Meeting Agenda

RPO Technical Advisory Committee
February 28th, 2019 –11:30 French Broad Room (Large) Conference Room
Land of Sky Regional Council

1. **WELCOME AND HOUSEKEEPING**
   
   A. Welcome and Introductions  Charlie Landreth
   B. Ethics Statement & Agenda Approval/Modifications  Charlie Landreth

2. **APPROVAL OF PREVIOUS TCC MEETING MINUTES**
   
   Minutes from the RPO TAC October 18th, 2018 Meeting  Charlie Landreth

3. **PUBLIC COMMENT**

4. **LAND OF SKY RPO TAC BUSINESS Items**
   
   A. NC Moves the 2050 Plan, Presentation  Pam Cook, NCDOT
   B. LOSRPO Title VI Plan  Vicki Eastland
   C. LOSRPO Review DRAFT STIP and SPOT6.0 Timeline  Vicki Eastland
   D. LOSRPO Potential State Planning and Research SPR application  Vicki Eastland

5. **PUBLIC COMMENT**

6. **REGULAR UPDATES**
   
   A. NCDOT Division 13 and 14 Updates  Mark Gibbs/Brian Burch
   B. Transportation Planning Branch Updates  Daniel Sellers
   C. Staff Updates and Housekeeping  Vicki Eastland

7. **ADJOURN LOSRPO MEETING**
   
   Charlie Landreth

Next Meeting: May 23rd, 2019, 11:30 AM
Item 1B: Ethics Statement

ETHICS AWARENESS & CONFLICT OF INTEREST REMINDER

(To be read by the Chair or his or her designee at the beginning of each meeting)

In accordance with the State Government Ethics Act, it is the duty of every Board member to avoid conflicts of interest. Does any Board member have any known conflict of interest with respect to any matters coming before the Board today? If so, please identify the conflict and refrain from any participation in the particular matter involved.

2. APPROVAL OF PREVIOUS MEETING MINUTES:

Land of Sky Rural Planning Organization
Technical Advisory Committee
Minutes - October 18, 2018

Attendees:

Vicki Eastland	Brownie Newman	Nick Kroncke
Brendan Merithew	Jack Debnam	Jacob Deacons
Matt Wechtel	Jason Chappell	(Public)
Michael Sorrells	Charlie Landreth	Billy Parish (Public)
Zia Rifkin	Mark Gibbs
Steve Williams	Daniel Sellers

WELCOME AND INTRODUCTIONS
Chairman Landreth called the meeting to order, welcomed attendees and requested introductions be made. He read the Ethics Statement, asked if there were any conflicts, and Mike Sorrells indicated that he had a conflict with an item on the agenda and he would refrain from participating in that business item.
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APPROVAL OF TAC MINUTES
Mike Sorrells moved to approve the minutes from the June 28, 2018 LOSRPO TAC meeting. Jason Chappell seconded and the motion carried without further discussion.

PUBLIC COMMENTS
Jacob Deacons from Brevard commented that he was here to learn about the RPO process and to work toward moving things forward with the Railroad Avenue project.

Billy Parish from Brevard commented that he was hoping to make a positive contribution to the process for the Railroad Avenue project.

Steve William commented that the goal of the Railroad Avenue project is to increase the worth of the project and NCDOT is looking at a two-lane road with multi-modal aspects.

BUSINESS
LOSRPO Prioritization 5.0 Assignment of Division Needs LIP: Vicki Eastland shared that staff has held staff level meetings in all counties with representatives from all LOSRPO member governments, NCDOT staff and FBRMPO staff. She communicated that RPO staff completed scoring of all Division Needs Projects and applied Local Input Points (LIP) based on Local Priority Rank and the LOSRPO Adopted Scoring Methodology. Vicki Eastland shared that the Draft Local Input Points assignment list has been shared with LOSRPO TAC/TCC members via email and advertised for public comment and public hearing in the October 3 issue of the Mountain Express.


Vicki Eastland shared a brief presentation with the TAC explaining the prioritization process (aka SPOT). She noted that points were assigned based on the LOSRPO’s approved methodology and with input from local jurisdictions’ meetings. Today’s prioritization process is for Division Needs Tier projects to be entered into SPOT5.0. All Division Needs projects are reviewed at the local level and projects are identified in local plans. She also provided a brief explanation of the Strategic Transportation Investment (STI) law. For Division Needs projects, 30% of the allocated funds (about $4.5 billion in this round of prioritization) are earmarked for those projects throughout the rural planning organizations in the
Meeting Agenda

state. Division Needs projects are those projects that take care of local needs. Vicki Eastland also explained about cascading projects. Funding per region is based on population and Region G received the second smallest pot of funds in the state. Everything from Statewide and Regional could cascade down to the Division Needs tier.

Discussion occurred about the prioritization process and that projects that are not committed in the STIP would need to go through the prioritization process again, which allows for further refinement of projects, allowing jurisdictions to develop projects that best meet their needs. Steve Williams noted that the Railroad Avenue project did not receive points from NCDOT and that it was not a high priority for the local TAC in Transylvania County.

Vicki Eastland communicated that points are assigned to projects based on local priority and according to the LOSRPO’s approved methodology. She noted that draft points were posted to the RPO’s website and advertised in the Mountain Express edition of October 3. She shared that the Jonathan Creek project is in both the RPO and MPO regions. The RPO can only assign points equal to the percentage that the project is in the RPO region. The other project in both planning regions is the US 25/70 Superstreet project, which is 34% in the RPO region. The MPO has been requested to accept 64 points from the RPO and apply those to the Superstreet project. The final points for that project would not be known until after the MPO Board meeting on October 25. Spring Creek Connector (Madison County) scored very low and the RPO is not putting points on that. Vicki Eastland reviewed additional projects that would receive RPO and Division points and she shared that the Railroad Avenue Extension would receive points from the RPO but not the Division. She noted that in the event the MPO does not accept the points from the RPO, those points could be applied to Ecusta Road project.

Discussion occurred regarding whether points should be put on the Multi-Use Path or Ecusta road if the MPO does not accept the points from the RPO at their meeting next week. Chair Landreth noted that should the MPO not accept the 64 points, those could be put either on the Ecusta road project or the Multi-Use Path. He advocated lining the points up with the (Bracken Mountain Preserve) Multi Use Path, if the points become available due to the MPO not accepting those. Doing so would give the Multi-Use Path a better chance of being funded. Vicki Eastland noted that to address the Railroad Avenue extension, a feasibility study is set to begin soon and there would be opportunities for public
involvement during that process to determine what the project could possibly look like. Steve Williams noted that the goal is to connect the neighborhoods on that side of the City. He noted as well that the design phase is 35 to 40 years out.

Brownie Newman moved to move the points for the Superstreet on US 25/70 to the multi-use path if the MPO did not accept the points for the US 25/70. Matt Wechtel seconded and the motion carried upon a vote.

**LOSRPO Resolutions of Support for Rural Transit Providers:** Vicki Eastland shared that NCDOT Public Transit Division (PTD) is requiring public transit providers to reach out to their RPO/MPO planning partners for letters or resolutions of support for their applications for Federal Transit Agency (FTA) Section 5310 funds. The FTA Section 5310 Enhanced Mobility for seniors and individuals with Disabilities provides funds for programs and projects aiming to improve mobility for seniors and individuals with disabilities by removing barriers to transportation services and expanding mobility options.

Matt Wechtel moved to adopt the resolutions for the three county Transit Providers (Haywood, Madison and Transylvania Counties) and the Land of Sky Senior Companion Program volunteers applications’ for FTA Section 5310 funds. Jack Debnam seconded and the motion carried as all were in favor.

**LOSRPO TCC/TAC Meeting Schedule FY 19/20** – Vicki Eastland shared that the meeting schedule is prepared for the 2019 calendar year. Meetings are set with consideration of LOSRPO deadlines, the Prioritization 6.0 draft schedule as well as other scheduling needs in mind. She noted that as this is the last meeting of the RPO for the 2018 calendar year, the RPO meeting cycle would begin in February 2019.

**Information only – no action needed.**

**REGULAR UPDATES AND ANNOUNCEMENTS**
- Brendan Merithew provided Division 13 updates
- Steve Williams provided Division 14 updates
- Daniel Sellers provided TPB updates
- Vicki Eastland provided staff updates

**ADJOURNMENT**
Charlie Landreth adjourned the meeting, as there was no further business.
3. PUBLIC COMMENT

4. Land of Sky RPO TAC BUSINESS Items

Item 4A. NC Moves the 2050 Plan, Presentation

The N.C. Department of Transportation is updating its long-range transportation plan to help guide North Carolina’s future transportation policies and investments. The plan is called NC Moves 2050, and provides a 30-year transportation blueprint for the state. Pam Cook, NCDOT Transportation Planning Branch is here to provide a presentation of the plan and opportunities for input.

Staff Recommendations:
Informational, provide feedback to NCDOT

Item 4B LOSRPO Land of Sky RPO Title VI Plan

Title VI is the federal law that protects individuals and groups from discrimination on the basis of race, color, and national origin in all programs, services, and activities of a Federal-aid recipient. The law specifically states: “No person in the United States shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

Other related laws have expanded the Program to protect against discrimination based on age, sex, limited English proficiency (LEP), income-level, and disability; (and creed/religion, where applicable). The intent of the Program is to remove barriers and conditions that prevent minority, low-income, LEP, and other disadvantaged persons from accessing, participating in, and benefiting from programs and activities of Federal-aid recipients.

NCDOT is a recipient of Federal financial assistance from the US Department of Transportation. As a recipient of these funds, NCDOT must comply with Title VI of the Civil Rights Act of 1964 and other nondiscrimination authorities. NCDOT is required to have a comprehensive Title VI Nondiscrimination Program to prevent and eliminate discrimination in programs and activities administered by NCDOT. The Office of Civil Rights (OCR), External Civil Rights (ECR) is the focal point for the implementation of NCDOT’s Title VI Nondiscrimination Program. ECR is also responsible for determining if the Department’s sub recipients are in compliance with Title VI. Sub recipients may
include transit systems, metropolitan and rural planning organizations (MPOs and RPOs), local government agencies (LGAs), airport sponsors, universities, contractors, and other entities receiving funds through NCDOT.

Land of Sky RPO submitted our DRAFT Title VI Plan to NCDOT TPD in September 2018. After TPD’s review the plan of forwarded on to NCDOT Office of Civil Rights for their internal review. LOSRPO staff received notification on February 4, 2019 that the DRAFT Plan needed was acceptable and does not require any edits.

**Staff Recommendations:**
Review and discuss the plan. Vote to adopt the Title VI Plan.
Title VI Program Plan

Date Adopted
Month/Day/Year

ncarPo

RURAL PLANNING ORGANIZATION

LAND OF SKY
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It is the policy of the Land of Sky Rural Planning Organization (LOSRPO), as a federal-aid recipient, to ensure that no person shall, on the ground of race, color, national origin, Limited English Proficiency, sex, age, or disability, (and low-income, where applicable), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any of our programs and activities, as provided by Title VI of the Civil Rights Act of 1964, Executive Orders 12898 and 13166, the Civil Rights Restoration Act of 1987, and other pertinent nondiscrimination authorities.

If you feel you have been subjected to discrimination, you may file a complaint. Allegations of discrimination should be promptly reported to our Title VI Coordinator.

Erica Anderson, Director of Economic and Community Development (ECD) Director
339 New Leicester Hwy, Suite 140, Asheville, NC 28806
828-251-6622
erica@landofsky.org

This policy is an expression of our commitment to nondiscrimination and support of the Title VI Program.

Signature

Erica Anderson, Director Economic and Community Development

Date

Implementation (Dissemination)
- This Policy Statement contains contact information for the Title Coordinator, and it will also serve as our notice to public.
- This statement will be signed by the ECD Director of the Land of Sky Regional Council, and re-signed whenever a new person assumes that position.
- The signed statement will be posted on office bulletin boards, near the receptionist’s desk, in meeting rooms, and disseminated within brochures and other written materials.
- The statement will be incorporated into Title VI training and acknowledgement activities.
- The statement will be posted or disseminated in languages other than English, when appropriate.
- Low-income will be applicable to our programs, policies and activities under Environmental Justice when determining if there will be disproportionately high and adverse effects.
STANDARD USDOT TITLE VI ASSURANCES

Please refer to Appendix A of this Plan for a copy of our completed, signed USDOT Title VI Assurances.

ORGANIZATION & STAFFING

Rural Planning Organizations (RPOs) were established by the State of North Carolina in recognition of the need for more coordinated transportation planning in rural areas not within an MPO. An RPO is a voluntary organization of local officials formed through a Memorandum of Understanding to work cooperatively with NCDOT to plan rural transportation systems and to advise NCDOT on rural transportation policy. GS 136-212 identifies four primary duties for RPO’s: 1) Develop, in cooperation with NCDOT, long-range, local and regional multimodal transportation plans, 2) Provide a forum for public participation in the transportation planning process, 3) Develop and prioritize suggestions for transportation projects the organization believes should be included in the State’s Transportation Improvement Program, and 4) Provide transportation-related information to local governments and other interested organizations and persons. According to GS 136-211 (b), Rural Transportation Planning Organizations shall include representatives from contiguous areas in three to fifteen counties, or a total population of the entire area represented of at least 50,000 persons according to the latest population estimate of the Office of State Budget and Management. RPOs receive FHWA Surface Transportation Planning and Research funds (FHWA SPR) from NCDOT’s Transportation Planning Division (TPD).

The Land of Sky RPO was established in 2003. Our planning area includes the following counties: The rural areas of Buncombe, Haywood, Madison and Transylvania County’s. Our Transportation Advisory Committee (TAC) has seven members, and meets at least quarterly more often if necessary. Our Technical Coordinating Committee (TCC) has ten members, and meets at least quarterly more often if necessary. Please refer to Appendix B for lists of current TAC and TCC members with race, gender, and affiliation included.

Title VI Coordinator

Key responsibilities of the Coordinator include:

- Maintaining knowledge of Title VI and related requirements.
- Attending civil rights training when offered by NCDOT, FHWA or other federal agencies.
- Administering the Title VI Nondiscrimination Program and coordinating implementation of this Plan.
- Making sure internal staff and officials are familiar and complying with their Title VI obligations.
- Disseminating Title VI information internally and to the public, including in languages other than English.
- Presenting Title VI-related information to decision-making bodies for input and approval.
- Ensuring Title VI-related posters are prominently and publicly displayed.
- Developing a process to collect data related to race, national origin, sex, age, and disability to ensure minority, low-income, and other underserved groups are included and not discriminated against.
- Ensuring that non-elected boards and committees reflect the service area and minorities are represented.
- Promptly processing (receiving, logging, investigating and/or forwarding) discrimination complaints.
- Providing information to NCDOT and cooperating during compliance reviews and investigations.
- Promptly resolving deficiencies to ensure compliance with Title VI nondiscrimination requirements.

If the ECD Director Title VI Coordinator changes, the Title VI Policy Statement and LOSRPO Assurances, will immediately be updated, and an updated policy statement (and nondiscrimination agreement, if standalone) will be signed by the new ECD Director.
Staffing

LOSRPO currently has a staff of four positions, one full time RPO Coordinator, as well as three additional staff that preform RPO work at varying percentages of FTE hours. See job categories below:

- ECD Director
- RPO Coordinator
- Administrative Assistant
- Planner

An organizational chart showing the Title VI Coordinator’s place within the organization is located in Appendix C.

ENVIRONMENTAL JUSTICE (EJ)

In 1994, President William Jefferson Clinton issued Executive Order (EO) 12898, Federal Actions to Address Environmental Justice (EJ) in Minority Populations and Low-Income Populations. To comply with the EO, federal agencies developed EJ guidelines for their funding recipients, including Federal Highway Administration (FHWA) Order 6640.23A. Accordingly, the Land of Sky RPO will make achieving EJ part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health and environmental effects of its programs, policies, and activities on minority populations and low-income populations.

EJ is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation and enforcement of environmental laws, regulations and policies. The three fundamental EJ principles that guide USDOT (affiliated) actions are:

- To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including interrelated social and economic effects, on minority and low-income populations.
- To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process.
- To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

To achieve EJ, our programs will be administered so as to identify and avoid disproportionately high and adverse effects on minority populations and low-income populations by:

1. Identifying and evaluating environmental, public health, and interrelated social and economic effects of our programs, policies and activities;
2. Proposing measures to avoid, minimize and/or mitigate disproportionately high and adverse environmental and public health effects, and interrelated social and economic effects, and providing offsetting benefits and opportunities to enhance communities, neighborhoods, and individuals affected by our programs, policies and activities, where permitted by law;
3. Considering alternatives to proposed programs, policies, and activities, where such alternatives would result in avoiding and/or minimizing disproportionately high and adverse human health or environmental impacts to minority and/or low-income populations; and
4. Eliciting public involvement opportunities and considering the results thereof, including soliciting input from affected minority and low-income populations in considering alternatives.
5. Adding an EJ section to LOSRPO plans and studies, such as Long Range Plans (CTP’s) alternate mode plans, Public Involvement Plans, and Corridor Studies.

EJ analyses will be conducted to determine if our programs, policies, or activities will result in disproportionately high and adverse human health and environmental effects on minority populations and low-income populations. EJ applies to our policies, such as where public meetings will be held, and NCDOT construction projects within the LOSRPO planning area, or when projects are being considered for programming in the NCDOT STIP
through the Prioritization process. Thus, we will look at various alternatives and seek input from potentially affected communities before making a final decision. Demographic data will be collected to document public involvement in the decision-making process. EJ analyses will remain on file indefinitely, and copies will be provided to NCDOT, upon request, during compliance reviews or complaint investigations. (See Appendix D – Tables for Race/Ethnicity and Poverty)

DATA COLLECTION/ANALYSIS/REPORTING

Data collection, analysis and reporting are key elements of a successful Title VI enforcement strategy. To ensure that Title VI reporting requirements are met, Land of Sky RPO will collect and maintain data on potential and actual beneficiaries of our programs and services. This section contains relevant population data for our overall service area. The data provides context for the Title VI Nondiscrimination Program and will be used to ensure nondiscrimination in public outreach and delivery of our programs. Please refer to Appendix D for demographic tables on Race & Ethnicity, Age & Sex, Disability, Poverty, and Household Income.

Population Locations

Recipients of FHWA funds are required to identify the characteristics and locations of populations they serve, particularly by race/ethnicity, poverty and limited English proficiency. We will document this narratively or through maps that overlay boundaries and demographic features on specific communities, and provide this information to NCDOT, upon request. (See Appendix E – Demographic Maps)

LIMITED ENGLISH PROFICIENCY (LEP)

Limited English Proficient (LEP) persons are individuals for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. These individuals reported to the U.S. Census Bureau that they speak English less than very well.

To comply with USDOT’s LEP Policy Guidance and Executive Order 13166, this section of our Title VI Plan outlines the steps Land of Sky RPO (LOSRPO) will take to ensure meaningful access by LEP persons to all benefits, services and information provided under our programs and activities. A four factor analysis was conducted to determine the LEP language groups present in our planning area and the specific language services that are needed.

Four Factor Analysis

This Four Factor Analysis is an individualized assessment that balances the following four factors:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by a program, activity, or service of the recipient or grantee;
2. The frequency with which LEP individuals come in contact with the program;
3. The nature and importance of the program, activity, or service provided by the recipient to people’s lives; and
4. The resources available to the recipient and costs.
**Factor #1:** The number or proportion of LEP persons eligible to be served or likely to be encountered by the program, activity, or service of the recipient.

<table>
<thead>
<tr>
<th>LANGUAGE SPOKEN AT HOME</th>
<th>Estimate</th>
<th>Margin of Error</th>
<th>Percent of Population</th>
<th>Margin of Error</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total (population 5 years and over):</td>
<td>58,211</td>
<td>1,835 +/-</td>
<td>100.0 % (X)</td>
<td>+/- 100.0 %</td>
</tr>
<tr>
<td>Speak only English</td>
<td>56,123</td>
<td>2,687 +/-</td>
<td>96.4 % (+/- 4.8 %)</td>
<td>+/- 96.4 %</td>
</tr>
<tr>
<td>Spanish:</td>
<td>1,384</td>
<td>543 +/-</td>
<td>2.4 % +/- 39.2 %</td>
<td>+/- 39.2 %</td>
</tr>
<tr>
<td>Speak English &quot;very well&quot;</td>
<td>1,014</td>
<td>461 +/-</td>
<td>1.7 % +/- 45.5 %</td>
<td>+/- 45.5 %</td>
</tr>
<tr>
<td>Speak English less than &quot;very well&quot;</td>
<td>370</td>
<td>238 +/-</td>
<td>0.64 % +/- 64.3 %</td>
<td>+/- 64.3 %</td>
</tr>
<tr>
<td>Indo-European Languages</td>
<td>464</td>
<td>221 +/-</td>
<td>0.80 % +/- 48.6 %</td>
<td>+/- 48.6 %</td>
</tr>
<tr>
<td>Speak English &quot;very well&quot;</td>
<td>417</td>
<td>212 +/-</td>
<td>0.72 % +/- 50.8 %</td>
<td>+/- 50.8 %</td>
</tr>
<tr>
<td>Speak English less than &quot;very well&quot;</td>
<td>47</td>
<td>51 +/-</td>
<td>0.08 % +/- 108.5 %</td>
<td>+/- 108.5 %</td>
</tr>
<tr>
<td>Asian and Pacific Island Languages</td>
<td>197</td>
<td>123 +/-</td>
<td>0.34 % +/- 62.4 %</td>
<td>+/- 62.4 %</td>
</tr>
<tr>
<td>Speak English &quot;very well&quot;</td>
<td>150</td>
<td>81 +/-</td>
<td>0.26 % +/- 54.0 %</td>
<td>+/- 54.0 %</td>
</tr>
<tr>
<td>Speak English less than &quot;very well&quot;</td>
<td>47</td>
<td>57 +/-</td>
<td>0.08 % +/- 121.3 %</td>
<td>+/- 121.3 %</td>
</tr>
</tbody>
</table>

Limited English Proficient (LEP) persons are not of statistical significance in the region. The highest LEP group, Spanish speaking, was only half of the 5% threshold. When the margin of error is included, LOSRPO’s Spanish Speaks English less than “very well” population remains below the 5% or 1,000 threshold. The small pockets of LEP groups are located around the planning areas towns such as Brevard and Marshall. It is important to note that ACS data has a higher Margin of Error as seen for the last two LEP groups, but the statistical change is not highly significant.

**Factor #2:** The frequency with which LEP individuals come in contact with the program.

The frequency of which LEP individuals come in contact with the RPO program varies depending on the event, proposed project, and/or geographic region. Typically, LEP individuals rarely encounter the program. It is estimated by staff that it is once a year or less that an LEP individual encounters the program. This has also been identified by staff as an area to do more outreach to these communities and make information available to them or translation services available. This should be implemented in those cases where a project has potential to disproportionately impact LEP populations. The most likely way they come into contact is during public outreach surveys when we are trying to get feedback (such as the SPOT 5.0 survey) or during a public meeting regarding a project in their geographic proximity.

**Factor #3:** The nature and importance of the program, activity, or service provided by the recipient to people’s lives.

The RPO plays a crucial role in involving communities and stakeholders regarding regional and local transportation projects. We focus much of our work on finding ways to engage the public and get their feedback. Public meetings, often in coordination with NCDOT, provide the best outlet for recipients to receive our services. Staff have been focusing on creating visuals such as maps and charts, in order to best show where projects are planned, while including points of interest for community stakeholders to see. Demonstrations of projects such as visualizing a roundabout using toy cars, helps some of our aging or less frequent motor vehicle drivers understand how alternative or innovative intersection designs work. These projects often take place in the population centers of the RPO, which is geographically where more of the LEP populations live. The intention is that by conducting the meeting near LEP populations, they will feel more inclined to participate and provide their feedback.
Factor #4: *The resources available to the recipient and costs.*

Currently LOSRPO does not reach any LEP thresholds. However, we are always seeking ways to engage with LEP individuals in all of our planning efforts. LOSRPO has access to a private translation service that is under contract with Land of Sky Regional Council on an as needed basis. RPO staff plan to work with our local government partners to locate community based organizations that can help with information sharing. LOSRPO is in the process of updating our website. One feature we plan to include is the GOOGLE TRANSLATE widget. This will be the first option for reviewing LOSRPO website content and planning documents. If requested, further efforts will be made to provide written materials to LEP individuals.

**LANGUAGE ASSISTANCE PLAN**

As a result of the above four factor analysis, a Language Assistance Plan (Plan) was not required. However, reasonable attempts will be made to accommodate any persons encountered who require written translation or oral interpretation services.

**Language Assistance Measures**
The following general language assistance measures are reasonable and achievable for our organization at this time:

- Translating public notices posted in the local paper into **any languages that meet the safe harbor threshold in Factor 1**. None at this time.
- Making a concerted effort to inform LEP persons of available language assistance via staff, broadcast media, relationship-building with organizations, and our website.
- Posting vital bulletin board information and disseminating community surveys in various languages. If requested.
- Providing translation and interpretive services when appropriate (upon request) at meetings.
- Determining how best to take public involvement to LEP groups directly, including through small group meetings.
- When requested, utilizing a private translation agency that speaks a language other than English and can provide competent language assistance.
  - Note: We will not ask community-based organizations (CBO) to provide, or serve as, interpreters at our meetings. Relying upon CBOs in that capacity could raise ethical concerns. If a CBO decides (on its own) to translate any materials for its constituents, or bring interpreters it trusts to our meetings, we will not object. That is their right.
- Establishing a process to obtain feedback on our language assistance measures.

**DISSEMINATION OF TITLE VI INFORMATION**

In accordance with 23 CFR 200.9(b)(12) and 49 CFR 21.9(d), the Land of Sky RPO will utilize community outreach and public education to disseminate Title VI information to our employees, contractors, sub-recipients and the general public. Reasonable steps will be taken to make the public aware of their rights and our obligations under Title VI through, including, but not limited to:

- Visibly posting our Title VI Policy Statement in public areas at our facilities, on our website, at our meetings, and prominently in any documents and reports we distribute;
- Placing notices in newspapers and publications with a large circulation among minority groups in the general vicinity of projects and activities. Ads in newspapers and other publications shall include the following:
  “Land of Sky RPO” operates without regard to **race, color, national origin, limited English proficiency, sex, age or disability**. For more information on our Title VI program, or how to file a discrimination complaint, please contact Erica Anderson, 828-251-6622; erica@landofsky.org”
• Translating information into languages other than English that meet the LEP safe harbor threshold. As requested, LOSRPO currently has no populations that require such translations.
• Incorporating Title VI language into our contracts and agreements (See Appendix C for Title VI Contract Language); and
• Ensuring any contractors and sub-recipients we have also disseminate Title VI information.

Please refer to our Public Involvement Plan (PIP) for additional outreach methods we employ to comply Title VI. Our PIP can be found here: http://www.landofsky.org/rpoinvolvement.html

EXTERNAL DISCRIMINATION COMPLAINT PROCEDURES

These discrimination complaint procedures outline the process used by Land of Sky RPO (LOSRPO) to process complaints of alleged discrimination filed under Title VI of the Civil Rights Act of 1964 and related nondiscrimination laws that are applicable to LOSRPO programs, services, and activities. Complaints will be investigated by the appropriate authority. Upon completion of an investigation, the complainant will be informed of all avenues of appeal. Every effort will be made to obtain early resolution of complaints at the lowest level possible by informal means.

FILING OF COMPLAINTS

1. Applicability – These procedures apply to the beneficiaries of our programs, activities, and services, such as the members of the public and any consultants/contractors we hire.

2. Eligibility – Any person or class of persons who believes that he/she has been subjected to discrimination or retaliation prohibited by any of the Civil Rights authorities based upon race, color, national origin, sex, age, or disability, may file a written complaint. The law prohibits intimidation or retaliation of any sort. The complaint may be filed by the affected individual or a representative, and must be in writing.

3. Time Limits and Filing Options – A complaint must be filed no later than 180 calendar days after the following:
   - The date of the alleged act of discrimination; or
   - The date when the person(s) became aware of the alleged discrimination; or
   - Where there has been a continuing course of conduct, the date on which that conduct was discontinued or the latest instance of the conduct.

Complaints may be submitted to the following entities:

- **Land of Sky RPO**, Erica Anderson, 828-251-6622; erica@landofsky.org
- **North Carolina Department of Transportation**, Office of Civil Rights, External Civil Rights Section, 1511 Mail Service Center, Raleigh, NC 27699-1511; 919-508-1830 or toll free 800-522-0453
- **Federal Highway Administration**, North Carolina Division Office, 310 New Bern Avenue, Suite 410, Raleigh, NC 27601, 919-747-7010
- **US Department of Transportation**, Departmental Office of Civil Rights, External Civil Rights Programs Division, 1200 New Jersey Avenue, SE, Washington, DC 20590; 202-366-4070
- **US Department of Justice**, Special Litigation Section, Civil Rights Division, 950 Pennsylvania Avenue, NW, Washington, DC 20530, 202-514-6255 or toll free 877-218-5228

4. Format for Complaints – Complaints shall be in writing and signed by the complainant(s) or a representative and include the complainant’s name, address, and telephone number. Complaints received by fax or e-mail will be acknowledged and processed. Allegations received by telephone or in person will be reduced to writing, may be recorded and will be provided to the complainant for confirmation or revision before processing. Complaints will be accepted in other languages, including Braille.
5. **Complaint Basis** – Allegations must be based on issues involving race, color, national origin, sex, age, or disability. The term “basis” refers to the complainant’s membership in a protected group category.

<table>
<thead>
<tr>
<th>Protected Categories</th>
<th>Definition</th>
<th>Examples</th>
<th>Applicable Statutes and Regulations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>An individual belonging to one of the accepted racial groups; or the perception, based usually on physical characteristics that a person is a member of a racial group</td>
<td>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, White</td>
<td>Title VI of the Civil Rights Act of 1964; 49 CFR Part 21; 23 CFR 200. (Executive Order 13166)</td>
</tr>
<tr>
<td>Color</td>
<td>Color of skin, including shade of skin within a racial group</td>
<td>Black, White, brown, yellow, etc.</td>
<td></td>
</tr>
<tr>
<td>National Origin (LEP)</td>
<td>Place of birth. Citizenship is not a factor. Discrimination based on language or a person's accent is also covered.</td>
<td>Mexican, Cuban, Japanese, Vietnamese, Chinese</td>
<td></td>
</tr>
<tr>
<td>Sex</td>
<td>Gender</td>
<td>Women and Men</td>
<td>1973 Federal-Aid Highway Act; Title IX of the Education Amendments of 1972.</td>
</tr>
<tr>
<td>Age</td>
<td>Persons of any age</td>
<td>21 year old person</td>
<td>Age Discrimination Act of 1975</td>
</tr>
<tr>
<td>Disability</td>
<td>Physical or mental impairment, permanent or temporary, or perceived.</td>
<td>Blind, alcoholic, paraplegiee, epileptic, diabetic, arthritic</td>
<td>Section 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990</td>
</tr>
</tbody>
</table>

**Complaint Processing**

1. When a complaint is received, an Acknowledgment Letter and a Complainant Consent/Release Form will be mailed to the complainant within ten (10) business days by registered mail.
2. We will consult with the NCDOT Title VI Program to determine the acceptability and jurisdiction of all complaints received. (Note: If NCDOT will investigate, the Title VI Program will be responsible for the remainder of this process. We will record the transfer of responsibility in our complaints log).
3. Additional information will be requested if the complaint is incomplete. The complainant will be provided 15 business days to submit any requested information and the signed Consent Release form. Failure to do so may be considered good cause for a determination of no investigative merit.
4. Upon receipt of the requested information and determination of jurisdiction, we will notify the complainant and respondent of whether the complaint has sufficient merit to warrant investigation.
5. If the complaint is investigated, the notification shall state the grounds of our jurisdiction, while informing the parties that their full cooperation will be required in gathering additional information and assisting the investigator.
6. If the complaint does not warrant investigation, the notification to the complainant shall specifically state the reason for the decision.

**Complaint Log**

1. When a complaint is received, the complaint will be entered into the Discrimination Complaints Log with other pertinent information, and assigned a **Case Number**. (Note: All complaints must be logged).
2. The complaints log will be submitted to the NCDOT’s Civil Rights office during Title VI compliance reviews. (Note: NCDOT may also request the complaints log during pre-grant approval processes).
3. When reporting **no complaints**, check the **No Complaints or Lawsuits** box and sign the log.

Please refer to **Appendix F** for a copy of our Discrimination Complaint Form, Complaints Log, and Sample Investigation Template.
REVIEW OF ORGANIZATIONAL DIRECTIVES

It is the responsibility of every official who develops policies, procedures, manuals, guidelines, and other directives to ensure they have been reviewed for Title VI compliance. All staff members will assist in carrying out this requirement by making sure drafts of these documents are submitted to the Title VI Coordinator to ensure Title VI requirements are included.

TITLE VI TRAINING

All employees will receive basic Title VI training at least once every three years. New hires will receive this training within 45 days of their start date. Basic training will cover all sections of this Plan and our overall Title VI obligations. Staff may receive specialized training on how Title VI applies to their specific work areas. Those who routinely encounter the public, such as office personnel, call center staff, and vehicle drivers, will receive semi-annual refresher training. Trainings will be provided or organized by the Title VI Coordinator and will often coincide with updates to our nondiscrimination policies and procedures. Records of staff trainings, such as agendas, sign-in sheets, copies of calendars, and certificates, will remain on file for at least three years (and in personnel files).

COMPLIANCE AND ENFORCEMENT PROCEDURES

FHWA recipients must have mechanisms in place to enforce compliance with Title VI. Land of Sky RPO utilizes internal training, meetings, monitoring contractors, technical assistance, and findings from periodic NCDOT reviews to identify deficiencies and potential discrimination. If NCDOT identifies deficiencies, Land of Sky RPO will correct all deficiencies within 90 days based on a Corrective Action Plan (CAP). If attempts by NCDOT to resolve a compliance issue are unsuccessful, NCDOT may take any or all of the following steps with FHWA’s concurrence:

a. Canceling, terminating, or suspending the contract or agreement in whole or in part;
b. Refraining from extending any further assistance to the recipient under the program with respect to which the failure or refusal occurred until satisfactory assurance of future compliance has been received from the recipient.
c. Taking such other action that may be deemed appropriate under the circumstances, until compliance or remedial action has been accomplished by the recipient.
d. Referring the case to the FHWA for appropriate administrative or legal proceedings.
e. Other means authorized by law.

To ensure compliance with Title VI, Land of Sky RPO will take proactive steps to prevent discrimination in our programs and activities, including the following:

- Conduct periodic Title VI training;
- Address Title VI issues at staff meetings;
- Participate or cooperate during compliance reviews conducted by NCDOT;
- Inform and monitor any consultants/contractors regarding their Title VI obligations, including review of contracts for nondiscrimination language;
- Customize public outreach according to the situation or community at hand;
- Build a system of mutual trust and two-way communication with the public;
- Maintain pertinent demographic data (statistical);
- Ensure policies and procedures support and comply with Title VI;
- Document processes & activities related to Title VI.
If Land of Sky RPO identifies compliance issues with our consultants/contractors, we will also take corrective action. If attempts at corrective action are unsuccessful, any or all of the following steps may be taken with NCDOT’s concurrence:

a. Canceling, terminating, or suspending the contract or agreement with the consultant/contractor in whole or in part.
b. Taking such other action that may be deemed appropriate under the circumstances.
c. Referring the case to the NCDOT for appropriate administrative or legal proceedings.
Appendix A

United States Department of Transportation

STANDARD TITLE VI / NONDISCRIMINATION ASSURANCES

DOT Order No. 1050.2A

The Land of Sky Rural Planning Organization (herein referred to as the "Recipient"), HEREBY AGREES THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through Federal Highway Administration (FHWA), is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation-Effectuation Of Title VI Of The Civil Rights Act Of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity, "for which the Recipient receives Federal financial assistance from DOT, including the Federal Highway Administration.

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Nondiscrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these nondiscrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted Federal-Aid Highway Program:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all Federal-Aid Highway Program and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The Land of Sky Rural Planning Organization, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 US.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.

4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.

5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.

6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.

7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
   a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
   b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.

8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
   a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
   b. the period during which the Recipient retains ownership or possession of the property.

9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.

10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, the Land of Sky Rural Planning Organization also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the FHWA access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint
investigations conducted by the FHWA. You must keep records, reports, and submit the material for review upon request to FHWA, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

The Land of Sky Rural Planning Organization gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the Federal-Aid Highway Program. This ASSURANCE is binding on the Land of Sky Rural Planning Organization, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the Federal-Aid Highway Program. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Land of Sky Rural Planning Organization

by____________________________________________

Erica Anderson, Land of Sky Regional Council Economic and Community Development Director

DATED________________________

Attachments:

APPENDICES A,B,C,D,E
APPENDIX A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. **Compliance with Regulations**: The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Highway Administration (FHWA), as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

2. **Nondiscrimination**: The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.

3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment**: In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Nondiscrimination on the grounds of race, color, or national origin.

4. **Information and Reports**: The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the FHWA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the FHWA, as appropriate, and will set forth what efforts it has made to obtain the information.

5. **Sanctions for Noncompliance**: In the event of a contractor's noncompliance with the Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the FHWA may determine to be appropriate, including, but not limited to:
   a. withholding payments to the contractor under the contract until the contractor complies; and/or
   b. Cancelling, terminating, or suspending a contract, in whole or in part.

6. **Incorporation of Provisions**: The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.
APPENDIX B: CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the Land of Sky Rural Planning Organization (LOSRPO) will accept title to the lands and maintain the project constructed thereon in accordance with the North Carolina General Assembly, the Regulations for the Administration of the Federal-Aid Highway Program, and the policies and procedures prescribed by the Federal Highway Administration of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the U.S Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the LOSRPO all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto the Land of Sky Rural Planning Organization (LOSRPO) and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the LOSRPO its successors and assigns.

The LOSRPO, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed, (2) that the LOSRPO will use the lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended, (3) that in the event of breach of any of the above-mentioned nondiscrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)
APPENDIX C:

CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the Land of Sky Rural Planning Organization (LOSRPO) pursuant to the provisions of Assurance 7(a):

A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:

1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.

B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, the LOSRPO will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*

C. With respect to a deed, in the event of breach of any of the above Nondiscrimination covenants, the LOSRPO will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will thereupon revert to and vest in and become the absolute property of the LOSRPO and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)
APPENDIX D:

CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by the Land of Sky Rural Planning Organization (LOSRO) pursuant to the provisions of Assurance 7(b):

A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.

B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Non discrimination covenants, the LOSRO will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*

C. With respect to deeds, in the event of breach of any of the above Nondiscrimination covenants, the LOSRO will there upon revert to and vest in and become the absolute property of the LOSRO and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)
APPENDIX E

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following nondiscrimination statutes and authorities; including but not limited to:

Pertinent Nondiscrimination Authorities:

- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49  C.F.R. parts 37 and 38;
- The Federal Aviation Administration’s Nondiscrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures Nondiscrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).
Appendix B
TAC and TCC Members and Responsibilities

<table>
<thead>
<tr>
<th>TAC</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>City of Brevard</strong></td>
<td>Charlie Landreth, Chair</td>
</tr>
<tr>
<td><strong>Buncombe County</strong></td>
<td>Brownie Newman</td>
</tr>
<tr>
<td><strong>Haywood County</strong></td>
<td>Michael Sorrells, Vice Chair,</td>
</tr>
<tr>
<td>Madison County (+Hot Springs)</td>
<td>Wayne Brigman, Matt Wechtel (Alt)</td>
</tr>
<tr>
<td>NCDOT, Div.13</td>
<td>William (&quot;Billy&quot;) Clarke (NCBOT)</td>
</tr>
<tr>
<td>NCDOT, Div.14</td>
<td>Jack Debnam,</td>
</tr>
<tr>
<td>Town of Marshall, Madison County</td>
<td>Wallin, Jack Thomas Jablonski</td>
</tr>
<tr>
<td>Transylvania County (+Rosman)</td>
<td>Jason Chappell, Alternate Larry Chapman</td>
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<table>
<thead>
<tr>
<th>TCC</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transylvania County</td>
<td>Joy Fields</td>
</tr>
<tr>
<td>Haywood County</td>
<td>Kris Boyd,</td>
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<tr>
<td>City of Brevard</td>
<td>Daniel Cobb, Vice Chair</td>
</tr>
<tr>
<td>Buncombe County</td>
<td>Matt Cable and Alternate</td>
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<tr>
<td>Marshall, Town of</td>
<td>Nancy Allen</td>
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<td>Madison County</td>
<td>Forrest Gilliam</td>
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<td>NCDOT, Div.13</td>
<td>Mark Gibbs,</td>
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<tr>
<td>NCDOT, Div.14</td>
<td>Brian Burch</td>
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<tr>
<td>NCDOT Planning Branch</td>
<td>Daniel Sellers</td>
</tr>
<tr>
<td>Western Regional Field Operations Engineer</td>
<td>D.D. (Bucky) Galloway</td>
</tr>
<tr>
<td>NCDOT Division 14 District 2 Engineer</td>
<td>Chris Lee</td>
</tr>
<tr>
<td>NCDOT Division 14 District 1 Engineer</td>
<td>Lonnie Watkins</td>
</tr>
<tr>
<td>NCDOT Division 13 District Engineer</td>
<td></td>
</tr>
<tr>
<td>NCODT Division 13 DPE</td>
<td>Brendan Merithew (NCDOT Div. 13)</td>
</tr>
</tbody>
</table>

Transportation Advisory Committee (TAC). A Rural Transportation Advisory Committee (TAC) is hereby established with the responsibility for serving as a forum for cooperative transportation planning and decision making for the Rural Transportation Planning Organization (RPO). The Rural Transportation Advisory Committee (TAC) shall have the responsibility of keeping the local elected governing boards of the status and requirements of the transportation planning process; assisting in the dissemination and clarification of the decisions, inclinations, and policies of the local elected governing boards and the NCDOT; and helping ensure meaningful public participation in the rural transportation planning process.

1. The Rural Transportation Advisory Committee will be responsible for carrying out the following:
   A. Establishment of goals, priorities, and objectives for the transportation planning process;
   B. Endorsement and review of changes to adopted Transportation Plans for the Rural Transportation Planning Organization;
C. Endorsement, review, and approval of a Planning Work Program (PWP) for transportation planning which defines work tasks and responsibilities for the various agencies participating in the Rural Transportation Planning Organization (RPO);

D. Endorsement, review and approval of transportation improvement projects which support and enhance both regional and local transportation within the Rural Transportation Planning Organization (RPO).

Technical Coordinating Committee (TCC). A Rural Technical Coordinating Committee shall be established with the responsibility of general review, guidance, and coordination of the transportation planning process for the Rural Transportation Planning Organization (RPO) and the responsibility for making recommendations to the respective local, state, and federal governmental agencies and the Rural Transportation Advisory Committee (TAC) regarding any necessary actions relating to the continuing transportation planning process.

The TCC shall be responsible for development, review, and recommendation for approval of the PWP for the RPO, the Transportation Improvement Program requests, and revisions to the Transportation Improvement Program.

1. Membership of the Rural Transportation Coordinating Committee (TCC) shall include technical representatives from all local and state government agencies directly related to and concerned with the transportation planning process for the RPO planning area. Initially, the membership shall include, but may not be limited to, the following:

A. The Manager, Assistant Manager, Planner, Clerk, or Engineer from each of the four counties of the RPO planning area or his/her designated staff representative.

B. The Chief Administrative Official, City Planner, City Engineer, or City Clerk from each municipality in the RPO planning area that is a member of the RPO, or his/her designated representative.

C. All Division Engineer(s) for the RPO planning area, serving the Division of Highways, North Carolina Department of Transportation, or his/her designated representative.

D. Manager, Transportation Planning Branch, North Carolina Department of Transportation, or his/her designated representative.

E. Regional Traffic Engineer, Division of Highways, Traffic Engineering Branch, North Carolina Department of Transportation, or his/her designated representative.

F. A Transportation Planner for the French Broad River Metropolitan Planning Organization (FBRMPO) (as advisory, non-voting).
Appendix D
Demographic Tables

Race and Ethnicity
The following table was completed using data from ESRI Community Analyst 2010 Census Profile:

<table>
<thead>
<tr>
<th>Race and Ethnicity</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>61103</td>
<td>100</td>
</tr>
<tr>
<td>White</td>
<td>57755</td>
<td>94.5</td>
</tr>
<tr>
<td>Black or African American</td>
<td>1406</td>
<td>2.3</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>196</td>
<td>0.3</td>
</tr>
<tr>
<td>Asian</td>
<td>213</td>
<td>0.3</td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islander</td>
<td>17</td>
<td>0</td>
</tr>
<tr>
<td>Some other Race</td>
<td>628</td>
<td>1.0</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>888</td>
<td>1.5</td>
</tr>
<tr>
<td>HISPANIC OR LATINO (of any race)</td>
<td>1633</td>
<td>2.7</td>
</tr>
<tr>
<td>Mexican</td>
<td>1070</td>
<td>-</td>
</tr>
<tr>
<td>Puerto Rican</td>
<td>100</td>
<td>-</td>
</tr>
<tr>
<td>Cuban</td>
<td>82</td>
<td>-</td>
</tr>
<tr>
<td>Other Hispanic or Latino</td>
<td>379</td>
<td>-</td>
</tr>
</tbody>
</table>

Age and Sex
The following table was completed using data from ESRI Community Analyst 2010 Census 2010:

<table>
<thead>
<tr>
<th>Age</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Both sexes</td>
<td>Male</td>
</tr>
<tr>
<td>Total Population</td>
<td>61099</td>
<td>29933</td>
</tr>
<tr>
<td>Under 5 years</td>
<td>2847</td>
<td>1465</td>
</tr>
<tr>
<td>Under 18 years</td>
<td>10130</td>
<td>5311</td>
</tr>
<tr>
<td>18 to 64 years</td>
<td>34632</td>
<td>17083</td>
</tr>
<tr>
<td>65 years and over</td>
<td>13493</td>
<td>6074</td>
</tr>
<tr>
<td>Median Age</td>
<td>49.6</td>
<td>47.7</td>
</tr>
</tbody>
</table>
Disability
The following table was completed using data from Census Table S1810, Disability Characteristics:
*Data not available for municipalities and counties in the RPO region. Estimated based on percentage of population

<table>
<thead>
<tr>
<th>Subject</th>
<th>Total</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>With a Disability</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Percent with a Disability</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total civilian noninstitutionalized population</td>
<td>61099</td>
<td>-</td>
<td>5010</td>
<td>-</td>
<td>8.2%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Population under 5 years</td>
<td>2847</td>
<td>-</td>
<td>91</td>
<td>-</td>
<td>3.2%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Population 5 to 17 years</td>
<td>9705</td>
<td>-</td>
<td>310</td>
<td>-</td>
<td>3.2%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Population 18 to 64 years</td>
<td>35128</td>
<td>-</td>
<td>2037</td>
<td>-</td>
<td>5.8%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Population 65 years and over</td>
<td>13495</td>
<td>-</td>
<td>4615</td>
<td>-</td>
<td>34.2%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

SEX

<table>
<thead>
<tr>
<th>Subject</th>
<th>Total</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>With a Disability</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Percent with a Disability</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>29934</td>
<td>-</td>
<td>-</td>
<td>2783</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Female</td>
<td>31167</td>
<td>-</td>
<td>-</td>
<td>3179</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Poverty
The following table was completed using data from Census Table S1701, Poverty Status in the Past 12 Months:

<table>
<thead>
<tr>
<th>Subject</th>
<th>Total</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Below poverty level</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Percent below poverty level</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population for whom poverty status is determined</td>
<td>61099</td>
<td>623</td>
<td></td>
<td>7962</td>
<td>723</td>
<td>13.0</td>
<td>3.2</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

AGE

<table>
<thead>
<tr>
<th>Subject</th>
<th>Total</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Below poverty level</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Percent below poverty level</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 18</td>
<td>10300</td>
<td>-</td>
<td>-</td>
<td>2822</td>
<td>-</td>
<td>-</td>
<td>27.4</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>18 to 64</td>
<td>33727</td>
<td>-</td>
<td>-</td>
<td>5261</td>
<td>-</td>
<td>-</td>
<td>15.6</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>65 years and over</td>
<td>17070</td>
<td>-</td>
<td>-</td>
<td>682</td>
<td>-</td>
<td>-</td>
<td>4.0</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

SEX

<table>
<thead>
<tr>
<th>Subject</th>
<th>Total</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Below poverty level</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Percent below poverty level</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>29172</td>
<td>-</td>
<td>-</td>
<td>3675</td>
<td>-</td>
<td>-</td>
<td>12.6</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Female</td>
<td>31926</td>
<td>-</td>
<td>-</td>
<td>5108</td>
<td>-</td>
<td>-</td>
<td>16.0</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

RACE AND HISPANIC OR LATINO ORIGIN

<table>
<thead>
<tr>
<th>Subject</th>
<th>Total</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Below poverty level</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
<th>Percent below poverty level</th>
<th>Estimate</th>
<th>Margin of Error +/-</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>55471</td>
<td>-</td>
<td>6822</td>
<td>-</td>
<td>12.3</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Black or African American</td>
<td>2027</td>
<td>-</td>
<td>689</td>
<td>-</td>
<td>34.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Asian</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Native American and Other Pacific Islander</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Some other Race</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Two or more races</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>RACE AND HISPANIC OR LATINO ORIGIN</td>
<td>1938</td>
<td>-</td>
<td>1060</td>
<td>-</td>
<td>54.7</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>All individuals below</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>50 percent of poverty level</td>
<td>3736</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>125 percent of poverty level</td>
<td>12744</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>150 percent of poverty level</td>
<td>16530</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>185 percent of poverty level</td>
<td>20136</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>200 percent of poverty level</td>
<td>22339</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>
### Household Income

The following table was completed using data from ESRI Community Analyst 2010 Census Profile (In 2017 Inflation-Adjusted Dollars):

<table>
<thead>
<tr>
<th>Subject</th>
<th>Households</th>
<th>Estimate</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td></td>
<td>27988</td>
<td>100%</td>
</tr>
<tr>
<td>Less than $10,000</td>
<td></td>
<td>2987</td>
<td>10.7%</td>
</tr>
<tr>
<td>$10,000 to $14,999</td>
<td></td>
<td>972</td>
<td>3.5%</td>
</tr>
<tr>
<td>$15,000 to $24,999</td>
<td></td>
<td>3178</td>
<td>11.4%</td>
</tr>
<tr>
<td>$25,000 to $34,999</td>
<td></td>
<td>3218</td>
<td>11.5%</td>
</tr>
<tr>
<td>$35,000 to $49,999</td>
<td></td>
<td>4486</td>
<td>16.0%</td>
</tr>
<tr>
<td>$50,000 to $74,999</td>
<td></td>
<td>5573</td>
<td>19.9%</td>
</tr>
<tr>
<td>$75,000 to $99,999</td>
<td></td>
<td>3451</td>
<td>12.3%</td>
</tr>
<tr>
<td>$100,000 to $149,999</td>
<td></td>
<td>2473</td>
<td>8.8%</td>
</tr>
<tr>
<td>$150,000 to $199,999</td>
<td></td>
<td>840</td>
<td>3.0%</td>
</tr>
<tr>
<td>$200,000 or more</td>
<td></td>
<td>809</td>
<td>2.9%</td>
</tr>
<tr>
<td>Median income (dollars)</td>
<td></td>
<td>46436</td>
<td>-</td>
</tr>
<tr>
<td>Mean income (dollars)</td>
<td></td>
<td>62679</td>
<td>-</td>
</tr>
</tbody>
</table>
Appendix E

Demographic Maps (EJ)

Land of Sky RPO Title VI
LOSRPO Boundary

Key
- Primary Roads
- LOSRPO Boundary

Map created 9/18/2019 By Nick Kroncke
Data: NCDOT, LOSRC, US Census, 2015 ACS
Appendix F
Investigation Guidance, Discrimination Complaint Form and Log

INVESTIGATIVE GUIDANCE

A. **Scope of Investigation** – An investigation should be confined to the issues and facts relevant to the allegations in the complaint, unless evidence shows the need to extend the issues.

B. **Developing an Investigative Plan** – It is recommended that the investigator (i.e., Title VI Coordinator or other official trained to conduct Title VI investigations) prepares an Investigative Plan (IP) to define the issues and lay out the blueprint to complete the investigation. The IP should follow the outline below:

1. Complainant(s) Name and Address (Attorney name and address if applicable)
2. Respondent(s) Name and Address (Attorney for the Respondent(s) name and address, if applicable)
3. Applicable Law(s)
4. Basis(es)
5. Allegation(s)/Issue(s)
6. Background
7. Name of Persons to be interviewed
   a. Questions for the complainant(s)
   b. Questions for the respondent(s)
   c. Questions for witness(es)
8. Evidence to be obtained during the investigation
   a. Issue – e.g., Complainant alleges his predominantly African American community was excluded from a meeting concerning a future project which could affect the community.
   i. Documents needed – e.g., mailing list which shows all physical addresses, P.O. Box numbers, property owner names, and dates when the meeting notification was mailed; other methods used to advertise the meeting.

C. **Request for Information** – The investigator should gather data and information pertinent to the issues raised in the complaint.

D. **Interviews** – Interviews should be conducted with the complainant, respondent, and appropriate witnesses during the investigative process. Interviews are conducted to gain a better understanding of the situation outlined in the complaint of discrimination. The main objective during the interview is to obtain information that will either support or refute the allegations.

E. **Preparing an Investigative Report** – The investigator should prepare an investigative report setting forth all relevant facts obtained during the investigation. The report should include a finding for each allegation. A sample outline for an investigative report is provided below.

   **Sample Investigative Report Template**

I. **COMPLAINANT(S) NAME** (or attorney for the complainant(s) – name and address if applicable)
   Name, Address, Phone: 999-999-9999

II. **RESPONDENT(S)** (or attorney for the respondent(s) – name and address if applicable)
    Name, Address, Phone: 999-999-9999

III. **APPLICABLE LAW/REGULATION**
    [For example, Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d); 49 CFR §21.11; 49 CFR §26.53]]

IV. **COMPLAINT BASIS(ES)**
    [For example, Race, Color, National Origin, Limited English Proficiency, Sex, Age, Disability]

V. **ALLEGATIONS**
    [Describe in logical sequence, each allegation including the prohibited basis for the alleged discriminatory conduct, (e.g., race, color, national origin, sex, age, or disability) and the specific statutory or regulatory provision the allegation would violate, if proven to be true.]
Issue #1 – Complainant alleges that transit system failed to inform minority communities of rate increases. Issue #2 – Complainant alleges that transit system has not sufficiently publicized or held public meetings to share information regarding fare increases and route changes that impacts low-income and minority citizens.

VI. BACKGROUND
[Provide detailed information regarding the complaint, including a historical overview of the case, including any activities or actions taken prior to accepting the complaint for investigation.]

VII. INVESTIGATIVE PROCEDURE
[Describe in detail, methods used to conduct the investigation, such as document requests, interviews and site visits. Include witnesses’ names and addresses, documents received and/or reviewed, emails sent and received.]

VIII. FINDINGS OF FACT
[Provide a detailed description of the investigator’s analysis of each allegation, based on clear and factual findings. Include specific evidence used to support your findings.]

IX. CONCLUSION
[State whether discrimination did or did not occur. Conclusions must be evidence-based and defensible. Test conclusions by considering all possible rebuttal arguments from the respondent and complainant. Both respondent and the complainant should be given an opportunity to confirm or rebut the assertions of the other party and your findings, but all the evidence you’ve presented should speak for itself.]

X. RECOMMENDED ACTIONS
[Outline what should be done to remedy the findings or, if necessary, provide justice for the complainant.]

APPENDIX
[Include in the Appendix any supplemental materials that support your findings and conclusion.]
Land of Sky RPO
DISCRIMINATION COMPLAINT FORM

Any person who believes that he/she has been subjected to discrimination based upon race, color, national origin, sex, age, or disability may file a written complaint with Land of Sky RPO, within 180 days after the discrimination occurred.

<table>
<thead>
<tr>
<th>Last Name:</th>
<th>First Name:</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mailing Address:</td>
<td>City</td>
<td>State</td>
<td>Zip</td>
</tr>
<tr>
<td>Home Telephone:</td>
<td>Work Telephone:</td>
<td>E-mail Address</td>
<td></td>
</tr>
</tbody>
</table>

Identify the Category of Discrimination:
- [ ] RACE
- [ ] COLOR
- [ ] NATIONAL ORIGIN
- [ ] AGE
- [ ] SEX
- [ ] DISABILITY
- [ ] LIMITED ENGLISH PROFICIENCY

Identify the Race of the Complainant
- [ ] Black
- [ ] White
- [ ] Hispanic
- [ ] Asian American
- [ ] American Indian
- [ ] Alaskan Native
- [ ] Pacific Islander
- [ ] Other ____________________

Date and place of alleged discriminatory action(s). Please include earliest date of discrimination and most recent date of discrimination. Names of individuals responsible for the discriminatory action(s):

How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status (basis) was a factor in the discrimination. Include how other persons were treated differently from you. **(Attach additional page(s), if necessary).**

The law prohibits intimidation or retaliation against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation.

Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint: (Attached additional page(s), if necessary).

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Telephone</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
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**DISCRIMINATION COMPLAINT FORM**

Have you filed, or intend to file, a complaint regarding the matter raised with any of the following? If yes, please provide the filing dates. Check all that apply.

- [ ] NC Department of Transportation
- [ ] Federal Highway Administration
- [ ] US Department of Transportation
- [ ] Federal or State Court
- [ ] Other

Have you discussed the complaint with any Land of Sky RPO (LOSRPO) representative? If yes, provide the name, position, and date of discussion.

Please provide any additional information that you believe would assist with an investigation.

Briefly explain what remedy, or action, are you seeking for the alleged discrimination.

**WE CANNOT ACCEPT AN UNSIGNED COMPLAINT. PLEASE SIGN AND DATE THE COMPLAINT FORM BELOW.**

<table>
<thead>
<tr>
<th>COMPLAINANT'S SIGNATURE</th>
<th>DATE</th>
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</tbody>
</table>

MAIL COMPLAINT FORM TO:
Land of Sky RPO
339 new Leicester Hwy, Suite 140
Asheville, NC 28806
828-251-6622

FOR OFFICE USE ONLY

Date Complaint Received: __________________________
Processed by: __________________________
Case #: __________________________
Referred to: [ ] NCDOT  [ ] FHWA  Date Referred: __________________________
## DISCRIMINATION COMPLAINTS LOG

**Log Year(s):**

<table>
<thead>
<tr>
<th>CASE NO.</th>
<th>COMPLAINANT NAME</th>
<th>RACE/ GENDER</th>
<th>RESPONDENT NAME</th>
<th>BASIS</th>
<th>DATE FILED</th>
<th>DATE RECEIVED</th>
<th>ACTION TAKEN</th>
<th>DATE INVESTIG. COMPLETED</th>
<th>DISPOSITION</th>
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</table>

No Complaints or Lawsuits ☐

I certify that to the best of my knowledge, the above described complaints or lawsuits alleging discrimination, or **no complaints or lawsuits** alleging discrimination, have been filed with or against **Land of Sky Rural Planning Organization** since the previous Title VI Program submission to NCDOT.

__________________________  _______________________
Signature of Title VI Coordinator or Other Authorized Official    Date

__________________________
Print Name and Title of Authorized
Item 4C. Review DRAFT STIP and SPOT 6.0 Timeline

NC DOT released the DRAFT 2020-2029 STIP in early January. The DRAFT was shared with RPO TCC and TAC members. There will be opportunity for public comments, RPO staff will share the dates of these meetings when they are published. Some highlights from the draft document include, in the Regional Impact Tier, the intersection of South Caldwell, Broad and US 64 funded in the DEVELOPMENTAL STIP. In the Division Needs Tier, US 276 from Dellwood Road to I 40 is funded in the DELIVERABLE STIP, US 25/70 modernization project funded in the DEVELOPMENTAL STIP, the US 25/70 Superstreet project from Tillery Branch to Monticello Road is funded in the DEVELOPMENTAL STIP. Also in Madison County in the MPO area, Crossroads Parkway is receiving the remaining $1.3 Million Dollars needed for construction in FY2020. Addition STIP project information will be provided in the agenda packet.

The P6.0 Prioritization process has begun. RPO staff is attending workgroup meetings and sub-committee meetings. Pre-submittal of intersection projects has occurred. Local county meetings will need to be set up in May/June to discuss project submittals. The submittal window will open in July and close the end of September. See P6.0 schedule for more information. Also visit http://www.landofsky.org/rpo. For updates and information.

Staff Recommendations:
Informational only, no action required.
<table>
<thead>
<tr>
<th>TIP Number</th>
<th>Description</th>
<th>County</th>
<th>ROW Year</th>
<th>Construction Year</th>
<th>Re-Prioritized in SPOT6.0 Y/N</th>
</tr>
</thead>
<tbody>
<tr>
<td>R-5876</td>
<td>Cove Creek Road repair slide approx. 3 miles west of US 276</td>
<td>Haywood</td>
<td>FY 2020</td>
<td>FY 2020</td>
<td>No FLAP Funds</td>
</tr>
<tr>
<td>R-5921</td>
<td>Modernize US 276 Jonathon Creek Road from US 19 – I 40</td>
<td>Haywood</td>
<td>FY 2022</td>
<td>FY 2024</td>
<td>No</td>
</tr>
<tr>
<td>R-5837</td>
<td>Modernize US 25/70 From Brush Cr – North Main St</td>
<td>Madison</td>
<td>FY 2021</td>
<td>FY 2024</td>
<td>No</td>
</tr>
<tr>
<td>R-5924</td>
<td>Modernize US 25/70 From North Main St – East of Skyway Drive</td>
<td>Madison</td>
<td>FY 2029</td>
<td>Future years</td>
<td>Yes funded for design only</td>
</tr>
<tr>
<td>EB-5918</td>
<td>Construct sidewalk on both sides install a ped signal and refuge islands</td>
<td>Madison</td>
<td>FY 2021 PE</td>
<td>FY 2023 Or with R-5924</td>
<td></td>
</tr>
<tr>
<td>B-5895</td>
<td>US 25 Hot Springs Replace Bridge over French Broad River</td>
<td>Madison</td>
<td>FY 2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>U-6173</td>
<td>Superstreet US 25/70 TilleryR-2409 Branch – Monticello Rd</td>
<td>Buncombe/Madison</td>
<td>FY 2029</td>
<td>Future years</td>
<td>Yes funded for design only</td>
</tr>
<tr>
<td>R-5799</td>
<td>Pisgah Forest Intersection Improvements</td>
<td>Transylvania</td>
<td>FY 2020</td>
<td>FY 2021</td>
<td>No</td>
</tr>
<tr>
<td>R-5800</td>
<td>US 64 Asheville Hwy Access Management</td>
<td>Transylvania</td>
<td>FY 2020</td>
<td>FY 2022</td>
<td>No</td>
</tr>
<tr>
<td>R-5882</td>
<td>US 64 S. Broad/Caldwell intersection improvements</td>
<td>Transylvania</td>
<td>FY 2029</td>
<td>Future Years</td>
<td>Yes funded for design only</td>
</tr>
<tr>
<td>R-2409</td>
<td>US 64 Rosman to Cashiers</td>
<td>Transylvania</td>
<td>Under Construction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>R-5919</td>
<td>Modernize US 178 Main Street in Rosman – Middlefork Road</td>
<td>Transylvania</td>
<td>FY 2025</td>
<td>FY 2027</td>
<td>No</td>
</tr>
<tr>
<td>R-5865</td>
<td>US 276 from Pisgah Forest intersection – Avery Creek Trail Head Widen to 3 lanes w/bike lanes</td>
<td>Transylvania</td>
<td>FY 2019 PE</td>
<td>FY 2020</td>
<td>No FLAP Funds</td>
</tr>
<tr>
<td>R-5763</td>
<td>Upgrade Wilson Road realign intersection w/ Ecusta Road</td>
<td>Transylvania</td>
<td>FY 2021</td>
<td>FY 2023</td>
<td>No</td>
</tr>
<tr>
<td>R-5605</td>
<td>Davidson River Connector</td>
<td>Transylvania</td>
<td>Under Construction</td>
<td></td>
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<tr>
<td>U-5104</td>
<td>S. Caldwell Street</td>
<td>Transylvania</td>
<td>Under Construction</td>
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</tbody>
</table>
# Prioritization 6.0 Schedule

**Key Dates:**
- **June 2019:** BOT approves P6.0 Criteria & Weights
- **July 2019:** SPOT Online opens for testing, entering, and submitting projects (closes Sept. 27)
- **July 2019:** Existing Project Deletions due for receiving extra new submittals (one out, one in)
- **Existing Project Modifications due**
- **September 2019:** Alternate Criteria and Weights due
- **End of April 2020:** Quantitative scores for all projects released
  - SPOT Online closes for submitting projects
  - Draft list of Programmed Statewide Mobility projects released
- **May 1, 2020:** Regional Impact Local Input Point window opens for 3 months
  - Deadline for Approval of Local Input Point Assignment Methodologies
- **End of August 2020:** Draft list of Programmed Regional Impact Projects released
- **September 1, 2020:** Division Needs Local Input Point window opens for 2 months
- **January 2021:** 2022-2031 Draft STIP released

### Notes:
- Blue Box = Approval of P6.0 Scoring
- Yellow Box = MPO/RPO/Division Input
- Green Box = NCDOT Work Tasks

### Schedule:

<table>
<thead>
<tr>
<th>MPOs, RPOs, &amp; Divisions test, enter, and submit projects</th>
<th>SPOT Reviews and Calculates Quant. Scores for All Projects (Existing + New). Includes review period of all data &amp; costs to be used for scoring (by MPOs, RPOs, Divisions, and DOT staff).</th>
<th>TIP Unit Programs Statewide Mobility Projects</th>
</tr>
</thead>
<tbody>
<tr>
<td>MPOs, RPOs, &amp; Divisions assign Regional Impact Local Input Points (with option to assign Division Needs Local Input Points)</td>
<td>SPOT finalizes Regional Impact scores and TIP Unit programs Regional Impact projects</td>
<td>MPOs, RPOs, &amp; Divisions assign Division Needs Local Input Points</td>
</tr>
<tr>
<td>SPOT finalizes Division Needs Scores and TIP Unit programs Division Needs projects</td>
<td>NCDOT releases Draft STIP</td>
<td>NCDOT Provides Report to JLTOC</td>
</tr>
</tbody>
</table>
Item 4D. LOSRPO State Planning and Research SPR application

LOSROPO staff have submitted a grant application to NCDOT Transportation Planning Branch for State Planning and Research funds to potentially conduct a feasibility study to examine the viability of consolidating Transit administration and scheduling functions for the County Transportation Systems among the five counties in the Land of Sky RPO region. RPO staff will provide TCC members with additional information on this potential feasibility study.

Staff Recommendations:
Informational only. No action required at this time.

5. PUBLIC COMMENT

6. REGULAR UPDATES

   A. NCDOT Division 13 and 14 updates  NC DOT Staff
   B. Transportation Planning Branch Updates  Daniel Sellers
   C. Staff Updates  Vicki Eastland

ANNOUNCEMENTS, NEWS, SPECIAL UPDATES

7. ADJOURN LOSRPO MEETING  Charlie Landreth

Next Meeting: May 23, 2019 at 11:30am
French Broad (Large) Conference Room
Land of Sky Regional Council