

# EEOP Utilization Report



Fri Oct 30 11:02:07 EDT 2015

## Step 1: Introductory Information

<b>Grant Title:</b>	Byrne Justice Assistance Grant	<b>Grant Number:</b>	2010-djbx-0422
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$6,327,394.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Zafra Stork	<b>DOJ Telephone #:</b>	202-307-0613

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<b>Grant Title:</b>	Byrne Justice Assistance Grant	<b>Grant Number:</b>	2011-djbx-2235
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$5,152,082.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Zafra Stork	<b>DOJ Telephone #:</b>	202-307-0613

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<b>Grant Title:</b>	Byrne Justice Assistance Grant	<b>Grant Number:</b>	2012-djbx-0244
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$4,034,478.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		

**DOJ Grant Manager:** Zafra Stork **DOJ Telephone #:** 202-307-0613

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**Grant Title:** Byrne Justice Assistance Grant **Grant Number:** 2013-djbx-0020  
**Grantee Name:** Executive Office of Public Safety and Security **Award Amount:** \$4,029,533.00  
**Grantee Type:** State Government Agency  
**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts 02116  
**Contact Person:** Art Kinsman **Telephone #:** 617-725-3307  
**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts 02116  
**DOJ Grant Manager:** Zafra Stork **DOJ Telephone #:** 202-307-0613

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**Grant Title:** RSAT **Grant Number:** 2013-rtbx-0035  
**Grantee Name:** Executive Office of Public Safety and Security **Award Amount:** \$113,952.00  
**Grantee Type:** State Government Agency  
**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts 02116  
**Contact Person:** Art Kinsman **Telephone #:** 617-725-3307  
**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts 02116  
**DOJ Grant Manager:** LaShawn Benton **DOJ Telephone #:** 202-514-5057

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**Grant Title:** RSAT **Grant Number:** 2014-rtbx-0035  
**Grantee Name:** Executive Office of Public Safety and Security **Award Amount:** \$92,086.00  
**Grantee Type:** State Government Agency  
**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts 02116  
**Contact Person:** Art Kinsman **Telephone #:** 617-725-3307  
**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts

02116

**DOJ Grant Manager:** LaShawn Benton

**DOJ Telephone #:** 202-514-5057

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**Grant Title:** John R. Justice **Grant Number:** 2013-rjbx-0007

**Grantee Name:** Executive Office of Public Safety and Security **Award Amount:** \$64,104.00

**Grantee Type:** State Government Agency

**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**Contact Person:** Art Kinsman **Telephone #:** 617-725-3307

**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**DOJ Grant Manager:** Latanza Wilson **DOJ Telephone #:** 202-514-8267

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**Grant Title:** John R. Justice **Grant Number:** 2014-rjbx-0024

**Grantee Name:** Executive Office of Public Safety and Security **Award Amount:** \$34,316.00

**Grantee Type:** State Government Agency

**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**Contact Person:** Art Kinsman **Telephone #:** 617-725-3307

**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**DOJ Grant Manager:** Latanza Wilson **DOJ Telephone #:** 202-514-8267

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**Grant Title:** Byrne Justice Assistance Grant **Grant Number:** 2014-djbx-1152

**Grantee Name:** Executive Office of Public Safety and Security **Award Amount:** \$3,898,445.00

**Grantee Type:** State Government Agency

**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**Contact Person:** Art Kinsman **Telephone #:** 617-725-3307

**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**DOJ Grant Manager:** Zafra Stork

**DOJ Telephone #:** 202-307-0613

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**Grant Title:** JAG SORNA

**Grant Number:** 2012-dsbx-0031

**Grantee Name:** Executive Office of Public Safety  
and Security

**Award Amount:** \$945,583.00

**Grantee Type:** State Government Agency

**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**Contact Person:** Art Kinsman

**Telephone #:** 617-725-3307

**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**DOJ Grant Manager:** Cynthia Simons

**DOJ Telephone #:** 202-305-1020

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**Grant Title:** JAG PREA

**Grant Number:** 2014-xtbx-0036

**Grantee Name:** Executive Office of Public Safety  
and Security

**Award Amount:** \$146,720.00

**Grantee Type:** State Government Agency

**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**Contact Person:** Art Kinsman

**Telephone #:** 617-725-3307

**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**DOJ Grant Manager:** Linda Hill-Franklin

**DOJ Telephone #:** 202-514-0712

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**Grant Title:** RSAT

**Grant Number:** 2012-rtbx-0025

**Grantee Name:** Executive Office of Public Safety  
and Security

**Award Amount:** \$88,552.00

**Grantee Type:** State Government Agency

**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	LaShawn Benton	<b>DOJ Telephone #:</b>	202-514-5057

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<b>Grant Title:</b>	Statistical Analysis Center	<b>Grant Number:</b>	2014-r2cx-k023
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$147,482.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Terrance Ealey	<b>DOJ Telephone #:</b>	202-616-5299

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<b>Grant Title:</b>	Title II Formula	<b>Grant Number:</b>	2011-jffx-0047
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$707,554.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Eric Stansbury	<b>DOJ Telephone #:</b>	202-305-1826

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<b>Grant Title:</b>	Title II Formula	<b>Grant Number:</b>	2012-jffx-0040
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$388,462.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts		

02116

<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Eric Stansbury	<b>DOJ Telephone #:</b>	202-305-1826

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<b>Grant Title:</b>	Title II Formula	<b>Grant Number:</b>	2013-mufx-0049
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$392,933.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Eric Stansbury	<b>DOJ Telephone #:</b>	202-305-1826

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<b>Grant Title:</b>	Title II Formula	<b>Grant Number:</b>	2014-jffx-0132
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$29,685.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Eric Stansbury	<b>DOJ Telephone #:</b>	202-305-1826

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<b>Grant Title:</b>	VAWA STOP	<b>Grant Number:</b>	2012-wfax-0039
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$2,697,881.00
<b>Grantee Type:</b>	State Government Agency		

<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Kim Galvin	<b>DOJ Telephone #:</b>	202-307-6026

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<b>Grant Title:</b>	JABG	<b>Grant Number:</b>	2011-jbfx-0056
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$682,969.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Eric Stansbury	<b>DOJ Telephone #:</b>	202-305-1826

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<b>Grant Title:</b>	JABG	<b>Grant Number:</b>	2012-jbfx-0042
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$404,449.00
<b>Grantee Type:</b>	State Government Agency		
<b>Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>Contact Person:</b>	Art Kinsman	<b>Telephone #:</b>	617-725-3307
<b>Contact Address:</b>	Ten Park Plaza, Suite 3720 Boston, Massachusetts 02116		
<b>DOJ Grant Manager:</b>	Eric Stansbury	<b>DOJ Telephone #:</b>	202-305-1826

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<b>Grant Title:</b>	JABG	<b>Grant Number:</b>	2013-jbfx-0052
<b>Grantee Name:</b>	Executive Office of Public Safety and Security	<b>Award Amount:</b>	\$312,929.00

**Grantee Type:** State Government Agency  
**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116  
**Contact Person:** Art Kinsman **Telephone #:** 617-725-3307  
**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116  
**DOJ Grant Manager:** Eric Stansbury **DOJ Telephone #:** 202-305-1826

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**Grant Title:** EUDL **Grant Number:** 2011-ahfx-0058  
**Grantee Name:** Executive Office of Public Safety and Security **Award Amount:** \$359,639.00  
**Grantee Type:** State Government Agency  
**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116  
**Contact Person:** Art Kinsman **Telephone #:** 617-725-3307  
**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116  
**DOJ Grant Manager:** Eric Stansbury **DOJ Telephone #:** 202-305-1826

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**Grant Title:** Statistical Analysis Center **Grant Number:** 2013-bjcx-k023  
**Grantee Name:** Executive Office of Public Safety and Security **Award Amount:** \$84,993.00  
**Grantee Type:** State Government Agency  
**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116  
**Contact Person:** Art Kinsman **Telephone #:** 617-725-3307  
**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116  
**DOJ Grant Manager:** Terrance Ealey **DOJ Telephone #:** 202-616-5299

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**Grant Title:** VAWA STOP **Grant Number:** 2013-wfax-0049  
**Grantee Name:** Executive Office of Public Safety **Award Amount:** \$2,563,142.00

and Security

**Grantee Type:** State Government Agency

**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**Contact Person:** Art Kinsman

**Telephone #:** 617-725-3307

**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**DOJ Grant Manager:** Kim Galvin

**DOJ Telephone #:** 202-307-6026

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**Grant Title:** VAWA STOP

**Grant Number:** 2014-wfax-0011

**Grantee Name:** Executive Office of Public Safety  
and Security

**Award Amount:** \$2,563,142.00

**Grantee Type:** State Government Agency

**Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**Contact Person:** Art Kinsman

**Telephone #:** 617-725-3307

**Contact Address:** Ten Park Plaza, Suite 3720  
Boston, Massachusetts  
02116

**DOJ Grant Manager:** Kim Galvin

**DOJ Telephone #:** 202-307-6026

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### Policy Statement:

The Executive Office of Public Safety and Security (under Executive Order 526) ensures, all programs, activities, and services provided, performed, licensed, chartered, funded, regulated or contracted for by the EOPSS shall be conducted without unlawful discrimination based on race, color, age, gender, ethnicity, sexual orientation, gender identity or expression, religion, creed, ancestry, national origin, disability, veteran's status, or background. Likewise, all individuals have the right to participate and be treated equally in programs and activities of EOPSS grant recipients or sub-recipients regardless race, color, age, gender, ethnicity, sexual orientation, gender identity or expression, religion, creed, ancestry, national origin, disability, veteran's status, or background, and EOPSS grant recipients or sub-recipients may not discriminate against employees or applicants for employment. EOPSS seeks to ensure that all recipients and sub-recipients comply with Executive Order 526 and all applicable state and federal laws regarding discrimination.

## **Step 4b: Narrative Underutilization Analysis**

In reviewing the data and jobs titles within Professional job category the underutilization of white females is attributable to representation in Systems Analyst and programmer Analyst titles. Titles in which staff have been predominately male.

## **Step 5 & 6: Objectives and Steps**

**1. Our objective is to provide equal employment opportunities for white females when our organization fills vacancies that become available within the Professional Job category with a focus on the System Analyst and Programmer Analyst roles.**

- a. Enhance our outreach and recruitment efforts, as well as, promotional advancement to white females to targeted Women's Organizations. In accomplishing this we will reach out to organizations with whom the Commonwealth has established relationships such as: The Women's Center Cambridge; The Women's Institute for Leadership Development Boston; and The National Organization of Women, Boston, to notify these organization of opportunities as they arise.
- b. In addition to professional women's organizations, we will work with the Commonwealth's Information Technology Department to identify other Professional Technical Organizations with whom we can notify of openings. Again hoping to attract a larger pool of candidates for these opening who are female.

## **Step 7a: Internal Dissemination**

Internally this report will be distributed and discussed in staff meetings and at managers meetings.

It will be distributed to staff via electronic mail.

Further it will be distributed at Senior Staff meetings.

All internal job postings will strongly encourage females to apply.

The report will be available to staff on the website.

This report will be made available through the Human Resource Office.

## **Step 7b: External Dissemination**

Externally we will post a notice for contractors and vendors with whom we do business that a copy of this utilization report is available upon request.

All external job postings will strongly encourage females to apply.

The report will be posted and available on the website.

This report will be made available through the Human Resource Office.

**Utilization Analysis Chart**  
**Relevant Labor Market: Massachusetts**

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
<b>Officials/Administrators</b>																
Workforce #/%	14/44%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	14/44%	1/3%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	241,015/51%	7,915/2%	7,340/2%	190/0%	11,660/2%	0/0%	1,175/0%	1,220/0%	171,985/37%	8,140/2%	7,735/2%	190/0%	9,040/2%	55/0%	1,655/0%	1,170/0%
Utilization #/%	-7%	-2%	2%	-0%	-2%	0%	-0%	-0%	7%	1%	5%	-0%	-2%	-0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	67/50%	5/4%	2/1%	0/0%	12/9%	0/0%	0/0%	0/0%	34/25%	5/4%	4/3%	0/0%	5/4%	0/0%	0/0%	0/0%
CLS #/%	290,475/37%	11,425/1%	13,705/2%	330/0%	36,855/5%	145/0%	2,215/0%	2,250/0%	360,035/46%	15,575/2%	16,365/2%	380/0%	28,185/4%	70/0%	3,235/0%	2,395/0%
Utilization #/%	13%	2%	-0%	-0%	4%	-0%	-0%	-0%	-21%	2%	1%	-0%	0%	-0%	-0%	-0%
<b>Technicians</b>																
Workforce #/%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	33,550/33%	2,520/2%	2,235/2%	85/0%	3,960/4%	0/0%	429/0%	360/0%	46,810/46%	2,850/3%	4,105/4%	15/0%	3,270/3%	45/0%	275/0%	300/0%
Utilization #/%	67%	-2%	-2%	-0%	-4%	0%	-0%	-0%	-46%	-3%	-4%	-0%	-3%	-0%	-0%	-0%
<b>Protective Services: Sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	42,485/72%	2,805/5%	4,265/7%	90/0%	730/1%	35/0%	275/0%	565/1%	6,285/11%	630/1%	990/2%	15/0%	130/0%	0/0%	65/0%	40/0%
Utilization #/%																
<b>Protective Services: Non-sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	2,490/32%	240/3%	120/2%	4/0%	50/1%	0/0%	54/1%	30/0%	3,575/47%	560/7%	335/4%	0/0%	70/1%	0/0%	105/1%	55/1%
Utilization #/%																
<b>Administrative Support</b>																
Workforce #/%	3/30%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	5/50%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
CLS #/%	252,980/30%	20,380/2%	16,730/2%	275/0%	11,850/1%	95/0%	1,925/0%	1,920/0%	437,560/53%	34,125/4%	27,530/3%	770/0%	17,215/2%	190/0%	3,725/0%	4,280/1%
Utilization #/%	-0%	-2%	8%	-0%	-1%	-0%	-0%	-0%	-3%	-4%	7%	-0%	-2%	-0%	-0%	-1%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	195,560/81%	16,380/7%	6,675/3%	430/0%	4,315/2%	10/0%	1,510/1%	2,990/1%	9,660/4%	1,570/1%	760/0%	25/0%	1,560/1%	0/0%	160/0%	185/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	284,345/38%	62,640/8%	31,615/4%	730/0%	18,535/2%	140/0%	3,475/0%	7,115/1%	234,045/31%	47,670/6%	33,945/5%	745/0%	18,230/2%	100/0%	3,495/0%	6,995/1%
Utilization #/%																

### Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Professionals									✓							

I understand the regulatory obligation under 28 C.F.R. § 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Arthur Kinsman

Executive Director Office of Grants and Research10-30-2015

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[signature]

[title]

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[date]