

**GULF COAST
COOPERATIVE ECOSYSTEM STUDIES UNIT

COOPERATIVE and JOINT
VENTURE AGREEMENT**

Agreement Number(s)
BIA # [new number]
BLM # [new number]
BOEM # [new number]
FWS # FWS-GUCO-CESU-2017
USGS # G17AC00343
NPS # NPS-GUCO-CESU-2017
USFS # 17-JV-11330101-091
NRCS # 68-3A75-17-466
NOAA # [new number]
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USACE # [new number]
NASA # [new number]

between

**U.S. DEPARTMENT OF THE INTERIOR
Bureau of Indian Affairs
Bureau of Land Management
Bureau of Ocean Energy Management
U.S. Fish and Wildlife Service
U.S. Geological Survey
National Park Service**

**U.S. DEPARTMENT OF AGRICULTURE
U.S. Forest Service, Southern Research Station
Natural Resources Conservation Service**

**U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration**

**U.S. DEPARTMENT OF DEFENSE
Office of the Assistant Secretary of Defense for
Energy, Installations, and Environment
U.S. Army Corps of Engineers–Civil Works**

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

and

**TEXAS A&M UNIVERSITY SYSTEM (HOST)
Texas A&M AgriLife Research – Institute of Renewable Natural Resources (lead)
Texas A&M AgriLife Extension Service
Texas A&M Engineering Experiment Station
Texas A&M University–College Station
Texas A&M University–Corpus Christi
Texas A&M University at Galveston
Texas A&M University–Kingsville
Texas A&M University–San Antonio
Tarleton State University**

**Auburn University
Columbus State University
Florida State University
Houston Advanced Research Center
Lamar University
Louisiana State University
Louisiana State University Agricultural Center
Mississippi State University
New College of Florida
Sam Houston State University
Southern University and A&M College
Stephen F. Austin State University
Sul Ross State University
Troy University
Tulane University
University of Alabama
University of Arkansas at Monticello
University of Arkansas at Pine Bluff
University of Arkansas, Division of Agriculture
University of Florida
University of Georgia Research Foundation, Inc.
University of Louisiana at Lafayette
University of Mississippi
University of New Orleans
University of South Alabama
University of South Florida
University of Southern Mississippi
University of Texas at Austin
University of Texas Rio Grande Valley
University of Texas at Tyler
University of West Florida
Valdosta State University
Florida Fish and Wildlife Conservation Commission
Louisiana Department of Wildlife and Fisheries
Bat Conservation International
Dauphin Island Sea Lab
Gulf Coast Bird Observatory
The Nature Conservancy–Texas
Three Rivers Resource Conservation and Development Council, Inc.
White Buffalo, Inc.**

ARTICLE I. BACKGROUND AND OBJECTIVES

- A. This Cooperative and Joint Venture Agreement (hereinafter called Agreement) between the Bureau of Indian Affairs, Bureau of Land Management, Bureau of Ocean Energy Management, U.S. Fish and Wildlife Service, U.S. Geological Survey, National Park Service, U.S. Forest Service, Natural Resources Conservation Service, National Oceanic and Atmospheric Administration, U.S. Department of Defense—Office of the Assistant Secretary of Defense for Energy, Installations, and Environment, U.S. Army Corps of Engineers—Civil Works, and National Aeronautics and Space Administration (hereinafter called Federal Agencies), and the Texas A&M University System (Host University) and its Partner Institutions is a continuation for a five (5) year term to provide for the operation and maintenance of the Gulf Coast Cooperative Ecosystem Studies Unit (CESU). This continuation of the Gulf Coast CESU is implemented by mutual consent of the parties and is consistent with the prior Agreement and the express intent of the request for proposals for that Agreement. The Gulf Coast CESU is associated with a national network of CESUs.
- B. The objectives of the Gulf Coast Cooperative Ecosystem Studies Unit are to:
- Provide research, technical assistance and education to federal land management, environmental, and research agencies and their potential partners;
 - Develop a program of research, technical assistance and education that involves the biological, physical, social, and cultural sciences needed to address resources issues and interdisciplinary problem-solving at multiple scales and in an ecosystem context at the local, regional, and national level; and
 - Place special emphasis on the working collaboration among federal agencies and universities and their related partner institutions.
- C. Bureau of Indian Affairs. The Bureau of Indian Affairs (hereinafter called BIA) is the oldest bureau of the United States Department of the Interior. Established in 1824, BIA currently provides services to approximately 1.9 million American Indians and Alaska Natives. There are 566 federally recognized American Indian tribes and Alaska Natives in the United States. The mission of the Bureau of Indian Affairs is to: "... enhance the quality of life, to promote economic opportunity, and to carry out the responsibility to protect and improve the trust assets of American Indians, Indian tribes, and Alaska Natives." BIA has responsibility for the administration and management of 55 million surface acres and 57 million acres of subsurface minerals estates held in trust by the United States for American Indian, Indian tribes, and Alaska Natives. BIA serves a special role, both serving tribes through trust management and by providing technical support and advice across a broad range of topics. The BIA is also the lead agency providing for federal management of the trust corpus held on behalf of tribal government and individual beneficial owners and as such is tasked with coordinating science, technical education, and management needs for those trust resources. The tribes, through the Indian Self-Determination

and Education Assistance Act of 1975 (Pub. L. 93-638), are authorized to contract BIA management functions and as such mission needs, research results, and education efforts serve and enable tribal and BIA staff. The Act also authorized the federal government to follow specific contracting regulations for Recognized Federal Indian Tribes, and with tribal approval, tribally chartered Indian colleges and universities.

BIA participation in the CESU Network will include support, coordination, and cooperation focused on science and education for climate and trust resource management, as well as other areas within its range of mission-related services and activities. BIA is authorized to enter into cooperative agreements under the general authority for climate change via the Snyder Act of 1921, as amended, 25 U.S.C. § 13; for FY14 (2-year funding) via Pub. L. 113-76, and FY15 (2-year funding) via Pub. L. 113-164, as amended (and subsequent annual budget appropriations as may be authorized during the term of the agreement); and for any potential Forestry and Wildland Fire Management program efforts, via the National Indian Forest Resources Management Act of 1990, Pub. L. 101- 630. BIA has the authority to enter into this agreement pursuant to 25 U.S.C. § 2; the Education and Training Program, 23 U.S.C. § 6004; and Snyder Act of 1921, as amended, 25 U.S.C. § 13.

- D. Bureau of Land Management. The Bureau of Land Management (hereinafter called BLM) administers public lands within a framework of numerous laws. The most comprehensive of these is the Federal Land Policy and Management Act of 1976 (FLPMA). All Bureau policies, procedures, and management actions must be consistent with FLPMA and the other laws that govern use of the public lands. It is the mission of the BLM to sustain the health, diversity, and productivity of the public lands for the use and enjoyment of present and future generations (43 U.S.C. § 1701 et seq.). In accordance with 43 U.S.C. § 1737(b), the BLM is authorized to enter into contracts and cooperative agreements involving the management, protection, development, and sale of public lands; and is thereby authorized to enter into this cooperative agreement to continue the Gulf Coast CESU to assist in providing research, technical assistance and education.
- E. Bureau of Ocean Energy Management. The Bureau of Ocean Energy Management (hereinafter called BOEM) oversees the exploration and development of oil, natural gas and other minerals and renewable energy alternatives on the Nation's outer continental shelf. BOEM continues to look for better ways to serve the American people and to ensure that the Nation receives the best value for its resources now and into the future. The program not only supports decisions made within the Department of the Interior, but also provides other Federal regulators, and the coastal states, and local governments with the information necessary to ensure that all stages of offshore energy and mineral activities are conducted in a manner to protect both the human and natural environments. Outer Continental Shelf Lands Act (OCSLA) (43 U.S.C. §§ 1331-1356) Section 1346 mandates the conduct of environmental and socioeconomic studies needed for the assessment and management of environmental impacts on the human, marine, and coastal

environments which may be affected by oil and gas, renewable energy or mineral development. OCSLA Section 1345 authorizes the use of cooperative agreements with affected States to meet the requirements of OCSLA, including sharing of information, joint utilization of available expertise, formation of joint monitoring arrangements to carry out applicable Federal and State laws, regulations, and stipulations relevant to outer continental shelf operations both onshore and offshore. BOEM can enter into cooperative agreements with State offices, and public colleges and universities within the affected states; and is thereby authorized to enter into this cooperative agreement to continue the Gulf Coast CESU to assist in providing research, technical assistance and education.

- F. U.S. Fish and Wildlife Service. The U.S. Fish and Wildlife Service (hereinafter called USFWS), working with others, is responsible for conserving, protecting, and enhancing fish, wildlife, plants and their habitats for the continuing benefit of the American people through federal programs related to migratory birds, endangered species, interjurisdictional fish and marine mammals, inland sport fisheries, and the National Wildlife Refuge System. In accordance with 16 U.S.C. § 661, 16 U.S.C. § 742(f), and 16 U.S.C. § 753(a), the USFWS is authorized to cooperate with other agencies to assist in providing research, technical assistance, and education; and is thereby authorized to enter into this cooperative agreement to continue the Gulf Coast CESU.
- G. U.S. Geological Survey. The U.S. Geological Survey (hereinafter called USGS) serves the Nation by providing reliable scientific information to describe and understand the Earth, minimize the loss of life and property from natural disasters, manage water, biological, energy, and mineral resources, and enhance and protect our quality of life. USGS has authority to enter into this Agreement pursuant to Pub. L. 99-591, that bestows permanent authority on the USGS to “prosecute projects in cooperation with other agencies, Federal, state, and private” (43 U.S.C. § 36(c)), the USGS Organic Act of March 3, 1879, as amended (43 U.S.C. § 31 et seq.), 16 U.S.C. § 1(a)(2)(j), 16 U.S.C. § 1(g), 16 U.S.C. § 5933, and 16 U.S.C. § 753(a) to continue the Gulf Coast CESU to assist in providing research, technical assistance, and education.
- H. National Park Service. The National Park Service (hereinafter called NPS) manages areas of the National Park System “to conserve the scenery and the natural and historic objects and the wild life therein and to provide for the enjoyment of the same in such manner and by such means as will leave them unimpaired for the enjoyment of future generations” (54 U.S.C. § 100101 et seq.). In support of this broad mission, the Secretary of the Interior “shall ensure that management of System units is enhanced by the availability and utilization of a broad program of the highest quality science and information” (54 U.S.C. § 100702), and “shall enter into cooperative agreements with colleges and universities, including land grant schools, in partnership with other Federal and State agencies, to establish cooperative study units to conduct multi-disciplinary research and develop integrated information products on the resources of the System, or the larger region of which System units

are a part” (54 U.S.C. § 100703). The NPS is authorized to enter into cooperative agreements with public or private educational institutions, States, and their political subdivisions, for the purpose of developing adequate, coordinated, cooperative research and training activities concerning the resources of the National Park System (54 U.S.C. § 101702(b)); with State, local and tribal governments, other public entities, educational institutions, and private nonprofit organizations for the public purpose of carrying out National Park Service programs (54 U.S.C. § 101702(a)); with State, local, or tribal governments, other Federal agencies, other public entities, educational institutions, private nonprofit organizations, or participating private landowners or individuals for the purpose of protecting natural resources of units of the National Park System through collaborative efforts on land inside and outside of National Park System units (54 U.S.C. § 101702(d)) or to investigate, protect, preserve, maintain, or operate any historic or archeologic building, site, or object of national significance (54 U.S.C. §§ 320101-320103); and with any State or local government, public or private agency, organization, institution, corporation, individual, or other entity for the purpose of sharing costs or services in carrying out authorized functions and responsibilities of the Secretary of the Interior with respect to any unit or program of the National Park System, any affiliated area, or any designated National Scenic or Historic Trail (54 U.S.C. § 101701). NPS is also authorized to provide conservation, recreation, and disaster assistance to partners to help them achieve goals of mutual interest (54 U.S.C. § 200103, 16 U.S.C. § 1723(c)), and support projects to be carried out on Federal, State, local, or private lands as part of disaster prevention or relief efforts in response to an emergency or major disaster declared by the President under the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. § 5121 et seq.). In accordance with the aforementioned authorities, the NPS is authorized to enter into this Agreement to continue the Gulf Coast CESU to assist in providing research, technical assistance and education.

- I. U.S. Forest Service. The U.S. Department of Agriculture Forest Service (hereinafter called USFS) mission is to achieve quality land management under the sustainable multiple-use management concept to meet the diverse needs of the people (16 U.S.C. § 1641-1646). In accordance with 7 U.S.C. § 3318(b), the USFS is authorized to enter into a joint venture agreement to assist in providing agricultural research and teaching activities.
- J. Natural Resources Conservation Service. The Natural Resources Conservation Service (hereinafter called NRCS) improves the health of our Nation's natural resources while sustaining and enhancing the productivity of American agriculture (16 U.S.C. §§ 590(a)-(f)). We achieve this by providing voluntary assistance through strong partnerships with private landowners, managers, and communities to protect, restore, and enhance the lands and waters upon which people and the environment depend. NRCS scientists and technical specialists identify appropriate technologies in research, development, and transfer them to field staff for recommending the technologies to America's farmers and ranchers. Under Section 714 of Pub. L. 106-387, 7 U.S.C. § 6962(a), NRCS is authorized to enter into this cooperative

agreement to continue the Gulf Coast CESU to assist in providing research, studies, technical assistance, and educational services consistent with the mission of the NRCS and the CESU Network.

- K. National Oceanic and Atmospheric Administration. The mission of the National Oceanic and Atmospheric Administration (hereinafter called NOAA) is to understand and predict changes in the Earth's environment and conserve and manage coastal and marine resources to meet our Nation's economic, social, and environmental needs. Authorities to participate in and conduct activities through the Cooperative Ecosystem Studies Units Network include 33 U.S.C. 883e, which gives NOAA the authority to enter into cooperative agreements with States, Federal Agencies, public or private organizations or individuals for authorized surveys or investigations and other specified purposes. In addition, under 16 U.S.C. 661, NOAA has the authority to provide assistance to, and cooperate with, Federal, State, and public or private agencies and organizations in the development, protection, rearing, and stocking of all species of wildlife, resources thereof, and their habitat, in controlling losses of the same from disease or other causes, in minimizing damages from overabundant species, among other things. NOAA also has the authority under 15 U.S.C. 2901 et seq., to enter into contracts, grants, or cooperative agreements for climate-related activities. Finally, the Coastal Zone Management Act at 16 U.S.C. 1451 et seq., grants NOAA the authority to coordinate with Federal Agencies and provide financial and technical assistance to states and territories to preserve, protect, develop, and where possible, to restore or enhance, the resources of the Nation's coastal zone for this and succeeding generations, among other things. In accordance with the authorities listed above, NOAA is authorized to enter into this cooperative agreement continuing the Gulf Coast CESU to assist in providing research, technical assistance, and educational services.
- L. Office of the Assistant Secretary of Defense for Energy, Installations, and Environment. The U.S. Department of Defense – Office of the Assistant Secretary of Defense for Energy, Installations, and Environment (hereinafter called DOD) manages 25 million acres of land, and the natural and cultural resources found there, and for this Agreement includes the Office of the Secretary of Defense, the Military Services, the Defense Logistics Agency, the National Guard Bureaus, and the Military Reserve Components. DOD's primary mission is national defense. DOD's conservation program supports this mission by ensuring realistic training areas, and managing its resources in ways that maximize available land, air, and water training opportunities. DOD environmental stewardship activities are authorized under the Sikes Act, as amended. In accordance with one or more of the following: 16 U.S.C. § 670c-1, 10 U.S.C. § 2358, 10 U.S.C. § 2694, 10 U.S.C. § 2684, and Pub. L. 103-139 (FY 94 NDAA, page 107 Stat. 1422), DOD is authorized to enter into cooperative agreements with States, nonprofit organizations, academic institutions, and other partners to support research, technical assistance, and educational services consistent with the mission of the DOD and the CESU Network. In accordance with the aforementioned authorities, the DOD is authorized to enter into this Agreement to continue the Gulf Coast CESU.

- M. U.S. Army Corps of Engineers–Civil Works. The U.S. Army Corps of Engineers' Civil Works Program (hereinafter called USACE) provides assistance in the development and management of the nation's water resources. The main missions of USACE, i.e., the Corps, are 1) to facilitate commercial navigation, 2) to protect citizens and their property from flood and storm damages, and 3) to protect and restore environmental resources. The Corps carries out most of its work in partnership with Tribal, state, and local governments and other nonfederal entities. The Corps must rely upon using the best available science in the evaluation of water resources needs and in the development of recommendations for water resources management. The university and scientific institutions that comprise the CESU Network have knowledge and expertise of the latest scientific advances that will assist the Corps in reaching sound, scientifically based decisions. In addition, by participating in the CESU, scientists within the Corps will have access to university resources within the CESU Network and be able to interact with colleagues in various scientific disciplines, and thereby further their own professional development. Corps field offices may avail themselves of support from the regional CESUs by collaborating with the Engineer Research and Development Center, who has the authority to enter into cooperative agreements with such CESUs, thus enabling these Corps offices to receive scientific support from regional CESU members. USACE is authorized to cooperate with other agencies in accordance with Title 33 U.S.C. § 2323(a) and 10 U.S.C. § 3036(d). Additionally, USACE may enter into transactions under the authority of 10 U.S.C. § 2371 in carrying out basic, applied, and advanced research projects. In accordance with 10 U.S.C. § 2358, USACE is authorized to enter into this cooperative agreement continuing the Gulf Coast CESU.
- N. National Aeronautics and Space Administration. Among the National Aeronautics and Space Administration's (hereinafter called NASA) missions is the utilization of aeronautical and space activities for scientific purposes, encompassing research designed to expand knowledge of the Earth, its resources, and the effects of climatic change on the transformation of its ecological systems. In addition, NASA is responsible for the environmental stewardship of the land, water, and wildlife resources under its control. In accordance with 51 U.S.C. § 20113 (e) of the National Aeronautics and Space Act of 1958 (51 U.S.C. § 20101 et seq.), NASA is authorized to enter into a cooperative agreement to establish the Gulf Coast CESU to assist in providing research, technical assistance and education.
- O. Host University. The Texas A&M University System (TAMUS) (hereinafter called Host University) participates in the Gulf Coast CESU. The following TAMUS institutions and agencies are participants under this Cooperative and Joint Venture Agreement: Texas A&M AgriLife Research, Texas A&M AgriLife Extension Service, Texas A&M Engineering Experiment Station, Texas A&M University–College Station, Texas A&M University–Corpus Christi, Texas A&M University at Galveston, Texas A&M University–Kingsville, Texas A&M University–San Antonio, and Tarleton State University, Texas A&M AgriLife Research, through the Texas A&M Institute of

Renewable Natural Resources (IRNR), will serve as the administrative lead on behalf of the Texas A&M University System. Texas A&M University and Texas AgriLife are dedicated to the discovery, development, communication, and application of knowledge in a wide range of academic and professional fields. Texas A&M University's mission of providing the highest quality undergraduate and graduate programs is inseparable from its mission of developing new understandings through research and creativity. It prepares students to assume roles of leadership, responsibility, and service to society. It welcomes and seeks to serve persons of all racial, ethnic, and geographic groups, women and men alike, as it addresses the needs of an increasingly diverse population and a global economy. IRNR is an organizational component of the Agricultural Program of the Texas A&M University System. Its purpose is to coordinate, strengthen, and integrate inter- and multi-disciplinary approaches to renewable natural resource issues by providing a forum for quality research, teaching, and extension programs to explore the structure, function, and sustainable use of renewable natural resources in Texas, the nation, and the world. IRNR has been administrative lead for the Gulf Coast CESU since its inception.

- P. Partner Institutions. The partner institutions to the Host University include Auburn University, Columbus State University, Florida State University, Houston Advanced Research Center, Lamar University, Louisiana State University, Louisiana State University Agricultural Center, Mississippi State University, New College of Florida, Sam Houston State University, Southern University and A&M College, Stephen F. Austin State University, Sul Ross State University, Troy University, Tulane University, University of Alabama, University of Arkansas at Monticello, University of Arkansas at Pine Bluff, University of Arkansas, Division of Agriculture, University of Florida, University of Georgia Research Foundation, Inc., University of Louisiana at Lafayette, University of Mississippi, University of New Orleans, University of South Alabama, University of South Florida, University of Southern Mississippi, University of Texas at Austin, University of Texas Rio Grande Valley, University of Texas at Tyler, University of West Florida, Valdosta State University, Florida Fish and Wildlife Conservation Commission, Louisiana Department of Wildlife and Fisheries, Bat Conservation International, Dauphin Island Sea Lab, Gulf Coast Bird Observatory, The Nature Conservancy–Texas, Three Rivers Resource Conservation and Development Council, Inc., and White Buffalo, Inc. (hereinafter called Partner Institutions).

ARTICLE II. STATEMENT OF WORK

A. Each Federal Agency agrees to:

1. Provide administrative assistance, as appropriate, necessary to execute this Agreement and subsequent modifications;

2. Conduct, with the Host University and Partner Institutions, a program of research, technical assistance and education related to the Gulf Coast CESU objectives to the extent allowed by each Federal Agencies' authorizing legislation;
3. Provide opportunities for research on federal lands or using federal facilities in cooperation with Federal Agencies, as appropriate, and according to all applicable laws, regulations and Federal Agencies' policies;
4. Provide funds for basic support and salary for participating Host University and Partner Institution faculty, as appropriate;
5. Provide project funds and/or collaboration to support specific research, technical assistance and education projects, as appropriate;
6. Make available managers to serve on the Gulf Coast CESU Manager's Committee;
7. Comply with the Host University's and Partner Institutions' rules, regulations, and policies regarding professional conduct, health, safety, use of services and facilities, use of animals, recombinant DNA, infectious agents or radioactive substances, as well as other policies generally applied to Host University and Partner Institution personnel;
8. Ensure its employees follow the Code of Ethics for Government Service (Pub. L. 96-303) and Standards of Ethical Conduct (5 CFR Part 2635);
9. Allow Federal Agency employees to participate in the activities of the Host University and Partner Institutions, including serving on graduate committees and teaching courses, as appropriate, and as specifically determined in modifications to the Agreement; and
10. Be individually responsible for their agency's role in administering the Agreement, transferring funds, and supervision of agency employees, as appropriate.

B. The Host University agrees to:

1. Continue, in consultation with the Federal Agencies and Partner Institutions, the Gulf Coast CESU;
2. Conduct, with participating Federal Agencies and Partner Institutions, a program of research, technical assistance and education related to the Gulf Coast CESU objectives;

3. Allow and encourage faculty to engage in participating Federal Agencies' research, technical assistance and education activities related to the Gulf Coast CESU objectives, as appropriate;
4. Provide basic administrative and clerical support as appropriate;
5. Provide access for Gulf Coast CESU Federal Agency staff to campus facilities, including library, laboratories, computer facilities on the same basis or costs as other faculty members of the Host University to the maximum extent allowable under state laws and regulations;
6. Provide suitable office space, furniture and laboratory space, utilities, computer network access and basic telephone service for Federal Agencies' personnel to be located at the Host University, as appropriate;
7. Offer educational and training opportunities to participating Federal Agency employees, in accordance with the respective policies of the Federal Agencies and the Host University;
8. Encourage its students to participate in the activities of the Gulf Coast CESU;
9. Coordinate activities, as appropriate, with the Partner Institutions and develop administrative policies for such coordination; and
10. Maintain a Gulf Coast CESU Manager's Committee and convene a meeting of this committee, at least annually, to provide advice and guidance, review of the annual work and multi-year strategic plans, and assist in evaluating the Gulf Coast CESU.

C. Each Partner Institution agrees to:

1. Conduct, with participating Federal Agencies and the Host University, a program of research, technical assistance, and education related to the Gulf Coast CESU objectives and allow and encourage faculty to participate in the program as appropriate;
2. Offer educational and training opportunities to participating Federal Agency employees, as appropriate; and
3. Encourage students and employees to participate in the activities of the Gulf Coast CESU.

D. All Federal Agencies, the Host University and Partner Institutions agree to:

1. Maintain the Gulf Coast CESU closely following the mission and goals of the CESU Network as described in the *CESU Network Strategic Plan*, adapting key elements to local and regional needs, as appropriate;
2. Maintain a Gulf Coast CESU role and mission statement;
3. Operate under a multi-year strategic plan;
4. Issue individual funding documents, in accordance with each agency's procedures, to this Agreement that individually include a specific "scope of work" statement and a brief explanation of the following:
 - a. the proposed work;
 - b. the project contribution to the objectives of the CESU;
 - c. the methodology of the project;
 - d. the substantial involvement of each party;
 - e. the project budget and schedule;
 - f. the specific project outputs or products.

Note: For BLM, FWS, USFS, and other agencies as appropriate, this Agreement is neither a fiscal nor a funds obligation document. Any endeavor to transfer anything of value involving reimbursement or contribution of funds between the parties to this Agreement will be handled in accordance with applicable laws, regulations, and procedures including those for government procurement and printing. Such endeavors will be outlined in separate task agreements that shall be made in writing by representatives of the parties and shall be independently authorized by appropriate statutory authority. This Agreement does not provide such authority. Specifically, this Agreement does not establish authority for noncompetitive award to the cooperator of any contract or other agreement.

5. Provide data on CESU projects to the CESU Network National Office and/or host institution in accordance with CESU Council guidelines as posted on the CESU Network National Office website (www.cesu.org);
6. Coordinate in obtaining all necessary state, federal, and tribal permits and/or permissions from private landowners in order to conduct projects occurring under this Agreement;
7. Engage in collaborative activities consistent with federal scientific and scholarly integrity directives and policies (e.g., Presidential and OSTP Scientific Integrity Memoranda; DOD Instruction 3200.20; DOI 305 DM 3; USDA DR 1074-001; NOAA AO 202-735D), as appropriate;
8. Follow 2 CFR 200, OMB Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance), as appropriate; and the related federal agency regulations, as applicable, specifically 22 CFR

518 (Department of Defense), 32 CFR Parts 21, 22, 32, 33, and 34 (Department of Defense), 10 U.S.C. 2358, 10 U.S.C. 3036(d), 33 U.S.C. 2323a, DOD 3210.6-R, Department of Defense Grant and Agreement Regulations (Department of Defense), and 2 CFR 1800 (National Aeronautics and Space Administration); and these documents are incorporated into this Agreement by reference.

ARTICLE III. TERM OF AGREEMENT

- A. The effective date of this Agreement shall be 02 August 2017. Parties will have until 02 August 2017 to sign this Agreement and thereby express their intent to continue participation in the Gulf Coast CESU; parties that do not sign this Agreement by 02 August 2017 will not be participants in the Gulf Coast CESU; such parties will remain in “inactive” status and ineligible to process projects under this Agreement until their official signature page has been received.
- B. By mutual consent and at the end of this Agreement, a new Agreement, for a separate and distinct five (5) year period, can be entered into to continue the activities of the Gulf Coast CESU.
- C. Amendments to this Agreement shall be made according to the following provisions:
 - 1. For the purposes of this Agreement, Amendments are changes (edits, deletions, or additions) to the Agreement that do not involve the transfer of funds. Amendments may be proposed by any of the Federal Agencies, the Host University, or by the Host University on behalf of any of the Partner Institutions. Amendments shall be executed in writing by the CESU Network National Office. Amendments shall and signed by all signatories to this Agreement, except in cases described in Sections C.2. and C.3. (below). Unless otherwise specified, all terms and conditions of the CESU Agreement apply to the Amendment, and once fully executed the Amendment is made part of the Agreement.
 - 2. For Amendments for which the sole purpose is to add a Partner Institution and/or Federal Agency to this Agreement, the Partner Institution and/or Federal Agency being added to the Agreement and the Host University shall sign the Amendment. New Partner Institutions and/or Federal Agencies shall be approved and added in accordance with the CESU Council guidance, as posted on the CESU Network website (www.cesu.org). All partners shall receive prior notification of amendments.
 - 3. For amendments for which the sole purpose is to incorporate administrative changes that do not affect the intent, execution, and implementation of the terms of this Agreement, such as partner name changes or modifications as required by federal (e.g., OMB) financial assistance regulations, the Partner Institution and/or Federal Agency requesting the administrative change and the Host University

shall sign the amendment. Such amendments shall be made at the discretion of the CESU Council and all partners shall receive prior notification of amendments.

- D. For the purposes of this Agreement, modifications or task agreements are specific two-party Agreements between one of the Federal Agencies and the Host University and/or a Partner Institution in support of the goals of this broad Agreement. Modifications or task agreements will be issued by a Federal Agency, will transfer funds to support the statement of work, and will conform to each Federal Agency's respective procedures.
- E. A separate Interagency Agreement is required to facilitate transfer of funds from one federal agency to another federal agency.
- F. The expiration of this Agreement will not affect the validity or duration of projects which have been initiated under this Agreement prior to such expiration.

ARTICLE IV. KEY OFFICIALS

A. The representatives for the Federal Agencies are as follows:

1. Bureau of Indian Affairs

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47. Three Rivers Resource
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ARTICLE V. AWARD

- A. Upon signature of all parties to this Agreement, the CESU Network National Office shall administer support funding to the Gulf Coast CESU Host University in furtherance of the Agreement, to be authorized and executed by a modification to the Agreement. The amount of funding shall be determined in accordance with CESU Council annual host institution support guidelines.
- B. Payments will be made by the Federal Agencies for work in accordance with 2 CFR 200, as appropriate, and the related federal agency regulations, as applicable, specifically, 22 CFR Part 518 (Department of Defense), 10 U.S.C. § 2358, 33 U.S.C. § 2323(a), 10 U.S.C. § 3036(d), DOD 3210.6-R, Department of Defense Grant and Agreement Regulations (U.S. Army Corps of Engineers-Civil Works), and 2 CFR 1800 (National Aeronautics and Space Administration).
- C. A 17.5% indirect cost rate will be paid on work covered by the Agreement and all its modifications or task agreements, with exceptions listed in Article V. paragraphs C.1., C.2., and C.3. (below). Refer to agency-specific policy and guidance for additional information regarding approval and implementation under 2 CFR 200, as appropriate (e.g., DOI-AAAP-0007 [Department of the Interior]; FAM-2015-02 [Department of Commerce]).
 - 1. The USFS cannot reimburse "state cooperative institutions" for indirect costs, pursuant to 7 U.S.C. § 3103(18) and 7 U.S.C. § 3319. Indirect costs may be used to satisfy USFS cost sharing requirements of at least a minimum of 20% of total project costs. It is recommended that cost-sharing is greater than 20% in accordance with the Forest Service Handbook FSH1509.11, Chapter 70.
 - 2. For NRCS, the indirect cost rate is limited to 10% of total direct costs for colleges, universities, and other nonprofit organizations pursuant to Section 704 of Pub. L. 114-113.

3. No indirect cost will be charged by the Host University for funds transferred directly from a participating Federal Agency to a Partner Institution via a modification to the Agreement.
- D. Award of additional funds or in-kind resources will be made through modifications to the Agreement subject to the rules, regulations, and policies of the individual Federal Agency proposing the modification.
- E. Nothing herein shall be construed as obligating the Federal Agencies to expend, or as involving the Federal Agencies in any contract or other obligation for the future payment of money, in excess of appropriations authorized by law and administratively allocated for specific work.

ARTICLE VI. PRIOR APPROVAL

Prior approvals are in accordance with 2 CFR 200, as appropriate, and the related federal agency regulations, as applicable, specifically 22 CFR Part 518 (Department of Defense), 10 U.S.C. § 2358, 33 U.S.C. § 2323(a), 10 U.S.C. § 3036(d), DOD 3210.6-R, Department of Defense Grant and Agreement Regulations (U.S. Army Corps of Engineers–Civil Works), and 2 CFR 1800 (National Aeronautics and Space Administration).

ARTICLE VII. REPORTS AND/OR DELIVERABLES

- A. Reports in accordance with 2 CFR 200, as appropriate, and the related federal agency regulations, as applicable, specifically 22 CFR Part 518 (Department of Defense), 10 U.S.C. § 2358, 33 U.S.C. § 2323(a), 10 U.S.C. § 3036(d), DOD 3210.6-R, Department of Defense Grant and Agreement Regulations (U.S. Army Corps of Engineers–Civil Works), and 2 CFR 1800 (National Aeronautics and Space Administration) establish uniform reporting procedures for financial and technical reporting.
- B. As appropriate, the Host University will convene periodic meetings of Gulf Coast CESU Federal Agencies and Partner Institutions for the purpose of collaboration and coordination of CESU activities. Copies of the meeting minutes will be available to all parties to the Agreement.
- C. A current role and mission statement for the Gulf Coast CESU will be agreed to and maintained by all Gulf Coast CESU cooperators. Copies of the role and mission statement will be available to all parties to the Agreement.
- D. Annual work plans will be developed to guide the specific activities of the Gulf Coast CESU and will:

1. Describe the Gulf Coast CESU's ongoing and proposed research, technical assistance, and education activities;
2. Describe anticipated projects and products; and
3. Identify faculty, staff, and students involved in the Gulf Coast CESU during the year.

Copies of the annual work plan will be available to all parties to the Agreement.

- E. A current multi-year strategic plan will be maintained to generally guide the Gulf Coast CESU. Copies of the strategic plan will be available to all parties to the Agreement.

ARTICLE VIII. PROPERTY UTILIZATION AND DISPOSITION

Property utilization and disposition is in accordance with 2 CFR 200, as appropriate, and the related federal agency regulations, as applicable, specifically 22 CFR Part 518 (Department of Defense), 10 U.S.C. § 2358, 33 U.S.C. § 2323(a), 10 U.S.C. § 3036(d), DOD 3210.6-R, Department of Defense Grant and Agreement Regulations (U.S. Army Corps of Engineers-Civil Works), and 2 CFR 1800 (National Aeronautics and Space Administration).

ARTICLE IX. TERMINATION

Termination of this Agreement is in accordance with 2 CFR 200, as appropriate, and the related federal agency regulations, as applicable, specifically 22 CFR Part 518 (Department of Defense), 10 U.S.C. § 2358, 33 U.S.C. § 2323(a), 10 U.S.C. § 3036(d), DOD 3210.6-R, Department of Defense Grant and Agreement Regulations (U.S. Army Corps of Engineers-Civil Works), and 2 CFR 1800 (National Aeronautics and Space Administration). Any party to this Agreement may terminate its participation by delivery of ninety (90) days advance written notice to each of the Federal Agencies and the Host University.

ARTICLE X: REQUIRED/SPECIAL PROVISIONS

A. REQUIRED PROVISIONS:

1. **NON-DISCRIMINATION:** All activities pursuant to this Agreement and the provisions of Executive Order 11246; shall be in compliance with applicable requirements of Title VI of the Civil Rights Act of 1964 (78 Stat. 252 42 U.S.C. § 2000d et seq.); Title V, Section 504 of the Rehabilitation Act of 1973 (87 Stat. 394; 29 U.S.C. § 794); the Age Discrimination Act of 1975 (89 Stat. 728; 42

U.S.C. § 6101 et seq.); and with all other applicable Federal laws and regulations prohibiting discrimination on grounds of race, color, national origin, disability, religion, or sex in providing of facilities and services to the public.

2. **CONSISTENCY WITH PUBLIC LAWS:** Nothing herein contained shall be deemed to be inconsistent with or contrary to the purpose of or intent of any Act of Congress establishing, affecting, or relating to the Agreement.
3. **APPROPRIATIONS (Anti-Deficiency Act, 31 U.S.C. § 1341):** Nothing herein contained in this Agreement shall be construed as binding the Federal Agencies to expend in any one fiscal year any sum in excess of appropriations made by Congress, for the purposes of this Agreement for that fiscal year, or other obligation for the further expenditure of money in excess of such appropriations.
4. **OFFICIALS NOT TO BENEFIT:** No Member of, Delegate to, or Resident Commissioner in, Congress shall be admitted to any share or part of this Agreement or to any benefit to arise therefrom.
5. **LOBBYING PROHIBITION:** The parties will abide by the provisions of 18 U.S.C. § 1913 (Lobbying with Appropriated Moneys), which states:

ARTICLE I. No part of the money appropriated by any enactment of Congress shall, in the absence of express authorization by Congress, be used directly or indirectly to pay for any personal service, advertisement, telegram, telephone, letter, printed or written matter, or other device, intended or designed to influence in any manner a Member of Congress, a jurisdiction, or an official of any government, to favor, adopt, or oppose, by vote or otherwise, any legislation, law, ratification, policy or appropriation, whether before or after the introduction of any bill, measure, or resolution proposing such legislation, law, ratification, policy, or appropriation; but this shall not prevent officers or employees of the United States or of its departments or agencies from communicating to any such Member or official, at his request, or to Congress or such official, through the proper official channels, requests for any legislation, law, ratification, policy, or appropriations which they deem necessary for the efficient conduct of the public business, or from making any communication whose prohibition by this section might, in the opinion of the Attorney General, violate the Constitution or interfere with the conduct of foreign policy, counter-intelligence, intelligence, or national security activities.

6. **LIABILITY PROVISION:**

a) **Governmental Parties**

- (1) The Federal Agencies (excluding the U.S. Forest Service), Host University, and Partner Institutions which are governmental parties, each accept responsibility for any property damage, injury, or death caused by the acts or omissions of their

respective employees, acting within the scope of their employment, to the fullest extent permitted by their respective applicable laws, including laws concerning self-insurance.

- (2) To the extent work by governmental parties is to be performed through sub-contract by non-governmental entities or persons, the governmental party sub-contracting work will require that subcontracted entity or person to meet provisions (1), (2), and (3) for non-governmental parties stated below.
- (3) This provision is applicable to the U.S. Forest Service acting by and through the Forest Service, USDA does hereby recognize potential liability for payment of claims for injury or loss of property of personal injury or death caused by the Government, or any officer, agent or employee thereof, while acting within the scope of his/her office of employment under circumstances when the United States, if a private person, would be liable to the claimant in accordance with the law of the place where the act or omission occurred (28 U.S.C. §§1346 (b), 2672 et seq.).

b) Non-governmental Parties: Work provided by non-governmental entities or persons, will require that entity or person to:

- (1) Have public and employee liability insurance from a responsible company or companies with a minimum limitation of one million dollars (\$1,000,000) per person for any one claim, and an aggregate limitation of three million dollars (\$3,000,000) for any number of claims arising from any one incident. In subsequent modifications, the parties may negotiate different levels of liability coverage, as appropriate. The policies shall name the United States as an additional insured, shall specify that the insured shall have no right of subrogation against the United States for payments of any premiums or deductibles due thereunder, and shall specify that the insurance shall be assumed by, be for the account of, and be at the insured's sole risk; and
- (2) Pay the United States the full value for all damages to the lands or other property of the United States caused by such person or organization, its representatives, or employees; and
- (3) Indemnify, save and hold harmless, and defend the United States against all fines, claims, damages, losses, judgments, and expenses arising out of, or from, any omission or activity of such person or organization, its representatives, or employees.
- (4) Non-governmental Partner Institutions shall provide the Federal Agencies confirmation of such insurance coverage, prior to beginning specific work authorized herein and specified in subsequent modifications.

7. **TRAFFICKING IN PERSONS:** This Agreement and its subsequent modifications and task agreements are subject to requirements of section 106(g) of the Trafficking Victims Protection Act of 2000, as amended (22 U.S.C. § 7104); now located at 2 CFR Part 175: Trafficking in Persons.

- a) Provisions applicable to a recipient that is a private entity.
 - (1) You as the recipient, your employees, subrecipients under this award, and subrecipients' employees may not—
 - i Engage in severe forms of trafficking in persons during the period of time that the award is in effect;
 - ii Procure a commercial sex act during the period of time that the award is in effect; or
 - iii Use forced labor in the performance of the award or subawards under the award.
 - (2) We as the Federal awarding agency may unilaterally terminate this award, without penalty, if you or a subrecipient that is a private entity—
 - i Is determined to have violated a prohibition in paragraph (a) (1) of this award term; or
 - ii Has an employee who is determined by the agency official authorized to terminate the award to have violated a prohibition in paragraph (a) (1) of this award term through conduct that is either—
 - (a) Associated with performance under this award; or
 - (b) Imputed to you or the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, “OMB Guidelines to Agencies on Government wide Debarment and Suspension (Nonprocurement),” as implemented by each respective federal agency partner at: 2 CFR Part 1125 (Department of Defense), 2 CFR Part 1326 (Department of Commerce), 2 CFR 1400 (Department of the Interior), 2 CFR Part 1880 (NASA), 7 CFR Part 3017 (Department of Agriculture).
- b) Provision applicable to a recipient other than a private entity. We as the Federal awarding agency may unilaterally terminate this award, without penalty, if a subrecipient that is a private entity—
 - (1) Is determined to have violated an applicable prohibition in paragraph (a) (1) of this award term; or

(2) Has an employee who is determined by the agency official authorized to terminate the award to have violated an applicable prohibition in paragraph (a) (1) of this award term through conduct that is either—

- i Associated with performance under this award; or
- ii Imputed to the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, “OMB Guidelines to Agencies on Government wide Debarment and Suspension (Nonprocurement),” as implemented by our agency at 2 CFR Part 1125 (Department of Defense), 2 CFR Part 1326 (Department of Commerce), 2 CFR 1400 (Department of the Interior), 2 CFR Part 1880 (NASA), 7 CFR Part 3017 (Department of Agriculture).

c) Provisions applicable to any recipient.

(1) You must inform us immediately of any information you receive from any source alleging a violation of a prohibition in paragraph (a) (1) of this award term.

(2) Our right to terminate unilaterally that is described in paragraph (a) (2) or (b) of this section:

- i Implements section 106(g) of the Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. § 7104(g)), and
- ii Is in addition to all other remedies for noncompliance that are available to us under this award.

(3) You must include the requirements of paragraph (a) (1) of this award term in any subaward you make to a private entity.

d) *Definitions.* For purposes of this award term:

(1) “*Employee*” means either:

- i An individual employed by you or a subrecipient who is engaged in the performance of the project or program under this award; or
- ii Another person engaged in the performance of the project or program under this award and not compensated by you including, but not limited to, a volunteer or individual whose services are contributed by a third party as an in-kind contribution toward cost sharing or matching requirements.

- (2) *“Forced labor”* means labor obtained by any of the following methods: the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.
 - (3) *“Private entity”* means any entity other than a State, local government, Indian tribe, or foreign public entity, as those terms are defined in 2 CFR 175.25. Includes:
 - i A nonprofit organization, including any nonprofit institution of higher education, hospital, or tribal organization other than one included in the definition of Indian tribe at 2 CFR 175.25(b).
 - ii A for-profit organization.
 - (4) *“Severe forms of trafficking in persons,” “commercial sex act,”* and *“coercion”* have the meanings given at section 103 of the TVPA, as amended (22 U.S.C. § 7102).
8. TEXT MESSAGING WHILE DRIVING. In accordance with Executive Order (EO) 13513, “Federal Leadership on Reducing Text Messaging While Driving,” the following actions by Federal employees are banned: a) any and all text messaging by while driving a Government owned vehicle (GOV) or driving a privately owned vehicle (POV) while on official Government business; or b) using any electronic equipment supplied by the Government when driving any vehicle at any time. All cooperators, their employees, volunteers, and contractors are encouraged to adopt and enforce policies that ban text messaging when driving company owned, leased or rented vehicles, POVs or GOVs when driving while on official Government business or when performing any work for or on behalf of the Government.
9. MINIMUM WAGES UNDER EXECUTIVE ORDER 13658
- a) *Definitions.* As used in this clause—
- “United States”* means the 50 states and the District of Columbia.
- “Worker”*—
- (1) Means any person engaged in performing work on, or in connection with, an agreement covered by [Executive Order 13658](#), and
 - i Whose wages under such agreements are governed by the Fair Labor Standards Act ([29 U.S.C. chapter 8](#)), the Service Contract Labor Standards statute ([41 U.S.C. chapter 67](#)), or the Wage Rate

Requirements (Construction) statute ([40 U.S.C. chapter 31, subchapter IV](#)),

- ii Other than individuals employed in a bona fide executive, administrative, or professional capacity, as those terms are defined in [29 C.F.R. § 541](#),
 - iii Regardless of the contractual relationship alleged to exist between the individual and the employer.
- (2) Includes workers performing on, or in connection with, the agreement whose wages are calculated pursuant to special certificates issued under [29 U.S.C. § 214](#).
- (3) Also includes any person working on, or in connection with, the agreement and individually registered in a bona fide apprenticeship or training program registered with the Department of Labor's Employment and Training Administration, Office of Apprenticeship, or with a State Apprenticeship Agency recognized by the Office of Apprenticeship.

b) *Executive Order Minimum Wage Rate.*

- (1) The Recipient shall pay to workers, while performing in the United States, and performing on, or in connection with, this agreement, a minimum hourly wage rate of \$10.10 per hour beginning January 1, 2015.
- (2) The Recipient shall adjust the minimum wage paid, if necessary, beginning January 1, 2016 and annually thereafter, to meet the Secretary of Labor's annual E.O. minimum wage. The Administrator of the Department of Labor's Wage and Hour Division (the Administrator) will publish annual determinations in the Federal Register no later than 90 days before the effective date of the new E.O. minimum wage rate. The Administrator will also publish the applicable E.O. minimum wage on www.wdol.gov (or any successor Web site) and on all wage determinations issued under the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute. The applicable published E.O. minimum wage is incorporated by reference into this agreement.
- (3) (i) The Recipient may request a price adjustment only after the effective date of the new annual E.O. minimum wage determination. Prices will be adjusted only if labor costs increase as a result of an increase in the annual E.O. minimum wage, and for associated labor costs and relevant subaward costs. Associated labor costs shall include increases or decreases that result from changes in social security and unemployment taxes and workers' compensation insurance, but will

not otherwise include any amount for general and administrative costs, overhead, or profit.

(ii) Subrecipients may be entitled to adjustments due to the new minimum wage, pursuant to paragraph (b)(2). Recipients shall consider any Subrecipient requests for such price adjustment.

(iii) The Awarding Officer will not adjust the agreement price under this clause for any costs other than those identified in paragraph (b)(3)(i) of this clause, and will not provide duplicate price adjustments with any price adjustment under clauses implementing the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute.

- (4) The Recipient warrants that the prices in this agreement do not include allowance for any contingency to cover increased costs for which adjustment is provided under this clause.
 - (5) The Recipient shall pay, unconditionally to each worker, all wages due free and clear without subsequent rebate or kickback. The Recipient may make deductions that reduce a worker's wages below the E.O. minimum wage rate only if done in accordance with 29 C.F.R. § 10.23, Deductions.
 - (6) The Recipient shall not discharge any part of its minimum wage obligation under this clause by furnishing fringe benefits or, with respect to workers whose wages are governed by the Service Contract Labor Standards statute, the cash equivalent thereof.
 - (7) Nothing in this clause shall excuse the Recipient from compliance with any applicable Federal or State prevailing wage law or any applicable law or municipal ordinance establishing a minimum wage higher than the E.O. minimum wage. However, wage increases under such other laws or municipal ordinances are not subject to price adjustment under this subpart.
 - (8) The Recipient shall pay the E.O. minimum wage rate whenever it is higher than any applicable collective bargaining agreement(s) wage rate.
 - (9) The Recipient shall follow the policies and procedures in 29 C.F.R. § 10.24(b) and 10.28 for treatment of workers engaged in an occupation in which they customarily and regularly receive more than \$30 a month in tips.
- c) (1) This clause applies to workers as defined in paragraph (a). As provided in that definition—

- i Workers are covered regardless of the contractual relationship alleged to exist between the Recipient or Subrecipient and the worker;
- ii Workers with disabilities whose wages are calculated pursuant to special certificates issued under 29 U.S.C. § 214(c) are covered; and
- iii Workers who are registered in a bona fide apprenticeship program or training program registered with the Department of Labor's Employment and Training Administration, Office of Apprenticeship, or with a State Apprenticeship Agency recognized by the Office of Apprenticeship, are covered.

(2) This clause does not apply to—

- i Fair Labor Standards Act (FLSA) – covered individuals performing in connection with contracts covered by the E.O., i.e. those individuals who perform duties necessary to the performance of the agreement, but who are not directly engaged in performing the specific work called for by the agreement, and who spend less than 20 percent of their hours worked in a particular workweek performing in connection with such agreements;
- ii Individuals exempted from the minimum wage requirements of the FLSA under 29 U.S.C. § 213(a) and 214(a) and (b), unless otherwise covered by the Service Contract Labor Standards statute, or the Wage Rate Requirements (Construction) statute. These individuals include but are not limited to—
 - (a) Learners, apprentices, or messengers whose wages are calculated pursuant to special certificates issued under 29 U.S.C. § 214(a).
 - (b) Students whose wages are calculated pursuant to special certificates issued under 29 U.S.C. § 214(b).
 - (c) Those employed in a bona fide executive, administrative, or professional capacity (29 U.S.C. § 213(a)(1) and 29 C.F.R. § part 541).
- d) *Notice.* The Recipient shall notify all workers performing work on, or in connection with, this agreement of the applicable E.O. minimum wage rate under this clause. With respect to workers covered by the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, the Contractor may meet this requirement by posting, in a prominent and accessible place at the worksite, the applicable wage determination under those statutes. With respect to workers whose wages are governed by the FLSA, the Recipient shall post notice, utilizing the poster provided by the

Administrator, which can be obtained at www.dol.gov/whd/govcontracts, in a prominent and accessible place at the worksite. Recipients that customarily post notices to workers electronically may post the notice electronically provided the electronic posting is displayed prominently on any Web site that is maintained by the Recipient, whether external or internal, and customarily used for notices to workers about terms and conditions of employment.

e) *Payroll Records.*

(1) The Recipient shall make and maintain records, for three years after completion of the work, containing the following information for each worker:

- i Name, address, and social security number;
- ii The worker's occupation(s) or classification(s);
- iii The rate or rates of wages paid;
- iv The number of daily and weekly hours worked by each worker;
- v Any deductions made; and
- vi Total wages paid.

(2) The Recipient shall make records pursuant to paragraph (e) (1) of this clause available for inspection and transcription by authorized representatives of the Administrator. The Recipient shall also make such records available upon request of the Contracting Officer.

(3) The Recipient shall make a copy of the agreement available, as applicable, for inspection or transcription by authorized representatives of the Administrator.

(4) Failure to comply with this paragraph (e) shall be a violation of 29 C.F.R. § 10.26 and this agreement. Upon direction of the Administrator or upon the Awarding Officer's own action, payment shall be withheld until such time as the noncompliance is corrected.

(5) Nothing in this clause limits or otherwise modifies the Recipient's payroll and recordkeeping obligations, if any, under the Service Contract Labor Standards statute, the Wage Rate Requirements (Construction) statute, the Fair Labor Standards Act, or any other applicable law.

f) *Access.* The Recipient shall permit authorized representatives of the Administrator to conduct investigations, including interviewing workers at the worksite during normal working hours.

- g) *Withholding.* The Awarding Officer, upon his or her own action or upon written request of the Administrator, will withhold funds or cause funds to be withheld, from the Recipient under this or any other Federal agreement with the same Recipient, sufficient to pay workers the full amount of wages required by this clause.
- h) *Disputes.* Department of Labor has set forth in 29 C.F.R. § 10.51, Disputes concerning Recipient compliance, the procedures for resolving disputes concerning an Recipient's compliance with Department of Labor regulations at 29 C.F.R. § 10. Such disputes shall be resolved in accordance with those. This includes disputes between the Recipient (or any of its Subrecipients) and the contracting agency, the Department of Labor, or the workers or their representatives.
- i) *Antiretaliation.* The Recipient shall not discharge or in any other manner discriminate against any worker because such worker has filed any complaint or instituted or caused to be instituted any proceeding under or related to compliance with the E.O. or this clause, or has testified or is about to testify in any such proceeding.
- j) *Subcontractor compliance.* The Recipient is responsible for Subrecipient compliance with the requirements of this clause and may be held liable for unpaid wages due Subrecipient workers.
- k) *Subawards.* The Recipient shall include the substance of this clause, including this paragraph (k) in all subawards, regardless of dollar value, that are subject to the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, and are to be performed in whole or in part in the United States.

B. SPECIAL PROVISIONS:

1. Joint publication of results is encouraged; however, no party will publish any results of joint effort without consulting the other. This is not to be construed as applying to popular publication of previously published technical matter. Publication may be joint or independent as may be agreed upon, always giving due credit to the cooperation of participating Federal Agencies, the Host University, and Partner Institutions, and recognizing within proper limits the rights of individuals doing the work. In the case of failure to agree as to the manner of publication or interpretation of results, either party may publish data after due notice (not to exceed 60 days) and submission of the proposed manuscripts to the other. In such instances, the party publishing the data will give due credit to the cooperation but assume full responsibility of any statements on which there is a difference of opinion. Federal agencies reserve the right to issue a disclaimer if such a disclaimer is determined to be appropriate.

2. The results of any cooperative studies may be used in developing theses in partial fulfillment of requirements for advanced degrees and nothing herein shall delay publication of theses.
3. Individual modifications shall include specific plans for data management, sharing, and archiving, as appropriate.

ARTICLE XI: DOCUMENTS INCORPORATED BY REFERENCE

The following are to be incorporated into this Agreement:

- A. SF-LLL, Disclosure of Lobbying Activities or Grants.gov Lobbying Form certification, identified in the agencies Funding Opportunity Announcement.
- B. Specific project award documents will incorporate the required Standard Forms for Application for Financial Assistance, as appropriate:

SF-424 – Application for Financial Assistance
SF-424a – Budget for Non-Construction
SF-424b – Assurances for Non-Construction
SF-424c – Budget for Construction
SF-424d – Assurances for Construction

Standard Forms are available on the CESU Network website (www.cesu.org).

ARTICLE XII. ATTACHMENTS/LINKS

The following documents are attached for use per agency requirements, as appropriate:

ATTACHMENT 1 – [Request for Advance or Reimbursement, SF-270](#)
ATTACHMENT 2 – [Federal Financial Report, SF-425](#)
ATTACHMENT 3 – [ACH Payment Enrollment, SF-3881](#)
ATTACHMENT 4 – [Example Modification Template](#)

Attachment documents are available on the CESU Network website (www.cesu.org).

ARTICLE XIII. AUTHORIZING SIGNATURES

The following authorizing signatures are attached:

U.S. DEPARTMENT OF THE INTERIOR

- A. Bureau of Indian Affairs
- B. Bureau of Land Management
- C. Bureau of Ocean Energy Management
- D. U.S. Fish and Wildlife Service
- E. U.S. Geological Survey
- F. National Park Service

U.S. DEPARTMENT OF AGRICULTURE

- G. U.S. Forest Service
- H. Natural Resources Conservation Service

U.S. DEPARTMENT OF COMMERCE

- I. National Oceanic and Atmospheric Administration

U.S. DEPARTMENT OF DEFENSE

- J. Office of the Assistant Secretary of Defense for Energy, Installations, and Environment
- K. U.S. Army Corps of Engineers–Civil Works
- L. National Aeronautics and Space Administration

M. TEXAS A&M UNIVERSITY SYSTEM (HOST)

- Texas A&M AgriLife Research, Renewable Natural Resources Institute
- N. Texas A&M AgriLife Extension Service
- O. Texas A&M Engineering Experiment Station
- P. Texas A&M University–College Station
- Q. Texas A&M University–Corpus Christi
- R. Texas A&M University at Galveston
- S. Texas A&M University–Kingsville
- T. Texas A&M University–San Antonio
- U. Tarleton State University

- V. Auburn University
- W. Columbus State University
- X. Florida State University
- Y. Houston Advanced Research Center (HARC)
- Z. Lamar University
- AA. Louisiana State University
- BB. Louisiana State University Agricultural Center
- CC. Mississippi State University
- DD. New College of Florida

EE. Sam Houston State University
FF. Southern University and A&M College
GG. Stephen F. Austin State University
HH. Sul Ross State University
II. Troy University
JJ. Tulane University
KK. University of Alabama
LL. University of Arkansas at Monticello
MM. University of Arkansas at Pine Bluff
NN. University of Arkansas, Division of Agriculture
OO. University of Florida
PP. University of Georgia Research Foundation, Inc.
QQ. University of Louisiana at Lafayette
RR. University of Mississippi
SS. University of New Orleans
TT. University of South Alabama
UU. University of South Florida
VV. University of Southern Mississippi
WW. University of Texas at Austin
XX. University of Texas Rio Grande Valley
YY. University of Texas at Tyler
ZZ. University of West Florida
AAA. Valdosta State University
BBB. Florida Fish and Wildlife Conservation Commission
CCC. Louisiana Department of Wildlife and Fisheries
DDD. Bat Conservation International
EEE. Dauphin Island Sea Lab
FFF. Gulf Coast Bird Observatory
GGG. The Nature Conservancy–Texas
HHH. Three Rivers Resource Conservation and Development Council, Inc.
III. White Buffalo, Inc.

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

A. Bureau of Indian Affairs

[This partner is currently inactive pending submission of signature page per Article III. A.]

Weldon Loudermilk
Director, Bureau of Indian Affairs
U.S. Department of the Interior

Date

Jo Ann Metcalfe
Grants Management Specialist

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

B. Bureau of Land Management



Karen Mouritsen
State Director
Eastern States Office

7-78-17
Date



Brandon Riley
Grants Management Officer

7/18/2017
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

C. Bureau of Ocean Energy Management

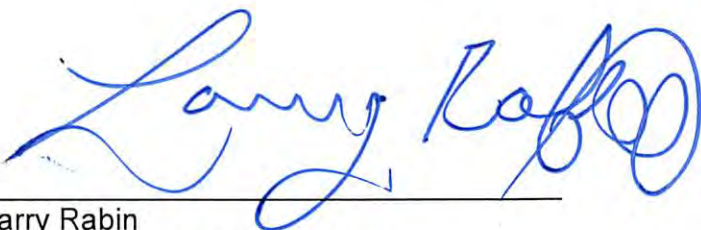


Rodney Cluck
Chief, Division of Environmental Sciences

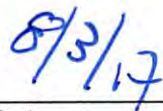
7/20/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

D. U.S. Fish and Wildlife Service



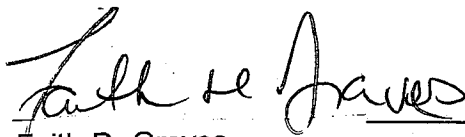
Larry Rabin
Acting Deputy Regional Director
Pacific Southwest Region



Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

E. U.S. Geological Survey

A handwritten signature in cursive script, appearing to read "Faith D. Graves", written over a horizontal line.

Faith D. Graves
Contracting Officer

8/11/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

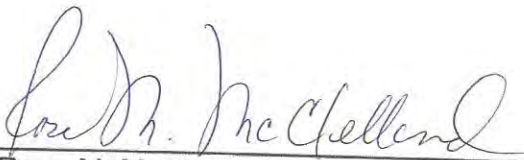
F. National Park Service



for

Stanley Austin
Regional Director
Southeast Region

8/1/17
Date



Rose M. McClelland
Financial Assistance Agreements Officer

8/1/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

G. U.S. Forest Service

Robert L. Doudrick

Robert L. Doudrick, PH.D.
Station Director
Southern Research Station

07/25/2017

Date

The authority and format of this instrument has been reviewed and approved for award.

Joyce M. Gorgas


Joyce M. Gorgas
Lead Grants Management Specialist

7/19/2017

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

H. Natural Resources Conservation Service

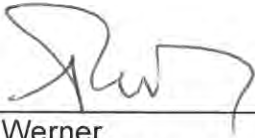


RAFAEL J. GUERRERO
Acting Deputy Chief for Science and Technology

August 23, 2017
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

I. National Oceanic and Atmospheric Administration



Cisco Werner
Director of Scientific Programs and Chief Science Advisor
National Oceanic and Atmospheric Administration CESU Lead

7/17/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

J. Office of the Assistant Secretary of Defense for Energy, Installations,
and Environment

DALSIMER.ALLYN.
ANN.1284843602

Digitally signed by DALSIMER.ALLYN.ANN.1284843602
DN: c=US, o=U.S. Government, ou=DoD, ou=PKI,
ou=OTHER, cn=DALSIMER.ALLYN.ANN.1284843602
Date: 2017.07.17 14:43:36 -04'00'

Alison A. Dalsimer
Director, DoD Natural Resources Program

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

K. U.S. Army Corps of Engineers–Civil Works

WHITTEN.CHELSEA.M.11
39493768

Digitally signed by WHITTEN.CHELSEA.M.1139493768
DN: c=US, o=U.S. Government, ou=DoD, ou=PKI,
ou=USA, cn=WHITTEN.CHELSEA.M.1139493768
Date: 2017.07.24 10:55:27 -05'00'

Chelsea Whitten
Lead Contract Specialist
ERDC Contracting Office

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

L. National Aeronautics and Space Administration

[This partner is currently inactive pending submission of signature page per Article III. A.]

Theresa Stanley
Lead Grant Officer
Stennis Space Center

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

M. Texas A&M AgriLife Research, on behalf of Texas A&M University System
(HOST)



Craig L. Nessler
Director, Texas A&M AgriLife Research



Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

N. Texas A&M AgriLife Extension Service



Dr. Douglas L. Steele
Director



09/05/2017

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

O. Texas A&M Engineering Experiment Station



Dr. Dimitris Lagoudas *ml*
Agency Deputy Director *ml*

4/30/2018
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

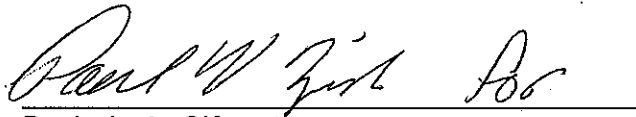
P. Texas A&M University–College Station

Carol Cantrell
Senior Associate Vice President for Research Administration

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

Q. Texas A&M University–Corpus Christi

A handwritten signature in cursive script, appearing to read "Luis A. Cifuentes", written over a horizontal line.

Dr. Luis A. Cifuentes
Vice President for Research, Commercialization and Outreach

A handwritten date "14 July 2017" written over a horizontal line.

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

R. Texas A&M University at Galveston

Carol J.Cantrell
Senior Associate Vice President

Date

Recommended for Approval:

Dr. Antonietta Quigg
Associate Vice President for Research and Graduate Studies
Texas A&M University at Galveston

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

S. Texas A&M University-Kingsville

A handwritten signature in blue ink, appearing to read "Steven H. Tallant", written over a horizontal line.

Dr. Steven H. Tallant
President

A handwritten date "7/21/17" in blue ink, written over a horizontal line.

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

T. Texas A&M University–San Antonio

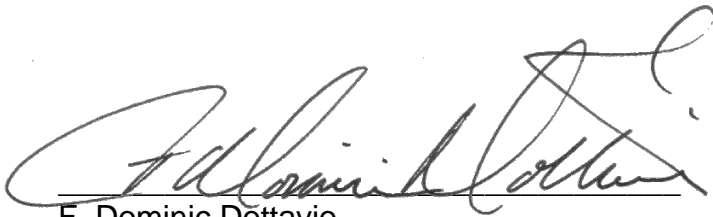
[This partner is currently inactive pending submission of signature page per Article III. A.]

Dr. Michael O'Brien
Provost and Vice President for Academic Affairs

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

U. Tarleton State University

A handwritten signature in black ink, appearing to read "F. Dominic Dottavio", written over a horizontal line.

F. Dominic Dottavio
President

July 21, 2017
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

V. Auburn University



Gene Taylor
Director, Office of Sponsored Programs



Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

W. Columbus State University




Dr. Tina D. Butcher
Interim Provost and VPAA

7/20/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

X. Florida State University



Gary K. Ostrander
Vice President for Research

7/24/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

Y. Houston Advanced Research Center



Lisa Gonzalez
President and Chief Executive Officer

1/20/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

Z. Lamar University



~~Peter J. Kelleher~~

KUMER DAS

Associate Provost for Research

Interim

1/30/18

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

AA. Louisiana State University



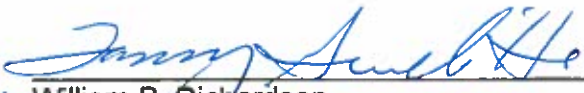
Darya Courville
Executive Director, Sponsored Programs

8-2-2017

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

BB. Louisiana State University Agricultural Center



William B. Richardson
Vice President for Research

8/2/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

CC. Mississippi State University



Jennifer Easley
Director of ~~Sponsored Programs Administration~~
the Office of Sponsored Projects



Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

DD. New College of Florida

A handwritten signature in blue ink, reading "Barbara Feldman", followed by a horizontal line.

Barbara Feldman, Ph.D.
Provost and Vice President for Academic Affairs

2/2/2018


Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

EE. Sam Houston State University



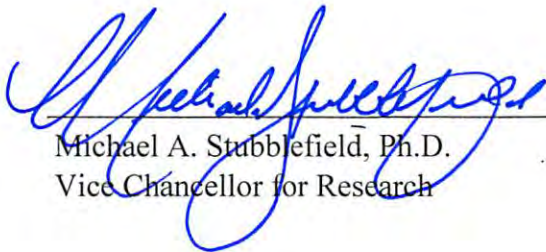
Dr. Jerry L. Cook
Associate Vice President
Office of Research and Sponsored Programs



Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

FF. Southern University and A&M College



Michael A. Stubblefield, Ph.D.
Vice Chancellor for Research

7-25, 2017
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

GG. Stephen F. Austin State University

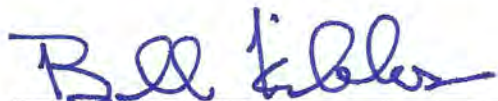


Baker Pattillo
President


8-16-17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

HH. Sul Ross State University



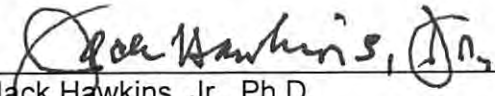
Bill Kibler
President



Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

II. Troy University



Jack Hawkins, Jr., Ph.D.
Chancellor

7/31/2017
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

JJ. Tulane University

Kathleen M. Kozar

Digitally signed by Kathleen M. Kozar
DN: cn=Kathleen M. Kozar, o=Tulane University,
ou=Sponsored Projects Administration,
email=kkozar@tulane.edu, c=US
Date: 2017.08.02 08:57:00 -05'00'

Kathleen M. Kozar
Director, Sponsored Projects Administration

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

KK. University of Alabama

**Dr. Carl A.
Pinkert**

Digitally signed by Dr. Carl A. Pinkert
DN: cn=Dr. Carl A. Pinkert, o=The University
of Alabama, ou=Vice President for Research
and Economic Development,
email=CAP@UA.EDU, c=US
Date: 2017.07.18 13:56:54 -05'00'

Dr. Carl A. Pinkert
Vice President for Research and Economic Development

July 18, 2017


Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

LL. University of Arkansas at Monticello



Karla Hughes
Chancellor



Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

MM. University of Arkansas at Pine Bluff


[This partner is currently inactive pending submission of signature page per Article III. A.]

Laurence B. Alexander
Chancellor

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

NN. University of Arkansas, Division of Agriculture

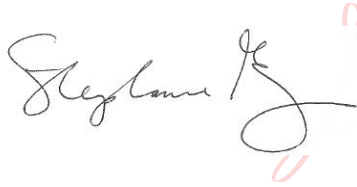


Clarence Watson
Associate VP for Agriculture

7/26/2017
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

OO. University of Florida



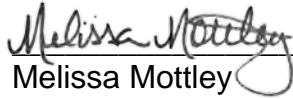
Digitally signed by Stephanie L Gray
DN: cn=Stephanie L Gray,
o=University of Florida, ou=Office
of Research, email=slgray@ufl.edu,
c=US
Date: 2017.08.02 15:33:43 -04'00'

Stephanie Gray
Assistant Vice President and Director
Division of Sponsored Programs

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

PP. University of Georgia Research Foundation, Inc.

A handwritten signature in black ink, appearing to read "Melissa Mottley", is written over a horizontal line.


Melissa Mottley
Assistant Director, Sponsored Projects Pre-Award

08/01/2017

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

QQ. University of Louisiana at Lafayette




Dr. Ramesh Kolluru
Vice President
Research, Innovation, and Economic Development

7/20/2017
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

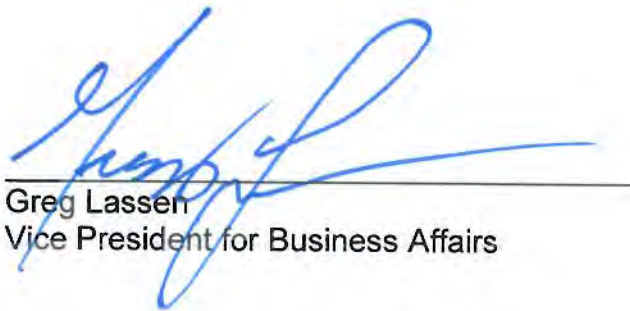
RR. University of Mississippi


Robin C. Buchannon Renita L. Gray
Assistant Vice Chancellor for Research and Sponsored Programs
Manager of Sponsored Programs Accounting

07/24/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

SS. University of New Orleans



Greg Lassen
Vice President for Business Affairs

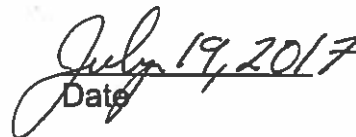
7/20/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

TT. University of South Alabama

A handwritten signature in cursive script, appearing to read "Lynne Chronister", written over a horizontal line.


Lynne Chronister
Vice President Research and Economic Development

A handwritten date "July 19, 2017" written in cursive script, positioned above a horizontal line.

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

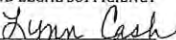
UU. The University of South Florida Board of Trustees for
University of South Florida



Paul R. Sanberg, Ph.D., D.Sc.
Senior Vice President
Research & Innovation

8/1/2017
Date

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY



Lynn Cash, JD
ATTORNEY - USF

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

VV. University of Southern Mississippi



Marcia Landen
Associate Vice President for Research

7-20-17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

WW. University of Texas at Austin



Digitally signed by Mark Featherston
Date: 2018.01.31 20:05:18 -06'00'

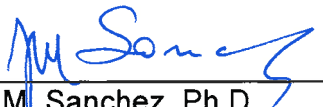
1/31/18

Mark Featherston
Assistant Director
Office of Sponsored Projects

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

XX. University of Texas Rio Grande Valley



Juan M. Sanchez, Ph.D.
Interim Sr. Vice President

July 27, 2017
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

YY. University of Texas at Tyler

A handwritten signature in blue ink, appearing to read "Michael Odell", written over a horizontal line.

Dr. Michael Odell
Vice President for Research and Technology Transfer

7-19-17

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

ZZ. The University of West Florida

DocuSigned by:

Dr. Mark Roltsch

0780AB48318B495...

Mark H. Roltsch, Ph.D.
Assistant Vice President, Research
Director, Research & Sponsored Programs

7/20/2017

Date

Approved for form and legality.



Office of University Counsel

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

AAA. Valdosta State University



Richard Carvajal, Ph.D.
President

7-22-17


Date

ARTICLE XII. AUTHORIZING SIGNATURES (cont.)

BBB. Florida Fish and Wildlife Conservation Commission

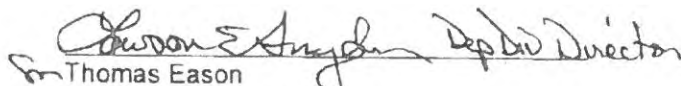

Nick Wiley
FWC Executive Director

7/26/2017
Date



Gil McRae
FWRI Director

HEAVY SIGNATURE FOR THE HSC
FWRI DEPUTY DIRECTOR

7/26/2017
Date


Thomas Eason
HSC Division Director

7/21/17
Date


Anthony Pinzino
FWC Attorney

7/25/17
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

CCC. Louisiana Department of Wildlife and Fisheries

[This partner is currently inactive pending submission of signature page per Article III. A.]

Jack Montoucet
Secretary

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

DDD. Bat Conservation International



Dan Sannes
Chief Finance and Administration Officer



Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

EEE. Dauphin Island Sea Lab



David England
Director of Finance and Administration



Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

FFF. Gulf Coast Bird Observatory

[This partner is currently inactive pending submission of signature page per Article III. A.]

Martin Hagne
Executive Director

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

GGG. The Nature Conservancy–Texas

[This partner is currently inactive pending submission of signature page per Article III. A.]

John S. C. Herron
Senior Director of Conservation Programs

Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

HHH. Three Rivers Resource Conservation & Development Council, Inc.

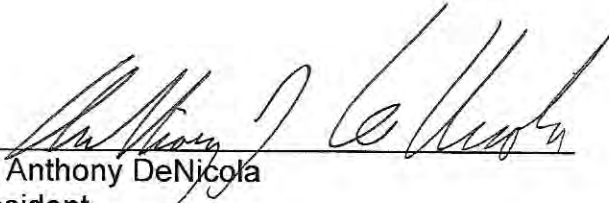


Steve Duncan
President

7/19/2017
Date

ARTICLE XIII. AUTHORIZING SIGNATURES (cont.)

III. White Buffalo, Inc.



Dr. Anthony DeNicola
President

7/14/2017
Date