Dreams for Tomorrow

The Dayton Foundation Report to the Community

Inside: Our community’s hopes and dreams for the future... and much more.
People with Passion and Dreams Can Change the World

ach of the more than 3,500 individuals and families who have established charitable funds through The Dayton Foundation share a common thread. They all have a personal dream that inspired them to create their funds and a heartfelt hope for what those funds will achieve for the benefit of their communities in the future.

We asked them and other friends of the Foundation to share with us their dreams for tomorrow, which is incorporated into the artwork featured on the cover of this report thanks to the assistance of the Dayton Society of Artists. Whether they hope to end homelessness or hunger, encourage peace and social justice, or provide educational opportunities for others, we are pleased that they have chosen The Dayton Foundation to facilitate their unique charitable wishes.

We’re privileged to share a few of their stories in this year’s report, including those of our five new “I Believe!” Partners, who have provided special support to the Foundation. We’re truly grateful for their trust in the Foundation and their generosity toward others.

Report on 2015-2016 (Fiscal Year 2016)

This past fiscal year (July 1, 2015, to June 30, 2016) was a record year of generosity for Foundation donors. Total assets climbed to an all-time high of $484 million (after depreciation), thanks to more than $78 million in new gifts to Foundation funds, the most ever recorded in a single year in the Foundation’s 95-year history. Additionally, donors committed $12 million in new planned and deferred (legacy) gifts, for a total of $234 million in future gifts.

Equally impressive were the 231 new endowed funds and Charitable Checking Accounts™ established during the past year— the second highest number of new funds in one year. This brought the total number of charitable funds under management at the Foundation to nearly 3,500.

I’m also pleased to report that more than 15,000 grants and distributions totaling $43 million were awarded on behalf of our donors. This is the third highest number of grants awarded among nearly 800 community foundations across the nation. Included in this amount was nearly $60,000 awarded through the first two cycles of the Foundation’s new Community Grants program. The Foundation launched Greenlight Grants in 2016 in response to area nonprofit organizations that expressed a greater need for funding to assist with small, quick projects. We are thrilled to offer this new competitive grant opportunity for our region’s nonprofit organizations that are working so hard to help others in our community.

The Foundation continues to lend its support and expertise to help “move the needle” on several leadership initiatives at work in our region. Included among them is the new Del Mar Encore Fellows Initiative, made possible thanks to a $1 million gift from the DMH-Fund of The Dayton Foundation. This three-year effort will embrace highly talented, retired adults as fellows to work within existing initiatives and community efforts. Our hope is to create a broad community conversation about how we view midlife and beyond as an opportunity to make a difference.

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Each of Us Has a Dream for the Future

Feature on the cover of this year’s Report to the Community are the personal dreams of Dayton Foundation donors and other guests who attended the 2016 Meeting Celebration of The Dayton Foundation – Celebrate the Dreams of Tomorrow – on September 22, 2016. Their statements were incorporated into this original piece of art created by Christina Gluck with The Dayton Society of Artists.

We are pleased to share this collaborative artwork and privileged to carry out the dreams of Dayton Foundation donors who have established charitable funds for the future. Our hope is that you will be inspired to follow your own dreams as you read the stories of our donors included in this report.

As African-Americans born in the early 1900s, Pearl Dale and her sister, Audrey Parker, overcame many obstacles while pursuing their bachelor’s and master’s degrees. Driven by a dream to help Greater Dayton African-American youth pursue their education, including Faith Lewis, a freshman at Ohio State University.

Today, Pearl A. Dale and Audrey Parker Scholarship Fund was established to support African American students further their education, including Faith Lewis, a freshman at Ohio State University.

“I hope my contribution to the Foundation on behalf of black girls and boys will help in a small way to alleviate these problems,” she wrote in 1990.

People with Passion and Dreams Can Change the World

Each of Us Has a Dream for the Future

People with Passion and Dreams Can Change the World

Each of Us Has a Dream for the Future
Leading and Inspiring Community Solutions

Since 1921 The Dayton Foundation has helped lead innovative efforts and developed solutions to respond to the opportunities and needs affecting Greater Dayton. Whether it has been bringing together leadership, underwriting problem-solving efforts, or identifying and orchestrating solutions, The Dayton Foundation has been uniquely positioned to effect change for the benefit of our region.

Examples of The Dayton Foundation’s efforts to lead and inspire community change follow.

Miami Valley Works

The key to successfully moving individuals out of poverty to self-sufficiency goes beyond simply securing employment for them. Barriers that keep them from working, such as legal, behavioral health or transportation issues, must be addressed and removed in a compassionate manner that is unique to each individual.

This is the principle behind Miami Valley Works (MVW), a Goodwill Easter Seal’s Miami Valley program that helps lift chronically unemployed individuals out of poverty and on a path to self-sufficiency by obtaining and maintaining employment and advancing in a career. Led by Executive Director Rick Weggman, MVW provides its members with holistic services to help them overcome obstacles that keep them from finding and maintaining a job. MVW works with its members to identify long-term solutions and is committed to ensuring they are steadily employed and earning livable wages.

Since adopting MVW as a leadership initiative in 2015, The Dayton Foundation has awarded the program a three-year, $300,000 discretionary grant. In addition, Mike Faris, president of The Dayton Foundation, and Barbara Stonecorck, vice president of Community Engagement, serve as advisors for the Leadership Council and assist in identifying strategic opportunities and solutions.

Vince Corrado

exploring long-term sustainability options, The Dayton Foundation Governing Board Chair Norm Ekeleman also serves on the Leadership Council. MVW has made great strides since its launch last year. To date, 236 individuals have completed

Dream for Tomorrow... Greater Good Through Giving

The Dayton Foundation has invested $300,000 in Miami Valley Works Leadership Council, which has led to the creation of Miami Valley Works Leadership Council. This is a great win for the community, and we have only just begun.

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We help you help others.  |  Page 3

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Greenlight Grants
To better assist Greater Dayton nonprofits in need of funding for smaller projects, The Dayton Foundation launched Greenlight Grants in 2016. This quarterly competitive grants program provides small, quick grants, ranging from $500 to $5,000, for special projects, program expansions, capital improvements and capacity building to help nonprofit organizations make a greater impact. Grants totaling $59,777 were awarded to 22 area nonprofits this past fiscal year.

Strengthening Community Through Discretionary Grants
The Dayton Foundation’s discretionary grants to area nonprofits supported innovative, collaborative projects.

“Dreams for Owen,” Margy C. Patterson, Dr. & Mrs. Jerry Nowak, Robert E. Mr. & Mrs. Robert C. Nevin, Mr. & Mrs. Richard J. Metzgar, Thomas & Mrs. Gary L. LeRoy, Mr. & Mrs. Robert L. Kendall, Mr. & Mrs. Paul H. Lamberger, Amanda Wright Lane & Donald Lane, Mr. & Mrs. Margaret J. Lundgren, Kelly M. & Joseph R. Lehman, Dr. & Mrs. James T. Lehner, Dr. & Mrs. Gary L. LeRoy, Mr. & Mrs. Richard J. Metzgar, Thomas R. Neidert, Mr. & Mrs. Terry Nichols, Mr. & Mrs. Robert C. Nevin, Mr. & Mrs. Jerry Nowak, Robert E. Owen, Mary C. Patterson, Dr. & Mrs. Kenneth Polf, Mr. & Mrs. Richard P. Pohl, Jr., Catherine Pontiz, Mr. & Mrs. Robert H. Reeves, Mr. & Mrs. Tile Company, Inc., Paula Saunders, Mr. & Mrs. C. Miles Schmidt, Jr., Mr. & Mrs. Gerald L. Schmid, Dr. & Mrs. Kent K. Scholl, Marilyn & Jack Singerman, Mr. & Mrs. Gary P. Smiga, Mr. & Mrs. J. P. Stahler, Mr. & Mrs. Kenneth R. Sengmeier, Mr. & Mrs. S. Larry Stein, Pamela Dr. & David Sundukian, Dianne Ron Timmons, Dr. & Mrs. Terence P. Torbeck, Mr. & Mrs. Donald J. Trettinman, Mr. & Mrs. Fred E. Weber, Mr. & Mrs. Henry A. Wilson, Dannah & Robert Zikus.

“In order to achieve our goals, we have to pool the resources of our members and donors. Together we can make dreams come true,” said Mike Eckley, founding member.

For the creators of the Live in the Dream Fund, it is “a dream come true.” “Funds for the Live in the Dream Fund at The Dayton Foundation, their inspiration to make a difference is simple. These longtime friends want to pay forward their blessings. They came together each year at their annual golf outing to pool their resources and commit to helping our children’s wishes come true,” said Foundation Marketing Manager Mary S. Reynolds.

Mr. & Mrs. Donald C. Hall, Mr. & Mrs. Louis G. Homan, Carolyn & William P. Keck, Mr. & Mrs. Robert L. Kendall, Mr. & Mrs. Paul H. Lamberger, Amanda Wright Lane & Donald Lane, Mr. & Mrs. Margaret J. Lundgren, Kelly M. & Joseph R. Lehman, Dr. & Mrs. James T. Lehner, Dr. & Mrs. Gary L. LeRoy, Mr. & Mrs. Richard J. Metzgar, Thomas R. Neidert, Mr. & Mrs. Terry Nichols, Mr. & Mrs. Robert C. Nevin, Mr. & Mrs. Jerry Nowak, Robert E. Owen, Mary C. Patterson, Dr. & Mrs. Kenneth Polf, Mr. & Mrs. Richard P. Pohl, Jr., Catherine Pontiz, Mr. & Mrs. Robert H. Reeves, Mr. & Mrs. Henry Tile Company, Inc., Paula Saunders, Mr. & Mrs. C. Miles Schmidt, Jr., Mr. & Mrs. Gerald L. Schmid, Dr. & Mrs. Kent K. Scholl, Marilyn & Jack Singerman, Mr. & Mrs. Gary P. Smiga, Mr. & Mrs. J. P. Stahler, Mr. & Mrs. Kenneth R. Sengmeier, Mr. & Mrs. S. Larry Stein, Pamela Dr. & David Sundukian, Dianne Ron Timmons, Dr. & Mrs. Terence P. Torbeck, Mr. & Mrs. Donald J. Trettinman, Mr. & Mrs. Fred E. Weber, Mr. & Mrs. Henry A. Wilson, Dannah & Robert Zikus.

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the program with 118 job placements. Once employed, the members’ employment coaches work with them to retain their jobs and develop career plans with an eye towards advancement.

Additionally, 52 local organizations have partnered with MVW as Star Employers. MVW works closely with these businesses to understand human resource policies and procedures, assist them in filling their open positions and keep MVW members employed. Star Employers benefit from hiring MVW’s pre-qualified, capable employees, which lead to lower turnover and related costs. By cultivating strong relationships with Star Employers, MVW will place more members into long-term employment opportunities and on the road to self-sufficiency.

Learn to Earn Dayton

Studies have shown that children who attend high-quality preschool enter kindergarten with better pre-reading skills, as well as social and behavior-management skills, setting them up for a more successful academic future. Yet in Montgomery County, roughly two-thirds of the 6,500 children who begin kindergarten each year are not fully prepared to start school.

When two brothers from Dayton made their dreams of flight a reality in the United States in 1903, their paths finally crossed in the United States in 1999. Their similar backgrounds, Christian beliefs and careers—at one as a family medicine physician and the other as a clinical pharmacologist—drew them together, and today they call Dayton their home.

Learn to Earn Dayton (L2ED)

The workforce of our future is very important. It’s critical that we make sure young people are going to school ready to learn and are going to succeed,” said Montgomery County Commissioner Debbie Lieberman. Montgomery County has committed $1.4 million to Preschool Promise, which aims to help Montgomery County four-year-olds attend high-quality preschool. “In Montgomery County, we believe in investing in people, and I can’t imagine a better way to invest in people than in our youngest citizens. I believe one of the best long-term investments we can make.”

Learn to Earn Dayton (L2ED) is tackling this issue by spearheading efforts to make sure that local youth are ready to learn when entering kindergarten and ready to earn when entering the work force. A supporting organization of The Dayton Foundation and led by Chief Executive Officer Dr. Thomas J. Lasley, II, L2ED’s goal is to ensure that 60 percent of Montgomery County students will achieve a college degree or a post-secondary credential by 2025. As a result, the region’s youth will be in a better position to provide Greater Dayton with the intellectual capital necessary to thrive and prosper in the future.

L2ED recently launched Preschool Promise under the direction of Robyn Lightcap as a critical, early education element designed to help preschoolers get a jump start on their education. Under the Preschool Promise demonstration model started this fall, families, regardless of income, are eligible for tuition assistance to send their four-year-old children to participating, high-quality preschools in northwest Dayton and Kettering. This effort was made possible with the help of many community partners, including a $200,000 grant from The Dayton Foundation and generous support from several other regional funders. L2ED continues to work to attain sustainable funding for Preschool Promise, with a goal of being county-wide by the 2018-2019 school year. This will ensure Montgomery County preschoolers enjoy the best start to their education, which is critical to their future success and the economic vitality of our region.

Jeanie Holihan

“The Del Mar Encore Fellows Initiative will help us challenge and change society’s perception of senior adults, while championing selected high impact community programs,” said Jeanie Holihan, senior fellow for the Del Mar Encore Fellows Initiative. “Our goal is to engage senior adults on a meaningful scale, tapping into this growing resource of talent, wisdom and skill to help us address many of the important issues of today. These issues concern education, diversity, health, generativity and, of course, aging. As the senior fellow leading this initiative, I’m very excited to be able to leverage the many assets of our senior adult population.”

“Although they were both born and raised in Iree, Nigeria, Fumilayo and Gideon Adegbile traveled many miles before their paths finally crossed in the United States in 1999. Their similar backgrounds, Christian beliefs and careers—as a family medicine physician and she as a clinical pharmacologist—drew them together, and today they call Dayton their home.

“T...
We are thankful every day to fulfill the charitable hopes and dreams of our donors through their Dayton Foundation funds.

The Dayton Foundation’s goal is to be here in perpetuity and manage donors’ charitable wishes and the “community capital” they have invested to meet Greater Dayton’s changing needs and opportunities. We offer innovative giving vehicles, from Charitable Checking Accounts and donor-advised funds to private foundation alternatives. Anyone can be a philanthropist if you have even a modest amount to give and want to help others. Donors have turned to the Foundation for their charitable giving because we can:

- simplify the giving process anywhere in the United States and internationally
- maximize tax benefits
- minimize costs
- add flexibility in giving and
- provide added support from a staff knowledgeable about community issues and charitable vehicles.

We can create the best fit for each individual and family. The Foundation also provides opportunities to support leadership initiatives that are working to solve specific community problems.

The Dayton Foundation provides people with a vehicle for collective community good. We help you help others.

Audited dollar figures will be available on The Dayton Foundation’s website at daytonfoundation.org/highlights.html starting December 1, 2016.

More extensive information, including descriptions of Foundation endowed funds, also will be available through this web address.

J. Norman Eiselein, Chair

The Dayton Foundation welcomes discretionary and Greenlight Grants from organizations that benefit citizens in Greater Dayton and that are recognized as tax exempt under Section 501(c)(3) of the Internal Revenue Code.

The Dayton Foundation’s discretionary grants are intended to truly benefit the community, with emphasis placed on new efforts or expansions of existing projects or initiatives, as well as capital and other special projects that enable organizations to expand services. Projects must represent unique and unduplicated efforts that will affect a substantial number of people. For more information on discretionary grants, including how to apply, visit www.daytonfoundation.org/how2pp.html.

The Dayton Foundation also offers Greenlight Grants, which are small, quick grants awarded to local nonprofit organizations in need of funding for special projects, program expansions, capital improvements or capacity building. For more information on the Greenlight Grant application process, visit www.daytonfoundation.org/greenlightgrants.html.

For additional grant application information, contact Michelle Brown, program officer, at (937) 225-9965.

To Learn More About The Dayton Foundation
Visit us at www.daytonfoundation.org.
You also may call (937) 222-0410 or (877) 222-0410 ( toll free). Our receptionist, Regina Dixon, will be happy to direct your call.

Or visit our online staff directory at www.daytonfoundation.org/whoiswho.html.
Ellen S. Ireland, founder and vice president of Sales, MED-PASS, Inc.; Ellen S. Ireland, community leader; Maureen A. Lynch, community leader; David T. Miller, retired vice president of Finance and CFO, Dayton Children’s; Anita J. Moore, retired vice president of Human Resources, The Berry Company/AT&T; Richard J. Omor, former president and CEO, YSI Incorporated; Ratna K. Paladoketi, M.D., FAAP, retired family physician, First Care Family Medical, and medical director, First Care After Hours; James R. Pancost, president and CEO, Premier Health; Colleen M. Ryan, president, Vectren Energy Delivery of Ohio, and retired 88th Air Base Wing and Installation Commander, Wright-Patterson Air Force Base; Charles G. Schroeder, president and owner, Dayton Wire Wheel; Senior Management Team; Michael M. Parks, president, Dayton Foundation; Diane K. Timmons, vice president, Dayton Children’s; Christine L. Smith, vice president, Dayton Children’s; Deborah L. Dulaney, vice president, Dayton Children’s; Stephen D. Darnell, vice president, Dayton Children’s; ratna K. Paladoketi, M.D.; FAAP, retired family physician, First Care Family Medical, and medical director, First Care After Hours; James R. Pancost, president and CEO, Premier Health; Colleen M. Ryan, president, Vectren Energy Delivery of Ohio, and retired 88th Air Base Wing and Installation Commander, Wright-Patterson Air Force Base; Charles G. Schroeder, president and owner, Dayton Wire Wheel.

Senior Management Team:

Michael M. Parks, president
Rose Ann Eckart, executive assistant to the president
Michelle L. Lovely, vice president, Development
Deborah L. Dulaney, vice president, Operations
Christine L. Smith, vice president, Marketing and Public Relations
Barbara A. Sommerock, vice president, Community Engagement
Diane K. Timmons, vice president, Grants and Programs

A complete staff listing is available at www.daytonfoundation.org/stafflist.html.

Past Governing Board Members:

Charles F. Kettering 1921-25
D. Frank Garland 1921-28
William D. Chamberlin 1921-56
Francis J. McCormick 1921-38
Million Stern 1921-43
John G. Lover 1925-27
Donald A. Kohr 1927-58
Ezra M. Kuhns 1928-60
Harry B. Canby 1936-56
H. Bedoman Olmher 1939-41
Charles J. Brennan 1942-62
Jack R. Silverman 1943-46
Samuel L. Finn 1946-58
Edward L. Kohle 1957-73
Million H. Wagner 1958-71
David L. nike 1961-78
William J. Parrott 1963-73
Robert A. Stein 1972-73
John E. Moore, Sr. 1973-81
Louis S. Goldman 1973-82
Robert S. Deldan 1974-80
Charles W. Davis 1974-84
Frederick C. Smith 1979-89
Anne S. Greene 1980-90
Jesse Phillips 1983-92
Richard F. Glennon, Sr. 1984-98
Lloyd E. Lewis, Jr. 1988-98
Burnell R. Roberts 1989-2000
Thomas J. Dannis 1990-90
Charles Abramovitz 2000-01
John W. Berry, Sr. 1991-97
Charles S. Brown 1991-96
Douglas L. Havilahome 1993-02
Robert S. Neff 1993-02
Carol D. Phillips 1993-02
Betsy B. Whitney 1993-02
Clayton L. Mattie 1994-96
Rajee K. Soin 1994-01
Estus Smith 1999-00
Pamela A. Mackenzie 1994-99
David R. Holmes 1998-01
Thomas G. Bintenbach 1998-10
John N. Taylor, Jr. 1999-03
Judy D. McCormick 1999-08
Franz J. Higo 2000-09
Fred C. Setzer, Jr. 2001-10
Laura R. Porter 2002-06
Charles A. Jones 2002-11
Fred E. Weber 2002-05
Helen E. Jones-Kelley 2002-14
Leo E. Knight, Jr. 2003-07
Jamie King 2003-09
Douglas C. Schultz 2003-12
Richard W. Schwartz 2004-10
Gary L. LeRoy 2004-13
Jerome F. Tatar 2004-15
Vicki D. Pegg, 2006-11

Editor of the Dayton Journal-Herald beginning in the 1950s, Glenn Thompson had a passion for protecting our region’s natural resources. He founded Five Rivers Metroparks and Little Miami Inc., and successfully lobbied to have the Little Miami River designated as Ohio’s first National Wild and Scenic River. To fulfill his dream to protect the river’s 105-mile course, Glenn established the Upper River Fund through The Dayton Foundation. With the help of volunteers and his and his wife’s $1.1 million estate gift in 1950, the Little Miami Conservancy was formed to fulfill Glenn’s dream to protect the river’s 105-mile course. Glenn’s efforts were instrumental in the restoration of the Little Miami and the protection of over half of the river’s forested riverfront as vital to the river’s health.

The Little Miami Conservancy and all who enjoy the natural benefits of the Little Miami National Wild and Scenic River and forever dedicated to Glenn for his foresight and leadership 50 years ago to create a ‘corridor of green’ along the river he loved,” said Eric Parise, executive director of the Little Miami Conservancy. “Glenn would be pleased to know that the Conservancy bears his name and has awarded 40 scholarships to date to help employees’ children further their education.

For native Daytonians Dee and Bob Millat, giving others a chance to succeed is a shared passion. It’s a sentiment they’ve instilled in their children and grandchildren throughout their 66-year marriage.

“When our kids were small, we’d deliver packages to families in need during the holidays,” said Dee, a former long-time volunteer for Kettering Hospital. “Giving to people who need it is what we feel we should do.”

Empowering others through opportunity also is a culture that Bob has worked hard to create through Millat Industries.

“We give because we get as much out of it as the people who receive it.”

“‘We give because we get as much out of it as the people who receive it.’”

“We give because we get as much out of it as the people who receive it.”

“Empowering others through opportunity also is a culture that Bob has worked hard to create through Millat Industries, a manufacturing supply company he began 50 years ago in a two-car garage in East Dayton. The family business now spans three divisions and employs 200 individuals, including one of their four children and two of their nine grandchildren.

Another son, Michael, who passed away unexpectedly in 2007 as a result of an automobile accident, was the inspiration for the Millats’ dream for tomorrow. “Our hope is that our children and grandchildren will perpetuate Mike’s dream for tomorrow,” Bob said. “What can you do with your money, if you can’t do something good?”

For Dee, the reasons are more personal. “We give because we get as much out of it as the people who receive it,” she said. “What can you do with your money, if you can’t do something good?”

What is the Millats’ dream for tomorrow? “Our hope is that our children and grandchildren will perpetuate Mike’s scholarship fund so that it can continue to give others a leg up,” Bob said. “You never know, one of those recipients could be the person who finds a cure for cancer or will change the world for the better. But mostly, we hope they all will live solid lives and become better citizens because they received it.”

We help you help others. | Page 7
The Dayton Foundation: Your Generosity at Work

In Fiscal Year 2016 (2015-2016) Dayton Foundation donors invested in their community:

More than

15,600 grants and program distributions totaling

$43,000,000 to over 3,700 charities

Grant Dollars Distributed in Fiscal Year 2016

$11.7M in health and human services

$7.2M in public and society benefit

$11.1M in education

$6.8M in houses of worship

$4.8M in the arts and culture

$1.4M in environment and animals

2016-17 “I Believe!” Partners of The Dayton Foundation

Dream for Tomorrow... Collaboration for a Stronger Community

Oakwood residents Terri and Bill Duncan have built a life centered on faith and family. The foundation laid at Church of the Cross United Methodist in Kettering, where they met as teenagers, developed in them a sense of service and giving back.

“I give because of the people before me, and I want to give back to the next generation,” said Bill, a Certified Public Accountant and managing shareholder for Thorn Lewis + Duncan. “I consider philanthropy to be a hand up, not a hand out.”

In addition to his role with GESMV, Bill has served on the Oakwood City Council since 2003 and as its mayor since 2010. “Businesses should encourage employees to become involved, because it creates a well-rounded workforce.”

Bill's favorite example of giving happened shortly after graduating with his accounting degree. He donated $25 to WSU's accounting department along with a company match, for a total of $50.

“I consider philanthropy to be a hand up, not a hand out.”

–Oakwood resident Bill Duncan

Dayton Foundation donors reside in

38|42|4 Ohio counties, states and countries

In Fiscal Year 2016:

231 new endowed funds and Charitable Checking Accounts established

$12M new planned and deferred legacy gifts, for a total of $234M in future gifts

In the last 10 years:

More than 147,000 grants totaling $414M have been awarded to benefit charities

$14.5M in scholarships, helping nearly 12,100 students get an education

Since 1921:

$484M total assets held in nearly 3,500 charitable funds

Over 311,000 grants totaling more than $824M awarded to benefit charities in Greater Dayton and beyond

Did You Know?

Percentage of Grant Dollars Awarded by Program Area

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<th>Program Area</th>
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<td>Arts &amp; Culture</td>
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<td>Health &amp; Human Services</td>
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