

Justin Paré, President
John Simmons, Vice President
John Costello
Daniel Donovan
Mark Gould, Jr.



Darius Gregory
Andrew Shanahan
Andrea Slobogan
Patricia St. Pierre

Town of North Attleborough
TOWN COUNCIL
43 South Washington St, North Attleboro
Phone: (508) 699-0100

PUBLIC MEETING

MAY 29, 2024 at 7:00 PM
TOWN HALL LOWER-LEVEL CONFERENCE ROOM
43 South Washington Street

I. Pledge Of Allegiance

II. Approval Of Minutes

- a. Approval of Town Council Minutes of May 13, 2024

III. Town Councilor Community Announcements

IV. Town Manager's Report

TOWN MANAGER'S REPORT

V. Resident And Community Comment

VI. Confirmations

- a. Measure 2024-117-Confirmation of Reappointments to various Boards, Committees, & Commissions
- b. Measure 2024-118-Confirmation of Appointment of Town Attorney KP Law for Fiscal Year 2025
- c. Measure 2024-120- Confirmation of Appointment of Special Police Officers
- d. Measure 2024-125-Confirmation of Appointment of Jeannine Knoble to the Housing Authority

VII. Sub-Committee Reports

- a. Finance
 - i. Measure 2024-115- Approval to Repurpose Funds in the amount of \$30,000 to purchase Town Council Chambers furnishings including a desk,

table, podium, glass whiteboard, and other décor.AMENDED

Documents:

[*MEASURE 2024-115- APPROVAL TO REPURPOSE FUNDS FOR TOWN COUNCIL CHAMBERS FURNITURE.AMENDED.SIGNEDV2.PDF*](#)

- ii. Measure 2024-113- Appropriation request for use of FY24 retained earnings from Comcast PEG Access in the amount of \$34,499.28 for North TV Production Van refurbishment

Documents:

[*MEASURE 2024-113 -APPROPRIATION TO USE OF FY24 RETAINED EARNING FOR COMCAST PEG ACCESS FOR NORTH TV.COMPLETE.SIGNED.PDF*](#)

- b. Economic Growth & Sustainability
- c. By-Law
- d. Rules
- e. School Committee Representative
- f. Communication, Public Participation & Engagement
- g. Local Emergency Planning
- h. RFP Town Auditor Ad Hoc Committee

VIII. Old Business

- a. Stretch Code Discussion- Building Commissioner

IX. New Business

- a. Stantec Presentation: Church Street Downtown Public Parking Lot Design
- b. Measure 2024-121 Creation of a Town Audit Sub- Committee
- c. Measure 2024-119-Contract Approval - Appointment of Town Auditor - CLA (CliftonLarsonAllen LLP) for Fiscal Year 2025
- d. Measure 2024-122- Authorization to repurpose CIP Funds in the amount of \$30,000 for the Department of Public Works Administrative Capital Improvement Project
- e. Update: Councilor Town Charter Feedback

X. EXECUTIVE SESSION

- a. M.G.L. c.30A, Sec. 21(a)- To discuss the deployment of or strategy regarding security personnel or devices, e.g., a sting operation.
 - i. Measure 2024-124- NAPD

XI. Adjournment

*Paper copies of Measures can be obtained at the Town Manager's Office at the North Attleborough Town Hall between the hours of 8:00AM-6:00PM on Monday, 8:00AM-4:00PM Tuesday through

Thursday, and Friday 8:00AM -12:00PM.*

*Hardcopies of all "Voted Measures" can be obtained in the Town Clerk's Office at the North Attleborough Town Hall between the hours of 8:00AM-6:00PM on Monday, 8:00AM-4:00PM Tuesday through Thursday, and Friday 8:00AM -12:00PM upon request. *



Measure #:

TOWN COUNCIL MEASURE SUBMITTAL

Date:	Submitted By:	Telephone #:
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MEASURE DESCRIPTION:

Signed: _____

PURPOSE AND JUSTIFICATION:

SPECIAL REQUIREMENTS:

ATTACHMENTS:

REFER TO SUB-COMMITTEE:

Measure #:

TOWN COUNCIL MEASURE SUBMITTAL

Date:	Submitted By:	Telephone #:
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PURPOSE AND JUSTIFICATION CONTINUED:



Measure #: 2024-113

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/13/2024

Submitted By: Town Manager

Telephone #: 508-699-0100

MEASURE DESCRIPTION:

Appropriation request for use of FY'24 retained earnings from Comcast PEG Access in the amount of \$34,499.28 for North TV Production Van refurbishment.

Signed:

Michael Borg

Digitally signed by Michael Borg
DN: cn=Michael Borg, email=Emmborg@
attleboro.com
Reason: I am the author of this document
Location:
Date: 2024.05.10 10:56:31 -0400
Foxit PDF Editor Version: 12.0.0

PURPOSE AND JUSTIFICATION:

Each year, the Town receives funds from Comcast for the funding of North TV capital improvement projects aimed at enhancing PEG access. The North TV Production Van refurbishment project meets this criteria.

The North TV Production Van is an 18-year-old, low mileage, vehicle that needs immediate repairs. North TV thinks that refurbishment of the vehicle is in the best interest of the Town because procurement of a new production van would exceed \$100,000.

North TV requests funds to effect the following repairs to the production van:

- Auto body repair and painting: \$8,224.67
- Automobile lettering: \$1,205.11
- BPix Truck Upgrade w/BP Fusion: \$25,069.50

Total Project Cost: \$34,499.28

I request that the Town Council approve the request for the use of FY'24 retained earnings for the Comcast PEG Access for the North TV Production Van refurbishment in the amount of \$34,499.28.

SPECIAL REQUIREMENTS:

ATTACHMENTS: K&D Auto Body, Signs By Tomorrow, and Ockers Company Quotes

REFER TO SUB-COMMITTEE: Finance

Measure #: 2024-113

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/13/2024	Submitted By: Town Manager	Telephone #: 508-699-0100
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PURPOSE AND JUSTIFICATION CONTINUED:

Mike,

As you know, the North TV production van is 18-years-old with less than 16,000 miles. The engine is fine but the body shows some rusting due to being outside all year. We've had issues with water leaking, so we need to get it repaired.

It's important to note replacing the van with a new one would cost \$100,000 or more since it would need inside customization for the television equipment and controls.

The information on repairing the body work and updating the seven-year-old computer (Broadcast Pix unit) that operates the cameras, graphics, slow motion machines, etc. is attached.

We could only find one body shop that works on body rot. K & D Auto Body gave us a quote of \$8,224.67 (including sales tax – we have a tax exempt number, but I assume the bill would have to be addressed to the town). This includes all of the work on the corrosive areas, removing all of the decals and lettering, and a complete repainting.

Signs By Tomorrow did the decals and lettering in the past and still has all of the graphics in their digital files. Their quote was \$1,205.11.

We tried to get three quotes for the Broadcast Pix unit. As you'll see, G & G Technologies would not give us a quote. Ockers Company gave a quote of \$25,069.50. The quote from Valley Communications Systems was \$27,118.76.

My recommendation is using Ockers for the Broadcast Pix unit, Signs By Tomorrow for the graphics and K & D Auto Body for the body work and painting.

I will be in Florida with my family next week (April 13 through 20) but will be checking my email while waiting in the many lines at Walt Disney World. I should be able to respond within the hour.

Thanks!

A handwritten signature in black ink, appearing to be "B. H." or similar, written in a cursive style.

K & D AUTO BODY
5 Maynard Street, Attleboro, MA 02703
Office: (508) 226-7000
Fax: (508) 226-7002
office@kanddautobody.com
www.kanddautobody.com
EPA: VC0001291892 Tax ID: 352243145

Estimate ID
17643687
Original

Owner
Town of North Attleboro

Appraiser
Ken McCalsky, MA Appraiser Lic.
#14886
kdautobody@verizon.net

Classification
None

Loss Type
Unknown

Deductible
Unknown

2006 Ford E350 Econoline Extended Cargo Van 138" WB 5.4L 8 Cyl Gas Injected 2WD

Exterior Color
YZ (Oxford White)

VIN
1FTSS34L36DA66391

Drivable
Unknown

Mitchell Service Code
913620

Options

Air Conditioning AM-FM Stereo Anti-Lock Brake Sys. (ABS) Driver-Front Air Bag First Row Bucket Seat
Passenger-Front Air Bag Power Steering Tilt Steering Wheel Vinyl Seat

Town of North Attleboro | 2006 Ford E350 Econoline

Parts Profile
Aftermarket

Parts Profile Version
4.0

		LABOR				PART			
Line #	Description	Operation	Type	Total Units	CEG	Type	Number	Qty	Total Price Tax
Front Bumper									
1	300425 Frt Bumper Stone Deflector	Repair	Body	0.5*#	0.8	Existing			
2	AUTO Frt Stone Deflector	Refinish Only	Refinish	1.2 C	1.2				
Grille / Front Panel									
3	301360 Grille Assy	Remove / Install	Body	0.5#	0.5	Existing			
Hood									
4	335664 Hood Panel	Repair	Body	2.0*#	1.0	Existing			
5	AUTO Hood Outside	Refinish Only	Refinish	2.4 C	2.4	Existing			
Front Fender									
6	304810 R Fender Outside	Refinish Only	Refinish	1.8 C	2.2	Existing			
7	304820 L Fender Outside	Refinish Only	Refinish	1.8 C	2.2	Existing			

		LABOR				PART					
Line #		Description	Operation	Type	Total Units	CEG	Type	Number	Qty	Total Price	Tax
Windshield											
8	336756	W/Shield Glass	Remove / Replace	Glass	2.3#	2.3	Aftermarket New	DW01624GT Y	1	\$291.45	Yes
9	336760	W/Shield Reveal Moulding	Remove / Replace	Body	INC	0.3	New	5C2Z 1503144 AA	1	\$79.42	Yes
Front Door											
10	320060	R Frt Door Outside	Refinish Only	Refinish	2.2 C	2.6	Existing				
11	320070	L Frt Door Outside	Refinish Only	Refinish	2.2 C	2.6	Existing				
12	300277	R Frt Door Mirror	Remove / Install	Body	0.3	0.3	Existing				
13	300278	L Frt Door Mirror	Remove / Install	Body	0.3	0.3	Existing				
14	336192	R Frt Otr Door Belt Moulding	Remove / Install	Body	0.2	0.2	Existing				
15	336193	L Frt Otr Door Belt Moulding	Remove / Install	Body	0.2	0.2	Existing				
16	321510	R Frt Door Handle & Lock Cyl	Remove / Install	Body	0.8#	0.8	Existing				
17	321520	L Frt Door Handle & Lock Cyl	Remove / Install	Body	0.8#	0.8	Existing				
Side Door											
18	323810	Frt Side Door Outside	Refinish Only	Refinish	2.2 C	2.6	Existing				
19	323818	Rear Side Door Outside	Refinish Only	Refinish	2.0 C	2.4	Existing				
20	324590	Frt Door Handle & Lock Cyl	Remove / Install	Body	0.5#	0.5	Existing				
Van Side Panel											
21	300808	R Van Side Panel	Remove / Replace	Body	11.0*	29.3	Aftermarket New		1	\$117.30*	Yes
22	900510	Line Markup 25.0%								\$29.33	
23	AUTO	R Van Side Panel Outside	Refinish Only	Refinish	4.6 C	5.0					
24	AUTO	R Van Side Panel Edge	Refinish Only	Refinish	0.5 C	0.5					
25	AUTO	R Add For Pillar	Refinish Only	Refinish	0.5 C	0.5					
26	327190	L Van Side Panel	Remove / Replace	Body	10.0*#	28.5	Aftermarket New		1	\$117.30*	Yes
27	900510	Line Markup 25.0%								\$29.33	
28	AUTO	L Van Side Panel Outside	Refinish Only	Refinish	6.8 C	7.2					
29	AUTO	L Van Side Panel Edge	Refinish Only	Refinish	0.5 C	0.5					
30	AUTO	L Add For Pillar	Refinish Only	Refinish	0.5 C	0.5					
Back Door											
31	330510	R Back Door Outside	Refinish Only	Refinish	2.0 C	2.4	Existing				
32	301184	L Back Door Shell	Repair	Body	1.0*#	1.5	Existing				
33	AUTO	L Back Door Outside	Refinish Only	Refinish	2.0 C	2.4	Existing				
34	331230	R Door Handle & Lock Cyl	Remove / Install	Body	0.5#	0.5	Existing				

		LABOR				PART				
Line #	Description	Operation	Type	Total Units	CEG	Type	Number	Qty	Total Price	Tax
Rear Bumper										
35	AUTO Rear Bumper Assy	Overhaul	Body	1.0	1.0	Existing				
36	301195 Rear Bumper Face Bar	Remove / Replace	Body	INC	1.0	Aftermarket Certified	2185519Q	1	\$651.00	Yes
Additional Costs & Materials										
37	AUTO Paint/Materials	Additional Cost							\$2,142.14*	Yes
38	AUTO Shop Materials	Additional Cost							\$126.00*	
39	AUTO Hazardous Waste Disposal	Additional Cost							\$5.00*	Yes
Additional Operations										
40	AUTO Clear Coat	Additional Operation	Refinish	2.9	0.0				\$0.00	

* Judgment Item

T Included in Two Tone Calculation

Labor Note Applies

d Discontinued by Manufacturer

C Included in Clear Coat Calculation

A Included in Clear Coat and Two Tone Calculation

r CEG R&R Time Used for this Labor Operation

[] Verify the part number and price before ordering

Parts Vendors

KSI AUTO PARTS - BOSTON
FRANKLIN, MA 10 KENWOOD CIR.
FRANKLIN MA 02038
(508) 528-2252 (Work)
(800) 527-8762 (Work)

Line	Part #	Total Price
36	2185519Q	\$651.00

Disclaimer: The repair estimate is based in part on the use of replacement parts which are not made by the original manufacturer of the damaged parts in your vehicle. Warranties, if any, applicable to these replacement parts are provided by their manufacturer or supplier rather than the manufacturer of your vehicle.

Estimate Totals

Labor	Units	Rate	Sublet Add'l Amount	Totals
Body Labor	29.6	\$65.00		\$1,924.00
Refinish Labor	36.1	\$65.00		\$2,346.50
Glass Labor	2.3	\$65.00		\$149.50
Total Labor	68.0			\$4,420.00
				Taxable \$0.00
				Tax 0.0000% \$0.00
				Non-Taxable \$4,420.00
				Pre-Tax Discount 0.00% \$0.00
				Labor Total \$4,420.00
Parts				
Taxable Parts		Amount		\$1,256.47

Estimate Totals

		Parts Adjustments	\$58.66
		Tax 6.2500%	\$82.20
		Non-Taxable	\$0.00
		Pre-Tax Discount 0.00%	\$0.00
		Parts Total	\$1,397.33
Costs	Amount		
Other Additional Costs	\$131.00		\$131.00
Paint Materials	\$2,142.14		\$2,142.14
		Taxable	\$2,147.14
		Tax 6.2500%	\$134.20
		Non-Taxable	\$126.00
		Pre-Tax Discount 0.00%	\$0.00
Paint Materials Method: RMC		Costs Total	\$2,407.34
Gross Totals	Amount		\$8,224.67
Gross Total	\$8,224.67		\$8,224.67
		Taxable	\$3,462.27
		Tax	\$216.40
		Non-Taxable	\$4,546.00
		Pre-Tax Discount 0.00%	\$0.00
		Gross Total	\$8,224.67
Adjustments	Amount		
Total Customer Responsibility			\$0.00
		Net Estimate Total	\$8,224.67

Disclaimer: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

Estimate Event Log

Job Created	3/15/2024 01:06 PM
Estimate Started	3/15/2024 01:08 PM
Estimate Printed	3/15/2024 01:20 PM
Estimate Committed	Estimate Not Committed
Estimate Retrieval ID	1000484303

Signs By Tomorrow, Norton
400 Old Colony Rd
Norton, MA 02766
508-222-1900
norton@signsbytomorrow.com
signsbytomorrow.com/norton



Estimate

ADDRESS

Peter Gay
North TV
93 S. Washington St.
N. Attleboro, MA 02760

SHIP TO

Peter Gay
North TV
93 S. Washington St.
N. Attleboro, MA 02760

ESTIMATE # 3959**DATE 03/20/2024**

DESCRIPTION	QTY	UNIT COST	AMOUNT
Van Lettering			
Vehicle Lettering - 2 Sides, Front and Back of Van	1	1,205.11	1,205.11
Please review and respond with any changes or approval to proceed with your order.			
TOTAL			\$1,205.11

Accepted By

Accepted Date



This material has been created for you on specification. It may not be used in any form for any purpose, and may not be duplicated in any variation. This remains the property of Katmandu Studio.





We have prepared a quote for you

NorthTV-BPix Truck Upgrade w/BP Fusion

Quote # 003931
Version 1

Prepared for:

TOWN OF NORTH ATTLEBORO

NorthTV

Chris Miller
cmiller@northTV.net

Hardware

Description		Price	Qty	Ext. Price
U/G - M	Broadcast Pix MX Hybrid Upgrade from any Broadcast Pix or any switcher brand. System with 8 SDI + 8 IP Inputs + 8 SGI/Clip/Graphics channels, 2 SDI + 2 NDI Outputs, 6 Keyers, NTX graphics, Commander, Camera Control, Stream & Record	\$20,365.75	1	\$20,365.75
236	Broadcast Pix BPfusion - connect graphics to databases including Twitter, RSS, XML, Excel, scoreboards and timers. - up to 12 layers	\$3,703.75	1	\$3,703.75

Subtotal: **\$24,069.50**

Services

Description		Price	Qty	Ext. Price
LABOR-BROADCAST	Ockers Broadcast Installation Labor - Non Prevailing Wage	\$1,000.00	1	\$1,000.00

Subtotal: **\$1,000.00**

NorthTV-BPix Truck Upgrade w/BP Fusion

Prepared by:

Ockers Company

Gary Pink
7813498823
Fax 508-584-9180
gpink@ockers.com

Prepared for:

TOWN OF NORTH ATTLEBORO

93 S Washington St
North Attleboro, MA 02760
Chris Miller
(508) 695-3973
cmiller@northTV.net

Quote Information:

Quote #: 003931

Version: 1
Delivery Date: 02/08/2024
Expiration Date: 03/09/2024

Quote Summary

Description	Amount
Hardware	\$24,069.50
Services	\$1,000.00

Total: \$25,069.50

Terms and Conditions

This quote is valid for thirty (30) days from the date of issue. Any payments not made within thirty (30) days of the date of the invoice shall be subject to a late payment charge of 1 ½% per month (compounded) on the unpaid balance of any amount then passed due. All products quoted are subject to availability.

Terms for Purchases are NET30 Days from date of invoice. All Services will be invoiced separately and are payable on receipt of Invoice. Any payments not made within thirty (30) days of the date of the invoice shall be subject to a late payment charge of 1½% per month (compounded) on the unpaid balance of any amount then passed due.

Binding Effect of Document:

This document when signed by the client and accepted by the Company shall constitute a binding contract for services described.

Suspension or Cancellation for Non- Payment:

The Company may forthwith suspend or cancel SAAS service upon a written notice if any payment is overdue, in addition to any other right or remedy it may have.

Assignability of Agreement:

Neither this agreement nor the Company's SAAS service are transferable without the Company's written consent.

Returns are allowed for 30 days. Non-defective returns must be unopened, and factory sealed. All merchandise must be returned with original packing, accessories, and instructions. A valid RMA number must be obtained from Ockers Company before a return is allowed. Note - Some manufacturers have special returns policies which may supersede the above.

Custom Orders are not Returnable.

Returns over the 30 days will be subject to the acceptance by the distributor or manufacturer and may require a restocking fee.

Ockers at its discretion may invoice product prior to delivery to client via a Bill and Hold (Transfer of Property) document if required. All stored product will be fully insured. This may occur via a Standard invoice or via a Bill and Hold

Customer responsible for any permit fee costs that may be required. Fees are determined by local municipality and will be billed accordingly.

** For EANS Purchases - Customer is responsible for payment of products and services if EANS order is not approved by the state.

Please email Purchase Order to confirm the order. Thank you.

48 Leona Drive
Middleboro, MA 02346
www.ockers.com
50863163975085864642



Ockers Company

TOWN OF NORTH ATTLEBORO

Signature: _____

Name: Gary Pink

Title: Account Executive/Systems Engineer

Date: 02/08/2024

Signature: _____

Name: Chris Miller

Date: _____



VALLEY
COMMUNICATIONS SYSTEMS

105653-0
3/25/2024

PROPOSAL

North TV - Broadcast Pix - 105653

This Agreement is between

North TV

93 South Washington St
North Attleborough, MA 02760 USA
(508) 695 3973

Valley Communications Systems, Inc.

20 1st Ave.
Chicopee, MA 01020-4619
800-522-4136
www.valleycommunications.com
Contact: James P. Tremble, 413-374-2876

Grand Total \$ 27,118.76

DESCRIPTION

Pricing is for equipment only. Labor for installation is not included.

Valley Communications Systems, Inc. (VCS) is an approved MA State Contract OFF50 vendor. However, VCS does not support every category under the OFF50 contract. This proposal will remain competitively priced but will land outside the OFF50 State contract. When applicable, prevailing wage rates will be applied.

DROP SHIP

1. Verify that the customer has a loading dock:
2. Verify that the customer has a lift gate:
3. Obtain the name and phone number of the person to be contacted for notification of delivery: Chris Miller, 508-695-3973
4. Obtain information regarding hours/days that the client accepts deliveries:

THE CLIENT'S RESPONSIBLY

Upon receipt of any delivery, please take the time to inspect and review the items for any potential damage thoroughly. This step is crucial in ensuring that you receive products in optimal condition and promptly address any issues.

Here are the key points of your responsibility in this process:

1. Prompt Inspection: Please inspect all delivered items as soon as they are received. This will allow VCS to address any concerns and minimize potential inconvenience promptly.

2. Documentation: If you notice any visible damage to the packaging or products, please document the issues with photographs (of all sides of the box and hardware). This documentation will assist VCS in processing any necessary claims with our shipping partners.

3. Contact VCS: If you identify any damage or discrepancies, please get in touch with our customer service team immediately. Provide VCS with the relevant information, including the order number, item description, and details of the damage.

4. Hold Packaging: If there is noticeable external damage to the packaging, we recommend retaining the packaging materials until the matter is resolved. This may be required for any potential shipping or insurance claims.

5. Resolution: VCS is committed to promptly working closely with you to resolve any issues. Depending on the situation, VCS may arrange for a replacement, refund, or repair as appropriate.

It's important to understand that timely communication and cooperation in this process are key to achieving a satisfactory resolution. By adhering to this review and inspection process, you play an integral role in maintaining the quality of your orders and helping VCS provide you with the best possible service.

Thank you for choosing VCS. We value your partnership and are dedicated to delivering excellence in all aspects of our business. If you have any questions or require further assistance, please do not hesitate to contact our VCS customer service team.

QUOTE VALIDITY

Quote is Valid for 30 Days Unless Another Agreement is Made - Expires On :

Apr 25, 2024

1. For correspondence, please refer to Quote # **105653-0**
2. Please include a copy of this quote with your purchase order
3. Quote does not include taxes (if not listed in the Pricing Summary)

LINE ITEM DETAILS

North TV |

		Unit Price	Price
1	Broadcast Pix 236 BPfusion - Connect graphics to databases including Twi5er, RSS, XML, Excel, scoreboards and 3mers. 2 channels, up to 12 layers of graphics	4,160.00	4,160.00
1	Broadcast Pix 611 Broadcast Pix - Freight	93.75	93.75
1	Broadcast Pix 786 Purchased with the system, enhanced 1st year warranty provides hardware support for 12 months, advanced spares replacement, email & telephone support, 1 month remote commissioning and extends software upgrades	0.01	0.01
1	Broadcast Pix U/G - M MX Hybrid Upgrade from any Broadcast Pix or any switcher brand. System with 8 SDI + 8 IP Inputs + 8 S3I/Clip/Graphics channels, 2 SDI + 2 NDI Outputs, 6 Keyers, NTX graphics, Commander, Camera Control, Stream & Record	22,865.00	22,865.00

PRICING SUMMARY

Equipment:	\$27,118.76
Grand Total:	\$27,118.76

Payment Terms

Description	Amount	Due Date
30% - Payable with Signed Sales Agreement/Purchase Order	8,135.63	
70% - Future Payments per Progress Billing and/or Final Billing	18,983.13	

Signatures

Client:	Chris Miller	Date
Contractor:	Valley Communications Systems, Inc. State Licenses: 7189-C (MA) • C5-192407 (CT) • TSC-464 (RI) Equal Opportunity Employer	Date