



QUESTIONS/CLARIFICATIONS

1. *How many groups per day per contract are vendors expected to provide?*

Each facilitator will cover 2 groups per day. Facilitators may also be asked to conduct more, shorter groups per day. See section D/2/xx. The total number of groups per contract will vary depending on a facility's programming needs.

2. *With the requested staffing structure and space issues in facilities, how does DOC envision intake and discharge planning sessions happening? Who does DOC envision would do these individual service? When and where does DOC expect them to happen?*

DOC will work with Contractors to ensure that the proposed staff can conduct intakes and develop Individualized Action Plans. Either the jail-based or the community-facilitators will perform these services inside the housing areas.

3. *If DOC is unable to provide adequate space, time or participant access required for intake and discharge planning critical to community engagement, or the vendors ability to provide these services was impeded through no fault of their own, would this impact DOC's imposing of fines related to failure to meet the community engagement goal?*

DOC will enable contractors' jail-based and/or community-based facilitators to conduct intakes and develop Individualized Action Plans inside the housing areas. For example, jail-based facilitators would be able to conduct these services once a week when educational reentry-related movies/documentaries are shown. About 5 intakes could be conducted at that time, if not more. On an average week, less than 5 new inmates enter a unit. Also, when new units are opened, the first two days, the full 2.5 hours would be dedicated to intakes.

4. *In light of DOC's expectation of contact made with released individuals, both detained and sentenced, within 3 days of release, a daily discharge report would be required. Does DOC have the capacity to provide daily discharge reports now? If not, when would DOC be able to do that?*

DOC will provide a daily discharge report.

5. *If DOC is unable to provide the needed discharge information on a timely basis, interfering with the providers ability to connect with released individuals in the time expected, how would the penalty/fine for failing to meet the quarterly community engagement goal be impacted?*

DOC will provide a daily discharge report.

6. *How does DOC envision that providers will engage participants directly upon admission? It seems that the expectation is that all direct staff members be in 5 hours of group per day. Would providers be doing groups in new admission housing?*

Contractors will not provide services in new admission housing area. Contractor staff will engage participants after they are transferred from new admission housing into their housing area.

7. *Does DOC expect that the ICAN contract would cover the payment to participants for the expected paid transitional jobs? Or does DOC expect those funds to be available by the provider from some other source?*

This contract does not provide participant wages for transitional employment. A separate citywide initiative will pay for a temporary job to inmates leaving city jails after serving a sentence of a year or less.

8. *Does the 25% employment placement target refer to 25% of released detained individuals who are assessed as job ready and who are seeking employment services, or is it 25% of the entire releasee group? Same question for the 30% of released sentenced people and 50% released sentenced people who participated in hard skills training.*

The revised targets below. See section G/1/f for updated targets. The justification is below.

Employment	96/year	To arrive at this target, we consulted with several organizations that provide services to individuals with histories of court involvement and reviewed outcomes of past and current contracted programs. The provider with the lowest target expected each job developer place two individuals in jobs per week, whereas the organization with the highest target expected 5 to 7 weekly placements. We decided to include the lowest target of 2 per week in the RFP, so with 1 job developer, at 48 work weeks per year, would total (2 jobs per week * 48 weeks =) 96 jobs per year. This is a conservative estimate since some case managers will also be able to assist participants with employment, and some participants will obtain employment through the Contractor's general employment division.
Housing	80/year	To arrive at this target, we drew on information about the placements made by organizations working with incarcerated New Yorkers. Based on our research, organizations were able to place 6-7 individuals into housing per month.
Engagement	35% of pre-release participants who are released to the community	To arrive at this target, we drew on the engagement outcomes among organizations working with incarcerated New Yorkers. Engagement among some organizations reached 80%, so we believe this is a conservative estimate.

- 9. How will DOC guarantee that their required approval of all hires would protect against discriminatory hiring practices?*

DOC will focus on candidates' experience and qualifications for the position and will follow DOC's policies designed to avoid discrimination. Waiting from this from AC Owens (EEO).

- 10. What procedure will be involved in DOC's approval of hires?*

DOC will consider candidates resumes, certifications, relevant experience, facilitation skills (for jail-based facilitators) and other relevant factors. DOC will share with the Contractors the skills set and experience that we are looking for. For jail-based facilitators, we will be looking for effective facilitation skills as demonstrated during mock groups with a score of 4 or above on the evaluation rubric, experience in social services (at least a year), and educational background as specified in this RFP. For community-based facilitators, we will be looking for their experience in social services (at least a year) and an ability to articulate the needs and strategies for serving our population (during an interview).

- 11. Will DOC indemnify vendors against losses related to claims/lawsuits of discriminatory hiring?*

No.

- 12. What will the procedure be for DOC's removal of vendor staff (likely equating an employment termination of that staff person)?*

See section C/1/G.

- 13. Will DOC indemnify the vendor against losses related to claims/lawsuits of unlawful or wrongful termination?*

No.

- 14. In the instance where DOC removes a vendor's staff person from employment, and the vendor is unable to cover services for the period of time it takes them to fill that vacancy, would the vendor be subject to the \$1000 per group fine? This fine would be at a minimum of \$2000 per day until the vacancy is filled.*

These penalties are removed from the RFP. See question 22.

- 15. Please clarify the required "continuity of staffing from DOC facilities to community based sites".*

Community-based facilitators would spend at least one day a week inside facilities to meet with incarcerated participants. Jail-based facilitators should be well versed in post-release services.

- 16. Of the 9 recommended jail-based facilitators, how many does DOC anticipate would be allocated as "extra" to cover staff vacation and sick time?*

One of the 9 facilitators would be a floater who is not assigned a unit, and who will cover for facilitators when they are out. When more than one facilitator is out, operations supervisors should cover groups, barring extenuating circumstances. In addition, contractors will be expected to avoid approving time off for multiple staff on the same date. The floater and anyone else cover class should be knowledgeable regarding materials and follow the calendar in each unit when covering.

- 17. What are the risk criteria for eligibility as referred to in items i and v in the "Referral process" section on page 10? How is this risk assessed?*

The RFP is being revised to reflect that we will not be basing eligibility on risk of recidivism. See section D/1/1. DOC is making this change because of a new approach to delivering services and assigning inmates to housing areas. Our goal is to provide programming to everyone. Because DOC has limited classroom space, program services are being offered inside the housing areas. Inmates are currently assigned to housing areas using the Housing Unit Balancer (HUB), which relies on security risk group status and other information to house inmates together. If ICAN eligibility criteria included risk of recidivism, DOC would need to house inmates with the same risk score together. In this case, DOC will not have enough inmates who meet the HUB and the risk of recidivism criteria to be housed together,

- 18. Does the expectation of "pre and post release services seven days per week" mean that DOC expects the vendor to have community offices open and staffed seven days per week?*

No. The community-based office should be open Monday-Friday, at least during the hours of 8am to 6pm (different staff can have different 8-hour shifts). See section D/1/2.

- 19. If groups are planned as 2.5 hours, what is the reason for having group material to cover 3 hours at a time?*

In some facilities, groups may last up to 3 hours.

- 20. What specific goals are expected to be reported monthly to DOC as referred to in item xv. on page 11 and item vi. on page 12 and item b on page 13?*

Goals include completion of groups, job placement, housing placement, assistance with public benefits and other milestones as outlined in Attachment E.

- 21. Are invoices and performance reports due on the 20th or 15th of the month? Item c on page 15 says the 20th and item d on page 15 implies the 15th.*

20th. See section G/1/d for the updated language.

22. The proposed structure of cost reimbursement and performance base fines/penalties proposed by DOC combined with aggressive outcome goals presents a high likelihood of any provider incurring a loss/deficit in the provision of ICAN services. Can DOC please give specific examples of how DOC expects that a vendor who incurs a fine/penalty would be able to make up that loss?

The penalties for jail-based services have been removed and the post-release targets have been revised. See questions 8, 23 and 37.

When the contractor did not meet post-release expectations for a certain three month period by X percentage, contractor can earn back the withheld funds when contractor exceeds the goals set forth by DOC by X percentage during a different three month period. For example, when contractor conducts at least one case management session for 30% of released participants for a three month period, contractor can earn back the withheld funds when contractor conducts at least one case management session over the course of a different three month period for 50% or more of released participants.

23. The RFP requires that two-thirds of the staff other than the hard skills people have master's degrees. That doesn't match our current incumbents including some of our strongest job facilitators. The requirement that staff be given salaries of \$60,000 at minimum would cause a profound problem for our community-based staff because case managers who are really good and really confident, largely don't earn \$60,000 and it would disrupt the staffing of a 350 person organization. Are those numbers locked in?

The salary numbers are not locked in. As long as the staff meet our requirements and go through the hiring process we outlined, the Contractor can set the salary levels. See section c/1/b for the change.

- a. We have revised the Master's Degree requirement to 50% of all new staff other than hard-skills facilitators. See section c/1/a for the change. If an organization with any current DOC contract receives the new ICAN contract, staff working under the current contract may remain on the new contract (whether they have a Master's or not). However, for staff with performance issues under the current contract, documentation will be provided to the Deputy Commissioner, who will determine the next steps after consultation with the Contractor. This may include not approving staff for the contract or recommending training followed by a probationary period.

Any Contractor staff who have not worked on DOC contract have to go through the new hire process and receive approval from DOC. 50% of any new non-hard-skills staff have to have a Master's. See section C/1/c for the updated language.

24. Can we include letters of support or other attachments in our application, and if yes, how should we attach them?

Yes. The RFP will be revised to reflect this. (Carlo – could you please specify this in the RFP?)

25. Item D on page 9 of the RFP states that all staff must work full-time on the program, except for weekend per-diem. Would staff be considered full time if they are working full time on the project, but their salary is partially paid with other funding sources?

Yes.

26. If we apply for two contracts, can we propose a staffing pattern that would divide certain staff member's time between the two contracts?

DOC may award only one contract so the proposal needs to address staffing if only one contract would be awarded.

27. If we apply for two contracts, can we propose budgets that would not be feasible standing alone, but would only work if we were awarded both?

DOC may award only one contract so the proposal needs to include budgets that would work if only one contract would be awarded.

28. Can we submit a proposal that breaks the target population into certain sub-groups such as individuals with substance use issues, or individuals with mental health needs and offer specialized groups and other interventions specifically for them?

No, because the Contractor may be required to serve all individuals in a housing area that has inmates with different needs.

29. There are inconsistencies between Section G.1.f.i., on page 15 of the RFP and Attachment G. For example, page 15 distinguishes between job placement rates for individuals released as detainees, individuals released as sentenced, and individuals who receive hard skills training, while Attachment G gives only one set of targets for "Employment Placement percentage." There are other inconsistencies. Can you please reconcile between these two separate sources of performance targets?

The targets have been updated. See the answer to question 8.

30. In Attachment G - Payment for Post Release Services, it states that "Deductions to be applied every 4th month when targets are not met for previous three months." Will the deduction percentage be based on the amount of the 4th month's invoice, or will it be based on the total amount of the prior 4 months of invoices. In other words, would the deductions be limited to one month of invoices or would they apply to all four invoices?

The updated payment structure for post-release services can be found in attachment F. The performance based payment will be applied for a 3-month period, after the conclusion of the 3 month period.

31. How do the targets (listed under the Program Expectations Section on page 15 of the RFP and Attachments F & G) compare to the actual performance outcomes for contractors who are

currently operating the I-CAN program? We are concerned about this because we believe that some of the deliverables have targets that are unrealistically high and because of the stiff financial penalties associated with not meeting them. For example, we would like to know if the percentage of detainees expected to arrive for services after release is being achieved by any other program serving a comparable Rikers population. What is that basis for these expectations if they are not based on actual performance?

See the answer to question 8 for new targets and justification.

32. *The RFP does not indicate how many groups and how many facilities the group facilitators would need to cover. Please specify.*

Each facilitator will cover 2 groups per day. Facilitators may also be asked to conduct more, shorter groups per day. In case extra facilitators are available, they would be expected to team teach. The total number of groups per contract may vary. The total number of facilities has not been determined and may change depending on population shifts and security-related initiatives.

33. *Please share the assumptions behind the expectation that the recommended staffing structure listed on page 9 can achieve the scope of services and performance targets outlined in the RFP, including the workload calculations underlying the staffing and deliverable requirements. We have done a workload analysis and simply do not see how the staffing indicated supports the deliverables required. For example, given that the RFP recommends 9 Group Facilitators, and at least one will need to be floating between the groups to cover vacations, sick time and holiday, and the group facilitators are expected to be fully booked, which staff person does DOC expect to conduct full intake and develop Individualized Action Plans for 1,600 people? We calculate that at least 1.5 staff member would be needed to do this and that, since the group facilitators would be fully occupied, such staffing would need to come from their numbers or be added to the budget. This is especially a concern because getting penalized for failure to meet deliverables on a cost recovery contract would mean being unable to get reimbursed for the cost of delivering services and would make this contract financially unworkable.*

DOC will work with Contractors to ensure that the proposed staff can conduct intakes and develop Individualized Action Plans. Either the jail-based or the community-facilitators will perform these services inside the housing areas.

34. *Can you please clarify where we can find the list of items referred in the Missing Documentation section of Attachment F? It states that they are outlined in attachment D, which is the Structured Proposal Form.*

The list of documentation is now in Attachment H.

35. *What's the post release payment? What does that mean? How is that figured?*

The payment for post release services will be provided based on the criteria outlined in Attachment G. In this table, full payment refers to the full payment for all personnel costs related to community-based staff working on the ICAN contract.

36. *Is it proportionate staff? So if there were staff, it would be based on ten, twenty seconds?*

This question is not clear.

37. *So is it – was there an original intention in the RFP to do one versus the other regarding reducing the future budget as a penalty or to not reimburse us fully for the cost that we've already incurred?*

This is a performance-based contract. For pre-release services, penalties have been removed. In order to receive full payment for post-release services, Contractors are expected to reach targets, which have been carefully determined through research on what is feasible and appropriate for the population. If the targets are not fully achieved, the payment will reflect the performance. The updated payment structure for post-release services can be found in attachment F.

38. *You are talking about doing intakes during groups, how much time during the group would be allotted to intakes?*

DOC will work with Contractors to ensure that the proposed staff can conduct intakes and develop Individualized Action Plans. Either the jail-based or the community-facilitators will perform these services inside the housing areas.

39. *Would you consider changing the structure to make it more clear that we're being incentivized to do things that are in our control?*

In this contract, Contractors are being incentivized to achieve goals that are within Contractors' control. All extenuating circumstances will be considered. For example, if a house is closed down by DOC and the Contractor no longer has access to the inmates who were there, the Contractor would not be responsible for serving those individuals.

40. *I have some questions on Attachment F, Payment for Pre-released Services. For the first item, missing documentation, it says if upon the audit one or more items outlined in Attachment D are missing, DOC will deduct the value of each item multiplied by five. What item and what is the value of whatever item that is?*

Attachment G has been added to provide this information.

41. *In one of the sections you talk about providing classes daytime and evening hours between 7:00 a.m. and 9:00 p.m., would you envision services running through those hours or is that a broad window? I mean, are you envisioning 7:00 a.m. classes or 8:00 p.m. classes?*

We envision staff working 8 hour days. Staff will either work daytime shift of 830am-430pm or evening shift such as 1-9pm. See section D/2/9.

42. *Two bullets later where you talk about penalty for late classes or late arrivals, and it says and in that case contractors will provide documentation, what sort of documentation would be acceptable in those instances?*

Penalties for jail-based services have been removed. See question 22. Documentation may cover issues such as major transit failures, personal emergencies, and other unforeseen obstacles. Other extenuating circumstances, including weather-related conditions, will be considered.

43. *Just related to that question, how does DOC envision tracking lateness and being able to identify whether or not it's DOC's -- an incident with DOC or it's provider's fault?*

Lateness will be tracked using daily attendance reports. Reason for lateness will be determined using information obtained through the facilitator, the facility, and supervisors.

44. *The RFP requires that two-thirds of the staff other than the hard skills people have master's degrees. That doesn't match our current incumbents including some of our strongest job facilitators. The requirement that staff be given salaries of \$60,000 at minimum would cause a profound problem for our community-based staff because case managers who are really good and really confident, largely don't earn \$60,000 and it would disrupt the staffing of a 350 person organization. Are those numbers locked in?*

The salary numbers are not locked in. As long as the staff meet our requirements and go through the hiring process we outlined, the Contractor can set the salary levels. See section c/1/b for the change.

Also, see question 23.

45. *It says DOC would approve all hires. Right now we have a system in place where facilitators do a tour, your staff are there, they observe, they offer feedback but approve to higher means something different so for community based staff, for example, how would that process work with their job developers we have a significant amount of experience on hiring them, hiring the managers and so forth so how would it work when an approval needs to happen from DOC?*

DOC will coordinate with the Contractor to schedule interviews for post-release staff at a mutually-agreed upon time and location.

46. *How would the process need to be approved? It says DOC would need to approve all hires so if we're gonna hire a job developer, job developer doesn't necessarily need to do the type of tour that the facilitator does. So we interview a person and we generally would hire the person based upon the person's experience. How would it work if DOC needs to approve it?*

DOC will consider candidates' resumes, certifications, experience and other relevant factors. DOC will share with the Contractors the skills set and experience that we are looking for. Any

Contractor staff who have not worked on the ICAN contract have to go through the new hire process and receive approval from DOC.

47. *You say the DOC would need to approve our community-based staff?*

DOC will approve jail-based and community-based staff who are working on the ICAN contract.

48. *All staff including the data analyst and the case manager who never sets foot on the Island?*

DOC will approve jail-based and community-based staff who are working on the ICAN contract.

49. *On basis of resume only?*

DOC will consider candidates resumes, certifications, relevant experience, facilitation skills (for jail-based facilitators) and other relevant factors. DOC will share with the Contractors the skills set and experience that we are looking for.

50. *So I guess one of the questions is in order to attract and obtain the very best staff, we feel that it's important to be able to make offers since the very best often have other alternative offers so the resumes, we certainly have in advance but would you be willing to come to our offices for final interviews at which place an offer would be made and would you expect to sit in on our interviewing process so that we wouldn't have any additional delays in being able to make offers to community-based staff?*

DOC will coordinate with the Contractor to schedule interviews for post-release staff at a mutually-agreed upon time and location.

51. *You'd be sitting in with us and, sort of, like, giving us the thumbs up? Is that how it would work or some other way?*

DOC will consider candidates resumes, certifications, relevant experience, facilitation skills (for jail-based facilitators) and other relevant factors. DOC will share with the Contractors the skills set and experience that we are looking for. Any Contractor staff who have not worked on the ICAN contract have to go through the new hire process and receive approval from DOC.

52. *If DOC is intending to interview our staff and make hiring decisions and correct me, it doesn't sound like with us, it sounds like for us, what portion of the liability for discriminatory hiring is DOC taking on in a financial -- I'm talking about in a lawsuit situation?*

DOC will focus on candidates' experience and qualifications and will follow DOC's policies designed to avoid discrimination. Any Contractor staff who have not worked on the ICAN contract have to go through the new hire process and receive approval from DOC.

53. If we have some other entity, including the City of New York, interviewing and making hiring decisions in our organization, it would follow that the City also incurs liability in that situation, and it sounds like equal or more liability so I'm interested to know what, like, what is the City's and Department's expectation behind that? What kind of documentation can we get now showing what our coverage would be, and what portion of that liability DOC would be accepting?

None. DOC will focus on candidates' experience and qualifications and will follow DOC's policies designed to avoid discrimination.

54. Whether it was intended to be a cost reimbursement contract with penalties or whether it was intended to be a pay for performance contract?

This is a performance-based contract. In order to receive full payment, Contractors are expected to reach targets, which have been carefully determined through research on what is feasible and appropriate for the population. If the targets are not fully achieved, the payment will reflect the performance.

55. I have another follow-up on the staff requirement issue which is we hear that you value credentials and salary as with a way of tracking excellent staff, and we also value life experience and work experience and the question is are you signaling to us by only putting requirements about credentials and salary that you place less importance on life experience and work experience, and if so, why?

Work and life experience, among other factors, will be considered in the hiring process. Our goal is to hire qualified candidates.

56. A way of tracking the best talent there are multiple ways. One is money and credentials and another is looking at people's life experience and work experience. Why is there a requirement only for one and not the other and doesn't that hamper us from tracking the best talent for this program?

Work and life experience, among other factors, will be considered in the hiring process. Our goal is to hire qualified candidates.

57. We have a staff on the Island and many of them are people you recognized as doing really good work, and our ratio is not that in terms of Master's degrees. What does that do to our incumbent high performance staff who are not guessing based on credentials whether they perform but by looking at their actual performance?

See question 23.

58. Our current staffing patterns are not two-thirds masters level of staff, would the staff that we currently have be grandfathered into the contract?

See question 23.

59. *If you can also clarify the issue of retaining high-performing incumbents or there will be a catastrophic drop even if we stay in the vendors in our ability to do the work.*

See question 23

60. *We're working really hard and it would be a shame to, you know, hire someone and then realize that they actually can't continue and it actually makes it harder to attract anyone and it's a big risk for us in terms of reputation and our ability to keep people, the current staff on board and so would you like to show us how it would look now so that we don't make those mistakes in hiring people who you don't approve of?*

Yes, we can begin the new process with the current contracts. The mock group evaluation rubric can be shared with current Contractors. Any Contractor staff who have not worked on the ICAN contract have to go through the new hire process and receive approval from DOC.

61. *Can you please clarify the required continuity of staffing from DOC facilities to Community based Sites? What is meant by that?*

Community-based facilitators would plan to spend at least one day a week inside facilities to meet with incarcerated participants. Jail-based facilitators should be well-versed in post-release services.

62. *In the Jail based services section it says contractors will facilitate classes in daytime and evening hours after 7:00 AM to 9:00 PM and on weekends, can you clarify how you envision that happening? Connected to that, does the expectation of pre imposed service release services seven days per week mean that is DOC expects us to have our community offices open and staffed seven days a week?*

See question 18.

63. *Does that mean DOC expects the provider to have other sources for subsidized transitional employment?*

This contract does not provide participant wages for transitional employment. A separate citywide initiative, Jails to Jobs, will pay for a temporary job to inmates leaving city jails after serving a sentence of a year or less.

64. *I'm hesitant in thinking about hiring more individuals right now, how soon a time would you get back to us with some type of process that, what kind of system will be in place to look at our current hiring, the individuals that we are potentially hiring?*

See question 23.

65. Will there be transitional employment wages, funds available to ICAN Providers in relation to holding an ICAN Contract? Is there something that we could keep in our contract as a line item?

See question 63.

66. Considering the work that the city has done documenting utilizers of Rikers as publishing American Journal of Public Health, the rate of substance use disorder is dramatically higher among super utilizers than it is among others, and so the question is would you change the current expectation that groups be available to the general you know, all groups be appropriate for the general population and allow or encourage us to develop specific programming that might serve high risk subpopulations?

See question 28.

67. How soon a time would you get back to us with some type of process that, what kind of system will be in place to look at our current hiring, the individuals that are potential for hiring.

See question 23.

68. Do you think it's possible that there could be more than 25 people in a group because it also says that if that is the case, you might have to give an additional facilitator and split the group or have that one into two. Instead of 2.5 hours a maybe an hour and fifteen minutes for each of the groups so do you envision a scenario where that would happen?

We anticipate that in most units, there will be one facilitator running groups of about 25 participants. In units where the number of participants is greater, we will work with the Contractor to determine the best staffing pattern.

69. You've said that this partnership between the Mayor's office, what is their role in answering questions like the one I asked? How do we know whether their answers are the same as yours?

Under this procurement, DOC will partner with the Mayor's Office of Criminal Justice (MOCJ) to provide policy guidance and oversight of the implementation of community based services (i.e., those services that take place outside of DOC facilities). This partnership will help to situate the services delivered through the ICAN contracts within the broader context of reentry services across the city, thereby improving outcomes for individuals returning to the community from DOC custody.

70. To add on that, would we be expected to provide two groups in the same housing area? Would we have 25 and 25 and two facilitators in the same housing area?

We anticipate that in most units, there will be one facilitator running groups of about 25 participants. In units where the number of participants is greater, we will work with the Contractor to determine the best staffing pattern.

71. When we talked about the department having final say in the hiring and perhaps the removal of the staff person from the island, is there a leeway period before our agency would begin to be fined or levied for not being able to cover a particular class or a particular group in the facility?

Yes, all extenuating circumstances will be considered.

72. For our planning, could you give us an answer to the question of when the questions will be answered?

The questions are answered in this document.

73. What specific goals are expected to be reported monthly to DOC as referred to on pages 11, 12 and 13? Are you asking for the same thing that we give you now a performance based contract in this next iteration? Would it be completions, all services rendered?

The monthly report would include information on when participants completed workshops, obtained jobs, secured housing, and achieved other goals. The template will be provided during the negotiation.

74. What risk criteria for eligibility as referred to in the referral process and how is that risk assessed?

See question 17.