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1.0 PURPOSE

INTEGRIS Health, Inc. (“INTEGRIS”) understands that it can be difficult for some patients to afford to pay their medical bills. For this reason, INTEGRIS provides financial assistance for qualifying patients who receive emergency or other medically necessary care from INTEGRIS. Medically necessary emergency care will not be delayed or withheld based on the patient’s ability to pay. INTEGRIS believes that emergency, as well as medically necessary health care services, should be accessible to all regardless of race, color, religion, national origin, disability, age, sex, disability, sexual orientation, gender identity, or protected veteran status in its consideration of a patient’s qualification for financial assistance. INTEGRIS is committed to providing health services and understands that in some cases the patient will not be able to pay for the services received.

2.0 POLICY


As part of its mission, INTEGRIS has developed a fair and consistent process for the review and completion of requests for financial assistance to patients of INTEGRIS in need of financial assistance. Generally, eligibility for financial assistance is determined by comparing the patient’s total household income to the Federal Poverty Guidelines as established by the Department of Health and Human Services on an annual basis. This Policy also serves to meet the requirements set forth in state and federal laws, including Internal Revenue Code Section 501(r). This policy will supersede all other Financial Assistance Policies.

3.0 ELIGIBILITY CRITERIA

All patients will be eligible to apply for financial assistance during the Application Period. Financial assistance is only available for emergency or other medically necessary services and does not cover Elective Services. This Policy covers services billed through INTEGRIS at its hospitals. Not all services provided within the INTEGRIS hospitals are provided by INTEGRIS employees and therefore may not be covered by this Policy. A full list of providers can be found in Appendix “A” of this Policy. The list attached at Appendix “A” is updated annually on this Policy. This list is updated quarterly and is available online at www.integrisandme.com, at the INTEGRIS Health Customer Service Center, 3100 Quail Springs Parkway, Suite 101, Oklahoma City, OK 73134, or by telephone at 1-855-409-5458 or 405- 252-8400.

INTEGRIS will take into account each patient’s income level, family size, assets or other resources available to the patient or patient’s family and amount of hospital charges when determining eligibility for the financial assistance. This method allows for a fair and accurate way to assist patients who are experiencing financial hardship. Partial and/or full financial assistance will be granted based on the individual’s ability to pay. Eligible individuals include patients who do not have insurance and patients who have insurance but are underinsured.

INTEGRIS hospitals use a financial assistance eligibility guideline that is based on the amount generally billed and the published Federal Poverty Guidelines for the current calendar year. The financial assistance eligibility guideline will be maintained at INTEGRIS Health Customer Service, 3100 Quail Springs Parkway, Suite 101, Oklahoma City, OK 73134. The financial assistance guidelines will be updated annually in accordance with the Federal Poverty Guidelines as published in the Federal Register by the U.S. Department of Health and Human Services.

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4.0 MEASURES TO PUBLICIZE THE FINANCIAL ASSISTANCE PROCESS

Copies of the Financial Assistance Policy, the Plain Language Summary and the Financial Assistance Application will be widely publicized in the following manner:

- 4.1 **Online** at the INTEGRIS website, www.integrisandme.com.
- 4.2 **By telephone** at the INTEGRIS Health Customer Service at 1-855-409-5458 or (405) 252-8400.
- 4.3 **By mail** at the INTEGRIS Health Customer Service, 3100 Quail Springs Parkway, Suite 101, Oklahoma City, OK 73134
- 4.4 **On posted signs and paper copies or brochures** located in the emergency departments, admitting areas and business offices of all INTEGRIS hospitals, in languages that are appropriate for the hospital's service area.
- 4.5 **In person** through Financial Counselor visits, as necessary, with patients at INTEGRIS hospitals. and discussions by designated staff, when appropriate.
- 4.6 **In billing statements** a phone number for inquiries about financial assistance will be included in patient billing statements.

5.0 METHOD FOR APPLYING OR OBTAINING FINANCIAL ASSISTANCE

- 5.1 A determination of whether a patient qualifies for financial assistance may be initiated by the patient, an INTEGRIS representative, an external agency, a physician, or an interested party on behalf of the patient. A patient will be considered a financial assistance patient at the time sufficient information has been obtained to verify the patient's inability to pay for needed medical services.
- 5.2 The Scheduling, Pre-Registration, Insurance Verification, and Financial Counseling staff will attempt to identify all cases that will qualify for financial assistance at the time of pre-registration or admission. Patients identified, as possible financial assistance cases, will be given the financial assistance packet with information on filling out the paper work, additional documentation needed, and the required submission process.
- 5.3 Patients without insurance must fully cooperate and comply with eligibility requirements for any Federal and/or State program for which they may be qualified.
- 5.4 Outstanding balances that are owed by a patient as a result of a deductible, coinsurance or where the insurance benefits have been exhausted may qualify for financial assistance support if the patient meets the eligibility requirements. Patients with insurance must cooperate with any insurance claim submission and exhaust their insurance or potential insurance coverage before becoming eligible for financial assistance.

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5.5 In order to be evaluated for financial assistance, it is the responsibility of the patient to complete an INTEGRIS Financial Assistance Application and provide supporting documents. The completed application must be submitted to the INTEGRIS Health Customer Service Center, 3100 Quail Springs Parkway, Suite 101, Oklahoma City, OK 73134. The patient may be asked to provide one or more of the following documents upon request:

- 5.5.1 Federal/State Tax Return from the most recent calendar year, which includes Adjusted Gross Income
- 5.5.2 Social Security Award Letter or copy of Social Security check
- 5.5.3 Veterans Administration letter or copy of VA check if applicable.
- 5.5.4 Physician Disability Statement listing term of disability and documentation or proof of three or more months with no income for the period of disability if applicable.
- 5.5.5 Bankruptcy documentation, if applicable, with listed creditors showing INTEGRIS Health entities.


Failure to provide these documents may result in a denial of financial assistance. Patient assistance will not be denied under this policy for the failure to provide information that was not required to be submitted in either this Policy or the Financial Assistance Application.

5.6 Patients may also be screened through a third party vendor for financial assistance eligibility. Additionally, patients may qualify for financial assistance based on an Ability to Pay Score when a patient does not provide a Financial Assistance Application or supporting documentation.

5.7 All patients must be individually approved for financial assistance even if another family member was previously approved or the individual was approved at another INTEGRIS hospital. A financial assistance application must be filled out and the proof of income verified to ensure each visit meets the required criteria for financial assistance guidelines.

5.8 The process of application review, approval or denial, and patient notification of decision should not take more than thirty (30) days from the date that the completed application is received with all supporting documentation. An INTEGRIS Financial Counselor, designated business office representative, or executive with the authority to offer financial assistance will review individual cases and make a determination of financial assistance that may be offered with approval levels set forth in the INTEGRIS Health Obligational Authority Policy. All patients that request financial assistance will receive a letter stating if the patient was approved or denied for financial assistance. The letter will be mailed using the best available contact information provided by the patient.

5.9 In the event a completed Financial Assistance Application is received during the


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Application Period, INTEGRIS will suspend Extraordinary Collection Actions (ECAs) while it makes a reasonable effort to determine whether a patient is eligible for financial assistance under this Policy. In the event an incomplete Financial Assistance Application is received during the Application Period, ECAs will be suspended for no more than thirty (30) days while INTEGRIS provides written notice to the patient that ECAs may be initiated or resume if the Financial Assistance Application is not completed. Collection activity will resume in the following situations: (i) a partial adjustment occurs, (ii) the patient fails to cooperate with the financial assistance process, or (iii) the patient is not eligible for financial assistance.

- 5.10 INTEGRIS retains the right to require any patient to reapply if new information pertaining to any change in their income level becomes available that may change the patient's eligibility for financial assistance.
- 5.11 INTEGRIS staff will uphold the confidentiality and individual dignity of each patient. All application information and supporting documentation will be maintained in accordance with the Health Information Portability and Accountability Act and the INTEGRIS Records Retention Policy.

6.0 BASIS FOR CALCULATING FINANCIAL ASSISTANCE

- 6.1 For 2017, patient services eligible for INTEGRIS financial assistance will be charged no more than 27% of their gross charges. The detail of this information is available upon request by calling the INTEGRIS Health Customer Service Center at 1-855-409-5458 or 405-252-8400. If meeting the requirements of this Policy, patients with income from all sources up to 150% of current Federal Poverty Guidelines will qualify for 100% discount of their Hospital service. Patients not eligible for 100% will have the appropriate reduction applied according to the Financial Assistance Policy guidelines. Patients with income from all sources greater than 150% of current Federal Poverty Guidelines and up to 300% of Federal Poverty Guidelines may qualify for discounts of 73% to 95% of their gross yearly income whichever is less. Household income exceeding 300% of Federal Poverty Guidelines will only be considered if their financial responsibility exceeds 25% of their annual income.
- 6.2 Catastrophic Assistance may be available for patients who do not otherwise qualify under the Financial Assistance Policy if the patient has a balance due to INTEGRIS that exceeds a certain threshold of the patient's income. The percentage is generally 25% of annual income, but may be reviewed and adjusted on an annual basis.
- 6.3 The amounts charged for emergency and medically necessary medical services to patients eligible for Financial Assistance will not be more than the average Amount Generally Billed (AGB) to individuals with insurance coverage for similar services. INTEGRIS determines AGB based on all claims paid in full to INTEGRIS by Medicare and private health insurers (including payments by Medicare beneficiaries or insured individuals themselves), over a 12-month period, divided by the associated gross charges for those claims (Look-back Method). Patients may request in writing the current AGB percentage or how the uninsured discount compares to insurance discounts. Requests

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should be sent to the INTEGRIS Health Customer Service, 3100 Quail Springs Parkway, Suite 101, Oklahoma City, OK 73134. In the event the outstanding patient account balance is less than the calculated AGB discount based on deposits or previous payments made, INTEGRIS will refund the patient the amount over the AGB calculated amount.

7.0 FINANCIAL ASSISTANCE DENIAL

- 7.1 Financial assistance will be denied to the patient if the patient or responsible party is uncooperative or unresponsive to reasonable efforts to work with INTEGRIS representatives, or if the patient or responsible party provides false information including information regarding their income, household size, assets or other resources available that might show financial means to pay for care. Charges for services previously rendered will be billed to the responsible party.
- 7.2 Financial assistance will be denied if the patient receives a third party financial settlement associated with the care rendered by INTEGRIS. The patient is expected to use the settlement amount to satisfy any patient account balances.
- 7.3 Financial assistance is not available to a patient who is a ward/custodial of a local, state or federal government agency or who may become a ward/custodial of local, state or federal agency as a result of conduct that is in violation of local, state or federal laws.

8.0 FINANCIAL ASSISTANCE OFFERED TO DUALY ELIGIBLE PATIENTS.

Medicare charity will be written off using the Medicare Bad Debt Policy and Procedures currently in place at INTEGRIS..

9.0 OVERSIGHT


The INTEGRIS Health Board of Directors, or its designee, is responsible for the oversight of this policy. Any material changes to the standards set forth in the Policy must be approved by the Board prior to implementation by INTEGRIS.

10.0 SCOPE

This Financial Assistance Policy ("Policy") applies to all organizations and personnel within INTEGRIS.


11.0 DEFINITIONS

- 11.1 "Ability to Pay Score" means a score will be provided by a third party agency through a product designed to identify patients that have limited or no ability to pay for services performed.
- 11.2 "Amounts Generally Billed (AGB)" means the amounts generally billed for emergency or other medically necessary care to individuals who have insurance covering such care.

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AGB percentage means a percentage of gross charges that a hospital uses to determine the AGB for any emergency or other medically necessary care it provides to an FAP eligible individual.

- 11.3 “Application Period” means the time period in which an individual may apply for financial assistance. The Application Period ends on the 240th day after INTEGRIS mails or electronically provides the individual with the first billing statement for the care, but may be extended by INTEGRIS upon extraordinary circumstances.
- 11.4 “Catastrophic Assistance” means those discounts on INTEGRIS bills for medically necessary care under the Financial Assistance Program for individuals or a family whose medical bills exceed a certain threshold of their income, generally 25% of annual income. Said percentage is reviewed and may be adjusted on an annual basis.
- 11.5 “Elective Services” means services or procedures that are non-emergent and non-medically necessary.
- 11.6 “Extraordinary Collections Actions (ECAs)” are defined in the INTEGRIS Billing and Collection Policy, SYS-RCM-116.
- 11.7 “Federal Poverty Guidelines” are determined by the Department of Health and Human Services and published in the Federal Register. e
- 11.8 “Look-Back Method” means the methodology specified by IRS Codes Section 501(r) and selected by INTEGRIS to determine AGB which uses past payments from Medicare or a combination of Medicare and commercial insurer payments.
- 11.9 “Medically Necessary Care” means healthcare services or supplies which meet all the following requirements: (i) ordered by a physician and appropriate and necessary for the symptoms, diagnosis, or treatment of the medical or mental health condition; (ii) provided for the diagnosis or direct care and treatment of the medical or mental health condition; (iii) meet the standards of good medical practice within the medical and mental health community in the service area; (iv) not primarily for the convenience of the patient or a provider; and (v) the most appropriate level or supply of service which can safely be provided.
- 11.10 “Underinsured” means Insured patients whose out-of-pocket medical costs would pose a financial burden to the patient due to high deductibles, high out-of-pocket maximum requirements, limited benefit plans or noncontracted insurance plans.


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**Appendix A
Provider List**


Abid,Humaira	Boindala,Naveena S	Cruzan,Jeffrey B
Ahmad,Mohsin	Breed,Jason Scott	Cunningham,Brett Irish
Ahmad,Saniya	Breedlove,Erika Elise	Cunningham,Robert L.
Alasad,Bashar S	Brown,Donald	Daly,Timothy Shaun
Ali,Munawar	Brown,Douglas K	Dare,Kevin David
Allen,Richard D	Brown,Gary A	Dasharathy,Gayathri
Amil,Azhar A	Brown,Robert C	Davis,Justin Lane
Anderson,Jerome L	Bryan,Billy R	Davoli,Michael
Anderson,Rachel Lacy	Bryant,Charles E	Dawson,Kristin K
Anderson,Serena Starr	Bull,Garry Travis	de Gaston,David Evans
Andrus,John Christopher	Burget,Bradley E	Dean,Roselynn Ranae
Angles,Erik	Bushman,Jonathan K	Dedeke,Amy Beth
Armstrong,Aaron K	Butler,Jack	Dedeke,Eric M
Arnold,Christopher Barnett	Cadenhead,Krystina Lynn	DeMattia,Laure Grace
Asbury,Jeffrey M	Campbell,Jeremy Bryon	Depani-Sparkes,Elisa Denise
Ashraf,Zubair	Carey,Christopher D	Deschamps,David R
Aslam,Rizwan	Carey,Joshua P	Devakonda,Arun K
Avant,Fiorella	Carnahan,Don A	Diehl,Mark A
Azurdia,Jacob Andres	Carnine,Thaddeus Alan	Dilling JR,Jerome M
Baker,Brian Brody	Carter,Lawrence Joseph	Dodson,Lindsey N
Banner JR,William X	Carver,Brittany Marie	Dominguez III,Arturo
Baradi,Hani B	Caudle,Matthew D	Duffy,John P
Barenberg,Benjamin Joseph	Chaffin,John Stephen	Dwuma,Alex A
Barnes,Heather D	Chan,Peter P	Ebert,Mark O
Barrero,Alexander	Chastain,Lauren Elizabeth	El Banayosy,Aly
Barrett,Rebecca Lynn	Chen,Best	El-Amm,Jose-Marie Albert
Barsaloux,Andrew Fennell	Cherian,Dora A	Elkins,C Craig
Baylor,Dustin L	Chryasant,George S	Elliott,Earl S
Belford,G Pat	Clapp,Todd D	English,Gerald Allen
Belkoff,Cody James	Clark,Robert Mel	Epperson,Lindsey Claire
Bell,Patrick A	Clark,Spencer S	Eshelbrenner,Carrie Lee
Benning,James Craig	Clark,Thomas Bradley	Fanning,Kyle W
Benton,Jami L	Clemenson,Neal D	Farag,John Philip
Bergner,Michelle R	Cloud,John Marshall	Farghaly,Samar
Betensley,Alan D	Cochenour,Natalie J	Farooq,Saif U
Bethea,Charles F	Cogar,Bryan D	Faruque,Hashib Deen
Biedermann,Shane Oliver	Cole,Edwin K	Feldman,Michael L
Bilal,Ahmad	Collier,Sara Ann	Fish,David Ryan
Bilal,Bassam R	Cooke,Robert Northington	Fisher,Myles Gordon
Black,Allyson Renee	Corbishley,Andrea M	Fitzgerald,John Ronald
Blaschke,Jon P	Cox,Douglas G	Fletcher,Kimberly J
Blunk,Jim D	Coyner,Charlotte Ann	Folger,Teresa Ann
Bodily,Jerry Briant	Crespo,Manuel O	Fowler,Joey D

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Foxen, Jessica Miki	Hunter, Koby Booth	Lee, Shawnaree L.
Freeman, Tyler Scott	Husain, Syed Ali Muttaqi	Leitch, Steven
French, Kyle Bradley	Hussain, Muzaffar	Lentz, Christopher William
Friese, Athena J	Hussein, Khader K	Lepere, Kristopher M
Fuhrmeister, Paul K	Hyatt, Brandi Ward	Leverett, Joe L
Fusilier, Catherine Claire	Hyatt, Matthew Brett	Li, Fiona Yanhua
Galan, Rene	Hyde, Glen Dewayne	Livingston, Tanya Leigh
Gallegos, Loahn Kelley	Islam, Sherazad	Logsdon, Alyssa B
Gannaway, Jay Keith	Iyer, Varun	Long, James W
Garner, William Lance	Jackson, Anthony Dwayne	Lorents, Evelyn M
Garrison, Levi J	Jackson, Michael Scott	Louis, Yvette
Garton, Theresa S	Janbay, Nasser	Lu, Weixin
Geister, Brian V	Janosz, Caleb Joseph	Lundberg, Michael Christian
Geohagan, Jenna Lee	Jantzen, Charles A	Lunsford, James A
Ghale, Bel Maya	Janzen, Dwayne L	Lybrand, Fred E
Ghazi, Payam	John, Abie Jacob	Mack, Aleicia Rae
Gibson, Renah Thi	Jones, Jeffrey R	Madden, George W
Gibson, Terrie M	Jones, Kathryn Lee	Mahmood, Kashif
Gillespie, Marcia Ann	Kadokia, Vishal D	Malhotra, Chander K
Glasgow, Erin	Kallenberger, Matthew Blaine	Malley, Mallory Denise
Godfrey, Jenna Marie	Kaufman, John C	Manceau-Kha, Amanda Rae
Goodwin, Audrey Blalock	Kautzman, Lori M	Mandanias, Romeo Ang
Gorthi, Janardhana Rao	Keathly, Layne M	Mann, Foy G
Goulart, John W	Kelley, Jeanette M	Mareburger, Steven R
Grigsby, John S	Kelly, Erin Collette	Marshall, Melanie R
Grubbs, Joel Stephen	Kennedy, Patrick J	Martin, Patrick W
Gruel, John B	Kesinger, Adrienne Emel	Masih, Ashish Kumar
Halleran, Sean M	Keuchel, Mark Andrew	Mathew, Susan Varghese
Hansen, Julie L	Khanna, Sudhir Kumar	Matias, Daisy Ann
Harper, Michael Douglas	Khastgir, Terrance x	Matousek, Sarah B
Harrington, James E	Khodadadian, Shiedeh	Mayo, Colby D
Harris, Helen Kathleen	Kincheloe, Lawrence R	McAllister, Joshua Russel
Harris, Melissa Ann	Kitchens, Trevor Kyle	McConnell, Wendy D
Hayes, Christopher D	Knudsen, Marc D	McGhee, Phillip Andrew
Haynes, Douglas W	Koerner, Michael M	McGowan, Patrick F
Heigle, Richard B	Kohli, Vivek	McLaughlin, Michael
Heinlen, Latisha Dawn	Kothadia, Jiten P	McLaughlin, Peter F
Henry, Glen Allen	Kraft, Joel Jason	McMinn, Johnny R
Herbst, Aunna Cannon	Krishna, Phari	Melton, Kale Z
Hodges, Cole Timmons	Krishnan, Preethi Sivarama	Meredith, Stefanie L
Hokett, Jamie	Kumar, Kirtida G	Merritt-Schiermeyer, Caroline Elizabeth
Hollrah, David Nathanael	Lackey, James D	Miller, Andrea Janae
Hooper, John R	LaFortune, Rachel E	Miller, Steven D
Horstmanshof, Douglas A	Landes, Michael David	Mills, Jon R
Houk, Larry Wayne	Lane, Richard T	Mitchell, David Ray
Hromas, Richard L	Le, Hamilton Son Tich	Mitchell, Justin Lee
Huang, Yi	Lee, Sejong	Mitro, Joseph C

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Mohammad, Ali A	Owens, Ross Oliver	Samara, Esber N
Mohammad, Shirin N	Palmer, Philip R	Samarah, Omar B
Molina, Marco Tulio	Panezai, Muhammad A	Sands, Steven Saam
Moore, Allison Kay	Parker, Lacy E	Sasevich, Michael J
Morgan, Michael E	Patel, Joy G	Sathaiah, Magesh
Morgan, Ryan Todd	Patel, Paragkumar C	Scaunasu, Adrian Alexandru
Morgan, Tyler Joanna	Patel, Trushar B	Schank, Bob Joe
Morris, Michael	Patterson, Catherine A	Schauf, Kyle Joseph
Morrison, Stephen K	Patzkowsky, Gary L	Schiff, Michael S
Mote, Matthew B	Pearish, Loni D	Schrader, John O.
Msallaty, Zaher	Peck, Bryan E	Schrop, Elise Marie
Muchmore, John S	Perez, Willard O	Schuchard, Gregory Harold
Mussa, Mahdi Aied	Phancao, Anita Anh Thu	Schwarz, Kristallena
Myers, Richard L	Phelps, Jeremy T	Seacat, Courtney A
Nabi, Sumbal	Philip, Neena S	Searing, Rapha A
Nagode, Cory D	Pimsler, Carolyn Joy	Seikel, Michael Robert
Nallacheru, Srikanth	Piracha, Bilal H	Sekar MD, Vimala
Nash, Lisa Jeannine	Pletcher, James R	Semore, Jennifer J
Nazinitsky, Allison L	Prabhu, Santosh T	Shadfar, Scott
Neagu, Valeriu R	Prater, Elizabeth Farley	Shadid, Ralph
Neatherlin, Emily K	Prough-Fooshee, Amie	Shadid, Stanley C
Neel, James D	Elizabeth	Shah, Gargi Shaileshkumar
Nelson, David P	Puls, Alan R	Shaw, Tanna Marie
Nguyen, Erin Nagode	Quiambao, Benjamin Yambao	Shearer, Chris
Nguyen, Hieu Chi	Rable, Denise L	Shehzad, Fnu
Nguyen, Hoang Dung Nhu	Raizen, John F	Sheikh, Saqib Saeed
Nguyen, Joseph D	Ramer, Linda K	Sheline, Ross Evan
Nguyen, Long T	Randhawa, Surinder K	Shelley, Ashley Nicole
Nguyen, Mai-Thao T	Rangineni, Siddhartha	Shepherd, Jayna Nicole
Nguyen, Nghiep G	Raparathi, Agnel R	Shepherd, Katherine Luthey
Nguyen, Thuy Hong Thi	Ratermann, Samuel J	Shoss, Jeffrey M
Nicoll, Daniel Lee	Ray, Michael T	Showalter III, Thomas Ammen
Nida-Roberts, Brooke Allison	Raza, Abbas	Smith, David
Norman, Jennifer K	Regmi, Anil	Smith, M Shawn
Norris, Ryan K	Reiter, Steven J	Smith, Stewart C
Obsequio, Romeo L	Riddle, Douglas R	Sparkes, Justin S.
Ogg, Brian Geoffrey	Riggs, Gary Dean	Sparkman, Jeffrey M
Ohlstrom, Douglas A	Rizvi, Syed M	Sparling, Jeffrey M
Ojha, Chandra P.	Roach, Dillon Jack	Spencer, Gregory Melvin
O'Leary, Dena Elaine	Roberts, Steven Michael	Stearman, Laura D
Olulade, Mobolaji O	Robertson, John A	Stellman, Christopher Thomas
Orija, Abiodun A	Robinett, John Todd	Stephens, Tyler C
Osborn, J Mark	Rodriguez, Sandra E	Stetson, Nathaniel D
Osborn, John Clark	Rogers, Craig Alan	Stewart, Jeffrey N
Osborn, Thomas M	Rutter, James D	Stierlen, Loyal Richard
O'Sullivan, Senushi J	Salins, Salomi T	Stocco, Amber Jo
Owens JR, Tomas P	Samara, E N	Stockert, Kassi DeAnne

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Stone III, Daniel E
 Stout, Patrick E
 Stowell, Donald E
 Sutor, Ronald J
 Swisher, Karen Kay
 Tanner, Weldon Don
 Taylor, Austin L
 Theisen, Jeremy David
 Theobald, Lara Josan
 Thomas, Denny Sachariah
 Thomas, Robert S
 Thudi, Kavitha Reddy
 Tipton, David B
 Toller, Kevin K
 Tran, John D
 Trimble, Tyson Richard
 Trina, James E
 Truong, Terrence T
 Tu, BaoLien Nguyen
 Tucker, Keelie R
 Uba, Emenike JohnPaul
 Vanhooser, David W
 Vanlandingham, Amanda Anne
 Verma, Geetika M
 Vice, Deacon Riley
 Vo, Louise
 Wales, Carolina K
 Walia, Atul A
 Walker, Ashley C
 Walker, Justin J
 Wall, Raymond L
 Wang, Wenbao
 Weaver, David L
 Wellington, Mark L
 West MD, Eric A
 Wheeler, Heather Nicole
 White, James P
 White, Kevin Lyle
 Whitson, Brian
 Wicks, Ryan F
 Wilkinson, John D
 Williams, Curtis Brian
 Williams, Michael O
 Wilson, Megan T
 Wilson, William C
 Wong, Grand F.
 Wong, Kenneth M

Wood, Kevin L
 Wooderson, Kyle C
 Woods, Bronwyn L
 Worcester, Gary L
 Yasin, Irim Saboohe
 Yong, Ye
 Zin, Thant
 Zinn, David Lloyd