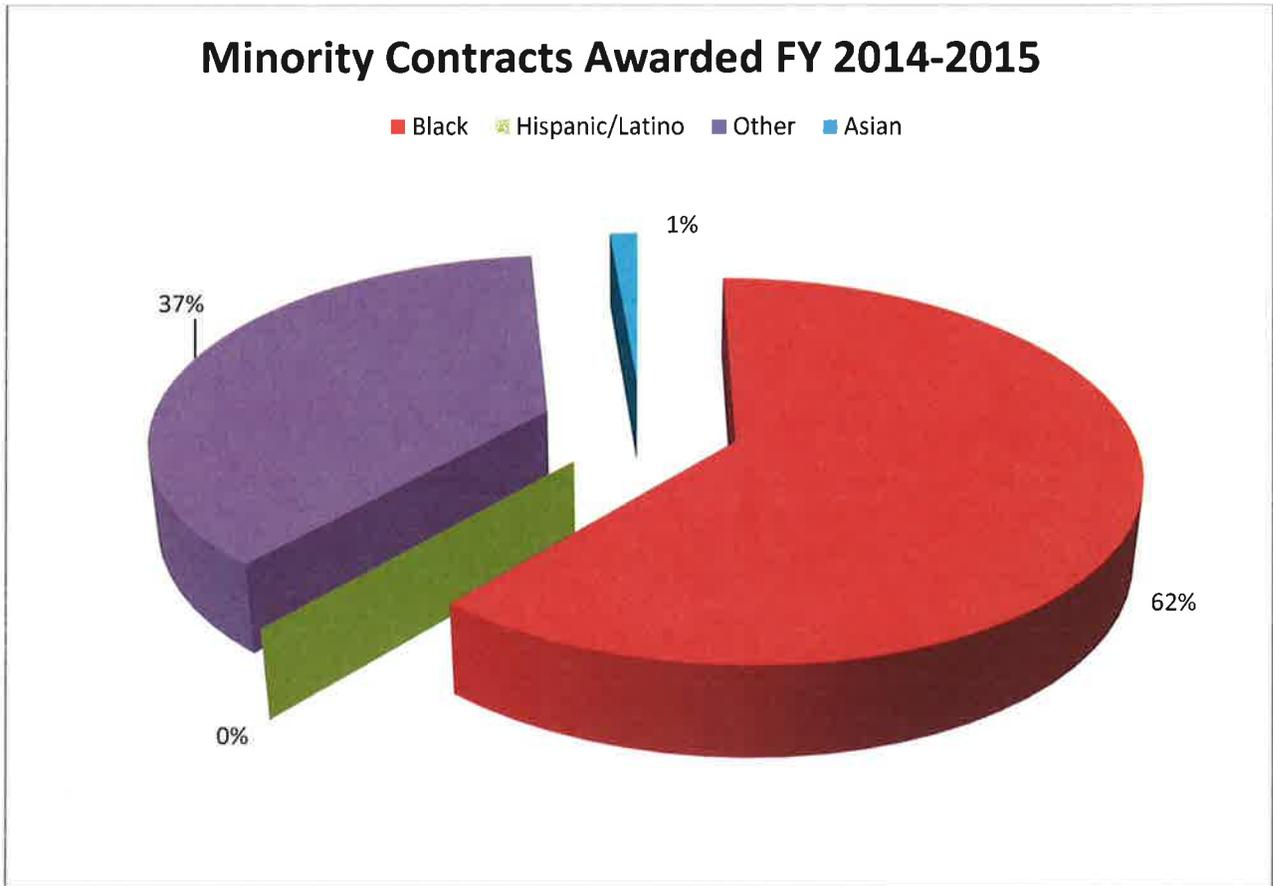
Race	Number of Contracts	Percentage	Total Dollar Amount By Race
White	533	88%	\$1,080,583,326.04
Black/African American	46	7%	\$24,125,032.00
Asian	1	0.0%	\$140,00.00
Hispanic/Latino	0	0.0%	\$0.00
Other	28	5%	\$12,151,224.90
<b>Total</b>	<b>608</b>	<b>100%</b>	<b>\$1,116,999,582.94</b>



Based on the number of contract information provided, 608, and that some of the contracts are multiple to the same agency, you could project the percentage of contracts as follows based on data provided for FY 2014-2015.

Data for the above information was provided by DCS Contracts Division

Race (Minorities Only)	Number of Contracts	Percentage	Dollar Amount
Black/African American	46	62%	\$24,125,032.00
Asian	1	1%	\$140,000.00
Hispanic/Latino	0	0.0%	\$0.00
Other	28	37%	\$12,151,224.90
<b>Total</b>	<b>75</b>	<b>100%</b>	<b>\$36,416,256.90</b>



Based on the contract information provided, and that some of the contracts may be multiple to the same agency, you could project the percentage of minority contracts as follows based on data provided for FY 2014-2015.

Data for the above information was provided by DCS Contracts Division

Contract Number	Vendor Name		Program Type	Service Type	Procurement Method	Begin Date	End Date	Max. Liability
21310	Cherae Farmer-Dixon, D.D.S., M.S.P.H	African American	Medical	Dental Services	RFP	7/1/2010	6/30/2015	\$243,000.00
21321	Vanderbilt University, Inc.	African American	Assessments - Counseling & Therapy	Group & or Individual Therapy	RFP	7/1/2010	6/30/2015	\$1,412,000.00
21400	Helen Ross McNabb Center, Inc.	African American	Medical	Mental Health	RFP	7/1/2010	6/30/2015	\$2,905,000.00
21406	Joseph Krisak, Ed.D	African American	Assessments - Counseling & Therapy	Psychological Evaluations	RFP	7/1/2010	6/30/2015	\$372,500.00
21449	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Co-location of staff	Non- Competitive	7/1/2010	6/30/2015	\$65,444.35

21560	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Co-location of staff	Non-Competitive	7/1/2010	6/30/2015	\$77,899.85
21576	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Co-location of staff	Non-Competitive	7/1/2010	6/30/2015	\$79,367.50
21594	Hope Center, Inc.	African American	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2010	6/30/2015	\$175,000.00
21607	Childhelp	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2010	6/30/2015	\$175,000.00
21636	Coffee County Children's Advocacy Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2010	6/30/2015	\$254,000.00
21638	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Co-location of staff	Non-Competitive	7/1/2010	6/30/2015	\$76,405.15

21639	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2010	6/30/2015	\$254,000.00
21641	Children's Advocacy Center of First Judicial Dist.	African American	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2010	6/30/2015	\$175,000.00
21705	Vanderbilt University, Inc.	African American	Assessments - Counseling & Therapy	Sex Offender Treatment	RFP	7/1/2010	6/30/2015	\$875,794.00
21768	T Andrew Sharp, DDS	Not a Minority	Medical	Dental Services	RFP	7/15/2010	6/30/2015	\$393,000.00
22524	Howard E Nelson, Ph.D	African American	Medical	Alcohol & Drug Counseling	RFP	8/20/2010	6/30/2015	\$500,000.00
22526	Richard Adlin, Phd.	African American	Assessments - Counseling & Therapy	Psychological Evaluations	RFP	8/20/2010	6/30/2015	\$465,500.00

23041	Metro Center Healthcare Group, PC	African American	Medical	Medical services - Custodial	RFP	7/1/2010	6/30/2015	\$313,148.00
23827	Deborah Chance-Branham, OD	African American	Medical	Optometry Services	RFP	10/15/2010	6/30/2015	\$29,700.00
24164	William A Wray, Ed D	African American	Assessments - Counseling & Therapy	Psychological Evaluations	RFP	11/15/2010	6/30/2015	\$155,000.00
24380	Child Advocacy Center for the 23rd Judicial Dist.	African American	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2010	6/30/2015	\$254,000.00
24608	Florence Crittenton Agency, Inc.	African American	Assessments - Counseling & Therapy	Psychological Evaluations	RFP	7/1/2010	6/30/2015	\$45,000.00
25248	Tennessee Department of Health	African American	Administration	Vaccination	Non-Competitive	7/1/2010	6/30/2015	\$125,000.00

25848	Special Education (DG)	Not a Minority	Delegated Grant Authority	Special Education	Special Contract	7/1/2011	6/30/2016	\$2,000,000.00
26166	Tennessee Department of Corrections	Not a Minority	Juvenile Justice	Inmate Labor	Non-Competitive	7/1/2011	6/30/2016	\$70,500.00
26356	Tennessee Department Of Education	Not a Minority	Administration	Non-Custody TN Early Intervention	Non-Competitive	7/1/2011	6/30/2016	\$75,000,000.00
26641	Milton J. Saloman, Md.	African American	Medical	Optometry Services	RFP	7/1/2011	6/30/2016	\$42,500.00
27487	University Of Tennessee	African American	Child Health	Medication Administration Training	Non-Competitive	7/1/2011	6/30/2016	\$0.00
27900	Quality Mobile X-Ray Services	African American	Medical	Mobile X-ray Services	RFP	7/25/2011	6/30/2016	\$103,035.00

27927	Dental Power International, Inc.	African American/Female	Medical	Dental Services	RFP	7/13/2011	6/30/2016	\$450,000.00
28028	Annice Overall	Not a Minority	Assessments - Counseling & Therapy	Group & or Individual Therapy	RFP	7/26/2011	6/30/2016	\$2,000,000.00
30717	Tennessee Department of Labor & Workforce Develop.	Asian American	Administration	Wage & Benefit Data	Non- Competitive	7/1/2012	6/30/2017	\$7,500.00
30895	University Of Tennessee	African American	Child Safety	Citizens Review	Non- Competitive	7/1/2012	6/30/2017	\$784,610.00
31007	Administrative Office Of The Courts	Female	Administration	Advocacy	Non- Competitive	7/1/2012	6/30/2017	\$277,500.00
31050	Tennessee Department of Health	African American	Juvenile Justice	Environmental & Food Inspections	Non- Competitive	7/1/2012	6/30/2017	\$53,925.00

32474	Tri-Med Pharmacy, LLC	Female	Medical	Pharmacy Services	RFP	7/1/2012	6/30/2017	\$2,500,000.00
32478	Gregory E. Reeves	Not a Minority	Medical	Optometry Services	RFP	7/1/2012	6/30/2017	\$25,050.00
33087	Stan B. Walters & Associates, Inc.	Female	Training	Child Interviewing Techniques (CPS)	RFP	8/1/2012	6/30/2017	\$235,000.00
33216	Health Connect America, Inc.	Female	Therapeutic Family Preservation	Family Preservation - Community Partnerships	RFP	9/1/2012	6/30/2017	\$2,361,985.00
33510	SS Wolfe Counseling	Female	Therapeutic Family Preservation	Intensive In-Home Services	RFP	9/1/2012	6/30/2017	\$1,550,000.00
35141	Tennessee Alliance for Legal Services (TALS)	Female	Legal	Grier Lawsuit	Special Contract	7/1/2013	6/30/2018	\$750,000.00

35246	Jack Koch, M.D, PLLC	Not a Minority	Medical	Psychiatric Evaluations	RFP	2/16/2013	6/30/2017	\$807,500.00
35272	Nashville Children's Alliance, Inc.	Female	Child Safety	SSBG - Sex Abuse Assessment & Counseling	Non-Competitive	7/1/2013	6/30/2018	\$178,325.00
35273	Children's Advocacy Center of Hamilton County	Female	Child Safety	SSBG - Sex Abuse Assessment & Counseling	Non-Competitive	7/1/2013	6/30/2018	\$212,500.00
35297	Children's Advocacy Center of Sullivan County	Not a Minority	Child Safety	SSBG - Sex Abuse Assessment & Counseling	Non-Competitive	7/1/2013	6/30/2018	\$212,500.00
35298	Childhelp	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35317	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	SSBG - Sex Abuse Assessment & Counseling	RFP	7/1/2013	6/30/2018	\$212,500.00

35318	Memphis Child Advocacy Center	Female	Child Safety	SDBG - Sex Abuse Assessment & Counseling	Non-Competitive	7/1/2013	6/30/2018	\$276,250.00
35343	Center For Family Development	Not a Minority	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$510,000.00
35345	Family And Children's Services, Inc.	Female	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$1,497,000.00
35346	New Vision, Inc.	Not a Minority	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$828,750.00
35352	Exchange Club - Carl Perkins Center	Not a Minority	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$573,750.00
35355	Exchange Club - Carl Perkins Center	Not a Minority	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$510,000.00

35373	Maurer & Gardner, PLLC	Female	Legal	Trust Accounts	Special Contract	2/6/2013	6/30/2017	\$22,500.00
35389	Southsat Tennessee Development District	Female	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$1,083,750.00
35391	Upper Cumberland Development District	Female	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$828,750.00
35393	University Of Tennessee	African American	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$1,912,500.00
35407	Children's Advocacy Center of Sullivan County	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35420	Children's Advocacy Center of Sullivan County	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00

35425	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Co-location of staff	Non-Competitive	7/1/2013	6/30/2015	\$41,410.40
35426	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Co-location of staff	Non-Competitive	7/1/2013	6/30/2015	\$29,898.16
35429	Campbell County Children's Center	Female	Child Safety	Co-location of staff	Non-Competitive	7/1/2013	6/30/2015	\$11,760.00
35476	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35481	Montgomery Office of County Judge	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35509	Safe Harbor Child Advocacy Center, Inc.	Not a Minority	Child Safety	Co-location of staff	Non-Competitive	7/1/2013	6/30/2015	\$30,310.41

35517	Safe Harbor Child Advocacy Center, Inc.	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35520	Children's Advocacy Center of First Judicial Dist.	African American	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35522	Memphis Child Advocacy Center	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$140,000.00
35526	Child Advocacy Center of Rutherford County	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35537	Child Advocacy Center of Rutherford County	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35538	Blount County Children's Advocacy Center	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00

35540	Nashville Children's Alliance, Inc.	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35541	Nashville Children's Alliance, Inc.	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$140,000.00
35553	Children's Advocacy Center of Hamilton County	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35554	Children's Advocacy Center of Hamilton County	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$140,000.00
35555	Child Advocacy Center for the 9th Judicial Dist.	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35556	Robertson County Child Advocacy Center	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00

35557	Robertson County Child Advocacy Center	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35580	Sumner Child Advocacy Center	Female	Child Advocacy Center	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35581	Sumner Child Advocacy Center	Female	Child Advocacy Center	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35596	Child Advocacy Center for the 3rd Judicial Dist.	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35597	Child Advocacy Center for the 3rd Judicial Dist.	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35849	Williamson County Child Advocacy Center	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00

35851	Juniors House, Inc.	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35853	Child Advocacy Center for the 31st Judicial Dist.	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
35854	Coffee County Children's Advocacy Center	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35855	Child Advocacy Center for the 9th Judicial Dist.	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35856	Child Advocacy Center for the 23rd Judicial Dist.	African American	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
35857	Campbell County Children's Center	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00

35858	Child Advocacy Center of Anderson County, Inc.	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
36075	Monroe Harding, Inc.	Female	Independent Living	Pregnancy Prevention & Education (TOPS)	Non-Competitive	7/1/2013	6/30/2015	\$182,082.00
36093	Barry Lewis Harris II, MD	Female	Medical	Medical services - Custodial	Special Contract	4/1/2013	6/30/2015	\$230,000.00
36330	Educational & Treatment Alternatives	Female	Training	Juvenile Justice	Special Contract	7/1/2013	6/30/2015	\$12,500.00
36340	Child Advocacy Center for the 31st Judicial Dist.	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00
36375	Williamson County Child Advocacy Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00

36486	Campbell County Children's Center	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
36522	Cadres, LLC	Female	Information Systems	TFACIS Consultants	Special Contract	6/1/2013	6/30/2015	\$240,000.00
36528	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
36530	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2013	6/30/2015	\$104,000.00
36541	Sloan & Parrish PLLC	Female	Legal	John L Services	RFP	7/1/2013	6/30/2018	\$218,063.20
36542	Sloan & Parrish PLLC	Female	Legal	John L Services	RFP	7/1/2013	6/30/2018	\$153,233.60

36544	Legal Aid of East Tennessee, Inc.	Not a Minority	Legal	John L Services	RFP	7/1/2013	6/30/2018	\$156,000.00
36727	New Vision, Inc.	Not a Minority	Child Programs (Home Studies)	Home Studies	RFP	7/1/2013	6/30/2016	\$1,193,400.00
36755	Harmony Adoptions Of Tennessee, Inc	Not a Minority	Child Programs (Home Studies)	Home Studies	RFP	7/1/2013	6/30/2016	\$1,817,900.00
36756	Harmony Adoptions Of Tennessee, Inc	Not a Minority	Child Programs (Home Studies)	Home Studies	RFP	7/1/2013	6/30/2016	\$2,614,500.00
36823	Kids Place A Child Advocacy Center	Not a Minority	Child Safety	Child Advocacy Center	Non- Competitive	7/1/2013	6/30/2015	\$104,000.00
36825	Children's Center Of The Cumberlands	Not a Minority	Child Safety	Forensic Child Interviewer	Non- Competitive	7/1/2013	6/30/2015	\$70,000.00

37019	Bethany Christian Services of West Tennessee	Not a Minority	Child Programs (Home Studies)	Home Studies	RFP	7/1/2013	6/30/2016	\$1,584,840.00
37411	Tennessee Community Services Agency	Not a Minority	Child Programs	Resource Parent Advocacy & Mentoring Services	Non-Competitive	7/1/2013	6/30/2015	\$470,000.00
37929	Equifax Collection Services Credit Bureau, Inc.	Not a Minority	Administration	Credit Checks	Non-Competitive	8/1/2013	8/31/2016	\$500.00
37930	Experian Information Solutions, Inc.	Not a Minority	Administration	Credit Checks	Non-Competitive	8/1/2013	8/31/2016	\$0.00
38182	Oasis, Inc.	Not a Minority	Independent Living	Teen Outreach Program (TOP)	Non-Competitive	10/1/2013	6/30/2015	\$1,113,086.00
38196	University Of Tennessee	African American	Independent Living	Teen Outreach Program (TOP)	Non-Competitive	10/1/2013	6/30/2015	\$446,948.00

38202	Children's Center Of The Cumberlandands	Not a Minority	Child Safety	Co-location of staff	Non-Competitive	9/1/2013	6/30/2015	\$23,256.00
38255	Human Services Leadership Institute, Inc.	Not a Minority	Administration	Advocacy	Special Contract	10/15/2013	4/15/2015	\$25,500.00
38509	Tennessee Baptist Children's Home, Inc.	Not a Minority	Child Programs 2	Foster Care Recruitment - Case Management	Special Contract	11/1/2013	6/30/2018	\$0.00
38618	Transunion, LLC	Not a Minority	Administration	Credit Checks	Non-Competitive	9/3/2013	9/2/2016	\$0.00
38670	Sullivan County Juvenile Court	Not a Minority	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	7/1/2014	6/30/2015	\$53,720.00
38671	Lauderdale County Juvenile Court	Not a Minority	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	7/1/2014	6/30/2015	\$68,571.00

38672	Henry County Board of Education	Not a Minority	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	7/1/2014	6/30/2015	\$48,917.00
38673	Decatur County Government	Not a Minority	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	7/1/2014	6/30/2015	\$54,817.00
38684	Metropolitan Nashville & Davidson County	Not a Minority	Juvenile Court Prevention	Child & Family Intervention	Non-Competitive	7/1/2014	6/30/2015	\$434,333.00
38685	Juvenile Court of Memphis & Shelby	Not a Minority	Juvenile Court Prevention	Child & Family Intervention	Non-Competitive	7/1/2014	6/30/2015	\$67,688.00
38686	Madison County Juvenile Court	Not a Minority	Juvenile Court Prevention	Child & Family Intervention	Non-Competitive	7/1/2014	6/30/2015	\$135,375.00
38687	Montgomery County Juvenile Court	Not a Minority	Juvenile Court Prevention	Child & Family Intervention	Non-Competitive	7/1/2014	6/30/2015	\$70,929.00

38690	Stewart County Juvenile Court	Not a Minority	Juvenile Court Prevention	Child & Family Intervention	Non-Competitive	7/1/2014	6/30/2015	\$14,607.00
38692	Upper Cumberland Human Resource Agency	Not a Minority	Community Intervention Services (CIS)	Intensive Aftercare	Non-Competitive	7/1/2014	6/30/2015	\$191,418.00
38695	Rutherford County Government	Not a Minority	Community Intervention Services (CIS)	Day Treatment - Academic & Behavioral Remediation	Non-Competitive	7/1/2014	6/30/2015	\$417,696.00
38696	Helen Ross McNabb Center, Inc.	African American	Community Intervention Services (CIS)	Intensive Probation	Non-Competitive	7/1/2014	6/30/2015	\$266,782.00
38698	Southeast Tennessee Human Resource Agency	Not a Minority	Community Intervention Services (CIS)	Intensive Aftercare	Non-Competitive	7/1/2014	6/30/2015	\$101,064.00
38701	East Tennessee Human Resource Agency, Inc.	Not a Minority	Community Intervention Services (CIS)	Intensive Probation	Non-Competitive	7/1/2014	6/30/2015	\$146,712.00

38702	Sullivan County Juvenile Court	Not a Minority	Community Intervention Services (CIS)	Intensive Probation	Non-Competitive	7/1/2014	6/30/2015	\$57,494.00
38719	Putnam County	Not a Minority	Community Intervention Services (CIS)	Intensive Probation	Non-Competitive	7/1/2014	6/30/2015	\$65,656.00
38720	Benton County Juvenile Court	Not a Minority	Juvenile Court Prevention	Custody Prevention	Non-Competitive	7/1/2014	6/30/2015	\$92,617.00
38721	Rutherford County Government	Not a Minority	Community Intervention Services (CIS)	Intensive Probation	Non-Competitive	7/1/2014	6/30/2015	\$46,448.00
38731	Weakley County Juvenile Court	Not a Minority	Juvenile Court Prevention	Custody Prevention	Non-Competitive	7/1/2014	6/30/2015	\$62,747.00
38732	Bradley County Juvenile Court	Not a Minority	Juvenile Court Prevention	Custody Prevention	Non-Competitive	7/1/2014	6/30/2015	\$66,581.00

38733	Blount County Juvenile Court	Not a Minority	Juvenile Court Prevention	Custody Prevention	Non-Competitive	7/1/2014	6/30/2015	\$98,668.00
38734	Alamo City School Board Of Education	Not a Minority	Juvenile Court Prevention	Custody Prevention	Non-Competitive	7/1/2014	6/30/2015	\$54,817.00
38735	Crockett County Schools	Not a Minority	Juvenile Court Prevention	Custody Prevention	Non-Competitive	7/1/2014	6/30/2015	\$68,520.00
38737	Carroll County Juvenile Court	Not a Minority	Juvenile Court Prevention	Custody Prevention	Non-Competitive	7/1/2014	6/30/2015	\$643,884.00
38738	Tipton County Trustee	Not a Minority	Juvenile Court Prevention	Custody Prevention	Non-Competitive	7/1/2014	6/30/2015	\$343,970.00
38743	Knox County Juvenile Court	Not a Minority	Juvenile Court Prevention	Custody Prevention	Non-Competitive	7/1/2014	6/30/2015	\$183,392.00

38746	Montgomery County Juvenile Court	Not a Minority	Community Intervention Services (CIS)	Day Treatment - Academic & Behavioral Remediation	Non-Competitive	7/1/2014	6/30/2015	\$422,082.00
38747	Dyersburg City Schools	Not a Minority	Juvenile Court Prevention	Truancy Prevention	Non-Competitive	7/1/2014	6/30/2015	\$68,520.00
38748	Socially Yours For Youth, Inc.	Not a Minority	Juvenile Court Prevention	After School	Non-Competitive	7/1/2014	6/30/2015	\$34,622.00
38751	Quinco Community Mental Health Centers	Not a Minority	Community Intervention Services (CIS)	Intensive Aftercare	Non-Competitive	7/1/2014	6/30/2015	\$148,208.00
38753	Helen Ross McNabb Center, Inc.	African American	Community Intervention Services (CIS)	Intensive Aftercare	Non-Competitive	7/1/2014	6/30/2015	\$296,493.00
38959	Child Advocacy Center of Anderson County, Inc.	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2013	6/30/2015	\$70,000.00

39387	Catholic Charities Of Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$30,900.00
39388	Catholic Charities Of Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$30,900.00
39391	Nashville Children's Alliance, Inc.	Female	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$17,000.00
39394	Florence Crittenton Agency, Inc.	African American	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39396	Florence Crittenton Agency, Inc.	African American	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$45,000.00
39402	Exchange Club Family Center, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00

39403	Nurses for Newborns of Tennessee	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39404	Catholic Charities Of Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39412	Campbell County Children's Center	Female	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$20,600.00
39424	Exchange Club Family Center, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39426	New Vision, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39432	Children's Advocacy Center of Sullivan County	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$44,300.00

39435	Frontier Health, Inc.	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39438	Exchange Club - Carl Perkins Center	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$14,800.00
39440	Exchange Club - Carl Perkins Center	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39452	Prevent Child Abuse Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$34,000.00
39455	University Of Tennessee	African American	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$46,400.00
39456	University Of Tennessee	African American	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00

39457	Memphis Child Advocacy Center	Female	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39458	Agape Child & Family Services, Inc	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39459	Le Bonheur Community Health & Well-Being	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39460	Le Bonheur Community Health & Well-Being	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39471	Rutherford County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39472	Rhea County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39475	Florence Crittenton Agency, Inc.	African American	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39476	Prevent Child Abuse Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$125,000.00
39478	Prevent Child Abuse Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39479	Coffee County Children's Advocacy Center	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$10,000.00
39481	Catholic Charities Of Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$40,000.00
39483	Juniors House, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$10,000.00

39484	Center For Family Development	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$37,800.00
39493	Anderson County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39494	Carter County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39495	Cheatham County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39496	Behavioral Research Institute, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39497	Catholic Charities Of East Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$40,000.00

39498	Prevent Child Abuse Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39499	Chester County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39500	Clay County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39508	Coffee County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39514	Cocke County Tennessee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39517	Children's Advocacy Center of Hamilton County	Female	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$40,000.00

39519	Exchange Club - Carl Perkins Center	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$18,000.00
39520	Exchange Club - Holland J. Stephens	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39521	Exchange Club - Carl Perkins Center	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39522	Tennessee Voices for Children, Inc.	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
39523	Crockett County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39526	Decatur County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39527	DeKalb County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39529	Dickson County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39530	Franklin County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39531	Dyer County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39532	Hamblen County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39534	Prevent Child Abuse Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$30,000.00

39536	Gibson County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39537	Roane County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39540	Robertson County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39541	Giles County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39543	Sequatchie County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39545	Granger County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39547	Sevier County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39550	Shelby County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39565	Hamilton County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39566	Smith County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39567	Greene County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39569	Hancock County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39570	Grundy County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39572	Hardeman County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39574	Hardin County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39575	Haywood County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39576	Henderson County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39579	Henry County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39593	Cumberland County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39594	Hickman County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39596	Houston County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39599	Humphreys County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39600	Bedford County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39601	Benton County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39602	Jackson County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39603	Jefferson County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39604	Johnson County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39605	Knox County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39606	Lake County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39607	Lauderdale County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39608	Lawrence County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39611	Stewart County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39617	Sullivan County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39618	Sumner County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39643	Teresa E. Barnett	Not a Minority	Administration	Prison Rape Elimination (PREA)	Special Contract	12/16/2013	12/15/2015	\$120,000.00
39662	Bright Futures - Independent Living	Not a Minority	Independent Living	Post Secondary Education Services & Support	Special Contract	7/1/2014	6/30/2015	\$500,000.00

39664	Educational & Training Voucher (ETV)	Not a Minority	DA - Delegated Authority	Independent Living	Special Contract	7/1/2014	6/30/2015	\$873,456.00
39665	Kinship Care	Not a Minority	Administration	Advocacy	Special Contract	7/1/2014	6/30/2015	\$513,000.00
39666	Foster Home Care	Not a Minority	DA - Delegated Authority	Foster Homes	Non-Competitive	7/1/2014	6/30/2015	\$26,500,000.00
39668	Independent Living (IL)	Not a Minority	Independent Living	Post Secondary Education Services & Support	Special Contract	7/1/2014	6/30/2015	\$720,000.00
39670	Subsidized Guardianship	Not a Minority	Child Programs	Guardianship Support Services	Special Contract	7/1/2014	6/30/2015	\$6,000,000.00
39672	Detention	Not a Minority	Residential Treatment & Foster Care	Detention Services	Special Contract	7/1/2014	6/30/2015	\$3,500,000.00

39673	Special Needs Adoption	Not a Minority	DA - Delegated Authority	Special Needs Adoption	Non-Competitive	7/1/2014	6/30/2015	\$80,000,000.00
39674	Basic Education Reimbursement	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,500,000.00
39675	Burial	Not a Minority	Child Programs	Child & Family Services	Special Contract	7/1/2014	6/30/2015	\$70,000.00
39676	Child & Family Custodial & Non-Custodial	Not a Minority	Child Programs	Child & Family Services	Special Contract	7/1/2014	6/30/2015	\$10,000,000.00
39677	Medical & Behavioral - Custody	Not a Minority	Medical	Medical services - Custodial	Special Contract	7/1/2014	6/30/2015	\$1,400,000.00
39678	Medical & Behavioral - Non-Custody	Not a Minority	Medical	Medical services - Non-Custodial	Special Contract	7/1/2014	6/30/2015	\$700,000.00

39682	Supplemental Support Non-Recurring	Not a Minority	Child Programs	Extension of Foster Care Services	Special Contract	7/1/2014	6/30/2015	\$1,532,100.00
39683	Supplemental Support - Wrap Around	Not a Minority	Child Programs	Child & Family Services	Special Contract	7/1/2014	6/30/2015	\$250,000.00
39686	Lewis County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39687	Bledsoe County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39690	Lincoln County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39707	Loudon County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39708	Macon County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39709	Madison County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39710	Marion County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39711	Tipton County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39713	Marshall County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39714	Hartsville Trousdale County Metro Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39715	Unicoi County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39716	Union County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39717	Van Buren County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39718	Warren County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39719	Washington County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39720	Wayne County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39721	Maury County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39722	Mcminn County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39723	McNairy County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39724	Meigs County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39725	Monroe County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39726	Montgomery County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39727	Metro Lynchburg Moore County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39728	Morgan County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2017	\$45,000.00
39729	Obion County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39730	Overton County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39731	Perry County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39739	Weakley County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39740	White County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39741	Williamson County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39748	Scott County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39763	Pickett County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39765	Polk County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39766	Bradley County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

39767	Campbell County Government	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39768	Cannon County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39770	Carroll County Trustee	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39771	Metropolitan Nashville & Davidson County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39776	Putnam County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
39812	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00

39813	15th Judicial District Child Advocacy Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00
39814	Safe Harbor Child Advocacy Center, Inc.	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00
39815	Memphis Child Advocacy Center	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00
39817	Blount County Children's Advocacy Center	Female	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00
39818	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00
39820	Hope Center, Inc.	African American	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00

39821	Children's Center Of The Cumberlands	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00
39822	Juniors House, Inc.	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00
39823	Upper Cumberland Child Advocacy Center	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$52,000.00
39828	Montgomery Office of County Judge	Female	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2014	6/30/2015	\$35,000.00
39834	Kids Place A Child Advocacy Center	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2014	6/30/2015	\$35,000.00
39835	Upper Cumberland Child Advocacy Center	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2014	6/30/2015	\$35,000.00

39837	Exchange Club - Carl Perkins Center	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2014	6/30/2015	\$105,000.00
39854	Focus Psychiatric Services PC	Not a Minority	Center of Excellence	Behavioral Health	Non-Competitive	7/1/2014	6/30/2017	\$1,440,173.00
39856	East Tenn State University	Not a Minority	Center of Excellence	Behavioral Health	Special Contract	7/1/2014	6/30/2017	\$1,498,127.00
39858	University Of Tennessee	African American	Center of Excellence	Behavioral Health	Non-Competitive	7/1/2014	6/30/2017	\$2,151,492.00
39859	University Of Tennessee	African American	Center of Excellence	Behavioral Health	Non-Competitive	7/1/2014	6/30/2017	\$2,936,040.00
39861	Vanderbilt University, Inc.	African American	Center of Excellence	Behavioral Health	Non-Competitive	7/1/2014	6/30/2017	\$2,815,403.00

39862	Vanderbilt University, Inc.	African American	Child Health	CANS & Quality-Safety Projects	Non-Competitive	7/1/2014	6/30/2017	\$8,522,876.00
39893	American Correctional Association	Not a Minority	Administration	ACA Accreditation	Special Contract	4/1/2014	6/30/2018	\$75,000.00
40038	Joyce N. Harris, LCSW	Not a Minority	Child Programs	Extension of Foster Care Services	Non-Competitive	7/1/2014	6/30/2019	\$10,000.00
40040	Romney Ridge Counseling Services, Inc.	Not a Minority	Child Programs	Extension of Foster Care Services	Non-Competitive	7/1/2014	6/30/2019	\$10,000.00
40093	Northwest Media, Inc.	Not a Minority	Training	Foster Parent on-Line Training	Non-Competitive	7/1/2014	6/30/2017	\$10,000.00
40151	Sexual Assault Center	Not a Minority	Juvenile Justice	Prison Rape Elimination (PREA)	Non-Competitive	2/1/2014	9/30/2015	\$120,000.00

40211	Youth Villages, Inc.	Not a Minority	Independent Living	Transitional Living	Non-Competitive	7/1/2014	6/30/2017	\$9,000,000.00
40330	Tennessee Voices for Children, Inc.	Not a Minority	Child Programs	Child & Family Intervention	Non-Competitive	7/1/2014	6/30/2015	\$254,200.00
40351	Renewal House, Inc.	Not a Minority	Independent Living	Alcohol & Drug Counseling	Non-Competitive	7/1/2014	6/30/2017	\$395,250.00
40372	Wilson County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00
40424	Memphis Child Advocacy Center	Female	Child Safety	Co-location of staff	Non-Competitive	7/1/2014	6/30/2015	\$88,231.00
40460	South Memphis Alliance	Not a Minority	Independent Living	Resource Center	Non-Competitive	7/1/2014	6/30/2017	\$150,000.00

40480	Catholic Charities Of East Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Parenting Education	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
40482	Legal Services	Not a Minority	Legal	Legal Services	Special Contract	7/1/2014	6/30/2015	\$675,000.00
40487	Children's Advocacy Center of Hamilton County	Female	Child Safety	Co-location of staff	Non-Competitive	7/1/2014	6/30/2015	\$27,984.00
40513	PYA Analytics, LLC	Not a Minority	Information Systems	Web-Development	Special Contract	2/15/2014	2/14/2015	\$225,000.00
40557	Partnership for Families Children & Adults	Not a Minority	Independent Living	Resource Center	Non-Competitive	3/15/2014	6/30/2017	\$166,667.00
40562	Center for the Study of Social Policy	Not a Minority	Administration	Advocacy	Special Contract	7/1/2014	6/30/2017	\$700,000.00

40568	Martha OBryan Center, Inc.	Not a Minority	Child Programs	Community Services	Non-Competitive	7/1/2014	6/30/2015	\$100,000.00
40576	Cathedral Of Faith Community Church	Not a Minority	Child Programs	Community Services	Non-Competitive	7/1/2014	6/30/2015	\$75,000.00
40629	Chapin Hall Center For Children	Not a Minority	Consultation	Brian A. Consultation	RFP	3/3/2014	3/2/2019	\$3,000,000.00
40648	Helen Ross McNabb Center, Inc.	African American	Child Abuse Prevention	Parent Support Education & In-home	Non-Competitive	7/1/2014	6/30/2015	\$45,000.00
40651	University Of Tennessee	African American	Consultation	Evidence-Based Services	Non-Competitive	7/1/2014	6/30/2016	\$756,130.00
40712	Chapin Hall Center For Children	Not a Minority	Consultation	Brian A. Consultation	Special Contract	7/1/2014	6/30/2015	\$483,350.00

40743	Helen Ross McNabb Center, Inc.	African American	Independent Living	Resource Center	Non-Competitive	7/1/2014	6/30/2019	\$150,000.00
40778	Monroe Harding, Inc.	Female	Independent Living	Resource Center	Non-Competitive	7/1/2014	6/30/2017	\$150,000.00
40893	Tennessee Chapter Of Children's Advocacy	Not a Minority	Child Safety	Child Advocacy Center	Non-Competitive	7/1/2014	6/30/2015	\$257,024.00
40901	Centerstone of Tennessee, Inc.	Not a Minority	Training	Pre Service Foster Care and Adoption	RFP	7/1/2014	6/30/2019	\$691,500.00
40903	Centerstone of Tennessee, Inc.	Not a Minority	Training	Pre Service Foster Care and Adoption	RFP	7/1/2014	6/30/2019	\$470,700.00
40904	Centerstone of Tennessee, Inc.	Not a Minority	Training	Pre Service Foster Care and Adoption	RFP	7/1/2014	6/30/2019	\$720,800.00

40910	Memphis Child Advocacy Center	Female	Child Safety	Child Advocacy Center - Data Team Director	Non-Competitive	7/1/2014	6/30/2015	\$35,000.00
41201	Vanderbilt University Peabody Research Institute	Not a Minority	Juvenile Justice	Evidence-Based Services	Special Contract	7/1/2014	6/30/2016	\$245,000.00
41211	Childhelp	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	7/1/2014	6/30/2015	\$35,000.00
41258	Harmony Adoptions Of Tennessee, Inc	Not a Minority	Child Programs	Recruitment, Placement & Finalization of adoptions	Non-Competitive	7/1/2014	6/30/2019	\$14,587,720.00
41320	Court Reporting	Not a Minority	Legal	Legal Services	Special Contract	7/1/2014	6/30/2015	\$550,000.00
41321	Nursing Services	Not a Minority	Medical	Medical services - Custodial	Special Contract	7/1/2014	6/30/2015	\$206,800.00

41322	Interpreter & Foreign Language	Not a Minority	DP - Delegated Authority	Interpreter & Foreign Language	Special Contract	7/1/2014	6/30/2015	\$57,000.00
41324	Tennessee Alliance for Children & Families	Not a Minority	Administration	Technical Assistance	Special Contract	7/1/2014	6/30/2015	\$75,000.00
41328	Center for Nonprofit Management	Not a Minority	Administration	Advocacy	Special Contract	7/1/2014	6/30/2015	\$23,900.00
41582	Catholic Charities Of East Tennessee, Inc.	Not a Minority	Child Abuse Prevention	Public Awareness Program	Non-Competitive	7/1/2014	6/30/2015	\$40,000.00
41621	University Of Tennessee	African American	Child Safety	CPS Investigation Training	Non-Competitive	7/1/2014	6/30/2015	\$10,500.00
41788	Families Free, Inc.	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	6/15/2014	6/30/2017	\$1,564,000.00

41797	Omni Community Health, Inc.	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	6/15/2014	6/30/2017	\$1,300,000.00
41798	Omni Community Health, Inc.	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	7/1/2014	6/30/2017	\$1,440,000.00
41818	Jack Koch, M.D, PLLC	Not a Minority	Assessments - Counseling & Therapy	Psychological Evaluations	RFP	7/1/2014	6/30/2019	\$1,271,050.00
41820	Camelot Care Centers, Inc.	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	8/1/2014	6/30/2017	\$1,890,000.00
41821	Health Connect America, Inc.	Female	Therapeutic Family Preservation	Intensive In-Home Services	RFP	8/1/2014	6/30/2017	\$1,224,000.00
41822	LifeCare SequelCare of Tennessee	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	7/1/2014	6/30/2017	\$1,500,000.00

41823	LifeCare SequelCare of Tennessee	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	7/1/2014	6/30/2017	\$954,000.00
41824	LifeCare SequelCare of Tennessee	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	7/1/2014	6/30/2017	\$600,000.00
41827	Williamson County	Not a Minority	Community Intervention Services (CIS)	Intensive Probation	Non-Competitive	7/1/2014	6/30/2015	\$128,000.00
41943	Camelot Care Centers, Inc.	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	8/1/2014	6/30/2017	\$1,500,000.00
41946	Camelot Care Centers, Inc.	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	8/1/2014	6/30/2017	\$1,312,500.00
41947	New Vision, Inc.	Not a Minority	Therapeutic Family Preservation	Intensive In-Home Services	RFP	6/15/2014	6/30/2017	\$3,000,000.00

42441	Child Advocacy Center for the 23rd Judicial Dist.	African American	Child Safety	Co-location of staff	Non-Competitive	7/1/2014	6/30/2015	\$7,206.00
42442	Campbell County Children's Center	Female	Child Safety	Co-location of staff	Non-Competitive	7/1/2014	6/30/2015	\$8,928.00
42708	Partridge Medical Center, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	Special Contract	7/1/2014	6/30/2015	\$5,000,000.00
42709	Smoky Mountain Children's Home	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	Special Contract	7/1/2014	6/30/2015	\$3,000,000.00
42713	Residential Care & Treatment	Not a Minority	DA - Delegated Authority	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$660,000,000.00
42852	Vanderbilt University, Inc.	African American	Training	Child Interviewing Techniques	Non-Competitive	11/1/2014	6/30/2018	\$1,589,553.00

43012	Abolition International	Not a Minority	Child Safety	CPS Investigation Training	Special Contract	9/1/2014	6/30/2015	\$5,000.00
43123	Spartly Inc.	Not a Minority	Information Systems	TFACTS Consultants	Special Contract	8/15/2014	8/14/2015	\$249,500.00
43300	15th Judicial District Child Advocacy Center	Not a Minority	Child Safety	Forensic Child Interviewer	Non-Competitive	9/5/2014	6/30/2015	\$35,000.00
43324	Susan Broderick	Not a Minority	Consultation	Evidence-Based Services	Non-Competitive	4/21/2014	6/30/2015	\$4,640.00
43563	Coffee County Drug Court Foundation, Inc.	Not a Minority	Child Programs 2	Recovery Academy	Non-Competitive	10/16/2014	6/30/2017	\$105,000.00
43778	Nelson G. Griffith, Ph.D	Not a Minority	Juvenile Justice	Consultation	Special Contract	10/15/2014	4/14/2015	\$45,000.00

43931	Residential Care & Treatment	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	Special Contract	1/1/2015	6/30/2017	\$40,000,000.00
43942	Agape, Inc.	Not a Minority	Child Programs 2	Foster Care Recruitment - Case Management	Special Contract	12/1/2014	6/30/2018	\$0.00
44081	Oregon Social Learning Center	Not a Minority	Child Programs 2	Title IV-E Demonstration Project - KEEP & R3 Case	Special Contract	2/1/2015	6/30/2018	\$1,975,781.00
44296	Unique & Specialized Care	Not a Minority	Residential Treatment	Unique Care Service	Special Contract	7/1/2015	6/30/2016	\$10,000,000.00
44372	Independent Living (IL)	Not a Minority	Independent Living	Post Secondary Education Services & Support	Non-Competitive	7/1/2014	6/30/2015	\$1,200,000.00
44406	Detention	Not a Minority	Residential Treatment & Foster Care	Detention Services	Special Contract	7/1/2014	6/30/2015	\$3,500,000.00

44407	Basic Education Reimbursement	Not a Minority	Residential In-House Schools	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,500,000.00
44470	Court Reporting	Not a Minority	Legal	Legal Services	Special Contract	7/1/2014	6/30/2015	\$725,000.00
45117	Oasis, Inc.	Not a Minority	Training	Juvenile Justice	Non-Competitive	4/21/2014	6/30/2015	\$5,000.00
45118	Barker Foundation	Not a Minority	Case Management (Out-of-State)	Permanency Services	Non-Competitive	5/1/2014	6/30/2015	\$7,500.00
HDT00511	Knox County Government	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$507,346.35
HDT00513	Bedford County Government	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$169,115.45

HDT00515	Madison County	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$120,796.75
HDT00517	Middle Tennessee Juvenile Detention	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$1,787,791.90
HDT00519	Putnam County Juvenile Detention Center	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$269,658.06
HDT00521	Scott County Juvenile Detention Center	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$165,739.76
HDT00523	Bradley County Government	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$59,230.59
HDT00527	Rutherford County Government	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$180,698.70

HDT00529	Williamson County Detention Center	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$144,956.10
HDT01099	Madison County	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$120,796.75
HDT01105	Scott County Government	Not a Minority	Residential Treatment & Foster Care	Detention Services	Non-Competitive	7/1/2014	6/30/2015	\$165,739.76
NV21411	Healthstar Physicians, PC	Not a Minority	Medical	Medical services - Custodial	RFP	7/1/2010	6/30/2015	\$300,000.00
NV21414	Blount County Children's Advocacy Center	Female	Child Safety	Co-location of staff	Non-Competitive	7/1/2010	6/30/2015	\$60,805.00
NV35342	Omni Community Health, Inc.	Not a Minority	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$892,500.00

NV35347	Omni Community Health, Inc.	Not a Minority	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$637,500.00
NV35348	Omni Community Health, Inc.	Not a Minority	Relative Caregiver Program	Assessment, Case Management & Facilitation	Non-Competitive	7/1/2013	6/30/2016	\$573,750.00
NV38923	Omni Community Health, Inc.	Not a Minority	Child Programs (Home Studies)	Case management	RFP	10/1/2013	6/30/2018	\$7,300,000.00
NV38924	Omni Community Health, Inc.	Not a Minority	Child Programs (Home Studies)	Case management	RFP	10/1/2013	6/30/2018	\$3,650,000.00
NV38925	Omni Community Health, Inc.	Not a Minority	Child Programs (Home Studies)	Case management	RFP	10/1/2013	6/30/2018	\$7,300,000.00
NV39528	Fentress County	Not a Minority	Juvenile Court Supplemental Grants	Youth Services Officer Training & Support	Non-Competitive	7/1/2014	6/30/2019	\$45,000.00

NV40285	Youth Villages, Inc.	Not a Minority	Child Programs	Child & Family Intervention	Non-Competitive	7/1/2014	6/30/2017	\$7,493,850.00
NV40419	Exchange Club - Carl Perkins Center	Not a Minority	Therapeutic Family Preservation	Therapeutic Visitation	Non-Competitive	7/1/2014	6/30/2015	\$50,000.00
PBC00393	Alternative Youth Services, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00395	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00399	Chambliss Center for Children	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00401	Childhelp	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00

PBC00405	Florence Crittenton Agency, Inc.	African American	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00409	Frontier Health, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00411	Goodwill Homes Community Services, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00413	Helen Ross McNabb Center, Inc.	African American	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00415	Holston United Methodist Home for Children	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00417	Keys Group Holding, LLC	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00

PBC00419	King's Daughters School	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00421	Memphis Recovery Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00423	Meritan, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00427	Omni Visions, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00431	Partnership for Families Children & Adults	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00433	Porter - Leath	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00

PBC00437	Tennessee Children's Home	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00441	Wayne Halfway House, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00443	Youth Villages, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00445	Youthtown of Tennessee, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00565	Monroe Harding, Inc.	Female	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00567	Group Effort Foundation	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00

PBC00569	Free Will Baptist Family Ministries	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC00582	Centerstone of Indiana, Inc.	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	RFP	7/1/2014	6/30/2017	\$0.00
PBC01170	Parkridge Medical Center, Inc. dba Parkridge Valle	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	Special Contract	1/1/2015	6/30/2018	\$0.00
PBC01172	Smoky Mountain Children's Home	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	Special Contract	1/1/2015	6/30/2018	\$0.00
PBC01174	Upper Cumberland Human Resource Agency	Not a Minority	DA - Delegated Authority	PBC Residential Services	Non-Competitive	1/1/2015	6/30/2018	\$0.00
PBC01239	MBH of Gallatin, LLC DBA Group Effort Foundations	Not a Minority	Residential Treatment & Foster Care	PBC Residential Services	Alternative	4/1/2015	6/30/2017	\$0.00

RFS359100 1262	Crisis Prevention Institute	Not a Minority		Training	Special Contract	2/17/2015	12/31/2015	\$45,000.00
RFS359100 1311	High 5 Solutions, LLC	Not a Minority			Special Contract	3/1/2015	6/30/2017	\$30,000.00
SPED00310	Alternative Youth Services, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$6,400.00
SPED00312	G4S Youth Services, LLC	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,000.00
SPED00314	Centerstone of Tennessee, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,000.00
SPED00318	Florence Crittenton Agency, Inc.	African American	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$3,200.00

SPED00320	Free Will Baptist Children's Home	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,800.00
SPED00322	Holston United Methodist Home for Children	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$3,600.00
SPED00324	King's Daughters School	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$22,800.00
SPED00326	Memphis Recovery Centers, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,000.00
SPED00328	Parkridge Medical Center, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$6,400.00
SPED00332	Smoky Mountain Childrens Home	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,000.00

SPED00334	Counseling & Consultation, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$4,400.00
SPED00336	Tennessee Children's Home	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$5,600.00
SPED00338	Upper Cumberland Human Resource Agency	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$6,000.00
SPED00340	Wayne Halfway House, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,400.00
SPED00342	Youth Villages, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$64,800.00
SPED00344	Youthtown of Tennessee, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,000.00

SPED00455	Genesis Learning Center	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2014	\$4,000.00
SPED00590	Group Effort Foundations, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$3,600.00
SPED00592	Woodridge of Tennessee, LLC dba Madison Oaks	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$11,600.00
SPED00594	Keys Continuum, LLC DBA Natchez Trace Youth Academ	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$7,200.00
SPED00596	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$2,000.00
SPED00598	Helen Ross McNabb Center, Inc.	African American	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$7,200.00

SPED00754	Omni Visions, Inc.	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$4,000.00
SPED00848	Omni Visions, Inc.	Not a Minority	Residential In-House Schools	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$6,400.00
SPED15002	Carroll Academy	Not a Minority	Administration	Education pass-through funding	Non-Competitive	7/1/2014	6/30/2015	\$6,000.00
UCA00612	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00614	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$122,275.00
UCA00616	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$206,225.00

UCA00618	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$104,025.00
UCA00620	Universal Health Services, Inc. dba Laurel Heights	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$173,375.00
UCA00624	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$108,000.00
UCA00626	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00628	Youth Villages, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	1/6/2015	\$475,000.00
UCA00634	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$118,625.00

UCA00636	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$167,900.00
UCA00638	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00640	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$167,900.00
UCA00642	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$70,400.00
UCA00646	Compassionate Care, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$104,025.00
UCA00648	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$206,225.00

UCA00650	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00652	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00654	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00656	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/8/2014	6/30/2015	\$116,350.00
UCA00658	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$73,000.00
UCA00660	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$109,500.00

UCA00669	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00671	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00673	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00675	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$104,025.00
UCA00677	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$122,275.00
UCA00679	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$109,500.00

UCA00681	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$147,825.00
UCA00683	Compassionate Care, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$104,025.00
UCA00685	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$116,545.00
UCA00687	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$122,275.00
UCA00689	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00691	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$167,900.00

UCA00693	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/10/2014	6/30/2015	\$71,200.00
UCA00695	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/14/2014	6/30/2015	\$105,600.00
UCA00697	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00701	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00706	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/22/2014	6/30/2015	\$68,800.00
UCA00708	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$109,500.00

UCA00710	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00712	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00714	Keys Continuum, LLC DBA Mountain Youth Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$122,275.00
UCA00716	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00718	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$73,000.00
UCA00720	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$122,275.00

UCA00722	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$73,000.00
UCA00724	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/22/2014	6/30/2015	\$68,800.00
UCA00726	Nexus dba Indian Oaks Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$168,995.00
UCA00728	Springbrook Behavioral Health	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$135,050.00
UCA00730	Springbrook Behavioral Health	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$135,050.00
UCA00732	Springbrook Behavioral Health	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$135,050.00

UCA00734	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00736	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00738	Village Behavioral Health LLC (Arcadia Village)	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$136,875.00
UCA00740	Universal Health Services, Inc. dba Laurel Heights	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$173,375.00
UCA00742	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00744	Village Behavioral Health LLC (Arcadia Village)	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/3/2014	6/30/2015	\$136,125.00

UCA00746	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$136,875.00
UCA00748	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$118,625.00
UCA00758	Counseling & Consultation, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/31/2014	6/30/2015	\$100,500.00
UCA00760	Counseling & Consultation, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/1/2014	6/30/2015	\$100,200.00
UCA00764	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/4/2014	6/30/2015	\$107,575.00
UCA00766	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/25/2014	6/30/2015	\$113,092.65

UCA00776	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Special Contract	7/1/2014	6/30/2015	\$109,500.00
UCA00778	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Special Contract	7/1/2014	6/30/2015	\$122,275.00
UCA00780	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Special Contract	7/1/2014	6/30/2015	\$118,625.00
UCA00782	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Special Contract	7/1/2014	6/30/2015	\$167,900.00
UCA00784	Universal Health Services, Inc. dba Laurel Heights	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Special Contract	7/1/2014	6/30/2015	\$255,500.00
UCA00786	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Special Contract	7/1/2014	6/30/2015	\$118,625.00

UCA00788	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$109,500.00
UCA00790	Tri County Center	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Special Contract	7/1/2014	6/30/2015	\$102,714.00
UCA00796	Havenwyck Hospital	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$140,525.00
UCA00798	King's Daughters' School	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$65,700.00
UCA00806	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$206,225.00
UCA00808	Universal Health Services, Inc. dba Laurel Heights	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/12/2014	6/30/2015	\$153,425.00

UCA00810	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$206,225.00
UCA00812	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	1/1/2015	\$103,960.00
UCA00814	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/13/2014	6/30/2015	\$96,600.00
UCA00826	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/25/2014	6/30/2015	\$93,000.00
UCA00830	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/7/2014	6/30/2015	\$185,885.00
UCA00832	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/26/2014	6/30/2015	\$100,425.00

UCA00836	Springbrook Behavioral Health	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/29/2014	6/30/2015	\$147,645.00
UCA00838	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	9/3/2014	6/30/2015	\$60,200.00
UCA00840	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	9/5/2014	6/30/2015	\$100,165.00
UCA00842	Counseling & Consultation, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/8/2014	6/30/2015	\$98,100.00
UCA00844	Youth Villages, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$511,000.00
UCA00846	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/19/2014	1/1/2015	\$52,768.00

UCA00852	Youth Villages, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/5/2014	6/30/2015	\$241,560.00
UCA00854	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/28/2014	6/30/2015	\$102,845.00
UCA00856	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	9/2/2014	6/30/2015	\$101,170.00
UCA00858	Universal Health Services, Inc. dba Laurel Heights	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	9/15/2014	6/30/2015	\$180,625.00
UCA00860	Universal Health Services, Inc. dba Laurel Heights	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	9/10/2014	6/30/2015	\$139,650.00
UCA00875	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	7/1/2014	6/30/2015	\$42,250.00

UCA00877	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	10/1/2014	6/30/2015	\$88,725.00
UCA00890	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	10/1/2014	6/30/2015	\$90,540.45
UCA00892	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/27/2014	6/30/2015	\$103,180.00
UCA00894	Person Centered Choices LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	9/2/2014	1/7/2015	\$48,506.90
UCA00896	Millarrich, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	8/29/2014	6/30/2015	\$91,800.00
UCA00917	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	10/15/2014	6/30/2015	\$85,897.35

UCA01176	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	3/19/2015	\$78,725.00
UCA01178	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/9/2014	6/30/2015	\$119,595.00
UCA01182	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	7/1/2014	6/30/2015	\$167,900.00
UCA01184	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	10/21/2014	1/18/2015	\$30,150.00
UCA01186	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	9/18/2014	6/30/2015	\$109,500.00
UCA01188	Omni Visions, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non- Competitive	12/19/2014	6/30/2015	\$20,564.00

UCA01190	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	10/27/2014	3/14/2015	\$55,550.00
UCA01194	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	10/24/2014	1/21/2015	\$18,000.00
UCA01197	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	11/5/2014	1/31/2015	\$28,600.00
UCA01199	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	11/6/2014	2/3/2015	\$29,250.00
UCA01205	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	11/10/2014	2/8/2015	\$41,400.00
UCA01207	Keys Continuum, LLC DBA Hermitage Hall	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	11/3/2014	1/31/2015	\$29,848.50

UCA01211	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	11/6/2014	2/3/2015	\$29,835.00
UCA01213	G4S Youth Services, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/2/2014	6/30/2015	\$81,235.00
UCA01215	G4S Youth Services, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/2/2014	6/30/2015	\$81,235.00
UCA01217	G4S Youth Services, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/2/2014	6/30/2015	\$81,235.00
UCA01223	Lakeway Achievement Center	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	10/28/2014	1/31/2015	\$85,704.00
UCA01225	Auxilium Health Services, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	11/13/2014	2/11/2015	\$36,000.00

UCA01229	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	11/30/2014	2/27/2015	\$41,400.00
UCA01231	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/3/2014	3/2/2015	\$29,250.00
UCA01233	G4S Youth Services, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/2/2014	6/30/2015	\$81,235.00
UCA01235	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/3/2014	4/2/2015	\$25,126.20
UCA01245	Timeck Group, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	12/2/2014	3/2/2015	\$31,500.00
UCA01253	Sequel Schools, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	7/1/2014	6/30/2015	\$200,750.00

UCA01266	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/15/2014	3/15/2015	\$41,400.00
UCA01268	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/12/2014	3/12/2015	\$29,250.00
UCA01270	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	12/12/2014	6/30/2015	\$66,661.65
UCA01274	Youth Villages, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/17/2014	3/17/2015	\$65,880.00
UCA01276	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/26/2014	3/18/2015	\$18,000.00
UCA01278	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/11/2014	3/11/2015	\$29,250.00

UCA01280	Camelot Care Centers, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	1/1/2015	3/31/2015	\$18,000.00
UCA01284	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/29/2014	3/28/2015	\$29,250.00
UCA01286	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	1/7/2015	4/6/2015	\$56,875.00
UCA01288	Sequel Schools, LLC dba Norris Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	1/5/2015	1/31/2015	\$8,775.00
UCA01290	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	1/12/2015	4/11/2015	\$29,250.00
UCA01292	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	1/15/2015	1/31/2015	\$55,610.00

UCA01294	Keys Continuum, LLC DBA Mountain Youth Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	1/20/2015	6/30/2015	\$53,727.30
UCA01298	G4S Youth Services, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/16/2014	6/30/2015	\$83,300.00
UCA01300	G4S Youth Services, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/16/2014	6/30/2015	\$75,460.00
UCA01302	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	1/6/2015	4/15/2015	\$58,370.40
UCA01304	G4S Youth Services, LLC	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	12/16/2014	6/30/2015	\$77,000.00
UCA01306	Sequel Schools, LLC dba Kingston Academy	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Non-Competitive	1/14/2015	4/13/2015	\$30,150.00

UCA01308	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	11/26/2014	6/30/2015	\$73,680.75
UCA01310	Hope Services, Inc.	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	1/12/2015	6/30/2015	\$59,500.00
UCA01318	Oak Plains Academy of TN, Inc. dba Oak Plains Acad	Not a Minority	Residential Treatment & Foster Care	Unique Care Services	Competitive Negotiation	1/14/2015	6/30/2015	\$56,280.00

\$1,116,999,582.94



STATE OF TENNESSEE  
DEPARTMENT OF CHILDREN'S SERVICES  
*FY 2014-2015*  
*Title VI Survey*  
*And Compliance Information Report*

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

*"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving federal financial assistance."*

**PLEASE TYPE OR PRINT**

I. Date of Survey: \_\_\_\_\_

II. Type of Survey: Initial: \_\_\_\_\_ Annual \_\_\_\_\_ Other \_\_\_\_\_

III. Name of Region or Youth Development Center \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_

Region Location: \_\_\_\_\_

IV. Name of Regional Administrator or Superintendent (**indicate title**):  
\_\_\_\_\_

V. Title VI Representative/Coordinator: (**Must be a supervisor or administrative manager**)  
\_\_\_\_\_

Phone Number including area code: \_\_\_\_\_

Fax Number including area code: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

VI. Number of Employees: \_\_\_\_\_

**Employees/Staff**

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

Total: \_\_\_\_\_ \*      Minority \_\_\_\_\_ ( %)  
Non-minority \_\_\_\_\_ ( %)

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

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

**A. Governing Board or Advisory Group:**

Do you have an appointed board? \_\_\_\_\_ Non-appointed board? \_\_\_\_\_

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

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Racial Demographics of Board Members:**

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

**D. Racial Demographics Of Employees:**

Number of:  
White \_\_\_\_\_  
African-American \_\_\_\_\_  
Hispanics \_\_\_\_\_  
Native American \_\_\_\_\_  
Asians \_\_\_\_\_  
Other \_\_\_\_\_

**E. Gender – Number of board Members:**

Male \_\_\_\_\_ Female \_\_\_\_\_

**F. How are members selected?** \_\_\_\_\_  
\_\_\_\_\_

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

\_\_\_\_\_

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

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

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

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

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

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

A. How many orientation/training sessions held during FY 2014-2015 for new employees? \_\_\_\_\_

B. Have you conducted a Title VI training session during fiscal year 2014-2015? \_\_\_  
How many sessions held? \_\_\_\_\_  
Who is responsible for conducting the orientation/training sessions? (Name and Title)

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

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D. If you have not held a Title VI briefing or orientation during the current fiscal year, please contact Division of Diversity Initiatives Title VI Program Manager for training assistance.

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

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

**IX. Program Services:**

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

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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

Children \_\_\_\_\_

Community \_\_\_\_\_

Parents \_\_\_\_\_

Other Agencies \_\_\_\_\_

**K. Please complete the following charts for your program:**

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

**\*\*\*THE FOLLOWING BOX MUST BE COMPLETED TO REFLECT TOTAL IN #E**

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

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

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

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

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

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

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

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

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E. Are any recreational programs available to residents? Yes \_\_\_ No \_\_\_

If yes, are they available to all residents on an equal basis? Yes \_\_\_ No \_\_\_

**X. Level of Community Involvement:**

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

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

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

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**XI. Non-Discrimination Policies and Posters:**

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

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

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

**XIII. Record-keeping**

Where are the Program Discrimination Complaint forms located? \_\_\_\_\_  
\_\_\_\_\_

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

If you answered "Yes", complete the following question:

Date of Complaint: \_\_\_\_\_

Name of Person who filed the complaint: \_\_\_\_\_

\_\_\_\_\_

Nature of the complaint (Brief Statement): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Outcome(s): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

XIV. Comments:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Please Print Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Please submit the completed survey on or before July 31, 2015 to:**

**Donovan Haynes,  
TN Department of Children's Services  
Division of Diversity Initiatives  
436 Sixth Avenue North  
Cordell Hull Bldg., 7th FL  
Nashville, TN 37243  
615-741-8422  
donovan.haynes@tn.gov**

**Thank you for your cooperation and timely completion.**



Department of Children's Services

**ASSURANCE OF COMPLIANCE UNDER TITLE VI OF THE CIVIL RIGHTS ACT OF 1964**

Name of Applicant

**HEREBY AGREE THAT** it will comply with TITLE VI OF THE CIVIL RIGHTS ACT OF 1964, (P.L. 88-352) and all requirements imposed by applicable Federal regulations, the Tennessee Department of Children's Services (TCA 37-5-116), and any directives or regulations issued pursuant to that Act and the Regulations, to the effect that, no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Applicant receives Federal financial assistance from the Department; and **HEREBY GIVES ASSURANCE THAT** it will immediately take any measures necessary to effectuate this agreement.

**THIS ASSURANCE** is given in consideration of and for the purpose of obtaining any and all Federal financial assistance, grants and loans of Federal funds, reimbursable expenditures, grant or donation of Federal property and interest in property, the detail of Federal personnel, the sale and lease of, and the permission to use, Federal property or interest in such property or the furnishing of services without consideration or at a nominal consideration, or at a consideration, which is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such state, lease, or furnishing of services to the recipient, or any improvements made with Federal financial assistance extended to the Applicant by the Department.

**BY ACCEPTING THIS ASSURANCE**, the applicant agrees to compile data, maintain records, and submit reports as required to permit effective enforcement of Title VI, and permit authorized Department of Children's Services personnel during normal working hours to review such records, books, and accounts as needed to ascertain compliance with Title VI. If there are any violations of this assurance, the Department shall have the right to seek administrative and/or judicial enforcement of this assurance.

This assurance is binding on the applicant, its successors, transferees, and assignees as long as it received assistance from the Department. In the case of real property, this assurance is binding for as long as the property is used for a purpose for which this assurance was intended or for the provision of services or benefits similar to those originally intended. In the case of personal property, this assurance applies for as long as the recipient retains ownership or possession of the property. The person or persons whose signatures appear below are authorized to sign this assurance on the behalf of the applicant.

Date

Signature and Title of Authorized Official

Name of Applicant or Recipient

Street, City, State, Zip Code

Model form;  
Office of Civil Rights  
Rm 205, Harbison Hall  
1000 Foster Avenue  
Nashville, TN 37210

OCR Form 100 - Effective 6/04

**CONTRACT  
BETWEEN THE STATE OF TENNESSEE,  
STATE AGENCY NAME  
AND CONTRACTOR  
NAME**

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

The Contractor is a/an Individual, For-Profit Corporation, Non-Profit Corporation, Special Purpose Corporation Or Association, Partnership, Joint Venture, Or Limited Liability Company.  
Contractor Federal Employer Identification, Social Security, or Edison Registration ID # Number  
Contractor Place of Incorporation or Organization: Location

**A. SCOPE OF SERVICES:**

A.1. The Contractor shall provide all service and deliverables as required, described, and detailed herein and shall meet all service and delivery timelines as specified by this Contract.

A.#. Specify the services, deliverables, technical specifications, & delivery requirements that the contractor must provide & meet (sufficient detail is required to ensure contractor accountability & definitive results).

**B. CONTRACT PERIOD:**

This Contract shall be effective for the period beginning Date, and ending on Date. The Contractor hereby acknowledges and affirms that the State shall have no obligation for services rendered by the Contractor which were not performed within this specified contract period.

**C. PAYMENT TERMS AND CONDITIONS:**

C.1. Maximum Liability. In no event shall the maximum liability of the State under this Contract exceed Written Dollar Amount (\$Number). The payment rates in section C.3 shall constitute the entire compensation due the Contractor for all service and Contractor obligations hereunder regardless of the difficulty, materials or equipment required. The payment rates include, but are not limited to, all applicable taxes, fees, overheads, and all other direct and indirect costs incurred or to be incurred by the Contractor.

The Contractor is not entitled to be paid the maximum liability for any period under the Contract or any extensions of the Contract for work not requested by the State. The maximum liability represents available funds for payment to the Contractor and does not guarantee payment of any such funds to the Contractor under this Contract unless the State requests work and the Contractor performs said work. In which case, the Contractor shall be paid in accordance with the payment rates detailed in section C.3. The State is under no obligation to request work from the Contractor in any specific dollar amounts or to request any work at all from the Contractor during any period of this Contract.

C.2. Compensation Firm. The payment rates and the maximum liability of the State under this Contract are firm for the duration of the Contract and are not subject to escalation for any reason unless amended.

C.3. Payment Methodology. The Contractor shall be compensated based on the payment rates herein for units of service authorized by the State in a total amount not to exceed the Contract Maximum Liability established in section C.1.

- a. The Contractor's compensation shall be contingent upon the satisfactory completion of units, milestones, or increments of service defined in section A.
- b. The Contractor shall be compensated for said units, milestones, or increments of service based upon the following payment rates:

<b>Service Description</b>	<b>Amount</b> (per compensable increment)
Milestone	\$ Number
Service Unit	\$ Number each
Job Title /Activity	\$ Number per Hour /Day /etc.
Use & Repeat Rows Above as Necessary	

Add Contingently Required Subsections as Appropriate (refer to instructions for details)

- C.4. Travel Compensation. The Contractor shall not be compensated or reimbursed for travel, meals, or lodging.
- C.5. Invoice Requirements. The Contractor shall invoice the State only for completed increments of service and for the amount stipulated in section C.3, above, and present said invoices no more often than monthly, with all necessary supporting documentation, to:

State Agency Billing Address

- a. Each invoice shall clearly and accurately detail all of the following required information (calculations must be extended and totaled correctly).
  - (1) Invoice Number (assigned by the Contractor)
  - (2) Invoice Date
  - (3) Contract Number (assigned by the State)
  - (4) Customer Account Name: State Agency & Division Name
  - (5) Customer Account Number (assigned by the Contractor to the above-referenced Customer)
  - (6) Contractor Name
  - (7) Contractor Federal Employer Identification, Social Security, or Tennessee Edison Registration ID Number Referenced in Preamble of this Contract
  - (8) Contractor Contact for Invoice Questions (name, phone, and/or fax)
  - (9) Contractor Remittance Address
  - (10) Description of Delivered Service
  - (11) Complete Itemization of Charges, which shall detail the following:
    - i. Service or Milestone Description (including name & title as applicable) of each service invoiced
    - ii. Number of Completed Units, Increments, Hours, or Days as applicable, of each service invoiced
    - iii. Applicable Payment Rate (as stipulated in Section C.3.) of each service invoiced
    - iv. Amount Due by Service
    - v. Total Amount Due for the invoice period
- b. The Contractor understands and agrees that an invoice under this Contract shall:

- (1) include only charges for service described in Contract Section A and in accordance with payment terms and conditions set forth in Contract Section C;
- (2) only be submitted for completed service and shall not include any charge for future work;
- (3) not include sales tax or shipping charges; and
- (4) initiate the timeframe for payment (and any discounts) only when the State is in receipt of the invoice, and the invoice meets the minimum requirements of this section C.5.

C.6. Payment of Invoice. A payment by the State shall not prejudice the State's right to object to or question any payment, invoice, or matter in relation thereto. A payment by the State shall not be construed as acceptance of any part of the work or service provided or as approval of any amount invoiced.

C.7. Invoice Reductions. The Contractor's invoice shall be subject to reduction for amounts included in any invoice or payment theretofore made which are determined by the State, on the basis of audits conducted in accordance with the terms of this Contract, not to constitute proper remuneration for compensable services.

C.8. Deductions. The State reserves the right to deduct from amounts, which are or shall become due and payable to the Contractor under this or any contract between the Contractor and the State of Tennessee any amounts, which are or shall become due and payable to the State of Tennessee by the Contractor.

C.9. Prerequisite Documentation. The Contractor shall not invoice the State under this Contract until the State has received the following documentation properly completed.

- a. The Contractor shall complete, sign, and present to the State an "Authorization Agreement for Automatic Deposit (ACH Credits) Form" provided by the State. By doing so, the Contractor acknowledges and agrees that, once said form is received by the State, all payments to the Contractor, under this or any other contract the Contractor has with the State of Tennessee shall be made by Automated Clearing House (ACH).
- b. The Contractor shall complete, sign, and present to the State a "Substitute W-9 Form" provided by the State. The taxpayer identification number detailed by said form must agree with the Contractor's Federal Employer Identification Number or Tennessee Edison Registration ID referenced in this Contract.

**D. STANDARD TERMS AND CONDITIONS:**

D.1. Required Approvals. The State is not bound by this Contract 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 Personnel, and the Comptroller of the Treasury).

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

D.3. Termination for Convenience. The State may terminate this Contract without cause for any reason. Said termination shall not be deemed a breach of contract by the State. The State shall give the Contractor at least thirty (30) days written notice before the effective termination date.

The Contractor shall be entitled to compensation for satisfactory, authorized service completed as of the termination date, but in no event shall the State be liable to the Contractor for compensation for any service which has not been rendered. Upon such termination, the Contractor shall have no right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount.

- D.4. Termination for Cause. If the Contractor fails to properly perform its obligations under this Contract in a timely or proper manner, or if the Contractor violates any terms of this Contract, the State shall have the right to immediately terminate the Contract and withhold payments in excess of fair compensation for completed services. Notwithstanding the above, the Contractor shall not be relieved of liability to the State for damages sustained by virtue of any breach of this Contract by the Contractor.
- D.5. Subcontracting. The Contractor shall not assign this Contract or enter into a subcontract for any of the services performed under this Contract without obtaining the prior written approval of the State. If such subcontracts are approved by the State, each shall contain, at a minimum, sections of this Contract below pertaining to "Conflicts of Interest," "Nondiscrimination," and "Records" (as identified by the section headings). Notwithstanding any use of approved subcontractors, the Contractor shall be the prime contractor and shall be responsible for all work performed.
- D.6. Conflicts of Interest. The Contractor warrants that no part of the total Contract Amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Contractor in connection with any work contemplated or performed relative to this Contract.

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

- D.7. 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 disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- D.8. Prohibition of Illegal Immigrants. The requirements of Public Acts of 2006, Chapter Number 878, of the state of Tennessee, addressing the use of illegal immigrants in the performance of any Contract to supply goods or services to the state of Tennessee, shall be a material provision of this Contract, a breach of which shall be grounds for monetary and other penalties, up to and including termination of this Contract.
- a. The Contractor hereby attests, certifies, warrants, and assures that the Contractor shall not knowingly utilize the services of an illegal immigrant in the performance of this Contract and shall not knowingly utilize the services of any subcontractor who will utilize the services of an illegal immigrant in the performance of this Contract. The Contractor shall reaffirm this attestation, in writing, by submitting to the State a completed and signed copy of the document at Attachment Reference, hereto, semi-annually during the period of this Contract. Such attestations shall be maintained by the Contractor and made available to state officials upon request.
- b. Prior to the use of any subcontractor in the performance of this Contract, and semi-annually thereafter, during the period of this Contract, the Contractor shall obtain and

retain a current, written attestation that the subcontractor shall not knowingly utilize the services of an illegal immigrant to perform work relative to this Contract and shall not knowingly utilize the services of any subcontractor who will utilize the services of an illegal immigrant to perform work relative to this Contract. Attestations obtained from such subcontractors shall be maintained by the Contractor and made available to state officials upon request.

- c. The Contractor shall maintain records for all personnel used in the performance of this Contract. Said records shall be subject to review and random inspection at any reasonable time upon reasonable notice by the State.
  - d. The Contractor understands and agrees that failure to comply with this section will be subject to the sanctions of Public Chapter 878 of 2006 for acts or omissions occurring after its effective date. This law requires the Commissioner of Finance and Administration to prohibit a contractor from contracting with, or submitting an offer, proposal, or bid to contract with the State of Tennessee to supply goods or services for a period of one year after a contractor is discovered to have knowingly used the services of illegal immigrants during the performance of this Contract.
  - e. For purposes of this Contract, "illegal immigrant" shall be defined as any person who is not either a United States citizen, a Lawful Permanent Resident, or a person whose physical presence in the United States is authorized or allowed by the federal Department of Homeland Security and who, under federal immigration laws and/or regulations, is authorized to be employed in the U.S. or is otherwise authorized to provide services under the Contract.
- D.9. Records. The Contractor shall maintain documentation for all charges under this Contract. The books, records, and documents of the Contractor, insofar as they relate to work performed or money received under this Contract, shall be maintained for a period of three (3) full years from the date of the final payment and shall be subject to audit at any reasonable time and upon reasonable notice by the State, the Comptroller of the Treasury, or their duly appointed representatives. The financial statements shall be prepared in accordance with generally accepted accounting principles.
- D.10. Prevailing Wage Rates. All contracts for construction, erection, or demolition or to install goods or materials that involve the expenditure of any funds derived from the State require compliance with the prevailing wage laws as provided in Tennessee Code Annotated, Section 12-4-401 et seq..
- D.11. Monitoring. The Contractor's activities conducted and records maintained pursuant to this Contract shall be subject to monitoring and evaluation by the State, the Comptroller of the Treasury, or their duly appointed representatives.
- D.12. Progress Reports. The Contractor shall submit brief, periodic, progress reports to the State as requested.
- D.13. Strict Performance. Failure by any party to this Contract to insist in any one or more cases upon the strict performance of any of the terms, covenants, conditions, or provisions of this Contract shall not be construed as a waiver or relinquishment of any such term, covenant, condition, or provision. No term or condition of this Contract shall be held to be waived, modified, or deleted except by a written amendment signed by the parties hereto.
- D.14. Independent Contractor. The parties hereto, in the performance of this Contract, shall not act as employees, partners, joint venturers, or associates of one another. It is expressly acknowledged by the parties hereto that such parties are independent contracting entities and that nothing in this Contract shall be construed to create an employer/employee relationship or to allow either to

exercise control or direction over the manner or method by which the other transacts its business affairs or provides its usual services. The employees or agents of one party shall not be deemed or construed to be the employees or agents of the other party for any purpose whatsoever.

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

- D.15. State Liability. The State shall have no liability except as specifically provided in this Contract.
- D.16. Force Majeure. The obligations of the parties to this Contract are subject to prevention by causes beyond the parties' control that could not be avoided by the exercise of due care including, but not limited to, natural disasters, riots, wars, epidemics, or any other similar cause.
- D.17. State and Federal Compliance. The Contractor shall comply with all applicable State and Federal laws and regulations in the performance of this Contract.
- D.18. Governing Law. This Contract shall be governed by and construed in accordance with the laws of the State of Tennessee. The Contractor agrees that it will be subject to the exclusive jurisdiction of the courts of the State of Tennessee in actions that may arise under this Contract. The Contractor acknowledges and agrees that any rights or claims against the State of Tennessee or its employees hereunder, and any remedies arising therefrom, shall be subject to and limited to those rights and remedies, if any, available under Tennessee Code Annotated, Sections 9-8-101 through 9-8-407.
- D.19. Completeness. This Contract is complete and contains the entire understanding between the parties relating to the subject matter contained herein, including all the terms and conditions of the parties' agreement. This Contract supersedes any and all prior understandings, representations, negotiations, and agreements between the parties relating hereto, whether written or oral.
- D.20. Severability. If any terms and conditions of this Contract are held to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect. To this end, the terms and conditions of this Contract are declared severable.
- D.21. Headings. Section headings of this Contract are for reference purposes only and shall not be construed as part of this Contract.

**E. SPECIAL TERMS AND CONDITIONS:**

- E.1. Conflicting Terms and Conditions. Should any of these special terms and conditions conflict with any other terms and conditions of this Contract, these special terms and conditions shall control.
- E.2. Communications and Contacts. All instructions, notices, consents, demands, or other communications required or contemplated by this Contract shall be in writing and shall be made by certified, first class mail, return receipt requested and postage prepaid, by overnight courier service with an asset tracking system, or by EMAIL or facsimile transmission with recipient confirmation. Any such communications, regardless of method of transmission, shall be addressed to the respective party at the appropriate mailing address, facsimile number, or EMAIL address as set forth below or to that of such other party or address, as may be hereafter specified by written notice.

The State:

State Contact Name & Title  
State Agency Name  
Address  
Email Address  
Telephone # Number  
FAX # Number

**The Contractor:**

Contractor Contact Name & Title  
Contractor Name  
Address  
Email Address  
Telephone # Number  
FAX # Number

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

- E.3. Subject to Funds Availability. The Contract is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the State reserves the right to terminate the Contract upon written notice to the Contractor. Said termination shall not be deemed a breach of Contract by the State. Upon receipt of the written notice, the Contractor shall cease all work associated with the Contract. Should such an event occur, the Contractor shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from the State any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- E.4. Tennessee Consolidated Retirement System. The Contractor acknowledges and understands that, subject to statutory exceptions contained in Tennessee Code Annotated, Section 8-36-801, et. seq., the law governing the Tennessee Consolidated Retirement System (TCRS), provides that if a retired member of TCRS, or of any superseded system administered by TCRS, or of any local retirement fund established pursuant to Tennessee Code Annotated, Title 8, Chapter 35, Part 3 accepts state employment, the member's retirement allowance is suspended during the period of the employment. Accordingly and notwithstanding any provision of this Contract to the contrary, the Contractor agrees that if it is later determined that the true nature of the working relationship between the Contractor and the State under this Contract is that of "employee/employer" and not that of an independent contractor, the Contractor, if a retired member of TCRS, may be required to repay to TCRS the amount of retirement benefits the Contractor received from TCRS during the period of this Contract.

Add Appropriate and Contingently Required Special Terms & Conditions (refer to instructions for details)

**IN WITNESS WHEREOF,**

**CONTRACTOR LEGAL ENTITY NAME:**

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**CONTRACTOR SIGNATURE**

**DATE**

---

**PRINTED NAME AND TITLE OF CONTRACTOR SIGNATORY (above)**

**STATE AGENCY NAME:**

---

**NAME & TITLE**

**DATE**

**ATTESTATION RE PERSONNEL USED IN CONTRACT PERFORMANCE**

<b>SUBJECT CONTRACT NUMBER:</b>	
<b>CONTRACTOR LEGAL ENTITY NAME:</b>	
<b>FEDERAL EMPLOYER IDENTIFICATION NUMBER:</b> (or Social Security Number)	

**The Contractor, identified above, does hereby attest, certify, warrant, and assure that the Contractor shall not knowingly utilize the services of an illegal immigrant in the performance of this Contract and shall not knowingly utilize the services of any subcontractor who will utilize the services of an illegal immigrant in the performance of this Contract.**

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**CONTRACTOR SIGNATURE**

NOTICE: This attestation MUST be signed by an individual empowered to contractually bind the Contractor. If said individual is not the chief executive or president, this document shall attach evidence showing the individual's authority to contractually bind the Contractor.

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**PRINTED NAME AND TITLE OF SIGNATORY**

---

**DATE OF ATTESTATION**

**GRANT CONTRACT  
BETWEEN THE STATE OF TENNESSEE,  
STATE AGENCY NAME  
AND GRANTEE  
NAME**

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

The Grantee is a/an Individual, For-Profit Corporation, Non-Profit Corporation, Special Purpose Corporation Or Association, Partnership, Joint Venture, Or Limited Liability Company.  
Federal Employer Identification, Social Security, or Edison Registration ID # Number  
Place of Incorporation or Organization: Location

**A. SCOPE OF SERVICES:**

- A.1. The Grantee shall provide all service and deliverables as required, described, and detailed herein and shall meet all service and delivery timelines as specified by this Grant Contract.
- A.#. Specify the services & deliverables that the contractor must provide as well as the technical specifications & delivery requirements that must be met (include sufficient detail to ensure accountability & definitive results). Do NOT include payment terms in the Scope of Service.

**B. CONTRACT PERIOD:**

This Grant Contract shall be effective for the period beginning Date, and ending on Date. The Grantee hereby acknowledges and affirms that the State shall have no obligation for Grantee services or expenditures that were not completed within this specified contract period.

**C. PAYMENT TERMS AND CONDITIONS:**

- C.1. Maximum Liability. In no event shall the maximum liability of the State under this Grant Contract exceed Written Dollar Amount (\$Number). The Grant Budget, attached and incorporated hereto as Attachment Reference, shall constitute the maximum amount due the Grantee for all service and Grantee obligations hereunder. The Grant Budget line-items include, but are not limited to, all applicable taxes, fees, overhead, and all other direct and indirect costs incurred or to be incurred by the Grantee.
- C.2. Compensation Firm. The maximum liability of the State is not subject to escalation for any reason unless amended. The Grant Budget amounts are firm for the duration of the Grant Contract and are not subject to escalation for any reason unless amended, except as provided in section C.6.
- C.3. Payment Methodology. The Grantee shall be reimbursed for actual, reasonable, and necessary costs based upon the Grant Budget, not to exceed the maximum liability established in section C.1. Upon progress toward the completion of the work, as described in section A of this Grant Contract, the Grantee shall submit invoices prior to any reimbursement of allowable costs.
- C.4. Travel Compensation. Reimbursement to the Grantee for travel, meals, or lodging shall be subject to amounts and limitations specified in the "State Comprehensive Travel Regulations," as they are amended from time to time, and shall be contingent upon and limited by the Grant Budget funding for said reimbursement.
- C.5. Invoice Requirements. The Grantee shall invoice the State no more often than monthly, with all necessary supporting documentation, and present such to:

State Agency Billing Address

- a. Each invoice shall clearly and accurately detail all of the following required information (calculations must be extended and totaled correctly).
    - (1) Invoice/Reference Number (assigned by the Grantee).
    - (2) Invoice Date.
    - (3) Invoice Period (to which the reimbursement request is applicable).
    - (4) Grant Contract Number (assigned by the State).
    - (5) Grantor: State Agency & Division Name.
    - (6) Grantor Number (assigned by the Grantee to the above-referenced Grantor).
    - (7) Grantee Name.
    - (8) Grantee Federal Employer Identification, Social Security, or Tennessee Edison Registration ID Number Referenced in Preamble of this Grant Contract.
    - (9) Grantee Remittance Address.
    - (10) Grantee Contact for Invoice Questions (name, phone, and/or fax).
    - (11) Itemization of Reimbursement Requested for the Invoice Period— it must detail, at minimum, all of the following:
      - i. The amount requested by Grant Budget line-item (including any travel expenditure reimbursement requested and for which documentation and receipts, as required by "State Comprehensive Travel Regulations," are attached to the invoice).
      - ii. The amount reimbursed by Grant Budget line-item to date.
      - iii. The total amount reimbursed under the Grant Contract to date.
      - iv. The total amount requested (all line-items) for the Invoice Period.
  - b. The Grantee understands and agrees to all of the following.
    - (1) An invoice under this Grant Contract shall include only reimbursement requests for actual, reasonable, and necessary expenditures required in the delivery of service described by this Grant Contract and shall be subject to the Grant Budget and any other provision of this Grant Contract relating to allowable reimbursements.
    - (2) An invoice under this Grant Contract shall not include any reimbursement request for future expenditures.
    - (3) An invoice under this Grant Contract shall initiate the timeframe for reimbursement only when the State is in receipt of the invoice, and the invoice meets the minimum requirements of this section C.5.
- C.6. **Budget Line-items.** Expenditures, reimbursements, and payments under this Grant Contract shall adhere to the Grant Budget. The Grantee may vary from a Grant Budget line-item amount by up to one percent (1%) of the line-item amount, provided that any increase is off-set by an equal reduction of other line-item amount(s) such that the net result of variances shall not increase the total Grant Contract amount detailed by the Grant Budget. Any increase in the Grant Budget, grand total amounts shall require an amendment of this Grant Contract.
- C.7. **Disbursement Reconciliation and Close Out.** The Grantee shall submit any final invoice and a grant disbursement reconciliation report within sixty (60) days of the Grant Contract end date and in form and substance acceptable to the State.
- a. If total disbursements by the State pursuant to this Grant Contract exceed the amounts permitted by the section C, payment terms and conditions of this Grant Contract, the Grantee shall refund the difference to the State. The Grantee shall submit said refund with the final grant disbursement reconciliation report.

- b. The State shall not be responsible for the payment of any invoice submitted to the state after the grant disbursement reconciliation report. The State will not deem any Grantee costs submitted for reimbursement after the grant disbursement reconciliation report to be allowable and reimbursable by the State, and such invoices will NOT be paid.
  - c. The Grantee's failure to provide a final grant disbursement reconciliation report to the state as required shall result in the Grantee being deemed ineligible for reimbursement under this Grant Contract, and the Grantee shall be required to refund any and all payments by the state pursuant to this Grant Contract.
  - d. The Grantee must close out its accounting records at the end of the contract period in such a way that reimbursable expenditures and revenue collections are NOT carried forward.
- C.8. Indirect Cost. Should the Grantee request reimbursement for indirect cost, the Grantee must submit to the State a copy of the indirect cost rate approved by the cognizant federal agency and the State. The Grantee will be reimbursed for indirect cost in accordance with the approved indirect cost rate to amounts and limitations specified in the attached Grant Budget. Once the Grantee makes an election and treats a given cost as direct or indirect, it must apply that treatment consistently and may not change during the contract period. Any changes in the approved indirect cost rate must have prior approval of the cognizant federal agency and the State. If the indirect cost rate is provisional during the period of this agreement, once the rate becomes final, the Grantee agrees to remit any overpayment of funds to the State, and subject to the availability of funds the State agrees to remit any underpayment to the Grantee.
- C.9. Cost Allocation. If any part of the costs to be reimbursed under this Grant Contract are joint costs involving allocation to more than one program or activity, such costs shall be allocated and reported in accordance with the provisions of Department of Finance and Administration Policy Statement 03 or any amendments or revisions made to this policy statement during the contract period.
- C.10. Payment of Invoice. A payment by the State shall not prejudice the State's right to object to or question any reimbursement, invoice, or matter in relation thereto. A payment by the State shall not be construed as acceptance of any part of the work or service provided or as approval of any amount as an allowable cost.
- C.11. Unallowable Costs. Any amounts payable to the Grantee shall be subject to reduction for amounts included in any invoice or payment theretofore made, which are determined by the State, on the basis of audits or monitoring conducted in accordance with the terms of this Grant Contract, not to constitute allowable costs.
- C.12. Deductions. The State reserves the right to deduct from amounts, which are or shall become due and payable to the Grantee under this or any contract between the Grantee and the State of Tennessee any amounts, which are or shall become due and payable to the State of Tennessee by the Grantee.
- C.13. Prerequisite Documentation. The Grantee shall not invoice the State under this Grant Contract until the State has received the following documentation properly completed.
- a. The Grantee shall complete, sign, and present to the State an "Authorization Agreement for Automatic Deposit (ACH Credits) Form" provided by the State. By doing so, the Grantee acknowledges and agrees that, once said form is received by the State, all payments to the Grantee, under this or any other contract the Grantee has with the State of Tennessee shall be made by Automated Clearing House (ACH).

- b. The Grantee shall complete, sign, and present to the State a "Substitute W-9 Form" provided by the State. The taxpayer identification number detailed by said form must agree with the Federal Employer Identification Number or Social Security Number referenced in this Grant Contract or the Grantee's Tennessee Edison Registration.

**D. STANDARD TERMS AND CONDITIONS:**

- D.1. Required Approvals. The State is not bound by this Grant Contract 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 Personnel, and the Comptroller of the Treasury).
- D.2. Modification and Amendment. Except as specifically provided herein, this Grant Contract may be modified only by a written amendment signed by all parties hereto and approved by both the officials who approved the base contract and, depending upon the specifics of the contract as amended, any additional officials required by Tennessee laws and regulations (said officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Personnel, and the Comptroller of the Treasury).
- D.3. Termination for Convenience. The State may terminate this Grant Contract without cause for any reason. Said termination shall not be deemed a breach of contract by the State. The State shall give the Grantee at least thirty (30) days written notice before the effective termination date. The Grantee shall be entitled to compensation for authorized expenditures and satisfactory services completed as of the termination date, but in no event shall the State be liable to the Grantee for compensation for any service which has not been rendered. The final decision as to the amount, for which the State is liable, shall be determined by the State. Should the State exercise this provision, the Grantee shall not have any right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- D.4. Termination for Cause. If the Grantee fails to properly perform its obligations under this Grant Contract in a timely or proper manner, or if the Grantee violates any terms of this Grant Contract, the State shall have the right to immediately terminate the Grant Contract and withhold payments in excess of fair compensation for completed services. Notwithstanding the above, the Grantee shall not be relieved of liability to the State for damages sustained by virtue of any breach of this Grant Contract by the Grantee.
- D.5. Subcontracting. The Grantee shall not assign this Grant Contract or enter into a subcontract for any of the services performed under this Grant Contract without obtaining the prior written approval of the State. If such subcontracts are approved by the State, each shall contain, at a minimum, sections of this contract pertaining to "Conflicts of Interest," "Lobbying," "Nondiscrimination," "Public Accountability," "Public Notice," and "Records" (as identified by the section headings). Notwithstanding any use of approved subcontractors, the Grantee shall be the prime contractor and shall be responsible for all work performed.
- D.6. Conflicts of Interest. The Grantee warrants that no part of the total Grant Amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Grantee in connection with any work contemplated or performed relative to this Grant Contract.

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

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

- a. No federally appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.
- b. If any funds other than federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this contract, grant, loan, or cooperative agreement, the Grantee shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
- c. The Grantee shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

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

D.8. Nondiscrimination. The Grantee 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 Grant Contract or in the employment practices of the Grantee on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Grantee shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

D.9. Public Accountability. If the Grantee is subject to Tennessee Code Annotated, Title 8, Chapter 4, Part 4, or if this Grant Contract involves the provision of services to citizens by the Grantee on behalf of the State, the Grantee agrees to establish a system through which recipients of services may present grievances about the operation of the service program, and the Grantee shall display in a prominent place, located near the passageway through which the public enters in order to receive Grant supported services, a sign at least twelve inches (12") in height and eighteen inches (18") in width stating:

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

D.10. Public Notice. All notices, informational pamphlets, press releases, research reports, signs, and similar public notices prepared and released by the Grantee shall include the statement, "This project is funded under an agreement with the State of Tennessee." Any such notices by the Grantee shall be approved by the State.

D.11. Licensure. The Grantee and its employees and all sub-grantees shall be licensed pursuant to all applicable federal, state, and local laws, ordinances, rules, and regulations and shall upon request provide proof of all licenses.

- D.12. Records. The Grantee (and any approved subcontractor) shall maintain documentation for all charges under this Contract. The books, records, and documents of the Grantee (and any approved subcontractor), insofar as they relate to work performed or money received under this Contract, shall be maintained for a period of three (3) full years from the date of the final payment and shall be subject to audit at any reasonable time and upon reasonable notice by the state agency, the Comptroller of the Treasury, or their duly appointed representatives. The records of not-for-profit entities shall be maintained in accordance with the Accounting Manual for the Recipients of Grant Funds in the State of Tennessee, published by the Tennessee Comptroller of the Treasury (available at <http://comptroller.state.tn.us/ma/nonprofit/nonprofit1.pdf>). The financial statements shall be prepared in accordance with generally accepted accounting principles.
- D.13. Prevailing Wage Rates. All grants and contracts for construction, erection, or demolition or to install goods or materials that involve the expenditure of any funds derived from the State require compliance with the prevailing wage laws as provided in Tennessee Code Annotated, Section 12-4-401 et seq..
- D.14. Monitoring. The Grantee's activities conducted and records maintained pursuant to this Grant Contract shall be subject to monitoring and evaluation by the State, the Comptroller of the Treasury, or their duly appointed representatives.
- D.15. Progress Reports. The Grantee shall submit brief, periodic, progress reports to the State as requested.
- D.16. Annual Report and Audit. The Grantee shall prepare and submit, within nine (9) months after the close of the reporting period, an annual report of its activities funded under this Grant Contract to the commissioner or head of the Granting agency, the Tennessee Comptroller of the Treasury, and the Commissioner of Finance and Administration. The annual report for any Grantee that receives five hundred thousand dollars (\$500,000) or more in aggregate federal and state funding for all its programs shall include audited financial statements. All books of account and financial records shall be subject to annual audit by the Tennessee Comptroller of the Treasury or the Comptroller's duly appointed representative. When an audit is required, the Grantee may, with the prior approval of the Comptroller, engage a licensed independent public accountant to perform the audit. The audit contract between the Grantee and the licensed independent public accountant shall be on a contract form prescribed by the Tennessee Comptroller of the Treasury. Any such audit shall be performed in accordance with generally accepted government auditing standards, the provisions of OMB Circular A-133, if applicable, and the Audit Manual for Governmental Units and Recipients of Grant Funds published by the Tennessee Comptroller of the Treasury. The Grantee shall be responsible for reimbursement of the cost of the audit prepared by the Tennessee Comptroller of the Treasury, and payment of fees for the audit prepared by the licensed independent public accountant. Payment of the audit fees of the licensed independent public accountant by the Grantee shall be subject to the provisions relating to such fees contained in the prescribed contract form noted above. Copies of such audits shall be provided to the designated cognizant state agency, the State Granting Department, the Tennessee Comptroller of the Treasury, and the Department of Finance and Administration and shall be made available to the public.
- D.17. Procurement. If other terms of this Grant Contract allow reimbursement for the cost of goods, materials, supplies, equipment, and/or contracted services, such procurement(s) shall be made on a competitive basis, including the use of competitive bidding procedures, where practical. The Grantee shall maintain documentation for the basis of each procurement for which reimbursement is paid pursuant to this Grant Contract. In each instance where it is determined that use of a competitive procurement method is not practical, supporting documentation shall include a written justification for such decision and non-competitive procurement. Further, and notwithstanding the foregoing, if such reimbursement is to be made with funds derived wholly or partially from federal sources, the determination of cost shall be governed by and reimbursement

shall be subject to the Grantee's compliance with applicable federal procurement requirements.

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

D.18. Strict Performance. Failure by any party to this Grant Contract to insist in any one or more cases upon the strict performance of any of the terms, covenants, conditions, or provisions of this agreement shall not be construed as a waiver or relinquishment of any such term, covenant, condition, or provision. No term or condition of this Grant Contract shall be held to be waived, modified, or deleted except by a written amendment signed by the parties hereto.

D.19. Independent Contractor. The parties hereto, in the performance of this Grant Contract, shall not act as employees, partners, joint venturers, or associates of one another. It is expressly acknowledged by the parties hereto that such parties are independent contracting entities and that nothing in this Grant Contract shall be construed to create an employer/employee relationship or to allow either to exercise control or direction over the manner or method by which the other transacts its business affairs or provides its usual services. The employees or agents of one party shall not be deemed or construed to be the employees or agents of the other party for any purpose whatsoever.

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

D.20. State Liability. The State shall have no liability except as specifically provided in this Grant Contract.

D.21. Force Majeure. The obligations of the parties to this Grant Contract are subject to prevention by causes beyond the parties' control that could not be avoided by the exercise of due care including, but not limited to, natural disasters, riots, wars, epidemics, or any other similar cause.

D.22. State and Federal Compliance. The Grantee shall comply with all applicable state and federal laws and regulations in the performance of this Grant Contract.

D.23. Governing Law. This Grant Contract shall be governed by and construed in accordance with the laws of the State of Tennessee. The Grantee agrees that it will be subject to the exclusive jurisdiction of the courts of the State of Tennessee in actions that may arise under this Grant Contract. The Grantee acknowledges and agrees that any rights or claims against the State of Tennessee or its employees hereunder, and any remedies arising there from, shall be subject to and limited to those rights and remedies, if any, available under Tennessee Code Annotated, Sections 9-8-101 through 9-8-407.

D.24. Completeness. This Grant Contract is complete and contains the entire understanding between the parties relating to the subject matter contained herein, including all the terms and conditions of the parties' agreement. This Grant Contract supersedes any and all prior understandings, representations, negotiations, and agreements between the parties relating hereto, whether written or oral.

D.25. Severability. If any terms and conditions of this Grant Contract are held to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect. To this end, the terms and conditions of this Grant Contract are declared severable.

D.26. Headings. Section headings are for reference purposes only and shall not be construed as part of this Grant Contract.

**E. SPECIAL TERMS AND CONDITIONS:**

- E.1. Conflicting Terms and Conditions. Should any of these special terms and conditions conflict with any other terms and conditions of this Grant Contract, these special terms and conditions shall control.
- E.2. Communications and Contacts. All instructions, notices, consents, demands, or other communications required or contemplated by this Grant Contract shall be in writing and shall be made by certified, first class mail, return receipt requested and postage prepaid, by overnight courier service with an asset tracking system, or by EMAIL or facsimile transmission with recipient confirmation. Any such communications, regardless of method of transmission, shall be addressed to the respective party at the appropriate mailing address, facsimile number, or EMAIL address as set forth below or to that of such other party or address, as may be hereafter specified by written notice.

**The State:**

State Contact Name & Title  
State Agency Name  
Address  
Email Address  
Telephone # Number  
FAX # Number

**The Grantee:**

Grantee Contact Name & Title  
Grantee Name  
Address  
Email Address  
Telephone # Number  
FAX # Number

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

- E.3. Subject to Funds Availability. The Grant Contract is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the State reserves the right to terminate the Grant Contract upon written notice to the Grantee. Said termination shall not be deemed a breach of contract by the State. Upon receipt of the written notice, the Grantee shall cease all work associated with the Grant Contract. Should such an event occur, the Grantee shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Grantee shall have no right to recover from the State any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- E.4. Insurance. The Grantee shall carry adequate liability and other appropriate forms of insurance.
- a. The Grantee shall maintain, at minimum, the following insurance coverage:
- (1) Workers' Compensation/ Employers' Liability (including all states coverage) with a limit not less than the relevant statutory amount or one million dollars (\$1,000,000) per occurrence for employers' liability whichever is greater.

- (2) Comprehensive Commercial General Liability (including personal injury & property damage, premises/operations, independent contractor, contractual liability and completed operations/products) with a bodily injury/property damage combined single limit not less than one million dollars (\$1,000,000) per occurrence and two million dollars (\$2,000,000) aggregate.
- (3) Automobile Coverage (including owned, leased, hired, and non-owned vehicles) with a bodily injury/property damage combined single limit not less than one million dollars (\$1,000,000) per occurrence.
- (4) Professional Malpractice Liability with a limit of not less than one million dollars (\$1,000,000) per claim and two million dollars (\$2,000,000) aggregate.

b. At any time State may require the Grantee to provide a valid Certificate of Insurance detailing Coverage Description; Insurance Company & Policy Number; Exceptions and Exclusions; Policy Effective Date; Policy Expiration Date; Limit(s) of Liability; and Name and Address of Insured. Failure to provide required evidence of insurance coverage shall be a material breach of this Grant Contract.

E.5. Charges to Service Recipients Prohibited. The Grantee shall not collect any amount in the form of fees or reimbursements from the recipients of any service provided pursuant to this Grant Contract.

E.6. No Equipment Acquisition. This Grant Contract does not involve the acquisition and disposition of equipment acquired with funds provided under this Grant Contract.

Add ALL Necessary or Contingently Required Special Terms & Conditions

**IN WITNESS WHEREOF,**

**GRANTEE LEGAL ENTITY NAME:**

---

**GRANTEE SIGNATURE**

**DATE**

---

**PRINTED NAME AND TITLE OF GRANTEE SIGNATORY (above)**

**STATE AGENCY NAME:**

---

**NAME & TITLE**

**DATE**

<b>GRANT BUDGET</b>				
Additional Identification Information As Necessary				
<b>The grant budget line-item amounts below shall be applicable only to expense incurred during the following</b>				
<b>Applicable Period: BEGIN: DATE END: DATE</b>				
<b>POLICY 03 Object Line-Item Reference</b>	<b>EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup></b>	<b>GRANT CONTRACT</b>	<b>GRANTEE PARTICIPATION</b>	<b>TOTAL PROJECT</b>
1, 2	Salaries, Benefits & Taxes	0.00	0.00	0.00
4, 15	Professional Fee, Grant & Award <sup>2</sup>	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	0.00	0.00	0.00
11, 12	Travel, Conferences & Meetings	0.00	0.00	0.00
13	Interest <sup>2</sup>	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	0.00	0.00	0.00
17	Depreciation <sup>2</sup>	0.00	0.00	0.00
18	Other Non-Personnel <sup>2</sup>	0.00	0.00	0.00
20	Capital Purchase <sup>2</sup>	0.00	0.00	0.00
22	Indirect Cost	0.00	0.00	0.00
24	In-Kind Expense	0.00	0.00	0.00
25	<b>GRAND TOTAL</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

<sup>1</sup> Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A. (posted on the Internet at: [www.state.tn.us/finance/act/documents/policy3.pdf](http://www.state.tn.us/finance/act/documents/policy3.pdf)).

<sup>2</sup> Applicable detail follows this page if line-item is funded.

**ATTACHMENT REFERENCE**

**GRANT BUDGET LINE-ITEM DETAIL:**

<b>PROFESSIONAL FEE, GRANT &amp; AWARD</b>	<b>AMOUNT</b>
Specific, Descriptive, Detail (Repeat Row As Necessary)	Amount
<b>TOTAL</b>	Amount

<b>INTEREST</b>	<b>AMOUNT</b>
Specific, Descriptive, Detail (Repeat Row As Necessary)	Amount
<b>TOTAL</b>	Amount

<b>DEPRECIATION</b>	<b>AMOUNT</b>
Specific, Descriptive, Detail (Repeat Row As Necessary)	Amount
<b>TOTAL</b>	Amount

<b>OTHER NON-PERSONNEL</b>	<b>AMOUNT</b>
Specific, Descriptive, Detail (Repeat Row As Necessary)	Amount
<b>TOTAL</b>	Amount

<b>CAPITAL PURCHASE</b>	<b>AMOUNT</b>
Specific, Descriptive, Detail (Repeat Row As Necessary)	Amount
<b>TOTAL</b>	Amount

Supplemental Language for Residential Contracts

- E.17. Title VI of the Civil Rights Act of 1964. The Contractor shall develop and deliver to DCS on or before July 31<sup>st</sup> of each fiscal year an implementation plan that describes the Contractor's long-range goals and objectives that will guide the Contractor's efforts to ensure compliance with Title VI of the Civil Rights Act of 1964 pursuant to the guidelines established by the Tennessee Title VI Compliance Commission. Title VI plans must be submitted to the division below on or before the July 31<sup>st</sup> of each year:

Director of the Division of Diversity Initiatives  
436 Sixth Avenue North  
Cordell Hull Building, 7th Fl.  
Nashville, TN 37243



STATE OF TENNESSEE  
DEPARTMENT OF CHILDREN'S SERVICES  
Office of Civil Rights  
436 6th Ave. North, Cordell Hull Bldg., 7th FL  
Nashville, Tennessee 37243  
Phone 615-532-5552 Fax 615-532-7602

Bill Haslam  
Governor

James M. Henry  
Commissioner

## On-Site Review Procedure

### Purpose:

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

### Procedure:

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

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

## I. Notification

(i) Notify Region/Provider either by phone call or letter that review will be done. Give an approximate time frame when review will be done. If review is done via the "desk-audit" method, allow at least twenty-four hours for the provider to gather the necessary documents for the review.

(ii) If notification for on site is done via telephone, inform the region/provider that official notification in writing will be submitted by staff upon their arrival to the site during the entrance conference.

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

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

## II. On-site Review

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

(ii) After a tour/walk through of the facility, the requested/supporting documents for compliance should be examined, ie. Staff files, beneficiary records, and training rosters. Additionally, inquiries directed toward provider staff relative to their Title VI knowledge might be utilized at this point where the process of interviewing provider staff does not disrupt the operation of the provider's operations.

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

## III. Documentation

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

(ii) All supporting compliance documentation should be copied to be

placed in the provider file kept at the DDI Office.

#### **IV. Conference**

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

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



STATE OF TENNESSEE  
DEPARTMENT OF CHILDREN'S SERVICES

Division of Diversity Initiatives  
436 6th Avenue North, Cordell Hull Bldg., 7th FL  
Nashville, Tennessee 37243  
Phone 615/253-0037 Fax 615/741-4013

Bill Haslam  
Governor

James M. Henry  
Commissioner

Date

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

Dear \_\_\_\_\_ :

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

\_\_\_\_\_, will be conducting this desk review during the week of \_\_\_\_\_ via telephone conference with you. As discussed when scheduling this review, please have available the following records and /or information as applicable to fax to our office @ 1-615-741-4013 as a means of supporting your compliance status:

1. All records and assurances required to be maintained by your office for compliance with Title VI and implementing rules and regulations.
2. Racial breakdown of participation in programs and activities for DCS beneficiaries.
3. A compilation of the program's staff assignments by race, color, national origin and a copy of the program's current Title VI/LEP policy, and your procedure for notification of Equal Access To Services.
4. A description of the process/procedure utilized for service provisions for LEP beneficiaries.
5. A copy of your training rosters and Title VI Data and Collection Analysis from your FY'2007-2008 Title VI Survey and Compliance Information Report available at that time.

Our staff may also need compliance verification from other records. I appreciate your making these available to them as required.

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

Thank you for your cooperation in this important matter.

Respectfully,

Donovan Haynes, Title VI Coordinator

STATE OF TENNESSEE  
**DEPARTMENT OF CHILDREN'S  
 SERVICES**  
**Office Of Civil Rights**  
 436 6th Ave. N., Cordell Hull Bldg., 7th FL  
 Nashville, Tennessee 37243

**On-Site Contract Services Provider Title VI Compliance Review Form**

Vendor: \_\_\_\_\_ Contract Number: \_\_\_\_\_

Service Type: \_\_\_\_\_ Program: \_\_\_\_\_

**General Requirements:**

- | Yes                      | No                       | N/A                      |   |
|--------------------------|--------------------------|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Is there documented evidence (data provided) sufficient for determining that benefits and services are or will be available without discrimination on the basis of race color or national origin? |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Is there documented evidence of written policy(ies) stating that services will be provided to all persons without regard to race, color, or national origin?                                      |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are current copies of Title VI of the Civil Rights Act of 1964 available and accessible in the contractor's office/facility?  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are Title VI posters displayed prominently in areas accessible to the service population?   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Do these posters show the name of the DCS Officer to whom complaints should be referred?  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are posters or program brochures available in languages other than English? i.e. Spanish?   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Is there documented evidence that Title VI information is disseminated to beneficiaries and procedures for beneficiaries to be made aware of the right to file a complaint?                       |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Is racial data available on program participants that will support that the program is being operated in compliance with Title VI?  |

- Is employment data by race available inclusive of, where necessary, the use or planned use of bilingual public contract employees to permit effective participation by non-English and limited English speaking beneficiaries?
  
- Does the location of the existing facility or relocation of the facility have the effect of or deny access to any person on the basis of race, color, or national origin?
  
- Does the composition of planning or advisory committees reasonably represent program participation by race, color, or national origin?

Number of documented new employee Title VI orientations: \_\_\_\_\_  
Number of documented staff annual trainings: \_\_\_\_\_  
Number of documented complaints or lawsuits filed against contractor: \_\_\_\_\_



# Discrimination Is Prohibited

## EQUAL OPPORTUNITY IS THE LAW

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

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

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

_____	Name
_____	Location
_____	Telephone Number

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

**Prohibited Practices Include:**

- Denying services because of race, color, or national origin.**
- Applying different standards for the same types of services.**
- Segregating students solely because of race, color or national origin.**
- Refusing to grant equal opportunities to students or staff members.**
- Impairing human dignity by manner or address or treatment.**



# La discriminación esta prohibida

## LA IGUALDAD DE OPORTUNIDAD ES LA LEY

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

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

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

Nombre

Localidad

Número de Teléfono

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

### Las prácticas prohibidas incluyen:

- Negar servicios debido a raza, color, o país de origen.**
- Aplicar diferentes criterios para los mismos tipos de servicios.**
- Segregar a estudiantes únicamente por su raza, color, o país de origen.**
- Negar igualdad de oportunidades a estudiantes o miembros del personal.**
- Deteriorar la dignidad humana por como se dirige hacia o trata a una persona.**

# Discrimination Is Prohibited

## EDUCATION AMENDMENTS OF 1972

Title IX of the Education Amendments of 1972 requires that: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

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

Name

Location

Telephone Number

The purpose of Title IX of the Education Amendments of 1972 is to prohibit discrimination on the basis of gender in any educational program or activity that receives federal funds. It ensures legal protection against discrimination based on gender for both students and employees, and includes protection against sexual harassment. With some exceptions, Title IX covers all aspects of an educational program activity.

**Prohibited Discrimination in:**

- Admissions
- Treatment of students, including:
  - Access to programs and courses
  - Access to and use of school facilities
  - Counseling and guidance materials, tests, and practices
  - Vocational education
  - Physical education
  - Competitive athletics
  - Graduation requirements
  - Students rules, regulations, and benefits
  - The treatment of married and/or pregnant students
  - Housing
  - Financial assistance
  - Health services
  - School-sponsored extracurricular activities
  - Most other aid, benefits, or services
- Employment including
  - Access to employment
  - Hiring and promotion
  - Compensation
  - Job assignments
  - Leaves of absence
  - Fringe benefits
  - Labor organization contracts or professional agreements

# Discrimination is Prohibited

## MEPA / IEPA IS THE LAW

Multi-Ethnic Placement Act as amended by the Inter-Ethnic Adoption Provision of 1996

DCS POLICY # 16.2

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

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

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

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

### PROHIBITED PRACTICES INCLUDE:

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

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

### Requirements:

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

TELEPHONE NUMBER

NAME

LOCATION

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



Department of Children's Services, Publication Authorization No. 359054, May 2013, 500 copies. This public document was promulgated at a cost of \$.29 per copy.

# La Discriminación esta Prohibida

(Discrimination is Prohibited)

## MEPA / IEPA ES LA LEY

El Acta de Ubicación Multi-étnica Enmendada por la Provisión de Adopción Inter-étnica de 1996  
PÓLEZA DE DCS # 162

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

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

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

\_\_\_\_\_  
NOMBRE

\_\_\_\_\_  
LUGAR

\_\_\_\_\_  
NUMERO TELEFÓNICO

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



Departamento de Servicios para Menores, Publicación Autorizada No. 359010, August 2007; 1,000 copias. Este documento público fue pronulgado a un costo de \$ .17 por copia.

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

### Las Prácticas Prohibidas Incluyen:

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

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

### Requisitos:

- Debe proveer un reclutamiento diligente de familias adoptivas/tutela de crianza(foster care) potenciales que reflejen las diversidades étnicas y raciales de los niños en el estado en el cual se necesitan los hogares de tutela de crianza(foster care) y adopción.
- Debe reportar cualquier violación al Coordinador local del Título VI.

### ¿Cuáles son las costumbres prohibidas por Título VI?

Hay muchas formas de discriminación ilegal basadas en raza, color o en nacionalidad de origen que pueden limitar la oportunidad de individuos minoritarios de tener igualdad de acceso a servicios y programas. Entre otras cosas, un beneficiado no puede, sobre la base de raza, color o nacionalidad de origen, sea directamente o sea por medios contractuales:

- Negar o posponer servicios, ayuda o beneficios del programa;
- Proveer un servicio, ayuda o beneficio distinto, o proveer éstos de modo diferente de como se proveen a otros; o
- Segregar o tratar separadamente a individuos en cualquier asunto que tenga que ver con recibir cualquier servicio, ayuda o beneficio;
- Excluir a individuos con Limited English Proficiency (LEP) [un nivel de competencia limitado en inglés] de programas y/o de la recepción de información relevante debido a barreras lingüísticas basadas en su nacionalidad de origen.

### Como presentar una queja:

El Departamento de servicios para menores se responsabiliza de la investigación de quejas de discriminación basada en raza, color o nacionalidad de origen en el uso de sus fondos. Si usted cree que se le ha discriminado a usted o a otras personas protegidas por Título VI, puede presentar una queja al DCS sobre el programa donde usted piensa que se está discriminando.

Si usted siente que el trato que ha recibido es dispar, se le ruega presentar una queja al DCS Division of Diversity Initiatives [División de iniciativas de diversidad del DCS.] Para presentar una queja de este tipo, se debe seguir los siguientes pasos:

- Se debe presentar una queja por escrito dentro de 180 días de la fecha de la presunta discriminación. Se le insta presentar la queja lo más pronto posible para dejar suficiente tiempo para interponer un recurso de apelación con un organismo externo si usted no está satisfecho con los resultados de la investigación del DCS.
- Incluir su nombre, su dirección y un número de teléfono.
- La queja debe incluir el nombre y la dirección de la agencia, institución o departamento que usted cree que le ha discriminado.
- Adjuntar información sobre cómo, por qué y cuándo usted cree que fuera discriminado. (Incluir todos los detalles específicos que pueda sobre los presuntos actos de discriminación, además de toda otra información relevante.)
- Incluir los nombres de los individuos, si se les conoce, con quienes la División de iniciativas de diversidad del DCS puede contactar para aclarar sus acusaciones.
- Se le ruega firmar la queja.

### Presentar la queja a:

Su representante local Título VI; o

Department of Children's Services  
Division of Diversity Initiatives Director  
436 Sixth Avenue North  
Nashville, Tennessee, 37243; o

Tennessee Human Rights Commission  
Title VI Compliance Program  
710 James Robertson Parkway  
Andrew Jackson Building, Suite 100  
Nashville, TN 37243

Tennessee Department of Children's Services  
Division of Diversity Initiatives  
436 Sixth Avenue North  
Cordell Hull Building, 7th Floor  
Nashville, TN 37243  
Telephone: (615) 532-5552  
Fax: (615) 532-7602

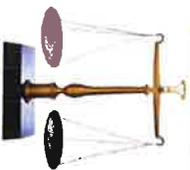


## Departamento de servicios para menores del Estado de Tennessee



## Título VI de la Ley de derechos civiles de 1964

Igualdad de acceso se exige por ley



## ¿Qué es Título VI de la Ley de derechos civiles de 1964?

"Ningún individuo en los Estados Unidos debe, a base de raza, color o nacionalidad de origen, ser excluido de participación en, ser denegado los beneficios de, o ser sometido a discriminación por cualquier programa o actividad recibo asistencia financiera federal."

Título VI de la Ley de derechos civiles de 1964 es la Ley federal que protege a individuos de ser discriminados a base de su raza, color o nacionalidad de origen en programas que reciben asistencia financiera federal.

## Garantías de programa de Título VI

Es la política del Departamento de servicios para menores obligar a todas las agencias, organizaciones y entidades gubernamentales funcionando dentro de su jurisdicción y bajo su control a cumplir con y acatar el espíritu y la intención de Título VI de la Ley de derechos civiles de 1964. El DCS (Departamento de servicios para menores) está entregado a ofrecer servicios y programas de un nivel de competencia cultural adecuado para cumplir con las necesidades de los niños y familias que beneficiarán de dichos servicios. El DCS garantizará que los medios requisitos están en vigor para la provisión de servicios y beneficios para todo individuo que tenga derecho a éstos y que, como resultado de su nacionalidad de origen, esté limitado en cuanto a su nivel de competencia en inglés (LEP.)



El Presidente John F. Kennedy, en su discurso pidiendo la promulgación de Título VI, 1963: .....

*"La pura justicia exige que los fondos públicos a los cuales todos los contribuyentes de todas las razas contribuyen, no se gasten de ningún modo que fomente, haga que se arraigue, subvencione o resulte en discriminación racial."*



## ¿Cuáles programas están cubiertos por Título VI?

Aproximadamente 30 organismos federales proveen asistencia financiera federal en forma de fondos, capacitación, asistencia técnica y otros tipos de asistencia tanto a administraciones federales como locales y también a organizaciones sin fines lucrativos o privadas. Estos beneficiados de asistencia federal, a su vez, dirigen programas y proveen beneficios y servicios a individuos (llamados beneficiarios) para cumplir las metas de la legislación federal autorizando dichos programas. Todos los programas, beneficios, becas y servicios provistos por el DCS y por los contratistas del DCS están sujetos a esta ley federal.



El gobierno federal y aquellos que reciben asistencia del gobierno federal deben tomar las medidas adecuadas para asegurar que individuos LEP tengan acceso razonable a los programas, servicios e información provistos por dichas entidades.

## ¿A quién se le puede llamar una persona con un nivel de competencia en inglés limitado?

Individuos que no hablan inglés como su primer idioma y que tienen un nivel de competencia limitado en cuanto leer, hablar, escribir o entender inglés pueden considerarse "LEP". Dichos individuos pueden tener derecho a asistencia del idioma con respecto a cierto tipo de servicio, beneficio o encuentro. El DCS se entrega a proveer intérpretes capacitados y competentes en cada etapa de representación que requiera comunicación oral. Y esto, sin cobrarle nada al cliente.

## ¿Quién está obligado a cumplir y quién puede considerarse en contravención?

Todos los programas y todas las operaciones de entidades recibiendo asistencia del gobierno federal tienen que cumplir con las reglas Título VI. El DCS y todas las agencias, organizaciones o entidades gubernamentales operando bajo su jurisdicción son obligadas a tomar medidas razonables para asegurar que los individuos LEP tengan acceso a sus programas y actividades.



Department of Children's Services,  
Publication Authorization No. 359088,  
May 2012, 1,000 copies. This document  
was promulgated at a cost of \$.23 per  
copy

### **What Practices are Prohibited by Title VI?**

There are many forms of illegal discrimination based on race, color, or national origin that can limit the opportunity of minorities to gain equal access to services and programs. Among other things a recipient cannot, on the basis of race, color, or national origin, either directly or through contractual means:

- Deny or delay program services, aids, or benefits;
- Provide a different service, aid or benefit, or provide them in a manner different than they are provided to others; or
- Segregate or separately treat individuals in any matter related to the receipt of any services, aid or benefit;
- Exclude individuals with Limited English Proficiency (LEP) from programs and/or receipt of pertinent information because of language barriers based upon national origin.

### **How to File a Complaint:**

The Department of Children's Services is responsible for investigating complaints of discrimination on the basis of race, color, or national origin in the use of its funds. If you believe that you or others protected by Title VI have been discriminated against, you may file a complaint with DCS for the program where you believe the discrimination is occurring.

If you feel that you have received disparate treatment, you are encouraged to file a complaint with the DCS Division of Diversity Initiatives. To file such complaint, you should do the following:

- You must file a written complaint within 180 days to the date of the alleged discrimination. You are encouraged to file your complaint as soon as possible in order to allow sufficient time to file an appeal with an external agency if you are not satisfied with the results of the DCS investigation.
- Include your name, address, and telephone number.
- The complaint should contain the name and address of the agency, institution, or department you believe discriminated against you.
- Include how, why, and when you believe you were discriminated against. (Include as much specific detailed information as possible about the alleged acts of discrimination, and any other relevant information)
- Include the names of any persons, if known, DCS Division of Diversity Initiatives could contact for clarity of your allegations.
- Please sign your complaint.

### **Submit complaint to:**

Your Local Title VI Representative; or  
Department of Children's Services  
Division of Diversity Initiatives Director  
436 Sixth Avenue North  
Cordell Hull Building, 7th Floor  
Nashville, Tennessee, 37243; or

Tennessee Human Rights Commission  
Title VI Compliance Program  
710 James Robertson Parkway  
Andrew Johnson Building, Suite 100  
Nashville, TN 37243

Tennessee Department of Children's Services  
Division of Diversity Initiatives  
436 Sixth Ave. North  
Cordell Hull Building, 7th Floor  
Nashville, TN 37243  
Telephone: (615) 532-5552  
Fax: (615) 532-7602



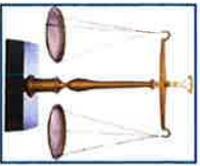
## Tennessee Department of Children's Services



## Title VI of the Civil Rights Act of 1964

**EQUAL ACCESS IS THE LAW**

# Your Rights Under Title VI



## What is Title VI of the Civil Rights Act of 1964?

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

Title VI of the Civil Rights Act of 1964 is the Federal law that protects individuals from discrimination on the basis of their race, color, or national origin in programs that receive Federal financial assistance.

### Title VI Program Commitment

It is the policy of the Department of Children's Services to bind all agencies, organizations, or governmental entities operating under its jurisdiction and control to fully comply with and abide with the spirit and intent of Title VI of the Civil Rights Act of 1964. DCS will ensure culturally competent services and programs to effectively meet the needs of the children and families served. DCS shall ensure a process is in place for the provision of services and benefits to eligible individuals who, as a result of national origin, are limited in their English proficiency (LEP).



President John F. Kennedy, in his message calling for the enactment of Title VI, 1963...

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



### What Programs are Covered by Title VI?

Approximately 30 Federal agencies provide Federal financial assistance in the form of funds, training, and technical and other assistance to State and local governments and non-profit and private organizations. These recipients of Federal assistance, in turn, operate programs and deliver benefits and services to individuals (known as beneficiaries) to achieve the goals of the Federal legislation that authorized the programs. All programs, benefits, grants and services provided by DCS and DCS contractors are bound by this Federal law.



## Title VI & Limited English Proficiency (LEP)

The federal government and those receiving assistance from the federal government must take reasonable steps to ensure that LEP persons have meaningful access to the programs, services, and information those entities provide.

### Who is a Limited English Proficient Person?

Persons who do not speak English as their primary language and who have a limited ability to read, speak, write or understand English may be limited English proficient, or "LEP." These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter. DCS is committed to providing trained and competent interpreters at each stage of representation where oral communication is needed at no charge to the client.

### Who Must Comply and Who Can be Found in Violation?

All programs and operations of entities that receive assistance from the federal government must comply with Title VI regulations. DCS and all agencies, organizations, or governmental entities operating under its jurisdiction are required to make reasonable steps to ensure meaningful access to their programs and activities by LEP persons.



Department of Children's Services,  
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May 2012 1,500 copies. This document  
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copy



# **SECTION X**

## **Compliance/Non-Compliance Reporting**

## **Compliance/Noncompliance Reporting**

Pursuant to Tennessee Code Annotated, § 4-21-203 et seq., The Tennessee Department of Children's Services (DCS) shall provide the Title VI Implementation Plan to The Tennessee Human Rights Commission (THRC) by October 1 of each year. According to this provision and instructions from THRC (Memo/August 3, 2010), the practice of submitting Title VI Implementation Plans to the Comptroller of the Treasury, Division of Audit has been negated with implementation of THRC Title VI Compliance Program and the codification of TCA § 4-21-203. Federally, The Tennessee Department of Children's Services shall upon request, make available any compliance reports for review by The Tennessee Human Rights Commission as well as any jurisdictional Federal agency. i.e., Department of Health & Human Rights, Office of Civil Rights.

## **Reporting Regulations**

TCA § 4-21-4-21-901 required state governmental entities to develop and submit an Implementation Plan annually subject to the requirements of the Civil Rights Act of 1964, (**42 U.S.C. 2000d et seq. ... (e) Reporting** and other procedural matters as set forth in 15 CFR parts 8, ... CFR 8.7 – Cooperation) compliance reports, reviews and access to records.

(b) **Compliance Reports:** Each recipient and other party subject to this part shall keep such records and submit to the responsible Department official timely, complete, and accurate compliance reports at such times and in such form and containing such information as the responsible Department official may determine to be necessary to enable him to ascertain whether the recipient or such other party has complied or is complying with this part. In general, recipients should have available for the department racial and ethnic data showing the extent to which members of minority groups are beneficiaries of federally assisted programs. In the case in which a primary recipient extends Federal financial assistance to any other recipient, or under which a recipient is obligated to obtain or to cooperate in obtaining the compliance of other parties subject to this part, such other recipients or other parties shall also submit such compliance reports to the primary recipient or recipients as may be necessary to enable them to carry out their obligations under this part.

During fiscal year 2014-2015 there were no discriminatory Title VI related audits or findings against the department received from any federal or state monitoring agency.



# **Section XI**

## **Title VI Training**

**Overview**

**Title VI Training Powerpoint**

**Provider Training Rosters**

**DCS Staff Title VI CBT Listing**

## **Title VI Training (Departmental)**

The Title VI Coordinator and Title VI Program Manager, in addition to the Title VI Coordinators for each region is responsible for coordinating compliance and training with respect to Title VI and civil rights statutes in general. The Regional Title VI Coordinators as well as the Youth Development Center Title VI Coordinators were in constant contact with the Department's Title VI Coordinator during Fiscal Year 2014-2015 for guidance, discussion of relevant issues, and administering the Department's Title VI program. A major focus has been devoted to the LEP procedure in accessing language assistance.

The Title VI Program Manger accomplished reliable monitoring of sub-recipients and/or contractors through maintaining close contact with respective Title VI coordinators providing guidance and assistance. During fiscal year 2014-2015, the annually required Title VI training was provided for sub-recipients and/or contractors on three (3) different dates via webinar presentation. The trainings were held on June 16, 2015, June 18, 2015 and June 23, 2015 (See training rosters forthcoming in this section).

All DCS staff is mandated per policy to complete Title VI training annually and a Computer-Based Title VI Training (CBT) is in place through Edison which accurately tracks and generates the training roster. Out of the listed 4,087 DCS staff (Executive and Preferred – See section 4) 3,368 staff completed the required Title VI CBT for an outcome resulting in 82% completion. The total of 4,087 staff includes persons classified as DCS employees who may not have been available during FY 2014-2015 to complete the Title VI CBT due to their status as FMLA; Retired (exhausting leave), etc. For contractors, out of the projected 281 vendors under contract to provide services for DCS, approximately 153 attended the department's Title VI training for an outcome of 54% attendance (See Contract Provider's Training Sign In Rosters and DCS CBT Title VI Training listing forthcoming in this section).

## **Future Training Endeavors**

The projected training schedule for fiscal Year 2015-2016 will mirror that of past fiscal year. For providers, the training will continue to made available on three (3) different training dates with a time period of two hours per training session. Discussions continue between the DCS Office of Civil Rights and the DCS Training Division regarding the development of a Computer Based Training (CBT) which addresses "Language Assistance: The Proper Process and Vital Importance." The DCS Communications Division will also be consulted regarding the aforementioned CBT. As our (DCS) client base continues to become more diversified, our department will continue to place emphasis on pursuing methods to improve processes relative to our interaction with DCS clients, as well as potential clients that are Limited in their English Proficiency (LEP). The objective for this renewed emphasis is based upon exposing both DCS staff and sub-recipients/contractors to the concepts of equity, access, cultural sensitivity, diverse perspectives, quality of service, employee and community involvement, and a positive, professional way to act and interact with one another.

# Please join me in an Adobe Connect Meeting.

Meeting Name: **Annual Title VI Provider Training**  
Summary: 2015 Title VI Annual Provider Training  
Invited By: **Donovan Haynes** ([Donovan.Haynes@tn.gov](mailto:Donovan.Haynes@tn.gov))

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

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

The following three (3) dates and times are available to join the meeting:

- **Tuesday, June 16, 2015 10:00 AM - 12:00 PM Central (11:00 – 1:00 Eastern Time)**
- **Thursday, June 18, 2015 1:00 PM - 3:00 PM Central (2:00 – 4:00 Eastern Time)**
- **Tuesday, June 23, 2015 1:00 PM - 3:00 PM Central (2:00 – 4:00 Eastern Time)**

Please **RSVP by Friday, June 12, 2015** regarding your selection of training session with the date that you plan to attend as the Webinar capacity is limited to 99 attendees per session. Contact Donovan Haynes at 615-741-8422 or fax 615-532-7602 or email [donovan.haynes@tn.gov](mailto:donovan.haynes@tn.gov) to RSVP your training session.

Please note that you will be joining both the web conference and the audio conference. **The following meeting information will be used for each offering.**

To join the meeting:  
<http://stateoftennessee.adobeconnect.com/titlevi2015/>

*After joining the meeting, you will be prompted to enter the phone number you wish to use for the meeting. The system will immediately call you back and open the audio conference for you.*

*If you will be calling from a line with an extension number, click cancel in the prompt and you will see instructions on how to dial into the audio conference.*

-----  
If you have never attended an Adobe Connect meeting before:

Test your connection:  
[http://stateoftennessee.adobeconnect.com/common/help/en/support/meeting\\_test.htm](http://stateoftennessee.adobeconnect.com/common/help/en/support/meeting_test.htm)

Get a quick overview: <http://www.adobe.com/products/adobeconnect.html>

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## Department of Children's Services

Title VI Compliance Program  
Title VI Annual Provider Training  
2015

*The significance of Title VI Compliance*

Presented by:  
Donovan Haynes, Title VI Coordinator

## Objectives

### This course will include:

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

## What is Title VI?

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

## What Title VI Does...

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

## What Title VI Does Cont....

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

## Title VI Statute and Regulation

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

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

Civil Rights Act of 1964

## Tennessee Code Annotated (TCA)

4-21-904

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

## Reporting Requirements

TCA 4-21-901 requires each state governmental entity subject to the requirements of Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq., to develop a Title VI implementation plan and submit annual Title VI compliance reports and implementation plan updates to the Tennessee Human Rights Commission (Title VI Compliance) by October 1 for end of each fiscal year ending June 30. These Implementations plans must include Title VI implementation plans of any sub recipients of federal funds through the state agency.

## What is Covered By Title VI:

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

## What is covered? Cont...

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

This is not an all inclusive list!

## What is the purpose of Title VI?

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

## What are the consequences of Non-Compliance?

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

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

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

## Department of Children's Services Goal

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

## Historical Basis for the Civil Rights Act of 1964

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

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

## Defining Simple Justice

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

John F. Kennedy, 1963

## What is discrimination?

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

## What are Civil Rights?

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

## What is a protected class?

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

## Race:

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

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



## Color:

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

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



## National Origin:

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

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



## DCS

### Service Provider Requirements

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

### DCS Service Provider Requirements (cont.)

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

### DCS Service Provider Requirements (cont.)

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

**DCS Service Provider Requirements  
(cont.) Employee Training  
Requirements:**

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

**Limited English Proficiency  
(LEP)**

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

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

**LEP Requirements:**

A recipient/provider whose policies, practices exclude, limit, or have the effect of ***excluding or limiting the participation of any LEP person in a federally assisted program*** on the basis of national origin may be engaged in discrimination in violation of Title VI. In order to ensure compliance with Title VI, the recipient/provider must take steps to ensure that LEP persons who are eligible for their programs or services have ***meaningful access to the benefits that they provide***.

**LEP Requirements**

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

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

## Designing an Effective Language Assistance Program:

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

## Designing an Effective Language Assistance Program: (cont.)

- Hiring bilingual staff who are trained and competent in the skill of interpreting;
- Contracting with an outside interpreter service for trained, competent, and credentialed interpreters;
- Arranging formally for the services of voluntary interpreters who are trained, competent and credentialed in the skill of interpreting and translating;

## LEP Requirements:

- Recipients and sub-recipients of federal assistance are required to make reasonable steps to ensure meaningful access to their programs and activities by LEP persons.
- Four factors that should be considered:
  1. The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or grantee;
  2. The frequency with which LEP individuals come in contact with the program.
  3. The nature and importance of the program, activity, or service provided by the program to people's lives; and
  4. The resources available to the grantee/recipient or agency, and costs.

## Determining Title VI Application

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

## Who Must Comply?

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

## How to file a complaint :

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

## Send Complaints to:

Your Local Title VI Representative:

OR

DCS Office of Civil Rights  
Title VI Compliance  
436 Sixth Avenue North  
Cordell Hull Bldg., 7<sup>th</sup> Fl.  
Nashville, TN 37243

OR

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

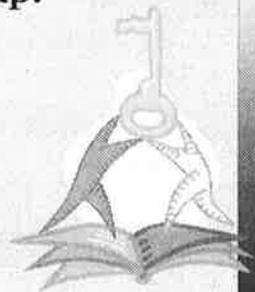
## Recap:

### □ KEY to Title VI Compliance:

Ensure that service recipients receive

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

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





**State of Tennessee**  
**Department of Children's Services**  
**Annual Title VI Provider Training**  
**June 2015**

**Title VI Quiz**

- 1) Name the 3 core components (classes) that are protected under the Title VI Act.
  - a.
  - b.
  - c.
- 2) What is the purpose of Title VI?
- 3) Title VI provides that "no person shall, on the grounds of race, age, sex, religion be excluded from equal employment, housing or denied benefits.
- 4) What types of agencies fall under Title VI guidelines?
- 5) DCS is exempt from Title VI provisions.
- 6) What does LEP stand for and how does it apply to Title VI?
- 7) What is the penalty for validation of non-compliance with Title VI?
- 8) In what areas are employees protected under Title VI?

- 9) What is the time frame for beneficiaries to file a complaint for discriminatory practices under Title VI?
- 10) What President identified “simple justice” as the justification for Title VI?
- 11) If an agency receives Federal funds for a program, Title VI applies to that particular program only.
- 12) Title VI provides relief for discrimination based on age, sex, geographical locale or wealth.
- 13) Title VI applies to employment where practices result in discrimination against program beneficiaries or where the purpose of Federal funds is to provide employment.
- 14) There is no requirement for information or services to be provided in languages other than English when significant numbers of beneficiaries are of limited English speaking abilities.
- 15) If there is no significant ratio of minority beneficiaries, services may vary/differ from those provided to others.

<u>Date</u>	<u>Name</u>	<u>Company / Organization</u>	<u>Email Address</u>
June 16, 2015	A'Leshia R. Browning	Legal Aid of East Tennessee	abrowning@laet.org
June 16, 2015	Amber Akins	Southeast Tennessee Development District	aakins@sedev.org
June 16, 2015	Angela Dingus	Free Will Baptist Family Ministries	adingus@fwbfn.com
June 16, 2015	Asia Diggs	Meritan	asiadiggs@meritan.org
June 16, 2015	Barry-Lewis Harris II	The Center for Family Development	drbarrylewis.harris@gmail.com
June 16, 2015	Benita Caldwell	Kid's Place/A Child Advocacy Center	benita@mytcfid.org
June 16, 2015	Brandi Burdette	Lawrence County Government	bburdette@akidsplacecac.com
June 16, 2015	Brandi Dean	Juvenile Court of Memphis and Shelby County	bdean@lawcotn.org
June 16, 2015	Brenda Johnson	The Exchange Club/Stephens Center for the P	brenda.johnson@shelbycountytn.gov
June 16, 2015	Carolyn Isbell	Overton County	cmasiongale@opecd.net
June 16, 2015	wendy Slaven	Hope Services Inc	comfort@hoperesidential.org
June 16, 2015	comfort Amadi	Legal Aid	ctittle@laet.org
June 16, 2015	Cynthia Tittle	Legal Aid of East Tennessee	dmullins@laet.org
June 16, 2015	Dan Mullins	Tennessee Childrens Home	dawson@tennesseechildrenshome.org
June 16, 2015	Dana Lawson	Mountain View Youth Development	davidmcnabney@yahoo.com
June 16, 2015	David McNabney	Legal Aid of East Tennessee	dyoder@laet.org
June 16, 2015	David R. Yoder	Lauderdale County Juvenile Court	dhemby@lctngov.com
June 16, 2015	Dawn Hemby	Henry County Government	dsimmons@henrycountytn.org
June 16, 2015	Debbie Simmons	PICKETT COUNTY GOVERNMENT	PICKETTGOV@TWLAKES.NET
June 16, 2015	DEBRA CUMMINGS	Exchange Club-Carl Perkins Center	dbottoms@carlperkinscenter.org
June 16, 2015	Delaine Bottoms	DCS	donna.jackson@tn.gov
June 16, 2015	Donna Jackson	Hardin County Youth Services	evmccoy@hotmail.com
June 16, 2015	Evalyn Vanden Auweele	Morgan County Local Government	howardg@mcsed.net
June 16, 2015	Gary Howard	Omni Visions Inc.	glewis@omnivisions.com
June 16, 2015	Gene Lewis	The H.O.P.E. Center Inc.	scruggsi99@comcast.net
June 16, 2015	Ida Scruggs	Giles County	jpvarzant@energize.net
June 16, 2015	Janet Varzant	MillarRich LLC.	jaycamperlino@millarrich.org
June 16, 2015	Jay Camperlino	Oak Plains Academy	jeffrey.devine@uhsinc.com
June 16, 2015	Jeff Devine	SequelCare of Tennessee	jennie.cook@sequelyouthservices.com
June 16, 2015	Jennie Cook	HENDERSON COUNTY GOVERNMENT	jenniferfesmire@hendersoncountytn.com
June 16, 2015	JENNIFER FESMIRE	Boys & Girls Clubs of the Mountain Empire	jessicarose@bvu.net
June 16, 2015	Jessica Rose	Child Advocacy Center of Rutherford County, Il	jessicawauchek@bellsouth.net
June 16, 2015	Jessica Wauchek	Juvenile Court	jdllloyd@mcgtn.net
June 16, 2015	Jodi D. Lloyd	Coffee County Children's Advocacy Center	joyce@coffeecountycac.org
June 16, 2015	Joyce Prusak	AGAPE	jrister@agapenasville.org
June 16, 2015	Judy Rister		

June 16, 2015	Karen Manuel	County Government	kmanuel@k12tn.net
June 16, 2015	Karla Strauss	The Family Center	dcofficeanager@familycentertn.org
June 16, 2015	Katherine Snyder	Prevent Child Abuse Tennessee	katherine.snyder@pcat.org
June 16, 2015	Katinka Boyd	Focus Psychiatric/SECOE	katinka.boyd@secoe.us
June 16, 2015	Kim Coffey	Lauderdale County Juvenile Court	kcoffey@lctngov.com
June 16, 2015	Kim Haley	Renewal House, Inc.	khaley@renewalhouse.org
June 16, 2015	Kim Howell	Free Will Baptist Family Ministries	khowell@fwbfdm.com
June 16, 2015	LaNelle Godsey	UCDD/AAAD	lgodsey@ucdd.org
June 16, 2015	Laura Boling	Safe Harbor Child Advocacy Center	laura.boling@safeharborcac.com
June 16, 2015	Linda G. Hillis	Warren County	lghillisdga@blomand.net
June 16, 2015	Lindsay Anton	New Vision, Inc.	lindsay.anton@att.net
June 16, 2015	Lori Hyde	Southeast Tennessee Development District	lhyde@sedev.org
June 16, 2015	Lori Myers	Nashville Children's Alliance	lori.myers@nashvillechildrensalliance.org
June 16, 2015	Lucia Bertrand	Natchez Trace Youth Academy	lucia.bertrand@uhsinc.com
June 16, 2015	Lucille H. Lawson	Legal Aid of East Tennessee, Inc.	llawson@laet.org
June 16, 2015	Lyn Taylor	Dyersburg City School System	ltaylor@dyersburgcityschools.org
June 16, 2015	Margie C Smith	Stewart County Government	mcsmith1955@mediacommb.net
June 16, 2015	Melissa Slinger	UCDD	mslinger@ucdd.org
June 16, 2015	Mrs. Connie Booker	Cathedral of Faith Collaborative	cofcc1@yahoo.com
June 16, 2015	Mrs. Lillie Parsons	Cathedral of Faith Collaborative	cofcc1@yahoo.com
June 16, 2015	Mrs. Tammara Wilson	15th Judicial District CAC	cofcc2@yahoo.com
June 16, 2015	Nancy R Willis	Bedford County Juvenile Court	director@cac15.org
June 16, 2015	Nicole Cashion	Macon County Juvenile Court	ncashion@charter.net
June 16, 2015	Paige Waller	Cocke County Government	ysomacotr@nctc.com
June 16, 2015	Pamela Lowe	Family & Children's Service	plowe@cockecounty.net
June 16, 2015	Peggy Yucker	Natchez Trace Youth Academy	peggy.yucker@fcsnashville.org
June 16, 2015	Robert Masoner	Youth Villages	robert.masoner@UHSINC.COM
June 16, 2015	Robert Price	Child Advocacy Center of Rutherford County	robert.price@youthvillages.org
June 16, 2015	Ryan Wallace	Hardin County Youth Services	ryanawallace@bellsouth.net
June 16, 2015	Sandi Talbot	Magnolia Academy	hardinyso@waypointwireless.com
June 16, 2015	Sandra Crick	Centerstone	smneely@rescare.com
June 16, 2015	Scott Valentine	Oasis Center	scott.valentine@centerstone.org
June 16, 2015	Shanda Hampton	Bradley County Juvenile Court	shampton@oasiscenter.org
June 16, 2015	Shannon Doan	AYS Magnolia	doan1122@gmail.com
June 16, 2015	Steve Saunders	AYS ResCare Magnolia	steve.saunders@rescare.com
June 16, 2015	Steve Saunders	Memphis Child Advocacy Center	steve.saunders@rescare.com
June 16, 2015	Su Hartline		shartline@memphiscac.org

June 16, 2015	Tabitha Damron	Blount County Children's Advocacy Center	tdamron@blountkids.org
June 16, 2015	Teresa E. Barnett	Teresa E. Barnett	teresa.e.barnett@tn.gov
June 16, 2015	Teresa Lipscomb	SpringBrook Behavioral	hr@springbrookbhs.com
June 16, 2015	Terry Woods	Legal Aid of East Tennessee	twoods@laet.org
June 16, 2015	Tony White	Madison County Government	twite@madisoncountyttn.gov
June 16, 2015	Vicki Beaver	Nurses for Newborns of TN	vicki.beaver@nfnf.org
June 16, 2015	Vickie Reels	UCDD RCP	vreeels@uccdd.org
June 16, 2015	Wendy Slaven	Children's Center of the Cumberlandands	wslaven@highland.net
June 18, 2015	Angela Garvin	G4S Academy for Young Women	angela.garvin@us.g4s.com
June 18, 2015	Antonio Bratcher	G4S Academy for Young Women	angela.garvin@us.g4s.com
June 18, 2015	Angela Phelps	Lincoln County Emergency Management Agen	aphelps@fpu.net.com
June 18, 2015	Brooke Pearson	S/S Wolfe Counseling	brookepearsonwc@gmail.com
June 18, 2015	Carey Lewis	Children's Advocacy Center of the 1st Judicialia	carey.s.lewis@hotmail.com
June 18, 2015	Charles Goon	Genesis Learning Centers	cgoon@genesislearn.org
June 18, 2015	Chip Yeomans	Legal Aid of East TN	cyeamans@laet.org
June 18, 2015	Debbie Wade	Knox County Juvenile Court	debbie.wade@knoxcounty.org
June 18, 2015	Donna Mitchell	Covenant Counseling	donna@covenantccs.org
June 18, 2015	Erin Frizzell	Legal Aid of East Tennessee	etrizzell@laet.org
June 18, 2015	James Walsh	Dental Power International, Inc.	jimw@dentalpower.com
June 18, 2015	Jay Jackson	DCS Office of Civil Rights	jay.jackson@tn.gov
June 18, 2015	Jennifer Ammacher	Springbrook	jennifer.ammacher@Springbrookbhs.com
June 18, 2015	John Eanes	Sullivan County Juvenile Court	john.eanes@sullivancountyttn.gov
June 18, 2015	Kristie Hammonds	Frontier Health	khammon@frontierhealth.org
June 18, 2015	Leigh Tennant/Nancy Wrig	Summer County Juvenile Court	leigh@scjcourt.org
June 18, 2015	Lenny Dao	Children's Advocacy Center of the First Judicialia	ldaocacc@gmail.com
June 18, 2015	Linda Loyd	Smoky Mountain Children's Home	lloyd@smch.org
June 18, 2015	Marcus Stamps	Williamson County Child Advocacy Center	marcus@davishousecac.org
June 18, 2015	Maxine Turner	Children's Advocacy Ct. Hamilton Co.	mturner@CACHC.org
June 18, 2015	Melanie Henry	Legal Aid of East Tennessee	mhenry@laet.org
June 18, 2015	Michael Bennett	Behavioral Research Institute	brin80@gmail.com
June 18, 2015	Ollie Jay Jackson	Department of Children's Services	Jay.Jackson@tn.gov
June 18, 2015	Paige Peters	Counseling & Consultation Services, Inc	paigepeters@candcservices.org
June 18, 2015	Pamela Dickey	Childhelp, Inc.	pdickey@childhelp.org
June 18, 2015	Rachel Krinick	Norris Academy	rachel.krinick@sequelyouthservices.com
June 18, 2015	Rual Swanson	Mountain View Youth Development	rualswanson@gmail.com
June 18, 2015	Samantha Richardson	Child Advocacy Center of Rutherford County	samantharichardson@bellsouth.net
June 18, 2015	Sharon Wolfe	S/S Wolfe Counseling	sharonwolfebs@gmail.com

June 18, 2015	Sherry Harrison	Centerstone	sherry.harrison@centerstone.org
June 18, 2015	Sonya Stephenson	Rutherford County Government	sstephenson@rutherfordcountyttn.gov
June 18, 2015	Steve Bandy	ETHRA	sbandy@ethra.org
June 18, 2015	Susan Burton	Henry County School System	burtons@henryk12.net
June 18, 2015	Tanya Carroll	Campbell County Children's Center	staff@campbellcountycac.org
June 18, 2015	Teresa Allen	Legal Aid of East Tennessee	tallen@laet.org
June 18, 2015	Tina Singleton	Madison County Juvenile Court Services	tsingleton@mjuvenile.com
June 18, 2015	Toni Aleman	NCCD	taleman@nccdglobal.org
June 18, 2015	Tony Murchison	Helen Ross McNabb Center	tony.murchison@mcnabb.org
June 23, 2015	Carol S. Roberson	Southeast TN Human Resource Agency	croberson@sethra.us
June 23, 2015	Carolyn Isbell	The Exchange Club/Stephens Center for the P	charris@laet.org
June 23, 2015	Christy Harris	LAET	crystal@juniorhousecac.org
June 23, 2015	Crystal Guess	Junior's House	dnavrattil@cac9jd.org
June 23, 2015	Darcy Navratil	Kids First Child Advocacy Center	cacmosheim@etnccac.org
June 23, 2015	Deana D. Hicks	Child Advocacy Center of the 3rd Judicial Distr	dhauser@laet.org
June 23, 2015	Del Hauser	Legal Aid of East Tennessee	donna.j.koester@safeharborcac.com
June 23, 2015	Donna Koester	Safe Harbor Child Advocacy Center	cdixon@mnc.edu
June 23, 2015	Dr. Cherae Farmer-Dixon	General Dentist	ebmcmcmore@yahoo.com
June 23, 2015	Elizabeth Mclemore	Graininger Co. Juvenile Court	evelynridman@monroeharding.org
June 23, 2015	Evelyn Tidman	Monroe Harding Inc	gail.dickerson@lebonheur.org
June 23, 2015	Gail D. Dickerson	Le Bonheur Center for Children and Parents	jmorris@laet.org
June 23, 2015	Jane Morris	Legal Aid of East Tennessee	jwyse@tptonco.com
June 23, 2015	Janet Wyse	TiptonCounty Juvenile Court	jarmstrong@laet.org
June 23, 2015	Jeff Armstrong	Legal Aid of East Tennessee	jenelle.robinson@uhsinc.com
June 23, 2015	Jenelle Robinson	Oak Plains Academy	jwheeler@uchra.com
June 23, 2015	Johnnie wheeler	UCHRA	jtsai@porterleath.org
June 23, 2015	Joy Tsai	Porter-Leath	kjoints@tncac.org
June 23, 2015	Karen Jointer	TN Chapter of Children's Advocacy Centers	lcema@fpu.net.com
June 23, 2015	Kathy Hovis	Lincoln County Emergency Management Agen	kpstemmhcrehab@comcast.net
June 23, 2015	Kathy Stem	NHC Rehabilitation	lisa.samples@monroetn.com
June 23, 2015	Keisha Pittman	Dept of Children's Services	mphillips@childadvocacycenter31.org
June 23, 2015	Lisa Samples	Monroe County Government	mikehall@fpu.net.com
June 23, 2015	Martha Phillips	Childrens Advocacy Center	niniharrell54@msn.com
June 23, 2015	Mike Hall	Lincoln County Emergency Management Agen	pevatt@laet.org
June 23, 2015	Nini Harrell	Annice Overall (contractor for WYDC)	ppeterson@laet.org
June 23, 2015	Paige Ewatt	Legal Aid of East Tennessee	
June 23, 2015	Polly Peterson	Legal Aid of East Tennessee	

June 23, 2015	· Robyn Graham	The King's Daughters' School	robyn.graham@tkds.org
June 23, 2015	· Roger Shirley	Lake County Juvenile Court	eztaket@yahoo.com
June 23, 2015	· Scottie Delashmit	Tipton County Juvenile Court	scdelashmit@tiptonco.com
June 23, 2015	· Sherry Greene	Washington County	sgreene@washingtoncountytn.org
June 23, 2015	· Tara Wade/John Roberts	Carroll Academy	jroberts@carroll.tn.org
June 23, 2015	· Teresa Moyers	Jefferson County Juvenile Court	tmoyers@jeffersoncountytn.gov
June 23, 2015	· Terry Bell	Chester County Juvenile Court	terry.f.bell@gmail.com
June 23, 2015	· Trina Reed	Memphis Recovery Centers, Inc.	TReed@memphisrecovery.com
June 23, 2015	· Xuandra Scruggs	New Vision Inc	xscruggs@gmail.com
June 23, 2015	· Antonio Bratcher	G4S Academy for Young Women	antonio.bratcher@us.g4s.com
June 23, 2015	· Sonya Stephenson	Rutherford County Government	sstephenson@rutherfordcountytn.gov

<u>Date</u>	<u>Name</u>	<u>Company / Organization</u>	<u>Email Address</u>
June 16, 2015	Barica Horner	Goodwill Homes Community Services, Inc.	bshn@ghcs.biz
June 16, 2015	David McNabney	Healthstar Physicians	dpmmd@yahoo.com
June 16, 2015	Eunicestein Johnson	Goodwill Homes Community Services, Inc.	ewj@ghcs.biz
June 16, 2015	Jennifer Shelton	Cocke County Juvenile Court	jennifercj@yaho.com
June 16, 2015	Kim Skelton	Hickman County Mayors Office	kskelton@hickmanco.com
June 16, 2015	Larina Corlew	Child Advocacy Center	23rddistrictcac@comcast.net
June 18, 2015	Jennifer Gamble	CAC of Rutherford County, Inc	jennifergamble@bellsouth.net
June 18, 2015	Kelly Williams	Chattanooga's Kids on the Block	kelly@kidsontheblock.net
June 18, 2015	Nannette D Garrett	Perry County Juvenile Court	yso@perrycountytn.com
June 18, 2015	Robin Daniel	Wayne Half-Way House, Inc.	robinwhwh@tds.net
June 18, 2015	Sgt. Fayrene Qualls	Rhea County Juvenile Detention Center	steptoomey@yahoo.com
June 18, 2015	Shelton Fitton Sr.	Wayne County Government	wayneys@yaho.com
June 18, 2015	Tiffany Tobey	MTJDC	tobeytiffany@yahoo.com
June 23, 2015	Kathy Pealer	Upper Cumberland Development District	kpealer@ucdd.org
June 23, 2015	Zannie Martin	Williamson County Juvenile Court	zanniem@williamson-tn.org

<u>Date</u>	<u>Name</u>	<u>Company / Organization</u>	<u>Email Address</u>
June 16, 2015	Deborah Herzel	Legal Aid of East Tennessee	dherzel@laet.org
June 16, 2015	Erin Fizzell	Legal Aid of East Tennessee	efizzell@laet.org
June 16, 2015	Pamela Dickey	Childhelp, Inc.	pdickey@childhelp.org
June 18, 2015	Amanda Pruitt	Child Advocacy Center of Rutherford County	amandapruitt@bellsouth.net
June 18, 2015	Erma L. Simpson	Exchange Club Family Center	Esimpson@exchangeclub.net
June 18, 2015	Gene Lewis	Omni Visions Inc.	glewis@omnivisions.com
June 18, 2015	Jack Parks	Partnership	jparks@partnershipca.com
June 18, 2015	Karla Strauss	The Family Center	dcofficeanager@familycenterfn.org
June 18, 2015	Sandy Chambers	Sevier County Juvenile Court	sandywchambers@yahoo.com
June 18, 2015	Teresa Lipscomb	SpringBrook Behavioral	hr@springbrookbhs.com
June 23, 2015	A'Leshia Browning	Legal Aid of East Tennessee	abrowning@laet.org
June 23, 2015	Jane Morris	Legal Aid of East Tennessee	jmorris@laet.org
June 23, 2015	Jo Brashears	Cheatham County Juvenile Court	jnbrashears@aol.com
June 23, 2015	Paige Peters	Counseling & Consultation Services, Inc	paigepeters@candcservices.org

Division/Region/Facility	Leamer ID	Name	Course Name	Completion DT	Status	Activity
Accounting Services	2554	Atalla,Marcil S	Title VI	12/9/2014	COMP	CH-CB0005-150000-01
Accounting Services	12212	Bard,Dorothy J	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Accounting Services	11043	Chaudhuri,Supti	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Accounting Services	29552	Clark,Tina S	Title VI	3/13/2015	COMP	CH-CB0005-150000-01
Accounting Services	33055	Davis,Terry L	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Accounting Services	2471	Dillard,Tammy L	Title VI	4/23/2015	COMP	CH-CB0005-150000-01
Accounting Services	17136	Fahim,Mohsen L	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Accounting Services	54295	Fawver,Carol L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Accounting Services	3182	Guirguis,Mina K	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Accounting Services	17107	Hager,Milton R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Accounting Services	2791	Isaac,Reda M	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
Accounting Services	18469	Jackson,Darryl J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Accounting Services	6942	Johnson,Cynthia D	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Accounting Services	313487	Mallik,Dolly R	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Accounting Services	1941	Mannan,Ashraf W	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
Accounting Services	30966	Ransco,Trena R	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Accounting Services	24301	Retta,Tadesse	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Accounting Services	39327	Smith,Peggy J	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Accounting Services	32422	Suttle,Cordnia R	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Accounting Services	61788	Wilson,Cynthia P	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Accounting Services	7230	Zundel,David A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Accreditation	11716	Aaron,Shelia D	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Accreditation	45793	Burru,Sharon B	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Accreditation	7558	Hendrich,Rebecca A	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Accreditation	61718	Wood,Courtney W	Title VI	1/2/2015	COMP	CH-CB0005-150000-01
Admn Procedures Office	58451	Marcum,Carol G	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Admn Procedures Office	21570	Moore,Tara S	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
Admn Procedures Office	48771	Myers,Lisa R	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
Admn Procedures Office	61642	Padfield,Claudia Rae Fidler	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
Budget Services	28615	Moses,Donald R	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Budget Services	12577	Neel,Thomas M	Title VI	3/12/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	53964	Adkins,Teresa L	Title VI	3/3/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	56975	Arnett,Melinda A	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	55282	Bailey,Belinda D	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	40768	Bean,Julia D	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	45853	Bebawy,Mirinda M	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	33280	Bennett,Robbie L	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	64467	Boyle,Dana L	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	53190	Butler,Sonya R	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	43825	Carter,Barry W	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	50238	Cline,April D	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	29580	Connell,Mary A	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	5195	Cooper,Elizabeth W	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	310780	Corlew,Joanna B	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	34770	Cox,Robert C	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	19609	Croom Conner,Frieda D	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	236891	Cross,Carol W	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	56199	Davis,Julia A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	56199	Davis,Julia A	Title VI	2/13/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	22941	Dawson,Amy J	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	48415	Dempsey,Elizabeth D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	13817	Douglas,Katina L	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	56599	Elliott,Olivia D	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	11458	Ellis,Patti D	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	39727	Faulkner,Dianitha R	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	16982	Gray,Virginia G	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	55966	Green,Melissa	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	50620	Hale,Nathan D	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	329696	Hall,Melissa D	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	36117	Hammons,Donna	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	45347	Hardiman,Vanella S	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	30730	Hartgrove,Wayne G	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	41852	Hartsfield,Priscilla J	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	13617	Harvil,Dean T	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	12906	Herald,Karen M	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	36197	Hicks,Norma J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	30316	Hollis,Vanessa P	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	11979	Jackson,Rebecca L	Title VI	5/15/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	63589	Jones Butts,Minnie	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	18905	Jones,Pamela	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	23763	Jordan,Marcia D	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	2187	Karkut,Cynthia M	Title VI	5/8/2015	COMP	CH-CB0005-150000-01

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Central Office Child Family Mgt	40583	Keahy,Wanda K	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	9965	Keathley,Jeanne K	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	64456	Keefer,Kenneth E	Title VI	11/12/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	313457	Keesee,Amelia Allen	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	8930	Krebs,David	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	3583	Ladd,Judy A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	62515	Law,Michelle L	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	4833	Lay,Jessica E	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	47180	Love,Jacquelyn H	Title VI	10/2/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	43310	Love,Lisa K	Title VI	4/23/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	49948	Loyd,Mary E	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	46785	Maclin,Linda M	Title VI	4/1/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	31228	McCreary Jr,Hobert M	Title VI	5/15/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	61592	Mcbride,Rebecca A	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	27871	Miller,Eric S	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	27871	Miller,Eric S	Title VI	2/20/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	295148	Mixson,Rebecca E	Title VI	5/1/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	241240	Oakes,Anne W	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	46790	Parrish,Diane E	Title VI	1/16/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	24361	Reed,Marianne L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	5946	Roark,Vicky D	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	331446	Roe,Sylvia Y	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	61145	Roller,Nancy J	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	26205	Salyer,Crystal L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	18385	Sewell,Teresa P	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	59071	Shaw,John M	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	353146	Shiplee,Jacqueline A	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	10319	Sigler,Rita G	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	28938	Smith,Doris R	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	15573	Sturgill,Elizabeth J	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	255933	Tucker,Lynnette D	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	27466	Walden,Brenda S	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	306642	Walker,Brenda	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	17065	Watkins,Sandra M	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	313448	Wattenbarger,Kasey M	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	54090	Whitehead,Georgia A	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	31778	Wilder,Kimberly K	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	41184	Williams-Greenidge,Monica	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Central Office Child Family Mgt	60868	Yates,Edith Gail	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Central Office of Child Safety	295508	Parks,Emily K	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Central Office of Child Safety	344426	Stricklin,Annie	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Central Office of Child Safety	3506	Walker,Amira J	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Central OfficeChild Permanency	63382	Baxter,Arlinda M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Central OfficeChild Permanency	26875	Coleman,Virginia D	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Central OfficeChild Permanency	47642	Hagler,Cheryl F	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Central OfficeChild Permanency	10678	Hicks,Leanore M	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Central OfficeChild Permanency	23347	Mcleskey,Linda	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
Central OfficeChild Permanency	52301	Reid,Alice A	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
Central OfficeChild Permanency	55380	Skinner,Roshon M	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Central OfficeChild Permanency	22133	Stewart,Cheri H	Title VI	5/4/2015	COMP	CH-CB0005-150000-01
Central OfficeChild Permanency	242115	Timberlake,Alexandra C	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	345879	Algee,Simone	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	353106	Arcomano,Ashley M	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	345720	Beasley,Sharla	Title VI	11/19/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	332264	Bell,Prince L	Title VI	1/28/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	280240	Blair,Tiara S	Title VI	2/20/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	307759	Brock,Brandon K	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	27874	Bryant,Michael T	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	354470	Buford,Tia	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	340912	Burke,Jackson Tyler	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	347587	Cardio,Kelsie M	Title VI	12/12/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	346338	Carter,Nykayla	Title VI	12/12/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	345706	Cassidy,Christopher J	Title VI	11/19/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	346335	Claypool,Kimberly E	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	54351	Cothorn,Jennifer C	Title VI	2/20/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	26811	Cothron,Andrea McClure	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	285131	Crawford,Cameron C	Title VI	3/11/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	329237	Crayton,Christina K	Title VI	10/26/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	41876	Cross,Lisa M	Title VI	10/19/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	14665	Crumpton,Melissa S	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	240712	Davis,Tara R	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	8246	DeVore,Allison M	Title VI	10/10/2014	COMP	CH-CB0005-150000-01

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Child Abuse Hotline	308758	Dixon, Gregory A	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	308758	Dixon, Gregory A	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	41822	Dudley, Dimple Q	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	24695	Duff, Florence G	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	329260	Dulin, Charlea L	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	48794	Duncan, Greta S	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	7296	Elam, Jessica M	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	56124	Elam, Kevin B	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	332431	Elder, Jena M	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	320677	Eubank, Brigitte N	Title VI	10/4/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	36397	Fason, Janice F	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	309517	Frizzell, Aleece Lauren	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	43473	Green, Romonica T	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	329264	Guido, Ashley M	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	309527	Haglund, Charlene B	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	309527	Haglund, Charlene B	Title VI	5/4/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	307756	Hall, Candice N	Title VI	10/4/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	104680	Halpin, Margaret E	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	310434	Hawn, Amanda Rae	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	354469	Hodgkins, Lindsey	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	63077	Howell, Lisa A	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	329296	Huey, Tiffany A	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	243159	Hummel, Maleah D	Title VI	12/10/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	5737	Imasuen, Esther O	Title VI	3/7/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	285749	Ivanova, Zhenya I	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	320673	Jarmon, Matthew J	Title VI	12/28/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	332269	Jayroe, Christina D	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	11083	Jenkins, Kelly M	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	38480	Jones, Celeste A	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	60633	Jones, Rickeesha B	Title VI	12/29/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	41886	Knox, Glenda R	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	26961	Lamay, Tresa J	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	49400	Little, Carey D	Title VI	5/1/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	12148	Martin, Terri E	Title VI	12/19/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	326955	Meadows, Karen T	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	16563	Mikami, Pamela J	Title VI	4/24/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	22657	Mitchell, Danyel K	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	346350	Ness, Rachel	Title VI	12/12/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	62344	Nygaard, Sarah M	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	321216	Overton, Sandra	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	32313	Parker, Thomas D	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	6973	Pascual, Jennifer R	Title VI	1/8/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	332276	Potere, Karina L	Title VI	4/5/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	48830	Ray, Daphyne R	Title VI	5/29/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	58389	Ray, Heather A	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	243212	Robinson, Alexis B	Title VI	3/29/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	35914	Roland, Rico L	Title VI	11/1/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	329298	Rutherford, Erica E	Title VI	5/2/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	307758	Sainvil, Erwine I	Title VI	12/2/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	329297	Schoenberger, Lindsey	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	60038	Shaffer, Tomeka L	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	345715	Sloan, Jamie L	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	9414	Sowers, Marva J	Title VI	2/23/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	260905	Stewart, Tanisha D	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	27708	Summers, Jarrell R	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	45714	Throneberry, Justin C	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	353105	Wasilesky, Jessica N	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	58701	Westerfield, Shavonne M	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	8817	Wilkins, Brian K	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Child Abuse Hotline	308481	Williams, Michele M	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	307754	Wine, Danielle	Title VI	12/22/2014	COMP	CH-CB0005-150000-01
Child Abuse Hotline	345712	Woodall, Brian D	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Child Fatality Review	324543	Burleson, Cheri J	Title VI	11/19/2014	COMP	CH-CB0005-150000-01
Child Fatality Review	39758	Davis, Librain N	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
Child Fatality Review	296275	Goodpasture, Tiffany	Title VI	3/2/2015	COMP	CH-CB0005-150000-01
Child Fatality Review	243162	Huggins, Ramona L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Child Fatality Review	322021	Lowe, Melissa T	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Child Fatality Review	323591	Nieves, Herminia B	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Child Health - Dep. Comm.	58917	Hendricks, Eula P	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Child Programs - Dep. Comm.	288006	Binkowski, Britany J	Title VI	4/19/2015	COMP	CH-CB0005-150000-01
Child Programs - Dep. Comm.	15726	Hale, Sherri L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Accreditation	317113	Earls, Lisa L	Title VI	10/28/2014	COMP	CH-CB0005-150000-01

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CO Child Abuse Hotline	311815	Weidenbener,Jeffrey J	Title VI	3/31/2015	COMP	CH-CB0005-150000-01
CO Child Protective Services	63678	Abdallah,Maryam	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
CO Child Protective Services	62347	Beckham,William P	Title VI	3/18/2015	COMP	CH-CB0005-150000-01
CO Child Protective Services	293214	Deprekel,Anne M	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
CO Child Protective Services	27876	Duke,Mary F	Title VI	11/12/2014	COMP	CH-CB0005-150000-01
CO Child Protective Services	38978	Greene-Lamb,Jaimie A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Child Protective Services	43973	Greer,Kate M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Child Protective Services	328049	Iqbal,Haroon S	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
CO Child Protective Services	57372	Lowe-Harris,Carmen M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO Child Protective Services	50667	Lund,Lisa M	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
CO Customer-Focused Government	15538	Haynes,Donovan L	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
CO Customer-Focused Government	56378	Holden,Patricia A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO Customer-Focused Government	3760	Jackson,OLLIE J	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
CO Customer-Focused Government	294032	Pittman,Keisha M	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	250627	Alexander,Janne L	Title VI	5/15/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	325746	Anderson,Lynnette C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	351977	Armstrong,Shavonna	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	303028	Bodley,Larae A	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	271779	Brooks,Calissa L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	24255	Cook,Valerie L	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	353742	Friday,Keena D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	10549	Greene,Aisha M	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	45215	Guy,Mindy S	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	353752	Jackson,Ebonee A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	334902	Mcmillen,Ashley	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	347660	Perry,Moneshiuna E	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	336559	Peters,Freeman	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	297489	Phillips,Casey S	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	280248	Rogers,Elizabeth	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
CO Dav CPS Investigation Unit	9352	Washington,Tiffany M	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO Due Process Review	63058	Crawley Martin,Colette	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Due Process Review	27332	Mckinney,Timothy L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO Due Process Review	33071	Scott,Dana J	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
CO Due Process Review	242523	Wilson,Genora	Title VI	2/17/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	49385	Coble,Sara E	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	260909	Cusick,Courtney L S	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	294411	Ferrie,Jill E	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	282906	Florey,Tina M	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	271568	Friddell,Jaylene E	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	53641	Griffin,Stacey R	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	285955	Heatherly,Billie F	Title VI	6/21/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	351978	Jones,Kristen E	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	326431	Laughner,Kellie A	Title VI	4/30/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	280253	Mcbee,Kristi D	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	286583	Miller,Delilah	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	313471	Monroe,Brittini A	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	281848	Parks,Wesley D	Title VI	1/16/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	65083	Pinkerton,Joseph D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	23048	Sanderson,Kimberly D	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	3442	Seamon,Mary Lou	Title VI	10/5/2014	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	37232	Shepherd,Latoya D	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	27859	Smith,Brandi C	Title VI	2/27/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	45383	Smith,Kelli L	Title VI	4/24/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	313273	Taube,Katharine F	Title VI	2/6/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	5755	Thomas,Millicent A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	37133	Turner,Pamela A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	261338	Witherspoon,Robyn L	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	348710	Woods,Amalia G	Title VI	4/10/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	4422	Wright,Rune V	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
CO East CPS Investigation Unit	43852	Yates,Karla D	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
CO Educational Services	35905	Brown,Susan E	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO Educational Services	3564	Crim,Jennifer S	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
CO Educational Services	18083	Griffin,Nakeisha L	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO Educational Services	65141	Headley,Stephen E	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
CO Educational Services	52288	Kitts,Rector L	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
CO Educational Services	32547	Lyell,Mary R	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
CO Educational Services	11174	Olexa,Joy B	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
CO Educational Services	56017	Rhea,Lois M	Title VI	6/21/2015	COMP	CH-CB0005-150000-01
CO Educational Services	13787	Taggart,Kendra E	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
CO Educational Services	44582	Tipton,Laura M	Title VI	5/6/2015	COMP	CH-CB0005-150000-01
CO Educational Services	13982	Whitehead,Rebecca C	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
CO Educational Services	74128	Woods,Jennifer	Title VI	6/22/2015	COMP	CH-CB0005-150000-01

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CO Family Assessments	257426	Dodson,Courtney A	Title VI	1/23/2015	COMP	CH-CB0005-150000-01
CO Family Assessments	62057	Dunomes,Huey P	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
CO Family Assessments	17038	Hart,Marjahna V	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	37056	Arrowood,Tammy M	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	10156	Black,Bridgit K	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	30930	Chamberlain,Karen D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	46403	Conwell,Erika Y	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	44910	Copeland,Tyran T	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	10821	Cosmini,Susan E	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	52383	Cunningham,Melinda C	Title VI	2/12/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	329058	Curtis,Renicha D	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	6335	Davis,Vicki L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	287369	Jones,Cotrena M	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	33065	Keck,Karen M	Title VI	11/10/2014	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	26316	Keopf,Marie C	Title VI	6/21/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	17769	McFarland,Denise R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	29470	Murphy,Connie R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	35415	Page,Natalie K	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	53787	Price,Avious L	Title VI	3/26/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	307376	Turner,Jessie A	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
CO Foster Care & Adoptions	14492	Whitaker,Robert A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Independent Living Services	60707	Harris,Ginger M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO JJ Other Support Services	37772	Barcroft,Amy A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO JJ Other Support Services	5688	Bolden Rivers,Sherry S	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
CO JJ Other Support Services	2218	Darby,Regina	Title VI	3/30/2015	COMP	CH-CB0005-150000-01
CO JJ Other Support Services	28094	Hughes,Quincy N	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO JJ Other Support Services	46505	Jamborsky,Lila J	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
CO JJ Other Support Services	2153	Newcomb,Elvira E	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
CO JJ Other Support Services	11570	Richmond,Anna A	Title VI	1/27/2015	COMP	CH-CB0005-150000-01
CO JJ Other Support Services	52341	Webb,Rosa L	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	278765	Brown,Blair M	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	329705	Castagnola,Angelina L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	51244	Fox,Vickie E	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	305725	Gardner,Connie E	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	18116	Gray,Amanda J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	90418	Humphries,Lisa A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	333383	Malone,William L	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	323859	Moseley,Ryan C	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	22491	Nix,Cheryl D	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	44269	Norris,John E	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	8958	Orsulak,Karen L	Title VI	6/21/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	282852	Richmond-scarbrough,Shawn M	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	23162	Rutherford,Amanda L	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
CO Knox CPS Investigation Unit	293260	Smith,Kayla M	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	324980	Brown,Lindsay K	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	345719	Campbell,Melanie L	Title VI	11/10/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	268265	Cockburn,Patrick J	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	326823	Collins,Greg A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	62411	Dixon,Cicely T	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	5042	Duffie,Regina	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	308234	Grady,Atana A D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	11537	Gray,Tameika	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	290778	Guerin,Empathy M	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	118440	Hicks,Joseph W	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	336553	Hines,Gwenda P	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	352462	Houston,Ebony N	Title VI	4/6/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	310016	Hughes,Teravona D	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	308226	Hyer,Venessa L	Title VI	11/24/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	307970	Jones,Sonia L	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	58387	Justice,Brandie D	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	336550	Logan,Andrea	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	261018	Martin,Monique T	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	40011	Miller,Angel W	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	54436	Moody,Christina L	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	329052	Moore,Jessica L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	336394	Morgan,Sheneka D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	242111	Pope,Cleatsa S	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	22721	Radley,Morgan R	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	319902	Sanford,Sabrina	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	260379	Smith,Gale J	Title VI	11/20/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	9529	Snodgrass,James R	Title VI	11/20/2014	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	295667	Sorrell,Chelsea A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01

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CO MC CPS Investigation Unit	327133	Swallows,Michelle L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	334065	Whitley,Regina R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	247633	Williams,Brittany C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	39581	Williams,Sharice R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	56469	Worsham,Meredith A	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
CO MC CPS Investigation Unit	27474	Yopp,Gregory H	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	45457	Anderson,Jennifer D	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	19897	Brazelton,Cheryl D	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	45617	Hardin,Sandra G	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	141271	Johnsonius,Jenny R	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	243878	Lee,Melissa D	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	54114	Lowe,Betty Lowry	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	59566	Magat,Ma Teresa M	Title VI	11/10/2014	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	22372	Melton,Benjamin S	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	44567	Messer,Susan M	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	41015	Patton,Julia D	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	28137	Smith,Susan L	Title VI	5/15/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	329691	Spangler,Amy L	Title VI	3/12/2015	COMP	CH-CB0005-150000-01
CO Medical Beh Health Services	50005	Tipton,Katressa D	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	57895	Adams,Kristina N	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	313154	Amerson,Charles M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	3082	Bowman,Leigh A	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	63238	Bryan,Sally Ellen	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	64732	Carter,Patricia A	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	4319	Clark,Russell F	Title VI	3/30/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	261706	Cobble,Christina E	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	37426	Cofield,Diane D	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	278498	Fitzgerald,Shayla K	Title VI	2/27/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	38499	Franklin,Chris L	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	293210	Gibson,Crystal G	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	27700	Gibson,Tonya S	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	38978	Greene-Lamb,Jaime A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	243862	Grindstaff,Kevin D	Title VI	4/15/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	334552	Hill,Brittney L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	271455	Hodge,Emily K	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	37427	Hylemon,Tonia J	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	334299	James,Samantha N	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	281083	Justus,Ashley R	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	270188	Lawson,Leslie N	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	250059	Mcguire,Jessica R	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	312534	Metcalfe,Brent	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	23074	Mitchell-Barnes,Susan S	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	322871	Ruble,Francesca	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	45629	Singley,Mary W	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	60169	Smith,Bryon S	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	4534	Thompson,Karen D	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	147494	Wells Waycaster,Darla J	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
CO NE CPS Investigation Unit	40914	Williams,Priscilla G	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO Network Development	288046	Mitchell,Susan G	Title VI	1/2/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	349903	Ballhagen,Carlas A	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	334544	Beck,Andrea N	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	40134	Brasfield,Timothy A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	50603	Dudley,Stella B	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	45622	Easley,India N	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	22300	Espey,Christy A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	57669	Faulkner,Lisa R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	334529	Foley,Kimberly	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	27559	Gordon,Heather A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	15815	Graham,Shawn L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	48823	Jones,Sharita M	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	313410	Kubik,Jennifer	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	243207	Martin,Jennifer Leigh Broersma	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	61773	Martin,Jennifer M	Title VI	5/29/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	346099	Mcclerkin,Roscoe L	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	339745	Metcalfe,Gladys R	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	266795	Moore,Cortney C	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	271719	Patterson,Jennifer R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	46548	Peeler,Donna K	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	10968	Reed,Tonya L	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	12415	Rich,Shauna Michelle	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	60811	Robichaux,Mona C	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
CO NW CPS Investigation Unit	42653	Ruddell,Suzanne W	Title VI	11/16/2014	COMP	CH-CB0005-150000-01

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CO NW CPS Investigation Unit	278896	Stafford,Jillian L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO Office of Child Health	25628	Obofoni,Tina G	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO Office of Quality Control	10932	Hamblin,Michelle R	Title VI	2/9/2015	COMP	CH-CB0005-150000-01
CO Office of Quality Control	13627	Henderson,John E	Title VI	1/27/2015	COMP	CH-CB0005-150000-01
CO Office of Quality Control	237234	Neeley,Misty D	Title VI	11/16/2014	COMP	CH-CB0005-150000-01
CO Office of Quality Control	6976	Savage,Amy M	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
CO Permanency Planning	65552	Davis,Kerelynn P	Title VI	1/29/2015	COMP	CH-CB0005-150000-01
CO Permanency Planning	2796	Hines,Shirley E	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
CO Permanency Planning	49424	Johnson,John L	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
CO Permanency Planning	62617	Lowe,Susanne A	Title VI	2/2/2015	COMP	CH-CB0005-150000-01
CO Permanency Planning	21086	Patterson,Kelley M	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
CO Permanency Planning	28444	Russell,Beatrice R	Title VI	3/23/2015	COMP	CH-CB0005-150000-01
CO Prevention & Preservation	2921	Fenderson Doss,Linda R	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
CO Prevention & Preservation	61190	Kranhold,Angela J	Title VI	5/15/2015	COMP	CH-CB0005-150000-01
CO Prevention & Preservation	83689	Williams,Jennifer L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
CO Quality Control-Asst. Comm.	273691	Miller,Deborah L	Title VI	1/2/2015	COMP	CH-CB0005-150000-01
CO Recruitment Retention	13715	Leverett,Bobby J	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
CO Safety Analysis	290827	Hengelbrok,Noel	Title VI	12/8/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	318394	Amacher,Jenna R	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	249787	Bean,Felicia M	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	260903	Bojorquez,Katelyn M	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	272020	Bojorquez,Marina E	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	1534	Bradley,Dawn L	Title VI	3/24/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	293970	Burke,Amanda E	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	337350	Carpenter,Ashley	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	247625	Custer,Ashley L	Title VI	4/30/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	3177	Ferencei,Susan M	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	10341	Frakes,Richard W	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	58562	Franks,Susan K	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	54992	Hawk,Penny A	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	342296	Hunter,Debbie A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	272979	Keith,Sara A	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	31480	Lowrie,David H	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	40357	Lusk,Kellie L	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	268914	Lynn,Dale M	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	318804	Magee,Tiffany M	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	311380	Martin,Devon N	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	344273	Pillow,Tanassa L	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	256431	Prince,Erica C	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	75393	Selman,Darkis K	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	39279	Tarpley,April S	Title VI	4/22/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	31944	Taylor,Janet L	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	288887	Transue,Debra L	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	59757	Wencil,Douglas B	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
CO SC CPS Investigation Unit	43579	Williams,Jamie M	Title VI	3/27/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	296173	Barringer,Wendy R	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	10706	Bell,Latasha D	Title VI	1/13/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	32751	Branch,Lee E	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	10177	Cain,Jane L	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	289194	Clark,Catrina M	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	64909	Coleman,Carla L	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	258747	Daniels,Angela A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	343288	Dansby,Latoya A	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	58354	Fondren,Alisha M	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	9382	Frierson,Tylita T	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	335809	Frisbie,Carla	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	300926	Glover,Andrea Ameer	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	25937	Gooden,Valerie D	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	25978	Goodman,Sherika S	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	23947	Gray,Monica M	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	13993	Green,Patricia A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	13545	Hamilton,Laquenta S	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	43981	Harris,Deshawn S	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	289201	Harris,Marquita S	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	308775	Higginbottom,Ashley N	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	306974	Jenkins,Erica D	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	343285	Lewers,Shawana	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	257405	Little,Tarji A	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	246567	Lyons,Chadwick	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	345717	Moore,Moneik C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	36332	Patterson,Kim Y	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Invesitgat Unit	49412	Perry,Kathy R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01

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CO Shelby CPS Investgat Unit	20674	Pointer,Jemeca D	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Investgat Unit	271763	Shipp,Jarvett J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Investgat Unit	62809	Sloan,Latasha M	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Investgat Unit	57522	Tanksley,Lisa A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Investgat Unit	14046	Taylor,Glenda F	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Investgat Unit	11424	Washington,Tabitha E	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Shelby CPS Investgat Unit	289774	Wilson,Sharonda R	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
CO Shelby CPS Investgat Unit	335802	Young,Trista Noelle	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	287887	Adams,Felecia R	Title VI	12/12/2014	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	271746	Anderson,Jaclyn M	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	30988	Arms,Charles E	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	36910	Ball,Army J	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	282851	Benton,Kimberley V	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	327652	Boderck,Gregory R	Title VI	5/1/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	327652	Boderck,Gregory R	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	21997	Bradley,James A	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	240334	Cochran,Lindsey Ely	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	48990	Crawford,Cynthia M	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	313270	Dowsey,Michael T	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	301522	Evans,Shoshanna D	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	258749	Gibbs,Glenda A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	25797	Hancock,Kelly R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	282849	Keen,Christina G	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	302452	Kilgore,Rachel L	Title VI	3/18/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	333066	Mcgrane,Bree V	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	34872	Minton,Julie L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	37633	Moser,Ronald A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	332888	Price,Philip J	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	303149	Russell,Amber B	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	282854	Straney,Alma O	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	332262	Woodard,Regina Lynn	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
CO Smoky CPS Investigati Unit	273588	Yager,Erika M	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	313461	Boyce,Michelle	Title VI	12/7/2014	COMP	CH-CB0005-150000-01
CO Special Investigations	15918	Carver,Virginia L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	53530	Cullom,Karen D	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
CO Special Investigations	31845	Davis,Sarah E	Title VI	3/27/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	282395	Gaffney,Lisca	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	284322	Galstyan,Armine	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	43934	Goodloe,Leslie D	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	280237	Leeman,Jennifer L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	13156	Ley,Richard A	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
CO Special Investigations	26465	McAfee,Abeni R	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	285854	Murphy,Hannah L	Title VI	10/2/2014	COMP	CH-CB0005-150000-01
CO Special Investigations	278533	Omar,Rashidah	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	54183	Priest,Rachel Vira	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	1504	Ryan,Terrence J	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	49379	Schultz,Jacqueline Suzanne	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
CO Special Investigations	8103	Seabrooks,Heather L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	26217	Wolfe,Elaine M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Special Investigations	11499	Woodard,Cheryl J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	54534	Brice,Doretha	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	36548	Carter-Mann,Zandra R	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	334553	Clayton,Amber Dale	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	45535	Craig,Tanika S	Title VI	12/22/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	244527	Dickerson,Fletcher	Title VI	4/23/2015	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	273112	Edwards,Paul S	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	287472	Flowers,Christie A	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	13793	Glenn,Vaneka K	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	338825	Gooch,Serena G	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	4603	Gravley,Robin A	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	24682	Johnson,David W	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	287038	Laird,Taylor U	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	63743	Lenoir,Lamonica Y	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	62563	Love Morgan,Bridgett Y	Title VI	10/12/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	271799	Lucious,Lisa L	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	178286	Mason,Shonda K	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	193460	Maxwell,Jennifer K	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	12958	Saltzman,Amanda C	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	308607	Shopher,Stephen D	Title VI	11/2/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	345713	Spotts,Carolyn Claire	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	330037	Stevens,Michele C	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO SW CPS Investigation Unit	50584	Thornton,Marcie T	Title VI	6/19/2015	COMP	CH-CB0005-150000-01

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CO SW CPS Investigation Unit	27623	Ward,Latoya J	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
CO Training	104735	Arnold,Stacy L	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO Training	198078	Beneke,Bonnie S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO Training	115985	Brown,Sandra Y	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
CO Training	201610	Carpenter,Brenda A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO Training	295813	Chambers,Arminta	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
CO Training	47146	Coleman,Elizabeth P	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
CO Training	77546	Correa,Twyla J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Training	127427	Crane,Carolyn R	Title VI	11/20/2014	COMP	CH-CB0005-150000-01
CO Training	185240	Duvall,Joye G	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO Training	18955	Elkins,Jana R	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
CO Training	69832	Ellis,Stephanie D	Title VI	12/9/2014	COMP	CH-CB0005-150000-01
CO Training	44577	Farmer,Bethany L	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
CO Training	42339	Hall,Sharon D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO Training	7493	Harper,Benjamin A	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
CO Training	62060	Harris,Angel R	Title VI	2/6/2015	COMP	CH-CB0005-150000-01
CO Training	257198	Hensley,Cynthia G	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
CO Training	257198	Hensley,Cynthia G	Title VI	2/21/2015	COMP	CH-CB0005-150000-01
CO Training	101244	Love,Todd P	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
CO Training	72900	Mathews,Laura L	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
CO Training	231008	Molden,Unika H	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Training	84913	Mong,Julia C	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
CO Training	32931	Moon,Michael A	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
CO Training	91132	Mosley,Tina E	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO Training	241941	Nash,Andrea L	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
CO Training	10536	Paling,Kristi L	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
CO Training	128105	Patterson,Kerry E	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
CO Training	1878	Perkins,Rolanda D	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
CO Training	164685	Puckett,Vicky A	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
CO Training	258522	Ryan,Angela Hope	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
CO Training	247944	Segree,Brequia G	Title VI	12/18/2014	COMP	CH-CB0005-150000-01
CO Training	9632	Stotts,Edward L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
CO Training	18576	Strickland,Angela D	Title VI	12/10/2014	COMP	CH-CB0005-150000-01
CO Training	7319	Taylor,Amy N	Title VI	3/5/2015	COMP	CH-CB0005-150000-01
CO Training	45160	Watkins,Tracy L	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
CO Training	14152	Wilkerson,Sherlethia N	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
CO Training	154936	Woods,Belinda A	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	310026	Angel,Christopher B	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	26122	Brooks,Deanna B	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	28033	Brown,Tina M	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	343273	Collier,Zigkeyeah	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	350921	Collins,Linda J	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	37679	Fitch,Dana L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	29013	Gray,Catherine M	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	324592	Haynes,Keri E	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	303068	Holmes,Victoria L	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	333342	Johnson,Julie Anna	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	237513	Johnson,Sharon R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	49171	Jones,Takesha Charmaine	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	62218	Keener,Misty M	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	306185	Keithley,Melody E	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	270268	Lambert,Jennifer L	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	37323	Layman,Joye M	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	310412	Lutes,Heather	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	310808	Nicely,Lacey M	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	326588	Norwood,Steffanie R	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	308213	Olenick,Brittany J	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	35375	Robinson,Macquanetta D	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	303037	Scalesi,Stephanie A	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	10591	Scholtens,Daryl L	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	294065	Shaw,Jillian K	Title VI	4/6/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	43625	Sims,Sonya I	Title VI	4/15/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	27861	Stanford,Amanda M	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	27861	Stanford,Amanda M	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	24202	Tucker,Jacqueline D	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	310426	Weigold,Elizabeth R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	13777	Whitaker,Regina Y	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	13777	Whitaker,Regina Y	Title VI	6/21/2015	COMP	CH-CB0005-150000-01
CO TV CPS Investigation Unit	306691	Windatt,Kelcey	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	6077	Bratcher,Peggy S	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	277822	Butler,Stephanie L	Title VI	2/10/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	238614	Cantrell,Alicia W	Title VI	9/29/2014	COMP	CH-CB0005-150000-01

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CO UC CPS Investigation Unit	257766	Cox,James	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	302554	Dale,William N	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	50445	Dunn,Martha E	Title VI	1/28/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	270842	Garmer,Alysha D	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	21839	Hall,Jennifer L	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	295043	Harrell,Alisha D	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	240675	Hawn,Ivan A	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	22173	Lindsay,Lorra A	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	64691	Mccrary,Carrie A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	13476	Payne,James L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	44087	Powell,Jacqueline A	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	18511	Ramsey,Pamela G	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	330937	Rush,Adam J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	306702	Schoemaker,Sarah M	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	45453	Scott,Tonya M	Title VI	10/5/2014	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	256176	Smith,Shelley D	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	250782	Spears,Ashley E	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	270843	Stoops,Carolyn S	Title VI	6/21/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	349888	West,Neil E	Title VI	2/20/2015	COMP	CH-CB0005-150000-01
CO UC CPS Investigation Unit	280494	Wilson,Shannon Leah	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Communications Office	270410	Velloff,Krysten M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	32316	Armes,Cynthia L	Title VI	5/23/2015	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	9831	Baker,Andrea L	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	262513	Beard,Loretta G	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	20872	Blazer,Christy A	Title VI	12/22/2014	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	52170	Ford Hulén,Amy L	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	259877	Monroe,Brianna R	Title VI	12/15/2014	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	13969	Rivers,Mary W	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	4460	Rose Jr,Walter J	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	48262	Whiteside,Rebecca L	Title VI	1/13/2015	COMP	CH-CB0005-150000-01
Continuous Quality Improvement	42852	Whittaker,Sarah D	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Contracts Services	38900	Hackney,Patricia F	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Contracts Services	12135	King,Linda M	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
Contracts Services	44451	Mayberry,Erica Woods	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Contracts Services	40860	Newman,Regina F	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Contracts Services	31569	Russell,Tonya D	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
Contracts Services	320684	White,Stephanie	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Contracts Services	22030	White,Suzanne G	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
CQI/QA Office	44003	Parker,Crystal R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Customer-Focused Gvt	247335	Belcher,Jennifer Marie Coe	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Davidson County Administration	319412	Andrews,Ashley	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Davidson County Administration	12320	Brock,Mary C	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
Davidson County Administration	42748	Brown,Toni H	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Davidson County Administration	25089	Mason,Janice L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Davidson County Administration	25089	Mason,Janice L	Title VI	2/25/2015	COMP	CH-CB0005-150000-01
Davidson County Administration	20634	Mcdonald,Sandra G	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Davidson County Administration	287061	Parker,Ami	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Davidson County Administration	30788	Woods,Tiwana T	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	324974	Allen,Kila	Title VI	1/13/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	343274	Austin,Natasha	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	310012	Burns,Laquinta S	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	40024	Butler,Elizabeth C	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	306541	Carter,Tarika N	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	31897	Christensen,Tonya D	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	313208	Davis,Jada K	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	351995	Floyd,Shamika R	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	61797	Frazier,Jamila N	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	302685	Friend,Catechia R	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	6063	Goodwin,Sherilynn A	Title VI	1/16/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	27774	Granberry,Charedy L	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	351391	Gray,Heather	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	291873	Guzman,Claudia A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	302649	Jackson,Chanean D	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	2628	Joh,Jabou N	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	9721	Johnson,Jessica A	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	351996	Jumper,Mia L	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	43900	Lowe,Barbara M	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	2475	Lubrano,Maria N	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	54453	Malone,Wanda Y	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	48946	Marshall,Shatina R	Title VI	4/9/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	38504	Mckissack,Lawanda E	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	291348	Medders,Tiffany N	Title VI	6/26/2015	COMP	CH-CB0005-150000-01

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Davidson County Assesment Uni	272379	Merkel,George D	Title VI	12/27/2014	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	60251	Miller,Sharon	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	271639	Moore,Rochelle N	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	313467	Odigie,Charlene	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	19258	Owens,Murelene	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	25540	Perez-Whyte,Dahli	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	302650	Pheiffer,Errin	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	4965	Randolph,Gerald J	Title VI	4/19/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	268272	Ross,Krystal P	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	11914	Ryans,Lori M	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	294070	Sanders,Courtney LaTia	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	335798	Sawyers,Latorrace Denise	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	290352	Simpson,Monique S	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	329075	Smith,Lucinda G	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	291127	Steele,Kelly R	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	5418	Streiff,Peter V	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	321851	Taylor,Tureah	Title VI	5/29/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	27988	Thomas,Virginia R	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
Davidson County Assesment Uni	324963	Thompkins,Kiara D	Title VI	5/6/2015	COMP	CH-CB0005-150000-01
Davidson County Fiscal Support	1892	Hayes,Rosemary	Title VI	2/10/2015	COMP	CH-CB0005-150000-01
Davidson County Health Unit	14102	Roberts,Tiffany R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	293282	Adams,Marquita D	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	335799	Aladenika,Kyla j	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	236678	Allen,Jonathan K	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	49905	Allen,Sikitia L	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	40015	Atakpu,Victoria I	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	2790	Awad,Sherif L	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	274245	Barksdale,Terry W	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	324979	Bass,Demetrius	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	7511	Bell,Eric E	Title VI	4/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	280239	Benimon,Mariah T	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	351976	Bolware,Brittany J	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	308227	Booker,Shenall D	Title VI	5/6/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	236706	Bortz,Neil	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	309511	Bosley,Jennifer L	Title VI	1/26/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	60575	Bradford,Jenny L	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	352400	Brewer,Elaine P	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	64062	Brooks,Donna H	Title VI	1/14/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	243203	Broomhall,Jackie L	Title VI	12/18/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	8796	Brown,Shelia A	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	7580	Bryant,Angela D	Title VI	4/12/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	29135	Byrd,Faye	Title VI	6/6/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	308220	Calvin,Victoria	Title VI	1/23/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	308220	Calvin,Victoria	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	21525	Cannon,Crystal L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	334061	Carter,Jessica R	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	229383	Carter,Ntianu M	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	15559	Carter,Peggy W	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	308215	Cato,Gloria	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	41710	Clark,Leigh A	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	53922	Claybrooks,Timothy L	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	243255	Couts,Kelly	Title VI	12/22/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	351993	Cromie,Kirsten Bencene	Title VI	3/20/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	8941	Cummings,Robert C	Title VI	4/6/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	310915	Dabu,Maria Luisa	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	43358	Dalton,Shawn L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	346333	Davis,Kathleen E	Title VI	3/23/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	303082	Donaldson,Krishana S	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	318487	Dowlen,Carla Louise	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	53203	Ellis,Bethany B	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	7187	Eskridge,Dana L	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	5623	Esterline,Debra J	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	45050	Ezell,Laquisha R	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	24147	Farmer,Edwina F	Title VI	4/9/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	45078	Flippin,Alma S	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	60239	Foye,Gwendolyn L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	11152	Gadallah,Sameh M	Title VI	1/29/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	30047	Ghany,Faheem A	Title VI	3/12/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	335794	Gomez,Giovanna B	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	28291	Granderson,Margaret A	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	14456	Green,Vickie H	Title VI	5/2/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	63638	Guirguis,Pauline M	Title VI	1/29/2015	COMP	CH-CB0005-150000-01

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Davidson County Operations Uni	32653	Hardy,Tammy L	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	309529	Harris,Krystle N	Title VI	10/2/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	352388	Higgins,Lee-ann	Title VI	4/1/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	351988	Hillman,Jacqueline Annette	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	247631	Holder,Alisha S	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	355861	Howard-lewis,Ashley Y	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	54128	Hudson,Lashanda R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	42109	Hyde,Clara L	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	45300	Jenkins Jr,Raymond A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	9117	Jones,Sandra L	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	2108	Kamel,Amany R	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	16594	Kasunmu,Josephine	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	58813	Kelly,Gary W	Title VI	3/17/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	13426	Kelly,Regina M	Title VI	4/10/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	44161	Kennedy,Andrea W	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	17921	King,Reginia M	Title VI	3/24/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	9996	Lawson,Sir L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	15373	Lee,Cedaneo T	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	37290	Lee,Patricia A	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	261999	Lee,Teara T	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	249497	Lemmond,Angela C	Title VI	1/6/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	6108	Littleton,Nelby A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	24566	Loney,Karen W	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	53212	Majors,Inga J	Title VI	4/17/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	60366	Malone,Junenette R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	54311	Malone,Romy	Title VI	10/23/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	41342	Martin,Wanda F	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	58512	McAfee Jr,Curtis R	Title VI	5/6/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	325438	McCarley,Jason T	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	5417	Mcbride,Shaska L	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	36666	Mcclain,Lqisha D	Title VI	3/26/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	4292	Mcneil,Kewonnie L	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	58758	McPhee,Vanessa J	Title VI	4/7/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	299894	Mitchell,Tracie K	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	278568	Moore,Lachia M	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	31362	Moreland,Ricky E	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	307387	Mosby,Brandi N	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	7559	Nesmith,Terrill L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	279820	Nix,Paul W	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	41457	Norment,Beverley A	Title VI	4/25/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	40874	Owens,Linda D	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	60093	Payne,Jerry	Title VI	3/2/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	309510	Phillips,Devin J	Title VI	4/7/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	46080	Phillips,Larry	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	30910	Pinson,Maria A	Title VI	4/18/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	27814	Pitts,Pamela D	Title VI	5/4/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	19226	Porter,Sherry V	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	337669	Pulcastro,Kathleen R	Title VI	11/4/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	310019	Ramey,Teatrice S	Title VI	11/30/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	236705	Reams,Chiquita Johnson	Title VI	4/6/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	35044	Reynolds-Christian,Shonda	Title VI	4/7/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	85814	Rhodes,Sheila M	Title VI	12/4/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	334070	Richmond,Erica	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	334070	Richmond,Erica	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	303079	Ristucci,Elizabeth A	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	144904	Roberts,Rayburn R	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	50679	Sawyer,Davene L	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	41001	Sawyers,Sevara W	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	44305	Schrock Hammond,Amanda	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	3882	Shelton,Jennifer I	Title VI	4/16/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	29817	Smotherman Jr,Bobby	Title VI	4/12/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	36555	Stewart,Adriane R	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	28429	Sweatt,Valarie R	Title VI	1/13/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	65148	Terry,Reba E	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	335797	Terry,Tayler Lynn	Title VI	3/25/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	258334	Thames,Kenyatta	Title VI	4/23/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	8502	Thomas,Geneva D	Title VI	11/20/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	52842	Thomas,John R	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	59032	Thomas,Shirley A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	13117	Thomas-Houston,Shania	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	11747	Tinker,Johnnie W	Title VI	3/2/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	19630	Tomlin,John M	Title VI	4/24/2015	COMP	CH-CB0005-150000-01

Division/Region/Facility	Leamer ID	Name	Course Name	Completion DT	Status	Activity
Davidson County Operations Uni	47040	Tucker,Carla Y	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	10812	Upchurch,Deborah Y	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	324978	Victory,Amber L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	324965	Watkins,Pamela S	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	342603	Watkins,Sahdee	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	37951	Whitlow,Phenessia K	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	33365	Wilkins Jr,James R	Title VI	5/16/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	26545	Williams,April L	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	39274	Williams,Jennifer T	Title VI	11/10/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	44872	Williams,Nicole D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	1427	Wiser,Carol A	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	30463	Witherspoon,Dennis D	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
Davidson County Operations Uni	33651	Zaimah,Rasheed K	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Davidson County Region	14456	Green,Vickie H	Title VI	5/2/2015	COMP	CH-CB0005-150000-01
Davidson County Region	3882	Shelton,Jennifer I	Title VI	4/16/2015	COMP	CH-CB0005-150000-01
Davidson County Training Unit	31049	Clegg,Dana J	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Due Process Review	260821	Champion,Shaina B	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Due Process Review	346344	Hazelett,Kelley B	Title VI	2/20/2015	COMP	CH-CB0005-150000-01
Due Process Review	60375	Miller,Jennifer G	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
East Regional Administration U	14875	Bates,Sonya D	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
East Regional Administration U	31535	Fraley,Pamela	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
East Regional Administration U	36953	Johnson,Karen S	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
East Regional Administration U	18861	Johnson,Linda S	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
East Regional Administration U	28089	Trentham,Patricia E	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	268173	Armstrong,Charlotte A	Title VI	1/27/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	31922	Barnard,Jay S	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	351987	Beard,Crystal M	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	25902	Chambers-Phillips,Susan R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	313153	Crawley,Kristy M	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	322057	Hagen,Carolyn E	Title VI	11/10/2014	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	49479	Jeffers,Lisa K	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	329681	Kidd,Casey D	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	340836	Lawhorn,Nicole A	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	24711	Ledden,Kevin W	Title VI	12/10/2014	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	60829	Lorge,Daniel J	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	340828	McGhee,Heather R	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	38641	Meredith,Angela C	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	322864	Morgan-morales,Melissa G	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	11696	Neidig,Charlene D	Title VI	2/2/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	49083	Pemberton,Jody L	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	340830	Rash,Shannon L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	340830	Rash,Shannon L	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	260926	Sitzlar,Rachel L	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	262886	Skiles,Jodi M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	335042	Sloan,Mallory C	Title VI	4/7/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	351982	Underdown,Brandi M	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	13983	Watson,Kristy Bledsoe	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
East Regional Assesment Unit	313211	West,William T	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
East Regional Health Unit	20231	Marlow,Raymond M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	335796	Antis,Adrianna	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	40823	Baker,Larry D	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	303209	Baker,Miranda A	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	40727	Barger,Glenda J	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	27419	Bargy,Carisa B	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	53926	Becker,Pamela K	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	54050	Bertram,Shawna L	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	36394	Bingham,Catherine N	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	280310	Bohannon,Kristen M	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	355203	Borboa,Melissa A	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	1756	Bouchard,Valarie L	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	260823	Bradley,Robert D	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	5090	Bryan,Domonica C	Title VI	12/15/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	55385	Buckner,Jessica D	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	58252	Burleson,Helen D	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	310415	Bushuiakovish,Betsy	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	45074	Byrd,Amanda D	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	30107	Carrroll,Herman E	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	39737	Carson,Kristy L	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	45389	Chapman,Angela G	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	46268	Chapman,Nancy E	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	21414	Collins,Melanie E	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	55408	Cook,Shawna L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01



Division/Region/Facility	Learner ID	Name	Course Name	Completion DT	Status	Activity
East Regional Operations Unit	304220	Cotton,Merita S	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	43599	Courtney,Gina S	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	48072	Cox,Sandra J	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	15245	Crabtree,Lorri L	Title VI	3/23/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	353151	Creekmore,Kelly J	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	12247	Cyr,Matthew R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	52369	Davidson,Heather D	Title VI	2/10/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	4646	Dawson Jr,Wayne E	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	28769	DeLauder,Rachel L	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	44570	Dial,Deborah K	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	343282	Duckett,Loretta	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	39298	Dugger,Kimberly S	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	45557	Duke,Traci Y	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	19080	Dulaney,Anita F	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	211990	Duncan,Ashley R	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	286787	Eckles,Tommy D	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	50079	Edmonds,Melinda A	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	57093	Evans,Bryan J	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	307611	Everett,Lacy	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	320674	Fannin,John E	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	320674	Fannin,John E	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	27188	Farner,Gwendolyn M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	41873	Ford,James D	Title VI	2/20/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	18217	Ford,Winter B	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	52778	Forrester,Shannon R	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	43751	Freeman,Talitha A	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	328330	Garrett,Kaylee D	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	294988	Hall,Mindy A	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	335049	Harden,Kara L	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	33117	Heatwole,Caterina M	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	43935	Henderson,Amy E	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	19211	Hensley,Lucy C	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	243160	Hickey,Tiffany A	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	22987	Hill,Carmen V	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	31092	Hill,Crystal F	Title VI	3/18/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	57421	Hood,Christine J	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	2817	Howard,Donald W	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	346337	Hughett,Grant T	Title VI	12/2/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	355189	Hutchison,Michael D	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	14836	Jackson,Raymond D	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	54314	Lawson,Brandi N	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	13588	Leonard,Judy A	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	263553	Lester,Christy D	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	263553	Lester,Christy D	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	25787	Lowe,Lisa J	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	24284	Marlow,Jadeena B	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	22370	Martin,Marcy L	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	17663	Mccarter,Sarah E	Title VI	4/10/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	50421	Miller,Lindsey K	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	49719	Miller,Sandra K	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	12288	Mitchell,Crystal G	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	13181	Muirgaen,Christine L	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	4734	Mullins Collins,Haley K	Title VI	12/2/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	4734	Mullins Collins,Haley K	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	54339	Nelson,James L	Title VI	3/9/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	64536	Poster,Heather A	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	293218	Powell,Elizabeth A	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	262347	Queener,Elaine	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	355161	Reid,Joshua P	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	32666	Ringle,Christina N	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	346104	Roark,Morgan D	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	329684	Robertson,Leeanne	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	346351	Russell,Amira	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	54016	Rutherford,Misty M	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	332891	Schoo,Tiffany M	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	34612	Schwartz,Ashley B	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	13581	Seivers,Rose M	Title VI	1/29/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	353149	Sharp,Natasha D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	323029	Smith,Scheryl A	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	313152	Stanley,Tina L	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	54642	Sweat,Lorie A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	38233	Tate,Tiffany M	Title VI	6/16/2015	COMP	CH-CB0005-150000-01

Division/Region/Facility	Leamer ID	Name	Course Name	Completion DT	Status	Activity
East Regional Operations Unit	61900	Thomas,Dorothy M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	17600	Thompson,Joseph L	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	309912	Tucker,Christine N	Title VI	3/30/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	38949	Vandagriff,Gail P	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	57244	Vaughn,Kristi J	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	295723	Vera,Edgar	Title VI	3/20/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	333884	Vowell,Jennifer Misty	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	37256	Walker,Tyjuana A	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	13165	Washam,Sheri L	Title VI	2/12/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	36864	Webber,Kristi M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	31594	Whaley,David B	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	53844	Willoughby,China O	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	5269	Wilson,Kelli A	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	45467	Woods,Rebecca G	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
East Regional Operations Unit	40756	Woods,Susan H	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
East Regional Operations Unit	249253	Young,Janice M	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
East Regional Training Unit	15011	Orange,Daniel K	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
East Regional Training Unit	5999	Shoopman,Vicki W	Title VI	1/9/2015	COMP	CH-CB0005-150000-01
Eligibility Services	64370	Alexander,Shirley B	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Eligibility Services	60280	Harris,Alice F	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Eligibility Services	17117	Klaus,Rebecca H	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Eligibility Services	15701	May,Sherry T	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
Eligibility Services	16820	Rose,Carol J	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	23122	Anderson,Mark K	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	36595	Arnold,Elisabeth A	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	58999	Childress,Debbie K	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	23887	Edwards,Veronica H	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	32893	Evans,Bobbie J	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	38708	Ganoe,Elizabeth A	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	57339	Goff,Suzanne F	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	26888	Helton,Heather C	Title VI	12/9/2014	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	43460	Long,Ashley C	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	63039	Norrells,Jamilah P	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	22132	Petty,Mary J	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Evaluation & Monitoring	26749	Verser,Soneya K	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Facility Management & Support	12671	Diggs,Rodney K	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Facility Management & Support	255372	Mansel,Billy L	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Facility Management & Support	65212	Poteete,William Brice	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Facility Management & Support	298855	Strickland,Gail M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
General Counsel Office	25655	Allison,Patricia A	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
General Counsel Office	26550	Bearup,Scot A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
General Counsel Office	33124	Biggar,Kathy S	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
General Counsel Office	23611	Birmingham,Angela C	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
General Counsel Office	12553	Boone,Judi V	Title VI	4/9/2015	COMP	CH-CB0005-150000-01
General Counsel Office	36496	Bradford,Patricia J	Title VI	3/17/2015	COMP	CH-CB0005-150000-01
General Counsel Office	293407	Bradley,Rebekah L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	322087	Brady,Rebecca E	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
General Counsel Office	277020	Bristol,Marjorie A	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
General Counsel Office	324262	Brooks,Loren C	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
General Counsel Office	36177	Brown,Sheila D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	268535	Carter,Matthew A	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
General Counsel Office	62456	Clark,Elizabeth N	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
General Counsel Office	14565	Collins,Amy B	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
General Counsel Office	53490	Davis,Mary Jane	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
General Counsel Office	294598	Dedeaux-Patterson,Iris A	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
General Counsel Office	1483	Dimond,Douglas E	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
General Counsel Office	295816	Dishmon,Debra L	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
General Counsel Office	283717	Eaddy,Yvette A	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
General Counsel Office	316841	Eckard,Stacy M	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
General Counsel Office	292415	Estes,Audre H	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
General Counsel Office	27498	Evans,Tiffany M	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
General Counsel Office	323411	Fama,Nicholas J	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
General Counsel Office	292923	Fossett,Creighton N	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	53873	Gannon,Emily F	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
General Counsel Office	12364	Gordon,Stephanie S	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	39989	Guinn,Aaron I	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
General Counsel Office	22825	Hall,Lindsay N	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
General Counsel Office	44846	Herd,Danessa M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
General Counsel Office	63471	Hetzel,Tracy A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	337504	Hinson,Kimberly	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	331208	Howell,Renee	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
General Counsel Office	13043	Huddleston,Angela R	Title VI	9/19/2014	COMP	CH-CB0005-150000-01

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General Counsel Office	7979	Hundley,Cathy L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	292432	Ishee,Amy R	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
General Counsel Office	268533	Jackson,Traci L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
General Counsel Office	271718	Jennings,Carolyn	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
General Counsel Office	281168	Jolly,Shay N	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	37055	Keylon,Kelly A	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
General Counsel Office	266177	King,Amanda S	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
General Counsel Office	18744	King,Rubbie N	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
General Counsel Office	63704	Kovac,Susan D	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
General Counsel Office	56145	Latimore,Deana Lee	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
General Counsel Office	331456	Lester,Judy G	Title VI	1/12/2015	COMP	CH-CB0005-150000-01
General Counsel Office	1768	Lovett,Claire R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
General Counsel Office	59975	Lowe,Sharon A	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
General Counsel Office	280219	Maifair,Sammi S	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
General Counsel Office	311850	Marsee,Jill B	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
General Counsel Office	307008	Marsh,Stephen J	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
General Counsel Office	274651	Maumus,Isabelle M	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
General Counsel Office	349469	McCroskey,Sarah Grey Hall	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
General Counsel Office	274333	Moore,Stephen C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	353650	Muehleisen,Paola C	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
General Counsel Office	16243	Neill,Delana H	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
General Counsel Office	346231	Oldfield,Rochelle A	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
General Counsel Office	311852	Parker,Margaret Ann Allen	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	308974	Pelizzari,Brandon K	Title VI	2/2/2015	COMP	CH-CB0005-150000-01
General Counsel Office	24997	Pulley,Jeffrey S	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
General Counsel Office	311842	Pyatt,Vivian L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	22964	Reed,Shirley A	Title VI	4/6/2015	COMP	CH-CB0005-150000-01
General Counsel Office	282259	Rieger,Rachel P	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
General Counsel Office	235746	Robinson,Claudia J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	321803	Rodgers,Helen R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
General Counsel Office	34643	Rogers,Janice A	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
General Counsel Office	301399	Rucker,Amanda L	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
General Counsel Office	52817	Sanders,Judy C	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
General Counsel Office	261436	Simpson,Candace M	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
General Counsel Office	280443	Skelly,Beau B	Title VI	4/17/2015	COMP	CH-CB0005-150000-01
General Counsel Office	29991	Smith,Carolyn A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
General Counsel Office	59684	Smith,Elizabeth S	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
General Counsel Office	299227	Smith,Heather Nicole	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
General Counsel Office	30277	Smith,Mary F	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
General Counsel Office	47651	Smithwick,Daniel K	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
General Counsel Office	333068	Solomon,Nicole M	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
General Counsel Office	52363	Spivey,Jeanette	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
General Counsel Office	330936	Stewart,Whitlee N	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
General Counsel Office	292825	Szmydt,Denise R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	273170	Thomas,Tara C	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
General Counsel Office	333449	Tippitt,Elizabeth	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
General Counsel Office	271608	Trujillo,Agnes S	Title VI	4/10/2015	COMP	CH-CB0005-150000-01
General Counsel Office	6464	Venable,Cathy T	Title VI	3/19/2015	COMP	CH-CB0005-150000-01
General Counsel Office	331776	Welsh,Brigid C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
General Counsel Office	7546	White,Lora D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
General Counsel Office	237219	Wood,Jessica E	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
General Counsel Office	48181	Wright,Matthew F	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
General Counsel Office	61379	Wyche,James B	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Human Resources	64852	Bailey,Cynthia A	Title VI	3/2/2015	COMP	CH-CB0005-150000-01
Human Resources	24833	Burton,Vicki	Title VI	11/24/2014	COMP	CH-CB0005-150000-01
Human Resources	54865	Gill,Betty E	Title VI	11/19/2014	COMP	CH-CB0005-150000-01
Human Resources	30308	Gray,Jessica R	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Human Resources	26736	Hudgens,Samantha N	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Human Resources	329081	Kent,Jeffrey A	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Human Resources	269424	Killings,Brittanie Ann	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Human Resources	56555	Mitchell,Linda F	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Human Resources	21251	Swisher,Abigail D	Title VI	12/15/2014	COMP	CH-CB0005-150000-01
Human Resources	62528	Wayman,Sheila A	Title VI	12/12/2014	COMP	CH-CB0005-150000-01
Human Resources	19281	Young,Coretta R	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Independent Living Services	3805	Aguzzi,David V	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Independent Living Services	135486	Ashburn,Cynthia J	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
Independent Living Services	15192	Bosson,Stephanie A	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Independent Living Services	50992	Butler,Nancy K	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Independent Living Services	43139	Cowan,Sherry R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Independent Living Services	268267	Deer,Tara Nicole Mills	Title VI	9/21/2014	COMP	CH-CB0005-150000-01
Independent Living Services	44906	Eichler,Rikki N	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Independent Living Services	62352	Farrington,Sandra D	Title VI	1/11/2015	COMP	CH-CB0005-150000-01

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Independent Living Services	65521	Leach,Michael H	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Independent Living Services	63370	Lowe,William N	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Independent Living Services	13439	Perry,Clementine	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Independent Living Services	10199	Pirtle,Lela S	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
Independent Living Services	65515	Rees,Dan L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Independent Living Services	54274	Reid,Chrystalyn M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Independent Living Services	5989	Ryan,Gwen	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Independent Living Services	55073	Seabolt,Natalie R	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Independent Living Services	23314	Sheffield,Erika D	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
Independent Living Services	64723	Shonts,David A	Title VI	1/28/2015	COMP	CH-CB0005-150000-01
Independent Living Services	32399	Smith,Kimberley M	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Independent Living Services	11572	Taylor,Shaneka T	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
Independent Living Services	48470	Taylor-Kelley,Patricia G	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
IT Application Management	303333	Duckett,John T	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
IT Application Management	6733	Field,Deborah L	Title VI	11/19/2014	COMP	CH-CB0005-150000-01
IT Application Management	353649	Forest,Terra D	Title VI	5/4/2015	COMP	CH-CB0005-150000-01
IT Application Management	298858	Maurer,Brian P	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
IT Application Management	277881	Myers,Sean D	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
IT Application Management	58694	Okeke,Latondra L	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
IT Application Management	3219	Ooi,Kheng J	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
IT Application Management	353152	Pond,Rebecca	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
IT Application Management	62389	Tavanapour,Mohammad A	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
IT Application Management	65060	Vangalder,Michael W	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
IT Customer Service	31264	Baker,Laurie A	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
IT Customer Service	48150	Bernhardt,Rhonda K	Title VI	1/12/2015	COMP	CH-CB0005-150000-01
IT Customer Service	44871	Black,Tamela D	Title VI	5/15/2015	COMP	CH-CB0005-150000-01
IT Customer Service	28211	Bocci,Linda R	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
IT Customer Service	55687	Bryson,Regina C	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
IT Customer Service	45463	Campbell,Amy L	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
IT Customer Service	62405	Clark,Bettye C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
IT Customer Service	306947	Clements,Stuart R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
IT Customer Service	31227	Goff,Brenda C	Title VI	3/23/2015	COMP	CH-CB0005-150000-01
IT Customer Service	10243	Hunt,Christopher A	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
IT Customer Service	15162	Iaquina,Annick	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
IT Customer Service	17477	Kestner,Kimberly L	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
IT Customer Service	104203	Laxton,Sonia M	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
IT Customer Service	55113	Mastin,Sherry E	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
IT Customer Service	43536	Painter,Raeann	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
IT Customer Service	27390	Williams,Denitrea D	Title VI	4/13/2015	COMP	CH-CB0005-150000-01
IT Customer Service	16117	Worrell,Piper R	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
IT Data Management	3301	Arnold,Patricia L	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
IT Data Management	31901	Church,Christopher G	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
IT Data Management	61267	Deshotels Jr,John R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
IT Data Management	32613	Franklin,Alice C	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
IT Data Management	1265	Gracia,Brian G	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
IT Data Management	21529	Mix,Frank H	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
IT Data Management	292434	Sarro,Thomas L	Title VI	1/29/2015	COMP	CH-CB0005-150000-01
IT Data Management	58251	Thompson,Neal A	Title VI	5/15/2015	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	39066	Bennett,Edward T	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	42658	Daugherty,Karen J	Title VI	1/12/2015	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	45659	Daugherty,Paula E	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	331932	Fazzalano,Paul Anthony	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	64048	Hill,Walter J	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	22201	Johnson,Victor J	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	15309	Keathley,Deborah E	Title VI	4/1/2015	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	16640	Mallard,William R	Title VI	11/12/2014	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	64454	Nenahlo McVey,Jo L	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	31683	Payne,Kevin W	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	37429	Roach,Dale A	Title VI	3/11/2015	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	13141	Sharma,Amitabh	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	40987	Thompson,John A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	55462	Todd,Vicky E	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
IT Ops Infr & Telecom	18468	Wiggins,Jerry W	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
IT Project Management	50730	Moore,Elizabeth J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
IT Project Management	62677	Parisher,Charity A	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
IT Project Management	56971	Tidwell,Jerry W	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
IT Strategic Planning	334068	Harris,Elizabeth A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
IT Strategic Planning	6666	Henson,Anne R	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
IT Strategic Planning	36230	Wampler,Cynthia G	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	62637	Adams,Corbet A	Title VI	6/7/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	59070	Allen,Oneita M	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	272158	Alston,Andrea N	Title VI	6/29/2015	COMP	CH-CB0005-150000-01

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John S Wilder Yuth DevlpmtCntr	31373	Anderson,Augustine	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	37736	Burrow,Billy L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	4712	Byrd,Alan L	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	8436	Chute,Roger D	Title VI	11/28/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	28084	Cobb,Anita A	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	37511	Cox,Regina	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	63505	Curry II,Dennis E	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	28578	Dew,Jerry M	Title VI	4/6/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	44914	Dickerson,Cynthia	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	309478	Evans,Stacia L	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	300301	Grazier,Lareese M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	10176	Grice,Teresa M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	24437	Griggs,Linda C	Title VI	4/24/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	30135	Harville,Emily M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	31744	Ingram,Christopher T	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	20791	Johnson,Christine W	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	27757	Kee,Laquita M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	53611	King,Kathy M	Title VI	5/30/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	54517	Laird,Central D	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	272165	Mccoy,Glenda I	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	43109	Mckeen,Vicki L	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	150510	Montague,Lashanda S	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	43111	Moore,Henry L	Title VI	1/29/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	333333	Morman,Melody K	Title VI	3/9/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	36543	Mosby,Vivian H	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	41743	Ragland,Sharon D	Title VI	5/2/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	36959	Ray Lewis,Valda L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	6441	Robertson,Beverly J	Title VI	3/11/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	39855	Sangster,Michelle	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	303184	Simmons,Monique L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	54212	Tapp,Regina L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	62248	Waldron,Marvin K	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	170679	Weaver,Debra T	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
John S Wilder Yuth DevlpmtCntr	81884	Wiseman,Jane F	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Knox County Administration Uni	14887	Baumgardner,Charles R	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Knox County Administration Uni	28747	Byrd,Sharon B	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Knox County Administration Uni	295062	Snell,April M	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Knox County Administration Uni	291673	Watson,Shakeenah Q	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Knox County Administration Uni	306604	Wright,Jodi H	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	16722	Arepalli,Jennifer R	Title VI	4/18/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	323257	Baskerville,Ericha L	Title VI	12/8/2014	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	36831	Brabson,Lee A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	22748	Broadnax,Carren Y	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	311892	Brown,Jennifer	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	292018	Brown,Natina P	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	278763	Butler,Sarah E	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	302040	Carpenter,Thomas C	Title VI	2/27/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	57245	Collins,Michelle R	Title VI	5/29/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	17227	Cruze,Amber N	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	302287	Eskridge,Shonda Grace	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	3011	Feist,Richard W	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	49209	Gentry,Tammie D	Title VI	6/21/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	8126	Grindle,Connie A	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	350919	Houck,Sheena	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	43464	Keck,Suzanne H	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	64267	Kuubonome,Anthony	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	32774	Mcghee,Latoshia A	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	344450	Mckain,Jacquelyn	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	32400	Messer,Amanda S	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	336286	Mills,Callie E	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	323853	Olkowski,Jeffrey M	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	278770	Pace,Candace L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	329699	Roberts,Sandy	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	328604	Sellers,Candice T	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	48496	Smith,Dawn N	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	278069	Venable,Laura L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Knox County Assesment Unit	21544	Vogt,Kate A	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Knox County Fiscal Support Uni	34117	Carson,Darrell L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Knox County Fiscal Support Uni	334057	Day,Kathy J	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Knox County Health Unit	50277	Hyatt,Sharon G	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Knox County Health Unit	9901	Lowdermilk,Carol S	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
Knox County Health Unit	18858	Smith,Eula M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01

Division/Region/Facility	Learner ID	Name	Course Name	Completion DT	Status	Activity
Knox County Operations Unit	36446	Adair,Sabrina J	Title VI	12/23/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	21836	Adams,Amanda L	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	2723	Allen,Bonnie C	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	63124	Andrew,Kimberly M	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	260911	Bailey,Britney	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	278762	Baker,Evan C	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	62569	Bates,Sara J	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	327653	Baxter,Thomas L	Title VI	3/25/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	3777	Bayless,Karen M	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	55858	Beal,Betty J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	20940	Berkley,Camille M	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	14599	Bice,Joy L	Title VI	12/19/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	349891	Black,Amber M	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	28994	Black,Dawn A	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	40551	Boney,Edana K	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	40553	Bowers,Heather N	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	293261	Brock,Sarah E	Title VI	4/26/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	322853	Brown,Gwendolyn S	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	19987	Brown,Vivian E	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	18937	Bull,Tina R	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	329680	Burke,Leaha D	Title VI	1/15/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	4130	Burr,Alicia A	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	31328	Butler,Lynne M	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	26595	Clabo,Laura M	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	284327	Clower,Julie D	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	35351	Cooper,Kelley N	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	21536	Courtney,Courtney C	Title VI	3/19/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	299715	Cozart,Deanna M	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	345627	Currie,Gabrielle V	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	43077	Daugherty,Deborah J	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	272163	Delp,Terrie L	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	49120	Dockery,Casey T	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	278769	Drake,Kelly N B	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	59920	Dubov,Catherine R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	272164	Evans,Tiara S	Title VI	4/7/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	353739	Force,Emily	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	57395	Franklin,Wendy C	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	311891	Gentry,Savannah E	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	50010	Goben,Deborah D	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	44638	Grissom,Stephanie H	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	31090	Hall,David L	Title VI	5/2/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	1267	Hamilton,Courtney L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	272244	Harvey,Kimberly M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	293255	Hoffeditz,Nathaniel L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	12301	Huffman,Cynthia A	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	3345	Jones,Amanda J	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	21855	Karnes,Melissa D	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	47333	Keene,Pamela J	Title VI	11/4/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	328599	Lamb,Larry S	Title VI	4/10/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	3465	Lawrence,Carol J	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	47911	Lester,Johnnie L	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	4198	Lotito,Elizabeth K	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	325658	Mathews,April N	Title VI	3/26/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	15964	Mcbayer,Ginger L	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	102739	Mccubbin,Michelle L	Title VI	4/23/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	20113	Mckinney,Juan C	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	19229	Merritt,Lisa M	Title VI	4/22/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	45465	Miller,Misty M	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	272166	Monk,Angela M	Title VI	9/28/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	323857	Murray,Tiffany L	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	293264	Myers,Kelly Elizabeth	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	284320	Newton,William A	Title VI	3/19/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	311878	Norton,Jeminaka D	Title VI	1/7/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	43203	Perry,Brandon L	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	284315	Platillero-Howard,Mary A	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	299717	Quick,David A	Title VI	4/1/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	38425	Quick,Hattie S	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	261023	Quinley,Shelby E	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	52339	Ray,Percy	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	45661	Reynolds,Jennifer N	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	323856	Roberts,Haley	Title VI	3/19/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	55682	Rowe,Laura A	Title VI	12/4/2014	COMP	CH-CB0005-150000-01

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Knox County Operations Unit	244616	Sanders,Heather L	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	322075	Scott,Brittany	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	27436	Setzer,Deana S	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	14166	Sewell,Sherry D	Title VI	11/4/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	32025	Shackleford,Kendra A	Title VI	3/19/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	44215	Shults,Sarah G	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	243720	Smith,Clynelle Latrice	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	30919	Stamper,Jennifer J	Title VI	12/22/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	336281	Stewart,Cynthia	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	36082	Thomas,Tammie J	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	36082	Thomas,Tammie J	Title VI	4/13/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	302039	Thompson,Melcharle L	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	45518	Tipton,Pamela Gay	Title VI	4/17/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	322855	Tucker,Jennifer N	Title VI	12/4/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	26288	Waters,Carol L	Title VI	4/24/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	62388	Watts,Alnita D	Title VI	1/15/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	38639	Weaver,Jennifer M	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	289568	Weaver,Sherrie W	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Knox County Operations Unit	12979	Westaway,Ashley D	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	64495	Weston,Tommy J	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	243429	Witenbarger,Wendy C	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	90492	Young,Lori A	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
Knox County Operations Unit	261851	Young,Melissa J	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
Knox County Region	242389	Kranitzky,Kathryn W	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Knox County Training Unit	44760	Chipman,Ashley M	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	26561	Amuzu,Taminko D	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	46516	Andrews,Phyllis D	Title VI	12/27/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	48532	Baggett,Lori E	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	330098	Bennett,Jessica A	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	329072	Birgs,Shaniece N	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	62685	Black,Stephanie A	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	2491	Brownell,Mindie Lynn	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	58375	Dinkins,Arthur E	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	303035	Downs,Shaquanna N	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	334535	Fait,Katlyn Alicia	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	63959	Ferrao,Blossom	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	333886	Galloway,Brandon	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	349656	Garner,Carrie	Title VI	2/10/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	306419	Gray,Marissa L	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	352499	Green,Angela D	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	290781	Handy,Eulice E	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	347196	Hintze,Rori	Title VI	2/23/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	43682	Holt,Wanda L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	313301	Jones,Jessica N	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	336285	Kane,Brooke Nichole	Title VI	1/11/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	309721	King,Katelyn Marie	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	352506	Lee,Mary A	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	55054	Lewis,Ericka L	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	294416	Mason,Ashley M	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	313411	Merriweather,Margaret	Title VI	1/26/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	21247	Nelson-Jones,Sharonica A	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	49517	Noe,Jessica M	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	334527	Odom,Willette R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	330097	Paige,Monica	Title VI	12/4/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	329065	Payne,Deandre B	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	313479	Phelps,Holly H	Title VI	5/4/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	320679	Potter,Juliana M	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	336390	Pridgen,Latasha S	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	39427	Ritchie,Lesley Keele	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	294896	Robinson,Unique N	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	341339	Schroeder,Reba H	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	260383	Smith,Melina	Title VI	3/24/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	27833	Smith,Sandra A	Title VI	5/29/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	303075	Steele,Synthia Arthene	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	330111	Stefko,Hayley M	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	309719	Stewart,Aleshia D	Title VI	4/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	303030	Strand,Caralynn	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	262002	Sugri,Janila A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	45372	Tankersley Burgess,Lanese D	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	329687	Thomason,Rebecca C	Title VI	11/2/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	272012	Wamback,Jamie D	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Reg Assesment	46566	Williams,Tawana M	Title VI	3/10/2015	COMP	CH-CB0005-150000-01

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Mid Cumberland Reg Assesment	330110	Wiser,Jessie L	Title VI	5/29/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	36099	Arms,Tanika M	Title VI	12/12/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	2939	Brookover,Lisa M	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	337341	Culling,Lisa	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	7274	Ellis,Elizabeth H	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	46864	Hotchkin,Barbara S	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	352449	Meyer,Jenifer N	Title VI	3/24/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	25587	Mitchell,Angela B	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	31684	Peters,Veronica E	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	5239	Segovia,Marseeia A	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	42101	Skeen,June R	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Admini	33141	Smith,Mary L	Title VI	1/23/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Fiscal	22042	Brandon,Leannetta T	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Fiscal	5076	Brown,Crystal D	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Fiscal	322068	Pentecost,Deborah	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Health	326557	Battle,Jamica	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Health	20452	Smith,Herbert A	Title VI	2/9/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Legal	12248	Stanley,Jeanette L	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	27672	Adeleke,Natalie S	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	303145	Ashworth,Dena E	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	42541	Atkinson,Shannon M	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	244163	Beard,Walter L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	249145	Beavers,Joe F	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	16537	Beech,Carol Ann	Title VI	12/12/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	329074	Bickford,Kelsey L	Title VI	1/27/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	3244	Biggs,Marion R	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	46247	Boyles,Lisa L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	2507	Bradshaw,Althea C	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	295513	Brandon,Lakeisha D	Title VI	12/8/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	313402	Brinson,Jacqueline	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	308350	Brislin,Alexandra N	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	334536	Brogdon,Sara	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	58243	Brown,Angelia L	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	303051	Brown,Patricia C	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	42936	Bryant,Jacklyn W	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	55688	Bryant,Jacqueline G	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	5355	Butts,Charles W	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	308229	Calhoun,Katina D	Title VI	1/27/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	59111	Carradine,Mecedric A	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	4606	Carroll,Monwella D	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	268925	Chaney,Trenecka L	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	31370	Clark,Michael H	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	313282	Cole,Ashley B	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	255716	Compton,Rodney D	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	9212	Copeland,Correnthea L	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	43537	Cox,Sara Summirell	Title VI	12/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	50310	Crenshaw,Notashia P	Title VI	11/24/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	9720	Crowley,Patrice M	Title VI	2/27/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	272013	Daniels,Misha R	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	23343	Davidson,Janis F	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	36797	Davis,Cydel A	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	260380	Davis,Karmen Y	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	313462	Davis,Sherrie M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	61725	Dawson,Kelly M	Title VI	10/23/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	268917	Diaz,Deborah L	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	273989	Dillard,Regina L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	309728	Dodson,Jessica R	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	261848	East,Adinda R	Title VI	12/7/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	262005	Ebstein,Dana L	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	27153	Faulkner,Arenetra D	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	17762	Ferguson,Kimberli G	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	60538	Ferguson,Lydia D	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	352392	Fischer,Sara L	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	34279	Forté,Theodore R	Title VI	1/6/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	22521	Gammon,Brandy A	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	47983	Gardner,Mary E	Title VI	12/16/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	11334	Gibbs,Peggy S	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	63092	Gosa,Carmen R	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	26148	Groves,Amanda D	Title VI	1/13/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	4114	Halls,Latricia J	Title VI	12/18/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	63583	Hampton,Latrae D	Title VI	12/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	56432	Hargrove-Owens,Gabrielle L	Title VI	9/22/2014	COMP	CH-CB0005-150000-01

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Mid Cumberland Regional Operat	32515	Harris, Terre S	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	290782	Hassan, Lawanna J	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	313464	Hendrix, Rachel W	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	63256	Henry, Ronnica L	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	45479	Hilliard, Stacey J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	36638	Hoffman, Doris E	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	60500	Holmes, Maleka M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	20796	Hussey, Ashley Nicole	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	23463	Hutchenson, Luther R	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	65537	Hutchings, Larissa A	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	333343	Ingraham, Charles B	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	53339	Jackson, Catherine N	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	53388	Jackson, Susan A	Title VI	3/4/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	39246	Johnson, John L	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	50521	Johnson, Terrell K	Title VI	12/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	50521	Johnson, Terrell K	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	44649	Johnston, Christy D	Title VI	12/4/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	10020	Johnston, James M	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	319896	Jolly, Sarah N	Title VI	1/2/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	27818	Jones, Mario D	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	60789	Keith, JaJuan C	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	11853	Kelly, Jeffrey W	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	40206	Kindle, Jennifer M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	242389	Kranitzky, Kathryn W	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	31040	Lackey, Deirdre C	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	54946	Leblanc, Teresia K	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	5012	Lowe, Amy P	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	240613	Lowery, Shauna R	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	240793	Marrero, Stefanie C	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	308212	Martin, James P	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	353153	Martin, Katherine U	Title VI	4/16/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	258478	Masiello, Sandra M	Title VI	1/7/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	9562	Maulden, Jennifer S	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	235355	McKinney, Amanda	Title VI	1/13/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	41908	Mcafee, Deaunta A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	28183	Mccauley, Kenya L	Title VI	2/20/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	10948	Mceldowney, Claudia L	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	329070	McKinney, Chelsea J	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	45604	Merritt, Angela N	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	9971	Middleton, Asha T	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	31637	Millett, Rebekah Allen	Title VI	2/12/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	24684	Mitchell, Evelyn M	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	319892	Moody Darby, Lanita	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	9036	Moore, Karen D	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	37075	Moore, Kimberly D	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	313390	Morin, Allissa M	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	236670	Mosley, Joi M	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	263678	Mulzac, Lecia R	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	21452	Muniz, Cathryn E	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	310022	Myles, Robert J	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	22683	Nabors, Katherine L	Title VI	1/5/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	40924	Nichols, Elizabeth B	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	313400	Nicholson, Ashley L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	84736	Noah, Dale E	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	295466	Norwood, Una A	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	1974	Nova, Cindy J	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	1329	Oldham, Patricia A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	330104	Parkerson, Philip D	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	45235	Partin, Rebecca J	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	31920	Patterson, Melanie N	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	334525	Pena, Jamin	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	10774	Ray, Daniel L	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	322867	Richardson, Christopher K	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	313413	Roberts, Kimberly A	Title VI	10/18/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	1588	Robles, Jenise J	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	21998	Rogan, Felicia A	Title VI	1/12/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	40225	Romans, Shannon E	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	61225	Ross, Brad A	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	329053	Russ, Sunni	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	31874	Sadler, Angela P	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	242156	Sauda, Annakiya A	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	307753	Scantling, Tasha L	Title VI	10/21/2014	COMP	CH-CB0005-150000-01

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Mid Cumberland Regional Operat	18091	Sexton,Amanda D	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	52559	Sexton,Stephanie M	Title VI	1/8/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	36252	Shannon,Kathy D	Title VI	12/4/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	323286	Sharp,Brittney J	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	329496	Sherlin,Michelle Lail	Title VI	12/10/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	50231	Shrum,Shelly D	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	55380	Skinner,Roshon M	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	10883	Skirvin,James A	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	298441	Slavens,Nancy M	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	298441	Slavens,Nancy M	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	64028	Sloan,Robin R	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	324594	Smith,Amanda Michelle	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	247943	Smith,Karen A	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	43532	Smith,Lindsay Aaron	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	294909	Spring,Michael J	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	323236	Spurgeon,Stephanie N	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	313463	Stamps,Tamera Y	Title VI	12/22/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	339749	Stanley,Latonya M	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	39724	Stephens,Sara S	Title VI	4/24/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	335045	Taylor,Davette C	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	309727	Townsend,Brittany N	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	323260	Troutt,Candi D	Title VI	4/6/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	15033	Tucker,Janice L	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	255932	Turner,Ty M	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	255932	Turner,Ty M	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	15959	Underwood,Stephanie S	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	21764	Voyles,William S	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	31522	Warren,Vanessa K	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	13491	Wells,Makisha M	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	307164	Wencil,Benjamin B	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	307164	Wencil,Benjamin B	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	36741	West,Sharon D	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	12350	Westmoreland,Kelly D	Title VI	12/8/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	261849	White,Jessica L	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	35889	Williams,Claude D	Title VI	1/7/2015	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	332897	Williams,Judy	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	43483	Williams,Kimberly C	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	1715	Willis,Nancy R	Title VI	9/27/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	26152	Woodard,Terence T	Title VI	12/28/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	12075	Woodson,Sherry	Title VI	12/4/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	11294	Wyatt,Carolyn Q	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	12893	Wyatt,Heather M	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	307165	Young,Lasonya L	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
Mid Cumberland Regional Operat	28070	Young-Elliott,Michelle D	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	12732	Adams,Robert W	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	18293	Bacon,James T	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	38428	Barker,David A	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	32417	Baxter,Julie E	Title VI	11/16/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	5592	Benjamin,Joseph D	Title VI	5/10/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	37436	Bettis,Peggy A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	41531	Bowelle,Melissa G	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	32398	Bowser,Roger G	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	61481	Brewer,Peter J	Title VI	1/2/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	58811	Brown,David E	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	47406	Bugg,David E	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	11859	Cornett,Deborah D	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	39886	Davis,Christopher L	Title VI	1/3/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	10010	Davis,Jessica F	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	63067	Diefenbach,Debra G	Title VI	1/22/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	39858	Dobbins,Tiffany P	Title VI	3/1/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	18003	Dockery,Herbert J	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	50095	Edmundson,Heather L	Title VI	2/6/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	6134	Edwards,Timothy B	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	312649	Ehlert,Otis Glenn	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	63135	Emmart,Casey W	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	20906	Epps,Bradley S	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	52344	Frazier,Jackie D	Title VI	1/12/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	294917	Gregg,Stephen Blake	Title VI	4/18/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	307306	Haire,Charles V	Title VI	5/4/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	53424	Haney,James L	Title VI	3/25/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	311272	Hardin,Kelvin Eugene	Title VI	1/8/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	12845	Harvey,David L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01

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Mountain View YouthDevlpCntr	36433	Hayes,Leslea Marie	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	50631	Henry,Kim D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	271521	Hill,Ronald Grant	Title VI	11/9/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	41656	Hodge,Paul D	Title VI	1/6/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	12784	Hollibush,Todd W	Title VI	12/18/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	23292	Holmes,David L	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	36240	Holt,Veronica M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	287396	Houston,Stephen W	Title VI	12/16/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	48079	Ingram,Judy K	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	5649	Jackson,Shajai W	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	9070	Johnson,Craig S	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	46845	Johnston,Lawrence E	Title VI	1/28/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	43796	Lane,Tracy L	Title VI	2/6/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	46252	Ledford,Sharon S	Title VI	6/21/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	20063	Mandle,Lea R	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	13306	McCoig,Russell S	Title VI	1/28/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	261495	McNamara,Patrick Sean	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	53801	Money,Brandi D	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	55179	Moore,Carolyn A	Title VI	10/18/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	47314	Morgan,Rick L	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	89195	Mutterspaugh,Alexander J	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	30867	Myers,Phillip M	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	65479	Neary,Laurie B	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	24704	Neblett,William L	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	62073	Necessary,Dorothy J	Title VI	11/23/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	8929	Odeli,Everett E	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	20094	Ogle,Betty R	Title VI	12/12/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	334541	Olden,Clara R	Title VI	10/12/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	29094	Pace Dennis,Connie	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	15258	Partin,Emma L	Title VI	4/26/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	61524	Patterson,Kenyon L	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	11194	Perkins,Robert T	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	54956	Petty,William A	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	27507	Phillips,Keela K	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	11350	Powell,Donald E	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	12269	Powell,Erica D	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	19506	Raley,Kathy M	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	23269	Richardson,Rudy C	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	47920	Rickard,Donald W	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	32427	Rogers,Travis G	Title VI	12/9/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	50910	Russell,Sivilla A	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	9719	Ruth,James A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	64989	Sabetta,John D	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	34885	Sartain,Heather T	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	55973	Seals,Robert M	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	19888	Shaver,Wanda L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	280748	Smelcer,Dusty Tyler	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	14989	Stroupe,Beverly A	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	34715	Vincent,Keith C	Title VI	11/11/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	44988	Whitt,Jamie A	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	11463	Wildler Jr,Chester D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	41968	Wilhoit,Loretta C	Title VI	1/15/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	266002	Williams,Chanda K	Title VI	3/4/2015	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	303141	Wilson Barnett,Teresa D	Title VI	10/2/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	28901	Wilson,Kyra J	Title VI	10/5/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	14081	Wise,Lana K	Title VI	10/2/2014	COMP	CH-CB0005-150000-01
Mountain View YouthDevlpCntr	21292	Young,Kristy N	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
North East Regional Administra	27463	Carter,Tonya L	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
North East Regional Administra	45955	Hall,George F	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
North East Regional Administra	350897	Jobe,Yolanda	Title VI	2/12/2015	COMP	CH-CB0005-150000-01
North East Regional Administra	28076	Killian,Vikki I	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
North East Regional Administra	64346	Mahanes,Michelle G	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
North East Regional Administra	54372	Osborne,April L	Title VI	4/16/2015	COMP	CH-CB0005-150000-01
North East Regional Administra	52479	Sanders,Lucretia B	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	17543	Bare,Stacy A	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	24612	Bellamy,Angela C	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	43072	Blair,Kristl D	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	36248	Blecha,Audrey C	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	323854	Caldwell,Mckenzie N	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	313261	Collea,Chelsey E	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	61551	Crumley,Cynthia A	Title VI	11/20/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	337971	Doss,Breanna R	Title VI	2/24/2015	COMP	CH-CB0005-150000-01

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North East Regional Assessment	313446	Dyson,Marquise C	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	313394	Eaton,Melanie R L	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	248578	Fullen,Heather M	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	313445	Garcia,Stephanie N	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	35696	Greene,Abigail E	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	343191	Hackler,Candice N	Title VI	4/17/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	10145	Hawryluk,Lisa M	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	35681	Honeycutt,Wendy L	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	272142	Horne,Anieta F	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	306701	Hughes,Kayla D	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	192069	Humphrey,Stacey E	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	24580	Johnson,Dolores A	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	64101	Knowles,Trenton D	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	342288	Lay,Lauren M	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	39702	Miller,James A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	307304	Miller,Lori K	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	295505	Miller,Megan	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	34618	Moore,Melanie J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	342449	Mullins,Trisha	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	4802	Ogden,Kimberly A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	107077	Patton,April M	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	48701	Reece,Mikah L	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	49223	Richardson,Stephanie B	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	4573	Robinette,Jason M	Title VI	5/4/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	15678	Rollins,Rebecca M	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	235221	Schank,Rachel J	Title VI	12/17/2014	COMP	CH-CB0005-150000-01
North East Regional Assessment	50086	Simerly,Melandie B	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	281097	Toombs,Fredia D	Title VI	4/22/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	32986	Wagner,Bethany A	Title VI	2/12/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	6933	Whaley,Carol M	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	353550	Wilder,Jessica L	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	5305	Winegar,Tina M	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
North East Regional Assessment	4547	Zeolia,Chasty K	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
North East Regional Health Uni	65535	Fountain,Cheryl L	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
North East Regional Legal Supp	145403	Weber,Rebecca L	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	306688	Abbott,Clarissa M	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	9974	Addington,Vanessa E	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	293221	Allison,Kevin N	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	19063	Anderson,Lora L	Title VI	3/27/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	4541	Asbel,Ellen L	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	62541	Ball,Amber N	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	193465	Barr,Jamie L	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	51862	Barron,Violet M	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	55175	Basinger,Kimberly R	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	8452	Beese,Erin D	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	48647	Bennett,Lisa K	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	25522	Berry,Brenda G	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	48841	Bowers,Gail E	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	33046	Bradley,Deborah L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	27545	Britt,Sara E	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	320253	Britton,Vicki M	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	45908	Brooks,Sheila W	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	240518	Brown,Melissa A	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	337973	Buck,Courtney	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	118359	Campbell,Rebecca B	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	250255	Carrier,Marsha A	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	17746	Carter,Holly M	Title VI	9/21/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	52626	Cassell,Amy G	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	21837	Catron,Jewel A	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	23304	Cavin,Shelby J	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	295507	Clark,Bryan Thomas	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	4185	Clark,Elizabeth M	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	18297	Clingan,Jalana M	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	303057	Collins,Christian R	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	53245	Conley,Sonja R	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	299714	Cook,Amy L	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	15115	Cook,Patricia M	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	258743	Cornett,Karen D	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	64098	Cox,Shastelle M	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	313251	Crum,Kaley J	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	27228	Culbertson,Erin R	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	14823	Cummings,Jandie A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01

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North East Regional Operations	48857	Cutlip,Christina M	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	273655	Davis,Crystal Lea	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	287907	Davis,Rose M	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	240474	Dean,Holly D	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	4303	Duty,Victoria A	Title VI	4/13/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	293222	Eanes,Laura Hope	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	65438	Easley,Neil A	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	16428	Embree,Sherry S	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	39273	Erwin,Tosha Jo	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	49440	Fletcher,Rebecca A	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	4412	Folkner,Betty M	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	44503	Frye,Norman E	Title VI	3/3/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	62856	Furches,Stephanie M	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	24777	Garland,David E	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	53683	Gerlach,Christi M	Title VI	5/1/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	4918	Gibson,Casey N	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	345716	Gilliam,Calae A	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	19605	Godsey,Jennifer R	Title VI	1/5/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	4299	Greer,Robin R	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	261625	Hagy,Mark A	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	14660	Hall,Jeremy P	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	337959	Hall,Joshua E	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	60508	Harr,Pamela G	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	44699	Harris,Lora L	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	25505	Hatley,Judy A	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	328280	Hicks,Jennifer N	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	313191	Honeycutt,Danielle L	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	309143	Horton,Susan L	Title VI	5/1/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	265469	Huening,Kimberly A	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	353644	Hummer,Kristin M	Title VI	4/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	21733	Humphrey,Deanna J	Title VI	1/29/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	16595	Jansen,Lea Ann G	Title VI	10/23/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	33650	Jenkins,Toni J	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	3959	Jennings,Cynthia R	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	51860	Johnson,Christopher T	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	18294	Johnson,Patricia C	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	285743	Jones,Danielle J	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	265854	Jones,Josh	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	10595	Jordan,Susan M	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	4450	Keen,Kathy Y	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	44763	Kiker,Tessa A	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	32676	Knowles,Lindsay B	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	22347	Kojundic,Melissa D	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	263508	Lane,Margaret L	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	37356	Larimer,Lisa H	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	4903	Laurent-McCamey,Diana M	Title VI	5/6/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	4978	Lewis,Vonetta L	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	14649	Light,Angela R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	303185	Lilly,Allison J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	11423	Lowry,Julie J	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	27673	Manis,Rita L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	285727	Mann,John C	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	40139	Marshall,Candace L	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	48396	Massey,Amy E	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	14103	Mathes,Kimberly D	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	313470	McCurry,Ben A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	345711	McDonald,Camille	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	42649	McKinney,Donna C	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	313218	McKinney,Kendra T	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	2499	McKinney,Ricky N	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	291594	Mccartt Gentry,Jacqueline N	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	55230	Mckee-Ayers,Kristin D	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	7365	Metcalfe,Marilyn J	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	240619	Miller,Breanna L	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	61223	Mills,James A	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	4844	Monds,Kristin L	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	39932	Morales,Michelle Dyan	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	19736	Morgan,Jeannie R	Title VI	1/28/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	28028	Myers,Brenda C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	54736	Oliver,Sheila R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	293219	Orr,Kristen Y	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	62542	Orren,Brantley S	Title VI	5/5/2015	COMP	CH-CB0005-150000-01

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North East Regional Operations	25591	Overbey,Alan S	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	4618	Pack,Jane S	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	45904	Poston,Debra D	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	16905	Powell,Sarah E	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	9572	Price,Joshua	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	5597	Quick,Malcolm M	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	307222	Rhudy,Samantha R	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	54148	Richmond,Lisa L	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	261095	Robinette,Cherub Ruth	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	51124	Rutherford II,Samuel B	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	14178	Rutherford,Kimberly A	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	13526	Sawyer,Barbara L	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	40192	Sharp,Ashley N	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	39276	Sherfey,Travis L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	42696	Smith,Janis D	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	3672	Smith,Jennifer A	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	309913	Stanley,Courtney J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	247337	Steele,Jamie D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	34545	Talley,Donna M	Title VI	3/2/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	36705	Taylor III,George W	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	285321	Tiffany,Priscilla A	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	35112	Tipton,Linda K	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	53995	Trivette,Teresa A	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	323863	Trusler,Rachael Finney	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	27462	Vanover,Lisa L	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	291591	Velez,Salome M	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	45765	Vines,Patricia L	Title VI	1/9/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	4532	Warren,Michael K	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	287904	Wilhoit,Katie S	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	31627	Winters,Pamela Ann	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	60472	Wise,Pamela K	Title VI	5/1/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	4683	Wood,Shannon K	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	64507	Woodby,Jennifer V	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
North East Regional Operations	14016	Woods,Sheila L	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
North East Regional Operations	353551	Yates,Lillian Arriona	Title VI	4/30/2015	COMP	CH-CB0005-150000-01
North East Regional Training U	25345	Carter,Sharon D	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
North East Regional Training U	352659	Day,Stephanie K	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
North East Regional Training U	12647	Gilley,Rhonda J	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	43687	Barnes,Tiffany R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	308617	Bowen,Misty L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	262345	Brantley,Billie T	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	3213	Calamia,Laura A	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	53331	Cash,Michelle L	Title VI	3/5/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	14620	Coleman,Stacey R	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	342617	Estrada,Jamie L	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	31782	Holloman,Cynthia L	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	50384	Hyde,Tamika M	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	269908	Jez,Nikki Licole	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	27473	Jump-Burke,Bridget A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	24557	King,Jill	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	9593	King,Pamela Z	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	23118	Lawson,Tina E	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	62468	Merchant,Diana M	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	289294	Ogden,Adrienne N	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	345721	Ralston,Ricco	Title VI	1/14/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	26115	Rhodes,Andrew	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	12338	Roney,Jennifer B	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	45232	Stewart,Janie B	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	47022	Tarkington,Deborah A	Title VI	2/11/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	32003	Tarpy,Lydia G	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	32003	Tarpy,Lydia G	Title VI	12/9/2014	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	269191	Turner,Amanda R	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	330822	West,Holly	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Northwest Reg Assesment Unit	294899	White,Tracy Jennifer	Title VI	6/6/2015	COMP	CH-CB0005-150000-01
Northwest RegionalAdministrati	14996	Barcroft,Sandra K	Title VI	12/29/2014	COMP	CH-CB0005-150000-01
Northwest RegionalAdministrati	19914	Bunn,Deborah A	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Northwest RegionalAdministrati	35489	Campbell,Joann B	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Northwest RegionalAdministrati	45700	Hodge,Jennifer A	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Northwest RegionalAdministrati	33670	Hubble,Tracy L	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Northwest RegionalAdministrati	33134	Legins,Camille	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Northwest RegionalAdministrati	47139	Oliver,Anita K	Title VI	5/29/2015	COMP	CH-CB0005-150000-01
Northwest RegionalAdministrati	9834	Pierpoint,Beverly K	Title VI	6/5/2015	COMP	CH-CB0005-150000-01

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Northwest RegionalAdministrati	30978	Presson,Tori D	Title VI	12/15/2014	COMP	CH-CB0005-150000-01
Northwest RegionalFiscal Suppo	309471	Davis,Alexandria O	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Northwest RegionalHealth Unit	342541	Sutcliffe,Lisa	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	294364	Barnhill,Amanda Lou	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	349505	Birdwell,Kristen E	Title VI	1/27/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	87909	Black,Edna M	Title VI	3/23/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	31395	Boatright,Eugenia H	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	162470	Boroughs-baxter,Lisa R	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	202527	Bostick,Tammie L	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	26392	Bowker,Lynda A	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	343278	Brasher,Chelsea	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	46001	Brooks,Bret N	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	309513	Brown II,Ronald K	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	48550	Brown,Jessica R	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	37617	Burton,Gaye L	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	333072	Calvert,Amber Ryan	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	10723	Chapman,Tracy A	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	50151	Clericuzio,Annibale	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	337335	Cole-staley,Chelley	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	31122	Coleman,Carrissa L	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	56468	Coleman,Stephanie M	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	28239	Cowell,Cynthia L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	42692	Crockett,Patsy E	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	303769	Crosser,Kristi J	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	8832	Curtis,Cynthia L	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	313485	Dixon,Summer S	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	39904	Dudley,Joshua S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	39904	Dudley,Joshua S	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	249433	Elkins,Lauren M	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	32932	Evans-Jackson,Kim L	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	243354	Farris,Elizabeth R	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	273858	Felts,Amanda L	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	18903	Frisch,Beverly C	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	243541	Gibson,Heather R	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	28055	Gipson,Melanie R	Title VI	11/24/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	291860	Godwin,Rita D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	27527	Green,Kelly L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	289216	Green,Kerry L	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	25454	Greer,Karen M	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	17571	Grigsby,Doris J	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	17571	Grigsby,Doris J	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	41853	Gurien,Judy A	Title VI	9/7/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	41853	Gurien,Judy A	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	348842	Hagewood,Ashley	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	4113	Harris,Diane H	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	323030	Harris,Lea C	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	33102	Harrison,Vanessa K	Title VI	3/4/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	237762	Harwell,Leslie K	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	321593	Hayes,Amanda D	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	333076	Haynes,Ellen M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	42382	Haynes,Julia N	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	5317	Henson,Angella G	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	348844	Hentz,Nikki	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	9540	Higginbotham,Terri Reney	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	55024	Hill,Debbie L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	27827	Hollowell,Carrie B	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	57827	Horton,Jack E	Title VI	3/23/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	17366	Jennette,Diana L	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	343269	Kee,Katie B	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	32781	Lanciloti,Donna M	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	9814	Langford,Cynthia L	Title VI	12/5/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	24183	Liebergese,Chris H	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	257091	Lightsey,Camille N	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	6668	Lockett,Sara M	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	49444	Lorhorn,Donna J	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	327654	Lucy,James D	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	327654	Lucy,James D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	44613	Maness,Emily R	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	51937	Martin,John M	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	331461	Mathis,Chelsey A	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	7677	Miller,Harry E	Title VI	2/11/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	49813	Moore,Iva M	Title VI	10/1/2014	COMP	CH-CB0005-150000-01

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Northwest RegionalOperations U	53226	Morgan,Nora D	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	21101	Morrisett,Jacqueline D	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	25448	Muse,Sherri L	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	8079	O'neill,P Loretta	Title VI	4/22/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	54218	Peevyhouse,Sandy C	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	329497	Perry,Rebecca L	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	22673	Priest,Ashley A	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	14979	Pritchett,Andrew J	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	22472	Reeves,Teddy J	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	43827	Rice,Emily E	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	23001	Richards,Terrie L	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	327656	Richardson,Stephanie M	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	321856	Sanford,Megan B	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	296000	Sawyers,Kandi N	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	31127	Selph,Becky J	Title VI	3/24/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	53215	Stout,Becky L	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	21914	Sumrok,Natalie C	Title VI	4/1/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	11327	Thomas,Henry L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	28191	Thompson,Teri L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	336667	Tomlin,Tara L	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	57212	Tuck,Gary L	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	41802	Vaughn Jr,Ben H	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	32197	Vickers,Laura M	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	48302	Vinson,Angela S	Title VI	12/16/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	6589	Walden,Barbara J	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	118380	Walker,Candace J	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	27377	Warren,Amanda D	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	46891	Webb,Phyllis G	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	26296	Webb,Sarah E	Title VI	3/4/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	248962	Weed,Marty D	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Northwest RegionalOperations U	19554	Wilson,Patty E	Title VI	12/15/2014	COMP	CH-CB0005-150000-01
Northwest RegionalTraining Uni	10647	Jackson,Donna L	Title VI	11/10/2014	COMP	CH-CB0005-150000-01
Ofc Juvenile Justice Deputy	2613	Moore,Jacqueline L	Title VI	5/15/2015	COMP	CH-CB0005-150000-01
Office of Child Health	57116	Yelton,Diana G	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Office of Child Permanency	323000	Rutherford,Amanda M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Office of Child Safety	27486	Aaron,Carla B	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Office of Child Safety	40665	Butler,Stephanie L	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Office of Child Safety	17046	Coble,Amy S	Title VI	1/9/2015	COMP	CH-CB0005-150000-01
Office of Child Safety	46575	Cook,Sheriee R	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Office of Child Safety	290839	Hengelbrok,Michelle L	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Office of Child Safety	283577	Modell,Scott J	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
Office of JJ Deputy	59442	Samuel,Cathlyn K	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Office of JJ Deputy	48685	Singleton,Venus M	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
Office of the Commissioner	233264	Blair,Zackary Wayne	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Office of the Commissioner	11164	Hommrich,Bonnie	Title VI	1/2/2015	COMP	CH-CB0005-150000-01
Office of the Commissioner	2829	Rotella,Julia P	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Policy	26757	Bragg,Sirena Y	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
Policy	2032	Fly,Christina M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Policy	26260	Gauger,Lori A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Policy	295506	Greene,Brittany M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Policy	350843	Holloway,Rachael C	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
Policy	242157	Hummel,Amanda J	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Policy	21534	Patterson,Shannon M	Title VI	4/23/2015	COMP	CH-CB0005-150000-01
Policy	4751	Prochaska,Deborah E	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Policy	55545	Reed,Keiana L	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Private Provdrs / Residential	321892	Billings,Giovanni M	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
Prive Provider/Residential	19950	Alimpic,Verica	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
Prive Provider/Residential	33017	Burney,Susan E	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Prive Provider/Residential	55167	Cate,Sarah E	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
Prive Provider/Residential	30962	Harvey,Phoebe D	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Prive Provider/Residential	28884	Lee,Scott M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Prive Provider/Residential	257121	Raglin,Ashley N	Title VI	4/9/2015	COMP	CH-CB0005-150000-01
Prive Provider/Residential	64964	Stephens,Brian M	Title VI	5/29/2015	COMP	CH-CB0005-150000-01
Prive Provider/Residential	12183	Williamson,Jeffrey M	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Prive Provider/Residential	8257	Young,Pamelia S	Title VI	2/6/2015	COMP	CH-CB0005-150000-01
Psychology	64152	Amos,Jill	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Psychology	55936	Carden,Archie D	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Psychology	241019	Fahr,Deborah R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Psychology	59471	Finton,Billy Mark P	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Psychology	63025	Hilliard,Deryl	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Psychology	306052	Hobbs,William C	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Psychology	4336	Montgomery,James H	Title VI	6/18/2015	COMP	CH-CB0005-150000-01

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Psychology	260812	Taylor,Barbara L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Psychology	7887	Tureau,Corinne S	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Psychology	9526	Valerio,Carolyn C	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Quality Service Review	293412	Brennan,Jamie N	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Quality Service Review	53379	Cochrum,Tracy L	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Quality Service Review	48694	Henderson,Sandra D	Title VI	4/13/2015	COMP	CH-CB0005-150000-01
Quality Service Review	15052	Kasch,Nancy E	Title VI	2/27/2015	COMP	CH-CB0005-150000-01
Quality Service Review	56585	Maners,Barbara K	Title VI	11/12/2014	COMP	CH-CB0005-150000-01
Quality Service Review	27168	Nease,Anthony W	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
Quality Service Review	56289	Walker,Jason E	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Quality Service Review Admin	289184	Mallory,Vicki C	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Regional Fiscal Management	15427	Hayden,Yvonne	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Regional Fiscal Management	287509	Reagan,Rebecca Mullins	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Revenue Maxization	3379	Armonat,Norman L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Revenue Maxization	37240	Cathey,Tina R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Revenue Maxization	13799	Devaney,Timothy C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Revenue Maxization	1617	Ismail Elkaissy,Mohamed A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Revenue Maxization	48196	Litton,Tamara A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Revenue Maxization	64211	Patel,Virendra C	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Revenue Maxization	60597	Radford,Angela V	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Revenue Maxization	55971	Scales,Shaneshia T	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
Revenue Maxization	319287	Schiller,Eric S	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Revenue Maxization	54053	Woodard,Lee A	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Revenue Maxization	42734	Zaki,Febe	Title VI	4/22/2015	COMP	CH-CB0005-150000-01
Risk Management	27111	Abbott,Colleen J	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Risk Management	6393	Anderson,David W	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
Risk Management	3572	Crowley,Michelle J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Risk Management	35954	Hardaway,Monica S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Risk Management	292875	Howard,Shawn	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Risk Management	63726	Jackson,Rebecca L	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Risk Management	41721	Jenkins,Bartley W	Title VI	5/4/2015	COMP	CH-CB0005-150000-01
Risk Management	307841	Kim,Myung S	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Risk Management	236624	Leake,Christina D	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Risk Management	307842	McKinney,Todd R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Risk Management	30983	Mcclanahan,Jamie S	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Risk Management	11287	Morris,Ronald E	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Risk Management	288499	Osgood,Richard W	Title VI	1/2/2015	COMP	CH-CB0005-150000-01
Risk Management	2061	Owens,Debra A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Risk Management	47136	Todd,Russell N	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
Risk Management	302797	Von Dohlen,Mark E	Title VI	2/13/2015	COMP	CH-CB0005-150000-01
Risk Management	63005	West,Samantha W	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Risk Management	27118	Whitfield,Kelly G	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Risk Management	27631	Williams,Mark A	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Risk Management	12731	Young,Deirdre R	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
Shelby County Administration U	9292	Cooks,Yvette J	Title VI	1/27/2015	COMP	CH-CB0005-150000-01
Shelby County Administration U	10780	Hyman,Merlene F	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
Shelby County Administration U	14581	Johnson,Angela L	Title VI	10/12/2014	COMP	CH-CB0005-150000-01
Shelby County Administration U	29178	Lanois,Deborah A	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Shelby County Administration U	49966	Lewis,Karen Douglas	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Shelby County Administration U	26072	Sandidge,Jacqueline L	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Administration U	2011	Steele,Trina A	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	33960	Allen,Lawrence C	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	20191	Allen,Michelle	Title VI	12/8/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	64430	Amos,Hope L	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	308784	Blake,Amber S	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	267505	Brown,Lakita L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	314970	Burnett,Crystal M	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	289782	Burns,Maranda R	Title VI	3/27/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	60369	Chapman,Lavetta L	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	63424	Chew,Tonni L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	306972	Cosby,Wandra D	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	26507	Davis,Lisa R	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	21593	Davis,Nicole Y	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	258755	Ford,Samuel L	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	49447	Fox,Michelle A	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	134203	Gafford,Emily M	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	54732	Garrett,Lori J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	271794	Graham,Krystal	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	278504	Greer,Shalanda D	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	240651	Hankerson,Avonda N	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	54840	Harts,Yvetta L	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	271788	Higgins,Aisha Y	Title VI	10/30/2014	COMP	CH-CB0005-150000-01

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Shelby County Assesment Unit	9549	Hodges,La Shaun C	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	258759	Holloway,Erica	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	59907	Ingram,Yolanda D	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	17052	Jefferson,Brian C	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	343560	Jenning,Sheterrika L	Title VI	12/8/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	335808	Johnson,Jessica D	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	59452	Knighen,Tony E	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	3856	Lewis,Patrice R	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	58937	Lofton,Rossie H	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	343563	Logan,Beunca S	Title VI	12/8/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	27262	Martin,Marsha L	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	17369	Matthews,Jamil E	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	54215	Meadows,Latara C	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	343562	Mitchell,Alia	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	58840	Moore,Kendra V	Title VI	2/6/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	59302	Obert,Lesley D	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	41513	Ponder,Jacquelyn	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	292877	Price,Chanelle T	Title VI	12/2/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	292940	Richardson,Tamara L	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	332539	Robertson,Lakeshia N	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	19024	Rogers,Julie D	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	37097	Saulsberry,Michael B	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	8877	Shepard,Tonya R	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	314969	Sims,Lashunda	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	55188	Spivey,Bobbie A	Title VI	1/15/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	59747	Springfield,Josiephine	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	31904	Taylor,Felicia A	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	314975	Taylor,Millie L	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	47798	Thomas,Chandra	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	43810	Traywick,Daphne C	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	46936	Walker,Joyce S	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	42349	Whitaker,Anna N	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	302555	Williams,Ashley A	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	249492	Wilson,Terrika M	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	258753	Wright,Melvin	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Shelby County Assesment Unit	314971	Young,Miranda A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	292949	Adams,Keisha M	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	313148	Albright,Danielle	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	32725	Alexander,Latura A	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	271748	Allen,Deonna N	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	49048	Baldwin,Timothy S	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	15952	Banks,Michelle	Title VI	11/4/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	237808	Barnes,Leisa R	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	61061	Beasley Chew,Kimberly	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	18839	Bell,Janice R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	246060	Bell,Stephanie N	Title VI	11/19/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	60371	Berry,Alvis B	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59083	Black,Kimberly M	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	53134	Bonds,Barbara A	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	12656	Bonds,Takeyisha D	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	289773	Boykin,Tarika R	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	31488	Bradford,Marqueshia D	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59555	Brown,Constance L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	54595	Brown,Herbert B	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59873	Bryson,Letha L	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	54328	Bullock,Catrina L	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	2662	Burnett,Kisha L	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	25909	Cage,Marquita A	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	15090	Cannady,Annette A	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58363	Carr,Lanique P	Title VI	11/19/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	54235	Carter,Linda F	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	323276	Chatham,Eilyn A	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	55372	Chism,Lisa M	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	27695	Clayton,Felicia Y	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	18685	Coburn,Vanessa G	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	18565	Cohen,Gloria J	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	45442	Coleman,Ran	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	25707	Coleman,Thelma R	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	279207	Collins,Alisa R	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	62348	Cooper,Samuel K	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	323269	Couch,Sharon D	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	1407	Covington,Marsha W	Title VI	10/8/2014	COMP	CH-CB0005-150000-01

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Shelby County Operations Unit	308780	Cross,Brennan	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	36083	Crutchfield,Audrey P	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	64952	Cutter,Danzi L	Title VI	1/8/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	63445	Daugherty,Shatosha J	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	48622	Davis,Tarvis C	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	63894	Davis,Toni L	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	56128	Davis-Waller,Terri L	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	302565	Defillo,Brittany M	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	19496	Dooley,Lenora D	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	18687	Dortch,Rita D	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	12090	Dunn,Donyale R	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59470	Ellis,Tiffany L	Title VI	12/16/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58342	Fair,Denise L	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	5349	Fant,Lester L	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	14533	Fields IV,James J	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	308779	Flake,Alaina N	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	49204	Flowers,Tonya L	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	57369	Fowler,Artrena F	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59475	Gage,Charneka C	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59475	Gage,Charneka C	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	323266	Gagnon,Sarah N	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	54285	Gary,Dakshanique V	Title VI	4/16/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58647	Gatewood,Lakeisha	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	38109	Giles Polk,Vickie D	Title VI	3/16/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59138	Golden,Chadwick D	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	332531	Grier,Dawayna J	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	31852	Gunn-Davis,Bernice	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	306970	Harris,India M	Title VI	2/13/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58313	Harris,Koteria S	Title VI	3/24/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	55050	Harris,Mary A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	41580	Harris,Sharon A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	22627	Harris,Sheila L	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	332595	Harshaw,Sandra L	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	14038	Henderson,Laura L	Title VI	12/10/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	64412	Herrington,Rita F	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	9353	Hibbler,Tara Y	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	292948	Hill,Dalya A	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	56328	Hill,Vera L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	51247	Holmes,Mitchell L	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	314972	Hudson,Marketa E	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	332600	Hunter,Ashley E	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	37501	Jackson,Gina G	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	27398	Jackson,Renata D	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	12840	Jacobs,Deborah S	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	308782	Jefferson,Meoshea M	Title VI	10/23/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59737	Jiles,Patricia A	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	243917	Johnson,Sonja D	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	314973	Jones,Charles A	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	62314	Jones,Janet D	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	28101	Jones,Jarrita L	Title VI	12/5/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	315160	Jones,Jessica M	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58960	Jones,Kimberly L	Title VI	12/2/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	306973	Jones,Menekio M	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	271781	Justice,Melissa N	Title VI	3/4/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	292945	Kelley,Susannah D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	292941	Kemp,Kamishea S	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	9934	King,Miche L	Title VI	6/20/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	15727	Layton,Debbie	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59877	Leland,Tawanna L	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	53131	Lewis,Dorris J	Title VI	1/14/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	275850	Lewis,Tramaine	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	61218	Lomax,Patricia R	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	52999	Love,Ernest	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	6076	Lynch,Albert C	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	332599	Mabry,Queenisha Jakia	Title VI	10/2/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	20487	Mallet,Annette C	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	46412	Malone,Georgia M	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	63579	Manning,Ebony S	Title VI	11/4/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	48891	Marion,Tonya Y	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	49963	Marshall,Lashaundra N	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58829	Matthews,Jacqueline D	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	11118	Mc Coy,Sharon M	Title VI	5/12/2015	COMP	CH-CB0005-150000-01

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Shelby County Operations Unit	60541	McCray,Jovita S	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	278491	Mcguire,Demaris B	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	63758	Miles,Trina B	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	115893	Mitchell,Tiffany L	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	46911	Moore,Cora	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	29075	Morris,Gwendolyn	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	8287	Morton,Da Vida M	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58488	Nabors,Sharron D	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	56891	Nason,Michael A	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	38496	O'hay,Roselyn L	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	37764	Oliver,Katrina M	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	335800	Parker,Emily Alyssa	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58304	Parker,Melba J	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	262510	Patton,Jocelyn Nicole	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	49558	Perry,Keva L	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59433	Perteet,Igina D	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	63448	Pipkin,Verlinda C	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	31732	Powers,Malissa	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	26479	Prater,Alicia Y	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	47170	Randolph,Rex A	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	51093	Reed,Carolyn B	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	258456	Robinson,Monique B	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	314974	Robinson,Tiffany N	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	47307	Rodgers,Cynthia A	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	170824	Rogers,Kizzy M	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	22156	Rogers,Nicole N	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	332602	Royal,Tanya D	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	307850	Rucker,Jabbar	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58196	Ruth,Kelvin L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	23221	Saffold,Deshun	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	60379	Sanders,Toshiro M	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	18470	Sargent,Suzan A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	278505	Sheppard,Tommy D	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	249499	Shivers,Tara L	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	36942	Simpson,Kevin D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	289205	Simpson-campbell,Janis C	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	296174	Sims,Danielle A	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	296174	Sims,Danielle A	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59419	Smith,Shorlanda L	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	13845	Stokes,Delsia A	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	8826	Stovall,Alonzo	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	59899	Stringer,Shewronda Davis	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	49227	Swift,Daphnie L	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	283719	Tennial,Larhonda D	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	24312	Terrell,Anice J	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	335807	Thomas,Shaketta R	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	24442	Thomas,Vernetta S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	37261	Thornton,Everett C	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	355172	Tisdell,Eboney L	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	31190	Townsend,Cheryl D	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	292950	Triplett,Passionate Michelle	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	63906	Turner,Tonya R	Title VI	5/12/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	49902	Walker,Dwight A	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	16053	Walker,Potocha T	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	64425	Walker,Sandra R	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	102823	Walton,Lakesyia E	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	251806	Ward,Tenisha A	Title VI	10/2/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	292942	Watkins,Cassius D	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	36349	Watkins,Eddie L	Title VI	12/4/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	45930	Watts,Vicki A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	18877	Webb,Sylvia B	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	14191	Whitmore,Clemeteen	Title VI	4/18/2015	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	47279	Williams,Beverly M	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	335801	Williams,Brenie	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	314965	Williams,Dreassha Smith	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58460	Williams,Senetra L	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	287905	Wilson,Jade J	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	12027	Windham,Dornise E	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	38038	Woodson,Stefanie R	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	38016	Wright,Latrice N	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	58319	Wright,Linda G	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Shelby County Operations Unit	240645	Yancy,Cherlyn D	Title VI	6/15/2015	COMP	CH-CB0005-150000-01

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Shelby County Operations Unit	289206	Young,Latina M	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Smoky Regional Administration	292373	Barley,Laurie D	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Smoky Regional Administration	334409	Edwards,Lindsay	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
Smoky Regional Administration	42251	Harbin,Mary C	Title VI	2/13/2015	COMP	CH-CB0005-150000-01
Smoky Regional Administration	325661	Ingle,Jeanne J	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Smoky Regional Administration	14909	Ingle,Shirley S	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Smoky Regional Administration	312270	Khoenle,Cheryl A	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Smoky Regional Administration	47342	Poole,Merideth J	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
Smoky Regional Administration	326590	Reed,Lisa G	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Smoky Regional Administration	308996	Shirk,Martha S	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
Smoky Regional Administration	37420	Stratton,Wanda J	Title VI	3/23/2015	COMP	CH-CB0005-150000-01
Smoky Regional Administration	7899	Williamson,Wendy R	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	28172	Baxley,Mary A	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	243870	Cervino,Brenna E	Title VI	3/2/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	326439	Childress,Rebekah M	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	324859	Christian,Regina L	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	333380	Collins,Jessica L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	290771	Coram,Jessica Dawn	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	312537	Davis,Jordan E	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	243134	Drinnon,Jessica L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	269219	Earley,Randi J	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	19738	Garrison,Rebecca S	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	302560	Heinrich,Amy	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	49769	Hinkle,Olivia P	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	333441	Intrieri,Annie	Title VI	2/27/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	278328	Nobles,Patrick R	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	64941	Phillips,Cassandra N	Title VI	12/12/2014	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	324855	Rodriguez,Dora J	Title VI	1/31/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	18019	Russell,Max E	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	332275	Soza,Tiffany	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	350904	Strange,Jacquelyn	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	8576	Van Over,Cynthia S	Title VI	12/9/2014	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	10486	Vaughn,Linda R	Title VI	12/2/2014	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	42634	Williams,Robin L	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Smoky Regional Assesment Unit	272161	Woodruff,Demond T	Title VI	2/27/2015	COMP	CH-CB0005-150000-01
Smoky Regional Health Unit	14392	Sheets,Sandra R	Title VI	3/12/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	334911	Brooks,Daniel G	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	21507	Daniels,Matthew P	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	4984	Davis,Sonia L	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	6367	Ellis,Philip A	Title VI	1/26/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	56481	Frazier,James L	Title VI	2/25/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	17982	Goforth,Julie L	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	17982	Goforth,Julie L	Title VI	4/18/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	45075	Greer,Gretchen L	Title VI	3/9/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	9261	Halcomb,Susie D	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	31221	Henson,Pamela S	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	312533	Manning,Shelby L	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	62119	Owens,Debra D	Title VI	5/22/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	39607	Ramsey,Glenda A	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	239311	Slagle,David	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	303052	Sweeten,Kellye R	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	17478	Tyson,Teresa R	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	21528	Ward,Crystal A	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Smoky Regional JJ Coodination	50182	Ware,Cathy E	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
Smoky Regional Legal Support U	327838	Cole,Whitney L	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	23227	Anderson,Sarah Courtney Sweet	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	14282	Barbee,Rebecca S	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	240191	Barkley,Ashley	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	204975	Barrett,Amber J	Title VI	12/11/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	2285	Bettencourt,William R	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	308568	Bordeaux,Courtney E	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	308568	Bordeaux,Courtney E	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	5423	Bradley,Laura Nell Benfield	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	11143	Brinks,Daniel S	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	267992	Brooks,Sarah K	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	313144	Burke,Robert F	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	301506	Campbell,Amanda R	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	2773	Carter,Casey J	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	9674	Clevenger,Ingrid M	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	18720	Clevenger,Steven C	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	64870	Cross,Laura A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	36242	Dalton,Jodi L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01

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Smoky Regional Operations Unit	4426	Davis,Carol E	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	38821	Davis,Eric R	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	326783	Davis,Katherine L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	277451	Day,Kristin E	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	255844	Dillon,Jessica A	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	37069	Dockery,Laura A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	27033	Dockery,Shedenna A	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	27069	Dunn,Amanda N	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	310518	Eggers Bentley,Linda K	Title VI	5/17/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	54847	Ellison,Cynthia E	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	111811	Farnham,Angela L	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	258745	Ferguson,Kathleen M	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	14234	Forbes,Laura A	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	320670	Fox,Krista N	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	17930	Fox,Leslie G	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	256940	Gardner,Tanya Jan	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	9590	Garner,Tammy L	Title VI	2/17/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	302449	Gibson,Matthew A	Title VI	3/31/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	13498	Gilliam,Seth I	Title VI	10/23/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	2381	Good,Rani L	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	48215	Gray,Deanna R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	323477	Grey,Teresa L	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	50872	Griffin,Jacqueline D	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	55547	Hamilton,Laura A	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	328475	Harkless,Jason Randall	Title VI	1/22/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	27870	Harris,Emily L	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	54878	Headrick,Christina B	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	60400	Headrick,Valerie N	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	19968	Helm,Sondra S	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	291123	Herrell,Katherine M	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	292016	Hudson,Karen	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	61517	Huenergarde,Heidi C	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	43613	Hunt,Kelley S	Title VI	2/25/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	14946	Jackson,Aimee G	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	32661	James,Kaviandra I	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	325747	Jennings,Ashley N	Title VI	6/21/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	329676	Johnson,Donald J	Title VI	3/27/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	237666	Johnson,Levi B	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	6565	Johnson,Tamra J	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	6565	Johnson,Tamra J	Title VI	4/7/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	17352	Johnson,William A	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	324863	Kirk,Robyn D	Title VI	10/25/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	324863	Kirk,Robyn D	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	15127	Lakins,Rebecca W	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	15127	Lakins,Rebecca W	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	65444	Langley,Sukanda M	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	350906	Law,Erin M	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	39589	Lawson,Debra L	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	11602	Littrell,Michelle L	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	4487	Mclain,Jewell D	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	47470	Mcnamara,Catherine M	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	11330	Moyers,Susan D	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	15842	Murphy,Victoria J	Title VI	3/9/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	17843	Patton,William S	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	62046	Phillips,Debra L	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	7304	Powers,Robert D	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	351382	Presnell,Tiffany L	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	15993	Pressley,Julbania M	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	36950	Ramsey,Kimberly L	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	50147	Ramsey,Rebecca A	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	43426	Raper,Amy B	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	293977	Rayfield,Angel	Title VI	2/6/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	63862	Reeves,Janel J	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	65311	Rementeria,Ysidro	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	4551	Reynolds,Linda G	Title VI	4/20/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	4551	Reynolds,Linda G	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	160783	Richards,Tammy R	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	257547	Rouleau,Robert J	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	332266	Ruoff,Stacey M	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	246646	Schoonover,Jan C	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	31833	Shepherd,Tammy L	Title VI	1/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	54195	Smith-Mink,Shellee L	Title VI	12/3/2014	COMP	CH-CB0005-150000-01

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Smoky Regional Operations Unit	63214	Spence,Delsa M	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	11603	Swaney,Kelly M	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	344271	Swanger,Rebecca C T	Title VI	12/29/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	2771	Talley,Eileen D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	48988	Thomas,Karen L	Title VI	5/4/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	40036	Thornton,Cynthia A	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	350927	Tucker,Phillip Michael	Title VI	5/18/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	322907	Vanvranken,Tabitha A	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	12684	Wall,Donna A	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	302053	Way,Katharyn S	Title VI	6/11/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	234657	Williams,Jason D	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	5401	Williams,Marlene D	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	303034	Willoughby,Marsha L	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Smoky Regional Operations Unit	344459	Yeager,Deborah L	Title VI	12/23/2014	COMP	CH-CB0005-150000-01
Smoky Regional Training Unit	5016	Royston,Misty D	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
South Central RegionalAdminist	13658	Dixon,Tammy R	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalAdminist	51036	Fleming,Gertie F	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
South Central RegionalAdminist	22089	Karbowiak,Stacy L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalAdminist	25620	Parker,Bonnie M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalAdminist	40041	Skelton,Kari M	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
South Central RegionalAdminist	34244	Williamson,Lisa Ann	Title VI	1/5/2015	COMP	CH-CB0005-150000-01
South Central RegionalHealth U	31492	Brock,Tracy S	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
South Central RegionalHealth U	14312	Stone Jr,Michael G	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalJJ Coodi	6216	Flanery,Michael W	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	56527	Alexander,Gwynne R	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	45914	Anderson,Judy A	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	131559	Anderson,Martha	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	28795	Aschbacher,Olivia A	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	53656	Baer,Daphne V	Title VI	12/2/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	9171	Ball,Lora A	Title VI	12/4/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	45331	Barkley,Lacretia D	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	330446	Baxter,Christina M	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	27829	Benedict,Daniel C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	332892	Blalock,Brittney N	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	313430	Blanton,Katherine E	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	32126	Bottom,Debra P	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	296168	Bowling,Jeffrey C	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	27221	Bowling,Melanie D	Title VI	3/10/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	41276	Brandon,David L	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	350930	Brandon,Regina G	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	33501	Brazier,Sarah K	Title VI	10/23/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	334905	Brazier,Tabitha L	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	14101	Brown,Charity M	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	32037	Brown,Jamie L	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	25648	Bryson,Shelley H	Title VI	12/2/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	16965	Bryson,William P	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	17995	Buchanan,Carrie B	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	337675	Burnett,Stephanie L	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	45052	Carr,Heather M	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	42643	Caruth,Emily R	Title VI	4/16/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	32500	Christman,Jaquista L	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	55461	Clardy,Janice S	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	309341	Clement,Jennifer M	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	286327	Conley,Kristin B	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	19269	Cothren,Angela J	Title VI	12/30/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	50263	Coure,Eric L	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	38232	Crawford,Erica S	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	64965	Cremeans,Christina Foster	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	55567	Dartis-McCullough,Seandra L	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	49830	Davis,Stephen S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	7183	De La Rosa,Jeanne L	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	50200	Delk,Michelle M	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	311381	Diefenbach,Danielle A	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	64116	Dittmar,Maria I	Title VI	11/10/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	30155	Dodson,Jerry M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	10852	Erfourth,Shelley L	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	9476	Fisher,Lisa R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	4019	Flagg,Mary E	Title VI	11/20/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	324805	Foucher,Amanda M	Title VI	1/23/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	257076	Fuller,Jami L	Title VI	2/19/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	301521	Fultz,Brittany Nicole	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	38178	Gentry,Tony A	Title VI	10/14/2014	COMP	CH-CB0005-150000-01

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South Central RegionalOperatio	30957	Glasscock,Candi D	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	54213	Golden,Tracey G	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	334906	Gray,Christian Slater	Title VI	2/27/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	261593	Green,Melinda F	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	8011	Gremillion,Philip N	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	48720	Griffy,Christopher A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	16116	Harris,Tia A	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	60879	Hartley,Tiffany	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	291237	Haston,Shannon D	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	36994	Haws,Karla J	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	343279	Head,Chelsea	Title VI	12/10/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	49170	Hill,Sabrina L	Title VI	9/21/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	326818	Hill,Sara N	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	1297	Holt,Jessica L	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	59524	Horton,Jeanne D	Title VI	3/4/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	313286	Hulse,Jesse L	Title VI	1/13/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	43835	Humbert,Sarah R	Title VI	2/4/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	235433	Jennings,Kimberly R	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	14704	Jernigan,Ivy W	Title VI	3/18/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	41600	Johannes,Misha A	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	337340	Johnson,Jennifer L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	25941	Johnson,Loretta A	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	293377	Keith,Elizabeth S	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	25869	Kelley,Lara S	Title VI	2/2/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	239392	Kelley,Misty L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	45358	Kendrick,Courtney F	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	18790	King,Melanie D	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	49945	Kraus,Holly D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	27223	Lamprecht,Lori B	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	307755	Lazarus,Felicia D	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	56458	Lindsey,Adam S	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	330808	Lopez,Darlene	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	295464	Lovely,Rachel Nicole	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	237543	McClure,Silke	Title VI	3/3/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	14270	Mccarl,Daniel B	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	58686	Mccrary,Nancy L	Title VI	10/23/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	22890	Mcfall,Stacie L	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	269186	Meares,Haley D	Title VI	1/15/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	27418	Meneese,Lawanda Y	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	60583	Michetti,Linda J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	325666	Miller,Jared D	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	329060	Milner,Janlece A	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	334062	Mingle,Samantha L	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	351388	Monks,Nola	Title VI	4/17/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	49582	Moultrie,Lydia E	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	281217	Owens,Erica P	Title VI	1/14/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	41430	Owens,Gwynn M	Title VI	9/14/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	243327	Palmer,Jennifer A	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	342292	Parish,Katelyn J	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	48617	Parker,Becky C	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	302455	Parker,Jennifer F	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	30958	Peacock,Shenila D	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	177756	Peery,Christie M	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	325665	Pendergraph,Tiffany J	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	15662	Pennington,Alesia D	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	21167	Powell,Lindsay	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	26852	Powell,Stacy R	Title VI	3/23/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	26676	Primm,Cynthia A	Title VI	3/6/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	63027	Ray,Marcia L	Title VI	4/15/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	40247	Ray,Miranda J	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	218459	Rhodes,Kimberly M	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	341348	Rich,Cynthia Jane	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	3642	Ring,Denise R	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	55360	Risner,Stephanie J	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	49705	Roberts,Kathy D	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	38312	Rogers,Morgan L	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	27280	Rooker,Diana J	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	58150	Rush,Margaret B	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	255243	Sanderlin-white,Emily J	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	53981	Schaefer,Keri L	Title VI	12/10/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	34713	Semafumu,Chawna W	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	23501	Simmons,Valerie A	Title VI	10/8/2014	COMP	CH-CB0005-150000-01

Division/Region/Facility	Learner ID	Name	Course Name	Completion DT	Status	Activity
South Central RegionalOperatio	38231	Smith, Eric R	Title VI	3/11/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	37200	Smith, Kellee E	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	334901	Smith, Leigha	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	1781	Smith, Sonia A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	9648	Smith, Tyneta L	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	9639	Sprowl, Iris A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	334067	Stewart, Jodi L	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	353147	Stockard, Scotty H	Title VI	4/17/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	21244	Stults, Melissa C	Title VI	1/15/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	30080	Thompson, Judy S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	51190	Wade, Carol A	Title VI	9/21/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	41544	Waldrum, Cheryl Jeanene	Title VI	2/5/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	15222	Walker, Carlotta D	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	39978	White, Tracye L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	14610	Wright, Monica J	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
South Central RegionalOperatio	243328	Wunner, Holly A	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	21227	Alderman, Erin D	Title VI	4/29/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	269512	Allen, Sherry L	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	278067	Baker, Kenneth A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	334909	Blankenship, Kelly K	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	53990	Brown, Christie E	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	15377	Brumit, Tracy J	Title VI	11/4/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	39296	Bullard, Melissa D	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	60402	Clark, Sandi M	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	48977	Crockett, Rosalind R	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	21372	Dalton, Carrie A	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	16446	Daniels, Roseline A	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	318807	Davidson, Marqueissa L	Title VI	1/6/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	21304	Dunn, Stephanie A	Title VI	6/27/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	259334	Franklin, Channing B	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	318798	Heard, Allison L	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	349893	Hill, Autumn	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	27638	Hill, Janet A	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	310909	Holt, Andrea K	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	351393	Hulshof, Ainsley E	Title VI	3/4/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	84405	James, Emily R	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	295041	Kilpatrick, Lindsay N	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	3298	Mason, Sherise E	Title VI	2/13/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	14391	Mayes, Linda L	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	282396	McGehee, Joyce L	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	55345	Rehberger, Dana M	Title VI	1/15/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	31133	Reynolds, Rashida A	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	310527	Rosson, Brandon L	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	53046	Russell, Becky H	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	306643	Simbeck, Bronwyn V	Title VI	11/20/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	11107	Taylor, Theresa A	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	334904	Tucker, Tara L	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	49765	Waits, Tina M	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
South Centrl Reg Assesmnt Unit	313274	Walker, Sheila A	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	353114	Barbour, Sarah Marie	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	31387	Blackwell, Mashelia D	Title VI	11/10/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	61938	Boyd, Hattie M	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	356158	Bunn, Peyton E	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	36766	Dowell, Felicia L	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	336555	Eldridge, Daniel	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	60494	Golden, Kiszey L	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	343558	Harrison, Erica	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	249495	Hazlerig, Tammy M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	34712	Inman, April D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	331906	Johnson, Jasmine S	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	310904	Jones, Crystal L	Title VI	9/21/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	55005	Joy, Carolyn D	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	22151	Justice, Chastney L	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	355872	Kee, Ashley S	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	271457	Madariaga, Nickol J	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	53563	March, Kelly M	Title VI	10/2/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	49106	Moore, Chanel L	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	62565	Norman, Sandra L	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	37243	Patrick, Kimba D	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	31369	Patterson, Rahechelia K	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	297862	Perry, Twilla N	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	353118	Quinn, Jessica	Title VI	5/19/2015	COMP	CH-CB0005-150000-01

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Southwest Reg Assesment Unit	42369	Reed,Angenette	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	336556	Wardlow,Shaneka R	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	19850	Watson,Tonya C	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	278499	Wesley,Takisha R	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	27826	Wiley,Patricia C	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Southwest Reg Assesment Unit	53820	Williamson,Zanetta B	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Southwest RegionalAdministrati	19255	Brackett,Linda R	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Southwest RegionalAdministrati	32836	Clark,Christina Lynn	Title VI	12/4/2014	COMP	CH-CB0005-150000-01
Southwest RegionalAdministrati	31015	Crook,Warren C	Title VI	10/27/2014	COMP	CH-CB0005-150000-01
Southwest RegionalAdministrati	28484	Elgin,Brenda K	Title VI	9/14/2014	COMP	CH-CB0005-150000-01
Southwest RegionalAdministrati	324862	Harris,Stephanie	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Southwest RegionalAdministrati	52334	Harrison,Teresa H	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Southwest RegionalAdministrati	46878	Porter,Christine L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalAdministrati	46878	Porter,Christine L	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Southwest RegionalHealth Unit	31516	Lusby Spivey,Tiffany L	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Southwest RegionalHealth Unit	5678	Morrow,Janet	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalHealth Unit	59113	Murphy,Thelma A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	336287	Adams,Angel M	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	32469	Alderson,Bridget	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	59896	Anderson,Alice M	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	8984	Bailey,Brandon R	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	28552	Baylor,Jimmie R	Title VI	12/15/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	22770	Beauregard,Joseph J	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	48491	Benson,Theresa L	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	37315	Biles,Vicki L	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	37468	Bond,Barbara A	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	10444	Brewer Boyle,Sheryl A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	48821	Brint,Tina R	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	50590	Brown,Phyllis L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	50590	Brown,Phyllis L	Title VI	3/20/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	289444	Burns Jr,Charles E	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	289444	Burns Jr,Charles E	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	65144	Calvert,Ashley N	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	31921	Carney,Courtney Y	Title VI	12/1/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	290780	Champion,Shayne M	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	355167	Chandler,Britney	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	46555	Cheairs,Chandra A	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	27962	Cole,Kip T	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	13358	Cole,Yolanda D	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	15499	Coleman-Bonds,Tamara Y	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	30291	Conway,Beverly K	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	24724	Copeland,Sarah A	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	262004	Cox,Vatreshia J	Title VI	1/7/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	32508	Crowder,Terri A	Title VI	12/2/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	50075	Daniel,Ginger M	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	43668	Davis,Tracey R	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	21270	Dennie-Tyus,Earla C	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	41370	Dew,Debra J	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	41370	Dew,Debra J	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	41906	Dorrough,Lisa M	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	21583	Dugger,Jana R	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	294415	Eaton,Tracy Cyrus	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	311874	Eberline,Denise J	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	15591	Elliott,Stephanie M	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	15591	Elliott,Stephanie M	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	36532	Ellison,Jo A	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	36532	Ellison,Jo A	Title VI	12/14/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	56473	Farrar,John A	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	61122	Ferguson,Cheryl L	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	60138	Forrest,Glenda G	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	62319	Gant,Shilana D	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	290779	Gastelum,Maurice M	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	47790	Gooch,Lewis L	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	55295	Gooch,Veronica R	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	343565	Greene,Tamera D	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	31658	Harden,Elizabeth L	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	24607	Hardin,Barbara A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	9127	Hardrick,Tamiko R	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	22145	Harmon,Mendy K	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	312695	Harris,Tashyra	Title VI	12/23/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	37878	Harris,Teresa	Title VI	10/16/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	9201	Harris-Murray,Tressy M	Title VI	9/12/2014	COMP	CH-CB0005-150000-01

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Southwest RegionalOperations U	25502	Hart,Iris E	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	342542	Harvison,Latosha M	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	63830	Herndon,Holly A	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	306422	Holloway,Leighanne C	Title VI	10/30/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	60954	Horton,Elizabeth B	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	28468	Huddleston,Patsy J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	42316	Hurst,Marie M	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	356144	Hutcherson,Miesha K	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	341157	Jackson,Latrechia S	Title VI	12/3/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	23324	Johnson,Julia A	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	52185	Johnson,Wanda M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	32716	Jones,Elroy L	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	37291	Jones,Gerlene	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	36854	Jones,Toinette C	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	352505	Keating,Carissa Rhian	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	306427	Kirby,Amber	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	31083	Latham,Jennifer D	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	48527	Latham,Sharon G	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	31352	Lax,Elizabeth A	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	171467	Lewis,Carolyn S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	26231	Lewis,Kat	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	38819	Lowe,Tashel Lavette	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	51735	Mackey,Rosie L	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	26201	Martin,Terriyaka D	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	13024	Mason,Yvette M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	8352	McClain,Tracy A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	32060	McKinnie,Jimmie L	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	32060	McKinnie,Jimmie L	Title VI	2/24/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	49296	Mcalpin,Twillia L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	247792	Mcclarin,Elizabeth S	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	44006	McCloskey,Marilynn	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	336558	Mccready,Martha E	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	269580	Mckinney,Bridget M	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	10594	Miller,Antoine D	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	3876	Mobiglia,Julia L	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	24099	Morris,Eula E	Title VI	11/25/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	278899	Mullins,Deanna	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	41827	Nolen,Harry N	Title VI	4/16/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	10827	Norfolk,Bridget A	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	236287	Pennington,Candra D	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	29565	Pharms,Tanzania R	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	48170	Pigrum Jr,Nathaniel X	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	45541	Plunk,Amanda L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	293259	Potter,David W	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	9556	Presson,Jill K	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	30950	Reeves,Nikita Y	Title VI	11/26/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	53268	Reid,Karen	Title VI	11/23/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	43490	Roberts,Marilyn A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	49922	Sage,William G	Title VI	11/24/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	33043	Sain,Marcella A	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	33198	Sangster,Patrice A	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	295038	Schleuning,Nicole M	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	43603	Shilliday,Jessica L	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	35915	Simmons,Katanya S	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	55835	Smith,Kenya V	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	30531	Sparks,Gwendolyn B	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	48705	Springfield,Camecia D	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	33579	Sullivan,Sandra J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	33579	Sullivan,Sandra J	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	244122	Taylor,Kimberly L	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	42794	Taylor,Lisa Y	Title VI	11/12/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	37725	Thompson,Nancy N	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	13595	Todd,Latoya Y	Title VI	5/5/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	55386	Traylor,Wendy R	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	4323	Turner,Shannon M	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	23155	Vaughn III,James	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	31067	Wade,Alissa S	Title VI	12/18/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	54166	Webster,Roger T	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	45381	White,Angela G	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	13727	White,Margaret S	Title VI	4/5/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	290767	Williams,Cheri K	Title VI	10/29/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	8555	Williams,Curran M	Title VI	10/9/2014	COMP	CH-CB0005-150000-01

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Southwest RegionalOperations U	63187	Williams,Tracie C	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	45020	Wilson,Andrea	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	246114	Wood,Stephanie E	Title VI	4/16/2015	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	41435	Wooden,Camille H	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	41435	Wooden,Camille H	Title VI	11/19/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	24268	Woods,Karen L	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	242598	Worles,Shemeka S	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Southwest RegionalOperations U	18118	Young,Dornica L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Title I Services	44176	Barnes,C J	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Title I Services	39741	Buress,Salena D	Title VI	3/11/2015	COMP	CH-CB0005-150000-01
Title I Services	269516	Chester,Cyndi D	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
Title I Services	34525	Dugger,Stephen V	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Title I Services	53082	Finney,Jeffery L	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Title I Services	52916	Meador,Mary	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Title I Services	59010	Parker,Jackie L	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Title I Services	9958	Stetzel,Jay D	Title VI	4/13/2015	COMP	CH-CB0005-150000-01
Title I Services	2580	Thomas,Per D	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Title I Services	25582	Verble,Shirley G	Title VI	3/27/2015	COMP	CH-CB0005-150000-01
TN Valley JJ Coordination Unit	61173	Pierce,Rachael A	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
TN Valley JJ Coordination Unit	43789	Ratledge,Camille A	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Admin Unit	27788	Dimopoulos,Elleni	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Admin Unit	33469	Holder,Sandra A	Title VI	1/23/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Admin Unit	5924	Hunter,Johnnie M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Admin Unit	52196	Lee-Espinosa,Deborah	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Admin Unit	23454	Scott,Sheila L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	313401	Abrom,Candace N	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	294703	Amos,Ashley D	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	41350	Baker,Shirley Y	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	307379	Black,Candice	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	59421	Bowles,Monica R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	339743	Broadrick,Mayleah Grace	Title VI	11/12/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	42641	Brown,Deena G	Title VI	6/4/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	16275	Clark,Janella M	Title VI	5/29/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	323965	Coffey,Brian E	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	287903	Daniel,Yvonne S	Title VI	3/11/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	146201	Dixon,Jenny N	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	48203	Dowlen,Michele R	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	320168	Gilmore,Tony E	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	307157	Greeson,Alyson N	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	13826	Griffith,Robin G	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	331917	Guettler,Tabitha H	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	336395	Hall,Teeona	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	45176	Hammond,Lori H	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	63802	Hatchett,Rachel L	Title VI	6/15/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	31503	Hendricks,Nakia D	Title VI	2/11/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	286237	Holt,Shonda H	Title VI	5/7/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	353104	Jett,Rachel M	Title VI	4/22/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	60022	Kelley,Bonnie	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	292939	Kimbro,Hamilton A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	289555	Klosterman,Ellen F	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	1611	Maguire,Lisa A	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	270379	Manghane,Lisa R	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	27924	Marshall,Barbara M	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	352445	Maynard,Linda P	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	334539	Meeks,Nicole Danielle	Title VI	6/16/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	50601	Moore,Daphne J	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	39280	Nalory,Tracy A	Title VI	12/23/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	336279	Nevins,Anjelica F	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	14779	Pasley,Brandy L	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	43969	Pasley,Gerald L	Title VI	6/17/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	24574	Patterson,Tammy L	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	353116	Peak,Lindsey A	Title VI	4/14/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	353116	Peak,Lindsey A	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	260548	Pierce,Rebekah S	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	353119	Shaw,Sydney M m	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	326583	Shea,Brittney L	Title VI	2/11/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	7369	Slaughter,Joyce L	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	334540	Staples,Tabitha E	Title VI	11/21/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	342289	Swanger,Abby	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	342289	Swanger,Abby	Title VI	2/12/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	6022	Tharp,Hope M	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Assesment Unit	27752	Tibbs,Tanya Y	Title VI	9/29/2014	COMP	CH-CB0005-150000-01

Division/Region/Facility	Leamer ID	Name	Course Name	Completion DT	Status	Activity
TN Valley Reg Assessment Unit	41495	Van Hooser,Wanda S	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Assessment Unit	339742	Womack,Erica Sistruck	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	64388	Ache,Nirva	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	28969	Ackaouy,Vivianne R	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	329703	Aguillon,Gabino	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	13410	Andersen,Georgia E	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	25308	Angel,Christopher A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	54891	Arnold,Emetria L	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	57038	Asbury,Brenda M	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	31514	Ash,Kimberly L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	309550	Aubuchon,Lori	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	41343	Auls,Ruth A	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	49167	Baldwin,Marilyn L	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	31243	Ball,Jason A	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	40543	Ball,Latisha L	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	45502	Barton,Kristie L	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	6373	Bennett Angel,Andrea C	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	326598	Bennett,Roderick C	Title VI	5/27/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	4154	Blanco,Mariela	Title VI	1/8/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	4851	Blankenship,Lisa A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	237548	Bowman,Cayce D	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	19839	Boyd,Marsha L	Title VI	2/9/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	335624	Breksa,Victoria K	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	293979	Broadnax,Syletta Y	Title VI	1/23/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	13807	Brown,Mia L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	27865	Burroughs,Summer R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	44291	Buttram,Michael A	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	330828	Byers,Cayci B	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	293975	Caldwell,Andreas	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	20800	Cameron,Anquanette D	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	28061	Carr,Ceylonja D	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	35533	Carr,Melissa G	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	15923	Carroll,Haley E	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	337677	Carroll,Samantha Danyce	Title VI	9/4/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	337677	Carroll,Samantha Danyce	Title VI	9/8/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	10250	Carter,Clarissa M	Title VI	1/23/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	55814	Cate,William S	Title VI	2/5/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	41944	Clark,Mary M	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	37359	Cook,Alethea K	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	8172	Cook,Ashlee N	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	56008	Copeland,Mattie A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	352452	Cox,Tiawanna N	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	50920	Creason Jr,James D	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	5525	Cunningham,Rena A	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	3386	D'amico,Misty D	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	48752	Daniels,Ariunne J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	29397	Davis,Wanda P	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	226475	Dillard,Deborah L	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	310423	Dillard,Shanna Tenille Kaylor	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	274304	Duckett,Heather N	Title VI	10/3/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	11353	Dyer,Kelly D	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	39168	Easterly,Diane T	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	33818	Edmonson,Heather L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	47682	Elliott,Mary L	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	62370	Findley,Nancy A	Title VI	3/19/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	56668	Flowers,Janice H	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	56668	Flowers,Janice H	Title VI	3/3/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	8562	Fogarty,Tawnya A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	4210	Fowler,Wallace F	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	10411	Frazier,Joyce D	Title VI	4/10/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	325659	Garrett,Traci E	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	333883	Gayle,Stephanie B	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	42874	Grant,Susan L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	260176	Hair,Kaitlin A	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	18645	Hall,Barbara G	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	16225	Hardin,Lanique E	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	7921	Hardy,Christine L	Title VI	4/17/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	26285	Harris,Nicole M	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	29377	Harvey,Deborah D	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	261222	Haynes,Lauren E	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	64502	Hester,Jason A	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	19843	Hong,Evelyn E	Title VI	9/12/2014	COMP	CH-CB0005-150000-01

Division/Region/Facility	Leamer ID	Name	Course Name	Completion DT	Status	Activity
TN Valley Reg Operations Unit	53402	Horton,Connie L	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	16844	Howard,Heather M	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	57030	Jaquith,Susan F	Title VI	11/5/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	15200	Johnson,Neda J	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	307090	Jordan,Sherrell R	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	65312	Kennedy,Deborah M	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	50161	Ketron,Jordon P	Title VI	1/26/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	310778	Kile,Tiffany Griffith	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	331901	King,Opal L	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	60398	Kirby,Donna L	Title VI	9/19/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	54711	Lawhorn,Charlene G	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	47053	Leak,Cynthia J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	47053	Leak,Cynthia J	Title VI	3/26/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	4788	Leckey,Eunice C	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	29386	Lee,Jimmie C	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	337672	Leonor,Cassandra Marie	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	11819	Lewis,Pamela S	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	39720	Liner,Jody I	Title VI	1/23/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	5858	Logan,Elizabeth A	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	64522	Loveless,Schandra C	Title VI	11/4/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	247933	Luxmore,Ann M	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	40536	Mainord,Angela D	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	326589	Martin,Whitney M	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	1729	Mayer,Barbara J	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	40540	Mayfield,Jennifer Shepherd	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	29747	McMillen,Stephanie M	Title VI	6/24/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	13772	Mcbee,Vickie A	Title VI	2/5/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	43207	Mccroskey,Adrienne L	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	239690	Milligan,Candice R	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	48890	Miracle,Angela K	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	4571	Mitchell,Consuelo A	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	7756	Mitchell,Jean L	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	24844	Mitchell,Tajuana P	Title VI	6/3/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	5301	Moore,Karen Jane	Title VI	6/23/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	24908	Moore,Linda J	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	55065	Morgan,Susan N	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	307383	Morris,Chrystal E	Title VI	2/23/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	271648	Morrow,Heather F	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	49723	Morse,Paige G	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	49635	Moser,Christopher F	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	40098	Nelson,Frances M	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	49368	Pace,Arica R	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	25031	Patterson,Robert S	Title VI	2/12/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	37842	Payne,Darlene	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	7271	Pendleton,Kathy M	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	7271	Pendleton,Kathy M	Title VI	10/22/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	49758	Peter-Bowman,Marie S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	342441	Peters,Zachary	Title VI	11/14/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	49406	Plemons,Carol R	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	7281	Putnam,Sharon D	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	352446	Race,Ronda	Title VI	4/24/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	270206	Randolph-Parker,Charlotte A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	269646	Rawlston,Stephanie L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	13309	Richmond,Patricia L	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	13309	Richmond,Patricia L	Title VI	1/28/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	236043	Riley,Keyva N	Title VI	3/2/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	313311	Roberts-smith,Erica M	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	65336	Robinson,Jeffery D	Title VI	11/3/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	19906	Robinson,Vincent D	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	35631	Roden,Wanda S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	30964	Rogers,Calissta S	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	9727	Rudez,Heather L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	19904	Ryan,Charles R	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	52935	Sales,Linda G	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	63106	Sanders,Daniel W	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	57384	Sapp,Stephen G	Title VI	1/29/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	31097	Seals,Connie P	Title VI	11/24/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	11123	Simpson,Gail A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	40674	Sims,Puriti L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	28929	Smith,Beverly T	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	40144	Smith,Katrina G	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	57704	Smith,Leann Renee	Title VI	9/19/2014	COMP	CH-CB0005-150000-01

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TN Valley Reg Operations Unit	14726	Smith,Phyllis A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	55341	Smith,Wanda F	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	56223	Spurlock,Teresa R	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	36198	Standefer,Mark A	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	38015	Starkey,Lisa J	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	47057	Sutton,Diana G	Title VI	2/5/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	42873	Taylor,Selena G	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	20039	Terry,Emmit L	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	313403	Terry,Temus E	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	55219	Thacker,Brandie D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	6495	Theobold,Tracy L	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	4352	Thompson,Eileen S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	43803	Tibbs,Arthur C	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	50552	Torbett-McNelly,Tara N	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	21045	Tory,Tamara N	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	60649	Townsend,Alvin C	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	60723	Tucker,Veronica J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	55254	Underwood,Renita M	Title VI	2/26/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	55583	Vandergriff,Chasity D	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	19720	Vasterling,Pamela E	Title VI	10/31/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	60834	Vasterling,Patrick J	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	63028	Walker,Jerry H	Title VI	5/26/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	23003	Walsh,Christina L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	16209	Ware,Demetra L	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	310815	Webster,Tiffany M	Title VI	10/20/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	330041	Wells,Tiffany A	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	45361	Wilcoxon,Anzeletta R	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	58449	Wiley,Wilma M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	63794	Williams,Kalia D	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	49551	Williams,Lashunda K	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	36980	Wolfe-Blackwell,Mary K	Title VI	10/17/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	36122	Wolfenden,Rae A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
TN Valley Reg Operations Unit	6868	Woodward,Alison M	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Training	43018	Carter,Bettye	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
Training	15732	Irwin,L Diane	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Training	53389	Smith,Carolyna R	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Training	278854	Wright,Kimberly D	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	307386	Adams,Zachary S	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	15805	Baker,Mary K	Title VI	10/1/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	35228	Brown,Jodi D	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	37672	Bryant,Donna L	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	33153	Burton,Jerry C	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	5482	Denino,Anna R	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	313443	Evans,Ashley L	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	17751	Fisher,Jennifer E	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	270798	Gardenhire,Mickie N	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	280400	Giacalone,Barbara A	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	272156	Grogg,James A	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	54647	Harvill,Dana M	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	349882	Holmes,Kenneth R	Title VI	2/10/2015	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	21725	Howard,Andrea Denice	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	280252	Jones,Ashley M	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	312617	Massey,Brittany L	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	268483	Miller,Deandrea D	Title VI	9/27/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	323279	Montooth,Brittany A	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	320372	Patton,Gregory L	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	8416	Sherrer,Jacqueline C	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	270981	Simmons,Melissa A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	313189	Sims,Brandi	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	49064	Vickers,Jo S	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	250130	Walker,Christin A	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	271762	Waller,Jennifer C	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	312532	Wheeler,Jessica L	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	16554	Williams,Mary E	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	336392	Woodard,Katie L	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Upper Cumb Reg Assesmnt Unit	45177	Wright,Jennie S	Title VI	9/13/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Admi	306689	Brock,Jimmy R	Title VI	10/23/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Admi	323275	Collins,Trena	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Admi	37328	Daniel,Sandra Jordan	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Admi	30013	Gannon,Pamela D	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Admi	349892	Gregory,Christie C	Title VI	2/13/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Admi	27820	Jones,Vanessa I	Title VI	9/22/2014	COMP	CH-CB0005-150000-01

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Upper Cumberland Regional Admi	54501	Krieg,Bethany D	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Admi	1761	Richards,Cheryl A	Title VI	11/18/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Heal	14453	Bohannon-holpp,Carrie L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Heal	17620	Long,Cherie L	Title VI	11/17/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Lega	332893	Anderson,Deborah	Title VI	6/12/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	31968	Adcock,Rebecca A	Title VI	5/28/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	35427	Alexander,Iona M	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	55747	Anderson,Deatrice	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	10521	Arthur II,G Richard	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	48343	Ballard Jr,Jerry W	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	302052	Barnes,Beverly J	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	271798	Barnes,Billie J	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	27193	Beaty,G Ryan	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	39929	Billingsley,Rachael E	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	59156	Blackwell,Raymond P	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	43302	Bottoms,Dorothy E	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	293802	Bowman,Samantha H	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	26279	Breeding,Christie L	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	37389	Britain,Samantha D	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	54109	Brock,Donna J	Title VI	5/1/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	302042	Broderick,Loreen A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	27635	Brown,Martha E	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	342445	Brown,Tammy	Title VI	10/6/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	286784	Butterworth,Karen L	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	8162	Campbell,Barbara C	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	63258	Carter,Ted W	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	10851	Clark,Billy R	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	11518	Cline,April T	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	17070	Collier,Janis S	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	19578	Cook,Julia E	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	6375	Coon,Nancy L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	268480	Cooper,Teena E	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	287374	Corner,Tony D	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	15946	Cothron,Lora L	Title VI	2/5/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	26894	Cravens,Amanda R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	53940	Denton,Pamela D	Title VI	4/7/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	323966	Dillon,Kimberly K	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	270984	Duncan,Christy N	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	43808	Elrod,Doris A	Title VI	1/7/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	306964	Evans,Jamesia	Title VI	3/30/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	27942	Franklin,Sharon R	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	53392	Friel,Jennifer Y	Title VI	11/7/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	339529	Geiger,Rachel Adams	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	3058	Geist,Nancy A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	18089	George,Chris D	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	309279	Goddard,Christopher S	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	37175	Grasty,Lorie R	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	38346	Green,Shawna M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	7235	Gregory,Lois L	Title VI	6/26/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	301514	Hackett,Heather M	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	44058	Hagan,Cynthia M	Title VI	5/20/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	41612	Hall,Elizabeth A	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	326360	Hargis,Nina A	Title VI	10/21/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	32819	Hatcher,Amanda G	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	246468	Hess,Loretta D	Title VI	2/17/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	49673	Hickey,Rachel D	Title VI	5/11/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	1877	Hill,Milissa A	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	283934	Hire,Kasi N	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	43752	Holley,Brandie D	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	326444	Horner,Kimberly V	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	270836	Hudson,Demetria C	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	35849	Jestice,Gayla L	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	26031	Kelso III,Marshall	Title VI	3/31/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	56604	Kenyon,Lindsay C	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	18373	Kester,Kathy	Title VI	9/16/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	346823	Key,Christy L	Title VI	12/16/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	293602	Kirouac,Christopher J	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	302559	Kirouac,Mallorie R	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	40119	Koger,Sandra G	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	283722	Langford,Felicity M	Title VI	11/4/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	349887	Langford,Harli J	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	13768	Langston,Elizabeth L	Title VI	11/18/2014	COMP	CH-CB0005-150000-01

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Upper Cumberland Regional Oper	13371	Lee,Nancy L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	309915	Lee,Rebecca N	Title VI	11/6/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	38226	Leftwich,Jennifer D	Title VI	9/25/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	49144	Looper,Lori A	Title VI	10/13/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	65427	Lundholm,Margarita C	Title VI	5/1/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	5854	Marlowe,Michelle M	Title VI	2/3/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	48220	Maxwell,Emily F	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	16214	McDaniel,Kelly G	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	36963	Mccloud,Tisha M	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	24390	Mccrary,Bryan C	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	36739	Mcguire,Cheryl L	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	106606	Mclerran,Karen R	Title VI	11/24/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	52081	Medlin,Phyllis B	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	228487	Minnear,Shelly	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	36759	Moses,Kimberly E	Title VI	9/18/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	45155	Neely,Drema M	Title VI	6/8/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	293587	Nelson,Shauna W	Title VI	6/29/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	280499	O'Dell,Allison C	Title VI	9/26/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	65017	Ogilvie,Sara R	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	28141	Oliphant,Patty A	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	65286	Oneill,Daniel R	Title VI	3/4/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	326443	Palmer,Meghan C	Title VI	9/30/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	249845	Pedigo,Corey G	Title VI	2/18/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	285759	Phillips,Sherri L	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	14289	Pigg,Melanie D	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	293598	Pirtle Bond,Trista N	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	37514	Poore,Kristi A	Title VI	5/13/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	293801	Porterfield,Ann L	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	39123	Presley,Brandon K	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	323277	Puckett Zeek,Tina M	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	3796	Ross,Jennifer A	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	3369	Ross,Joseph A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	62939	Ross,Shannon L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	307851	Sarr,Molly S	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	349883	Schenk,Amanda	Title VI	2/10/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	302050	Schlabach,Christy L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	12185	Sexton,Marketta G	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	12185	Sexton,Marketta G	Title VI	4/2/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	40724	Shores,Amy B	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	329685	Shrum,Heather D	Title VI	10/28/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	26005	Sims,Melissa E	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	16220	Smith,Angela C	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	39749	Smith,Bethany N	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	256177	Smith,Gary R	Title VI	5/21/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	29296	Smith,Sharon L	Title VI	1/16/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	64930	Smith,Steven C	Title VI	10/24/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	336389	Snedaker,Amanda Claire	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	271780	Spakes,Joshua C	Title VI	5/19/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	60582	Spurlock,Reda R	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	53377	Stack,Stephanie N	Title VI	10/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	55246	Stamm,Nikki L	Title VI	12/26/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	329498	Swallows,Megan A	Title VI	11/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	310851	Taylor,Crystal	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	311570	Thompson,Johnnie L	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	39230	Tubb,Sherry H	Title VI	12/8/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	55398	Tucker,Jessica W	Title VI	5/6/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	22999	Tungate,Sara E	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	8300	Turner,Lisa E	Title VI	10/23/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	23998	Van De Voorde,Kimberly S	Title VI	6/1/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	64280	Vega,Patricia J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	271765	Viamonte,Barbara A	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	336393	Wade,Lisa Danielle	Title VI	9/12/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	25025	Watts,Jennifer K	Title VI	9/24/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	293804	Whisnant,Sara J	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	312612	White,Holly S	Title VI	11/13/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	37010	Wilson,Michael T	Title VI	9/11/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	56462	Winningham,Felicia A	Title VI	9/29/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	311569	Witcher,Lindsay B	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	270979	Wolfe,Jimmie L	Title VI	9/23/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	270979	Wolfe,Jimmie L	Title VI	3/13/2015	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	35967	Woodlee,Tanya D	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Oper	301264	Wright,Alicia G	Title VI	3/24/2015	COMP	CH-CB0005-150000-01

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Upper Cumberland Regional Oper	134254	Wright,Heather N	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Upper Cumberland Regional Trai	268485	Breeding,Benjamin A	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	65186	Batey,Tomeka S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	289209	Borck,Daniel A	Title VI	4/22/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	17973	Bullock,Melissa L	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	17973	Bullock,Melissa L	Title VI	3/19/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	328605	Cabanisas Jr,Leandro L	Title VI	5/2/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	47508	Cain,Sara S	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	263033	Chandler,Rhonda L	Title VI	6/22/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	171064	Coleman,Maxine	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	303152	Crawford,Tiffany M	Title VI	4/30/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	11342	De Bord,Norma J	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	44603	Dorse,Lanisa L	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	330812	Drake,Melanie J	Title VI	6/25/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	29063	Dyer Jr,Leslie M	Title VI	6/9/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	2665	Gendi,Refaat M	Title VI	12/29/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	23254	Groves,Sandra R	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	329701	Grubbs,David C	Title VI	10/7/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	27031	Hardin,Tommy S	Title VI	4/8/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	16527	Hassell,Cari B	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	295968	Jackson,Harold E	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	243631	Jones,David	Title VI	5/14/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	312543	Jones,Deloise A	Title VI	4/21/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	34456	Kincaid,Timothy A	Title VI	4/23/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	48110	Leach,Michael W	Title VI	4/27/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	63507	McKissack,Alisa S	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	237981	Mcglathren,Jason R	Title VI	6/5/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	125596	Mcmillan,Michael L	Title VI	5/8/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	36973	Melson,Brenda	Title VI	9/10/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	44691	Moore,Debra K	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	240818	Nelson,Dean A	Title VI	1/30/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	20698	Parham-El,Pamela J	Title VI	10/8/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	332759	Patterson,Kimyatta	Title VI	6/18/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	45766	Pointer,Marguerite H	Title VI	9/22/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	26587	Pounds,Zachary B	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	9751	Saulter,Gregory A	Title VI	10/19/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	345286	Saunders,Benjamin A	Title VI	5/6/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	4433	Sharp,Amelie P	Title VI	6/2/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	57838	Singleton,Everett B	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	54393	Sloan,Cynthia L	Title VI	6/19/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	310622	Smith,Clarence Clifford	Title VI	10/14/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	20631	Smith,Stephen H	Title VI	6/10/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	270799	Steele,Hannah J	Title VI	9/15/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	11625	Stoever,Carrle A	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	292858	Swann,William Calvin	Title VI	3/19/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	7346	Taylor,Beate	Title VI	10/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	1508	Van Over,Summer M	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	32143	Ware,Wanda D	Title VI	9/9/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	32331	Waters,Carlotta N	Title VI	10/15/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	42974	White,Kimberly D	Title VI	4/28/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	294687	Whitely,Lateesha Sharda	Title VI	6/28/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	37342	Whitfield,Deena D	Title VI	6/30/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	312688	Whittaker,Laonna	Title VI	10/12/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	240611	Williams,Teri A	Title VI	1/29/2015	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	60367	Williams,Willie G	Title VI	9/17/2014	COMP	CH-CB0005-150000-01
Woodland Hills YouthDevlpCntr	52929	Wright,Bazalene	Title VI	10/8/2014	COMP	CH-CB0005-150000-01



# **SECTION XII**

## **Public Notice and Outreach**

## **Public Notice and Outreach**

The Department's policy against discrimination in its programs and activities is disseminated widely through inclusion of a nondiscrimination notice in Departmental publications, contracts, brochures and posters (See Section 9). Additionally, information relative to Title VI plan; complaint process; non-discrimination policy; equal access to programs and services; as well as service available are disseminated community outreach efforts. All DCS offices/facilities as well as those of Sub-recipients/Contractors are required to post notices of the Title VI and complaint process in a conspicuous location available to the general public.

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

DCS includes minority media organizations on all our press releases. The department utilized some external agencies, specifically with regard to printing communication materials which would be utilized by our clients. Our department continues to utilize social media outlets as means to communicate with the community, e.g. Facebook and Twitter.

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

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

[http://www.tn.gov/generalserv/cpo/sourcing\\_sub/rfp.shtm](http://www.tn.gov/generalserv/cpo/sourcing_sub/rfp.shtm)

### **Community Partnerships and Support Services**

The Department remains committed to constructive community engagement through intervention, preventive and educational trainings and programs to foster a better quality of life for the families and children who we serve. Resource Linkage and the Community Advisory Boards (CABs) continue to enhance the work with local families to provide needed resources for the protection of children and to prevent them from coming into custodial care. In an effort to monitor and measure the quality of work across the State, Resource Linkage has implemented monthly and quarterly staff meetings that include all Regional Resource Linkage Coordinators across the State. Conference calls are held each month with a set agenda in order to discuss any barriers or improvements that Resource Linkage Coordinators are experiencing in their region. One of the primary goals of the

conference calls is to develop solutions and methods that will enhance each Resource Linkage Coordinator's ability to perform and/or deliver the work in their regions as well as across the State. Also, the Resource Linkage Coordinators held their second Statewide In-Service Training on October 8 – 9, 2014 in Nashville, Tennessee. This In-Service event included two days of training and presentations by Central Office Staff, as well as a visit from Commissioner Jim Henry. The training and presentations during these dates focused on those areas of need for Resource Linkage Staff going forward such as Close File Management and Destructions, Fiscal Accessibility and Accountability and Public Perception. The outcome of these monthly and quarterly staff meetings has resulted in the development of workgroups in the areas of TFACTS, Resource Linkage Case File Management and Destruction, Public Communications in the regions and Resource Linkage Data Collection. One example of the work that has been done in these Workgroups has been in the area of TFACTS.

In an effort to enhance Resource Linkage Data Collections to ensure consistency across the State, a workgroup was developed consisting of Leadership and Support Staff from Network Development and key Regional Resource Linkage Coordinators from established and experienced regions. This Workgroup developed a system with the use of Survey Monkey for collecting regional and statewide data, related to Regional Resource Linkage activity and CAB's statewide. Also, policies, procedures, training and a process to monitor the system are being developed by this workgroup. The system is currently being piloted in selective regions of the State, and the workgroup continues to have ongoing meetings with the purpose of improving the system. In an effort to expand at Central Office the level of support and advocacy work for the role resource linkage staff plays, Network Development Leadership have been meeting, working and sharing the mission of Resource Linkage and Community Advisory Boards with the Commissioner, Regional Administrators, Fiscal Directors, and other Program and Departmental Directors in Central Office. Through these efforts on the part of Network Development Leadership, the Staff of Resource Linkage have been able to build strategic relationships with Central Office and Central Office Staff that did not or rarely existed prior to these efforts by Network Development Leadership. The aforementioned relationships have been very successful in that Resource Linkage Staff have been able to utilize Program and/or Departmental Directors from Central Office to provide expert training, as well as presentations during staff meetings and during Work/Focus Groups. Also, Commissioner Henry has been very supportive of Resource Linkage and Community Advisory Boards as he has attended several meetings and events across the State and voiced his support and commitment. During our Statewide Regional Resource Linkage Coordinators In-Service Training on October 8 – 9, 2014, Commissioner Henry learned that the Resource Linkage Staff were presenting and sponsoring various activities and events across the State of Tennessee without appropriate equipment and materials for their presentations. As a response, Commissioner Henry committed to utilizing his own budget to get the Resource Linkage Staff the items/materials needed so that they could successfully carry out their work across the State at these events. Within several weeks, each Region received a very nice banner depicting the Department's Logo and a picture of a family or children.

Resource Linkage has implemented strategies to "Strengthen Community Relations" through the utilization of Community Advisory Boards, (CAB's). In an effort to increase

public awareness of pre-prevention services available through CB-CAP grants (Network Development), Regional Resource Linkage Coordinators have been adding this information periodically to the agenda for discussion and/or presentation at each County/Regional CAB in the State of Tennessee. Also, this information is provided via publication through each Regional Resource Linkage Coordinators Office and at each event that they attend and/or sponsor across the State.

In an effort to provide guidance on how Community Advisory Boards and their members can optimize the Department's involvement in CABs and bring capacity to the Department's, Network Development and Resource Linkage have developed the CAB Toolkit. Each Regional Resource Linkage Coordinator has been trained to delivery training on the CAB Toolkit to any CAB and its membership if they request said training. Although this training is on a volunteer bases, we strongly encourage those CAB's that have continue to be challenged to establish a viable and functional CABs since the initial rollout of MRS to consider sharing this CAB Toolkit with its membership. Although the level of effectiveness regarding some of these CAB's are ongoing, the Regional Resource Linkage Coordinators reports that there is a free-standing CAB's or an established Community Interagency Board that have integrate the CAB process in all 95 Counties across the State of Tennessee.

In an effort to improve statewide communication about the Department's goals and challenges, increase community awareness of DCS's resources and services and enhance two-way dialogue with the community the Regional Resource Linkage Coordinators are required to attend and participate at each CAB meeting in their region. The CAB's agenda have a standing agenda item whereby the Regional Resource Linkage Coordinators presents information pertaining to DCS at each meeting such as data, new indicatives/programs, policies and procedures, etc... Also, this message is presented and carried to each audience, event and conference that the Regional Resource Linkage Coordinators attends or sponsors within the State. Also, in an effort to improve statewide communication about the Department's goals and challenges, the Regional Resource Linkage Coordinators have partnered with Rob Johnson, DCS Public Information Director to develop a Work/Focus Group in order to improve and enhance our communication in the afore-mention areas.

In an effort to develop and engage community-based resources and services to help meet the immediate needs of children and families, Resource Regional Linkage Coordinators have been working closely with Network Development Staff through In Home Tennessee and CB-CAP grants to identify those community-based resources and services that these programs offer. The CAB's are utilized as the mechanism to get this information out to the children's and families in the communities across the State of Tennessee. Whenever our community partners develop new resources and/or services this information is also shared through the CAB's by the Regional Resource Linkage Coordinators as well as with other CAB's if the new resource and/or service extend into their community.



# **SECTION XIII**

## **Evaluation Procedures**

## Evaluation Procedures

While the DCS Title VI Program met all desired goals set forth for fiscal year 2014-2015 in the area of Title VI compliance and technical assistance, there will be continued focus in these areas. There will be an attempt to improve in the segments of Title VI training, sub-recipient monitoring and tracking, and the continued development of a systematic plan for this program to adhere. The need does still exist for the addition of another full-time EEO professional to enhance the program's capability of meeting established goals.

The addition of collaborative duties for existing DCS Office of Civil Rights (OCR) staff has increased but the commitment to conducting compliance reviews for providers; completing investigations in a timely manner and providing technical assistance as requested or needed, will continue to be areas of concentration during fiscal year 2015-2016. The area of on-site sub-recipient/contractor monitoring remains a weakness and an area of opportunity for improvement; however, the current OCR staff, Title VI Coordinator in conjunction with the Title VI Program Manager will focus on developing a method of engagement in an effort to ensure that at least fifteen (15) percent of providers under contract will have on-site monitoring during Fiscal Year 2015-2016. These efforts shall be conducted on a quarterly basis and the finding results shall be available for request or review by Tennessee Human Rights Commission.

During fiscal year 2014-2015, the following departmental divisions and methods of evaluation continued to be utilized. The **Quality Control Division** of DCS serves an intricate role with regard to how the department evaluates or assesses quality of service to beneficiaries as it relates to accessing program and activities. All evaluations are done so in a non-discriminatory manner, irrespective of a beneficiary's minority or non-minority classification. The Quality Control Division of the Tennessee Department of Children's Services is committed to ensuring that children and their families receive the best possible services in a safe environment designed to meet their specific needs and assure that all children in care are safe, healthy and on the right track. The goal of the quality control division is to assess child welfare practices, outcomes, and compliance by using data and results to guide and change policies and practices. Through the process of Quality Service Review (QSR), Continuous Quality Improvement (CQI) and Program Evaluation, the Quality Control Division conducts regular case reviews, collects data samples and identifies areas for improvement.

The **DCS Practice Wheel** is the foundation of the department's work with families. Principles from the Practice Wheel are applied across the agency as the foundation for the work of DCS. Concepts from the Quality Improvement acronym **DMAIC** (Define, Measure, Analysis, Implement and Control) are imbedded within the practice wheel to strengthen the model with other well rescheduled tools. Key areas of focus are Engagement, Teaming, Assessment, Planning, Implementation and Tracking and Adjustment. **Engagement** – DCS staff will be engaged at every level of the agency to participate in CQI. **Teaming** – DCS staff will come together in CQI Workgroups to address key issues identified and as outlines by the agency strategic plan (Accountability Plan). Teams will work together to define issues in agency data or agency processes. **Assessment** – CQI Workgroups will be encouraged to specifically define problems and seek available agency and intra-agency data to clarify measures where improvements are sought. **Planning** – Once the CQI Workgroup has fully assessed the problem, finalized

analysis utilizing the DMAIC method and considered the various factors contributing to poor outcomes, the team will then plan for change.

The team will use the **SMART** (Specific, Measureable, Achievable, Relevant, Time Sensitive) formula for writing an action plan. **Implementation** – CQI Workgroup team members will implement strategies as outlined in the action plan developed. **Tracking and Adjusting** – CQI Workgroups will consider pre and post measure, data and outcomes and discuss the success and opportunities of the improvement interventions implemented.

The **Quality Service Review (QSR)** focuses on child and family status and practice performance. It measures effectiveness and asks if DCS is doing all that it could/should be doing to provide for timely and positive outcomes for children and families, and, if so, is DCS doing it as well as it could/should. The Quality Service Review can also provide information on the effectiveness of services provided by our partners by our partners in the medical, behavioral health, and educations fields as well as an understanding of some of the barriers to the effectiveness of those services. In addition, the QSR can shed light on the effectiveness and the barriers to effectiveness out our private provider network as they strive to meet the needs of our children and their families.

The QSR can do all of this because the QSR Reviewer is able to fully explore these questions through the review of state and regional data, the review of case file documentation, two full days (per case reviewed) of discussions with workers, supervisors, and key external stakeholders, and the review of data gleaned from several one-to-two hour focus groups. Given the depth and breadth of the Quality Service Review, the QSR Reviewer is better equipped to understand and assess not only the effectiveness but also the efficiency of processes and practice relative to goal achievement and outcome enhancement.

A Quality Service Review (QSR) or a “service testing” method is utilized for measuring services delivery outcomes, and for understanding the status of children and families being served by our state. The QSR is an action-oriented learning process that provides a way of knowing what is working, or not working, in practice and why for selected children and families receiving services.

Although implementation plan deficiencies were not identified, areas of concentration will continue to be as follows:

- Fostering a department environment that is welcoming and non-threatening to all employees and clients;
- Providing a process for resolving complaints and disputes that is timely, fair and impartial;
- Ensuring equal access to services to all eligible clients, including those with Limited English proficiency (LEP).
- Promoting open and clear communication with employees and clients regarding Title VI;
- Providing the necessary information, training and technical assistance to ensure accomplishment of full compliance with all federal and state non-discrimination laws, rules, policies and regulations;
- Taking positive and proactive approaches to achieve meaningful workforce diversity;
- Partnering with Training division to develop and launch a CBT designed for improved training regarding Proper Way To Access to Language Assistance with emphasis on procedure and the importance of compliance



# **SECTION XIV**

## **Responsible Officials/Signatures**



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

436 Sixth Avenue North, Cordell Hull Bldg., 7th Floor  
Nashville, Tennessee 37243  
Phone: 615-532-5552 Fax: 615-532-7602

Bill Haslam  
Governor

Bonnie Hommrich  
Commissioner

September 18, 2015

**RESPONSIBLE OFFICIALS**

*Bonnie Hommrich*

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Bonnie Hommrich, Commissioner  
436 Sixth Avenue North  
Cordell Hull Building, 7th Floor  
Nashville, Tennessee 37243

*Donovan L. Haynes*

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Donovan L. Haynes, Title VI Coordinator  
436 Sixth Avenue North  
Cordell Hull Building, 7th Floor  
Nashville, Tennessee 37243



**Tennessee Department of Children's Services  
Implementation Plan 2015-2016**