DCF Status Report Dashboard

Click on the various statistics or dials to view the supporting information within your agency's Smartsheet Florida PALM Workbook.

Reporting Period

July - August 2024

Agency Sponsor

Chad Barrett

CCN Composition	RW Task Completeness	RW Task Timeliness	Project-led Meeting Participation
The Change Champion Network dial reflects the completeness of your CCN makeup.	The Readiness Workplan Tasks Completeness dial reflects the completeness of your agency's submission of RW tasks, starting with RW Task 512.	The Readiness Workplan Tasks Timeliness dial reflect the timeliness of your agency's submission of all RW tasks to date.	The Participation dial reflects your agency's attendance at Project-led meetings during the current reporting period.

Change Champion Network:
• Unique Filled Role = 13
• Duplicate Filled Role = 2
• Vacant Role = 1

RW Task Completeness:
Score = 87.08%
• Submitted Complete = 16
• Submitted Incomplete = 0
• Completed After Submission = 8

RW Task Timeliness:
Score = 77.17%
• Submitted On Time = 28
• Submitted Late = 19
• Pending Submission = 3

Meeting Participation:
• Meetings Attended = 10
• Meetings Missed = 0

The dials above include an intuitive Green-Yellow-Red spectrum, where green indicates the measure is in a positive range, yellow represents that the gaps in expected results present an increasing risk to the agency, and red indicates that there are significant gaps in expected results that present an elevated risk level for the agency.

RW Tasks - Completed or Open Items

Project Impact	Critical Operational Element	Task ID	Task Name	Task Planned Start Date	Task Planned End Date	Agency Reported Task Progress	Agency Submission Date	Status Comment	Project Verification of Completion	Agency Corrected Submission Date
N/A	Technology	516	Update Agency Business System Documentation for Segment II	01/29/24	04/12/24	50% - In Progress		OITS continues to work on documentation out of internal business process review sessions.		
N/A	Technology	519	Remediate Agency Business Systems based on Segment I	01/29/24	06/28/24	50% - In Progress		OITS, Remediation strategy has been discussed, approaching remediation with Segments I, II, and III jointly.		
N/A	Processes	527	Identify Change Impacts and Update Agency Business Process Documentation for Segment III	04/15/24	07/12/24	100% - Submitted	07/12/24	Asheema has signaled that the re-submission is ready via email to RC per CCN meeting on 7/22	Submission Complete	08/01/24
N/A	Technology	528	Update Agency Business System Documentation for Segment III	04/15/24	07/12/24	50% - In Progress		OITS continues to work on documentation out of internal business process review sessions.		
Indirect	Technology	530	Update Florida PALM Interface Inventory for Segment III	04/15/24	07/12/24	100% - Submitted	07/17/24		Submission Complete	
N/A	Data	526	Complete Data Readiness Analysis and Data Cleansing Activities for Segment III	04/29/24	07/12/24	100% - Submitted	07/11/24	Resolved Supplier question during CCN meeting on 7/15	Submission Complete	07/16/24
Indirect	Technology	529	Update Florida PALM Conversion Inventory for Segment III	04/29/24	07/12/24	100% - Submitted	07/15/24	Resolved Supplier question during CCN meeting on 7/15	Submission Complete	
N/A	Technology	531	Remediate Agency Business Systems based on Segment II	04/29/24	09/27/24	50% - In Progress		OITS, Remediation strategy has been discussed, approaching remediation with Segments I, II, and III jointly.		
N/A	People	535	Update Workforce Readiness Plan	06/17/24	08/02/24	100% - Submitted	08/20/24		Submission Complete	
Indirect	People	536-A	Create Agency Specific User Acceptance Testing Plan	06/17/24	08/16/24	100% - Submitted	08/12/24	PM, OCM Reviewing draft for submission. -Alex 8/6	Submission Complete	
N/A	People	537	Update Authorized Smartsheet Users	06/24/24	07/12/24	100% - Submitted	07/12/24		Submission Complete	
N/A	N/A	538	Submit Bimonthly Agency Readiness Status Report	07/01/24	07/12/24	100% - Submitted	07/12/24	Preparing final draft for Sponsor review and sign off per Alex 7/9	Submission Complete	
N/A	N/A	539	Manage Agency Specific Implementation Schedule, Risks and Issues	07/01/24	08/29/24	100% - Submitted	07/12/24	Reviewing logs and drafting additional items per Alex 7/9	N/A	
N/A	People	540	Share Florida PALM Updates	07/15/24	07/26/24	100% - Submitted	07/26/24	Updated communication smartsheet.	Submission Complete	
Direct	Data	541-A	Complete Configuration Workbooks for Segment IV	07/22/24	09/06/24	100% - Submitted	09/06/24		Submission Complete	
Direct	Data	541-B	Complete Configuration Workbooks for Segment IV	07/22/24	09/06/24	100% - Submitted	09/06/24		Submission Complete	09/06/24
N/A	Data	542	Complete Data Readiness Analysis and Data Cleansing Activities for Segment IV	07/22/24	10/18/24	25% - Beginning Initial Internal Meetings and Information Gathering		Business Jimmie and Vonda, Internal briefs and discussions were had at the beginning of July to begin forecasting July 8th CCN meeting		
N/A	Processes	543	Identify Change Impacts and Update Agency Business Process Documentation for Segment IV	07/22/24	10/18/24	25% - Beginning Initial Internal Meetings and Information Gathering		Business Rick, Internal briefs and discussions were had at the beginning of July to begin forecasting July 8th CCN meeting		
N/A	Technology	544	Update Agency Business System Documentation for Segment IV	07/22/24	10/18/24	25% - Beginning Initial Internal Meetings and Information Gathering		OITS, Internal briefs and discussions were had at the beginning of July to begin forecasting July 8th CCN meeting		
Direct	Technology	545-A	Update and Finalize Florida PALM Conversion Inventory for Segment IV	07/22/24	10/18/24	25% - Beginning Initial Internal Meetings and Information Gathering		OITS, Internal briefs and discussions were had at the beginning of July to begin forecasting July 8th CCN meeting		
Direct	Technology	545-B	Update and Finalize Florida PALM Conversion Inventory for Segment IV - Projects (PCC001)	07/22/24	08/23/24	100% - Submitted	08/23/24	OITS, Internal briefs and discussions were had at the beginning of July to begin forecasting July 8th CCN meeting	Submission Complete	
Direct	Technology	546	Update Florida PALM Interface Inventory for Segment IV	07/22/24	10/18/24	25% - Beginning Initial Internal Meetings and Information Gathering		OITS, Internal briefs and discussions were had at the beginning of July to begin forecasting July 8th CCN meeting		
N/A	Technology	547	Remediate Agency Business Systems based on Segment III	07/22/24	12/13/24	25% - Beginning Initial Internal Meetings and Information Gathering		OITS, Remediation strategy has been discussed, approaching remediation with Segments I, II, and III jointly.		

Direct	Technology	548	Identify and Confirm File Managers	08/06/24	08/16/24	100% - Submitted	08/19/24	The instructions were to complete only two contacts, but we have also identified a third contact for FLORIDA mainframe integration testing. This will require further coordination when we reach connectivity testing phase. FLORIDA system currently has integration not supported by Richard and Renuka and they have their own connection to FLAIR MFT server.	Submission Complete
Direct	People	549	Submit Training Survey	08/12/24	09/20/24	75% - Consolidating/Inputting Information for Submission		Rick, Chad, Q. Analysis and survey will be completed by due date.	
Indirect	People	536-B	Create Agency Specific User Acceptance Testing Plan	08/19/24	10/11/24	75% - Consolidating/Inputting Information for Submission		Rick. 536-B version of UAT Plan completed with additional items incorporated. Waiting for due date to submit.	
Direct	Data	541-C	Complete Configuration Workbooks for Segment IV	08/26/24	09/27/24	25% - Beginning Initial Internal Meetings and Information Gathering			
Direct	Technology	550-A	Provide Public IP Address and Select Technical Meeting Time	08/26/24	08/30/24	100% - Submitted	08/29/24	OITS.	Submission Complete
N/A	N/A	551	Submit Bimonthly Agency Readiness Status Report	08/30/24	09/11/24	100% - Submitted	09/13/24		
N/A	N/A	552	Manage Agency Specific Implementation Schedule, Risks and Issues	08/30/24	10/31/24	25% - Beginning Initial Internal Meetings and Information Gathering			N/A
Direct	Technology	550-B	Participate in Technical Meeting to Receive Credentials and Access	09/03/24	09/13/24	100% - Submitted	09/09/24	Meeting scheduled for September 9.	N/A

People

The staff and stakeholders affected by your agency's transition to Florida PALM.

Implementation:

Planned Florida PALM End Users = 193

• Business Process Groupings = 10/13

Identified Subject Matter Experts = 30

• **SMEs by Business Process Grouping**

- Account Mgmt. and Financial Reporting = 6

- Accounts Receivable = 1

- Asset Accounting and Mgmt. = 1

- Banking = 1

- Budget Mgmt. and Cash Control = 4

- Contracts Mgmt. = 5

- Disbursements Mgmt. = 7

- Grants Mgmt. = 6

- Inter/IntraUnit Transactions = 7

- Payroll Mgmt. = 4

- Projects Mgmt. = 2

- Revenue Accounting = 1

- System Access and Controls = 3

Role Mapping = TBD

Processes

The sequence of procedures to accomplish a business objective.

Current-State:

Cataloged Business Processes = 49

• Related Business Systems = 28

• Related Reports = 73

• **Documentation Status:**

- Complete = 49 Partial = 0 Not Started = 0

Implementation:

Impacted Agency Business Processes = 49

• Related Business Process Groupings = 10

- Planned Spreadsheet Uploads = 5

• **Level of Impact: People Changes**

- High = 0 Medium = 13 Low = 28 None = 7 Uncertain = 0

• **Level of Impact: Processes Changes**

- High = 2 Medium = 24 Low = 17 None = 1 Uncertain = 0

• **Level of Impact: Technology Changes**

- High = 1 Medium = 19 Low = 21 None = 3 Uncertain = 0

• **Level of Impact: Data Changes**

- High = 1 Medium = 24 Low = 22 None = 0 Uncertain = 0

• **Segments I & II Documentation Update Status**

- Not Started = 0 In Progress = 0 Complete = 43

• **Segment III Documentation Update Status**

- Not Started = 0 In Progress = 0 Complete = 43

Technology

The applications or tools used to process, track, or report on financial operations.

Current-State:

Cataloged Business Systems = 61

• **Criticality:**

- High = 29 Med = 2 Low = 5 None = 25

• **Documentation Status:**

- Complete = 7 Partial = 33 Not Started = 9

Cataloged Interfaces = 165

- Inbound Interfaces = 68

- Outbound Interfaces = 97

Implementation:

Business Systems Planned for Integration = 26

• **Segment I - Documentation Updates:**

- Complete = 0 Updating = 0 Evaluating = 0 Not Started = 0 Not Needed = 2

• **Segment II - Documentation Updates:**

- Complete = 23 Updating = 0 Evaluating = 23 Not Started = 0 Not Needed = 0

• **Segment III - Documentation Updates:**

- Complete = 23 Updating = 0 Evaluating = 23 Not Started = 0 Not Needed = 0

Planned Interfaces = 31

- Inbound Interfaces = 8

- Outbound Interfaces = 17

Data

Information used in or produced from an agency's financial business operations.

Current-State:

Unique FLAIR Data Elements = 127

• **Associated Unique Uses = 127**

- Continued Use - Yes = 0

- Continued Use - No = 0

• **Associated Business Systems = 1**

Cataloged Reports = 108

• **Criticality:**

- High = 134 Med = 5 Low = 6 None = 0

Implementation:

Segments I & II Planned Configurations = 6

• **Accounts Receivable (AR)**

- Planned Distribution Codes = 7

• **Asset Management (AM)**

- Planned Location Codes = None

- Planned Associated Area ID's = None

• **Commitment Control (KK)**

- Planned Option = Option # 1 - Track with Budget

• **General Ledger (GL)**

- Planned Budgetary Value Combo Edits = 1146

- Planned Local Funds = None

- Planned Organization ID's = 1

- Planned OA1's = 1911

- Planned OA2's = 151

Segment IV Planned Configurations

- Started = 2 Not Started = 0

Conversions & Data Readiness

• Conversions Needed = 10

• Agency Data Outside of Primary Source System(s) = 0

• **Data Readiness/Cleansing Status:**

- Complete = 5 In Progress = 0 Not Started = 0 Not Applicable 0

Reports = TBD

Agency Reported

The Risks, Issues, Assumptions and Readiness Activities tables below display only items that were opened/logged, closed/resolved or active during the reporting period.

DCF Risks

Critical Operational Elements	Risk Description	Status	Risk Rating	Mitigation/Response Strategy	Reporting Period Comments or Updates	Date of Status Change	Owner / Coordinator
People	Financial Leadership Distraction	Open	9 (High/High)	Avoid. Engage stakeholders in a constant dialogue regarding the status and direction of the Project.	Elevated impact since our Financial Leadership is now our Project Leadership.	06/18/24	Quantrel Johnson
People	Incomplete/Outdated Current State Documentation	Open	6 (Medium/High)	Mitigate. Adjust documentation where needed.	None. Continue to Monitor Risk.	06/21/24	Alexander Añé
People	Project Sponsor Turnover	Open	6 (High/Medium)	Mitigate. Ensure sponsor commitments and operational plans are well documented and rationale is well established.	None. Continue to Monitor Risk.	06/18/24	Quantrel Johnson
People	Project Manager/Agency Liaison Turnover	Open	6 (High/Medium)	Mitigate. Ensure project approach and status are well-documented.	None. Continue to Monitor Risk.	06/18/24	Quantrel Johnson
People	Operational Staff Turnover - Key Personnel	Open	6 (High/Medium)	Mitigate. Work to document key personnel knowledge and specific operational processes in the event of a sudden or unexpected departure.	None. Continue to Monitor Risk.	06/18/24	Quantrel Johnson
Processes Technology	Project Funding Delay for '24 - '25 Application Operations	Open	6 (High/Medium)	Avoid. Submit supporting documentation on time or within abbreviation periods to justify sums requested, i.e. spending plans and project management documentation.		07/09/24	Alexander Añé
People	FL PALM's inclusion of Speed Keys, particularly with Enterprise Applications, can support current business processes that utilize Expansion Option with front end processing.	Open	6 (High/Medium)	Mitigate. Adjust documentation where needed. If Speed Keys are not adopted such that they can support "front end processing" for "splits" then a new application must be made to act as a front end to conduct those operations.	Attend Day 3 of Segment 4 Workshop. Continue to gather information MFMP implementation of Speed Keys.Continue to Monitor Risk.	07/01/24	Quantrel Johnson
People	Department Leadership Turnover	Open	4 (Medium/Medium)	Accept. Monitor political developments as they unfold, and adapt as needed.	None. Continue to Monitor Risk.	06/18/24	Quantrel Johnson
Data	Incomplete/Improper Data Cleansing Activities	Open	4 (Medium/Medium)	Avoid. Continue data cleansing activities, otherwise UAT testing with the data sets will produce unexpected and inaccurate results.		07/15/24	Alexander Añé
Processes Data	Incomplete/Improper Org Chart Composition	Open	4 (Medium/Medium)	Avoid. Incorrect or improper composition of organization codes and similar structures will lead to unexpected and inaccurate UAT session.		07/15/24	Alexander Añé
Processes Technology Data	Incomplete/Improper Current State Analysis	Open	4 (Medium/Medium)	Mitigate. Due to change in implementation strategy and change in stakeholders, avoiding inconsistencies in current state analysis is unlikely. Remediation must take place when and where appropriate.		07/15/24	Alexander Añé
People Processes	Incomplete/Improper UAT planning and execution	Open	4 (Medium/Medium)	Avoid. Build user stories that accurately represent current business processes so that users are aware which processes to test against PALM and enterprise systems. Ensure a time management plan for SMEs so that a testing/work balance can be achieved.		07/22/24	Alexander Añé
People Processes	Incomplete/Improper User Training planning and execution	Open	4 (Medium/Medium)	Avoid. Utilize a solid UAT foundation and lessons learned from UAT as guides for creating/finalizing a training plan.		07/22/24	Alexander Añé
People	Operational Management Turnover - Key Personnel	Open	3 (High/Low)	Mitigate. Work to document key personnel knowledge and specific operational processes in the event of a sudden or unexpected departure.	None. Continue to Monitor Risk.	06/18/24	Quantrel Johnson
People	Project Staff Turnover	Open	2 (Low/Medium)	Avoid. Ensure project staff responsibilities are well defined and documentation is up-to-date	None. Continue to Monitor Risk.	06/18/24	Quantrel Johnson
People	Operational Staff Turnover - General	Open	2 (Low/Medium)	Accept. Ensure job-specific processes are documented and generic enough to permit retraining of new incoming staff.	None. Continue to Monitor Risk.	06/18/24	Quantrel Johnson
People	Operational Management Turnover - General	Open	1 (Low/Low)	Accept. Ensure job-specific processes are documented and generic enough to permit retraining of new incoming staff.	None. Continue to Monitor Risk.	06/18/24	Quantrel Johnson

DCF Issues

Critical Operational Elements	Issue Description	Status	Priority	Resolution Plan	Reporting Period Comments or Updates	Planned or Actual Resolution Date	Owner / Coordinator
Processes Technology	Cost Allocation Not Available in PALM. (See attachments)	Open	Critical - Impacts the ability of the agency to move forward with work without resolution	On going pending SpeedKey and other conversation with Enterprise applications	DCF is revisiting as plans for remediating internal applications for PALM. Several overtures have been made to PALM RA to communicate functional impacts to DCF processes and requesting one or more sessions with PALM technical and DFS F&A staff regarding DCF concerns.	01/01/26	Joan Davis
Processes Technology Data	DCF's journal distribution process	Open	Critical - Impacts the ability of the agency to move forward with work without resolution	As DCF is moving forward with reviewing and updating processes, we have several concerns related to the journal distributions which is a critical business process in DCF. We have sent the related concerns to the PALM team, conversations are on-going. Several of our updates are dependent on the concerns being addressed.	Given information provided, DCF team has concluded there are 2 viable options: building a front end application to perform front end splits or utilize Speed Key functionality (amongst PALM and Enterprise Applications) to simulate splits. Further conversation will be had post Segment 4 as of 8/20.	05/22/24	DCF team
Technology	Joint strategy to pursue applications development for Segments I-III will result in tasks being considered late.	Open	Low - All impacts not listed as Critical or High	Tasks relating to applications development/remediation will be late as we're working all segments simultaneously, to conclude with the end date of Segment IV remediation.		03/14/25	Project Team

DCF Assumptions

Critical Operational Elements	Assumption	Status	Date Logged or Removed	Impacted Stakeholder(s) and/or System(s)	Reporting Period Comments or Updates

Critical Operational Elements	Description	Status	Date	Scope	Comments
People Processes Technology Data	DCF will able to timely access the available Administered funds to support PALM readiness activities.	Logged	07/17/23	DCF-Departmentwide	This assumption is currently an open issue.
People Processes Technology	DCF's Project Sponsor will support the project by establishing and maintaining a project team that will manage the ongoing readiness activities and their associated dependencies.	Logged	07/17/23	DCF-Departmentwide	None.
People Processes Technology Data	DCF executive leadership will support the project by providing resources, access to systems and stakeholders, and by supporting the organizational change management strategy created by the project team.	Logged	07/17/23	DCF-Departmentwide	None.
People Processes Technology Data	DCF's project team possesses the necessary skills and expertise in the required disciplines to ensure project success.	Logged	07/17/23	DCF-Departmentwide	None.
People	DCF's hybrid product/project management framework approach combining predictive and agile methodologies is suitable for the project's objectives.	Logged	07/17/23	DCF-Departmentwide	None.
People Processes Technology Data	DCF business system owners will provide requirements for necessary system modifications with enough detail and time to implement the changes according to the Florida PALM schedule.	Logged	07/17/23	DCF-Departmentwide	None.
People	DCF project stakeholders, involved parties, and other interested individuals will be available for feedback and review of documentation to meet readiness requirements and project milestones.	Logged	07/17/23	DCF-Departmentwide	None.
People Processes Technology Data	DCF's Florida PALM project team can gain access to relevant documentation, specifications, and knowledge about the legacy enterprise systems and their data structures.	Logged	07/17/23	DCF-Departmentwide	None.
People Processes Technology Data	State of Florida legacy enterprise systems have accessible data sources that can be utilized for extracting and integrating data into the Enterprise Data Warehouse.	Logged	07/17/23	DCF-Departmentwide	None.
Technology Data	DCF's Enterprise Data Warehouse architecture and infrastructure can accommodate the additional data and effectively handle the integration process.	Logged	07/17/23	DCF-Departmentwide	None.
People Processes	The external schedule for implementation is determined by the DFS Florida PALM project. All key milestones and transition dates are provided by the larger PALM Project.	Logged	07/17/23	DCF-Departmentwide	None.
People Processes	The Florida PALM project will provide key information identifying the functionality, business processes, and timeline of the larger project in a timely manner to facilitate planning and execution.	Logged	07/17/23	DCF-Departmentwide	None.
People Processes Technology	Assumption that new Contracts application will suite DCF needs for PALM operations	Logged	06/05/24	DCF-Departmentwide	None.
People Processes Technology	FL PALM's inclusion of Speed Keys, particuarly with Enterprise Applications, can support current business processes that utilize Expansion Option with front end processing.	Logged	07/19/23	DCF-Departmentwide	None.

DCF Agency-Specific Readiness Activities

Critical Operational Elements	Activity Description	Date(s)	Impacted Stakeholder(s) and/or System(s)	Objective	Reporting Period Comments or Updates
People Processes	CFO Team Weekly PALM Implementation Meeting	07/03/24	DCF Finacial Teams, Technical members included as needed	Forum for Finacial members to discuss what they've learned, concerns, and questions relating to PALM.	
People Processes Technology	Current Business System Remediation Workshop - Budget Ledger	07/03/24	DCF Financial Team, Technical Liaison, Project Liaison	Review of FL PALM process maps to understand process and technology deltas.	
People	CCN Stand-Up	07/08/24	DCF CCN and select SMEs	Gather statues and updates for tasks.	
Processes Technology	STMS/PALM Speed Key Discussion	07/09/24	DCF Financial Team, STMS Technical/SME, DCF Technical, DCF Project Management	Discussion regarding Speed Key use in STMS	
People Processes	CFO Team Weekly PALM Implementation Meeting	07/10/24	DCF Finacial Teams, Technical members included as needed	Forum for Finacial members to discuss what they've learned, concerns, and questions relating to PALM.	
Technology	FL PALM Budget "Quick Huddle"	07/10/24	DCF Project Team, and internal resources	Brainstorming budget devoted to FL PALM activities	
People	Task Workshop Open Office Hours	07/11/24	DCF task owners and/or project participants	Open office hours for task owners to help give them some clarity and reinforcement for task execution and provide some general guidance.	
People	Weekly Sponsor Update	07/12/24	DCF CCN members	Weekly conversation with Project Sponsor to discuss latest activities and challenges.	
Technology	OWP and Spendplan for PALM	07/15/24	DCF Project Management and DCF internal resources	Drafting materials relating to acquiring monies for FL PALM software development/remediation efforts	
People	CCN Stand-Up	07/15/24	DCF CCN and select SMEs	Gather statues and updates for tasks.	
People	Task Workshop Open Office Hours	07/18/24	DCF task owners and/or project participants	Open office hours for task owners to help give them some clarity and reinforcement for task execution and provide some general guidance.	
People	CCN Stand-Up	07/22/24	DCF CCN and select SMEs	Gather statues and updates for tasks.	
People Processes	PALM Training Meeting	07/22/24	DCF Project, Change, and Training	Orientate Training Liaison and brainstorm high level training plan.	
People	Weekly Sponsor Update	07/26/24	DCF CCN members	Weekly conversation with Project Sponsor to discuss latest activities and challenges.	
People Processes	Segment 4 Roundup	07/26/24	DCF CCN and Segment 4 Attendees	Round table discussion on topics and questions from materials presented over Segment 4 7/23-7/25	
People	CCN Stand-Up	07/29/24	DCF CCN and select SMEs	Gather statues and updates for tasks.	
People	CFO Team Weekly PALM Implementation Meeting	07/31/24	DCF Finacial Teams, Technical members included as needed	Forum for Finacial members to discuss what they've learned, concerns, and questions relating to PALM.	

Agency Sponsor Confirmation

As Agency Sponsor, I understand my role and responsibility for monitoring and reporting on my agency's readiness status. I have reviewed and confirmed the accuracy of my agency's readiness status as reflected in this dashboard.

Agency Sponsor Name: *

[   ]

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DCF Status Report Confirmation

Reporting Period	Agency Sponsor Name:	Confirmed By:	Confirmation Date:
July - August 2024	Chad Barrett	rick.owen@myflfamilies.com	09/13/24
May - June 2024	Chad Barrett	chad.barrett@myflfamilies.com	07/12/24
March - April 2024	Chad Barrett	chad.barrett@myflfamilies.com	04/30/24
January - February 2024	Chad Barrett	chad.barrett@myflfamilies.com	03/12/24
January - February 2024	Tony Lloyd	tony.lloyd@myflfamilies.com	03/08/24