FY 2021 Performance Data Form – What's New for Module 1 (Grantee Survey)

LIHEAP Webinar hosted by the Office of Community Services (OCS) in the Administration for Children and Families (ACF) presented by APPRISE under contract to OCS

January 6, 2021

Welcome:

Sharnice Peters (OCS)

Presenters:

Melissa Torgerson (Verve Associates)

Dan Bausch (APPRISE)



Welcome

Purpose of This Webinar

- To furnish an update on the Performance Data Form status.
- To provide an overview of Module 1 (Grantee Survey) of the LIHEAP Performance Data Form.
- To explain the approach for reporting on supplemental funds, including ARPA and CARES Act funds.
- To highlight key reminders and ways to avoid common reporting issues.

Audience for This Webinar

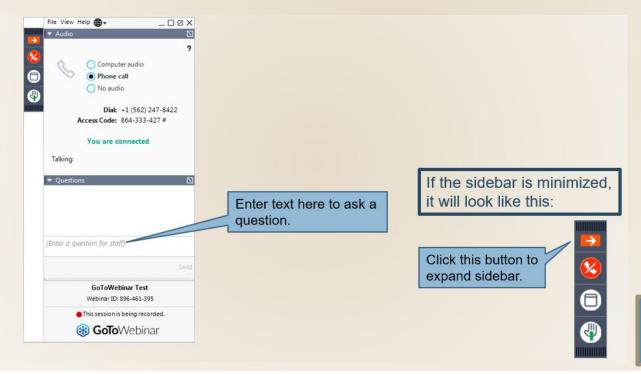
 State Coordinators and other staff who have previously worked on the Grantee Survey

Webinar Overview

- Structure of The Webinar
 - 60-minutes to review key information.
 - Slides available for download now under "Handouts" in the GoToWebinar Sidebar.
 - The webinar is being recorded and will be published on the ACF YouTube channel.

GoToWebinar Question Box

- Have a question?
 - You are encouraged to ask questions as you have them by typing them into the GoToWebinar "Question" box.
 - Submitted questions will be reviewed and responded to at the end of the webinar or via an e-mail from APPRISE.



Presenter(s): Melissa Torgerson

Presentation Outline

1.	Overview of the Grantee Survey	Slide 7
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Audience Poll Question #1

QUICKPOLL

Which of the following best describes your role and experience with Module 1 (the Grantee Survey)?

Please select one:

- LIHEAP Coordinator Experienced with the Grantee Survey
- Newer LIHEAP Coordinator Limited Experience with the report
- State LIHEAP or Fiscal Staff Member Who Works on the report
- Contractor Who Helps Complete the Report
- None of the Above (OCS staff, OCS contractors, etc.)

Presenter(s): Melissa Torgerson

Overview of the Grantee Survey The Performance Data Form

 The Performance Data Form is one report consisting of multiple modules:



- Module 1 (Grantee Survey) Mandatory
- Module 2 (Performance Measures) Mandatory
- Module 3 (Optional Performance Measures) Optional

Overview of the Grantee Survey Background

- The Grantee Survey is a historic annual LIHEAP report focused on state grantees' uses of funds by assistance type.
- Three main types of data need to be reported:
 - 1. The <u>amount of funds obligated</u> to different LIHEAP components
 - 2. The <u>average LIHEAP benefit amounts</u> provided to households
 - 3. The maximum annual income limits for a 4-person household
- It is <u>not</u> an audit report. Rather, the Grantee Survey provides a snapshot of how LIHEAP funds are obligated each fiscal year, the average benefit amounts households are receiving, and how grantees are setting income-eligibility criteria.

FY 2021 Grantee Survey Update: Update on Status & Due Date

- OCS recently submitted a request to OMB to renew the Performance Data Form with changes after the form's approval expired in April.
- OCS will issue an Action Transmittal with the revised due date and instructions once the form is approved. The new due date will be after January 31.
- Grantees are encouraged to prepare their FY 2021 Grantee Survey information now.

New Updates to the Grantee Survey Changes Last Year for the FY 2020 Report

- Last year, HHS revised the Grantee Survey to include new lines for reporting on the supplemental funds.
- Two changes were made:
 - 1. New lines were added in Section III "Sources of Funds" to include the supplemental funds available for obligation during the federal fiscal year.
 - 2. New lines were added in Section IV "Uses of Funds" to report on the uses of supplemental funds. This included:
 - I. New lines for reporting on CARES Act funds (Parts D to F)
 - II. New lines reserved for up to two additional supplemental funding releases (Sections G to L). These were not open or editable in FY 2020's report.
- These changes were made to allow HHS to separately identify how supplemental funds were being used.

New Updates to the Grantee Survey Award of Supplemental ARPA Funds

- In March of 2021, the President signed into law the American Rescue Plan Act of 2021 (ARPA) (Public Law No: 117-2). Pursuant to SEC. 2911 of H.R. 1319, as part of the American Rescue Plan Act of 2021, Congress appropriated approximately \$4.5 billion in supplemental funds for LIHEAP.
- HHS released the ARPA funds for LIHEAP in May 2021. Any portion of LIHEAP ARPA funds could be obligated in FFY 2021 or later during FFY 2022.
- The Dear Colleague Letter announcing the award of LIHEAP ARPA funds notified grantees that they "must track, account for, and report on" these funds.
 - https://www.acf.hhs.gov/ocs/policy-guidance/liheap-dcl-2021-05-supplemental-funding-release-fy-21

New Updates to the Grantee Survey Award of Supplemental ARPA Funds

- The release of the ARPA funds meant that grantees may have obligated assistance to households during FY 2021 with up to three different types of federal LIHEAP funds:
 - Regular LIHEAP Funds, including Block Grant funds or Reallotment Funds
 - 2. LIHEAP CARES Act Funds (which could be obligated during FY 2020 OR FY 2021)
 - 3. LIHEAP ARPA Funds (which could be obligated during FY 2021 OR FY 2022)

New Updates to the Grantee Survey Updates for the FY 2021 Report

- Because the ARPA funds were released during FY 2021, HHS has opened lines that were reserved for reporting on one additional supplemental funding type.
- Grantees now need to report information on all three funding types:
 - 1. Regular LIHEAP funds, including Block Grant funds or Reallotment Funds
 - 2. LIHEAP CARES Act funds
 - 3. NEW: LIHEAP ARPA funds
- Special Notes for FY 2021 Reporting:
 - Grantees who <u>obligated all CARES Act funds during FY 2020</u> will not have data to report because it was already reported in the prior Grantee Survey.
 - Grantees who <u>obligated **none** of their ARPA funds until FY 2022</u> (the current federal fiscal year) will only need to report that all ARPA funds were carried over to FY 2022.

New Updates to the Grantee Survey Updates for the FY 2021 Report

Besides the additional reporting for ARPA funds, OCS has made other minor changes to the Grantee Survey:

- Section III Sources of Funds Minor Changes
 - ➤ Line 7b This line was added. It is pre-populated and locked with \$0. No reporting is needed for FY 2021.
 - ➤ Line 11 This line is for reporting on CARES Act funds that were carried over from FY 2020 to FY 2021 and were available for obligation during FY 2021. This amount should match the CARES carryover amount you reported in the FY 2020 Grantee Survey and FY 2020 Carryover & Reallotment Report.
 - ➤ Line 12 This is pre-populated with each grantee's ARPA Allotment amount and is locked. Grantees should confirm the amount matches their program records.
- Section IV Uses of Funds Minor Changes
 - ➤ Lines Removed Lines that asked for information already reported in the Performance Measures module were removed. This includes Lines 5, 19, and 30.

New Updates to the Grantee Survey Updates for the FY 2021 Report

Anticipated Submission Approach

- As with the prior FY 2020 report, OCS is anticipating that the FY 2021 Performance Data Form will be submitted using the Basecamp platform via an Excel Spreadsheet.
- When the Action Transmittal is used by OCS, each grantees' liaison will be sending them an Excel spreadsheet of the FY 2021 Performance Data form with instructions for accessing Basecamp.

Key Concepts for Reporting



Key Concepts for Reporting #1 - *FFY 2021 Reporting Period*

- The FY 2021 Grantee Survey is focused on <u>federal fiscal year 2021.</u>
- This is from October 1, 2020 to September 30, 2021.
- Timing Nuances:
 - You may have applicants that applied in FFY 2020, but received their benefit during FFY 2021. Those should be included when calculating the average benefit amounts for FFY 2021.
 - If you operate any of your programs on a different calendar (e.g., starting January 1 or July 1):
 - The data used to complete the Grantee Survey still needs to correspond to the federal fiscal year period.
 - This means that you may need to pull information for portions of two of your program years.

Key Concepts for Reporting#1 - *FFY 2021 Reporting Period*

- Guidance for Grantee Survey reporting:
 - **Sources of Funds**: Include all funds awarded by OCS in FFY 2021, and funds optionally carried into FFY 2021 from FFY 2020.
 - Uses of Funds: Report on how the FFY 2021 sources of funds were obligated or not obligated during FFY 2021.
 - Income Eligibility Thresholds: Report on your income cutoff levels set at the start of your FFY 2021 program components.
 - Average Benefits: Report on the mean benefit amounts for households that received their benefit during FFY 2021.

Key Concepts for Reporting#2 – Uses of LIHEAP Funds (Obligations)

- The Grantee Survey asks you to report "total funds" for different program components.
 This refers to the amount of your available funds in FFY 2021 you <u>obligated</u> for each program component.
- The LIHEAP statute provides grantees with flexibility in defining what constitutes the obligation of funds. As a result, the definition for "obligation" varies across grantees. Examples include:
 - The official designation of funds for specific purposes.
 - The issuance or commitment of funds for specific purposes to subgrantees or partners.
- Obligations are <u>not always</u> the same as expenditures.
 - Expenditures generally include benefits that are issued/paid.
 - In some cases, obligated funds are not actually expended until after the end of the Fiscal Year. For example, a grantee may obligate funds for Heating Assistance during the Fiscal Year, but a portion of those funds may not be expended as benefits issued to clients until subsequent Fiscal Years.

Key Concepts for Reporting#3 – *Carryover Funds*

- Carryover Funds = LIHEAP funds that a grantee did not obligate during the same Fiscal Year because the grantee elected to "carry over" or hold available those funds for obligation in the subsequent fiscal year.
- In the Grantee Survey, you need to report multiple carryover values.
 - Funds carried into FY 2021 and available for obligation.
 - Funds you did not obligate during FY 2021 and carried into FY 2022.
- For the Grantee Survey, the amounts you report as being carried over to FFY 2022 should match the carryover amounts in your final FFY 2021 Carryover & Reallotment Report (due December 31).
- If you need assistance submitting a revision to your FFY 2021 Carryover & Reallotment report, please contact APPRISE.

Key Concepts for Reporting#3 – *Carryover Funds*

Funding Type	Carryover Rules	Sources	Uses
Regular	Up to 10% of funds awarded in a FFY can be carried over to the next FFY.	FFY 2021 awards from HHS are prepopulated here. Report any funds you were awarded in FFY 2020 and elected to carry over to FFY 2021 in Line 5.	Report how you obligated available funds during FFY 2021, or if you carried over funds to FFY 2022.
CARES Act	Funds could be obligated during FFY 2020 and FFY 2021 only.	If you carried over funds to FFY 2021, these are reported here.	If you carried over funds to FFY 2021, you report on the uses of those funds here.
ARPA funds	Funds could be obligated during FFY 2021 and FFY 2022 only.	Your ARPA allotment is pre-populated here.	Report how you obligated funds during FFY 2021, or if you carried over funds to FFY 2022.

Presenter(s): Melissa Torgerson

Reporting on Supplemental Funds



Reporting on Supplemental Funds Comparison to Household Report

- The FY 2021 Household Report asked grantees to report as follows for each type of assistance:
 - 1. Report total households (regardless of funding source).
 - 2. Report the subset of households that were assisted with LIHEAP CARES Act funding.
 - 3. Report the subset of households that were assisted with LIHEAP ARPA funding.
- The FY 2021 Grantee Survey is asking grantees to report:
 - 1. Information for regular LIHEAP funds only,
 - 2. Information for CARES funds only, and
 - 3. Information for ARPA funds only
- The Grantee Survey has no fields where you will report on combined regular LIHEAP, CARES or ARPA funds. Reporting is always for each separate funding category.

Reporting on Supplemental Funds Layout

Reporting for Regular LIHEAP funds

A. Type of LIHEAP AssistanceNon-Supplemental Funds (Items 1-4)
Heating Assistance Benefitsnon-supplemental funds
Cooling Assistance Benefitsnon-supplemental funds
Crisis Benefits by Typenon-supplemental funds
a. Winter Crisis Benefitsnon-supplemental funds
b. Summer Crisis Benefitsnon-supplemental funds
c. Year-round Crisis Benefitsnon-supplemental funds
d. Other Crisis Benefitsnon-supplemental funds
(1) Specifynon-supplemental funds
(2) Specifynon-supplemental funds
(3) Specifynon-supplemental funds
Weatherization Assistance Benefitsnon-supplemental funds

All of FFY 2021 (10/1/2020) to 9/30/2021)			
Amount Rounded to the Nearest Dollar			
Total Funds/Awards	Average Household Benefit	Maximum Annual Dollar Income for 4- Person Household as of the effective date	
\$0	\$0	\$ 0	
\$0	\$0	\$0	
\$0	\$0	\$ 0	
\$0	\$0	\$ 0	
\$0	\$0	\$0	
\$0			
\$0	\$0		
\$0	\$0	\$0	
\$0	\$0	\$0	
\$0		\$0	
	_		

Reporting on Supplemental Funds Layout

Reporting for LIHEAP CARES Act funds:

D. Type of LIHEAP AssistanceCARES Act Funds (Items 15-18)
• • • • • • • • • • • • • • • • • • • •
15. Heating Assistance BenefitsCARES Act Funds
16. Cooling Assistance BenefitsCARES Act Funds
17. Crisis Benefits by TypeCARES Act Funds
a. Winter Crisis BenefitsCARES Act Funds
b. Summer Crisis BenefitsCARES Act Funds
c. Year-round Crisis BenefitsCARES Act Funds
d. Other Crisis BenefitsCARES Act Funds
(1) SpecifyCARES Act Funds
(2) SpecifyCARES Act Funds
(3) SpecifyCARES Act Funds
18. Weatherization Assistance BenefitsCARES Act Funds

All of FFY 2021 (10/1/2020) to 9/30/2021)			
Amount Rounded to the Nearest Dollar			
Total Funds/Awards	Average Household	Maximum Annual Dollar Income for 4-	
	Benefit	Person Household as of the effective date	
\$0	\$0	\$0	
\$0	\$0	\$0	
\$0	\$0	\$0	
\$0	\$0	\$ 0	
\$0	\$0	\$ 0	
\$0			
\$0	\$0	\$ 0	
\$0	\$0	\$ 0	
\$0	\$0	\$0	
\$0		\$0	
	1	·	

Reporting on Supplemental Funds Layout

Reporting for LIHEAP ARPA funds:

G. Type of LIHEAP AssistanceARPA Funds: (Items 26-29)	All of FFY 2021 (10/1/2020) to 9/30/2021)		
	Amount Rounded to the Nearest Dollar		
	Total Funds/Awards	Average Household	Maximum Annual Dollar Income for 4-
	Total Fullus/Awards	Benefit	Person Household as of the effective date
26. Heating Assistance BenefitsARPA Funds	\$0	\$0	\$0
27. Cooling Assistance BenefitsARPA Funds	\$0	\$0	\$0
28. Crisis Benefits by TypeARPA Funds			
a. Winter Crisis BenefitsARPA Funds	\$0	\$0	\$0
b. Summer Crisis BenefitsARPA Funds	\$0	\$0	\$0
c. Year-round Crisis BenefitsARPA Funds	\$0	\$ 0	\$0
d. Other Crisis BenefitsARPA Funds	\$0		
(1) SpecifyARPA Funds	\$0	\$0	\$0
(2) SpecifyARPA Funds	\$0	\$ 0	\$0
(3) SpecifyARPA Funds	\$0	\$ 0	\$0
29. Weatherization Assistance BenefitsARPA Funds	\$0		\$0

Reporting on Supplemental Funds Distinguishing Funding Types

To report on the obligation of funds:

 Use your fiscal tracking information to identify which assistance types or categories you obligated each type of funds to.

To report on the average benefit amounts:

- Identify households that received the type of assistance with some amount of the assistance funded by that funding type.
- Calculate the average benefit amount using the benefit amount associated with that funding category for each household.

To report the maximum income for a 4-person household:

 Identify the income-eligibility criteria you used for that type of assistance and funding category.

Remember:

- Include notes explaining any approaches you needed to take to assign or estimate amounts due to timing issues or your obligation approach.
- Contact APPRISE if you need assistance.

Reporting Examples Grantee X – Prioritized Regular Funds, Saved ARPA

Funds Awarded in FFY 2021: \$25 mill. in regular funds and \$5 mill. in ARPA.

Grantee X Decisions

- Regular: They obligated all of their regular funds, not carrying over any to FFY 2022.
- CARES: They obligated all of their CARES funds before FFY 2021.
- ARPA: Grantee X did NOT obligate any of their ARPA funds during FFY 2021.

Reporting in the FY 2021 Grantee Survey

Section III - Sources

- Regular funds: \$25 million
- CARES funds: \$0
- ARPA funds: \$5 million

• TOTAL: \$30 million

Section IV – Uses

- Regular Funds
 - \$25 million split across assistance types
 - \$0 carried over to FY 2022 (line 7)
- CARES Funds
 - \$0 for all fields
- ARPA funds
 - \$5 million reported carried over to FY 2022 (line 32)
- TOTAL: \$30 million

Reporting Examples Grantee Y – Used Some ARPA and Regular

Funds Awarded in FFY 2021: \$30 mill. in regular funds and \$7 mill. in ARPA.

Grantee X Decisions

- Regular: They obligated 90% of their regular funds, carrying over 10% to FFY 2022.
- CARES: They obligated all of their CARES funds before FFY 2021.
- ARPA: Grantee obligated half of their ARPA funds during FFY 2021.

Reporting in the FY 2021 Grantee Survey

Section III - Sources

- Regular funds: \$30 million
- CARES funds: \$0
- ARPA funds: \$7 million

• TOTAL: \$37 million

Section IV – Uses

- Regular Funds
 - \$27 million split across assistance types
 - \$3 million carried over to FY 2022 (line 7)
- CARES Funds
 - \$0 for all fields
- ARPA funds
 - \$3.5 million split across assistance types
 - \$3.5 million reported carried over to FY 2022 (line 32)
- TOTAL: \$37 million

Reporting Examples Grantee Z – Used All 3 Funding Types during FFY 2021

Funds Awarded in FFY 2021: \$20 mill. in regular funds and \$4 mill. in ARPA.

Grantee X Decisions

- Regular: They obligated 90% of their regular funds, carrying over 10% to FFY 2022.
- CARES: They saved \$1 mill. of their CARES funds to obligate <u>during</u> FFY 2021 to Heating.
- ARPA: Grantee obligated 100% of their ARPA funds during FFY 2021

Reporting in the FY 2021 Grantee Survey

Section III - Sources

- Regular funds: \$20 million
- CARES funds: \$1 million
- ARPA funds: \$4 million
- TOTAL: \$25 million

Section IV – Uses

- Regular Funds
 - \$18 million split across assistance types
 - \$2 million carried over to FY 2022 (line 7)
- CARES Funds
 - \$1 million for Heating Assistance
- ARPA funds
 - \$4 million split across assistance types
 - \$0 reported carried over to FY 2022 (line 32)
- TOTAL: \$25 million

Grantee Survey Reporting Reminders



Reporting Reminders: #1 - Consistency between Sources and Uses

- Your Grantee Survey should reflect how all the funds you received in FY2021 (in Section III, Sources of Funds) were obligated or carried over (in Section IV, Uses of Funds).
- This means, for each funding type, the total funding amounts in Section III (Sources of Funds) should match the total amounts in Section IV (Uses of Funds).
- The following lines should match...
 - Line 10 in Section III (Subtotal of Non-Supplemental Funds) should match Line 14 in Section IV (Total Uses of Funds – Non-Supplemental).
 - Line 11 in Section III (CARES) should match Line 25 in Section IV (Total Uses of Funds – CARES Act Funds).
 - Line 12 in Section III (ARPA) should match Line 36 in Section IV (Total Uses of Funds – CARES Act Funds).

Reporting Reminders: #2 - Consistency with Household Report

- Data reported in Section IV "Uses of LIHEAP funds" should match the types of assistance reported in your Household Report.
- If you reported assisting households with a type of assistance in your Household Report, you should be able to report the following for that type of assistance:
 - Total Funds/Awards Funds
 - Average Household Benefit
 - Maximum Annual Dollar Income
- Please add a note if...
 - If you obligated \$0 for a type of assistance reported in your Household Report.
 - If you obligated funds for assistance and reported 0 assisted households for that assistance in your Household Report

Reporting Reminders: #3 - Average Household Benefits

- The Grantee Survey asks for information on the <u>average benefit amount for</u> households assisted with each type of assistance.
- For each type of assistance...
 - The average household benefit should take into account all types of benefits provided under that type of assistance during the entire fiscal year.
 - The average benefit is calculated by summing the benefit amounts across all households that received the assistance and dividing by the total number of households that received the assistance.
 - Separately calculate the average benefit amounts for regular LIHEAP funds, CARES Act funds, and ARPA funds.
- If the average household benefit includes benefits other than bill payment assistance, please include a description of the benefit types in the 'Notes' section.

Reporting Reminders: #4 - Maximum Annual Dollar Income

- The Grantee Survey asks for information on the maximum annual or annualized dollar income cutoff for a 4-person household that was in effect at the beginning of FY 2021 (October 1, 2020).
 - The Poverty Guidelines that were in effect at the beginning of FY 2021 were the 2020 HHS Poverty guidelines.
- If a Grantee's LIHEAP program component began after the release of the 2021 HHS Federal Poverty Guidelines, the grantee may choose to use the 2021 Guidelines in its FY 2021 LIHEAP Grantee Survey reporting.
 - Grantees who choose to use the 2021 HHS Poverty Guidelines in their report should include a note stating this in the 'Notes' section of the form.
- If you provided assistance using CARES Act or ARPA funds:
 - Report the amount based on the income criteria used to receive the CARES or ARPA benefit.

Presenter(s):
Melissa Torgerson

Reporting Reminders: #5 – Include Notes to Explain Reporting

- The Grantee Survey includes a Notes section.
- Notes allow for an accurate understanding of the reported data, and OCS uses information from these notes in the Report to Congress.
- Notes are reviewed and provide useful context. Please do not hesitate to leave notes to explain information that is out of the ordinary or to provide clarification.
- Examples of when to add a note:
 - If a large amount of funds obligated to a category, but few households were served with that assistance during FFY 2021 because funds were not expended until later.
 - If your carryover amounts do not match your Carryover Report.

Data Validation and Checks



Data Validations and Checks Form Validations

- OCS has implemented steps to help grantees with completing the report accurately. These include:
 - Pre-populated fields When possible, OCS has pre-populated fields to reduce burden and potential reporting issues.
 - **Summation Checks** The forms include summation fields to help grantees check that the total sources equal the total uses.

Data Validations and Checks

Review Process

- APPRISE checks submitted Grantee Survey data and will e-mail grantees to alert them to any issues or questions based on their review.
- These checks are intended to help ensure your report is accurate and reporting nuances are documented.
- Checks include:
 - Verifying report data internal consistency
 - Verifying report data consistent with notes and other reports
 - Reviewing grantee notes
 - Checking CARES and ARPA information is reported correctly.
- When your report is confirmed as complete, you will be notified.

Final Reminders



Final Reminders Updates to Module 1

- There are no major changes to the form structure or layout for the FY 2021 Grantee Survey.
- The primary change from last year's FY 2020 report is that grantees must now report information on the uses of LIHEAP ARPA funds during FY 2021.
- Additional minor changes are described on slide 14.
- OCS recently submitted a request to OMB to renew the Performance Data Form. OCS will issue an Action Transmittal with the revised due date and instructions once the form is approved. The new due date will be after January 31.

Final Reminders *Grantee Survey Resources*

 Required Reports Support on the LIHEAP PMW: https://liheappm.acf.hhs.gov/required-reports/

"Check Before You Submit" Document:
 https://liheappm.acf.hhs.gov/sites/default/files/private/grantee_tools/best_practices/PDF-Module-1-(Grantee%20Survey)-Check-Before-You%20Submit-Document.pdf

- Prior FY 2020 Performance Data Form AT and Instructions:
 https://www.acf.hhs.gov/ocs/policy-guidance/liheap-2021-02-performance-data-form-fy-2020
- Past Years' Grantee Survey Data:
 https://liheappm.acf.hhs.gov/datawarehouse
- 2020 HHS Poverty Guidelines: https://www.acf.hhs.gov/ocs/policy-guidance/liheap-im-2020-01-hhs-poverty-guidelines-optional-use-ffy-2020-and-mandatory

Audience Poll Question #2

QUICKPOLL How confident are you that you understand how to correctly complete the FY 2021 Grantee Survey? Please select one: Very Confident **Somewhat Confident Not Too Confident** Not at All Confident

Final Reminders Additional Grantee Survey Training

- FY 2021 Grantee Survey Step-by-Step Overview Webinar
 - A second webinar will take place in January.
 - This webinar will provide a detailed review of the report for new Coordinators or staff.
 - Registration information for this upcoming webinar will be emailed shortly.

Final Reminders Support Resources

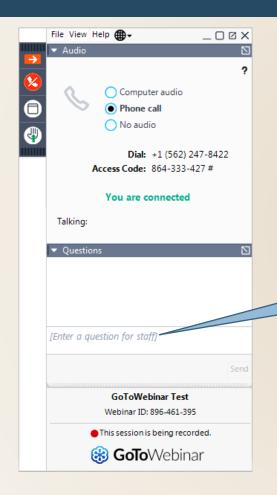
OCS liaisons

http://www.acf.hhs.gov/programs/ocs/resource/division-of-energy-assistance-federal-staff

APPRISE Team

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