

### **Supplementary Material- Additional Description Indirect and Overhead Costs**

Indirect costs include resources for the Federal Insurance Contributions Act (FICA), worker's compensation, health and dental insurance, retirement, and unemployment. Occupancy, liability coverage, and Information Services (IS) costs (i.e., Department Overhead) are assessed to projects based on resources required. For example, for a 0.50 FTE, a proportional 50% for overhead for that position would be assessed to the grant program. Labor costs were based on personnel allocations toward project program activities. For staff 0.50 FTE on the project, labor costs include 50% of the base salary, plus 50% of the fringe benefits costs to the position. Fringe benefit rates vary slightly from year to year based on industry costs, but were applied using the legally agreed upon benefits costs for employees for that grant year. Data for supplies and equipment include actual costs to the organization pulled from financial records. Overhead to the program includes proportional assessments for occupancy, liability, and information services (IS) costs based on program allocations. ICR includes the federally approved indirect cost rate for the organization; ICR was assessed to the program based on the approved rate for each program year.