 Legislative Interim Meetings  
Meetings were held May, 18, 2022, or as noted

**Business and Labor**  
2022 Interim Study Items  
Reviewed proposed interim study items for the 2022 Business and Labor Interim Committee. The committee chairs, with input from legislators, executive branch agencies, and the Legislative Management Committee, prepared a list of 18 potential items that the committee could study during this interim period.

**Actions:** 
- Voted to modify the proposed interim study item list by adding the study of fraudulent ticket sales in the state.
- Voted to approve the proposed interim study items as modified.
- Voted to grant the chairs authority to open committee bill files for items on the study list.

**Sunset Review - Board of Credit Union Advisors**  
Received a summary of the committee's 2022 Sunset Review Assignments from committee staff and an explanation of the statutory guidelines for conducting a sunset review.

Absent further action by the Legislature, Utah Code Section 7-9-43, which creates the Board of Credit Union Advisors, will be repealed July 1, 2023. The committee conducted a sunset review of the statute and determined it should be reauthorized.

Received presentations from the Department of Financial Institutions, Board of Credit Union Advisors, and the Utah Credit Union Association.
Collection Agencies
Received a presentation from the Division of Corporations and Commercial Code regarding Title 12, Collection Agencies.

Discussed whether Title 12 and the registration and bonding requirements are still serving their intended purposes or if the title needs updating.

Discussed and determined that Title 12 should be repealed, except for Utah Code Section 12-1-11, Collection fee – Convenience fees.

Copay Accumulator
**Action:** Voted to open a committee bill file related to copay accumulators, which will address how insurance plans count coupons and rebates for an individual’s deductible and out of pocket maximum limits and provide additional transparency regarding pharmacy benefit managers.

Sunset Review - Duties and Powers of the Insurance Commissioner
Received a presentation from the insurance commissioner pertaining to Utah Code Section 31A-2-217, Coordination with other states, which relates to the duties and powers of the insurance commissioner. Absent further action by the Legislature, this provision will be repealed July 1, 2023. The committee conducted a sunset review of the statute and determined it should be reauthorized.

Sunset Review - Hearing Instrument Specialist Licensing Act
Received a presentation from committee staff pertaining to Utah Code, Title 58, Chapter 46a, Hearing Instrument Specialist Licensing Act, which will be repealed July 1, 2023, absent further action by the Legislature. The committee conducted a sunset review of the statute and determined it should be reauthorized.

Heard from the:
- International Hearing Society and National Board for Certification in Hearing Instrument Sciences;
- Hearing Healthcare Providers of Utah; and
- Miracle Ear.

Medical Cannabis Businesses
Studied how the medical cannabis and financial services industries interact and policies that prevent the two industries from working together.

Discussed the risk to financial institutions that service the medical cannabis industry and the need for Congress to pass the SAFE Banking Act.

Heard from the Utah Cannabis Association, Utah Cannabis Co-op, Utah Patients Coalition, Department of Financial Institutions, Utah Bankers Association, and Utah Credit Union Association.

**Chairs:** Rep. Joel Ferry / Sen. Curtis S. Bramble  
**Staff:** Adam J. Sweet (Policy Analyst) / Charley Hart (Policy Analyst) / Patrick Grecu (Attorney) / Amy L. West (Attorney) / Royce Gador (Administrative Assistant)

Digital Wellness, Citizenship, and Safe Technology Commission
April 27, 2022

Commission Background
Received a presentation by the State Board of Education regarding the origins of the commission.

Digital Respons-Ability Contract Update
Received a presentation from Digital Respons-Ability about the work they are performing to provide training on digital citizenship in public K-12 schools.

Internet Crimes Against Children Task Force
Received a presentation from the Internet Crimes Against Children Task Force and the Office of the Attorney General staff about the work of the task force, including trends and recommendations.

Legislative Appropriation
Discussed a legislative appropriation from the 2022 General Session to help the commission further its work.

Review Assignments
The commission reviewed assignments from the December 1, 2021, meeting, including a presentation on the book Developing Digital Detectives and an update on collaborative efforts between State Board of Education staff and Digital Respons-Ability.

Suicide Prevention Efforts in Utah
Received a presentation from PG Cares at the City of Pleasant Grove and the Division of Substance Abuse and Mental Health about suicide prevention resources for families and community members.

**Staff:** Micah Ann Wixom (Policy Analyst) / Amy Shewan (Attorney) / Tracey Fredman (Administrative Assistant)

Economic Development and Workforce Services

2022 Interim Study Plan
Reviewed interim study item assignments from the Legislative Management Committee and discussed further plans for interim study.

**Action:** Voted to approve the interim study items list with amendments and to authorize the committee chairs to open one or more committee bill files as needed.
Post-Pandemic Economic and Workforce Development
Received presentations from the Department of Workforce Services, Kem C. Gardner Policy Institute, Governor's Office of Economic Opportunity, and Economic Development Corporation of Utah about the status of the Utah economy in a post-pandemic environment.

Staff: Chris Stitt (Policy Analyst) / Gus Harb (Attorney) / Tracey Fredman (Administrative Assistant)

Education
2022 Study Items and Reports
Reviewed the list of reports required to be submitted to the Education Interim Committee and the interim study items for the 2022 committee meetings.

Actions: Voted to amend the interim study items list by replacing the Hope Scholarship item with an item to study parent involvement in student learning options.

Voted to approve the amended interim study item list.

Voted to allow the committee chairs to open committee bill files on topics related to the approved interim study item list.

Higher Education - Aligning Technical Education Credit Hours
Heard a presentation on how leaders in the higher education system have been working to better align credit hours in technical colleges and degree-granting institutions to make it easier for students to transfer between institutions.

Legislative Audit - Higher Education Police Departments
Heard a report from Office of the Legislative Auditor General staff on audit report #2022-01, A Performance Audit of Higher Education Police Departments. The Legislative Audit Subcommittee assigned this report to the committee on April 20, 2022.

Legislative Audit - Public Education Teacher Retention
Heard a report from Office of the Legislative Auditor General staff on audit report #2021-13, A Performance Audit of Teacher Retention Within Utah’s Public Education System. The State Board of Education provided a response to the audit. The Legislative Audit Subcommittee assigned this report to the committee on December 7, 2021.

Staff: Alex R. Janak (Policy Analyst) / Micah Ann Wixom (Policy Analyst) / Amy Shewan (Attorney) / Michael E. Curtis (Attorney) / Taylor Calabrese (Administrative Assistant)

Education and Mental Health Coordinating Council
May 11, 2022
Behavioral Health in Schools
Received a presentation from school behavioral health professionals about mental health services and experiences in schools.

Council Priority Items Discussion
Discussed potential council priority items for further investigation.

Action: Voted to prioritize three topics for further council investigation:

- Early childhood mental health public awareness and education campaign;
- Evidence-based approaches to youth suicide surveillance and prevention; and
- Investigation of Medicaid reimbursement relating to integration of physical and behavioral health, with specificity to early and periodic screening, diagnostic, and treatment.

Utah Early Childhood Mental Health Working Group Update
Received a presentation from the Utah Early Childhood Mental Health Working Group on proposed strategies and tactics to improve early childhood mental health.

Chairs: Rebecca Dutson / Rep. Raymond P. Ward
Staff: Seth Anderson (Policy Analyst) / Ericka A. Evans (Attorney) / Michelle Clifford (Administrative Assistant)

Government Operations
Committee Study Items
Reviewed the approved interim study item assignments from the Legislative Management Committee.

Actions: Voted to amend and approve the interim study item list to include environmental, social governance (ESG) factors in credit ratings and an examination of the School and Institutional Trust Lands Administration (SITLA) code related to exchanges.

Voted to authorize the committee chairs to independently open one or more committee bill files as needed.

Cure Letter Lists
Discussed cure letter lists, which are created when there is a discrepancy with a voter's signature. Each county treats these lists differently when determining if the list is considered a record for Government Records Access and Management Act (GRAMA) purposes.

Action: Voted to open a committee bill file to address cure letter lists.
Environmental, Social, Governance Factors
Heard from the Attorney General's Office and the Office of State Treasurer regarding Environmental, Social, and Governance (ESG) factors and how they could affect the state's credit ratings.

Local District Amendments
Discussed 2022 General Session H.B. 454, "Local District Amendments," which would have replaced the term "local districts" with the term "special districts" throughout the Utah Code.

Action: Voted to open a committee bill file to amend the term "local districts."

Signature Verification Requirements
Received a presentation from the Lieutenant Governor's Office comparing the signature verification requirements for state and local initiative and referenda to the signature verification requirements for other types of petitions such as annexations, incorporations, service districts, and county creations.

Action: Voted to open a committee bill file to address the various signature verification requirements for differing types of petitions.

Title 71 Recodification
Action: Voted to open a committee bill file to recodify Title 71, Veterans, of the Utah Code.

Actions: Voted to approve the interim study items list.
Voted to authorize the committee chairs to open committee bill files for items on the approved interim study items list.

Healthcare Reform - Prescription Drugs
Discussed what the Legislature can do to sustain or enable changes in the production, distribution, prescribing, purchase, and use of prescription drugs that will promote better health outcomes at the lowest possible cost for PEHP, Medicaid, and the commercial health insurance market.

Briefed by the Utah Insurance Department, a local nonprofit drug manufacturer, PEHP, Medicaid, Utah Medical Association, Pharmaceutical Research and Manufacturers of America, the Utah Department of Health's Office of Health Care Statistics, and a local insurer that also operates a pharmacy benefit management service.
Calls for Legislative Action
Received a presentation from committee staff on recent appellate court decisions that call for some legislative action, such as clarifying statutes.

**Actions:** Voted to refer the call for legislative action in State v. Carter to the Law Enforcement and Criminal Justice Interim Committee.

Voted to add the calls for legislative action in C.R. England v. Hakem, doTERRA International v. Kruger, and Diderickson and Bruun v. State to the committee’s approved interim study items list.

Committee Business
Received an overview from committee staff on items available under meeting materials, including the list of required agency reports due to the committee in 2022.

Justice Court Reform
Received a presentation from the Task Force on Justice Court Reform on the court’s proposal to create a new division of the district courts to handle all misdemeanor and small claims cases.

Preliminary Hearings
Received presentations from the following stakeholders regarding preliminary hearings as they relate to defendants’ rights:

- Salt Lake Legal Defender Association;
- Utah Sentencing Commission/Utah Commission on Criminal & Juvenile Justice;
- Statewide Association of Prosecutors and Public Attorneys of Utah; and
- Administrative Office of the Courts.

**Action:** Voted to organize a working group to study possible reforms to preliminary hearings.

Committee Business

**Law Enforcement and Criminal Justice**
Campus and Delegated Police Authority
Received a presentation from the Office of the Legislative Auditor General on its report, "A Performance Audit of Higher Education Police Departments."

Received comments from the Utah System of Higher Education in response to the audit findings.

Criminal Code Recodification
Received a presentation from the Criminal Code Evaluation Task Force on the continued effort to recodify the criminal code.

Received further comment from the task force requesting an extension to the current sunset date for the task force to accommodate the ongoing needs of the recodification.

**Actions:**

- Voted to open two committee bill files to facilitate the next phase of the recodification of the criminal code.
- Voted to open a committee bill file to extend the sunset date of the Criminal Code Evaluation Task Force.

Criminal Justice Data
Received a presentation from committee staff on recent statutory changes to requirements for collecting and reporting criminal justice data.

Received comments from the Commission on Criminal and Juvenile Justice on the implementation of the new data gathering requirements.
**Staff Overview**

Received a [presentation](#) from committee staff on law enforcement and criminal justice-related legislation that passed during the 2022 General Session, updates to the Open and Public Meetings Act, the [Interim Study Items List](#), and the process for opening committee bill files.

**Actions:** Voted to approve the Interim Study Item List.

Voted to give the chairs authority to open committee bill files related to the interim study item list.

---

**Legislative Management Committee**

**April 20, 2022**

**Settlement from Risk Management**

Heard a request from the Division of Risk Management for approval by the Legislative Management Committee (LMC) to settle a claim involving the Utah Department of Transportation.

**Action:** Voted to recommend that the Division of Risk Management execute the financial settlement agreement.

**Report on Constitutional Challenges to Utah Statute**

Heard a report from the legislative general counsel concerning current constitutional challenges to Utah statute.

**2022 Interim Schedule**

**Action:** Voted to approve the [2022 Interim committee schedule](#) for both interim committees and appropriations subcommittees.

**Authorized Legislative Meetings**

Considered a list of boards and commissions with legislators to determine those for which a legislator should be compensated for their participation.

**Action:** Voted to approve the proposed list of boards and commissions as [authorized legislative meetings](#).

**Sunset Review Assignments**

**Action:** Voted to approve staff recommendations regarding the assignment of [Sunset Act reviews](#) for interim committees.

**Proposed 2022 Study Items**

**Action:** Voted to modify and approve a list of [2022 interim study items](#) for interim committees’ study.

---

**May 17, 2022**

**SITLA Land Exchange**

Heard a request from the Utah School and Institutional Trust Lands Administration (SITLA) for approval by the Legislative Management Committee to pursue congressional approval for a land exchange of SITLA lands in the Bears Ears National Monument for other lands in the state.

**Action:** Voted to recommend that SITLA proceed with the proposed land exchange, with a stipulation that the authorization to do so sunsets in one year.

**LMC Overtime Policy**

Heard a request to modify the [LMC Professional Legislative Staff Overtime Policy](#) to provide flexibility in the dates to forfeit compensatory times and, in extraordinary circumstances, to allow office directors to waive the forfeiture of hours, subject to a maximum of 160 hours.

**Action:** Voted to approve the amended LMC overtime policy.

---

**Legislative Water Development Commission**

**May 17, 2022**

**2022 Study Items**

Discussed interim study items that the commission would like to study this year.

**Action:** Voted to add the following study items:

- North Lake Powell Study;
- Aquifer Water Storage;
- Septic Tank Treatment Technology;
- Priority of Wells and Groundwater Discharges; and
- Utah Watersheds Councils Act Progress Report.

**Commission Membership**

Considered the process to address vacancies of nonvoting commission members.

**Water Conservation**

Discussed options for studying water conservation, as required by Utah Code Subsection 73-27-103(5).

**Chairs:** Rep. Joel Ferry / Sen. David P. Hinkins

**Staff:** Nathan W. Brady (Policy Analyst) / Patricia Owen (Attorney) / Alan Houston (Attorney) / Finn Andrew Rose (Administrative Assistant)
Natural Resources, Agriculture, and Environment

2022 Interim Study Items
Discussed the interim study items list that was approved by the Legislative Management Committee.

**Action:** Voted to add a study item to research new water storage capacity across the state, approve the amended list of interim study items for 2022, and authorize the chairs to open committee bill files for any of the approved study items.

Radon Gas Study
Received a presentation from the state geologist regarding a study of radon gas in Utah, which included recommendations related to public education and outreach and mitigation of exposure to radon gas.

State Fair Park Master Plan
Received an update from the state fair park board regarding the progress on developing a master plan for the state fair park.

Sunset Review - Agriculture Advisory Board
Received a presentation by the commissioner of the Department of Agriculture and Food and considered extending the sunset date for the Agriculture Advisory Board.

**Action:** Voted to open a committee bill file to extend the sunset date for the Agriculture Advisory Board.

Sunset Review - Wildlife Board Nominating Committee and Regional Advisory Councils
Received a presentation from the Division of Wildlife Resources and considered extending the sunset dates for the Wildlife Board Nominating Committee and the regional advisory councils.

**Action:** Voted to open a committee bill file to extend the sunset dates for the Wildlife Board Nominating Committee and the regional advisory councils and to make technical corrections.

Water Status Report
Received a presentation from the Department of Natural Resources regarding water resources in the state, including the current reservoir levels, current snowpack, total water received this year, and secondary water metering.

Wildlife Code Recodification
Heard from a legislator regarding efforts to restructure and recodify the wildlife resources code.

Political Subdivisions

2022 Interim Study List
**Action:** Voted to approve the interim study list with the addition of an item regarding volunteer government workers.

Eminent Domain and the Role of the Property Rights Ombudsman
Received a presentation from committee staff on the statutory process of eminent domain.

Received a presentation from the Office of the Property Rights Ombudsman on its role in eminent domain, land use disputes, and training.

Received a presentation from the Utah League of Cities and Towns on local government's use of eminent domain and collaboration with the Office of the Property Rights Ombudsman.

Land Use Task Force Update
Received a presentation from the Utah League of Cities and Towns and the Property Rights Coalition on passed legislation that involved the Land Use Task Force and the task force's plans for the interim.

Overview of Local Districts
Received a presentation from committee staff giving background on local districts.

Received a presentation from the Utah Association of Special Districts on the role of the association, common issues, and upcoming challenges.

Staff: Sarah Flanigan (Policy Analyst) / Peter Asplund (Attorney) / Michelle Clifford (Administrative Assistant)

Public Utilities, Energy, and Technology

2022 PUET Interim Study Item List
**Actions:** Amended the committees' interim study item list to include Regional Transmission Organizations and a report update from the Utah Communications Authority on radio upgrades.

Approved the interim study item list as amended.

Voted to give the committee chairs authority to open committee bill files for items on the interim study list.

Cost of Power Rates
Received a presentation from the Citizens Utility Board that reviewed its recent report, "Electric Utility Performance: A State-by-State Data Review."

Discussed how Utah is ranked in affordability metrics.

Received a presentation from Rocky Mountain Power on the changing nature of power rates and what it is doing to keep costs low.
Received a presentation from the Utah Associated Municipal Power Systems (UAMPS) on:

- reasons Utah ranks so well in affordability;
- what UAMPS is doing to keep rates low; and
- recommendations for what the Legislature can consider to help keep rates low.

Received a presentation from Utah’s Rural Electric Cooperatives on challenges and opportunities for how Utah can move forward with increasing costs of power.

**Eureka Gold Mine Field Trip Proposal**

*Action:* Voted to hold one of the 2022 PUET interim meetings at a gold mine in Eureka.

**State Energy Plan Update**

Received a presentation from the Office of Energy Development (OED) about the State Energy and Innovation Plan that the Governor’s Office released on May 10. OED highlighted the process and main pillars of the plan.

**Retirement and Independent Entities**

*May 17, 2022*

**Adoption of the Interim Study List**

*Action:* Approved the interim study list with the addition of an item to study the effectiveness of the total compensation package for attracting and retaining public employees.

**Overview of Tier 2 Retirement Systems**

Received a presentation from committee staff on the legislative audit findings that identified the need for retirement reforms in Utah, the bills that created the Tier 2 systems, and the outcomes of these reforms.

**Proposed Changes to Retirement Policy and Associated Fiscal Impacts**

Received a presentation from the Legislative Fiscal Analyst on the process of creating fiscal notes for retirement bills.

Received a presentation from the Utah Retirement Systems on policy changes proposed in legislation from the 2022 General Session and the fiscal impacts associated with those proposals.

**Revenue and Taxation**

**Committee Business**

Reviewed the interim study item list that was approved by the Legislative Management Committee.

*Actions:* Voted to revise the study item list to add a study of the IRS VITA tax preparation service, and modified the existing oil and gas study item to include a study of incentives related to the use of rail in the transportation of oil and gas.

Voted to approve the amended study item list.

Voted to authorized the committee chairs to open committee bill files on behalf of the committee.

**Property Tax: Exclusive Use Exemption**

*Action:* Voted to open a committee bill file to address the application of the exclusive use exemption while structures or improvements on a property are under construction.

**Property Tax: Paying for Water**

Received presentations from committee staff, the Utah Association of Special Districts, Jordan Valley Water Conservancy District, Weber Basin Water Conservancy District, Central Utah Water Conservancy District, and Washington County Water Conservancy District.

Discussed the role of property tax in paying for water in Utah.

**Statutory Clean-Up**

Discussed, with the State Tax Commission, three areas of statute in need of technical clean-ups, including language in Title 59, Chapter 1, General Taxation Policies, that is no longer needed, an update to language in Section 59-1-1420 (11) to conform with language currently used by the courts, and a possible clarification to Section 59-2-109 related to the burden of proof for qualified real property.

*Action:* Voted to open a committee bill file to address the issue.

**Retirement and Independent Entities Committee Code Clean-Up**

Received a presentation from committee staff on clean-up changes and policy questions for the committee to consider regarding Utah Code Sections 63E-1-201 through 63E-1-404.
Senate Judicial Confirmation Committee
April 6, 2022

Confirmation of David Johnson
Action: Voted to recommend to the Senate the confirmation of David Johnson as a judge of the Third District Juvenile Court.

Confirmation of Mandy Larsen
Action: Voted to recommend to the Senate the confirmation of Mandy Larsen as a judge of the Sixth District Court.

May 11, 2022

Confirmation of Diana Hagen
Action: Voted to recommend to the Senate the confirmation of Diana Hagen as a justice of the Utah Supreme Court.

Chair: Sen. Todd D. Weiler
Staff: Jonathan Adams (Policy Analyst) / Eric N. Weeks (Deputy General Counsel) / Jerry D. Howe (Senior Strategic Initiatives Manager) / Naomi Garrow (Administrative Assistant)

Transportation
2022 Interim Study Items
Action: Voted to amend and approve the proposed interim study items list. Added “active transportation safety” and “explore self-perpetuating funding sources” as subtopics to Roadway Safety to Transportation Funding, respectively.

Voted to authorize committee chairs to open committee bill files for items related to the interim study list.

Voted to open committee bill files on roadway safety, transportation project prioritization, transportation clean up, and commercial driver license exemptions.

State Tax Commission Transportation Items
Action: Voted to open a committee bill file to clarify grounds for charging the motor vehicle registration reinstatement fee and address other license plate regulations.

Voted to open a committee bill file to address license plate issues, including repealing the Honorary Consul special group plate and recodifying the current license plate dedicated credit fund as recommended by the 2018 In-Depth Budget Review of the State Tax Commission.

Road Debris
Received a presentation from the Utah Highway Patrol on roadway debris enforcement and strategies to target unsecured loads including increased public outreach, focused enforcement efforts, commercial motor vehicle enforcement, and load origination engagement and enforcement.

Roadway Safety
Received a joint presentation from UDOT and the Utah Highway Patrol on a proposal for infrastructure and personnel resources to patrol and enforce traffic safety along the Bangerter Highway and Mountain View Corridor.

Received a presentation from the Department of Public Safety on how Utah applies the principles of the federal National Roadway Safety Strategy to current programs and future considerations to improve transportation safety.

Received a joint presentation from UDOT and the Utah Highway Patrol on crash fatality trends including impaired, wrong way, and speeding and aggressive driving.

Received data from the Department of Public Safety on collisions and fatalities and contributing factors.

Received an overview from UDOT of future technologies and strategies to combat wrong way driving.

Received a presentation from the Utah Substance Use and Mental Health Advisory Council with assistance from the Utah Highway Patrol on the 2021 DUI Report, which provides a profile of a typical DUI offender, an overview of arrests by county and region, data on arrests by blood alcohol level, trends on crashes, injuries, fatalities, and court activities.

Received a presentation from UDOT on lane striping and research into different products that have a longer replacement cycle and more durability and visibility on roads.

Discussed the $26 million Freeway Enhancement Project and the national research project taking place on I-84 eastbound in Tremonton where 32 pavement markings are being evaluated.

Discussed the $26 million Freeway Enhancement Project and the national research project taking place on I-84 eastbound in Tremonton where 32 pavement markings are being evaluated.

Discussed the $26 million Freeway Enhancement Project and the national research project taking place on I-84 eastbound in Tremonton where 32 pavement markings are being evaluated.

Discussed recent bicycle network investments, including $75 million investment authorized by the legislature in 2021 and 2022 for regionally significant active transportation projects.

Staff: Alma Weber (Policy Analyst) / Kurt P. Gasser (Attorney) / Patrick Grecu (Attorney) / Michelle Clifford (Administrative Assistant)
Veterans and Military Affairs Commission
May 17, 2022

2022 Interim Study Items
Reviewed interim study items for 2022 as recommended by commission members.

2022 Veterans and Military Affairs-related Legislation
Discussed legislation that passed during the 2022 General Session related to veterans and military affairs, including:

- H.J.R. 11, "Joint Resolution Supporting Services for Veterans";
- H.B. 360, "Title 39A - National Guard and Militia Act";
- H.B. 155, "Veteran Access to State Parks"; and
- S.B. 233, "Military Servicemember Child Enrollment."

Blue Star Families
Received a presentation from Blue Star Families regarding spousal employment, child education transitions, and how Utah compares to other states in its national study on military family lifestyle.

Governor’s Challenge Update
Received a presentation from the Department of Veterans and Military Affairs and the Division of Substance Abuse and Mental Health regarding an update on the governor's challenge to reduce suicide among service members, veterans, and their family members.

Title 71 Recodification
Discussed the status of the recodification of Title 71, Veterans, of the Utah Code.

Staff: Lisa Sorensen (Policy Analyst) / Esther D. Chelsea-McCarty (Attorney) / Kurt P. Gasser (Attorney) / Tracey Fredman (Administrative Assistant)