

Town of Litchfield, NH
Board of Selectmen Meeting
May 24, 2021
Litchfield Town Hall

In Attendance:

Selectmen: Steven J. Webber, Chairman; F. Robert Leary, Sr., Vice Chairman; Richard W. Lascelles; Kevin A. Lynch; and Kimberly M. Queenan

Town Manager: Troy Brown

Also in Attendance: Theresa Briand, Town Clerk and Tax Collector; Project Engineer Brian Pratt (virtual); Attorney Andrew Prolman (virtual); Dave Soultter (virtual); Brian Ellis (virtual); Andrew Thompson (virtual); David Van Slyke (virtual); John Curtin; and Matt Lepore.

1. Call to Order:

- a. 5:30 pm - Paperwork Review
- b. 6:30 pm - Chairman Steven Webber called the meeting to order, followed by the Pledge of Allegiance.

2. Review and Approval of Consent Items:

- a. A/P Manifest: 5/18/21 - \$66,906.38 and 5/25/21 - \$440,967.70
- b. P/R Manifest: 5/20/21 - \$62,223.85 and 5/27/21 - \$58,961.20
- c. Tax Collector & Town Clerk Reconciliations - April 2021
- d. (5) Land Use Change Taxes (LUCT)
- e. Elderly Exemptions

Discussion: None

Motion: (Selectman R. Leary / Selectman K. Queenan) Motion to accept the Review and Approval of Consent Items.

Vote: (5-0-0) The motion carried

3. Additional Items or Other Business:

- a. None

4. Business:

a. Meeting Minutes:

- i. May 10, 2021 Minutes

Discussion: Chairman Webber requested a motion to approve the minutes, as amended.

Motion: (Selectman R. Lascelles / Selectman R. Leary) So moved.

Vote: (5-0-0) The motion carried

b. Baron's Warehouse Project Introduction - 490 Charles Bancroft Highway:

Town Administrator Troy Brown mentioned that it was a pleasure to announce that representatives from Baron's Major Appliances introduced a project to the Town's Planning Staff and Safety Employees last week. Mr. Brown added that Chairman Steve Webber attended the virtual meeting. The primary reason for the meeting was to present

the scope of the project and the impact that the project would have on traffic, and the New Hampshire DOT Officials attended the meeting.

One of the suggestions made at the meeting was to get the information out to the residents and make the project public. The project will require a variance and need the Planning Board and Zoning Board of Adjustment (ZBA) to be involved. Mr. Brown stressed that this project is not related to the Amazon project in Hudson, NH.

Mr. Brown welcomed Attorney Andrew Prolman and his associates to the meeting. Mr. Prolman thanked the Board for letting him speak and stated that he was an attorney for he would try to keep the presentation short. He mentioned that the project would be significant for the area and he worked for Prunier & Prolman, P.A. out of Nashua. Mr. Prolman noted that Brian Ellis, David Souter were with him, and Mr. Souter and Mr. Ellis are two of the three major owners of Baron's Major Brands. He added that Project Engineer Brian Pratt was with him as well.

Mr. Prolman commented that Baron's Major Brands had been a family-owned business since 1947. Mike Baron, David Souther, and Brian Ellis own and operate Baron's Major Brands and are the second generation. The family has seven retail locations in Southern New Hampshire, one in Ossipee, NH, and one in Laconia, NH. The family proposes a 130,000 square foot warehouse on two of the Colby lots off of Charles Bancroft Highway.

Mr. Prolman stated that the Baron family has a contract with the Colby family to buy two lots of around 35 acres of land. The project would allow Baron's to build a 130,000 square foot warehouse and consolidate three other warehouses. Mr. Prolman mentioned that most of the traffic would head north on Charles Bancroft Highway and head towards the highway. The trucks would leave the warehouse early in the morning and come back later in the day.

Mr. Prolman acknowledged that he wanted to present the project to the Select Board so that any information released to the public was the correct information. He also admitted that this portion of Litchfield is not zoned for a warehouse, and they intend to apply to the Zoning Board by June for a July 14 Hearing. If Baron's receives a variance from the ZBA, then Baron's would go to the Planning Board for site plan approval.

Mr. Prolman stated that the operation itself is very similar to the Keystone Automotive in that the same amount of traffic would be generated from the Baron's Major Brands site. He added that the grading of the land would allow the warehouse not to be noticeable from the houses along Charles Bancroft Highway. Mr. Prolman noted that he spoke with Business Manager Christina Garand from St. Francis of Assisi. He said Baron's intends on keeping St. Francis and Ms. Garand happy because they are important neighbors.

The team members who virtually attended the meeting agreed that Mr. Prolman did a good job presenting the plan to the Board.

Selectman Rich Lascelles asked Mr. Prolman how many loading docks the warehouse was going to have? Mr. Pratt stated that the plan is to have between 20 to 25 loading docks. He admitted that the plans are still in the early stage, and they only plan to use about 15 of the 25 loading docks. Mr. Lascelles then asked how many employees would be staffing the facility? Mr. Pratt said about 50 employees would staff the facility, and he showed the Board where the employee parking would be located.

Selectman Robert Leary asked how many trucks would be housed at the facility and would the trucks be registered within the Town of Litchfield? Mr. Pratt stated that two to three tractor-trailer trucks would come to the facility daily from Boston. He added that about ten to twelve box trucks would leave the facility every day to make deliveries.

Chairman Steve Webber thanked Mr. Prolman and Baron's Major Brands team for presenting their project to the Board. Mr. Brown pointed out that Baron's Major Brands' trucks would be traveling on State Roads and not Town Roads unless delivering to a Litchfield resident.

5. **Public Input at 6:50 pm:**

Chairman Steven Webber mentioned that he was requested to read into the record a couple of pieces of correspondence.

a. Karen Psaledas, 31 Pearson St. -

Dear Board of Selectmen,

I am writing to you to express the concerns I have in regards to the recent Conservation Commission meeting. I have watched several meetings now and have witnessed disturbing behavior towards one particular alternate member. Since Diane Plansky joined a year-and-a-half ago, she has done quite a bit. Besides being an Alternate, and Secretary, she was involved with the River Access, has been on several site walks, and spoken to several landowners regarding acquisitions. She has built a sense of trust and added a sense of approachability that, in my honest opinion, there had been a void on this Committee. Diane was actively and solely involved in getting a Community Garden, and she did this by communicating with Monadnock Land Trust and the Recreation Commission. Diane's attendance has been impeccable; she has a better attendance record than the two nominations, considering how rudely and unprofessionally she has been treated. At the most recent meeting, a member named Roger stated at the beginning of the meeting, before any nominations were discussed, that he would not vote for Diane or Jay if they were nominated. How is that fair and impartial? The Committee kept stating that they wanted the nominations based on length of time and not on achievement. One nominee, Andrew, stated that he would like to work in the background. I feel that is exactly the opposite of what the Conservation Commission needs. They need a go-getter, like Diane, that will get things done. The other nominee had been a full member in the past; during the River Access proposal, she showed up for only one meeting, which was the meeting for the vote. With the Conservation Commission losing money due to inaction and their lack of transparency. My hope is that the Board of Selectmen will step in and provide the proper oversight that this Commission has been lacking. Thank You

b. Jayson Brennen, No Address Provided -

Dear Chairman Webber,

I am writing to state my concern regarding how the Conservation Commission full-time member nomination process was conducted at the May 20, 2021 meeting. The meeting was a 'Special Meeting' that was requested by the Board of Selectmen in order to bring up three candidates to the Board for consideration as full-time members. There were four candidates up for consideration:

1. Andrew Thompson
2. Dianne Plansky
3. Marion Godzik
4. Myself (Jayson Brennen)

At the beginning of the meeting, Member Roger St. Laurent made a clear statement before candidate discussion even started that if either Dianne or Jayson's name came up for consideration, he would vote against them in

protest. This statement, by itself, goes against all due process, rules of order, and ethics. Straight from the guidelines of the New Hampshire Municipal Association, members shall be treated fairly and equally. In my opinion, on this topic, how one person is going to vote should never be rendered before the topic is discussed.

The proper process is to bring candidates forward and discuss them with an open mind and vote. Not disregard candidates before this has even begun. Having a statement been made prior to a developer coming in for plan approval, the Town would be at risk for litigation. In the end, the Conservation Commission decided to bring forward two candidates, Mr. Thompson and Ms. Godzik. The Commission disregarded Ms. Plansky and did not even bring up her name for discussion. Even though her accomplishments, over her two years of service, exceeded, in my opinion, those of the other candidates.

Ms. Plansky has also had the highest attendance record of all the candidates, has been the most active candidate outside of the meetings, consistently volunteers to take on tasks, and was able to single-handedly bring a key land purchase to the Commission, which help offset the losses incurred due to the inactivity of the Conservation Fund.

Furthermore, she brings energy, passion, knows the pulse of the community, and has the ability to communicate, which is something that this Commission needs. To me, Ms. Plansky deserved discussion, but that did not happen because Mr. St. Laurent's comments at the onset of the meeting set the tone. The process was void of discussion regarding what every candidate brings to the table, and Ms. Plansky's nomination was shut down before the process began. My comments are in no way meant to compare and contrast candidates. They are intended to point out the lack of process to select candidates to bring to the Board of Selectmen.

Public Input ended at 6:57 pm.

6. Business (Continued):

c. Conservation Commission Interviews:

Town Administrator Troy Brown mentioned that at the May 10, 2021 Board of Selectmen's meeting, the Board requested that Chair Matt Lepore go back to the Conservation Commission and suggest bringing forward more nominees for the Board to consider approving for the one available, 'Regular Member,' position. The Conservation Commission had a 'Special Meeting,' and they recommended Andrew Thompson and Marion Godzik for the one available position.

Mr. Brown noted that Mr. Thompson was attending the meeting virtually, Ms. Godzik was present, and Mr. Lepore was in the meeting room. Chairman Webber asked the Selectmen if they had watched the Conservation Commission meeting from Thursday, May 20? He then asked the Selectmen if they had any thoughts based on what they heard from the public and the Conservation Commission meeting?

Vice-Chair Leary commented that anyone who wants to be a full-time member needs to be present at the meetings. He recognized that everyone has reasons for missing a meeting once in a while, but a full-time member has regular attendance. Mr. Leary added that he was surprised that Dianne Plansky and Jayson Brennen were not talked about during the meeting, and this left him feeling that the decision was already set before the meeting started.

Ms. Queenan stated that she just emailed the members of the Board something that she wanted to discuss. She thanked everyone that volunteered on the commissions because she recognizes that amount of time and work that is

put into the groups. Ms. Queenan added that at the last Selectmen's meeting, she was adamant that new committee members should not supplant the tenured members and noted that she supports the commissions and self-governing. Ms. Queenan stated that anyone who wanted to be a full-time member should have been allowed to speak.

Ms. Queenan had a set of questions and a template for the members who wanted to become the full-time member. Ms. Queenan stated that she created some questions for the alternates interested in becoming full-time members because she did not know some of them, and filling in the questions would help her decision for selecting the full-time member.

- i. How many years have you served, whether as a member, an alternate, or a full-time member?
- ii. Whether you took a leadership role?
- iii. Your attendance, overall
- iv. List your experience
- v. What land are you looking to make part of the Conservation Commission?

Mr. Webber stressed that the Board is not micro-managing. He noted that the Conservation Commission has \$1,000,000 and the Selectmen are elected officials. The Selectmen are stewards of the Town of Litchfield's money, and the Board has to have a voice on who is making the decisions on how the money is spent. Mr. Webber stated that he watched the last Conservation Commission meeting and came away thinking that certain members were silenced. Mr. Webber mentioned a couple of names and commented on how these alternate members could have benefited the Conservation Commission by becoming the full-time member. He added that tenure on the Commission should not be used as the primary reason for being made a full-time member.

Mr. Lascelles mentioned that the Conservation Commission had been a quiet group for as long as he has been a Selectman. He added that the Selectmen are looking for a Conservation Commission that is more active. He noted that the Town of Litchfield values longevity regarding membership on committees, but other things are more important than longevity.

Mr. Lynch commented that he was at the meeting on May 20, and he stressed how important communication is with a commission.

Mr. Leary stated that the Conservation Commission made an important step by naming Matt Lepore as their Chairman.

Marion Godzik spoke about her education and professional background. Ms. Godzik added that she was a full-time member for years until she and her mother became ill. Since then, she has been an alternate member of the Conservation Commission. Ms. Godzik commented that she was offended by the Board of Selectmen believing that the Conservation Commission was a lackluster group that does not do anything. She added that the Commission members are working off an old Master Plan, and the Commission should establish a sub-committee to create a new Master Plan.

The Board and Ms. Godzik then discussed the facts of Dar-Col Stables and having an updated Master Plan. Mr. Webber asked her what her short and long-term goals were for the Commission? Ms. Godzik stated that she loves Litchfield as a farming community.

Andrew Thompson spoke about his educational and professional background and has lived in Litchfield for four years. He noted that his membership attendance has been moderate but added that he was raising two young boys and family is important to him. Mr. Thompson mentioned that his plan is to create a new Master Plan and the NRPC would be a great asset to help with a new Master Plan. He also believes that the Conservation Commission needs to be proactive with reaching out and receiving help from other commissions. He noted that he filled out the questionnaire from Ms. Queenan and added that he has the longevity needed and a fresh vision for the Conservation Commission.

The Board reviewed the minutes from the last Board of Selectmen's meeting to see what the Board requested from the Conservation Commission.

Motion from May 10, 2021:

Discussion: None

Motion: (Selectman R. Lascelles / Selectman R. Leary) I move to invite alternate members of the Conservation Commission, who would like to be a permanent member, to meet with the Board of Selectmen along with the leadership of the Conservation Commission.

Vote: (4-1-0) The motion carried (Selectman K. Queenan voted 'no')

The Board mentioned that they are going through procedures to make sure they vote to appoint the best alternate member as a full-time member of the Conservation Commission. Mr. Webber stressed that he wants to make sure that every member of the Commission, who wants to be a full-time member, gets a moment to speak.

Chairman Matt Lepore commented that he had sent out an email to the members of the Conservation Commission. The email read that he wanted to know who was interested in filling the position of a full-time member. At the meeting on May 20, Mr. Lepore had a list of four names of members interested in the full-time position. He intended on listing off the names at the beginning of the meeting but never had a chance.

John Curtin, an alternate member of the Conservation Commission, stated that he had been a Commission member for four years. In terms of attendance, he acknowledged that he did not have the best attendance. During the past six years, he received his Bachelor's Degree and his Master's Degree. At this time, Mr. Curtin agrees that he would not be able to put in the time needed for the Commission. Mr. Curtin commented that he would like to keep Litchfield the way it is, and he sees that happening by the Town Boards and Commissions working together for the benefit of Litchfield.

Town Administrator Troy Brown commented that the Board, right now, has two candidates who have been listened to, and the Board can make a motion to appoint one member as a full-time member or send this back to the Commission one more time. Ms. Queenan suggested sending this back to the Conservation Commission to make sure everyone interested gets a chance to speak.

Discussion: None

Motion: (Selectman R. Leary / Selectman K. Queenan) I make a motion to return this to the Conservation Commission and allow all members who would like to be considered for the full-time position to be brought before the Selectmen at the next meeting.

Vote: (5-0-0) The motion carried

d. Theresa L. Briand, Town Clerk/Tax Collector - New Part-Time Position:

Town Clerk and Tax Collector Terri Briand stated that she wanted to introduce Deputy Town Clerk/Tax Collector Jennifer Glaude. Ms. Glaude mentioned that she has lived in Litchfield for 37 years, and her family lives in town. Ms. Glaude noted that she knows everyone in the meeting, along with some of their families.

Ms. Briand said that she was coming back to the Board to discuss the part-time position that was initially discussed during the budget season. Ms. Briand mentioned that because of the increased population of Litchfield, the Town could no longer have one person manage the elections. She added that the Town of Litchfield could not afford to close the offices to have an election.

Ms. Briand noted that during an election the two full-time employees would cover the election and the two part-time employees would cover the office. Mr. Webber asked if Ms. Briand finds that more residents use the online service instead of coming into Town Hall? Ms. Briand stated that things have changed; previously, the beginning of the month and the end of the month were hectic. Now the office can mail out the tax bills to the residents, and a portion of the tax bills are paid online.

Mr. Webber asked how many hours the new part-time employee would work during the week. Ms. Briand stated that the employee would work between 12 to 15 hours per week.

The Board agreed that Ms. Briand needed a part-time employee to help with the work within Town Hall. The only issue was how the Board was going to pay for the position. One suggestion was to authorize a Warrant Article to be created for the March 2022 Town Election. This would allow the residents to approve or disapprove of hiring a part-time employee for Town Hall.

Ms. Briand pointed out that the Town Hall Office does not need another full-time employee. Town Hall needs two full-time employees and two part-time employees to run efficiently. Town Hall only has two windows and to have three full-time employees would not be efficient, and would be a waste of money.

The Board discussed the history of town positions that started as full-time and became a part-time position and part-time positions that became full-time. Mr. Leary suggested approving a part-time position until March 2022. At that time, the citizens of Litchfield would vote to make the position a permanent part-time position. The will of the Board was to wait until the March 2022 Town Election and have the residents vote on a Warrant Article for a part-time employee.

The current staff for the department is:

- i. Terri Briand - Full-time - 40 hours
- ii. Jennifer Glaude - Full-time - 40 hours
- iii. Pat - Part-time

2:00:00

e. John Brunelle - Comcast Franchise Agreement:

Town Administrator Troy Brown mentioned that John Brunelle has been in discussion with Comcast about Litchfield's franchise agreement. Mr/ Brunelle virtually attended the meeting to provide the Board with an update.

Mr. Brunelle stated that the current contract would expire on August 24, 2021. He noted that Russell Blanchette and Rob Fay have helped with the negotiations that started in March, and the Town received a contract from Comcast around April 14. Mr. Brunelle mentioned that there were no major changes to the contract. The only updates were to terminology changes and technology changes that happened. The current contract is ten years old.

Mr. Brunelle commented that the town's big thing focused on having Comcast continue to invest in PEG (Public / Educational / Government) process. He noted that Section 7.4, which is the financial part of the PEG contract, Comcast will be granting the Town of Litchfield Cable Committee \$60,000 for capital investments to continue the Cable Committee's efforts to upgrade the system. The current system is the old analog style, and the system would be upgraded to a digital system.

Mr. Brunelle mentioned that Comcast would also be investing, on their side of the infrastructure, another \$15,000. The money will be used to upgrade all of their hardware outside our facilities to accommodate this digital change-over.

Mr. Brunelle said that the Board of Selectmen took action back on January 1, 2012, to reduce the Franchise Fee from five percent to two percent. The new contract has the Franchise Fee still at two percent. He added that the contract expires on August 24, and the Board will need to take action on the contract before August. Mr. Brunelle commented that the two percent is what is funding LCTV operations. If the Board wanted to increase or decrease the Franchise Fee, now is the time to change.

Selectman Queenan asked if exhibit one and exhibit four were to be filled in at a later time? Mr. Brunelle stated that he would have to look at the exhibits, but those are the facilities that are taking on the free connections. He noted that that information would stay the same.

Selectman Lascelles asked how long has the Town of Litchfield had the contract with Comcast? Mr. Brunelle stated that the current contract was for ten years, but he does not have a history before the current contract. Mr. Lascelles then asked if Mr. Brunelle knew how many residents watch the PEG channels? Mr. Brunelle said that he could not answer the question, but he would ask Comcast again. He acknowledged that residents are cutting the cord to cable, which directly impacts the Cable Committee financially.

Mr. Webber stated that the Town of Litchfield would need to find an alternative funding source other than the Franchise Fee. Mr. Brunelle noted that the PEG channels are very important to the Emergency Services provided to the town.

Mr. Brown stated that he believed that the Board would need to have a Public Meeting because the Board would be renewing a franchise agreement. Mr. Webber then asked that Mr. Brunelle to supply the extra exhibits that were discussed.

f. Energy Update:

Town Administrator Troy Brown commented that the Board had discussions with regards to the energy update. He noted that the question was whether the Town of Litchfield continues to participate with the NRPC in the aggregation program. Mr. Brown said that the town started participating in the program back in 2011. He reached out to EverSource to see if they were competitive with the aggregation program, and EverSource's rates change every six months. Right now, their rate is lower, but in six months, the rate could be higher than the aggregation program.

The NRPC is under a time limit and needs to know who will be involved in the program. The Board missed the time frame, but the Regional Environmental Planner, Mason Twombly, informed Mr. Brown that there is still a little time left to sign up for the program. The other option is to work with the Litchfield School Districts, which have their energy contract. The School District's contract expires in December 2021, and the idea would be to piggyback on the School District's program.

Selectman Lascelles stated the Board received an email from Chief Accountant Ann Inamoriati from the Litchfield School District, and she wrote that the School District uses Bart from Freedom Energy. Mr. Brown stated that he spoke with Bart, and his job is similar to that of the NRPC with the aggregate program. He added that the energy market is not stable at this time.

The Board discussed the three options they had available to them, and the Board agreed that they did their best to research for the best contract and prices.

Discussion: None

Motion: (Selectman R. Lascelles / Selectman K. Lynch) I move to authorize Troy to authorize the town to continue with NRPC.

Vote: (5-0-0) The motion carried

g. Community Development Block Grant (CDBG) - Administration Contract:

Town Administrator Troy Brown stated that the Board of Selectmen approved and authorized the town to apply for a Community Development Block Grant on behalf of the Litchfield Landing Cooperative. The purpose of the grant was to do an assessment of their water-line distribution system. Litchfield Landing Cooperative is already hooked up with Pennichuck Water, but the water system that services the park is old and outdated.

The first step was doing an assessment study of Litchfield Landing Cooperative. The town was awarded the grant for \$25,000. The next step was to go out and receive proposals for a grant administrator, and Joia Hughes was the only person who submitted a proposal for \$1,500.

Mr. Brown read the prepared motion, "I move to award the CDBG Grant Administration to Joia Hughes for \$1,500.00."

Discussion: The town will pay the \$1,500 upfront, then the town will be reimbursed from the Block Grant.

Motion: (Selectman R. Lascelles / Selectman R. Leary) So moved.

Vote: (5-0-0) The motion carried.

i. Administrator Report:

Town Administrator Troy Brown mentioned that church members approached him, and they are having the Strawberry Festival this year. The festival will be a drive-thru event, and the event will be on Saturday, June 26, from 11 am until 2 pm.

People will be able to pull into the parking lot and the Historical Society will have a table there and will be selling some of their fundraising material. The people can then proceed to the other tables and get their strawberry rhubarb pie, sausage rolls, strawberry shortcakes.

j. Selectmen Reports:

i. Selectman S. Webber - EMT, Rec Commission, School Facilities Improvement Comm. & CIP Comm.:

Chairman S. Webber mentioned that the Rec Commission would meet tomorrow, May 25, at 7:30 pm. He added that the town would be having the Memorial Day Parade at 10 am.

ii. Selectman R. Leary - Budget Committee:

Selectman R. Leary mentioned that the Budget Committee has a meeting on Thursday.

iii. Selectman R. Lascelles - Heritage Commission:

Selectman R. Lascelles mentioned that there was a meeting about the PFOA. The PUC is having the meetings and going to the surrounding towns to discuss PFOA.

iv. Selectman K. Lynch - Conservation Commission:

Selectman K. Lynch stated that the Conservation Commission met on May 20.

v. Selectman K. Queenan - Planning Board & NRPC:

Selectman K. Queenan mentioned that the Planning Board would meet on Tuesday, June 4, at 7 pm. The Planning Board will be discussing Saint Francis adding classrooms to the school. The next NRPC meeting will be on June 16 at 7:00 pm.

k. Other Business:

i. None

7. Items Removed From Consent:

a. None

8. Non- Meeting Session:

Discussion: Chairman Steve Webber requested a motion to enter a Non-Meeting with attorneys at 9:07 pm.

Motion: (Selectman R. Leary/Selectman K. Queenan) So moved.

Roll-Call:

- a. Selectman S. Webber - Yes
- b. Selectman R. Leary - Yes
- c. Selectman R. Lascelles - Yes
- d. Selectman K. Lynch - Yes
- e. Selectman K. Queenan - Yes

Vote: (5-0-0) The motion carried

9. Reconvene Public Session:

10:02pm

10. Adjournment:

Discussion: None

Motion: (Selectman Lynch / Selectman Leary) motioned to adjourn the public meeting at 10:02pm.

Roll-Call:

- a. Selectman S. Webber - Yes
- b. Selectman R. Leary - Yes
- c. Selectman R. Lascelles - Yes
- d. Selectman K. Lynch - Yes
- e. Selectman K. Queenan - Yes

Vote: (5-0-0) The motion carried.

Respectfully Submitted,
Matthew Sullivan
BOS Recording Secretary

Approved by the Board of Selectmen:

Steven J. Webber, Chairman

F. Robert Leary, Sr., Vice Chairman

Richard W. Lascelles

Kevin A. Lynch

Kimberly M. Queenan