

Eligibility

Completed by jannise@jbadminservices.com on 5/11/2023 11:45 PM

Case Id: 35396

Name: JBVAS - 2023

Address: 711 West McBean

Eligibility

Please provide the following information.



City of Peoria Violence Prevention

City of Peoria
419 Fulton Street
Peoria, IL 61602
309-494-8600

Applications are available to not-for-profits, 501(c)3 organizations, and government agencies to provide violence prevention programs for City of Peoria residents.

Programs must meet the criteria of one of five priority areas: Thriving Neighborhoods, Empowered Youth & Young Adult, Restorative & Resilience, Intervention, or Violence Reduction. For these categories the minimum funding request is \$50,000 and the maximum funding request is \$400,000. All programs must be evidence-based and have measurable results. A total of \$1,200,000 is available for violence prevention with \$700,000 in federal funding from the American Rescue Plan and \$500,000 in state funding from the Illinois Department of Commerce and Economic Opportunity (DCEO).

There is also funding available specifically for Workforce Training. In addition to measuring the number of people served, these programs must also measure how many clients are connected to permanent employment. The minimum request for Workforce Training is \$150,000 and the maximum is \$300,000. A total of \$300,000 is available for Workforce Training in state funding from the Illinois Department of Commerce and Economic Opportunity (DCEO).

Eligible applications will be reviewed by the Community Development Block Grant (CDBG) Public Services Advisory Commission and agencies will be notified of funding decisions following City Council approval.

Questions? Contact grants@peoriagov.org

1. Does your program serve low-income residents of the City of Peoria?

Yes

2 Is your organization (or the lead agency) a not-for-profit, 501(c)3, or government agency?

NOTE: If your organization does not meet this requirement, you may partner with a qualifying "lead agency" that will serve as your fiscal agent.

Yes

3 Does your organization (or the lead agency) have a completed audit for its most recent fiscal year? (This must be a full audit. 990 forms do not meet this requirement.)

NOTE: If your organization does not meet this requirement, you may partner with a qualifying “lead agency” that will serve as your fiscal agent.

Yes



IF YOU ANSWERED 'NO' TO ANY OF THE ABOVE QUESTIONS, YOUR ORGANIZATION DOES NOT QUALIFY FOR VIOLENCE PREVENTION FUNDING.

A. Applicant Agency Information

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Case Id: 35396

Name: JBVAS - 2023

Address: 711 West McBean

A. Applicant Agency Information

Please provide the following information.

A.1 Violence Prevention Program Title

Making a Difference Program

A.2 Organization Name

PCCEO, Inc.

A.5 Address

711 West McBean Peoria, IL 61605

A.3 Contact Person

Wayne Cannon

A.4 Title

Food Bank Program Manager

A.6. Contact Phone Number

(309) 671-3900

A.7. Contact Email Address

wcannon@pcceo.org

A.8 Program operating location if different than listed above.

711 West McBean Peoria, IL 61605

A.9. If partnering with a lead agency, lead agency name:

NOTE: If your organization is not a not-for-profit, 501(c)3, or government agency, AND/OR does not have a completed audit for its most recent fiscal year, you may partner with a qualifying "lead agency" that will serve as your fiscal agent. If partnering with a lead agency please complete this Lead Agency Agreement below.

NA - Unable to advance without completing lead agency questions.

Please complete and upload the Fiscal Sponsor Agreement



[Fiscal Sponsor Agreement](#)

****No files uploaded**

A.10 Lead Agency contact name, email and phone number

NA

A.11 Date of Incorporation

02/24/1966

A.10 Federal Employer Identification Number

37-6058636

A.11 City of Peoria EEO

An EEO number shows that an organization has registered with the City of Peoria as an Equal Employment Opportunity organization. Please follow the instructions on [this form](#) to register. For more information on completing the form, please see this [instruction guide](#).
00740-231231

A.12. Agency Unique Entity Identifier (UEI):

All agencies receiving federal money must register for a UEI. In April 2022, The federal government phased out

the use of the DUNS replacing it with the UEI. For more information please [click here](#)

ELE9Y94V6KZ7

A.13. SAM Cage Code # and Expiration

All agencies receiving federal money must register for a SAM Cage Code. Please visit www.sam.gov to register for free. Please also provide the expiration date of the SAM Cage Code. Agencies must have a DUNS number to register for a SAM Cage Code

5EVC1 Expires Jan 18, 2024

A.14 Agency Annual Operating Budget

\$22,274,679.00

A.15 Number of Paid Staff

122

A.16 Number of Volunteers

415

B. Funding Requested

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Case Id: 35396

Name: JBVAS - 2023

Address: 711 West McBean

B. Funding Requested

Please provide the following information.

B.1 Requested Amount: Min \$50,000 and Max \$400,000

NOTE: The Minimum request for Workforce Training is \$150,000 and the Maximum is \$300,000.

\$316,459.00

B.2. Total Project Budget

\$316,459.00

B.2 Number of Unique Clients to be served

350

B.4 Priority Area

Empowered Youth & Young Adult

B.5 Please provide a Detailed Project Budget for administrative costs

Item	Amount	Short Description
Personal and Fringe	\$0.00	
Other	\$28,768.90	PCCEO, Inc. utilizes the 10% De Minimis indirect cost rate and the total modified direct cost base to recoup Administrative and Accounting Department expenses. The expenses include but are not limited to salaries, fringes, occupancy, supplies, travel, and communications. (10% of grant)
	\$28,768.90	

B.6 Please provide a Detailed Project Budget for direct program costs

Item	Amount	Short Description
Personnel and fringe Direct expenses	\$89,415.00	Program staff for 3 partner agencies. Detailed budget and program expenses are included in C22.
Travel	\$0.00	
Equipment	\$0.00	
Materials and Supplies	\$0.00	
Contractual	\$0.00	
Program Expenses	\$198,275.00	Meals, food boxes, supplies, rent, fuel, and

		administrative costs for SSM and Elite.
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
	\$287,690.00	

C. Program Information

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Case Id: 35396

Name: JBVAS - 2023

Address: 711 West McBean

C. Program Information

Please provide the following information.

C.1. Provide a brief description of your proposed program and goals. Describe the work to be performed, including the activities to be undertaken or the services to be provided, frequency and duration of services to be received by the average client or participant, and who will be carrying out the activities.

BRIEF DESCRIPTION & GOAL: The PCCEO Peoria Area Food Bank Making a Difference Program is a violence prevention collaboration between the Food Bank, the South Side Mission, and Elite Community Outreach the goal being to promote neighborhood safety and reduce or prevent crime in the City of Peoria.

WORK TO BE PERFORMED: The South Side Mission (SSM) GAP program works with youth daily throughout the school year and a summer program. The goal is to reduce the likelihood of violent/criminal behavior by focusing on character, core competencies, and academics.

The Elite Community Outreach Re-Entry program works with adults on a weekly basis for 15 weeks (twice per year) to prevent recidivism, focusing on job skills/motivation, stress management, healthy relationships, and community connection.

The Elite Gamechanger Safe School works with at-risk middle and high school students using Accellus and Edgenuity platforms for a minimum of six weeks. The goal is for students to return to their home schools with improved grades and behavior. Parent participation is required. The program runs Monday through Friday 8 a.m. to 2 p.m. throughout the school year.

The Food Bank will work with program cohorts, participants and their families to mitigate the negative impact that food insecurity/low-quality food options has

C.7. Describe the number of people to be served and the outcomes that will be measured. (Please see program guidelines for example measurable results. Multiple outcome measures must be included.) What is the basis for selecting the outcomes and how do they demonstrate achievement of the overall goals of the project? Describe the evaluation tools that will be used to track/monitor the progress of the activity, how progress will be measured, why these measures were chosen, and how these methods are evaluated. If you are expanding a current program or reinstating a previous program, please discuss the impact the program has had in our community, specifically highlighting quantitative and qualitative outcomes.

It is anticipated the total number of program participants to be approximately 200-300 program participants and their families. The Peoria Area Food Bank (PAFB) will track the number of meals served/distributed to evaluate our goal. The GAP and Gamechanger programs will track positive sense of self, self-control, decision making and prosocial connectedness. The academic component is measured through grades, school attendance/engagement and school discipline. The re-entry program will use pre and post testing, program completion, recidivism rate, and employment outcomes.

Outcomes are based on improvement in the challenges that brought participants to the program. Youth have low grades, attendance, and/or discipline/socialization problems, progress documented and monitored in conjunction with the schools. Adults in the re-entry program are being released back into society with very little support in avoiding/changing the circumstances that led to their incarceration and reduced chances to find employment. Outcomes are based on improvements in the rate of recidivism after incarceration, and level of job

on City of Peoria residents.

C.2. Explain specifically how this program addresses the Priority Area selected on the previous page. How does the program address the goal of violence prevention in the City of Peoria?

This program addresses the priority area selected by meeting participants where they are. The SSM is strategically located in the 61605 area. The violent crime rate in 61605 is higher than the national average by several sources, including Crimeview.

The program addresses the goal of violence prevention in the City of Peoria through a holistic approach in working directly with at-risk youth and adult program participants. The program provides education, training, and resources needed to help move participants toward healthy, stable lives free of the contributing factors that lead to antisocial/violent behaviors.

C.3. How long has this program been in operation or is it a new program?

This is a new program.

C.4. What specific geographic area does the program serve? (List Census Tracts or City-Wide.)

City wide.

C.5. Specifically, what is the need for the program, what does the program do, and what is the target population for the program? Describe how the activity addresses community needs to reduce violence in the community. Be precise in the project design and how it is linked to goals. Use data and facts for the need and provide sources for the data.

NEED: Based on data provided by Crimeview crime analysis: **Peoria murder rate per 100k is 13 (42.9% higher than the Illinois average, and 98.6% greater than the U.S. average). **Peoria violent crime rate per 100k: 986 (131.5% higher than the state average, 154.3% greater than the national violent crime rate). **Total number of violent crimes: 1,084. **Chance of becoming a victim of violent crime in Peoria: 1 in 101. **Although the city experienced a brief reprieve from its high violent crime rates in 2020 (largely attributed to the pandemic), these types of crimes rebounded in 2021. Source: Federal Companies at www.federalcos.com

skills/motivation pre and post participation, ability to manage stressors pre and post participation, and level of community connection.

C.8. For Workforce Training programs only, how many clients will you connect to permanent employment?

NA

C.9. How will your organization track and record client demographics for the proposed program? How will you track outcome measures listed above?

The South Side Mission, Elite Community Outreach, and PCCEO collects intake forms, tracks activities, and compiles the data for evaluation and discussion on a regular basis.

C.10. How will outreach about program availability be conducted? What experience does your organization have with the target population of your program? What is your organization's capacity to carry out the program and provide direct services and/or case management for participants?

Outreach about the program will be conducted through our partnership with the SSM and Elite, who have ongoing relationships with all Peoria schools and the Peoria County jail. In addition, PCCEO has many other programs in place for outreach, including head start facilities, energy assistance facilities, and the pantries located throughout the Peoria community.

PCCEO's experience with neighborhood outreach did include neighborhood centers, outreach centers, information and referral services, a food service operation, a radio and television program, and home rehabilitation/weatherization services, sponsored the Mitchell Anderson Summer Basketball Camp, Boy Scout Troop 219, and more as outreach resources.

In 1968, PCCEO began directly developing and administering programs by which people could be trained and established programs designed to help people to help themselves, rather than just giving handouts or resolving problems on a short-term basis.

PCCEO's capacity to carry out the program and provide direct services and/or case management for participants includes the number of staff needed to perform these activities, with the requisite skillsets. In addition, PCCEO

WHAT IT DOES & TARGET: Program activities address community needs to reduce violence by working with at-risk program participants to raise their level of awareness of their communities and the needs of others, helping them realize their own potential for success in life, and providing the education/tools needed to set and achieve their own goals. Reducing violence requires a focus on the needs of individuals at risk of perpetrating violence or at risk of repeating violent behavior.

(1) All partners are located in/near high-crime areas, in close proximity to program participants. The 61605 and Cottage District areas in Peoria are identified as having the highest crime rates based on Crimeview statistics. The SSM is located in the 61605 area, and the Elite Community Outreach program is located one block off the 61605 border. (2) Intervention strategies include education (e.g., stress management and motivation), job readiness, employment, and community connection to help increase individual and thereby neighborhood stability. (3) Youth afterschool/summer activities that build character, core competencies and academics include: **math, English and language arts tutoring, **ASL (American Sign Language), **kitchen-connected life skills, **gardening, **community service, and recreational activities, arts and crafts, movies, and a game room.

C.6. Provide information on how the program is evidenced-based. Provide clear, detailed information to support that project design. Please refer to research, third-party program evaluations or other objective data that indicates program design and note all sources of data. NOTE: Programs must be evidenced-based to be eligible for funding.

Food is a key component in self-sufficiency and empowerment for all program participants. The Food Bank distributes food to 85 pantries in 3 counties, which serves 47,000 individuals and 17 Food Desert Census Tracts, of which 77,792 individuals were included in those tracts.

For youth, the program is designed based on the Positive Youth Development (PYD) model from the Department of Health & Human Services, which is based on a body of research suggesting certain “protective factors” or positive influences can help young people succeed. According to this research, young people may have fewer behavioral

has, since its inception, managed the many services provided to the community. In addition to qualified staff, PCCEO is governed by a Board of Director invested in the effectiveness and future sustainability of the organization.

C.11. How does the program collaborate with other agencies? Describe your agency’s working relationship with other organizations and describe services and programs by other agencies that will provide additional or similar services to your clients. Please detail the formal agreements and history of partnerships within the community. Do these agreements lead to cost savings for your agency?

The program is a collaboration with other agencies pooling resources, making referrals, and sharing best practices which greatly increases our reach into the communities we serve.

PCCEO has many formal and long-term relationships with many of Peoria’s civic and government bodies. These relationships include the City of Peoria, Peoria County, Illinois Central College, Peoria School District 150, OSF and Ameren. PCCEO and the Peoria Area food Bank also have formal agreements with more than 45 local 501c3’s. We have partnered with these organizations for several years in a variety of capacities.

The Peoria Area Food Bank is a member of the Ending Hunger Together Consortium. Ending Hunger Together is made up of the three local health departments – Peoria, Tazewell and Woodford County, OSF, Midwest Food Bank, University of Illinois Extension, University of Illinois College of Medicine, and The Food Pantry Network. Our united goal is to improve the local emergency food system and we are funded by the Central Illinois Community Foundation. This group has been working together since 2018.

The agreements with our partner agencies lead to cost savings by providing key program components through their program content and funding. Partnering with existing programs increases capacity, avoids duplication of services, and results in a more strategic/efficient use of funds. In addition, our intellectual capacity has grown tremendously because of these relationships.

C.12. How does your agency practice and promote

problems and be better prepared for a successful transition to adulthood if they have a variety of opportunities to learn and participate at home, at school, and in community-based programs in their neighborhoods.

Individuals in the re-entry program face many obstacles that prevent them from successful transition back into their communities: ability to obtain identification, housing, and employment are examples of basic needs. Without services, this population often ends up homeless, couch surfing, and unemployed.

All of these efforts are supported, in part, by a needs assessment conducted by the PCCEO and Community Action Agency (CAA), which is based on surveys and referrals during the 2021-22 school year. Parents, staff, and program participants participated in the surveys.

diversity, equity and inclusion?

PCCEO is committed to promoting, cultivating and preserving a culture of diversity, equity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company achievements as well. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression (LGBTQ), language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, or veteran status.

PCCEO's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; promotions and transfers; professional development and training; promotions; transfers; layoffs; terminations; and the ongoing development of a work environment.

All employees of PCCEO have a responsibility to treat others with dignity and respect at all times.

All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with this policy should seek assistance from the Human Resources Manager.

C.13. Please provide a breakdown of your current staff demographics by race/ethnicity and gender identity.

LEADERSHIP: 100% African American, 100% male.

MANAGEMENT: 62% African American, 13% multifacial, 25% white; 62% female, 38% male. STAFF: Total 114 - 2% Asian, 64% African American, 12% Latina, 2% multifacial, 18% white, 2% unknown; 20% male, 80% female.

C.14. Please provide a breakdown of your Board of Directors or governing body by race/ethnicity and gender identity

RACE/ETHNICITY: 11; African American 82%, Multiracial 9%, White 9%. GENDER: 64% female, 36% male.

C. Program Information Cont'd

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C. Program Information Cont'd

Please provide the following information.

C.15. Staff Qualifications: Please identify key program staff, titles and include background and qualifications (education, experience, training, etc.). Include ALL staff to be funded with Violence Prevention funds and staff that will compile reports. If the position has not been hired, please include requirements in job description in the background section.

Staff Member	Name	Title	FTE on This Program	Grants Funds Used
Management	Wayne Cannon	Food Bank Program Manager	The Program manager has experience running multiple programs; including an adult literacy program, an employment program and a re-entry program which had an expungement assistance component. He is currently the manager of a food bank that receives State of Illinois and private funding. He has extensive knowledge and experience operating federal, state and city of Peoria grants. His skill set includes: project planning & administrative tasks, developing work plans, budget and resource planning, team building and leadership training, problem solving, conflict resolution, analytical capabilities, strategic planning. Some of his technical capabilities are supervisory experience, grant writing, job	Yes

			readiness/employment counseling, 6 Sigma Green Belt.	
Staff	TBD	Warehouse Assistant	JOB PURPOSE: Maintain warehouse inventory and cleanliness, deliver and pick up food donations as needed, and unload and stock food donations delivered to the Food Bank. EDUCATION AND WORK EXPERIENCE: High School or equivalent. At least one-year warehouse, truck driving and forklift work experience preferred.	Yes

C.16. Are there or will there be any program membership or fees charged to the participant in the proposed program?

No

C.17. What is your organization's experience in managing publicly funded projects? Describe any specific experience your organization has in the administration of federal, state, and local government funds. If you are using a fiscal agency, you may list the information for that agency.

From 2021 to 2023, the PCCEO has been awarded 46 state, federal, and local grants for a total of \$35,554,158.

C.18. List funders for the last two years (including the City of Peoria, if applicable) and describe type and frequency of monitoring. Also describe any findings, the resolution of those findings, and any monetary penalties incurred.

PCCEO has received funds from the following:

- Central Illinois Head Start
- DCEO—LIHEAP, CSBG, Weatherization
- City of Peoria CDBG
- ICC Workforce Equity Initiative
- LISC Marketing
- Food Bank
- Illinois Children's Healthcare Foundation
- State of IL SNAP outreach program
- IDHS Emergency Food Assistance Program
- IDHS Reach & Resiliency
- Affordable Housing Initiative/Program
- IHDA Blight Reduction Program

Monitoring for state and federal grants has been via desktop and in-person methods both, fiscal and programmatic every two years. In the last 2 years, we have had minor findings and no monetary penalties.

C.19. Describe your organization's financial reporting system/accounting procedures and time keeping system

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regarding the proposed activity. How will your organization separate Violence Prevention funds from other funds for identification, tracking, and reporting? Describe your organization's internal controls that minimize opportunities for fraud, waste, and mismanagement.

The PAFB uses Abila MIP Software for Accounting and ADP for payroll. The Violence Prevention funds will get their own fund code and therefore own separate and trackable ledger. Our internal controls include segregation of duties, annual training, clear policies and procedures, data input review, and a whistleblower policy.

C.20. As a part of the application process, your agency or sponsored fiscal agency must have conducted and must submit a copy of its most recent audit.

In the most recent audit, were any findings issued?

No

C.21. Is your agency required to complete a Single Audit?

No

C.22. Explain in narrative form how Violence Prevention funds will be used as shown in the proposed budget (e.g. describe specific direct service and administrative positions for the program). Describe the specific need for all items outlined in the budget and how you will ensure that all costs are reasonable per 2 CFR Part 200. Describe your program funding source diversity if applicable. Provide details on program expenses and explain how the cost per unit of service and the cost per unduplicated client are reasonable for this program.

The Elite Gamechangers program receives its funding from Peoria Public Schools District 150 and the Illinois Criminal Justice Information Authority (ICJIA). Program costs are based on experience, historical data, and cost analysis by the organizations involved and are determined to be reasonable.

PERSONNEL EXPENSES ESTIMATED DESCRIPTION

Warehouse Assistant / Delivery Driver \$10,000.00 One person will be needed to help manage food pickup/delivery as well as warehousing for food storage.

South Side Mission Staff (5) \$57,900.00 5 full-time youth staff for a 10:1 ratio. Currently, there are 4 full-time staff and another one will be hired.

Elite Subcontractors \$7,600.00 Classroom facilitator. Experts: anger management, self-sabotaging, legal issues, parenting 101, HR, addiction, and money management.

Elite Employees \$7,915.00 Administrator-CEO, Admin & Data Collection, Events Coordinator

Violence Prevention Program Mgr. \$6,000.00 A PCCEO staff member to manage the overall program.

TOTAL ESTIMATED PERSONNEL EXPENSES ****\$89,415.00 (payroll taxes included)

OPERATING EXPENSES ESTIMATED DESCRIPTION

Family Food Boxes \$138,600.00 PARTICIPANTS: Gamechangers 150, GAP 150, Re-Entry 50. The PAFB will purchase 4,200 family food boxes (350 families x 12 months of services x 1 food box per month (\$33.00) = \$138,600.

Fuel \$3,200.00 80 miles/week, 15 miles/gallon, \$4/gallon

Elite Supplies \$11,225.00 Interview clothes, printing, job fair material, graduation

certificates, binders, drug testing and background checks.

Elite Rent \$6,000.00 Frank Campbell Rent \$200 per day X30=\$6000

We will be renting the Frank Campbell Center conference room for sessions. Our offices are in the Dream Center. Because there are women and children in the building, we are precluded from having some of the Class X ex-felons in the facility.

Elite Meals \$6,750.00 One meal per session for 30 sessions for 50 people, factoring in the 40% graduation rate.

SSM Food \$23,000.00 Approx. 51 meals daily x 204 days = 10,404 meals @ \$2.05 each.

SSM Admin \$9,500.00 Supervisor does reporting, data collection and survey administration.

TOTAL ESTIMATED OPERATING EXPENSES ****\$198,275.00

TOTAL FB ESTIMATED ADMIN EXPENSES ****\$28,768.90 PCCEO, Inc. utilizes the 10% De Minimis indirect cost rate and

the total modified direct cost base to recoup Administrative and Accounting Department expenses. The expenses include but are not limited to salaries, fringes, occupancy, supplies, travel, and communications. (10% of grant)

TOTAL ESTIMATED EXPENSES ****\$316,459.00

C.23. Is there any additional information you want to mention? Use bullet style for each item in the space provided.

None.

D. Conflict of Interest

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D. Conflict of Interest

Please provide the following information.

As an applicant requesting funding, will any of your employees, agents, consultants, officers, or elected officials experience the following conflicts of interest:

D.1. Participate in the decision-making process for the approval of this application? (i.e., a City of Peoria City Council Member or a Member of the [CDBG Public Services Advisory Commission](#))?

No

D.2. Have a personal financial interest or reap a financial benefit from this program/activity?

No

D.3. Have an interest in any contract, subcontract, or agreement with respect to this application either for themselves or those with whom they have family or business ties during the program year and for one year thereafter?

No

If you selected yes to any of the above, clearly describe the conflict below.

NA

E. Required Documents

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E. Required Documents

Please provide the following information.

Documentation



Financial Audit *Required

2021AuditPackage.pdf



IRS Tax Exempt Letter *Required

PCCEO IRS tax exempt status letter 05.30.19.pdf



Audit Findings

***No files uploaded*



Please upload a copy of the Single Audit

***No files uploaded*



Program Fees Supporting Documents

***No files uploaded*

Submit

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Submit

Please provide the following information.

☒ I certify that the information contained in this application is true and correct; that it contains no misrepresentations, falsifications, intentional omissions, or concealment of material facts; and that the information given is true and complete to the best of my knowledge and belief. I agree to comply with all federal and City of Peoria requirements if funded.

Agency CEO Name

Jennifer M. Orban, Chief Operating Officer

Agency CEO Signature

Jennifer M. Orban, Chief Operating Officer

Electronically signed by jannise@jbadminservices.com on 5/12/2023 1:02 PM