# MINUTES OF THE REGULAR MEETING OF THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF PEARL, MISSISSIPPI, HELD IN THE BOARD ROOM AT CITY HALL SEPTEMBER 21, 2021, AT 6:00 O'CLOCK P.M.

# CALL TO ORDER

The regular meeting of the Mayor and Board of Aldermen was called to order by Mayor Windham at 6:00 p.m.

Roll call indicated the following Aldermen present:

Alderman McHenry Alderman Williams Alderman Dennis Alderman Steverson Alderman Foy Alderman Thompson

Alderman Gill

Also in attendance was Kelly Scouten, City Clerk and Brendan Sartin, City Attorney.

#### **PRAYER**

The meeting was opened with prayer by Alderman Gill.

Alderman Steverson led the Pledge of Allegiance.

# **ACKNOWLEDGEMENTS**

- · Recognize Employee of the Month Al Tindall
- Recognize Firefighter of the Month John Throne

#### **CONSENT AGENDA**

Upon Motion by Alderman Gill and seconded by Alderman Thompson, the following items were approved and adopted as the Orders of the Board by majority affirmative vote ("Aye") of the Aldermen present;

- 1. Approval/corrections of minutes of the Regular Board Meeting, September 7, 2021.
- 2. Approval of the claims docket for the period of September 7, 2021 to September 21, 2021, in the amount of \$8,551,005.73, in paid claims \$724,519.81, in unpaid claims and \$181,840.32, addendum. The Mayor and Board of Aldermen further find that the claims being paid are for budgeted items and those items are authorized to be purchased by law.
- 3. Approval of garbage exemption applications and renewals.

- 4. Approval of applications:
  Joshua Hamby (PT to FT) (IT)
  Juanita Whitty- PD(Court clerk)
  Colin Wilson- WATER
  Jorge Ascencio- STREET
  Adam MCguffee- PD (reserves)
- 5. Approval of authorization to travel:
  Bill Busby, Freddie Stapleton, Myron Jackson (Tupelo, MS) (October 5- October 7, 2021)
- 6. [Removed to General Business]
- 7. Order to approve and authorize the Request for Proposals for Public Safety Software Solution for the Police Dept. and to direct the City Clerk to publish the same.
- 8. Order to approve and authorize the police officers identified on the proposed part-time work schedule for October 2021, which is attached hereto and made a part hereof, the use of the official Pearl Police Department uniform and official Pearl Police Department duty weapon and finding that the proposed employment is not likely to bring disrepute to the City of Pearl, or the Pearl Police Department, the officers at issue, or law enforcement generally, and that the use of the official uniform and weapon in the discharge of the officer's private security endeavor promotes the public interest of the City of Pearl.
- 9. Order to approve the military leave of William Russell from August 6, 2021 to October 22, 2021.
- 10. Order to approve and authorize the purchase of (16) tires for four (4) Fire Engines in the Fire Dept. (state contract#G0007751)
- 11. Order to appoint Jimmy Foster as Chairman of the Parks and Recreation Commission, and Ruth Gullette as a commission member and to adopt Ordinance 28 Parks and Recreation.
- 12. Order to adopt the 2021-2022 Holiday Schedule for the City of Pearl as recommended by the City Clerk.
- 13. Order to approve and authorize the striping of various streets by Traffic Control Products, in the amount of \$27,170.00. (quotes obtained) The list of streets is attached hereto and made a part hereof.
- 14. Order to approve and authorize the maintenance of the parking lot at the Public Safety Complex, 2561 Old Brandon Rd., by Sunbelt Sealing in the amount of \$16,700.00. (quotes obtained)

- 15. Order to adopt a Resolution accepting the bid of T.L. Wallace Construction, Inc., for Pearl Richland Intermodal Connector Project, finding that the conforming bid of T.L. Wallace Construction, Inc., is the lowest and best bid in the amount of \$14,033,621.28, and that the contract should be and hereby is awarded to T.L. Wallace Construction, Inc., and to authorize Mayor Windham to sign all related documents.
- 16. Order to approve and authorize payment to Hemphill Construction, in the amount of \$189,429.50, for the Pearl-Richland Intermodal Connector Commission Project (Adkins Dr. Ext. Project)
- 17. Order to approve and authorize payment to Pickering Firm, in the amount of \$12,927.54, for the US Highway 80 Signal Upgrade Project at Cross ark and Belvedere.
- 18. Order to approve the Lease Purchase Agreement by and between Advantage Business Systems and City of Pearl, for (1) Konica Minolta Bizhub C558 system, in the amount of \$132.60 per month for 24 months, and to authorize Mayor Windham to sign all related documents; machine will be placed in Public Safety Complex. (state contract# 8200056217)
- 19. Order to approve the Rental Agreement and Maintenance Support Agreement, by and between Advantage Business Systems and City of Pearl, for (1) Konica Minolta Bizhub C300i system, in the amount of \$249.44 per month for 36 months, and Maintenance Support, in the amount of \$79.40 and includes 4,000 b/w and 1,000 color with overages billed at the rate of \$.71 per B/W page and \$.051 per page for color, and to authorize Mayor Windham to sign all related documents; machine will be placed in Public Safety Complex. (state contract# 8200056217)
- 20. Order to approve and authorize payment to Jescoat, in the amount of \$88,502.86, for the Parks & Recreation Construction Project.
- 21. Order to set public hearing for October 19, 2021, at 6:00 p.m. to determine whether or not that certain parcel of real property owned by Donald K. Horne, and located at 5532 Henderson Rd., Pearl, Rankin County, Mississippi 39208 (Parcel No. G10000042 00030; PPIN No. 019868) is in such a condition or state as to be unsightly and unkept or otherwise a menace to the public health and safety of the community, and therefore, prohibited, pursuant to Chapter 24 of the Code of Ordinances of the City of Pearl, Mississippi and Section 21-19-11 of the Mississippi Code of 1972, as Amended.
- 22. Order to set public hearing for October 19, 2021, at 6:00 p.m. to determine whether or not that certain parcel of real property owned by Donald K. Horne, and located at Service Dr., Pearl, Rankin County, Mississippi 39208 (Parcel No. E09D0000012 00080; PPIN No. 011893) is in such a condition or state as to be unsightly and unkept or otherwise a menace to the public health and safety of the community, and therefore, prohibited, pursuant to Chapter 24 of the Code of Ordinances of the City of Pearl, Mississippi and Section 21-19-11 of the Mississippi Code of 1972, as Amended.

- 23. Order to set public hearing for October 19, 2021, at 6:00 p.m. to determine whether or not that certain parcel of real property owned by ADAB, LLC, and located at 111 Willie Dr., Pearl, Rankin County, Mississippi 39208 (Parcel No. E09C0000028 00000; PPIN No. 011846) is in such a condition or state as to be unsightly and unkept or otherwise a menace to the public health and safety of the community, and therefore, prohibited, pursuant to Chapter 24 of the Code of Ordinances of the City of Pearl, Mississippi and Section 21-19-11 of the Mississippi Code of 1972, as Amended.
- 24. Order to set public hearing for October 19, 2021, at 6:00 p.m. to determine whether or not that certain parcel of real property owned by Curtis R. Cutrer, Jr., and located at 360 Mary Ann Dr. Dr., Pearl, Rankin County, Mississippi 39208 (Parcel No. E08Q0000004 00210; PPIN No. 011551) is in such a condition or state as to be unsightly and unkept or otherwise a menace to the public health and safety of the community, and therefore, prohibited, pursuant to Chapter 24 of the Code of Ordinances of the City of Pearl, Mississippi and Section 21-19-11 of the Mississippi Code of 1972, as Amended.
- 25. Order to approve and authorize budget amendment for the City of Pearl, Mississippi, for the fiscal year beginning October 1, 2020 and ending September 30, 2021, budget equals actual.
- 26. Order to approve the Municipal Compliance Questionnaire for the City of Pearl, Mississippi, for the fiscal year beginning October 1, 2020 and ending September 30, 2021, and to authorize Mayor Windham and City Clerk to sign the same.

# II. PUBLIC HEARING

1. Determine whether or not that certain parcel of real property owned by Dorothy Rash Estate, and located at 834 Walden Pond, Pearl, Rankin County, Mississippi 39208 (Parcel No. G08N000004 04300; PPIN No. 018959) is in such a condition or state as to be unsightly and unkept or otherwise a menace to the public health and safety of the community, and therefore, prohibited, pursuant to Chapter 24 of the Code of Ordinances of the City of Pearl, Mississippi and Section 21-19-11 of the Mississippi Code of 1972, as Amended.

Dorothy Rash Estate, was served with notice of the public hearing as required by law.

Community Development Director, Brad Robertson informed the Mayor and Board that the property owner had failed to keep the property in a manner to keep it from being an eye sore, unsightly and unkept or otherwise a menace to the public health and safety of the community.

No one appeared at the hearing on behalf of the property.

WHEREAS, said hearing was held at the time and place mentioned aforesaid, therefore:
BE IT ORDERED AND RESOLVED BY THE MAYOR AND BOARD OF ALDERMEN
OF THE CITY OF PEARL, MISSISSIPPI THAT:

1) The required notice which was mailed and posted in relation to this hearing is hereby received and recorded and the City Clerk is directed to record said copy in the minutes of these proceedings.

- 2) The parcel of real property owned by Dorothy Rash Estate, and located at 834 Walden Pond, Pearl, Rankin County, Mississippi 39208 (Parcel No. G08N000004 04300; PPIN No. 018959) is hereby adjudicated, in its present condition, to be a menace to the public health and safety of the community for the reason that said property is in an unsafe, unsecure, and unclean condition with grass, weeds and other unsightly vegetation growing thereon and with debris present thereon, and said owner(s) has failed to remedy these hazardous, unsafe, unsecure, and unsightly conditions thereon.
- 3) That the Department of Community Development is hereby directed to post a copy of this Order on the property, and if said owner fails to bring said property into compliance by obtaining the necessary permits and by performing significant progress within ten (10) days of the date of this Order, then the Department of Public Works with the aid of the various departments of the City, including the Department of Community Development, to perform one or more or all of the following acts on and to said property to clean said lot and remedy the hazardous, unsafe and unsightly conditions thereon:

Cutting grass, weeds, unsightly vegetation, cutting dead trees in danger of falling, filling cisterns, removing rubbish, dilapidated fences, outside toilets, demolishing and removing any dilapidated or unsafe or unsanitary buildings, including the dwelling, and other debris, and draining cesspools and standing water therefrom.

- 4) That the Director of Community Development is hereby directed to keep a careful and correct accounting of the cost of cleaning and remedying said lot and to report this accounting to the next regular meeting of the Mayor and Board of Aldermen after said property is cleaned and remedied in compliance with this Order.
- 5) That there should be and hereby is imposed and assessed against the subject property a penalty of One Thousand Five Hundred Dollars (\$1,500.00) or fifty percent (50%) of the actual cost, whichever is more, which the City Clerk shall cause to be included in the assessments for municipal ad valorem taxes.
- 6) This adjudication that the property or parcel of land is in need of cleaning will also authorize the municipality to reenter the property or parcel of land up to six (6) times in any twelvementh period with respect to removing dilapidated buildings, dilapidated fences and outside toilets, and up to twelve (12) times in any twenty-four-month period with respect to cutting grass and weeds and removing rubbish, personal property and other debris on the subject property, without any further hearing if notice is posted on the property or parcel of land and at city hall or another place in the municipality where such notices are generally posted at least seven (7) days before the property or parcel of land is reentered for cleaning.

This Motion was made by Alderman Gill and seconded by Alderman Williams. The following members of the Board of Aldermen voted in favor of the Motion which became the Order of the Board: Alderman McHenry, Alderman Steverson, Alderman Thompson, Alderman Dennis, Alderman Williams, Alderman Foy and Alderman Gill.

2. Determine whether or not that certain parcel of real property owned by Wanda Millis, and located at Walden Pond, Pearl, Rankin County, Mississippi 39208 (Parcel No. G08J000032 05050; PPIN No. 018808) is in such a condition or state as to be unsightly and unkept or otherwise a menace to the public health and safety of the community, and therefore, prohibited, pursuant to Chapter 24 of the Code of Ordinances of the City of Pearl, Mississippi and Section 21-19-11 of the Mississippi Code of 1972, as Amended.

Wanda Millis, was served with notice of the public hearing as required by law.

Community Development Director, Brad Robertson informed the Mayor and Board that the property owner had failed to keep the property in a manner to keep it from being an eye sore, unsightly and unkept or otherwise a menace to the public health and safety of the community.

No one appeared at the hearing on behalf of the property.

WHEREAS, said hearing was held at the time and place mentioned aforesaid, therefore:
BE IT ORDERED AND RESOLVED BY THE MAYOR AND BOARD OF ALDERMEN
OF THE CITY OF PEARL, MISSISSIPPI THAT:

- 1) The required notice which was mailed and posted in relation to this hearing is hereby received and recorded and the City Clerk is directed to record said copy in the minutes of these proceedings.
- 2) The parcel of real property owned by Wanda Millis, and located at Walden Pond, Pearl, Rankin County, Mississippi 39208 (Parcel No. G08J000032 05050; PPIN No. 018808) is hereby adjudicated, in its present condition, to be a menace to the public health and safety of the community for the reason that said property is in an unsafe, unsecure, and unclean condition with grass, weeds and other unsightly vegetation growing thereon and with debris present thereon, and said owner(s) has failed to remedy these hazardous, unsafe, unsecure, and unsightly conditions thereon.
- 3) That the Department of Community Development is hereby directed to post a copy of this Order on the property, and if said owner fails to bring said property into compliance by obtaining the necessary permits and by performing significant progress within ten (10) days of the date of this Order, then the Department of Public Works with the aid of the various departments of the City, including the Department of Community Development, to perform one or more or all of the following acts on and to said property to clean said lot and remedy the hazardous, unsafe and unsightly conditions thereon:

Cutting grass, weeds, unsightly vegetation, cutting dead trees in danger of falling, filling cisterns, removing rubbish, dilapidated fences, outside toilets, demolishing and removing any dilapidated or unsafe or unsanitary buildings, including the dwelling, and other debris, and draining cesspools and standing water therefrom.

- 4) That the Director of Community Development is hereby directed to keep a careful and correct accounting of the cost of cleaning and remedying said lot and to report this accounting to the next regular meeting of the Mayor and Board of Aldermen after said property is cleaned and remedied in compliance with this Order.
- 5) That there should be and hereby is imposed and assessed against the subject property a penalty of One Thousand Five Hundred Dollars (\$1,500.00) or fifty percent (50%) of the actual cost, whichever is more, which the City Clerk shall cause to be included in the assessments for municipal ad valorem taxes.
- 6) This adjudication that the property or parcel of land is in need of cleaning will also authorize the municipality to reenter the property or parcel of land up to six (6) times in any twelvementh period with respect to removing dilapidated buildings, dilapidated fences and outside toilets, and up to twelve (12) times in any twenty-four-month period with respect to cutting grass and weeds and removing rubbish, personal property and other debris on the subject property, without any further hearing if notice is posted on the property or parcel of land and at city hall or another place in the municipality where such notices are generally posted at least seven (7) days before the property or parcel of land is reentered for cleaning.

This Motion was made by Alderman Gill and seconded by Alderman Thompson. The following members of the Board of Aldermen voted in favor of the Motion which became the Order of the Board: Alderman McHenry, Alderman Steverson, Alderman Thompson, Alderman Dennis, Alderman Williams, Alderman Foy and Alderman Gill.

3. Determine whether or not that certain parcel of real property owned by Mary Alice Netherland, and located at 251 North Foxhall Rd., Pearl, Rankin County, Mississippi 39208 (Parcel No. F09F000012 00000; PPIN No. 016326) is in such a condition or state as to be unsightly and unkept or otherwise a menace to the public health and safety of the community, and therefore, prohibited, pursuant to Chapter 24 of the Code of Ordinances of the City of Pearl, Mississippi and Section 21-19-11 of the Mississippi Code of 1972, as Amended.

Mary Alice Netherland (Michael Netherland), was served with notice of the public hearing as required by law.

Community Development Director, Brad Robertson informed the Mayor and Board that the property owner had failed to keep the property in a manner to keep it from being an eye sore, unsightly and unkept or otherwise a menace to the public health and safety of the community.

No one appeared at the hearing on behalf of the property.

WHEREAS, said hearing was held at the time and place mentioned aforesaid, therefore:
BE IT ORDERED AND RESOLVED BY THE MAYOR AND BOARD OF ALDERMEN
OF THE CITY OF PEARL, MISSISSIPPI THAT:

- 1) The required notice which was mailed and posted in relation to this hearing is hereby received and recorded and the City Clerk is directed to record said copy in the minutes of these proceedings.
- 2) The parcel of real property owned by Mary Alice Netherland, and located at 251 North Foxhall Rd., Pearl, Rankin County, Mississippi 39208 (Parcel No. F09F000012 00000; PPIN No. 016326) is hereby adjudicated, in its present condition, to be a menace to the public health and safety of the community for the reason that said property is in an unsafe, unsecure, and unclean condition with grass, weeds and other unsightly vegetation growing thereon and with debris present thereon, and said owner(s) has failed to remedy these hazardous, unsafe, unsecure, and unsightly conditions thereon.
- 3) That the Department of Community Development is hereby directed to post a copy of this Order on the property, and if said owner fails to bring said property into compliance by obtaining the necessary permits and by performing significant progress within ten (10) days of the date of this Order, then the Department of Public Works with the aid of the various departments of the City, including the Department of Community Development, to perform one or more or all of the following acts on and to said property to clean said lot and remedy the hazardous, unsafe and unsightly conditions thereon:

Cutting grass, weeds, unsightly vegetation, cutting dead trees in danger of falling, filling cisterns, removing rubbish, dilapidated fences, outside toilets, demolishing and removing any dilapidated or unsafe or unsanitary buildings, including the dwelling, and other debris, and draining cesspools and standing water therefrom.

4) That the Director of Community Development is hereby directed to keep a careful and correct accounting of the cost of cleaning and remedying said lot and to report this accounting to the next regular meeting of the Mayor and Board of Aldermen after said property is cleaned and remedied in compliance with this Order.

- 5) That there should be and hereby is imposed and assessed against the subject property a penalty of One Thousand Five Hundred Dollars (\$1,500.00) or fifty percent (50%) of the actual cost, whichever is more, which the City Clerk shall cause to be included in the assessments for municipal ad valorem taxes.
- 6) This adjudication that the property or parcel of land is in need of cleaning will also authorize the municipality to reenter the property or parcel of land up to six (6) times in any twelvementh period with respect to removing dilapidated buildings, dilapidated fences and outside toilets, and up to twelve (12) times in any twenty-four-month period with respect to cutting grass and weeds and removing rubbish, personal property and other debris on the subject property, without any further hearing if notice is posted on the property or parcel of land and at city hall or another place in the municipality where such notices are generally posted at least seven (7) days before the property or parcel of land is reentered for cleaning.

This Motion was made by Alderman Gill and seconded by Alderman Thompson. The following members of the Board of Aldermen voted in favor of the Motion which became the Order of the Board: Alderman McHenry, Alderman Steverson, Alderman Thompson, Alderman Dennis, Alderman Williams, Alderman Foy and Alderman Gill.

4. Determine whether or not that certain parcel of real property owned by Andy L. and Sunvia G. Kanengiser, and located at 5264 Old Brandon Rd., Pearl, Rankin County, Mississippi 39208 (Parcel No. G09G000003 00000 00000; PPIN No. 019460) is in such a condition or state as to be unsightly and unkept or otherwise a menace to the public health and safety of the community, and therefore, prohibited, pursuant to Chapter 24 of the Code of Ordinances of the City of Pearl, Mississippi and Section 21-19-11 of the Mississippi Code of 1972, as Amended.

Motion was made by Alderman Williams and seconded by Alderman Gill to continue the hearing until October 19, 2021. The following members of the Board of Alderman voted in favor of the Motion which became the Order of the Board: Alderman McHenry, Alderman Steverson, Alderman Gill, Alderman Dennis, Alderman Foy, Alderman Williams and Alderman Thompson.

#### **GENERAL BUSINESS**

1. Consider an Order to adopt a Resolution of the Mayor and Board of Aldermen of the City of Pearl, Mississippi, authorizing and approving the form of execution of a Lease Purchase Agreement between the City and the Lender providing financing, in an amount not to exceed Two Million Dollars (\$2,000,000.00) in connection with the acquisition of certain equipment for Law Enforcement and Court Administration purposes, including vehicles, cameras, and software; and for related matters.

Alderman Thompson requested that the Minutes reflect that these funds will be used solely for Public Safety Purchases.

Motion was made by Alderman Gill and seconded by Alderman Thompson to adopt a Resolution of the Mayor and Board of Aldermen of the City of Pearl, Mississippi, authorizing and approving the form of execution of a Lease Purchase Agreement between the City and the Lender providing financing, in an amount not to exceed Two Million Dollars (\$2,000,000.00) in connection with the acquisition of certain equipment for Law Enforcement and Court Administration purposes, including vehicles, cameras, and software; and for related matters. The following members of the Board of Aldermen voted in favor of the Motion which became the Order of the Board: Alderman McHenry, Alderman Steverson, Alderman Gill, Alderman Dennis, Alderman Foy, Alderman Williams and Alderman Thompson.

2. Consider a Motion to cancel the 2<sup>nd</sup> Board Meeting in November and December, 2021.

Motion was made by Alderman Gill and seconded by Alderman Thompson to cancel the 2<sup>nd</sup> Board Meeting in November and December, 2021; The following members of the Board of Alderman voted in favor of the Motion which became the Order of the Board: Alderman McHenry, Alderman Steverson, Alderman Gill, Alderman Dennis, Alderman Williams and Alderman Thompson; Alderman Foy voted against the Motion.

3. Consider approval of Merit Increases.

Motion was made by Alderman McHenry and seconded by Alderman Gill to approve Merit Increases.

Alderman Foy requested that Alderman McHenry consider amending his Motion to request an Executive Session. Alderman McHenry did not amend his Motion.

The following members of the Board of Aldermen voted in favor of the Motion which became the Order of the Board: AldermanMcHenry, AldermanGill, Alderman Dennis, and Alderman Williams; Alderman Thompson, Alderman Foy and Alderman Steverson voted against the Motion.

# Merit Increases were approved for the following employees:

Marshall Cooper- WATER
Lional Jackson- STREET
Raymond Houf- WATER
Antonio Washington- WATER
Roger Pitts- PD
Donovan Randolph- PD
Byron Robison- PD
Brenna Jackson- PD
Allen Elliott- FD
Blake Chennault- FD
Steven Johnson- B & G

Taylor Hester- WATER
Joe Washington- SOLID WASTE
Charles Foy- WATER
Sylvester McDonald- WATER
Taylor Ambrose- PD
Billy Hudson- PD
Tommy Boswell- PD
Samuel Granberry- FD
Karl Kolb- FD
Christa Billings- FD

Reappointed Employee Increases:

Twylla Grant- Budget
Teressa Wade- City Clerk
Tenisha Gaylord- Court Records
Frank Hutton- IT

Shane Burrell- PUBLIC WORKS

Holly Haralson- PARKS Todd Tudor- B & G Todd Burkes- FD

Amanda Thomasson- PD Pamela Malone- Accounting Brendan Sartin- City Attorney Kathy Bourgeois- Admin Kelly Scouten - Clerk

Karen Watson- Court Records

Billy Jordan- Auto

Stacy Smith- Senior Services Scooter Myers- PARKS

Brad Robertson-Community Development

Brad Thornton- FD Dean Scott- PD Ronald Hopson- FD

**Elected Officials Increases:** 

Gavin Gill- Alderman Johnny Steverson- Alderman John McHenry- Alderman James Thompson- Alderman Keith Dennis- Alderman Jake Windham- Mayor

There were no emergency consideration of committees, commission and board matters. Having no further business Mayor Windham asked that the meeting be adjourned in memory of Lavelle Thompson Robertson, Hollie Teal Robertson, Nancy Breland, Guy Palmertree, Steve Rossy and Chad Lafontaine.

Motion was made by Alderman Gill and seconded by Alderman Steverson approving an order to adjourn the meeting in memory of Lavelle Thompson Robertson, Hollie Teal Robertson, Nancy Breland, Guy Palmertree, Susan Breland, Steve Rossy and Chad Lafontaine; The following members of the Board of Alderman voted in favor of the Motion: Alderman Gill, Alderman Foy, Alderman Williams, Alderman Thompson, Alderman McHenry, Alderman Dennis and Alderman Steverson.

The foregoing were adopted as, and became, the Resolutions and Orders of the Governing Authorities of the City of Pearl, Mississippi on this the 21st day of September, 2021.

WITNESS MY SIGNATURE on this the 5th day of October, 2021.

JAKE WINDHAM, MAYOR

ATTEST AND CERTIFY:

CITY CLERK, KELLY SCOUTEN

Page 10 of 10