STATE OF TENNESSEE
DEPARTMENT OF TRANSPORTATION
CIVIL RIGHTS DIVISION
SUITE 15, WILLIAM R. SNODGRASS TENNESSEE TOWERS
312 ROSA L. PARKS AVE, NASHVILLE, TENNESSEE 37243
(615) 741-3681 TOLL FREE (888) 370-3647
FAX (629) 265-7330

WILL REID, P.E.
COMMISSIONER

BILL LEE
GOVERNOR

August 6, 2026

Memphis Urban Area Metropolitan Planning Organization (MPO)
Ms. Anna Abayem
Title VI Coordinator
125 N Main ST Room 450
Memphis, TN 38103

Dear Ms. Abayem:

As part of the contractual agreement, any entity receiving assistance from TDOT must comply with Title VI of the Civil Rights Act of 1964. In order for TDOT to ensure your agency's compliance, it was necessary for Memphis MPO to complete a Title VI Assessment. Memphis MPO received a compliance review and was found to be in compliance with Title VI upon completion of the assessment in August 2024.

Additionally, Memphis MPO is required to certify annually that there have been no changes in its Title VI Program or document any changes that may have occurred. This office is in receipt of your agency's Annual "No Change" Affidavit and Assurance for 2026. The August 2024 determination of Title VI compliance is still in effect. Your agency's next compliance review is scheduled for August 2027.

If you require further assistance, please contact Wes White at 615-253-1076 or by email at James.W.White@tn.gov.

Thank you for your efforts.

Sincerely,

Cynthia Howard

Cynthia Howard,
Title VI Program Director

2026 Tennessee Department of Transportation

Civil Rights Division - No Change Affidavit

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312 ROSA L. PARKS AVE, NASHVILLE, TENNESSEE 37243

Telephone Number: 615.741.3681 – Email: TDOT.Title.VIProgram@tn.gov

I. Agency Contact Information

Memphis Urban Area Metropolitan Planning Organization (MPO)
Agency Name

125 N Main St, Suite 450
Agency Address

Memphis, TN | 38103
City/State | Zip Code/County

(901) 636-7229 | anna.parr1@memphistn.gov
Agency Phone Number | Email

Anna (Parr) Abayem | Transportation Planner
Title VI Coordinator Name | Job Title

memphismpo.org
Website Address/URL

II. Affidavit

I, Anna (Parr) Abayem (Title VI Coordinator Name), swear (or affirm) there have been no changes in Memphis Urban Area MPO (Agency Name) Title VI Program, and that the existing Title VI Program is in accordance with the requirements of 49 CFR Part 21 and 23 CFR Part 200 and all applicable nondiscriminatory statutory and regulatory requirements.

I specifically swear (or affirm) that Memphis Urban Area MPO (Agency Name) has Title VI Complaint procedures; nondiscriminatory language in contracts; has Limited English Proficiency Procedures; has the required Title VI postings in visible places, and has participated in TDOT's Title VI Title VI training within the last three years, July 28, 2026 (Training Date).

I further swear (or affirm) that the Tennessee Department of Transportation's Civil Rights Division will be notified within seven calendar days of any Title VI complaints/lawsuits filed with/against Memphis Urban Area MPO (Agency Name).

There has been a change to Memphis Urban Area MPO (Agency Name) Title VI Program. Please see attached documentation of change. (e.g., Title VI Coordinator change, agency in receipt of a Title VI Complaint, etc.).

I certify that the above information is true and complete to the best of my knowledge and understand that knowingly providing false information could result in the withholding of payments and /or cancellation, termination or suspension of the contract, in whole or in part.

It is the policy of the Tennessee Department of Transportation to ensure compliance with Title VI of the Civil Rights Act of 1964; related statues and regulations to the end that no person shall be excluded from participation in or be denied benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance from the U. S. Department of Transportation on the grounds of race, color or national origin.

III. Title VI Assurance

As required by the contractual agreement, Memphis Urban Area MPO (Agency Name) will comply with the applicable laws and regulations relative to nondiscrimination in federally or state assisted programs of the Tennessee Department of Transportation.

Memphis Urban Area MPO (Agency Name) assures that no person shall on the grounds of race, color, or national origin, as provided by Title VI of the Civil Rights Act of 1964 and as amended, and the Civil Rights Restoration Act of 1987 (P.I. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance from the Tennessee Department of Transportation (TDOT). Memphis Urban Area MPO (Agency Name) further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs or activities are federally funded or not.

In the event Memphis Urban Area MPO (Agency Name) distributes federal financial assistance to a consultant, contractor or subcontractor and other participants, Memphis Urban Area MPO (Agency Name) will include Title VI nondiscrimination language in all written agreements and will monitor the consultant, contractor or subcontractor and other participants for compliance. The Title VI Coordinator is responsible for initiating and monitoring Title VI activities, preparing required reports and other responsibilities as required by 23 CFR 200 and 49 CFR 21. As required by the contractual agreement,

Memphis Urban Area MPO
Agency Name

will comply the applicable laws and regulations relative to nondiscrimination in federally or state assisted programs of the Tennessee Department of Transportation (TDOT).

IV. Declaration of Title VI Coordinator

I declare that I have completed this Title VI Compliance Assessment to the best of my knowledge and believe it to be true and correct.

Title VI Coordinator

August 6, 2026
Date

V. Declaration of Administrative Head

I declare that I have reviewed and approved the information provided in this assessment and to the best of my knowledge and believe it is true, correct and complete.

Administrative Head

August 6, 2026
Date

TN TDOT Department of Transportation

TENNESSEE DEPARTMENT OF TRANSPORTATION
Title VI Training

Date	Name	Job Title	Agency Name	Phone	Email	Score
7/28/2026	Anna C.P. Abayem	Transportation Planner	Memphis MPO	(901) 636-7229	anna.parr1@memphistn.gov	95%