

Albert J. Ellis Airport Title VI Plan

1. Title VI Policy Statement¹

Albert J. Ellis Airport (OAJ) 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.

Albert J. Ellis 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 **Albert J. Ellis Airport** will take action to involve them and the general public in the decision-making process.

Albert J. Ellis 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 **Albert J. Ellis Airport** and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Sandra Janssen, available at **910-989-3161** and **Sandra_Janssen@onslowcountync.gov**, 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.

Mitch Sprunger
Signature
Mitch Sprunger
Airport Director

04-01-2024
Effective Date
3-31-2027
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 Albert J. Ellis Airport has reviewed and adopted this Title VI Plan for **Albert J. Ellis 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 *Albert J. Ellis Airport* 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
Mitch Sprunger	Airport Director
Sandra Janssen	Title VI Coordinator

Source: Airport staff

OAJ has the following airport program sub-recipients:

Sub-Recipients
None

Source: Airport staff

As of the date of this plan, **Albert J. Ellis Airport** has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
FAA AIP	3-37-0033-041-2020	\$1,383,700
FAA AIP	3-37-0033-044-2021	\$5,888,171
FAA AIP	3-37-0033-047-2022	\$8,420,073
DOD DCIP	HQ00052210040	\$2,000,000

Source: Airport staff

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/

3. Grant and Procurement Assurances

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

Albert J. Ellis 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. **Albert J. Ellis Airport** requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

Description of Oversight Methods for Subcontracts

Subcontract template must be used in all subcontracts related to the airport program. To ensure compliance, the Procurement Department conducts annual audits, verifying the inclusion of the subcontract template language. Each year, at least 10 percent of all contractors are randomly selected for review, with their documentation thoroughly examined for adherence to the required template. Detailed compliance reports are generated for each audit cycle, highlighting any discrepancies or non-compliance issues.

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 **Albert J. Ellis Airport's** 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)

Albert J. Ellis 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.

Albert J. Ellis Airport has posted the above Title VI policy statement at its staff offices.

Albert J. Ellis Airport will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by August 1, 2024 via email and at tenants meeting once approved by the FAA.

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

Posters are displayed in each 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
Terminal	1	1	
ATCT			1
FBO			1
Fire station			1
Rental Car Area			1
Food and Beverage Concession	1	1	

Source: Airport staff

Outreach to Affected Communities

The Airport Administration and County Administration/Communication Departments ensure that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers, email broadcast, and signage at the airport. **The Airport Administration and County Administration/Communication Departments** contact 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.

Albert J. Ellis Airport will create a detailed CPP by **June 30, 2024**. A copy of the plan will be available at <https://flyoaj.com/>.

To ensure that the community is effectively informed of and able to participate in public hearings, the **Airport Administration and County Administration/Communication Departments** 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, **Albert J. Ellis Airport** will be able to identify, understand, and engage with communities. In doing so, **Albert J. Ellis Airport** needs to know about communities eligible to be served, actually or potentially affected, benefited, or burdened by **Albert J. Ellis’ Airport** program.

Affected Communities⁴	Population
Duplin County	48,722
Jones County	9,158
Onslow County	182,853
Pender County	60,2525

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

(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,” **Albert J. Ellis Airport** is collecting information about affected and potentially affected low-income communities. According to **the U.S. Census Report, *S1701: Poverty Status in the Past 12 Months***, the overall poverty level for the Jacksonville, NC Metro Area is **12.8%**. The poverty rate remains similar, compared with the rest of the state of North Carolina (13.3%). The poverty rates for the specific Affected Communities are as follows.

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.

Affected Communities	Poverty Rate
Duplin County	18.5%
Jones County	17.7%
Onslow County	12.8%
Pender County	11.7%

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

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:

Affected Community: <u>Duplin County</u>		
Total Affected Community Population: <u>48,722</u>		
Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
American Indian and Alaska Native alone	174	0%
Asian alone	232	0%
Black or African American alone	10,369	21%
Hispanic or Latino origin (of any race)	11,399	23%
Native Hawaiian and Other Pacific Islander alone	190	0%
Some other race alone	5,214	11%
Two or more races	2,790	6%
White alone	29,753	61%

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

Affected Community: <u>Jones County</u>		
Total Affected Community Population: <u>9,158</u>		
Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
American Indian and Alaska Native alone	65	1%
Asian alone	95	1%
Black or African American alone	2,543	28%
Hispanic or Latino origin (of any race)	528	6%
Native Hawaiian and Other Pacific Islander alone	0	0%
Some other race alone	68	1%
Two or more races	698	8%
White alone	5,689	62%

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

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

Affected Community: <u>Onslow County</u>		
Total Affected Community Population: <u>182,853</u>		
Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
American Indian and Alaska Native alone	542	0%
Asian alone	3,041	2%
Black or African American alone	26,034	14%
Hispanic or Latino origin (of any race)	21,198	12%
Native Hawaiian and Other Pacific Islander alone	111	0%
Some other race alone	4,279	2%
Two or more races	17,543	10%
White alone	131,303	72%

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

Affected Community: <u>Pender County</u>		
Total Affected Community Population: <u>60,252</u>		
Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
American Indian and Alaska Native alone	159	0%
Asian alone	318	1%
Black or African American alone	7,727	13%
Hispanic or Latino origin (of any race)	4,771	8%
Native Hawaiian and Other Pacific Islander alone	30	0%
Some other race alone	3,201	5%
Two or more races	2,913	5%
White alone	45,904	76%

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that **Albert J. Ellis 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 **the American Community Survey**.

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

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.

safe harbor for our community is listed below.

County	Safe Harbor Threshold
Duplin County	1000
Jones County	458
Onslow County	1000
Pender County	1000

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
Spanish (Duplin County)	6,839	±617
Spanish (Onslow County)	2,058	±497
Spanish (Pender County)	1,229	±213

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)
Spanish		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
None

This information is updated annually⁹ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
U.S. Census Bureau	https://data.census.gov/table/ACSST5Y2015.B16001?q=B16001&g=050XX00US37061,37103,37133,37141

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.

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

- OAJ Customer Service staff conducts surveys of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey is conducted on at least an annual basis and will include a voluntary disclosure of 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, submitted through a data collection website.

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.
- 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.

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 **Albert J. Ellis 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:

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.

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
Passenger Terminal	Onslow, Pender, Jones, and Duplin Counties
FBO	Onslow, Pender, Jones, and Duplin Counties
ATCT	Onslow, Pender, Jones, and Duplin Counties
Airport Fire Station	Onslow, Pender, Jones, and Duplin Counties
Runway/Taxiways	Onslow, Pender, Jones, and Duplin Counties
Parking Lots	Onslow, Pender, Jones, and Duplin Counties
Roadways	Onslow, Pender, Jones, and Duplin Counties

Source: Airport staff

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
Runway Extension	Onslow, Pender, Jones, and Duplin Counties
Relocate Hwy 111	Onslow, Pender, Jones, and Duplin Counties
Hangar Rehabilitation	Onslow, Pender, Jones, and Duplin Counties
SRE/Maintenance Bldg.	Onslow, Pender, Jones, and Duplin Counties
South GA Expansion	Onslow, Pender, Jones and Duplin Counties

Source: Airport staff

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?
None.		

Source: Airport staff

Justifications:

Facilities or Construction Projects	Justification
None	

Source: Airport staff

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, **Albert J. Ellis 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
Spanish

Albert J. Ellis 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
Information Desk Statistics	N/A
Employee List of Languages Spoken	N/A
Google Translate	N/A

Source: Airport staff

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

Language
None

Source: Airport staff

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 the leadership and staff of **Albert J. Ellis Airport** of the responsibility to provide language 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,

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.

of how to receive translated written materials.

- The following vendors have been identified for written translations:

Translation Vendors	Languages
Google Translate	Over 100 languages

Source: Airport staff

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
Airport Information Desk	Over 100 languages using Google Translate

Source: Airport staff

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
None	

Source: Airport staff

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
Airport information desks	Most Languages using the phone apps

Source: Airport staff

Description of Interpretation Assistance Processes

- Airport Customer Service Office maintains a list of multilingual employees, the languages they speak, and their associated office telephone numbers. The list indicates whether each employee is proficient to provide interpretation and/or translation services. Generally, these employee volunteers are available to assist members of the public with verbal real-time interpretation, during normal business hours.

9. Transportation

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

The City of Jacksonville Transit currently does not provide service to the airport.

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
All	Advertised through local chamber of commerce email blast, local newspaper, minority business newspaper. Construction bids are advertised on County Purchasing and Airport websites.

Source: Airport staff

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 **Airport Administration and County purchasing department.**

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, **Albert J. Ellis 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 **Albert J. Ellis Airport**, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by **Albert J. Ellis Airport** including airport employees, contractors, concessionaires, lessees, or tenants.

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.

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 **Albert J. Ellis Airport**.¹⁵ 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 **Airport Director**

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

Sandra Janssen, Manager of Finance and Administration, Title VI Coordinator
264 Albert Ellis Airport Road
Richlands, North Carolina 28574
910-989-3161
Sandra_Janssen@onslowcountync.gov

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 **7 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. (Note: complaints based on disability do not have to be forwarded to FAA.) To transmit complaint information to the FAA, the Coordinator will **upload the complaint information into the FAA Civil Rights Connect System**. The coordinator will also seek technical assistance from FAA, as needed, throughout

¹⁵

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 **Albert J. Ellis 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 *alternate dispute resolution, negotiation, and/or mediation*.

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 **Albert J. Ellis 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 30** 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, **Albert J. Ellis Airport** will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. **Albert J. Ellis 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 **Sandra Janssen**.

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

Website, In-person, and Other Distribution Methods
1 Airport staff directory website, Title VI page at https://www.onslowcountync.gov/directory.aspx?EID=338 https://flyoaj.com/

14. Population / Language Data

S1701 | Poverty Status in the Past 12 Months

	Duplin County, North Carolina					
	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	48,722	±158	9,024	±975	18.5%	±2.0
AGE						
Under 18 years	11,390	±156	3,556	±565	31.2%	±4.9
Under 5 years	2,899	±91	964	±218	33.3%	±7.5
5 to 17 years	8,491	±125	2,592	±505	30.5%	±5.8
Related children of householder under 18 years	11,247	±191	3,444	±561	30.6%	±4.9
18 to 64 years	28,101	±146	4,524	±586	16.1%	±2.1
18 to 34 years	9,697	±72	2,301	±382	23.7%	±4.0
35 to 64 years	18,404	±139	2,223	±403	12.1%	±2.2
60 years and over	12,459	±355	1,229	±204	9.9%	±1.6
65 years and over	9,231	±125	944	±186	10.2%	±2.0
SEX						
Male	24,103	±118	4,253	±567	17.6%	±2.3
Female	24,619	±125	4,771	±587	19.4%	±2.4
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	29,753	±824	4,324	±741	14.5%	±2.3
Black or African American alone	10,369	±492	2,461	±548	23.7%	±5.3
American Indian and Alaska Native alone	174	±115	46	±90	26.4%	±37.9
Asian alone	232	±63	1	±2	0.4%	±1.0
Native Hawaiian and Other Pacific Islander alone	190	±166	0	±29	0.0%	±19.9
Some other race alone	5,214	±887	1,392	±511	26.7%	±8.4
Two or more races	2,790	±687	800	±433	28.7%	±12.7
Hispanic or Latino origin (of any race)	11,399	±45	3,240	±531	28.4%	±4.6
White alone, not Hispanic or Latino	24,636	±92	2,974	±583	12.1%	±2.4

EDUCATIONAL ATTAINMENT						
Population 25 years and over	33,093	±55	4,509	±517	13.6%	±1.6
Less than high school graduate	6,527	±576	1,719	±342	26.3%	±4.9
High school graduate (includes equivalency)	10,364	±855	1,461	±422	14.1%	±3.6
Some college, associate's degree	10,927	±706	1,117	±242	10.2%	±2.1
Bachelor's degree or higher	5,275	±657	212	±107	4.0%	±2.1
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	22,925	±689	2,336	±371	10.2%	±1.7
Employed	21,679	±705	1,888	±329	8.7%	±1.5
Male	12,038	±439	1,100	±250	9.1%	±2.1
Female	9,641	±452	788	±215	8.2%	±2.2
Unemployed	1,246	±255	448	±178	36.0%	±11.5
Male	546	±187	113	±82	20.7%	±13.9
Female	700	±186	335	±166	47.9%	±16.7
WORK EXPERIENCE						
Population 16 years and over	38,762	±153	5,895	±591	15.2%	±1.5
Worked full-time, year-round in the past 12 months	15,333	±644	684	±179	4.5%	±1.1
Worked part-time or part-year in the past 12 months	8,608	±578	1,504	±292	17.5%	±3.5
Did not work	14,821	±645	3,707	±450	25.0%	±2.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	4,106	±835	(X)	(X)	(X)	(X)
125 percent of poverty level	11,999	±976	(X)	(X)	(X)	(X)
150 percent of poverty level	15,394	±1,097	(X)	(X)	(X)	(X)
185 percent of poverty level	20,252	±1,266	(X)	(X)	(X)	(X)
200 percent of poverty level	21,521	±1,226	(X)	(X)	(X)	(X)
300 percent of poverty level	30,163	±1,386	(X)	(X)	(X)	(X)
400 percent of poverty level	37,419	±1,202	(X)	(X)	(X)	(X)
500 percent of poverty level	42,354	±846	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
8,454	±755	2,350	±321	27.8%	±3.6	
Male	4,140	±447	1,052	±229	25.4%	±5.1
Female	4,314	±510	1,298	±254	30.1%	±5.3
15 years	17	±28	17	±28	100.0%	±82.2

16 to 17 years	126	±81	95	±73	75.4%	±35.1
18 to 24 years	688	±241	379	±169	55.1%	±20.1
25 to 34 years	1,154	±285	327	±146	28.3%	±12.6
35 to 44 years	1,093	±307	238	±110	21.8%	±10.6
45 to 54 years	1,020	±226	254	±120	24.9%	±10.6
55 to 64 years	1,432	±255	321	±103	22.4%	±6.5
65 to 74 years	1,401	±206	295	±113	21.1%	±7.7
75 years and over	1,523	±211	424	±151	27.8%	±9.4
Mean income deficit for unrelated individuals (dollars)	7,176	±971	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	2,638	±481	81	±74	3.1%	±2.6
Worked less than full-time, year-round in the past 12 months	1,575	±330	486	±150	30.9%	±9.3
Did not work	4,241	±444	1,783	±296	42.0%	±6.4
Population in housing units for whom poverty status is determined	48,562	±159	8,931	±975	18.4%	±2.0

	Jones County, North Carolina					
	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	9,158	±36	1,622	±291	17.7%	±3.2
AGE						
Under 18 years	1,699	±20	272	±124	16.0%	±7.2
Under 5 years	414	±32	83	±48	20.0%	±11.4
5 to 17 years	1,285	±29	189	±100	14.7%	±7.7
Related children of householder under 18 years	1,699	±20	272	±124	16.0%	±7.2
18 to 64 years	5,361	±56	1,162	±224	21.7%	±4.2
18 to 34 years	1,655	±104	412	±105	24.9%	±6.6
35 to 64 years	3,706	±100	750	±185	20.2%	±5.0
60 years and over	2,784	±123	304	±122	10.9%	±4.2
65 years and over	2,098	±32	188	±67	9.0%	±3.2
SEX						
Male	4,598	±100	804	±180	17.5%	±4.0
Female	4,560	±101	818	±162	17.9%	±3.5
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	5,689	±45	867	±224	15.2%	±3.9
Black or African American alone	2,543	±136	696	±226	27.4%	±8.7
American Indian and Alaska Native alone	65	±22	0	±19	0.0%	±42.1
Asian alone	95	±91	4	±6	4.2%	±10.0
Native Hawaiian and Other Pacific Islander alone	0	±19	0	±19	-	**
Some other race alone	68	±67	2	±5	2.9%	±7.9
Two or more races	698	±142	53	±51	7.6%	±7.3
Hispanic or Latino origin (of any race)	528	±2	32	±45	6.1%	±8.5
White alone, not Hispanic or Latino	5,664	±39	864	±224	15.3%	±3.9
EDUCATIONAL ATTAINMENT						
Population 25 years and over	6,762	±84	1,213	±226	17.9%	±3.3
Less than high school graduate	939	±192	268	±119	28.5%	±9.6

High school graduate (includes equivalency)	2,495	±273	498	±131	20.0%	±4.9
Some college, associate's degree	2,258	±263	385	±116	17.1%	±4.8
Bachelor's degree or higher	1,070	±212	62	±47	5.8%	±4.4
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	4,051	±216	422	±111	10.4%	±2.8
Employed	3,858	±234	393	±106	10.2%	±2.8
Male	2,006	±139	213	±90	10.6%	±4.4
Female	1,852	±179	180	±81	9.7%	±4.2
Unemployed	193	±89	29	±30	15.0%	±15.4
Male	116	±74	22	±27	19.0%	±26.3
Female	77	±53	7	±13	9.1%	±19.5
WORK EXPERIENCE						
Population 16 years and over	7,687	±84	1,400	±251	18.2%	±3.3
Worked full-time, year-round in the past 12 months	2,762	±221	128	±71	4.6%	±2.5
Worked part-time or part-year in the past 12 months	1,475	±158	339	±112	23.0%	±7.3
Did not work	3,450	±227	933	±231	27.0%	±5.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	538	±203	(X)	(X)	(X)	(X)
125 percent of poverty level	2,329	±350	(X)	(X)	(X)	(X)
150 percent of poverty level	2,807	±366	(X)	(X)	(X)	(X)
185 percent of poverty level	3,408	±341	(X)	(X)	(X)	(X)
200 percent of poverty level	3,754	±356	(X)	(X)	(X)	(X)
300 percent of poverty level	5,383	±432	(X)	(X)	(X)	(X)
400 percent of poverty level	6,732	±402	(X)	(X)	(X)	(X)
500 percent of poverty level	7,580	±328	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
	1,814	±232	650	±137	35.8%	±6.8
Male	833	±150	289	±88	34.7%	±8.5
Female	981	±164	361	±114	36.8%	±9.9
15 years	0	±19	0	±19	-	**
16 to 17 years	0	±19	0	±19	-	**
18 to 24 years	88	±49	44	±31	50.0%	±33.5
25 to 34 years	203	±83	121	±70	59.6%	±22.5
35 to 44 years	134	±83	44	±35	32.8%	±19.1
45 to 54 years	201	±86	98	±55	48.8%	±22.9

55 to 64 years	468	±108	219	±101	46.8%	±15.2
65 to 74 years	353	±113	52	±35	14.7%	±9.7
75 years and over	367	±91	72	±39	19.6%	±10.3
Mean income deficit for unrelated individuals (dollars)	7,172	±1,195	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	569	±169	72	±53	12.7%	±8.8
Worked less than full-time, year-round in the past 12 months	256	±93	148	±72	57.8%	±16.5
Did not work	989	±171	430	±111	43.5%	±8.6
Population in housing units for whom poverty status is determined	9,115	±36	1,595	±293	17.5%	±3.2

	Onslow County, North Carolina					
	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	182,853	±353	23,314	±2,548	12.8%	±1.4
AGE						
Under 18 years	48,916	±315	8,270	±1,425	16.9%	±2.9
Under 5 years	16,424	±155	3,135	±702	19.1%	±4.2
5 to 17 years	32,492	±243	5,135	±1,018	15.8%	±3.1
Related children of householder under 18 years	48,749	±335	8,121	±1,411	16.7%	±2.9
18 to 64 years	114,563	±264	12,889	±1,528	11.3%	±1.3
18 to 34 years	60,177	±388	7,169	±1,005	11.9%	±1.7
35 to 64 years	54,386	±250	5,720	±985	10.5%	±1.8
60 years and over	27,550	±675	2,948	±496	10.7%	±1.8
65 years and over	19,374	±66	2,155	±419	11.1%	±2.2
SEX						
Male	93,807	±464	10,084	±1,372	10.7%	±1.5
Female	89,046	±335	13,230	±1,572	14.9%	±1.8
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	131,303	±1,135	14,420	±1,985	11.0%	±1.5
Black or African American alone	26,034	±1,180	5,112	±1,427	19.6%	±5.2
American Indian and Alaska Native alone	542	±308	8	±13	1.5%	±2.4
Asian alone	3,041	±444	315	±165	10.4%	±5.4
Native Hawaiian and Other Pacific Islander alone	111	±92	7	±18	6.3%	±15.0
Some other race alone	4,279	±839	568	±470	13.3%	±9.8
Two or more races	17,543	±1,756	2,884	±807	16.4%	±4.2
Hispanic or Latino origin (of any race)	21,198	±540	3,325	±1,026	15.7%	±4.8
White alone, not Hispanic or Latino	122,305	±753	13,123	±1,910	10.7%	±1.6

EDUCATIONAL ATTAINMENT						
Population 25 years and over	107,943	±524	11,401	±1,268	10.6%	±1.2
Less than high school graduate	8,669	±910	2,024	±393	23.3%	±4.0
High school graduate (includes equivalency)	31,949	±1,544	4,416	±829	13.8%	±2.4
Some college, associate's degree	39,300	±1,619	3,569	±668	9.1%	±1.6
Bachelor's degree or higher	28,025	±1,365	1,392	±414	5.0%	±1.5
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	72,346	±1,925	5,944	±1,029	8.2%	±1.4
Employed	67,688	±1,899	4,823	±829	7.1%	±1.2
Male	34,368	±1,581	2,197	±529	6.4%	±1.5
Female	33,320	±1,342	2,626	±508	7.9%	±1.5
Unemployed	4,658	±679	1,121	±377	24.1%	±7.5
Male	2,231	±475	527	±260	23.6%	±10.4
Female	2,427	±460	594	±275	24.5%	±10.5
WORK EXPERIENCE						
Population 16 years and over	138,497	±396	15,676	±1,571	11.3%	±1.1
Worked full-time, year-round in the past 12 months	64,903	±1,578	2,201	±551	3.4%	±0.8
Worked part-time or part-year in the past 12 months	29,492	±1,631	3,755	±901	12.7%	±2.9
Did not work	44,102	±1,546	9,720	±1,096	22.0%	±2.1
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	11,150	±1,664	(X)	(X)	(X)	(X)
125 percent of poverty level	36,033	±3,108	(X)	(X)	(X)	(X)
150 percent of poverty level	45,659	±3,467	(X)	(X)	(X)	(X)

185 percent of poverty level	59,716	±3,786	(X)	(X)	(X)	(X)
200 percent of poverty level	65,825	±3,631	(X)	(X)	(X)	(X)
300 percent of poverty level	104,112	±3,315	(X)	(X)	(X)	(X)
400 percent of poverty level	134,919	±3,126	(X)	(X)	(X)	(X)
500 percent of poverty level	149,968	±2,466	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	28,442	±1,892	6,052	±837	21.3%	±2.5
Male	15,875	±1,423	2,242	±499	14.1%	±3.1
Female	12,567	±1,027	3,810	±600	30.3%	±3.9
15 years	0	±32	0	±32	-	**
16 to 17 years	167	±148	149	±132	89.2%	±15.2
18 to 24 years	5,069	±1,061	1,339	±450	26.4%	±8.0
25 to 34 years	6,945	±1,044	687	±213	9.9%	±3.1
35 to 44 years	3,351	±568	823	±304	24.6%	±8.5
45 to 54 years	3,190	±483	827	±334	25.9%	±9.3
55 to 64 years	3,727	±576	901	±272	24.2%	±6.5
65 to 74 years	3,426	±399	682	±195	19.9%	±5.8
75 years and over	2,567	±380	644	±247	25.1%	±8.8
Mean income deficit for unrelated individuals (dollars)	8,280	±598	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	14,331	±1,480	366	±211	2.6%	±1.5
Worked less than full-time, year-round in the past 12 months	5,509	±892	1,485	±368	27.0%	±5.1
Did not work	8,602	±882	4,201	±696	48.8%	±4.8
Population in housing units for whom poverty status is determined	182,656	±354	23,176	±2,556	12.7%	±1.4

	Pender County, North Carolina					
	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	60,252	±164	7,050	±964	11.7%	±1.6
AGE						
Under 18 years	13,376	±157	2,107	±436	15.8%	±3.3
Under 5 years	3,218	±139	432	±184	13.4%	±5.8
5 to 17 years	10,158	±105	1,675	±368	16.5%	±3.6
Related children of householder under 18 years	13,336	±162	2,067	±436	15.5%	±3.3
18 to 64 years	36,103	±144	4,074	±624	11.3%	±1.7
18 to 34 years	10,794	±197	1,405	±357	13.0%	±3.2
35 to 64 years	25,309	±226	2,669	±430	10.5%	±1.7
60 years and over	15,638	±402	1,276	±259	8.2%	±1.6
65 years and over	10,773	±129	869	±220	8.1%	±2.0
SEX						
Male	30,268	±233	3,351	±632	11.1%	±2.1
Female	29,984	±217	3,699	±542	12.3%	±1.8
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	45,904	±562	3,780	±717	8.2%	±1.5
Black or African American alone	7,727	±367	1,814	±552	23.5%	±7.1
American Indian and Alaska Native alone	159	±78	58	±62	36.5%	±39.8
Asian alone	318	±81	24	±40	7.5%	±11.8
Native Hawaiian and Other Pacific Islander alone	30	±36	18	±30	60.0%	±60.0
Some other race alone	3,201	±500	1,013	±537	31.6%	±15.4
Two or more races	2,913	±626	343	±190	11.8%	±6.8
Hispanic or Latino origin (of any race)	4,771	±38	1,467	±489	30.7%	±10.2
White alone, not Hispanic or Latino	44,825	±495	3,374	±623	7.5%	±1.4

EDUCATIONAL ATTAINMENT						
Population 25 years and over	42,497	±205	4,305	±528	10.1%	±1.2
Less than high school graduate	4,047	±461	1,180	±261	29.2%	±5.5
High school graduate (includes equivalency)	11,816	±857	1,076	±228	9.1%	±2.0
Some college, associate's degree	14,233	±922	1,547	±385	10.9%	±2.4
Bachelor's degree or higher	12,401	±874	502	±184	4.0%	±1.5
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	29,641	±668	2,319	±453	7.8%	±1.6
Employed	27,737	±824	1,802	±376	6.5%	±1.4
Male	14,630	±666	726	±272	5.0%	±1.8
Female	13,107	±639	1,076	±267	8.2%	±2.0
Unemployed	1,904	±432	517	±211	27.2%	±9.9
Male	979	±319	360	±199	36.8%	±15.8
Female	925	±268	157	±79	17.0%	±8.6
WORK EXPERIENCE						
Population 16 years and over	48,635	±214	5,075	±634	10.4%	±1.3
Worked full-time, year-round in the past 12 months	20,081	±790	335	±124	1.7%	±0.6
Worked part-time or part-year in the past 12 months	10,566	±749	1,745	±425	16.5%	±3.7
Did not work	17,988	±725	2,995	±437	16.6%	±2.3
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	3,437	±839	(X)	(X)	(X)	(X)
125 percent of poverty level	9,244	±1,125	(X)	(X)	(X)	(X)
150 percent of poverty level	11,342	±1,204	(X)	(X)	(X)	(X)

185 percent of poverty level	14,476	±1,330	(X)	(X)	(X)	(X)
200 percent of poverty level	16,199	±1,383	(X)	(X)	(X)	(X)
300 percent of poverty level	25,704	±1,641	(X)	(X)	(X)	(X)
400 percent of poverty level	35,944	±1,712	(X)	(X)	(X)	(X)
500 percent of poverty level	43,475	±1,591	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	9,903	±658	2,522	±367	25.5%	±3.9
Male	4,806	±512	1,067	±292	22.2%	±5.9
Female	5,097	±442	1,455	±307	28.5%	±5.6
15 years	0	±32	0	±32	-	**
16 to 17 years	40	±32	40	±32	100.0%	±53.6
18 to 24 years	430	±181	191	±115	44.4%	±23.8
25 to 34 years	1,816	±397	352	±188	19.4%	±8.9
35 to 44 years	1,272	±360	434	±248	34.1%	±16.8
45 to 54 years	1,409	±330	229	±141	16.3%	±8.6
55 to 64 years	1,800	±308	607	±181	33.7%	±8.6
65 to 74 years	1,718	±282	347	±142	20.2%	±7.1
75 years and over	1,418	±229	322	±119	22.7%	±8.0
Mean income deficit for unrelated individuals (dollars)	6,438	±824	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	3,914	±594	50	±42	1.3%	±1.1
Worked less than full-time, year-round in the past 12 months	2,183	±434	1,076	±357	49.3%	±11.6
Did not work	3,806	±429	1,396	±280	36.7%	±6.0
Population in housing units for whom poverty status is determined	60,184	±165	6,992	±963	11.6%	±1.6

B16001 | LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

Label	Duplin County, North Carolina		Jones County, North Carolina	
	Estimate	Margin of Error	Estimate	Margin of Error
Total:	55,440	±28	9,685	±24
Speak only English	44,834	±465	9,244	±71
Spanish or Spanish Creole:	10,291	±430	392	±57
Speak English "very well"	3,452	±470	165	±89
Speak English less than "very well"	6,839	±617	227	±91
French (incl. Patois, Cajun):	43	±45	0	±19
Speak English "very well"	43	±45	0	±19
Speak English less than "very well"	0	±28	0	±19
French Creole:	9	±15	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	9	±15	0	±19
Italian:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Portuguese or Portuguese Creole:	24	±29	0	±19
Speak English "very well"	21	±27	0	±19
Speak English less than "very well"	3	±5	0	±19
German:	20	±21	10	±13
Speak English "very well"	20	±21	10	±13
Speak English less than "very well"	0	±28	0	±19
Yiddish:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Other West Germanic languages:	18	±29	0	±19
Speak English "very well"	18	±29	0	±19
Speak English less than "very well"	0	±28	0	±19
Scandinavian languages:	0	±28	0	±19

Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Greek:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Russian:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Polish:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Serbo-Croatian:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Other Slavic languages:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Armenian:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Persian:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Gujarati:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Hindi:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Urdu:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19

Other Indic languages:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Other Indo-European languages:	17	±27	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	17	±27	0	±19
Chinese:	69	±96	14	±20
Speak English "very well"	0	±28	14	±20
Speak English less than "very well"	69	±96	0	±19
Japanese:	84	±109	10	±12
Speak English "very well"	84	±109	7	±10
Speak English less than "very well"	0	±28	3	±5
Korean:	0	±28	10	±15
Speak English "very well"	0	±28	10	±15
Speak English less than "very well"	0	±28	0	±19
Mon-Khmer, Cambodian:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Hmong:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Thai:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Laotian:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Vietnamese:	20	±30	0	±19
Speak English "very well"	5	±9	0	±19
Speak English less than "very well"	15	±23	0	±19
Other Asian languages:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19

Speak English less than "very well"	0	±28	0	±19
Tagalog:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Other Pacific Island languages:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Navajo:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Other Native North American languages:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Hungarian:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19
Arabic:	0	±28	5	±8
Speak English "very well"	0	±28	5	±8
Speak English less than "very well"	0	±28	0	±19
Hebrew:	7	±13	0	±19
Speak English "very well"	7	±13	0	±19
Speak English less than "very well"	0	±28	0	±19
African languages:	4	±10	0	±19
Speak English "very well"	4	±10	0	±19
Speak English less than "very well"	0	±28	0	±19
Other and unspecified languages:	0	±28	0	±19
Speak English "very well"	0	±28	0	±19
Speak English less than "very well"	0	±28	0	±19

Label	Onslow County, North Carolina		Pender County, North Carolina	
	Estimate	Margin of Error	Estimate	Margin of Error
Total:	165,561	±11	52,352	±199
Speak only English	150,462	±1,151	49,065	±405
Spanish or Spanish Creole:	10,124	±931	2,734	±316
Speak English "very well"	8,066	±840	1,505	±257
Speak English less than "very well"	2,058	±497	1,229	±213
French (incl. Patois, Cajun):	756	±303	52	±37
Speak English "very well"	520	±152	36	±28
Speak English less than "very well"	236	±275	16	±22
French Creole:	70	±60	0	±28
Speak English "very well"	70	±60	0	±28
Speak English less than "very well"	0	±28	0	±28
Italian:	94	±63	7	±11
Speak English "very well"	94	±63	7	±11
Speak English less than "very well"	0	±28	0	±28
Portuguese or Portuguese Creole:	225	±156	0	±28
Speak English "very well"	225	±156	0	±28
Speak English less than "very well"	0	±28	0	±28
German:	716	±285	207	±192
Speak English "very well"	659	±267	173	±147
Speak English less than "very well"	57	±46	34	±49
Yiddish:	0	±28	0	±28
Speak English "very well"	0	±28	0	±28
Speak English less than "very well"	0	±28	0	±28
Other West Germanic languages:	0	±28	0	±28
Speak English "very well"	0	±28	0	±28
Speak English less than "very well"	0	±28	0	±28
Scandinavian languages:	0	±28	2	±3
Speak English "very well"	0	±28	2	±3
Speak English less than "very well"	0	±28	0	±28

Greek:	56	±47	0	±28
Speak English "very well"	56	±47	0	±28
Speak English less than "very well"	0	±28	0	±28
Russian:	137	±88	0	±28
Speak English "very well"	126	±82	0	±28
Speak English less than "very well"	11	±19	0	±28
Polish:	26	±26	0	±28
Speak English "very well"	19	±23	0	±28
Speak English less than "very well"	7	±12	0	±28
Serbo-Croatian:	45	±65	59	±89
Speak English "very well"	45	±65	0	±28
Speak English less than "very well"	0	±28	59	±89
Other Slavic languages:	77	±75	92	±102
Speak English "very well"	77	±75	30	±37
Speak English less than "very well"	0	±28	62	±95
Armenian:	0	±28	0	±28
Speak English "very well"	0	±28	0	±28
Speak English less than "very well"	0	±28	0	±28
Persian:	0	±28	0	±28
Speak English "very well"	0	±28	0	±28
Speak English less than "very well"	0	±28	0	±28
Gujarati:	0	±28	0	±28
Speak English "very well"	0	±28	0	±28
Speak English less than "very well"	0	±28	0	±28
Hindi:	39	±58	0	±28
Speak English "very well"	39	±58	0	±28
Speak English less than "very well"	0	±28	0	±28
Urdu:	9	±15	0	±28
Speak English "very well"	9	±15	0	±28
Speak English less than "very well"	0	±28	0	±28
Other Indic languages:	0	±28	0	±28
Speak English "very well"	0	±28	0	±28

Speak English less than "very well"	0	±28	0	±28
Other Indo-European languages:	0	±28	0	±28
Speak English "very well"	0	±28	0	±28
Speak English less than "very well"	0	±28	0	±28
Chinese:	135	±113	15	±26
Speak English "very well"	103	±98	15	±26
Speak English less than "very well"	32	±46	0	±28
Japanese:	632	±154	0	±28
Speak English "very well"	271	±110	0	±28
Speak English less than "very well"	361	±105	0	±28
Korean:	89	±57	0	±28
Speak English "very well"	63	±47	0	±28
Speak English less than "very well"	26	±36	0	±28
Mon-Khmer, Cambodian:	16	±30	0	±28
Speak English "very well"	9	±14	0	±28
Speak English less than "very well"	7	±17	0	±28
Hmong:	35	±38	0	±28
Speak English "very well"	32	±35	0	±28
Speak English less than "very well"	3	±7	0	±28
Thai:	71	±88	0	±28
Speak English "very well"	22	±34	0	±28
Speak English less than "very well"	49	±58	0	±28
Laotian:	20	±32	0	±28
Speak English "very well"	20	±32	0	±28
Speak English less than "very well"	0	±28	0	±28
Vietnamese:	175	±154	0	±28
Speak English "very well"	128	±115	0	±28
Speak English less than "very well"	47	±53	0	±28
Other Asian languages:	139	±130	0	±28
Speak English "very well"	111	±115	0	±28
Speak English less than "very well"	28	±43	0	±28
Tagalog:	907	±260	103	±79

Speak English "very well"	695	±221	103	±79
Speak English less than "very well"	212	±136	0	±28
Other Pacific Island languages:	24	±22	0	±28
Speak English "very well"	24	±22	0	±28
Speak English less than "very well"	0	±28	0	±28
Navajo:	84	±77	0	±28
Speak English "very well"	84	±77	0	±28
Speak English less than "very well"	0	±28	0	±28
Other Native North American languages:	30	±34	3	±5
Speak English "very well"	30	±34	3	±5
Speak English less than "very well"	0	±28	0	±28
Hungarian:	25	±22	0	±28
Speak English "very well"	25	±22	0	±28
Speak English less than "very well"	0	±28	0	±28
Arabic:	130	±94	8	±12
Speak English "very well"	130	±94	8	±12
Speak English less than "very well"	0	±28	0	±28
Hebrew:	10	±16	5	±10
Speak English "very well"	0	±28	5	±10
Speak English less than "very well"	10	±16	0	±28
African languages:	187	±139	0	±28
Speak English "very well"	119	±105	0	±28
Speak English less than "very well"	68	±77	0	±28
Other and unspecified languages:	16	±24	0	±28
Speak English "very well"	16	±24	0	±28
Speak English less than "very well"	0	±28	0	±28

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: Sandra Janssen
Phone: 910-989-3161
Address: 264 Albert Ellis Airport Road
Richlands, North Carolina 28574

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: Sandra Janssen
Teléfono: 910-989-3161
Dirección: 264 Albert Ellis Airport Road
Richlands, North Carolina 28574



U.S. Department of Transportation
Federal Aviation Administration

HQ-10/098