**Library Services and Technology Act**  
**Fiscal Year 2013**  
**Award Recommendations**  
**Regional Projects**

<table>
<thead>
<tr>
<th><strong>Organization:</strong></th>
<th>Northeast Florida Library Information Network (NEFLIN)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Category:</strong></td>
<td>Training</td>
</tr>
<tr>
<td><strong>Project Name:</strong></td>
<td>Training for Library Staff to Better Serve Their Community</td>
</tr>
<tr>
<td><strong>Amount:</strong></td>
<td>$185,284</td>
</tr>
<tr>
<td><strong>Population to Be Served:</strong></td>
<td>4,013,924</td>
</tr>
<tr>
<td><strong>Summary:</strong></td>
<td>NEFLIN will provide a comprehensive training program that will enhance the ability of library staff to better serve their community. This program will cover topics that reflect the wide range of work performed by library staff each day. The training program consists of four components: a schedule of face to face and online training events, a series featuring nationally-recognized experts, the formation of Interest Groups, and self-paced learning.</td>
</tr>
</tbody>
</table>
Organization: Panhandle Library Access Network (PLAN)
Category: Training
Project Name: Training to Meet the Future
Amount: $159,107
Population to Be Served: 1,366,092

Summary: The Panhandle Library Access Network project “Training to Meet the Future” will provide library staff and volunteers throughout the Panhandle, and the whole of Florida, training at no cost to the participant. The goal of this project is to increase the knowledge, skills, and abilities of the library staff and volunteers to adapt to changes. This will allow them to continue to facilitate, support, and assist their library’s patrons by meeting their information needs. PLAN will employ a multipronged approach to training library staff and volunteers. PLAN will offer a Curriculum of Classes – consisting of lecture and hands-on workshops delivered in a variety of ways: face to face, webinars, teleconference, symposia, etc. These classes are conducted at member libraries throughout the region and online. Some workshops are developed and delivered by PLAN staff while others are offered by third party trainers. PLAN pays the registration fee for library staff to attend these scheduled and sponsored workshops or events. PLAN Academy Scholarships are awarded to member library staff to attend workshops offered by others, e.g., professional organizations and associations.
**Organization:** Southeast Florida Library Information Network (SEFLIN)

**Category:** Training

**Project Name:** Building Capacity - Training and Consulting for User Experience Design

**Amount:** $38,250

**Population to Be Served:** 120

**Area Served:** Broward, Martin, Miami-Dade, and Palm Beach counties.

**Summary:** The Southeast Florida Library Information Network “Building Capacity: Training and Consulting for User Experience Design” project is based on a model of combining targeted training with follow-up consulting to allow libraries to work on a problem specific to their library with advice from a shared consultant during the regional cooperative project. The topic for the training and consulting project, "user experience design," will work toward improving physical and digital library services by employing user-centered design methodology. During the project, the project consultant will present the concepts of user experience design at a kickoff meeting, will conduct site visits at each participating library, will provide ongoing support, and will facilitate lessons learned during a wrap-up meeting. The intended result of the project is for staff at participating libraries to develop skills and resources so they can continue implementing activities begun with the assistance of the shared project consultant.
Organization: Southeast Florida Library Information Network (SEFLIN)
Category: Training
Project Name: Developing Library Staff Competencies
Amount: $145,000
Population to Be Served: 2,500
Area Served: Broward, Martin, Miami-Dade, and Palm Beach counties.
Summary: The Southeast Florida Library Information Network project "Developing Library Staff Competencies" will provide library staff with the learning tools for adapting to rapidly changing library service roles. The training will be presented in a variety of formats to suit the learning styles, interests, and time available to participants. The 2013/2014 project will include these activities:

- Continuing Education – Live Training. Topics selected for the live training will include those most requested from the annual SEFLIN Continuing Education Program survey.
- Regional Conference – Will focus on technology and include speakers presenting topics identified in the 2013 Post Conference survey.
- Continuing Education – Self-paced training will focus on specialized topics for library staff new to or reassigned to a service area.
Organization: Southwest Florida Library Network (SWFLN)
Category: Training
Project Name: Proactive Training for Southwest Florida’s Library Staff and Volunteers
Amount: $125,000
Population to Be Served: 621
Area Served: Charlotte, Collier, Hendry, Lee, and Monroe counties.
Summary: The Southwest Florida Library Network project "Proactive Training for Southwest Florida’s Library Staff and Volunteers" will primarily serve the librarians in southwest Florida by training professional, paraprofessional, and volunteer staff. These librarians will, in turn, serve the public. Since there is a high correlation between the level of library staff training and library users receiving quality service, this project will improve library services to the public. Training subjects will include helping patrons in using E-Government services, job seeking activities, communicating with patrons, customer service, helping the public with e-readers, and other topics.
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<tr>
<th><strong>Organization:</strong></th>
<th>Tampa Bay Library Consortium (TBLC)</th>
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<tbody>
<tr>
<td><strong>Category:</strong></td>
<td>Training</td>
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<tr>
<td><strong>Project Name:</strong></td>
<td>Training Central Florida Library Staff</td>
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<td><strong>Amount:</strong></td>
<td>$136,308</td>
</tr>
<tr>
<td><strong>Population to Be Served:</strong></td>
<td>6,400,000</td>
</tr>
<tr>
<td><strong>Area Served:</strong></td>
<td>Citrus, Desoto, Glades, Hardee, Hernando, Highlands, Hillsborough, Indian River, Lake, Manatee, Okeechobee, Orange, Osceola, Pasco, Pinellas, Polk, Saint Lucie, and Sarasota counties.</td>
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<tr>
<td><strong>Summary:</strong></td>
<td>The Tampa Bay Library Consortium &quot;Training Central Florida Library Staff&quot; project will offer a comprehensive continuing education program that meets librarian's needs for their own professional and personal development. The training program will broaden knowledge, encourage personal and professional development, inspire innovative thinking, and help the libraries in the TBLC service region improve services to their customers. Training will include a focus on interactive, in-depth and face to face sessions, access to national experts, and trendspotting. Participation in the program and its events is open to library staff in all Florida libraries free of charge.</td>
</tr>
</tbody>
</table>
Statewide Projects

**Organization:** Division of Library and Information Services

**Category:** Statewide

**Project Name:** Administration of the Annual Program 2013

**Amount:** $200,173

**Population to Be Served:** 13,000

**Area Served:** Statewide

**Summary:** The Division of Library and Information Services “Administration of the Annual Program” provides for the management of the federal Library Services and Technology Act (LSTA) grant program in the state of Florida. The LSTA program supports the delivery of library services in all types of Florida libraries. These services include statewide initiatives and regional projects funded through a competitive subgrant process. These activities include:

- Working with Division and regional project managers to develop and manage projects.
- Reviewing and critiquing LSTA application drafts from both within the Division and from Florida library organizations.
- Reviewing Division and non-Division grant applications.
- Providing technical assistance to potential applicants and grant recipients. Maintaining all official program files.
- Coordinating contracts and grant payments.
- Monitoring and evaluating grant-funded projects.
- Compiling and submitting reports to the Institute of Museum and Library Services.
Organization: Division of Library and Information Services
Category: Statewide
Project Name: Broadband Implementation and E-Rate Assistance 2013 - Program Coordination
Amount: $78,678
Population to Be Served: 7,413,399
Area Served: Statewide
Summary: The Division of Library and Information Services “Broadband Implementation and E-Rate Assistance 2013 - Program Coordination” is designed to provide statewide technology support for libraries in three critical areas of need:

- E-Rate support – Division staff help public librarians to understand the federal E-Rate program; technology contracts, including state contracts for Internet and local phone service; and the application process for E-Rate discounts.
- Broadband planning and implementation.
- Support for resource sharing through the Multitype Library Cooperatives.
Organization: Division of Library and Information Services
Category: Statewide
Project Name: Connected Director Community 2013 – Program Coordination
Amount: $148,126
Population to Be Served: 700
Area Served: Statewide
Summary: Public library directors will benefit from the Division of Library and Information Services “Connected Director Community 2013” program of technical assistance, training, and support in the context of leading in the 21st century library. This program includes:

- The Public Library Directors' Academy. Library directors learn and explore the role of the 21st century library with their community partners and library leaders.

- Long-Range Planning. Because all libraries receiving State Aid are required to file a long-range plan and an annual plan of service with the Division of Library and Information Services, the Bureau will provide training, technical assistance, advice, and facilitation on planning for public library systems in Florida.

- Monthly Online Discussions for Directors. Half focus on new directors; half focus on a particular size of library or specific topics identified by directors.

- Site Visits, Workshops, and Regional Meetings. These provide opportunities for directors to learn about issues and trends from each other; discuss how they are shaping their 21st century libraries; and learn statewide and national trends, initiatives, and more.

- The New Directors’ Orientation. This program is provided in partnership with the Tampa Bay Library Consortium.
Organization: Tampa Bay Library Consortium (TBLC)
Category: Statewide
Project Name: Connected Director Community 2013 - New Directors' Orientation
Amount: $11,500
Population to Be Served: 22
Area Served: Statewide
Summary: The Tampa Bay Library Consortium project "Connected Director Community 2013 - New Directors' Orientation" is part of the Division of Library and Information Services’ Connected Director Community 2013 statewide program. The New Directors’ Orientation project targets new library directors in Florida, who benefit from attending a one-day orientation held in Tallahassee. The orientation takes place the day before the 2013 Public Library Directors’ Meeting. The agenda will include an introduction to the Division programs by the Division Director, breakout groups with Bureau of Library Development staff, presentations by experienced directors, and tours of the State Library, State Archives, and State Museum. This project pays for travel for participants and speakers.
Organization: Division of Library and Information Services
Category: Statewide
Project Name: E-Government Services to Florida Public Libraries 2013 - Program Coordination
Amount: $75,182
Population to Be Served: 7,413,399
Area Served: Statewide
Summary: The Division of Library and Information Services “E-Government Services to Florida Public Libraries” project supports the workforce recovery efforts of libraries. Activities include:

- Broaden E-Government services by providing libraries with resources and tools to assist their job-seeking patrons.
- Expand the E-Government services for libraries throughout Florida by coordinating individual libraries’ E-Government projects in accordance with a statewide vision.
- Provide webinars to train library staff to administer E-Government services and to remain current with changes in laws that impact delivery of library E-Government services.
- Promote libraries’ development of partnerships with governmental, nonprofit, and community agencies.
- The two statewide E-Government Web portals are provided in partnership with the Orange County Library System and the Pasco County Public Library Cooperative.
<table>
<thead>
<tr>
<th><strong>Organization:</strong></th>
<th>Orange County Library System</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Category:</strong></td>
<td>Statewide</td>
</tr>
<tr>
<td><strong>Project Name:</strong></td>
<td>E-Government Services to Florida Public Libraries 2013 - Right Service at the Right Time</td>
</tr>
<tr>
<td><strong>Amount:</strong></td>
<td>$50,000</td>
</tr>
<tr>
<td><strong>Population to Be Served:</strong></td>
<td>3,100,000</td>
</tr>
<tr>
<td><strong>Area Served:</strong></td>
<td>Statewide</td>
</tr>
<tr>
<td><strong>Summary:</strong></td>
<td>The Orange County Library System “E-Government Services to Florida Public Libraries 2013 - Right Service at the Right Time” project (<a href="http://www.rightservicefl.org">www.rightservicefl.org</a>) is part of the Division of Library and Information Services’ E-Government Services to Florida Public Libraries 2013 program. The Right Service at the Right Time is a decision-making website that walks the public through a series of simple questions in order to connect them with the services they need. Orange County Library System staff will work with Florida public libraries to support them in promoting The Right Service at the Right Time on their local websites, providing the local information their customers need most. The Right Service at the Right Time provides information for each of Florida’s 67 counties.</td>
</tr>
</tbody>
</table>
Organization: Pasco County Public Library Cooperative
Category: Statewide
Project Name: E-Government Services to Florida Public Libraries 2013 - Get Help Florida
Amount: $24,000
Population to Be Served: 14,806,927
Area Served: Statewide
Summary: The Pasco County Public Library Cooperative project "E-Government Services to Florida Public Libraries 2013 - Get Help Florida" is part of the Division of Library and Information Services’ statewide E-Government Services to Florida Public Libraries program. Get Help Florida (www.gethelpflorida.org) is a website that offers easy navigation to a wide variety of E-Government resources, including links to government and social service agencies and related forms. Finding the right government service can be challenging for many Floridians, so the Get Help Florida website connects users directly to the resources they need. LSTA will fund hosting, updating, and adding to the site as well as promotion of the portal throughout the state.
Organization: Division of Library and Information Services  
Category: Statewide  
Project Name: Expanding Library Services 2013  
Amount: $289,631  
Population to Be Served: 7,708  
Area Served: Statewide  
Summary: The Division of Library and Information Services “Expanding Library Services 2013” program supports the expansion and improvement of public library service and access for Florida residents. Additionally, Bureau of Library Development staff will:

- Promote services to older adults by working with public libraries statewide to discover what statistics are already collected by local public libraries about their services to older adults, collect these statistics, and plan the expansion of the Bureau's emphasis to include services to older adults.
- Improve the sharing of library resources statewide by working together across Bureaus to examine current and future trends in resource sharing.
- Promote digital literacy skills by gathering data on current statewide digital literacy training in order to understand what services and training are needed to move forward.
- Research statewide methods of sharing digital content.
- Create a statewide digitization plan with the help of national experts in the field.
**Organization:** Division of Library and Information Services

**Category:** Statewide

**Project Name:** Florida Electronic Library 2013 - Databases and Program Coordination

**Amount:** $3,097,391

**Population to Be Served:** 17,727,804

**Area Served:** Statewide

**Summary:** The Division of Library and Information Services’ Florida Electronic Library (FEL) is a point of access for direct online library services for all Floridians. It complements the print resources in Florida library collections and serves as a gateway to all of Florida’s print resources and archival materials through the union catalog.

The service components include:

- Access to a core collection of licensed online resources and virtual reference works designed to meet the needs of the users of Florida’s public libraries, academic libraries, and K-12 schools.

- Training for library staff in all components of the Florida Electronic Library.

- Access to a union catalog of Florida library holdings that supports an interlibrary loan service which assists library users to obtain items not held at their local libraries.

- The Ask-a-Librarian collaborative virtual reference service and the Florida Library Delivery service are provided in partnership with the Tampa Bay Library Consortium.
Organization: Tampa Bay Library Consortium (TBLC)
Category: Technology
Project Name: Florida Electronic Library - Ask a Librarian
Amount: $261,444
Population to Be Served: 17,727,804
Area Served: Statewide
Summary: The Tampa Bay Library Consortium project “Florida Electronic Library - Ask a Librarian” is part of the the Division of Library and Information Services’s statewide Florida Electronic Library program. The Ask a Librarian portion is the collaborative virtual reference service for Florida. It provides live reference assistance to Florida residents at their moment of need via chat, email, and text messaging. In surveys, the public calls Ask a Librarian a “tremendous help” that is “helpful and informative” and right at their fingertips. In 2013-2014, Ask a Librarian plans to continue development and expand as a core service in Florida libraries. To accomplish this task, the project will continue to streamline and improve the technical infrastructure, recruit new libraries, train library staff, retain and reinvigorate current partners, and market the service in order to increase use from all participants’ users.
Organization: Tampa Bay Library Consortium (TBLC)
Category: Statewide
Project Name: Florida Electronic Library – Florida Library Delivery
Amount: $150,000
Population to Be Served: 125,000
Area Served: Statewide
Summary: The Tampa Bay Library Consortium project "Florida Electronic Library 2013 – Florida Library Delivery" is a component of the Division of Library and Information Services’ Florida Electronic Library 2013 statewide program. The Florida Library Delivery Service provides courier delivery service to 200+ libraries throughout Florida to facilitate the exchange of materials for resource sharing.
Organization: Division of Library and Information Services
Category: Statewide
Project Name: Florida Library Youth Program 2013
Amount: $205,845
Population to Be Served: 2,745,500
Area Served: Statewide
Summary: The Division of Library and Information Services “Florida Library Youth Program 2013” is a coordinated and collaborative effort between the Department of State’s Division of Library and Information Services and youth services librarians from Florida public libraries. The program’s mission is to provide information and resources to promote the value of reading. The major emphasis is on staff training and resources to support locally delivered services and programs to readers. The program goal is for Floridians to receive information and innovative and responsive library services that meet their diverse geographic, cultural and socioeconomic needs; the outcome is that children, teens, and their families and caregivers have access to age and developmentally appropriate library programs and services.
Organization: Division of Library and Information Services  
Category: Statewide  
Project Name: Florida Memory Program  
Amount: $411,508  
Population to Be Served: 19,317,568  
Area Served: Statewide  
Summary: The Florida Memory Program provides free online access to significant photographs, films, sound recordings, and archival documents from the collections of the State Library and Archives of Florida. Since 1998, this digitization and Web initiative has promoted greater awareness and understanding of Florida history and culture. The Florida Memory Project provides several key services to different audiences:

- The Florida Memory website enables remote access for the general public to archival materials, eliminating the need for patrons to physically travel to the repository. It allows educators and students to utilize unique resources for research and learning that are as a rule difficult to make available in an educational setting.

- Educational units from Florida Memory support national and state benchmarks, specifically Common Core and the Next Generation Sunshine State Standards. The educational components of Florida Memory deliver and provide context for historical resources in a variety of formats that aid teacher instruction and enhance student learning.

- Florida Memory also provides scholars, museum professionals, members of the media, and public records personnel with access to materials that bolster their own research, educational programming, exhibits, and marketing strategies utilizing historical materials. Through social media and in-person outreach initiatives, the Florida Memory Program has found new and innovative ways promote Florida history.
Organization: Division of Library and Information Services
Category: Statewide
Project Name: Leadership Recruitment and Development 2013 – Coordination
Amount: $156,861
Population to Be Served: 21,000
Area Served: Statewide
Summary: The Division of Library and Information Services “Leadership Recruitment and Development 2013” program will include:

- The Leadership Institute, a 10-month intensive professional development program for the librarians in the Division.

- The Sunshine State Library Leadership Institute (SSLLI), a 10-month intensive professional development program for librarians around the state. SSLLI is provided in partnership with the Northeast Florida Library Information Network.

- The Florida Library Jobs website, which provides searchable listings of job openings for positions in Florida libraries, both those requiring a graduate degree from an American Library Association (ALA) accredited program, and also those that do not require such a degree. The Florida Library Jobs service is provided in partnership with the Southeast Florida Library Information Network.

- The Annual Public Library Directors' Meeting, which provides an opportunity for library directors from across the state to learn from national leaders about cutting-edge trends; receive updates on current issues; gain new insights and skills from library community contemporaries; and share best practices. The Annual Public Library Directors' Meeting is provided in partnership with the Tampa Bay Library Consortium.
Organization: Northeast Florida Library Information Network (NEFLIN)
Category: Statewide
Project Name: Leadership Recruitment and Development 2013 - Sunshine State Library Leadership Institute
Amount: $52,745
Population to Be Served: 40
Area Served: Statewide
Summary: The Northeast Florida Library Information Network “Leadership Recruitment and Development 2013 - Sunshine State Library Leadership Institute” is part of the Division of Library and Information Services’ Leadership Recruitment and Development statewide program. The primary goal of the Sunshine State Library Leadership Institute (SSLLI) is to assist in preparing library leaders to provide the highest quality library services to the citizens of Florida in the most effective and innovative manner in order to meet today's needs and tomorrow's challenges. NEFLIN staff work closely with the Division to plan, organize and conduct 10 leadership workshops for the 40 SSLLI students.
Organization: Southeast Florida Library Information Network (SEFLIN)

Category: Statewide

Project Name: Leadership Recruitment and Development 2013 - Florida Library Jobs

Amount: $19,700

Population to Be Served: 20,000

Area Served: Statewide

Summary: The Southeast Florida Library Information Network “Leadership Recruitment and Development 2013 - Florida Library Jobs” project is part of the Division of Library and Information Services’ Leadership Recruitment and Development statewide program. It provides a searchable listing of job openings for positions in Florida libraries that require a graduate degree from an American Library Association (ALA) accredited program. The main website also has a companion site, called Jobs in Florida Libraries, which provides a searchable listing of open positions in Florida libraries that do not require the graduate degree from an ALA-accredited program.
<table>
<thead>
<tr>
<th><strong>Organization:</strong></th>
<th>Tampa Bay Library Consortium (TBLC)</th>
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<tbody>
<tr>
<td><strong>Category:</strong></td>
<td>Statewide</td>
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<tr>
<td><strong>Project Name:</strong></td>
<td>Leadership Recruitment and Development 2013 - Library Directors’ Meeting</td>
</tr>
<tr>
<td><strong>Amount:</strong></td>
<td>$33,516</td>
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<tr>
<td><strong>Population to Be Served:</strong></td>
<td>150</td>
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<tr>
<td><strong>Area Served:</strong></td>
<td>Statewide</td>
</tr>
<tr>
<td><strong>Summary:</strong></td>
<td>The Tampa Bay Library Consortium “Leadership Recruitment and Development 2013 - Library Directors’ Meeting” is part of the Division of Library and Information Services’ Leadership Recruitment and Development statewide program. The Library Directors’ meeting is conducted each year for public library directors or their designees and administrative heads throughout the state. The purpose of the annual meeting is to provide an opportunity for library directors from across the state to learn from national leaders about cutting-edge trends; receive updates from statewide leaders on current issues; gain new insights and skills from library community contemporaries; and share best practices.</td>
</tr>
</tbody>
</table>
Organization: Division of Library and Information Services
Category: Statewide
Project Name: Statewide Continuing Education and Training 2013 – Coordination
Amount: $181,790
Population to Be Served: 13,000
Area Served: Statewide
Summary: The Division of Library and Information Services "Statewide Continuing Education and Training 2013 - Coordination" program provides Florida library staff access to online instructor-led classes, workshops, and online self-paced courses. The project will also provide Florida library staff with unlimited access to self-paced training related to a variety of library skills. The Division has partnered with the five regional multitype library cooperatives to develop a centralized calendar system that enables Florida library staff members to identify appropriate continuing education opportunities. The calendar lists all of the training opportunities provided by the five multitype library cooperatives, all synchronous Division training opportunities, including the live webinars offered by Division consultants, the Florida Electronic Library (FEL) training provided by Gale, and WebJunction webinars. The Statewide Webinar component of this program is provided in partnership with the Tampa Bay Library Consortium.
**Organization:** Tampa Bay Library Consortium (TBLC)  
**Category:** Statewide  
**Project Name:** Statewide Continuing Education and Training 2013 – Statewide Webinars  
**Amount:** $278,909  
**Population to Be Served:** 13,000  
**Area Served:** Statewide  
**Summary:** The Tampa Bay Library Consortium project "Statewide Continuing Education and Training 2013 – Statewide Webinars" is part of the Division of Library and Information Services’ statewide Statewide Continuing Education and Training program. Statewide Webinars is a statewide continuing education program which offers Web-based training to all staff working in Florida libraries. The program offers access to three - five live training sessions, conducted in webinar format each week, for a total of 150-250 courses annually. The Florida Library Webinars website, www.floridalibrarywebinars.org, provides 24/7 access to recorded training and video tutorials.
Organization: Division of Library and Information Services
Category: Statewide
Project Name: Statewide Library Data and Statistics Program 2013
Amount: $230,057
Population to Be Served: 6,452
Area Served: Statewide
Summary: The Division of Library and Information Services “Statewide Library Data and Statistics Program 2013” provides assistance to public libraries, which enables these libraries to provide improved services to their patrons. The State Data Coordinator works with public libraries to demonstrate the value, effectiveness, and efficiency of libraries in Florida.

In 2013-2014, the program coordinator will continue to collect, publish, and analyze public library data; conduct evaluation activities that will enable grant recipients to evaluate their projects; maintain the Florida Library and Grants system, ensuring continued stability and functionality; and coordinate the efforts for the update on the Return on Investment in Florida's Public Libraries study.
Organization: Division of Library and Information Services
Category: Statewide
Project Name: Statewide Resource Sharing and Collection Development
Amount: $825,338
Population to Be Served: 19,317,568
Area Served: Statewide
Summary: The Division of Library and Information Services “Statewide Resource Sharing and Collection Development” program provides interlibrary loan, reference, and research services to Florida agencies and to the general public. Two public service outlets operate in the Division of Library and Information Services: the State Library and Archives, located in the R.A. Gray Building, and the Capitol Branch library located on the 7th floor of the State Capitol building. The project staff work also with libraries throughout Florida to promote resource sharing via FLIN and Florida Library Navigator. Through its collections of books, state government publications, professional library resources, historic maps, manuscripts, official state records, photographs, and other media, the Statewide Resource Sharing project serves the general public’s specialized information needs regarding Florida, supplements the collections of libraries statewide through resource sharing, and meets the information needs of state government employees. Information and research services are provided on-site at each location as well as via telephone, fax, email, and through an array of Web-based information services.