



Oversight Committee

August 28, 2026

Meeting Minutes – May 15, 2026





Quality Assurance Briefing

Dr. Ricardo Ramirez, Director of Quality Assurance



TWC & Associated Monitoring





TWC Annual Monitoring

- TWC’s Annual Monitoring is underway, and staff are currently collecting and preparing the submission of documents as part of the Document Request Package (DRP).
- The documents are due to TWC by August 31, 2026.

Estimated Timeline

Num	Process	Est. Date
1	Engagement Letter	07/13/26
2	Document Request Package (DRP)	08/10/26 – 08/31/26
3	Sample Request	09/29/26 – 10/02/26
4	Entrance Conference	10/05/26
5	On-Site Review/Virtual Testing/Center Visits	10/05/26 – 10/16/26
6	Exit Conference & Exit Report	10/16/26
7	TWC Monitoring Report	04/01/27



Recommendation

- Staff welcome the Board's feedback, guidance, and support for staff's ongoing preparation and coordination efforts.
- QA will continue meeting with Board and Contractor staff to ensure readiness for all phases of the monitoring review.
- Staff have established the technical and logistical requirements for the review, including TEAMS channels, TWC auditors' VPN access, Cabinet access, and related resources.
- Departments and Contractors should continue to prioritize monitoring-related requests to ensure timely and accurate submissions.



Next Steps

- Continue preparation activities and document collection according to the established timeline.
- Respond to additional information and documentation requests from TWC as they are received.
- Facilitate interviews, file reviews, testing activities, and other monitoring processes conducted by TWC.
- Monitor progress and provide periodic status updates to executive leadership and the Board throughout the review.
- Analyze any preliminary observations or findings issued by TWC and coordinate responses as needed.
- Upon completion of the monitoring review, present the Exit results, recommendations, and any required corrective action plans to the Board of Directors.



Questions



TWC Annual Monitoring Report





TWC Annual Monitoring Report

WSA received TWC's Final Monitoring Letters and Reports on August 19, 2026, including the following. There were no questioned costs.

1. **Annual Report:** includes Child Care Services, Choices (employment services for Temporary Assistance for Needy Families), Employment Services, Trade Adjustment Assistance, and Workforce Innovation and Opportunity Act. The review covered the period August 1, 2024, through July 31, 2025, and identified three (3) Findings and two (2) Areas of Concern.
2. **SNAP E&T:** TWC reports this grant separately. Same scope as the Annual Report.
3. **WIOA Data Validation:** TWC performs the review to ensure data recorded by staff for WIOA meets the Department of Labor's requirements. The scope of the review was from July 1, 2024, to June 30, 2025.



Annual Report Findings

1. **Ensure procurements are properly conducted and documented**

- Not maintaining documentation in a format to support that the proper procurement steps were completed and documented prior to contract issuance for the procurement of legal services. The highest scorer was not selected, and justification for selection was not documented in the procurement file.
- The Board should reprocur legal services at the end of the current contract period without exercising any remaining options.

2. **Ensure single audit requirements are met**

- For two subrecipients, the Board did not review the third-party desk review within six months of the issuance of the single audit reports.

3. **Strengthen controls over workforce services (PII in the centers)**

- During the walkthrough of the Floresville Workforce Center, the monitor noted the Board did not have the first barrier in place at the entrance. There was no staff monitoring the front door to ensure that customers are signing in or registering when they enter the center.



SNAP E&T

TWC issued a Letter dated August 19, 2026, for the Supplemental Nutrition Assistance Program (SNAP) Employment and Training, which reported that the monitoring contained no findings and indicated that fiscal and program systems are effectively managed.



WIOA Data Validation

TWC issued a WIOA Data Validation Letter and Report on August 19, 2026, with the following outcomes.

WIOA			Adult		Dislocated Worker		Youth	
			Accuracy		Accuracy		Accuracy	
Element			Rate	Records	Rate	Records	Rate	Records
Assessment			100.00%	4				
Characteristics			93.65%	63	100.00%	32	100.00%	13
Education			97.22%	36	100.00%	24	100.00%	12
Service Tracking			92.68%	41	92.86%	28	50.00%	14
Weighted Avg			94.44%	144	97.62%	84	82.05%	39



Recommendation

- Staff welcome the Board's feedback, guidance, and support as we work to resolve the items.
- The identified issues do not indicate system deficiencies but present opportunities to strengthen internal controls, enhance documentation practices, and improve in ensuring we maintain two barriers as part of our security measures.
- Staff is committed to addressing each finding promptly and implementing sustainable process improvement to reduce the risk of recurrence.
- The final report includes action items that staff have already taken and are implementing for resolution.



Next Steps

- Staff have scheduled a meeting with the State's Audit Resolution team (August 26th) and will provide any verbal updates during the Committee meeting.
- Based on the discussion with TWC, staff will finalize corrective action plans, assign responsibilities, and implement the necessary process improvements.
- Progress will be documented, and all efforts will be directed toward resolving the findings within the 45-day timeframe.
- Updates will be provided to the Board as appropriate until all items have been satisfactorily addressed and closed.



Questions



American Job Center Certifications





American Job Center Certifications

WIOA requires Workforce Solutions Offices in each Board area to be certified by TWC once every three years.

All Workforce Solutions Offices within a workforce area must be certified to be eligible to use infrastructure funds in the state funding mechanism.

As part of the process, Boards must designate one Office as a comprehensive center (this designation is limited to one comprehensive center per workforce area).

On July 31, 2026, staff submitted Center Certification forms to TWC for 13 locations. These included: Boerne, East San Antonio, Floresville, Hondo, Kenedy, New Braunfels, O'Connor, Pearsall, Pleasanton, Northwest San Antonio, Seguin, South Central San Antonio, and South San Antonio. Datapoint has been designated as the area's Comprehensive Center.



Recommendation

- Continue supporting the American Job Center Certification process and support staff's ongoing efforts to maintain compliance with TWC's certification requirements.
- Continue supporting the designation of WSA's Datapoint location as the area's Comprehensive Center.
- Continue supporting initiatives that promote service integration, customer-centered service delivery, accessibility, continuous improvement, and effective workforce system partnerships.
- Ensure staff continues evaluating local Workforce Solutions Offices against TWC certification standards, including effectiveness, physical and programmatic accessibility, and continuous improvement measures.
- Encourage Board staff, Contractors, and workforce partners to maintain collaboration and responsiveness throughout the certification review process to ensure all certification criteria are met.



Next Steps

Staff received a response receipt for our submission and are waiting for confirmation of the certifications.

- Continue completing certification assessments for all Offices in accordance with TWC requirements and established timelines.
- Review findings related to effectiveness, accessibility, customer feedback, workforce partner coordination, and continuous improvement indicators.
- Address any identified gaps or opportunities for improvement and implement corrective actions, as necessary, to ensure compliance with certification standards.
- Document certification results and maintain supporting evidence demonstrating compliance with TWC requirements.
- Provide the Board of Directors with a summary of certification outcomes, identified best practices, and any improvement actions resulting from the review process.



Questions



Quality Assurance Briefing





External Monitoring (Ms. Nguyen, CPA)

- **Child Care Services – COSA:** 100% complete, with an overall 100% accuracy rate (no findings).
- **WIOA Adult – C2 GPS:** 100% complete. Currently working on the Final Report.
- **WIOA Dislocated Worker – C2 GPS:** 100% complete. Currently working on the Final Report.
- **Child Care Services – Equus:** 100% complete. Currently working on the Final Report.
- **Ready to Work – Multiple partners:** 40% complete.

Ms. Nguyen's contract is set to end on September 30th, 2026, at which point WSA will initiate the new contract, as approved by the Board of Directors, effective October 1st, 2026. This will help align the contract with the fiscal/program year.



Internal Monitoring Activities

- **Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) – C2 GPS:** 100% Complete. Currently working on the Final Report.
- **Reemployment Services and Eligibility Assessment (RESEA) – C2 GPS:** 100% complete, overall accuracy rate of 83.2%.

1. Accurate Service Delivery and Documentation

- Customer notification and Event Calendar documentation: 66.7% (Control Group)
- Service code entries: 80.0% (Treatment 1), 66.7% (Treatment 2 and 3)
- Virtual Recruiter job alerts in WIT: 73.3% (Treatment 1), 86.7% (Treatment 3)
- Referrals to follow-up meetings: 86.7% (Treatment 2), 60.0% (Treatment 3)
- Big Interview project assignments: 73.3% (Treatment 2)

2. Case Management

- WF-42 form submissions to TWC: 86.7% accuracy.



Internal Monitoring & Other Activities

- **Noncustodial Parent Choices (NCP) – C2 CPS:** Testing is 100% complete. Currently working on the Final Report.
- **WIOA Youth Work Experience - SERCO:** Collaborative effort involving multiple WSA departments to evaluate Work Experience activities for Youth. The information is reported separately as the agency works with TWC.
- **Other Activities**
 - **Subrecipient Performance & Profits (C2GPS and SERCO):** Will be preparing targets for contracts starting October 1st, 2026.
 - **Youth Contractor Transition:** Working with C2GPS as part of the onboarding for quality control and assurance purposes.



Recommendation

- Staff welcome the Board's feedback, guidance, and support as we continue our quality assurance and continuous improvement efforts to strengthen compliance with applicable requirements, enhance internal controls, and improve program performance.
- Recommend that contractors review the monitoring results and implement corrective actions to address identified findings and opportunities for improvement.
- Recommend that contractors strengthen processes and controls in areas identified during monitoring to improve performance, accuracy, and compliance with program requirements.
- Recommend that contractors work collaboratively with staff and utilize technical assistance opportunities to support successful implementation of corrective actions.
- Recommend a comprehensive review and refinement of the Risk Assessment process to incorporate additional factors that strengthen risk identification efforts and support continuous improvement in monitoring activities.



Next Steps

- QA will continue to complete the estimated engagement timeline as presented in a separate agenda item.
- Continue providing support for improvement plans for attributes falling below the 90% accuracy threshold, including the provision of technical assistance and guidance to contractors.
- Conduct follow-up reviews and reporting activities to assess progress and verify that actions appropriately address findings.
- Continue reporting status updates to the Board as appropriate.



Questions



Strategy – Internal and External Monitoring & Training Schedule





Analysis

- QA reports the following estimated and actual monitoring timelines and the staff training schedule for 2025-2026.
- Staff adjusted the annual timelines to accommodate several unplanned priorities that required additional resources and oversight, including RESEA, which required a greater level of involvement due to program complexity; TWC's Migrant and Seasonal Farm Worker (MSFW) monitoring review, which we were not informed of until later in the year; and the Youth Work Experience (WEX) review.
- Appropriate modifications were made to ensure these responsibilities were addressed while maintaining key Quality Assurance activities. Ongoing oversight and monitoring of WEX activities will continue throughout the remainder of the period.



Strategy – External Monitoring

Initial Estimated Timeline				Actual Timeline						
<i>External Program Monitoring</i>	<i>Duration⁺⁺</i>	<i>Start</i>	<i>Finish</i>	<i>Duration⁺⁺</i>	<i>Effort</i>	<i>Variance</i>	<i>Start</i>	<i>Finish</i>	<i>% Complete</i>	
Estimated Timeline: 2025-2026	218	1/12/2026	11/11/2026	160	239	Duration	1/12/2026		90%	Comments
COSA - CC QIA	37	1/12/2026	3/3/2026	37	37	0	1/12/2026	3/3/2026	100%	Report issued
C2GPS - WIOA Adult	46	3/26/2026	5/28/2026	48	46	2	3/26/2026	6/1/2026	100%	Completing final report
C2GPS - WIOA Dislocated Worker	46	3/26/2026	5/28/2026	48	46	2	3/26/2026	6/1/2026	100%	Completing final report
COSA - Child Care Services	41	5/13/2026	7/8/2026	51	45	10	5/13/2026	7/22/2026	100%	Report issued. Testing extended to complete the review due to issues with TX3C.
Equus - Child Care Services	41	5/13/2026	7/8/2026	73	65	32	5/13/2026	8/21/2026	100%	Completing Final Report. Extended due to TX3C issues and TWC policy clarifications.
C2GPS - NCP	39	6/4/2026	7/28/2026	Moved NCP to be completed by Internal QA						
SERCO - WIOA Youth	40	7/7/2026	8/31/2026	Postponed. Will work with TWC Annual Monitors on next steps.						
C2GPS - TANF/Choices	42	9/3/2026	10/30/2026	Most recent review will be used for TWC Annual Monitoring. The next review will be completed with the new contract starting 10/01/2026.						
CONSORTIUM - Ready to Work	27	10/6/2026	11/11/2026				8/4/2026		40%	Adjusted schedule, initiated earlier to complete by end of Sept.

Avg Duration or Effort (days) → 40

51 48 12



Strategy – Internal Monitoring

Initial Estimated Timeline				Actual Timeline						
<i>Internal Program Monitoring</i>	<i>Duration ++</i>	<i>Start</i>	<i>Finish</i>	<i>Duration ++</i>	<i>Effort</i>	<i>Variance</i>	<i>Start</i>	<i>Finish</i>	<i>% Complete</i>	<i>Comments</i>
Estimated Timeline: 2025-2026	260	11/3/2025	10/30/2026	201	229	Duration	11/3/2025		100%	
SNAP Phase II Follow Up	51	11/3/2025	1/12/2026	49	45	-2	11/3/2025	1/8/2026	100%	Report issued.
Informal Reviews (attributes <90% accuracy)	69	12/12/2025	3/18/2026	91	76	22	12/12/2025	4/17/2026	100%	Reports issued. Extended to complete additional testing.
TWC Migrant Seasonal Farm Worker (MSFW)				15	15		2/18/2026	3/10/2026	100%	Unplanned TWC Monitoring. Required adjusting timelines.
PII Walkthroughs and Priority of Service	30	3/2/2026	4/10/2026							Adjusting schedule due to RESEA, MSFW, Youth WEX, other projects. Planned for Sept.
C2GPS - RESEA	38	3/9/2026	4/29/2026	34	34	-4	3/2/2026	4/16/2026	100%	Report issued. Adjusted start to begin earlier.
C2GPS- SNAP	36	4/9/2026	5/28/2026	56	31	20	5/6/2026	7/22/2026	100%	Completing final report. Delayed start due to priority projects, which extended the timeframe.
C2GPS- NCP	38	5/7/2026	6/29/2026	50	28	12	6/2/2026	8/10/2026	100%	Completing final report. Testing delayed due to priority projects, which extended the timeframe.
WIOA Youth Work Experience Review - Targeted							6/12/2026			Added to timeline. Ongoing
TWC Annual Monitoring	80	7/13/2026	10/30/2026				7/13/2026			Started.

Avg Duration or Effort (days, excludes Other) →

49

49

38

0



Strategy – Training Schedule

Est. Dates	Num	Topic
<i>Completed</i>		Part 1: Workforce Development & Local Boards
	1	Workforce Development System
	2	Local Workforce Development Boards
<i>Completed</i>		Part 2: Local Plan
	3	Local Plan
	4	High Performing Board
<i>Partially Completed</i>		Part 3: Labor Market Assessment & Planning
	5	Employment-Related Measures I
	6	Employment-Related Measures II

Est. Dates	Num	Topic
Nov		Part 4: Board Agreements & Contracts
	7	TWC Agreements and Grants
	8	WSA Contracts
Dec		Part 5: Workforce Policies
	9	Federal & State Guidance
	10	Local Policies
Jan		Part 6: Performance
	11	TWC-Contracted Performance
	12	Locally-Developed Performance
Feb		Part 7: Internal Controls
	13	Risk Assessment
	14	Quality Assurance & Quality Control



Questions





Programs & Operational Briefing

Victoria Rodriguez, Director of Workforce Services





Summer Earn and Learn (SEAL)

Offers paid, on-the-job, workplace readiness training, work experience, and transferable skills learning opportunities for students

436

Participants active in SEAL

296

Participants placed

278

Participants have recorded work experience hours

125

Completed Work Readiness Training (WRT)

177

Completed the full five-week work experience



Externship for Teachers

- The Externships for Teachers program aims to enhance educators' knowledge of workforce topics, especially STEM careers in the Alamo region.

51

Educators completed 10-days

20

Participants completed five-days

13

Participants completed 1–4 days

24

Toyota one-day participants

TX FAME Signing Day

- 36 participants officially signed with participating employers for the Advanced Manufacturing Technician (AMT) Program.

2026 Cohort

Employer Sponsor	Students
HEB	14
International	4
JCB	2
Millenium Steel	2
Toyota	10
Toyotetsu Texas	4





Performance

Measure	Numerator	Denominator	Performance	Current Target	EOY Target	% Current Target	From	To	Notes	% Current Target		
Adult: Credential Rate	45	56	80.36%	76.96%	76.96%	104.42%	01/24	09/24	25	N/A 104.42%		
Adult: Employed Q2	206	293	70.31%	74.34%	74.34%	94.58%	07/24	03/25	25	N/A 94.58%		
Adult: Employed Q4	209	330	63.33%	73.57%	73.57%	86.08%	01/24	09/24	25	N/A 86.08%		
Adult: Measurable Skill Gains	71	85	83.53%	70.70%	70.70%	118.15%	07/25	05/26	25	N/A 118.15%		
Adult: Median Earnings Q2	N/A	206	\$6,704.96	\$7,000	\$7,000	95.79%	07/24	03/25	25	N/A 95.79%		
C&T: Credential Rate	162	237	68.35%	75.00%	75.00%	91.13%	01/24	09/24	25	N/A 91.13%		
Child Care: Average # Children Served Per Day - Combined	2,082,910	173	12,040	12,509	12,509	96.25%	10/25	05/26	24	N/A 96.25%		
Child Care: Initial Job Search Success Rate	249	439	56.72%	69.20%	69.20%	81.97%	06/25	01/26	23	NM 81.97%		
Choices/TANF: Full Engagement Rate - All-Family	N/A	N/A	N/A	50.00%	50.00%	N/A	10/25	05/26	14	N/A N/A		
DW: Credential Rate	35	47	74.47%	80.91%	80.91%	92.04%	01/24	09/24	25	N/A 92.04%		
DW: Employed Q2	141	181	77.90%	78.28%	78.28%	99.51%	07/24	03/25	25	N/A 99.51%		
DW: Employed Q4	155	201	77.11%	82.81%	82.81%	93.12%	01/24	09/24	25	N/A 93.12%		
DW: Measurable Skill Gains	64	70	91.43%	76.00%	76.00%	120.30%	07/25	05/26	25	N/A 120.30%		
DW: Median Earnings Q2	N/A	141	\$11,927.18	\$9,750	\$9,750	122.33%	07/24	03/25	25	N/A 122.33%		
Reemployment: Claimant Reemployment within 10 Weeks	14,641	25,837	56.67%	60.79%	60.79%	93.22%	07/25	02/26	N/A	NM 93.22%		
Reemployment: Employers Receiving Texas Talent Assistance	2,895	1	2,895	3,007	4,349	96.28%	10/25	05/26	N/A	AR 96.28%		
Youth: Credential Rate	82	134	61.19%	57.45%	57.45%	106.51%	01/24	09/24	25	N/A 106.51%		
Youth: Employed/Enrolled Q2	195	255	76.47%	74.21%	74.21%	103.05%	07/24	03/25	25	N/A 103.05%		
Youth: Employed/Enrolled Q4	207	289	71.63%	75.56%	75.56%	94.80%	01/24	09/24	25	N/A 94.80%		
Youth: Measurable Skill Gains	148	179	82.68%	65.30%	65.30%	126.62%	07/25	05/26	25	N/A 126.62%		
Youth: Median Earnings Q2	N/A	175	\$3,732	\$4,000	\$4,000	93.30%	07/24	03/25	25	N/A 93.30%		
										0.00%	50.00%	100.00%



Questions





Work Experience & Improvements

Victoria Rodriguez, Director of Workforce Services;
Dr. Richardo Ramirez, Director of Quality Assurance;
Gabriela Navarro-Garcia, Controller



Work Experience and Improvements

Victoria Rodriguez, Director of Workforce Services;
Dr. Ricardo Ramirez, Director of Quality Assurance &
Gabriela Navarro Garcia, Controller





Work Experience Policy



WEX Purpose

Structured workplace learning tied to employment goals for adults, dislocated workers, and youth.



Youth Requirements

Must include academic, occupational, and career exploration components.



Worksite Agreements

All agreements and signatures required before placement begins.



Participant Compensation

Defines wages, hours, duration, and funding limits.



Timekeeping & Payroll

Accurate hours, timely timesheets, and payroll reconciliation required.



Monitoring & Documentation

Ongoing worksite monitoring and WorkInTexas documentation required.



Fiscal Accountability

Ensures WEX spending is allowable and fraud-protected.



20% Youth Requirement

Supports WIOA mandate to spend 20% on WEX.



Contractor Accountability

Clear expectations for oversight, monitoring, and recordkeeping.



Improvements

- **Stronger Timekeeping Controls** – Requires accurate documentation and verification of actual hours worked before payment.
- **Clear Signature Requirements** – Requires appropriate, dated participant and worksite supervisor signatures to support timesheet verification.
- **Payroll Reconciliation** – Strengthens review of timesheets against payroll records before costs are submitted for reimbursement.
- **Pre-Placement Verification** – Requires agreements, training plans, duties, hours, wages, and responsibilities to be established before WEX begins.
- **Worksite Supervisor Orientation** – Ensures supervisors understand WEX requirements, timekeeping, participant supervision, and program expectations before placement.
- **Program Integrity** – Creates clearer accountability among the contractor, worksite, participant, and WSA to better safeguard WIOA funds and ensure WEX activities meet the program's intended purpose.
- **IEP/ISS Alignment** – Ensures each placement addresses an identified participant need and supports established career and employment goals.
- **Enhanced Worksite Monitoring** – Strengthens contractor contact with both participants and employers and requires issues or deviations to be addressed promptly.
- **Performance Documentation** – Reinforces collection of timesheets, attendance, evaluations, training records, case notes, and WEX outcomes.
- **Clearer Fiscal Accountability** – Establishes stronger controls to verify WEX expenditures are supported, allowable, and tied to services actually delivered.
- **Quality Assurance Oversight** – Strengthens review and monitoring practices to identify discrepancies before they become systemic issues.
- **Employer Partnership Focus** – Prioritizes meaningful placements with employers that provide supervision, mentoring, skill development, and pathways toward continued employment.



Invoice Review Process

- 1) Fiscal staff review monthly invoices and supporting documentation.
- 2) Expenses and timesheets are verified, and budget availability is confirmed.
- 3) Timesheets must include verifiable electronic approval and required support.
- 4) Documentation must identify key personnel and approval details.
- 5) Acceptable approvals include electronic signatures, emails, or system-generated records.
- 6) Invoices are approved by Fiscal, Program, and Finance management.
- 7) Approved invoices are posted, paid, and reported to TWC.

This process ensures all costs are supported, allowable, documented, budgeted, and validated before payment and reporting.



Program & Financial Monitoring

- Program Monitoring:
 - Participant files are sampled and reviewed to verify eligibility, service delivery, activity documentation, and required monthly contacts.
 - Monitoring helps ensure program compliance, data integrity, and consistent service delivery.
- Fiscal Monitoring:
 - Review and evaluate management controls, financial reporting, resource stewardship, and program effectiveness.
 - The review scope included audits, cash management, cost allocation, disbursements, financial reporting, and insurance.



Fiscal Integrity Reviews

- **Fiscal Integrity** reviews are conducted by the External Monitor to assess a contractor's ability to responsibly administer workforce services and comply with fiscal requirements.
- Key desk review procedures include:
 - Review of prior financial monitoring, accounting policies, and procedures, and audit report to ensure the contractor has the capacity or have program regulations to comply with Federal, State, and TWC.
 - Review and identify any adverse findings, audit issues, sanctions, or legal judgments that may impact contractor performance.
 - Internal controls are assessed to ensure adequate safeguards over fixed assets, cash management, financial reporting, procurement, and cost allocation.
 - Insurance and bonding coverage are reviewed to verify adequate protection of workforce funds.

This process helps ensure contractors have the financial stability, internal controls, and compliance framework necessary to safeguard workforce funds and meet program requirements.



Risk Assessment

- Staff review existing risk assessment tools and update them to better capture risk.
- Risk assessments are completed annually at the beginning of each program year by:
 - Contractors,
 - Independent Monitor
 - Quality Assurance.
- Each grant is evaluated and assigned a risk level based on established criteria.
- Monitoring plans are developed/tailored to the identified risk level, ensuring resources focus on higher risk areas.
- Risk assessments are reviewed regularly to recalibrate risk ratings, identify emerging risks and changing conditions, and adjust monitoring activities.
- Risk-based monitoring will enable proactive oversight, strengthen compliance, and help ensure effective stewardship of grant funds.



Questions





CEO Report

Adrian Lopez

Youth Services Contract





Questions





Chair Report

Dr. Sammi Morrill, Committee Chair



Questions



Thank you!

