TEXAS BOARD OF CRIMINAL JUSTICE

Texas Prison Museum
491 Highway 75 N
Huntsville, TX 77320

December 10, 2021
9:30 – 10:00 AM

ORDER OF BUSINESS

Call to Order

Convene Texas Board of Criminal Justice (TBCJ) Meeting

I. Regular Session – Texas Prison Museum

A. Recognitions

B. Consideration of Approval of Consent Items
   1. Hazardous Duty Pay Authorization Requests
   2. Personal Property Donations
   3. 219th TBCJ Meeting Minutes

C. Report from the Executive Director, Texas Department of Criminal Justice (TDCJ)

D. Report from the Chairman, TBCJ

E. Internal Audit Status Report for Fiscal Years 2021-2022

F. Discussion, Consideration, and Possible Action Regarding Facilities Division Construction Projects –
   1. Request to Construct Water Treatment Plant (Design Only) at the Wainwright Unit, Houston County, Lovelady, Texas
   2. Request to Construct Wastewater Treatment Plant (Design Only) at the Wainwright Unit, Houston County, Lovelady, Texas
   3. Request to Repair and Replace 12 Building Fire Line at the Clements Unit, Potter County, Amarillo, Texas

Recess
II. Executive Session – Texas Prison Museum

A. The TBCJ may convene into Executive Session.

B. Discussion of personnel matters relating to the Board of Criminal Justice, the Executive Director, the Inspector General, the Director of the Internal Audit Division, the Director of the State Counsel for Offenders, the Director of the Office of the Independent Ombudsman, and the Prison Rape Elimination Act Ombudsman or to hear a complaint or charge against an employee (closed in accordance with Section 551.074, Government Code).

C. Discussion regarding deployment of security personnel, devices, or security audits (closed in accordance with Section 551.076, Government Code).

D. Discussion regarding security assessments or deployments relating to information resources technology, confidential network security information, or the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices (closed in accordance with Section 551.089, Government Code).

E. Consultation with legal counsel regarding pending or contemplated litigation or settlement offers; to receive legal advice on items posted on this agenda; or consultation on a matter where the TBCJ seeks the advice of its attorney as privileged communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas (closed in accordance with Section 551.071, Government Code).

Adjourn

The TBCJ may discuss and/or take action on any of the items posted on this meeting agenda.
MINUTES OF THE
TEXAS BOARD OF CRIMINAL JUSTICE
Meeting No. 220

The Texas Board of Criminal Justice convened on Friday, December 10, 2021, in regular session at 9:33 a.m. at the Texas Prison Museum, Huntsville, Texas, and adjourned at 10:36 a.m.

TBCJ MEMBERS PRESENT: Patrick L. O’Daniel, Chairman
Derrelynn Perryman, Vice-Chairman
Larry D. Miles, Secretary
E.F. “Mano” DeAyala
Hon. Molly Francis
Hon. Faith Johnson
Eric Nichols
Ambassador Sichan Siv

TBCJ MEMBERS ABSENT: Rodney Burrow, M.D.

TEXAS DEPARTMENT OF CRIMINAL JUSTICE STAFF PRESENT: Bryan Collier, Executive Director
Oscar Mendoza, Deputy Executive Director
Jason Clark, Chief of Staff
Tara Burson
Chris Carter
Tina Clark
Allison Dunbar
Timothy Fitzpatrick
Patty Garcia
Cody Ginsel
Jennifer Gonzales
Carey Green
Rene Hinojosa
Billy Hirsch
Rebecca Jones
Pennie Kempt
Bobby Lumpkin
Angie McCown
Gordon Moss
Ron Steffa
Rebecca Waltz
Kristen Worman
David Yebra
April Zamora

TBCJ STAFF PRESENT: Chris Cirrito
Jill Durst
Cris Love
Cassandra McGilbra
Brian Patrick
Giustina Persich

OTHERS PRESENT: Thomas Fordyce

Convene the Texas Board of Criminal Justice

Chairman Patrick L. O’Daniel convened the 220th meeting of the Texas Board of Criminal Justice (TBCJ or board) on Friday, December 10, 2021, at 9:33 a.m., noted that a quorum was present, and declared the meeting open in accordance with Texas Government Code Chapter 551, the Open Meetings Act. He stated the TBCJ would be conducting business from the agenda posted in the Texas Register.
Chairman O’Daniel stated that the TBCJ is committed to providing the opportunity for public presentations on posted agenda topics and public comments on issues within its jurisdiction in accordance with Board Rule 151.4, “Public Presentations and Comments to the Texas Board of Criminal Justice.” No speaker registration cards were received for public comment prior to the deadline.

**Recognitions**

Chairman O’Daniel recognized former Board Member Thomas Fordyce, who was appointed to the TBCJ by Governor Greg Abbott in August 2015. Chairman O’Daniel highlighted the education and career background of Mr. Fordyce, reviewed the TBCJ Committees that Mr. Fordyce served on, and told of his distinguished military career. He also listed the many military-service-related boards Mr. Fordyce has been a part of. Chairman O’Daniel announced that Mr. Fordyce is now a founding member of the reconstituted TBCJ Agricultural Advisory Committee, thanked him for his many years of service, and gave him an opportunity to speak.

Mr. Fordyce stated that he enjoyed his time of service with each of the board members and it was a great experience to serve on the TBCJ. He is looking forward to continuing to work with the board and provide significant information as a part of the Agricultural Advisory Committee. Chairman O’Daniel reiterated that it has been an honor to work with Mr. Fordyce.

Bryan Collier, Texas Department of Criminal Justice (TDCJ) Executive Director, recognized Billy Hirsch, Manufacturing, Agribusiness and Logistics (MAL) Division Director, for 35 years of service, and highlighted his career.

Christopher Carter, Rehabilitation Programs Division (RPD) Director, introduced Pennie Kempt as the new Deputy Division Director of the RPD, and highlighted her background.

Allison Dunbar, Private Facility Contract Monitoring/Oversight Division (PFCMOD) Director, introduced Tara Burson as the new PFCMOD Deputy Director of Operations, and highlighted her background. Ms. Dunbar also introduced Rebecca “Becky” Jones as the new PFCMOD Deputy Director of Compliance, and highlighted her background.

Bobby Lumpkin, Correctional Institutions Division Director, introduced Timothy Fitzpatrick as the new Director of Classification and Records, and highlighted his background.

Mr. Hirsch introduced Gordon Moss as a new Deputy Director of Texas Correctional Industries, and highlighted his background.

Chairman O’Daniel recognized the TDCJ employees who have dedicated 25, 30, 35, 40, and 45 years of service to the state of Texas. He stated these individuals represent the strong commitment of this agency’s staff systemwide. On behalf of the TBCJ and Mr. Collier, he expressed deepest gratitude for the continued service of these employees. During the months of November and December 2021, 56 employees attained 25 years of service, 26 employees attained 30 years of service, 11 employees attained 35 years of service, three employees attained 40 years of service, and two employees attained 45 years of service. The chairman stated he
would like to individually recognize the employees that have attained over 40 years of service for their dedication.

Chairman O’Daniel recognized Hospital Galveston Correctional Officer Richard Greene and outlined his career that began in 1982 at the Ramsey II Unit, now known as the Stringfellow Unit.

Chairman O’Daniel recognized Wynne Unit Correctional Officer James Simpson, Jr. and outlined his career that began in 1981 at the Wynne Unit.

Chairman O’Daniel recognized Mountain View Braille Program Manager Alma “Delores” Billman and outlined her career that began in 1981 at the Mountain View Unit.

Chairman O’Daniel recognized Central Regional Warehouse Manager Lloyd Burson and outlined his career that began in 1970 at the Eastham Unit, now known as the Wainwright Unit.

Chairman O’Daniel recognized Jester III Unit Maintenance Plumber Rodrigo Leyva and outlined his career that began in 1980 at the Jester I Unit, which was closed in September 2020.

Chairman O’Daniel stated that the names of these individuals would be submitted for inclusion in the official board meeting minutes. As a symbol of appreciation, these employees will receive a board certificate along with a personal letter of gratitude.

Consideration of Approval of Consent Items

1. Hazardous Duty Pay Authorization Requests
2. Personal Property Donations
3. 219th TBCJ Meeting Minutes

Chairman O’Daniel asked if there were any amendments, abstentions, or objections to the proposed consent items. Hearing none, the consent items were approved.

Report from the Executive Director,
Texas Department of Criminal Justice

Correctional Officer Staffing

Mr. Collier stated 626 correctional officers were hired in November and 19 classes graduated from the academy. Of those hired, 90 were from the Warden’s Direct Hire Program. Application submissions continue to increase, totaling just under 4,000 applications received for the months of September, October, and November. TDCJ is actively participating in an average of 46 workforce events each month. Mr. Collier reported that during December the agency will offer two academies that will occur between college semesters, which will allow college students to join the agency without interrupting their regular class schedules.
The new agency retention specialists have been hired and Mr. Collier stated he was very fortunate to have the opportunity to meet with them the previous week. He is impressed with the experience level of each of those chosen for this new role. They are engaged and excited to help make a difference in the staff retention.

Mr. Collier announced that three members of the Executive Director’s Retention Task Force were in attendance at the meeting and recognized each of them. Captain Jesus Ramos of the Training and Leader Development Division; Captain Ricky Sanders of the Hughes Unit; and Captain Jasmaine Williams of the Crain Unit stood and were applauded. The Executive Director’s Retention Task Force is made up of Correctional Captains from around the agency who work on retention issues with wardens and provide feedback and input on strategies to improve staff retention. Many suggestions from the task force have already been put into practice.

Mr. Collier stated he will continue to provide updates on correctional officer staffing progress, which will remain the number one operational priority.

COVID-19 Update

Over the past month there has been a significant decline in COVID-19 positives for both staff and inmates. TDCJ continues to offer COVID-19 vaccine boosters, as well as regular COVID-19 vaccines to staff and inmates, and remains diligent with COVID-19 protocols. There are currently 31 units with a 70% or higher vaccination rate, and those units are operating as they were pre-COVID-19 with no issues.

Mr. Collier reported that since the last board meeting the agency has lost two staff members to COVID-19, Kevin Dupree, Correctional Officer V at the Powledge Unit, and Ty’Isha Harper, Parole Officer at the Nacogdoches District Parole Office. He said, “These two employees lost their battle with COVID-19; however, they will never be forgotten for their bravery and commitment to public safety and for the ultimate sacrifice they each paid. We continue to pray for their families and co-workers who still mourn each of these losses and we will honor each of them in the fallen officer memorial service.”

TDCJ also lost two inmates since the last board meeting due to COVID-19. Prayers are offered to their families during this time.

Holiday Message

Mr. Collier said a special thank you to each of the board members for their strong and unwavering support of the staff and agency during this past year. He stated that we have faced many challenges over the past year, yet through the perseverance of our phenomenal staff we have overcome those challenges and remain ready for those we will face in 2022.

Mr. Collier asked that the thousands of dedicated men and women of the agency who will be hard at work this holiday season keeping Texans safe be kept in thoughts and prayers as the holiday season is enjoyed. He wished everyone a safe and Merry Christmas and a Happy New Year.
Chairman O’Daniel recognized staff members who have succumbed to COVID-19 and stated that their lives mattered, as Christ tells us in Luke, “not one of them is forgotten by God.”

Kevin Dupree, Correctional Officer V at the Powledge Unit was known as “The General” by his co-workers. Good-humored and considerate, Kevin Dupree was someone that everyone respected and looked up to. Kevin worked for the agency for 28 years. He began his TDCJ career in January 1997 at the Hutchins State Jail. In January 2003, he transferred to the Choice Moore Unit, and in April 2009, he transferred to the Powledge Unit.

“Officer Dupree often spoke of his family and the time he served in the military with affection,” said Powledge Unit Warden Nicole Sandifer. “There are no words to adequately describe the special person that he was and how much he will be missed by all who knew him,” she added.

Kevin was very proud of his son, Zach, and daughter, Tabatha, who is the mother of his granddaughter and two grandsons. He was an Air Force veteran and a hard worker, hence his nickname “The General.” When he wasn’t at work at the Powledge Unit, he enjoyed hunting or watching football games. Kevin Dupree, age 66, died from the coronavirus on November 2, 2021.

Chairman O’Daniel stated some people know what they want to do for a career early in life and that was exactly the case with Ty’Isha Harper, Parole Officer at the Nacogdoches Parole Office. She was well on her way to being a great parole officer. Ms. Harper recently graduated from college and then applied to be a parole officer for the agency. She completed her training and told all her friends that this was going to be her ‘dream job.’

Ms. Harper was friends with Ms. Jasmine Douglas, Parole Officer II in Nacogdoches, since childhood. Ms. Douglas was instrumental in her choosing to be a parole officer. She said Ms. Harper was so excited about the opportunity ahead of her. “Every day, she would make time to talk with about 15 of us who were all in school together at Nacogdoches High,” said Ms. Douglas. “She just loved being around and talking with her friends,” she added.

Ms. Harper was a member of the Nacogdoches Dragons Band and played the bass clarinet. One of her greatest memories was marching in the 2008 Rose Bowl parade in Pasadena, California. She was very creative and loved making gift baskets for her friends, especially during Valentine’s Day. She enjoyed all kinds of foods, and if she wasn’t at work, she was almost always shopping online.

Parole Division Director Rene Hinojosa said, “She was quick and eager to learn and truly had a calling to help.” He added that she always showed up with a great attitude and her positivity was contagious. Ty’Isha Harper, age 30, died from the coronavirus on November 14, 2021.

Chairman O’Daniel stated COVID-19 has been devastating for inmates and their families as well. May the words of 1 Peter 5:10 comfort you: “and the God of all grace, who called you to his eternal glory in Christ, after you have suffered a little while, will himself restore you and make you strong and steadfast.”
Chairman O’Daniel then highlighted some of the hard-working men and women in TDCJ who make the organization outstanding. He reported that starting with this meeting, the board will be moving around the state, and he will be highlighting employees located near the meeting location so those employees can more easily attend meetings and be recognized. The following employees highlighted are based in Huntsville, and as Chairman O’Daniel said, are the workers who get things done.

Chairman O’Daniel stated he has a special place in his heart for the agency canine operation, and particularly the historic pack dogs. Getting to work with animals is a passion for many people and it’s no exception for Captain Ricky Baker in TDCJ’s Kennel Operations. Captain Baker and his dedicated staff have trained quality canines at a record pace that are now being utilized throughout the agency’s prisons, regional offices, residential re-entry centers, and transitional treatment centers.

Chairman O’Daniel reported that since joining the kennel operations, Ricky has made an immediate and effective impact, and is responsible for developing the current training program and class curriculum for new handlers in the agency’s narcotic and contraband canine program. In the last 18 months, the program has grown 66% with 80 narcotic canines and 103 contraband canines spread over six regional offices and 31 facilities.

Ricky Baker began his TDCJ career as a correctional officer at the Michael Unit in 1997. He moved to the Powledge Unit kennel in 2010 and then moved to the Kennel Operations Headquarters as a Correctional Officer V in September 2017. Throughout his time with Kennel Operations, he has worked his way through the ranks, serving as a Sergeant from January 2019 to September 2019, Lieutenant from October 2019 to August 2021, and effective September 2021, as the Captain of Kennel Operations.

When asked what he enjoys about his role in Kennel Operations, Captain Baker said, “Working to achieve the agency’s mission to provide public safety is the most rewarding aspect of the job.” Captain Baker and his staff were instrumental in the purchase of 121 puppies and equipment for the narcotic and contraband canine program in the spring of 2020. Paul Wilder, Assistant Director for Security Operations, said, “Ricky’s breeding selections dramatically changed the quality and quantity of pups in each litter, which resulted in our puppies learning faster and having more drive than we had previously seen.” Mr. Wilder added that this allowed Kennel Operations to start adding quality trained narcotic and contraband canines to the field at ten to 12 months of age instead of 18 to 24 months.

Chairman O’Daniel reported that in the agency’s effort to fight contraband, Captain Baker’s program began to breed, train and place canines on 23 selected units throughout the state. The program was also awarded over $156,000 in grants to increase the presence of narcotic and contraband canines in the agency. Captain Baker is grateful for his dedicated staff, Sergeant Joshua Northcutt, Sergeant Billy Scarborough, Jason Ball, and Joshua Smith.

Chairman O’Daniel stated 2020 and 2021 have been challenging years for TDCJ amidst the backdrop of the pandemic. Many employees and their families have dealt with COVID-19 and how it has impacted their employment with the agency. That’s where Shannon Wood comes into the picture as the Employee Services Manager with the Human Resources Division in Huntsville. Her responsibility is overseeing insurance, benefits, leaves, workers’ compensation, and records for all TDCJ employees. Since March 10, 2020, COVID-19 has consumed her workload.
Shannon provided much of the assistance to each unit’s HR staff and other agency staff on COVID-19 frequently asked questions. She also oversaw the drafting of travel forms and quarantine forms, as well as tracked all COVID-19 related leave, and notified staff of approved emergency leave. She estimates that she and her staff dealt with inquiries from over 4,000 employees and their families.

Shannon also ensured that relatives of TDCJ employees who died of COVID-19 received the assistance necessary to obtain documents for death benefits. Shannon says she loves to help people, especially when they’re dealing with trauma in their lives, because it gives her a great deal of satisfaction.

Ironically, Shannon and her family all came down with the virus last year. While quarantined, she continued to work from home, making sure that her department continued to handle everything as smoothly as possible. TDCJ Human Resources Director Patty Garcia said, “Shannon has always been a dedicated employee, but since the pandemic, she has gone above and beyond her call of duty.”

A native of Conroe, Shannon raised two boys and a girl before coming to work in the Records Department at the Goree Unit 23 years ago. She followed in her mother’s footsteps, who also worked for the agency and convinced Shannon that the benefits are great, and she would be able to comfortably retire. Shannon’s goal is to eventually settle down with her husband somewhere in the beautiful Texas Hill Country.

Chairman O’Daniel stated that we now live in a world surrounded by technology that many of us can barely grasp, let alone navigate, with its complicated systems. That’s where Christopher Miller, Systems Analyst VII in the Information Technology Division in Huntsville, comes into play. After graduating from Livingston High School, Chris spent two years in Brazil as a missionary, then joined the United States Air Force as an Intelligence Analyst for six years, involved in numerous offensive, defensive, and strategic roles. When he left the Air Force, Chris started his own PC repair business, but soon realized he needed better financial stability for his family. He also wanted to be part of a larger, cohesive team again, much like he grew accustomed to and loved in the Air Force.

Chris joined the agency in November 2011 as an Information Security Analyst, quickly promoting to Systems Support Technician, then Network and Server Support Manager. He later became Senior Systems Engineer and now is a Solutions Architect. Chris has been involved in the planning, design, implementation, and testing of many technological systems that we use daily within the agency. He was the lead technologist on how to secure video conferencing. He also helped implement chat-bots that help with recruiting staff, and was instrumental in the implementation of the tablets that will be used for video visitations by inmates.

Chris says one of his biggest challenges is making sure people are on-board and ready for changes. He says, “it can be difficult to get out of our comfort zone and move beyond the ‘we’ve always done it this way’ mindset.” He says getting people to acknowledge and agree to implement solution changes is the most challenging part of his job. Chris says the most satisfying part of his job is enacting positive changes and modernization within the agency’s information technology landscape while solving problems and meeting the needs of multiple divisions and departments.
Chris’ co-workers have high praise for his work skills and ethics. Eric Varner, Network Engineer, summed it up best. “Chris has a winning attitude. His technical ability is on another level and by showing great determination and confidence in all situations, he provides positivity and confidence within the workplace and agency.”

When he’s not at work, Chris enjoys spending time with his wife, Jackie and their daughter, Delilah. He also enjoys gaming or anything outside that’s nature-related, like going on hikes, walks, or bike rides. And he also enjoys building and tinkering with technology in his spare time. Chairman O’Daniel announced that Chris, Shannon, and Ricky were in attendance at the meeting, and requested that they stand for recognition.

Chairman O’Daniel stated Christmas is just around the corner and while this has been a challenging couple of years, we still have much to be thankful for. On behalf of the entire Board, he expressed appreciation for the men and women who serve the state as employees of the Texas Department of Criminal Justice. He said, “For those in the audience and thousands working right now, you should be proud of your accomplishments of the past year; your hard work has built a strong, positive reputation. Whether you supervise inmates on the street, walk the runs on a unit, or coordinate administrative tasks in an office, your job is important to this agency and the state. Your work ultimately helps make Texas a safer place to live. On behalf of the Governor, the Board of Criminal Justice, and the citizens of this state, I thank you for your dedication and performance.”

Chairman O’Daniel also thanked Mr. Collier for leading a dedicated team of public servants throughout the year. He stated that guided by Mr. Collier’s leadership, TDCJ continues to meet challenges head on. But let us not forget the reason for the season. In the words of John 3:16, “For God so loved the world, that he gave his only begotten Son, that whoever believeth in him should not perish, but have everlasting life.” The Board of Criminal Justice wishes all TDCJ employees Merry Christmas, happy holidays, and a happy New Year.

**Internal Audit Status Report for Fiscal Years 2021-2022**

Chris Cirrito, Internal Audit Director, presented updates to the Internal Audit Status Report for Fiscal Years 2021-2022:

- **2104 – Workforce Diversity**: Extended for additional agency employee input.
- **2111 – Unit Schedules**: Extended for additional agency employee input.
- **2203 – Public Funds Investment**: Audit is in draft report.

Mr. Cirrito also presented projects that were recently assigned:

- **2204 – Employment Services**: Assigned and is in the planning phase.
- **2205 – Security Equipment**: Assigned and is in the planning phase.
- **2206 – Student Contact Hour Tracking**: Assigned and is in the planning phase.
- **2216-1908 – Uniformed Employee Time Records Follow-Up**: Assigned and is in the planning phase.
Discussion, Consideration, and Possible Action
Regarding Facilities Division Construction Projects

Request to Construct Water Treatment Plant (Design Only) at the Wainwright Unit,
Houston County, Lovelady, Texas

Mr. Ginsel presented a new project for consideration requesting a design only project to
construct a water treatment plant at the Wainwright Unit in Houston County, Lovelady, Texas.
Mr. Ginsel asked that the board approve the total cost of $1,086,900. Mr. Ginsel reminded
the board members that for requests for design only projects, the Facilities Division attempts to be
two years ahead of schedule, which allows for the legislative appropriations request process.

Derrelynn Perryman moved that the Texas Board of Criminal Justice approve the request
to construct a water treatment plant, design only, at the Wainwright Unit, Houston
County, Lovelady, Texas, as presented.

Mr. E.F. “Mano” DeAyala seconded the motion, which unanimously passed when
called to a vote.

Request to Construct Wastewater Treatment Plant (Design Only) at the Wainwright Unit,
Houston County, Lovelady, Texas

Mr. Ginsel presented a new project for consideration requesting a design only project to
construct a wastewater treatment plant at the Wainwright Unit in Houston County, Lovelady,
Texas. Mr. Ginsel asked that the board approve the total cost of $2,236,100.

Mr. Eric Nichols asked if Mr. Ginsel could provide the criteria that are considered when making
decisions regarding sizing either the intake or wastewater out-take at units. Mr. Ginsel explained
that for a wastewater plant, anything above one million gallons per day is considered a major
plant. The Wainwright Unit, based on the size and population, has two wells providing water to
the unit. The out-flow is estimated to be under two million gallons per day, and room for
redundancy should be allowed, for water run off or a need to reduce water; therefore, two million
will suffice for the wastewater treatment plant. Mr. Ginsel reported that on average, one and a
half million gallons of potable water is used by the unit per day.

Judge Molly Francis moved that the Texas Board of Criminal Justice approve the request
to construct a wastewater treatment plant, design only, at the Wainwright Unit, Houston
County, Lovelady, Texas, as presented.

Pastor Larry D. Miles seconded the motion, which unanimously passed when
called to a vote.
Request to Repair and Replace 12 Building Fire Line at the Clements Unit, Potter County, Amarillo, Texas

Mr. Ginsel presented a new project for consideration requesting to repair and replace the fire line at the Clements Unit 12 Building in Potter County, Amarillo, Texas. Mr. Ginsel asked that the board approve the total cost of $1,555,700.

Derrelynn Perryman moved that the Texas Board of Criminal Justice approve the request to repair and replace the fire line at the Clements Unit 12 Building in Potter County, Amarillo, Texas, as presented.

Judge Molly Francis seconded the motion, which unanimously passed when called to a vote.

Chairman O’Daniel thanked everyone for attending the meeting and announced that the next meeting of the Texas Board of Criminal Justice will be Friday, February 25, 2022, in Lubbock, Texas.

Adjournment

There being no further business, Chairman O’Daniel adjourned the 220th meeting of the Texas Board of Criminal Justice at 10:36 a.m.

[Signatures]
Chairman
Secretary