

PQI | Presque Isle International Airport

TITLE VI PLAN



PRESQUE ISLE INTERNATIONAL AIRPORT



November 14, 2024

Prepared by:



**Presque Isle International Airport
Title VI Plan**

1. Title VI Policy Statement¹

The **City of Presque Isle / Presque Isle International Airport** assures that no person shall on the grounds of race, color, national origin (including limited English proficiency (LEP)), sex (including sexual orientation and gender identity), creed, or age, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 (PL 100.259), Section 520 of the Airport and Airway Improvement Act of 1982, and related authorities (hereafter, "Title VI and related requirements"), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity that receives U.S. Department of Transportation (DOT) funding. Title VI also prohibits retaliation for asserting or otherwise participating in claims of discrimination.

The **City of Presque Isle / Presque Isle International Airport** further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not. The Airport Sponsor agrees, among other things, to understand the communities surrounding or in the flight path, as well as customers that use the airport. Anytime communities may be impacted by programs or activities the **City of Presque Isle / Presque Isle International Airport** will take action to involve them and the general public in the decision making process.

The **City of Presque Isle / Presque Isle International Airport** requires nondiscrimination assurances, as prescribed by FAA, from each tenant, contractor, and concessionaire providing an activity, service, or facility at the airport. Assurances must be included in any related lease, contract, or franchise agreement between the **City of Presque Isle / Presque Isle International Airport** and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Scott Wardwell, Airport Director, available at (207) 764-2550 and swardwell@presqueisleme.us, is responsible for overseeing the Airport Sponsor's compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.



Signature

Scott Wardwell
Airport Director

November 14, 2024

Effective Date

November 14, 2027

3-Year Expiration Date

¹ This policy statement will be translated into languages other than English, upon request and based on patron and local language demographics.

2. Administration

The **City of Presque Isle, Maine** has reviewed and adopted this Title VI Plan for the **Presque Isle International Airport**. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Airport Director’s or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the **City of Presque Isle, Maine** and resubmittal to FAA.

In addition to the Coordinator and airport sponsor’s leadership, the following people also assist with our Title VI program requirements:

Staff Supporting Title VI Program	Airport Sponsor Program / Office
<i>None</i>	

The **City of Presque Isle / Presque Isle International Airport** has the following airport program sub-recipients:

Sub-Recipients
<i>None</i>

As of the date of this plan, the **City of Presque Isle / Presque Isle International Airport** has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
<i>None</i>		

In addition, the **City of Presque Isle / Presque Isle International Airport** sub-recipients have the following pending applications for Federal financial assistance (either directly from the FAA, or passed through the State DOT):

Federal Source	Grant Number	Amount
<i>None</i>		

Updated information for pending and awarded grant applications will be available through the following methods:

Federal Source	Grant Award Information Available at:
FAA AIP	https://www.faa.gov/airports/aip/grant_histories
FAA BIL AIG	https://www.faa.gov/general/bipartisan-infrastructure-law-airport-infrastructure-grant-funding-amounts
FAA BIL ATP	https://www.faa.gov/newsroom/bipartisan-infrastructure-law-airport-terminal-program-grants-file

3. Grant and Procurement Assurances

49 CFR § 21.7 (a)(1); 49 CFR Part 21 Appendix C (b)

The **City of Presque Isle / Presque Isle International Airport** will complete standard grant assurances for Title VI and related requirements, in the form prescribed by FAA. See https://www.faa.gov/airports/aip/grant_assurances/#current-assurances.

Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the contractual requirements and clauses, in the form prescribed by FAA. See https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/. Note that unlike many other clauses, Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.
- b. The City of Presque Isle / Presque Isle International Airport requires, Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. Prime contractor awarded is responsible for all recordkeeping and monitoring of subcontracts.

Description of Oversight Methods for Subcontracts

Subcontract template must be used in all subcontracts related to the airport program. Subcontracts are audited by the Procurement Dept. to verify they include the template language, for not less than 10 percent of contractors each year.

4. Title VI Coordinator Responsibilities

The Coordinator is responsible for ensuring that they and other staff supporting the Title VI are trained in Title VI requirements. Essential training topics include:

- Basic Title VI requirements
- Airport language assistance resources and practices
- Collecting and assessing demographic data
- Reporting Title VI complaints and other required FAA notifications.

See Training Section for more information for expected training for all staff.

Among other responsibilities, the Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to the **City of Presque Isle / Presque Isle International Airport** leadership on the status of Title VI compliances.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.

- Receives discrimination complaints covered by Title VI and related requirements, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout staff and the Airport Sponsor's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).
- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

See Notice, Compliance reviews, Audits, Lawsuits, and Other Investigations, and Complaints Sections of this Plan.

The Coordinator has requested and received access to the Title VI portion of the FAA Civil Rights Connect System (<https://faa.civilrightsconnect.com/>).

5. Notice

49 CFR Part 21 Appendix C(b)(2)(ii)

The **City of Presque Isle / Presque Isle International Airport** will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,² and maintained. The poster template is available at https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/ and a completed copy is attached. See Section 15 Appendix.

The **City of Presque Isle / Presque Isle International Airport** has posted the above Title VI policy statement at its staff offices.

² For more information about website accessibility, please visit ADA.gov.

The **City of Presque Isle / Presque Isle International Airport** has distributed this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be available on the airport’s website at <https://www.flypresqueisle.com/> or during normal business hours at the **Presque Isle International Airport, 650 Airport Drive, Suite 11, Presque Isle, Maine 04769.**

Posters are displayed in the terminal and other areas on airport property, including the following public locations:

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
<i>Terminal</i>	<i>2</i>	<i>1</i>	
<i>Rent-a-Car</i>	<i>1</i>		
<i>Presque Isle General Aviation</i>	<i>1</i>		

Outreach to Affected Communities

The **City of Presque Isle, Maine** ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers, email broadcast, and other media, where appropriate. The **City of Presque Isle, Maine** contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities³ and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

Detailed information on our public notice and outreach procedures will be available in the **City of Presque Isle / Presque Isle International Airport** Community Participation Plan (CPP), upon approval by the FAA. At that time, a copy of the CPP will be available on the airport’s website at <https://www.flypresqueisle.com/> and a copy of the approved CPP will be attached to this Title VI Plan.

To ensure that the community is effectively informed of and able to participate in public hearings, the **City of Presque Isle, Maine** includes public notices translated into appropriate languages, including for any language spoken by a significant number or proportion of the Affected Community population that has limited English proficiency (LEP). Such social media postings and notices will include direction for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See Limited English Proficiency (LEP) Section.

³ We will not subject any persons to discrimination based on race, color, national origin, age, sex, or creed. The term “protected communities” is used within this Title VI Plan to highlight the requirements of Title VI, 49 U.S.C. § 47123, the Age Discrimination Act of 1975, and in some instances, includes low-income populations under Executive Order 12898.

6. Community Statistics

Title VI regulations require Federal grant recipients to know their community demographics. See 49 CFR § 21.9(b). By knowing this information, the **City of Presque Isle / Presque Isle International Airport** will be able to identify, understand, and engage with communities. In doing so, the **City of Presque Isle / Presque Isle International Airport** needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by **City of Presque Isle / Presque Isle International Airport's** program.

Affected Communities ⁴	Population
<i>Presque Isle</i>	8,797
<i>Mapleton</i>	623
<i>Washburn</i>	937

Hereafter, the above communities will be referred to collectively as “the Affected Communities”.

We have identified the following facts about the Affected Communities:

Low Income Communities⁵

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” the **City of Presque Isle / Presque Isle International Airport** is collecting information about affected and potentially affected low-income communities. According to ***U.S. Census Report, S1701: Poverty Status in the Past 12 Months***, the overall poverty level for the Airport’s Surrounding Community is approximately 10.4 %. The poverty rate remains similar compared with the rest of the State of Maine which also has a 10.4% poverty level. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
<i>Presque Isle</i>	15.7%
<i>Mapleton</i>	9.5%
<i>Washburn</i>	16%

Racial and Ethnic Communities.

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows⁶:

⁴ “Affected communities” means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

⁵ Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, this data will be utilized in our Community Participation Plan (CPP) to help ensure the meaningful involvement of low income communities in airport programs and activities.

⁶ Recommend using demographic groups from the U.S. Census.

Affected Community: Presque Isle
Total Affected Community Population: 8,797

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	7,920	90.03%
<i>Black or African American</i>	82	0.93%
<i>American Indian or Alaska Native</i>	210	2.39%
<i>Asian</i>	127	1.44%
<i>Native Hawaiian or Other Pacific Islander</i>	1	0.01%
<i>Hispanic or Latino</i>	163	1.85%
<i>More than one</i>	274	3.11%
<i>No response / would not say</i>	20	0.24%

Affected Community: Mapleton
Total Affected Community Population: 623

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	590	94.71%
<i>Black or African American</i>	3	0.48%
<i>American Indian or Alaska Native</i>	5	0.80%
<i>Asian</i>	3	0.48%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0.00%
<i>Hispanic or Latino</i>	5	0.80%
<i>More than one</i>	17	2.73%
<i>No response / would not say</i>	0	0.00%

Affected Community: Washburn
Total Affected Community Population: 937

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	895	95.52%
<i>Black or African American</i>	5	0.53%
<i>American Indian or Alaska Native</i>	1	0.11%
<i>Asian</i>	3	0.32%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0.00%
<i>Hispanic or Latino</i>	13	1.39%
<i>More than one</i>	20	2.13%
<i>No response / would not say</i>	0	0.00%

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that the **City of Presque Isle / Presque Isle International Airport** communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁷ that are spoken in LEP households in the Affected Communities. The data source is **American Community Survey, Table B16001, “Language Spoken at Home by Ability to Speak English.**

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁸ The safe harbor for our community is 518 (or 5% of the total Affected Community population). Please refer to the end of this document to find data for all languages in our community.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
<i>None</i>	-	-

Frequency of contact with LEP individuals at the airport and airport-related activities (all languages):

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
<i>Spanish</i>	X			
<i>French</i>		X		
<i>Italian</i>	X			
<i>Portuguese or Portuguese Creole</i>	X			
<i>German</i>	X			
<i>Chinese</i>	X			
<i>Thai</i>	X			
<i>Other Asian Languages</i>	X			
<i>Other Pacific Island Languages</i>	X			
<i>Other Native North American Languages</i>	X			
<i>African Languages</i>	X			

Additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, and others, include:

Additional Languages Spoken

<i>None</i>

⁷ Recommend using language groups from the U.S. Census, and using data for the “Speak English less than ‘very well’” category for each language over the threshold.

⁸ See the DOT LEP Policy Guidance at <https://www.federalregister.gov/d/05-23972/p-133>. The safe harbor provisions apply to the translation of written documents only; however, it provides a consistent starting point for identifying significant LEP populations.

This information is updated annually⁹ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	https://data.census.gov/table/ACSDT5Y2015.B16001?q=B1600&g=160XX00US2343220,2360825,2380250

Beneficiary Diversity.

Demographic information is collected from airport customers, attendees at community meetings, and businesses seeking opportunities at the airport, through voluntary disclosures.

Description of Beneficiary Demographic Information Collection Methods

- *Airport Customer Service Office conducts biannual surveys of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes a voluntary request for demographic information.*
- *Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.*
- *Businesses that submit bids or offers are asked to complete an anonymous survey that includes demographic information.*

Staff and Advisory Board Diversity.

Demographic information is collected from airport program employees and members of planning and advisory boards, through voluntary disclosures.

Description of Employee and Advisory Board Demographic Information Collection Methods

- *Employees are asked to submit voluntary confidential demographic information at time of hiring. Job applicants are asked to submit the same information when submitting their job application through the job application website.*
- *Every 3 years, the airport administration sends an email to all board members asking them to voluntarily and anonymously enter demographic information through an online survey.*

⁹ Data should be kept up-to-date, but this plan does not need to be updated for incremental data changes during the Plan’s 3-year period.

7. Potential or Known Community Impacts

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no **City of Presque Isle / Presque Isle International Airport** activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.¹⁰

The following airport facilities are already in use or under construction and expected to be in use within the next 3 years:

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
<i>None</i>	<i>None</i>

The following airport facility projects (including all alternatives) are in construction or expected to be in construction within the next 3 years:

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
<i>New Airport Terminal</i>	<i>None</i>
<i>New Terminal Apron</i>	<i>None</i>
<i>Runway 1-19 Reconstruction</i>	<i>None</i>
<i>ARFF/SRE Building Expansion</i>	<i>None</i>

We have analyzed the above existing facilities and facility construction projects for disparate impacts on the basis of race, color, or national origin (including LEP) in Affected Communities. The following have disparate impacts:

Facilities or Construction Projects with Disparate Impacts	Affected Community Impacted	Impact Can Be Eliminated?
<i>None</i>		

Justifications:

Facilities or Construction Projects	Justification
<i>None</i>	

¹⁰ In order to carry out an alternative with a discriminatory impact, the airport sponsor must demonstrate that there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the **City of Presque Isle / Presque Isle International Airport** will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate language assistance to provide.

In Community Statistics section, we identified the following languages spoken by LEP persons in Affected Communities:

Language
<i>Spanish</i>
<i>French</i>
<i>Italian</i>
<i>Portuguese or Portuguese Creole</i>
<i>German</i>
<i>Chinese</i>
<i>Thai</i>
<i>Other Asian Languages</i>
<i>Other Pacific Island Languages</i>
<i>Other Native North American Languages</i>

The **City of Presque Isle / Presque Isle International Airport** also collects data for languages spoken by airport guests.¹¹ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
<i>Airline-provided data</i>	<i>N/A</i>
<i>Assumption from flight origin / destination</i>	<i>N/A</i>
<i>Assistance requests to airport information desks</i>	<i>N/A</i>

Based on the above data, the following additional languages have been identified as likely to be spoken by LEP airport guests:

Language
<i>None</i>

The Title VI Coordinator will also actively engage with community educators, community groups, places of work, business groups, social groups, and the like to confirm that translation and interpretation services are accurate and effective. Additionally, the Title VI Coordinator will inform leadership and staff of the **City of Presque Isle / Presque Isle International Airport** of the responsibility to provide language

¹¹ We aim to provide appropriate language assistance services to every LEP person encountered. This includes instances when LEP statistical data for a particular language was not available beforehand, or the safe harbor threshold for written translation was not met.

access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

Translation Services:

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- The following vendors have been identified for written translations:

Translation Vendors	Languages
<i>Google Translate</i>	<i>All above languages</i>
<i>Language Connections</i>	www.languageconnections.com

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
<i>Airline and TSA are trained to use Google Translate to provide on-demand translation services</i>	<i>All above languages</i>
<i>Airline Ticket Booths</i>	<i>All above languages</i>

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
<i>Google Translate</i>	<i>All above languages</i>
<i>Language Connections</i>	www.languageconnections.com

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
<i>Airline and TSA are trained to use Google Translate to provide on-demand translation services</i>	<i>All above languages</i>
<i>Airline Ticket Booths</i>	<i>All above languages</i>

Description of Interpretation Assistance Processes

- *Airline and TSA staff are bilingual with French and Spanish and are trained to identify languages spoken and then employ translation services if needed. In the event a language cannot be identified, the translators have access to Google Translate and Language Connections. Staff are scheduled daily and flights begin at 5:45 a.m. and the last flight is 10:10 p.m.*
- *The Airline contracts with the Language Language Connections to provide on-demand interpretation services to airport guests. When a request for an interpreter is received, the following process is used: Airline staff use I-Speak cards to identify the language spoken by the*

airport guest. Staff contacts Language Connections and “parks” the request in the queue for the appropriate language. Language Connections operators will coordinate connect the requesting party to an interpreter for the duration of the call. The completed call is then logged. This log is kept for one year.

9. Transportation

49 Part CFR 21 Appendix C (a)(1)(ix)

In the Community Statistics section of this plan, we identified Affected Communities and provided demographic and related data for the community populations. The minority and disadvantaged community areas located within the Affected Communities are identified below. Other minority and disadvantaged community areas that are near the airport but not within Affected Communities are also identified below.

We have coordinated with **Aroostook Regional Transportation (ARTS)** to encourage them to provide transit service access between the airport and these areas.

The following chart identifies existing and planned transit services connecting the airport employment centers with the identified minority and disadvantaged community areas.

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
<i>Presque Isle</i>	<i>Fixed-route buses</i>	<i>Existing</i>
<i>Mapleton</i>	<i>Fixed-route buses</i>	<i>Existing</i>
<i>Washburn</i>	<i>Fixed-route buses</i>	<i>Existing</i>

10. Minority Businesses

49 CFR 21 Appendix C (a)(1)(x)

Bids for airport concessions and other business opportunities are solicited from area minority and woman-owned businesses through the following methods:

Airport Business Opportunity	Minority Business Outreach Methods
<i>All Airport Business Opportunities</i>	<ul style="list-style-type: none"> • <i>The City of Presque Isle / Presque Isle International Airport, has established a Disadvantaged Business Enterprise (DBE) Program in accordance with regulations of the U.S. Department of Transportation (DOT).</i> • <i>Standard solicitation language is included to ensure minority and women-owned businesses participate in contracts.</i> • <i>Arranging solicitations, times for the presentation of bids,</i>

	<p>specifications, and delivery schedules in ways that facilitate DBE participation (e.g., encouraging prime contractors to subcontract portions of work that they might otherwise perform with their own forces).</p> <ul style="list-style-type: none"> • Carrying out information and communications programs on contracting procedures and specific contract opportunities (e.g., ensuring the inclusion of DBEs on recipient mailing lists for bidders; ensuring the dissemination to bidders on prime contracts of lists of potential subcontractors). • Ensuring distribution of the MaineDOT DBE directory, through print and electronic means, to the widest feasible universe of potential prime contractors. • The City of Presque Isle / Presque Isle International Airport will track and monitor participation by DBEs and other small businesses. Participation will be reported annually as part of the Uniform Report of DBE Participation. • The City of Presque Isle / Presque Isle International Airport will actively monitor participation by maintaining a running tally of actual DBE attainments (e.g., payments actually made to DBE firms), including a means of comparing these attainments to commitments. • Structure contracts to facilitate competition by small business concerns, taking all reasonable steps to eliminate obstacles to their participation, including unnecessary and unjustified bundling of contract requirements that may preclude small business participation in procurements as prime contractors or subcontractors. • Before establishing the overall goal each year, the Airport consults with the MaineDOT’s Civil Rights Office, minority, woman’s and general contractor groups, community organizations and other officials or organizations to obtain information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and the Airport’s efforts to establish a level playing field for the participation of DBEs. • The City of Presque Isle / Presque Isle International Airport, has established an Airport Concession Disadvantaged Business Enterprise (ACDBE) program in accordance with regulations of the U.S. Department of Transportation (DOT).
<p>On-Call Airport Planning Services RFQ</p>	<ul style="list-style-type: none"> • Solicitation is advertised on the City of Presque Isle’s website, “Bids and Awards”, https://presqueislemaine.gov/government/bids_awards.php. • DBE goals are published in all bid and contract documents. • Standard solicitation language is included to ensure minority and women-owned businesses participate on contracts. • Require bidders to present intentions to include DBEs in any scope of work contemplated under this procurement action.
<p>On-Call Airport Architectural and Engineering Services RFQ</p>	<ul style="list-style-type: none"> • Solicitation is advertised on the City of Presque Isle’s website, “Bids and Awards”,

https://presqueislemaine.gov/government/bids_awards.php.

- *DBE goals are published in all bid and contract documents.*
- *Standard solicitation language is included to ensure minority and women-owned businesses participate on contracts.*
- *Require bidders to present intentions to include DBEs in any scope of work contemplated under this procurement action.*

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with the **City of Presque Isle City Clerk's Office**.

11. Training

New employee orientation incorporates Title VI training. Topics include:

- Title VI and related laws prohibit discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age
- Title VI complaints must be forwarded to the Coordinator
- Protections against retaliation for filing civil rights complaints or related actions
- Title VI notices must be displayed throughout the airport public facilities
- All contracts must include Title VI clauses
- Language interpretation and translation services
- Cultural and community relations sensitivity training
- Anti-harassment training

Refresher information will be provided annually.

12. Compliance Reviews, Audits, Complaints, Lawsuits, and Other Investigations

FAA Notification. The Coordinator will notify FAA of any pending investigations and reviews, including:

- Compliance reviews or audits concerning civil rights requirements¹²
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹³

As discussed in the Title VI Complaints Section, Title VI complaints must be forwarded to FAA contacts within 15 days of receipt. For all other civil rights investigations, the **City of Presque Isle / Presque Isle International Airport** must notify FAA contacts of any new investigations prior to grant execution.

At regular intervals, the Coordinator will provide FAA contacts with status updates for the investigations and reviews, until completed. For each existing investigation or review completed within 5 years of this plan, the Coordinator will also provide a statement about the outcome, unless previously provided.

13. Title VI Complaints

49 CFR 21.11; 49 CFR 21 Appendix C (b)(3); 28 CFR 42.406(d)

Scope. These procedures are for complaints of discrimination under Title VI and related laws (hereafter “Title VI Complaints.” In order to be a Title VI Complaint, the complaint must:

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters¹⁴
3. Allege misconduct by the **City of Presque Isle / Presque Isle International Airport**, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the **City of Presque Isle / Presque Isle International Airport** including airport employees, contractors, concessionaires, lessees, or tenants.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with the **City of Presque Isle / Presque Isle International Airport**.

¹² Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

¹³ Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

¹⁴ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If an Airport sponsor employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader airport program, complaints about that activity must also be reported to FAA.

Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Departments of Justice or Transportation, or the Federal Aviation Administration (FAA), or seek other legal remedies.

Receipt of Complaint. The Coordinator will log in the complaint and promptly send copies of the complaint to the office named in the complaint and the Airport Director.

Complaints must be filed within **180** days of the discriminatory event, must be in writing, and must be delivered to:

Name:	Scott Wardwell
Title:	Airport Director Title VI Coordinator
Address:	Presque Isle International Airport 650 Airport Drive, Suite 11 Presque Isle, Maine 04769
Telephone:	(207) 764-2550
E-mail Address:	swardwell@presqueisleme.us

If a complaint is initially made by phone, it must be supplemented with a written complaint before **180** days after the discriminatory event has passed. If a verbal complaint is received, the complainant should be given a copy of the *Airport Discrimination Complaint Procedures* and instructed to submit a written complaint. Accommodation will be provided upon request to individuals unable to file a written complaint due to a disability.

Initial Procedure. The Coordinator may meet with the complainant to clarify the issues, obtain additional information, and determine if informal resolution might be possible in lieu of an investigation. If successfully resolved, the Coordinator will issue a closure letter to the complainant, record the disposition in the complaints log, and report the resolution to FAA.

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within **three (3) business days**.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Coordinator was notified). The Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof to the FAA Civil Rights staff. Complaints based on disability do not have to be forwarded to FAA. To transmit complaint information to the FAA, the Coordinator will upload to the FAA Civil Rights Connect System, which issues automated notifications to FAA staff. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

Investigation Procedure

Assignment of Investigator. The Coordinator will immediately begin the investigation or designate an investigator.

Cooperation with FAA. The Coordinator will promptly investigate all Title VI complaints, including those referred by the FAA for investigation. If the FAA is investigating a complaint against the **City of Presque Isle / Presque Isle International Airport**, the Coordinator will avoid interfering with the FAA investigation, cooperate with the FAA when needed, and share factual information with the FAA.

Prompt Investigation. The Coordinator will make every effort to complete discrimination complaint investigations within **60** calendar days after the complaint is received. Some investigations may take longer with a justification for the delay and assurance that the investigation is being completed as quickly as possible.

Contact with Complainant. The Coordinator will meet with the complainant to clarify the issues and obtain additional information, and also speak with community members and potential witnesses, as appropriate.

Investigation Report. After completing the investigation, the Coordinator will prepare a written report.

Consultation with Legal Counsel. In each case, the Coordinator will consult with Legal Counsel regarding the investigation and the report. Airport Legal Counsel will ensure that the report is consistent with the DOT and FAA Title VI nondiscrimination requirements.

Prompt Resolution of Disputes. The Coordinator will emphasize voluntary compliance and quickly and fairly resolve disputes with complainants, or with contractors, tenants, or other persons, through **negotiations or other dispute resolution methods, as determined appropriate by the City of Presque Isle / Presque Isle International Airport.**

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state the **City of Presque Isle / Presque Isle International Airport's** conclusion regarding whether unlawful discrimination occurred, and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via the **FAA Civil Rights Connect System.**

Appeal Rights. The complainant must be notified of their right to appeal the findings or determinations, and of the procedures and requirements for an appeal:

- The complainant may appeal in writing to the **Airport Director.**
- The written appeal must be received **within 10** business days after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The **Airport Director** will issue a final written decision in response to the appeal.

Avoiding Future Discrimination. In addition to taking action with respect to any specific instances of discrimination, the **City of Presque Isle / Presque Isle International Airport** will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. **City of Presque Isle / Presque Isle International Airport**

employees, contractors, and tenants will not intimidate or retaliate against a person who has filed a complaint alleging discrimination.

For information on filing a complaint with DOT/FAA, please contact **Scott Wardwell**.

This complaint procedure is shared with the public through the following methods:

Website, In-person, and Other Distribution Methods

Airport's website: <https://www.flypresqueisle.com/>

E-mailed upon request.

14. Population / Language Data

B16001

Label	Mapleton CDP, Maine		Presque Isle city, Maine		Washburn CDP, Maine	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total:	681	±152	8,905	±136	906	±134
Speak only English	643	±149	8,387	±185	863	±131
Spanish or Spanish Creole:	0	±9	59	±41	0	±9
Speak English "very well"	0	±9	35	±28	0	±9
Speak English less than "very well"	0	±9	24	±22	0	±9
French (incl. Patois, Cajun):	38	±21	307	±106	43	±24
Speak English "very well"	32	±20	270	±103	36	±22
Speak English less than "very well"	6	±8	37	±28	7	±5
French Creole:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Italian:	0	±9	29	±47	0	±9
Speak English "very well"	0	±9	29	±47	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Portuguese or Portuguese Creole:	0	±9	10	±16	0	±9
Speak English "very well"	0	±9	10	±16	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
German:	0	±9	39	±42	0	±9
Speak English "very well"	0	±9	39	±42	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Yiddish:	0	±9	0	±13	0	±9

Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Other West Germanic languages:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Scandinavian languages:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Greek:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Russian:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Polish:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Serbo-Croatian:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Other Slavic languages:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Armenian:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9

Speak English less than "very well"	0	±9	0	±13	0	±9
Persian:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Gujarati:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Hindi:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Urdu:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Other Indic languages:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Other Indo-European languages:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Chinese:	0	±9	3	±7	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	3	±7	0	±9
Japanese:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Korean:	0	±9	0	±13	0	±9

Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Mon-Khmer, Cambodian:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Hmong:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Thai:	0	±9	7	±16	0	±9
Speak English "very well"	0	±9	7	±16	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Laotian:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Vietnamese:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Other Asian languages:	0	±9	22	±30	0	±9
Speak English "very well"	0	±9	11	±15	0	±9
Speak English less than "very well"	0	±9	11	±15	0	±9
Tagalog:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Other Pacific Island languages:	0	±9	1	±3	0	±9
Speak English "very well"	0	±9	0	±13	0	±9

Speak English less than "very well"	0	±9	1	±3	0	±9
Navajo:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Other Native North American languages:	0	±9	32	±27	0	±9
Speak English "very well"	0	±9	8	±9	0	±9
Speak English less than "very well"	0	±9	24	±26	0	±9
Hungarian:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Arabic:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
Hebrew:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9
African languages:	0	±9	9	±17	0	±9
Speak English "very well"	0	±9	8	±17	0	±9
Speak English less than "very well"	0	±9	1	±4	0	±9
Other and unspecified languages:	0	±9	0	±13	0	±9
Speak English "very well"	0	±9	0	±13	0	±9
Speak English less than "very well"	0	±9	0	±13	0	±9

S1701

	Presque Isle city, Maine					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	8,370	±51	1,314	±342	15.7%	±4.1
AGE						
Under 18 years	1,560	±160	463	±186	29.7%	±11.4
Under 5 years	470	±145	105	±64	22.3%	±14.1
5 to 17 years	1,090	±149	358	±149	32.8%	±12.6
Related children of householder under 18 years	1,543	±160	446	±188	28.9%	±11.6
18 to 64 years	4,962	±224	626	±187	12.6%	±3.7
18 to 34 years	1,699	±299	190	±84	11.2%	±5.2
35 to 64 years	3,263	±302	436	±155	13.4%	±4.9
60 years and over	2,489	±290	285	±109	11.5%	±4.5
65 years and over	1,848	±218	225	±97	12.2%	±5.3
SEX						
Male	3,939	±208	422	±148	10.7%	±3.7
Female	4,431	±204	892	±244	20.1%	±5.4
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	7,587	±176	1,107	±328	14.6%	±4.2
Black or African American alone	106	±83	5	±15	4.7%	±16.0
American Indian and Alaska Native alone	227	±91	86	±69	37.9%	±20.1
Asian alone	43	±45	0	±15	0.0%	±41.6
Native Hawaiian and Other Pacific Islander alone	1	±3	0	±15	0.0%	±100.0
Some other race alone	47	±55	16	±23	34.0%	±48.7
Two or more races	359	±112	100	±77	27.9%	±18.6
Hispanic or Latino origin (of any race)	119	±70	31	±32	26.1%	±26.0
White alone, not Hispanic or Latino	7,539	±188	1,097	±328	14.6%	±4.3

EDUCATIONAL ATTAINMENT						
Population 25 years and over	6,314	±210	793	±202	12.6%	±3.3
Less than high school graduate	507	±129	151	±82	29.8%	±13.0
High school graduate (includes equivalency)	2,129	±230	395	±149	18.6%	±6.9
Some college, associate's degree	2,045	±253	200	±83	9.8%	±3.9
Bachelor's degree or higher	1,633	±266	47	±44	2.9%	±2.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	4,178	±270	267	±116	6.4%	±2.8
Employed	4,008	±270	208	±119	5.2%	±3.0
Male	2,065	±187	30	±25	1.5%	±1.2
Female	1,943	±220	178	±115	9.2%	±5.8
Unemployed	170	±84	59	±45	34.7%	±23.4
Male	103	±67	2	±8	1.9%	±7.8
Female	67	±49	57	±44	85.1%	±23.5
WORK EXPERIENCE						
Population 16 years and over	7,051	±173	923	±225	13.1%	±3.2
Worked full-time, year-round in the past 12 months	2,913	±245	42	±39	1.4%	±1.3
Worked part-time or part-year in the past 12 months	1,394	±233	202	±104	14.5%	±7.8
Did not work	2,744	±286	679	±202	24.7%	±6.8
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	795	±292	(X)	(X)	(X)	(X)
125 percent of poverty level	1,510	±365	(X)	(X)	(X)	(X)
150 percent of poverty level	2,005	±414	(X)	(X)	(X)	(X)
185 percent of poverty level	2,519	±428	(X)	(X)	(X)	(X)
200 percent of poverty level	2,866	±418	(X)	(X)	(X)	(X)

300 percent of poverty level	4,943	±413	(X)	(X)	(X)	(X)
400 percent of poverty level	5,866	±424	(X)	(X)	(X)	(X)
500 percent of poverty level	7,110	±304	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	2,289	±299	542	±171	23.7%	±7.1
Male	1,019	±214	108	±65	10.6%	±6.0
Female	1,270	±218	434	±156	34.2%	±10.4
15 years	0	±15	0	±15	-	**
16 to 17 years	17	±25	17	±25	100.0%	±66.2
18 to 24 years	76	±62	54	±52	71.1%	±35.5
25 to 34 years	287	±120	29	±29	10.1%	±10.0
35 to 44 years	246	±129	126	±107	51.2%	±26.1
45 to 54 years	370	±189	45	±37	12.2%	±11.8
55 to 64 years	391	±141	59	±38	15.1%	±11.0
65 to 74 years	416	±116	53	±38	12.7%	±8.6
75 years and over	486	±152	159	±81	32.7%	±15.1
Mean income deficit for unrelated individuals (dollars)	6,278	±1,049	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	796	±187	35	±39	4.4%	±4.8
Worked less than full-time, year-round in the past 12 months	434	±155	77	±44	17.7%	±11.1
Did not work	1,059	±205	430	±158	40.6%	±12.2
Population in housing units for whom poverty status is determined	8,331	±52	1,280	±342	15.4%	±4.1

Mapleton CDP, Maine						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	655	±162	62	±33	9.5%	±5.3
AGE						

Under 18 years	126	±57	3	±6	2.4%	±5.9
Under 5 years	62	±34	0	±11	0.0%	±34.1
5 to 17 years	64	±38	3	±6	4.7%	±11.9
Related children of householder under 18 years	126	±57	3	±6	2.4%	±5.9
18 to 64 years	421	±125	54	±31	12.8%	±7.8
18 to 34 years	153	±65	11	±12	7.2%	±8.7
35 to 64 years	268	±83	43	±25	16.0%	±9.5
60 years and over	139	±61	19	±19	13.7%	±12.6
65 years and over	108	±55	5	±5	4.6%	±4.5
SEX						
Male	325	±92	32	±23	9.8%	±7.1
Female	330	±84	30	±23	9.1%	±7.1
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	653	±161	61	±33	9.3%	±5.4
Black or African American alone	2	±4	1	±2	50.0%	±50.0
American Indian and Alaska Native alone	0	±11	0	±11	-	**
Asian alone	0	±11	0	±11	-	**
Native Hawaiian and Other Pacific Islander alone	0	±11	0	±11	-	**
Some other race alone	0	±11	0	±11	-	**
Two or more races	0	±11	0	±11	-	**
Hispanic or Latino origin (of any race)	0	±11	0	±11	-	**
White alone, not Hispanic or Latino	653	±161	61	±33	9.3%	±5.4
EDUCATIONAL ATTAINMENT						
Population 25 years and over	438	±100	53	±28	12.1%	±6.1
Less than high school graduate	17	±21	1	±2	5.9%	±16.6
High school graduate (includes equivalency)	98	±54	26	±17	26.5%	±19.8
Some college, associate's degree	215	±68	17	±19	7.9%	±9.1
Bachelor's degree or higher	108	±52	9	±10	8.3%	±9.2

EMPLOYMENT STATUS						
Civilian labor force 16 years and over	406	±133	22	±19	5.4%	±5.3
Employed	374	±117	21	±19	5.6%	±5.6
Male	210	±76	17	±15	8.1%	±8.0
Female	164	±51	4	±6	2.4%	±4.2
Unemployed	32	±36	1	±2	3.1%	±9.2
Male	1	±2	1	±2	100.0%	±100.0
Female	31	±36	0	±11	0.0%	±49.0
WORK EXPERIENCE						
Population 16 years and over	551	±140	59	±30	10.7%	±5.6
Worked full-time, year-round in the past 12 months	302	±100	4	±7	1.3%	±2.7
Worked part-time or part-year in the past 12 months	119	±66	17	±15	14.3%	±14.3
Did not work	130	±63	38	±24	29.2%	±16.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	30	±23	(X)	(X)	(X)	(X)
125 percent of poverty level	109	±57	(X)	(X)	(X)	(X)
150 percent of poverty level	149	±82	(X)	(X)	(X)	(X)
185 percent of poverty level	153	±82	(X)	(X)	(X)	(X)
200 percent of poverty level	153	±82	(X)	(X)	(X)	(X)
300 percent of poverty level	246	±107	(X)	(X)	(X)	(X)
400 percent of poverty level	425	±160	(X)	(X)	(X)	(X)
500 percent of poverty level	539	±172	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	76	±40	32	±23	42.1%	±23.5
Female	54	±28	23	±20	42.6%	±31.5
15 years	0	±11	0	±11	-	**

16 to 17 years	0	±11	0	±11	-	**
18 to 24 years	6	±9	6	±9	100.0%	±100.0
25 to 34 years	20	±22	5	±7	25.0%	±51.1
35 to 44 years	11	±11	6	±8	54.5%	±50.8
45 to 54 years	37	±30	7	±9	18.9%	±28.2
55 to 64 years	29	±23	26	±22	89.7%	±18.6
65 to 74 years	17	±16	3	±4	17.6%	±27.0
75 years and over	10	±8	2	±3	20.0%	±30.5
Mean income deficit for unrelated individuals (dollars)	7,125	±3,292	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	40	±29	4	±7	10.0%	±21.1
Worked less than full-time, year-round in the past 12 months	31	±26	13	±13	41.9%	±42.3
Did not work	59	±33	38	±24	64.4%	±15.2
Population in housing units for whom poverty status is determined	652	±161	60	±33	9.2%	±5.4

	Washburn CDP, Maine					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	875	±166	140	±61	16.0%	±6.9
AGE						
Under 18 years	167	±54	8	±7	4.8%	±4.6
Under 5 years	48	±21	8	±7	16.7%	±16.3
5 to 17 years	119	±43	0	±11	0.0%	±20.5
Related children of householder under 18 years	167	±54	8	±7	4.8%	±4.6
18 to 64 years	472	±109	110	±57	23.3%	±10.7
18 to 34 years	180	±61	19	±12	10.6%	±6.9
35 to 64 years	292	±81	91	±56	31.2%	±15.5
60 years and over	306	±75	53	±30	17.3%	±10.0
65 years and over	236	±72	22	±13	9.3%	±6.3

SEX						
Male	429	±91	73	±49	17.0%	±10.5
Female	446	±94	67	±29	15.0%	±6.6
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	830	±166	140	±61	16.9%	±7.2
Black or African American alone	0	±11	0	±11	-	**
American Indian and Alaska Native alone	4	±7	0	±11	0.0%	±100.0
Asian alone	0	±11	0	±11	-	**
Native Hawaiian and Other Pacific Islander alone	0	±11	0	±11	-	**
Some other race alone	14	±18	0	±11	0.0%	±72.9
Two or more races	27	±23	0	±11	0.0%	±52.5
Hispanic or Latino origin (of any race)	20	±21	0	±11	0.0%	±61.0
White alone, not Hispanic or Latino	830	±166	140	±61	16.9%	±7.2
EDUCATIONAL ATTAINMENT						
Population 25 years and over	683	±122	128	±59	18.7%	±8.2
Less than high school graduate	150	±67	61	±50	40.7%	±27.5
High school graduate (includes equivalency)	215	±67	46	±22	21.4%	±10.1
Some college, associate's degree	163	±51	16	±11	9.8%	±6.6
Bachelor's degree or higher	155	±51	5	±6	3.2%	±4.1
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	327	±79	39	±30	11.9%	±8.8
Employed	301	±76	13	±11	4.3%	±3.5
Male	154	±47	4	±6	2.6%	±3.5
Female	147	±39	9	±8	6.1%	±5.6
Unemployed	26	±28	26	±28	100.0%	±53.5
Male	26	±28	26	±28	100.0%	±53.5
Female	0	±11	0	±11	-	**
WORK EXPERIENCE						

Population 16 years and over	723	±130	132	±59	18.3%	±7.8
Worked full-time, year-round in the past 12 months	217	±57	0	±11	0.0%	±11.9
Worked part-time or part-year in the past 12 months	110	±40	19	±14	17.3%	±11.9
Did not work	396	±93	113	±58	28.5%	±13.0
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	40	±23	(X)	(X)	(X)	(X)
125 percent of poverty level	217	±92	(X)	(X)	(X)	(X)
150 percent of poverty level	282	±108	(X)	(X)	(X)	(X)
185 percent of poverty level	409	±131	(X)	(X)	(X)	(X)
200 percent of poverty level	430	±133	(X)	(X)	(X)	(X)
300 percent of poverty level	521	±146	(X)	(X)	(X)	(X)
400 percent of poverty level	653	±156	(X)	(X)	(X)	(X)
500 percent of poverty level	794	±159	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	61	±25	20	±13	32.8%	±21.0
Female	91	±30	44	±23	48.4%	±15.4
15 years	0	±11	0	±11	-	**
16 to 17 years	0	±11	0	±11	-	**
18 to 24 years	10	±10	4	±6	40.0%	±47.5
25 to 34 years	14	±10	11	±9	78.6%	±34.6
35 to 44 years	0	±11	0	±11	-	**
45 to 54 years	16	±13	9	±10	56.3%	±50.2
55 to 64 years	39	±29	24	±20	61.5%	±45.2
65 to 74 years	31	±16	8	±8	25.8%	±23.0
75 years and over	42	±20	8	±8	19.0%	±22.2

Mean income deficit for unrelated individuals (dollars)	6,230	±1,534	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	10	±10	0	±11	0.0%	±86.3
Worked less than full-time, year-round in the past 12 months	21	±15	15	±13	71.4%	±34.6
Did not work	121	±35	49	±25	40.5%	±16.1
Population in housing units for whom poverty status is determined	875	±166	140	±61	16.0%	±6.9

15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

It is unlawful for airport operators and their lessees, tenants, concessionaires and contractors to discriminate against any person because of race, color, national origin, sex, creed, or disability in public services and employment opportunities. Allegations of discrimination should be promptly reported to the Airport Manager or:

Federal Aviation Administration
Office of Civil Rights, ACR-1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Federal regulations on unlawful discrimination are available for review in the Airport Manager's Office.

Coordinator: Scott Wardwell
Phone: (207) 764-2550
Address: 650 Airport Drive, Suite 11
Presque Isle, Maine 04769

Discriminacion Ilegal

Se prohíbe a los operadores de aeropuertos y a sus arrendatarios, inquilinos, concesionarios y contratistas discriminar contra cualquier persona por motivo de raza, color, nacionalidad de origen, sexo, creencias religiosas, impedimento físico o discapacidad en lo que respecta a servicios públicos y oportunidades de empleo. Las alegaciones de discriminación deberán ser dirigidas inmediatamente al Administrador del Aeropuerto o a:

Federal Aviation Administration
Office of Civil Rights, ACR-1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Los reglamentos sobre discriminación ilegal están a la disposición de los interesados para su examen en la oficina del Administrador del Aeropuerto.

Coordinador: Scott Wardwell
Teléfono: (207) 764-2550
Dirección: 650 Airport Drive, Suite 11
Presque Isle, Maine 04769



U.S. Department of Transportation
Federal Aviation Administration

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