



TOWN OF NORTON
SELECT BOARD
MUNICIPAL CENTER
70 EAST MAIN STREET
NORTON, MA 02766

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Select Board
Meeting Minutes
April 29, 2021

I. Call to Order by Chair

The April 29, 2021 meeting of the Norton Select Board was held remotely (Web: <https://us02web.zoom.us/j/6391519600>; Phone: 646-558 8656; Meeting ID: 639 151 9600, and was called to order at 7:03 P.M., by Mr. John Conway, Chair. Member(s) present: Ms. Renee Deley, Mr. Michael Toole, Ms. Megan Artz, and Ms. Christine Deveau. Also in attendance: Mr. Michael D. Yunits, Town Manager.

II. Executive Session.

There was no need for an executive session.

III. Public Comment

There were no public comments at this time.

IV. Appointments/Resignations/Retirements

1. Reappointment of Janet O'Reilly as a Constable.

MOTION was made by Ms. Deley to reappoint Janet O'Reilly as a Constable. Seconded by Ms. Artz. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

2. Reappointment of Michael Mayer, Sr. as a Constable.

MOTION was made by Ms. Deley to reappoint Michael Mayer, Sr. as a Constable. Seconded by Ms. Artz. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

3. Appointment of Melanie Towle as the Part-Time Director of Parks and Recreation.

MOTION was made by Ms. Deley to approve the appointment of Melanie Towle as the Part-Time Director of Parks and Recreation. Seconded by Ms. Artz. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

V. **Licenses and Permits**

1. Review and Approve Amendment to Common Victualler and Alcohol Licenses for Outdoor Seating to Serve Food and/or Alcohol for Team Norton Inc. d/b/a Fiesta Mexican Restaurant Located at 175 Mansfield Avenue, Norton, MA 02766.

Mr. Yunits stated that the Building Commissioner and Fire Department went down to check out the outdoor seating and it all looked good to them. Mr. Conway asked to make sure that there was enough space to be ADA compliance. Mr. Yunits advised that the Building Commissioner already made sure it was ADA compliant from his inspection. Mr. Yunits informed the Board that they explained to Fiesta that this is just for while the Governor's Emergency Order is in effect and if they would like to do this permanently, they will have to file for an Alteration of Premises with the Alcoholic Beverages Control Commission (ABCC) and the Select Board will have to vote on it.

MOTION was made by Ms. Deley to approve the Amendment to Common Victualler and Alcohol Licenses for Outdoor Seating to Serve Food and/or Alcohol for Team Norton Inc. d/b/a Fiesta Mexican Restaurant Located at 175 Mansfield Avenue, Norton, MA 02766. Seconded by Ms. Deveau. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

2. Vote to Approve the Mobile Food Truck Permit and Common Victualler License for Fork & Bibb.

The Board reviewed the application. Mr. Dahl stated that he ordered signs from Signs by Tomorrow to instruct patrons to not sit on the fence and for in the area to instruct the patrons to dispose of their trash.

MOTION was made by Ms. Deley to approve the Mobile Food Truck Permit and Common Victualler License for Fork & Bibb. Seconded by Ms. Artz. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

VI. **Announcements**

There were no announcements to discuss.

VII. **Business**

A. **New Business**

1. Reorganization of the Select Board.

Ms. Deveau suggested that the reorganization of the Select Board shouldn't happen immediately after elections because new members sometimes don't know enough and posed the idea of doing it after the Fall Town Meeting. The Board members explained that traditionally the Board reorganizes after the election, especially when new members have joined, but it doesn't necessarily mean that all positions will be reappointed. Ms. Deley gave

the example of the Economic Development Commission (EDC) reorganizing after the town election where the Chair remained the same, but the Vice-Chair and the Clerk were changed.

MOTION was made by Mr. Toole to appoint Jack Conway as the Chair of the Select Board. Seconded by Ms. Deley. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

Ms. Artz suggested after Town Meeting to think about when they can return to in-person meetings and a better way to organize their meetings because their meeting are so long. She pointed out that the Finance Committee's meetings are very efficient.

MOTION was made by Mr. Conway to nominate Michael Toole for Vice-Chair. Seconded by Ms. Deley. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

MOTION was made by Ms. Artz to vote Christine Deveau as Clerk. Seconded by Ms. Deley. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Ms. Deley – Yes; Mr. Toole – Yes; and Mr. Conway – Yes. MOTION CARRIES.

2. a) Vote to designate a member of the Select Board to approve all Warrants; and
- b) Vote to designate an alternate member of the Select Board to approve all warrants, when the designee is unavailable to fulfill this function.

MOTION was made by Mr. Toole to designate Jack Conway as the Select Board member to approve all warrants and to designate Michael Toole as the alternate member to approve all warrants when the designee isn't available to fill this function. Seconded by Ms. Deley. Vote: Ms. Artz – Yes; Ms. Deley – Yes; Ms. Deveau – Yes; Mr. Toole – Yes; and Mr. Conway – Yes. MOTION CARRIES.

3. Discuss and/or Vote to Set a Rain Date for the Annual and Special Town Meeting.

MOTION was made by Ms. Deley to set the rain date for the Annual Town Meeting and Special Town Meeting to Saturday, May 15th at 1:00 P.M. and 1:15 for the Special Town Meeting. Seconded by Ms. Deveau. Vote: Ms. Deveau - Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

4. Discussion on Elect for the Vacant Position(s) on the Water/Sewer Commission.

Mr. Conway stated that he has spoken with Mr. Bill Marr who they previously appointed to the Water/Sewer Commission. Mr. Marr expressed that he ran into personal difficulties, but is still interested in serving. Mr. Toole said he was appointed and sworn in, but Mr. Marr didn't finish the ethics process and his term expires tomorrow (April 30th); so, he would have to resubmit a letter to the Board, have the Board reappoint him, and then have him on the next election date in April. Ms. Deley pointed out that as an appointee, his term ended at the election in April. Mr. Toole agreed and said that he should have been on the ballot for this past election. Ms. Deley clarified on the ballot there was only one position listed to be filled not two, which Mr. Toole confirmed was correct.

Ms. Deley stated they should have a posting for this position again and Mr. Conway said he would reach out to Mr. Marr to have him reapply. Mr. Yunits asked if they want it on for their May 13th meeting and Mr. Conway said there is no sense of urgency, so they can give it more time. Mr. Yunits suggested addressing this again at the Board's first meeting in June and Mr. Conway agreed. Ms. Deley suggested making an announcement of the vacancy at Town Meeting.

Mr. Conway stated that the onboarding process should be improved. Ms. Deley suggested also as the appointing authority to review how active members of boards/committees are doing (on appointed positions) that are taking up seats and aren't attending.

Later Mr. Toole introduced the newly elected Mr. James Jardin of the Water/Sewer Commission, who gave a brief background on himself. The Board welcomed and congratulated him.

B. Old Business

1. Discussion on South Worcester Street Traffic Vis-à-vis Home Market Foods.

Police Chief, Brian Clark, reported that the Police Department continues to do its daily patrol of the area. He stated that he spoke with Attorney Daniel Rich, attorney for Spirit Delivery, the other day of what has transpired and he contacted Mr. Brandon Noble, a resident of the area, to go over some of the issues Mr. Noble has been having.

Mr. Conway asked Attorney Rich to explain what Spirit Delivery's understanding was of the issues residents were having with them. Attorney Rich stated he spoke with several residents about the issues including speeding, not following the proposed route, throwing trash, urinating outside, and just not being good neighbors to the people across the street. He stated that most importantly the issue was the traffic and speeding. Attorney Rich gave an overview of the procedures that he is proposing they follow (see attached letter).

Ms. Deley asked how they can make sure that Spirit adheres to these procedures for the high traffic times of 5:00 A.M. to 8:00 A.M. and 5:00 P.M. to 8:00 P.M. Attorney Rich said if they don't adhere, their contract will be terminated. Ms. Deley asked how they plan to monitor compliance and Attorney Rich said he wasn't sure. Ms. Deley asked Attorney Rich to ask Spirit Delivery at least on a temporary basis as to how they plan on monitoring compliance. Ms. Deley suggested a few options including posting somebody there (potentially a security company) or having new CCTV cameras installed. Attorney Rich pointed out that a lot of trucks use South Worcester Street not just Spirit Delivery, such as Amazon. Ms. Deley clarified that she was looking for monitoring at the entrance of the property not South Worcester Street. Attorney Rich said he thought the owner had someone posted at the gate, but he will check on that. Ms. Deley also suggested a police detail. Mr. Dan Anderson stated that Home Market Foods does have security on site from 12:00 P.M. to 8:00 P.M., but they are monitoring the site not the trucks entering and exiting the property. Mr. Anderson stated that it would still be up to Spirit Delivery to follow the traffic flow signs.

Mr. Conway gave a summary of actions taken thus far including police monitoring, a solar speed limit sign purchased through grant money, and an article to be put on the Fall Town Meeting warrant to reduce the speed for that street. Mr. Noble thanked Chief Clark, the Town,

and Spirit for trying to make this better. Mr. Noble expressed a concern of speeding issues possibly not being fully resolved.

Mr. George Hast, resident of 381 South Worcester, questioned how they are going to be able to identify if it is in fact the Spirit Delivery trucks since they aren't marked. Mr. Hast added that the trucks are still turning out of the drive the wrong way and his wife almost had a collision with a truck. Mr. Hast emphasized that the Woodward gate opening would be their most advantageous resolution. Mr. Toole responded that public safety reported that the opening of the Woodward gate would not be safe.

Ms. Melanie Towle suggested coming up with a comprehensive plan to address this type of issue throughout town with using the example of trucks going down side streets like Newland Street because of GPS's and Mr. Conway agreed it was a good idea.

Chief Clark informed the Board that the idle law doesn't apply to a warehouses (trucks can idle for more than 5 minutes for things such as making deliveries), but they can look to add more signs on Route 140. Chief Clark suggested through Mr. Anderson to have the security person also directing traffic to exit left instead of right as stated in the Memorandum of Understanding. He lastly stated that if they are really going to consider opening the Woodward gate that they contact the residents of Woodward Street because they will just be moving the problem.

Attorney Rich stated that this warehouse probably shouldn't have been built there because South Worcester Street is a small road and mentioned that he doesn't know if they could fit sidewalks on that street. Mr. Hast pointed out that these are independent contractors and asked why they couldn't park at their private residences since the Town isn't getting excise taxes on this like the Town was from Sysco in the amount of \$100,000. Mr. Conway stated that they would have to leave that to the Town Manager to look into the garaging status of those vehicles.

2. Review and/or Vote on Annual and Special Town Meeting Articles, including but not limited to:

- a.) Article 18 (Petition Article of Lucile Drane) of the Annual Town Meeting Warrant; and
- b.) Article 11 (Reed & Barton) of the Annual Town Meeting.

Mr. Yunits gave an overview of the Article 11 of the Spring Annual Town Meeting (Reserved: Land Swap Between Town and Waste Management) regarding Nine Lives and Waste Management. The Town Manager advised that Waste Management is looking to expand and has been talking with Condyne to see if they could purchase the Nine Lives property and rebuild a new shelter at the entrance of Commerce Way and the Holiday Inn. Mr. Yunits explained that once the buildings are constructed, they can move in, then the Town would deed over the Hill Street property to Waste Management. Mr. Yunits advised that this would involve some negotiations and specified that this property is Map 25, Parcel 93.

Ms. Deley reminded the Board that they had discussed looking at alternative properties to Commerce Way that is prime industrial property. Mr. Yunits stated that Mr. Jeff O'Neil of Condyne said he would not have any issue if the Town found a different location. Ms. Deveau wanted to make sure that the new building that is put up isn't just 4 walls and Mr. Yunits replied that he is sure that the Town will make this as part of the agreement with Nine Lives

and ask things such as what are things you don't have now that you would like to see in a new facility.

Ms. Deveau asked that the people of Nine Lives and the Animal Shelter be heavily involved. The Town Manager pointed out that Waste Management needs this not the Town, so the Town is driving the ship and if they don't come to an agreement, it is not a loss to the Town. Ms. Deveau stated that she would like to hear from the people of Nine Lives on the proposed location and if there is another location that they could swap that they think would be better suited.

President of the Board of Directors for Nine Lives, Darlene, stated that the lease was signed in 2009 and they built their own building raising funds with people of Norton and moved in in 2010 and have a 30 year lease with the Town.

Ms. Christina Scopper stated that she is serving for Nine Lives on a pro bono basis. Ms. Scopper said the issue Nine Lives has right now is the lack of communication from the beginning. She stated that they also have a concern of where the new facility would be. She continued that Nine Lives is not interested in moving at this time. She informed the Board that there was already a walk through with a Condyne representative last week.

Darlene stated that they understand that Waste Management needs to expand and commented that they have been great neighbors. She further stated that Nine Lives isn't going to holt something that is going to benefit the Town, but expressed that Nine Lives doesn't think the new proposed location is right. She added that they don't believe that this article is ready for Town Meeting and commented that the article isn't very clear.

Ms. Deley asked if they could change the wording of Article 11 to remove the specific location of Map 25, Parcel 93 so that the Board has more leeway and time to look into alternative locations. Mr. Yunits stated that they could do this and replace the wording with "a suitable parcel" and if town counsel tells them that they need to specify a location, they can do so at a later town meeting.

The Board ultimately agreed to remove this article from the warrant and provide a letter of support to Condyne explaining what they spoke on at this meeting.

MOTION was made by Ms. Deley to remove Article 11 from the warrant. Seconded by Ms. Artz. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

Article 10 (Vote to Expand the Purpose of Article 13 of the October 2019 Annual Town Meeting to Also Include the So-Called Reed & Barton Lots on Elm Street [Map 17, Lot 32-01, and Map 17, Lot 36]):

Mr. Conway stated that the language of Article 10 looks good and reflects the ideas of the Board. Mr. Yunits gave an overview of the changed language of this article. Ms. Deley and Ms. Deveau both agreed.

MOTION was made by Ms. Deley to approve Article 10 as written. Seconded by Ms. Artz. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

Mr. Yunits advised that the Water Department article was removed and will be brought to the Fall Town Meeting because they were not ready.

Article 6 (FY22 Operating Budget):

Mr. Yunits stated that this is the budget article. He advised that the Finance Committee voted to support a budget in the amount of \$62,647,534. Ms. Deley asked where this puts the Town. Mr. Yunits answered that there is not a deficit, but it did require cuts in budgets and the largest ones were to the Police Department's and the Fire Department's overtime line items and the School Department's request was originally 5% and they got 2.5%. Mr. Yunits advised that \$839,403 is being used from Free Cash; \$200,000 from the Hicks Fund; \$700,000 from Ambulance Receipts; \$10,000 from the Dog Fund; \$35,000 from Septic Betterments; \$3,000 from Wetlands Protection; Sewer Reimbursement at \$112,325; and Water Reimbursement is \$533,254. Ms. Deley stated that the School Department's increase is 2.5% and asked what the municipality's budget increase was. Mr. Yunits stated that the municipality budget is less than last year (last year it was \$14,009,611 and this year \$13,767,362.). Mr. Conway stated that the overall budget increase is 2.04% and without the School Department the increase is 1.58%. Mr. Yunits pointed out that the 1.58% includes everything else, such as Fixed & Shared and Mr. Conway agreed. Mr. Toole asked what the hit was for overtime and Mr. Yunits stated that the Police Department's overtime was cut by \$44,000 and the Fire Department's by \$125,000.

The Board agreed to meet on May 6th to discuss Article 6 (FY22 Operating Budget). Ms. Deveau informed the other Board members that she will not be in attendance for that meeting.

MOTION was made by Ms. Deley to approve Article 6 as presented. Seconded by Ms. Artz. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

Mr. Toole expressed a concern with Article 17 (Petition Article of Lucile Drane) because this is going to impact the residents there. He advised that there is a petition going around Town to deny this. Ms. Deley, in contrast, pointed out that the commercial property and zoning starts at A.J.'s Stone Oven Pizzeria and is continuous along East Main Street. Mr. Toole emphasized that keeping this lot as Residential-80 would have a minimal impact where if it was commercial, it will. Mr. Conway said after town counsel's opinion, his own opinion changed and he doesn't believe it is spot-zoning and would reconsider his vote on that.

Ms. Deley asked what the process would be after this if it passes at Town Meeting and someone wants to argue it is spot-zoning. Mr. Yunits answered that it would go to court. Mr. Yunits quoted town counsel's opinion as follows:

“Based solely on the below, the amendment which seeks to re-zone a parcel to commercial which apparently is adjacent to an established commercial zone, in my opinion, would not be particularly vulnerable to a spot zoning claim...”

Mr. Oren Sigal gave a brief presentation on the area to support his opinion that this property should not be rezoned Commercial and should remain as Residential-80 considering

everything in the area and the layout of White Street. Mr. Sigal stated that residents have come to the Planning Board and relied on the Town's maps that this area was residential and in result, purchased their homes in Red Mill Village. He emphasized that the Town should own its decision and this property should remain residential.

MOTION was made by Ms. Deley to reconsider the support of Article 18 (Petition Article of Lucile Drane) for the Annual Town Meeting Warrant. Seconded by Ms. Artz. Vote: Ms. Deveau – Yes; Ms. Artz – No; Mr. Toole – Yes; Ms. Deley – No; and Mr. Conway – Yes. MOTION CARRIES.

During the discussion of the motion, Ms. Deveau pointed out that it looks like the Select Board is putting themselves in a difficult situation where it is pinning itself against Red Mill Village and the Dranes (and all other residents who have a stake in this).

Ms. Deley stated that the Board owns the warrant and she thinks this article should be discussed and voted on at Town Meeting. Mr. Toole contested that their vote is whether or not they support the article not if it should be on the warrant or not because this is a petition article that has to be on the warrant and can't be removed. Ms. Deley expressed that she supports the article being on the warrant and the change of zoning.

MOTION was made by Mr. Toole to support the Petition of Lucile Drane to Amend Norton Zoning Bylaws. Seconded by Ms. Deley. Vote: Ms. Deveau: Abstain; Ms. Artz – Yes; Mr. Toole – No; Ms. Deley – Yes; and Mr. Conway – No. MOTION FAILS.

Ms. Deley asked to include how the Board voted on the score sheet, which Mr. Yunits confirmed. At the request of the Board, Mr. Yunits provided a brief summary of the warrant articles. Ms. Deveau asked to have a copy of the Warrant printed for her ahead of Town Meeting.

Mr. Yunits stated that they had a meeting today about Town Meeting. He informed the Board that one of the questions was how many warrants to print and they are looking at 1,500. The Town Manager stated that if it is necessary, they can print more copies in the High School. Mr. Yunits said the other major discussion was how the field will be setup, which will be in sections by precinct. Mr. Conway confirmed that this was correct and that there may be some overflow. Ms. Artz asked why they can't do what restaurants do where you can use the QR code for a copy of the warrant. Mr. Conway stated that he had suggested that at the meeting, but they are required to provide hard copies. Mr. Conway clarified that there will be a QR code too.

3. Discuss and/or Vote on Public Meetings Regarding Temporary COVID-19 Protocols.

Ms. Deley reported that she was supposed to come back with recommendations, but hasn't done it yet.

C. Town Manager's Report

1. Town of Norton Designation as a Green Community in the Commonwealth.

Mr. Yunits informed the Board that the first grant the Town received was for \$173,322. He stated that he spoke with Ms. Lisa Sullivan from the State about an Energy Reduction Plan and where the Town can apply some of the grant money. The Town Manager emphasized that this will be a great benefit to the Town.

Mr. Conway reminded the Board that they shouldn't forget about the Community Preservation Act (CPA).

2. Mr. Yunits reported to the Board that he spoke with Congressman Jake Auchincloss about putting in a wish list similar to the bond bill that the State does and put in for the following:

- Radios for the Police Department in the amount of \$52,500;
- Council on Aging/Community Center \$11,110,000;
- Walker Street culvert replacement \$850,000;
- Reed & Barton demolition \$500,000;
- Replacement of wells 4, 5, and 6 \$1,475,000;
- PFOS treatment mitigation \$2,000,000;
- Water main replacement \$8,212,000.

The Congressman advised that the best option they are most likely to get is the replacement of wells 4, 5, and 6, so he is working to see if the Town can obtain any federal funds for that, which will be a saving to the rate payers. Mr. Yunits thanked the Congressman on behalf of the Town for working on this.

VIII. Select Board's Report and Mail

There was no Select Board's report or mail to discuss.

IX. Meeting Minutes

MOTION was made by Mr. Toole to approve the minutes from March 4, 2021; March 11, 2021; March 15, 2021; March 18, 2021 (Open Session); March 18, 2021 (Executive Session); March 22, 2021; and March 29, 2021. Seconded by Ms. Deveau. Vote: Ms. Artz – Yes; Ms. Deley – Abstain; Ms. Deveau – Yes; Mr. Toole – Yes; and Mr. Conway – Yes. MOTION CARRIES.

X. Warrants

Report of Chair, John Conway, on the following Payroll and Invoice Warrants:

- A. Payroll Warrant PR21-22 for the week ended April 17, 2021, Warrant dated April 22, 2021, in the amount of \$1,501,712.95.
- B. Invoice Warrant AP21-43 dated April 22, 2021, in the amount of \$923,593.42.
- C. Invoice Warrant AP21-44 dated April 29, 2021, in the amount of \$264,172.85.

XI. **Other Business**

There was no other business to discuss.

XII. **Next Meeting's Agenda** – May 6, 2021.

XIII. **Adjournment**

MOTION was made by Ms. Deley to adjourn at 10:18 P.M. Seconded by Ms. Artz. Vote: Ms. Artz – Yes; Ms. Deveau – Yes; Ms. Deley – Yes; Mr. Toole – Yes; and Mr. Conway – Yes. MOTION CARRIES.

URL Link: https://www.youtube.com/watch?v=OG0c_j_IhGo

Respectfully Submitted by:



Jennifer Reid, Office Administrator

**SELECT BOARD
MINUTES OF MEETING
APRIL 29, 2021**


John Conway, Chair

Michael Toole, Vice-Chair



Christine Deveau, Clerk

Renee Deley, Member



Megan Artz, Member

Minutes Approved by Board on: June 10, 2021

XI. **Other Business**

There was no other business to discuss.

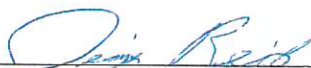
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XIII. **Adjournment**

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Respectfully Submitted by:



Jennifer Reid, Office Administrator

**SELECT BOARD
MINUTES OF MEETING
APRIL 29, 2021**



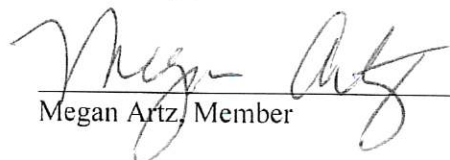
John Conway, Chair

Michael Toole, Vice-Chair



Christine Deveau, Clerk

Renee Deley, Member



Megan Artz, Member

Minutes Approved by Board on: June 10, 2021

TITLE	Minutes
FILE NAME	4.14.21 Minutes.pdf and 6 others
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Document History



SENT

06 / 30 / 2021
13:50:09 UTC

Sent for signature to John Conway (jconway@nortonmaus.com), Michael Toole (mtoole@nortonmaus.com) and Renee Deley (rdeley@nortonmaus.com) from jreid@nortonmaus.com
IP: 173.162.149.1



VIEWED

06 / 30 / 2021
14:39:55 UTC

Viewed by John Conway (jconway@nortonmaus.com)
IP: 76.119.206.231



SIGNED

06 / 30 / 2021
14:40:08 UTC

Signed by John Conway (jconway@nortonmaus.com)
IP: 76.119.206.231



INCOMPLETE

06 / 30 / 2021
14:40:08 UTC

This document has not been fully executed by all signers.