

**From:** [Clips](#)  
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**Subject:** NYT: S.I. Newhouse Jr., Who Turned Condé Nast Into a Magazine Powerhouse, Dies at 89  
**Date:** Monday, October 02, 2017 7:12:41 AM

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**S.I. Newhouse Jr., Who Turned Condé Nast Into a Magazine Powerhouse, Dies at 89**  
NY TIMES – Jonathan Kandell

<https://www.nytimes.com/2017/10/01/obituaries/si-newhouse-dead.html?ref=todayspaper>

S. I. Newhouse Jr., who as the owner of The New Yorker, Vogue, Vanity Fair, Architectural Digest and other magazines wielded vast influence over American culture, fashion and social taste, died on Sunday at his home in Manhattan. He was 89.

His family announced his death.

Mr. Newhouse, known as Si, and his younger brother, Donald, inherited an impressive publishing empire from their father, Samuel I. Newhouse, and built it into one of the largest privately held fortunes in the United States, with estimates of the family wealth running over \$12 billion at the turn of the 21st century. While Donald led the more profitable newspaper and cable television operations, Si took charge of the more glamorous magazine division, Condé Nast.

Much of that glamour was created under Si Newhouse's direction. Though he was a shy man and often painfully awkward in public, Mr. Newhouse hired some of the most charismatic magazine editors of the late 20th century, among them Tina Brown and Graydon Carter at Vanity Fair and Diana Vreeland and Anna Wintour at Vogue, and encouraged them to behave like the celebrities they extolled in his publications.

It helped that he rewarded them with salaries, expense accounts, clothing allowances and housing loans that were the envy of their peers. Newhouse editors also enjoyed spectacularly generous budgets at their magazines, which often ran deep in the red for years before turning profits.

"I am not an editor," Mr. Newhouse told The New York Times in 1989. "I flounder when people ask me, 'What would you do?'" His philosophy, he said, was to let his editors run free. "We feel almost that whichever way it goes, as long as it doesn't do something absolutely screwy, you can build a magazine around the direction an editor takes."

But when Mr. Newhouse deemed a magazine's direction "screwy," he didn't hesitate to fire editors, sometimes so maladroitly that they first found out about their dismissals on television or in the gossip columns.

Newhouse magazines were criticized for exalting the rich and famous through articles that gave their personal foibles and professional exploits equal importance. But as circulation and advertising revenues at his periodicals soared, other publishers took up the glitz-and-scandal approach to journalism. By the end of the 20th century, even the most serious newspapers and magazines offered profiles of entertainers, businesspeople, artists and politicians that balanced weighty accomplishment with juicy gossip.

His magazines came to stand for a golden era of publishing and became an integral part of

the culture they were covering.

“With Si’s passing, the big chapters in the history of magazines — as written by men like Si and Henry Luce — will have come to an end,” said Mr. Carter, who announced last month that he would leave Vanity Fair in December after 25 years.

Two Hollywood movies, “The Devil Wears Prada” and “How to Lose Friends and Alienate People,” were made based on accounts of life at two of Mr. Newhouse’s flagship publications, Vogue and Vanity Fair. In 2007, Meryl Streep was nominated for an Academy Award for playing a character based on Ms. Wintour at Vogue. After the ceremony, Ms. Streep attended the annual Vanity Fair Oscars party.

Mr. Newhouse owned a modern art collection that at one time was valued at more than \$100 million. He and his second wife, Victoria, gave lavish parties at their Manhattan townhouse. And their dog was feted at an annual birthday bash at which Evian water was served to canine guests while their owners enjoyed caviar.

But he was better known as a workaholic who arrived at his Midtown Manhattan office before dawn and sometimes convened staff meetings at 6 a.m. He claimed to read every one of his magazines — they numbered more than 15 — from cover to cover.

“I was brought up and trained in a very personal business by my father and his brothers, and they were all very personal operators and close to what they were doing,” Mr. Newhouse said in a 1993 article by Mediaweek.

### Magazines as His ‘Big Chance’

Samuel Irving Newhouse Jr. was born on Nov. 8, 1927. His father, known as Sam, the son of an impoverished Russian-Jewish immigrant, was a lawyer who in 1922 invested his earnings in a failing newspaper, The Staten Island Advance.

Under the name Advance Publications, Sam Newhouse and his brothers slowly built one of the largest newspaper chains in the country, including The Long Island Daily Press, The Star-Ledger, The Cleveland Plain-Dealer and The St. Louis Globe-Democrat, among more than a score of other papers. Though always profitable, Newhouse newspapers were not revered for quality. A respected journalism review, More magazine, once listed three Newhouse publications among the country’s 10 worst dailies.

To please his wife, Mitzi, who loved Vogue, Sam Newhouse, in 1959, bought Condé Nast, the company that published that magazine along with Glamour, House & Garden and Young Brides. Their older son, Si, preferred Condé Nast to the newspaper chain, which was eventually turned over to Donald, two years his junior.

“Si would come to see the magazine acquisitions as his big chance,” wrote Carol Felsenthal, the author of the 1998 biography “Citizen Newhouse.” “He could make his mark apart from his father and brother, while inhaling the glamour and glitz for which he had a growing taste.”

Before joining the magazine division, Si Newhouse, by his own admission, had been at loose ends. He dropped out of Syracuse University and worked halfheartedly at Newhouse

headquarters. His first marriage, to Jane Franke, with whom he had three children, Sam, Wynn and Pamela, ended in divorce in 1959 after eight years.

Mr. Newhouse is survived by his wife, Victoria; his brother, Donald; his son Sam and daughter, Pamela Mensch; five grandchildren, and three great-grandchildren. His son Wynn died in 2010.

At Condé Nast, especially during his early years there, Mr. Newhouse leaned heavily on the guidance of Alexander Liberman, the magazine group's editorial director and an accomplished painter, photographer and sculptor as well.

"Alex's greatest characteristic is that he will never leave well enough alone," Mr. Newhouse told The Times. "He is always probing and pushing."

A lot of Mr. Liberman's pushing involved getting his boss to spend money on talent. "No one will ever thank you for saving money at Condé Nast magazines," Mr. Liberman told one of his editors, according to a 1996 Wall Street Journal article. "They'll only thank you for making a great magazine."

On Mr. Liberman's advice, Mr. Newhouse hired Diana Vreeland, the celebrated fashion editor, to run Vogue in 1962; soon afterward he lured Richard Avedon, the leading fashion photographer, to the magazine. Over the years Mr. Newhouse expanded his stable of magazines by adding Self, Allure, GQ, Gourmet, Condé Nast Traveler, Architectural Digest and Details, among others.

With Mr. Liberman counseling him, Mr. Newhouse also began amassing a major collection of postwar art, including works by Willem de Kooning, Mark Rothko, Barnett Newman, David Smith, Anthony Caro, Mark di Suvero, Roy Lichtenstein, Andy Warhol, Claes Oldenburg and James Rosenquist. In 1988, he paid \$17 million for a Jasper Johns painting, at the time a record price for the work of a living artist.

#### A Publication Reinvents Itself

A milestone in Mr. Newhouse's empire-building was the revival of Vanity Fair, a magazine of wit and sophistication that had ceased publication in 1936. Mr. Newhouse resurrected it in 1981, and after quickly dismissing its first two editors, he hired a 35-year-old British journalist, Tina Brown, to run it.

Ms. Brown began mixing adulatory Hollywood cover stories with articles on subjects that ran the gamut, from the vulgar to the profound, and circulation soared past one million. Among the magazine's most-discussed covers was a photo of the actress Demi Moore, seven months pregnant and nude. But Vanity Fair also ran probing psychological profiles of Mikhail S. Gorbachev and Fidel Castro.

Mr. Newhouse hired Ms. Brown's husband, Harold Evans, a former chief editor of The Times of London, to introduce Condé Nast Traveler and then to run Random House, the largest American book publisher, which Mr. Newhouse had purchased in 1978.

His buying spree reached its apex in 1985 with his acquisition of The New Yorker, one of the country's most intellectually rich general-interest magazines. Two years later, he replaced

its legendary, septuagenarian editor, William Shawn, causing an outcry among the staff.

Although Mr. Shawn's successor, Robert Gottlieb, was a highly respected book editor, the move added to Mr. Newhouse's notoriety for firing even the most pre-eminent editors. In 1971, he dismissed Ms. Vreeland as editor of *Vogue*. Her replacement, Grace Mirabella, was informed of her own firing in 1988 when the gossip columnist Liz Smith announced it on a New York television newscast.

"The way it was handled was graceless — without making a pun," Mr. Newhouse was quoted as saying by one of his biographers, Thomas Maier, in a 1995 article in *The Quill*. "The P.R. of it got all bitched up."

But Mr. Newhouse was not any better at handling the dismissal of Mr. Gottlieb from *The New Yorker* in 1992. Mr. Gottlieb, who was traveling in Japan, found out he had lost his job when he was awakened in the middle of the night by a call from a reporter asking for comment on his firing. Mr. Gottlieb, like other former Newhouse editors, readily acknowledged that he had received a generous severance package.

While job stability was not a hallmark at Newhouse publications, his employees could count on perks that were unusual in the industry. Even junior editorial assistants grew accustomed to catered lunches and use of a car service. Senior editors received clothing allowances that ran into the tens of thousands of dollars, first-class airfares, virtually unlimited entertainment expenses, and million-dollar loans at subsidized interest rates to buy condominiums and country houses.

Editorial budgets ballooned as Newhouse publications spent without restraint to hire the best-known writers, photographers and editors. "I believe in waste," said Mr. Liberman, Condé Nast's editorial director. "Waste is very important in creativity."

### Downsizing an Empire

But Mr. Newhouse's largess eventually created a river of red ink. Because his publications were privately held, he did not disclose their finances. But according to *The Wall Street Journal* in 1996, Condé Nast lost up to \$20 million in 1994 as nine of its 14 publications ran deficits. Unprofitable magazines like *Mademoiselle* and *Gourmet* were shut down. Random House was sold to Bertelsmann, the German publishing giant, for \$1.4 billion in 1998, two decades after Mr. Newhouse had paid \$60 million for it.

Mr. Newhouse's new concern for the bottom line extended to *The New Yorker*, which was losing about \$20 million a year. After he installed Ms. Brown as its editor, moving her from *Vanity Fair*, she helped reduce the losses by almost half and oversaw a jump in circulation of about 250,000. She stepped down in 1998 to edit a new magazine, *Talk*, begun by the movie producer Harvey Weinstein.

Under a new editor, David Remnick, *The New Yorker* eventually regained its footing and edged into the black.

Despite the fiscal constraints, Mr. Newhouse pledged \$100 million to start *Portfolio*, an ambitious glossy business magazine edited by Joanne Lipman. It made its debut in 2007, but it never turned a profit, and after only two years it was shut down.

During this period of retrenching Mr. Newhouse sold most of his art collection and moved out of his large townhouse into a smaller apartment. While his publishing ventures were in no danger of foundering, he dedicated himself to making certain that they would prosper after his retirement. “With a third generation coming up, we had to make strategic decisions,” he told Business Week in 1998.

Mr. Newhouse began to step back from the business in the late 2000s, around the time that publishing, buffeted by a global recession and the spread of the web, was becoming a very different proposition. Condé Nast, like all publishing companies, had to tighten its budgets and focus more on the bottom line. But until recently, when the company moved its offices to 1 World Trade Center, Mr. Newhouse could still be seen having lunch in the company cafeteria — a landmark piece of contemporary architecture inside 4 Times Square — that he had designed by Frank Gehry.

Mr. Remnick said Mr. Newhouse gave him the freedom to run The New Yorker as he saw fit. During lunches, he said, “We barely discussed the magazine. We talked about politics. We talked about art. We talked about business.”

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CRAINS NY: How a shake-up at an Arkansas bank could stunt construction in NYC  
**Date:** Tuesday, October 03, 2017 7:20:52 AM

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## **How a shake-up at an Arkansas bank could stunt construction in NYC**

CRAINS NY – Joe Anuta

[http://www.crainsnewyork.com/article/20171003/REAL\\_ESTATE/171009988/why-does-an-arkansas-bank-determine-the-health-of-nyc-hotel-and](http://www.crainsnewyork.com/article/20171003/REAL_ESTATE/171009988/why-does-an-arkansas-bank-determine-the-health-of-nyc-hotel-and)

An abrupt leadership change at a small bank based in Little Rock, Ark., could have huge consequences for the pipeline of new residential and hotel developments in the city.

A few years ago few New Yorkers had even heard of Bank of the Ozarks. Now it is one the most active construction lenders in the metro area. The company's abrupt entrance into the market is in keeping with a longstanding pattern: When the market softens and risk increases, large lenders tend to pull back, allowing smaller out-of-town banks to come in to fill the vacuum.

And Bank of the Ozarks appears to be having success, most recently financing projects for Extell Development, the Chetrit Group and Xinyuan Real Estate. But on July 28 the head of the real estate lending group abruptly resigned, causing the company's stock to plunge nearly 12% and suffer a downgrade from financial-services firm Stephens. Before stepping down, Dan Thomas had been with the Arkansas bank for 14 years and had built up the commercial real estate lending practice into the firm's biggest revenue driver.

"Dan was the guy, the face of the company," said one local lending expert who did not want to be named because of dealings with the company.

The shake-up immediately caused speculation from some analysts that there might be trouble looming in the firm's loan book. But the stock has since recovered, and a spokeswoman asserted that everything within its real estate lending arm is "business as usual." But regardless of the reasons behind Thomas' departure, the fact that he is not in the driver's seat anymore creates uncertainty about whether the new leadership regime will continue to fund New York City projects at its current clip or whether the bank might become more selective, potentially choking the supply of debt in the five boroughs.

It takes around three months for deals to be planned and executed, meaning that if there are changes in Ozarks' appetite for city projects, they will not become apparent for at least another few weeks.

### Hands-on approach

Ozarks has attracted some criticism for its concentration of commercial real estate loans, which opens it up to more risk if the market takes a hit. But many analysts say the lender is on firm financial footing, and other financial agencies did not change their assessments after Thomas' departure.

Ozarks CEO George Gleason, who has taken a more active role in the bank's real estate lending practice, told Crain's in an interview last year that the firm's conservative approach is

the reason it can finance projects here at a time when big banks are pulling out.

For example, Ozarks requires much larger down payments than most other lenders and stipulates that it be paid back first in the event that a project goes south. A developer who has taken out loans from the bank confirmed that Ozarks meticulously and thoroughly monitors progress on the projects it finances.

"It's like getting a proctology exam every month," the builder said. "But if you're a depositor or an investor, that's what you want."

**From:** [Clips](#)  
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**Subject:** CITY LIMITS: With 421-a Maneuver, Pacific Park Developer Could Save Buyers \$50 Million More in Taxes  
**Date:** Monday, October 23, 2017 6:41:04 AM

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## **With 421-a Maneuver, Pacific Park Developer Could Save Buyers \$50 Million More in Taxes**

CITY LIMITS – Norman Oder

<https://citylimits.org/2017/10/23/with-421-a-maneuver-pacific-park-developer-could-save-buyers-50-million-more-in-taxes/>

Developers of 550 Vanderbilt, the first condominium building in the long-gestating Pacific Park (formerly Atlantic Yards) project, seem poised to turn a sweet deal into a bonanza, thanks to real-estate alchemy that super-sizes an already large tax break.

When Greenland Forest City Partners in 2015 prepared the Offering Plan for buyers at 550 Vanderbilt, the pending 421-a tax abatement meant an overall yearly tax bill of \$1.2 million, a 69 percent discount off the annual property-tax hit that would have occurred without the tax break.

Now, however, owners at the 278-unit luxury building would collectively pay less than \$123,000, a 97 percent discount.

But that \$1.1 million increase in savings would be just the start. Since the new tax break would last 25 years, not 15 years like the initial one, plus remove an assessed value (AV) cap, owners could save a cumulative \$86.5 million over the life of the tax benefit, by City Limits' calculations. That would be \$50 million more than in the earlier projection. (Neither the city nor the developer would address this estimate, which assumes static tax rates and assessments.)

How can they do this? By treating the luxury condo building and an affordable rental building down the block as a single "affordable project," though several hundred feet and two future building sites separate the two. This allows the developer to avoid constraints that, under the version of 421-a in effect when construction started in 2015, applied to buildings in a broad zone of Brooklyn lacking affordable units.

The move delivers no new affordable units, because the apartments in 550's partner building were already approved and subsidized, though it does prompt an uptick in affordability in 11 of those units. The administration of Mayor Bill de Blasio seems dismayed by the developer's request but hamstrung by the fact that the change appears within the boundaries of the law that existed at the time shovels hit ground.

The 421-a application remains pending. The Department of Housing Preservation and Development responded to City Limits' queries with a statement: "While approval will be based on whether all of the requirements have been met, this project underscores the reasons we fought so hard to reform 421-a to stop subsidizing luxury condos and incentivize the kind of rental housing our city badly needs." (The new Affordable New York program requires 25 percent to 30 percent affordability in rental buildings, with various income mixes, limits the tax exemption to condo buildings with six to 35 units, and imposes an AV cap.)



Informed of the tax break and City Limits' calculations, Michelle de la Uz, executive director of Fifth Avenue Committee, which has called for deeper affordability at the project, called it "ridiculous." The developer, she said, "devised a way to substantially reduce their tax burden" while offering "extremely limited improvement in the affordability levels" in a project "whose 'affordable housing' is too expensive for most New Yorkers in need of housing... When will Governor Cuomo and Mayor de Blasio say enough is enough?" For the developer, though, it's good news. "The joint application results in 10 additional years of exemption with no residential cap on the 421-a exemption and is a far better benefit than... in the original offering plan," lawyer Paul Korngold wrote in a letter included among the changes to the Offering Plan, known as amendments.

Asked several questions related to this 421-a application and 550 Vanderbilt, the developer responded with a general statement: "Greenland and Forest City are proud to have completed nearly 800 affordable homes to date, working across business cycles and evolving policy regulations to meet our commitments. We continue to partner with the City and State to deliver on our shared vision for growing a vibrant mixed-income community at Pacific Park."

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Greenland Forest City (owned 70 percent by Greenland USA, an arm of Shanghai-based Greenland Holdings) surely faces pressure to sell apartments at or above listed prices, as its projected profit has seemingly shrunk.

In June 2015, Forest City Realty Trust (parent of Forest City New York, the original Atlantic Yards developer, and current 30 percent owner) estimated \$361.6 million in overall building costs, with a projected sell-through of \$388.6 million, suggesting an expected profit of \$27 million.

This past August, however, it estimated \$388 million in costs, with a projected sell-through—after minor price increases—of \$391.1 million. That would seemingly leave a tiny \$3.1 million profit, plus rental income from three retail units.

Lowered taxes reduce the cost of ownership without changing the sticker price—essentially a covert price cut. While Greenland Forest City told The Real Deal in July that two-thirds of the units had sold, more than half the building's value—larger units representing more than \$200 million—remained available.

The 421-a switch would especially boost the allure of the most expensive units, vaporizing taxes thanks to the removal of the cap. For example, the four-bedroom, 4.5-bath Penthouse West, priced at \$6.86 million, was formerly projected to require annual taxes of \$42,711 (already a 20 percent discount off taxes without 421-a). Now, annual taxes would be just \$1,665. The buyer would save nearly \$1 million more over 25 years, by City Limits' calculations. Whether because of the anticipated bigger tax break or not, the joint venture recently raised prices slightly on five units.

Though no definitive database exists, the building's overall \$3.76 million annual savings seems unusually large for condos gaining a 25-year abatement. As of 2014, according to City Limits' analysis of data compiled by the Municipal Art Society, the single largest annual saving in a 25-year condo abatement was \$3.46 million. (Several condo and rental buildings

in Manhattan, with either more units or valuable locations, had much larger annual abatements, but over a shorter time period.)

How can 550 Vanderbilt, long promoted as a market-rate building standing solo on Vanderbilt Avenue between Dean and Pacific streets in Prospect Heights, be part of what attorney Korngold stated would “be deemed to be an ‘affordable project’ by HPD”?

For the tax break, 550 Vanderbilt would be paired with 535 Carlton, a rental tower with 100 percent affordable housing at the far end of a long block, separated by two sites for yet-unbuilt Pacific Park towers. The pairing can qualify, according to Korngold’s letter, because both buildings were built at the same time and they share the same “zoning lot,” which the city defines as “a tract of land comprising a single tax lot or two or more adjacent tax lots within a block.”

The boundaries of that zoning lot were not publicly stated in the Atlantic Yards General Project Plan prepared by Empire State Development, the state economic development authority, which makes reference to multiple zoning lots. HPD says that the two buildings may be treated as one zoning lot because they are on the same block.

It is unclear—and neither the city nor the developer would say—how many affordable projects have taken advantage of such zoning-lot flexibility, though Ashley Cotton of Forest City New York said at an Oct. 17 public meeting that “we’re just applying like any other building under existing law, under the regulations that exist.” A project like Extell’s One Manhattan Square contains an affordable building adjacent to a market-rate building, without intervening building sites. After the rezoning in Greenpoint and Williamsburg, waterfront “development parcels” contained adjacent market-rate and affordable buildings.

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Atlantic Yards, renamed Pacific Park in 2014, had already gained special treatment. Reform of the 421-a program in 2007, based on the widespread criticism that many subsidized buildings needed no tax incentives, expanded the zone in which onsite affordable housing was required in exchange for the tax break.

But the legislation offered Atlantic Yards—expected to contain 2,250 below-market units and 4,180 market-rate ones—what was widely called a “carve-out.” It allowed any exclusively market-rate buildings 421-a benefits as long as the project met an overall goal: 20 percent of the total units would be affordable to households averaging no more than 90 percent of Area Median Income (AMI).

That proposal was criticized by the administration of Mayor Mike Bloomberg, otherwise a strong supporter of the project, so it was pared back to 15 years from 25 years, reducing the estimated benefit by at least \$100 million. Indeed, 550 Vanderbilt, according its 2015 Offering Plan, was slated to get a 15-year tax break.

After the passage of Affordable New York this year, however, Greenland Forest City recognized that the condo building could not get the 15-year tax break, Cotton said, apparently because the Atlantic Yards/Pacific Park “carve-out” wouldn’t be triggered until a cumulative 1,500 units were built. Instead, they pulled a rabbit out of a hat, concluding 550 Vanderbilt could take advantage of other 421-a provisions that few, if any, expected would be

invoked for market-rate buildings in this project.

“Since this project commenced prior to January 1, 2016, it is covered by the 421-a law that was in effect at the time,” Korngold wrote, citing “require[ments] that 20 percent of the units in the application for 421-a benefits be made available for onsite affordable housing.”

Indeed, the 2007 legislation allowed “any multiple dwelling” within Atlantic Yards to gain the 25-year tax break, as long as it contained 20 percent affordable housing. Instead of having the tax break phase out over four years, starting in year 11, it would start in year 21. It also represents a vastly larger benefit, given the elimination of the AV cap, which as of 2017/18 set an \$84,810 limit on the assessed value of an apartment seeking the tax exemption. Owners typically pay taxes on the value above the cap.

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The increased tax break could be seen to raise the overall public cost for 535 Carlton because the city will now forgo more revenue in exchange for the same number of affordable apartments. Indeed, had the extended 421-a benefit surfaced before the July 2017 disclosure in an amendment to the Offering Plan, it could have put a damper on the city’s announcement a month earlier hailing the 535 Carlton opening, which Mayor de Blasio said was “delivering on the affordable housing this community was promised.”

The creation of a separate building with affordable housing in a sense recreates the “poor door,” a concept that Bruce Ratner, executive chairman of Forest City New York, has roundly decried, at least while highlighting plans for Pacific Park buildings with 50 percent affordable units.

Not only was the increased tax exemption not known when the 535 Carlton opened, there’s been no requirement to inform Brooklyn Community Board 8. HPD last year received confirmation that the an earlier 421-a application had been disclosed, as required, to the community board. But if the application is later amended—as happened in September—the sponsor is not required to resubmit it.

The “affordable project” has some curious aspects. Though 535 Carlton has been promoted as “100 percent affordable,” the 298-unit building contains mostly middle-income units too pricey to trigger the 421-a benefits for its zoning lot associate. It must supply 116 units, in various sizes, renting below 120 percent of AMI, to meet the required 20 percent affordability in the 576-unit pairing.

But the building has just 30 two-bedroom units and six three-bedroom units renting below 120 percent of AMI, while while 38 and nine are required, respectively. So eight two-bedrooms (previously said to rent at \$2,611, or 130 percent of AMI) and three three-bedrooms (two at \$3,009, 130 percent of AMI, and one at \$3,716, 160 percent of AMI) must be reclassified at lower rents.

“[W]e had to make B14 [535 Carlton] more affordable, so the benefit on the affordability side is there,” Cotton said at the meeting. “But, in addition, another good benefit, depending on who you care about, is that B11 [550 Vanderbilt] has a 25-year abatement.” (Affordable housing advocate Barika Williams, who raised the issue at the Oct. 17 meeting, soon countered that “this vastly changes the amount of tax revenue these buildings will produce.”)

Cotton suggested that changes in 421-a had upended the developer's plans for the Pacific Park, which is well behind schedule: "Getting a benefit for condos ever again is something we had counted on... and we no longer have that," given that large condo buildings are excluded.

Even more strangely, after Greenland Forest City Partners in July announced a new real estate broker for 550 Vanderbilt, advertising for 550 Vanderbilt condos on the three web sites—550Vanderbilt.com, new broker Nest Seekers International, and the database StreetEasy—for weeks claimed owners would owe just \$1 in monthly taxes, not the newly-shrunk figures disclosed in the developer's documents.

When queried about this in July, the developer and broker didn't respond. The \$1 tax deal lasted for weeks on both Nest Seekers and StreetEasy, and still appears on 550Vanderbilt.com today, well after this reporter's second round of inquiries.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CITYLIMITS: Factcheck: Harsh Language and Overstated Charges in a Council Race Flyer  
**Date:** Friday, November 03, 2017 7:24:33 AM

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## **Factcheck: Harsh Language and Overstated Charges in a Council Race Flyer**

CITY LIMITS - Abigail Savitch-Lew

<https://citylimits.org/2017/11/02/factcheck-harsh-language-and-overstated-charges-in-a-council-race-flyer/>

Community activist Christopher Marte, who lost the September 12 primary by 222 votes to incumbent Margaret Chin, is challenging her again on the Independent Party line in the November 7 general election. While it's rare that a non-Democratic candidate ousts an incumbent in the general, Marte is certainly putting up a fight. He's got \$89,000 of campaign funds remaining to her \$57,000. He's got Chinese for Marte 2017 at his back—though two weeks ago a Latino coalition rallied for Chin's re-election at City Hall. He's got the Villager's endorsement, though Chin has the backing of the borough president, public advocate, and many of her female colleagues.

A few weeks ago, we reported that a group called Lower East Siders for Christopher Marte, which described itself as an alliance of tenant leaders, local residents, small business owners and residents, was hosting a march to support their candidate. Lower East Siders for Christopher Marte was also present at a community board meeting on October 18 handing out fliers that included a list of nine actions it described as "Margaret Chin's crimes against our community." All nine focus on Chin's record on issues of housing and development.

City Limits corresponded with the group to clarify the meaning of a few of the statements. When City Limits reached out to Marte himself, he wrote to us that the flier "was not written, or distributed by my campaign," but said "I agree with their stance that Margaret Chin did not do enough to pass the Chinatown Working Group Plan, and has a weak track record on standing up to development."

Marte did not endorse the specifics of the flyer. Many of the charges appear overstated or include falsehoods, while the accuracy of others are subject to interpretation. See below for their claims and our analysis.

1. Margaret Chin worked with de Blasio to reject the Chinatown Working Group Rezoning Plan, a plan that puts PEOPLE FIRST and protects all of Chinatown & the Lower East Side.

You can argue that Chin should have fought harder for the original plan, but saying she "worked with de Blasio to reject" the plan is a bit much.

The Chinatown Working Group plan was a rezoning proposal that would have limited the heights of new buildings in many areas of Chinatown and the Lower East Side, while also requiring developers to provide greater percentages of affordable housing. Margaret Chin participated in conversations about the Chinatown Working Group plan during its creation. When the de Blasio administration rejected the proposal as too comprehensive and anti-growth, it's true Chin declined to take a position on the plan when asked by City Limits in 2016, and she did not, it appears, make an effort to sway the de Blasio administration in favor

of the plan. She then evidenced support for the administration's offer to study a smaller area for a rezoning. In April, a Chin representative explained to City Limits that "the Councilmember's goals align with many of the Chinatown Working Group's plan" and that, given the administration's opposition, she desires "to move forward with a plan that creates realistic and actionable solutions to the most pressing challenges faced by Chinatown, and indeed her entire district."

2. She helped create Bloomberg's racist East Village rezoning plan in 2008, which protected a wealthier white neighborhood while excluding the Latino, African American and Chinese communities of the LES.

In 2008, Chin was not yet a councilmember and she was no longer on community board 3 then, so there's no evidence that she "helped create" the plan.

Community Board 3 worked with Mayor Bloomberg to pass a downzoning of the East Village in 2008. The downzoning was controversial. While it aimed to protect the East Village from overdevelopment and limit tenant displacement, it did allow upzonings on Avenue D, Houston and Delancey Street, and left southern parts of the district—where a much higher percentage of residents of color live—vulnerable to more development. Frustration with the limits of the East Village rezoning led to the launch of the Chinatown Working Group effort.

Chin was deputy executive director at Asian Americans for Equality, an organization that she helped found and which came out in full support of the downzoning. Chin resigned to run for Council in the middle of the public review process that led to the approval of the rezoning.

3. She rejected LESON's invitation to stand with the people to stop the waterfront megatowers. Instead green-lighting the towers and negotiating meaningless crumbs for the community.

Chin has not greenlighted the proposed waterfront towers in Two Bridges and does not currently have the power to do so—the de Blasio administration has said that the proposed towers only require approval by the City Planning Commission. She is trying a variety of means to push the administration to make the projects go through the process known as ULURP, which would allow her to have a vote up or down on the projects. She also recently lent her support to an effort by community groups to downzone the waterfront and prevent the towers.

The group LESON (Lower East Side Organizing Neighbors) doesn't trust Chin to vote no on the project if given the chance, and has instead asked her to focus her energy on proving to the City Planning Commission that the projects cannot be approved because they do not legally pass muster under existing zoning and environmental regulations. LESON says Chin has been dismissive of their arguments. While Chin's staff says she doesn't disagree with LESON's approach, they argue it will be difficult to convince the City Planning Commission not to approve the projects and that the best strategy is to focus on getting the projects to go through ULURP.

4. She supported the privatization of NYCHA, like the "infill" on La Guardia Housing's parking lot, while NYCHA residents get eviction notices and no repairs.

Chin has not yet taken a stance on “infill” at La Guardia Houses.

The De Blasio administration and NYCHA seek to create more income-targeted housing and boost revenues for NYCHA by working with private developers to build up some NYCHA land, a program some refer to as “infill.” Some of the housing will be 100 percent below-market and some will be 50 percent market-rate and 50 percent below-market. Critics deride the program as an example of the “privatization” of NYCHA, though NYCHA insists that the land will remain owned by the city and is rented to the developer through a long-term ground lease.

Chin was critical of an earlier rendition of the program under Bloomberg that would have required only 20 percent below-market rate housing on all sites. As for De Blasio’s plan, Paul Leonard, Chin’s chief of staff, says that she’s approaching it on a “case by case basis.” On infill at LaGuardia Houses specifically, Leonard says Chin feels “NYCHA needs to make the case for why these infill developments are necessary to ensure the long-term viability of LaGuardia houses specifically. Though it’s early in the process, Councilmember Chin does not believe the case has been made.” He adds that Chin wants to know whether the below-market housing will actually be affordable to residents in the community and wants details on the impacts that construction might have on nearby playgrounds and the surrounding community.

5. She encouraged Extell and other developers to build luxury high rises with our tax money through the 421-a program.

Extell’s tower—the one nearing completion next to the Manhattan Bridge—is ‘as-of-right’ under the current zoning; the private developer did not require Chin’s approval to build. Even if Chin had pushed harder for the entire Chinatown Working Group rezoning plan, it seems unlikely it would have passed in time to stop the Extell tower. (The plan was released in January 2014, and Extell had already made significant progress on its foundation by the summer of 2015.)

The essence of the complaint is that Chin is cozier with developers than she should be. It’s true that in 2013 she was one of the top 10 recipients of donations from Jobs for New York, the PAC associated with the Real Estate Board of New York, receiving over \$230,000.

6. She refused to halt the sale of Rivington House, displacing AIDS patients in favor of luxury condos.

It was the De Blasio administration that permitted the sale of Rivington House to a condo developer, not Chin.

Rivington House was long the site of a non-profit nursing home that served patients with AIDS, but in 2015 it was sold to a for-profit company called the Allure Group that said it would open a new nursing home. In actuality, the company was busy lobbying the city to remove deed restrictions on the building so it could flip the building to a condo developer.

The Lo-Down reports that during that year—when Allure was duping the public—Chin played a large role “in efforts to keep the facility open under the ownership of a new nursing home operator.” Lower East Siders for Christopher Marte argues Chin should have used her influence to prevent the nonprofit from selling to Allure to begin with—but no one knew, at

the time, that Allure would completely betray its word, and it was a private transaction, so she would have had limited control to begin with.

Chin has said that when the Department of Citywide Administrative Services signed off on the removal of deed restrictions on the site in November of 2015, she was not aware the deed was being removed. The Lo-Down finds this believable, given the lack of notice provided to the public about the transaction. An investigation by Comptroller Scott Stringer found many people to blame for this scandal, including DCAS and City Hall blame on DCAS and City Hall, but Chin was not mentioned. Lower East Siders for Christopher Marte argue that given this debacle, however, Chin should have been less quick to endorse Mayor de Blasio for reelection.

7. Chin, by saying nothing, supports wage theft & sweatshop abuses of home care workers who work for agencies like the Chinese-American Planning Council and United Jewish Council, backers of Chin.

Homecare attendants have brought a series of class-action lawsuits against homecare health agencies, including the Chinese-American Planning Council and the United Jewish Council, among others, for practicing what is a state-sanctioned, industry-wide policy called the “13-hour” rule, according to Crain’s New York. Under the policy, if a home care attendant works a 24-hour shift, they are paid for only 13 hours of their time, with the assumption that the worker also takes breaks for eating and sleeping. Workers argue that it’s near impossible to take meaningful breaks and say the policy violates the minimum wage law, but healthcare agencies, for their part, say that paying more than 13 hours will upend the industry and make it extremely difficult to provide care.

It’s true that Chin, who frequently partners with CPC and UJC, has not spoken up about the issue, but given that it’s an issue affecting the state’s entire healthcare industry, it seems unfair to label her a supporter of “wage theft & sweatshop abuse.”

Leonard noted she’d received the endorsement of the healthcare workers union 1199 SEIU for her progressive leadership on economic justice and healthcare issues. Homecare workers in their suit against CPC, however, have also been frustrated with the role of the union in the fight against the 13-hour rule.

8. She ignored 10,000 residents who demanded 100% low-income housing on SPURA (now Essex Crossing). Chin insulted petition signers, implying that they were too stupid to understand the petitions they signed.

When Chin took office in 2009, it was after decades of discussion regarding how to develop the Seward Park Urban Renewal Area and after many stakeholders had already expressed here” target=”\_blank”>willingness to accept some market-rate housing if it could help support affordable units. It’s true that Chin did not adopt the position of a group that advocated for 100 percent low-income housing in the Seward Park Urban Renewal Area, expressing concerns that this would be viewed as unrealistic. Instead she supported a plan in which 50 percent of the housing would be rent-restricted. She was also responsible for negotiating to ensure that the rent-restricted housing would be kept affordable in perpetuity.

It’s worth mentioning that the idea that public land should always be used for 100 percent affordable housing has gained increasing support in the public as the affordability crisis has



worsened, and a variety of councilmembers, from Speaker Melissa Mark-Viverito in East Harlem to Laurie Cumbo in Crown Heights, face pressure to fight for the inclusion of 100 percent income-targeted units on public sites. Some, such as the de Blasio administration, argue that sometimes market-rate housing should be permitted to help a developer offset the costs of providing other public amenities.

As for the claim that Chin said people were stupid, Lower East Siders for Chris Marte says that at a meeting with her she said people probably didn't know what they were signing and that at another meeting, she said, "You are being manipulated to sign something you do not understand." It was unclear by press time which meetings they were referring to. Chief of staff Leonard, noting that Lower East Siders for Christopher Marte had only existed for a month, called the claims falsehoods.

9. Chin and de Blasio backed a senior housing plan that would destroy Elizabeth Street Garden, despite a viable alternative site for the housing, pitting senior housing against gardens, Chinatown against the LES.

It's true that Chin is backing a senior housing plan that would uproot the Elizabeth Street Garden. As for the alternative site suggested by gardeners—a vacant lot at 388 Hudson Street—Chin says both should be developed with senior housing given the dire need for such housing, but that the Hudson Street lot is not in her district.

"With nearly 200,000 seniors languishing on a waitlist for affordable housing across our city, Councilmember Chin has pledged to fight to make sure that everyone has the opportunity to age with dignity in the communities that they helped build," Chin's office said in a statement to the Commercial Observer in July, adding that the developers would be required to include a public open space (though a quarter of the original garden's size) on the site. Asian Americans for Equality, the organization Chin helped co-found, is reportedly one of the groups bidding for the project.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Where to Draw Line on Free Speech? Wedding Cake Case Vexes Lawyers  
**Date:** Monday, November 06, 2017 12:52:54 PM

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## **Where to Draw Line on Free Speech? Wedding Cake Case Vexes Lawyers**

NY TIMES - Adam Liptak

<https://www.nytimes.com/2017/11/06/us/politics/gay-wedding-cake-free-speech-first-amendment-supreme-court.html?rref=collection%2Fsectioncollection%2Fpolitics>

Floyd Abrams is the nation's most prominent First Amendment lawyer, and he almost always argues in favor of free speech. But he has struggled with the case of a Colorado baker who refused to create a wedding cake for a gay couple.

Charged with discrimination, the baker said that forcing him to bake a cake for a same-sex wedding would hijack his constitutional right to express himself. Mr. Abrams's first impulse was to agree.

"At first blush, the position of the baker had a good deal of appeal to me," he said. "There was and is no reason to doubt his position was one of conscience, and the visage of state-ordered creation of what could be viewed as some sort of artistic offering certainly set some First Amendment flags flying."

"But the more I thought about it," Mr. Abrams said, "the more I thought of other possibilities. Could a painter invite the public to his gallery at which he painted portraits of them for a fee but refused to paint black people? Could a musician invite the world to his studio where he wrote songs about them for a fee but refused to do so for Jews or Muslims? The First Amendment protects a lot, but not that conduct."

In the end, Mr. Abrams signed a brief supporting the gay couple, David Mullins and Charlie Craig. It was one of close to 100 friend-of-the-court briefs filed in the case, an extraordinary number. Among the most interesting ones are from deeply committed First Amendment experts who have struggled to find the right balance between protected expression and unlawful discrimination.

The case, *Masterpiece Cakeshop v. Colorado Civil Rights Commission*, No. 16-111, will be argued before the Supreme Court next month. It has tested deep and longstanding commitments to free speech, and it has divided old allies.

Consider Eugene Volokh, a leading First Amendment scholar who teaches at the University of California, Los Angeles. In 2013, he filed a brief supporting a wedding photographer who refused to document a same-sex union.

"Photographers, writers, singers, actors, painters and others who create First Amendment-protected speech must have the right to decide which commissions to take and which to reject," Professor Volokh wrote in the brief, which he filed with Dale Carpenter, a law professor, and the Cato Institute, the libertarian group.

In the new case, Professor Volokh is on the other side. Cakes may be tasty and pretty, he wrote in a brief supporting the couple, but creating them is not expression protected by the

## First Amendment.

“A chef, however brilliant, cannot claim a free speech clause right not to serve certain people at his restaurant, even if his dishes look stunning,” Professor Volokh wrote. “The same is true for bakers, even ones who create beautiful cakes for use at weddings.”

Professor Carpenter agreed. But the Cato Institute took the opposite view, filing a brief supporting the baker, Jack Phillips. “The fact that Jack’s media are icing and chocolate rather than ink or paint does nothing to diminish the artistic content of his work,” the brief said.

Ilya Shapiro, a lawyer with Cato, said he and his former allies agreed on the basic principles. Writers, singers, actors and painters are entitled to protection, he said, while caterers and limousine drivers are not. Bakers are a hard case, he said, because they are close to the line.

“If the Supreme Court establishes a precedent that if you’re engaged in an expressive profession you have First Amendment protection against being compelled to produce your product or provide your service, I would be very happy with that,” Mr. Shapiro said. “If it draws the line that excludes bakers but includes florists, or wherever that line is drawn, we can quibble over that, but that’s less important than establishing that there is a valid free speech defense against being forced to use your expressive abilities.”

Professor Volokh agreed, saying the dispute was over where, not whether, a line should be drawn.

“At some point, you have to decide what counts as speech and what doesn’t,” he said in an interview. “Otherwise, all human behavior could be said to be expressive.”

The brief filed by Mr. Abrams did not seek to draw lines between artists and others. “When an artist sells a message,” the brief said, “he must take all comers.”

Other prominent First Amendment scholars who generally take strong free speech positions also signed that brief, including Kathleen M. Sullivan, a former dean of Stanford Law School, and Geoffrey R. Stone, a former dean of the University of Chicago Law School. The brief was filed by Walter Dellinger, who was acting solicitor general in the Clinton administration.

There are big names on the other side, too. Among them are Michael W. McConnell of Stanford, Richard W. Garnett of Notre Dame and Randy E. Barnett of Georgetown, who signed a brief supporting Mr. Phillips, the baker. “The state’s effort to compel Phillips to use his artistic talents in a manner violative of his sincere convictions offends the vital constitutional commitment to freedom of expression,” the brief said.

Professor Volokh said that approach was too broad. The First Amendment, he said, protects only conduct that is inherently expressive or both meant and likely to send a message.

He said his disagreement with the Cato Institute about confectionary expression demonstrated that it was not always easy to decide what warrants First Amendment protection.

“It suggests that this case is not far from the borderline,” he said. “Until the lines are drawn, there can be considerable disputes about where the lines should be drawn.”



**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** BLOOMBERG: O'Reilly's Fox contract protected him from being fired over allegations  
**Date:** Wednesday, November 08, 2017 4:49:20 PM

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## **O'Reilly's Fox contract protected him from being fired over allegations**

BLOOMBERG NEWS - Staff

<http://www.crainsnewyork.com/article/20171108/ENTERTAINMENT/171109884/oreillys-fox-contract-protected-him-from-being-fired-over-allegations>

Former Fox News star Bill O'Reilly had a deal with the 21st Century Fox Inc. network that he couldn't be fired over unproven harassment allegations, a fresh revelation that casts doubt over corporate-governance standards at Rupert Murdoch's media empire.

O'Reilly's contract said he couldn't be dismissed based on an allegation unless it was proven in court, Jacques Nasser, an independent Fox director, told U.K.'s Competition & Markets Authority, according to a summary published Wednesday. O'Reilly, the former host of The O'Reilly Factor, has denied all wrongdoing.

Fox has been dogged by criticisms over its handling of sexual-harassment claims made against O'Reilly and Roger Ailes, the now-deceased former CEO of Fox News. While Fox made changes to governance and policies, the controversy has weighed on its \$15.3 billion bid for Sky Plc. Competition regulators are reviewing the deal for factors including its impact on media plurality and the Murdochs' adherence to U.K. broadcast standards.

"It's another nail in the standards coffin as far as Fox is concerned," said Steven Barnett, a professor of communications at the University of Westminster. "It speaks volumes about the nature of a company if you can pile up multiple accusations and be protected by such a clause."

Fox declined to comment.

Contractual clauses such as the one described by Nasser are coming under scrutiny as sexual-harassment claims sweep through Hollywood and beyond, following the downfall of Harvey Weinstein, the movie mogul accused of rape and other wrongdoing at the studio he ran.

Weinstein's contract at The Weinstein Co. said that as long as Weinstein covered the costs of settlements and judgments for misconduct including sexual harassment, he could keep his job, according to a report by TMZ, which cited the 2015 contract. Weinstein has denied any non-consensual sexual activity.

Nasser, at a hearing with regulators on Oct. 25, said that when the board was informed of sexual harassment allegations against Ailes, it reacted quickly and he left the company within days. But with O'Reilly, it was advised that the situation was different due to the terms of the employment agreement and because the evidence was uncertain.

Board members debated the timing of O'Reilly's dismissal, Nasser said. Some wanted to dismiss him immediately, while others wanted to wait for his contract renewal, he said. The board didn't know the value of settlements O'Reilly had made with various accusers, Nasser said, in line with public comments from Fox Chief Executive Officer James Murdoch.

When Fox renewed the contract, it included protections for the company aimed at harassment, including that O'Reilly could be dismissed if the company was made aware of other allegations or if additional relevant information was uncovered in a company investigation, Fox has said.

Fresh allegations of misconduct against O'Reilly surfaced in April, following a New York Times report that five women had received payments from Fox or O'Reilly for agreeing not to sue or talk about their allegations that O'Reilly verbally abused them, subjected them to unwanted advances or made lewd comments.

Fox News announced his departure on April 19, referencing a "thorough and careful review of the allegations."

In hindsight, there could have been better governance structures in place at Fox News to ensure the board knew of the allegations at an earlier stage, Nasser, a former Ford Motor Co. CEO, told the U.K. competition regulator.

Oversight of Fox News was also addressed by Nasser at the hearing with the CMA. Critics of the Sky takeover have warned of the risk of a "Foxification" of Sky News, alluding to Fox News's reputation as a network more sympathetic to right-leaning viewpoints, though others have pointed to regulatory commitments that would prevent that. Fox News, which stopped airing in the U.K. in August, was faulted by the U.K. communications regulator this week for prior biased reporting.

In the U.S., the public has already made up its mind which political party it will support and therefore news media is unlikely to influence voting decisions in that country, Nasser told the CMA, according to the summary.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CRAIN'S NY: Witkoff bets that Times Square's office market days are done  
**Date:** Tuesday, November 14, 2017 6:24:40 AM

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## **Witkoff bets that Times Square's office market days are done**

CRAIN'S NY - Joe Anuta

[http://www.craigslist.com/article/20171114/REAL\\_ESTATE/171119953/witkoff-bets-that-times-squares-office-market-days-are-done](http://www.craigslist.com/article/20171114/REAL_ESTATE/171119953/witkoff-bets-that-times-squares-office-market-days-are-done)

In August Steven Witkoff flipped the switch on a 9-story, 18,000-square-foot LED billboard that wraps around the base of the luxury hotel his firm is developing at West 47th Street and Seventh Avenue. The screen is one of the largest in the world—big enough to stand out in a neighborhood long defined by glaring electric signs. It is also integral to the success of the entire enterprise, which is why Witkoff and his partners went to great lengths to make it happen.

The initial investors, who include Douglas Elliman CEO Howard Lorber, paid \$30 million to buy out the owners of the nondigital billboards that previously adorned the building. Then they embarked on a complex construction process that required an artful interpretation of the building and zoning codes. It was spearheaded by the site's general contractor, CNY Group, No. 110 on Crain's largest private companies list.

By preserving at least one quarter of the original structure, the project qualified as a renovation rather than new construction. That distinction exempted it from recent zoning changes that would have made it more difficult to affix such an enormous sign to the base.

All that fuss is already paying off. The hotel and retail spaces are not quite finished, but the billboard is already generating revenue. It is unclear how much advertisers are paying to hawk their wares to the 500,000 visitors who traverse the neighborhood on a daily basis, but rates in the area can reach \$35,000 per minute.

Times Square has long been a major destination for tourists, and Witkoff is betting that more of them are on the way. If he is right, the strength of the office market that heralded the neighborhood's initial revival two decades ago will continue to ebb, while investors will focus on hotels, attractions and retail destinations offering memorable experiences to ever more out-of-towners.

But the project is not without risks. Witkoff and his partners paid \$430 million for the property and even shelled out \$48 million to the owner of a ground-floor souvenir shop, one of the biggest tenant buyouts in city history. Working against the team—which also includes Maefield Development, Winthrop Realty Trust and hotelier Ian Schrager—are trends in the real estate market that have reversed course since the project's inception. On average, luxury Manhattan hotel rooms this year cost around \$420 per night as of September, a 1% dip from the year before. Retail rents fell by more than 13% between the third quarter of 2016 and the same time this year.

Plus, in Times Square, more landlords are chasing profits from digital billboards. The resulting supply boost has already weakened asking rates for advertisers and could complicate the math for Witkoff's jumbo LED screen.

## Changing times

Times Square takes its name from the former headquarters of The New York Times, built at the intersection of Broadway, Seventh Avenue and West 42nd Street in 1904. The area's myriad transit options and proximity to Broadway theaters made it a favorite meeting place for New Yorkers until the early 1960s, when it began transforming into a haven for drugs, crime and X-rated entertainment.

"There were grocery stores that sold only beer, knives and condoms," said one real estate executive who worked in the neighborhood during its nadir.

## HOW CNY GROUP GREW BIG IN NYC

The Marriott Edition hotel at 20 Times Square reached its full height this spring. But getting there was no easy task. CNY Group, the job's general contractor, had to demo most of the previous building and excavate the foundation for the 39-story tower while preserving the steel skeleton of two original facade walls. That involved laser-scanning the old steel supports to get precise measurements of where everything was and carefully drilling new piles 80 feet deep into Manhattan schist, one of the hardest rocks in the world. "Complicating this already complex job," said CNY CEO Ken Colao, "is the 19,000 people walking by the site every hour."

But complexity is CNY's stock and trade. Founded by Colao and his brother, Steve, in 2003, CNY has emerged as a go-to contractor for developers facing the most daunting construction challenges. For one Manhattan high-rise, the company sourced facade components from China and Japan, and had them assembled in Thailand and then shipped to the site in modules, saving 30% on facade construction. It also helps explain why CNY is slated to bring in \$340 million in revenue this year, a more than 200% increase over 2012 figures and enough to earn the company the No. 110 spot on Crain's largest private companies list.

In its early days, CNY was consistently outbid for small and midsize jobs. To become more competitive, the company parted ways with the Building Contractors Association and let collective-bargaining agreements with union subcontractors expire—a first for a large city contractor. Freed from those restrictions, CNY began running as an open shop, bidding out jobs to both union and nonunion subcontractors.

Dennis Prude, a principal at the company and a onetime head of the union contractors association, told Crain's that although the rates from nonunion outfits are generally less expensive, these firms often lack organized labor's training and skill. It would take nonunion concrete shops six days to pour a building floor, for example, while union ones tended to do it in two or three days, saving the project valuable time. But CNY did find that innovation was easier on nonunion sites, thanks largely to their lack of strict work rules. For instance, the firm has begun bundling electrical wires into a neoprene tube that can be laid directly into a wet concrete floor, rather than later threading everything through a bent metal pipe. "We would have never gotten that change accepted by the union," Prude said.

By the early 1980s fed-up city and state officials launched one of the country's biggest and most controversial urban-renewal projects. Using the power of eminent domain, the state eventually seized 13 acres of property along West 42nd Street between Broadway and Eighth



Avenue—part of an infamous stretch dubbed The Deuce by local denizens—and razed most of the buildings. From the rubble a series of office towers rose and eventually wiped away much of the undesirable activity.

That transformation played out over more than 30 years, with the last office building opening in 2010 and "Porn King" Richard Basciano announcing before his death this spring that one of the final peep-show pavilions would close.

But the scrubbing of Times Square—coupled with the citywide drop in violent crime—made the area attractive for more than just office workers.

By the time Witkoff began construction on his hotel in 2015, the city's tourism numbers were reaching staggering proportions. Nearly 55 million visitors came to New York that year, almost equivalent to the entire population of Italy, as Mayor Bill de Blasio remarked at the project's groundbreaking ceremony. "That number is going to go up," he added.

And it has. Last year the city welcomed 60 million tourists, many of whom visited Times Square. Meanwhile, major commercial tenants who took space during the neighborhood's resurgence, including Condé Nast, EY and Skadden, Arps, Slate, Meagher & Flom, are moving much of their operations to newer office districts elsewhere.

"Times Square is almost too successful," said Seth Pinsky, an executive vice president at RXR Realty, which owns an office building at 5 Times Square. "The big question is: How do you make it an exciting destination for tourists while keeping it desirable for the businesses and people native to New York who also want to live, work and play there?"

Though the concentration of tourists has long supported a robust collection of hotels, Witkoff is looking to set a standard for where and how these visitors spend the night.

Marriott developed its Edition brand in partnership with Schragger, who is still best known as the co-founder of Studio 54 but who also scored a big hit in 1990 with the cheap, chic Paramount Hotel. These days a room at the Paramount, just a block south of the Edition site, between Eighth Avenue and Broadway, starts around \$130 a night. Pricier offerings such as the W Hotel charge at least \$269 (according to data from TripAdvisor). Details on 20 Times Square's 452 rooms have not been released, but a source with knowledge of the project told Crain's that rates will start at \$500 a night, while high-end rooms at the brand's Madison Square Park location can top \$1,100.

Occupancy in Manhattan luxury hotels hit nearly 80% during the third quarter of this year, according to data from consulting firm STR. That is slightly higher than the same period a year ago and indicates that demand for high-end offerings is robust.

But other key metrics are not looking so hot. Revenue per available room and average daily asking rates are both down slightly from last year. And pretty much every metric has dipped since the headier days of 2014, when Witkoff locked down more than \$800 million in construction financing. Precisely why overall rates are falling despite such solid occupancy numbers is a bit of a mystery. Some experts expect them to rise again a few years from now as construction financing for new projects dries up. In the meantime, one theory behind the decline is that the nearly 13,000 rooms set to hit the market in the next few years are causing owners to focus on occupancy in advance of stiffer competition.

"Manhattan hoteliers are actually buying occupancy by sacrificing rates," said Jan Freitag, a senior vice president at STR.

Similar forces are at work in the digital billboard market. In Times Square—one of the few places in the city such displays are permitted—advertising sales are so lucrative that many landlords are opting to cover entire facades with billboards despite having to steeply discount rents for the windowless office space behind them. The signage also plays an outsized role in retail leases, with many tenants paying hefty rental premiums in exchange for screen time.

The billboard at 20 Times Square is already commanding attention. Less than 48 hours after the display was activated, advertisers began buying time, even though the rest of the project is still a construction site. But the competition is intensifying.

A separate Marriott property added a large digital billboard a few blocks away last year, and the renovation of a DoubleTree hotel across the street is set to include a 17,000-square-foot LED screen.

An earlier spate of digital billboard construction already dampened asking rates, which tend to run between \$10,000 and \$35,000 per minute for a standard four-week contract. One expert said those rates have fallen by around 50% during the past 10 years and could drop further depending on how much product comes on the market.

More recently, retail rents have taken a dive. In the spring of 2015, when nearly all of Manhattan was overpriced, the average asking rent for Times Square hit \$2,413 per square foot, according to the Real Estate Board of New York. Today it is down nearly 20%, to \$1,930.

Witkoff, who is leasing out the 76,000 square feet of retail space in the basement and on the first four floors, was able to outpace that downturn with two high-profile deals last year, when rents were still hovering above \$2,300.

The NFL Experience took 25,000 square feet across several floors. The store and entertainment complex will charge at least \$39 per ticket for multiple attractions that let fans participate in virtual-game action. An interactive theater is housed behind the billboard, a clever placement that allowed Witkoff to fill up the discounted space with a tenant who did not need windows to begin with.

Hershey's Chocolate World, another experiential retailer, has signed on for more than 5,000 square feet for its new flagship, where visitors will be able to personalize confections and order freshly made s'mores from an RV parked inside.

"They were able to get top dollar from interesting tenants because the neighborhood is such a strong market that is expanding in almost every direction," said Robin Abrams, vice chair at brokerage Eastern Consolidated.

Although the building is not all leased up, Abrams said, the sheer volume of foot traffic tends to insulate the neighborhood from some of the more daunting challenges that have beset the rest of the city's real estate market. That helps explain why Gary Barnett's Extell Development is partnering with the Hard Rock brand on a ground-up hotel a block north.

"Times Square has this magical connotation, and anyone who comes to New York wants to go there," said Abrams. "There is nowhere else like it."

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CRAIN'S NY: Competition for renters heats up in Hudson Yards  
**Date:** Tuesday, November 28, 2017 2:10:16 PM

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## **Competition for renters heats up in Hudson Yards**

CRAIN'S NY - Joe Anuta

[http://www.craainsnewyork.com/article/20171128/REAL\\_ESTATE/171129916/competition-for-renters-heats-up-in-hudson-yards-as-brookfield-and](http://www.craainsnewyork.com/article/20171128/REAL_ESTATE/171129916/competition-for-renters-heats-up-in-hudson-yards-as-brookfield-and)

Over the past few years, a number of rental developers placed huge bets on the transformation of Hudson Yards into a residential and commercial district. And as their buildings have opened in the past 18 months—flooding the area with some 2,000 new apartments as the market continues to plateau—they have had to employ a variety of novel tactics to get as many tenants as possible leased up.

The Related Cos. is only partially done with its \$20 billion Hudson Yards project's first phase, geared toward new office space. On its eastern edge, Brookfield is also still constructing its smaller mixed-use project called Manhattan West. But that hasn't stopped the two developers and a handful of others from rolling out rental buildings in the hopes of getting in on the area's expected growth. They have their work cut out for them.

The Eugene, Brookfield's 844-unit behemoth on West 31st Street, began leasing in March by offering prospective tenants one month free on a 14-month lease and two months free on a 26-month lease, according to listings on StreetEasy.

By July the offer on StreetEasy had increased to two months and three months, respectively. Brookfield also waived security deposits for qualifying tenants and picked up the broker's fee. A representative said the firm has been able to fill 67% of its market-rate units using this method and that leasing is ahead of schedule.

Extell Development opened a 600-unit tower dubbed 555Ten last year. Lalezarian Properties kicked off leasing at its 375-unit 507 West Chelsea earlier this year. Imperial Cos. listed its 225-unit Henry Hall building in May. Each has resorted to some combination of free rent and other incentives to woo tenants. Related has filled more than 60% of its pricey new building, 1 Hudson Yards, without offering free rent, though the firm has cut prices in some cases and has thrown in discounts on Citi Bike and Equinox gym memberships.

However they do it, rental developers need to get people in the door. Typically builders can't refinance their projects until they hit a predetermined level of occupancy, and the higher the rents, the better their terms. Knocking down interest rates on debt that often runs into the hundreds of millions of dollars can be a strong incentive—and a boon to prospective tenants.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Weinstein's Complicity Machine  
**Date:** Wednesday, December 06, 2017 6:16:25 AM

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## **Weinstein's Complicity Machine**

NY TIMES - Megan Twohey, Jodi Kantor, Susan Dominus, Jim Rutenberg, Steve Eder  
<https://www.nytimes.com/interactive/2017/12/05/us/harvey-weinstein-complicity.html?ref=todayspaper>

HARVEY WEINSTEIN BUILT his complicity machine out of the witting, the unwitting and those in between. He commanded enablers, silencers and spies, warning others who discovered his secrets to say nothing. He courted those who could provide the money or prestige to enhance his reputation as well as his power to intimidate.

In the weeks and months before allegations of his methodical abuse of women were exposed in October, Mr. Weinstein, the Hollywood producer, pulled on all the levers of his carefully constructed apparatus.

He gathered ammunition, sometimes helped by the editor of The National Enquirer, who had dispatched reporters to find information that could undermine accusers. He turned to old allies, asking a partner in Creative Artists Agency, one of Hollywood's premier talent shops, to broker a meeting with a C.A.A. client, Ronan Farrow, who was reporting on Mr. Weinstein. He tried to dispense favors: While seeking to stop the actress Rose McGowan from writing in a memoir that he had sexually assaulted her, he tried to arrange a \$50,000 payment to her former manager and throw new business to a literary agent advising Ms. McGowan. The agent, Lacy Lynch, replied to him in an email: "No one understands smart, intellectual and commercial like HW."

Mr. Weinstein's final, failed round of manipulations shows how he operated for more than three decades: by trying to turn others into instruments or shields for his behavior, according to nearly 200 interviews, internal company records and previously undisclosed emails. Some aided his actions without realizing what he was doing. Many knew something or detected hints, though few understood the scale of his sexual misconduct. Almost everyone had incentives to look the other way or reasons to stay silent. Now, even as the tally of Mr. Weinstein's alleged misdeeds is still emerging, so is a debate about collective failure and the apportioning of blame.

Executives at Mr. Weinstein's film companies who learned of allegations rarely took a stand, cowed by their volatile boss or worried about their careers. His brother and partner, Bob, participated in payoffs to women as far back as 1990. Some low-level assistants were pulled in: They compiled "bibles" that included hints on facilitating encounters with women, and were required to procure his penile injections for erectile dysfunction. His lawyers crafted settlements that kept the truth from being explored, much less exposed. "When you quickly settle, there is no need to get into all the facts," said Daniel M. Petrocelli, a lawyer who handled two agreements with accusers.

Agents and managers across Hollywood, who wanted in on Mr. Weinstein's star-making films, sent actresses to meet him alone at hotels and advised them to stay quiet when things went wrong. "That's just Harvey being Harvey," more than one agent told a client. At

C.A.A., for example, at least eight talent agents were told that Mr. Weinstein had harassed or menaced female clients, but agents there continued to arrange private meetings. Even Nick Wechsler, a talent manager at another firm who confronted Mr. Weinstein about Ms. McGowan, felt he had to maintain business ties with him: “Sometimes he was the only game in town.”

Mr. Weinstein held off press scrutiny with a mix of threats and enticements, drawing reporters close with the lure of access to stars, directors and celebrity-packed parties. Some journalists negotiated book and movie deals with him even as they were assigned to cover him. The studio chief once paid a gossip writer to collect juicy celebrity tidbits that Mr. Weinstein could use to barter if other reporters stumbled onto an affair he was trying to keep quiet. He was so close to David J. Pecker, the chief executive of American Media Inc., which owns The Enquirer, that he was known in the tabloid industry as an untouchable “F.O.P.,” or “friend of Pecker.” That status was shared by a chosen few, including President Trump.

Disney, the kingdom of family-friendly entertainment, tightly controls its operations, but it allowed the Weinstein brothers to run the Miramax studio with virtual autonomy during the 12 years they were employees. (The pair wore T-shirts boasting “Corporately Irresponsible” to one company retreat.) Along with an impressive record of Oscars, Mr. Weinstein left Disney with a trail of settlements and claims of sexual misconduct that accumulated during his tenure. Disney, which says it was not aware of his alleged abuses, now faces accusations in a lawsuit that it “knew, should have known or was willfully blind.”

Mr. Weinstein, 65, is under investigation by law enforcement authorities in three cities. Though he has acknowledged that his behavior “has caused a lot of pain,” his lawyers denied that he committed sexual assault. His spokeswoman disputed claims of inappropriate advances in this article, saying Mr. Weinstein’s recollections differed from those of his accusers.

A master of leverage, Mr. Weinstein parlayed his films into relationships across the worlds of entertainment, politics, publishing and beyond, achieving a stature that at times proved useful in intimidating others and protecting himself. “I know the president of the United States. Who do you know?” Mr. Weinstein, a Democratic fund-raiser, would say during the years Barack Obama was in the White House, adding expletives. “I’m Harvey Weinstein,” he used to say. “You know what I can do.”

In late September, emails show, he was discussing a documentary television show he was working on with Hillary Clinton. He had long raised campaign cash for her, and her feminist credentials helped burnish his image — even though Tina Brown, the magazine editor, and Lena Dunham, the writer and actress, each say they had cautioned Mrs. Clinton’s aides about his treatment of women. Now, Mr. Weinstein exchanged questions about distribution rights for the show. “I am hopeful we can get a good price for this,” Robert Barnett, Mrs. Clinton’s lawyer, replied.

Two days later, Jeff Bezos, founder and chief executive of Amazon, interrupted a vacation in Hawaii to field advice from Mr. Weinstein, according to the emails. The Wall Street Journal was reporting on turmoil at Amazon Studios, one of Mr. Weinstein’s business partners. He recommended an aggressive response that involved hiring some of his own team, including a libel lawyer who “makes sure everyone sticks to the right narrative,” Mr. Weinstein wrote. He added, “I’m happy to coordinate with whoever you’d like, as a friend of the court.” Mr.

Bezos declined to comment.

Even as Mr. Weinstein was aware that reporters were examining his behavior, he attended the Toronto International Film Festival in September and invited two women to his hotel room. He alternated between making massage requests, other unwelcome advances and offers of career help, said the women, who asked to remain unidentified, but whose account was backed up in part through text messages and a friend who was told at the time of the encounter. Then, the women said, he issued pleas and warnings not to tell anyone. Mr. Weinstein called the account “nonsense.”

He pressured his business associates, telling Lance Maerov, an outspoken member of the Weinstein Company board, that he would find embarrassing details from his past and use them against him. He pushed Irwin Reiter, an executive who had worked with him for three decades, to speak favorably of him to reporters. When Mr. Reiter refused, he said, Mr. Weinstein responded that he had damning information about him too.

About the same time, he tried to facilitate a business deal with Ms. Lynch, the literary agent consulting with Ms. McGowan, and others. “Getting together with three intelligent women would help my image immensely,” he wrote in an email, proposing a meeting. That never happened, according to Ms. Lynch. She said that she felt Mr. Weinstein was trying to ingratiate himself with her because of her relationship to Ms. McGowan, and that she was simply playing along. Jill Messick, Ms. McGowan’s former manager, never received or accepted money from the producer, her lawyer said.

Minutes before The New York Times published the first allegations about Mr. Weinstein this fall, he called the reporters who wrote it. Swinging between flattery and threats, he said that he had ways of knowing who had cooperated with the investigation and the means to undermine it.

”I am a man who has great resources,” he warned.

At Agencies, a Failure to Act

Mia Kirshner, a Canadian actress who was 19 when she starred in the film “Exotica,” traveled to New York not long after its 1994 release. Miramax distributed the movie, and her agents at C.A.A. had set up a meeting with Mr. Weinstein at her hotel. “We thought it was a coup,” she recalled. The producer had already told Ms. Kirshner, whose grandparents had survived the Lodz ghetto in Poland, that he wanted to discuss a film about the Warsaw ghetto uprising. But when he came to her room, his agenda was to exchange sex for career opportunity, the actress said. While she rejected him, the experience left her feeling “extremely upset and alarmed and scared,” and somehow, like so many other women who say he targeted them, at fault.

She told her primary agent, Lisa Grode, who sounded shocked. In a subsequent conversation, her talent manager, John Carrabino, and his boss, Sandy Gallin, joined the call. Mr. Gallin was outraged and urged Ms. Kirshner to meet with the producer again, while wearing a wire. “I remember John and Lisa were both like, ‘Sandy, no!’” Ms. Kirshner said. From the general tone of the conversation, she concluded she should drop the matter. “I was told to forget about it; it was pointless to do anything about this,” Ms. Kirshner said.

She was grateful to Ms. Grode for signing her and for encouraging her to get a college degree, she said. But in that moment, she recalled, “I was very disappointed by them.”

“It all came down to money,” she said. “It speaks to why he was protected as opposed to the actors.” Ms. Grode and Mr. Carrabino declined to comment; Mr. Gallin is deceased.

It is impossible to say how many women might have been spared Mr. Weinstein’s alleged sexual aggression had more agents responded with the impulse to act. At C.A.A., at least eight agents had heard about Mr. Weinstein’s behavior, largely from actresses they represented, but several former senior C.A.A. agents said they were unaware of it or any formal agency response.

In a statement, C.A.A. said it apologized “to any person the agency let down for not meeting the high expectations we place on ourselves.” Like other agencies, it said it had begun revising its management structure to include more women and improve its sexual harassment policies.

When asked if he had known of Mr. Weinstein’s alleged harassment of clients, Bryan Lourd, a partner at C.A.A., declined to comment, citing client confidentiality. In mid-September, Mr. Weinstein stormed into Mr. Lourd’s office to complain about an article that Ronan Farrow, a C.A.A. client, was writing on Mr. Weinstein’s alleged misconduct for *The New Yorker*, according to someone familiar with C.A.A.’s dealings with Mr. Weinstein. Later that month, Mr. Lourd tried to set up a meeting at the producer’s request. “This guy won’t meet right now,” he wrote to Mr. Weinstein on Sept. 26. “He did say he will call you soon. I think he is absolutely pursuing the story.”

The top agencies are among Hollywood’s most male institutions; none has ever been led by a woman. “Given everything that has happened, agencies are suddenly on a very steep learning curve, but I think they are doing the work to create a better environment,” said Marti Noxon, a television producer. She had been disappointed in the past by an agent’s response when she reported that she had been sexually harassed.

Two decades ago, Ashley Judd, who met Mr. Weinstein in his hotel room for what she thought was a business meeting, said she turned down the producer’s repeated offers of a massage, as well his efforts to steer her toward the bathroom so she could watch him shower. After the encounter, the actress made no secret of what had transpired, and told her agent, Michelle Bohan, who was then at the William Morris Agency. “I know my agent would have done whatever I asked her to do,” Ms. Judd said. “I honestly didn’t know what to ask anyone to do.” Ms. Bohan, who remains Ms. Judd’s agent, declined to comment.

Failure to take action in the face of misconduct accusations was hardly limited to cases involving Mr. Weinstein. After complaints about his treatment of women became public, Reese Witherspoon said in a recent speech that a director had sexually assaulted her when she was 16, and she expressed anger toward “the agents and the producers who made me feel that silence was a condition of my employment.”

Agents often sign actresses when they are at peak value to the industry — just out of their teens, if not still in them — and also at peak vulnerability, given their youth. Although agents are charged with protecting their clients’ interests, they earn their living, indirectly, from the executives who write their clients’ paychecks. For agents, actors and actresses might come



and go, but Mr. Weinstein was one of Hollywood's seemingly permanent fixtures, distributing as many as 30 films a year.

In the absence of any collective discussion of Mr. Weinstein's alleged behavior, stories circulated in the industry, tainting many of those associated with him. More than two decades ago, Gwyneth Paltrow reported advances he made in a hotel room to her agent, Rick Kurtzman of C.A.A. Mr. Kurtzman "looked incredulous" and expressed revulsion, Ms. Paltrow said, but he did not suggest discussing the episode with the agency's leaders. Mr. Kurtzman declined to comment.

Ms. Paltrow went on to become known as the first lady of Miramax, winning an Oscar in 1999 for her performance in "Shakespeare in Love." But without her knowledge, Mr. Weinstein was tarnishing and trading on her golden-girl image. Ms. Paltrow said she rebuffed Mr. Weinstein. But now, she is hearing that as he tried to coerce other women, he repeatedly boasted that he had sex with her. Complying with him was "the best thing you can do for your career now," Mr. Weinstein told one young actress in 2000, mentioning Ms. Paltrow and others. Another woman, who alleged that Mr. Weinstein assaulted her in 2004, recalled a photo of Ms. Paltrow prominently displayed in the room.

In recent weeks, Ms. Paltrow has started to connect with some of those who said Mr. Weinstein cited her name in disturbing encounters. She said the phone calls with the other women have been devastating. "He's not the first person to lie about sleeping with someone," she said in an interview, "but he used the lie as an assault weapon."

#### 'Impossible to Control' at Disney

When Disney bought Miramax in 1993, it acquired an un-Disney-like duo from New York, brothers who already had reputations as ruthless businessmen and fearsome bosses.

But the Weinsteins had an eye for talent and success in critically acclaimed art house films. They were given wide latitude — "virtual autonomy," as Disney put it in a statement — a move meant to preserve Miramax's creative culture. That hands-off supervision, several former executives now suggest, could have inadvertently created opportunities for misconduct that Mr. Weinstein exploited.

The Disney-Miramax relationship soon became strained. Over the years, multiple Disney executives cycled through the thankless task of monitoring the Weinsteins. They spent lavishly. They took on edgy films that made Disney uncomfortable. Without Disney's knowledge, they negotiated to launch Talk, a magazine edited by Ms. Brown. They bristled at Disney's restraints. "They were impossible to control," said Bill Mechanic, a former executive. Soon after The Times published its story about the allegations against Mr. Weinstein, Disney's former chief executive, Michael D. Eisner, called him "an incorrigible bully" on Twitter.

But Disney continued to bankroll the Weinsteins with hundreds of millions of dollars a year — more money than they had ever handled before — and Mr. Eisner tolerated them as they were churning out hits. When Chris McGurk, then a Disney executive, broached the idea of selling Miramax in the mid-90s, he recalled Mr. Eisner saying, "I'm not selling as long I'm chairman."

Disney said that it did not know of any complaints, lawsuits or the settlements dealing with sexual misconduct involving Mr. Weinstein, and no clear evidence to the contrary has emerged. But there were hints of other troubling behavior.

One involved a physical altercation with a male employee at a film conference in the mid-90s that resulted in a financial settlement. About that time, the producer Sybil Robson Orr said that when she complained to Mr. Weinstein about falling short on a distribution deal, he berated her with vulgarities, pounding his desk and vowing to destroy her career, according to a 1996 lawsuit. Two Disney executives joined in the threats, she claimed.

She prevailed, receiving a “sizable award,” said Bertram Fields, the lawyer who represented her. “No one is going to do that again,” Mr. Weinstein vowed, according to a former Miramax official. The producer and his company later hired Mr. Fields and another star litigator, David Boies.

In 2004, the Weinsteins turned their high-powered lawyers on Disney as a showdown loomed over growing business disagreements. The next year, Disney and the Weinsteins split. The brothers started the Weinstein Company, reportedly raising about \$1 billion and attracting investors including Fidelity, Quinta Communications and Goldman Sachs, their banker. Goldman, which compiled a 142-page initial offering for investors, said it was not aware of Mr. Weinstein’s alleged misdeeds.

By that time, dozens of women had become victims of Mr. Weinstein, they now say. One of them, a Canadian who anonymously filed a lawsuit accusing him of assaulting her in 2000, said in an interview: “You do not get to trade on my physical safety for your accolades and your Oscars.”

### Keeping the Media Close

Shortly after the news investigations of Mr. Weinstein’s alleged abuse were published, A. J. Benza, a former New York Daily News gossip columnist, received a two-word text from the producer: “Help me.”

Mr. Benza had been integral to the network of friendly journalists — gossip columnists, magazine writers, editors and authors — whom the producer relied on to promote his entertainment empire and sometimes punish rivals or deflect threats.

Over dinner in West Hollywood in late 2003 or early the next year, the men had discussed a plan to help Mr. Weinstein avoid embarrassment. While married to his first wife, he had become involved with someone else, Mr. Benza discovered. A clerk at a Los Angeles art studio where he commissioned a gift for Mr. Weinstein — a painting of a reimagined “Hollywood” sign reading “Harveywood” — volunteered to Mr. Benza that a friend, Georgina Chapman, was seeing the producer. Mr. Weinstein, who would later marry Ms. Chapman, was separated and wanted to keep the relationship confidential until he was divorced, according to his spokeswoman, Sallie Hofmeister.

Mr. Benza, then between jobs, had a suggestion. “I could supply your P.R. girls with a lot of gossip — a lot of stories — and if people come at them with the ‘Harvey’s having an affair story,’ they can barter,” Mr. Benza recalled telling Mr. Weinstein. “He said, ‘A. J., it’s got to be good stories,’ and I said, ‘Don’t you worry about it.’”

Collecting a monthly retainer, Mr. Benza said, he reported items on Roger Clemens, Michael Jackson and others and sent them to Mr. Weinstein's communications team, though he didn't know whether they were used to trade away stories about the producer. Mr. Weinstein's spokeswoman said the payments to Mr. Benza were for public relations work during Miramax's dispute with Disney.

After 10 months, Mr. Weinstein said, "I think the coast is clear; I think we beat this thing," according to Mr. Benza, who recently had a brief stint as a writer for American Media and also runs his own gossip podcast, "Fame Is a Bitch."

Mr. Benza and Mr. Weinstein were exploiting a longstanding system of favor-trading between the press and the movie business. Gossip writers need a stream of insider scoops, industry beat reporters need exclusives on the next big deal and glossy magazines need celebrities who can drive newsstand sales. Mr. Weinstein, who wanted glowing coverage, could provide that and more.

The producer often held out business opportunities to those who covered him. He had book and movie deals with writers and editors at Fox News, The New York Post, Premiere magazine, Vanity Fair, Variety and elsewhere. In Mr. Benza's case, a book contract came immediately after he left The Daily News. In interviews, several journalists who had business ties to him said the arrangements did not cause them to pull punches.

He had particularly strong ties to the tabloid giant American Media — owner of The Enquirer, Globe, OK!, Radar Online and others — with which he teamed up to pursue several media and production deals.

On occasion, Mr. Weinstein's defenses showed cracks. Two journalists learned of assault accusations against him — David Carr and Ken Auletta — while writing warts-and-all profiles of him in the early 2000s.

Mr. Auletta, of The New Yorker, said he learned about a sexual assault allegation that a former assistant had made against the producer, and a related settlement that required confidentiality. Mr. Auletta said that he and his editors concluded just before publishing that they could not include the allegation because the woman would not agree to cooperate.

Mr. Carr, a New York Times columnist who died in 2015, heard about Ms. McGowan's assault allegation and other accusations while reporting a profile for New York magazine in 2001, his editors said.

Several weeks before the article was published, Kroll, a private investigative agency that did work for Mr. Weinstein, provided him with some details of Mr. Carr's reporting, according to a former Miramax executive who spoke on the condition of anonymity. Mr. Carr wrote in the profile that Mr. Weinstein seemed to have "near-perfect visibility into my notebook," and told friends that Mr. Weinstein called him before publication to read a line he had written.

His spokeswoman dismissed the account as "urban legend," and a top Kroll executive, Daniel E. Karson, did not respond to a request for comment.

Mr. Carr's article also did not include any sexual misconduct allegations; Caroline Miller,

then New York's editor, said that none of the women would speak on the record. That same wall of silence would stymie other journalists in the years that followed.

### Playing the Gossip Card

Mr. Weinstein's secrets began seeping out in March 2015, after the New York City police questioned him about an allegation that he groped an Italian model, Ambra Battilana.

As he and his legal team worked to undermine Ms. Battilana's credibility, American Media entered the picture.

Mr. Weinstein had struck a business deal earlier that year with American Media, working with Dylan Howard, The Enquirer's editor and the company's chief content officer, on a talk show. American Media was known to sometimes help out allies in trouble with a strategy known in tabloid newsrooms as "catch and kill" — acquiring exclusive rights to damaging stories and then not publishing them.

In the Battilana case, the company scrambled to buy her story. But a sale never went through, American Media said, because Ms. Battilana's price was too high. She said, through a spokesman, that she "never sought out or solicited any offers." Documentation reviewed by The Times, in fact, shows her rebuffing an attempt to pay her. Prosecutors ultimately did not pursue charges against Mr. Weinstein, citing insufficient evidence, and the story did not appear in American Media publications.

A few months later American Media and the Weinstein Company expanded their partnership. And after two actresses, Ms. Judd and Ms. McGowan, made veiled mention of misconduct by Mr. Weinstein in 2015 and 2016, Mr. Howard came to his aid. The Weinstein Company told the editor about Ms. McGowan's allegations and said "it might be a good article for him to pursue," according to Ms. Hofmeister, the producer's spokeswoman. She said that Mr. Howard was never asked to "dig up damaging information on actresses."

Mr. Howard dispatched a reporter at the entertainment news service Coleman-Rayner, which works with American Media, to collect hostile commentary about Ms. McGowan. "This is killer. Especially if my fingerprints r not on this," Mr. Weinstein wrote in an email obtained by The Times and first reported in The New Yorker.

In November last year, Lauren O'Connor, a former Weinstein Company employee who had written a blistering memo asserting sexual harassment and other misconduct by Mr. Weinstein, received calls from a Coleman-Rayner reporter. He said he was working on a story about "major studio heads" and kept pressing her to speak even when she declined. She said it made her so uncomfortable she reported the phone call to her lawyer.

American Media has acknowledged that it sometimes worked to gather information to help Mr. Weinstein because of mutual business interests. "To the extent AMI provided 'off the record' information to Mr. Weinstein about his accusers," the company said in a statement, it did so "at a time when Mr. Weinstein was denying any harassment." The statement said Mr. Howard would not have allowed the information to be published.

(On Tuesday, The Associated Press reported that American Media had conducted an inquiry in 2012 into sexual harassment allegations against Mr. Howard, but concluded there had been

no serious wrongdoing.)

By fall last year, Mr. Weinstein was trying to stop what he feared would be a story about the allegations against him by New York magazine. Once again, he called on Mr. Benza, meeting him at the Peninsula Beverly Hills that October.

Saying the magazine was “doing a Bill Cosby on me,” Mr. Weinstein asked for help, Mr. Benza recalled. He said he did not believe at the time that the studio chief had abused women, and despite feeling a debt of loyalty, would not have knowingly participated in a scheme to silence victims.

He said Mr. Weinstein suggested that Mr. Benza pose as an author “writing a hit job,” so he could call potential sources to learn what they were saying about the producer. Mr. Weinstein discussed paying Mr. Benza up to \$20,000 a month and providing a list of contacts, Mr. Benza said, though the producer never followed through. Mr. Weinstein’s spokeswoman denied that he had proposed the scheme.

But a list was shared with Mr. Howard, who sent Mr. Weinstein an email last December with an attachment called “Contacts” and a note reading, “Let’s discuss next steps on each.”

The New York magazine piece never materialized; the accusers would not speak on the record. But The Times, NBC and then The New Yorker began pursuing their own stories.

The day before The Times published its article this fall, Mr. Weinstein was planning to make his last defense. He wrote an urgent email to Mr. Howard, instructing him to meet outside the newspaper’s headquarters in Manhattan. American Media said that Mr. Howard did not show.

### The Celebrity Shield

If Mr. Weinstein built his wall of invulnerability from many varied bricks, it was covered with a sheen of celebrity. He created stars through his movies, but he also acquired famous friends through his other activities, including in the Democratic politics that dominate Hollywood.

Chief among them were Bill and Hillary Clinton. Over the years, Mr. Weinstein provided them with campaign cash and Hollywood star power, inviting Mrs. Clinton to glittery premieres and offering to send her films. After Mr. Clinton faced impeachment in the Monica Lewinsky scandal, he donated \$10,000 to Mr. Clinton’s legal defense fund. Mr. Weinstein was a fund-raiser and informal adviser during Mrs. Clinton’s 2000 Senate campaign, a guest in her hotel suite when she won and a host of an A-list victory party. He was an early backer of both her presidential bids.

Mr. Weinstein’s political activity — he provided consistent support for Mr. Obama as well — boosted his image as a man with friends in high places and close ties to the country’s leading female politician. It is not clear if rumors of his record of sexual misconduct had ever reached them.

But two prominent women said they warned Mrs. Clinton’s team. In 2016, Lena Dunham, the writer and actress, said she was troubled by the producer’s visible presence during Mrs. Clinton’s presidential run, hosting fund-raisers and appearing at campaign events. She had

heard stories, both directly and secondhand from other actresses, about disturbing encounters with him, she said. So in March last year, Ms. Dunham, a vocal Clinton supporter, said she warned the campaign.

“I just want you to let you know that Harvey’s a rapist and this is going to come out at some point,” Ms. Dunham said she told Kristina Schake, the campaign’s deputy communications director. She recalled adding, “I think it’s a really bad idea for him to host fund-raisers and be involved because it’s an open secret in Hollywood that he has a problem with sexual assault.”

Earlier, during the 2008 presidential race, Tina Brown, the magazine editor, said she cautioned a member of Mrs. Clinton’s inner circle about him. “I was hearing that Harvey’s sleaziness with women had escalated since I left Talk in 2002 and she was unwise to be so closely associated with him,” Ms. Brown said in an email.

Ms. Dunham said that Ms. Schake seemed surprised at her warning, and that Ms. Schake said she would tell Robby Mook, the campaign manager, Ms. Dunham recalled in an interview.

With the Democratic National Convention approaching in summer 2016, Ms. Dunham said she also warned Adrienne Elrod, a spokeswoman for Mrs. Clinton who was leading efforts with celebrity campaigners. As far as Ms. Dunham could tell, the campaign had not responded to her concerns about Mr. Weinstein. Weeks before Election Day, the producer helped organize a star-packed fund-raiser: an evening on Broadway with Julia Roberts, Anne Hathaway and others.

Ms. Elrod and Ms. Schake, through Mrs. Clinton’s communications director, denied that Ms. Dunham mentioned rape, while Mr. Mook said that no one had ever alerted him about the producer.

Nick Merrill, the communications director, said in a statement: “We were shocked when we learned what he’d done. It’s despicable behavior, and the women that have come forward have shown enormous courage. As to claims about a warning, that’s something staff wouldn’t forget.” Referring to Ms. Dunham, the statement continued, “Only she can answer why she would tell them instead of those who could stop him.” Mr. Merrill added that no one could find people from the 2008 campaign who could recall a warning from Ms. Brown.

Mrs. Clinton herself said in a statement in October that she was “shocked and appalled by the revelations,” adding that the alleged behavior “cannot be tolerated.”

While Ms. Dunham says she has “an incredible allegiance to Hillary,” and does not believe the reports ever traveled to Mrs. Clinton, she remains troubled by what had happened. “A year and a half ago, on one of the most progressive campaigns in history, this wasn’t a problem,” she said, referring to the allegations about Mr. Weinstein.

(Ms. Dunham herself stirred controversy recently for defending a former colleague accused of sexual assault, though she later apologized.)

Days after Mrs. Clinton’s election loss, the Clintons had dinner with Mr. Weinstein, Mr. Boies, the lawyer, and their wives at Rao’s restaurant in Harlem, Manhattan.

Mrs. Clinton and Mr. Weinstein began planning a documentary TV show about her campaign. Discussions about the project stretched out for months with her lawyer, Robert Barnett, who emailed with Mr. Weinstein on Sept. 28 about potential European buyers.

In a statement, Mr. Barnett said that “talks were ongoing until the allegations surfaced, at which point all discussions ceased — completely and permanently.”

At Work, ‘Nothing Was Done’

Beginning in 2014, one of Harvey Weinstein’s longest-serving employees had an overdue realization that he needed to do something about his boss’s treatment of women.

Irwin Reiter had done finance and accounting work for Mr. Weinstein for three decades. He knew the outlines of a few alarming episodes with female employees over the years, but he had never intervened. Like many others, he had brushed aside Mr. Weinstein’s private relations with actresses, figuring it was an embarrassing but consensual extramarital habit.

Now Mr. Reiter watched the public accusations mount against Bill Cosby. He learned that Mr. Weinstein allegedly harassed a new employee named Emily Nestor, offering her career help in return for sex. Sandeep Rehal, then a 28-year-old assistant, began confiding in him about some of Mr. Weinstein’s demands. She had to rent him a furnished apartment, using his corporate credit card to stock it with women’s lingerie, flowers, two bathrobes and extra clothes for Mr. Weinstein.

Mr. Weinstein had long used his company credit card with abandon, relying on assistants to classify what was business or personal, sometimes writing checks to reimburse the company, according to several current and former employees. Now, on top of his salary — \$2 million before bonuses in 2015, according to his contract — he wanted the business to pay expenses including a \$27,000 tip for yacht staff and a private jet stop in Europe to pick up a model. Mr. Reiter and other executives also began to question why he was putting women on movie production payrolls without clear assignments.

“How many????????????????? How many are enough???? How many are too much???” Mr. Reiter wrote in a February 2015 email to Tom Prince, the head of physical production.

“We fly ‘actresses’ in from all over the world for 1-2 lines of dialogue,” Mr. Prince wrote back.

In a statement, Mr. Weinstein’s lawyers, Blair Berk and Ben Brafman, said that he never used “company resources for personal expenditures,” and that he reimbursed the company “where there was any confusion.”

Concerned that his boss’s activities were “going to take the company down,” Mr. Reiter and other executives decided they should act. But Mr. Weinstein was the dominant figure in the company. He and his brother owned nearly half the business and served as co-chairmen, and he packed the board with allies.

Fellow executives helped mask Mr. Weinstein’s behavior going back to 1990. That year, a 23-year-old assistant said he sexually assaulted her when she ran an errand at his home. Bob Weinstein worked on the confidential settlement, according to two people familiar with the

agreement — the first of at least three he would be involved in over the years. In a statement, Bob Weinstein said he did not recall being informed of the initial settlement, and denied being aware that his money was used to pay off two other accusers.

After the episode with the young assistant, Harvey Weinstein confessed that he had done “something terrible,” according to John Schmidt, then Miramax’s chief financial officer. “I don’t know what got into me. It won’t happen again,” Mr. Schmidt, in an interview, recalled Mr. Weinstein telling him. Mr. Weinstein denied having this conversation.

But the allegations kept coming. Even as other women at the company complained of abuse, Mr. Weinstein was never fully held to account. In 1998, Zelda Perkins, an assistant in London, confronted him about harassing her and allegedly assaulting a colleague. Donna Gigliotti, a senior executive who had left Miramax a few years earlier, recommended a lawyer and encouraged Ms. Perkins to demand more settlement money. But “Shakespeare in Love,” which Ms. Gigliotti had produced with Mr. Weinstein, was about to be released. “She clearly felt that it was perfectly fine to get me to down Harvey,” Ms. Perkins said. But “she wasn’t going to stick her neck out.”

“When Zelda told me what happened to her colleague, I was horrified,” Ms. Gigliotti said in a recent email. “Once I was sure she had good independent counsel, I thought it best to let her lawyer determine how to approach and deal with Harvey. I did what I thought was best for Zelda,” she said, adding that she did not speak to Mr. Weinstein for years afterward.

In 2010, Ms. Gigliotti resumed working with Mr. Weinstein, becoming the president of production at his company. She left a year later.

The Weinstein brothers used “fear, intimidation, psychological and emotional abuse” on their executives, male and female, said Amy Israel, Miramax’s former co-head of acquisitions. “As a spectator to the abuse you were silenced by the fear that you would become the next target,” she said. “The only alternative seemingly was to quit — to throw away everything you had worked so hard for and walk out the door.”

Even as someone with stature, Ms. Israel was not immune: Mr. Weinstein promoted her, praised her work, then harassed her, she said. When she stopped by his hotel room to pick him up for a film festival screening in 1994, she said, he was nearly naked and asked her for a massage.

“I reported the incident to someone more senior,” she said. “And I was told that another one of my other colleagues had also been harassed. But no one had ever bothered to warn me. Even after reporting it, nothing was done.” She started warning female colleagues never to be alone with Mr. Weinstein, she said.

The human resources department was seen by many as protecting Mr. Weinstein more than his employees. When Ms. O’Connor complained that she was frightened to travel with Mr. Weinstein, “the response was basically, ‘let us know if he hits you or crosses a line physically,’” she wrote in a 2015 memo. After she submitted a document detailing allegations of sexual harassment and other misconduct by Mr. Weinstein, Mr. Boies and another lawyer helped reach a settlement with her.

“The first time I spoke out, the message from H.R. was, ‘This is not our problem,’” Ms.



O'Connor said in an interview. "The second time I spoke up the response was, 'How can we quickly make this go away?'"

Mr. Weinstein shielded himself with legal measures that silenced alleged victims and muffled employees. Mr. Weinstein has said he struck at least eight to 12 settlements with women claiming mistreatment, according to two associates who spoke on the condition of anonymity. Steve Hutensky, a Miramax lawyer nicknamed the Cleaner-Upper by some colleagues, helped write an agreement with Ms. Perkins in 1998 that barred her from disclosing Mr. Weinstein's name, even to a therapist, and required her to provide "reasonable assistance" to Miramax if the company chose to contest any criminal investigation that might arise.

Mr. Hutensky also helped implement an unusually restrictive nondisclosure agreement, obtained by The Times, that prohibited Miramax employees from disclosing any information about "Harvey Weinstein and Bob Weinstein and their family members, friends and/or business associates," without the written consent of the brothers. Mr. Hutensky declined to comment.

Mr. Boies, a trusted adviser to Mr. Weinstein, signed a contract this summer with Black Cube, a private investigative firm founded by former intelligence analysts from the Israel Defense Forces. The firm was hired to block The Times's reporting about Mr. Weinstein, and an operative posed as a women's rights advocate to get information from an accuser, The New Yorker reported. Black Cube declined to discuss its operations, and Mr. Boies said he did not select the firm or direct its work.

Mr. Weinstein cast some of his youngest and least powerful employees in the most uncomfortable roles. In recent weeks, their actions have become a matter of painful debate: Were they careerists doing whatever it took to advance, or victims themselves?

Some women whom the producer allegedly targeted describe assistants manipulating them with chilling detachment. In 2004, when Ashley Matthau was a dancer in a Weinstein film, she said his assistant ushered her into a car, told her that the meeting with the producer was for business purposes and then waited outside a hotel room. There, she said, Mr. Weinstein pushed her on a bed and masturbated on her. When she walked out, the assistant was waiting. Ms. Matthau began to cry, but the woman "wouldn't even acknowledge me," she said. "It just seemed like a well-oiled machine." She later reached a settlement with Mr. Weinstein.

Protesting could get an assistant fired: Michelle Franklin, who worked in London in 2012, said her initial alarm about arranging encounters only escalated as she saw women who appeared emotionally bruised by them. One day, as she guided a woman to Mr. Weinstein's hotel room, she confronted him. "It's not my job, and I don't want to do it," she remembers saying. "Your opinion doesn't count," she said he responded. She was fired soon after.

Others stayed quiet because they felt like they shared a shameful secret. "You become more and more aware of everything going on, then you realize what it is you're cleaning up, and you don't ever want to tell anyone that — friends, family, my parents — what kind of job this is," Ms. Rehal said. She and Ms. Franklin said they were tasked with procuring injectable erectile dysfunction drugs, Caverject and alprostadil. Mr. Weinstein paid with his company card and gave Ms. Rehal a \$500 bonus for supplying the medication, she said. Ms. Rehal said she had to keep a supply of the shots at her desk, dispense them to him in brown paper bags and sometimes deliver the medication to hotels and elsewhere before his meetings

with women. She and Ms. O'Connor said they had to escort Mr. Weinstein to sex-addiction therapy in 2015.

Mr. Weinstein somehow knew personal information about Ms. Rehal, mentioning her student loans and where her younger sister attended school and saying he could have her kicked out. Rewards awaited those who went along, he said. "This is Harvey Weinstein University, and I decide if you graduate," he told Ms. Rehal and other assistants. Other former employees recall him saying, "One phone call and you're done." Mr. Weinstein denied threatening Ms. Rehal about her sister.

Even as Mr. Reiter learned more, he said his efforts to stop Mr. Weinstein went nowhere: The man and the business were too intertwined. Mr. Reiter several times confronted Mr. Weinstein, who brushed him off. Along with David Glasser, the president, and Andy Kim, the chief financial officer, Mr. Reiter voiced concerns with a board member in summer 2015 about whether Mr. Weinstein's employment contract should be renewed. The executives put together a plan with Bob Weinstein to eject his brother from the company — they called it "Plan B" or the "non-Harvey option," according to Mr. Reiter. In the end, the board renewed his contract.

Soon Mr. Reiter found himself under scrutiny. Mr. Boies acknowledged to Mr. Reiter that a security firm was scanning his computer, Mr. Reiter said. It was not the first time Harvey Weinstein had surveilled his associates: Years before, a former Miramax executive who was in a legal dispute with the producer and his company said operatives from Beau Dietl & Associates tailed him, even while he and his wife drove their children to school in Westchester County, N.Y. Richard A. Dietl, head of the private investigative firm, said he could not recall working for Mr. Weinstein.

A decade ago, Kroll investigators spent weeks sifting through employee emails looking for derogatory comments about Mr. Weinstein, searching for phrases like "hate Harvey" and another that used the word "fat" followed by an expletive, according to a person familiar with the undertaking. More recently, when Mr. Weinstein heard that Jessica Lewis, a casting director on the television show "Marco Polo," was discussing his behavior toward women, he told her, "I have ears and eyes everywhere!"

Just before the Times investigation was published, Mr. Weinstein asked Mr. Reiter to speak favorably about him to reporters: "If you don't help me, 180 people will lose their jobs," Mr. Weinstein said, according to the finance official.

When he refused, Mr. Weinstein threatened: "You're not so clean either — I have stuff on you," he said, referring to a decades-old anecdote about Mr. Reiter repeatedly calling a female co-worker. Mr. Reiter said that he saw her being grabbed at a bar, tried to intervene and called her multiple times the next day to discuss what had happened.

"His modus operandi was always to try to find something on someone else," Mr. Reiter said. Through his spokeswoman, Mr. Weinstein denied threatening Mr. Reiter.

After years of support for Mr. Weinstein, most of the board members have now quit, while publicly staying silent. Privately, at least one expressed loyalty. On Oct. 7, the day before he was ousted from his own company, Mr. Weinstein received an email from the investor Paul Tudor Jones.

“I love you,” he wrote, while detailing the steps Mr. Weinstein should take to rehabilitate his image. Mr. Jones told The Times that he condemned Mr. Weinstein’s alleged misconduct and wanted to encourage him to get help.

“Focus on the future as America loves a great comeback story,” he wrote to the movie producer.

He finished: “The good news is, this will go away sooner than you think and it will be forgotten!”

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Rallying Cry of Jerusalem May Have Lost Force in Arab World  
**Date:** Thursday, December 07, 2017 8:22:46 AM

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## **Rallying Cry of Jerusalem May Have Lost Force in Arab World**

NY TIMES - Anne Barnard, Ben Hubbard, Declan Walsh

<https://www.nytimes.com/2017/12/06/world/middleeast/arabs-jerusalem-trump.html?ref=collection%2Fsectioncollection%2Fmiddleeast>

For decades, the idea of a Palestinian state with Jerusalem as its capital served as a rare and powerful rallying cry that united the Arab world.

Kings and dictators stumped for it, priests and imams prayed for it, jihadists and protesters died for it, and militant groups and political parties campaigned for it — naming their television stations, boulevards and even themselves, after Al Quds, the Arabic name for the holy city.

In officially recognizing Jerusalem as the capital of Israel on Wednesday, President Trump struck what many considered the death blow to those aspirations, handing a major victory to Israel in the perennial struggle between Jews and Arabs for control of the Holy Land.

But as Arab and Muslim leaders raised their voices to condemn the move, many across the Middle East wondered if so much had changed in recent years that the real Arab response would amount to little more than a whimper.

“ ‘Jerusalem is the capital of Palestine’ joins ‘Palestinian refugees are going back home one day’ in the let’s-hope-it-will-happen-but-it-never-will department,” Mustapha Hamoui, a Lebanese blogger, wrote in a rueful tweet.

While Arab leaders have continued to pay lip service to the Palestinian cause, it has slipped in importance, displaced by the Arab Spring uprisings, the wars in Iraq, Syria and Yemen, the threat of the Islamic State, and the contest between Saudi Arabia and Iran for regional dominance. Persian Gulf states like Saudi Arabia, more concerned about their rivalry with Iran, have found their interests increasingly overlapping with those of Israel.

Arab leaders have often counted on declarations of support for the Palestinian cause as a reliable way to appeal to their people, and sometimes as a distraction from domestic problems, including lack of political freedoms and economic opportunities.

But while the passion for the Palestinian cause among many Arabs was genuine, those in power often exploited it for their own aims.

When Hezbollah, the Lebanese militia and political party formed to fight Israel, sent fighters to help save President Bashar al-Assad of Syria, its leader, Hassan Nasrallah, claimed in a speech that “the road to Jerusalem” went through a list of Syrian cities, including Aleppo.

Critics posted maps on social media showing that that was only true if you took a particularly circuitous route.

Palestinian leaders have learned that declarations of concrete support from their Arab brothers only sometimes materialized. And many note that the Arab world has done little more than issue notes of protest as the Israeli government has extended its de facto control over the eastern part of Jerusalem since seizing it from Jordan in the 1967 Mideast war and annexing it in a move still not recognized by most of the world.

The Palestinians' Arab defenders have meanwhile shifted their own priorities.

Egypt, for instance, was once a reliable font of pro-Palestinian anger, where protests against Israel regularly erupted in the 1990s and 2000s. But years of harsh repression under President Abdel Fattah el-Sisi, combined with broader anxiety over regional stability, have curtailed public protests.

“People still care about the Palestine issue,” said Hossam Bahgat, a prominent journalist. “But the proverbial Arab Street has been forcibly disappeared,” he added, referring to a rash of illegal abductions of government critics since the military brought Mr. Sisi to power in 2013.

As Damascus, Cairo and Baghdad — three traditional centers of Arab power — have weakened, Saudi Arabia has sought to assert itself.

While its royals and monarchs once spoke frequently of the Palestinian cause, Crown Prince Mohammed bin Salman, 32, who effectively rules the country, has barely addressed the issue in public. He confided to foreign visitors this year that he does not consider the conflict a priority compared with confronting Iran and pursuing domestic reforms.

Mr. Sisi and King Salman of Saudi Arabia are among Mr. Trump's biggest boosters in the Arab world. At a summit in Riyadh in May, the three leaders stood together over a glowing orb for a photo that appeared to cement their alliance, even as it inspired a rash of mocking internet memes.

In September, Mr. Sisi met for the first time in public with the Israeli prime minister, Benjamin Netanyahu, lending smiling optics to a relationship that had been quietly blossoming, largely over security issues, for several years. And Saudi Arabia is widely believed to be expanding covert intelligence cooperation with Israel.

But Mr. Trump's decision on Jerusalem has put his allies in the uncomfortable position of having to turn on him, at least verbally.

King Salman called the American move “a dangerous step likely to inflame the passions of Muslims around the world.”

Mr. Sisi's office said that he had spoken with the president of the Palestinian Authority, Mahmoud Abbas, and that both men lamented a decision that “overlooks the special position of Jerusalem for Arabs and Muslims.” Egypt's state-controlled Al Ahram website went with the headline: “Jerusalem is the capital of the Palestinian state despite Trump's decision.”

King Abdullah II of Jordan, another American ally, said the decision would have “dangerous repercussions on the stability and security of the region.”

Outside the Arab world, President Recep Tayyip Erdogan of Turkey called Jerusalem “ a red line for Muslims” and threatened to cut off relations with Israel.

“This is the new adventure of global arrogance in the region,” said President Hassan Rouhani of Iran.

It was still possible that Mr. Trump’s declaration could have the effect of moving the Palestinian issue to the front burner, but on Wednesday, the emotions were as much of sadness and resignation as of anger and threats. An explosion of violence could still come, but so far there is something more like an explosion of sighs.

Nohad Machnouk, the interior minister of Lebanon, tweeted a clip from a song by Fairouz, the Lebanese diva — “Our home is ours, Jerusalem is ours, and with our hands we will return it to its glory” — the words determined but the music wistful and nostalgic.

In some ways, the move is symbolic and only confirms the grim view of the Palestinian future. People in the region have long seen the United States as deeply biased toward Israel and the hopes for a viable Palestinian state as fading.

But the American declaration casts into doubt the most important Palestinian hope that was still seen as achievable: a capital in East Jerusalem. Calling Jerusalem the Israeli capital without acknowledging its significance to Arabs comes off to them as a denial of the Muslim and Arab perspective, analysts said.

“For Palestinians, Arabs and Muslims, it has the same effect that denial of Jewish claims to Jerusalem has to Jews,” said Barnett R. Rubin, a former senior State Department adviser.

Moreover, he said, the move “confirms the narrative that the U.S. is at war with Islam and has no respect for Muslim and Arab perspectives.”

That perception is likely to damage the standing of the United States in the region.

“This will do tremendous damage to America’s image and interests in the region,” said Nabil Fahmy, a former foreign minister of Egypt. Of Mr. Trump, he added, “He is playing into the hands of the extremists and giving easy ammunition to extremists and terrorists.”

The move could also strengthen Iran, giving it back the mantle of resistance it lost when it sided with Syria’s government against an uprising. The elite force of Iran’s Revolutionary Guards, led by Qasim Souleimani, is called the Quds Force, named for Jerusalem.

“We just handed him a claim to lead the cause,” Mr. Rubin said.

The focus on Jerusalem may also provide fresh ammunition to violent extremists in the region. The Islamic State’s powerful affiliate in Egypt was born from the militant group Ansar Beit al-Maqdis, whose name translates as “Supporters of Jerusalem.”

But for many, outrage at Mr. Trump’s actions mixed with a sense of weary resignation. “We’ll see token protests and criticism from some countries,” Nadia Mohamed, a Twitter user from Misurata, Libya, wrote. “The media will make noise and then it will soon be over.”

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CRAIN'S NY: Jewish congregations and Disney maintain a footprint around Upper West Side's tallest tower  
**Date:** Friday, December 08, 2017 1:21:24 PM

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## **Jewish congregations and Disney maintain a footprint around Upper West Side's tallest tower**

CRAIN'S NY - Tom Acitelli

[http://www.craainsnewyork.com/article/20171208/REAL\\_ESTATE/171209895/jewish-congregations-and-disney-maintain-a-footprint-around-upper](http://www.craainsnewyork.com/article/20171208/REAL_ESTATE/171209895/jewish-congregations-and-disney-maintain-a-footprint-around-upper)

On Nov. 27 Extell Development Co., one of the city's more prolific developers, unveiled plans for what would be the tallest tower on the Upper West Side: a 775-foot residential spire on West 66th Street between Columbus Avenue and Central Park West.

But the neighborhood's City Council member, Helen Rosenthal, quickly labeled the plan a "classic bait-and-switch." She was referring to Extell's earlier plans for a 25-story building on the site, which it assembled through a partnership with another landowner on the block and through \$202 million in air-rights deals with the Jewish Guild for the Blind, at 15 W. 65th St., and The Walt Disney Co., which owns properties in the area.

"At 775 feet, this building is far too tall for the context of our neighborhood, overshadowing nearby buildings and Central Park," Rosenthal said in a Nov. 29 statement. "It is 175 feet taller than the highest building in the area, located at 69th and Amsterdam."

The height of Extell's project—50 W. 66th St.—would surpass even the proposed height of 200 Amsterdam Ave., a few blocks northwest. At a planned 670 feet, that condo tower had been slated to become the Upper West Side's tallest building.

As with Extell's building, the scale of 200 Amsterdam is only possible through air rights—including some from West End Avenue, one long block away. The acquisitions allowed developers SJP Properties and Mitsui Fudosan to expand their tower's zoning lot to 100,000 square feet even though its footprint would be 10,800. (Both buildings' assemblages involved deals with local synagogues.)

The Amsterdam building faced strong opposition from elected officials and some residents concerned that the developers had violated building codes and failed to provide sufficient open space. The Buildings Department halted construction in July as a result, though a subsequent audit cleared the way for the project to proceed. That decision is likely to be appealed.

Will 50 W. 66th St. face similar obstacles? Extell did not respond to requests for comment about its timeline on the project or Rosenthal's opposition. It has yet to file its plans formally with the city.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Tower Planned for Upper West Side May Be Too Tall and Too Late  
**Date:** Friday, December 08, 2017 6:19:17 PM

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## **Tower Planned for Upper West Side May Be Too Tall and Too Late**

NY TIMES - Charles Bagli

<https://www.nytimes.com/2017/12/08/nyregion/upper-west-side-69-story-tower-barnett-too-tall.html?ref=collection%2Fsectioncollection%2Fnyregion>

In a city seemingly exhausted by a long-running construction boom, the number of pitched battles over new developments appears to be growing.

Community groups and elected officials are challenging a planned 668-foot condominium skyscraper at 200 Amsterdam Ave., as well as a trio of towers in the Two Bridges neighborhood in Lower Manhattan. Opponents have also brought to a halt a planned 800-foot tower near Sutton Place on the East Side.

Now, the developer Gary Barnett, who built the first super-tall tower along what has become known as billionaire's row on 57th and has a second under construction, is pushing forward with yet another ultra high-end skyscraper that is already drawing opposition.

The tower is set to rise 775 feet, or 69 stories, on a side street on the Upper West Side. The limestone and bronze tower designed by the architecture firm Snohetta with chamfered corners and a butterfly-shaped crown is slated to include 127 condominiums with views of Central Park. There would be an outdoor terrace on the 16th floor with a garden and swimming pool.

The tower, which is planned for a site just west of Central Park West, would have an address of 50 W. 66th St.

Helen Rosenthal, the City Council member who represents the area, said the proposed tower was "out of context for the neighborhood, and part of the creep of Midtown West into the heart of the Upper West Side."

"We thought our zoning laws protect the area from very tall buildings," she said. "This is truly Sisyphean."

Not only is Mr. Barnett, the principal at Extell Development, facing off against the neighborhood, he is swimming against a tide of developers who believe the super luxury market has gone cold.

Sales of super-expensive apartments — those priced at \$5,000 per square foot or more that might sell for as much as \$100 million, fell to 42 in 2017 from 68 in 2016, according to CityRealty, a brokerage firm. Despite the number of superluxury towers under construction and the media attention, the highest priced apartments in New York City only represent a fraction of the thousands of apartments sold every year. But the collective price tag for the 221 units priced at \$5,000 a square foot or more that sold between January 2013 and today was \$5.8 billion.

There were six times as many apartments sold during the same period to the merely wealthy — in the \$3,000- to \$5,000-per-square-foot range, or say, \$20 million for a 5,000-square-foot unit.

Two more superluxury buildings nearing completion are expected to start closings on apartments next year. In the meantime, developers at the Sony Building on Madison Avenue and at 666 Fifth Avenue have abandoned their plans to convert those office towers into luxury apartments only a



billionaire could afford.

“I guess I didn’t get the memo,” Mr. Barnett said.

He said that he is convinced that New York will remain a haven for wealthy New Yorkers and foreign investors, who pay a premium for height.

Despite its reputation as a skyscraper city, New York has had a mixed view of tall buildings. In 1915, many New Yorkers recoiled from the sheer size of the 545-foot tall Equitable Building downtown, fueling passage of the city’s first zoning plan regulating height and setbacks.

Even the development-friendly administration of Edward I. Koch in the 1980s blocked attempts by Donald J. Trump and G. Ware Travelstead to build the world’s tallest tower.

And in 2007, the even more developer-friendly Bloomberg administration shaved 200 feet off the height of Jean Nouvel’s proposed 1,250-foot tower near the Museum of Modern Art in Midtown before approving it.

Ms. Rosenthal, the City Council member, and Gale Brewer, the Manhattan borough president, are questioning whether Upper West Side zoning allows Mr. Barnett to build so high without going through the city’s approval process.

But Mr. Barnett, a former diamond trader turned New York real estate mogul, is confident. He hired a zoning lawyer, David Karnovsky, the former general counsel to the city’s Department of City Planning.

“It’s a beautiful site,” Mr. Barnett said. “It’s a true residential location.”

The building would be the tallest on the Upper West Side, and it has taken three years to assemble the land.

In 2014, a minority partner in Mr. Barnett’s project, Megalith Capital, bought three adjoining tenements for \$85 million on West 66th Street, off Central Park West. Megalith sought to acquire a synagogue next door and a building behind the tenements, on 65th Street, owned by the Jewish Guild for the Blind.

But it was slow going and Megalith brought in Extell. Ultimately, Extell and its partners bought the synagogue property for \$45 million and a pledge to build a new synagogue inside the tower. They paid an additional \$147 million for the Guild property, while moving the institution to another location.

To build an even taller tower, Mr. Barnett also bought a substantial chunk of unused development rights — 132,054 square feet — for \$55 million, from ABC, the owner of a building on the West Side of the Guild property.

He initially filed plans with the Buildings Department for a 25-story building, even as he continued to acquire other property. Critics contend that Mr. Barnett used a “bait-and-switch” tactic to lull the neighborhood into complacency. Although he knew that the Upper West Side would be characteristically combative, Mr. Barnett said, he filed a plan for what he could build at the time.

Councilwoman Rosenthal contends that the zoning does not permit a 775-tall building.

But Mr. Barnett and his zoning lawyer argue that it allows for a slim tower of unlimited height as

long as 60 percent of the building's bulk is in a podium no higher than 150 feet tall.

"A 700-footer doesn't even rank anymore" as a super-tall tower, Mr. Barnett joked.

If the opposition doesn't stall the project, the building will be ready for occupancy in another three years when, presumably, the market is hot again.

Still, Jonathan Miller, chief executive at Miller Samuel Real Estate Appraisers and Consultants, contends, "The era is absolutely over for the super luxury property."

"Developers have one direction: forward," he added. "They build until they can't build anymore."

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** DN: Brooklyn school principal accused of harassing colleague for two years after she dumped him for cheating: suit  
**Date:** Saturday, December 09, 2017 7:28:27 AM

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## **Brooklyn school principal accused of harassing colleague for two years after she dumped him for cheating: suit**

DAILY NEWS - Ben Chapman, Larry McShane

<http://www.nydailynews.com/new-york/brooklyn/nyc-principal-allegedly-harassed-colleague-dumped-article-1.3686750>

He loved her. She loved him not. And now a spurned Brooklyn principal stands accused of harassing a colleague for two ugly years after she ended their affair.

Teacher Jordan Barnett, in an 18-page court filing, recounted the vile and vengeful antics of unrelenting Urban Action Academy Principal Steve Dorcelly once she dumped him for cheating.

“Despite plaintiff’s exemplary job performance, (Dorcelly) targeted and callously discriminated against her on the basis of her gender and sexually harassed her relentlessly in the workplace,” the November lawsuit charged.

The oversexed Dorcelly turned alternately vindictive and creepy, propositioning Barnett at time while also accusing her of bogus disciplinary violations, the court papers charged.

In Nov. 2016, the 36-year-old Barnett recounted Dorcelly sneaking up behind her as she bent over to plug her cell phone into an outlet during a meeting.

“Put your butt on me,” she recounted the grinning principal whispering in her ear.

About a month later, Barnett was talking with another colleague about a breast cancer scare that left her with painful cysts due to stress.

“That’s because no one is sucking on your (breasts),” Barnett allegedly said after overhearing their chat.

Rumors abounded about the \$161,871-a-year principal sleeping with “various staff members,” and Barnett alleged that Dorcelly was sexually involved with another academy staffer.

The 17-year principal, who boasts a clean disciplinary record, made another unwanted advance on Barnett during a Dec. 12, 2016, lunch at a Brooklyn burger joint.

When Barnett turned Dorcelly down, the principal snapped, “You’re going to regret the decision you made. Watch, you’ll see.”

“This guy’s using the school as his own personal dating service,” said Barnett’s lawyer Jonathan Tand. “He harassed her, and when she finally had the courage to leave him, he retaliated.”

Dorcely arranged for four investigations of Barnett in the last six months, his latest bits of payback against his ex-lover, the suit says. He embarrassed her in public, and gave Barnett unwarranted negative performance reviews.

She was “constantly targeted, ridiculed and criticized by Dorcely at every turn” during the spring 2017 semester — eventually landing Barnett in therapy, the court papers alleged.

The city Education Department declined comment on the suit, and would not say if an internal investigation was underway.

The city Law Department will review the complaint and “respond accordingly,” according to spokesman Nick Paolucci.

The lawsuit seeks an unspecified amount of money, and names the city Department of Education as a co-defendant.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** OBSERVER: New York's Top Specialty PR Firms, From Travel to Tech and Beyond  
**Date:** Wednesday, December 13, 2017 11:26:45 AM

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## **New York's Top Specialty PR Firms, From Travel to Tech and Beyond**

NY OBSERVER - John Bonazzo, Michael Kaminer

<http://observer.com/2017/12/the-best-specialty-pr-companies-in-new-york-city/>

We've got just 50 slots to recognize the city's top PR firms every year, but there are scores of specialist agencies that merit honorable mention. With that in mind, Observer ranked agencies in 10 major categories that define their industries.

### Travel

Hawkins International PR—Selective growth is the secret to Jennifer Hawkins' success; her firm's enviable portfolio now includes Paris' Hôtel Plaza Athénée, Loews Hotels & Resorts, the Beverly Hills Hotel and Fairmont.

The Brandman Agency—Ritz-Carlton, Qantas, Six Senses and La Mamounia top a client list of luxury travel brands and A-list real estate projects. NYC's Woolworth Tower Residences also tapped Brandman this year. Bonus: Brandman's site lets you sort clients by continent.

Lou Hammond Group—Hammond's ably expanded into real estate and tech but still shines brightest with travel; 2017 clients include Antigua and Barbuda and Cinnamon Bay Resort, along with prestige clients retained since the dawn of time. Bonus: The Haunted Attractions Association—who knew?—is a client.

Wagstaff Worldwide—Joie de Vivre hotels, VisitDenmark, Promote Iceland, Tourism Western Australia, Beverly Hills CVB and more destinations, airlines and hotels round out a sprawling client list for this five-city firm.

Finn Partners—Grownup firm with wide-ranging client list and strong travel and destination focus; think Air France/KLM, Greater Fort Lauderdale, Hilton, Hotels.com, Jamaica and the iconic I (Heart) NY campaign.

### Restaurants and Food

Baltz—Philip Baltz's quietly consistent firm numbers several Jose Garces eateries, Marcus Samuelsson's Red Rooster Harlem, Rosa Mexicano nationwide and now hotels like Gild Hall and Rosewood Mayakoba among its clients.

Hall PR—Industry people on several continents love Steven Hall, which is why his smart, compact firm reps hotspots like Megu, DaDong, Dallas' soon-to-open Bullion and LES newbie Lil' Gem.

Lion and Lamb Communications—High-low mix of tasty clients, from 16 Handles and Birch Coffee to hot spots Oiji, and Au Zaatat to W Hotels and Cuba Travel Network.

Colangelo & Partners—Hindi, Japanese, Farsi, Indonesian, Arabic, Kurdish, Turkish,

Icelandic, Danish, German, Norwegian, Swedish, Hebrew, Italian, Spanish, French. Sixteen languages spoken is one reason Colangelo's the leader in international wine PR with clients from Napa Valley to Spain to Tuscany to South Africa.

Bullfrog & Baum—For its first-ever schmear of PR, Katz's Deli called on Jennifer Baum's rock-solid firm, which also counts Great Northern Food Hall and its sibling eatery Agern, Bobby Flay's Gato and Blue Ribbon Restaurants among its clients.

## Real Estate

Hundred Stories—Projects across North America for clients like Taconic Investment Partners, El Ad Group, Silverstein Properties, Fortis Property Group and DHA Capital; in its spare time, the agency runs the starry City of Tomorrow conference, which has lured the likes of Harry Macklowe and Ian Schrager to the 92nd Street Y.

Optimist Consulting—Smart marketer whose arsenal includes Instagram—client Madison Square Park Tower has 20,000-plus followers. Burgeoning fashion and style arm this year handled Gigi Hadid's new jewelry line and the buzzy Paul Newman Rolex auction.

Gotham PR—Courtney Lukitsch's firm isn't about real estate, per se, but the creatives who make it interesting: Groovy Viennese firm Veech x Veech, futurist architect John Portman and hirsute interior designer Andres Escobar are the latest on a long list.

Risa Heller Communications—A former flack for Chuck Schumer and David Paterson, Heller knows how to talk her way out of a sticky situation. She represented Jared Kushner and Ivanka Trump until August; her current varied client list includes Airbnb, the Metropolitan Opera and NYCFC in a practice that straddles real estate, crisis and high-level public affairs.

Beckerman PR—Already a force in property development, Beckerman very sagely established the first real estate technology practice last year, a move that's proving both prescient and profitable. Clients are piling on, including Ten-X, Xceligent, Honest Buildings, WiredScore, Compass, redIQ, Notable and Snapchat's Snaplistings Management.

## Tech

Clarity—Tech startups swarmed Clarity this year, but the firm shone brightest in its work for Jewish news organization the Forward, including a digital rebrand and global coverage around history-making exposes—like the one that lost Sebastian Gorka his White House job.

Kite Hill—Nearly 50 percent jump in revenue at Tiffany Guarnaccia's feisty little firm with projects from BuzzFeed and Genius, new clients like content creator Deluxe and major growth at its Experiences division and content studio. Guarnaccia still leads Communications Week, too—bigger than ever this year.

Affect—A pioneer in the world of blockchain PR—she's worked the space for two years—Sandra Fathi is also ahead of the curve on artificial intelligence, AR and other things we don't understand.

SourceCode Communications—Greg Mondshein and U.K. expat Rebecca Honeyman left

Hotwire PR to start this smart, scrappy firm that's making waves with "scale-ups"—as opposed to startups—like Hinge, Buzzweb and Supportful. Relationships with European media give the pair a leg up.

Moxie Communications—This year's client wins for Taryn Langer's well-liked operation include CollegeHumor, StadiumGoods, Daily Harvest, Hourglass Cosmetics and Trivago—so get ready to see that ubiquitous "guy" in a lot more commercials.

## Fashion

Mode PR—Downtown movers and shakers with indie roster: Bing Bang, R13, Walk of Shame, more. Paparazzi often snap celebrities like Kendall Jenner, Jennifer Lopez and Natalie Portman sporting clients' attire. Founder Amanda Carter, one of the queens of New York Fashion Week, also gets top placements in industry bibles like Vogue, InStyle, W, Glamour and Elle.

Berns Communications Group—Equally adept at traditional media and influencer schmoozing, Stacy Berns' 15-year-old firm counts Hudson's Bay, Fred Segal, Alibaba Group and DXL among its wide-ranging clients.

LaForce—Any agency whose roster spans Omega watches, Andy Boy lettuce, NexCare bandages, Fiskars scissors, NYC's Seaport District and LinkedIn is doing something right. We think.

Factory PR—From NYC and L.A., Factory throws its weight behind cool midmarket brands like Fjallraven, Combatant Gentleman, WRK, Camper and Mango.

Black Frame—Insider's insider Brian Phillips actually shapes the brands he works with. Though it met with some sneers, Helmut Lang's relaunch as a "magazine" with rotating "editors" was apparently his idea.

## Beauty

Red PR—Julia Labaton's mighty little firm remains a favorite of industry insiders and the go-to for foreign companies growing U.S. business; clients include Morgan Taylor Lacquer, Ouidad, Natura Brasil and Alcantara.

Marina Maher Communications—Venerable firm that bills itself as "artfully persuasive" in service of big brands from CoverGirl to Gillette Venus to Clairol to...Depends.

Lippe Taylor—Staked a claim to power-of-women marketing with Nestle's Differin skin care brand, Botox, Yellowtail wine, and Gwen Stefani for Revlon.

BOLD—Big names like Pat McGrath Labs, Prada Parfums, Fenty Beauty by Rihanna, L'Occitane and Marc Jacobs Beauty are marquee clients at this "deliberately small" agency with strong chops in both content and digital.

MBA Partners—Ex-Dior Beauty PR mistress Bryn Kenny and Place PR founder Matthew Snyder merged into MBA Partners in October; 37 Actives, Recipe for Men, Room & Board and Zelens Skincare top the inaugural client list.

## Finance

Prosek Partners—We know Prosek makes powerful new-business pitches; in fact, they sent us their deck for Citi, a prospective client, instead of a Power 50 submission. We think they'll recover; Prosek still manages \$10 trillion in assets, and revenue is up 30 percent. The firm broadened its ranks this year with clients like UBS, IBM, the Ford Foundation and of course Citi.

Sard Verbinnen—Sard celebrated its 25th anniversary with a new Hong Kong office and fresh clients like Tiffany, Ralph Lauren, Snap, the Nordstrom family, Wells Fargo and Nelson Peltz's Trian. But more than a third of its partners have bolted since a piece of Sard was sold last year. And Gasthalter, a new firm run by former staffers, eclipsed the old masters in repping U.S. hedge funds, according to Absolute Return.

Stanton—Remember Dorf & Stanton? That was industry eminence Alex Stanton. Now, his youngish firm reps big-deal clients like Bain Capital and TD Ameritrade; Stanton's handled 45 M&A transactions this year alone.

Gladstone Place Partners—Former Brunswick partner Steve Lipin, a self-described “hack to flack,” made headlines when he launched his boutique consultancy in October. Look out, big guys.

Dukas Linden Public Relations—Some numbers on Dukas: Its clients manage more than \$1.5 trillion in assets. It claims to have generated more than 550 broadcast placements this year. And some names: The firm reps Raymond James, Eaton Partners and Brandes Investment Partners among others.

## Arts and Culture

Motormouth Media—Any firm whose roster includes Diamanda Galas, Destroyer, Austra, Haxan Cloak, the Horrors, The Soft Moon and Marnie Stern deserves the most serious of props.

ThirdEye—Intriguing roster of “partners”—don't call them “clients”—in blurry space between art and fashion, including Artwalk NY, Socrates Sculpture Park, Patrik Ervell, New York Botanical Garden and Maison Margiela.

Kubany Judlowe—Clients at this brainy boutique include Denver's Contemporary Art Museum, architect Deborah Berke and the Museum of Jewish Heritage, which just launched its pioneering Holocaust holograms education program.

Grapevine Public Relations—DKC denizens Chelsea Nachman and Molly Barnett left the firm in October to start this cool new venture. Its clients at launch included Cyndi Lauper and Dear Evan Hansen, so this is definitely one to watch.

Fitz & Co—Art Basel. Do we need to say more? How about BMW, Perez Art Museum Miami, Storm King Art Center, Rolls Royce, LACMA, Aga Khan Museum and others, on five continents?



## Nonprofit and Cause

Anat Gerstein & Associates—A masterful campaign for the Girl Scouts—whose homeless shelter troop expansion got page one of *The New York Times*, along with features on *Today* and *The View*—emerged as one of 2017’s media coups. With the firm’s help, old-school clients like The Workmen’s Circle and the Alliance for Positive Change have also become unlikely media stars—we’re talking the *Times*, *Wall Street Journal*, *Today* and more.

Phil & Co—Cutesy name—for “philanthropy and companies doing good”—but serious work for clients like the American Diabetes Foundation, Technion and Carnegie Corporation.

DG & Co—Veteran fight-the-good-fight firm’s roster includes Ad Council, Center for Jewish History, Math for America, Atlantic Philanthropies, United Nations Foundation and Mississippi Center for Justice.

The Tasc Group—Serious media relations and thoughtful strategy for clients from David Lynch Foundation to Farm Sanctuary to the Trayvon Martin Foundation.

Fenton—Along with launching Actio, a corporate social responsibility practice, Fenton this year welcomed back former de Blasio spokeswoman Karen Hinton, who fought hard to recover from a serious treadmill accident.

## The Generalists

Havas PR—Industry oracle Marian Salzman continues to lead this hard-charging firm through choppy waters with wins across pharma, food and foundations, and there’s more growth in outposts like Pittsburgh and Phoenix.

Burson Marsteller—It’s been a year of massive change as this storied legacy giant continues its never-ending reinvention; along with a raft of new C-suite talent, Burson managed to attract business from Spotify, General Tire, Avaya and Baidu, among others.

Nicholas & Lence Communications—It was a good year for this very New York firm with wins like Citywide Ferry Service, The ARK animal import and export terminal at JFK, Spin and the recently opened National Geographic Encounter: Ocean Odyssey in Times Square. Caesars Entertainment and its 22 properties nationwide came aboard late in 2017 too—a nice cherry on the cake.

5WPR—Sprawling client list spans big brands like CheapoAir and Walgreens and midsize companies like Viki’s Granola and Santa Margherita winery, as well as plastic surgeons, lingerie makers and the Westminster Kennel Club.

Goodman Media International—Industry sage Tom Goodman tacked on the “International” this year as his venerable firm added Alibaba Group, Ink Media and Pelé—yes, the soccer legend— to its eclectic roster.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** BOND BUYER: Minority, women-owned firms may vie for more NYC business  
**Date:** Friday, December 22, 2017 1:54:01 PM

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## **Minority, women-owned firms may vie for more NYC business**

BOND BUYER - Chip Barnett

<https://www.bondbuyer.com/news/bill-would-let-minority-and-women-owned-firms-vie-for-more-business-with-nyc>

A bill to let New York City expand opportunity for Minority and Women-owned Business Enterprises is awaiting final approval from Albany.

Under a bill passed overwhelmingly by the New York State Legislature, the city could spend up to \$150,000 on contracts with MWBEs who offer goods and services without requiring them to first go through a long and formal RFP and bidding process.

The city's current discretionary limit is \$20,000 and the increase to \$150,000 for goods and services almost matches the state's \$200,000 limit.

A second provision of the bill would allow the city to consider a firm's status as an MWBE when using the best value procurement method. Using this method lets the city judge a bidder's record of complying with existing labor standards, maintaining harmonious labor relations, and protecting the health and safety of workers.

"At the end of the day, this is an economic development program and a jobs program," Jonnel Doris, the Director of the City's Office of MWBEs, told The Bond Buyer. "We want MWBEs to have a fair shot in doing business with the city."

Doris is responsible for identifying strategic policy guidance, programs, services and accountability mechanisms to increase the number of awards to qualified MWBEs. He also works with city agencies and advises the mayor and administration.

Earlier this year, the state Assembly passed the bill by a vote of 115 to 15 while the Senate vote for it was unanimous at 63 to 0. Gov. Andrew Cuomo has until Dec. 29 to sign the bill into law.

As the legislation pertains to a city program, there is no fiscal impact to the state.

Earlier this year Mayor Bill de Blasio created the Contract Financing Loan Fund, which lets MWBEs apply for low-interest contract financing loans of up to \$500,000. The mayor is also aiming to double the number of MWBEs certified by the Department of Small Business Services to 9,000 from 4,500 by 2019.

The fiscal impact of the new legislation is apparent. In fiscal year 2016, the total value of contracts under the current \$20,000 discretionary cap was \$109 million.

If, however, in fiscal 2016 the city had had discretion for contracts of up to \$150,000, the total value of contracts under that threshold would have been \$257 million and MWBEs would have had access to those contracts through discretionary spending.

“This bill will expand opportunity to those in communities that may have been marginalized in the past,” Doris said, “and the more we can open up and make it easier for MWBEs to succeed, the more we can grow those opportunities for those in our community.”

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Manhattan Prices Stable in 2017, Even as Luxury Takes a Breather  
**Date:** Friday, December 29, 2017 11:40:39 AM

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## **Manhattan Prices Stable in 2017, Even as Luxury Takes a Breather**

NY TIMES - Vivian Marino

<https://www.nytimes.com/2017/12/29/realestate/manhattan-prices-stable-in-2017-even-as-luxury-takes-a-breather.html?rref=collection%2Fsectioncollection%2Fnyregion>

Manhattan's luxury market took a much-anticipated breather for most of 2017.

The frenetic pace of activity, long the norm during the recent building boom, slowed. Many high-end and ultra-high-end listings faced deeper price cuts, more time on the market and fewer bidding wars.

The overall residential market, however, remained healthy, with continued strong demand for an ever-tight supply of entry-level and mid-market homes.

The year's priciest transaction occurred in the final days of the year. Three combo-ready penthouses on the 92nd and 93rd floors of the supertall 432 Park Avenue sold to an unidentified buyer for \$91.13 million. (Each of these half-floor sponsor units had been priced at around \$40 million.) This was the most expensive sale in the building and the third-highest ever for a single residence in New York City.

Brokers and other industry professionals expect the market to remain relatively stable through 2018 as the pipeline of so-called legacy contracts — deals often signed by buyers worldwide years ago while developments were under construction, some carrying stratospheric prices — continues to dry up.

“We’re closing out of an era of new superluxury developments from over the last five or six years,” said Jonathan J. Miller, the president of the Miller Samuel appraisal firm. “They have been built and sold, and we’re moving onto the next phase.”

Daniel Levy, the chief executive of CityRealty, which tracks apartment sales in Manhattan and Brooklyn, said he believes “the market has found its equilibrium.” Comparing 2017 data with that of the previous year, he discovered “year-over-year virtually identical, almost within pennies of each other.”

Closed transactions for all Manhattan condominiums and co-ops were projected to total 12,000 in 2017, with sales reaching \$25.9 billion. This compares with 11,853 transactions and \$25.8 billion in 2016, according to CityRealty's year-end report. (Apartments priced at \$10 million and above made up 18 percent of these sales; those under \$1 million were 13 percent.)

The average sales price was unchanged at \$2.2 million, the report said.

“This is a sign of a steady, strong market,” Mr. Levy said. “It’s not crazy in either direction. If you’re a buyer, you don’t have to buy the first thing you see. If you’re a seller, you don’t have to wait forever to sell it.”

Many sellers, though, did have to adjust prices to reach a deal. Buyers, more discerning and cautious, eschewed properties considered overpriced or unremarkable, especially on the luxury side, where inventory was more plentiful. The average discount on all condos was around 9 percent, Mr. Miller said, adding that the price drops helped spur sales.

Sellers unwilling to budge on price often saw their listings sit. “At the high end a lot of sellers still believe in aspirational pricing,” said Hall F. Willkie, a president of Brown Harris Stevens, “and this is not a market for aspirational pricing.”

Pamela Liebman, the chief executive of the Corcoran Group, also noted “a huge buyer resistance to this tone that sellers took over the last several years, when buyers were so anxious for a good apartment that they would pay anything.”

Manhattan resale listings spent more time on the market in 2017, according to Corcoran data, especially higher-end homes. The average for those costing \$10 million or more was 213 days, up from 206 in 2016. For under \$1.5 million, it was 90 days, up from 81.

## NEW DEVELOPMENTS

As developers sustained a steady pace of new construction, luxury condominiums continued to fill up. “Many new developments saw quite a few deals in 2017,” said Kelly Mack, the president of the Corcoran Sunshine Marketing Group, Corcoran’s new-development arm.

Nearly 2,400 units opened for sale, which was slightly below the yearly average of 2,500 units for the last 10 years, Ms. Mack said, although available new development inventory was still up around 15 percent from the previous year. “It’s not surprising buyers are acting with less urgency than they were in 2014 and 2015,” she said. “They can shop multiple developments.”

The CityRealty report projects 1,750 new-development units will be sold in 2017, down from 1,841 in 2016. Leading the way in volume, it said, was 56 Leonard, the Jenga-like glass skyscraper in TriBeCa. This distinctive 60-story tower had its priciest closing this past year with the \$47.87 million sale of its top-floor penthouse. This was also the city’s sixth highest transaction.

Also in TriBeCa, a penthouse at 443 Greenwich Street sold for nearly \$44 million, the city’s 10th highest. The building has been popular with celebrities. The actors Meg Ryan and Jake Gyllenhaal each bought there several months ago. The comedian Mike Myers also made a purchase, but in an apparent change of heart sold it weeks later at a loss.

And at the Greenwich Lane, a nearly blocklong complex on the site of the former St. Vincent’s Hospital campus in Greenwich Village, a penthouse closed at \$40.04 million.

Once again, though, 432 Park, the concrete-and-glass high-rise on Billionaires’ Row, between 56th and 57th Streets, dominated the city’s top-20 biggest sales list. Six transactions there made the cut, including the year’s top sale: the duplex combo on the 92nd and 93rd floors, which totals nearly 12,000 square feet.

The year’s second most expensive closed sale was a penthouse encompassing the 85th floor

of 432 Park; it sold for \$65.66 million. A similarly sized penthouse two stories below was third, at \$65.16 million. The building is currently the tallest residential tower in the Western Hemisphere, topping out at 1,396 feet.

## OTHER CONDOS

Nearly all the top sales in 2017 were at condominiums. While many of them occurred in the new developments, there were also big closings at older buildings.

The city's fifth most expensive sale was at 15 Central Park West, the twin-tower limestone structure at 61st Street that opened in 2008. A penthouse on the 40th floor sold for \$50.55 million. (The building once held the record for the city's most expensive single-family residence, with an \$88 million penthouse sale in 2012.)

Another penthouse — this one on the 77th floor at Time Warner Center's Mandarin Oriental, at 80 Columbus Circle, which opened in 2003 — sold for \$38.9 million.

The condo market over all was basically flat. The average price for all condo units was \$3.1 million, unchanged from 2016, according to CityRealty. The average price per square foot was \$1,868, versus \$1,888. Sales volume was projected to total 5,600, marginally lower than the previous year's 5,641.

Still, the unit price is a big leap from 10 years ago when the average was \$1.6 million.

## CO-OPS

It was arguably a stronger year for co-ops, which make up the city's older housing stock. The average price for a unit in Manhattan rose to \$1.4 million from \$1.3 million in 2016, according to CityRealty. Closed sales also increased, to a projected 6,400 from 6,212.

"Co-ops aren't dead," Mr. Willkie said. "There's interest in new properties with amenities, but keep in mind: 65 percent of the housing stock out there is co-ops."

Upgrades at many prewar buildings have helped sales. "They're renovating lobbies and elevators, and adding gyms," said Scott Durkin, the president of Douglas Elliman Real Estate, "really upping their game to attract buyers."

The year's priciest co-op sale, at \$55 million, and the city's fourth most expensive transaction, was a third-floor unit at the limestone-clad 960 Fifth Avenue, at 77th Street. It was sold privately by the estate of Robert H. Ellsworth, a prominent dealer of Asian art who had lived in the building for more than three decades. The buyer was Carlos Alejandro Pérez Dávila, a Colombian financier whose family controlled the brewing giant SABMiller.

The second largest co-op closing was for \$45 million. The actress Demi Moore sold her triplex penthouse atop the south tower of the landmark San Remo. It took her two years and a \$30 million reduction from the initial asking price to close the deal. Still, it was the highest price ever paid for a residence at the twin-peaked building at 145-146 Central Park West, between 74th and 75th Streets.

Another big sale — also a triplex — had an even larger price cut and lengthier market

duration. The apartment, perched atop the Pierre Hotel, at Fifth Avenue and 61st Street, sold for \$44 million. It had been on and off the market for more than four years, and at one time had a \$125 million list price.

## TOWNHOUSES

There was a steady flow of townhouse transactions in 2017, with the priciest houses just blocks from each other on the Upper East Side. Many of these sales also came with sizable price reductions.

The six-story Clarence Whitman Mansion, at 7 East 76th Street, was sold by the Japanese philanthropist Bungo Shimada. The price was \$41.5 million. (Property records recorded the sale at \$33.2 million, but the listing broker said another \$8.3 million went to the seller's charitable foundation.) The 1898 limestone house had been on and off the market since late summer 2015, and had been listed for as much as \$50 million.

The five-story mansion at 12 East 73rd Street was sold for \$41 million by the real estate investor Andrew L. Farkas, whose family owned the Alexander's department store chain. And nearby, 58 East 66th Street closed; it was acquired by Craig Filipacchi, a prolific broker with Brown Harris Stevens, for \$24.18 million.

Another townhouse seller was the former "Today" host Billy Bush. His home at 224 West 22nd Street fetched \$7.43 million, about 15 percent below what he had paid for it in 2015. The sale came after his suspension and subsequent departure from the morning show.

## BROOKLYN

The borough had a record condo transaction in 2017, with the long-awaited sale of a triplex penthouse atop the Clock Tower building in Dumbo.

The 7,000-square-foot apartment, at 1 Main Street, closed at \$15 million after lingering on the market for more than seven years. The original price was \$25 million.

This was Brooklyn's second most expensive residential sale. In 2015, an enormous brick townhouse in Cobble Hill, with a four-car garage, closed at \$15.5 million. The photographer Jay Maisel bought the house for use as a studio and residence.

## LOOKING AHEAD

Construction cranes for residential projects continue to dot the skyline. At least 72 new buildings will add 5,636 units to the Manhattan market between 2018 and 2020, according to another report by CityRealty.

Among the notable developments: 220 Central Park South, a limestone-clad skyscraper set to open in late 2018, and where a quadruplex was listed for \$250 million. If sold for that price, or anywhere near it, this would be the most expensive single residence in New York City. The record is currently held by a duplex at the pinnacle of One57, in the heart of Billionaires' Row at 157 West 57th Street. It sold in early 2015 for \$100.4 million.

Other coming developments include another supertall addition to Billionaires' Row, Central

Park Tower, on West 57th Street, which will rise 1,550 feet. Also, 53W53, on West 53rd; One Manhattan Square on the Lower East Side; and 15 Hudson Yards, the first condo in the Hudson Yards mega development.

Market analysts are optimistic about sales despite the slowdown in the luxury. “There are unique buildings that are so special — because of location, amenities or architecture — that they can buck the trend,” said Gregory J. Heym, the chief economist of Terra Holdings, the parent company of Brown Harris Stevens and Halstead Property.

Gary Barnett, the founder and president of the Extell Development Company, said he’s already seeing healthy sales activity at One Manhattan Square, which his firm is developing, along with Central Park Tower.

“We’re comfortable with the pace of sales there,” he said, though declining to disclose how many of One Manhattan Square’s 815 units have been spoken for since sales began in 2016.

Prices at that building, which will tower over the East River at the base of the Manhattan Bridge, are significantly more affordable there than at Extell’s other developments, which include One57. They start at around \$1.2 million for a one-bedroom and go up to \$12 million for a duplex penthouse, Mr. Barnett said, adding that carrying costs are also relatively low because of a 20-year tax abatement.

Mr. Barnett was also optimistic about future sales at Central Park Tower, which will have a Nordstrom department store at its base and 179 condo units. He didn’t provide specifics about prices, but documents filed with the state attorney general indicate that total sales were anticipated to exceed \$4 billion.

“The demand in New York City is still very good,” Mr. Barnett said. “People around the world still want to live here.”



**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CURBED NY: 6 crucial ways New York City's landscape will change in 2018  
**Date:** Thursday, January 04, 2018 11:25:51 AM

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## **6 crucial ways New York City's landscape will change in 2018**

CURBED NY - Zoe Rosenberg

<https://ny.curbed.com/2018/1/4/16797574/nyc-real-estate-architecture-predictions-2018>

Curbed NY has spent the past few weeks reflecting on what 2017 brought to the city, from its blockbusters sales to its best new architecture, its newest landmarks to the institutions that threw in the towel, and how the city reacted to big issues like wealth inequality, homelessness, and an ailing public transit system.

Now, with New Year's behind us, it's time to look toward what 2018 will bring. This coming year will serve up no shortage of milestones in the projects that are defining 21st-century New York City: From the construction of the west rail yard platform that will lay ground for the second half of Hudson Yards to the opening of 3 World Trade Center, 2018 will see a steady march of progress. It will also lay bare the circles of power that impinge on that progress. (Those fixes to the subway cannot wait.)

Here now, what New Yorkers can expect to play out across the built environment in 2018.

### Megaprojects

It'll be a big year for Essex Crossing, where some of the former SPURA site's first public amenities will open for business. In 2018, expect the first phase of the Market Line, the new Essex Street Market, Trader Joe's, Target, NYU Langone's Joan H. and Preston Robert Tisch Center, bowling alley Splitsville, and Regal Cinemas to roll out the welcome mat.

The new year will also see the rentals of The Rollins, named for jazz legend Sonny Rollins, hit the market in January; 115 Delancey Street will unveil its rentals this spring or summer; and the senior center at 175 Delancey Street will debut.

Construction will continue into the new year on the 92-apartment affordable building for seniors at 140 Essex Street, and will kick off on the office and market rate condo building at 202 Broome Street, as well as on the office and mixed income rental building at 180 Broome Street.

On the Upper West Side, the three rental and condo buildings of Waterline Square, designed by Richard Meier, Rafael Viñoly, and Kohn Pedersen Fox, have topped out and are in the process of courting buyers. Closings are expected to start in late 2018, meaning move-ins will follow.

Come spring, construction will start on Cipriani's 28,000-square-foot food market at Two Waterline Square. Work here, as well as on the mini-megaproject as a whole, is expected to wrap in 2019.

Will everything move forward according to plan in 2018 at the Domino Sugar Refinery? The decision by Two Trees to tap Practice for Architecture and Urbanism to revamp the original design for the project's landmark refinery building came out of left field in 2017, so who's to

say whether it's immune to further shake-ups?

What we do know is that its second new-construction building, an office and rental tower at 260 Kent Avenue designed by COOKFOX, is due to top out at 42 stories this year. Domino will also debut its 11-acre park this summer—details on that can be found below.

The forward progress at Hudson Yards will march on into 2018, with work finally starting on the platform that will cover the megaproject's second half on the west rail yards (stretching between 30th to 33rd streets from Eleventh to Twelfth avenues). This year will also bring a topping-out at 88 stories for 15 Hudson Yards, the site's first residential building to launch sales, as well as a construction kick-off on 30 Hudson Yards's sky-high observation deck.

As for openings, 2018 will see the office building at 55 Hudson Yards open its doors to tenants like Arosa Capital Management and Cooley LLP. Also expect to see landscaping appear at the public square and gardens surrounding Thomas Heatherwick's Vessel, now topped out.

### Transit

After the disaster of a year that 2017 was for New York City's public transit, 2018 couldn't possibly be worse—or could it? The typically tight-lipped MTA did not return a request for comment about its course of action in 2018, but here's what we know: In late July, MTA chairman Joe Lhota announced an \$836 million emergency action plan aimed at addressing both immediate and long-term issues with the subway.

That action plan concentrated in part on things like fixing 1,300 signals most in need of maintenance between the time of the plan's release and the end of 2018, more regularly cleaning the tracks, and increasing the numbers of cars on trains when possible. That plan, however, is threatened by the city's lack of fiscal commitment to the agency (which, lest we forget, is controlled by Governor Cuomo in Albany.) The state and city are still sparring over who will commit what to fixing the subway, but one thing's for certain—those fixes need to happen, and soon.

Another big story this year will be the coming L train shutdown: Now that the MTA and the DOT have released mitigation plans, the next year will be all about implementing those changes, including improvements to bike infrastructure near the Williamsburg bridge, and creating protected bike lanes on 13th Street.

### Preservation

In late October, architecture firm Snøhetta announced it had been tapped to reimagine Philip Johnson's iconic postmodern skyscraper at 550 Madison Avenue as a contemporary office space with a newly transparent podium. The renovation announcement became a rallying call for preservationists across the spectrum who banded together to seek protections for the building.

Less than 30 days later, the Landmarks Preservation Commission agreed to calendar the former Sony and AT&T headquarters for consideration as a New York City landmark (and anyone who follows the Landmarks Commission knows that haste is not its specialty.) The tower is currently awaiting a hearing that has yet to be scheduled but will more than likely happen this year.

Near Union Square, another preservation battle is raging over the so-called Silicon Alley area. Greenwich and East Villagers have been pushing for height protections and affordable housing requirements in the area for years, but the fight has been renewed by Mayor Bill de Blasio's announcement of a new tech hub at the former P.C. Richard & Son site on East 14th Street.

The Greenwich Village Society for Historic Preservation wants height restrictions in the area that would limit buildings to between 80 to 145 feet, and would have incentives for creating affordable housing. To date, the area's Community Board 3 has passed a resolution supporting GVSHP's proposed zoning protections, following CB2's lead in 2015.

The city is on track to release a rezoning application for the tech hub early this year. The city is alleging that the hub will have no adverse environmental impact on the area, a measure that would help it bypass the Environmental Impact Statement that comes as a precursor to the labyrinthine land-use review procedure. GVSHP, of course, disputes this. Bypassing the EIS would help the city fast-track the tech hub's final approval.

### Rezoning

The De Blasio administration will continue its tear to rezone parts of the city, and first up this year is Jerome Avenue in The Bronx. The rezoning is poised to affect 92 blocks along the thoroughfare and create about 4,000 new apartments, 1,500 of which will be affordable.

The proposal has won the approval of the various Bronx community boards it will affect (4, 5, and 7), along with the approval of Bronx Borough President Ruben Diaz Jr, with some stipulations. The rezoning is now in the public review phase, with the City Planning Commission (CPC) expected to vote on—and likely approve—the measure in January, paving the way for full City Council approval.

The canal-straddling neighborhood of Gowanus is no stranger to talk of rezoning; between 2013 and 2015, neighborhood residents and City Councilman Brad Lander created the Bridging Gowanus framework that would prioritize neighborhood concerns for a future rezoning. That framework is now being considered by CPC, which launched its study for Gowanus's rezoning in October 2016. The agency is aiming to release its rezoning framework to the public early this year.

Meanwhile, the NYC Economic Development Corporation is moving forward with its proposal to rezone Inwood. The rezoning proposal calls for the creation of new apartments in the neighborhood—just 200 have been built in the last two decades—as well as measures to preserve the affordability of apartments aging out of regulatory agreements. The rezoning is expected to enter the land-use review procedure in mid-January, with hearings and votes in front of Inwood's community board, Borough President Brewer, CPC, and City Council to follow.

### Skyline

This past year was a big one for One Vanderbilt. The second half of 2017 finally saw the 1,401-foot office building go vertical and its rise will continue in 2018. By the end of this year, the SL Green-developed building is expected to reach 39 stories with concrete on deck through the 35th floor, and curtain wall installed up to the 12th floor. It's expected to top out in February 2020.

The Rogers Stirk Harbour + Partners-designed 3 World Trade Center will officially open in the spring, making it the fourth building to be completed on the new World Trade Center campus. The 2.5 million-square-foot building topped out at 1,079 feet back in 2016, and has been courting tenants in the interim. Advertising media company GroupM has signed on as one of the building's major tenants, taking 700,000 square feet of office space.

Extell and SMI USA's Central Park Tower will continue to make its skyward ascent to 1,550 feet throughout 2018, though the ultra-luxury condo building won't top out until the following year. However, the building's 179 condos are due to hit the market this year. Whether they'll have public listings, or be marketed more exclusively like the condos of 220 Central Park South (which we have yet to see listings for) remains to be seen. The developers aren't yet ready to release asking prices, but assume they'll be astronomical.

What 2018 holds for JDS Development Group and Property Markets Group's 111 West 57th Street is unclear, given the legal troubles it faced in 2017, but here's what we know: A flurry of filings with the Department of Buildings in the middle of last year indicate that the project has every intention of moving upward in 2018. This past year brought news that some of the building's 60 condos have quietly entered contract, so expect more news from the city's skinniest skyscraper in the next 12 months.

Another JDS project, Brooklyn's first supertall skyscraper at 9 Dekalb, is expected to make major progress in the coming year. Foundation work for the 1,066-foot building will wrap up this year, and the tower will begin to make its dent on Brooklyn's skyline.

#### Natural landscapes

Williamsburg's Bushwick Inlet Park is far from being complete, but the city is making strides to deliver on its promise for the 28-acre park. In October, Mayor de Blasio pledged \$17.5 million towards advancing two of the park sites the city has acquired but not yet developed. That means that in 2018 the city will start designing, with the input of the community, the parcel at 50 Kent Avenue. The site, formerly home to the Brooklyn Flea, is currently being remediated by National Grid.

The Parks Department will also start looking into what steps it will need to take to remediate the former site of a CitiStorage warehouse that burned down in a seven-alarm blaze in January 2015. Once remediated, the 11-acre site will account for nearly half of the 28-acre park.

New Yorkers will have a new waterfront park to enjoy this summer. Domino Park, part of the Domino Sugar Refinery redevelopment, is poised to open by early summer, bringing two Bocce courts, a flexible turf field, a volleyball court, a dog run, and public open space to South Williamsburg. The six-acre park is designed by James Corner Field Operations and, much like the firm's High Line, will weave its way through the 11-acre Domino megaproject site.

Moving south, Brooklyn Bridge Park's Pier 3 will open in the summer, wrapping up the six pier-to-park conversions at BBP. But that doesn't mean Brooklyn Bridge Park is complete: Construction on Pier 2 Uplands is poised to kick off in the fall, and will bring 3.4 acres of parkland to the former site of the wildly popular pop-up pool by 2020.

The final piece of Brooklyn Bridge Park, a two-acre plaza under the Brooklyn Bridge, finally

has a conceptual design and is in the fundraising stage. It's still TBD when work will kick off here, but it will bring a place for seasonal markets, concerts, and a temporary ice rink to the Dumbo waterfront.

Over in Manhattan, the Parks Department is at work advancing the design for the East River Greenway that will cover a significant portion along the island's east side. Mayor de Blasio's commitment of over \$200 million in 2017 allowed design work to begin on the section between East 53rd and East 61st streets. In 2018, design work will begin on the section between East 125th and East 132nd streets.

Ongoing work on several sections of the greenway will be completed in 2018, including the areas stretching from East 88th to East 90th streets and East 124th to East 125th streets. This year will also see work start on the rehab of Pier 42 (finally!), the completion of work on Sutton Place Park in the summer, and the unveiling of East River Park's synthetic turf soccer field and running track come the fall.

Governors Island won't see much in the way of construction this year, but it'll make small and meaningful advances towards becoming a year-round destination for New Yorkers. For starters, the island will remain open from May through October 31, an expanded schedule it first tried out in 2017.

The Trust For Governors Island is busy seeking tenants for the island's historic buildings, a big task it believes will help the island to become a year-round destination. Though vendors are TBD at this point, the organization courting everything from food purveyors to nonprofits. The island will see some expanded food options in 2018 from north to south, including the return of Island Oyster. It'll also get some new entertainment perks (think things like last year's ziplining near Liggett Terrace) that the trust will announce in the coming months.

Meanwhile, over on Staten Island, Freshkills Park is coming into focus as the Parks Department continues work on North Park, the 21-acre section of parkland on the old Fresh Kills Landfill site. The Parks Department will also continue designing its South Park (not that South Park) with the goal of completing its design in 2019. That space will include three multi-purpose fields and trails, car and pedestrian access, connections to the Owl Hollow Soccer Fields, parking, and a public restroom and plaza.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** GUARDIAN: New York City homeless shelter faces resistance from "Billionaires' Row"  
**Date:** Thursday, January 18, 2018 4:19:31 PM

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## **New York City homeless shelter faces resistance from 'Billionaires' Row'**

THE GUARDIAN - Edward Helmore

<https://www.theguardian.com/us-news/2018/jan/18/new-york-city-homeless-shelter-billionaires-row-backlash>

A plan by New York mayor Bill de Blasio to house the city's rising homeless population is facing opposition over a shelter that backs on to a super-luxury residential skyscraper on "Billionaires' Row".

According to the city's department of homeless services, the former Park Savoy Hotel at 158 W 58th St in midtown Manhattan will house 150 homeless people. It is scheduled to open in March, and backs on to One57, a 75-storey skyscraper on 57th Street.

But the plan, part of a program to create 90 new shelters across all five New York boroughs that de Blasio says will be "in every kind of neighborhood", is opposed by local residents who accuse the recently re-elected mayor of playing political games.

"I think de Blasio is trying to score points," said Helen Caputi, who was walking her dog on the corner of 58th Street and 7th Avenue. "The people here are uppity, they don't like it. I'm for helping the homeless people, but I think they could have placed the shelter elsewhere."

Building superintendents and doormen said the plan was already facing stiff opposition from wealthy neighbors.

"It's not going to be a good thing cause you've got the Marriott and Hyatt hotels right here," said the super at an adjacent building. "So it looks like there's going to be a war with de Blasio. He doesn't have to put the homeless here, he could put them all in the armory on 2nd Avenue."

De Blasio has previously said the city's "Turning the Tide on Homelessness" program would include shelters in every neighborhood, as the city moved to tackle "a new kind of homelessness that is driven by years of wages not keeping up with the cost of most of the housing in our city".

Recent figures showed more homeless people live in New York City than in any other city in the country. The city estimates that the population has been growing for 35 years, with the population now standing at 76,501 on any given night, according to the US housing department.

As part of the new effort to reduce homelessness, the city has outlined dozens of reforms including providing NYPD security, career counselling, mental health and substance abuse disorder counselors at shelters.

At One57, concierge services said they could not comment on the plan to convert the Savoy into a shelter. "I can tell you the residents here are not going to be happy," a doorman

remarked.

When it launched sales in 2011, the \$1.5bn, 1,004ft development was promoted as setting a new standard in luxury – and pricing. The skyscraper boasted a top-floor penthouse that sold for \$100.5m, or about \$9,200 per sq ft, making it the priciest closed apartment sale in the city. Developer Gary Barnett once referred to the view of Central Park from the upper floors of the tower as “the money shot”.

Residents are said to include Silas Chou, backer of fashion brands including Tommy Hilfiger and Michael Kors. Business partner Lawrence Stroll, whose estimated wealth is put at \$2.4bn, recently put his apartment on the market for \$70m.

Stroll’s apartment, according to The Real Deal, includes a “woven suede” entrance hall and a “sculpted ceramic wall” by the artist Peter Lane in the great room. The “extravagant” pad also features a 1,500 sq ft master suite, eat-in chef’s kitchen with a hidden ceiling TV.

According to the real estate publication, property prices along Billionaires’ Row have been struggling in recent months in line with a broad downturn in the city’s priciest real estate.

Until late last year, US secretary of commerce Wilbur Ross owned a 5,573 sq ft penthouse at the Briarcliff opposite. He sold it for a \$2m loss.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** BLOOMBERG: Try Selling Three Towers of Condos in NYC's Jammed Luxury Market  
**Date:** Monday, February 05, 2018 3:18:27 PM

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## **Try Selling Three Towers of Condos in NYC's Jammed Luxury Market**

BLOOMBERG - Oshrat Carmiel

<https://www.bloomberg.com/news/articles/2018-02-05/tall-order-three-towers-rise-at-once-in-jammed-nyc-condo-market>

It's tough to stand out in Manhattan's overbuilt luxury-condo market, but James Linsley is working on it. Instead of building a single, skyscraping tower designed by a world-famous architect, he's putting up three -- on the same site.

The project, by GID Development Group, consists of three glass-sheathed buildings -- one each by architects Richard Meier, Rafael Vinoly and Kohn Pedersen Fox Associates -- rising on Riverside Boulevard between 59th and 61st streets. Linsley, GID's president, is filling out the final piece of a redevelopment plan along the Hudson River that started two decades ago with Donald Trump.

The trio of towers, where amenities include an underground tennis court, soccer field and aeroponic garden, has 263 condo units in all. GID reports that 53 of them, about 20 percent, have sold since marketing began in June. The most expensive was a \$15.5 million, four-bedroom home selling at \$4,097 per square foot, a record for an apartment on Riverside Boulevard, according to listings website StreetEasy.

"Half of our buyers are from the proximate area," said Melissa Ziweslin, a managing director at Corcoran Sunshine Marketing Group, who's overseeing sales at the \$2.3 billion project, called Waterline Square. Some of them were looking to benefit from a 20-year tax abatement on the new buildings as the rebates on their older Riverside units expire, she said.

### City of Condos

Selling pricey condos in Manhattan these days is an uphill climb, as developers keep splashing the landscape with ever more units for buyers to choose from. This year, 4,600 newly developed apartments are expected to reach the sales market, with nearly half of them priced at \$2,400 per square foot or higher, according to data compiled by Corcoran Sunshine. That's on top of the 3,323 new units that were listed for sale in Manhattan last year.

Demand isn't assured. Closed sales for new units in the fourth quarter dropped 19 percent from a year earlier to 387, according to Miller Samuel Inc. and Douglas Elliman Real Estate. New apartments over \$5 million accounted for 20 percent of those going into contract in 2017, down from 25 percent a year earlier, according to a report by Halstead Property Development Marketing.

"We're always conscious of what's happening in the marketplace and in our universe of buyers," Linsley said on a recent tour of the property. "In the end, the market's going to tell you if you're right or wrong, and so far what we've done seems to be resonating."

Linsley himself moved into an apartment next door to the project to keep an eye on it. "I open the window and look out before the guys even start work, and I'm out here all the



time,” he said. “There’s not a doorknob or hinge or screw in the building that I’m not aware of.”

### Trump’s Vision

The master plan for Riverside South, the whole 13-block stretch along the West Side Highway, was first envisioned by Trump, who acquired the 77-acre (31-hectare) site in 1974, sold it and bought it back a decade later, according to CityRealty. He initially proposed a project named Television City that would have included studios for NBC and a 150-story tower.

In the early 1990s, facing financial problems amid a softening real estate market, Trump found Chinese investment partners to get the first buildings off the ground. After helping him put up a set of condo and rental towers bearing his name, the partners sold the rest of the site, setting off a cascade of development by others.

GID bought the last three parcels in 2015 from Extell Development Co. and Carlyle Group LP for \$676 million. Linsley, who started his career working on the Trump buildings at the northernmost part of the redevelopment area, had planned to buy just one parcel.

“For us,” he said, “a big moment was to say: Maybe we shouldn’t be going after one site -- maybe we should buy all the remaining sites and really build something the city hasn’t seen before.”

### Underground Basketball

Prices at Waterline range from \$1.83 million for an 820-square-foot (76-square-meter) one-bedroom at Two Waterline Square, the Kohn Pedersen Fox tower, to a \$27 million five-bedroom unit with 6,566 square feet at the Richard Meier building, according to filings with the New York State attorney general’s office.

At the foot of the towers will be a 2.6-acre park, and beneath that a common amenity space called the Waterline Club, which in addition to tennis and soccer will include an 80-foot (25-meter) pool, a recording studio and a basketball court. A 28,000-square-foot food hall by the Cipriani restaurant group will anchor the street-level retail space at one of the towers.

The project, built in partnership with the Abu Dhabi Investment Authority, is scheduled for completion in the third quarter of 2019.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Opinion: Black With (Some) White Privilege  
**Date:** Sunday, February 11, 2018 8:57:52 AM

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## **Opinion: Black With (Some) White Privilege**

NY TIMES – Anna Holmes

<https://www.nytimes.com/2018/02/10/opinion/sunday/black-with-some-white-privilege.html?ref=collection%2Fissuerecollection%2Ftodays-new-york-times>

When I was in my early 30s, I started making a list of every child I could think of who had a black parent and a white parent and was born between 1960 and the mid- to late 1980s. It was a collection of people like me, who grew up and came of age after the Supreme Court decision in 1967 that overturned the laws in more than a dozen states that outlawed interracial marriage.

I was thinking of people I knew or had heard of, so of course the list included actors like Tracee Ellis Ross (born 1972) and Rashida Jones (1976); athletes like Derek Jeter (1974) and Jason Kidd (1973); singers like Mariah Carey (1969) and Alicia Keys (1981); and, eventually, politicians and public servants like Adrian Fenty (1970) and Ben Jealous (1973).

It occurred to me, looking at the names I'd gathered, that what I was making was not just a snapshot of a particular generation but an accounting of some of the most notable, successful, widely recognized black people in American public life — cultural, political, intellectual, academic, athletic.

It made sense: The people I could think of were the people who were the most publicly visible. But what did it mean about race and opportunity in the United States that many of the most celebrated black people in American cultural life in the late 20th and early 21st centuries happened to have been born to one white parent? What if my and my cohort's achievements as African-Americans, especially in fields to which we historically had little access, were more about how we benefited from having one white parent in a racist society than our hard work?

My parents were married on Valentine's Day in 1969. I was born in 1973, six years after the Supreme Court's decision in *Loving v. Virginia*. That history — the Virginia couple, Richard and Mildred Loving, were arrested in 1958 and put in jail for the crime of miscegenation — wasn't something I learned about in school, even in my highly educated, middle-class California college town, the one with the great public schools and the proudly liberal politics. I don't think my parents ever mentioned it either, though if they did, I probably tuned it out. I found their discussions of American and world history as dry and boring as the news programs they watched on PBS in the evening, which is to say: I was too busy being a kid to think too much about how I had become one in the first place.

But my sister and I are a direct result of what came in the two decades after *Loving*: an increase in the number of interracial marriages and a spike in the number of births of American children born to one black parent and one white parent, an entire generation of kids whose very existence symbolized racial progress for some, cultural impurity for others.

According to Nicholas Jones, director of race and ethnic research and outreach in the

population division of the Census Bureau, in the 1970s there were about 65,000 black-white couples in the United States. By the 1980s, a little over a decade after Loving, that number had doubled, to 120,000.

Mr. Jones points out that it's difficult to measure the exact number of children born to these couples, because the census does not ask for the race or races of one's parents. But it's reasonable to assume that post-Loving, there was an uptick in births of kids like me — with one black parent and one white — people some call the “Loving Generation.” Mr. Jones should know this generation. In addition to analyzing data about racial reporting patterns and demographic trends at the Census Bureau for the past 18 years, Nicholas Jones, born in the early 1970s to an Irish-German woman and an African-American man, is in my cohort.

There's an adage that to succeed, black people have to be “twice as good”: twice as gifted and smart, twice as hard-working, twice as ... everything.

How does having one white parent change that “twice as good” calculation? Data on biracial people is tricky because it relies on self-reported identity. But my early inquiries into the Loving Generation showed that people with one black-identified and one white-identified parent seem to be disproportionately represented among black leaders and luminaries. Are our achievements impossible to separate from the benefits that, in this country, have always come with whiteness?

Of course, to be a black American is to be, by definition, mixed: According to a study released in 2014, 24 percent of the genetic makeup of self-identified African-Americans is of European origin. Colorism, which places black people in an uncodified but nevertheless very real hierarchy, with the lighter-skinned among us at the top, was a fact of American life long before *Loving v. Virginia*. Light-skinned black Americans, even those with two black parents, have, for centuries, been considered to be closer to white people, closer to white ideals about, well, most everything.

Sometimes, when I looked at the list I had made, it seemed entirely possible that our direct connection to whiteness — through immediate and extended family — had contributed to a certain familiarity with, and therefore accessibility to, the white norms, traditions and power structures that so many of us depend on for opportunity and success. The common denominator in the Loving Generation wasn't necessarily so much white proximity as white acceptance and, in many cases, familial love and close connection to white people. It seemed as if this could indeed have created real opportunities for us. It's likely, for example, that Barack Obama was able to imagine himself as president not just because he saw himself reflected in the white people around him, but because they saw themselves reflected in him.

About President Obama. Though I made that first “Loving” list before I'd ever heard of him, if you had told me back in 2003 that the United States would soon have a black president and that president would be the son of a white woman, I wouldn't have batted an eyelash. Mr. Obama, born in 1961, is at the leading edge of the “generation” I was looking to define, and the journey that led to his becoming the first black president was impossible to separate from his adjacency to whiteness. Ta-Nehisi Coates probably put it best in his January 2017 *Atlantic* magazine article “My President Was Black.” He explained how Mr. Obama's direct connection to, and intimate familiarity with, white people — his mother, Ann Dunham, and her parents — helped fuel his sense of possibility, of not only who and what he could be but also what he could mean to others.

“The first white people he ever knew, the ones who raised him, were decent in a way that few black people of that era experienced,” Mr. Coates wrote. “Obama’s early positive interactions with his white family members gave him a fundamentally different outlook toward the wider world than most blacks of the 1960s had.” He also noted that Mr. Obama’s lens, “born of literally relating to whites, allowed Obama to imagine that he could be the country’s first black president.”

There are other firsts within the Loving generation. Like Halle Berry (1966), the first black woman to win a best actress Oscar. And Amy DuBois Barnett (1974), the first black woman to run a major mainstream consumer magazine. And Jordan Peele (1979), the first black writer-director to make a movie that earned more than \$100 million at the box office on its debut weekend. And let’s not forget Meghan Markle (1981), who is about to become the first black British royal (of the 21st century, that is).

I used to wonder whether people like Ms. Berry, or others in my particular and uniquely American generation, had ever made this specific observation, and been disturbed by it. It was a lot to come to terms with. I knew, even as a young adult, that I moved among and around white people with relative ease, in a way that my blackness — and my own perception and self-consciousness of it — wasn’t at the foreground. What I didn’t know is whether that had something, or everything, to do with what I’d accomplished.

Turns out, I was not alone. Erin Cloud, a public defender in the South Bronx, has similar concerns. “At my job, there’s actually a lot of biracial people that are in more leadership opportunities, and I think about that. I’m like, ‘Well, is that because there’s something about their whiteness and our whiteness that is giving us space to communicate and that’s why we’re getting promotions and why we’re moving forward?’” she said. “I am a black woman. I see myself as a black woman, but I also have to be honest. I love my mother. I can’t say for many of my black friends that they deeply, intimately, without any bounds love a white person.”

Ms. Cloud was born to a black man and a white woman who met in the late 1970s while the latter was attending Morgan State University, a historically black college. Erin came along in 1983. She is one of more than a dozen participants in a new documentary series called “The Loving Generation,” which I executive produced for the website Topic with Ezra Edelman (1974). It’s directed by Lacey Schwartz (1977), a filmmaker who explored her own black and biracial identity in the 2014 documentary feature “Little White Lie,” and Mehret Mandefro.

Mat Johnson, who wrote the 2015 novel “Loving Day” and is the son of a black mother and a white father, was also interviewed for the documentary. Though he is quick to acknowledge that members of our generation enjoy access to elements of white privilege — what he calls “off-white adjacency” — he explains it’s important to take other factors into consideration when considering the successes of the Loving generation, namely economic class and the outsider-overachiever dynamic. “Particularly with those of us who are black-identified, we get into the mode of trying to overcompensate to fit in and be accepted,” he told me.

But after you’re accepted, then what? What does it mean that many prominent self-identified black people in America today were born to a white parent? Did Halle Berry pave the way for another black woman to win a best actress Oscar, or for another black woman who also happens to have a white parent? Beyond the continued question of colorism, what does this

all mean for the next generation, the next crop of American power brokers, black or mixed or otherwise?

The writer and activist Rebecca Walker (1969) told “The Loving Generation” director Lacey Schwartz last month that she believes biracial and mixed-race fluidity has led to significant cultural and political contributions. “Our ability to see things from so many different perspectives has really been a boon for this culture,” she said. She wonders, however, what the return is — that is, where do we go from here?

I wonder this too, and how — or if — “off-white adjacency” can be talked about in a way that acknowledges the experiences of those in my generation without seeming to mythologize or aggrandize them. I want to be able to celebrate the fact that the interracial marriages in which we were created represent a blow to legalized racism, and still grapple with the ways in which anti-black bias may have benefited us.

“Even having this discussion opens up all these other questions about our responsibility,” Mat Johnson told me. “If we are a segment of the African-American population that has access to power and privilege, what does it mean ethically to live that life?” For his part, Mr. Johnson said, it means making a sustained effort not just to acknowledge his privileges but to use them to help those not similarly situated. He paused, then added, “I think it’s valid to point this out even if it’s uncomfortable.”

Believe me, it is.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: In New York, a View of Even a Small Park Adds Value  
**Date:** Friday, February 16, 2018 12:47:07 PM

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## **In New York, a View of Even a Small Park Adds Value**

NY TIMES - Kim Velsey

<https://www.nytimes.com/2018/02/16/realestate/luxury/in-new-york-a-view-of-even-a-small-park-adds-value.html>

An apartment on Central Park has long commanded a premium, but as real estate prices have soared, blocking all but the most affluent from buying a perch there or along one of New York's other premier greenswards, developers have increasingly sought out sites on smaller, non-marquee parks.

An address on Isham Park or Herbert Von King Park may not have quite the same ring as one on Prospect Park or Gramercy Park, but in a market where buyers can become dizzy trying to distinguish one marble-kitchened, white oak-floored condo from another, a view of treetops swaying outside the living room window is a distinctive edge.

Even more significant, an apartment on even a pocket park comes with more light, air and open sky than an identical unit that faces another building — and a near-guarantee that no towering new development will take those advantages away.

“You have these little oases, these enclaves within the city, and it creates an opportunity,” said Josh Schuster, the founder and managing principal at Silverback Development, which has several park-adjacent projects in the works. “In New York, the light and air window is usually the width of the street. When you walk into an apartment that's across from a park and there are large windows to showcase that, I definitely think there's a wow factor.”

Far from a happy accident, finding development sites on small parks “is very much a conscious strategy,” Mr. Schuster said. “We map out a bunch of city and state parks and then we walk around. In addition to parks, we also map out landmark buildings — places where you know the views will be protected.”

He said that he spent seven years assembling the site for 75 Kenmare, a seven-story condo under construction in NoLIta that will overlook DeSalvio playground. The project is being developed by DHA Capital, where Mr. Schuster worked previously.

Another site, on Second Avenue and East 21st Street, is across the street from Peter's Field, a blocklong stretch of basketball and tennis courts. And at 67 Livingston Street in Brooklyn Heights, where Silverback is converting a former college dorm into condos, one side of the building looks down on the schoolyard of the Packer Collegiate Institute, where on a recent afternoon children were jostling for control of a big red ball.

While such parks may lack the splendor of Central or Prospect Parks, unsung green spaces can claim near-equivalent benefits: In addition to extra light and sky, many offer playgrounds, dog runs, farmers' markets, a bench to read a book, or a lawn for a picnic.

Many cities prize their waterfronts above all else, but Jonathan J. Miller, the president of the

real estate appraisal and consulting firm Miller Samuel, said that New York is a bit different. “One of the things about Manhattan is that we’re inward looking,” he said. “We’re more into our park views than our water views.”

Which could have something to do with Robert Moses, the major builder last century of New York City infrastructure — and the fact that nearly all of Manhattan’s waterfront views have highways in them. But whatever the reason, living on even a small park does make a difference to buyers. And, ultimately, the apartment’s value.

When it comes to pricing, however, expectations should be modest: According to Mr. Miller, apartments on Central Park are only about 10 to 15 percent more than those on a side street if they’re below the tree-line, and 15 to 25 percent more if they’re above. And any analysis of prices for park-facing units comes with a caveat: Developers are more likely to put the largest apartments where the best views are, and there’s also a premium for more contiguous space.

And, he added, “while there’s an aesthetic of openness that people gravitate to,” there is a difference between living on a tiny Moses-era playground and a Frederick Law Olmsted masterpiece like Morningside Park “that has been a stalwart of the neighborhood for many years.”

Toni Martin, an associate broker with the Corcoran Group, said that anytime she has a listing on a park — be it Von King Park in Bedford-Stuyvesant, or Washington Park in Park Slope — it gets snapped up fast. Fort Greene Park is such a huge draw that she’s seen bidding wars for condos in townhouses half a block away. One of her clients lost a bidding war for a 950-square-foot two-bedroom in one such building. “It was a nice apartment, but nothing overwhelming. And it was a fourth-floor walk-up!” Ms. Martin said, adding that the place sold for \$125,000 over the asking price.

“In a city as dense as New York, to live next to something green is a beautiful thing,” she said.

Of course, not all buyers come to tour a new condo with a strong desire to live on a small square or playground whose name they might not even know.

Fred Duck, who works in marketing at Bloomberg, recently bought a one-bedroom at 1790 Third Avenue, a condo project across from Cherry Tree Park in East Harlem.

“To be honest, I’d never been to that park,” said Mr. Duck, who previously owned a condo on Second Avenue and East 92nd Street. “But I had just come back from working in Hong Kong for several years, where I lived very high up, on the 37th floor. I got used to that light and I wanted to find something that wasn’t just looking into an adjacent building.”

The advantage is real enough that developers are keen to play up any nearby green space. In Jersey City, Fields Development staked out a site by St. Peter’s Prep’s football field for its new luxury rental, Lenox, which will also have a courtyard open to the public.

And in Williamsburg, Brooklyn, Brookland Capital is building condos at 850 Metropolitan Avenue, across the street from a small community garden in Orient Grove, a tiny .149-acre triangle park.

“I won’t tell you the site was appealing just because of the community garden,” said Boaz Gilad, the chief executive and a founder of Brookland. “But if I can give you a park, I will.”

Brookland’s condos are priced to attract younger first-time buyers — a price point that “can’t usually afford to be on a park.” But Mr. Gilad said that buyers and renters like “even a small piece of greenery they feel like they can have access to.”

While not all New Yorkers warm to the sound of children’s happy shouting, even the developers of new buildings with significant private outdoor amenities consider a small public park to be a significant boon. At Extell Development’s Brooklyn Point, a 68-story condo tower rising in Downtown Brooklyn, residents will have access to the highest rooftop pool in the Western Hemisphere, outdoor showers and a stargazing observatory. But Ari Alowan Goldstein, a senior vice president for development at the company, considers Willoughby Square, the one-acre park the city is building across the street as part of the Downtown Brooklyn Redevelopment Plan, to be on par with those perks.

“In my mind, parks are one of the best parts of New York and the perfect complement to the built environment,” he said. “I spend my weekends taking my 20-month-old daughter to different Brooklyn parks.”



**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** THE ATLANTIC: City Noise Might Be Making You Sick  
**Date:** Tuesday, February 20, 2018 12:30:51 PM

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## City Noise Might Be Making You Sick

THE ATLANTIC - Kate Wagner

<https://www.theatlantic.com/technology/archive/2018/02/city-noise-might-be-making-you-sick/553385/>

What are your ears hearing right now? Maybe the bustling sounds of a busy office, or your partner cooking dinner in the next room. Whatever the texture of the sonic landscape of your life may be, beneath it all is the same omnipresent din: the sound of cars.

That might seem benign, or perhaps even endearing—the sound of the bustle of the big city. But the din of vehicles, along with transit and industrial activity, is making people sick. People forget that noise pollution is still pollution. And noise pollution is everywhere.

Unlike many other injuries, hearing damage is irreparable. It also functions differently. People tend to assume that hearing loss is akin to turning down the volume in one's head—that everything just sounds quieter. But it's more complex than that. Sound at certain frequencies just vanishes—birdsong, intelligible human speech, the gentle rustling of leaves, the crispy highs of brushes on jazz cymbals. People can avoid using earbuds excessively or attending loud concerts. But people do not necessarily have the ability to avoid high levels of environmental noise—it's in their neighborhoods, near their schools, at their workplaces. That makes noise pollution a matter of bodily autonomy.

Solving the environmental-noise problem has been difficult, partly because for more than a century anti-noise advocates have fought for the right to silence rather than the right to hear.

Concerns about hearing loss largely focus on excessive noise exposure. But environmental noise is just as unsafe. People living in cities are regularly exposed (against their will) to noise above 85 decibels from sources like traffic, subways, industrial activity, and airports. That's enough to cause significant hearing loss over time. If you have an hour-long commute at such sound levels, your hearing has probably already been affected. Urban life also sustains average background noise levels of 60 decibels, which is loud enough to raise one's blood pressure and heart rate, and cause stress, loss of concentration, and loss of sleep. Sirens are a particularly extreme example of the kind of noise inflicted on people every day: They ring at a sound-pressure level of 120 decibels—a level that corresponds with the human pain threshold, according to the World Health Organization.

But since the turn of the 20th century, protecting human hearing has taken a back seat to securing quiet for those with means, and punishing those without. Noise-abatement laws transformed an objective concern about environmental and health conditions into a subjective fight over aesthetic moralism.

One of the earliest urban anti-noise campaigns was initiated by Julia Barnett Rice, the wealthy, well-educated wife of a businessman and publisher. The sound of tugboat horns was causing Rice great annoyance as she tried to relax in her ornate Italianate mansion. But she knew that this appeal would fall on deaf ears, so to speak. So she decided to use the poor and

sick people languishing in urban hospitals as a scapegoat. Isaac Rice, her husband and the publisher of *The Forum*, became a champion of his wife's crusade. In 1906, he published her piece, "An Effort to Suppress Noise," which amounts to a call for class antagonism. She begins by channeling the pessimistic philosopher Arthur Schopenhauer, who likens noise to boorishness:

There are people, it is true—nay, a great many people—who smile at such [sounds], because they are not sensitive to noise; but they are just the very people who are also not sensitive to argument, or thought, or poetry, or art; in a word, to any kind of intellectual influence. Who are these insipid people in Rice's narrative? The tugboat workers. The piece recounts Rice's efforts to ban excessive whistling from aboard their vessels. Rice portrays herself as a dogged crusader, pleading for quietude amidst unrelenting clamor.

First, she sought aid from the law. In the New York City Collector's Office Law Division, she discovered a clause that "seems to vest in the Local Board of Steamboat Inspectors all necessary powers to punish ... any act on the part of a licensed officer that they adjudge to be 'misconduct' or 'negligence' or 'unskillfulness.'" In other words, Rice attempted to present the call of tugboat horns as professional misconduct. Alas for her, the U.S. Local Steamboat Inspectors decided that "the point was not well taken."

Rice then went to the police to start a petition drive. She promised signatures from "poor and rich alike," but sent establishment personalities to collect them. Among the endorsees were wealthy hospital superintendents, who lent credence to Rice's claims to help the sick rather than to punish marine workers. The inspectors were still unmoved.

When Rice finally interviewed some of the tugboat workers, she presented their responses as evidence of wrongdoing rather than as the accounts of workingmen describing their labor. The tugboat captains offered reasonable rationales for sounding whistles. One explained that removing the whistles "would necessitate an extra deckhand to act as messenger to notify the pier hands, besides all the time that would be lost." Another stated, "We run a risk of losing a whole tide if we do not rouse the crew on the barge." And yet another, "You must whistle to wake up the crew, which you cannot expect to stay on watch day and night."

Rice did not relent. She went to maritime academics and higher-ups, who endorsed her and researched her claim. At last, she won a victory: The National Board of Steam Navigation passed a resolution prohibiting unnecessary whistle-blowing. The tugboat workers adhered for a day or two, and then, finding that work became impossible and that the National Board had no way of enforcing the resolution, returned to using the horns as often as they liked.

Rice had had enough. She proposed a law restricting all but a few scenarios in which tugboats can use their whistles, and demanded a standing representative in the Department of Commerce and Labor who would police the waterways for nuisance. In this effort, too, she came away empty-handed.

Finally, in one last-ditch effort, Rice found success. At a meeting of about 10,000 representatives from the transportation industry, the American Association of Masters, Mates, and Pilots passed a resolution ending the use of "indiscriminate and, above all, noisy signaling." The law was replicated at the federal level under the 1907 Bennet Act, the first anti-noise bill ratified by Congress. Rice's use of the poor and the sick as a tool to pass her legislation played little part in why the authorities finally listened. Researchers had found that

the signaling was impacting tugboat navigation, making entering and exiting the harbor confusing and unsafe at night.

Throughout Rice's entire ordeal, she presented the tugboat workers as personal enemies rather than potential allies. Her plight for quiet was a moral one; as she saw it, the peace had been stolen from her by the mariners. Looking back, she comes off as vindictive and elitist. But unfortunately, her belligerent approach set the stage for subsequent noise-abatement campaigns in cities around the country.

As the historian Emily Thompson explains in her book *The Soundscape of Modernity*, noise-abatement laws singled out relatively powerless people, those who were seen to impede "the middle-class vision of a well-ordered city." Among these was the 1908 General Order 47, issued by New York City Police Commissioner Thomas Bingham. It targeted street ruckus rather than port noise: commotion from street vendors, newsboys, tin-can kickers, roller skaters, street musicians, automobile horns, flat-wheeled streetcars, and more. Soon after, laws that banned occupational noises, preventing people from working for a living in order to protect the quietude, appeared in Boston; Little Rock, Arkansas; San Francisco; and elsewhere.

These fights hit street workers, most of whom were immigrants, hard. Still, the courts upheld the laws. One infamous incident involved a Chicago ordinance that limited peddlers to certain parts of the city and banned them from advertising using shouting. When the courts upheld this law in 1911, the peddlers first went on strike, and then rioted, causing a mass uprising and widespread damages. The police punished the peddlers, the strike was broken, and the law remained on the books. Soon there were no more vendors walking the streets. By the 1920s and '30s, noise law after noise law helped clear the urban street. Eventually, it ceased to be the domain of people and was overtaken instead by cars—which created their own noise, of course.

Noise laws also played a key role in the development and implementation of zoning, the separating of a city's parcels of land into "zones" for which a specific purpose (such as residential, commercial, or industrial) is assigned. A lasting legacy of Rice's tugboat campaign was the concept of "quiet zones"—places where noisemaking was especially prohibited because of its potential harm, such as around hospitals, schools, and the houses of the sick. New York set up its first quiet zones in 1908, aided by Rice's work in talking to hospital administrators, and other cities followed soon after. Violating a quiet zone usually constituted a misdemeanor offense, punishable by fine, imprisonment, or both.

Enforcing anti-noise ordinances troubled legislators at both the local and national levels, especially when the perpetrator of a noise was an industry vital to a city, a conflict that persists to this day. Interfering with commerce in order to protect silence was perfectly acceptable when it limited barkers, peddlers, or other individuals with little power. But when it came to manufacturers, factories, or the transporters of goods, the risk of disturbing commerce outweighed the benefits to the peace. Also, since noise and its treatment in the law was subjective, anti-noise legislation was often ineffective. Police in urban areas had much more pressing issues at hand anyway.

However, the idea of "quiet zones" persisted in urban planning. The first zoning laws took noise into account, designating residential zones in places separate from commerce and industry. Like noise-abatement laws, zoning was also built on a foundation of inequality. One

of its earliest uses created boundaries separating black and white families, a practice that persisted even after the Supreme Court struck it down in 1917. Middle-class whites looking to prevent lower-income nonwhites (and to some extent lower-income whites as well) from infiltrating their neighborhoods had to come up with a different legal solution.

According to Richard Rothstein, the author of *The Color of Law*, this was achieved when zoning ordinances began “to reserve middle-class neighborhoods for single-family homes that lower-income families of all races could not afford.” That meant keeping apartment buildings out, a decision that is partly responsible for the extreme housing shortages today in cities like San Francisco, where the median home price hit \$1.5 million in 2017.

In these places, the fight for affordable housing has won advocates for denser development. But homeowners who profit from rising property values still fight tooth and nail to keep apartments out of single-family neighborhoods. One of the most common objections to denser, more affordable housing is that the new apartments would cause too much noise.

Even though the changes to urban geography leaned in their favor, by the mid-century urban elites and middle classes sought the tranquility of the suburbs—idyllic locales where they could escape the noise, machines, and crowds. Their flight starved the cities of needed resources, which only exacerbated urban inequality. Like zoning, the history of the suburbs (including its promise of peace and quiet) was driven by racism, too. Early suburban developments like Guilford and Roland Park outside of Baltimore had strict covenants against issuing mortgages to racial minorities and Jews. While this may seem unrelated to sound, there is a connection: The branding of racial and religious minorities as “loud” is a common prejudicial trope and one that is often used to protest building projects. For example, a 2003 incident in Belfast, Northern Ireland, saw the Ulster Unionists, a nationalist party, campaign against the construction of a mosque, citing that local residents would be kept awake by “wailing.”

Today, as suburbanites return to cities, they bring the fight for quiet along with them. To gentrify a neighborhood also involves quieting it down. The desire for sonic control in and around the home is prioritized above the social fabric of the city, a practice exemplified by the targeting of arts and music venues that are cited as being partially responsible for neighborhood revival in the first place. In her book *Beyond Unwanted Sound*, Marie Thompson describes an example from the industrial area of Ouseburn Valley in the United Kingdom. The region had become a hotbed of music and the arts partly because there were few residences to disturb. Eventually, several venues closed after repeated run-ins with the law due to noise complaints. These complaints came not from concerned locals, but from wealthy newcomers buying into new developments built explicitly to capitalize on the area’s vibrant nightlife.

The noise that does the most harm doesn’t come from clubs and house parties—the causes of many garden-variety noise complaints and violations. Ironically, Rice did get something right in her crusade: Industrial noise poses the worst problem, although individual workers were not to blame for it, as Rice had also concluded.

The two largest sources of environmental noise are transportation and industrial activity. The cars for which early noise ordinances helped clear the streets have amplified that noise to a universal, inescapable level. Industrial areas, often designated for land close to the poorest nonwhite areas in a city, are even worse.

Industrial operations churn at 80 to 89 decibels, loud enough to do severe damage to hearing over time. Sounds like crushing stone, excavation, sawing, and boilers and furnaces hover around 100 to 109 decibels, loud enough to cause hearing loss after 15 minutes of exposure. To make things worse, many of the homes built near urban industrial zones are older ones, often built without improvements like insulation and fireproofing that might block noise, or subfloors that can help isolate its vibrations. Their residents often don't possess funds to make repairs that might further reduce its impact.

Air traffic, which can be particularly loud close to major airports, is another factor. As Garret Keizer notes in his book *The Unwanted Sound of Everything We Want*, new airports tend to be built closer to poor communities of color—partly because residents of these areas often lack the resources to fight back against new development like their white, wealthy counterparts do. For industry, choosing these sites offers a path of least resistance.

In Baltimore, two loud sounds pervade the city: police sirens (120 decibels) and low-flying police helicopters (which I measured at 80 to 85 decibels during a recent visit). In low-income communities, these sounds are almost constant. The relationship between noise laws and the police reach another level of conflict that speaks to the fundamental problem of policing the sounds made by individuals. In a city where encounters with police can spell life or death for people of color, noise complaints are more than a disturbingly antisocial means of dealing with a neighborly dispute; they can also become weapons of violence in the hands of the carceral state. If the noise complainers are also the noise punishers, it becomes clear that the current system of fighting noise is built to trap the most disenfranchised citizens.

To solve the environmental-noise problem, cities and their citizens should learn from the mistakes of the past. Targeting the noise of individuals is ineffective, antisocial, and fails to eradicate the noise that really hurts people: environmental noise. Solutions to that problem must be systemic, requiring a large-scale, collective response across many different targets.

Despite her intentions, Julia Barnett Rice offers a model. She arrived at success only once she began addressing the marine industry at large. Similar approaches can work today. Instead of punishing individual transportation workers whose trucks may be too old, a more comprehensive solution could target the Department of Transportation, with demands to repave worn roads with the porous asphalt configurations used in Europe to reduce tire noise. Likewise, any move toward using renewable energy sources will result in a quieter environment, as coal and oil extraction are extremely noisy labors. At the local and state level, demanding funding for repairs and improvement to outdated transit infrastructure will greatly reduce the noise caused by trains, cars, and trucks.

Urban-planning approaches to eliminating noise on a city-by-city basis can be as simple as taking a single lane away from cars and giving it to bicycles, people, or green space. Improving, expanding, and properly funding public transit removes cars from the road, both reducing the sound they produce and replacing it with quieter options like trams and high-speed light-rail. In architecture, acoustics should play a greater role in all structures, from mundane apartment buildings to the grandest art museums. Noise control should be a consideration from the very first planning stage, rather than tacked on as an afterthought.

Many of these methods service ends far broader than reducing noise pollution. They can also protect the environment, reduce police surveillance, and keep industrial activity at bay.

Tighter environmental regulations on air travel, industrial production, and commercial products can also help. These efforts, combined with enforceable environmental-noise laws, offer a remedy for the blight of urban noise.

That might sound simple, but America has tried and failed at it before. In 1972, an entire department was created within the Environmental Protection Agency to combat environmental noise, called the Office of Noise Abatement and Control (ONAC). Less than 10 years later, ONAC's funding was cut by the Reagan administration, effectively ending federal oversight and enforcement of environmental-noise violations. Today, as similar environmental protections are being dismantled by Scott Pruitt's EPA, reestablishing another ONAC seems unlikely. Absent administrative oversight, Americans seem to have descended further into aural helplessness. What can anyone do about sirens, airplanes, and freight trucks?

Instead of taking broad action, people continue to take some small comfort in noise-abatement laws. Organizations like Noise-Free America still focus on policing the actions of individuals. Their current campaigns include fighting the evils of leaf blowers and punishing citizens who drive cars with modified exhaust systems.

Noise is a problem largely unrelated to the moral pursuit of silence, the antisocial issue that has obsessed city dwellers for over a century. To combat it, urban residents must understand that noise is first—and worst—produced by those with the most power. That means industry and infrastructure, not individuals. The only way to save our ears is to start talking to our neighbors about noise instead of policing them for it. As citizens, we must work for large-scale changes at the local, state, and national level. That will require building coalitions between neighborhood organizations, environmental activists, urban planners, city-council members, unions, teachers, audiologists, architects, and acousticians. In other words, we have to start making a little bit of noise in order to stop it.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** WSJ: Michael Dell Paid a Record \$100.47 Million for Manhattan's One57 Penthouse  
**Date:** Thursday, February 22, 2018 12:47:43 PM

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## **Michael Dell Paid a Record \$100.47 Million for Manhattan's One57 Penthouse**

WSJ - Katherine Clarke

[https://www.wsj.com/articles/michael-dell-paid-a-record-100-47-million-for-manhattans-one57-penthouse-1519304017?mod=WSJ\\_NY\\_MIDDLELEADNewsCollection&tesla=y](https://www.wsj.com/articles/michael-dell-paid-a-record-100-47-million-for-manhattans-one57-penthouse-1519304017?mod=WSJ_NY_MIDDLELEADNewsCollection&tesla=y)

Dell Technologies founder and CEO Michael Dell was the buyer behind the \$100.47 million purchase of a penthouse on Manhattan's Billionaire's Row, according to two people familiar with the deal. The transaction, which closed in 2014, holds the record for the most expensive home ever sold in New York City.

Located in One57, a more than 1,000-foot-tall glass tower on West 57th Street, the duplex apartment totals 10,923 square feet with six bedrooms and six bathrooms, according to an offering plan for the project. Mr. Dell tapped Miró Rivera Architects to spearhead a renovation of the property, according to Department of Buildings filings. Spanish architect Juan Miró worked for New York City firm Gwathmey Siegel and Associates Architects in the 1990s, but relocated to Austin, where Mr. Dell has a home. Mr. Miró declined to comment, citing a non disclosure agreement.

Property records show that the contract to buy the unit was first inked in 2012, when the building was still under construction, and Mr. Dell had purchased the unit via limited liability company P89-90, LLC. It is the first and only property in the city to break the \$100 million barrier, public records show, but that record is widely expected to be broken by the sale of a penthouse at a nearby project at 220 Central Park South, which has not yet closed.

Spokespersons for both Mr. Dell and for the building's developer, Extell Development, declined to comment. Leighton Candler of the Corcoran Group, who represented Mr. Dell in the transaction, declined to comment. Andrea Riina of Wachtell Lipton Rosen & Katz, the attorney who represented Mr. Dell in the deal, did not respond to numerous requests for comment.

Last year, Mr. Dell entered into contract to buy another penthouse in Boston. The property is in the Four Seasons Private Residences One Dalton Street and had been on the market for close to \$40 million. A limited-liability company controlled by MSD Capital, an investment vehicle controlled by Mr. Dell and his family, also bought a \$10.9 million condo at Boston's Millennium Tower in 2016, records show, following a \$60 billion deal by his company to acquire EMC, based in Hopkinton, Mass.

Mr. Dell, whose company is said to be considering an initial public offering, also owns a massive compound on Hawaii's Kona Coast, dubbed the "Raptor Residence," according to public records. He has also owned a home in Austin since the 1990s, property records show.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Downtown Brooklyn's Next Luxury Tower  
**Date:** Friday, February 23, 2018 1:21:34 PM

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## **Downtown Brooklyn's Next Luxury Tower**

NY TIMES - Stefanos Chen

<https://www.nytimes.com/2018/02/23/realestate/downtown-brooklyns-next-luxury-tower.html?ref=collection%2Fsectioncollection%2Fnyregion>

With the start of Brooklyn Point, a 68-story mixed-use condominium under construction in Downtown Brooklyn, the borough's heated real estate market hit another milestone: It has Gary Barnett's attention.

Mr. Barnett, the president and founder of Extell Development, is best known for extravagant skyscrapers in Manhattan, including Central Park Tower, which, should it achieve its goal of more than \$4 billion in sales, will be the city's highest-grossing residential tower.

Now his firm has ambitious goals for Brooklyn Point, its first-ever project in the borough, albeit on a different scale.

"We wanted something substantial enough to bring Extell from Manhattan," Mr. Barnett said about choosing the site. "To bring our kind of product" to Brooklyn, he added. The tower will be the third at City Point, a roughly 1.8 million-square-foot mixed-use complex near several subway lines and anchored by retailers like Target and Century 21. For a short while, it might also be the tallest in the borough, rising 720 feet. Another luxury tower, at 9 DeKalb Avenue, is expected to reach 1,066 feet. Both projects are slated for completion in 2020.

Aside from the location, Extell was lured to the site by a subsidy program approved under the Bloomberg administration. For its investment in the City Point development, Extell received a 25-year tax abatement, in which the building owes no taxes for the first 20 years, then rises gradually in the last five years, according to Anthony Hoglebe, a spokesman for the city's Economic Development Corporation. As part of the deal, Extell contributed to the creation of 200 affordable housing units nearby.

Designed by the architecture firm Kohn Pedersen Fox Associates, the glassy tower will have retail at its base and 458 luxury condo units, ranging from studios for \$837,000 to three-bedrooms starting at \$2.9 million. "That's what passes as affordable nowadays," said Mr. Barnett, noting that the bulk of listings will fall in that range, while the most expensive units will list for around \$4 million.

Sales will begin in the spring, said Anna Zarro, Extell's director of sales and leasing. The developer anticipates total sales of about \$901 million, according to paperwork filed with New York State.

While the tower may not be the tallest in Brooklyn, it will have perhaps the highest rooftop pool in the city. "That's sort of how we'll be known," said Ms. Zarro, describing the infinity-edge pool that will overlook the Manhattan skyline. It's one feature, she said, that will set it apart from a wave of new towers now rising in the area. Other amenities will include a yoga studio, a rock climbing wall, an indoor pool and several terraces. Katherine Newman Design



will design the interiors.

The project enters a market with record price growth in sales, but growing concern on the rental side. In the fourth quarter of 2017, the median sale price in Brooklyn was \$770,000, the third-highest price recorded, said Jonathan J. Miller, a New York appraiser. Compared with the same period from the previous year, the median sale price has risen every quarter for five years straight, he added, and the trend isn't likely to change soon. "You can argue that in certain areas" of Brooklyn, "there is a shortage of condos," Mr. Miller said.

By contrast, the rental market, which accounts for the vast majority of new development in Brooklyn, has cooled. In January, 47.5 percent of new leases included some form of concession, such as a period of free rent — a record high, said Mr. Miller, noting that a surge of supply contributed to the discounts. (In Manhattan, there is a glut of new luxury condo projects and fewer rental buildings going up.)

As one of a number of new condo projects coming to the area, Extell's tower could set the tone for the fast-growing market. "It's a bellwether for Downtown Brooklyn," said Brendan Aguayo, a senior vice president with Halstead Property Development Marketing, which is not involved in the project. He said there are roughly 1,500 new condo units expected by 2019 for the neighborhood, and the Extell project will test buyers' willingness to pay top dollar.

As of January, there were no apartments listed for more than \$3 million, said Garrett Derderian, director of data and reporting for Stribling & Associates. Extell's most expensive units — high-floor apartments that Mr. Barnett said will list for around \$4 million — could come close to record territory. The most expensive sale in the neighborhood was a \$4.3 million five-bedroom apartment in 2017, Mr. Derderian said.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Mississippi Firebrand Appears Set to Challenge Republican Senator From Right  
**Date:** Tuesday, February 27, 2018 12:19:59 PM

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## **Mississippi Firebrand Appears Set to Challenge Republican Senator From Right**

NY TIMES - Jonathan Martin

<https://www.nytimes.com/2018/02/26/us/politics/mississippi-mcdaniel-wicker-primary-fight.html?ref=collection%2Fsectioncollection%2Fpolitics>

WASHINGTON — State Senator Chris McDaniel, who nearly beat an incumbent senator in 2014, is expected to announce this week that he will challenge Mississippi’s junior United States senator, Roger Wicker, testing the potency of an anti-establishment message in the Trump era.

After months of speculation about his intentions, Mr. McDaniel said in a Facebook video Monday night that he would reveal his decision at a hometown rally in Ellisville, Miss., on Wednesday, the day before the filing period to run in 2018 comes to an end.

“We’re looking for a fight, and I can’t wait for you to be on my team again,” he said in the video.

Yet even as Republicans familiar with his planning said that Mr. McDaniel would take on Mr. Wicker, there is still uncertainty about which of the two Mississippi Senate seats Mr. McDaniel will ultimately attempt to claim.

Mr. McDaniel, 45, a hard-line conservative, nearly unseated Mississippi’s senior senator, Thad Cochran, four years ago in an extraordinarily bitter, racially tinged primary that exposed the depth of hostilities between the party’s Tea Party and establishment wings. Mr. Cochran, now 80, has suffered health challenges, creating expectations in Republican circles that he would resign and leave the state’s other seat up for grabs.

With Mr. Cochran ailing, Mr. McDaniel put off his long-anticipated challenge of Mr. Wicker and turned his sights to what multiple Mississippians said was his preference: receiving assurances from Gov. Phil Bryant, a Republican, that the appointment would be his once the senior senator stepped down.

But Mr. Bryant has firmly refused to offer any such guarantee, and when approached by a reporter at a meeting of the National Governors Association here this weekend, the governor smiled and said: “I think Senator Cochran is doing a great job.”

So with no promise of an appointment, no certainty Mr. Cochran will resign and a filing deadline looming, Mr. McDaniel has returned to his original plan of challenging Mr. Wicker, a mild-mannered and establishment-aligned lawmaker.

Mr. Wicker, 66, could prove difficult for Mr. McDaniel to defeat. President Trump, stung by the defeat of Roy S. Moore last year in Alabama, has already conveyed his support to Mr. Wicker and has little appetite to risk another Senate seat in the Deep South. In fact, Mr. Trump has wooed Mr. Bryant to appoint himself to Mr. Cochran’s Senate seat, should it come open, to block Mr. McDaniel and pre-empt a nasty intraparty feud.

But Mr. McDaniel is not without assets. He is well known among the state's conservative activists thanks to his 2014 run, when he outpolled Mr. Cochran in the first Republican balloting, and already has a "super PAC" airing radio ads and lining up field staff to help his campaign.

"Mississippi deserves a constitutional conservative who holds the same values as Mississippians and is a consistent and strong voice for them in Washington, D.C.," said Tommy Barnett, the treasurer of the Remember Mississippi super PAC. "We can't wait to support a McDaniel run. Bring it on."

The group had raised over \$1 million as of late last month, winning support from a few major Republican donors including the Illinois industrialist Richard Uihlein.

To many veteran Mississippi Republicans, though, the specter of yet another bloody Republican primary, whether against Mr. Wicker or for Mr. Cochran's seat, is stomach-turning.

Joe Nosef, who was the state party chairman during the 2014 race, is close to Mr. Wicker but related by marriage to Mr. McDaniel. Noting that he stepped down from his post this past fall, Mr. Nosef said, "When I think of the things I'm going to miss about being state chairman, this race, if it happens, isn't going to rank at the top, middle or bottom of that list."

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: How Craft Breweries Are Helping to Revive Local Economies  
**Date:** Wednesday, February 28, 2018 6:44:49 AM

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## **How Craft Breweries Are Helping to Revive Local Economies**

NY TIMES – CJ Hughes

<https://www.nytimes.com/2018/02/27/business/craft-breweries-local-economy.html?ref=collection%2Fissuecollection%2Ftodays-new-york-times>

MIDDLETOWN, N.Y. — As Equilibrium Brewery opened for business here on a recent Saturday morning, fans were already lined up outside for a fresh batch of its hazy-colored ales.

The travelers, who came from Massachusetts, New Jersey, Pennsylvania and Rhode Island, snapped up as many cans and bottles as they could buy, at \$16 a four-pack. After a sip or two by tailgates, some headed out in search of a meal, their tourist dollars funneled into a downtown betting on a rebound.

“We are having an impact on the community, for sure,” said Ricardo Petroni, a co-owner of Equilibrium, which opened in 2016 in a former meatpacking plant that had been seized over nonpayment of taxes. “When we moved here, you could see old scars of bad times,” Mr. Petroni added, “but you can tell that now, new things are flourishing.”

Across the country, in once-bustling manufacturing centers, breweries are giving new fizz to sleepy commercial districts. If alcohol-based businesses were blamed for a breakdown of society in the Prohibition era and beyond, breweries are now being seen as a force for good.

“The economic ripple effects are definitely there,” said David Barnett, a Chicago-based senior research analyst for JLL, the commercial brokerage firm. Breweries “create a cool tourism aspect for out-of-towners, but it’s been good for residents as well.”

In 2016, there were 5,301 mom-and-pop beer makers, which are typically known as craft breweries. That figure rose from 4,548 in 2015, when the country surpassed its historic high-water mark of 4,131 breweries, set way back in 1873, according to the Brewers Association, a trade group. (Zero were recorded from 1920 to 1932, during Prohibition.)

Although they are small, those breweries pack an economic jolt. In 2016, they contributed about \$68 billion to the national economy, the association said.

In recognition of their importance, craft breweries received an unexpected gift in the recent rewrite of the tax code. The Senate included a provision that lowered the tax rate on beer produced in the United States, particularly for small breweries. That special treatment comes on top of generous subsidies from local communities eager to bring business to their struggling industrial districts.

The Northeast, Midwest and West still represent much of the industry, but 36 states doubled their production of craft beer from 2011 to 2016, according to Mr. Barnett, who last year wrote “The Craft Beer Guidebook to Real Estate,” a JLL report. “It’s hard to ignore an industry that has grown this much,” he said.

In searching for places to make specialty beverages like sour beers and stouts, breweries seemed to adhere to a formula. They like early-20th-century buildings with up to 10,000 square feet and lofty ceilings, said Sandy A. Barin, a vice president with the commercial real estate firm CBRE based in Minneapolis who counts brewers among his clients.

Usually renters instead of owners, breweries in Minneapolis typically sign five-year leases and pay \$4.50 a square foot annually, Mr. Barin said, although tenants are usually on the hook for renovations, even if landlords offer credits for finishes like paint and carpeting. “The setup is usually pretty expensive,” he said.

Breweries also seek up-and-coming locations that are within walking distance of houses and apartments, according to Mr. Barin, who added that the popular neighborhood in his city is North Loop, a former manufacturing district that churned out plows and threshers.

Over all, breweries, usually with tap rooms, occupy about 624,000 square feet in the Minneapolis-St. Paul metro region, up from 507,000 square feet in 2016. And in 2017, 11 new breweries opened in that area, according to CBRE, with 11 more expected this year.

Offering food broadens breweries’ appeal, making a visit to them into “more of an all-inclusive night out,” Mr. Barin said.

Breweries typically open an adjoining restaurant, but in Minneapolis, they often forge partnerships with food trucks that park outside. Modist Brewing, which opened in 2016 in a former North Loop salt factory, has several food trucks to serve hungry customers.

Breweries have boomed nationally in the last few years. The industry was on track to post a growth rate of 5 percent in 2017, based on midyear calculations, said Bart Watson, the association’s chief economist. “We haven’t seen much of a slowdown,” he said.

But in many places, the industry remains highly subsidized, raising questions about whether breweries can make it on their own, and how long that might take.

The building that houses Equilibrium, for instance, was sold to the brewery for \$260,000, with \$225,000 of that forgivable if the brewery remained in business for at least five years, said Mr. Petroni, who along with his partner, Peter Oates, invested \$1.4 million to upgrade the property. Ten people work there today.

In addition, Equilibrium benefited from a sales-tax exemption on construction materials and a short-term reduction in property taxes, among other local incentives. The nearby three-year-old Clemson Brewing Company, a tall brick former saw-blade factory also seized for back taxes before its current incarnation, received similar breaks, which Middletown officials called necessary.

“We realized in the 1980s and 1990s that industry wasn’t really coming back to any of these cities,” said Maria Bruni, the economic development director of Middletown. “Our community is very supportive because we’ve been staring at these buildings for 20 years and doing nothing.”

Financing from New York State, which under Gov. Andrew M. Cuomo has become a major

backer of the brewing industry, seems to also be a key. Equilibrium, for example, has so far received \$204,000 in state grants.

Mr. Cuomo, who took office in 2011 and is now in his second term, has also relaxed industry laws over the years. Brewers can now sell beer by the glass at their plants if their recipes partly use locally grown products, which many credit for the explosive growth of breweries in New York.

In February, there were 390 craft breweries in New York, according to the state's Liquor Authority, up from 97 in 2012. From densely settled Brooklyn to small towns by the Canadian border, the breweries include the Newburgh Brewing Company, which occupies an 1850s former box factory; Battle Street Brewery, in a former train station in Dansville, near the Finger Lakes; and Pressure Drop Brewing in Buffalo, in a former barrel factory. The Binghamton area has also become a hot spot.

If residents support incentives, they do not always agree that alcohol will improve a community, said Chris Andrus, a co-founder of Mitten Brewing Company in Grand Rapids, Mich.

Though breweries are plentiful, none were on the city's west side, a blue-collar former furniture-making center, when Mr. Andrus and his partner, Max Trierweiler, sought to open one in a dormant 1891 firehouse. Neighbors who were worried that another bar would hurt the struggling area spoke out at zoning meetings, he said.

But opponents may have come around since the brewery opened in 2012. Mitten closes earlier than bars in the area, Mr. Andrus said, "and we attract a lot of families." The brewery, which is profitable, seems to have also attracted investment in the neighborhood. Across the street is a gin distillery, in a former clothing store, and another corner has a barbecue joint, in a former hamburger stand. Other breweries have also arrived in the area.

Perhaps unsurprisingly, property values are also on the rise. Mitten's 6,000-square-foot firehouse, which cost \$220,000, is worth about \$600,000, Mr. Andrus said, which is "largely because of us."

Whether craft breweries are a fad or will endure may come down to drinkers' tastes, but evidence suggests passion for the product is high.

On that January day in Middletown, Bob Helligrass and Jaime Loughridge, friends from the Albany area, sat eating lunch at Tapped, a bistro next to Equilibrium that opened around the same time.

Before buying India pale ales at Equilibrium, the pair had also hit up the two-year-old Hudson Valley Brewery in Beacon, N.Y., to buy some of its beverages, while also snagging a meal along the way. "Breweries," Mr. Helligrass said, "have benefits all down the line."

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Richard Weinstein, Public-Minded Urban Planner, Dies at 85  
**Date:** Saturday, March 03, 2018 7:39:01 AM

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## **Richard Weinstein, Public-Minded Urban Planner, Dies at 85**

NY TIMES - Sam Roberts

<https://www.nytimes.com/2018/03/02/obituaries/richard-weinstein-public-minded-urban-planner-dies-at-85.html?rref=collection%2Fsectioncollection%2Fnyregion>

Richard Weinstein, an architect who helped redefine urban planning in New York and Los Angeles by coupling private profit with public benefit to make cities more livable, died on Feb. 24 in Santa Monica, Calif. He was 85.

The cause was complications of Parkinson's disease, his son Nikolas said.

Recruited to New York City government in the late 1960s by the administration of Mayor John V. Lindsay, Mr. Weinstein joined several like-minded young colleagues in a new Urban Design Group within the Department of City Planning.

Their goal was to tailor zoning regulations to a neighborhood's unique form, function and features rather than impose generic rules by rote.

"We are trying to make development responsive to some human purpose," he told The New York Times in 1973.

Working largely backstage, Mr. Weinstein was instrumental in the creation of special zoning districts that retained the character of the theater district and the area around the new Lincoln Center performing arts complex.

He also played major roles in the preservation of the United States Custom House in Lower Manhattan and what became the South Street Seaport.

In the 1970s, he helped negotiate the development of Battery Park City on landfill from the construction site of the World Trade Center. He also conceived a plan for selling air rights over the Museum of Modern Art in Midtown Manhattan to a private developer to subsidize the museum's expansion. The developer built a residential high-rise next door.

Mr. Weinstein moved to California in 1985 and became dean of the School of Architecture and Urban Planning at the University of California, Los Angeles. He held that post until 1995 and was a professor emeritus until 2008.

As dean, he incorporated computer technology and robotics into the curriculum. He also helped select designs for the Walt Disney Concert Hall — Frank Gehry's was chosen — and the new Cathedral of Our Lady of the Angels, designed by José Rafael Moneo.

"He was certainly a champion of creating humanity and urbanity," Mr. Gehry said in a telephone interview on Thursday.

Samuel Richard Weinstein (he was named after his grandfather, an immigrant from Belarus,

but apparently switched his first and middle names) was born on Nov. 30, 1932, in Manhattan to Herman and Lillian Weinstein. His father was in the garment business.

After graduating from the Ethical Culture Fieldston School, he earned a bachelor's degree in experimental psychology from Brown University and a master's in clinical psychology from Columbia.

While administering psychological exams at the Walter Reed Army Medical Center in Washington, Mr. Weinstein was captivated by several houses in the capital area designed by Frank Lloyd Wright. He began taking correspondence courses in architecture.

He later enrolled in an architecture program at Harvard but found it stifling and transferred to the University of Pennsylvania, where he received a master's degree in architecture in 1960.

In 1961, he won the Prix de Rome for architecture, and he later worked for the architectural firms of I. M. Pei and Edward Larabee Barnes.

Mr. Weinstein joined the city government after campaigning for Mr. Lindsay in his successful run for mayor in 1965. His new colleagues included visionaries like Donald H. Elliott, who became the chairman of the City Planning Commission, and Jaquelin T. Robertson, Jonathan Barnett and Myles Weintraub, who, along with Mr. Weinstein, became founding members of the Urban Design Group.

As director of the Office of Planning and Development for Lower Manhattan from 1968 to 1974, Mr. Weinstein persuaded David Rockefeller and other downtown bankers to buy air rights that preserved the buildings that later formed the South Street Seaport, now a popular tourist attraction.

His work in creating special zoning for the Lincoln Square neighborhood around Lincoln Center and the theater district helped preserve and promote their unique cultural characteristics and encouraged the construction of more theaters.

“In New York, while everyone watches politicians playing politics as usual, the planners and lawmakers are making a new kind of city possible through a new kind of zoning,” Ada Louise Huxtable, the architecture critic for *The Times*, wrote in 1971.

In a 1994 interview with the Museum of Modern Art, Mr. Weinstein explained what that new kind of zoning demanded when a developer wanted to build beyond what regulations allowed.

“We completely stopped the practice of granting variances to developers in exchange for increased taxes to the city,” he said, “and took the position that public benefits had to be identified as flowing from the variance.”

For example, he said, in the theater district, “if a developer wanted to build a building, he had to build a theater in it if he wanted the variance.”

“As a result of that policy,” he added, “four theaters were built: the Minskoff, the Uris, the Circle in the Square and the American Place Theater — two experimental theaters and two Broadway theaters.”



When Cass Gilbert's Beaux-Arts custom house (later renamed the Alexander Hamilton Custom House) was about to be carved into courtrooms for federal judges, Mr. Weinstein collaborated with Senator Daniel Patrick Moynihan and others to preserve much of the building's historic character, including its 1930s murals by Reginald Marsh. He later helped relocate the Museum of the American Indian there from Upper Manhattan.

He was also a consultant to the National Park Service's Gateway National Recreation Area in New York Harbor.

Mr. Weinstein is survived by his wife, the former Edina Mommaerts; his sons, Nikolas and Alexandr, from his first marriage, to Sandra Cohen; and two granddaughters.

If his influence was enduring, it was also eclectic.

When Mr. Weinstein learned that the city's Department of Transportation was about to apply a new coat of olive green paint to the Brooklyn Bridge in the early 1970s, he checked with the Smithsonian Institution to determine the bridge's original color, from 1883.

It was tan and silver.

The city has applied that two-tone pattern to the bridge ever since.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CITY LIMITS: Rezoning Carry Opportunities and Risks for Low-Income Seniors  
**Date:** Friday, March 09, 2018 11:23:25 AM

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## **Rezoning Carry Opportunities and Risks for Low-Income Seniors**

CITY LIMITS - Abigail Savitch-Lew

<https://citylimits.org/2018/03/09/rezonings-carry-opportunities-and-risks-for-low-income-seniors/>

Staten Island resident Dahlia Rivera says she can't leave her Mitchell Lama apartment complex, where her rent is restricted, because she wouldn't be able to afford anywhere else. It's frustrating, says the retiree who worked in civil service for 30 years, because she has a child in Virginia and it's also a steep climb up a hill to her apartment. Still, she calls herself lucky: She knows seniors who are forced to live with relatives with whom they don't get along, and she's noticed the older homeless people at the ferry terminal.

Unless the city's proposed Bay Street rezoning comes with affordable housing for seniors and other low-income Staten Islanders, she says, "They're going to be pushing out people. You're going to have more people living on the street."

Up in the Bronx, Carmen Vega-Rivera, a disabled, retired arts educator and an organizer who opposes the city's Jerome Avenue rezoning, is also worried. Once her husband retires, their income will be slightly above the cut-off for the Senior Citizen Rent Increase Exemption, a rent-freeze program for low-income seniors, but they face growing medical expenses. Furthermore, her landlord is undertaking many building-wide renovations, and while Vega-Rivera is happy to see the elevator repaired, she's afraid those costs will be permanently tacked to her rent bill in the form of a Major Capital Improvement rent increase.

"I can't afford an increase on my existing rent, whether it's directly because of the rezoning, whether it's because of Major Capital Improvements or anything else, because that's going to put me at a level where I have to make choices to have a roof over my head. Where else do I cut?" she says.

While the city's significant citywide investments in senior-specific housing are beneficial to all seniors, it remains to be seen how much housing designated for seniors, and affordable to seniors, will end up in each rezoning neighborhood, and to what extent it will mitigate any risk of their displacement.

Furthermore, the planning processes in rezoning neighborhood are delivering some additional services and programs for seniors in disinvested communities, but not always as much as advocates would like.

Then again, rezoning neighborhoods are not the only ones seeking a piece of the city's steadily growing, but still small budget for senior services.

### Heightened risks

Some senior citizens worry that, if a rezoning risks exacerbating market pressures, their age group will be among those most vulnerable to displacement.

As City Limits reported in a three-part series on the aging in 2015, New York City's seniors face particularly severe challenges when it comes to housing. Six in 10 senior renters are considered rent burdened, paying more than 30 percent of their income towards rent, compared to five in 10 in the general population, according to a 2017 report by Comptroller Scott Stringer.

The problem is not just that rents are going up: Those who make up the city's elderly are increasingly low-income. While senior poverty decreased in the rest of the country from 1990 to 2015, poverty rates among New York City's elderly grew from 16.5 percent to 18.1 percent from 1990 to 2015, according to the Department of the Aging's 2017 Annual Plan Summary. Minorities make up a growing percentage of New York City's seniors, and they are poorer than White seniors, who have an average median income of \$47,500 in 2015. Among Black seniors, the median income was \$33,917, while Latino seniors made \$17,500, and Asian \$27,500 in 2015.

In 2011, the Joint Center for Housing Studies at Harvard University estimated that nationwide, only 36 percent of income-eligible seniors received the rental assistance they qualify. As earlier reported by City Limits, a 2016 study by LiveOn found that as many as 200,000 New Yorkers may be on waiting lists for senior housing. And the competition for affordable senior housing will only increase as the baby boomer generation ages and as more aging New Yorkers opt to live in an urban environment.

On the one hand, rezonings could be seen as an opportunity for seniors to receive the help they need, especially when it comes to housing. The mayor has twice amped up the number of units in his housing plan dedicated to seniors. That allotment increased from 10,000 in the original 2014 housing plan to 15,000 in February 2017 and then to 30,000 last October. While these units will be spread throughout the city, the rezonings can create opportunities for the construction or preservation of senior housing in some of those neighborhoods. For instance, the East Harlem rezoning effort includes the redevelopment of the 111th Street ballfields with 650 rent-restricted units, of which 79 were designated for seniors.

Furthermore, the mayor's neighborhood rezonings have each come with multi-agency investments. The neighborhood planning process that take place in conjunction with each rezoning represents an opportunity for neighborhoods to speak out about what senior services they need.

On the other hand, critics of rezonings have often raised concerns that the mayor's mandatory inclusionary housing policy, which requires a portion of new development in rezoning areas to be affordable, does not require private developers to build housing affordable to people who only receive Social Security income. There are also concerns that seniors would find relocation particularly challenging, given the dependency of seniors on local networks of friends and services and the health impacts of displacement.

In the eyes of critics, it is a moral imperative that the city ensures seniors are not displaced from rezoning areas due to increased market pressure.

"They built our infrastructure, led social-justice movements, made major advances in healthcare and technology and fueled our thriving economy," says the East Harlem Neighborhood Plan, which was crafted by residents and organizations that sought to influence

the city's rezoning process. "Older East Harlem residents are a part of this legacy and are key to preserving the history and culture of the community."

Policy staff at LiveOn New York, the city's leading advocacy organization for senior rights, did not make a pronouncement about whether the rezonings would do more harm than good for seniors or vice versa, but said that they've been working to make sure the concerns of seniors are heard in rezoning neighborhoods by, for instance, hosting a discussion about senior issues in the Jerome Avenue rezoning area that included the Department of City Planning, Councilmember Vanessa Gibson, and community members.

"We always want to make sure that policymakers and key decision makers hear that voice," says Cianfrani.

Numerous citywide housing initiatives

Seniors in rezoning neighborhoods will be affected by changes in their own neighborhoods, but also by the administration's citywide initiatives to address the senior housing crisis.

"Seniors First," the administration's expanded senior-housing initiative announced in October, aims to build or preserve a total of 30,000 such units by 2026 through three new initiatives: making 15,000 apartments more senior-accessible in buildings the city preserves, developing 4,000 new senior apartments, and investing in the preservation of 6,000 properties built with Section 202, the federal program that at one time was responsible for the construction of much of the city's senior housing. This is on top of the roughly 5,000 senior units that the administration had completed by that October.

The city's program for constructing new senior units is the Senior Affordable Rental Program (SARA), which serves seniors making up to 60 percent of the Area Median Income (AMI), or \$40,080 for a single person. Developers are also allowed to include a tier of units for seniors making up to \$60,120 for a single person, and 30 percent of the units must be reserved for homeless seniors. Developers that apply for the SARA subsidy are asked to "provide a plan, budget, and funding source" for senior services, though on-site services are not required and can vary depending on the project.

While the city's other low-income housing programs do not require units for seniors, they do encourage developers to include "supportive housing units or to create intergenerational housing by incorporating senior housing units." LiveOn NY policy staff say they've heard that developers are catching on and increasing the number of units in such projects for seniors.

In addition, the city says its Zoning for Quality and Affordability text amendment, which reduced parking requirements and allowed higher buildings for developers who commit to building senior housing, has helped to spur senior housing development while also fostering more walkable streets with ground-floor retail that are beneficial for seniors. The city has also created a new guidebook recommending how building owners can renovate their buildings to allow aging in place.

"We are really pleased with the direction that the mayor has taken, particularly with housing," says Cianfrani. "We're really encouraged and our role is to continue to build relationships with the city agencies that are going to be building these programs."

Beyond the 30,000 senior units to be built and preserved, the de Blasio administration has invested in other efforts to protect seniors from displacement. In 2014, the state and city raised the income eligibility level to \$50,000 for the Senior Citizen Rent Increase Exemption (SCRIE) program (now rebranded “New York City Rent Freeze Program”). Since City Limits last reported on the program in 2015, enrollment rose from about 50,000 out of about 122,000 eligible seniors to 50,524 seniors in 2016 and down to 53,089 seniors in 2017. The Department of Finance says the fluctuation is to be expected due to deaths and other changes in living situations.

In addition, the city’s Senior Citizen Homeowner’s Exemption program (SCHE) provides low-income senior homeowners with property tax exemptions. After pressure from the de Blasio administration and advocates, the state finally raised the household income eligibility level from \$37,399 to \$58,400 last summer, which the city estimates will benefit about 32,000 more households. The city has also sought to help seniors who qualify for this exemption with water bill assistance, and has partnered with the Parodneck Foundation to launch the Senior Citizen Home Assistance program to fund home repairs. And while the city’s guarantee of a right to counsel for all low-income tenants in housing court benefits all tenants regardless of age, senior advocates see it as a particularly vital policy for the elderly.

Advocates still see room for improvement. LiveON and the Comptroller’s 2017 report have also called for the state to set up an “auto-enrollment” system for seniors eligible for SCRIE, as well as changes to the program to ensure that seniors’ rents are frozen not at the rent at the time they apply to the program, but at 30 percent of their income.

Both LiveON and Councilmember Margaret Chin, who heads the Council’s Committee on Aging, would like to see the city create a stable funding source for service coordinators in new senior housing developments; right now it’s left up to senior housing developers to find a way to support services, whether through other government financing programs or other avenues.

Advocates would also like to see the city provide higher funding levels to the Department of the Aging (DFTA) to expand a number of existing support services for seniors.

While the de Blasio administration increased DFTA’s budget from about \$264 million in FY 2014 (the last year of the Bloomberg administration) to about \$372 forecast for FY 2018, LiveOn New York has consistently called for higher levels. DFTA funding made up a miniscule .4 percent of the FY 2017 budget, though Chin notes that the Council secured a roughly \$23 million increase in baseline funding last year.

### Visions in rezoning neighborhoods

The community districts that overlap with de Blasio’s proposed rezonings vary in their number of seniors, and generally have a below-average percentage of seniors when compared to the rest of their populations, according to information culled from the Department of Aging’s 2017 Profile of Older New Yorkers, which mostly relies on 2011-2015 census data. Many of the districts, however, are home to some of the city’s most vulnerable seniors, with high rates of poverty and many who are foreign born.

In many of the neighborhoods undergoing a rezoning, community advocates have called on

the city to make investments in the needs of its elderly. Each of the rezoning plans passed so far do include investments in seniors, though not always all the ones requested—and not always enough to ameliorate the concerns of some advocates that seniors could be displaced by exacerbated market pressures.

The Coalition for Community Advancement in East New York and Cypress Hills demanded that the city invest in accessible subways and senior centers as part of its East New York neighborhood plan. At the time the rezoning passed in April 2016, the city did not commit to those two asks, but it did agree to help senior homeowners gain access to funding for repairs through the Senior Citizen Home Assistance Program (SCHAP) as well as home water assistance. The city's June 2017 progress report for East New York says that two low-income seniors received \$58,745 through the Senior Citizen Home Assistance Program for a variety of repairs and that the city had made playground improvements to accommodate East New York seniors.

But the coalition's Darma Diaz says she is concerned that not enough affordable units are being created at levels that seniors can afford to rent. She also says that despite increased attention from the city, senior homeowners are still being swindled and losing their mortgages. She'd like to see an increased investment in existing senior centers, better SCRIE outreach and a larger tax break for property owners who rent to seniors with SCRIE. "It doesn't matter whether they raise the program [income] qualifications if, A, our seniors don't know about it and, B, the property owners [renting to seniors] are close to nonexistent," she says.

A report released last fall by Center for NYC Neighborhoods described the many challenges faced by East New York homeowners and especially senior homeowners, including the challenge of accessing loans—even through the SCHAP program—as well as the prevalence of predatory brokers who seek to trick seniors to sell for a low price (the city and advocates are currently trying to stop such activity through the establishment of a cease and desist zone).

In Far Rockaway, when a coalition of advocates requested that the city look at the area for redevelopment, they called for more senior services throughout downtown. The city's final list of investments related to the Downtown Far Rockaway rezoning does not mention seniors specifically, but does include investments in bus shelters, in a car-sharing pilot program, in ADA access ramps at the local police precinct, and in other amenities that might benefit seniors.

The East Harlem Neighborhood Plan's section on "Health and Seniors" recommended accessibility improvements to parks, priority for seniors for affordable housing, improvements to the Access-a-Ride system, more bus shelters and sidewalk benches, and other suggestions. At the time the rezoning passed in November, the city agreed to site more benches and invest \$18.1 million in intergenerational playgrounds. The city also notes that its efforts to develop affordable housing and protect tenants will help seniors. An environmental impact statement for the rezoning mentions the local implementation of a citywide program to help combat senior isolation and highlights that East Harlem already has seven senior centers as well as an "Innovative Senior Center," with enhanced resources.

David Nocenti of Union Settlement said that, overall, he was impressed by the city's many commitments to East Harlem, which cover a range of neighborhood needs, and wasn't sure it

made sense to singularly analyze only the investment in senior initiatives. The real question to be answered in time is whether the city fulfills all its commitments, he said.

In the case of the Jerome Avenue rezoning, which was approved by the City Council Land Use Committee this week, the city promised investments in the creation of a senior housing development on public property within the rezoning area. The city's draft neighborhood plan also mentions that its tenant protection initiatives and the SCHAP program can also benefit seniors. Still, Vega-Rivera, who lives near the Jerome Avenue rezoning, remains skeptical that the city's ramped up investments in affordable senior housing are sufficient to protect all seniors in the area. "It's like, if there are 100 seniors and you're saying we're going to give housing to 15 of them, where do the other 85 go, how do they survive?"

Meanwhile, in Inwood, the next rezoning up for a vote, the city has committed to initiatives like outreach to promote SCRIE and inform tenants of their rights. A new plan by community groups called Uptown United calls for a 10 percent senior set-aside in new affordable housing.

In all five of these areas, it's not yet clear exactly how many units created as a result of the rezoning will end being designated specifically for seniors—or how many will end up being affordable to the many seniors who live below the poverty line in these neighborhoods. Apart from the rezoning, the Department of Housing Preservation and Development from 2014 through 2017 has financed 258 senior units in Brooklyn Community District 5 (where the East New York rezoning took place), 154 senior units in Queens Community District 14, (which contains the Downtown Far Rockaway rezoning), 242 senior units in Manhattan Community District 11 (East Harlem), 62 senior units in Bronx Community Districts 4 and 5 (Jerome Avenue) and none in Manhattan Community Board 12 (Inwood).

Needs extend beyond rezoning neighborhoods

Of course, it's not only rezoning neighborhoods where seniors are seeking more services and senior-targeted housing. Nuanced conversations are necessary to understand what areas should be prioritized for the limited funding of DFTA and other agencies.

Take Flushing, in Queens Community District 7, where a rezoning under consideration was dropped. That community district actually has a large number of seniors, and during the rezoning discussion, community advocates with the Flushing Community Rezoning Alliance demanded more senior centers and better SCRIE outreach.

In Chinatown/Lower East Side, where there are also a large number of seniors, developing under the existing zoning is the cause for concern. Advocates are worried about the impact of private development on seniors who live by the Lower East Side waterfront, with one developer planning to construct a skyscraper on top of an existing, 10-story senior building. The De Blasio administration has long rejected the Chinatown Working Group's rezoning plan, which would have covered a large area and prevented skyscrapers along the waterfront, though it has agreed to work with the community board for a limited study of Chinatown (though no progress has yet been made on that study).

According to Paula Segal, an attorney at the Urban Justice Center Community Development Project, it remains unclear how many seniors will have to be relocated during the construction of the skyscraper—the developers said last year that 10 units would be

permanently displaced and nine vacated temporarily—or how the seniors will be impacted by neighborhood changes as new, wealthier residents move in to the area.

The relocation plan for the seniors requires HUD approval. The developer also needs certain zoning modifications that are contingent upon the City Planning Commission's approval.

Chin says she's also concerned for these tenants and the fact that they recently lost their supermarket due to the development of the nearby Extell tower. In addition, she says that any future planning for Chinatown needs to take into account the many seniors who live in five-story walk-ups and want to age in place by constructing more senior housing and senior centers.

It's true that rich or poor, all New Yorkers generally need new types of services as they age, and in some middle-income or affluent neighborhoods there are many seniors but a lack of senior services. The 2017 report by Comptroller Stringer highlights the mismatch between areas with the most seniors and areas with the most services, noting, for instance, that three eastern Queens neighborhoods and southern Staten Island each have "relatively large senior populations but few senior centers." None of those neighborhoods include rezonings, and with the exclusion of Bensonhurst, all those neighborhoods all have below-average levels of senior poverty.

The Comptroller's report does call for the expansion of particular senior initiatives in three neighborhoods with larger senior populations where rezonings are also under discussion, arguing that Staten Island District 1 (which overlaps with the proposed Bay Street rezoning) should be included in the Safe Streets for Seniors program, and Manhattan Community District 3 (Chinatown/Lower East Side), and Manhattan Community District 12 (Inwood) should be included in the Age-Friendly Neighborhoods Program, a community-based planning effort that engages seniors to come up with an action plan for how to improve services in their area.

When it comes to where to prioritize outreach to get seniors to sign up for the SCRIE program, the Department of Finance says its focusing on neighborhoods where in 2014 it found the highest number of eligible seniors not using the program. Among the top ten neighborhoods they are targeting there is one, Highbridge/Concourse that overlaps with a rezoning (Jerome Avenue). But according to LiveOn's 2015 analysis of under-enrollment of eligible seniors in SCRIE East New York, East Harlem, the North Shore of Staten Island, also had very high percentages—over 71 percent—of eligible seniors not enrolled.

The comptroller's office says the point is not that there must be a proportional number of senior amenities to seniors, but rather than the city has "not clearly articulated how they plan to respond to the changing demographics of the City on a neighborhood-by-neighborhood basis or undertaken an analysis of the resources needed to better serve an older population."

A few months after the release of Stringer's report, the city's Age Friendly NYC initiative, a decade-long effort launched by the mayor's office, the City Council and the New York Academy of Medicine in 2007, released a new report including 86 initiatives, some old and some new, aimed at expand the city's services for seniors. One of those initiatives seemed to acknowledge the Comptroller's concerns: the city will work with partners to create an interactive map that will "facilitate more informed planning and more equitable and localized deployment of resources for older people."



**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Out of Public View, Trumps and Kushners Are Talking Business  
**Date:** Sunday, March 11, 2018 6:56:30 AM

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## **Out of Public View, Trumps and Kushners Are Talking Business**

NY TIMES - Ben Protess, Steve Eder, Jesse Drucker

<https://www.nytimes.com/2018/03/10/business/trumps-kushners-hotel-deals.html?ref=collection%2Fissuerecollection%2Ftodays-new-york-times>

Jared Kushner's family company recently began construction on an oceanfront development in this Jersey Shore city, a project that has the strong backing of local officials, who agreed to support it with \$20 million in bonds.

But unknown to Long Branch officials, the Kushners have been in talks to team up with another family-run company that has an even bigger presence in the White House: the Trump Organization.

The Kushners are in private discussions to have President Trump's company manage at least one hotel at the center of the development known as Pier Village, according to people briefed on the previously unreported talks. The Kushner Companies and the Trump Organization have signed a letter of intent, though no deal is final and the Kushners are not required to inform city officials.

The long-running talks blur the line between family, business and politics in ways that lack precedent: Both Mr. Trump and Mr. Kushner, the president's senior adviser and son-in-law, retain financial interests in their family businesses. The Trump Organization's outside ethics adviser has raised questions about a potential deal — one reason the two-year-long discussions have not been completed.

The talks are underway as the White House role of Mr. Kushner has become increasingly strained because of his business dealings. Mr. Kushner lost his top-secret security clearance last month, in part because of worries that foreign governments might try to gain influence by doing business with him.

While Mr. Kushner has sold some holdings in Kushner Companies, he has held on to a majority of his stake, including an ownership interest in the recent \$283 million expansion of Pier Village. Mr. Trump has handed over management of his company to his two oldest sons, but the president continues to own it.

"The concern is that the president might not want to do anything that would upset the Kushner family agreement to do business with his company," said Marilyn L. Glynn, who served as general counsel in the Office of Government Ethics during Republican and Democratic administrations, when told by The New York Times about the Trump-Kushner talks.

The White House declined to comment. Both companies on Friday confirmed their discussions about the hotel in Pier Village, while dismissing ethics concerns.

The plans under discussion in Long Branch have called for the Kushners to own the hotel and

make payments to the Trump Organization to run it. The bonds issued by the city, part of a broader renewal effort, are not earmarked for the hotel, but they will support public infrastructure around Pier Village, and in turn help the hotel and nearby properties succeed.

Last year, in another previously unreported endeavor involving the two family businesses, the Trump Organization began managing a Kushner-owned hotel in Livingston, N.J., people briefed on the matter said. That property, the Westminster Hotel, is believed to be the only hotel that the Trumps manage but do not brand.

The behind-the-scenes activity signals a deepening of the Trump-Kushner business relationship, which until recently appeared to be limited to a single residential project in Jersey City. It also poses potential ethical headaches for the White House, Ms. Glynn and other legal experts say.

Deals between the two families, said Ms. Glynn, who also served as acting director of the ethics office for part of George W. Bush's presidency, do not inherently violate any ethics rule. But, weighing whether new financial entanglements posed more of a problem than existing family ones, she added, "I think the financial concerns trump the familial ones, so to speak."

Walter M. Shaub Jr., who led the ethics office under President Barack Obama and is a frequent critic of Mr. Trump, said: "If a subordinate is your son-in-law, maybe you like them, but once you have entangled business interests, they've got leverage over you. Blood is not thicker than money for a lot of people."

In a statement, the Kushner Companies said the Trumps "have zero equity of any type in our properties or businesses." In Long Branch, the statement said, "we are contemplating a third-party operator agreement with their hotel management division at market rate." Noting that it did not specialize in the hospitality industry, the company said it had "a business obligation to seek the most capable resource."

In an interview, Eric Danziger, the head of Trump Hotels, disputed that teaming up with the Kushners might pose a conflict.

"This is a straight-up business deal," he said. "If there were something out of the ordinary about the deal, then I think that question is fair," he said, but "we do market transactions that are reviewed and checked."

Mr. Danziger said that Bobby Burchfield, the Trump Organization's outside ethics adviser, had asked about the financing involved in a potential Long Branch deal with the Kushners. Mr. Burchfield, who scrutinizes how the Trump Organization's partners finance deals, among other things, often requires more information before approving a deal.

Whether or not the Trumps and Kushners reach a deal, Mr. Kushner stands to gain. He is expected to eventually own 20 percent of the hotel in Pier Village, according to documents obtained through a public records request. And he was personally involved in the project early in the presidential campaign. In documents provided to Long Branch, the Kushner Companies stated that Mr. Kushner "is strictly a passive investor."

He also retains a stake in a Kushner residential tower in Jersey City that bears the Trump

name.

In Livingston, Mr. Kushner has divested from the Westminster Hotel, a three-story property overlooking strip malls. While it is unusual for the Trumps to manage hotels that do not carry one of their brands, Mr. Danziger said he was discussing similar deals with other companies as a way to expand the business under the “right circumstances.”

“An owner wants to know they can depend on and rely on the operator, and we have a lot of credibility as operators,” he said.

The growing relationship between the families could be helpful to the Trumps, as the ethical restraints they voluntarily adopted after the election have proved to be a hindrance to new business. The Trump Organization, which agreed not to start any new foreign projects during the presidency, has yet to open a new hotel in the United States since Mr. Trump took office.

While Mr. Danziger said the pipeline of potential deals was “still very active,” the company has also shown some signs of scaling back: Since the election, the Trump name has been removed from properties in Manhattan, Toronto and Panama.

A pairing with the Kushners could bring other complications. If the Trumps manage a Kushner property that received foreign or domestic government funding, it could test the Constitution’s emoluments clauses, which essentially prohibit the president from accepting certain gifts from foreign or domestic governments. Some legal experts argue that local bonds like the ones issued in Long Branch could brush against the domestic clause.

The Kushners, who co-own the development with Extell Development, a New York real estate firm, said they would not accept money from foreign governments.

The firm, however, has a history of seeking cash from investors with strong connections to foreign governments, including Anbang, an insurance company in China.

The Kushners also have a history of teaming up with Israeli investors, which is ethically thorny for Mr. Kushner, whose central responsibilities in the White House include handling Middle East policy. Extell’s bonds have traded on the Tel Aviv stock exchange.

The Kushners also used money from Chinese investors to finance the construction of Trump Bay Street, the residential tower in Jersey City. The Chinese money came through the so-called EB-5 program, which offers visas to foreigners in exchange for \$500,000 investments in real estate projects. Federal prosecutors have been investigating the Kushner businesses’ use of the program, though the company has said it no longer pursues this type of funding and “did nothing improper.”

In addition, investigators working for Robert S. Mueller III, the special counsel looking into Russian interference in the 2016 election, have asked questions about Mr. Kushner’s interactions with foreign businesspeople, according to a person with knowledge of the matter.

In Long Branch, the Kushners are moving ahead with building the hotel in Pier Village and may add more hotels in the area.

The talks with the Trumps have focused largely on the Pier Village property under

construction, which might carry the Scion brand, a new line of four-star hotels the Trumps announced in 2016. The Kushner Companies, however, said on Friday that it planned only to have the Trumps manage the hotel.

The hotel construction is part of the latest phase of a decades-long effort to remake the Long Branch waterfront after a fire destroyed the boardwalk in 1987 and contributed to a downward spiral.

Mayor Adam Schneider and local business leaders spearheaded a redevelopment plan in the 1990s that gave rise to Pier Village. The effort increased the city's annual beachfront revenue from \$200,000 in the early 1990s to more than \$2 million in 2017, the mayor said.

The Kushners have long owned an oceanfront house in an exclusive section of town, and in 2014, they teamed up with Extell to buy Pier Village.

With the purchase, the Kushners took over the part of Pier Village that already had a row of restaurants and shops, as well as a vacant strip of land that will eventually feature luxury residential condominiums, retail stores and the hotel.

Mr. Kushner was involved in planning the project. He was copied on emails with city officials, and the mayor recalls meeting with him twice.

Mr. Kushner assumed a role in the White House, but his sister, Nicole Meyer, and his father, Charles Kushner, continued to work on the effort, including discussions with officials about the bonds.

In September, the City Council unanimously approved the bonds to help close a "funding gap." The city will borrow the money to reimburse Kushner Companies and Extell for approved costs that arise from building public improvements such as a boardwalk, public restrooms and a children's play area.

Mr. Schneider said that the arrangement would not cause a tax increase, and that the city had struck a better deal with the Kushners and Extell than with the previous owners of Pier Village.

The city expects to more than recoup its investment by collecting an annual service charge and other payments that the Kushners and Extell pay in lieu of certain taxes. And the city said it had obtained a personal guarantee from Charles Kushner.

"It's actually a very lucrative deal to municipalities," Mr. Schneider said.

A week after the city approved the bonds, emails show, Ms. Meyer invited local officials to lunch at the Beach House restaurant at Pier Village. "Please let us know if you would like to join," the invitation said, "and thank you for all your support and efforts!"

When informed by reporters that the Trump Organization might ultimately be involved in a hotel in his town, Mr. Schneider, a Democrat first elected in 1990, sighed and expressed concern.

But he added: "Our success is that we have a hotel that's doing a great volume of business

that's creating jobs and economic vitality. It can be achieved no matter what name is on any building."

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: As Brooklyn Towers Soar, a Sinking Feeling for Developers  
**Date:** Friday, March 16, 2018 6:17:06 AM

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## **As Brooklyn Towers Soar, a Sinking Feeling for Developers**

NY TIMES - Stefanos Chen

<https://www.nytimes.com/2018/03/16/realestate/brooklyn-development.html?ref=collection%2Fsectioncollection%2Fnyregion>

From a penthouse apartment in the Hub, a new 610-foot rental tower in Downtown Brooklyn that is — for now — the borough’s tallest, its developer groused about timing.

“Not early enough,” said Doug Steiner on a recent tour, lamenting his firm’s belated decision to add a rooftop lounge that is still under construction. It seemed an odd quibble for a building that has nearly an acre of finished amenities, including a 75-foot indoor pool, a home theater, cabanas for outdoor grilling and a dog run. About 65 percent of its 600 market-rate units have leased since last spring, he said.

But one need only look beyond the apartment’s floor-to-ceiling windows to glimpse at Mr. Steiner’s competition. A construction crew nearby is building Brooklyn’s next-tallest tower, a 720-footer by the Manhattan developer Extell, which will have a rooftop pool with stunning views. A few blocks over, the developer JDS is laying the groundwork for Brooklyn’s first super-tall skyscraper, a residential tower expected to reach 1,066 feet. Both are aiming for completion in 2020.

“It’s impossible to know where the market will be when we finish,” said Mr. Steiner, who decided to add the rooftop lounge halfway through the four-year build. “We want to have everything that everybody else has, and more.”

Uncertainty hangs over the roughly 28,400 rental units expected to be built in Brooklyn over the next several years — about a thousand more than all the units built in the past decade, according to Nancy Packes Data Services, a real estate consultancy. Faced with falling prices, developers are offering concessions like a month or more of free rent, discounted broker fees and even free parking for a record share of apartments.

While there is still high demand for housing in the borough, New York’s most populous, a rising vacancy rate for the most expensive units undercuts the tremendous growth seen over the past decade. At the lower end, affordable housing lotteries, for the few thousand apartments made available below market rate through the new development, often draw tens of thousands of applicants per project.

Sensing the shift, some developers are pushing farther into the borough, with condo and rental projects that test local price records. Is Brooklyn’s moment over? Not likely — but developers are watching the clock.

The rental market, which makes up roughly three-fourths of the borough’s housing, peaked in 2014, when units leased for a median \$2,936 a month, according to a Douglas Elliman Real Estate report. The median rent has since fallen more than 10 percent, to \$2,632 in February, as existing units vied with new competition. To grease the skids, developers have ramped up

their marketing, often offering concessions to fill units quickly, said Jonathan J. Miller, an appraiser who prepared the report.

Developers' reliance on concessions "is probably the worst-kept secret in the rental market," said Mr. Miller, who found that 47.5 percent of Brooklyn rentals offered some form of sweetener in February, a record high. In the same period last year, just 15.7 percent had concessions. On average, renters received the equivalent of 1.4 months of free rent, with most of the concessions on one-year leases, Mr. Miller said.

The incentives were most common in three of the borough's most expensive neighborhoods — Dumbo, Downtown Brooklyn and Fort Greene — each of which offered concessions on more than 80 percent of known leases in January. The analysis doesn't capture the whole market, Mr. Miller said, because unlike sales, leases are not public record and developers are motivated to keep their numbers close to the vest.

"Developers want to maintain their listing prices, and then futz with the numbers behind the scenes," said Paul Johansen, an associate broker with CORE Real Estate. "A couple years ago, there were no concessions whatsoever."

That hasn't deterred builders from moving forward with thousands of new units, most of them geared toward the luxury market. In 2017, more than 5,700 rentals hit the market — the most units in a year since 2008, said Nancy Packes, the real estate consultant. And the future pipeline shows no signs of slowing: About 6,100 units are expected this year, followed by almost 9,600 in 2019.

Ms. Packes, whose clients include Brooklyn developers, said the surge in supply is cyclic, with the glut clearing out by 2019 or 2020. "They're looking at the trees, not the forest," she said about growth skeptics, noting that demand remains strong, fueled by a strong job market and population growth.

For renters accustomed to Manhattan prices, Brooklyn can still seem like a relative bargain. After concessions, the median rent price in Manhattan was \$3,168 in February, Mr. Miller said; in Brooklyn, it was \$2,632.

Eileen Norton, 28, who works for IBM's Watson Health division, is in a two-year lease at the Hub for a one-bedroom apartment, where she lives with her boyfriend Kevin Gallagher, 29, an accountant. The couple effectively pays around \$3,350 a month, after calculating the two free months of rent. (Smaller one-beds started at \$3,000.) They also received five months of free amenities — including the pool and gym — that typically cost \$75 a month, per person. Almost 90 percent of the Hub's market-rate apartments are studios or one-bedrooms and seem geared toward young professionals, which could explain why the children's playroom was impeccably clean, and empty, on a recent tour.

In Manhattan, where she lived for five years on the Lower East Side, "I could barely find a one-bed in the same price range, with amenities that could compete," she said. Her new rental has a washer/dryer, expansive city views and welcome perks, she said: "It's my first apartment in New York with an actual coat closet, which is amazing."

In spite of high demand for Brooklyn housing, the new supply remains heavily skewed toward luxury apartments. Overall, New York City had a rental vacancy rate of 3.63 percent,

which qualifies as a housing shortage, according to the city's latest Housing and Vacancy Survey. New York has remained below 5 percent rental vacancy since at least World War II, said Moses Gates, the director of community planning and design for Regional Plan Association, a nonprofit research and advocacy group.

But in the luxury segment, apartments priced at \$2,500 or more had a vacancy rate of 8.74 percent, which was "at or approaching" a record high, Mr. Gates said. While the full survey, including a breakdown of Brooklyn vacancy rates, will not be released until summer, there already are signs of a shift at the top of the market, he said.

"We're at or close to an inflection point, same as we were in 2007," he said, referring to the recession, when luxury prices flattened and high-end development stalled.

Still, Brooklyn is sprawling, and some developers are testing markets farther afield. In South Williamsburg, the former 11-acre Domino Sugar refinery site includes 325 Kent, where more than half of the 522 units have been leased since last summer. The waterfront development is about a 15-minute walk to the nearest subway; the copper-and-zinc structure with a hollow doughnut core, developed by Two Trees Management and designed by SHoP Architects, has studios for \$2,620 up to two-bedrooms starting at \$5,520. (A leasing fact sheet on the premises recently offered a reduced rent, based on two months free for a 14-month lease.)

Pablo Marvel, 25, a co-founder of Nova Concepts, a real-estate marketing and tech firm that uses drone photography, moved into a studio apartment in the project in September. "I still feel like people think Manhattan is the epicenter of New York, which is simply not true," he said. While his office is in the nearby Brooklyn Navy Yard, he said he uses the building's waterfront common areas, complete with Ping-Pong and pool tables, as a satellite office. Kate Treen, a spokeswoman for the project, said about 40 percent of residents work from home.

To entice renters, the building also offered six to 12 months of free parking, which typically costs \$350 a month, and will begin shuttle service to the nearest subways. (L train service will end for more than a year beginning in 2019.)

In Red Hook, a neighborhood along the East River that lacks direct subway access, the developer Sanba has built a 22-townhouse complex of four-bedroom homes ranging in price from \$2.95 million to \$3.41 million. After a year and a half, the development, called King and Sullivan, has three remaining houses for sale, asking more than \$1,100 a square foot, a record for the neighborhood, said Mr. Johansen, the CORE agent who is selling there.

Maryanne Butler, 42, and her husband Murray, 47, who both work for Framestore, a visual-effects company, bought one of the houses last year, after living in Cobble Hill, a more central Brooklyn neighborhood, for nine years. "We wanted something more suburban," she said. The couple's roughly 2,800-square-foot home is a short walk to the recently opened NYC Ferry service that connects to Manhattan and Queens.

Brooklyn sales, unlike rentals, continue to climb in price, albeit at a slower pace than in years past. In the last quarter of 2017, the median sales price rose to \$770,000, up 2.7 percent from a year earlier, the third highest price ever recorded in the borough, according to a Douglas Elliman report, in part because inventory has been tight.



While there is a surfeit of luxury condos in Manhattan, the for-sale market in Brooklyn still has room to grow in several neighborhoods, Mr. Miller, the appraiser, said.

To address the affordable housing shortage, the city has committed to preserving and creating 300,000 affordable apartments by 2026. But providing tax breaks to luxury developers to have them build a percentage of below market rate units may not be the most effective approach, critics say.

“When you talk about affordable housing, one of the questions is: affordable to whom?” said Bernell K. Grier, the executive director of IMPACCT Brooklyn, which helps place applicants in the city’s affordable housing lottery. While Brooklyn developers can receive tax breaks to reserve about 20 to 30 percent of their units for below market rate renters, the resulting mix of units can still be unaffordable to long-term residents. For instance, at one upcoming project in Clinton Hill, the “affordable” units are reserved for tenants making 130 percent of the area median income, which for a two-bedroom apartment could cost more than \$2,700 a month.

Despite the intense demand for affordable housing, filling the units is not always easy. At 535 Carlton, more than 90,000 applications were filed for the 300-unit below market rate rental building, said Ismene Speliotis, the head of MHANY Management Inc., which handles the lottery. While the building included studios priced at \$548 a month for New Yorkers making as little as \$20,126 a year, half the units were reserved for those making between 145 and 160 percent of median area income. Those units, including a two-bedroom asking \$3,223 a month, have struggled to find renters, she said, because they are competing with similarly priced market-rate apartments in the Pacific Park area that don’t require as thorough or as invasive a vetting process.

For Dawn Trautman, a 45-year-old actor, finding an affordable apartment through the lottery took five years of searching and applications to about 40 buildings. She first entered the lottery in 2012; two years later she was considered for an apartment in Midtown Manhattan, but because she had difficulty verifying her income, she was disqualified.

Late last year, she was chosen for an opening at the Hub. After providing three years of income verification and notarized letters from seven previous employers, she qualified for a 17th-floor one-bedroom with a washer/dryer and the same expansive views afforded to market-rate tenants. Her apartment, reserved for tenants making 60 percent of the area median income, costs \$895 a month, while similar market-rate units start at \$3,000 a month.

Ms. Trautman, who moved into the space in February, said this will be her first permanent home in New York since 2008. For years, she has stayed with friends or subletted apartments while pursuing acting and other work outside the city. “It still feels like I’m house sitting,” she said by phone, while wrapping up a job in Atlanta.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CITY LIMITS: 4 Months After Rezoning, East Harlem Stakeholders Remain Vigilant  
**Date:** Monday, March 19, 2018 6:07:14 AM

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## **4 Months After Rezoning, East Harlem Stakeholders Remain Vigilant**

CITY LIMITS - Abigail Savitch-Lew

<https://citylimits.org/2018/03/19/4-months-after-rezoning-east-harlem-stakeholders-remain-vigilant/>

Last Wednesday, city planners returned to the East Harlem community board to give their first update since the City Council's passage of the East Harlem rezoning last November.

The mood in the room at the Land Use Committee meeting may have been less jittery than last spring, when, in halls flooded with protestors, the full board was racing against the clock to make a decision about whether to support the De Blasio administration's proposed rezoning plan. At the least, there were some jokes this time around: "Y'all have my e-mail, my number, I'm not giving you my home address," said Calvin Brown of the Department of City Planning (DCP).

Yet strong disagreements and concerns remain about the plan that ultimately passed, which was a modified version of the city's proposal accompanied by what City Hall calculates to be \$178 million in neighborhood investment.

The neighborhood rezoning—the de Blasio administration's third to be approved—increased the allowable residential and commercial development on several neighborhood corridors, with a portion of that development required to be income-targeted under the city's mandatory inclusionary housing policy.

Throughout the planning process prior to the rezoning's approval, the community was deeply divided. Some, including the community board and Borough President Gale Brewer, pushed to make the city's plan more like the East Harlem Neighborhood Plan, a proposal for a more modest rezoning and comprehensive set of neighborhood initiatives crafted by a steering committee of stakeholders appointed by local councilmember Speaker Melissa Mark-Viverito. Ultimately, those advocates gave City Limits differing impressions of the final plan negotiated by Mark-Viverito and the City Council: some felt the Council had done fairly well, while others felt the Council had failed to attain many of their asks.

Then there were the advocates who always believed any rezoning would cause gentrification and displacement and who remain adamantly opposed.

What these advocates are doing now also varies: Some opponents are suing the city with the help of the Legal Aid Society, which had already launched a court case with Crown Heights residents to stop the Bedford Union Armory redevelopment. Others are focused on continued advocacy to make the plan better, or on holding the city accountable to its promises.

Reviewing the revised plan

At the committee meeting, DCP's Brown and staff from the Department of Housing Preservation and Development (HPD) provided an overview of the final deal reached

between the Council and the de Blasio administration. The Council was able to scale back the allowable density proposed by the city and lower height limits on future development, though still allowing more density on Third Avenue than originally included in the East Harlem Neighborhood Plan. DCP has also committed to a few follow-up tasks, such as reviewing parking requirements in the neighborhood and introducing amendments to restrict building heights in certain areas that were left without a height limit.

The Council also secured a variety of neighborhood investments, from \$50 million for repairs at NYCHA developments in the area, to investments in a waterfront esplanade, to the creation of a new Workforce1 center in East Harlem. HPD also updated its housing plan for East Harlem with several new initiatives, each with its own implementation timeline.

For instance, East Harlem will be one of the focus areas for the pilot “certificate of no harassment” pilot, which will require landlords seeking to renovate or develop their properties to prove they have not harassed tenants. That program is set to launch in September 2018.

East Harlem is also one of the areas targeted for the city’s new Landlord Ambassador pilot, which funds community organization to reach out to small landlords and provide them with information about HPD’s affordability programs. The Mutual Housing Association of New York (MHANY) began providing these services late last year and will continue through the end of FY 2019, and has begun by targeting property owners who have outstanding tax liens in the neighborhood.

HPD also focused on East Harlem for “block sweeps,” or surveys of all the properties on a block where a distressed property had been identified. Between August 2016 and July 2017, HPD visited 426 buildings, and referred about 20 buildings for “further action, including full-building inspection, litigation, and/or continued monitoring.” That effort in East Harlem is now over, but “HPD will continue to accept building referrals from East Harlem community groups and survey buildings as needed.”

The city has also newly committed to developing more publicly owned parcels of land with affordable housing. And when selecting developers for projects citywide, HPD now has a preference for developers who have demonstrated a track record of investing in community and economic development and to those who make meaningful community engagement part of their development plan. The agency also now gives equal weight to developers who have significant housing rehabilitation experience. Those changes would appear to give a leg up to nonprofit and locally based developers, who have complained of being shut out of the mayor’s housing initiatives.

Brown emphasized the city’s commitment to transparency going forward, noting that a list of the city’s commitments to East Harlem had been posted within 30 days of the rezoning’s approval. He handed out a list of those commitments in a spreadsheet referred to as a “commitments tracker,” with columns indicating timeline and funding, that will be updated annually. The city will also issue an annual progress report, as was done for East New York, the first de Blasio rezoning, last June. In the coming months, other city agencies will visit Community Board 11 to present updates on their investments in the neighborhood, Brown said.

Board still has concerns

Last June, Community Board 11 voted against the East Harlem rezoning but said they would be able to accept a more modest rezoning under certain conditions, including that 20 percent of new residential units are made available to households making less than \$25,770 for a family of three and 30 percent are for families making between \$25,770 and \$103,080. Many others said the board should have simply rejected a rezoning altogether.

At the recent committee meeting, board members still expressed concerns that the rezoning and accompanying HPD investments would not create enough housing affordable to residents making lower incomes, including people making less than \$10,000 a year.

“We really need to help these individuals because they’re the ones who are living in the shelters,” said Land Use Committee Chair Candy Vives-Vasquez.

The concern was echoed by Board Chair Nilsa Orama, who, in her work helping residents apply for affordable housing often engages with NYCHA residents who seek to leave their deteriorating apartments. “When they apply, they don’t make enough because they’re on disability or retirement,” she said, adding that while she understood developing housing for middle-income people is important too, the city needed to make it more attractive to developers to build apartments for the lowest income bands, as well as invest more in NYCHA. “This is not a victory; this is a beginning,” she said.

According to HPD, over the past four years, 15 percent of the units built or preserved in East Harlem have targeted households making below \$25,770 for a family of three. Some upcoming projects on public land will have more units for such families.

A board member objected to the fact that there was, in fact, no information provided about funding for the majority of the initiatives in the tracker (these initiatives were labelled with a mysterious “N/A”), while another expressed concerns that the city was counting citywide initiatives that would have happened with or without a rezoning. “We should be getting something out of it beyond the fact that it’s already a citywide initiative,” said Marie Winfield.

Questions were also raised about how the city would ensure local residents were prioritized for new income-targeted units if the city lost the fair housing lawsuit over its community preference policy, and about whether the city was investing sufficiently in construction safety training for local residents.

Orama, who ran against prior board chair Diane Collier last year and assumed the position this January, says that the board may begin a discussion about the best use for public sites in the neighborhood so that it can be prepared with its own demands if the city starts its own visioning process for those sites. In addition, Orama intends to improving the board’s community engagement through strategies such as translating the board’s documents into Spanish, holding meetings in a variety of places, and attending activities to inform residents about the board. This addresses a concern often heard during the rezoning planning process: that not enough community members knew about the rezoning or the board’s role in the approval process.

And even though the rezoning is now passed, that doesn’t mean the board’s role shaping land use patterns is over. Wednesday’s land use committee meeting also included a lively

discussion about whether or not to support a local property owner's bid to build a two-story auto-repair shop on land zoned for industrial uses and that the board has long wished to rezone for residential uses. It quickly became a debate about how to meet competing priorities like job creation, on the one hand, and quality of life, on the other.

Differing reactions from East Harlem Neighborhood Plan members

Community Voices Heard, a member-led community organization that fights for low-income residents and people of color and was a key participant in the East Harlem Neighborhood Planning process, has not made public statements about the rezoning since its passage.

“We haven't come out [with] ‘this is the worst thing in the world’ and we haven't come out dancing in the street, because there's a lot of wait and see. ... We're focused on enforcement to ensure, while we would have wanted a lot more, that what is there is actually enforced,” says Community Voices Heard's executive director Afua Atta-Mensah.

Member Agnes Rivera says that not enough of the East Harlem Neighborhood Plan's demands were taken into account. “Why make it seem that you're really interested in our point of view, in our plan...and then not even take in into consideration, not even implement a quarter of it?” says Rivera.

Their main concern is that the rezoning passed will fail to create housing affordable to those who currently live in the neighborhood, who are already feeling the effects of rising rents and watching their local grocery stores close or become unaffordable. “That's what's really frustrating—we can't even support our neighborhood anymore,” says member Rose Fernandez. They're also concerned about the potential of the rezoning to exacerbate the market pressures on tenants living in existing rent stabilized housing.

The East Harlem Neighborhood Plan asked for 20 percent of total units created on public sites to be affordable to families making below \$25, 770, and the city has offered as much on some of the upcoming developments on public sites. But Community Voices Heard itself has long pushed for a larger target of 40 percent.

Community Voices Heard also objected to the rezoning's lack of provisions for creating union jobs on construction sites, and to what they see as lack of protections for small businesses, insufficient public education by the city about the meaning of the rezoning, and an insufficient contribution to NYCHA.

David Nocenti, executive director of the social services nonprofit Union Street Settlement and another participant in the East Harlem Neighborhood Planning process took a slightly more positive tone about the investment package passed with the rezoning.

“I think most people would be happy with the level of commitments that were made, but again the key [question] is going to be: ... three years from now, will they have actually occurred?” he said.

Chris Cirillo, executive director of Ascendant Neighborhood Development Corporation (formerly Lott CDC), a non-profit developer, was similarly cautious but optimistic.

“I think the final rezoning that was approved by the City Council ended up much closer to the

vision that was put forward in the neighborhood plan than what the Department of City Planning originally proposed,” he said. “Is it everything I think the neighborhood wanted to see? No, but I think it’s definitely a pretty significant set of commitments and now we’ll see how it actually moves forward and how the agencies actually go about trying to make those commitments realities.”

Yet he said that he is still concerned about a lack of adequate investment in NYCHA, and had many questions about the development of public land in the neighborhood, like to what extent the city would subsidize development there and who would do the developing. He said the city seems to be interested in working more with nonprofit developers, a move he called “heartening” and that he hoped would continue.

Cirillo said his organization is also looking forward to participating in Partners in Preservation, a new HPD-funded initiative that will bring together community organizations throughout the neighborhood to collaborate on anti-displacement strategies. And his group was also chosen to develop four small public lots in East Harlem with affordable housing.

### Continuing adamant opposition

Marina Ortiz, an advocate with East Harlem Preservation and a board member of the East Harlem-El Barrio Community Land Trust, who has always opposed any rezoning, asked Brown on Wednesday why the city was investing \$25 million in renovating East Harlem’s public market, La Marqueta, when such money could go to subsidizing for deeper affordability or to the community land trust. (So far, the community land trust has received \$500,000 from Mark-Viverito and \$500,000 from Enterprise Community Partners).

“The investments that are being made in East Harlem are [city planners] ‘looking toward the future,’—and that future will not include us,” Ortiz explains to City Limits. She also takes issue with the building heights proposed for the intersection of 116th Street and Lexington Avenue—up to 20 stories—which she says will result in the demolition of the commercial heart of East Harlem.

Ortiz is a supporter of the lawsuit that alleges the city’s environmental review manual underestimates the potential of a rezoning to cause displacement and was developed without proper public input. Ortiz argues that given the city’s track record on enforcing existing laws, it will be easy to prove the city is incapable of preventing displacement caused by rezoning. (Community Voices Heard’s Rivera is also among those offering supportive statements about the lawsuit on a press release from the Legal Aid Society.)

Roger Hernandez of El Barrio Unite, who also opposed any rezoning last year, offered similar sentiments in an e-mail to City Limits. “I’m hopeful that the lawsuit challenging the Environmental Impact Study ... will refocus the City’s commitment to creating real affordable housing for its [most] vulnerable lower income households rather than at [their] expense.”

### On the eve of change

Without a doubt, East Harlem is seen as ripe location for real-estate investment. This early on, however, it’s difficult to measure exactly how much the rezoning has or will exacerbate existing market trends.

Last week Yair Tavivian, who heads the real-estate company Douglass Elliman, told Multihousing News that East Harlem and Midtown East are an attractive place for condo investment because the prices, at below \$3 million, are still “attainable,” because the new Second Avenue subway line is attracting residents, and because of the recent rezoning.

“We’re seeing lots of developers snapping up sites there, along with the telltale coffee shops and upscale grocery store openings, which are always indicative of an up-and-coming neighborhood,” he said.

On the other hand, Holley Drakeford of Drakeford Realty Group, speaking to BisNow about the future of the east side of 125th Street, said that people are still figuring out the East Harlem rezoning. She predicted that things would only begin to get hot on East 125th Street if two major planned development projects got underway: the development by the Durst Organization of a large and long vacant lot on East 125th Street and Park, and Extell’s planned project between Lexington, Third Avenue, 124th Street and East 125th Street.

According to median rent listings of multifamily apartments collected by Zillow, median rents in the southern part of East Harlem grew significantly in the winter of 2016 and then fell back to 2015 levels by January of this year, while rents in the northern part of East Harlem varied over time, though ultimately increasing from January 2015 (\$2150) to January 2018 (\$2275). Another Zillow calculation, the Zillow Rent Index, which looks at homes both on and off the market, indicates a starker trend, with median rents increasing from about \$2347 in the north and \$2611 in the south to roughly \$3000 in both parts.

Ortiz says that recently, small businesses have begun closing on 3rd Avenue. She suspects this to be a sign that speculation is on the rise as a result of the rezoning.

Cirillo says so far, he sees the change manifest in how brokers market the area. “Nobody’s wasted time in mentioning that there’s new zoning,” he says. As for development generated by the rezoning itself, “I think now that the rezoning is in place we will see that in the coming months,” he says.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CRAIN'S NY: The histories, rainmakers, relationships and clients that make these lobbying firms the city's biggest  
**Date:** Monday, April 02, 2018 6:19:21 AM

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## **The histories, rainmakers, relationships and clients that make these lobbying firms the city's biggest**

CRAIN'S NY - Will Bredderman

<http://www.crainsnewyork.com/article/20180402/POLITICS/180339984/the-histories-rainmakers-relationships-and-clients-that-make-these>

A big paycheck requires a deep Rolodex.

When a business, union or nonprofit hands a lobbyist five or six figures, it is not just paying for charm. Big-dollar operators command such compensation because of their knowledge of government and politics—and connections to key elected officials and power brokers.

The 10 biggest lobbying firms in New York City have built their businesses on access and savvy. Here's how they did it.

### 1. Kasirer

Suri Kasirer, erstwhile aide to Gov. Mario Cuomo, started her firm in 1995 as her husband, Bruce Teitelbaum, was rising through the ranks of Mayor Rudy Giuliani's administration. The power couple's relationship and Kasirer's channels of communication with key city figures caught the notice of some good-government advocates as the Republican administration entered its twilight. But Kasirer's career was just dawning. By 2006 she had the most lucrative lobbying operation in town. The founder became one of the city's biggest fundraisers, amassing cash for Hillary Clinton, former Comptroller Bill Thompson and many others. Meanwhile, her clientele grew to include some of the biggest names in real estate, including El Ad, Extell and SL Green.

She hasn't slowed down. Last year Kasirer bundled \$56,030 for Mayor Bill de Blasio's re-election campaign. And this year one of her firm's vice presidents, Jason Goldman, became new Council Speaker Corey Johnson's chief of staff. Senior Vice President Julie Greenberg, for her part, served as Comptroller Scott Stringer's chief of staff during his time in the Assembly.

"This is a business built on trust and reputation over the long haul," Kasirer said. "Our team has decades of combined experience in government and advocacy at all levels."

### 2. James F. Capalino & Associates

For a few years, Capalino was king. James Capalino's eponymous firm surpassed Kasirer as the city's top lobbyist in 2014, Bill de Blasio's first year as mayor, and the common assumption was that its revenues rose because of its chief's ties with the mayor. A former campaign manager for Mayor Ed Koch, Capalino was an aggressive fundraiser and supporter of de Blasio in the 2013 primary, and word quickly spread that he enjoyed an open line of communication with the new administration.

The firm gave \$10,000 to de Blasio's Campaign for One New York—a now-shuttered nonprofit that ethics advocates decried as a "shadow government"—and two of his clients



soon did the same. Then, amid media reports of city actions favoring Capalino clients, de Blasio declared in 2016 he would no longer correspond directly with his lobbyist friend. The next year Capalino fell back into second place.

Still, Capalino remains one of the busiest firms in town, bringing in reams of small accounts alongside such big payers as The Georgetown Co., Industry City, Macklowe Properties, Magnum Real Estate and Midtown Equities. He maintains a team with deep roots in city government, including Susan Hinkson, former Board of Standards and Appeals commissioner, and former Scott Stringer aide Jesse Campoamor.

The firm declined to comment for this article.

### 3. Pitta Bishop & Del Giorno

When former Councilwoman Melissa Mark- Viverito of East Harlem captured the council speakership in 2014, Crain's ran a photo of this then-six-year-old firm's founders on its cover. It was an acknowledgment of their efforts in securing her the perch and of the bounty the company was poised to receive. The Staten Island firm's annual harvest almost doubled between 2013 and 2016, when the speaker showered its clients with public funds, as revealed by the New York Post and Daily News, and when one of its lobbyists joined her staff, as Crain's reported.

But the real money is in the family business. Principal Vincent Pitta is the son of Vito Pitta, former Hotel Trades Council president, and the brother-in-law of the powerful labor union's current leader, Peter Ward. The hotel workers union and affiliates of its parent organization, Unite Here, gave the firm \$219,000 last year to represent its interests to city authorities.

Like other firms on this list, Pitta Bishop & Del Giorno is a paragon of bipartisanship. Co-founder Robert Bishop is a Republican, and Conservative James Molinaro, former Staten Island president, joined the team in 2014.

It remains to be seen how the company will fare under the new council regime. Hotel Trades helped usher Corey Johnson into the speakership, but Pitta's legal arm worked for his main rival, Manhattan Councilman Mark Levine. "Vincent Pitta has been a significant presence in governmental circles," spokesman Hank Sheinkopf said, "and expects to remain so through hard work."

### 4. Bolton–St. Johns

Bolton–St. Johns became known in the 1990s as the firm led by Mel Miller—who had lost his Assembly speakership because of a conviction subsequently overturned—and Norman Adler. The company had an office-sharing arrangement for a few years with Armand D'Amato, brother of Alphonse D'Amato, then senator. But it changed hands in the 2000s and has become an increasingly big player in statewide affairs. Partner Giorgio DeRosa's daughter Melissa is Gov. Andrew Cuomo's chief of staff, while Emily Giske is a vice chair of the Cuomo-controlled state Democratic Committee. Giske is a longtime confidante of ex-Council Speaker Christine Quinn, who runs homeless-shelter operator Women in Need—one of Bolton–St. Johns' highest paying city clients. Giske brought on board partner Mike Keogh, who had lost his longtime post as council finance director in 2007 amid a scandal over taxpayer funds being allocated to fake charities for members' later distribution.

Bolton draws huge sums from Airbnb, Dart Container Corp. (whose foam food containers the

mayor is trying to ban) and the waste-management and taxi industries. Unlike most of its peers, the firm does little fundraising for candidates at the city level, but it does operate a powerhouse political action committee, Bolt-PAC.

#### 5. Constantinople & Vallone Consulting

Peter Vallone Sr. joined his brother-in-law Anthony Constantinople's lobbying business in 2002, when term limits finally forced Vallone from the council speakership after 15 years. His namesake son succeeded him in his Astoria-based seat, which he held until 2014, and is now a Queens County Civil Court judge. Another son, Councilman Paul Vallone, represents Bayside and surrounding neighborhoods. One of the firm's lobbyists, Keith Powers, was elected last year to represent the East Side of Manhattan.

The firm and its employees raised a bit less than \$15,000 for council candidates last year, plus more than \$25,000 for Scott Stringer's re-election bid, \$3,000 for Bronx Borough President Ruben Diaz Jr. and \$16,565 for Queens Borough President Melinda Katz. The Daily News reported that Constantinople & Vallone utilized loopholes in disclosure law to avoid reporting \$16,350 it raised for Mayor Bill de Blasio's re-election campaign.

The company advocates for TD Bank, Waste Management, T-Mobile USA, private prison operator Geo Group and scaffolding and demolition magnates Greg and Lawrence Blinn.

#### 6. Greenberg Traurig

Americans became acquainted with this Miami-based law and lobbying titan in 2001 during the Jack Abramoff scandal. But New Yorkers probably know it best as the firm that former Mayor Giuliani jumped to in 2016 amid the heat of the presidential race. In January the Trump administration gave Giuliani's old job as U.S. attorney for the Southern District of New York to Geoffrey Berman, a principal of Greenberg Traurig's New York and New Jersey offices. It is an interim appointment, but many expect President Donald Trump to formally nominate Berman for the powerful post.

Greenberg Traurig's legal prowess and connections have made it the go-to attorney for the Cuomo campaign and a slew of other Democrats.

Giuliani administration veteran John Mascialino oversees the firm's city lobbying operation, which last year took in fees from developers including Fetner, Jeffrey Gershon and Slate Property Group. Other top clients were the Hunts Point Market, the West Village Houses co-op complex and mobile technology firm Verifone.

#### 7. Davidoff Hutcher & Citron

Politicos' ears perked up in January 2017 when this 42-year-old legal and lobbying firm hired Keith Wright, Manhattan Democratic Party boss, fresh out of the Assembly and after an unsuccessful congressional run. The Manhattan Democratic operation is a shadow of the Queens and Bronx machines and of its former Tammany Hall glory. Still, Wright enjoys considerable sway over important party-run processes such as judicial nominations, appointments to the city Board of Elections and the awarding of the party's ballot line for special elections to the state Legislature. In September, for example, he helped elevate former Assembly colleague Brian Kavanaugh to the state Senate post abandoned by Daniel Squadron.

Wright joined a team that included John "Sean" Crowley, brother to Rep. Joseph Crowley, the powerful Queens Democratic Party boss. The Crowley clan has immense influence over

virtually all government affairs in the borough, and the congressman played a seminal role in handing the council speakership to Corey Johnson.

The company's lobbying anchor is Sid Davidoff, a veteran of the Lindsay administration who raised \$18,400 for Mayor de Blasio's re-election and \$9,100 for Scott Stringer. Big 2017 accounts included real estate and investment trust iStar Financial, the pro-charter school nonprofit Center for Educational Innovation-Public Education Association and voting machine vendor Election Systems and Software.

#### 8. Geto & de Milly

Ethan Geto—a city and state government old-timer—was the biggest bundler for Corey Johnson's 2017 re-election campaign, presciently pulling together \$22,150 from an array of real estate executives for the aspiring speaker back in July 2015. His business partner, Michelle de Milly, a veteran of Empire State Development, drew from similar wells to collect \$10,250 for Johnson around the same time. Developers account for almost two-thirds of Geto & de Milly's clients. Avery Hall Investments, The Brodsky Organization, DDG Partners (a major Johnson supporter outside of Geto and de Milly's bundling), Property Markets Group and Zeckendorf Development were among the big names to hire the duo to push council members for zoning concessions last year.

The firm brought on Mark Benoit, a self-described longtime friend of Mayor de Blasio's dating to their years in the Dinkins administration, shortly after the mayor took office in 2014.

“Our firm handles a broad range of public affairs matters, including government and community relations, crisis management, press and digital strategy,” said Geto, “so we're fortunate to have a mix of seasoned consultants and dynamic young executives with experience and relationships in all of these areas.”

#### 9. Connelly McLaughlin & Woloz

A lobbyist for the yellow taxi industry, Michael Woloz bundled a whopping \$231,915—more than any other fundraiser—for Mayor de Blasio in the month between when the then-public advocate won the Democratic primary in September 2013 and his victory in November. Woloz's cash-gathering was substantially more subdued last year, amassing \$16,650 for de Blasio and almost \$5,000 for Scott Stringer, and distributing relatively meager amounts among Corey Johnson and two of his rivals.

“Lobbying is about effectively communicating ideas and building trust and relationships over a long period of time,” Woloz said. “We have been successful, in large part, because we are trusted by elected and community leaders to provide them with key facts and the best arguments on important issues.”

Partner Martin McLaughlin is a former Koch political aide. Lobbyist Kathleen Cudahy was an attorney to former Speaker Vallone and a strategist and adviser to former Mayor Bloomberg. Senior Vice President Jeff Rodus was deputy chief of staff to Melissa Mark-Viverito. The firm is in its 30th year.

#### 10. Kramer Levin Naftalis & Franke

Cantankerous taxpayers might best know this firm for receiving \$2.6 million of their money in February for their work representing Mayor de Blasio through a pair of corruption probes.

But the ties between the firm and the mayor run deeper than that. Partner Barry Berke held a fundraiser for de Blasio at Kramer Levin's offices during his first run at Gracie Mansion and subsequently became his campaign treasurer. Business burgeoned for the firm while it was working for the mayor and awaiting payment. The partnership, which had fallen off the Top 10 list after 2013, surged back in 2016 as media reports spotlighted its service to de Blasio. All but a few of its 43 lobbying accounts are real estate-related and fall under the purview of partner Gary Tarnoff. Big 2017 clients included Plaxall Realty, Witkoff and Jonathan Kalikow's Gamma Real Estate.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYP: Opinion: CUNY Law School's First Amendment problem  
**Date:** Tuesday, April 17, 2018 7:27:56 PM

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## **Opinion: CUNY Law School's First Amendment problem**

NY POST - Mark Pulliam

<https://nypost.com/2018/04/17/cuny-law-schools-first-amendment-problem/>

The First Amendment protects most forms of nondefamatory speech, regardless of content or the identity of the speaker, but the left's true objectives are sometimes obscured when the speaker in question is an outrageous ideologue (such as white supremacist Richard Spencer), flamboyant controversialist (Ann Coulter) or self-promoting provocateur (Milo Yiannopoulos).

But would-be brownshirts let the mask slip when they disrupted and attempted to shout down a speaker at the City University of New York School of Law. At the invitation of CUNY Law's Federalist Society chapter, South Texas College of Law professor Josh Blackman arrived on campus to discuss not transgender rights, same-sex marriage, affirmative action, immigration reform, police misconduct or any other hot-button issue, but "The Importance of Free Speech on Campus," as he had done without incident at many other law schools.

Incredibly, though, Blackman was effectively prevented from delivering his talk on March 29 at the school. The tech-savvy professor managed to capture most of the protest on video and with photos.

The episode is deeply disturbing for several reasons. First, the audience was not made up of undergraduates. This was a lecture at a law school, to college-graduate adults who had gone to the trouble and expense of seeking a legal education — the goal of which, in the words of the fictional Professor Kingsfield (from the 1973 movie "The Paper Chase"), is to transform incoming students' "skulls full of mush" into disciplined minds "thinking like a lawyer."

Yet the numerous signs waved by the protesters contained such slogans as "Rule of Law = White Supremacy" and "The First Amendment is Not a Licence [sic] to Dehumanize Marginalized People." Students shouted "Legal objectivity is a myth" and "F – – k the law." CUNY Law's National Lawyers Guild chapter tweeted that "free speech" activists are "not welcome at our PUBLIC INTEREST school." Is this the face of "social justice"?

Second, Blackman is the antithesis of a lightning rod or demagogue. He is a prolific legal scholar, writing mainly in the area of constitutional law. Though politically right of center, he is more libertarian than conservative. He signed the Originalists Against Trump statement prior to the 2016 election, is an adjunct scholar at the Cato Institute and has coauthored books and articles with Georgetown law professor Randy Barnett, a noted libertarian.

He is not deliberately confrontational but mild-mannered, soft-spoken and unfailingly polite. This year, the Federalist Society gave him the Joseph Story Award, an honor bestowed on a law professor under 40 who "has made a significant public impact in a manner that advances the rule of law in a free society."

Finally, the left reveals its intellectual bankruptcy when the First Amendment is itself deemed

to be “hate speech,” “racist,” “threatening” and evidence of “oppression.” These absurd statements, and many others, were on display at Blackman’s presentation.

The CUNY Law students’ mob behavior represents a betrayal of the Free Speech Movement, and their plotting to block a law professor from discussing the First Amendment — to law students, at a law school — smacks of tyranny. A depressingly small number of liberals, such as Berkeley law school Dean Erwin Chemerinsky, continue to defend free speech on campus, abhor the heckler’s veto and correctly insist that the First Amendment offers no “hate speech” exception.

CUNY Law administrators shamefully took no action to prevent the disruptive protest, claiming later that a mob shouting down an invited speaker “did not violate any university policy.” CUNY Law Dean Mary Lu Bilek risibly stated that “CUNY Law students are encouraged to develop their own perspectives on the law in order to be prepared to confront our most difficult legal and social issues as lawyers promoting the values of fairness, justice, and equality.”

In other words, the school sanctions the suppression of disfavored opinions.

CUNY Law should provide a copy of Chemerinsky’s recent book, “Free Speech on Campus,” to the clueless social-justice activists who embarrassed themselves and their school by exhibiting such thuggish intolerance toward Professor Blackman. And Dean Bilek ought to read it herself.

Mark Pulliam is a contributing editor at the Library of Law and Liberty. Reprinted with permission from City Journal.

**From:** [POLITICO New York](#)  
**To:** [de Blasio, Bill](#)  
**Subject:** POLITICO New York Education: State of pre-K — The MTA and CUNY — Homeless student crisis  
**Date:** Thursday, April 19, 2018 10:10:03 AM

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By Eliza Shapiro | 04/19/2018 10:00 AM EDT

## **THE STATE OF PRE-K IN N.Y. — National Institute for Early Education**

**Research:** "The State of Preschool 2017 annual report, based on 2016-17 academic year data, finds states heeding the demand for pre-K and expanding access to publicly funded programs in a variety of settings. But instead of supporting quality early learning with adequate resources, most state programs invest too little to help children catch up with their more advantaged peers by kindergarten.

**In 2016-2017, \$25 million [in federal dollars] was used to support the enrollment of 2,350 low-income 4-year-olds in five school districts.** PDG funds were used to create new slots and enhance existing slots. Yet, another competitive grant, Expanded Prekindergarten for 3- and 4-Year-Old Students (\$30 million), began in 2015-2016, creating an additional 1,163 slots for 4-year-olds and 2,184 slots for 3-year-olds in 2016-2017. Overall, in 2016-2017, a total of 122,871 three- and four-year-old children were served in state administered prekindergarten programs, with an operating budget exceeding \$816 million. Approximately 75% of children served were in in full-day programs. ... 'In New York, much of the expanded enrollment and enhanced quality was spearheaded by New York City,' said NIEER senior co-director Steven Barnett. 'The state has supported this expansion and more, but continued growth is needed to bring full access to every community.' ... NIEER rated New York ninth in the nation for pre-K access for four-year-olds, and 22nd in the nation for pre-K access for three-year-olds." Read the full New York report [here](#).

— Read [more](#) about how Mayor Bill de Blasio's universal pre-K expansion helped him sail to reelection last fall.

**GOOD THURSDAY MORNING.** **Richard Carranza** will participate in a ribbon cutting ceremony on Staten Island, host a student and parent town hall on Staten Island, and deliver remarks at the Hispanic Federation Annual Gala. **MaryEllen Elia, Kristina Johnson, Betty Rosa** and **James Milliken** did not release public schedules. The **New York City Council** will hold a hearing on school overcrowding. **This newsletter is for you**, so tell us how we can make it even better. Send feedback, tips and education-related events to [eshapiro@politico.com](mailto:eshapiro@politico.com). Follow us on Twitter: [@elizashapiro](#).

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**POLITICO Space** is our new weekly briefing on the policies and personalities shaping the second space age. [Sign up](#) today.

**WHAT'S CARMEN FARINA UP TO?** The recently re-retired schools chancellor praised another former chancellor, Harold Levy, on Wednesday, announcing the I.S. 42 in Washington Heights will be named after Levy, who served under former mayor Rudy Giuliani. — WNYC's Beth Fertig. Read more [here](#).

**Fariña's successor, Richard Carranza, spent Wednesday afternoon** meeting with Community Education Councils at Tweed Courthouse, part of the new chancellor's listening tour. Read more [here](#).

**TAKE OF THE DAY:** "Fixing the subway will be a major election issue this year, and rightly so. The subway is a lifeline allowing people of all income levels to get around and enables New York to be a vibrant, world-class city. But another economic lifeline might not get the same attention in a race that will set the agenda for the next four years. The colleges of the City University of New York, many of which lead national rankings in terms of moving low-income students into the middle class, play a similar role. Yet the state budget, which includes \$800 million for a subway 'action plan' (half-funded by the city), shortchanged CUNY—which has seen per-student state investment in its senior colleges fall by 18% since 2008, accounting for inflation." — Hunter College Professor Michael Fabricant in Crain's. Read more [here](#).

**VIDEO OF THE DAY:** UAlbany has a new president. Watch Dr. Havidán Rodríguez's inauguration [here](#).

#### **AROUND NEW YORK:**

— **"As the city's schools struggle with a crisis of homeless students,** advocates and elected officials are mounting a fresh push for Mayor de Blasio to fund services. A record 111,562 city students were homeless or living in temporary housing in the 2016-17 school year, up nearly 67% from 66,931 in the 2009-10 school year. Homeless students are more likely to have behavior issues and learning disabilities. And they lag their peers when it comes to academics and attendance. But de Blasio didn't include any dedicated funding for programs to aid them in his \$89 billion preliminary budget for fiscal year 2019 that was released Feb. 1." — New York Daily News' Ben Chapman. [Read more here](#).

#### **ACROSS THE RIVER:**

— **"A charter school teacher, a former labor organizer, and a PTA president swept Newark's school board election** Tuesday, according to preliminary results, earning spots on the first board to wield full control over the city's schools in over two decades. The new members ... will help select a new superintendent for the 36,000-student district and oversee its nearly \$1 billion budget." — Chalkbeat's Patrick Wall. [Read more here](#).

*To view online:*

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**From:** [Clips](#)  
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**Subject:** NYP: Kushner Cos. hit with federal subpoena over false paperwork  
**Date:** Friday, April 20, 2018 6:21:27 AM

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## **Kushner Cos. hit with federal subpoena over false paperwork**

NY POST - Bruce Golding

<https://nypost.com/2018/04/19/kusher-cos-hit-with-federal-subpoena-over-false-paperwork/>

Brooklyn federal prosecutors are scrutinizing Jared Kushner's family business over official paperwork that falsely claimed the real-estate company didn't have any rent-regulated tenants living in its New York City buildings, according to a report Thursday.

The Kushner Cos. — formerly run by President Trump's son-in-law and adviser — was slapped with a subpoena for records in mid-March, shortly after The Associated Press revealed that hundreds of its tenants had leases subject to limits on their yearly rent hikes, according to the Wall Street Journal.

Claiming otherwise helped the company avoid strict oversight of renovations that the AP said pushed rent-regulated tenants out of three Queens buildings the company bought in 2015.

The tenants who replaced them paid higher rents, helping the Kushner Cos. sell the buildings for \$60 million last year — nearly 50 percent more than what it paid, the AP said.

At the time, the company told the AP that outside companies filed the paperwork, adding that “if mistakes or violations are identified, corrective action is taken immediately.”

On Thursday, a company spokeswoman said it “has nothing to hide and is cooperating fully with all legitimate requests for information, including this subpoena.”

“We believe that this subpoena, which has already been complied with, was issued based solely on an article that appeared in the press the day before it was issued,” the spokeswoman added.

A spokesman for the Brooklyn US Attorney's office wouldn't confirm “the existence of any subpoena or investigation.”

Revelation of the subpoena came amid investigations into the filings by the state Attorney General's Office and the City Council.

Brooklyn federal prosecutors are also reviewing the Kushner Cos. use of a federal investment-for-visas program — known as “EB-5” — and a \$285 million loan it got from Deutsche Bank one month before the 2016 presidential election, the Journal has previously reported.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CRAIN'S NY: East Village development underscores big changes just south of Stuy Town  
**Date:** Monday, April 23, 2018 2:45:41 PM

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## **East Village development underscores big changes just south of Stuy Town**

CRAIN'S NY - Tom Acitelli

[http://www.craigslist.com/article/20180423/REAL\\_ESTATE/180429974/who-owns-the-block-east-village-development-underscores-big-changes](http://www.craigslist.com/article/20180423/REAL_ESTATE/180429974/who-owns-the-block-east-village-development-underscores-big-changes)

Six years after Extell Development signed a 99-year, \$35 million ground lease for a run of East Village storefronts, it has begun marketing what will be a trio of apartment buildings.

The strip on 14th Street between Avenues A and B had included a Bargain Bazaar and Ray's East Side 99 Cents store, and is owned by the estate of Sol Goldman, once one of the city's largest private landlords. Across East 14th Street is Stuyvesant Town, the 11,250-unit complex opened in the late 1940s to house middle-class New Yorkers and GIs returning from World War II.

Extell's first two buildings—which officially share the address 510 E. 14th St.—together have 110 market-rate units with studio rentals at more than \$3,800 a month. Leasing began in early March. A Target will open on the ground floor later this year.

With luxe amenities such as a 19,000-square-foot roof-deck with fire pits, a lawn for yoga and a putting green, the project has been dubbed the EVGB—the East Village's Greatest Building—by Extell. It joins other upscale projects in the area.

In November 2012 developer Doug Steiner bought and demolished the shuttered Mary Help of Christians Church on Avenue A between East 11th and East 12th streets. Originally slated to be rebuilt as a rental property that included affordable units, the development shifted to condos instead.

Steiner East Village opened in 2016 with one-bedrooms starting at \$1.1 million. As of mid-April, there was a 3,500-square-foot penthouse in contract for \$11.3 million.

While a bid to landmark the church, which the archdiocese shuttered in 2007, failed, the successful landmarking of the former P.S. 64 on East Ninth Street has helped block owner Gregg Singer's conversion plans for several years.

The latest proposal called for converting the 5-story building into a dormitory, but suspicions among some community groups that it would become a youth hostel scuttled those plans. Singer, who purchased the property at auction in 1998, sued opponents in federal court this year, claiming a conspiracy against him by the Greenwich Village Society for Historic Preservation, elected officials and a hedge fund manager who lives in the area. It stands as an aging relic in a transforming neighborhood.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** WSJ: The End of a Giant Tax Break Creates Bargains in New York Condo Market  
**Date:** Thursday, April 26, 2018 6:23:31 AM

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## **The End of a Giant Tax Break Creates Bargains in New York Condo Market**

WSJ - Josh Barbanel

[https://www.wsj.com/articles/the-end-of-a-giant-tax-break-creates-bargains-in-new-york-condo-market-1524675156?mod=WSJ\\_NY\\_MIDDLETopStories&tesla=y](https://www.wsj.com/articles/the-end-of-a-giant-tax-break-creates-bargains-in-new-york-condo-market-1524675156?mod=WSJ_NY_MIDDLETopStories&tesla=y)

Time is running out on one of the biggest benefits in the new condo market in New York City: microscopic property taxes.

Buyers can still acquire glamorous and expensive condominiums and pay almost no property taxes for up to two decades or more in a dwindling number of new developments—but the deals are disappearing.

Consider the four-bedroom duplex palace, with a 26-foot high living room and king-of-the-universe views atop the 88-story 15 Hudson Yards, offered for sale by Related Cos. for \$32 million.

It comes with an initial property tax bill of \$198 a month as part of a 20-year tax abatement. That works out to about 46 cents a square foot a year, or annual taxes of less than 0.01% of the asking price.

A much smaller, midcentury modern ranch house on a half-acre with a Scarsdale address in Westchester County north of the city comes with \$3,100 a month in property taxes, which is close to \$15 a square foot a year or roughly 3.4% of the asking price. It is listed for just under \$1.1 million.

“Taxes are a big concern,” said Jennifer Constantin, an agent at Julia B. Fee Sotheby’s International Realty who is listing the Westchester house, “because they keep going up and never go down.” She said that, even so, the listing has several offers on the table.

The golden age of the condo property tax abatement in New York drew to a close last year when the state legislature eliminated the break, known as 421-a, on nearly all new condominiums.

Technically the abatement is still available in small, less expensive buildings outside Manhattan for buyers who make the condo their primary residence. But Paul Korngold, a lawyer who specializes in property taxes, said the regulations are so strict that few if any buildings will qualify.

Meanwhile, tax bargains are still available on some projects, and developers are looking to lure savvy homeowners and investors who focus on the long-term costs of condo ownership.

The focus on property taxes comes at a time when the federal government has put a spotlight on taxes by limiting the deductibility of state and local taxes to \$10,000 a year.

“Even if you are a billionaire purchaser you appreciate a savings on an expense you know

you will have on an ongoing basis,” said Anna Zarro, director of residential sales and leasing for Extell Development Co.

Extell obtained a 10-year tax abatement on its One57 development on West 57th Street, which includes a penthouse that sold for \$100.4 million. It now offers a 20-year tax abatement at One Manhattan Square, its 847-foot tall project near the base of the Manhattan Bridge in Manhattan, and a 25-year abatement at the 68-story Brooklyn Point in downtown Brooklyn.

Ted Moncreiff, a former editor at Bloomberg LP who is now a partner in a company that provides content for corporations, said he was drawn to Brooklyn Point by its elaborate amenities, including outdoor space, and shared spaces where he could work during the day.

But he signed a contract to buy a three-bedroom apartment at Brooklyn Point, after carefully considering the abatement, which will lower his monthly costs by about \$2,400 a month. The benefit, he said, will be particularly important after his retirement.

“You can retire your mortgage, but you can’t retire your property taxes,” he said.

At Circa Central Park, a curved modernist building on West 110th Street facing Central Park, Deborah C. Wright, a former president of Carver Federal Savings Bank, said she appreciated the amenities including shared study spaces for her daughter, and the proximity to the park.

A 25-year tax break was “very helpful and will be even more helpful going forward,” when her daughter heads to college. Ms. Wright is due to pay about \$182 a month in taxes on her \$3.3 million condo, a saving of about \$960 a month in taxes, according to city records.

At 62-66 North Third St., an eight-story condo complex in Williamsburg, the city isn’t providing a tax abatement, but the developer is offering an alternative: paying up to 2.5 years of property taxes, which total \$29,700 a year on a \$3 million condo, according to the listing.

Andrew Barrocas, chief executive officer at brokerage MNS, which is marketing the Williamsburg condos, said the prepaid property taxes would help it compete with nearby condos, with abatements that are due to phase out in a few years.

Mr. Barrocas said the influx of new buildings without abatements, and the federal tax changes, were putting pressure on the Brooklyn condo market.

“In Brooklyn there is definitely a benefit to having a tax abatement,” he said. “Investors are not really interested in a building without an abatement. It doesn’t make sense for them.”

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** BLOOMBERG: Extell uses art of the discount to ring up a big quarter at One57  
**Date:** Monday, April 30, 2018 4:32:40 PM

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## **Extell uses art of the discount to ring up a big quarter at One57**

BLOOMBERG - Staff

[http://www.crainsnewyork.com/article/20180430/REAL\\_ESTATE/180439990/extell-development-co-uses-art-of-the-discount-to-ring-up-a-big](http://www.crainsnewyork.com/article/20180430/REAL_ESTATE/180439990/extell-development-co-uses-art-of-the-discount-to-ring-up-a-big)

One57, the Midtown skyscraper that has symbolized both Manhattan's luxury condo boom and its slowdown, just had its best sales quarter in more than a year. The secret: a good bargain.

Four years after completing the 90-story tower—and setting a New York City record with a \$100.5 million condo deal—Extell Development Co. is still working to sell it out. In the first three months of the year the firm sold five apartments totaling \$73 million, according to a filing on the Tel Aviv Stock Exchange, where Extell sells debt. It was the firm's best quarter at One57, by both unit sales and value, since the end of 2016, according to an analysis of filings and data from StreetEasy.

"They were all discounted," Extell President Gary Barnett said in an interview. "That definitely has something to do with convincing people that it's time to buy and that they're getting a good value."

With a wave of new luxury apartments still washing over Manhattan, including projects by Extell and others going up on the same block as One57, the developer is committing to the surest strategy to clean the slate. Across the borough, luxury homes that went into contract in the first quarter had their asking prices cut by an average of 10%, the most since 2012, according to a report last month from Olshan Realty Inc., which counts units priced at \$4 million and above. Many condo owners at One57, with whom Extell is also competing for buyers, are offering units at prices below what they paid in order to make a sale.

"If our competitors are giving discounts, and that's what people really want, that's how you're going to move the product," Barnett said. "We could just hold it—the market will come back. But we have Central Park Tower coming up," he said of the 95-story building he's constructing on West 57th Street near Broadway, with 179 planned ultra-luxury apartments. "Clear the deck for that."

The market has changed since Extell opened sales at the tower in late 2011, when it was under construction and one of only a few new options. The project logged \$1 billion in sales in the first six months and inspired other developers to build similar offerings, creating what's known as Billionaires' Row along West 57th Street.

This year 4,600 newly developed apartments are expected to be listed for sale across Manhattan, with almost half of them priced at \$2,400 a square foot or more, according to brokerage Corcoran Sunshine Marketing Group. That's on top of the 3,323 new units that reached the market last year.

At Macklowe Properties Inc. and CIM Group Inc.'s 432 Park Ave., the 96-story tower a few

blocks away from One57, a buyer in December purchased three apartments near the top for a combined \$91.1 million, according to public records. It was a 25% discount from the combined sticker price of \$120.8 million.

"The quiet little secret about the super-luxury market is it's absorbing" inventory, Barnett said.

At One57, Extell gave discounts in the quarter ranging from "single-digit" percentages to bigger deals higher up in the tower, where the units are pricier, Barnett said. In some cases the developer covered the closing costs. Barnett said the two biggest sales were for about \$24 million each. Not all the deals and their exact prices have been filed publicly yet with the city.

Among the largest sales was a 61st-floor, three-bedroom condo with more than 4,100 square feet, for which Extell commissioned custom interior design and furnishings by Jeffrey Beers International. That unit, listed at \$29 million, comes with every rug, pillow, sofa and artwork inside, including a large painting in the living room that slides along a movable track to obscure a big-screen TV.

On the 52nd floor, a bigger apartment without custom furniture was listed at \$29.95 million and also sold in the first quarter. The developer had initially priced it at \$31.75 million.

The other three units included a 1,021-square-foot one-bedroom on the 32nd floor that was listed at \$4.1 million and sold for \$3.56 million, according to StreetEasy. A two-bedroom on the 33rd floor was listed for \$8.65 million and sold for \$7.26 million.

After the five most recent sales, Extell has 36 units left to move at the tower, according to estimates from filings and Barnett. Among those are apartments the firm had planned to lease out and decided instead to sell in 2016 as the luxury-rental market slowed.

Even as it's discounting, Extell has high hopes for a 41st-floor duplex of more than 5,000 square feet dubbed the Spring Garden for its solarium and terrace off the main living area. The apartment, with custom furniture designed by Katherine Newman, was listed in March for \$28.5 million, about 70% more than what Extell had planned when it set prices for the building in 2011.

"We didn't realize exactly how nice it was going to look," Barnett said.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYP: NYC's free public Wi-Fi kiosks aren't making enough money  
**Date:** Tuesday, May 01, 2018 4:20:39 PM

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## **NYC's free public Wi-Fi kiosks aren't making enough money**

NY POST - Rich Calder

<https://nypost.com/2018/05/01/nycs-free-public-wi-fi-kiosks-arent-making-enough-money/>

Early financial returns on the city's free public WiFi kiosks have been so underwhelming that the de Blasio administration plans to let the tech consortium running the system to defer profit-sharing payments.

The original 2016 agreement between the city's Department of Information Technology and Telecommunications and the consortium — known as CityBridge — called for the city to receive escalating annual minimum payments, plus 50 percent of revenues from ads on the "LinkNYC" kiosks, over the 15-year deal.

But over the first two years of the program, the city collected just shy of \$43.4 million in payments, narrowly beating the \$42.5 million minimum it was guaranteed.

Now, under an amended deal that the city's Franchise and Concession and Review Committee has been asked to ratify at a May 7 meeting, CityBridge can delay paying the city its share of the revenues until the last three years of the contract, when the profits will be due with 10 percent interest.

Officials said the change would allow CityBridge to invest more money into the program.

CityBridge declined to say whether the venture has been profitable, or reveal its expenditures, which could account for the low initial returns.

Moreover, the restructured contract allows CityBridge to entice foreign investors using the federal "EB-5" program.

The program gives green cards to foreigners who invest a minimum of \$1 million into a US company that employs at least 10 Americans.

The rejiggered deal also gives the consortium — which includes a company headed by former Deputy Mayor Dan Doctoroff — an additional two years to install the planned 7,500 citywide kiosks.

Only 1,771 kiosks have been set up to date.

City Councilman Ben Kallos (D – Manhattan), a software developer who previously raised concerns about some of the existing kiosks not working properly, was flabbergasted after learning about the amended contract.

"If [CityBridge] is not going to have to make millions of dollars of its payments for a decade, then they should build all the kiosks now," he said. "They shouldn't be getting an extra two years."

However, city officials say they are bailing out CityBridge because contractors encountered unexpected infrastructure challenges during the rollout.

DoITT spokeswoman Kate Blumm defended the retooled deal, saying, “the most important parts of the program — the number of Links and guaranteed revenue to the city — remain unchanged as we propose smaller adjustments for lessons learned along the way, and unexpected things discovered beneath the sidewalk, more than two years in.”

Jen Hensley, president of LinkNYC, said that the amendment “reflects lessons learned,” while installing a “first-of-its-kind program throughout the five boroughs.”

“We are updating the deployment schedule and adjusting siting requirements based on realistic street conditions so that we can more efficiently bring Link’s super-fast free WiFi and services to communities across the city,” she said.

Along the way, the project’s operators were forced to add filters to the kiosks after The Post reported in 2016 that homeless people were using the tablet-equipped street kiosks to access porn sites.



**From:** [Cluff, Kayla](#)  
**To:** [Cluff, Kayla](#)  
**Subject:** Mental Health Weekly Round Up – Saturday, May 12, 2018  
**Date:** Saturday, May 12, 2018 8:23:31 AM

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## **Mental Health Weekly Round Up – Saturday, May 12, 2018**

### **Key Mental Health Developments and News:**

- A new survey from the American Psychiatric Assn. reveals that 39% of Americans feel more anxious now than they did a year ago. That's more than double the 19% of Americans who feel less anxious now than at this time last year. (Another 39% of survey respondents said their anxiety level is about the same, and 3% weren't sure.) Worries about safety topped the list of anxieties, with 36% of Americans describing themselves as extremely anxious about "keeping myself or my family safe." About 31% said they were "somewhat anxious" on this score. Financial fears were close behind. The prospect of paying bills and other expenses made 35% of survey respondents feel extremely anxious, and 32% said it made them somewhat anxious." And then there were concerns about health. The 28% of Americans who reported being extremely anxious about their medical condition were joined by 39% who said they were somewhat anxious about it. [[LA TIMES](#)]
- Anxiety, not depression, is the leading mental health issue among American youths, and clinicians and research both suggest it is rising. The latest study was published in April in the Journal of Developmental and Behavioral Pediatrics. Based on data collected from the National Survey of Children's Health for ages 6 to 17, researchers found a 20 percent increase in diagnoses of anxiety between 2007 and 2012. (The rate of depression over that same time period ticked up 0.2 percent.) [[WAPQ](#)]
- In a cover story for the Harvard Business Review last year, former Surgeon General Vivek Murthy declared that "the world is suffering from an epidemic of loneliness." And a new report from Cigna highlights just how widespread that epidemic has become, at least in the U.S. The health insurance company surveyed 20,000 people using the UCLA Loneliness Scale, which asks people to rate their agreement with 20 statements like "No one really knows me well" and "There are people I can talk to." The results weren't exactly uplifting: Nearly half of respondents said they sometimes or always felt alone, more than 40 percent said they sometimes or often feel that their relationships aren't meaningful, and only slightly more than half said they have a meaningful in-person social interaction each day. A score of 43 or above was considered a marker of loneliness (the scale ranges from 20 to 80); the average was 44, with Generation Z as the hardest-hit age group. [[THE CUT](#)]
- Prison is not a healthy place. It's pretty well established that many who wind up there aren't in great health to begin with, and their sentences can exacerbate underlying issues. Solitary confinement destroys already fragile minds. Incarceration robs men

and women of their youth, regurgitating aged shadows back into the streets. Beatings and abuse at the hands of officers lead to injury and even death, and violence between inmates is seen as common enough to pass as normal.

... At the heart of Homeward is the Boston Reentry Study, a longitudinal survey of 122 people released from Massachusetts Department of Corrections facilities around Boston between 2012 and 2014. Western and his co-researchers followed people over their first year of reentry, maintaining contact with a notoriously difficult population of people to track. They followed the cohort through homeless shelters, joblessness, and shifting addresses; through psychiatric hospitals; and, for some participants, through downward spirals into drugs, violence, and additional stints in prison.

... As Homeward describes, the Boston Reentry Study found that, along with poverty, human frailty is perhaps the defining feature of incarceration. Fifty-four percent of the reentry population reported a history of problems with drugs or alcohol. Two-thirds had a history of mental illness or addiction. One-third reported serious back pain, arthritis, or some other disability. Oftentimes, many people entering prison have chronic diseases stemming from drug use, along with other unmet physical and mental needs—needs that immediately become unmet again upon reentry, when their institutionalized care ends. [[THE ATLANTIC](#)]

## **Headlines:**

[Opinion: Reframing “Mommy Brain”](#)

NY TIMES - Alexandra Sacks, M.D.

[Their Husbands Abused Them. Shouldn't Divorce Be Easy?](#)

NY TIMES - Zoe Greenberg

[Single Moms in College Spend Nine Hours a Day on Housework](#)

THE ATLANTIC - Adam Harris

[Mass Incarceration Is a Public-Health Problem](#)

THE ATLANTIC - Vann R. Newkirk II

[The Burnout Crisis in American Medicine](#)

THE ATLANTIC - Rena Xu

[Are We Finally Getting Over the Belief That Periods Are Embarrassing?](#)

THE NATION - Katha Pollitt

[Opinion: Insurance Companies Set An Unreasonable Bar For Mental Health Coverage](#)

HUFFINGTON POST - Brian Barnett

[14 Things You Can Do Every Day To Protect Your Mental Health As You Age](#)

HUFFINGTON POST - Nicole Pajer

[Why kids and teens may face far more anxiety these days](#)

WASHINGTON POST - Amy Ellis Nutt

[7 Therapists on What to Do When You Feel Lonely](#)

THE CUT - Cari Romm

[Everything You Need to Know About Maternity Leave in the U.S.](#)

THE CUT - Alison Green

[Student mental health is suffering as universities burst at the seams](#)

THE GUARDIAN - Anonymous

[It's not just you, we're all living in the United States of Anxiety](#)

LOS ANGELES - Karen Kaplan

[Mental health is a final frontier for human rights](#)

MIC - Dr. Stephen P Hinshaw

[The Postpartum Symptom No One Warns You About? Rage](#)

INSTYLE - Anna Davies

[Here's What 7 Mental Health Experts Really Think About '13 Reasons Why'](#)

SELF - Staff

### **Mental Health in the News:**

#### **Opinion: Reframing “Mommy Brain”**

NY TIMES - Alexandra Sacks, M.D.

<https://www.nytimes.com/2018/05/11/well/family/reframing-mommy-brain.html>

A new mother finally gets her fussy baby to sleep and steps into a relaxing hot shower — with her glasses on. At a family barbecue she can't recall the name of a relative she rarely sees.

It's easy to laugh off such lapses as “mommy brain,” but there remains a cultural belief that pregnancy and child care impact a woman's cognition and mental life, long after a baby is born.

Women have often chalked up these changes to hormones, fatigue and the intoxicating love for a new baby.

Hormones do affect cognition, and, as anyone who has ever done shift work or had jet lag knows, sleep deprivation saps our mental abilities.

And the current evidence in scientific literature suggests that pregnancy changes the brain on a physical, cellular level in ways that we are only beginning to understand.

However, there is no convincing scientific evidence that pregnancy causes an overall decline in cognitive performance or memory.

Instead, most experts believe that pregnant women's brain changes are an example of neuroplasticity, the process in which the brain changes throughout life by reorganizing connections in response to the stimulation of new experiences, and neurogenesis, the process of growth that allows for new learning. A 2016 study in *Nature Neuroscience* found that even two years after pregnancy, women had gray matter brain changes in regions involved in social cognition or the ability to empathically understand what is going on in the mind of another person, to put yourself in their shoes.

It may be that some subtle aspects of memory are sacrificed to enhance other areas of cognition. A 2010 study in *Psychoneuroendocrinology* showed that pregnant women experienced some impairment in the ability to remember words, but did not show changes in other memory functions such as recognition or working memory. This means that these women might forget the name of a character in their favorite TV show, for example, but would have no trouble in the type of memory that involves learning, reasoning and comprehension.

One theory is that these changes may have an evolutionary benefit to strengthen the communication between a mother and her infant. They may improve a mother's ability to help a child to first understand the outer world, and then learn how to make sense of internal

sensations.

In keeping with evolution, animal studies show that the neural circuitry changes of pregnancy provide a crucial adaptation, thought to heighten a mother's mental and emotional focus to this new and hugely dependent creature in her life. At the same time, as both neuroscience and psychological research on attachment theory suggest, a human mother's brain enhances its empathetic capacities, strengthening a mother's ability to pick up on a baby's nonverbal communications through facial expressions and cries.

Of course, parents who do not go through pregnancy — including fathers, adoptive parents and L.G.B.T.Q. parents whose partners give birth — also experience psychological and physiological attachment, which some researchers have studied. But “daddy brain” is rarely discussed in a cultural or scientific context in association with cognitive decline.

Meanwhile, the cultural belief in “mommy brain” is so powerful that some studies have shown that pregnant women who walked into an experiment describing themselves as cognitively fuzzy were found in the lab to perform at a much higher level than what they reported. Were the cognitive changes just in their heads, or are our medical formulations missing something? In addition to the unscientific myths about hormonal women being best suited for the home and hearth, what else has propelled this broader misinterpretation about what “mommy brain” is and isn't?

It's not only the physiology of pregnancy that changes the brain, but also the lived experience of parenting. Brain scans cannot yet factor in all of the ways becoming a parent may change you, from the way you sleep to the way you exercise and even socialize. As Helena Rutherford, an assistant professor at the Yale Child Study Center said, “Individual differences factor into parental brain studies. Like other areas of psychology and neuroscience, there isn't a one-size-fits-all approach.”

To have a full understanding of how pregnancy and motherhood affect women, we need to look not just at the brain, but also at the mind. The mind, like consciousness, arises out of our biology, but it is influenced by so much more than cells and signals: Our emotions, memories, relationships, even unconscious mental life also play a part.

“If we have learned anything,” the U.C.L.A. psychologist Martie Haselton writes in her book “Hormonal: The Hidden Intelligence of Hormones — How They Drive Desire, Shape Relationships, Influence Our Choices and Make Us Wiser,” it is that “although biology plays a role, our social context (and our agency to reflect and make choices) matters just as much.”

In 1956, decades before scientists started using M.R.I.s and functional neuroimaging to study changes in brain activity, the pediatrician and psychoanalyst Donald Winnicott published a paper on “Primary Maternal Preoccupation.” In it he described the intense psychological demands of taking care of a creature as helpless and dependent as a newborn, which requires new mothers to adapt their emotions and attention to zoom in on the baby.

Those improvements come with trade-offs, of course — an intensely narrowed focus means a blurrier periphery.

Many new parents describe the bandwidth demands of an emotional tug-of-war: They're pulled in to take care for their babies, but at times also have to push away from that vortex to

tend to their own emotions and other aspects of life that preceded and coexist with parenthood. This can be complicated by the guilt some parents describe feeling when they shift their attention to themselves and experiences other than the baby. And the psychological experience of mothers suffering from psychiatric conditions like postpartum depression presents additional complexity.

Then there are the cognitive and emotional demands of all of the learning that takes place in parenting. In addition to adjusting to a child's rapid development, it is also psychologically demanding to make space for other relationships with your partner, family, co-workers and friends that have inevitably shifted with your new parenting role.

Learning also occurs in your remembering of your own parents' behaviors as you re-enter a relationship you've been in before, but only from the child side.

Many women experience "mommy brain" as a deficiency, the lost ability to remember people's names or keep their attention undivided while at work. But science reminds us that if we look at the changes without judgment we may find that they confer advantages. And to understand how data about brain changes impact real people's lives, it's important to consider the emotional life of the mind.

The writer Elizabeth Stone once wrote that the decision to have a child is "to decide forever to have your heart go walking around outside your body." Perhaps it's only fair that parenting necessarily requires some shifting in your mental space as well.

*Alexandra Sacks is a psychiatrist and co-author of a forthcoming book about the emotions of pregnancy and the postpartum period.*

### **Their Husbands Abused Them. Shouldn't Divorce Be Easy?**

NY TIMES - Zoe Greenberg

<https://www.nytimes.com/2018/05/11/nyregion/divorce-domestic-abuse-survivors.html>

May Raymond can produce hundreds of documents to illustrate a marriage gone wrong: the repeated calls to the police; the reports detailing the time her husband smashed a table in her home, or when he punched her in the head, or when he promised to make her disappear; the orders of protection; the pink domestic incident reports stacked one on top of the other.

When that stack became too high, in the fall of 2015, Ms. Raymond searched online for how to get a divorce and then walked to the Bronx Supreme Court near her house.

The first step, she was told, was to find her husband, who was no longer living with her, in order to serve him the divorce papers. But suddenly he was nowhere to be found. Ms. Raymond searched for more than two years, to no avail.

"I just don't want to be attached to this man anymore. To me it feels kind of disgusting," Ms. Raymond said. "I need this part of my life to close." And yet, she remained a wife.

Escaping intimate violence can be harrowing, as recent revelations about Eric T. Schneiderman, the former New York State attorney general, suggest. And even for people who are not in violent relationships, divorces can be complicated and take years. But for people like Ms. Raymond, who are female, poor and have precarious immigration status (Ms.

Raymond has a temporary work permit), obtaining a divorce can be extraordinarily difficult.

When a domestic violence survivor seeks a divorce, she will most likely be faced with at least three obstacles: the sometimes-prohibitive costs of a private attorney; a legally complex Supreme Court that makes it nearly impossible to represent oneself; and the fact that the abused party must track down her spouse (barring a rare exception granted by a judge) to serve him divorce papers.

Nanny, 39, who asked to go by her nickname because she lives in a domestic violence shelter, made her own money. She worked in construction, painted nails, decorated for parties. When she first married her husband — after a whirlwind six-month romance — things were mostly fine. The only problem, she said, was that he was an extravagant liar.

They had two children together over 16 years of marriage, and the lies gradually deepened. As Nanny recalled, he told his family she slept all day and didn't work; he cheated on her and vehemently denied it; he told their children their mother slept around.

Then, in the spring of 2016, Nanny's 11-year-old daughter got into trouble at school, and Nanny said she returned home to find her husband in a rage. He was screaming, Nanny recalled, and then began smashing things from their daughter's vanity: perfume, jewelry, a cup filled with pens. He grabbed their daughter and started hitting her until Nanny threw herself on top of her to protect her from the blows. "It was like he lost his mind," she said.

Soon after the incident, Nanny said she found a suicide note written by her daughter on lined yellow legal paper. She first mistook it for homework.

"She was 11," Nanny said. "Everything he used to tell her, she believed."

Nanny said that she alerted her daughter's principal and brought her to the hospital for counseling. Soon, she and her children moved into a shelter run by Safe Horizon, one of the city's largest domestic violence services providers. She also made a decision she hoped would change both her and her daughter's life: to file for divorce. But she quickly discovered she didn't make enough money to hire a lawyer. Two years later, Nanny is still married.

It's not that she didn't try. First Nanny turned to private lawyers, who estimated that representation would cost around \$3,000 or more. New York guarantees lawyers for poor people who cannot afford them in a range of Family Court cases including child custody and domestic violence proceedings. But divorce cases, even in the context of domestic violence, always occur in Supreme Court, not in Family Court, and litigants do not have a right to counsel for the full case.

So Nanny decided to represent herself.

She arrived at the courthouse in Brooklyn and was instantly daunted. "I was nervous," Nanny said. "It was like throwing a piece of meat in a lion cage." Supreme Court officials gave her piles of paperwork and told her she was on her own. After that, she said, "I just gave up."

Domestic violence survivors seek divorces for reasons both emotional and logistical. They want to sever their legal and financial ties with their abusers, making sure their assets or earnings can't go to their ex-partner, and want to prevent ex-spouses from finding them in

the hospital or making medical decisions for them. Then there's the issue of marrying again or having children with someone new. New York has a "presumption of legitimacy" law that assumes a child born to a married couple belongs to both spouses, even if the parents are separated.

But above all, the women just want to move on with their lives.

Marleny, 32, who asked that her last name not be used because she fears legal retribution from her ex-husband, was one of the luckier ones. It took her only two years to get divorced.

Marleny moved with her new husband from the Dominican Republic to the United States in 2005. She knew no one else. Soon, she recalled, he was drinking heavily and often coming home violent. Sometimes he would disappear for weeks at a time.

In 2015, her husband served Marleny with divorce papers, including a request for full custody of their child. She brought the papers to a lawyer — and then another, and then another. Each told her the starting fees for her case would be around \$6,000. But she worked part-time at a beauty salon. She, too, ended up at Supreme Court alone.

"They said, 'You have to come back with an attorney,'" she recalled. "'You cannot see the judge without an attorney.'" Her case, which involved custody of her son and their shared home, was too complicated for her to navigate on her own. "I couldn't do it without an attorney, and I couldn't afford an attorney," Marleny said. "I was at a point where I felt like everything was over."

Then her husband kicked her out of their home, she said. When Marleny went to her local police precinct, someone there directed her to the Brooklyn Family Justice Center, a partnership between the Kings County District Attorney's office and the Mayor's Office to Combat Domestic Violence. There she found a pro bono lawyer who represented her in Supreme Court, and her divorce was finalized in 2017. She won full custody of her child.

Ms. Raymond, too, ultimately found a pro bono lawyer at the New York Legal Assistance Group who tracked down her husband at his mother's house, where he was avoiding being served; the court allowed them to serve his mother instead. On April 12, after two years and five months, she finally succeeded in divorcing him.

"I was so happy," Ms. Raymond said. Her lawyer sent her the judgment in an email and she printed it out, almost unbelieving. "I was shouting and giving thanks."

Survivors of abuse trying to get divorced say these organizations have been vital to them — but there are simply not enough lawyers at nonprofit agencies or city-funded organizations to match the volume of need.

"There's a strong desire among our clients to divorce their abusers, and a dearth of resources when it comes to representation in their divorces," said Amanda Norejko, the director of the Matrimonial/Economic Justice Project at Sanctuary for Families, a nonprofit.

Even for those who obtain pro bono lawyers, cases can drag on for years. Some lawyers and experts say that abusers deliberately draw out the process, keeping their ex-partners tethered to them legally. As months turn into years, those seeking the divorce may be more willing to

give in on issues of visitation or child support in order to put an end to the case.

Abusive partners can also prolong the process by simply disappearing.

Enedina, who asked that her last name not be used because she has an ongoing legal case against her husband involving a child, experienced this problem firsthand when her husband moved to Mexico. Although a pro bono lawyer from the New York Legal Assistance Group is working with her, she still had to hire another agent to serve the papers to him. Her attempts to track down her husband and serve him the papers have dragged on for years. Now 40, she is coming up on the three-year mark of trying to get a divorce. “I don’t feel free,” she said one afternoon, sitting in a Starbucks as pop music played in the background. “I’ll probably be free in 20 years or so.”

### **Single Moms in College Spend Nine Hours a Day on Housework**

THE ATLANTIC - Adam Harris

<https://www.theatlantic.com/education/archive/2018/05/single-moms-college-time-mothers-day/560165/>

Every year around this time—when commencement season and Mother’s Day collide—moms across the country are praised for their grit and resolve. It’s a tough job for just about anyone. But for 2.1 million single mothers, according to the latest federal data, the normal difficulties are compounded by the stresses of going to college.

For these moms, there may not be enough hours in the day to do all the tasks they have to do at home, while still going to college. A new report from the Institute for Women’s Policy Research, a think-tank and advocacy group for advancing women’s status, breaks down the data on the amount time single mothers in college are spending on their obligations outside of the classroom compared with women students without children. The analysis, based on data from the Bureau of Labor Statistics’ American Time Use Survey, is instructive—and eye-opening.

Single moms who are enrolled in college full-time spend about two hours a day on active child care, six on supervisory care (meaning time spent looking after their children while doing another activity such as cooking or cleaning), and about two hours on housework; all told, these women are spending upward of nine hours a day on care and housework. Students without children devote about two hours to all of those activities combined. And on top of all of that, the report found, single mother college students are getting less sleep, exercise, and social time than other students. In a separate IWPR study, nearly half of women who attend community colleges and live with children and attend community college said they thought they were likely to drop out.

“Single mothers in college are doing double and triple duty to make a better life for their families,” said Lindsey Reichlin Cruse, a researcher at IWPR, in a release that accompanied the new report, “but too few have the support needed to juggle the competing time demands of college, parenthood, and employment.”

It would make sense, then, that one of the most effective ways to help the population of students would be to give them back some of their time—time that could be spent on their classes—through childcare services. However, for many single mothers on campus, finding affordable childcare isn’t easy.



In 2015, less than half of both public four-year institutions and community colleges had campus child-care centers. And when those centers did exist, there was often a waiting list for their services. A 2016 report from IWPR found, the average waiting list at campus childcare centers was about 80 children long. As the writer Amanda Freeman asked in *The Atlantic* in 2016, “What does it say about the country’s priorities that it’s easier to find drop-in childcare while you take Zumba than English 101?”

Research on how campus childcare affects graduation is limited, but data from at least one institution—Monroe Community College in Rochester, New York—suggests it could have a significant impact. Student parents who used the campus child-care center between 2006 and 2014 were nearly 30 percent more likely to return to college the next fall than student parents at the same school who didn’t use the service. And those students were 20 percent more likely to graduate on time.

Several colleges have launched programs aimed at students with children. Notably, Bard Microcollege Holyoke, a collaboration of Bard College and The Care Center, in Holyoke, Massachusetts, is a first-of-its-kind college created specifically for low-income women whose educations were interrupted by pregnancy and parenting. And Endicott College, also in Massachusetts, is home to the “Keys to Degrees” program that is specifically tailored to provide assistance to young parents—both men and women—and their children.

For parents not at one of these specialized institutions, change is coming—slowly: The federal government injected more money into childcare subsidies, through the Bipartisan Budget Act of 2018, doubling the funding for the Child Care and Development Block Grant program, which means that states will have more money that they could allocate for student parents. And a handful of Democrats introduced legislation in the House and Senate that would reauthorize the federal grant program specifically designed for on-campus childcare, but their proposal has not yet gained much bipartisan momentum.

Still, as the report suggests, a lot of work remains to be done. States and federal lawmakers can target financial aid toward student parents. They can also tweak policy to allow college attendance to count towards work requirements for childcare funding. And, for their part, colleges can improve their efforts towards making childcare accessible and affordable—and giving time back to single mothers on campus.

### **Mass Incarceration Is a Public-Health Problem**

THE ATLANTIC - Vann R. Newkirk II

<https://www.theatlantic.com/politics/archive/2018/05/mass-incarceration-is-a-public-health-problem/559904/>

Prison is not a healthy place. It’s pretty well established that many who wind up there aren’t in great health to begin with, and their sentences can exacerbate underlying issues. Solitary confinement destroys already fragile minds. Incarceration robs men and women of their youth, regurgitating aged shadows back into the streets. Beatings and abuse at the hands of officers lead to injury and even death, and violence between inmates is seen as common enough to pass as normal.

But the underlying reasons for the vulnerabilities of the incarcerated are poorly addressed by policymakers, and there is little understanding of what that vulnerability means en masse, in

the society that incarcerates more people than any other.

Harvard University researcher Bruce Western's new book, *Homeward: Life in the Year After Prison*, could add significantly to that understanding, illuminating the role prisons play for the poor and highlighting the contours of infirmity that mark the lives of incarcerated people, often from birth to death. While *Homeward* is a gripping study of the totality of the lives of people reentering society, it also uncovers the role of the carceral system in breaking bodies and minds.

At the heart of *Homeward* is the Boston Reentry Study, a longitudinal survey of 122 people released from Massachusetts Department of Corrections facilities around Boston between 2012 and 2014. Western and his co-researchers followed people over their first year of reentry, maintaining contact with a notoriously difficult population of people to track. They followed the cohort through homeless shelters, joblessness, and shifting addresses; through psychiatric hospitals; and, for some participants, through downward spirals into drugs, violence, and additional stints in prison.

The book is unsparing, providing windows into the experiences of even some hardened and violent offenders in order to "bear witness to the lives of those held captive in America's experiment with mass incarceration," as Western writes.

There's Jerry, a sex offender who lived in a homeless shelter because his conviction made him ineligible for public housing. There's Eddie, a middle-aged black veteran who first fights his crack addiction but later succumbs, and eventually resorts to street scams to support his habit before he's incarcerated again. There's the tragedy of Aman, a young Afro-Caribbean man diagnosed with schizophrenia who says his sole reason for participating in the study is to have "friends like yourselves to come by." There's Maria, who manages to banish her heroin addiction and pick up carpentry. Western's academic prose belies the fact that he tells dozens of Sisyphean tragedies, with even the personal victories accompanied by setbacks.

These narratives, buttressed with reams of data, serve as valuable observations on the difficult nature of reentry and the range of likely poor outcomes, of which recidivism is only a part. In the six months after release, most of the Boston Reentry Study participants were in poverty, leaning on government benefits and family support to survive. Respondents rarely found full-time employment, although 43 percent found some kind of work—mostly temp jobs—within two months. Women respondents were especially vulnerable to violence. And there were significant racial disparities in support and economic access. Even black and Latino participants with strong support networks found themselves less likely to land jobs than white men with few contacts or no connections at all.

But perhaps the most intriguing findings of Western's study are those related to what he calls "human frailty." When I asked Western to define the term, he said that it involves "the mental infirmity and the physical problems that accumulate with people under poverty."

As *Homeward* describes, the Boston Reentry Study found that, along with poverty, human frailty is perhaps the defining feature of incarceration. Fifty-four percent of the reentry population reported a history of problems with drugs or alcohol. Two-thirds had a history of mental illness or addiction. One-third reported serious back pain, arthritis, or some other disability. Oftentimes, many people entering prison have chronic diseases stemming from drug use, along with other unmet physical and mental needs—needs that immediately become

unmet again upon reentry, when their institutionalized care ends.

“The general finding is that physical health tends to improve in prison and then dramatically declines after people leave prison,” Western told me. “This is mostly because they’re better able to manage chronic conditions while they’re in prison, and they’re able to stay on their meds and so on.”

Mental health is another realm altogether, and *Homeward* illuminates the staggering burden of mental-health and addiction issues that the violence and isolation of prison can exacerbate. “We know far less about people’s mental-health status and the management of mental illness on the inside, and certainly we heard reports of depression, PTSD, anxiety, and such on the inside,” Western told me.

As grim a picture as *Homeward* paints, the case study actually describes a best-case scenario in the United States: Massachusetts has a relatively robust state Medicaid program that automatically enrolls people upon reentry, and can provide low- or no-cost services, including mental-health services. But the book shows, in detail, how people leaving prison don’t often seek care before major problems manifest.

“So much happens in those first 30 days, and there’s so many other kinds of stress that they’re dealing with,” Western said. People have to adjust to the minutiae of everyday life that was previously under tight control or unavailable to them—think walking in crowds, using telephones, and taking public transit. Sudden exposure to the hustle and bustle of Boston almost seems to be a trauma unto itself for people still coping with the long-term effects of prison.

The picture Western paints is bleakest for people dealing with substance abuse. While the enforced prohibition of drugs in prisons forces sobriety on inmates, *Homeward* shows how difficult it can be to remain sober upon reentry. Heavy substance abuse is known for straining familial and friend networks, and imprisonment often involves the intentional severing of those networks.

*Homeward* chronicles the lives of several people with addictions who leave prison with threadbare social networks. Almost invariably they wind up using again, end up back in prison, or both. The point of failure is often one that many outsiders might sneer at: personal willpower. But the willpower needed to overcome addictions without social support can be easily eroded, Western argues. “Much of the agency—the will to change—that even our most humane rehabilitative programs ask of people in prison is compromised by precisely the physical and mental difficulties that places them at risk of incarceration in the first place,” Western writes. “The people we ask to make the largest changes in their lives often have the least capacity to do so.”

This seems to be true of the entire project of incarceration. Especially in the realm of physical and mental health, poor people and people of color have the least resources and the least capacity to treat illness and promote wellness. That much is known—those groups are prone to higher rates of obesity, diabetes, kidney failure, asthma, and almost every other mortality indicator, including undiagnosed or poorly managed mental-health issues. Instead of extending the safety net to deal with these factors, it’s prison time that’s extended: People with drug-use and mental-health issues are incarcerated rather than funneled toward treatment and preventative care—a punishment that worsens both physical and mental-health

outcomes for them and their families.

For Western, this is the fundamental problem uncovered in his study: Instead of finding root causes for chaos, violence, and instability, every wrong is attributed to individual agency—even when agency is eroded by health problems. “The fundamental thing about the criminal-justice system is that it’s a blaming system,” Western told me. “But the health-care system attends to causes and physical and mental vulnerability. If we want to do that, then we can’t be involved in a blaming system.”

As Western notes in *Homeward*, the very premise of incarceration is built on a contradiction. It’s increasingly clear that many people who go to prison are incarcerated because they are ill, and also that poverty erodes agency and wellness in a way that creates conditions for crime, violence, and addiction. Instead of investing in the necessary services to heal those people, society instead punishes them in a prison system lacking in rehabilitative services. The end result is not only generations of frail people, but frail communities that can’t do much more than repeat the cycle.

### **The Burnout Crisis in American Medicine**

THE ATLANTIC - Rena Xu

<https://www.theatlantic.com/health/archive/2018/05/the-burnout-crisis-in-health-care/559880/>

During a recent evening on call in the hospital, I was asked to see an elderly woman with a failing kidney. She’d come in feeling weak and short of breath and had been admitted to the cardiology service because it seemed her heart wasn’t working right. Among other tests, she had been scheduled for a heart-imaging procedure the following morning; her doctors were worried that the vessels in her heart might be dangerously narrowed. But then they discovered that one of her kidneys wasn’t working, either. The ureter, a tube that drains urine from the kidney to the bladder, was blocked, and relieving the blockage would require minor surgery. This presented a dilemma. Her planned heart-imaging test would require contrast dye, which could only be given if her kidney function was restored—but surgery with a damaged heart was risky.

I went to the patient’s room, where I found her sitting alone in a reclining chair by the window, hands folded in her lap under a blanket. She smiled faintly when I walked in, but the creasing of her face was the only movement I detected. She didn’t look like someone who could bounce back from even a small misstep in care. The risks of surgery, and by extension the timing of it, would need to be considered carefully.

I called the anesthesiologist in charge of the operating room schedule to ask about availability. If the cardiology department cleared her for surgery, he said, he could fit her in the following morning. I then called the on-call cardiologist to ask whether it would be safe to proceed. He hesitated. “I’m just covering,” he said. “I don’t know her well enough to say one way or the other.” He offered to pass on the question to her regular cardiologist.

A while later, he called back: The regular cardiologist had given her blessing. After some more calls, the preparations were made. My work was done, I thought. But then the phone rang: It was the anesthesiologist, apologetic. “The computer system,” he said. “It’s not letting me book the surgery.” Her appointment for heart imaging, which had been made before her kidney problems were discovered, was still slated for the following morning; the system

wouldn't allow another procedure at the same time. So I called the cardiologist yet again, this time asking him to reschedule the heart study. But doctors weren't allowed to change the schedule, he told me, and the administrators with access to it wouldn't be reachable until morning.

I felt deflated. For hours, my attention had been consumed by challenges of coordination rather than actual patient care. And still the patient was at risk of experiencing delays for both of the things she needed—not for any medical reason, but simply because of an inflexible computer system and a poor workflow.

Situations like this are not rare, and they are vexing in part because they expose the widening gap between the ideal and reality of medicine. Doctors become doctors because they want to take care of patients. Their decade-long training focuses almost entirely on the substance of medicine—on diagnosing and treating illness. In practice, though, many of their challenges relate to the operations of medicine—managing a growing number of patients, coordinating care across multiple providers, documenting it all. Regulations governing the use of electronic medical records (EMRs), first introduced in the Health Information Technology for Economic and Clinical Health (HITECH) Act in 2009, have gotten more and more demanding, while expanded insurance coverage from the Affordable Care Act may have contributed to an uptrend in patient volume at many health centers. These changes are taking a toll on physicians: There's some evidence that the administrative burden of medicine—and with it, the proportion of burned-out doctors—is on the rise. A study published last year in *Health Affairs* reported that from 2011 to 2014, physicians spent progressively more time on “desktop medicine” and less on face-to-face patient care. Another study found that the percentage of physicians reporting burnout increased over the same period; by 2014, more than half said they were affected.

To understand how burnout arises, imagine a young chef. At the restaurant where she works, *Bistro Med*, older chefs are retiring faster than new ones can be trained, and the customer base is growing, which means she has to cook more food in less time without compromising quality. This tall order is made taller by various ancillary tasks on her plate: bussing tables, washing dishes, coordinating with other chefs so orders aren't missed, even calling the credit-card company when cards get declined.

Then the owners announce that to get paid for her work, this chef must document everything she cooks in an electronic record. The requirement sounds reasonable at first but proves to be a hassle of bewildering proportions. She can practically make eggs Benedict in her sleep, but enter “egg” into the computer system? Good luck. There are separate entries for white and brown eggs; egg whites, yolks, or both; cage-free and non-cage-free; small, medium, large, and jumbo. To log every ingredient, she ends up spending more time documenting her preparation than actually preparing the dish. And all the while, the owners are pressuring her to produce more and produce faster.

It wouldn't be surprising if, at some point, the chef decided to quit. Or maybe she doesn't quit—after all, she spent all those years in training—but her declining morale inevitably affects the quality of her work.

In medicine, burned-out doctors are more likely to make medical errors, work less efficiently, and refer their patients to other providers, increasing the overall complexity (and with it, the cost) of care. They're also at high risk of attrition: A survey of nearly 7,000 U.S. physicians,

published last year in the Mayo Clinic Proceedings, reported that one in 50 planned to leave medicine altogether in the next two years, while one in five planned to reduce clinical hours over the next year. Physicians who self-identified as burned out were more likely to follow through on their plans to quit.

What makes the burnout crisis especially serious is that it is hitting us right as the gap between the supply and demand for health care is widening: A quarter of U.S. physicians are expected to retire over the next decade, while the number of older Americans, who tend to need more health care, is expected to double by 2040. While it might be tempting to point to the historically competitive rates of medical-school admissions as proof that the talent pipeline for physicians won't run dry, there is no guarantee. Last year, for the first time in at least a decade, the volume of medical school applications dropped—by nearly 14,000, according to data from the Association of American Medical Colleges. By the association's projections, we may be short 100,000 physicians or more by 2030.

Some are trying to address the projected deficiency by increasing the number of practicing doctors. The Resident Physician Shortage Reduction Act, legislation introduced last year in Congress, would add 15,000 residency spots over a five-year period. Certain medical schools have reduced their duration, and some residency programs are offering opportunities for earlier specialization, effectively putting trainees to work sooner. But these efforts are unlikely to be sufficient. A second strategy becomes vital: namely, improving the workflow of medicine so that physicians are empowered to do their job well and derive satisfaction from it.

Just as chefs are most valuable when cooking, doctors are most valuable when doing what they were trained to do—treating patients. Likewise, non-physicians are better suited to accomplish many of the tasks that currently fall upon physicians. The use of medical scribes during clinic visits, for instance, not only frees doctors to talk with their patients but also potentially yields better documentation. A study published last month in the World Journal of Urology reported that the introduction of scribes in a urology practice significantly increased physician efficiency, work satisfaction, and revenue.

Meanwhile, there's evidence that patients are more satisfied with their care when nurse practitioners or physician assistants provide some of it. This may be because these non-physicians spend more time than doctors on counseling patients and answering questions. In a perfectly efficient division of labor, physicians might focus on formulating diagnoses and treatment plans, with non-physicians overseeing routine health maintenance, discussing lifestyle changes, and educating patients on their medical conditions and treatment needs. Fortunately, over the next decade, employment of nurse practitioners and physician assistants in the United States is expected to grow by more than 30 percent; that compares with overall expected job growth of just 7 percent.

Yet the solution to health care's labor problem isn't simply to hire more staff; if not done right, that could make coordination even more cumbersome. A health-care organization's success, in the years ahead, will depend on its success at delegating responsibilities among physicians and non-physicians, training the non-physicians to do their work independently, and empowering everyone—not just doctors—to shape a patient's care and be accountable for the results.

Technology can make doctors' lives easier, but also a lot harder. Consider the internet: It's

made information infinitely more attainable, but it takes time to find what one needs and to filter the accurate material from the inaccurate. The same goes for medicine. Technologies such as telemedicine, which allows for online doctor visits, can make health care more accessible and effective. But the use of EMRs, which is now federally mandated, is frequently cited as one of the main contributors to burnout. EMRs are often designed with billing rather than patient care in mind, and they can be frustrating and time-consuming to navigate. One attending doctor I know, tired of wading through a morass of irrelevant information, writes notes in the electronic chart but in parallel keeps summaries of his patients' medical histories on hand-written index cards.

One can imagine a better EMR system, built around what health-care providers need. Today, in the absence of more effective tools, medical colleagues rely on email to coordinate patient care—or phone, as in the case of my kidney patient. But email chains can get buried in an inbox, and phone calls are rarely practical for coordinating between more than two people at a time. Neither mode of communication gets linked to a patient's record, which means work is at risk of either getting lost or being replicated. But what if we were to integrate a tool into the electronic record that made clear what a patient's active medical issues were, assigned responsibility to providers for overseeing those issues, and helped them to coordinate with each other? A dynamic EMR that didn't just give physicians more information, but also helped them to prioritize, share, and act upon that information, would be far more useful than what currently exists.

As the world changes—as populations grow and technology advances—it is becoming essential that the workflow of medicine change alongside it. Fortunately for the patient with the failing kidney, the anesthesiologist was willing to get creative. Despite being unable to book the surgery, he unofficially reserved a slot for her and made the rest of his staff aware. The patient underwent the procedure the next morning, followed by her previously planned heart study. Everything worked out in the end. But I couldn't help thinking: It shouldn't be this hard to do the right thing.

### **Are We Finally Getting Over the Belief That Periods Are Embarrassing?**

THE NATION - Katha Pollitt

<https://www.thenation.com/article/are-we-finally-getting-over-the-belief-that-periods-are-embarrassing/>

When is a necessity not a necessity? When it's a product used by half the population every month for 35 to 40 years, but never even once by the other half. In case you haven't figured it out yet, I'm talking about menstrual supplies. Pads and tampons cost women up to \$120 a year—and that's not counting pain relievers like Midol or Advil. Over a lifetime, it can add up to as much as \$4,500.

Menstrual supplies have been in the news thanks to attempts by activists in several states to repeal the so-called tampon tax—the sales tax levied on menstrual supplies in 36 states. The rationale for applying sales tax to menstrual products is that they are luxuries, not necessities, which any woman can tell you is ridiculous. These are not products women can simply choose not to use, like perfume or cosmetics. It is indeed insulting that women, who already earn less than men, are taxed for an essential product that only women use—a tax, let us not forget, originally levied by male lawmakers, and sometimes preserved by them, too. Four states have dropped the tax in recent years, but when California legislators voted to do the same, Governor Jerry Brown vetoed it: The state, with its proposed \$190 billion budget, just

couldn't do without the \$20 million women paid in each year. (He vetoed getting rid of the tax on diapers, too.)

Dropping the tax would be a fine symbolic gesture, but a more immediate problem is that menstrual products aren't covered by food stamps or by WIC coupons (neither are soap, toilet paper, or the other basics of modern hygiene—as if people down on their luck don't deserve to be clean). Imagine the stress this induces in poor women: Will I have enough to get through those days? What if I cut back on changing my pad and bleed through? Every year in the United States, one out of four women struggles to come up with the money to pay for menstrual products, and one in five low-income women misses school, work, or some other commitment because she didn't have adequate supplies. You don't hear much about it because eew, periods. It's a lot like the stress of paying for diapers (also not covered by food stamps), which a Yale study showed was connected to depression in low-income mothers and grandmothers.

The National Diaper Bank Network, which provides millions of diapers to poor parents and grandparents and has done so much to make diaper need a political issue, wants to do the same for menstrual supplies. On May 1, the network launched the Alliance for Period Supplies, with about 50 allied programs across the country. The program's goal is simple: to make menstrual supplies free or affordable to all. "Talking about diapers in relation to poverty is not easy," Joanne Samuel Goldblum, executive director of the Diaper Bank and founder of the alliance, told me when we spoke by phone, "but once you start the conversation, people get it. Periods are the next step."

If so, that will mark a welcome and long-overdue cultural shift. Diapers, after all, are about babies—sweet, lovable, helpless babies. Menstruation is about females—their rebellious bodies, their dangerous sexuality and fertility. Periods have always been a source of shame and humiliation for women; not for nothing is menstruation called "the curse," or that ads for menstrual supplies typically show beautiful women in long white dresses idling in fields of flowers. This shame, and the silence around it, has allowed for garden-variety unfairness—as Nancy Kramer of the campaign Free the Tampons has pointed out, public and school restrooms provide free toilet paper and soap, so why not free menstrual products? Shame and silence have also enabled outright cruelty. As NPR Illinois has reported, Chicago's Noble Network of Charter Schools has such strict policies about bathroom use that girls are bleeding through their clothes while waiting for escorts to take them to the restroom. In response, administrators on some campuses changed the dress code so that girls could tie sweaters around their waists to hide the bloodstains. (The Noble Network denies that there's a problem.) I'm quite sure the people who instituted this policy can use the ladies' room whenever they need to, and do not require themselves to go around in bloodstained clothes covered by a telltale sweater for boys to mock. Haven't they ever been teenagers?

There are signs that a cultural shift is happening. The Noble Network story got a lot of attention. The issue of providing sufficient supplies to women in prison has gotten a lot of attention, too—and it's about time, considering that a box of 16 pads can cost a woman prisoner 21 hours' pay. As of August 2017, federal prisons provide an unlimited supply of pads and tampons, as do the prison systems in New York City, Colorado, Virginia, Maryland, Nebraska, and Arizona, with Connecticut on the way. In the House of Representatives, the Menstrual Equity for All Act would let women use flexible-spending accounts to pay for menstrual products. (Only Democrats are co-sponsoring the bill, which is probably why GovTrack reports its chance of passage at 1 percent.) In the Senate, the Dignity Act would



codify prisoners' access to pads, tampons, and non-prescription painkillers (chance of passage: 10 percent).

The Alliance for Period Supplies is pushing legislative efforts to increase access while also organizing grassroots drives to collect supplies for poor and homeless women. You can get involved, too. Ask your church, synagogue, community group, or school to collect supplies. Educate yourself, your community, and your legislators about period poverty. If you'd like to know more, pick up a copy of *Periods Gone Public: Taking a Stand for Menstrual Equity* by Jennifer Weiss-Wolf. Too busy? Donate. Strapped for cash? Buy U by Kotex products at CVS until June 2 to support a donation of up to 1 million pads and tampons. And because no cause these days is complete without a hashtag, raise awareness on social media with #addpads and #endperiodpoverty. For more information, visit [allianceforperiodsupplies.org](http://allianceforperiodsupplies.org).

### **Opinion: Insurance Companies Set An Unreasonable Bar For Mental Health Coverage**

HUFFINGTON POST - Brian Barnett

[https://www.huffingtonpost.com/entry/opinion-barnett-mental-health-insurance\\_us\\_5af210b1e4b00a3224ee0d42](https://www.huffingtonpost.com/entry/opinion-barnett-mental-health-insurance_us_5af210b1e4b00a3224ee0d42)

“I’m not able to authorize payment.”

It’s a line I’ve heard many times in the five years I’ve been practicing psychiatry, so I was ready for it. I’d been on the phone for 45 minutes telling the insurance company representative how my patient came into the hospital emergency room so depressed he could hardly function. How he’d missed nearly every day of work for the last few weeks and was close to losing his job.

My patient was resilient and determined to beat his depression. He’d been looking for months for an outpatient psychiatrist who accepted his insurance. Unfortunately, many insurers pay mental health providers so poorly and make it so difficult to get compensated that nearly half of psychiatrists don’t accept insurance at all. Now he was on a six-week waiting list.

None of that mattered, though. A complex man dealing with complex issues had been reduced to a binary variable by his insurer: suicidal, or not suicidal. And because my patient fell into the latter category, he didn’t meet his insurance company’s “medical necessity” requirement. He could still come to the hospital for help, sure, but only if he were willing to pay thousands of dollars out of pocket for treatment.

My patient didn’t have that kind of money. He could barely make rent.

Before I decided to specialize in psychiatry, I assumed a person in need of mental health care would have the same access to treatment one has for medical conditions like kidney stones, pneumonia or seizures. Instead, mental health patients and their providers face a mountain of bureaucratic obstacles that other patients are spared.

The look of disappointment on this man’s face when I explained he wasn’t considered depressed enough to be hospitalized was unmistakable. Had he shown up with a general medical condition, he would’ve been welcomed into the hospital almost immediately. But because he had a mental illness that hadn’t yet reached the most critical of states, and because he wasn’t a wealthy man, he couldn’t come in.

That night, like many others prior and since, I left work with a great sense of guilt for participating in a system that regularly fails people in need.

The bar is set incredibly high these days when it comes to insurance coverage for psychiatric admission. Even when patients have just attempted suicide, many insurers still require prior authorization by phone before admission. And until the insurance company agrees to pay, the patient must wait, usually in the emergency room. Each phone call eats up a psychiatrist's time — 38 minutes on average — and makes delivering efficient care extremely difficult. Some nights, I make six or more of these calls, leaving patients waiting for hours.

When it comes to general medical hospitalizations, on the other hand, no phone calls are required. You simply tell the patient they are being admitted, and that's that. No forms, no conversations, no questions. Insurers trust our judgment. Not the case with psychiatric hospitalizations. In the U.S., outright denials for mental health care occur twice as frequently as denials for general medical care.

The discrimination is obvious for anyone willing to see it.

Insurers reduce costs with this prior authorization strategy, not just by overt treatment denial but also by its ability to deter the offering of psychiatric hospitalizations as a treatment option in the first place. In busy emergency rooms, if a provider knows that a prior authorization call awaits, the decisional balance often moves toward less-comprehensive treatment options that don't require a call.

The public seems aware something is wrong with our mental health care system, but as someone who toils daily inside the opaque maze, I see how it's designed to keep patients out and providers tied up. People dealing with mental illness and addiction flood hospitals, but insurer tactics, along with paltry government funding, have choked off delivery of care to a mere trickle.

Compounding matters, America is currently seeing a decrease in the number of psychiatric beds as government-funded psychiatric hospitals close and as other hospitals decide against adding beds due to poor insurer reimbursement. So even if insurers approve a hospitalization, patients often have to wait until a bed at a psychiatric facility opens up. A patient seeking medical admission usually waits about four hours in the emergency room; a patient seeking psychiatric admission waits about 22 hours if being transferred to an outside psychiatric facility. Some of my patients have waited for days.

To understand just how deeply the discrimination against the mentally ill is ingrained in our insurance system, flip over your own health insurance card. Most providers list a different phone contact for mental health and addiction services.

Why? Because these services are often “carved out” to other companies that work to reduce their use by creating labyrinths of prior authorization requirements for everything from medications to residential treatment. A call to that phone number means entering a separate insurance system where discrimination reigns.

Despite incredible profits, insurers won't give us a break. This is a natural consequence of a poorly regulated, profit-driven industry paying for our health care. Those with mental illness — and others who cannot advocate for themselves — get excluded.

Why have we allowed our mental health care system to reach this breaking point? We all know by now mental illness is common, and when it goes untreated it stifles not only our economy but also our society as a whole. The Mental Health Parity and Addiction Equity Act of 2008 and the Affordable Care Act were supposed to help end mental health discrimination, but their requirements don't go far enough and are rarely enforced. Further parity requirements were passed in 2016, but government agencies didn't give insurers any guidance on compliance until just last week, when they were finally pressed by the Senate Health Committee.

Our mental health insurance system needs serious reform. We've waited long enough for insurers to recognize that the brain — the organ that directs all the other ones — can malfunction just like the heart, the kidneys and the liver. The problems that arise when this occurs are extremely complex but largely treatable. Is it too much to ask that insurers allot a fair share of spending to tackle these challenges? I don't think it is.

The effects of untreated mental illness ripple through generations, as any person who has grown up in a home with a parent suffering from depression, addiction or personality disorder can attest. A society that truly values the future of its children will not continue to defer its commitment to the task at hand.

Money is at the root of the issue. We need funding for more mental health providers and psychiatric beds, and much more equitable insurance practices so patients with mental illness can access the care they need when they need it — before they've reached the point of suicide.

Accomplishing this will require political leaders who can break free from the trance of the current political sideshow in Washington, recognize the gravity of the situation and work in a bipartisan manner to relegate our shattered mental health care system to the tattered, yellow pages of history books. Because while we wait, emergency rooms and prisons overflow with the mentally ill, suicides continue to climb past record highs and overdose deaths soar.

Our nation's psyche can't bear separate but equal treatment for much longer.

If you or someone you know needs help, call 1-800-273-8255 for the National Suicide Prevention Lifeline. You can also text HOME to 741-741 for free, 24-hour support from the Crisis Text Line. Outside of the U.S., please visit the International Association for Suicide Prevention for a database of resources.

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## **14 Things You Can Do Every Day To Protect Your Mental Health As You Age**

HUFFINGTON POST - Nicole Pajer

[https://www.huffingtonpost.com/entry/mental-health-as-you-age\\_us\\_5af1c1bbe4b041fd2d2b80cf](https://www.huffingtonpost.com/entry/mental-health-as-you-age_us_5af1c1bbe4b041fd2d2b80cf)

Aging brings you face to face with the loss of loved ones, children leaving the nest and

physical changes such as reduced energy levels. These types of events can “give rise to negative emotions such as sadness, anxiety, loneliness and lowered self-esteem,” according to the American Psychological Association. Growing older can also come with a slew of positive changes like the opportunity to travel, more time to spend with grandchildren and the chance to take on a new hobby.

“But any kind of change, even joyful changes, can bring up a variety of emotions, including anxiety, overwhelm, loneliness and depression,” said Connie Habash, a licensed marriage and family therapist in Menlo Park, California. Therefore, it’s essential to make your mental health a priority, especially throughout your later years.

Here are a handful of ways in which you can emotionally support yourself throughout the journey of growing older:

### 1. Meditate

“Meditation is a great way to protect your mental health as you age,” said Jodi Baretz, a licensed clinical social worker and author of *Mindful Is the New Skinny*. “Not only does it train your brain to focus and improve your attention, it also decreases anxiety and increases your ability to enjoy the everyday moments of your life.”

Baretz added that meditation can also increase your tolerance of the uncomfortable and help you become less reactive, which decreases stress and emotional overwhelm. And studies show that it may go a long way in preventing age-related cognitive decline.

### 2. Stay connected

As people get older, there can be a tendency to withdraw from others. Retirement, friends passing, kids moving away all contribute to this social isolation. But it’s important to trade a night in with Netflix for an occasional dinner out with friends.

“The most important thing you can do is stay in communication with others,” said Colleen Mullen, a licensed marriage and family therapist at San Diego’s Coaching Through Chaos. “Find a new social group, swim, play Bingo, join a walking group or book club.” Mullen also noted that staying socially connected keeps your mind in a healthier place, which can in turn positively boost your overall well-being.

### 3. Adopt an attitude of gratitude

Studies suggest that taking a moment to count your blessings can boost your happiness.

“Practicing gratitude has been demonstrated to help people manage stress, decrease depression, increase empathy and decrease aggression,” Mullen said.

Steven M. Sultanoff, a clinical psychologist in Costa Mesa, California, suggested ending your day by recalling three things that you are grateful for at the moment.

### 4. Check in with your body

Between smartphones, television and a 24/7 news cycle, our minds are always busy. But mindfulness has been linked to reduced anxiety and the reduction of mental stress. However, a “mindful body scan” may help whenever you are feeling overwhelmed, according to Karinn Glover, an assistant professor of the department of psychiatry and behavioral sciences at Albert Einstein College of Medicine.

The process is simple: Spend five to 15 minutes breathing deeply and focusing your thoughts on your body, sensations, areas of discomfort or tension, starting at your feet and moving upward progressively until you get to the top of your head, Glover said.

“It’s a wonderful way to practice getting in touch with your body so stress and tension don’t become overwhelming,” Glover added.

#### 5. Get moving

“Exercise increases blood flow to the brain, which brings oxygen, which helps prevent the dreaded ‘brain fog’ that so many women complain about once they reach a certain estrogen-deprived age,” said Maria Shriver, founder of The Woman’s Alzheimer’s Movement, also known as Move for Minds. For the best results, the organization recommends a combination of aerobic exercise and weight or resistance training.

#### 6. Try something new

“Keep an open mind,” said Susan London, director of social work at Shore View Nursing and Rehabilitation Center. She suggested taking any opportunity possible to step out of your comfort zone.

“You never know the kinds of experiences you might have as a result of this, and it could change the course of your life without you even realizing it,” London added.

Shriver also advocated for challenging your mind. “Mental activity offers benefits to brain health. Learn something new to create new neural connections,” Shriver said. Try studying an unfamiliar language or taking up an instrument.

#### 7. Pop a probiotic

Approximately 90 percent of serotonin (the neurotransmitter in the brain that releases feel-good chemicals) is made in the belly, along with other important mood-regulating neurotransmitters, said Sarah Morgan, a functional nutritionist and founder of Buddies In My Belly.

“The neurotransmitters made in the belly directly impact brain functions like mood, memory, focus, sense of well-being and more,” she explained.

Research suggests that taking a daily probiotic may help ward off depression. Morgan also recommended eating a diet high in plant foods that are rich in prebiotic fibers to keep your gut bacteria “healthy and happy.” This includes vegetables, nuts, seeds, fruit, beans and whole grains.

#### 8. Form a new routine

Many Americans strive to retire by the age of 65. But sitting at home all day with nothing to do can take a toll on you emotionally. According to Ramani Durvasula, a professor of psychology at California State University, “having a routine can provide meaning and purpose, which many view as two of the most essential ingredients for health.” Sign up to volunteer, take on a part-time job in an industry that has always fascinated you, try a new hobby, become a mentor or get involved in local civic activities.

## 9. Get your Zs

“As you age, unfortunately, insomnia becomes an issue for many Americans, afflicting almost half of adults over the age of 60,” said Bill Fish, a certified sleep science coach and co-founder of Tuck.

A lack of sleep can lead to mental health ailments such as anxiety and depression. And a 2012 study linked sleeplessness with an increased risk of Alzheimer’s.

“Your brain goes through a rebooting process each night, essentially recharging itself, so we feel brighter and refreshed in the morning,” Fish said. “If you aren’t achieving the recommended sleep of seven to nine hours per night, you aren’t giving the brain a chance to recover to take on the day ahead.”

## 10. Practice self-love

Developing a compassionate relationship with your body will go a long way in helping you to combat any dissatisfaction that may coincide with the process of aging. Richard Matzkin, psychotherapist and co-author of *Art Of Aging*, suggested practicing positive affirmations and visualization to achieve this.

“The thing that kills self-love most is negative self-judgment,” he said. “You can counter this with positive self-talk. When negativity arises, rather than allowing yourself to be drawn into self-defeating, negative thoughts, replace it with thoughts about what you like about yourself.”

## 11. See a therapist

If you begin to feel sad, frustrated or anxious, you might want to consider giving therapy a try.

“Therapists can help identify counterproductive patterns in thinking and emotion that will help you get back to loving life quickly, should you hit a rough spot,” said Whitney Owens, a licensed clinical psychologist in Las Vegas.

Grief can also be a reason to call in a professional. There is no shame in getting support from an experienced practitioner who understands what you are going through.

“Don’t ignore the signs. If you are experiencing grief for an inordinate amount of time, usually longer than a year after the loss of a loved one, don’t be afraid to seek help,” London said.

## 12. Keep a positive support system

Having a good support system can help to tackle conditions like stress and depression. Surround yourself with people who love and care about you. That also means cutting out toxic people.

“Stop catering to people who suck your drive. Let them go,” Durvasula, the professor of psychology, said.

## 13. Laugh out loud

Next time something makes you laugh, take note and try to include more of that in your life.

“Happiness goes hand-in-hand with laughing, and humor is a great stress reliever,” said James Polo, a psychiatrist in Tacoma, Washington. “Mentally fit individuals tend to take time to celebrate funny things and laugh about them out loud.”

#### 14. Spend time in nature

Going outdoors can improve your physical and mental health. So whether you spend time in your yard pruning the bushes, going for a hike in the forest, or simply sitting in a local park to take in the peace and serenity, getting outside may help to brighten your day.

“The feelings of awe and gratitude when we stand atop a stunning vista or when we see a rose slowly bloom in our garden, uplift us and maintain our appreciation of the beauty that we have in our lives all around us,” Habash said.

#### **Why kids and teens may face far more anxiety these days**

WASHINGTON POST - Amy Ellis Nutt

[https://www.washingtonpost.com/news/to-your-health/wp/2018/05/10/why-kids-and-teens-may-face-far-more-anxiety-these-days/?noredirect=on&utm\\_term=.ce483ac77c19](https://www.washingtonpost.com/news/to-your-health/wp/2018/05/10/why-kids-and-teens-may-face-far-more-anxiety-these-days/?noredirect=on&utm_term=.ce483ac77c19)

When it comes to treating anxiety in children and teens, Instagram, Twitter and Facebook are the bane of therapists' work.

“With (social media), it's all about the self-image — who's 'liking' them, who's watching them, who clicked on their picture,” said Marco Grados, associate professor of psychiatry and clinical director of child and adolescent psychiatry at Johns Hopkins Hospital. “Everything can turn into something negative ... [K]ids are exposed to that day after day, and it's not good for them.”

Anxiety, not depression, is the leading mental health issue among American youths, and clinicians and research both suggest it is rising. The latest study was published in April in the *Journal of Developmental and Behavioral Pediatrics*. Based on data collected from the National Survey of Children's Health for ages 6 to 17, researchers found a 20 percent increase in diagnoses of anxiety between 2007 and 2012. (The rate of depression over that same time period ticked up 0.2 percent.)

Philip Kendall, director of the Child and Adolescent Anxiety Disorders Clinic at Temple University and a practicing psychologist, was not surprised by the results and applauded the study for its “big picture” approach.

“There is definitely a rise in the identification of kids with serious anxiety,” he said. They are “growing up in an environment of volatility, where schools have lockdowns, where there are wars across borders. We used to have high confidence in our environment — now we have an environment that anticipates catastrophe.”

The data on anxiety among 18- and 19-year-olds is even starker. Since 1985, the Higher Education Research Institute at UCLA has been asking incoming college freshmen if they “felt overwhelmed” by all they had to do. The first year, 18 percent replied yes. By 2000, that climbed to 28 percent. By 2016, to nearly 41 percent.

The same pattern is clear when comparing modern-day teens to those of their grandparents' or great-grandparents' era. One of the oldest surveys in assessing personality traits and psychopathology is the Minnesota Multiphasic Personality Inventory, which dates to the Great Depression and remains in use today. When Jean Twenge, a professor of psychology at San Diego State University, looked at the MMPI responses from more than 77,500 high school and college students over the decades, she found that five times as many students in 2007 “surpassed thresholds” in more than one mental health category than they did in 1938. Anxiety and depression were six times more common.

Statistics on anxiety in children and younger adolescents aren't easy to come by. The study published last month was based on the National Survey of Children's Health, which the researchers noted “is the only national data source to evaluate the presence of anxiety and depression on a regular basis.” The findings were limited, though, and relied on the reports of parents and guardians as to whether a health-care professional had ever told them their child was suffering from one of those conditions.

Those responding yes were asked to describe the level of both anxiety and depression in their children: 10.7 percent said their child's depression was severe, and 15.2 percent who listed their child's anxiety at that level.

Among the study's other findings: Anxiety and depression were more commonly found among white and non-Hispanic children, and children with anxiety or depression were more likely than their peers to be obese. The researchers acknowledge that the survey method — parents reporting what they were told by their child's doctor — likely skewed the results.

Grados often identifies anxiety in the children and adolescents he sees as part of his clinical practice in Baltimore. “I have a wide range [of patients], take all insurances, do inpatients, day hospital, outpatients, and see anxiety across all strata,” he said.

The causes of that anxiety also include classroom pressures, according to Grados. “Now we're measuring everything,” he said. “School is putting so much pressure on them with the competitiveness ... I've seen eighth graders admitted as inpatients, saying they have to choose a career!”

Yet even one of the latest study's authors acknowledges that it can be difficult to tease out the truth about the rise in anxiety.

“If you look at past studies,” said John T. Walkup, chairman of the Department of Psychiatry at Lurie Children's Hospital in Chicago, “you don't know if the conditions themselves are increasing or clinicians are making the diagnosis more frequently due to advocacy or public health efforts.”

Nearly a third of all adolescents ages 13 to 18 will experience an anxiety disorder during their lifetime, according to the National Institutes of Health, with the incidence among girls (38.0 percent) far outpacing that among boys (26.1 percent).

Identifying anxiety in kids and getting them help is paramount, according to clinicians. “Anxiety can be an early stage of other conditions,” Grados said. “Bipolar, schizophrenia later in life can initially manifest as anxiety.”



For all these reasons, Kendall said, increased awareness is welcome.

“If you look at the history of child mental health problems,” he said, “we knew about delinquency at the beginning of the 20th century, autism was diagnosed in the 1940s, teenage depression in the mid-'80s. Anxiety is really coming late to the game.”

## **7 Therapists on What to Do When You Feel Lonely**

THE CUT - Cari Romm

<https://www.thecut.com/2018/05/advice-from-therapists-on-what-to-do-when-you-feel-lonely.html>

We live in lonely times. The elderly are lonely. The teens are lonely. People are lonely in cities and in rural areas, so much so that it's now considered a public-health issue (one with real, physical health effects). In a cover story for the Harvard Business Review last year, former Surgeon General Vivek Murthy declared that “the world is suffering from an epidemic of loneliness.”

And a new report from Cigna highlights just how widespread that epidemic has become, at least in the U.S. The health insurance company surveyed 20,000 people using the UCLA Loneliness Scale, which asks people to rate their agreement with 20 statements like “No one really knows me well” and “There are people I can talk to.”

The results weren't exactly uplifting: Nearly half of respondents said they sometimes or always felt alone, more than 40 percent said they sometimes or often feel that their relationships aren't meaningful, and only slightly more than half said they have a meaningful in-person social interaction each day. A score of 43 or above was considered a marker of loneliness (the scale ranges from 20 to 80); the average was 44, with Generation Z as the hardest-hit age group.

But while public-health experts continue to grapple with how to tackle the problem of loneliness on a larger scale, there are smaller things you can do in your everyday life to combat it. Here, seven therapists offer their advice on concrete steps you can take when you're feeling especially lonely.

Practice small talk with cashiers and the other people you encounter throughout your day. When you go into your favorite coffee shop, make a simple comment about the weather or the music that's playing. Don't think of this as a time to start a long conversation, more as a way of making those brief, seemingly impersonal interactions a bit more friendly and inviting. It can decrease the feeling of loneliness as you're building your social network in other areas. Plus, if you practice this small talk in a variety of situations, it's easier to start a conversation with people you think you want to become friends with. It's a win-win.

—Darin Bergen, clinical psychologist

Get comfortable with your own company. A lot of people crave company — almost anyone's company — because they fear the ‘void’ and discomfort when they are alone. But getting together with others as a desperate attempt to not be in one's company will just leave you feeling more lonely. So instead, learn to enjoy your own company. Some good ways to start: meditation class, take yourself to a movie, reading, watch TED Talks or other things that will

make you think, start a gratitude journal. Focusing on things to be grateful for rather than wishing for what you presently have is a great lesson in appreciation. Also, do something freeing: dance naked, eat messy food in bed, O.D. on junk TV.

—Sherry Amatenstein, licensed clinical social worker, author of *How Does That Make You Feel?*

One thing to remember in our age of instant gratification is that friends aren't found; instead, friends are made — crafted, really — over time. It takes between 6–8 conversations before someone considers us a friend. We wish we could walk into a party, instantly connect, and walk out arm-in-arm with a new BFF, but really it's an incremental process. The good news is that the bar to start is low. It's been shown again and again that, as long as we are mutually kind to each other, we become friends with whoever we see most often. Proximity and repetition are key. So put yourself in situations where you see the same faces again and again: a dog park at the same time each morning, a weekly writer's workshop, or a co-working space.

—Ellen Hendriksen, clinical psychologist, author of *How to Be Yourself*

Work simultaneously on connecting in meaningful ways with the outside world while connecting with the lonely part inside. For the outside world part, I would find out what kinds of activities someone liked and then try to channel that into a group activity where they will make connections. For example, if someone likes sports, join a local team like Zogg softball leagues. If someone likes writing, I'd say join writing group. I believe in online dating to meet people if someone doesn't meet a lot of people in their everyday work. I might help them understand any conflicts or fears around being with people. Then help them overcome those obstacles.

In term of internal work, I'd help someone contact the lonely part inside themselves and get to know it. I'd help them identify the sensations of loneliness, help them get an image of that part of themselves, find out if loneliness is a recent problem, something they have felt since the dawn of time, or some time in between. I might help them imagine in fantasy ways to comfort that part of themselves and also help them get curious about the meaning of loneliness for them — is it something they are ashamed of, are they able to give themselves compassion, are they harsh and critical to themselves for being lonely? How do they understand their loneliness? Were there parents lonely people? There can be a intergenerational transfer of loneliness.

—Hilary Jacobs Hendel, licensed clinical social worker, author of *It's Not Always Depression*

First, identify why you're lonely. People are often told to cope with loneliness by engaging in a social activity, but this isn't always wise advice. In order to truly cope with loneliness, one must understand why they're feeling lonely. If you're lonely because your relationships lack depth/meaning, or you feel like people, including friends, don't really know you, it might make sense to examine what's getting in the way of building intimacy. Are you afraid of being vulnerable with others? Is it difficult to move beyond small-talk in social situations? Once you identify the reason that you're feeling lonely, you can learn how to remedy it. For example, try moving beyond small talk in your day-to-day conversations. Instead of asking a co-worker or friend about their weekend plans, ask a more personal question, like "What's

one thing that I don't know about you?" or "If you could travel anywhere in the world, where would you go?" These types of questions can foster human connection.

Second, use info from social media as a conversation starter. It's difficult to forgo social media, but we can make wiser choices about how we incorporate it into our daily lives. That doesn't necessarily mean going on a digital detox, but rather using the info you glean from a friend's social-media reel as a conversation starter the next time you get together. Or better yet, use the information as an opportunity to reach out and make plans to see each other. For example, this past week I learned that a friend started a six-week exercise program. Knowing that she's excited about her new routine, I reached out to ask her how it's going and made plans to have coffee, tomorrow afternoon.

Third, pet therapy: Spending time with a pet can help combat feelings of loneliness by giving us an oxytocin boost. If you don't have a furry companion, see if your city has a "cat café." These cafés allow people to come and play with cats for an afternoon, which also allows you to get to know a new group of people who share a common interest. Volunteering at a local pet shelter may also be helpful.

—Juli Fraga, clinical psychologist

I often challenge my clients to go back to their family and consider how their immediate and extended families are a resource to them. When people start writing letters to a grandparent or setting up a weekly phone call with a sibling, it can have a huge impact on their overall mood. Learning more about your family history and tracking down distant relatives is a wonderful way for people to remember that their lives are part of a larger story with many interesting characters.

—Kathleen Smith, licensed professional counselor, author of *The Fangirl Life*

I suggest people embrace who they are. Introverts often see their social style as a negative. When they compare themselves to extroverts, they feel insecure and unworthy. Introverts don't have to have a large group of friends who want to go out all the time. Be true to yourself. You can have a smaller group of friends, enjoy your alone time, and still be far from lonely.

I also encourage people to pursue interests, not people. Get involved in a personal interest and that can put you in touch with like-minded people. Create a meetup.com account, take a continuing education class at your local university or community college, become a volunteer. This often feels much less intimidating than feeling you have to go out and meet new people.

—Jim Seibold, licensed marriage and family therapist

### **Everything You Need to Know About Maternity Leave in the U.S.**

THE CUT - Alison Green

<https://www.thecut.com/article/maternity-leave-usa.html>

Below, the Cut's Ask a Boss columnist Alison Green tackles your questions about maternity leave in the U.S.: How long is maternity leave? What do maternity-leave laws require your employer to offer? Find those answers and more ahead, including when to take maternity

leave, what to know about insurance, and how to prepare for returning to work.

How can you ask about benefits when you're interviewing for a job, without implying you're going to get pregnant soon?

In an ideal world, you'd be able to ask about maternity leave in interviews. In practice, there's a very real chance that employers will read that as a signal that you plan to get pregnant soon and be less inclined to hire you, even if only unconsciously. (To be clear, that would be illegal. It's against the law for employers to discriminate against a woman because she's pregnant or they fear she'll become pregnant. But it still happens, and it's worth guarding against.)

Instead, the better time to ask is once you have a job offer. At that point, the employer can't rescind the offer without making it obvious they're breaking the law. Once you have an offer (but before you've accepted it), you can say something like this: "I don't have immediate plans to get pregnant, but I'd like to stay with you for a long time, so I'm hoping you can tell me a bit about your parental leave policies."

If it turns out the employer offers no maternity leave beyond what federal law requires (more on that in a minute) — or if the employer is small enough that federal law won't cover you — you can try negotiating for leave as part of your offer. Try saying something like, "In order to build a career with you long-term, I'd want to make sure that a fair maternity leave plan is in place. Would you be willing to include [insert details of what you want] as part of the offer?"

Do you get paid for maternity leave? What should you know about paid maternity leave by state?

Unfortunately, the only federal law guaranteeing maternity leave in the U.S. is unpaid — and it only applies to some employees.

The law that most women rely on is the Family and Medical Leave Act (FMLA), which will protect your job for up to 12 weeks after childbirth or adoption. The law doesn't require that you be paid for that time off; it just requires that your job be waiting for you when you return and says that you can't be penalized for taking the time off.

FMLA doesn't cover everyone, but you're eligible if you've been working in your job for a year and your employer has more than 50 employees within 75 miles of where you work. (Note that if your spouse works for your company too, your company only needs to offer a total of 12 weeks off split between the two of you.)

If you're thinking this isn't a very good deal at all, you're correct. But some states do have their own laws that extend the amount of unpaid leave employers must offer you, and several states\* — including California, New Jersey, New York, and Rhode Island — offer partially paid leave as well. So be sure to check your individual state laws to know exactly what you're eligible for.

How does maternity leave work if it's unpaid?

Despite the crappy federal laws on maternity leave, some employers do offer paid leave of

their own volition, so check your company's policies.

But typically people try to save up their vacation and sick time, and then use it to cover all or part of the time they're on leave. For example, if you've accrued three weeks of sick time and three weeks of vacation time, you could use those six weeks as part of your maternity leave, ensuring you'd be paid for that portion of it.

Can you use short-term disability insurance for maternity leave?

Short-term disability insurance may provide a portion of your salary (usually 50–100 percent) for a specific number of weeks after you give birth. So if you're considering getting pregnant and don't already have short-term disability coverage, either through work or on your own, this might be a good time to look into it.

How long is the average maternity leave?

Because FMLA lasts for 12 weeks, many women return to work after those 12 weeks are up.

If you're thinking you'd like to use your accrued vacation or sick time to extend your leave — tacking it on after the 12 weeks from FMLA — you may or may not be able to do that. FMLA only protects you for 12 weeks total, and it's very common for employers to require that you use any accrued vacation or sick days as part of those 12 weeks (as opposed to adding it on afterward). So check with your employer to see what its policies are.

That said, some employers have parental leave policies that allow you to take off more time. Even if yours doesn't, you may be able to negotiate additional time with your manager or HR, since your company may agree to offer you more time in order to ensure they get you back at the end of it.

What about paternity leave for dads?

Under FMLA, men are also eligible for 12 weeks of unpaid leave to care for a child. Some employers may offer additional paternity leave as well.

When do people normally take maternity leave?

It depends! Some people will begin their leave a week or two before their expected due date because it's becoming physically uncomfortable to work or because they want more time to prepare for the baby. Other people wait right up until their due date, in order to save as much time off as possible for after the baby has arrived. It's up to you.

How will your office handle questions about your work while you're on maternity leave?

The key to having an undisturbed leave is to prepare your office beforehand and put a detailed plan in place for who will handle what in your absence. Make sure that you've left behind plenty of documentation for your key tasks and, if you have decision-making authority in any areas, make sure you've delegated that to others.

In many jobs, it's reasonable to say that you'll be completely unavailable while you're on maternity leave. In others, you might feel more comfortable if you know someone will

contact you in an emergency. It's up to you how to structure your leave; either of those options is okay. But you definitely shouldn't be on call for questions on a regular basis; that's not a normal expectation when someone is on maternity leave. (Plus, if you're taking your leave under FMLA, the law actually says your employer can't ask or require you to perform work on your leave, although fielding occasional calls as a "professional courtesy" is allowed.)

If you decide you're willing to have occasional contact, ensure that it's on a schedule you control, so that you're not getting work calls when you've just laid down for the first sleep you've had in 24 hours. For example, you could request that people direct any requests for you to your personal email or say that you'll check your work email once a week. It's also smart to say that any requests for you should all go through one central gatekeeper, so that you can train that person ahead of time to assess whether something really rises to a level worth bothering you for.

What should you know about going back to work after maternity leave?

Things may be different when you return — projects will have progressed or even wrapped up, there may be new projects or people around, and things will have happened that you're not caught up on. That's normal; don't be thrown off by it. You don't need to get caught up on everything in a day, and in fact, there's no way to do that and you'll feel less harried if you don't try. But if you can, try scheduling lunch with your boss on your first day back, so that she can fill you in on anything major you need to know, and you can get aligned on what your top priorities should be. Don't be shy about doing your own prioritization, too. It's okay to say to people, "I need a couple of days to get caught up before I can have a substantive conversation with you about X" or "I've got to focus on Y this first week, but I can talk with you about X next week instead."

Also, if you can, make your first day back a Wednesday or Thursday, so that you're easing back in, rather than working a full 40 hours that first week.

### **Student mental health is suffering as universities burst at the seams**

THE GUARDIAN - Anonymous

<https://www.theguardian.com/higher-education-network/2018/may/11/student-mental-health-is-suffering-as-universities-burst-at-the-seams>

Ever since tuition fees rose to £9,000 in 2012, UK universities have seen a fall in real-terms funding. To plug the gap, oversubscribed institutions sought to rapidly expand when the government lifted the student numbers cap. There is startling confirmation of this in recent figures: between 2011 and 2016, Aston University grew by 80%, Coventry University by 53% and Surrey by 50%.

But this is a short-sighted decision that risks growing tensions between the university and its local community and damaging student wellbeing. Universities have more to lose than they are perhaps prepared to accept.

Bristol city council has recently begun conversations about curbing the growth of the city's two primary universities. University expansion is problematic because councils lose out on tax revenue from student houses, since students don't pay council tax. And residents resent the developers who buy up the housing stock, pushing out local tenants in favour of students.

Students suffer from unchecked expansion, too, and campuses are struggling to respond to increasing demand for mental health support services. Studies show increasing loneliness and isolation among the UK's undergraduate population. For me, the words loneliness and isolation capture my recent undergraduate experience more than any others in the English language. It is possible that my overcrowded degree course contributed to these feelings.

On graduation day, I could recall the names of only a handful of people I'd shared seminars with, our relationships only as deep as a two-minute fortnightly conversation as the previous class filtered out of our room. At best I knew the first name of less than a sixth of our year group. And despite the 10 compulsory modules we'd shared, and the exam halls we'd populated together, I couldn't recall seeing before the faces crossing the stage at graduation. In a swollen cohort it's easy to feel anonymous.

Relationships with my coursemates were at best cursory, and with my lecturers, distant. When I walked through the corridors of my department and smiled to passing lecturers or former tutors, their glazed expressions indicated that they too were faced by an endless sea of unrecognisable faces.

I was ill during my three years at university, with recurrent bouts of severe depression and generalised anxiety disorder. My attendance dipped, and the anonymity of being one name in tens of thousands made it easy to fall under the radar. Despite missing over half of my seminars, it wasn't until my final term that a tutor got in touch for the first time to check if things were OK.

I do not blame the tutors who can't spot struggling students in their classrooms. The increasing volume of students places greater pressure on academics and makes it impossible for them to build meaningful relationships. When my parent's generation talks about university, many paint it as the days of their lives, and fondly recount trips to the pub with lecturers. Today's students are more likely to wonder whether their professor could pick them out of a line-up.

University is a challenging time for many students, a period of instability, change and stress in which it's easy to feel unsupported. This is compounded for students on social sciences or humanities courses, which have few course hours. Students are left bereft of routine or structure, and feel disconnected from the institutions that stamp their degree certificates. University becomes a room you sit in for a couple of hours a week, the remaining hours probably spent cramming alone in a library if you can find a seat, and in your bedroom if you can't.

With the absence of anything to keep you connected, it is easier for depression to pull you under. You might think that after graduating I would have run a mile from my university, but I've gone on to carry out research on the student experience, focusing on mental health and wellbeing. The one thing I've learned is that if universities are going to take student mental health seriously, the place to start is by tackling their unchecked growth.

**It's not just you, we're all living in the United States of Anxiety**

LOS ANGELES TIMES - Karen Kaplan

<http://www.latimes.com/science/sciencenow/la-sci-sn-americans-more-anxious-20180508-story.html>

Feeling more anxious these days? You've got plenty of company.

A new survey from the American Psychiatric Assn. reveals that 39% of Americans feel more anxious now than they did a year ago. That's more than double the 19% of Americans who feel less anxious now than at this time last year. (Another 39% of survey respondents said their anxiety level is about the same, and 3% weren't sure.)

Worries about safety topped the list of anxieties, with 36% of Americans describing themselves as extremely anxious about "keeping myself or my family safe." About 31% said they were "somewhat anxious" on this score.

Financial fears were close behind. The prospect of paying bills and other expenses made 35% of survey respondents feel extremely anxious, and 32% said it made them somewhat anxious."

And then there were concerns about health. The 28% of Americans who reported being extremely anxious about their medical condition were joined by 39% who said they were somewhat anxious about it.

All this angst contributed to a 5-point increase in the country's "national anxiety score," the psychiatry group reported this week in conjunction with its annual meeting in New York City. The metric, which is measured on a scale from 0 to 100, rose from 46 in 2017 to 51 in 2018.

There seems to be plenty of anxiety to go around.

The APA noted that anxiety was up among men and women, among people of various racial and ethnic groups, and among adults of all ages.

Generationally speaking, the most anxious Americans are millennials, the survey found. But in the past year, anxiety increased more for Baby Boomers than for millennials or for members of Generation X.

America suffers from an anxiety gender gap, according to the poll. Among adults younger than 50, 38% of men and 57% of women said they had become more anxious in the past year. They were joined by 24% of men and 39% of women ages 50 and older.

People of color scored 11 points higher on the anxiety scale than white Americans, the APA said.

The contentious political climate is a significant source of anxiety for a majority of Americans, the survey found. One in five respondents said they were extremely anxious about "the impact of politics on my daily life," and 36% said they were somewhat anxious about it.

And anxiety seems to follow Americans wherever they go. Relationships with family, friends and co-workers made 20% of respondents feel extremely anxious and 27% of them feel somewhat anxious.



These findings are based on a nationally representative sample of 1,004 adults, who answered questions about anxiety during late March. Their responses were compared with results from a similar survey conducted in April of 2017. The poll's margin of error is 3.1 percentage points.

"Increased stress and anxiety can significantly impact many aspects of people's lives," Dr. Anita Everett, president of the American Psychiatric Assn., said in a statement. Her prescription for reducing stress includes "regular exercise, relaxation, healthy eating and time with friends and family."

### **Mental health is a final frontier for human rights**

MIC - Dr. Stephen P Hinshaw

<https://mic.com/articles/189247/mental-health-is-a-final-frontier-for-human-rights#.IENwb5MEq>

It's essential to remember what an important year it's been for combating mental illness stigma in the world of sports. Cleveland Cavaliers star Kevin Love wrote an essay on his struggles with anxiety and panic attacks. Washington Wizards' Kelly Oubre Jr. and Toronto Raptors' DeMar DeRozan have both publicly discussed their mental health battles. Former WNBA superstar Chamique Holdsclaw has openly revealed her family's — and her own — encounters with serious mental illness, including bipolar disorder.

All of them are leading the fight against the stigma still associated with mental disorders. And they're not the only athletes doing so — witness Michael Phelps with anxiety, depression and ADHD — and so many gymnasts who've bravely confronted sexual predator coaches and doctors and disclosed their resultant struggles with PTSD and related conditions.

The mental health crisis is real. One in 4 adults lives with a mental illness, leaving millions of individuals and families in need of evidence-based services. Rates of child-onset conditions like ADHD and autism are soaring. Depression can be a truly devastating illness. Suicide rates are rising, not falling — and suicide is now the number-one cause of death worldwide for teenage girls and young women.

Americans know far more about mental health than 60 years ago, but attitudes have hardly budged since the silent 1950s. In fact, nearly three times more U.S. citizens now believe that mental illness is associated with violence, related in part to stereotyped media images. With the pervasive shame and silence that still exist, and without access to care, the vicious cycle becomes self-perpetuating.

Throughout history, mental-health conditions were thought to emanate from evil spirits or weak personal will. Poor parenting was blamed during most of the 20th century; more recently, "bad" genes have been the culprit. In truth, like heart disease, cancer and diabetes, mental illnesses are shaped by genetic vulnerability as amplified by trauma or serious life stress. Although cures do not yet exist, evidence-based treatments can greatly facilitate recovery. Yet a 10-year gap exists between noticing core symptoms and pursuing treatment — related to ignorance, shame, poor access to care, lack of financial resources or combinations of these factors.

I learned about all this the hard way. Growing up in a warm, academic Midwestern family, I was baffled by my father's periodic disappearances for up to a year at a time. Unspoken was

that he was placed in barbaric mental hospitals for bouts of wild mood swings and irrationality, which had been misdiagnosed as schizophrenia since he was 16. At that time, he jumped from the roof of his family home with the belief that his “flight” would signal the free world to stop the oncoming Nazi threat. Despite his tortured stays in some of the country’s worst mental facilities, he survived and eventually thrived as a professor of philosophy.

Like most kids in situations of silence, I took on the blame, wondering what I’d done wrong. It wasn’t until my first spring break from college that Dad revealed his bouts of chaos amid his academic and teaching achievements. I became entranced with psychology and soon helped to diagnose him correctly with bipolar disorder. Yet, keeping silent myself for too long, I fought the terror that I might follow in his footsteps and end up hospitalized. Once I got support and therapy, I became dedicated to clinical psychology and to reducing the stigma enshrouding the entire topic.

Progress is at hand: Many people are now discussing mental health more openly, with self-help and advocacy groups a major part of the effort. Even world-class athletes, whose prowess often seems superhuman, are vulnerable — and many have joined the fight. Pursuing therapy is viewed a sign of strength, not weakness, even in the NBA.

What can be done? At the policy level, we must continue to fight for mental health parity and enforce anti-discrimination laws. A far more humanized set of media images also is needed. Investing in evidence-based treatments will not only yield major long-term savings, but it will also ease the tragic personal and family-related burden of mental disorders. With compassion and intervention, the huge financial burden of mental illness, totaling a trillion dollars worldwide, can be reduced, along with the personal and family suffering that so often co-occur.

People with mental disorders are not “them” — a deviant, flawed subspecies. They are us: our children, our parents, our relatives, our closest contacts, even ourselves. And they are elite athletes, including NBA and WNBA players.

Mental health is one of the last frontiers for human rights. We all lose by remaining silent and allowing stigma to fester.

### **The Postpartum Symptom No One Warns You About? Rage**

INSTYLE - Anna Davies

<http://www.instyle.com/lifestyle/mothers-postpartum-rage>

Jenny felt heat rise to her cheeks as she lunged toward her husband, pushing him while her pre-schooler watched, wide-eyed, in the corner of her kitchen. She heard her voice, breaking, angry, as she tried to get her husband to understand how she was feeling.

Today, Jenny, whose daughters are now 7 and 10, knows that her outburst was the result of a constellation of symptoms that made up postpartum depression. But at the time, all Jenny could think was that something was wrong with her. “I had always had a pretty quick-trigger temper, but as soon as I had my second daughter, it manifested in rage. I would blow up about anything, like if my husband didn’t get bottles ready in the morning before daycare drop off. During my commute to work, I would fantasize about swerving into oncoming traffic. I felt like anything could set me off. I could have been in a cave and still find something to be pissed about,” remembers Jenny, who blogs about her experience with

postpartum depression at TranquilaMama. “It was scary, and I felt so alone.”

In the seven years since Jenny pushed her husband, she's been an outspoken survivor of postpartum depression (PPD), posting about its reach (according to the American Psychological Association, about 1 in 7 women are affected by postpartum depression) and the need for access to treatment. But while Jenny has anecdotally seen more and more women become familiar with the concept of postpartum depression, she says that many women equate “depression” with crying jags or lethargy, and not feelings of white-hot anger. “Anger seems like an emotion that’s not feminine, that’s not motherly, and no one talks about it,” says Jenny.

But anger—raging at a partner, a Facebook thread, even an infant—is common among many new moms, catching them off guard. “There’s so much stigma around anger that people stay quiet about it or assume something is wrong with them,” says Tiffany A. Moore Simas, MD, Associate Professor of OB-GYN, Pediatrics, Psychiatry, and Quantitative Health Sciences at the University of Massachusetts Medical School. Simas says that fluctuating hormones, exhaustion, and a massive identity shift and relationship recalibration are all factors that contribute to feelings of anger in new moms, and while angry outbursts may be common, they’re often hidden under a code of silence. “Postpartum depression looks different between women, and if women are feeling like their emotions are out of control, then they should absolutely speak to their OB, or their child’s pediatrician, or a therapist to figure out a treatment plan,” says Simas.

“I was surprised by just how angry I felt when I had my daughter,” says Jane, mom to a 1-year-old. “Here was this tiny, helpless human who I loved so much. I’d gone through IVF, we’d spent thousands of dollars to have her, and I remember very clearly this scene of me yelling at her when she was five days old, because she couldn’t go to sleep.” Jane’s outbursts scared her, so much so that she had her husband take over bedtime duty. “I felt like I couldn’t do this. I mean, who yells at an infant? And I also felt really angry that no one had prepared me for this, especially once I ended up going to a therapist, who said that what I was feeling was really common. It’s like, why isn’t anyone warned?”

Maternal anger has been gingerly explored in literature for decades. Anne Roiphe’s 1970 book *Up the Sandbox*, in which new mom Margaret has violent fantasies including blowing up the Statue of Liberty, was one piece of literature which explored the messy emotional landscape of maternal emotions. More recently, Elisa Albert’s 2015 *After Birth*, in which the main character, Ari, feels rage in response to her unplanned C-section, casts a light on the anger so many women experience when birth plans go awry. But it’s not that easy to bring up in real life, where even new mom support groups tend to focus more on the practical (“which breast pump is best?”) than the psychological. And of course, Instagram shoots, where new moms comment about how #blessed they feel, can make moms feel more alone. Even posts that hint at the messier, darker side of motherhood are still cast in soft light, with emojis and a “you got this, mama!” ethos softening the edges of how new moms may really feel.

Another common trigger of postpartum anger is the birth process, which can be clinical, isolating, and terrifying. “I have a lot of clients who feel angry about how their birth went. Maybe they had medical interventions, maybe they had a C-section, maybe they felt their doctor didn’t listen to them, or maybe they were overwhelmed by the physical pain and process,” notes Melissa Divaris Thompson, LMFT, a therapist in New York City whose company, *Embracing Joy*, focuses on pre- and post-natal care. “Women may have a lot of

complex emotions surrounding their birth, and they may feel guilty for feeling anything less than happiness for having a healthy child.”

Laura, a mom of a 1-year-old, found herself angry about her unplanned C-section—and especially angry at women who were able to have the natural, intervention-free birth she’d intended. “I would seriously snap at a pregnant women who explained they were planning to have a home birth. I just felt so angry and betrayed at my body, and that took a long time to get over. I also wasn’t able to effectively breastfeed, and that also made me furious. I felt a lot of guilt and shame at my body, like, if my body couldn’t do these things, was I really meant to be a mom?”

Of course, new moms aren’t the only women experiencing a surge of rage. Part of the problem is cultural. Several reporters named 2016 “the year of anger.” Our tumultuous 24/7 news cycle can trigger our emotions, and, of course, social media makes it easy to find someone to pick a fight with at any time of day. “We encounter more opinions in an evening than our ancestors did in years,” notes Jo Allison, an analyst at Canvas8, a consumer insights firm. “In addition, the constant stream of information means that the more extreme opinions and emotions can rise to the top.” In other words, when you innocently log into Facebook, you’re likely to be confronted by an angry opinion—and it’s hard not to be drawn into the fray.

“I get so angry on social media,” says Kelly, mom of a 1-year-old. “I get so personally invested in these mom boards. I know I should just quit them, but I can’t.” Kelly cites an example of getting into a virtual back-and-forth over whether or not Zika was a credible threat to toddlers, remembering that she was actually shouting at her computer screen. “It was so weird, because ultimately, I don’t care. I just wanted this other mom I was fighting with, who said that she wasn’t bringing her 3-year-old son to Mexico because of Zika threats, to admit she was wrong.”

Weirdly, these virtual mom communities, created to bring parents together, can actually enhance feelings of anger, experts say. Parenting shouldn’t feel like an individual pursuit, but in our crazy-busy culture, between relationships and work and raising kids, it’s hard to cultivate an IRL tribe of parents. And these virtual parent group substitutes often exacerbate feelings of isolation, judgment, and guilt.

“Anger is a secondary emotion,” says Nicole Washington, PsyD, a board-certified psychiatrist based in Tulsa, Okla. “It rises up to protect ourselves from other vulnerable feelings, like fear or sadness.” In Kelly’s case, she realized that her anger was masking the guilt she felt about planning a trip to a country with a Zika risk and her resulting fear that she wasn’t being a good parent.

While labeling and accepting anger is one thing, how can you get over it? For many moms, therapy is an invaluable resource, allowing them to sort through emotions, identify anger triggers, and develop strategies for coping. Another key element is self-care. Yes, it’s a buzzword, but for moms who’ve felt their anger bubbling over, it’s also vital. For Jenny, running is an outlet, as are writing, yoga, and working from home one day a week. For Jane, it’s weekly, non-negotiable babysitter nights, when she and her husband will either go out on a date or she will go out with friends. And for Laura, it’s working with a therapist to really speak about the fear, lack of control, and guilt she felt over her labor.

But equally important is rejecting the image of how motherhood “should” be. Motherhood can be messy as hell, and anger is a fundamental element of being human. By embracing a spectrum of emotions, working through anger can be a valuable way to become an even better parent. “Asking for help and acknowledging a problem can be one of the bravest, most selfless steps you can do as a parent,” says Jenny, who shares her story with many expecting parents and lets them know they can call her if they ever feel ready to explode. And, Jenny adds, for moms truly struggling, there’s a light at the end of the tunnel. “I always think: I got over PPD; I can get over anything.”

## **Here’s What 7 Mental Health Experts Really Think About ‘13 Reasons Why’**

SELF - Staff

<https://www.self.com/story/13-reasons-why-season-two-mental-health-experts-commentary>

The March 2017 release of 13 Reasons Why sparked a profound debate among viewers, concerned parents, and mental health professionals about the way the popular teen drama portrayed suicide and the potential impact it had on its many adolescent fans. But despite criticism of the show, Netflix is about to release a second season.

The series, based on the YA novel by Jay Asher, is about the reasons why high schooler Hannah Baker (Katherine Langford) decided to take her life, as explained in 13 audio tapes she recorded before her death. Many viewers praised the show for shedding light on the traumatic experiences young people face, such as bullying and sexual assault. And while some mental health experts commended the show’s handling of those issues, other voices in the suicide prevention community found its depiction of suicide to be inaccurate and potentially dangerous.

Ahead of the second season, which will be released May 18, the network is working to show audiences that they’ve taken this criticism seriously and will be equipping viewers with adequate resources to help make the show’s impact a productive one.

Some may be wondering why Netflix decided to continue a show that produced such controversy. As a spokesperson for Netflix explained to SELF, showrunner Brian Yorkey as well as other key players behind the show believed that there was much more to unpack regarding the untold stories of many of the secondary characters.

As Yorkey told Entertainment Weekly last year about wanting a second season, “We really have characters who, after 13 episodes, are just beginning the process of recovery and the process of coming to terms with what part they might’ve played in Hannah’s death and how Hannah’s death will change their lives going forward. I think that there is so much that’s fascinating about the way we grieve, the way we recover, the way we learn to take better care of each other.”

For example, a few months ago, the company released the results of a multinational survey commissioned by Netflix and conducted by Northwestern University that examined how 5,400 parents and teenagers in five countries (including the U.S.) received the show. They found that the majority of the adolescents who watched the show felt its level of intensity was appropriate. But parents and younger viewers thought that the show should incorporate more discussion about how to support someone who may be suffering and also have mental health support throughout episodes, possibly in the form of mental health experts or cast members providing resources at the end of certain episodes.

Based on that feedback, the team behind 13 Reasons Why produced content to supplement season two. In March, they released a PSA featuring cast members (out of character) warning viewers about the show's content and advising them to reach out for help. Netflix will also release another episode of Beyond the Reasons, which was a special TV-short that aired after the season one finale featuring producers, actors, and mental health experts discussing scenes that dealt with sensitive issues, including sexual assault and depression.

Netflix producers also collaborated with suicide prevention groups to beef up the crisis resources available on 13reasonswhy.info, including a new viewing discussion guide (you can see last year's here) created in collaboration with the American Foundation for Suicide Prevention (AFSP), which put out its own guide last year. The network is also launching a 13 Reasons Why video discussion series starring cast members out of character addressing topics in the show. (It will be available in the Netflix "Trailers and More" section and on 13reasonswhy.info when the new season becomes available.)

Netflix account holders will also be able to create a pin code to control viewing access, according to a Netflix announcement on Tuesday. For example, if parents want to watch the series first and determine if it's appropriate for their kids or other people with access to their account, they can do so.

These efforts are designed to equip teenagers and their support systems (such as parents and school counselors) "with an understanding of what the season contains, so they [...] can be prepared for all of the dialogue that will probably flow from watching the show," Brian Wright, vice president of original series at Netflix, explained at a panel last month, during which Wright and experts from AFSP, the American School Counselor Association, and Northwestern came together to discuss the survey findings. "We really do want to put our best foot forward in helping there be a really safe and vibrant and productive conversation in the world."

The good intentions of Netflix and the 13 Reasons Why writers and producers are clear—but the show's role in suicide prevention is less straightforward, some experts argue.

While these new efforts are a step up from what was deemed a lackluster response to the season one backlash (which mainly consisted of adding a content advisory warning before the first episode), are they enough?

To help answer that question, SELF asked seven mental health professionals for their thoughts on the show. We asked these experts—as well as the Netflix spokesperson—to weigh in on the four most common critiques of the show after the first season and the new initiatives that Netflix will be implementing in season two to facilitate safe and productive conversations. (Of course, these seven perspectives only represent a small number of mental health and suicide-prevention experts.)

**Critique #1:** The plot conflated suicide with a teenage revenge fantasy, which may send a dangerous message to potentially impressionable viewers.

"Revenge as a motivation for suicide is not the kind of message that is healthy or productive to send," psychologist Kelly Posner Gerstenhaber, Ph.D., director of Columbia University's anti-suicide initiative The Columbia Lighthouse Project, tells SELF.

This romanticized representation is also not entirely accurate. “That way of portraying suicide doesn’t really match what we typically see in clinical practice,” John Ackerman, Ph.D., the coordinator at Nationwide Children’s Hospital’s Center for Suicide Prevention and Research, tells SELF. “Hannah responding to these individuals who caused her harm, or perceived harm, in a very vindictive way plays into a teen fantasy and promotes a misconception that suicidal behavior is selfish.”

Someone considering suicide typically feels more hopeless and burdensome than vengeful, he explains. “And it would be hard to motivate the energy and planning necessary to craft that elaborate set of responses that she did.”

Another storyline that experts took issue with throughout the 13 episodes was Hannah’s narrative from beyond the grave, which sends the dangerous message that suicide is a way for someone who is suffering to gain agency.

“13 Reasons Why is a series about how you can [influence] people’s thoughts and feelings and actions after you’re dead,” Gene Beresin, M.D., director of The Clay Center for Young Healthy Minds at Massachusetts General Hospital, tells SELF. Dr. Beresin explains that the message being passed on to adolescents is, “‘All of the things that I wish that I could change when I’m alive and couldn’t, I can when I’m dead.’ And that’s just wrong.”

The spokesperson for Netflix told SELF that Hannah’s behavior was not meant to characterize suicide as a vengeful or selfish behavior—it was meant to portray a teenagers’ tendency to act out of emotion and not necessarily think things through. And “by no means” was Hannah’s suicide meant to imply that suicide is a method of getting revenge, he said.

Critique #2: The show missed an opportunity to educate people about the most common risk factors of suicide as well as strategies that can help reduce suicide deaths.

“They missed opportunities throughout the show to provide this information to the viewer, and that was unfortunate,” Jonathan Singer, Ph.D., a professor at the Loyola University Chicago School of Social Work who serves on the American Association of Suicidology (AAS) board of directors, tells SELF.

One example is the decision to completely attribute Hannah’s suicide to the actions of other people instead of exploring the main risk factors for suicide. “They only show interpersonal stressors between kids, and we know that a lot of other factors lead to suicide,” Dr. Beresin explains, including prior attempts, mental illness, substance abuse disorders as well as a family history of any of those things.

While the traumas Hannah experienced could indeed contribute to her suicidal state of mind, “to say that a sexual assault or bullying is a direct line to suicide is just wrong,” Dr. Beresin says.

The series also neglected to inform viewers about the warning signs of suicide. “For example, in the very first episode, the teacher says, ‘Let’s go over some warning signs for suicide,’ and I was stoked,” Singer recalls. “But instead of going over the warning signs, what Netflix did is focus on [Clay’s] face—the sound fades out and he has a flashback. They could’ve spent 10 more seconds talking about the warning signs.”

According to the Netflix spokesperson, the show's creators incorporated a few other, more subtle, warning signs in season one, like Hannah suddenly changing her appearance by cutting her hair, after learning that teenagers may not always outright say that they are having suicidal thoughts. For Hannah to go to Clay and say, "I am depressed and feeling suicidal," may not have come off as authentic, the Netflix rep explained.

That said, the spokesperson for Netflix said that the network and show team understand that viewers and parents would have wanted the show to take that extra step of calling out those concerning behaviors during or after the episodes. That critique influenced their decisions to commission the survey on how the show was received and to add more informational content with season two.

Critique #3: The show didn't encourage people who are having suicidal thoughts or dealing with depression to seek help; it only depicted how reaching out for support could go wrong. Hannah attempted to talk to her school counselor, Mr. Porter, about being bullied and sexually assaulted; she even expressed suicidal thoughts. But Mr. Porter's response was concerning to experts, who fear it could deter young people from seeking help if they are watching and can relate to the content.

"It was cringe-inducing," Phyllis Alongi, a licensed professional counselor and the clinical director of the Society for the Prevention of Teen Suicide (SPTS), tells SELF.

Ackerman agrees that Mr. Porter was portrayed as "completely incompetent." As Ackerman explains, "Not only was he not compassionate or emotionally available to students, but he was clearly neglecting the ethical responsibilities of his profession, and doing things that would likely violate school policy and the law."

It's worth keeping in mind that *13 Reasons Why* is, of course, a television drama—and it can be argued that this was a creative choice meant to further the plot. But some experts were concerned that a viewer who may be in a similar situation as Hannah, who has suicidal ideation, may feel discouraged by the show and shy away from talking to a parent, guardian, or counselor.

To this point, the Netflix representative directed SELF to Wright's previous commentary on this particular criticism during the March panel: "We're storytellers," Yorkey explained, "so we often tell the story of when it doesn't go right, in hopes that we can watch that story and we can be moved by it and then we can talk about how things can go right in our real world."

Apparently, this is a point that will be explored more in season two. Wright explained during the panel that "Mr. Porter in particular will be coming to terms with the mistakes that he made, with the ways that he let her down and will be very determined not to let any kids down in the future. And we'll see a man who is determined to reach every kid who needs to be reached and help every kid who needs help, whatever it takes [...] I do think that, as it happened in the conversation around Mr. Porter season one, we talk about what's the best version of this, what could he have done differently, and certainly we see that in the character as well as in life."

Critique #4: The scene showing Hannah's suicide was a graphic dramatization and went against the guidelines for covering suicide in the media.



The most publicized flashpoint of the controversy was the three-minute long, shockingly graphic scene of Hannah's death, a dramatization that went against the recommendations for covering suicide in media, which are based on conclusions drawn from 50 studies and intended to minimize the risk of suicide contagion (aka "copycat suicide").

Research published in JAMA Internal Medicine showed a spike in suicide-related Google queries in the 19 days after the show's release, including a 26 percent rise in searches for "how to commit suicide." At the same time, suicide prevention-related searches also increased, including a 21 percent uptick for the search phrase "suicide hotline number." The researchers wrote that 13 Reasons Why "has both increased suicide awareness while unintentionally increasing suicidal ideation."

"That sort of graphic, sensationalizing portrayal is very dangerous," Gerstenhaber says—which, she explains, is why those media recommendations caution against glamorizing suicide or explicitly showing or stating the method in detail.

However, it seems the graphic nature of this scene was intentional. As the Netflix representative pointed out to SELF, in the novel, Hannah dies by suicide by taking pills. But, as the spokesperson explained, the writers and producers wanted to show that suicide isn't easy; it's painful and it's scary and terrifying to go through with. This scene in particular was meant to exude "radical empathy," the spokesperson described; the scene is meant to evoke emotion (be it positive or negative), and to shock and awaken people.

The rep also pointed out that 67 percent of teen and young adult viewers in the Northwestern survey said that the graphic nature of Hannah's suicide was necessary to show how painful suicide is, and about half reported reaching out to apologize for how they treated someone after watching the show.

Looking ahead, experts do see promise in the efforts Netflix is making to bolster resources. With season two, "there's potential to do some remedy, to embed the appeal of the narrative in a different story, which is, 'This doesn't have to happen,'" Jerrold F. Rosenbaum, M.D., chief of psychiatry at Massachusetts General Hospital, Harvard Medical School professor, and AFSP board member, tells SELF. The AFSP's involvement in the process is a good sign, Singer adds. "They put out lots of good educational resources, and they have a lot of integrity around that."

Several experts are also pleased about the season two edition of Beyond The Reasons. Christine Moutier, M.D., chief medical officer of the AFSP (who participated in Netflix's research panel in March and spearheaded the season two viewing guide) tells SELF it is "an opportunity for each viewer, if they do watch that part, to reflect back on what they've just seen with this new framing, and maybe some guidelines and new information."

Dr. Beresin called the first season edition of Beyond the Reasons "excellent," while Singer likes the idea of a "debrief on the issues to make sure that everybody understands the difference between fiction and reality." Northwestern's U.S. survey showed that 82 percent of those who watched Beyond The Reasons said it helped them understand depression and suicide better and process the difficult topics in the show.

So far, experts are particularly impressed with the new PSA featuring Katherine Langford

(Hannah), Dylan Minnette (Clay), and other stars. "It takes the right tone and it looks like it's well thought out," says Ackerman, who also likes how it encourages people to seek help.

"I thought it was really well done," Singer adds. He praises the fact that Alisha Boe, who plays Jessica, says in the video, "This show might not be right for you, and that's okay." That gave the viewer permission to not watch it, which "I thought was really nice," Singer says.

And Alongi is thrilled to see the actors step out of character—a move she was campaigning for from the outset. She thinks this may help adolescents who strongly identify with these characters keep things in perspective and remember that the show is fictional.

Experts also acknowledge that 13 Reasons Why did come with teachable moments and opened a dialogue surrounding suicide and other difficult experiences that young adults face that often get brushed aside.

The Northwestern survey indicates that over half of teenage viewers spoke to their parents about the issues brought up by the show. "From the parents' perspective, they were able to get this window into what the world that their kids are living in may look like," Dr. Moutier says.

However, there isn't evidence yet that increasing awareness of suicide through a graphic portrayal will lead to at-risk adolescents getting help, Ackerman argues. "The idea that the show created a dialogue, and that dialogue will lead to reductions in youth suicide—without providing the resources or the action steps for those in need—[is] overly optimistic."

Ackerman wonders whether young people will take the time to consume the educational programming and learn more about these difficult topics. Northwestern's study suggests that many won't: For example, only 29 percent of people reported watching Beyond The Reasons after last season. Dr. Beresin adds, "The positive efforts that are made by Netflix are not necessarily being utilized."

Experts have a few additional suggestions for what Netflix could do to make season two as responsible as possible.

Dr. Beresin recommends that Netflix put more work into marketing Beyond The Reasons throughout season two. Dr. Rosenbaum also acknowledges that the material may not reach everybody, but, "For people who are struggling and suffering, I think some percentage of them will at least click on the options to get help."

Beresin and Alongi both would like to see Netflix produce custom content advisories or PSAs to play before every single episode as well as short Beyond The Reasons segments immediately following each installment of the series as opposed to just one or two. "Any one episode could potentially trigger [someone]," Dr. Beresin explains.

Viewers seem to endorse this suggestion, too. Over three-quarters of those surveyed (in the U.S.) thought Netflix should have provided more resources like Beyond The Reasons throughout the season.

Alongi would also prefer Netflix release only one or two episodes at a time, in an attempt to prevent binge-happy teens from becoming overly engrossed in the narrative.

Finally, Ackerman stresses that the suicide prevention community is in no way trying to censor talk about suicide.

“That’s the exact opposite of what we’re trying to do,” he says. “We’re promoting responsible dialogue and helping kids and their families know the realities of suicide, and the many resources and hopeful messages out there. But we are careful to do that in a way that doesn’t inadvertently harm someone.”

###

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CRAIN'S NY: High-end condos are eating up energy  
**Date:** Tuesday, May 15, 2018 6:10:09 AM

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## **High-end condos are eating up energy**

CRAIN'S NY - Daniel Geiger

<http://www.craainsnewyork.com/article/20180514/FEATURES/305149999/high-end-condos-are-eating-up-energy>

The city's highest-end condominium towers have been blamed for casting shadows over Central Park, exacerbating the affordability crisis and helping foreigners hide dirty money.

Now, add hastening climate change to the list.

As city government has begun collecting and publicly disclosing energy consumption in buildings, it has emerged that many of the most luxurious residential projects are also conspicuous consumers of energy.

While sustainability features have become ubiquitous in the world of commercial office space, they have been largely absent from the city's luxury condo market. Even as green technology has become more sophisticated, cost-efficient and available, high-profile builders such as Extell Development, Vornado Realty Trust and Zeckendorf Development have raised projects that ignore, if not mock, the goal of environmental stewardship. Several projects that are underway and have not yet reported their energy load are likely to perform just as poorly.

The trend has gone virtually unnoticed despite Mayor Bill de Blasio's championing of a goal to cut the city's greenhouse-gas emissions by 80% in the next 30 years. Roughly 70% of the city's carbon footprint is from the energy used by buildings. A report by the Urban Green Council found that about 70% of that is attributed to office and residential properties.

"For the city to meet its climate goals, almost every building needs to drastically reduce its energy usage," said Lindsay Robbins, a senior adviser at the Natural Resources Defense Council who studies energy consumption in the city. "It's shocking that these high-end buildings are performing this poorly."

The situation presents a stark dichotomy. The developers of high-profile super-luxury residences, including 432 Park Ave., 157 W. 57th St. and 20 W. 53rd. St., lure affluent buyers with prime locations, architecture by star designers, huge windows with soaring views, fancy fixtures, exotic wood and marble—and such energy-guzzling amenities as heated pools, saunas and temperature-controlled wine cellars.

Commensurately sophisticated carbon-conscious equipment and materials would have offset the impact. Instead, many luxury developers did not even invest in basic green systems.

A partnership between Harry Macklowe and Los Angeles real estate investment firm CIM, for instance, eschewed high-efficiency natural-gas boilers—which have become commonplace in new development—at the 1,400-foot-tall luxury spire they built at 432 Park Ave. Rather, they used a system driven by steam from Con Edison—among the least efficient sources for heat and hot water. Steam piped under the city's streets dissipates at a much faster

rate than electricity moving over the grid, experts say. As most New Yorkers can attest, steam often leaks—wafting up from manhole covers—or is deliberately vented to alleviate pressure.

According to data from 2016, the most recent released by the city, 432 Park Ave. used 214,900 British thermal units per square foot, 73% more than the median figure for residential buildings in the city. The building's Energy Star score, a measure devised by the Environmental Protection Agency to reflect energy use, was a dismal 4 out of 100. Most multifamily buildings in the city—even if decades old—score above 50.

Reports indicate 432 Park Ave. achieved Leadership in Energy and Environmental Design certification status, perhaps the best-known sustainability scoring system. LEED certification, however, weights criteria far removed from energy consumption, such as whether construction materials are locally sourced and whether a building avoids paints and varnishes that contain harmful solvents.

Developers say people shopping for upscale apartments do not focus on a property's energy performance, unlike many corporate tenants, which require that their space meet environmental benchmarks. Luxury residential builders have been wary to spend money on energy-saving systems that they cannot recoup from buyers.

"It's not proven anyone will pay you a higher price per square foot for an apartment because the building is more energy-efficient," said Joe McMillan, the principal and founder of residential development firm DDG, a rarity among condo builders in that it has received or is seeking LEED Silver or better certification for its eight projects in the city. "To go through the process of LEED is not an insignificant sum of money. It costs hundreds of thousands of dollars, at least. I believe the market will come to a point of recognizing it, but when, I don't know."

The race for new echelons of luxury has exacerbated the carbon toll. Besides the pools, saunas and wine cellars are amenities that more subtly suck up power, such as climate-control systems that keep apartments at a constant temperature and humidity level to prevent pricey furniture and art from swelling and contracting as seasons change.

The very shape of many new towers fosters inefficiency. Buildings have taken on needlelike dimensions in recent years so developers can reap premium prices for commanding views. Powerful elevators needed to quickly whisk tenants to residences high in the sky use more electricity than conventional lifts, and pencil-shaped buildings leave more surface area to bleed heat in the winter and cool air in the summer.

Meanwhile, concrete and glass—the materials of choice for high-end development—are among the poorest insulators. Without mitigation efforts, buildings that fit these criteria perform like energy hogs.

Take 157 W. 57th St., a 1,000-foot condo and hotel building clad in blue tinted glass. Completed in 2014 by Extell, it pioneered a boom of supertall, ultra-luxury towers overlooking Central Park. It used 291,500 BTUs per square foot in 2016, 66% more than the typical residential and hotel property in the city. The building's electrical consumption alone was twice the average for mixed-use hotel and residential properties. Energy Star score: 2.

The Baccarat Hotel and Residences at 20 W. 53rd. St., which used prismatic glass as a signature element and brand attachment to the crystal maker, used 117% more BTUs and 78% more electricity per square foot than the median for residential buildings and hotels in the city.

Rentals are more efficient

City officials were not paying close attention to projects' energy efficiency when 157 W. 57th St. and 20 W. 53rd St. broke ground in 2010 and 2012, respectively. Gina Bocra, the Department of Buildings' chief of sustainability, said it would be difficult to build properties today that perform as poorly.

"Before 2014, there was little to no enforcement whether a property was meeting the baseline efficiency levels set by the building code," she said. "And in 2016, we upgraded the code to be 25% more efficient than it was."

Buildings constructed now must be about 50% more efficient than what was required in the 1980s, Bocra said.

Developers of rental properties have been notably more environmentally conscious than condo builders, in large part because it benefits their bottom line to save on electricity, fuel and water. For instance, the Durst Organization, which has been incorporating green measures across its many properties and projects in the city, installed a blackwater treatment system at the Helena and Via, two adjacent residential buildings it owns on the Far West Side. The system collects wastewater, cleanses it in a 60,000-gallon vat with special microbes and recycles it to the buildings' toilets and gardens.

"The buildings are about 47% more efficient than buildings of this size in terms of their water consumption," said Sydney Mainster, Durst's director of sustainability. "It saves potable water and saves the sewer system from having to take on our wastewater, which protects the waterways."

At John F. Kennedy International Airport, MCR Development is installing natural gas-driven reciprocating engines to fully power the new TWA Hotel, which will be completely off the power grid. Waste heat from the generators will be harnessed to provide hot water, a technique that is gaining currency. Extra energy will be stored in a truck-size battery for use during peak periods.

Other builders have recently pursued even more cutting-edge standards. Justin Palmer, founder and CEO of Synapse Development Group, adopted innovative techniques to build Perch Harlem, a 34-unit, 7-story apartment building at 542 W. 153rd St. The \$24 million rental project achieved Passive House certification, one of the most stringent energy-consumption standards, which limits BTUs per square foot to 38,100, less than a third of the average.

"This building uses 80% to 90% less energy than a typical multifamily building," Palmer said. "And it didn't cost more to design or implement. It's a false perception that you have to make sacrifices to be energy-efficient."

Palmer gave the building an ultra-efficient foam facade and insulated every attachment between it and the building's structure. It became, in effect, a thermos, locking in heat and

cold, regardless of the temperature outside. Heating and cooling accounts for roughly half of a residential building's energy consumption, the Urban Green Council said, making climate control crucial for efficiency.

"No one was building to Passive House standards in the city, but then again, no one had really built an electric car before Elon Musk, and now he's crushing it," Palmer said. "My view was, Let's take a radically different approach and build a community around environmental responsibility."

Palmer aims to achieve Passive House standards at a 14-story rental project Synapse is planning for Williamsburg.

On Roosevelt Island, The Related Cos. is building a 26-story student and faculty housing project to Passive House standards as part of the new Cornell Tech campus. In recent years the mega-developer has sought LEED certification for all its residential projects—rental and condo—in the city.

Some other condo builders appear to be taking steps toward efficiency. Hines is equipping the 1,050-foot, pyramid-shaped condo tower it is raising next to the Museum of Modern Art with 5,747 highly insulating triple-pane windows. The German-made 12-foot-by-7-foot windows cost millions more than conventional double-pane units, said David Penick, a vice president at Hines. It may be the largest installation of ultra-efficient glass in the city.

"It makes a window behave almost like a solid wall in terms of its thermal performance," Penick said. "But it definitely costs a premium."

The firm, which has developed several other green-conscious projects in the city, including the LEED Gold-certified office building at 7 Bryant Park, has its own efficiency mandates. But it did not use energy savings in its pitch to potential buyers at 53 W. 53rd St., illustrating the lack of confidence even environmentally oriented builders have that upscale buyers will care. Instead, the windows are being touted for being draft-free and buffering outside noise.

"There's improved acoustic performance, and buyers will notice that it makes the perimeter of an apartment very comfortable," Penick said.

At 40 Mercer St., a condo it recently built in SoHo, Hines considered using geothermal energy, a technique where piping, bored hundreds of feet belowground, uses the ambient temperature of the earth to provide heating in the winter and cooling in the summer. But the property lacked the necessary basement space.

The city's building code now requires building owners to consult with energy experts on ways to cut electricity and fuel consumption. In 2020 landlords will be required to publicly post energy grades, akin to restaurants' cleanliness ratings.

A gulf, however, remains between just meeting the code and pushing the boundaries of energy efficiency. Some condo developers appear focused on simply doing what is required. Extell is building the condo spire Central Park Tower; at 1,550 feet, it will be the tallest building by roof height in the city. A spokeswoman could not identify any systems or materials that will allow it to perform better than Extell's energy dud at 157 W. 57th St.

A condo tower being raised by Zeckendorf Development at 520 Park Ave., east of Central Park, appears to be following the same development model as a ritzy project the family-owned firm raised more than a decade ago, 15 Central Park West. That property consumed 253,700 BTUs per square foot in 2016, almost double the median energy use, and had an Energy Star score of 1, the lowest possible mark on the 100-point scale.

Vornado Realty Trust, meanwhile, is finishing 220 Central Park South, an 83-unit ultra-luxury building near Columbus Circle. That building too does not appear to incorporate any efficiency measures into its design.

"Just because these buildings are newly built doesn't mean they can't become energy-efficient [in the future]," said Robbins of the Natural Resources Defense Council. "But it's going to cost extra money to upgrade them. In some senses, given the wealthy buyers in these properties, they're probably in a financial position to do everything they can to be more efficient."



**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** SI ADVANCE: Will the NY Wheel get financing to finish the project?  
**Date:** Tuesday, May 15, 2018 11:16:17 AM

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### **Will the NY Wheel get financing to finish the project?**

SI ADVANCE - Tracey Porpora

[http://www.silive.com/northshore/index.ssf/2018/05/will\\_the\\_ny\\_wheel\\_get\\_financin.html#incart\\_river\\_index](http://www.silive.com/northshore/index.ssf/2018/05/will_the_ny_wheel_get_financin.html#incart_river_index)

With the New York Wheel given 120 days to come up with financing to get the project back on track, the question investors have is: Do they have enough money to complete the project?

Last week it was announced that the New York Wheel reached an agreement with the Holland-based Mammoet-Starneth -- the contractor who walked off the job and was subsequently fired last year -- during bankruptcy proceedings in Delaware Bankruptcy Court.

While the NY Wheel told the Advance the 120-day reprieve will be an opportunity "to finalize its financing arrangements and re-commence the construction and completion of the Wheel," investors are skeptical.

"We had progress, but a renewed concern that the 'standstill' and 'required financing' suddenly called into question the handling of the \$500 million and a fear that there might be a significant shortfall in being able to fund both the purchase of the wheel parts from [Mammoet-Starneth] the cost of [American Bridge Company, which has been tapped by the Wheel to finish the project] completing the works," said Marino Katschmaryk, an investor from the United Kingdom.

"This is unfathomable, especially as the original budget was \$280 million," he added, noting that he is hopeful there is enough funding for the Wheel construction to continue.

Other investors -- many from the UK-based Challenger group -- have taken to Internet forums to discuss their hope the project will continue. While some investors expressed optimism about the latest development, others said they fear the Wheel will be too costly to complete.

#### **UNCLEAR HOW MUCH IS NEEDED**

While the NY Wheel told the Advance \$400 million of the \$580 million allotted for the project through private investors was already spent when the project was indefinitely delayed last spring, it's unclear how much financing is needed for the project to continue.

Since this is a privately-funded project, the NY Wheel has no obligation to disclose how much financing is needed for the tourist attraction to come to fruition. And a spokesperson for the project declined comment about the hiring of a new contractor and financing aspects of the project.

"The most important aspects of the settlement kick in when New York Wheel finalizes its financing arrangements. Those aspects include conveyance of the Wheel components and the Wheel IP [intellectual property] to New York Wheel, dismissal of the pending SDNY [Southern District of New York] litigation, the exchange of mutual releases, and implementation of an agreed Chapter 11 plan for the debtor," said the Wheel in its statement to the Advance last week.

#### **INITIAL FUNDING**

In 2015, the former NY Wheel CEO Rich Marin told the Advance the project was fueled by \$195 million in senior debt from the Highbridge Strategies hedge fund unit of JPMorgan Chase, \$111 million in equity, and \$174 million from CanAm Enterprises as part of a federal green card program known as EB-5.

The lawyer for CanAm Enterprises didn't return several calls from the Advance about the latest development in the NY Wheel saga.

## QUOTES FOR WHEEL PARTS

Recent court proceedings also allow American Bridge Company to have the opportunity to buy parts of the Wheel from Mammoet-Starneth, according to court documents.

"This quotation remains offered to AB (American Bridge) under the auspices of AB performing work to complete the NYW (New York Wheel) on behalf of the owner," says Wieger Moen, global tender specialist for Mammoet, in filed court papers.

A list of the parts and the payment Mammoet-Starneth wants for each item is included in the most recently filed court documents.

Some of the parts and prices are as follows:

Staging equipment for the Wheel legs, \$210,000  
Leg shims and jacking, \$60,000  
Leg lift beam, \$15,800  
Rigid spoke rim foundation, \$200,000  
Rim reinforcements \$2 million  
Rim push open system/load release cylinders, \$53,100  
Total cost: \$2.53 million

Court papers also indicate that Mammoet-Starneth would offer rental of equipment to American Bridge for construction the Wheel.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** SI ADVANCE: NY Wheel gets green light to hire new contractor  
**Date:** Wednesday, May 16, 2018 3:21:59 PM

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## **NY Wheel gets green light to hire new contractor**

SI ADVANCE - Tracey Porpora

[http://www.silive.com/news/2018/05/ny\\_wheel\\_agreement\\_finalized\\_i.html#incart\\_river\\_index](http://www.silive.com/news/2018/05/ny_wheel_agreement_finalized_i.html#incart_river_index)

The agreement between the New York Wheel and its former contractor finalized in court Wednesday allows the developer to hire a new company to finish the project.

The plan to build the observation wheel on the St. George waterfront has been stalled for nearly one year. Problems began when the Holland-based Mammoet-Starneth walked off the job on May 26, 2017. The company was subsequently fired by the Wheel.

Mammoet-Starneth filed for bankruptcy in December. After failing to come to an agreement during mediation in March, both the NY Wheel and Mammoet-Starneth have been in court trying to hash out a deal.

On Wednesday, Judge Shelber Silverstein signed an agreement in Delaware Bankruptcy Court that allows the New York Wheel 120 days to get the project to build a 630-foot-high observation wheel on the St. George restarted, according to court documents.

"The New York Wheel is pleased to have been able to reach this agreement with the debtors and the Mammoet entities. It facilitates not only the ability to complete the Wheel, but also the Debtor's consensual exit from chapter 11," said the NY Wheel in a written statement to the Advance.

A spokesperson for Mammoet-Starneth wasn't immediately available for comment.

### **PAVING WAY TO HIRE NEW CONTRACTOR**

The agreement allows the Wheel to move forward with hiring a new contractor to finish the project, according to court records.

"The New York Wheel is committed to the development and completion of the project, and the revitalization of the Staten Island waterfront destination that it will promote. The settlement paves the way for the Wheel to continue to finalize its financing arrangements, and arrangements with a new contractor, American Bridge, the builder of the new Tappan Zee Bridge, and ARUP, a world-class, global engineering firm, and complete construction," said the NY Wheel.

"Both American Bridge and ARUP have experience in building observation Wheels of this type having been involved in similar wheels in London and Las Vegas. The New York Wheel has also already commenced discussions with the suppliers that will be necessary for completion of the project," the Wheel added.

### **120-DAY STANDSTILL**

The agreement allows both parties to enter a 120-day standstill period, extending through Sept. 5. The NY Wheel can terminate the deal at any time before the 120 days are up if it can't obtain financing, court documents say.

In addition, the agreement dismisses the lawsuit the NY Wheel filed against Mammoet-Starneth for breach of contract.

## FINANCING NEEDED

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**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** WSJ: Kushner Cos., Brookfield Near a Deal for Stake in 666 Fifth Ave.  
**Date:** Friday, May 18, 2018 6:28:07 AM

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## **Kushner Cos., Brookfield Near a Deal for Stake in 666 Fifth Ave.**

WSJ - Peter Grant

[https://www.wsj.com/articles/kushner-cos-brookfield-near-a-deal-for-stake-in-666-fifth-ave-1526597420?mod=WSJ\\_NY\\_MIDDLETopStories&tesla=y](https://www.wsj.com/articles/kushner-cos-brookfield-near-a-deal-for-stake-in-666-fifth-ave-1526597420?mod=WSJ_NY_MIDDLETopStories&tesla=y)

The real-estate arm of Brookfield Asset Management is in advanced talks with Kushner Cos. to purchase roughly a 50% stake in 666 Fifth Ave. and invest hundreds of millions of dollars in the Manhattan office tower, which has been at the center of a controversy over possible conflicts of interest involving President Donald Trump's son-in-law and top adviser, Jared Kushner.

A deal could be reached this spring, according to people familiar with the matter.

But a number of issues still need to be resolved, including how much of the \$1.4 billion of debt on the building is going to be repaid and how disagreements within the partnership would be worked out, the people said.

If the deal is finalized, the venture would use the hundreds of millions of dollars of new capital from Brookfield to overhaul the property, which is about 30% vacant. Built in the 1950s, it lacks the modern features and designs needed to compete against newer buildings.

Brookfield, one of the world's largest commercial real-estate companies, has teamed up with the Kushners on other projects in the past, including redevelopment of the Monmouth Mall in New Jersey. Brookfield also has experience in overhauling and modernizing Manhattan office buildings, such as 450 West 33rd St., which was renamed Five Manhattan West.

The 39-story building at 666 Fifth has been a financial headache for the Kushner family ever since it purchased the tower for \$1.8 billion in 2007. A year later, the global financial crisis sent property values and office occupancy rates tumbling. In 2011, the Kushners sold a 49.5% stake in 666 Fifth to Vornado Realty Trust and restructured the debt on the property.

The building lately has come under scrutiny because of concerns that Mr. Kushner, who is married to Mr. Trump's daughter, Ivanka Trump, might use his position in the White House to help his family salvage its investment in 666 Fifth Ave. Those concerns persisted after Mr. Kushner sold his stake in the property to a trust controlled by other family members.

Last year, Mr. Kushner's father, Charles Kushner, was in talks to sell a stake in the property to Anbang Insurance Group, a Chinese insurer with connections to the government in Beijing. Under that \$7.5 billion plan, the building would have been converted into a 1,400-foot-tall mixed-use skyscraper with retail, hotel and condominiums.

After that deal collapsed, Charles Kushner decided to steer clear of controversial financing sources such as sovereign government funds and the federal program known as EB-5, which grants green cards to foreigners who invest in job-creating ventures. But limiting financing sources in effect ruled out his ambitious conversion plan.

At the same time, pressure was mounting on Kushner and Vornado to do something because the \$1.4 billion in debt on the building matures in February. Also, the high vacancy rate at 666 Fifth has forced the owners to pay millions of dollars of debt service out of their pockets every month.

The deal with Brookfield, reported earlier by the New York Times, would essentially be structured as Brookfield purchasing Vornado's stake in the property, people said. Vornado's chairman and chief executive, Steven Roth, told Vornado shareholders in April he had a "handshake" deal to sell the company's stake in the property back to Kushner Cos.

Brookfield Asset Management is planning to make its investment out of private real-estate funds that it manages, according to the people familiar with the matter.

Brookfield Asset Management also is the largest single shareholder in Brookfield Property Partners, a public real-estate company that has the Qatar Investment Authority as one of its largest shareholders. The authority has an investment that could be converted into a roughly 7% stake in Brookfield Property Partners under certain conditions.

A spokeswoman for Brookfield Asset Management said in an email: "No Qatar-linked entity has any involvement in, investment or even knowledge of this potential transaction. They are in no way involved."

It isn't clear how much of the debt has to be paid off. When it was restructured in 2011, it was carved up into two pieces, an "A-note" and a "B-note," known as a "hope note" because it is much riskier and carries a higher interest rate. The modification agreement at the time described how proceeds of a "capital event" like a refinancing or a sale would be distributed to the partners and debtholders.

But the wording of the restructuring is open to interpretation about what would happen in the event of the type of transaction Kushner and Brookfield are now contemplating, according to people familiar with the loan documents and a loan document reviewed by The Wall Street Journal. In certain cases, there is a chance that B-note holders may not get paid what they would be owed under other scenarios.

A spokesman for LNR Partners LLC, the so-called special servicer of the debt on the property, declined to comment.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** AMNY: One man killed, one injured by falling glass pane at midtown construction site, authorities say  
**Date:** Saturday, May 26, 2018 4:07:08 PM

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**One man killed, one injured by falling glass pane at midtown construction site, authorities say**

AM NY - Nicole Levy

<https://www.amny.com/news/construction-accident-midtown-skyscraper-1.18772646>

Two workers were injured, one fatally, by a falling glass panel at the construction site of a midtown skyscraper Saturday morning, authorities said.

Firefighters responded to the scene of the accident at 217 W. 57th St., not far from Columbus circle, around 10:30 a.m.

Multiple reports say the 10-by-20-foot panel fell from the first floor of the building onto one worker; the second worker was injured in his attempt to help his colleague.

Police identified the former as a 68-year-old male security worker, who suffered severe body trauma and died, and the latter as a 27-year-old construction worker, whose injuries were non-life-threatening.

Other construction workers were in the process of moving a large glass panel when it fell on the victims, a preliminary investigation by the NYPD has found.

Both men were transported to Mount Sinai St. Luke's Hospital in Morningside Heights, authorities said. The security worker was pronounced dead at the hospital.

The address given for the incident is that of the Central Park Tower, a residential building that is expected to be the tallest in the country — at its full 1,550-foot-tall height — when it's completed in 2020.

The 99-story building developed by the Extell Development Company and the Shanghai Municipal Investment Group will become home to a Nordstrom flagship store at its base, with 179 luxury condos and 50,000 square feet of amenities, according to Curbed.com.

The Department of Buildings responded scene of the accident to investigate a worker injury, and they remained on site as of Saturday afternoon, an agency spokesman said. The inspectors' investigation is ongoing.

Extell did not immediately respond to request for comment about the security of the construction site.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** DN: Construction on Midtown skyscraper suspended after falling glass killed security guard  
**Date:** Sunday, May 27, 2018 7:12:02 PM

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**Construction on Midtown skyscraper suspended after falling glass killed security guard**

DAILY NEWS - Janon Fisher

<http://www.nydailynews.com/new-york/guard-died-nyc-tower-construction-accident-history-article-1.4012961>

City officials ordered construction stopped on a Midtown mega-skyscraper where a security guard was crushed to death when a glass well fell on him.

Harry Ramnauth, 67, died Saturday when an 8-foot by 14-foot glass plate weighing several thousand pounds fell on top of him at 217 W. 57th St.

The glass plate was being stored in a ground-level loading bay where Ramnauth was working.

A second man was injured when he tried to rescue Ramnauth, a Queens resident who worked for Eddington Security.

The city Department of Buildings said it halted all work on the 1,550 foot tower that will house a Nordstrom store and luxury condos.

Extell and Lend Lease, which oversee the project, said that they are cooperating with probers.



**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** NYT: Trump Meets With Kim. Kim Kardashian West, That Is.  
**Date:** Thursday, May 31, 2018 9:35:47 AM

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## **Trump Meets With Kim. Kim Kardashian West, That Is.**

NY TIMES - Katie Rogers

<https://www.nytimes.com/2018/05/30/us/politics/kim-kardashian-trump-prison-reform.html?ref=collection%2Fsectioncollection%2Fpolitics>

WASHINGTON — Kim Kardashian West met with President Trump at the White House on Wednesday, and the subject seemed an unlikely one for a glamorous celebrity and cosmetics mogul: prison reform.

But the reason for Ms. Kardashian West's interest is the case of Alice Johnson, a 63-year-old Tennessee woman who, according to the nonprofit project Can-Do, was sentenced in 1996 to life in prison on charges related to cocaine possession and money laundering.

Brittany K. Barnett, a member of Ms. Johnson's legal team, said Ms. Kardashian West and her lawyer, Shawn Chapman Holley, were scheduled to meet with a group of White House officials — including the president's son-in-law and senior adviser, Jared Kushner. Their goal was to raise the issue of clemency for Ms. Johnson.

They ended up meeting with not just the initial group, but with the president, too.

“It was very general,” Ms. Barnett said of the meeting. “We just don't know, but it seems like the meeting was positive, and it is in President Trump's hands now as to what he decides to do.”

The president posted on Twitter shortly afterward about what he called a “great meeting,” and he said that they had discussed “prison reform and sentencing.”

The White House is reviewing Ms. Johnson's case, an administration official said.

As a driving force behind her family's sizable empire, Ms. Kardashian West's ability to successfully champion causes, sell her wares and denounce her critics rivals the president's. She is also one of the few high-profile celebrities to break through the resistance-leaning force field much of Hollywood has drawn around itself when it comes to interacting with the Trumps.

Ms. Kardashian West told the website Mic that she had become inspired to help fight the charges against Ms. Johnson after watching a viral video the site had made that described the case.

“There was a reason why I was looking at my Twitter at that moment,” Ms. Kardashian West said of when she became aware of the case. “I was meant to come across it.”

Ms. Barnett, who has served as a member of Ms. Johnson's legal team since November, said that Ms. Kardashian West and Ms. Johnson have spoken over the phone but have never met in person.

“We’re grateful that Kim is using her platform to shine light on this issue,” Ms. Barnett said in an interview. “Alice Johnson has paid her debt to society. To keep her incarcerated a day longer is morally and economically indefensible.”

In the Mic interview, Ms. Kardashian West said she had been in contact with the White House on behalf of Ms. Johnson to bring “her case to the president’s desk” and to lobby the White House to release her. A White House official confirmed Wednesday that Ms. Kardashian West had reached out to Mr. Kushner, who has been working on prisons and the sentencing issue, through his wife, Ivanka Trump, the president’s eldest daughter.

Ms. Kardashian West’s visit might also end up inadvertently highlighting the conflicts and uphill battles ahead for the administration’s plan for a criminal justice system overhaul. Mr. Kushner has taken the reins on the project and is pushing legislation that could help decrease recidivism by offering incentives for prisoners, including job training programs, halfway houses and early release.

But Mr. Kushner has encountered opposition from Attorney General Jeff Sessions, a hard-liner who last year began reversing the Obama administration’s efforts to ease penalties, like mandatory minimum sentences, for some nonviolent drug violations. A difference in views has led to a turf-war that recently resulted in the resignation of the director of the Federal Bureau of Prisons.

The degree to which Ms. Kardashian West’s interest in the overhaul of the criminal justice system expands beyond Ms. Johnson’s case is unclear. Ms. Kardashian West was not immediately available for comment on Wednesday, but after advertising her new line of nude lip liners and sharing thoughts from her sister on motherhood, she spoke directly about Ms. Johnson to her 60 million Twitter followers: “Happy Birthday Alice Marie Johnson. Today is for you.”

After the meeting, Mrs. Kardashian West said in a statement relayed through her publicist that she was hopeful Mr. Trump would eventually grant Ms. Johnson clemency.

“We are optimistic about Ms. Johnson’s future and hopeful that she — and so many like her — will get a second chance at life,” the statement said.

**From:** [Keegan, Meghan](#)  
**To:** [Keegan, Meghan](#)  
**Subject:** Income Inequality in the News – June, June 12, 2018  
**Date:** Tuesday, June 12, 2018 9:58:27 AM

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## **Income Inequality in the News – June, June 12, 2018**

### **Headlines:**

[The Net Neutrality Repeal Is Official. Here's How That Could Affect You.](#)

NY TIMES - Keith Collins

[The Fed's Biggest Dilemma: Is the Booming Job Market a Problem?](#)

WSJ - Nick Timiraos

[Opinion: What to Do When the Labor Market Stops Working for Workers](#)

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WSJ - Paul Donnelly

[Maine's governor blocked Medicaid expansion for years. The race to replace him, explained.](#)

VOX - Dylan Scott

[Young families typically leave cities for the suburbs. Here's how to keep them downtown.](#)

VOX - David Roberts

### **Income Inequality in the News:**

**The Net Neutrality Repeal Is Official. Here's How That Could Affect You.**

NY TIMES - Keith Collins

<https://www.nytimes.com/2018/06/11/technology/net-neutrality-repeal.html?action=click&module=RelatedCoverage&pgtype=Article&region=Footer>

It's official. The Federal Communications Commission's repeal of net neutrality rules, which had required internet service providers to offer equal access to all web content, took effect on Monday.

The rules, enacted by the administration of President Barack Obama in 2015, prohibited internet providers from charging more for certain content or from giving preferential treatment to certain websites.

After the commission voted to repeal the rules in December, it faced a public outcry, legal challenges from state attorneys general and public interest groups, and a push by Democratic lawmakers to overturn the decision. The opponents argued that the repeal would open the door for service providers to censor content online or charge additional fees for better service — something that could hurt small companies — and several states have taken steps to impose the rules on a local level.

Still, the repeal was a big win for Ajit Pai, the F.C.C.'s chairman, who has long opposed the regulations, saying they impeded innovation. He once said they were based on “hypothetical harms and hysterical prophecies of doom.”

In an op-ed column published on CNET Monday, Mr. Pai argued that the repeal was good for consumers because it restored the Federal Trade Commission's authority over internet service

providers.

“In 2015, the F.C.C. stripped the F.T.C. — the nation’s premier consumer protection agency — of its authority over internet service providers. This was a loss for consumers and a mistake we have reversed,” Mr. Pai wrote.

These are the rules that were repealed

The original rules laid out a regulatory plan that addressed a rapidly changing internet. Under those regulations, broadband service was considered a utility under Title II of the Communications Act, giving the F.C.C. broad power over internet providers. The rules prohibited these practices:

**BLOCKING** Internet service providers could not discriminate against any lawful content by blocking websites or apps.

**THROTTLING** Service providers could not slow the transmission of data because of the nature of the content, as long as it was legal.

**PAID PRIORITIZATION** Service providers could not create an internet fast lane for companies and consumers who paid premiums, and a slow lane for those who didn’t.

What’s everyone worried about?

Many consumer advocates argued that once the rules were scrapped, broadband providers would begin selling the internet in bundles, not unlike cable television packages. Want access to Facebook and Twitter? Under a bundling system, getting on those sites could require paying for a premium social media package.

Another major concern is that consumers could suffer from pay-to-play deals. Without rules prohibiting paid prioritization, a fast lane could be occupied by big internet and media companies, as well as affluent households, while everyone else would be left in the slow lane.

Some small-business owners are worried, too, that industry giants could pay to get an edge and leave them on an unfair playing field.

E-commerce start-ups have feared that they could end up on the losing end of paid prioritization, with their websites and services loading more slowly than those run by internet behemoths. Remote workers of all kinds, including freelancers and franchisees in the so-called gig economy, could similarly face higher costs to do their jobs from home.

“Internet service providers now have the power to block websites, throttle services and censor online content,” Jessica Rosenworcel, a Democratic member of the commission who voted against the repeal, said in an emailed statement Monday. “They will have the right to discriminate and favor the internet traffic of those companies with whom they have pay-for-play arrangements and the right to consign all others to a slow and bumpy road.”

Why it may not matter to you

Several states have taken measures to ensure the rules stay in effect. For example, in March, Gov. Jay Inslee of Washington, a Democrat, signed a law that effectively replaced the federal rules. Others, including the governors of Montana and New York, used executive orders to force net neutrality.

As of late May, 29 state legislatures had introduced bills meant to ensure net neutrality, according to the National Conference of State Legislatures.

Still, several of these measures have failed, some are still pending, and not every state has taken such actions.

The argument against the rules

The F.C.C. said it had repealed the rules because they restrained broadband providers like Verizon and Comcast from experimenting with new business models and investing in new technology. Its chairman has long argued against the rules, pointing out that before they were put into effect in 2015, service providers had not engaged in any of the practices the rules prohibited.

“America’s internet economy became the envy of the world thanks to a market-based approach that began in the mid-1990s,” Mr. Pai said in a speech at the Mobile World Congress in February.

“The United States is simply making a shift from pre-emptive regulation, which foolishly presumes that every last wireless company is an anti-competitive monopolist, to targeted enforcement based on actual market failure or anti-competitive conduct,” he said.

In Monday’s op-ed, he repeated his argument that the internet thrived without net neutrality rules in place for most of its existence. “President Clinton and a Republican Congress agreed on a light-touch framework to regulating the internet. Under that approach, the internet was open and free. Network investment topped \$1.5 trillion,” he wrote.

Several internet providers made public pledges that they would not block or throttle sites once the rules were repealed. The companies argued that Title II gave the F.C.C. too much control over their business, and that the regulations made it hard to expand their networks.

#NetNeutrality trending

Democratic lawmakers who are opposed to the repeal took to social media, promising to reinstate the regulations. Barbara Underwood, New York’s attorney general, noted that lawsuits opposing the repeal were still pending.

“The people saying we can’t pass the resolution to #SaveTheInternet in the House are the same people who were saying we couldn’t do it in the Senate,” Sen. Ed Markey of Massachusetts wrote on Twitter. “Ignore them. Just keep fighting.”

Still, others cheered the rollback. Brendan Carr, a Republican member of the FCC, said on Twitter: “Americans are passionate about the free and open internet. We don’t want to be blocked or throttled or have our online experience subject to the whims of an internet provider.”

The internet was already changed

Perhaps the repeal won’t change the direction of the internet. On Monday, Farhad Manjoo argued in his New York Times column that “by the time Tom Wheeler, an F.C.C. chief under President Barack Obama, handed down rules to protect neutrality in 2015, we had already strayed quite far from the internet of the early 2000s, where upstarts ruled our lives.”

“Today, the internet is run by giants. A handful of American tech behemoths — Amazon, Apple, Facebook, Google and Microsoft — control the most important digital infrastructure, while a handful of broadband companies — AT&T, Charter, Comcast and Verizon — control most of the internet connections in the United States,” he wrote.

### **The Fed’s Biggest Dilemma: Is the Booming Job Market a Problem?**

WSJ - Nick Timiraos

<https://www.wsj.com/articles/jerome-powells-dilemma-is-the-booming-job-market-a-problem-1528726906>

No question looms larger for Federal Reserve Chairman Jerome Powell than this: How low can the U.S. unemployment rate safely go?

Only twice in the past half-century has unemployment fallen to its current rate of 3.8%—for a few years in the late 1960s and for one month in 2000.

The '60s episode spurred years of soaring inflation that would take a decade for policy makers to corral. The latter coincided with a technology bubble that, when it burst, caused the 2001 recession.

The Fed is likely to announce Wednesday it is raising its benchmark short-term interest rate to a range between 1.75% and 2%, the latest in a series of increases aimed at avoiding such outcomes by keeping the economy on an even keel.

Then, Mr. Powell will have to answer the unemployment question. His response will determine how high and fast interest rates will rise.

That call could define his four-year term as the Fed’s new leader—the first in more than 30 years who isn’t an economist. It will shape whether millions left behind in this expansion will get a chance to join in; whether inflation—stamped out and buried over the past quarter-century—makes an unexpected comeback; or whether financial bubbles, which crippled the economy twice in the past 20 years, return.

It will also test Mr. Powell’s ability to guide the economy through a patch when historic models don’t seem to apply.

Mr. Powell, a lawyer and financier, is no stranger to the Fed. He joined its board of governors in 2012 and managed unglamorous operational issues: payment-processing systems, the revamp of a major interbank lending rate and relations with the system’s 12 regional banks as the board’s primary go-between.

In his first months as chairman, he has cleared his desk. Monetary policy and taking measure of the economy now consume his time and energy, according to interviews with Fed officials.

He and other Fed officials have been studying the low unemployment episode of the 1960s for clues, poring over simulations to understand what might happen if unemployment keeps falling and debating whether traditional models for joblessness and inflation still work. The Fed has long operated under the framework that if joblessness falls too low, rising labor costs dominate and lead to higher inflation.

Mr. Powell secured two monetary policy experts as top lieutenants. With his extensive input, the White House nominated Columbia University's Richard Clarida to become the Fed's vice chairman.

The White House had interviewed for the job another favorite of Mr. Powell's, San Francisco Fed President John Williams. After the administration passed on Mr. Williams for vice chairman, Mr. Powell played a behind-the-scenes role engineering his selection as the next leader of the New York Fed, considered one of the most important jobs in the Fed system, according to people familiar with the process.

As a Fed governor, Mr. Powell sometimes chafed at the central bank's academic bureaucracy. It generates world-class analysis but sometimes grinds such a fine point that weeks could go by before he would receive an elaborate presentation delivering the answer to a question.

As chairman, Mr. Powell prefers more informal, direct and immediate interaction with the Fed's staff of Ph.D. economists. He frequently arrives for work at 6:15 a.m. and peppers them with questions via email at all hours, according to people familiar with the matter.

The Fed is closer than it has been in at least a decade to achieving both of its congressional mandates—to maximize employment and maintain low, stable inflation. Officials seek 2% annual inflation because they view that as consistent with an economy with healthy demand for goods and services.

The employment debate is taking on more urgency because joblessness is expected to keep falling due to a burst of economic stimulus from recent tax cuts and government spending increases.

If hiring and workforce participation trends since January continue, unemployment would reach as low as 3.3% by December, way below Fed officials' estimates of the level that is sustainable over the long run.

Among the questions preoccupying Mr. Powell: Could a tighter labor market bring in people not already in the job market and raise workforce participation rates? If that happens, the economy will be in a position to draw on those unused resources and keep growing without overheating. That would allow the Fed to raise rates more slowly than it otherwise would.

If there aren't people outside of the labor market ready to enter, the Fed could raise rates more aggressively. Higher inflation requires tighter credit to keep price pressures in check.

The wrong choice could trigger a recession. For now, the Fed is on a course to gradually raise interest rates, and Mr. Powell has signaled continuity with the approach of Janet Yellen, his predecessor. But economists who worked with both Fed leaders said differences in their backgrounds could ultimately lead the current chairman, who uses the nickname Jay, to steer a slightly different course.

"Yellen had 30 years of background in macroeconomic modeling," said Alan Detmeister, an economist at UBS Securities who used to lead the prices and wages section of the Fed. She was convinced that low unemployment rates eventually will lead to higher inflation, he noted, though she resisted a rigid interpretation of the rule in recent years.

“Jay is more willing to look at alternative formulations since he doesn’t come with a huge amount of baggage,” he said.

The risk of economic overheating was a central topic of discussion last month at a gathering of central bankers at the Bank for International Settlements in Basel, Switzerland, which Mr. Powell and current New York Fed President William Dudley attended.

Key to the Fed’s considerations is an economic concept developed in the late 1960s by Milton Friedman known as the natural rate of unemployment. Some economists believe this level balances the supply and demand for labor, and that below it, inflation accelerates—driven by employers paying higher wages to attract workers.

Fed officials’ estimates of the natural rate have dropped in recent years as unemployment fell faster than they predicted. Their estimate tumbled from 5.1% three years ago to 4.7% last year to 4.5% in March. By this measure, unemployment is already below safe levels.

Under Ms. Yellen, the Fed held off on multiple rate increases in 2015 and 2016, when the unemployment rate was reaching some officials’ estimates of the natural rate. It raised rates just once each year.

“I, frankly, think the committee has done the right thing in doing that, because you do have a recovery of participation,” Mr. Powell said in response to questions after a New York speech in February 2017, referring to gains in the share of adults holding or seeking jobs from postrecession lows. “That wasn’t at all clear three or four years ago. People were saying... those people aren’t coming back.”

Officials now seem less sure that low interest rates will keep boosting workforce participation, which has returned to prerecession levels, adjusting for the aging population.

Mr. Powell has said the natural rate of unemployment could be anywhere from 3.5% to 5%.

The uncertainty reflected in these estimates isn’t new, said former Fed Vice Chairman Alan Blinder. “What’s new is how very low the unemployment rate is compared to what we thought the natural rate was not very long ago,” he said.

Estimates of the natural rate are particularly important to the Fed because economists have long held that inflation rises as unemployment moves down, and vice versa. This so-called Phillips curve, named for the New Zealand economist, A.W. Phillips, who first advanced the framework in 1958, is controversial within the economics profession but remains popular within the Fed.

Fed officials “are tightening on a theory, and that theory is the Phillips curve,” said Vincent Reinhart, chief economist of Standish Mellon and former director of the Fed’s monetary policy division.

Complicating matters for the Fed, the Phillips curve has been flat for the past 20 years, meaning big swings in unemployment haven’t significantly affected U.S. inflation.

Conservatives including President Donald Trump’s top economic adviser, Lawrence Kudlow,



have dismissed the Phillips curve. They say inflation accelerates not because of hiring booms but due to excess money creation by the Fed.

A few Fed officials have grown skeptical of the central bank's devotion to the Phillips curve for other reasons. They hesitate to rely on a model that would have called for more aggressive interest-rate rises in 2015 and 2016, because the jobless rate implied inflation would soon heat up. In fact, millions of Americans found jobs and inflation remained low.

"We are too focused on the unemployment-rate number," Minneapolis Fed President Neel Kashkari said in an April interview. He calls it a "broken gauge" that doesn't capture extra labor-market slack.

This group argues that if inflation is the worry, the Fed should wait until it sees it moving higher before raising interest rates much, if at all. This would upend the Fed's practice of adjusting rates based on economic forecasts, because monetary policy works with long time lags.

The "traditional and well-founded preference for acting pre-emptively on a forecast is very much called into question" by the feeble response of inflation to declining unemployment, said Mr. Blinder.

A second group of officials rejects this thinking. They say unemployment is well below a sustainable level. They worry it is just a matter of time before imbalances emerge—either excess inflation or financial bubbles—and if they wait until then, they will have to raise rates aggressively, causing a recession.

"When we overshoot by too far, something becomes unsustainable—wages and prices, or assets," said Boston Fed President Eric Rosengren in an interview last month. When the Fed has to play catch-up, unemployment rises "not by tenths of a percentage point, but by percentage points. It's very, very costly."

Mr. Rosengren is an example of how the ground is shifting under Mr. Powell's feet; for most of the expansion Mr. Rosengren was among the Fed's strongest advocates of easy money policies. Now he favors higher rates.

A paper last year by former Fed staffers underscores his worries. Looking at city-level data, economists found inflation picked up more quickly once the jobless rate fell below 3.75%. One of the researchers, UBS's Mr. Detmeister, said the paper argues for maintaining the Fed's current approach of raising interest rates with the goal of anticipating where the economy will be 12-to-24 months ahead. The findings were shared broadly within the Fed, including with Mr. Powell.

Many Fed officials, including Mr. Powell, appear to sit somewhere between these two camps. They aren't ready to dismiss the traditional models. But they also say globalization, technology and demographic changes mean a low-unemployment economy may not face the same price pressures as it did in the 1960s.

Today's economy has more college-educated workers than in the past, which depresses the natural rate of unemployment because they have lower unemployment rates than others.

Fed officials are also hesitant to draw too many lessons from the low-unemployment episode from the late 1960s because people now expect inflation to remain stable.

In the 1960s and 1970s, if inflation went up one year, consumers expected it to rise by at least as much the following year. Officials believe such expectations can be self-fulfilling as workers demand pay increases and businesses raise prices in anticipation.

But in the early 1980s, the Fed ratcheted interest rates up into the double-digits, slowing inflation dramatically by pushing the economy into a severe recession. It demonstrated the central bank's commitment to keep prices in check, and the approach has held since then.

Fed research published in 2016 used the 1960s experience to measure the point where inflation pressures begin to harm the economy, including by leading expectations of higher prices to become self-reinforcing as they did in the 1970s. The research, which was presented to Mr. Powell, concluded this happens when inflation rises by 3% on a sustained basis, using the Fed's preferred gauge and excluding volatile food and energy categories. Using this gauge, inflation is currently rising 1.8%.

Given the anchoring of inflation expectations, Mr. Kashkari said it is no surprise that inflation is unresponsive to low unemployment today. "The more credibility we have with the market and with employees and employers, the less responsive they are going to be to minor changes in the economy," he said.

In the late 1960s, when inflation began to accelerate just months after the unemployment rate dropped below 4%, the Fed cut interest rates, partly due to political pressure.

"Nobody on this committee will allow that to happen," said Mr. Kashkari. "I just don't see any echoes of that today."

### **Opinion: What to Do When the Labor Market Stops Working for Workers**

WSJ - Alan S. Blinder

<https://www.wsj.com/articles/what-to-do-when-the-labor-market-stops-working-for-workers-1528756950>

It has been a tough several decades for American labor, and now the Trump administration, Congress and the Supreme Court are all piling on. The latest blow was the high court's 5-4 decision last month in *Epic Systems v. Lewis*. The justices held that employers may use mandatory arbitration clauses to prevent workers from banding together to pursue their legal rights in a class-action suit against the company. The message was clear: Workers of the United States, don't try to unite. You're on your own.

Many people who worry about the fortunes of workers are focused on the rise of the "gig economy." This new corner of the labor market features a lot of freedom and flexibility, sure, but also less-than-stellar wages and few if any fringe benefits. Yet although Uber alone has an army of more than 800,000 drivers, the gig economy is far smaller than many people think, because these workers are on the job only part-time.

The Supreme Court's arbitration decision, by contrast, will affect tens of millions of employees. When disputes arise over pay, working conditions, or whatever else, workers must now face off against their employers one-on-one. If that sounds like an unfair fight, it

is. It's a prime reason unions were formed more than a century ago. Sadly, fewer and fewer American workers today have a union to fight on their behalf.

There is a good argument for mandatory arbitration in many contract disputes. We Americans don't need to fight everything out in court. But the case for arbitration is a lot stronger when the dispute is between two equals—say, two businesses in a joint venture—than between an individual worker who can't afford lawyers and a company that can.

Arbitration has a long history, but its prevalence in the workplace is new. In 1995, only 7.6% of employers had instituted mandatory arbitration, according to a survey by the Government Accountability Office. Today 53.9% of nonunion companies have done so, per a survey last year commissioned by the Economic Policy Institute. This figure is sure to rise given the Supreme Court's decision.

Another problem for labor, one that has only recently drawn attention, is the widespread use of noncompete clauses. This practice looks like another sound idea run wild. Noncompetes have a legitimate role: to protect trade secrets that core employees might otherwise take to another firm or use to start a competing business. No one doubts that companies with valuable trade secrets, like Google, Coca-Cola and many others, should be allowed to compel certain vital employees to sign noncompetes as a condition of employment.

But nowadays even many ordinary workers, privy to no such knowledge, are being asked to sign such agreements. Several fast-food chains have either asked workers to sign noncompetes or prohibited their franchisees from hiring workers away from other franchisees.

A 2016 study by the Treasury Department found that an amazing 18% of American workers were currently bound by noncompetes, and 37% had been so bound at some point in their careers. Surely few of these folks are carrying trade secrets. Most cases amount to restraints of trade, pure and simple. Employers impose noncompetes to reduce worker mobility and thereby to hold down wages.

If the labor market is functioning smoothly, why don't workers faced with unfair arbitration clauses or noncompetes simply depart for another job? One answer is that the labor market really isn't working all that well after all. There is developing evidence that employers in the U.S. hold monopsony power—monopoly power on the buyer's side. Remember, a company with a monopoly can restrict supply so as to obtain higher prices for what it sells. Similarly, a monopsony can restrict demand so as to obtain lower prices for what it buys.

Students learn about monopsony in introductory economics and then, for the most part, forget about it other than as an intellectual curiosum. Oh, some gigantic buyers like Walmart do have monopsony power, which they use to extract lower prices from suppliers. But monopsony power may seem far-fetched in the vast U.S. labor market, where the biggest buyer (Walmart again) accounts for less than 1% of total employment.

Think again. Most labor markets are more local than national. How many workers in Detroit shop for jobs in Seattle? Recent economic studies show that many local labor markets are surprisingly concentrated, giving employers some monopsony power. Furthermore, the degree of this local concentration has increased since the late 1970s. This rising monopsony power over labor holds back wages, restricts job opportunities, and gives businesses the leverage to

shove mandatory arbitration clauses and noncompetes down workers' throats.

The U.S. has used antitrust laws and merger guidelines to protect consumers from the exercise of monopoly power for more than a century. It's not well recognized, but those same laws and processes could be used to protect workers. Regulators and courts could ban practices like mandatory arbitration and noncompete clauses where they serve to limit competition. They could block mergers that would further monopsonize a local labor market. These kinds of moves would require new thinking in Washington—or, perhaps more likely, in state capitols. But maybe, as a recent provocative paper by Suresh Naidu, Eric Posner and Glen Weyl suggests, it's time for a more evenhanded approach.

*Mr. Blinder is a professor of economics and public affairs at Princeton University and a former vice chairman of the Federal Reserve. His most recent book is "Advice and Dissent" (Basic, 2018).*

### **Opinion: Give Immigrant Entrepreneurs Green Cards, Not 'Parole'**

WSJ - Paul Donnelly

<https://www.wsj.com/articles/give-immigrant-entrepreneurs-green-cards-not-parole-1528756984>

Political fights over detained immigrant children and the Deferred Action for Childhood Arrivals program have dominated the immigration debate for the past few months. Yet the White House's recent revocation of the Obama administration's "entrepreneur parole" rule, which allowed immigrant business-owners a conditional stay in the U.S., may say more about the depth of America's immigration problem.

The flaws in the parole rule start with its language. The Obama White House described the provision as an example of "merit-based immigration," or an "entrepreneur's visa." But parole is not a visa, and it certainly doesn't help immigrants become new Americans.

In fact, "parole" in the rule has the same meaning as in criminal law. When a convict is paroled, he can leave prison—but his sentence hasn't been completed. He's neither pardoned nor exonerated. Rather, the convict remains a criminal and will be hauled in for the slightest infraction. Treating immigrant business owners like criminals isn't exactly a reward for doing well in America.

The policy was well-intended: A foreigner who invents a better mousetrap should be encouraged to stay. Congress previously attempted to attract immigrants who directly employ workers in 1990 with the EB-5 visa program, which provides green cards to investors. But the program later created a scandal when it was expanded to allow pooled investments as a way to buy green cards.

Entrepreneur parole was structured even more poorly. Nearly 140,000 immigrants each year attain employment-based green cards, and most of them are sponsored by employers. But entrepreneurs aren't employees. To create jobs, they need to raise money and make their businesses work.

The Obama administration granted immigrant entrepreneurs permission to remain in the U.S. that could be revoked at any time. If the business hit a glitch, a paroled immigrant could be deported while his intellectual property remained with investors. Had the U.S. treated

Alexander Graham Bell like this, he'd have invented the telephone in Canada. When the Small Business Association held a discussion on entrepreneur parole in 2016, entrepreneurs and investors alike panned the idea.

Instead of parole, entrepreneurs should get the same status as other sanctioned immigrants: a green card. It doesn't matter how job-creating foreigners get their green cards. Intel founder Andy Grove and Google founder Sergey Brin, for example, both came to the U.S. as refugees.

Marriage is the most common way to get a green card. But work authorization for the spouses of H-1B visa holders is another Obama-administration initiative that President Trump overturned. When married people get employment-based green cards, their often highly skilled spouses should as well.

During the 2016 presidential campaign Mr. Trump condemned immigration as the source of Americans' economic troubles. But his analysis gets things backward. Rather than compound America's problems, immigrants resolve them by creating jobs, the way the founders of Intel and Google did.

Yet immigrant workers can affect the job market negatively—when bad policies prevent them from becoming free agents in the workforce. Programs like entrepreneur parole and guest-worker visas like the H-1Bs create backlogs that indenture workers for decades, forcing them into poorly compensated temporary work arrangements.

Employers like the leverage they have over employees who are guest workers and illegal residents. Many defenders of immigration are satisfied simply that these immigrants are able to remain in the country, while immigration restrictionists are happy as long as the new arrivals don't earn full legal status. The inequity created by this tenuous class of immigrants is the source of the nativism on which Mr. Trump capitalized.

Immigrants generally don't possess an unfair advantage over those who were born in the U.S., because well-regulated immigration doesn't dilute the workforce. Instead it renews the country and the economy, helping make America the richest and most innovative nation in history.

The answer to America's immigration problems should be more green cards, faster. The U.S. can't build liberty and prosperity for all on more people with fewer rights.

*Mr. Donnelly was communications director of the bipartisan U.S. Commission on Immigration Reform (1994-97).*

**Maine's governor blocked Medicaid expansion for years. The race to replace him, explained.**

VOX - Dylan Scott

<https://www.vox.com/policy-and-politics/2018/6/11/17442930/maine-governor-candidates-election-medicaid-expansion>

Maine voters overwhelmingly supported Medicaid expansion last November, but it still hasn't happened yet. And it may just be their vote to choose the next governor that finally finishes the job.

Outgoing Republican Gov. Paul LePage has deployed every tool at his disposal to stop Maine from expanding Medicaid to 70,000 of Maine's poorest residents, as voters said they wanted in a 2017 ballot initiative by an overwhelming 18-point margin. Claiming it would cost too much money for the state (the vast majority of the cost is shouldered by the federal government), LePage's government missed the April deadline set in the ballot initiative to officially expand the program under the Affordable Care Act.

But LePage is term-limited, forced out of office in 2019. The race to replace him should be one of 2018's most competitive gubernatorial elections in the country, giving Democrats a major chance to reclaim a governorship. Mainers will vote this Tuesday to select Democratic and Republican candidates for the general election, under a new ranked-choice system.

Expansion supporters are pursuing legal action against LePage to force him into implementing it quickly. But if courts don't rule in their favor or if the fight drags out, the fate of Medicaid expansion is very much at stake in the fall election. All the major Democratic candidates want to expand the program as soon as possible. All the Republicans oppose it.

Paul LePage's Medicaid expansion obstruction, briefly explained  
Paul LePage really hates Medicaid expansion. He vetoed five different bills passed by the Maine legislature to expand the program under Obamacare, arguing that it was too expensive for the state, even though the federal government initially covered 100 percent of the costs and will cover 90 percent in perpetuity. He has sought to cut the existing Medicaid program by instituting work requirements and requiring beneficiaries to pay more out of pocket for health care.

When Maine voters said they wanted to expand Medicaid, LePage was still defiant. He said he would only expand the program if state lawmakers came up with some very specific and potentially unrealistic ways to pay for it — conditions that were not set in the ballot initiative that voters approved.

Medicaid expansion supporters quickly sued to try to force LePage to expand Medicaid under the referendum. They are winning too: Last week, a state judge ordered LePage to file paperwork for Medicaid expansion very soon. The governor's office has already appealed the court decision.

If the courts back up expansion supporters, the state could be compelled to follow the ballot initiative before the end of the LePage administration. But it is possible — whether because they lose in court or because the next state legislature and governor need to appropriate the state's share of the costs — that the issue won't be resolved before LePage leaves office. The next governor could also try to roll back the expansion once they get into office.

“The next governor could act to thwart that or to try to repeal the law. So the gubernatorial obviously matters,” Robyn Merrill, executive director of Maine Equal Justice Partners, which is leading the legal fight for expansion, told me. “But it is our hope and it is more than likely that people will be getting coverage under expansion before next January.”

The Democratic candidates for governor are ready to expand Medicaid  
Whatever differences there are among the Democratic candidates, Medicaid expansion is not

one of them. Every major candidate wants Maine to finally follow through and expand coverage to its poorest residents.

“The evidence is overwhelming: states that expand Medicaid have lower healthcare costs, healthier citizens, more stable hospital systems and stronger economic growth,” Janet Mills, Maine’s attorney general, who is considered the leading Democratic contender, told a local newspaper. “I’m fully committed to ensuring Medicaid expansion is implemented now, in accordance with the will of the people.”

In the best poll we have of the race, Mills — attorney general since 2013, a state lawmaker before that — was way ahead of the field, with 32 percent of the vote. But Maine is using a new, first-of-its-kind ranked voting system, which adds a little more uncertainty to the race.

In a traditional primary election, the candidate who gets the most votes, whatever that number is, wins. Obviously. But here is how Maine’s new voting system works, as helpfully described by the Huffington Post’s Sam Levine:

Voters rank the candidates in their party’s primary in order of preference.

If no candidate gets an outright majority, the candidate who got the fewest first-place votes is eliminated.

The second-place votes of those who supported the eliminated candidate then get distributed to the remaining candidates.

The process continues until one candidate gets more than 50 percent of the first-place votes and is declared the winner.

So while Mills is the frontrunner, she has some credible challengers. Mark Eves, a former Maine House speaker, had 16 percent of the vote, good enough for second place, in the poll we have. State Sen. Mark Dion had 10 percent. Democratic organizer Adam Cote was the other notable finisher at 9 percent.

Whichever candidate emerges from the process will be a Democrat who wants to expand Medicaid.

The Republican candidates want to keep blocking Medicaid expansion  
Meanwhile, a victorious Republican candidate in the governor’s race could continue to gum up the Medicaid expansion process. Every prominent GOP candidate is following LePage’s lead and opposes it, no matter the outcome of last November’s referendum. (And, on the whole, they are tying themselves as closely as they can to the outgoing governor.)

Business executive Shawn Moody, the leader in the Republican primary based on the best available polling, effectively deemed the 2017 vote in favor of Medicaid expansion invalid in a statement to the Portsmouth Herald:

Out-of-state interests came into Maine with large sums of money to put this issue on the ballot and pass it, without a plan to pay for it. Most Maine people were not told about the significant price tag attached. Gov. LePage just paid off a \$750 million debt to Maine’s hospitals, as a result of the last failed Medicaid expansion. Someone who is not disabled

should contribute some amount to their own costs. This welfare expansion will not strengthen Maine's economy. I will not support funding Medicaid expansion by raising taxes on hard working Mainers or job creators.

Much like Mills on the Democratic side, Moody looks like the frontrunner — he had 36 percent of the vote in that poll — but he doesn't seem to have a majority and faces several credible Republican challengers.

Mary Mayhew — who, as LePage's top health official, has been instrumental in helping to block the Medicaid expansion — came in second at 19 percent, and she has also said she will continue to oppose it. Garrett Mason, the Maine Senate majority leader, registered third at 15 percent, and House Minority Leader Ken Fredette was fourth with 10 percent.

So in a mirror image of the Democratic content, there seems to be no daylight between the Republican candidates on Medicaid expansion. They all want to stop it.

Whoever emerges from both parties' primaries, the November general election should be competitive. Cook Political Report rates the race a toss-up, while the University of Virginia's Crystal Ball thinks it leans toward the Democrats. LePage is pretty unpopular: 41 percent of Mainers approve of his job performance and 53 percent disapprove, according to Morning Consult. Then again, he's been elected twice and Donald Trump lost narrowly (3 points) in 2016.

In the end, Democrats should have an advantage, and they have a popular issue in Medicaid expansion at their back.

### **Young families typically leave cities for the suburbs. Here's how to keep them downtown.**

VOX - David Roberts

<https://www.vox.com/2017/6/21/15815524/toderian-families-cities>

In North America, we take it for granted: When couples have kids, they move out of the city to the suburbs.

The trend has only accelerated lately. Some of the most attractive and fastest growing cities — San Francisco, Portland, Pittsburgh, Washington, DC — have seen their numbers of children plunge in recent years. My home city, Seattle, is now the fastest growing big city in the country ... and has the second-lowest number of households with children. (According to Governing magazine, as of 2015, 19.6 percent of Seattle's 304,564 households have children. In Laredo, Texas, it's 55.3 percent.)

Should cities try to keep families around? Some urbanophiles argue that they're not worth it. Families cost cities more in services, spend less in the economy, and produce less tax revenue than affluent young single professionals. Cities that want to grow fast do it by building studios and one-bedrooms and drawing on endlessly renewable mobs of Youngs.

But few city leaders take that attitude. They see families as an important source of economic stability (hot industries come and go) and social vibrancy. You can read a lament about DC here, one about Denver here, one about Seattle here.



All these articles go on and on about amenities families enjoy, but the root of the problem is that families need bigger homes, while developers have every incentive to squeeze in as many small homes as possible, to maximize their profit per square foot. Unless cities step in, that's what developers will keep doing.

Yet somehow, Vancouver has thousands of families with children living in its downtown. In 2017, I asked urbanist Brent Toderian, who was Vancouver's Chief Planner from 2006 to 2012, how the city did it. He says that there are three elements of family-friendly city design: bigger housing, amenities for families, and a safe, welcoming public realm.

David Roberts

You've said that children are an "indicator species of a healthy downtown." How did Vancouver make its downtown so kid-friendly?

Brent Toderian

It's a self-fulfilling prophecy: We assume families don't want to live downtown, we therefore don't design for family, and, sure enough, families don't come, or they don't stay. It is remarkable to me how often I still hear that families don't want to live downtown, or in urban places.

[Vancouver has] somewhere between 5,600 and 7,000 kids downtown, by design. Vancouver found that if you design specifically for families, you will achieve numbers of kids that will be a challenge for you. A good problem to have, right?

There are three parts to designing for families and kids, and you have to do all three.

The first is to ensure there are homes that can actually fit families. If your homes can't fit families, you don't get families, period. That generally comes down to the number of bedrooms, though it can also be about the size of the apartment or home.

For decades, Vancouver has been requiring that 25 percent of units in all major projects have two bedrooms or more. And there's been a debate for decades about whether that requirement should include three bedrooms. Thankfully, Vancouver has recently moved in that direction, requiring 10 percent of units to be 3 bedroom, on top of the 25 percent 2 bedrooms.

David Roberts

If there's a market, why do developers have to be pushed so hard to do it?

Brent Toderian

Because it's not as profitable, per square foot, as a small unit. Developers will cater to the more profitable market segment, even if there is a strong market interest for two- and three-bedroom units.

But it's not the job of planning to maximize the profit of developers. It's the job of planning to determine the vision for the city and the downtown, set clear expectations, and let those expectations help clarify land value for developers.

Developers will argue that two- and three-bedroom units are not viable, but it's false. Economic analysis shows that two- and three-bedroom units can be less profitable than one-bedrooms or studios, but that's not the same as saying that they aren't viable.

It starts with asking yourself: Do you want families downtown and in urban places? A number of cities say they do, yet they're not willing to do what's necessary to make it happen, such as regulate. That's particularly a problem in the United States, where regulation is a dirty word. It's that ideology around regulation that can often keep cities from progressing.

It's a very simple policy to require the number of bedrooms. It's only anti-regulation ideology that holds cities back. If you aren't getting families, and you want families, regulation is necessary.

David Roberts  
What is part two?

Brent Toderian  
Point two is, even if you have the homes, you need the services and amenities that support family living. Those start with daycare and schools. We put a lot of attention into schools, but you can't underestimate the importance of daycare. We [in Vancouver] largely use density bonusing to pay for daycare [density bonusing explained here], so we have pretty good daycare service by comparison to other cities, although we are constantly struggling to keep up with demand.

We just opened our second elementary school in the downtown peninsula, and we have a third planned, and a Catholic school planned just off the peninsula. They are already over-subscribed. We still have more kids than we have school space.

Point three is, you design the public realm for kids and families, because that means it will work for everyone. You have to think about all age groups: the parents with their strollers, young kids and their need for playgrounds, and then teenagers and their distinctive needs, which are different than those of younger kids. Teenagers are shaping up to be our biggest challenge in downtown Vancouver.

David Roberts  
What do teens want in a city?

Brent Toderian  
The most common answer I hear is "hangout space." But that can become a bit of a lazy catch-all for the kinds of spaces that teenagers end up using by default, like malls, un-programmed parks, or transit stations, because there's nothing that's been made with them in mind. If there's nothing better, they'd go to any place they think other teenagers already are.

Or you can have places actually made for teenagers, preferably involving teenagers in the design process — things like skateboard parks; plazas with activities like music and games for teens instead of young children; places designed to help teens interact with each other and the space itself in cool ways (ice-breakers, conversation starters, and "show-off" opportunities); spaces with food as an option. And of course don't forget the wifi.

You also have to recognize that once your kids are at their teenage years, the number of bedrooms in your home might not be enough. We often hear about families in Vancouver not feeling the pressure to move out with two or even three kids when they're small, but once

they become big, the pressure increases. Housing to fit not just young kids but teenagers is critical, and support and services specifically for teenagers are important.

So that's the three elements: housing that fits families; support for families, such as schools and daycare; and designing the public realm for kids.

David Roberts

Fitting families into dense downtowns is challenging for all kinds of reasons. At the most concrete level, what's the right way to integrate residences into busy areas?

Brent Toderian

For Vancouver, the "city at eye-level" starts as simply as: no blank walls. We make sure that there are real, active things at grade, as a starting point — either retail stores or residential doors. Most urbanists, I think, default to stores.

David Roberts

That does seem to be the model that's getting built in Seattle — a condo plopped on top of a retail row.

Brent Toderian

And if you can do that, that's great. But what we found is that retail doesn't always work, nor should it be the default assumption. In downtown Vancouver, we have retail streets and non-retail streets — streets where the ground-floor use is expected to be retail or commercial, and other streets where we don't want those uses at grade, because it could dilute the success of the retail street. You have to have a strong sense of how much retail space your population can support.

But I think many urbanists feel they don't have good plan B, because what else can you put at grade?

David Roberts

What else indeed?

Brent Toderian

Surely in our walk you noticed our housing. What we are good at in Vancouver, because we've figured out the details, is housing at grade — doors at grade. Most other cities still aren't doing that, although there's incredible historical precedent for it, like the New York brownstones. Sesame Street, for godsakes, right?

We always have something active at grade, but in most cases, it's not retailing, it's residential doors.

David Roberts

What are some guidelines for residential doors at street level?

Brent Toderian

It starts with designing your building to externalize the front door. That should go without saying, but it seems to be the problem with most architecture — it's been designed to be internal, and the housing is internal, off the elevator or off the hallway. It's not off the street.

So it starts with the goal of having doors and windows on the street — Jane Jacobs’s “eyes on the street.”

There are ways you can do it badly. The number one way we’ve observed is to do it flush.

David Roberts

Right up against the sidewalk?

Brent Toderian

Flush to the sidewalk or even submerged. That’s very common in American and Australian cities. It’s wrong because you can see into the amenities space in front of the door. You can see into the windows. So people don’t use the amenities space and they close the blinds on the windows. And what you get is a de facto blank wall.

Whereas, if you elevate [entrances], just a few steps — three or four steps — and design a semi-private amenities space, people will use it. They’ll keep their windows open.

You have to delineate, through design, the private, the semi-public, and the public. And you have to do each realm well.

David Roberts

Do those units do well in Vancouver? Do people like living off the street?

Brent Toderian

Yup. They sell. About 25 percent of our units have to be two-bedroom or more. Usually those at-grade units are part of that calculation; they usually have two or three bedrooms. They’re often the family-oriented units, and having them right on the street is a positive thing. It not only makes the street safer, it makes the street more comfortable and lively.

The presence of a door creates this possibility that something will happen! [laughter] Who will come out of that door? What will they have with them? No one even has to come out of the door for the presence of the door to make the street more interesting and more comfortable. It’s that possibility, that potential.

###

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CRAIN'S NY: Extell's shopping spree points to big plans for Yorkville  
**Date:** Tuesday, June 12, 2018 12:27:21 PM

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## **Extell's shopping spree points to big plans for Yorkville**

CRAIN'S NY - Tom Acitelli

[http://www.craigslist.com/article/20180612/REAL\\_ESTATE/180619993/extells-shopping-sprees-points-to-big-plans-for-yorkville](http://www.craigslist.com/article/20180612/REAL_ESTATE/180619993/extells-shopping-sprees-points-to-big-plans-for-yorkville)

At the height of the last real estate boom in 2007, Extell Development Co. bought three small apartment buildings between East 79th and East 80th streets near First Avenue for \$19.2 million.

It looked like the start of another grand project for Extell, which in 2006 completed the 604-foot Orion tower on Far West 42nd Street and was finishing three more Manhattan apartment towers. But then the bottom fell out of the real estate market. Extell sold two of the three Yorkville buildings for \$8.7 million in 2009—but retained their development rights. Last year the company bought back the buildings as part of a renewed shopping spree in the neighborhood.

Its latest purchases include more than 102,000 square feet of air rights from a local Catholic parish and a small apartment building with ground-floor retail.

Extell declined to comment on its plans, although there is speculation that the company will build a residential building of up to 250,000 square feet with a public school on the ground floor. It has already applied for demolition permits for 10 properties. Extell also declined to comment on whether the project was motivated by the long-awaited 2017 debut of the Second Avenue subway stop at East 86th Street.

Extell, launched by former diamond merchant Gary Barnett in 1989, is best-known for building two soaring residential towers on the West Side. The 1,004-foot One57, which opened in 2015, is home to the city's most expensive condo, a \$100.5 million penthouse purchased by computer magnate Michael Dell.

The Central Park Tower at 217 W. 57th St. is more than halfway to its 1,550-foot pinnacle and headed for a projected 2020 opening.

Anbau Enterprises, a Manhattan development firm run by the husband-and-wife team of Stephen Glascock and Barbara van Bueren, bought the 5-story apartment building for \$12.5 million in November 2013. Plans to redevelop the site stretched back to 2009. Anbau built the 34-story, 84-unit condo tower Citizen360, which opened last year.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** DN: Jilted Brooklyn school principal yanked off the job for alleged sexual harassment toward ex-lover/colleague  
**Date:** Saturday, June 16, 2018 7:00:32 PM

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## **Jilted Brooklyn school principal yanked off the job for alleged sexual harassment toward ex-lover/colleague**

DAILY NEWS - Ben Chapman, Larry McShane

<http://www.nydailynews.com/new-york/education/ny-metro-brooklyn-principal-removed-20180616-story.html>

City education officials threw a high-profile principal out of his Brooklyn school and into the rubber room amid sexual harassment charges, the Daily News has learned.

Urban Action Academy Principal Steve Dorcely is accused of showering his unwanted attention on colleague Jordan Barnett for two years after she ended their affair, according to a 2017 lawsuit.

The creepy details of Dorcely's alleged behavior grabbed headlines — and prompted a probe. Dorcely's last day on the job was this past Thursday, and he was assigned to a central Department of Education location as the probe continues.

“The decision to dismiss Mr. Dorcely as principal of Urban Action Academy was made in the best interest of students and families, and after a careful review of the school's performance under his tenure,” said Education Department spokesman Douglas Cohen.

“The superintendent's office is working closely with the school to provide additional support and ensure a smooth transition.”

According to the lawsuit filed by Barnett, the principal “sexually harassed her relentlessly in the work place” — including inappropriate remarks about her breasts and her buttocks.

Barnett said she became a target of punitive payback after breaking off her relationship with Dorcely and spurning his advances in a Brooklyn burger joint in December 2016.

The teacher charged her ex-lover undermined her career with bad performance reviews and arranged for four investigations of Barnett in a six-month period. Barnett alleged that the constant pressure forced her into therapy.

“It is nice to see the DOE taking some action but it is too little too late,” said her attorney Jonathan Tand. “Men like Dorcely have been shielded by the DOE for years and only now they are taking action. Furthermore they continue to defend these people in court using taxpayer dollars rather than trying to do right by the victims.”

Angelo Marra, who began his career in 1995, will lead the school until an interim acting principal is named, school officials announced. Dorcely started with the BOE as a computer aide in 2000, eventually landing at Urban Action Academy with an annual salary of \$161,871.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** HARPERS: The Death of a Once Great City  
**Date:** Sunday, June 17, 2018 12:18:26 PM

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## **The Death of a Once Great City**

HARPERS - Kevin Baker

<https://harpers.org/archive/2018/07/the-death-of-new-york-city-gentrification/>

New York has been my home for more than forty years, from the year after the city's supposed nadir in 1975, when it nearly went bankrupt. I have seen all the periods of boom and bust since, almost all of them related to the "paper economy" of finance and real estate speculation that took over the city long before it did the rest of the nation. But I have never seen what is going on now: the systematic, wholesale transformation of New York into a reserve of the obscenely wealthy and the barely here—a place increasingly devoid of the idiosyncrasy, the complexity, the opportunity, and the roiling excitement that make a city great.

As New York enters the third decade of the twenty-first century, it is in imminent danger of becoming something it has never been before: unremarkable. It is approaching a state where it is no longer a significant cultural entity but the world's largest gated community, with a few cupcake shops here and there. For the first time in its history, New York is, well, boring.

This is not some new phenomenon but a cancer that's been metastasizing on the city for decades now. And what's happening to New York now—what's already happened to most of Manhattan, its core—is happening in every affluent American city. San Francisco is overrun by tech conjurers who are rapidly annihilating its remarkable diversity; they swarm in and out of the metropolis in specially chartered buses to work in Silicon Valley, using the city itself as a gigantic bed-and-breakfast. Boston, which used to be a city of a thousand nooks and crannies, back-alley restaurants and shops, dive bars and ice cream parlors hidden under its elevated, is now one long, monotonous wall of modern skyscraper. In Washington, an army of cranes has transformed the city in recent years, smoothing out all that was real and organic into a town of mausoleums for the Trump crowd to revel in.

By trying to improve our cities, we have only succeeded in making them empty simulacra of what was. To bring this about we have signed on to political scams and mindless development schemes that are so exclusive they are more destructive than all they were supposed to improve. The urban crisis of affluence exemplifies our wider crisis: we now live in an America where we believe that we no longer have any ability to control the systems we live under.

Those of us who have been in New York for any amount of time are immediately suspected of nostalgia if we dare to compare our shiny city of today unfavorably, in any way, with what came before. So let me make one thing perfectly clear, as that old New Yorker Dick Nixon used to say, and list right now all the things I hated about the New York of the Seventies: crime, dirt, days-old garbage left on the street, cockroaches, the Bronx burning, homelessness, discarded hypodermic needles on my building's stoop, discarded crack vials—and packs of burned-out matches—on my building's stoop, cockroaches that scattered everywhere when you turned on the light, entire Brooklyn neighborhoods looking like a bombed-out Dresden, subway cars on which only one door—or no door—opened when the

train came in, subway cars cooled in summer rush hours only by a single fan that swung slowly around and around, deindustrialization, those really big cockroaches that we called water bugs for some reason and that crunched under your feet.

New York today—in the aggregate—is probably a wealthier, healthier, cleaner, safer, less corrupt, and better-run city than it has ever been. The same can be said for most of those other cities seen as recent urban success stories, from Los Angeles to Philadelphia, Atlanta to Portland, Oregon. But we don't live in the aggregate. For all of New York's shiny new skin and shiny new numbers, what's most amazing is how little of its social dysfunction the city has managed to eliminate over the past four decades. Homelessness is at or near record levels. The Bronx, poster child for the bleakness of the city in the Seventies, remains the poorest urban county in the country, with almost 40 percent of the South Bronx, or more than a quarter-million people, still living below the poverty line. Bus-stop ads all over New York urge everyone to carry the emergency medication naloxone so that they can reverse some of the overdoses that kill nearly four New Yorkers every day.

The average New Yorker now works harder than ever, for less and less. Poverty in the city has lessened somewhat in the past few years, but in 2016 the official poverty rate was still 19.5 percent, or nearly one in every five New Yorkers. When the “near poverty” rate—those making up to \$47,634 a year for a family of four—is thrown in, it means that almost half the city is living what has become a marginal existence, just one paycheck away from disaster. By comparison, the city's poverty rate in 1970—in the wake of Lyndon Johnson's war on poverty—was just 11.5 percent. By 1975, during the supposed collapse of New York, it had increased to 15 percent, a figure lower than it has ever been since then.

The immediate cause of the increase in poverty doesn't require much investigation. The landlords are killing the town. Long ago, the idea that “rent is too damn high” in New York was so thoroughly inculcated into the city's consciousness that it became a one-man political party and a Saturday Night Live sketch. But the rent is too damn high, and getting higher all the time. Whereas the old rule of thumb was that your rent should be one paycheck a month, or about 25 percent of your income, the typical New York household now spends at least one third of its income on rent, and three in ten renter households pay 50 percent or more, according to the latest New York Housing and Vacancy Survey.

And the situation is getting rapidly worse. According to the same survey, the price New York landlords wanted for vacant apartments from 2014 to 2017 increased by 30 percent, while the median household income for all renting families from 2013 to 2016 went up by 10 percent. The burden has fallen hardest on those who can least afford it, according to the real estate database StreetEasy, with rents rising fastest on the lowest wage earners in the city.

The result has been predictable enough. Homelessness in the city has reached a level not seen here in decades, if ever. Today, an average of 60,000 people are provided shelter every night, in 547 buildings, by the city's Department of Homeless Services. Most of the newly homeless are not derelicts or the mentally ill. Of these people 70 percent are families with children, and at least one third of the families include a working adult. They were simply priced out of a market that seems to have no ceiling, victims of the “ownership society” that is modern New York.<sup>1</sup> Whereas most New Yorkers used to rent apartments of all sizes, more and more of the buildings their families made home for generations have been either torn down and replaced or “converted” to condominiums or “cooperative apartments,” which sound like something socialistic but are not. The average condo and co-op sale prices in



Manhattan shot up past the \$2 million mark for the first time ever last year, while a townhouse will cost you \$6.28 million.

One common belief, even in many liberal circles, is that the cause of these outrageous rents and prices is the very government intervention that was intended to ameliorate them: rent regulation. This notion might have some validity if, say, rent regulations in New York stifled construction. But they don't. New buildings in the city are not subject to rent control and never have been. More than 40,000 new buildings went up during Michael Bloomberg's twelve years as mayor (2002–13), and another 25,000 buildings were demolished. The city continues to furiously tear itself down and build itself back up again. New buildings are spiked into every available lot, and they rise higher than ever before.

Far from discouraging new construction, New York's housing policies encourage and subsidize it at every turn—and, in doing so, have only made the city less affordable than ever. New York has had some sort of rent regulation continuously since 1943, and today nearly half of its apartments—966,000 in all, containing around 2.5 million people—are what is called rent-stabilized; that is, they are in buildings of six or more units, and are occupied by tenants who cannot be evicted or denied a lease renewal without due cause, and whose rents cannot be raised by more than a set amount determined every year by a government-appointed panel. This does not mean the rent doesn't go up. The rent on the rent-stabilized apartment that I've leased since 1980 has more than tripled in that time. Rents can also be raised when apartments are vacated, or when landlords make improvements to the building or to individual apartments.

Once the monthly rent hits \$2,700, if an apartment is vacated, or if the total household income exceeds \$200,000 for two consecutive years, the unit can pass out of rent stabilization. Forever. From 2006 to 2016, at least 139,000 apartments were deregulated, a number that includes an estimated one quarter of all apartments on the increasingly wealthy Upper West Side of Manhattan, where I live.

This is due to rising incomes at some addresses. But driving deregulation as well is the fact that private equity funds see great possibilities in your neighborhood. Your landlord is now much less likely to be a family or an individual who has owned one or two buildings for years, depending on them for a safe and steady income, and much more likely to be a faceless, massively financed international firm that is highly incentivized to force you out on the street and keep its investors happy. "Not long ago a rent-stabilized building would sell for ten or at most twelve times its rent roll—the amount of money, before expenses, that it generates in a year," wrote journalist Michael Greenberg in a meticulous analysis that appeared in last August's *New York Review of Books*. "Today it sells for perhaps thirty or forty times that amount, or ten times what the rent roll would be after regulated tenants have been dislodged."

What plagues New York, though, is not only the astounding rise in housing prices, disruptive as that is. It is also the wholesale destruction of the public city. Many of the city's most treasured amenities, essential to its middle-class character and built up for decades through the painstaking labors of so many dedicated individuals—working people and philanthropists, labor leaders and social workers, reformers and politicians—have now been torn away. Look at almost any public service or space in New York, and you will see that it has been diminished, degraded, appropriated.

The change in their day-to-day lives that has probably delighted New Yorkers the most over the past forty years has been the improvement in the city's vast subway system. Ridership has approached record levels in recent years, and on the first day of 2017, Governor Andrew Cuomo led a giddy celebration to mark the opening of three new stations on the fabled Second Avenue subway, which finally became a (partial) reality after first being proposed in 1920.

The self-congratulations were short-lived, as service on the remainder of the system began to decline precipitously. An antiquated and misconfigured train-signaling system—one that, at the rate the Metropolitan Transportation Authority is working on it, will be fully replaced sometime in the late 2060s, by which time nanobots will likely have been doing the job for a generation—began causing longer and longer delays, with both cars and platforms filling up with frustrated, angry passengers. The system's welcome new electronic scheduling signs began to report delays of such length—next train: 22 minutes—that they now produced only a Godot-like depression among riders.

In one of the many byzantine quirks of how we are governed in New York, the trains and buses are part of the MTA, which is controlled by Governor Cuomo. But the governor—allegedly a Democrat—rejected out of hand a proposal by New York mayor Bill de Blasio for a special “millionaires’ tax” to fix the transit system, offering instead a “genius transit challenge” wherein anyone who came up with a great idea to make the trains run on time could win a million dollars.

The reasons for the subway's breakdown are legion. But the more telling lesson here is that a tax on the wealthiest New Yorkers to restore even the most vital public good cannot be so much as entertained.

The decline of the subways is just the latest diminution of public life in New York. Over the past few decades, what used to be regarded as inviolable public space has been systematically rolled up and surrendered to unelected private authorities. Starting with Central Park in 1980, much of New York's park system has been handed over to privately funded “conservancies,” supposedly subordinate to the city government but in truth all-powerful, and quite determined to put everything on a paying basis. A visit to the Central Park Zoo, once free, now costs \$18 per adult, \$13 per child. A “total experience” ticket for the world-renowned Bronx Zoo costs \$36.95 for all “adults” over the age of twelve, \$26.95 for younger children, and \$31.95 for seniors—in a borough where the median yearly household income is \$37,525. (Rental of a single-seat stroller at the zoo will cost you \$10. A wheelchair is free but requires a \$20 deposit, lest you try to scoot off with it.)

Even the streets are no longer fully under public control. Starting in 1984, New York created seventy-five “business improvement districts,” more than any other city in the country—though BIDs are now common in nearly every one of the nation's largest metropolitan areas. BIDs are supposed to be self-taxing coalitions of businesses, often employing the homeless and destitute to pick up trash, prettify the streets, and organize security patrols. But as the New York Times reported, one of the very first New York BIDs instead “organized the workers into what were called ‘goon squads’ to use force to chase homeless people out of bank lobbies with A.T.M.s.”

In 2000, the Grand Central Partnership and the 34th Street Partnership BIDs finally settled a seven-year lawsuit charging that they had routinely paid their employees just \$1 an hour to

walk security patrols and clean toilets. The BIDs had dragged out the suit in the hope that their often homeless workers would simply give up and go away. But before that could happen, Sonia Sotomayor, then a federal district court judge in Manhattan, found the business districts guilty of breaking minimum-wage laws, using their newfound source of almost free labor to undercut competition—and handing the money they made as a result to their already well-paid executives.

“You say you’re doing so much for the city, but you’re making that money off the backs of the homeless,” Tommy Washington, then a forty-one-year-old former BID worker and plaintiff pointed out. “You donate lampposts, flower beds, Bryant Park. How are you going to represent beautify if you’re doing ugly behind that?”

Washington’s question goes to the heart of the new New York, whom it’s for, and what it means. Everywhere now, private institutions have largely taken over the neighborhoods around them, repurposing them solely to meet their own needs.

Our tax-free universities have been among the most shameless offenders. Cooper Union—a cultural landmark founded in 1859 as a night school of the arts and sciences for working men and women—abolished its legacy of free tuition after clotting the Astor Place area with disturbing glass boxes and nearly driving itself into bankruptcy. Fumihiko Maki’s 400,000 square foot, \$300 million black monolith at 51 Astor Place—nicknamed the Death Star by local residents—may well be the single worst act of vandalism in New York since the original Pennsylvania Station was torn down more than fifty years before, a looming wall that effectively obliterates what was one of the oldest and most vital public places in New York.

Cooper Union may be the most egregious defacer of its own neighborhood, but it’s far from the only one. New York University has torn down much of the historic West Village, including most of what was the landmark Provincetown Playhouse and a home that Edgar Allan Poe once lived in. (NYU partially re-created the facade of the Poe house. Quoth the raven: Fuck you.) Columbia University used (and abused) the power of eminent domain to kick out residents and small businesses at the western end of 125th Street, and is now stuffing that street with the huge, glassy, dreadful buildings of its new Manhattanville campus, courtesy of its own international vandal, sorry, starchitect, Renzo Piano.

This has become an accepted way of proceeding in New York, even for subsidized institutions that are supposed to serve a public purpose. Barclays Center at Atlantic Yards, in downtown Brooklyn, was sold to the public in an elaborate bait-and-switch scheme as part of a spectacular “urban utopia” complex to be designed by Frank Gehry. It ended up instead as an arena with all the charm of your basic bus terminal, home to an unwanted basketball team owned by a Russian oligarch. But then, as with any major New York development today, some form of deception is requisite. The Atlantic Yards scam was bankrolled with hundreds of millions in public funding—though the chicanery here is so involved that no one can even say for sure what the final public subsidy figures will be. The project includes at least \$100 million forfeited when the MTA, which has a subterranean train-marshaling yard there, sold its lucrative aboveground rights to the site to the developer Forest City Ratner, which was the low bidder for them. Hundreds of local residents have already been relocated, and before the whole charade is over, thousands more may be displaced from their homes, dozens of longtime neighborhood businesses will have been shuttered, and community leaders will have been shamefully compromised with emoluments ranging from a luxury-box giveaway to an on-site basketball arena “meditation room.” But in a brilliant piece of political legerdemain,

no elected official was forced to actually vote for the project.

Sports stadiums long ago became a preferred method of legalized graft in America, with even such struggling cities as Cleveland, Detroit, Baltimore, and Oakland, California, willingly shelling out hundreds of millions apiece to retain or attract major-league franchises. But New York has taken the practice to stygian depths. The two major-league stadiums opened in 2009 were far from the first or the only large public subsidies the city has given to the Yankees and the Mets. New York had already spent more than \$100 million building free minor-league parks for both teams' farm clubs, in Staten Island and Coney Island, respectively. The current Yankee Stadium, erected on the site of what had been two beloved public parks, cost \$2.3 billion, according to journalist Neil deMause, making it one of the most expensive stadiums ever built anywhere in the world. Construction was helped along with federal, state, and local government subsidies totaling \$1.2 billion. Nonetheless, the Yankees reduced the number of seats available to the general public by more than 9,000 so that the team could make room for thirty-seven additional luxury suites in its ballpark.

It was much the same with the Mets' new park, out in Flushing's Willets Point, which hoovered up \$614 million in public subsidies but nonetheless reduced the new ballpark's seating capacity from 57,354 to a mere 41,800 in order to increase its luxury suites from forty-five to fifty-four. But here the new stadium was intended only as the anchor of a grand plan by Michael Bloomberg to transform the entire area around it—one terminus of an axis of redevelopment set to run across the entire width of the city, on a scale that only Robert Moses might have attempted.

Willets Point, once the site of a monumental municipal dump, the "valley of ashes" in *The Great Gatsby*, had evolved into a happy jumble of some 250 small industrial shops, most of them specializing in auto parts and repairs in an area known as the Iron Triangle. There they had thrived and prospered for more than eighty years, despite the city's refusal to build them sidewalks, paved roads, or even sewers. Once the Mets had their new park, though, Bloomberg pushed through a \$3 billion development plan, with the Iron Triangle to become Willets West, mostly a gigantic shopping mall with 200 stores and what was planned to be 1.7 million square feet of retail space, surrounded by 5,500 market-rate and affordable apartments and other amenities.

To facilitate this process, writes the impassioned social advocate Jeremiah Moss in his wrathful howl *Vanishing New York: How a Great City Lost Its Soul*, \$1 billion worth of public land was transferred, gratis, to two developers, including Sterling Equities, controlled by Mets owner Fred Wilpon and his brother-in-law, Saul Katz. The whole scheme was ultimately blocked in court—it's illegal to give away public land in New York State without a specific act of the legislature—but the Iron Triangle was gone, its shops intimidated into closing by the threat of eminent domain, and then demolished by the city.<sup>2</sup>

Queens had long remained unscathed by development on this scale. More than anywhere else in New York, the borough retains some of the flavor of what the city was like in the Seventies, minus the crime and the decay. Almost one in every two residents is foreign-born, creating wonderful ethnic mixes in nearly all of its low-lying residential and industrial neighborhoods. But this cityscape is changing, too.

Much like the Martian spaceships from *The War of the Worlds* in both appearance and annihilating intent, the glass skyscrapers that now dominate Manhattan have in recent years

jumped the East River. The first one, a 658-foot Citicorp office building, arrived in Long Island City in 1989. For years it stood alone, an awkward sentinel among the neighborhood's eclectic mix of row houses, auto shops, and manufacturers. As many of those businesses moved out for parts of the globe that don't pay a living wage, their emptying factory floors and warehouses were at least replaced by droves of art, movie, and television studios.

Then, in 1997, came the first residential towers, the forty-two-story Citylights residence, followed nine years later by the five apartment buildings of the East Coast LIC complex. By 2015, the land rush was on. Twenty-nine new buildings were added last year alone, according to New York magazine, with at least twenty-eight more "on tap" for 2018–2020. The tallest building of all was announced last November, a \$3 billion project with a luxury condo towering 700 feet high.

Yet even this level of development is dwarfed by what is going on at the western anchor of Bloomberg's great crosstown axis. Hudson Yards, now approaching completion, is a project of staggering size, encompassing some sixty blocks along Manhattan's West Side—"the largest private real estate development in the history of the United States and the largest development in New York City since Rockefeller Center," boasts its primary developer, Related Companies. Its immense glass skyscrapers are overwhelming. From some angles, they look like battling Transformers; from other perspectives, they seem, aptly enough, more like the smokestacks of an impossibly large steamship, about to shove off from the rest of the city altogether.

The projected figures are numbing, almost too big to digest. By the time it's finished, Hudson Yards will encompass at least sixteen major buildings, with 18 million square feet of commercial and residential space, 1 million square feet of retail and "mixed-use space," a public school, at least one major hotel, and a five-acre public plaza. The ninety-two-story tower at 30 Hudson will, the developers say, boast the first open-air observation deck in New York higher than that on the Empire State Building. Its tenants will include a host of major corporations, while a seven-story shopping mall will include a Neiman Marcus department store, the likes of Dior and Chanel on the upper floors, and what they call a "Fifth Avenue mix" of shops such as H&M, Zara, and Sephora on the lower floors. (There will also be "seven destination restaurants.")

Things I liked about that old New York, now vanished?

My neighbors.

Most of them are gone or going now, after decades in the same visibly slouching, century-old apartment house where I live. In the apartment below ours, from the day I moved in back in 1980 with three friends from college, was Mercedes, an immigrant from the Dominican Republic, with her extended family of three generations. When her mother, Anna, a sunny, religious, and unfailingly kind woman, began to decline with the years, Mercedes tended to her devotedly at home, bringing a hospital bed into their living room. But their rent-controlled apartment was in Anna's name, and when she died, Mercedes and her husband could no longer afford even the stabilized rent and decided to move back to the Dominican Republic. After all those years, they were just gone, almost overnight.

Across the hall from me was Raymond, a self-destructive but amiable drunk who fell completely apart when his mother died. He could not keep up the rent, or himself, and was

finally evicted and then banned from the block after several loud arguments with the super. He came back anyway and lay down in the middle of the street one afternoon—a small Irish-Latino man, in his perpetual baseball cap and scraggly beard, insisting in his gravelly, whiskey-soaked voice that they should just go ahead and run him over. Artie and James, our constant eyes on the street, who spend much of their time sitting out on the stoop trying to convince me that the Mets are a major-league ball team, waved off the traffic and persuaded him to get up out of the street. Forgiven by the super, Raymond now comes back to sit on the stoop with his old friends, a living ghost haunting the block where he was born.

We have been almost a parody of multiculturalism on our little street. Black and white, Hispanic and Asian; straight, gay, and transgender; families of all kinds—extended, adopted, arranged by convenience or design. Protestant, Catholic, Jewish, Hindu, Sikh, Buddhist. I would come home and see the daughters of our Sikh mailman, before they grew up, playing baseball in the halls. In the evening, I sat at my desk in a little space, in this building cubbyholed with other little spaces and held together by what was once described as “a hundred years of spit and dust,” and felt as though I were poised over the center of the world. Beneath me I could hear a hive of dinnertime conversations carried on in half a dozen languages, smell cooking that came from all over the world, hear someone ringing a gong and repeating a Buddhist chant.

It is through all these interactions, multiplied a million times, that a truly great city is made. The street life—the warrens of little shops and businesses that once sustained our neighborhood in the sort of “exuberant diversity” that Jane Jacobs considered a prerequisite for a successful city—is being eradicated as well: the botanica on 96th Street that Susan, my sister-in-law, always visited to buy her healing herbs when she was in town; the Indian spice shop next to it, with the protective elephant-headed idol of Ganesh mounted outside.

These stores, like so many others in my neighborhood, have not been replaced. They are simply . . . gone. In an informal survey of Broadway, from 93rd Street to 103rd, I recently counted twenty-four vacant storefronts—many of them very large spaces, enough to account for roughly one third of the street frontage. Nearly all of them have been empty now for months or even years.

Almost everything of use has gone. There was Oppenheimer Meats, a butcher shop whose founder had reportedly fled Nazi Germany and, I was told, brought his business down to our neighborhood from Washington Heights sometime in the Forties. A large, imposing man with a bristling mustache, he would strut behind his counter like a Prussian field marshal, but he hired people of every color from the neighborhood and left them to run the shop when he retired. Then, a few years ago, according to its new owner, Oppenheimer’s rent was tripled. Out it went. Over on Amsterdam, between 97th and 98th Streets, was a whole row of enterprises: an excellent fish store, a pet shop, a Mexican restaurant named for Frida Kahlo, and a laundromat we used to call the St. Launder Center, thanks to how part of its name had been torn out of its awning. Then they were all gone, too, without warning. Soon after, I ran into Shirley, doughty little Asian abbess of the St. Launder Center. She said the landlord had upped the rent from a hefty \$7,000 a month to \$21,000, which is a hell of a lot of laundry.

On the corner of 98th and Broadway is the shell of what was once RCI, an independent appliance store founded in 1934 as Radio Clinic. It was one of the oldest surviving businesses on the Upper West Side. RCI’s proprietor, Leon Rubin, left the Pale of Russia after his father was murdered there during the civil war that followed the revolution, when

Leon was just twelve years old. In his shop, he used to sit in the front window in a white doctor's smock, pretending to "operate" on malfunctioning radios. RCI was passed down to Leon's son, Alan, and changed with the times, stocking up on appliances and electronics of all sorts. Alan's daughter, Jen, would demonstrate primitive Atari games in the same window where her grandfather had fiddled with radios. "This was his family's business, and my dad wasn't budging," Jen Rubin would recall, in a book she's written about the family business.

RCI survived being looted and vandalized during the blackout rioting in the summer of 1977, but it couldn't withstand today's Manhattan rents. The little shop lost its lease in 2014, the business chased off after eighty years in the neighborhood. Today, more than three years later, its storefront remains empty. Like so many other abandoned spaces along Broadway, its doorway has become a refuge for the homeless and the mentally ill, supposedly purged from our city streets.

A couple of blocks up Broadway from RCI was the old Metro Theater, originally the Midtown, an aging art house that dated back to 1933 and survived long enough to become one of the oldest cinemas operating in New York. It had fallen on hard times and was showing pornos when I first moved into the neighborhood. Then it was bought and restored by a repertory-cinema impresario, Dan Talbot, who renamed it the Metro, burnished and restored its elegant Art Deco interior, and started showing old movies and then first- and second-run releases.

The Metro was shuttered in 2005. (Talbot died late last year, just a month before another of his marvelous reclamations, Lincoln Plaza Cinemas, an Upper West Side institution and still extremely popular, was shuttered for who-knows-what real estate fast shuffle.) Already struggling, the Metro was all but enveloped by an outsized construction project, the Ariel East and Ariel West, two more multimillion-dollar condo giants built directly across Broadway from each other. Rising to thirty-seven and thirty-one stories respectively, they are related in size and style to nothing else in the neighborhood. Their existence was enabled by the fact that St. Michael's, a charming Episcopal church on the corner of 99th Street and Amsterdam Avenue, sold its air rights to developers. In New York today, survival for any older, underpatronized institution often involves cannibalizing the neighborhood it has pledged to serve.

The Metro never reopened. Its gorgeous marquee and purple-and-white terra-cotta tile work depicting the figures of comedy and tragedy had been landmarked, but there was no such protection for the interior. The developers ripped it all out, gutted it too quickly for anyone to object. It has remained empty and moldering for thirteen years now, the letters of its name and other parts of the facade left to slowly drop off, piece by piece, until there will be nothing left to landmark. Online neighborhood news sites constantly pass on rumors about what the Metro is likely to become, but nothing has materialized.

"I was really hoping for another bank or chain drug store, or a combination bank/chain drug store," read one reply to the latest conjecture.

These are the choices we are left with now. If a movie theater you can duck into in the middle of the day was one of the small raptures of the modern urban landscape, all around us were the same sorts of existential conveniences. Those corner bakeries with the string-wrapped boxes where you could get a respectable layer cake on the way to someone's dinner party. A kosher butcher where you could pick up the lamb shank you realized you forgot just

minutes before the family was due for Passover dinner. Decent Chinese food for a Friday night at home in front of the television.

We worry now in my neighborhood that the cobbler's shop across Broadway will be the next store priced out of business. The proprietor proudly displays calendar photos of erupting volcanoes from his native Ecuador in his shopwindows alongside pictures of his grandchildren at their confirmations. His grandson used to store his toys and coloring books in the boxes under the unused shoeshine chairs. When you walk in, there is always the sound of classical music on the radio, and the smell of something very elemental and raw, leather and polish, the scent of a real place serving a real purpose.

It is almost the only store around that sells anything of use anymore. There are a few small hardware shops left still, some dry cleaners, a large grocery store, and a couple of bodegas. But otherwise, Jane Jacobs's "intricate ballet" of the streets is being rapidly eradicated by a predatory monoculture. Everywhere, that which is universal and uniform prevails. Chain stores, of a type once unknown in New York, now abound. On those same ten blocks of my neighborhood where so many stores have been emptied out, I count three pharmacies, six bank branches, seven nail-and-beauty salons, three Starbucks, two Dunkin' Donuts and three 7-Elevens, five phone-and-cable stores, four eyewear shops. The coming growth industry seems to be in urgent care facilities, of which there are already two, to serve our ridiculously underinsured population.

This is not an anomaly; the problem is pervasive. There are so many empty shops now that the issue has even begun to slip out from under the official doctrine that the city has never been better than it is now. In true samizdat style, an informal but growing network of dissident government officials, journalists, angry and frustrated private citizens, and even real estate developers began to force the problem into 2017's generally somnolent municipal elections. Last June, the office of Manhattan borough president Gale Brewer found 188 vacant storefronts along Broadway from Battery Park to Inwood—this on a main commercial avenue in an incredibly wealthy city, in the eighth year of an economic expansion.

Saddest of all is the planned demolition of the Essex Street Market. It was one of several indoor markets built by Mayor Fiorello La Guardia in 1940, back when the city endeavored to serve its people instead of just weed them out if they didn't make enough money. Built to house the myriad Jewish pushcart vendors of the chazzer mark, the legendary outdoor marketplace along Hester Street, it provided them with a safe, sanitary place to peddle their wares, protected from the elements and criminal shakedowns. Over the years, it came to house a wonderfully diverse collection of food stands, shops, and miniature restaurants, representing many of New York's different cultures. But it is scheduled to be razed before this year is out, its vendors grudgingly relocated to Essex Crossing—another gigantically ugly "mixed-use development" going up on a wide stretch of land across Delancey Street, a space that had been kept vacant for decades as part of a corrupt political deal to keep more non-whites out of the neighborhood. And so we have come full circle, from a city that tried to help along its poor and embattled strivers to one that would rather keep the land barren until only the very richest are available.

The great threat to the New York of the Sixties and Seventies—and many other cities in the Northeast and Midwest—was considered to be the flood of largely unskilled, uneducated African Americans from the South and Hispanics from the islands. "Stop the Puerto Ricans and the rural blacks from living in the city . . . reverse the role of the city. . . . It can no longer



be the place of opportunity,” the racist apparatchik Roger Starr implored back in the day. “Our urban system is based on the theory of taking the peasant and turning him into an industrial worker. Now there are no industrial jobs. Why not keep him a peasant?”<sup>3</sup>

This sentiment was articulated, over and over again, by many of the would-be gentrifiers. But the “peasants” poured in just as the hopeful and the desperate had always come, though they encountered, for the first time in New York’s history, a city that no longer had many entry-level industrial jobs to offer them. The result was perverse, a New York that was home to more than a million welfare recipients and featured almost full employment for everyone else; a city where 7 million to 14 million square feet of office space—the size of the entire downtown of a metropolis such as Kansas City or Pittsburgh—was built in New York every year from 1967 to 1970, as Ric Burns and James Sanders noted in their history of the city.

In the success story that New York is considered today, the situation is just as perverse: the rents are driving people and commerce away, but some of the tallest residential towers ever built sit all but empty. The cause is once again a flood of outsiders, though this time they are not poor but among the richest people in the world. They have already proved themselves more destructive to the health of the city than the least-skilled poor, and their depredations will do incalculably more damage to New York over the decades and even the centuries ahead.

In the brutally Darwinian world of the poor, they usually got jobs, started families, became useful and productive citizens, or failed and were pushed back out of New York—back home or to another place—or ended up incarcerated or even dead. The rich, though, are with us always, and now for the first time as a purely rapacious force, consuming the city’s most valuable assets and contributing almost nothing in return. “If we could get every billionaire around the world to move here, it would be a godsend,” Bloomberg, the city’s billionaire mayor, said in a moment of typical frankness back in 2013. But these are not your grandfather’s billionaires.

New York has always attracted the wealthy and predatory, dating back at least to our most famous pirate, Captain Kidd. Coming here was seen as a sort of arrival, for individuals and businesses alike. Long a “headquarters town,” as early as 1901 New York was home to sixty-nine of the nation’s two hundred largest corporations. Their owners lined Fifth Avenue with their fairy-tale mansions—some of them later converted into museums or elegant stores—or filled luxury apartment houses such as the Dakota. They hired the most renowned architects to erect gigantic advertisements for their transformative, world-conquering enterprises, including many of the most memorable structures ever built in the city: Grand Central Terminal; the Chrysler, Woolworth, Empire State, and Seagram buildings, among others. Noxious as the old robber barons could be, they at least dropped vast amounts of money into the local economy in the form of property taxes and purchases in elite shops. They employed people in droves—small armies of domestics, vendors, and workers at all levels—to service their needs and businesses. They contributed to the city through their building and philanthropy—Rockefeller Center, Carnegie Hall, the Morgan Library, and the Frick Collection, to name just a few examples.

The new rich infesting the city, by contrast, are barely here. They keep a low profile, often for good reason, and rarely stick around. They manufacture nothing and run nothing, for the most part, but live off fortunes either made by or purloined from other people—sometimes from entire nations. The *New Yorker* noted in 2016 that there is now a huge swath of Midtown

Manhattan, from Fifth Avenue to Park Avenue, from 49th Street to 70th Street, where almost one apartment in three sits empty for at least ten months a year. New York today is not at home. Instead, it has joined London and Hong Kong as one of the most desirable cities in the world for “land banking,” where wealthy individuals from all over the planet scoop up prime real estate to hold as an investment, a pied-à-terre, a bolt-hole, a strongbox.

For most of a decade now, like lava flowing inexorably from some deadly volcano, the residences of the superrich have moved east from the Time Warner Center to create Billionaires’ Row, the array of buildings on 57th Street and several adjoining streets and avenues that is already dominating much of the Manhattan skyline. These “supertall” skyscrapers are defined as buildings taller than 984 feet: One57, at 157 West 57th Street (1,004 feet); 432 Park Avenue (1,396 feet). Well on their way to being built: 53 West 53rd Street (1,050 feet), 111 West 57th Street (1,428 feet), and 217 West 57th Street (1,550 feet). Finished or not, many of the apartments were—at first—snapped up as soon as they went on the market. The Times used to tick off their record-setting sales in its Sunday real estate section, down to the absurdly exact dollar and cent: one recent lower-end example, \$47,782,186.53! Nor are the records these sales set likely to remain for long. A triplex at the forthcoming 220 Central Park South will reportedly be sold for \$200 million, and a four-story apartment at the same address is priced to move at \$250 million. These would be the largest home sales ever recorded anywhere in the United States.

Who spends this sort of money for an apartment? The buyers are listed as hedge fund managers, foreign and domestic; Russian oligarchs; Chinese apparel and airline magnates. And increasingly, to use a repeated Times term, a “mystery buyer,” often shielded by a limited liability company.

This is not the benevolent “gentrification” that Michael Bloomberg seemed to have had in mind but something more in the tradition of the king’s hunting preserves, from which local peasants were banned even if they were starving and the king was far away. Or, to use a more urgent analogy, these areas are now the dead zones of New York, much like the growing oxygen-depleted dead zones of our oceans and lakes, polluted with pesticide runoff and deadly algae blooms.

Already, Billionaires’ Row has throttled what used to be one of the more eclectic and delightful avenues in Manhattan. Along with Carnegie Hall, 57th Street boasted the graceful Art Deco Fuller Building, Steinway Hall, with its piano showroom; the Art Students League, the Russian Tea Room; the gorgeous little gem of a bookstore that was Rizzoli’s, already a refugee from its old stand on Fifth Avenue; the marvelous ramble of Coliseum Books. A steamship company office, where my wife and I once booked a trip to Europe. A diverse array of movie houses, including, once upon a time, the Bombay Cinema, New York’s only Hindi-language theater. Countless little restaurants, churches, coffee shops, art-supply stores, studios, and galleries. High culture and little hideaways, together they made up a stretch of Manhattan at its most alluring, a boulevard that was at one and the same time touristy and tony, a place to browse and to slip inside, both European and unmistakably New York.

Now the Steinway showroom has been banished to 43rd and 6th. The Coliseum was chased away and died. Rizzoli’s lived to sell books another day, but its irreplaceable store and entire building were demolished. The Art Students League, where many of America’s finest visual artists learned and taught, and which proved a refuge for countless more fleeing Europe in the Thirties and Forties, was bound up like a kidnapped heiress in protective scaffolding,

while the Nordstrom Tower at 225 West 57th Street was allowed to build a cantilevered segment over it, hanging there like a permanent sword of Damocles.

The superexpensive apartments along Billionaires' Row will include not only many of the priciest domiciles ever purchased in the United States but also the highest places anyone has ever lived in this country, more than eighty and ninety stories in the air. Super tall, they are also super skinny, like 1,500-foot embodiments of the rich themselves. The Steinway Tower—minus Steinway—at 111 West 57th Street even has an 800-ton “tuned mass damper” at the top of its 1,428-foot height, to keep it from moving so much in the wind that it will nauseate its residents.

Together, these buildings perch over Central Park like a row of gigantic predatory birds. There are now so many of the supertalls gathered so closely together that they threaten to leave the lower sections of Central Park, the only true architectural marvel to be seen here, in shadow for much of the year. One simulation found that the shadows of the highest towers may knife a mile into the park on the winter solstice.

When the journalist Warren St. John protested against these towers that block the sun and literally leave children shivering in the park, he pointed out that the highest supertall apartments—when they are occupied at all—house maybe a few hundred people, as opposed to the 40 million individuals who use Central Park every year. But this seems to be the calculation on which New York now operates.

Even for those who can afford the new New York, it is unclear how much they actually like it or maintain any ability to shape it to their tastes. What is the point, after all, of paying a fortune to live in a city that is more and more like everywhere else? New York is now jammed with some 62 million tourists every year, flocking to Disneyfied Broadway that is a pathetic imitation of what it once was. At the same time, its favorite nooks and crannies are being annihilated, even the more upscale ones. Bill Moyers, a longtime local resident, reports the same fate for all of his family's favorite neighborhood eateries, including Scaletta's, on West 77th Street. Moyers expects “something upscale and fancy” to replace it, but, he laments, “today's prices can only guarantee something worse.”

Perhaps because they have done so much to annihilate the New York around them, every luxury of the new buildings is designed to pull its residents inward, away from the rest of us—the very antithesis of urban life. This is another way in which the rich and their real estate brokers have made essential changes to the nature of New York.

The latest and greatest condo amenities now include an “adult tree house” and a “sumac meander.” The “grand-scale residences” at 70 Vestry Street, in TriBeCa, entice with “warm-hued Beaumaniere limestone quarried from the banks of the Seine River in France” (not to be confused with the Seine River in Dumont, New Jersey). The duplex penthouse at 50 United Nations Plaza “comes with its own infinity-edge pool” (judging by the proliferation of pools and billiards rooms, the average luxury condo owner in Manhattan is a combination of Esther Williams and Minnesota Fats); other “focal points” include “the 10,000-pound handcrafted stainless steel staircase,” in case you have a hankering to drive your Sherman tank up and down the steps.

“Private outdoor space” is the true goal, and never have so many buildings been constructed in such an insular fashion in New York. Want a drink or a meal, a swim or a game of pool at

the end of the day, a yoga class or a good book? There's no need to step out into the city. Something to do with the kids? Don't worry, there's no reason for them to go outside, either. All the best new buildings offer playrooms; the "grand-scale" 70 Vestry adds an "art area, climbing structure, ball pit, slide, magnetic wall and faux farmers' market."

The emphasis on privacy is constantly stressed. There is no need to expose even one's automobile to the prying eyes of the hoi polloi. My favorite fringe benefit, a luxury that has been steadily gaining favor not only in New York but also in such other favorite hangouts of the superrich as Miami and Singapore, according to the Wall Street Journal, is "en suite parking." Over in Chelsea, 200 Eleventh Avenue was offering a separate elevator for your car, which could be taken directly up to your floor, with "no senses of fumes, or sound, and it can burn for three-to-four hours before it imposes any risk on the building."

New York's great buildings used to be chockablock with beacons, crowns, ornamentation, friezes, and statues, pointing the way to the future. We did not always like what they were selling, but they made a public argument; for example, the Chrysler Building, with its brilliant Art Deco diadem and silver hood-ornament gargoyles; the Woolworth Building "cathedral of commerce," with its terra-cotta tiling, glittering mosaic and stained glass, and magnificent carvings; Grand Central Terminal, with its paeans to the history of transportation, celestial map, and statue of a glowering Vanderbilt; even the wonderfully gaudy, gold-frosted American Radiator Building, intriguing enough to become a major painting by Georgia O'Keeffe.

By contrast, Rafael Viñoly's new supertall 1,396-foot-high residential tower at 432 Park Avenue, which is taller than the Empire State Building (excluding its antenna-cum-zeppelin mooring) and now dominates the Manhattan skyline from many viewpoints, was inspired by . . . a designer trash can, according to its architect. It comes from nothing and nowhere, just an extension of an empty, overpriced receptacle, and it means every bit as much to the people and the city that it lords itself over.

Hudson Yards, meanwhile, features the \$455 million Shed, formerly the Culture Shed, no twenty-first-century Carnegie Hall but a six-story performance and exhibition space that is supposed to lend some cultural dimension to the vast development. The leading feature of its design is its "retractable outer shell" made up mostly of highly durable plastic; planned events include "Fashion Week, TED Talks, and concerts"—a virtual compendium of the banal and pretentious.

Next to the Shed, in Hudson Yards' Public Square, will be Vessel, the development's \$200 million interactive, artistic centerpiece. This is a fifteen-story collection of 154 connected staircases, which thousands of visitors can climb at the same time, continually passing one another. Not even its developer is able to take it seriously. Related Companies chairman Stephen Ross jokingly called it "the social climber."

It must be admitted that in the new city, the values of our public authorities seem just as misplaced. Those three new stations of the Second Avenue subway that New York finally managed to produce last year, after nearly a century of effort, are devoid of anything connecting them to the city that has awaited them for so long. In his fervent celebration of what is, in the life of the city, a minuscule accomplishment, Governor Cuomo praised the design of the broad, bland new stations to the New York Times as "a public space where community can gather and where culture and shared civic values are celebrated," and, at a

news conference, predicted that “this is just the beginning of a new period of rebirth.”

What actually happened was that the design of the new subway stations was outsourced to assorted stars of the modern art world, most of whom not one New Yorker in ten thousand would likely recognize by name or achievement. One of them, Chuck Close, filled his station with mosaic portraits of “New York artists who have formed Mr. Close’s wide circle,” which includes Lou Reed and Kara Walker along with Cecily Brown, Philip Glass, Alex Katz, several younger artists he favored, and two self-portraits.

The artist Vik Muniz did Close one better, providing three dozen images of various friends, relatives, and cultural celebrities dressed up, reported the Times, like “normal people,” including “the restaurateur Daniel Boulud holding a bag with a fish tail sticking out; the designer, actor, and man-about-town Waris Ahluwalia”; and Mr. Muniz himself, “in a Rockwell-esque scene of him tripping, spilling papers from his briefcase,” as well as his son, dressed “in a tiger suit, like a Times Square mascot on lunch break.” Isn’t it marvelous? The artists are depicting themselves and their celebrity friends imitating us, waiting for a train and doing all the perfectly ordinary things that we ordinary people do!

It is one thing to replace some of the more offensive monuments and messages from the past, quite another to simply blank out everything with the generic and the tragically hip. Our buildings and our public art today are not a corrective but the easy disengagement of the developer. The void in our art reflects the sensory deprivation of our neighborhoods, where the complex and varied city has also been wiped out. Once the iconography of New York honored ideas, enterprises, achievers, and heroes, but today’s public spaces speak a secret language of the cool and knowing, an inside joke that is lost on the rest of us. The things we have lost will never be found again, and the new things we have received are literally empty and spiritually devoid of meaning.

“What are you going to do about it?” Boss Tweed, the corrupt sachem of Tammany Hall, allegedly sneered when confronted about the nineteenth-century New York that he and his confederates so ruthlessly plundered. What are we going to do about a New York that is, right now, being plundered not only of its treasure but also of its heart, and soul, and purpose?

Bill de Blasio, our current mayor and previously an obscure local politician, was first elected in 2013, running against Republican Joe Lhota, a longtime state and city bureaucrat under the old regime and its ethos of development first, now, and always. Lhota ran a scorched-earth campaign, warning New Yorkers in commercial after commercial that a vote for some fuzzy liberal like De Blasio meant regression, meant going back to the bad old days of runaway crime, bankruptcy, and disorder. When all the votes were counted, Lhota had lost by nearly 50 points.

Vowing to be the mayor of “the other New York,” De Blasio announced his intention to go after the threat looming over so many voters: the cost of living here. The new mayor promised to “build or preserve” 200,000 affordable rental units over the next ten years, something that sounded like a good start.

Of those 200,000 units, if developed, 120,000 were to be “preserved,” mostly by negotiating with landlords to rehabilitate buildings that had fallen into extreme disrepair or were seized by the city for back taxes. Crucial as this sort of work is, it only stanching the bleeding. The

remaining 80,000 new units of affordable housing would start to materialize with De Blasio rezoning fifteen neighborhoods for higher-density habitation. The Bloomberg Administration had taken another approach, rezoning more than a third of the city but more often “downzoning” neighborhoods to limit housing capacity and preserve their “character.” Unsurprisingly, the downzoned neighborhoods tended to be whiter and more well-off than those that were upzoned, but ultimately a net of 15,000 buildings and 170,000 housing units were added during Bloomberg’s three terms. This approach, as well, did absolutely nothing to contain rents.

Worse still was the other tool that De Blasio would use to coax the developers into building in these newly rezoned hot spots: article 421-a of the property tax code. This has been the leading means by which New York has built new housing since 1971, when the federal government largely dropped out of the business. It works like this: developers get massive tax breaks on new buildings for up to thirty-five years as long as they rent 25 to 30 percent of the units in said buildings below market rates. The developers are taxed only at what the property—often a vacant lot—was valued at to begin with, excluding all the value their new building adds to the property.

No one could ever accuse this provision of discouraging new building. But in recent years, 421-a has become most famous for leading landlords to add separate “poor doors” for their less wealthy tenants, as Extell announced it would do for its new tower at 40 Riverside Boulevard, on the Upper West Side of Manhattan. (One is tempted to ask if the front entrance will be known as the “ghost door” for all those foreign investors who never show up.)

The greater problem, as Michael Greenberg spelled out in his New York Review of Books analysis, is that by its very definition new housing that is 25 to 30 percent “affordable” still means huge numbers of high-cost new rentals. It is, in other words, mass gentrification locked in for many years to come, while the city is further starved of tax dollars needed to maintain and improve its public services.

The 421-a tax break is an anachronistic tool left over from the Seventies, when both landlords and the middle class were abandoning the city in droves. Nothing could be further from the case today, and the recent evidence is abundant that continuing to use it is a counterproductive strategy, one that is subsidizing the wealthy while diminishing the amount of affordable housing available.

Not so coincidentally, as Greenberg reports, landlords have redoubled their efforts—often illegal—to bribe or intimidate their less affluent tenants into moving out. Some of the more egregious examples he cites are in Brooklyn: landlords cutting off heat and hot water, inviting belligerent homeless men to defecate and hold drug parties in the halls, not fixing collapsing walls and ceilings, nailing up plywood over doors, locking tenants out and getting them arrested, and, in one instance, even bearing false witness to get a tenant committed, temporarily, to a psych ward. The neighborhoods themselves look much improved; it’s just the people that were lost.

In my part of the forest, thank goodness, the process is (a little) more civilized, a sort of soft, running eviction. The large rental company that now owns every building on my side of the block (and much of the next block as well) brought in crews of what obviously seemed to be undocumented workers to repoint the brickwork, and thus drive up the rent for all of us by a couple of hundred dollars each month. Working out on precarious scaffolding in winter

weather, these men were forbidden to talk to us, even when we tried to offer them water. As the older families move out, more crews descend on their apartments, tearing them apart, right down to the brick, in storms of noise and dust that go on for months.

They cut through electrical cables and crash through ceilings and walls too. An overly zealous smash that shattered our bathroom ceiling, in the workers' rush to get things done, led to that room being redone for the first time in thirty years. What we got was the same "deluxe" treatment that the new tenants receive: cheap linoleum tile made to look as close as possible to actual ceramic, cheap wooden shelving, and furnishings built to last a fortnight. All to lure the next tenants into accepting three times what my wife and I now pay. And there are rumors that next our perfectly adequate lobbies will be soon be "redone," which will no doubt raise our rents more.

I like my new neighbors. They're terrific people, just like the old ones, and drawn from nearly as many different places. Better educated, usually, with better jobs, but just as friendly and helpful. They tend to be younger, with younger families, and it's nice to hear and see so many kids in the building again. On the surface, this would seem to be what New York—and America—is all about: everyone moving on up another rung on the socioeconomic ladder, the city filling again with the next extraordinary group of people who will cherish and enhance it.

But I try not to get too attached, for I know that their time here is limited. It couldn't help but be, paying as much as \$5,000 a month, as they do, to squeeze growing families into 700 square feet. They are transient, here only for a few years at most, until the next child or the next job—until they can buy a place of their own, or the home company in France or California decides to stop subsidizing such outrageous rents.

We are becoming a city of transients. Already, there are at least two apartments in my building operating as Airbnbs, an increasingly popular practice in many New York buildings; the only question is whether they are being run by the tenants or by the landlord. The potential safety or comfort of the rest of us, now living with night-to-night tenants who could be anybody, is not their concern.

The very idea of permanence is anathema to our landlords, just as it is to most employers in this city and in cities all over the country. It is the same thing for commercial spaces. Rather than drop their rent demands even now, landlords are often simply switching to short-term tenancies, better known as pop-ups. As Dennis Lynch detailed in *The Real Deal*, the real estate industry magazine, this can mean "experiential activation" renters "looking to penetrate a conference or event crowd—occupy a space for four days out of a month," on average. Or a "brand launch" that might last six weeks. Or a "target market launch" that averages three months. Anything from a day to a year, with the landlords reportedly enjoying the fact that such temporary clients don't require a long lease and are very easy to evict if anything goes wrong.

Between 2010 and 2014, Lynch writes, the rents in sixteen Manhattan retail corridors tracked by CBRE Group, the self-described largest commercial real estate services and investment firm in the world,

skyrocketed by a whopping 89.1 percent while total retail sales for the borough grew by only 31.9 percent, creating what the commercial brokerage firm called "an unsustainable situation for some tenants as rents surpassed what their sales growth could support."

What's more, this price gouging continued even as vacancies multiplied, a supposed impossibility under classical capitalist economics. The better business got, the more stores went under and were abandoned. The more storefronts went vacant, the higher rents kept going.

In some of the swankier districts of Manhattan, this can lead to the likes of Gwyneth Paltrow, Kanye West, or Tommy Hilfiger "popping up." In less glamorous neighborhoods, such as my own, it's more likely to mean the headquarters of a political campaign, or the ubiquitous Halloween costume stores that open now in mid-September. But wherever and whatever they are, the lesson is the same: everything is temporary. The whole idea of a permanent community is fading away.

So what are we going to do about it?

Some practical reforms might start with ending 421-a and other subsidies for wealthy developers, thereby bringing the city tens of billions of additional tax dollars over the next few years and eliminating a major incentive for those who would build primarily for the rich. With that money, or at least some percentage of it, New York City could then build its own affordable housing—affordable for actual working-class people—without worrying about support from the federal government or 80 percent of the apartments going to more of the rich, absent or otherwise. And, as Greenberg suggests, an additional, dedicated half cent in sales tax, say—akin to how Los Angeles taxed itself recently to expand its mass transit system—could provide a permanent funding source to build and rehabilitate housing.

When it comes to the retailers, others have dared to suggest reinstating commercial rent control. David Dinkins even made that idea part of his winning mayoral platform back in 1989, though—as happens with so many winning Democratic Party campaign promises—once he was elected, Dinkins quickly made it clear that he had no intention of seriously pursuing any such popular measure.

Unbeknownst to most New Yorkers today—so thoroughly has even the rumor of it been stomped out—the city did have commercial rent control for eighteen years, from 1945 to 1963. This was the most widely prosperous time in New York's history, and an era that many New Yorkers still remember as the city's golden age. How much that was because of commercial rent control is probably unquantifiable, but obviously it didn't hurt.

Another good idea would be to restrain ourselves. For some sixty-five years, from 1942 to 2007, New York co-ops were forbidden from gleaning more than 20 percent of their building revenues from storefront rents, under the IRS's so-called 80/20 rule. Co-ops, then more collectivist enterprises, were originally encouraged as a way by which working- and middle-class tenants could save buildings for themselves that had been neglected or abandoned by landlords. In time, though, they became one more preserve of the wealthy, and in December 2007 their lobbyists managed to get Congress to repeal the 80/20 rule and let co-ops charge stores whatever they wanted. Since then, New York homeowners have been able to join the ranks of the biggest landlords, running longtime small businesses out of their stores with extortionate rent increases while reducing or eliminating their own monthly maintenance fees and other assessments. In other words, we have met the landlords, and they are us.

Actually instituting these reforms, though, or pushing through any number of other good



legislative fixes, comes up against New York's dysfunctional political system. Because of archaic rules designed mostly to suppress Tweed's Tammany Hall and other long-vanished political machines, the city's ability to alter its own rental and tax laws is largely subject to approval from Albany, with predictable results. As Greenberg reported, state legislators from outside the city—many of them Republicans—are routinely given enormous contributions from developers, and subsequently thwart pro-tenant bills of any sort; from 2000 to 2016, city developers poured \$83 million into legislative races, "more than any other economic group."

The prevailing idea that we now live in the best of all possible New Yorks remains a powerful one. A rationalization, perhaps, to compensate for the frustration we experience living in a system that no one really likes but that we feel helpless to alter. In a recent history-memoir titled *St. Marks Is Dead*, the journalist Ada Calhoun laid on another such coat of Pangloss with her entertaining narrative of one of New York's most fabled streets and neighborhoods. She concedes that the apartment she grew up in now would cost \$5,000 a month but insists,

Who understands the soul of any place? Who deserves to be here? Who is the interloper and who the interloped-upon? Who can say which drunk NYU student stumbling down St. Marks Place will wind up writing the next classic novel or making the next great album?

Well, it will have to be a drunk NYU student who can afford \$5,000 a month in rent. What Calhoun and the other adamant Pollyannas refuse to understand is that a bar is one thing, a dance hall is one thing, and even a Gap or a Starbucks is one thing, but a bank branch is another. It is a carpet and a machine from which one extracts money, then leaves. No one is writing a novel or an album about it. Those things that we do not value, that we do not actively protect, fade away and die.

I used to hang out on St. Marks Place, back when Calhoun was a girl. I was seeing a dancer from Waycross, Georgia, and we would go drink seventy-five-cent shots at the Holiday Cocktail Lounge, and talk with old Ukrainian men about the great middleweights they had seen fight, and watch the punks out from the dance clubs play pool. Afterward, we would go back to her place in Brooklyn, where she turned me on to the joys of homemade curry and Patti Smith's *Horses* album, among other delights. Walking back from her place to Manhattan one day, in the midst of a transit strike, I crossed the Manhattan Bridge with a couple of winos, with whom I stopped to watch the sun set over the Statue of Liberty, a moment I will remember for the rest of my life.

I did not believe that I was living in a utopia, or through the only possible iteration of St. Marks Place or New York City. But I defy anyone to have that experience in a bank branch, no matter how drunk they are.

Cities are all about loss. I get that. Inherently dynamic, cities have to change, or they end up like Venice, preserved in amber for the tourists. New York City, for all its might, is no more immune to economic sea changes than anyplace else—maybe less so.

It could be said that New York has been gentrifying ever since a lack of space started to push its dozens of shipbuilding yards off the East Side and over to Greenpoint in the years just before the Civil War. Many other industries followed, rarely to the city's disadvantage, unless you pine for the open-air rendering plants and stockyards that also proliferated along the

Manhattan waterfront. Just, I suppose, as residents of Pittsburgh or Detroit don't miss the choking haze at noon that meant "prosperity" back in the day.

New Yorkers, over time, made just about anything and everything, from chemicals to bread, metal parts to chocolates, furniture to crates for shipping fine art, toys, and clothes of every description. Moreover, as the busiest harbor in the world for most of a century, it moved things. These industries were constantly in flux, and by the end of World War II, as the only great world city that remained unbloodied and unbowed, New York still had more than a million manufacturing jobs, more than any other city on the planet.

These numbers declined slowly at first, then more rapidly, with about half of the old manufacturing base gone by the Seventies. Deindustrialization continued rapidly in the Eighties, until today there are estimated to be fewer than 80,000 manufacturing jobs, in 6,000 companies. Some of the last and most integral parts of the city's working culture are now finally fading away altogether. The Meatpacking District is a euphemism for drunken club-hopping and shopping. The Garment District, caught between Madison Square Garden and the Hudson Yards excrescence, is dissolving into still more trendy bars and restaurants. The rag trade, so instrumental in shaping the very nature of New York, has been steadily pulled overseas for years. The same thing has happened to the makers of clothing throughout America. The advent of container ships would have spelled the end of New York's hundreds of miles of working waterfront and the tens of thousands of jobs it provided no matter how much the city tried to keep them. For a generation, the piers rotted down to the pilings, while the waterfront crumbled into a drugs and sex bazaar. Things change, people go. Favorite stores and bars close. The owner of that deli you love gets tired of carving cold cuts all day and decides to retire to Florida. So what?

The trouble lies not in the inexorable fact that cities change but in our failure to deal with that. Since the Seventies, all that our urban leaders, in New York and elsewhere, Democratic as well as Republican, have been able to come up with is one scheme after another to invite the rich in.

The prevailing critique of American cities from the right, dating back to the Sixties, was that our existing social welfare state was unsustainable. The question haunting our urban success stories today is whether the prevailing conservative addiction to privately owned, government-subsidized mega-development is sustainable. Already, there are indications that the whole gimcrack structure is starting to give way. Before the end of last summer, The Real Deal was reporting a significant softening of the Manhattan condo market, with inventory up a hefty 35 percent from the year before.

With many of their buildings still just half-full or less, even after the initial rush to buy into them, developers are scrambling now, trying to encourage brokers with higher commissions; offering to pay for buyers' closing costs, storage units, and parking spaces; and shaving as much as 10 percent off the prices. The Madison Square Park Tower, an eighty-three-unit condo at 45 East 22nd Street, was offering, The Real Deal reports, "to throw in two studio apartments and two parking spots for any buyer willing to shell out \$48 million for the building's 7,000-square foot penthouse."

This weakness has even begun to spread to Billionaires' Row. The majority investor at 111 West 57th Street claimed in court that the building is facing a \$100 million shortfall. All those sumac meanders don't grow on trees. Extell's One57 suffered the Row's first two

foreclosures in 2017, including a possibly record-setting \$50.9 million foreclosure on a condo contracted by one of its “mystery buyers.” (The New York Post later identified him as a Nigerian oil tycoon.) Extell even failed to rent out thirty-eight lower-floor units at One57, opting instead to list them for sale at a discounted price.

The danger of a city economy based on little more than these oversized piles of Jenga blocks should be obvious. The Real Deal demurred from trying to quantify just what the outstanding—and the soon-to-be outstanding—debt is on New York condos, but claimed, “It’s undoubtedly in the billions.”

More disturbing than any potential fiscal or physical collapse, though, is the moral collapse that New York has suffered. “Too often, life in New York is merely a squalid succession of days, whereas in fact it can be a great, living, thrilling adventure,” Fiorello La Guardia told New Yorkers during his 1933 mayoral campaign. Today, life in New York too often seems like a sci-fi version of itself in which we barely notice as our fellow human beings are picked off by the monsters living among us.

A little-noticed but quietly magnificent exhibition at Hunter College’s Roosevelt House Public Policy Institute this past year, “The New Deal in New York City”—part of the nationwide Living New Deal history project—put on display a vision for another way of life, a way of life that Mayor La Guardia was instrumental in building. The exhibit featured images of the first public housing in the United States, built by New York City from 1935 to 1937 with funds provided by the federal Works Progress Administration and Public Works Administration.

These projects—the First Houses, Ten Eyck (now Williamsburg) Houses, and Harlem River Houses—were built on a human scale, just four to five stories high. At First Houses, the spaces formerly occupied by one out of every three of the rotting tenements they replaced were left vacant, to let in air and light and provide room for children’s playgrounds and places where their parents could sit and talk. The buildings were small, and they, too, were no utopia—though they remain much-sought-after homes to this day. By 1941, according to the exhibit, a total of nine such projects had been built in New York, with 11,570 units, and more than 500 of these developments had gone up around the United States.

Unlike so much later public housing, they were not envisioned or designed as projects simply to store the poor but as integral parts of a new community. Their residents could take advantage of any number of other government-funded community projects all around them, from beautiful new swimming pools to refurbished—and free—schools and colleges. They could find work rebuilding their own city’s infrastructure or writing guidebooks to New York. They could attend plays and concerts of all sorts.

Their buildings and the public institutions around them were adorned by murals, painted not by art-scene stars imitating them but by artists who lived among them and depicted the histories of their place and their own lives. This, again, was not utopia. Marion Greenwood, painting her murals for the Red Hook Houses, groused about how she had to endure the criticisms of both bureaucrats and tenants regarding her work, both classes of people she felt had a much lower appreciation of art than the Mexican peasants she had formerly worked with. But this was America, too—and especially New York.

“I hope the day is dawning when private capital will devote itself to better and cheaper

housing, but we know that the government will have to continue to build for the low-income groups,” Eleanor Roosevelt asserted matter-of-factly at the opening of the appropriately named First Houses. “That is a departure for us, but other governments have done it. Low-cost housing must go on in the United States.” Getting back to these first principles, to a city and a society that are committed to providing a decent life for all its citizens, is the only way we can regain “the great, living, thrilling adventure” that La Guardia envisioned.

New York has been—and should be—a city of ambition and contentment. Of the getting-there and the got, with plenty of room carved out for those whose desires do not include that deluxe apartment in the sky but simply making a living and raising a family by doing something useful, or not doing anything especially useful at all but existing, living, appreciating the vast urban swirl around them.

Yes, the rich will be with us always. But New York should be a city of workers and eccentrics as well as visionaries and billionaires; a place of schoolteachers and garbagemen and janitors, or people who wear buttons reading is it fascism yet?—as one woman in my neighborhood has for decades, even as she grows steadily grayer and more stooped. A city of people who sell books on the street—and in their own shops. A city of street photographers, and immigrant vendors, and bus drivers with attitudes, and even driven businessmen and hedge fund operators. All helped to get along a little better, out of gratitude for all that they do to keep everything running, and to keep New York remarkable.

Instead, our leaders seem hopelessly invested in importing a race of supermen for the supercity, living high above the clouds. Jetting about the world so swiftly and silently, they are barely visible. A city of glass houses where no one’s ever home. A city of tourists. An empty city.

**From:** [POLITICO New York](#)  
**To:** [de Blasio, Bill](#)  
**Subject:** POLITICO New York Education: Holding off on Regents exams — More 'high-quality' school spots? — Bronx school's 'mastery packet'  
**Date:** Monday, June 18, 2018 10:07:15 AM

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By Eliza Shapiro and Anna Gronewold | 06/18/2018 09:58 AM EDT

**VERTUS HOLDS OFF ON REGENTS — Rochester Democrat and Chronicle's Justin Murphy:** "At most high schools in New York, conscientious 11th-graders will sit for Regents exams later this month in hopes of knocking off the last state tests they'll need for graduation next spring. Vertus Charter School in Rochester will have 11th-graders taking Regents exams as well. For many of them, though, it will be the first such tests they've taken. Unlike nearly every other school in the state, Vertus has encouraged its students not to take Regents exams until they're almost certain they'll pass them. In practice, that means the majority of students went their first two years of high school without passing even one of the five Regents exams needed for graduation. School co-founder and CEO Leigh McGuigan said the approach is necessary considering the low academic level of entering ninth-graders. It also fits the school's instructional model, where students do most of their coursework on computers, at their own pace, rather than in traditional classrooms.

**"Backloading four or five Regents exams into the 11th and 12th grades,** though, greatly raises the stakes for the students and leaves them little room for error in case they fail one or more. Indeed, while McGuigan said the school is on track for an 80 percent graduation rate in its first class in 2018, she is also trying to get students and families used to the idea of taking five years, not four, to finish. 'You have to pass five (tests) to graduate — there's no rule about when,' she said. 'The right path for every student is different.'"

**"Vertus, an all-boys high school,** first opened in September 2014; not a single student took a Regents exam the following June. Four took the Living Environment test in August, and all four passed it. The school administered 50 tests the following year to its 137 students, with some students taking more than one exam but the majority taking none at all. All but two of the tests taken were passed, according to information provided by the school. Those numbers — both the total tests administered and the passage rates — are starkly different from any other high school in Rochester, whether in the city school district or a charter school." [Read more here.](#)

**GOOD MONDAY MORNING.** **Kristina Johnson** is in Washington as part of a climate change coalition. **Richard Carranza** will deliver remarks at a teaching fellows event. **Betty Rosa, MaryEllen Elia** and **Vita Rabinowitz** did not release public schedules. This newsletter is for you, so tell us how we can make it even better. Send feedback, tips and education-related events to [eshapiro@politico.com](mailto:eshapiro@politico.com) and [agronewold@politico.com](mailto:agronewold@politico.com). Follow us on Twitter: [@elizashapiro](#), and [@annagronewold](#).

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**AROUND NEW YORK:**

— **"Mayor Bill de Blasio wants the education department to expand the number of spots at "high quality" high schools,** including New York City's elite specialized schools. During his weekly appearance on WNYC's Brian Lehrer Show, de Blasio said he has directed schools Chancellor Richard Carranza to create a plan to maximize the number of seats in the specialized high schools and a range of high quality high schools. 'He's going to come back with a plan in the coming months,' the mayor added. Those comments come amid fierce debate about [de Blasio's plan to boost racial diversity](#) at eight specialized high schools by eliminating the single test that determines admission and replacing it with a system that guarantees a seat to top students at every middle school. Critics of the plan [argue](#) that the entrance exam at the specialized high schools is an objective measure of merit, and it's unfair to displace students, most of whom are Asian-American, in favor of boosting the proportion of black and Latino students. (Many others argue that the test is not an objective measure, especially since many students spend [thousands of dollars](#) preparing for it.) — Chalkbeat's Alex Zimmerman. [Read more here.](#)

— **"At DeWitt Clinton HS in the Bronx, kids who have cut class all semester can still snag a 65 passing grade — and course credit — if they complete a quickie 'mastery packet.'** Insisting that students can pass 'regardless of absence,' Principal Pierre Orbe has ordered English, science, social studies and math teachers to give 'make up' work to hundreds of kids who didn't show up or failed the courses, whistleblowers said." — New York Post's Sue Edelman and Sara Dorn. [Read more here.](#)

— **"City education officials threw a high-profile principal out of his Brooklyn school and into the rubber room amid sexual harassment charges,** the Daily News has learned. Urban Action Academy Principal Steve Dorcelly is accused of showering his unwanted attention on colleague Jordan Barnett for two years after she ended their affair, according to a 2017 lawsuit." — New York Daily News' Ben Chapman and Larry McShane. [Read more here.](#)

— **"A Canarsie school board is in danger of failing after its president and a majority of members resigned in protest.** Six members of the District 22 Community Education Council - including former president Rajmatie Willabus — say they abruptly quit because of bullying on the board and a lack of support from the city Department of Education." — New York Daily News' Ben Chapman. [Read more here.](#)

— **"East Ramapo voters have one last shot at passing a 2018-19 school budget,** otherwise programs, such [as] summer school, athletics and even staff, could be in jeopardy of being cut, according to the district." — Rockland/Westchester Journal News' Kimberly Redmond. [Read more here.](#)

**ROCHESTER'S PARENTS MUST LEAD — Rochester Democrat and Chronicle's Editorial Board:** "Her children attended schools in the Rochester City School District. Now, her grandchildren are enrolled in city schools. 'I used to go to all the parent groups when my kids were there, but I got too frustrated,' the woman told a member of our Editorial Board. 'Nothing has changed in two decades.' Another parent told us her son is about to finish 8th grade. She does not want him to go to high school in the city. She repeatedly called a local suburban district, asking whomever answered the phone if she could send her boy there instead. Recently, the district's high school principal returned her call. [Read more here.](#)

## ACROSS THE RIVER:

— **"A Gloucester County educator is the lead plaintiff in a proposed class-action lawsuit that targets the state's teacher unions.** The suit, brought in the name of Clearview Regional High School teacher Ann Smith, challenges the constitutionality of 'representation fees' charged to non-union members by the New Jersey Education Association and its affiliates." — Cherry Hill Courier-Post's Jim Walsh. [Read more here.](#)

— **Legislative leaders said Friday they plan to send Gov. Phil Murphy a budget by the end of next week** — with or without the governor's approval — an unexpected announcement that came after talks broke down earlier in the day between the governor's office and top Democratic lawmakers. — POLITICO's Linh Tat, Ryan Hutchins and Katherine Landergan. [Read more here.](#)

## AROUND THE NATION:

— **"... Charters are public schools, ostensibly open to all.** The idea behind charters was to loosen rules and regulations that might hinder innovation, allowing them to hire uncertified teachers for example. But dozens of charters have also used their greater flexibility to limit which kids make it through the schoolhouse doors — creating exclusive, disproportionately white schools. ... They do this in a variety of ways: Some pick from preferred attendance zones. Some don't offer school bus transportation. Others require expensive uniforms. Lake Oconee Academy is one of 115 charters around the country at which the percentage of white students is at least 20 points higher than at any of the traditional public schools in the districts where they are located, according to an investigation by The Hechinger Report and the Investigative Fund, produced in collaboration with NBC News. The analysis used the most recent year of federal enrollment data, for the 2015-16 school year. The 20-percentage-point difference is often used to define schools as 'racially identifiable.'" — Hechinger Report's Emmanuel Felton for NBC. [Read more here.](#)

— **"Dozens of universities are banding together with a new reporting system to keep tabs on Greek organizations in hopes of curbing hazing, sexual assault and alcohol abuse."** — The Wall Street Journal's Douglas Belkin. [Read more here.](#)

— **"Harvard consistently rated Asian-American applicants lower than others on traits like 'positive personality,'** likability, courage, kindness and being 'widely respected,' according to an analysis of more than 160,000 student records filed Friday by a group representing Asian-American students in a lawsuit against the university." — The New York Times' Anemona Hartocollis. [Read more here.](#)

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<https://subscriber.politicopro.com/states/new-york/newsletters/politico-new-york-education/2018/06/18/holding-off-on-regents-exams-076435>

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**Subject:** DN: 18 Brooklyn gang members who treated shootings like a sports "scoreboard" arrested  
**Date:** Thursday, June 21, 2018 4:27:45 PM

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**18 Brooklyn gang members who treated shootings like a sports 'scoreboard' arrested**  
DAILY NEWS - Rocco Parascandola, John Annese, Christina Carrega  
<http://www.nydailynews.com/new-york/nyc-crime/ny-metro-brooklyn-gang-takedown-20180621-story.html>

A murderous band of Bloods gang members who treated shootings like a sports “scoreboard” were brought low in a sweeping, two-year investigation, Brooklyn prosecutors said.

Eighteen members of the Martense-Beverly Bosses were rounded up on a string of charges that linked gang members to two murders and six nonfatal shootings targeting their rivals in the Folk Nation.

The suspects in the Martense-Beverly gang, named for the streets in Flatbush that run through their territory, include Adonis (6 Shot) Barnett, who’s already on trial in the 2016 murder of Gerald Cummings, 38 The dad was shot dead while trying to take back his son’s stolen baseball hat. Barnett was 16 years old when he allegedly shot Cummings on Aug. 3, 2016.

Another suspect, Jeremy (JR) Denaud, 17 — who was already facing charges for his role in a shooting at the Kings Plaza Shopping Center last July — bragged about targeting a rival gang, prosecutors said.

“The defendant is heard on recorded Rikers (Island) phone calls talking about committing murders against Folk Nation rivals,” said a prosecutor at Denaud’s arraignment in Brooklyn Supreme Court. “The defendant is heard asking, 'Who’s up on the scoreboard?’ in regards to shootings with rivals.”

He faces attempted murder, conspiracy and reckless endangerment charges.

Chyanne (Chy Chy) Tait, 19, is accused of setting up three-way calls with jailed gang members, like Barnett, to keep them in the loop about what their rivals were up to. She faces conspiracy charges.

Another suspect, Asa (ASAP) Francis, who also faces conspiracy charges, boasted about intending to shoot the gang’s enemies in at least two phone calls, prosecutors allege.

The Brooklyn district attorney’s office and the NYPD are expected to lay out the charges against the gang’s members in a 2 p.m. announcement Thursday.

**From:** [Clips](#)  
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**Subject:** EL PASO TIMES: US mayors arrive in Tornillo to protest separation of immigrant children from families  
**Date:** Thursday, June 21, 2018 4:54:06 PM

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## **US mayors arrive in Tornillo to protest separation of immigrant children from families**

EL PASO TIMES - Elida Perez

<https://www.elpasotimes.com/story/news/texasregion/2018/06/21/mayors-arrive-tornillo-protest-separation-immigrant-children-trump-executive-order-el-paso/720122002/>

Bipartisan mayors from coast to coast descended on the Tornillo Port of Entry Wednesday to demand that immigrant children be reunited with their parents and to call on the federal government to pass immigration reform.

About 20 mayors, including New York City Mayor Bill de Blasio and Los Angeles Mayor Eric Garcetti, were hosted by El Paso Mayor Dee Margo to visit the port of entry where the federal government has set up a tent shelter to house immigrant children.

“It’s time to reunify families and fix a broken immigration system,” Garcetti said, adding that he has seen infants torn away from their mothers and toddlers changing diapers because they were separated by the Trump administrations “zero tolerance” policy.

The mayors, led by Columbia, S.C., Mayor Steve Benjamin, met at the port of entry in response to the to the Trump administration’s “zero tolerance” policy that was announced in April. The policy has resulted in at least 2,000 immigrant children being separated from their parents.

About 360 immigrant children were expected to be housed at the temporary tent shelter at the Marcelino Serna Port of Entry in Tornillo.

On Wednesday, President Donald Trump signed an executive order to end the practice of separating families who cross the U.S.-Mexico border illegally.

“We have over 2,000 children still far away from their parents and are still streaming into our cities,” Garcetti said.

Garcetti also criticized the federal government for not providing any information about the 100 children that have been transported to Los Angeles. He said activist groups have provided more information about the children than government officials.

De Blasio also said he was also surprised to find out that 239 children have been transported nearly 2,000 miles to New York.

“We won’t tolerate an inhumane situation anymore,” De Blasio said.

The mayors agreed that the executive order issued Wednesday is a step in the right direction, but left many unanswered questions including how the children were going to be reunited with their parents.

“Maybe enough babies have cried and enough mothers have shed tears and we are starting to

see some change,” said Mayor Bryan Barnett, of Rochester Hills in the Detroit Metro area.

Margo, calling El Paso the “poster child” for immigration and bicultural relations, said the process to resolve the issue is neither Republican or Democrat, but needs to be handled out of Washington D.C.

“Immigration is all encompassing. It’s not just the fact that they are separating children in an inhumane manner, it’s the fact that we need to reconcile and resolve our immigration process with DACA (Deferred Action for Childhood Arrivals), with the undocumented immigrants that are here today and we need to improve our visa process,” Margo said.

The group of mayors had requested a tour of the tent shelter at the Marcelino Serna Port of Entry in Tornillo, but were told it would take about two weeks to get a response.

**From:** [Afor, Gray](#)  
**To:** [Afor, Gray](#)  
**Subject:** Mental Health Weekly Round Up – Saturday, June 23, 2018  
**Date:** Saturday, June 23, 2018 9:01:13 AM

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## **Mental Health Weekly Round Up – Saturday, June 23, 2018**

### **Key Mental Health Developments and News:**

- Almost every American will, at some point or another, face a mental health challenge. It may be related to depression, anxiety, suicidal thoughts, substance abuse or maybe something more circumstantial like grief over a loss or trouble adjusting to a life change. The CDC reports 43.4 million adults suffered from some sort of behavioral health issue in 2015 alone. [[CNN](#)]
- Scientific research shows the severity of mental health issues among Asian Americans. Studies have found a few common causes — shame, fear, and avoidance, all of which have roots in the culture and the “model minority” stereotype. One could argue most people, regardless of race, are reluctant to discuss their mental state, but studies show Asian Americans are three times less likely than white people to seek mental health treatment. Another study carried out in 2011 showed that Asian Americans typically avoid mental health services because “opting to utilize such services requires admitting the existence of a mental health problem and may cause shame to the family if personal issues become public.” [[VOX](#)]
- In the decades since the crack epidemic, our country has learned an important lesson: there is no arresting our way out of drug addiction. The failed “War on Drugs” put too many people in jail instead of treatment, a mistake that cost us countless lives and taxpayer dollars. Now, we’re facing a new drug crisis — and this time, we have to do better.  
By now, the devastation of the opioid epidemic is all too familiar. Opioid overdoses claimed the lives of more than 42,000 Americans — including more than 4,000 Ohioans— in 2016 alone. In Montgomery County, where Dayton sits, our county coroner’s office saw more than 100 accidental opioid overdose deaths in just the first 33 days of 2017 — an average of nearly five deaths every day. The epidemic has ushered mass trauma into communities and wreaked havoc on economies. [[USA TODAY](#)]

### **Headlines:**

[Police Killings Have Harmed Mental Health in Black Communities, Study Finds](#)

NY TIMES - John Eligon

[A Landmark Study on the Origins of Alcoholism](#)

THE ATLANTIC - Ed Yong

[Separating Kids From Their Families Can Permanently Damage Their Brains](#)

THE ATLANTIC - Olga Khazan

[There's a severe shortage of mental health professionals in rural areas . Here's why that's a serious problem](#)

CNN - AJ Willingham, Elizabeth Elkin

[Opinion: Hiding my mental illness from my Asian family almost killed me](#)

VOX - Amanda Rosenberg

[House passes massive package to address opioids crisis](#)

NBC NEWS - Marianna Sotomayor

[Opinion: Opioid epidemic requires a new perspective on addiction treatment and new solutions](#)

USA TODAY - Nan Whaley

[Most shooters got their guns legally, didn't have diagnosed mental illness, new FBI report says](#)

USA TODAY - Christal Hayes

[Video game addiction is a mental health disorder, WHO says, but some health experts don't agree](#)

USA TODAY - Lilly Price, Mike Snider

[Being transgender no longer classified as mental illness. Here's why](#)

USA TODAY - Caroline Simon

[Rural Areas Have The Highest Suicide Rates And Fewest Mental Health Workers](#)

HUFFINGTON POST - Eleanor Goldberg

[Opinion: America Can't Incarcerate Away Our Mental Health Crisis](#)

HUFFINGTON POST - Brian Barnett

[Why This Man Crusades For Mental Health After Nearly 30 Years In Prison](#)

HUFFINGTON POST - Lauren Rearick

[LEFT-HANDED PEOPLE COULD BE GETTING THE WRONG MENTAL HEALTH TREATMENT, RESEARCH SUGGESTS](#)

NEWSWEEK - Kashmiri Gander

### **Mental Health in the News:**

#### **Police Killings Have Harmed Mental Health in Black Communities, Study Finds**

NY TIMES - John Eligon

<https://www.nytimes.com/2018/06/21/us/police-shootings-black-mental-health.html>

Activists for racial justice have long expressed concern that the rash of headline-grabbing police killings of black Americans was damaging the mental well-being of African-American communities.

A report published in The Lancet, a leading British medical journal, on Thursday appears to give credence to those concerns.

Using mental health survey data and a database of police shootings, a team of health researchers concluded that when police officers in the United States kill unarmed black people, it damages the mental health of black Americans living in those states.

The mental health of white Americans was not similarly affected, the researchers found. Nor were negative health effects associated with police killings of unarmed white Americans or armed black Americans.

While these findings might seem unsurprising, particularly to African-Americans, the researchers contended that their study was a significant attempt to assess the measurable, if indirect, harms that police violence has inflicted on the broader psychological and emotional

well-being of African-Americans.

“Having seen something so horrific and traumatic that happened to someone else, I’m reminded in a very painful and salient way that the deck might be stacked against me,” Atheendar S. Venkataramani, one of the study’s authors, said of how black people might perceive police killings. “It’s really about all the kinds of insidious ways that structural racism can make people sick.”

Dr. Venkataramani, an assistant professor of medical ethics and health policy at the University of Pennsylvania, conducted the study along with Jacob Bor of Boston University, David R. Williams of Harvard and Alexander C. Tsai of Massachusetts General Hospital.

The researchers analyzed responses from 2013 to 2016 to the Behavioral Risk Factor Surveillance System, a national survey that interviews more than 400,000 adults, selected at random each year, about their health. They juxtaposed responses to questions regarding mental health with data from Mapping Police Violence, a database of police killings around the country.

The annual health survey is done by telephone on a rolling basis throughout the year, and the researchers analyzed responses given by residents in states where a police killing had occurred in the three months before they were interviewed. They found that black Americans reported more “not good” mental health days in the period after a police killing of an unarmed black person, and that the killings accounted for up to 1.7 additional days of poor mental health a year.

The study’s authors could not say definitively that the respondents to the health survey knew about the police killings that had happened in their states, or describe how, precisely, the news about the killings might have harmed their mental health.

Still, Dr. Venkataramani said the effects were observable and real. If anything, he said, the findings might understate the extent of the trauma, as some police killings of unarmed African-Americans have become events of national significance, reaching far beyond the states where they occurred. (The study cited, among the most notable examples, the police killings of Oscar Grant III in California, in 2009; of Michael Brown Jr. in Missouri and Eric Garner in New York, in 2014; of Walter Scott in South Carolina and Freddie Gray in Maryland, in 2015; and of Stephon Clark in California, earlier this year.)

“Maybe this is the tip of the iceberg,” Dr. Venkataramani said.

While a study like this one helps to underscore the impact of police killings on black communities, what’s important is what is done with the findings, said Mama Ayanna Mashama, an activist and organizer in Oakland, Calif., who practices natural wellness healing. Ms. Mashama said she had seen firsthand how police violence can cause anger and angst, and damage the self-esteem of black Americans.

“We have to find ways of de-escalating police response to black people,” she said. “It has to become policy. It has to become part of how it’s implemented from the top down. We have to have trauma-informed practices everywhere: in the schools, in families, in workplaces.”

## **A Landmark Study on the Origins of Alcoholism**

THE ATLANTIC - Ed Yong

<https://www.theatlantic.com/science/archive/2018/06/a-landmark-study-in-the-origins-of-alcoholism/563372/>

For Markus Heilig, the years of dead ends were starting to grate.

A seasoned psychiatrist, Heilig joined the National Institutes of Health in 2004 with grand ambitions of finding new ways to treat addiction and alcoholism. “It was the age of the neuroscience revolution, and all this new tech gave us many ways of manipulating animal brains,” he recalls. By studying addictive behavior in laboratory rats and mice, he would pinpoint crucial genes, molecules, and brain regions that could be targeted to curtail the equivalent behaviors in people.

It wasn’t to be. The insights from rodent studies repeatedly proved to be irrelevant. Many researchers and pharmaceutical companies became disillusioned. “We cured alcoholism in every rat we ever tried,” says Heilig, who is now at Linköping University in Sweden. “And at the end of every paper, we wrote: This will lead to an exciting treatment. But everything we took from these animal models to the clinic failed. We needed to go back to the drawing board.”

Heilig doesn’t buy that mice and rats have nothing to teach us about addiction. It’s more that researchers have been studying them in the wrong way. Typically, they’ll let the animals self-administer drugs by pressing a lever, which they almost always learn to do. That should have been a red flag. When humans regularly drink alcohol, only 15 percent or so become dependent on the stuff. Why them and not the other 85 percent? That’s the crucial question, and you won’t answer it with an experiment in which every rodent becomes addicted.

Eric Augier, who recently joined Heilig’s team, tried a different approach—one pioneered in his former laboratory to study cocaine addiction. After training rats to self-administer alcohol, he offered them some sugary water, too. This better mimics real life, in which drugs exist simultaneously with other pleasurable substances. Given a choice between booze and nectar, most rats chose the latter. But not all of them: Of the 32 rats that Augier first tested, four ignored the sugar and kept on shooting themselves up with alcohol.

“Four rats is laughable,” says Heilig, referring to the study’s small size, “but 620 rats later, no one’s laughing.” Augier repeated the experiment with more rats of various breeds, and always got the same results. Consistently, 15 percent of them choose alcohol over sugar—the same number as the proportion of human drinkers who progress to alcoholism.

Those alcohol-preferring rats showed other hallmarks of human addiction, too. They spend more effort to get a sip of alcohol than their sugar-preferring peers, and they kept on drinking even when their booze supply was spiked with an intensely bitter chemical or paired with an electric shock. “That was striking to me, as a clinician,” says Heilig. “Embedded in the criteria for diagnosing alcoholism is that people continue to take drugs despite good knowledge of the fact that it will harm or kill them.”

Many lab studies treat animals as if they were identical, and any variation in their behavior is just unhelpful noise. But in Augier’s work, the variation is the important bit. It’s what points

to the interesting underlying biology. “This is a really good study,” says Michael Taffe, a neuroscientist at the Scripps Research Institute who studies drug addiction. “Since only a minority of humans experience a transition to addiction, [an approach] such as this is most likely to identify the specific genetic variants that convey risk.”

That is exactly what the team did next. They compared the alcohol-preferring and sugar-preferring rats and looked for differences in the genes that were active in their brains. They focused on six regions that are thought to be involved in addiction, and found no differences in five. “But in the sixth, we did,” says Heilig. “And it made me smile because I started out doing my Ph.D. on the amygdala.”

The amygdala is an almond-shaped region that sits deep within the brain, and is heavily involved in processing emotions. When Augier looked at the amygdala of alcoholic rats, he found signs of unusually low activity in several genes, all of which are linked to a chemical called gaba.

Gaba is a molecular red light: Certain neurons make and release it to stop their neighbors from firing. Once that’s done, the gaba-making neurons use an enzyme called GAT3 to pump the molecule back into themselves, so they can reuse it. But in the amygdala of alcohol-preferring rats, the gene that makes GAT3 is much less active, and makes just half the usual levels of the pump. Gaba accumulates around the neighboring neurons, making them abnormally inactive.

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Other drugs like benzodiazepines also exert their effects through gaba, but like baclofen, they’re easily abused themselves. “They’re a good alternative for alcoholism in the short term but they’re not safe in the long term,” says Lara Ray from UCLA.

But Heilig’s study suggests that other chemicals, which could influence gaba levels in more subtle ways, might help people to control their addictions. Several such substances are in development, and Heilig’s team can see if they change the choices of their alcohol-preferring rats.

“It’s just such an impressive breakthrough for the field of alcoholism, with real potential for therapies,” Ray adds.

### **Separating Kids From Their Families Can Permanently Damage Their Brains**

THE ATLANTIC - Olga Khazan

<https://www.theatlantic.com/health/archive/2018/06/how-the-stress-of-separation-affects-immigrant-kids-brains/563468/>

President Trump on Wednesday signed an executive order intended to end the separation of immigrant children from their parents at the border, reversing his own administration’s policy after a national outcry.

However, many immigrant children will likely still face great turmoil, beyond the stress of the immigration experience itself. According to the new rules, immigrant families can still be detained indefinitely, as long as they’re together. It’s not clear what happens to people who cross the border before new family-detention centers are built, and 2,300 kids have already been separated from their parents. (The new policy might also be illegal, as my colleague David Graham writes.)

This kind of trauma can permanently affect the brains of these children, and potentially their long-term development, explained Colleen Kraft, the president of the American Academy of Pediatrics, on Thursday at the Aspen Ideas Festival, which is co-hosted by the Aspen Institute

and The Atlantic.

In April, Kraft and some colleagues were permitted to visit a shelter for migrant children run by the U.S. Office of Refugee Resettlement. She described seeing a room full of toddlers that was “eerily silent.” That is, except for one little girl, who was “sobbing and wailing and beating her fists on the mat.” A staff worker tried to comfort her with books and toys, but she wasn’t allowed to pick her up or touch her, Kraft said.

“This girl would stop crying if her mother was there, but we couldn’t bring her mother to her,” Kraft said. “We could feel the trauma that was going on there.”

This trauma, she explained, can permanently affect these children’s brains, especially if it occurs early in childhood. Separation from a parent induces stress hormones, which course quickly through kids’ small bodies. Parents can normally help children work through their stress—but not if they aren’t there.

Studies show that high levels of cortisol, one of these stress hormones, can suppress the immune system and change the architecture of a developing brain, according to the National Scientific Council on the Developing Child. Another stress chemical, corticotropin-releasing hormone, can damage the hippocampus, which plays a major role in learning and memory.

The brain develops rapidly before the age of 3, with some connections strengthening and some being pruned away. In healthy, normal kids, synaptic connections related to learning, playing, and social skills are being formed during the toddler years. But, as Kraft explained, in children who have unrelenting stress, the strongest connections in the brain are those related to fear, aggression, and anxiety.

“If you have a whole bunch of bad experiences growing up, you set up your brain in such a way that it’s your expectation that that’s what life is about,” James Perrin, a past president of the American Academy of Pediatrics, told me in 2014.

As the kids grow, the brain starts pruning some of the weaker synaptic connections while keeping the stronger ones. Healthy kids’ brains will keep the connections related to learning or resilience, while perhaps wiping away the small hiccups of childhood. But in kids who have suffered toxic stress, the enduring connections will be the ones related to fear and anxiety, Kraft explained, while those related to learning or relating socially might fade.

Many kids like this, she said, “don’t develop speech, they don’t develop the social and emotional bonds, don’t develop gross motor function [normally]. It leads to very significant developmental delay.”

In other words, keeping kids away from their families does not just emotionally wound them. It biologically wounds them as well—in some cases forever.

**There's a severe shortage of mental health professionals in rural areas . Here's why that's a serious problem**

CNN - AJ Willingham, Elizabeth Elkin

<https://www.cnn.com/2018/06/20/health/mental-health-rural-areas-issues-trnd/index.html>

Almost every American will, at some point or another, face a mental health challenge. It may be related to depression, anxiety, suicidal thoughts, substance abuse or maybe something more circumstantial like grief over a loss or trouble adjusting to a life change. The CDC reports 43.4 million adults suffered from some sort of behavioral health issue in 2015 alone.

Now, imagine there wasn't a psychiatrist or psychologist for miles around, let alone another specialist who these millions of people could trust with their specific needs. This is what life is like for many Americans in rural communities.

A new study in the American Journal of Preventive Medicine finds that a majority of non-metropolitan counties (65%) do not have a psychiatrist and almost half of non-metropolitan counties (47%) do not have a psychologist.

This is troubling because poor access to mental health care, according to experts, is a serious issue that overlaps with other public health crises like drug abuse and suicide.

Limited access means care is a last resort

Jackson Rainer is a clinical psychologist who has practiced in rural communities in western North Carolina and South Georgia. He says the problem is obvious: There's just not enough options; in some areas, no options at all.

"People in rural communities have limited access to the diversity of care they may need.

There are very few services offered and people have to travel to reach them," he says.

"Typically, the first closest providers are generalists, and there is very little specialized care.

There is no community (public) mental health care, and often there are no relevant hospital services within a reasonable distance. So, people are just left on their own."

Because of this, mental health care is often seen as a last resort instead of a preventative measure or an ongoing program of therapy. That can have devastating consequences, because the problem is only treated when it becomes a full-blown crisis.

"The services that are available become much more restricted," Rainer says. "It becomes oriented towards crisis intervention, not prevention. It's, let's get rid of your crisis as it's happening.' And if you don't have good insurance or enough money, that's the best you can hope for."

Practitioners are overwhelmed

Rainer says the frustrations for small-town care providers are endless. The web of mental health resources doesn't just include psychiatrists and psychologists, but also external resources like shelters, hospitals and community support groups.

In small communities, those types of resources just aren't there, and that leaves professionals shouldering a Herculean obligation.

"As a practitioner, I am asked to be the end of the road," Rainer says. "For mental health, I would hope that I would be one piece of a larger puzzle to get people to an improved quality of life, not to be the last resource that they have available."

Jennifer Christman, the president of the National Association for Rural Mental Health, says even when there is available care, providers are often limited by rigid regulations.

"The frustration is, if you are a provider who wants to be able to provide services more globally, there are restrictions you face," she says.

For instance, she says, even if someone practices just miles from the state line, their license may not allow them to practice across state borders, which further limits their already small scope of care.

Adding to the stress, health care funding cuts can rip away what little medical resources may be available. Across the country, about 80 rural hospitals closed between 2010 and 2017, according to the Chartis Center for Rural Health. Hundreds more are at risk for closure.

Rainer says he has seen firsthand how limited funding -- both for general medical care and specifically behavioral health care -- affects people in small, isolated towns.

"What services are still available have taken on a much narrower focus, and there are fewer tax dollars to support the broader community. That includes the rural community," he says. "Our country is in very, very deep trouble when it comes to mental health care, and that's across all areas; urban and rural."

It causes a vicious, dangerous cycle of health problems

A lack of care doesn't just result in the neglect of whatever problem is at hand; it can actually perpetuate or worsen a cycle of poor mental health because those seeking treatment can feel isolated -- both by their surroundings and by a lack of resources .

"Isolation is a cultural, social and interpersonal response," Rainer says. "When someone feels isolated, they feel diminished and apathetic and are unable to pull resources from their own selves. When it comes to rural mental health, isolation is a particularly dangerous problem." Christman says the whole thing can create a downward spiral for sufferers, and that can lead to even more serious problems.

"There's this continual spiral, which can lead to overdoses, can lead to suicide and depression," she says.

Suicide, drug abuse and addiction are certainly problems that affect all populations and all parts of the country, but both drug deaths and suicide deaths disproportionately affect rural America. The CDC reports that rural areas have a higher suicide rate than non-rural areas, a disparity that has been widening since 2001.

### America Can't Incarcerate Away Our Mental Health Crisis

The problem goes beyond access to care

On top of it all, access to mental health care is just one of many factors that may put small, isolated communities at higher risk.

"Due to higher poverty rates, higher likelihood of hourly pay and productivity-based labor, and lack of transportation infrastructure, mental health services are often not accessible even if they are available in a rural community," K. Bryant Smalley, a professor of community medicine and psychiatry at the Mercer University School of Medicine, told CNN in June. "That is, even though it is there, many people either cannot get to it or cannot afford (either directly or indirectly) to go."

The close-knit nature of small communities could also heighten stigma around seeking treatment. There is sometimes a fear, Smalley says, of "someone seeing your car parked at the only psychologist's office."

Rainer says, when people are experiencing a mental health issue, they often reach out to the first available point of guidance or community they have. This could be a family unit, neighbor, or as is often the case, a church group or religious leader. That's fine, but without further help, they usually aren't enough.

"Ministers are good as initial resources," Rainer says. "But they are not any more trained to practice mental health than a mental health practitioner is trained to preach."

Alternative treatments aren't a good substitute, but they're a start. The interwoven challenges of rural mental health care can feel like a Gordian knot -- impossible to untie and tightening with every tug. Of course, the ideal solution is more practices, professionals and programs to alleviate both the need for and stigma surrounding mental health care. But those solutions don't grow on trees, and neither does the funding to support them, so more and more mental health practitioners are turning to other methods.

"There's a lot of work that's being done right now to use technology and license portability [the ability to practice in multiple areas]," Christman says. Patients and professionals can now connect via virtual sessions and online portals, a practice called telebehavioral health. For instance, a patient in Wyoming may see a psychologist in Pennsylvania.

"[We] are trying to bridge that divide," Christman says. "Telebehavioral health has really come a long way."

It's an imperfect solution -- issues of internet accessibility, computer savvy and financial wherewithal still apply. Plus, Rainer says, people who pursue this type of care should be cautious.

"The task is to find a professional who is licensed as a mental health professional, and not just take advice from the wild wild west of the internet," he says.

The bottom line is, small communities need more tangible resources, and until they do, even the best efforts are just a temporary dressing on a much larger wound.

"We need as a country to come together and really recognize that for individuals that have mental health concerns, making it easier for them to access care, and then the providers being able to be reimbursed for that care, that's something that we need to address," says Christman.

### **Opinion: Hiding my mental illness from my Asian family almost killed me**

VOX - Amanda Rosenberg

<https://www.vox.com/first-person/2018/6/18/17464574/asian-chinese-community-mental-health-illness>

"Don't you dare go back to that doctor," my mother growled into the phone. "He'll put 'bipolar' on your record and then you'll never be able to get a job."

I nodded into the receiver. “Okay.”

I never went back. Seven years later, I woke up in a psych ward.

Growing up, I thought I was emotionally healthy. I had a large Chinese family on my mother’s side (my father is white). We were a lively, loud, tight-knit group consisting of around 20 blood relatives and 3 million non-blood relatives. Everyone knew each other’s business. Distant family members inquired about school, commented on my weight, and asked if I had a boyfriend. The only time it was “quiet” was when the Mahjong table came out and the only noise you’d hear was the click-clacking of tiles.

But when I look back, I realize that we shied away from the important topics. Mental health was rarely discussed, but when it was, it was always in a negative light. At no point did any of my relatives tell me having a mental disorder, theoretically at this point, was unacceptable — I could tell by their hushed tones, and their quick dismissals, that mental illness was not an option.

I never questioned it. If relatives felt comfortable enough teasing me about my grades or weight, then surely they’d be okay with talking about mental health? The reality was not even close.

Most people know the stigma associated with mental illness. But there’s even more stigma within communities of color, and within Asian culture, it’s particularly bad. It’s like Russian nesting dolls of shame.

Scientific research shows the severity of mental health issues among Asian Americans. Studies have found a few common causes — shame, fear, and avoidance, all of which have roots in the culture and the “model minority” stereotype. One could argue most people, regardless of race, are reluctant to discuss their mental state, but studies show Asian Americans are three times less likely than white people to seek mental health treatment. Another study carried out in 2011 showed that Asian Americans typically avoid mental health services because “opting to utilize such services requires admitting the existence of a mental health problem and may cause shame to the family if personal issues become public.”

For the first 27 years of my life, I kept my deteriorating mental health under lock and key for one straightforward reason: I was scared of embarrassing my mother. I believed I would be seen as broken or defective and bring shame on my family.

Any Asian person, especially women, will tell you about the pressures of growing up in many Asian households — the high expectations, the keeping up of appearances, and the toxic “model minority” stereotype that continually hums in the background of your life. There’s an expectation to stand out for the “right” reasons — meaning good grades, a fancy job, high salary, good social standing, and having a husband or wife. In my family’s minds, having a mental illness can prevent you from achieving those things. And if you’re not achieving everything, then why are you even here?

Asian women in particular feel the need to prove themselves. Historically, we’re on the back foot since birth because Chinese families have long favored sons over daughters. Those attitudes have changed over time, but the feeling still lingers — we weren’t born the first

choice, but we'll work twice as hard to prove we deserve to be here. On top of all of that, we're pressured by society (and Chinese culture) to start a family at a much younger age than men, meaning we're on a shorter timeline to achieve anything. No wonder Asian-American women have a higher lifetime rate of suicidal thoughts than the general population.

My mother took me to see a psychologist once. I couldn't talk.

My depression started in my teens. I didn't think it was a problem: I assumed it was normal to feel low and isolated for long periods of time. From the ages of 13 to 18, I had several anxiety attacks. A few of my friends knew, but I rarely talked about it, and never to my family.

I managed to hide all of this from my mother, except for one incident when I was 17 and going through an incredibly low period. Like many people with a mental illness, I showed no visible signs of anxiety or depression. But I retreated into myself, finding it hard to communicate or perform basic tasks like showering or brushing my teeth. I knew I felt sad, but I didn't know anything was "wrong."

My mother became frustrated I wasn't my "usual" self. And because there wasn't anything physically wrong with me, she took me to the emergency room to see a mental health professional. I sat on a chair in a windowless room, my mother next to me, while a specialist straight up asked me what was wrong.

I refused to say what was wrong. My mother was in the room, and I didn't want her to know. I could tell she was annoyed I wouldn't talk, and even more annoyed she had to bring me in the first place. As my silence deepened, I remember her saying, "I don't know what's wrong with her, but her breath smells." She was disgusted by me.

The specialist asked her to leave the room so he could talk to me in private. He said he couldn't help me unless I told him what was wrong. I couldn't. After hearing the disdain in my mother's voice, I was too ashamed of embarrassing her. I didn't want to let her down, so I said I was "fine" and left.

My mother and I didn't talk about it again. And, unlike my grades, who I was dating, and my physical appearance, it wasn't brought up at family gatherings. Maybe my relatives knew I was "down" and simply chose not to discuss it with me. Perhaps they just didn't know how. After all, this stigma has been around as long as mental illness. At the time, I didn't care; I was more interested in maintaining my reputation within the family than my mental health.

It comes back to this specific Asian brand of shame and pride. The shame prevents us from talking about it within the family, and the pride covers up the shame for those outside the family. According to an article by psychologist Ben Tran, this particular behavior has a name: "hiding up." Hiding up is the act of both keeping your mental illness hidden from the community and not doing anything to treat the illness itself. It's a dangerous combination.

The problem with "hiding up" is that the behavior became so ingrained that I continued to do it when I left home. By the time I went to university, my commitment to the cover-up was unwavering. Meanwhile, my mental state felt like it was tearing at the seams. I went to see a campus doctor — this time, my mom wasn't there, and I told him as much as I could. He told me he suspected I was bipolar but that I would need to see a psychiatrist for a proper

diagnosis.

I left the appointment feeling a mix of relief and terror: relief that I wasn't crazy in thinking I was crazy, but terrified of making that phone call. I never worked up the courage to do it. It would take another eight years and a life-threatening situation before I'd finally receive a diagnosis for bipolar II from a psychiatrist.

The last straw

I was 27 when I first tried to kill myself. I was admitted to a psych ward, then transferred to a psychiatric hospital. I was incapacitated my first day in the ward. One of the psychiatrists called my mother to tell her what happened. When I asked how she reacted, he said she was angry. The first thing she asked was, "Why did no one tell me?"

I was transferred to a psychiatric hospital in November. There, I called my mother to talk about Christmas plans; I'd booked my flights a couple of months earlier and was excited to come home for the holidays. She was curt on the phone. She said I couldn't stay with her, making up excuses about the broken heating in the house. It quickly dawned on me that these were flimsy cover-ups for the real reason — she was ashamed and didn't want me around. My mental illness had become impossible to hide from the rest of my family.

I ended up staying with a friend and her family for the holidays. I didn't see my mother, nor did we have any contact during that time. There was a smattering of communication in the subsequent months that quickly petered out. Our relationship hasn't been the same since. I realized I couldn't have someone in my life who couldn't accept my mental illness, even if that person was my mother. We've been estranged for more than four years now, and my contact with the rest of the family is patchy at best.

To be clear, I don't judge or blame my family at all. If anything, I empathize with them. I'm sure they've had struggles of their own that they've had to repress. Maybe they were scared. Maybe it wasn't that they didn't want to talk about it, but instead didn't know how. I have no idea what they've been through — not just because they refuse to speak about it, but also because I didn't ask.

The stigma associated with mental illness is so deeply entrenched in Asian culture; it's unrealistic to think people can change their minds that easily. But this pressure to hide our problems away has dangerous consequences. The shame is killing us — older Asian-American women have the highest rates of suicide compared to any other race.

If we want to see change, it needs to come from everywhere both big and small. In 2017, a new bill was introduced to reduce the mental health stigma in the Asian-American and Pacific Islander community through specific outreach and education. And while it's promising to see changes come from the top, those of us who are living with mental illness can make the most impact. By continuing to share our experiences, we can give people the strength to come out of "hiding."

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## **House passes massive package to address opioids crisis**

NBC NEWS - Marianna Sotomayor

<https://www.nbcnews.com/politics/congress/house-passes-massive-package-address-opioids-crisis-n884761>

WASHINGTON — The House on Friday passed the most ambitious congressional push yet to address the growing opioid epidemic, with provisions directing federal agencies to prioritize training, support recovery centers and expand research on several fronts.

The package, made up of 58 individual House-approved bills, is the largest legislative effort in recent history to address an epidemic that killed 42,000 people in 2016, according to the Centers for Disease Control and Prevention.

One of the provisions would direct the National Institutes of Health to develop nonaddictive painkillers. Another would try to change how prescription pills are distributed to reduce the potential for abuse.

The element of the bill garnering perhaps the most attention, Jessie's Law, would require that medical records list a patient's addiction history.

The measure is named after 30-year-old Jessie Grubb, who died from a prescription opioid overdose after her doctor, unaware of her previous seven-year addiction to opioids, prescribed her pain pills following hip surgery.

Privacy advocates have raised concern that the measure could discourage addicts from seeking treatment for fear of retaliation if their addiction is leaked to law enforcement.

According to the CDC, 40 percent of all the opioid deaths in 2016 — 46 per day — involved prescription drugs.

The package also includes new tools giving the Border Patrol and the U.S. Postal Service greater ability to crack down on those who sell or traffic synthetic drugs, and to identify and stop those drugs, particularly the deadly narcotic fentanyl, from entering the United States.

The legislation, which passed overwhelmingly 396-14 on Friday, now heads to the Senate for consideration.

Friday's vote follows months of debate on both sides of Capitol Hill, with members holding hearings and voting bills out of committee in a rarely seen bipartisan fashion.

“This is costing us lives. This is why we’re so focused on ending this opioid epidemic,” Speaker Paul Ryan, R-Wis., said at a news conference last week. “This is all hands on deck, and we’re going to keep at this for the sake of families that are hurting right now.”

But critics say that opioid package and similar legislation being introduced in the Senate focus too much on research rather than on providing immediate solutions for those needing treatment.

"This bill makes incremental changes to support those affected by the opioid crisis, but it's far from perfect," Rep. Frank Pallone of New Jersey, the ranking Democrat on the House Energy and Commerce Committee, said before Friday's vote. "I do question if this bill will have a meaningful impact on the opioid crisis."

Though most bills passed with overwhelming bipartisan backing, several measures lacked overwhelming Democratic support, with concerns ranging from classification of fentanyl as a new controlled substance to the decision to give substance abuse users housing assistance at the expense of other needy persons, such as domestic abuse victims.

Democrats also objected to the decision to roll back a Medicaid provision that severely restricts the types of treatment facilities covered because the new language lifts that restriction for opioids addicts alone, rather than repealing it completely for all drug addicts.

The package's path in the Senate, where a number of committees are hashing out their own opioid proposals, remains uncertain. The Senate Health, Education, Labor and Pension committee approved a bipartisan regulatory bill in April that includes some provisions similar to those passed by the House, redirecting how federal health agencies deal with the crisis. Senate Majority Leader Mitch McConnell, R-Ky., said recently that the Senate could debate opioid legislation this year.

Any bill that is eventually passed by both chambers and signed by the president would build on past efforts by Congress to combat the epidemic, including \$1 billion allotted in the 21st Century Cures Act of 2016. Congress also appropriated another \$6 billion split evenly between the next two years in a government funding bill passed this year.

### **Opinion: Opioid epidemic requires a new perspective on addiction treatment and new solutions**

USA TODAY - Nan Whaley

<https://www.usatoday.com/story/opinion/2018/06/22/opioid-epidemic-needs-laws-quality-treatment-instead-punishment-column/714159002/>

In the decades since the crack epidemic, our country has learned an important lesson: there is no arresting our way out of drug addiction. The failed "War on Drugs" put too many people in jail instead of treatment, a mistake that cost us countless lives and taxpayer dollars. Now, we're facing a new drug crisis — and this time, we have to do better.

By now, the devastation of the opioid epidemic is all too familiar. Opioid overdoses claimed the lives of more than 42,000 Americans — including more than 4,000 Ohioans — in 2016 alone. In Montgomery County, where Dayton sits, our county coroner's office saw more than 100 accidental opioid overdose deaths in just the first 33 days of 2017 — an average of nearly five deaths every day. The epidemic has ushered mass trauma into communities and wreaked havoc on economies.

To stop this crisis, we need to start treating addiction like the disease that it is.

That said, the U.S. House of Representatives' votes this month on a number of bills aimed at addressing the national opioid crisis should come as welcome news. Some of these measures, such as those to expand access to treatment and better monitor opioid prescriptions, are steps

in the right direction. Yet those who have experienced this crisis firsthand caution leaders in Washington against thinking that addressing the opioid crisis means reverting to the “tough on crime” thinking of the 1980s. With tens of thousands of American lives on the line, we can’t afford to repeat that mistake. As Congress considers proposals to address this epidemic, Dayton and communities across the country should serve as models for the kind of support needed and approaches that emphasize treatment over punishment.

In Dayton, we know how much is at stake. Dayton was one of the first cities in Ohio to declare a state of emergency related to the opiate crisis, opening the door to critical resources for our residents. It allowed us to open CarePoint, a syringe exchange program that prevents the spread of disease, keeps dirty needles off our streets, and links users to the treatment they need. CarePoint served clients over 2,300 times in just the first five months of 2018.

Communities like Dayton that have been hit hard by this crisis know that, in many cases, law enforcement officials play a key role as first responders. Yet rather than warehousing those suffering from addiction in our jails, jurisdictions across the country are working with law enforcement to divert people into the treatment they need.

Our city’s first responders have embraced this approach. The Dayton Police and Fire Departments worked together to form a team whose full-time mission is supporting people in crisis and their families. The team responds to overdoses, and then follows up to educate users and their loved ones on overdose prevention and recovery options. The program, called the Mobile Crisis Response Team, has placed more than 150 people into treatment since 2017.

#### POLICING THE USA: A look at race, justice, media

This kind of thinking is being adapted in bigger cities as well. Earlier this year, Philadelphia launched a program to train police officers to offer treatment and allow them to direct people suffering from addiction into treatment services rather than arrest them for low-level drug crimes.

It’s our hope that Congress will take note and look to these kinds of programs as models for our nationwide response. Locking up people suffering from addiction does nothing. Instead, this reflex toward punishment perpetuates the misuse and overuse of jails that continues to drive over-incarceration at huge cost to taxpayers and untold costs to families and communities — with almost no positive impact on the underlying issue of drug abuse.

If members of Congress are serious about fixing this crisis, they will look to the approaches that have worked and are making a measurable impact. Treating addiction as a public health problem — not a criminal justice one — is key to this success, as communities across the country are already demonstrating. Outdated thinking won’t work and families suffering through this crisis deserve better. As Congress considers solutions this week, Daytonians will be watching closely.

#### **Most shooters got their guns legally, didn't have diagnosed mental illness, new FBI report says**

USA TODAY - Christal Hayes

<https://www.usatoday.com/story/news/2018/06/20/fbi-most-active-shooters-dont-have->

[mental-illness-get-guns-legally/718283002/](http://www.usatoday.com/story/news/nation/2014/07/16/mental-illness-get-guns-legally/718283002/)

As mass shootings filter in and out of the news cycle at an almost dizzying pace with each new tragedy, the FBI has continued to probe why these atrocities continue and what can be done to stop them.

In a new report released Wednesday, the bureau shed light on behaviors of shooters before they acted out, finding most obtained a gun legally and did not have diagnosed mental health issues, points that run contrary to some popular beliefs.

Active shooting incidents have continued to plague the nation but last year, there were 30 incidents across the U.S. — the highest number since the FBI began tracking the phenomenon. Last year also broke a record for the highest death toll in any single year.

"Faced with so many tragedies, society routinely wrestles with a fundamental question: can anything be done to prevent attacks on our loved ones, our children, our schools, our churches, concerts and communities?" the study says. "There is cause for hope because there is something that can be done."

The 30-page report examines active shooter incidents from 2000 to 2013 and suspects in 63 cases, finding suspects showed signs before they attacked but law enforcement wasn't notified in more than half the cases until it was too late.

Forty percent of suspects purchased a firearm or multiple guns legally for the sole purpose of an attack. Another 35 percent already legally owned a gun before planning an attack, meaning 75 percent of active shooter incidents reviewed by the FBI legally owned the gun they used in the attack.

The remaining suspects stole, borrowed or purchased a weapon illegally.

The FBI could only verify that 25 percent of the gunmen examined in the study had any type of mental illness diagnoses, including disorders affecting mood, anxiety and personality.

The study noted, although, that a large portion of shooters, about 62 percent, were dealing with stressors in their lives such as depression, anxiety and paranoia before their attack.

Those symptoms don't mean the suspect was necessarily dealing with a mental illness and the conclusion that all active shooters are mentally ill is both "misleading and unhelpful," the bureau said.

"In light of the very high lifetime prevalence of the symptoms of mental illness among the U.S. population, formally diagnosed mental illness is not a very specific predictor of violence of any type, let alone targeted violence," the study says. "Careful consideration should be given to social and contextual factors that might interact with any mental health issue before concluding that an active shooting was 'caused' by mental illness."

**Video game addiction is a mental health disorder, WHO says, but some health experts don't agree**

USA TODAY - Lilly Price, Mike Snider

<https://www.usatoday.com/story/tech/nation-now/2018/06/18/gaming-disorder-who-classifies-video-game-addiction-health-disorder/709574002/>

Can someone truly be addicted to video games? The World Health Organization thinks so – but some mental health experts strongly disagree.

The World Health Organization on Monday classified "gaming disorder" as a diagnosable condition, giving mental health professionals a basis for setting up treatment and identifying risks for the addictive behavior. But it's a stance contested by some mental health professionals.

"There was a fairly widespread concern that this is a diagnosis that doesn't really have a very solid research foundation," said Christopher Ferguson, a psychologist and media researcher at Stetson University in DeLand, Fla. Monday

The American Psychiatric Association held to its earlier position that there was not "sufficient evidence" to consider gaming addiction as a "unique mental disorder." So did the The Society for Media Psychology and Technology, a division of the American Psychological Association, which earlier this year released a policy statement expressing concern about the WHO's proposal, saying, "the current research base is not sufficient for this disorder."

The disagreement casts veil of confusion over how to approach a behavior associated with some deaths over the last two decades and as parents grapple with the increased popularity of online gaming.

The Geneva-based WHO said it will include "gaming disorder" in the 11th edition of its International Classification of Diseases, which is due out this month and is used by professionals across the globe to diagnose and classify conditions. It will describe the disorder as "impaired control over gaming, increasing priority given to gaming over other activities to the extent that gaming takes precedence over other interests and daily activities, and continuation or escalation of gaming despite the occurrence of negative consequences."

But some mental health professionals have been fighting this classification, worried that it's more grounded in moral concerns than science.

The symptoms are not clear-cut and there's not designated treatment for the WHO diagnosis, Ferguson said.

The WHO's "gaming disorder" diagnosis would apply to gamers with fractured connections to friends and family and who exhibit impaired academics and indifference toward areas of life outside gaming for at least 12 months.

Only a small percentage of people across the world deal with this disorder, according to the WHO. But the number suffering from this mental health condition is enough to study the behavioral pattern and create a treatment program, the organization says.

From 0.3 percent to 1 percent of the general population might qualify for a potential acute diagnosis of "internet gaming disorder," according to a study published in the November 2016 American Journal of Psychiatry and referenced on the American Psychiatric

Association blog in May 2017.

The APA included the disorder in the appendix of the 2013 edition of the Diagnostic and Statistical Manual of Mental Disorders along with caffeine use disorder and other conditions to stimulate research into those disorders.

Not all experts were critical of WHO's stance. "I can't imagine they came to this decision lightly," said Iowa State University psychology professor Douglas Gentile. "(It) undermines the ability of public health professions to do their jobs if we're second-guessing them and their work."

For parents concerned about their child, teen or young adult, some more practical advice involves assessing their kids' lifestyle and health. Are they giving up their friends or other hobbies for games? "But if they keep their grades up (and their) friends and hobbies, then it's not an addiction," Gentile said.

Other signs of concern: Kids not sleeping or having health problems.

"Sometimes gaming overuse can be a symptom that something is going wrong for the child," said Ferguson, who also co-authored *Moral Combat: Why the War on Video Games is Wrong* with Patrick Markey. "The likelihood is the problem is bigger than gaming and gaming didn't cause it."

Medical professionals are more focused on the reason causing the behavior than the behavior of playing video games itself, said Heather Senior Monroe, director of program development at Newport Academy, which has treatment centers for teens struggling with mental health issues in California, Connecticut and Pennsylvania. "The main characteristics are very similar to substance abuse disorder and gambling," she said.

"The behavior is like any other self harming behavior – a way to escape reality," Monroe said. "The treatment is then about why. Why does that person want to escape their reality so much?"

The answer: depression and anxiety, usually, Monroe said.

As interest in online games has risen internationally, there have been extreme cases of death tied to marathon video game sessions. Last year, a 35-year-old Virginia Beach man died after a 24-hour marathon session of the *World of Tanks* video game, broadcast on video game streaming service Twitch.

In 2002, a South Korean man was believed to be the first person to die from online game binge-playing after playing for 86 hours. Three years later, another South Korean man died in an internet cafe.

China, too, has been hit with deaths from addictive online game behavior with separate deaths in 2007 and 2011. More recently, in 2015, a man died in a Shanghai internet cafe after playing *World of Warcraft* for 19 consecutive hours.

Other deaths connected to marathon game sessions in the last six years have occurred in

Taiwan, Russia and the U.K.

To address the issue, South Korea in 2011 passed a law prohibiting those under 16 from playing online games between midnight and 6 a.m. However in 2014, the country amended the law, allowing parents to lift the ban on their children.

### **Being transgender no longer classified as mental illness. Here's why**

USA TODAY - Caroline Simon

<https://www.usatoday.com/story/news/2018/06/20/transgender-not-mental-illness-world-health-organization/717758002/>

Being transgender is no longer classified as a mental illness by the World Health Organization – a key sign of progress for an often-marginalized community.

WHO announced Monday that in its newly released edition of the International Classification of Diseases, gender incongruence will now be classified as a sexual health condition.

Gender incongruence is "characterized by a marked and persistent incongruence between an individual's experienced gender and the assigned sex," according to the International Classification of Diseases (ICD).

For example, a person who was born with a penis and is biologically male but identifies as female. Not every transgender person has gender incongruence, said Dr. Jennifer Conti, a fellow at Physicians for Reproductive Health.

"It was taken out from the mental health disorders because we had a better understanding that this wasn't actually a mental health condition and leaving it there was causing stigma," said Dr. Lale Say, coordinator of WHO's Adolescents and at-Risk Populations team. "So in order to reduce the stigma while also ensuring access to necessary health interventions, this was placed in a different chapter."

Why was being transgender originally classified as a mental illness?  
LGBTQ identities have long been conflated with mental illness.

Homosexuality was originally classified as a mental disorder; in 1974, it was removed from the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorder, though a category remained for people who were in conflict with their sexuality. This was removed in 1987.

WHO didn't change its definition of homosexuality until 1992, when it included a note that "sexual orientation by itself is not to be classified as a disorder."

"We've historically misclassified a lot of conditions in medicine because of a combination of stigma, fear and misunderstanding," Conti said.

Why is being transgender now considered a sexual health condition?

While many believe gender incongruence shouldn't be classified in the ICD at all, others argue that it's easier for transgender people to seek hormonal or surgical treatment if gender incongruence is included, Conti said.

According to the WHO, "there remain significant health care needs that can best be met if the condition is coded under the ICD."

Transgender people often have trouble accessing health care because of poor knowledge among healthcare providers, discrimination, financial barriers and socioeconomic barriers. They're also at a higher risk of developing HIV and experiencing sexual violence.

How will this affect the transgender community?

For the transgender community, the WHO's decision is seen as a step toward acceptance in a society that often discriminates against it or fails to understand what being transgender means.

"By changing the class of this condition, the WHO is effectively saying to everyone and to the world that this is not a mental disorder and we support people who are transgender," Conti said. "It's a really meaningful step because it promotes inclusivity, it promotes acceptance."

How are people reacting to the change?

On Twitter, many hailed the decision as a sign of progress.

### **Rural Areas Have The Highest Suicide Rates And Fewest Mental Health Workers**

HUFFINGTON POST - Eleanor Goldberg

[https://www.huffingtonpost.com/entry/rural-suicide-rates-mental-health\\_us\\_5b22dd28e4b0d4fc01fcc098](https://www.huffingtonpost.com/entry/rural-suicide-rates-mental-health_us_5b22dd28e4b0d4fc01fcc098)

In the days and weeks following the suicides of celebrity chef Anthony Bourdain and handbag designer Kate Spade, a chorus of social media users urged people with depression to not be "afraid" to ask for help.

But for most Americans, fear isn't the thing that stands in the way of therapy. It's having no one to turn to.

This was the case for Sue, 57, who spent over 30 years trying to get effective treatment for bipolar disorder, depression, anxiety and a personality disorder.

For years, whenever Sue felt a major anxiety attack coming on, she'd panic. She would grab her keys, bolt out the door and frantically search for help. In rural Nebraska, that often meant walking up to two miles to the nearest neighbor's house or emergency room, sometimes in the middle of the night.

Sue estimates that she's been to the emergency room in crisis about 30 times. Staff members at the local hospitals she visited weren't usually equipped to treat her and would typically send her home in a matter of hours.

Still, just having someone tell her she would be all right was enough of an incentive for Sue to return to the ER when her anxiety became too much to bear. "I ended up being released and going right back to the condition I was in," she said. "I would do it again about a month later."



There is a severe shortage of mental health workers across the U.S., but the problem is most pronounced in rural areas. There isn't a single psychiatrist in 65 percent of nonmetropolitan counties, and almost half of those counties don't have a psychologist, according to a report from the American Journal of Preventive Medicine released this month. Patients like Sue, who are desperate for care, will often turn to overburdened emergency rooms, which often don't have the systems in place to help people with mental health issues.

"People with mental illness will present in the ER because they don't know what else to do," said Stephanie Knight, a licensed independent mental health practitioner and the administrative director at Fillmore County Hospital in Geneva, Nebraska.

But even when a rural area does have some mental health workers, they alone usually can't address the entire population's needs. Many residents are uninsured or underinsured, and can't afford regular treatment. Residents may have to travel dozens of miles to get to the nearest town where a therapist works, and may not have access to transportation. Some therapists have irregular office hours and may only visit town a few days a month. The inconsistency can be a deterrent to patients.

Such was the case with Ann, 72, who lives in Crete, Nebraska. She has major depressive disorder and attempted suicide seven years ago. She enjoyed seeing a local therapist, but the therapist only came to her town once a month.

"It was so infrequent," Ann said. "After a couple of weeks, I'd think: 'Why go back?' There was no momentum."

Rural areas have the highest suicide rates, according to the Centers for Disease Control and Prevention, as well as a high concentration of veterans, who experience higher rates of suicide than nonveterans. Rates of drug overdoses in rural areas have surpassed those in metropolitan areas. There are also more elderly people, who are often socially isolated and at risk for depression, said Ron Manderscheid, executive director of the National Association for Rural Mental Health.

"If I went and looked at all those local communities, I will find a lot of socially isolated people. That is almost as deadly upon you as smoking," said Manderscheid. "When you put that all together, rural areas are a pretty risky place for being at risk for suicide."

Not enough people are going into the mental health field, and those in the field are aging, Manderscheid said. The average psychiatrist is in their mid-50s. Other specialists and primary care physicians are, on average, in their mid-40s. Those who do pursue careers in mental health typically find jobs in major cities.

"Historically, mental health has been an urban discipline," Manderscheid added. "If you're in New York, Chicago, San Francisco, Houston — any of our big areas — you will get the best mental health services we have to offer. If you're in some of these rural areas, you won't. It's just as simple as that."

While some government incentive programs help repay the student loans of therapists who work in underserved areas, many professionals don't stick around once they've paid off their

debts, Knight said.

Manderscheid said improving telehealth programs, which allow patients to call or video chat with therapists in cities, is one potential solution. Encouraging young people from rural areas to go into the mental health field could also help.

“We need to start recruiting some of our providers from these rural areas, and work with people in high schools and colleges,” he said. “They are most likely to go back. They have an appreciation for rurality and living in rural communities.”

Knight, 35, grew up in rural Nebraska and struggled to get access to mental health services as a teenager. She had to travel 45 miles to see a therapist, who only had office hours until about 5 p.m. She’s now working on building a mental health program in Geneva, Nebraska, staffed by people who have a deep understanding and appreciation for rural America. Geneva’s population is just over 2,000 people.

There’s a particularly pressing need for improved mental health programs in Nebraska, which faces longstanding staff shortages and federal funding cuts. Eighty-eight of Nebraska’s 93 counties have behavioral health worker shortages, according to the Lincoln Journal Star, and the state has cut 200 inpatient beds at its three psychiatric hospitals since 2003. Knight said about a handful of psychiatrists serve rural Nebraska. The state didn’t participate in the Medicaid expansion in 2013, which would’ve extended coverage to up to 80,000 residents.

When Knight and other hospital staff members started to lay the groundwork for the therapy program at Fillmore County Hospital in 2011, there was one behavioral health center in Geneva, served by therapists who rotated through the town and other parts of the state.

The program at Fillmore began with just Knight and a van driver to bring patients to the hospital. (They realized that in order to access the patients in greatest need, they would have to trek out to the farms and countryside to reach them.)

Now there are six therapists, most of whom grew up in rural areas. A physician writes an order for patients who are elderly and can no longer drive or who are on disability and can’t afford transportation.

The van is a major expense that the hospital isn’t reimbursed for, but it’s a critical piece of the team’s outreach efforts. The current vehicle already has over 200,000 miles on it and needs to be replaced, but a new one would likely cost \$150,000. The driver starts her route at about 6 a.m. and returns to the hospital at 10 a.m. with a handful of seniors who participate in group therapy.

Ann is one of the group members, and she lives about 80 miles away from the hospital. The three-hour round-trip journey is hard on her back, so she only participates once a week, even though her doctor recommended she receive treatment at least three times a week.

In 2013, in response to suicides, overdose cases and requests from community members, Fillmore expanded its mental health offerings and started building its inpatient program.

Last month, the hospital saw 111 patients with mental health needs, not including people who

are just being monitored for medication. In April, it had 39 new referrals, an “astronomical” amount for them, Knight noted.

The programs seem to be producing results. Sue, for example, just completed an outpatient therapy program at Fillmore on Wednesday after three and a half years. She hasn’t been to the emergency room since 2015. When she has panic attacks, she turns to a host of coping mechanisms she’s learned in therapy, including deep breathing and listening to music.

“I feel a sense of freedom,” Sue said. “In recent times, I’ve done a really good job of getting my mind off the anxiety. It may take all day. It may take half an hour. I can do it without calling anyone.”

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### **Opinion: America Can't Incarcerate Away Our Mental Health Crisis**

HUFFINGTON POST - Brian Barnett

[https://www.huffingtonpost.com/entry/opinion-barnett-inmates-mental-health\\_us\\_5b2bde19e4b0040e2740dc26](https://www.huffingtonpost.com/entry/opinion-barnett-inmates-mental-health_us_5b2bde19e4b0040e2740dc26)

Before I worked behind the wire, I figured the people prowling our jails and prisons were the kind of sociopaths you see in films, like Tony Montana and Hannibal Lecter. But that changed with my first correctional psychiatry job back in 2015. I learned I was all wrong about the makeup of America's correctional population and quickly realized the correctional system has largely assumed medical care of our country's seriously mentally ill.

The steel bars and razor-sharp fences of our jails and prisons keep inmates from escaping, but they also keep the public from learning more about the 2.3 million people locked up behind them. Most people probably don't know that more than half of our nation's prisoners have serious mental illness or that two-thirds are dealing with addiction.

Many of the correctional officers I worked alongside showed very little awareness or understanding of the mental illness experienced by inmates under their watch, but not all. A few told me they were shocked to be put in charge of prisoners who were clearly unfit for the brutality of prison life.

“Doc, he shouldn't be here,” a CO once told me while I evaluated an inmate whose psychosis was so severe he couldn't make his own words — the man just repeated some of mine over and over. He couldn't move on his own either; he was catatonic.

“He's not right,” the CO added, gesturing to the prisoner's head — a crude observation but an accurate one. I couldn't believe the man wasn't in a hospital.

State psychiatric facilities have shuttered in increasing numbers over the past decade, leaving people with mental illness struggling to procure services from a mental health care system that is underfunded, is impossibly difficult to navigate and is built upon discriminatory insurer tactics. There are now 10 times as many seriously mentally ill people in jails and prisons as in state hospitals, and our country's three largest psychiatric facilities are actually jails.

A recent case in New Hampshire shows what can happen when mental health care isn't readily available to those who need it. Andrew Butler, a 21-year-old living with schizophrenia, was committed to the state's only inpatient psychiatric facility in the fall of 2017. However, because the state hospital doesn't have a high-security unit for patients with behavioral challenges, Butler was transferred to a prison. He was held in an area called the “secure psychiatric unit” for almost a year, despite the fact he hadn't even been accused of committing a crime.

The SPU is not an accredited psychiatric facility, contrary to what its name suggests, and patients can find themselves imprisoned there for years. Though he was supposedly sent to the prison for psychiatric care, Butler reported being tasered and pepper-sprayed by staff. He

filed a federal lawsuit, arguing that his prison transfer violated the Emergency Medical Treatment and Labor Act, and he was transferred back to the state hospital last week following public outrage. His lawsuit has shed a light on our society's poor treatment of the mentally ill.

Though the SPU and units like it employ medical personnel, they're ultimately run by COs, which makes delivering care a real challenge. Many times, the COs I worked with in a similar facility in another state said they believed prisoners were making up psychotic symptoms and acting bizarrely in order to manipulate the situation and gain an undeserved trip to come see me. They couldn't have been more wrong.

I've cared for many ill patients in my career, but inmates with mental illness tend to experience far more severe illness than psychiatrically hospitalized patients. I've heard inmates argue with their hallucinations. I've seen them cower in their cells, scared to death of the evil forces they believe are pursuing them. Some inmates I've treated are convinced the devil has possessed their souls; others are tormented by delusions of FBI implants in their brains. Sometimes their words and thoughts are so disorganized they make no sense at all.

All of this is terrifying not only for the ill individual but also for other inmates, who often have little understanding of the complexities of mental illness.

Instead of receiving the treatment they need, many inmates with mental illness are held in solitary confinement, sometimes for years, to punish the behaviors that stem from their illnesses. It's little surprise suicide is the most common cause of death in local jails and is rising sharply among prison populations.

And I can't talk about inmates with mental illness without also mentioning those who have intellectual disabilities. One-fifth of U.S. prisoners have a cognitive disability (which includes intellectual disabilities along with learning disorders, autism and other conditions). We provide special education services to people with intellectual disabilities when they are children. However, it seems we would rather watch them fall through society's frayed safety net into prison after they finish school than continue paying for the services they need as adults. I'd never felt as sick to my stomach as when I observed inmates serving serious prison time who could barely get dressed on their own.

We can't wait any longer to address these injustices. Congress is currently considering federal sentencing reform, which is a step in the right direction. However, our criminal justice system needs a complete redesign that appropriately considers those with mental illness and intellectual disabilities. This will require educating our police officers and court personnel about mental illness and intellectual disability, increasing funding for and increasing the use of mental health evaluations for defendants, and updating criminal responsibility legal standards so they more accurately account for the contribution of mental illness and intellectual disability when crimes are committed. Perhaps most important, efforts must focus on district attorneys — the true gatekeepers of our correctional system. More than 90 percent of criminal cases never go to trial because they are resolved through plea bargains in a process that often exploits those with reduced mental capacity.

We can't stop there, though. We'll never see true criminal justice reform until we fix and appropriately fund our shattered mental health care system. Individuals with serious mental illness and intellectual disabilities must have a place to get care instead of being forced to live on the streets. Over time, increased funding for mental health care will pay off financially

and keep us safer; providing appropriate care to someone with serious mental illness ultimately costs less than incarcerating them. It also reduces crime.

Our criminal justice and mental health care systems are dark stains on the honor of this nation — but they can still be washed out. People with mental illness and intellectual disability deserve a health care system that relies on nurses and physicians, not correctional officers. Jails and prisons are designed to be places of punishment, so let's stop filling them up with people who need healing.

In these politically divided times, this is one of the few issues that sees clear bipartisan agreement. If we really want to grasp the unity that has been evading us and prove we are still one America, here is our chance.

Brian Barnett is a post-doctoral fellow in the Partners Healthcare Addiction Psychiatry Fellowship and a clinical fellow in psychiatry at Harvard Medical School. You can follow him on Twitter @BrianBarnettMD.

### **Why This Man Crusades For Mental Health After Nearly 30 Years In Prison**

HUFFINGTON POST - Lauren Rearick

[https://www.huffingtonpost.com/entry/prison-mental-health\\_us\\_5b2b9bc1e4b0040e274032d0](https://www.huffingtonpost.com/entry/prison-mental-health_us_5b2b9bc1e4b0040e274032d0)

America's corrections system locks away a staggering number of people with mental health issues.

An estimated 20 percent of people in jails and 15 percent in state prisons have a serious mental illness, according to a paper compiled by the Treatment Advocacy Center. Resources for these conditions aren't always available during incarceration or upon release — and lack of access to care can cause a worsening of symptoms or adjustment issues after a former inmate's release.

Thad Tatum, a behavioral health specialist and drug counselor who spent nearly three decades in prison, knows firsthand the difficulty of transitioning to life at home after spending time behind bars. With a strong focus on mental health care and support, he has devoted his life to helping formerly incarcerated people make this transition.

Tatum is one of the founders of Voice of the Experienced (VOTE), a nonprofit whose mission centers around advocating for and empowering those personally affected by the criminal justice system. A small part of the New Orleans-based organization's efforts involve fostering an open dialogue around mental health and the trauma that incarceration may cause. VOTE says it has 10,000 people in its network across the country.

Tatum, who comes from a family of 14 siblings, spent time in prison for armed robbery, attempted armed robbery and burglary. He speaks candidly about his past and how it inspired his work today.

“My family was never hungry or short of any kind of attention,” he told HuffPost. “It was surprising to everyone that I became a delinquent because I was one of the better students in my school. As I got older and realized that people aren't born with the mentality to participate in illegal activities, I wanted to better understand the mental health behind it.”



Along with overseeing a mental health support group for former inmates, Tatum has also provided counseling to those who need help understanding the court system and life after prison.

HuffPost spoke to Tatum about his efforts and the change he hopes they'll bring to his New Orleans community.

How did you get involved with VOTE and when was it founded?

VOTE was founded by inmates in the Louisiana State Penitentiary in 1987. VOTE is about allowing inmates to have their voices heard. We didn't really begin our work until one of our founders, Norris Henderson, came home from prison in 2003.

Why did you choose mental health work?

After serving 28 and a half years in prison, I wondered what it was that I wanted to do if I was ever to be released. I knew I couldn't be a doctor, but I had an interest in understanding the mind, and I wondered what made people do the things that they do.

Upon entering back into society, I went to school and majored in addictive behavior and practice. After four years, I received my degree, which led me to continued work with VOTE.

I also started a peer support group with the help of Tulane University. The group allows people to have a platform to verbalize what they might be going through. We talk about the challenges of adapting back into society, and I don't believe there's often enough serious dialogue surrounding post-incarceration syndrome. I hope that through my diligence and work I can help impact others.

Why do you think you're so dedicated to helping inmates better acclimate to society after being released?

## **LEFT-HANDED PEOPLE COULD BE GETTING THE WRONG MENTAL HEALTH TREATMENT, RESEARCH SUGGESTS**

NEWSWEEK - Kashmiri Gander

<http://www.newsweek.com/left-handed-people-could-be-getting-wrong-mental-health-treatment-research-983787>

Society is not taking this issue seriously. Others may have an attitude of not wanting to spend the money to find a solution for a problem that's affecting everyone.

Growing up as a delinquent and causing so much mayhem and chaos in society, I realized that for change to come about, it had to come from myself. I realized that former inmates needed someone who can speak their language, and have been through what they've been through. I understand that the majority of inmates are not getting the right mental health attention. Anything I can do to shed light on [it], that is a reward within itself.

What are your personal goals for this work and what do you wish to accomplish?

I hope to find a curriculum that deals with post-incarceration syndrome. It has a direct similarity to the symptoms of people just coming home from war. I've been doing a lot of research on this information and there hasn't been much to find. I want to shed some light on a problem that's very monumental.

Most scientific studies into which side of the brain deals with different emotions have focused on right-handed people, and this could mean some treatments for mental illness could not work, or worse, harm left-handed people, researchers believe.

For around four decades, scientists have believed the left side of the brain is in charge of what are known as "approach emotions," which relate to how we approach the world, such as anger and pride. The right side was thought to be linked to avoidance behaviors such as fear.

Hundreds of studies support this view, but the vast majority were carried out on right-handed people. This may have created a false idea of how the brain processes emotions.

Now, researchers at Cornell University believe the handling of approach and avoidance behaviors are based on the dominant and non-dominant sides of our brains, respectively.

"The 'textbook' model, which holds that positive, approach-related emotions are in the left-hemisphere and negative, avoidance-related emotions are in the right has been validated by hundreds of studies, but this pattern was never predicted, and it's never been explained," Daniel Casasanto, associate professor of human development and psychology at Cornell University, told Newsweek.

The team led by Casasanto believe how the brain deals with emotions in left-handed people is the opposite of right-handed people. Emotions such as alertness and determination are handled in the right side of the brain in left-handed people, for example.

To test their hypothesis, scientists stimulated the brains of 25 healthy participants, using a painless electrical current, to see if approach emotions could be triggered, depending on the side of the brain stimulated.

The individuals were stimulated for 20 minutes per day for five days, and noted their feelings of emotions such as pride and happiness before and after the stimulation. The results indicated the dominant side of brains are in control of approach emotions, while the non-dominant side is associated with avoidance.

"This study changes the way we understand not just how emotion is organized in the brain, but also why it's organized that way," professor Casasanto told Newsweek. "Neural circuits for approach-and-avoidance-related emotions piggyback on neural circuits for performing approach-and-avoidance-related actions with our hands. Since righties and lefties tend to perform these actions differently—using opposite hands—emotions follow the opposite organization in their brains."

The results mirrored previous studies by the researchers where positive emotions were prompted by stimulating the left-hemisphere of right-handed people's brains, and visa versa in left-handed individuals.

The authors of the study, published in Philosophical Transactions of the Royal Society B: Biological Sciences have dubbed this the “sword and shield hypothesis.” The name is derived from sword fighters who would hold their swords in their dominant hand to attack and protect themselves with their non-dominant arm.

The findings could change mental health treatments such as neural therapy, in which the left side of the brain is given mild electrical or magnetic stimulation to boost approach emotions. The team fear that if the left side of the brain is dominant for a left-handed person, this could have the opposite of the intended effect.

As the research was carried out in healthy individuals, more research is now needed to establish whether this risk is seen in real-life patients.

"Depression and anxiety disorders affect over 20 million Americans. That means a lot of people could be hurt by using treatments predicated on the 'old' model of emotion in the brain," said Casasanto.

###

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** SI ADVANCE: 50 days into NY Wheel agreement, no word on getting project back on track  
**Date:** Thursday, June 28, 2018 7:09:55 AM

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## **50 days into NY Wheel agreement, no word on getting project back on track**

SI ADVANCE - Tracey Porpora

[https://www.silive.com/news/2018/06/ny\\_wheels\\_fired\\_contractor\\_has.html#incart\\_river\\_index](https://www.silive.com/news/2018/06/ny_wheels_fired_contractor_has.html#incart_river_index)

STATEN ISLAND, N.Y. -- Fifty days have passed since the New York Wheel got the green light to hire a new contractor, and word on the project's progress remains mum.

In May of this year, the Wheel was given 120 days to get the project to build a 630-foot-high observation wheel on the St. George waterfront back on track after it was derailed in May 2017. That's when its former contractor walked off the job and was subsequently fired.

The agreement was hashed out in May, and spokespeople for the NY Wheel said they can't comment as to whether they are close to hiring a new contractor.

When the agreement was reached, the Wheel issued the following statement to the Advance:

"The New York Wheel is committed to the development and completion of the project, and the revitalization of the Staten Island waterfront destination that it will promote. The settlement paves the way for the Wheel to continue to finalize its financing arrangements, and arrangements with a new contractor, American Bridge, the builder of the new Tappan Zee Bridge, and ARUP, a world-class, global engineering firm, and complete construction," said the NY Wheel.

"Both American Bridge and ARUP have experience in building observation Wheels of this type having been involved in similar wheels in London and Las Vegas. The New York Wheel has also already commenced discussions with the suppliers that will be necessary for completion of the project," the Wheel added.

American Bridge and ARUP have not answered Advance requests for comment.

### 120-DAY STANDSTILL

The agreement hashed out in the spring between the Holland-based Mammoet-Starneth and the NY Wheel in Delaware Bankruptcy Court allows both parties to enter a 120-day standstill period, extending through Sept. 5.

The agreement is a culmination of more than a year of court battles between the two parties.

It allows the NY Wheel to come up with the necessary financing to complete the project and hire a new contractor, according to court documents.

The NY Wheel can terminate the deal at any time before the 120 days are up if it can't obtain financing, court documents say.

In addition, the agreement dismissed the lawsuit the NY Wheel filed against Mammoet-

Starneth for breach of contract.

## BANKRUPTCY HISTORY

The project to build the observation wheel on the St. George waterfront has been stalled for more than one year. Problems began when Mammoet-Starneth walked off the job on May 26, 2017, and filed for bankruptcy in December.

To date, the NY Wheel has been ordered by Delaware Bankruptcy Court to pay nearly \$2 million in storage costs, according to court documents.

The payment of the storage costs was ordered by the court after Mammoet-Starneth wanted to auction off the parts of the Wheel as part of its liquidation of assets, according to court records.

Mammoet-Starneth LLC has been given an extension until Nov. 27 to accept the terms of its bankruptcy agreement, which includes severing ties with the Wheel, according to public records.

"As part of the settlement, the debtor's [Mammoet-Starneth] exclusive period to file a plan was to be extended through this November 27th date. However, if [the] New York Wheel were to determine to terminate the settlement agreement, it retains the right to seek early termination of the exclusive period," said the NY Wheel in a statement.

A spokesperson for Mammoet-Starneth has not answered the Advance's repeated request for comment.

## FINANCING NEEDED

While the NY Wheel told the Advance \$400 million of the \$580 million allotted for the project through private investors was already spent when the project was indefinitely delayed last spring, it's unclear how much financing is needed for the project to continue.

Since this is a privately-funded project, the NY Wheel has no obligation to disclose how much financing is needed for the tourist attraction to come to fruition.

In 2015, former NY Wheel CEO Rich Marin told the Advance the project was fueled by \$195 million in senior debt from the Highbridge Strategies hedge fund unit of JPMorgan Chase, \$111 million in equity, and \$174 million from CanAm Enterprises as part of a federal green card program known as EB-5.

**From:** [Clips](#)  
**To:** [Clips](#)  
**Subject:** CRAIN'S NY: City to regulate stilts loophole by end of year  
**Date:** Thursday, June 28, 2018 2:14:49 PM

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## **City to regulate stilts loophole by end of year**

CRAIN'S NY - Joe Anuta

[http://www.craainsnewyork.com/article/20180628/REAL\\_ESTATE/180629897/city-to-regulate-stilts-loophole-by-end-of-year](http://www.craainsnewyork.com/article/20180628/REAL_ESTATE/180629897/city-to-regulate-stilts-loophole-by-end-of-year)

The city is on schedule to regulate so-called excessive mechanical voids by the end of the year, dealing a blow to developers who use a quirk in the building code to boost the height of their luxury apartment towers.

Mechanical voids are essentially floors used to house the heavy equipment that powers a building's systems. However, by raising the ceilings of these spaces to dizzying heights, developers increasingly have been creating hollow pedestals upon which they can stack luxury apartments. Because these upper units can typically command better views than neighboring structures without large voids, they can be sold at premium prices to pay for the additional construction while still boosting profits. An apartment building proposed by Extell Development at 50 W. 66th St., for example, will have only 40 floors, yet it is slated to be 775 feet tall, according to a neighborhood group opposed to the plan.

"This has been accomplished by the inclusion of a 150-foot void," said Wanla Cheng, who is part of the group Save Central Park NYC. She asked about the issue at a town hall meeting Wednesday.

City Planning first committed to studying the issue in January. And since then the department has been analyzing buildings built in the past decade that incorporated a mechanical void, the department's Manhattan director, Edith Hsu-Cheng, said.

"We really want to understand what are the necessary voids and what are really the extraneous and even egregious voids that are really unnecessary for a building except to loft it taller," she said.

The department said it is on track to announce regulations by the end of the year.

**From:** [Natasha Capers](#)  
**To:** [de Blasio, Bill](#)  
**Cc:** [Wolfe, Emma](#); [Goldmark, Karin](#); [Ramirez Ursulina](#); [REDACTED]; [Annagine Lewis](#); [Dionne McAlister](#); [REDACTED]; [Aracelis Lucero](#)  
**Subject:** NYC Council and 20,000 People Call for Culturally Responsive Education  
**Date:** Friday, April 13, 2018 11:56:08 AM  
**Attachments:** [Petition signatures April 2018 edited2.xlsx](#)  
[Petition cover page.docx](#)  
[NYC Council CRE sign-on letter \(1\).docx](#)  
[CEJ's 2018 Priorities one pager \(1\).docx](#)

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Dear Mayor de Blasio,

Earlier this week parents from the NYC Coalition for Educational Justice, Color Of Change, NYC Council Members and allies delivered 20,000 signatures on a petition urging you and your administration to make Culturally Responsive Education the cornerstone of your educational agenda for your second term. Getting this work started will cost \$50 million dollars, \$10 million over the next five years. The first steps should be:

**1. Expand cultural competency trainings to thousands of teachers, administrators and school staff**

When these trainings are regular, ongoing and connected to classroom instruction, they raise awareness of our biases and how to combat them, deepen understanding of equity research, and help staff increase equity in classroom practices and school policies such as discipline, special education referrals, and advanced placement.

**2. Develop curriculum and resource materials that engage students with diverse voices and perspectives in every subject, every grade, every day**

*Convene a committee of teachers to revamp curricula in various disciplines and grades to better represent the histories and cultures of African, Latino, Asian, Middle Eastern and Native heritage people, and the intersections with gender, LGBTQ, disability, and religious diversity.*

**3. Create and staff an Office of Culturally Responsive Education to help integrate culturally responsive education throughout the school system**

*There are numerous efforts in this area scattered across the Department of Education, but they are not coordinated or aligned with each other. An Office of Culturally Responsive Education will allow the DOE to strategize, lead, and learn from all the valuable work that is already happening.*

Culturally responsive education is a research-based strategy that relates academic study to students' experiences and cultures, fosters positive academic, racial and cultural identities, and develops the ability to connect across cultures. This method is proven to address biases, engage students of all backgrounds, decrease dropout rates and suspensions, and improve academic achievement.

Chancellor Carranza has shown his commitment to this work, as his track record in Tucson, San Francisco and Houston shows. We want to work with him and the Department of Education to make New York City a national leader in culturally responsive education.

Thank you

Best  
NATASHA CAPERS  
Coalition for Educational Justice, Coordinator

**NEW OFFICE ADDRESS**

726 Broadway 5th floor

New York, NY 10003

347-610-2754 (M)

*We need to help students and parents cherish and preserve the ethnic and cultural diversity that nourishes and strengthens this community - and this nation.*

*- Cesar Chavez*





**We join with the Coalition for Educational Justice and Color Of Change to call on NYC Mayor de Blasio to immediately expand Culturally Responsive Education across the NYC public school system:**

- 1. Expand cultural competency training for thousands of teachers, principals and school staff**
- 2. Create multicultural curriculum in all grades and subjects**
- 3. Create an Office of Culturally Responsive Education within the NYC Department of Education**

≈	FIRST NAME	LAST NAME
	Stephanie	Hagiwara
	Terry	Schumacher
	Pablo	Voitzuk
	Raeann	Scott
	Julie	Gengo
	Carol	Devoss
	Maria	Vellutini
	Marcus	Williams
	Keysha	Wineglass
	Barbara	Lum
	Aimee	Azuremare
	Joy	Clay
	Carol	Nevitt
	Andrea	Guy-McFarland
	Carolyn	Webb
	ROBERT	MORTON
	Ebony	Morton
	Deborah	Homenko
	Stephen	Batzer
	Jack	Fleming
	Melody	Dodd
	Marilyn	Keller
	Katharine	Brown
	Monica	Andrews

Andrea	Zajac
Vicki	Kerr
Barbara	Hamson
Judith	Staley
Antoinette	Williamson
Cynthia	von Hendricks
BC	Shelby
Ray	Crittenden
Deborah	Fox
Lynn	Eames
LaRonna	Saunders
Alex	Watson
Beatriz	Oller
Joshua	Capps
Susannah	Mitchell
Joseph	Baldi
Kimberly	Williams
Bruce	Littleton
Donna	Reeves
Bette	Steinmuller
sophia	barrett
Ann	Cobban
Scott	Lehman
Carolyn	Thompson
Kevin	Zellmer
Dan	Snyder
Lindsay	Lusby
Richard	Warren
Richard	Harshman
Kathy	LeSage
Aaron	Sikes
Gwendolyn	Claassen
Stacey	Lawrence
Greg	Gaucher
Jeannie	Shu
Maggie	potapchuk
Tracy	Turner
Keba	Jones
Adsla	Teng
Dan	Gabella
Esosa	Aghimien
Joanna	Barr
Karen	Bauman

Tim	Herman
Daniel	Hunter
Kendra	Zoa
Frankie	Love
Beverly	Richards-Smith
Eggers	K.
Katherine	Schloemer
Kathryn	May
Vanessa	Bradby
April	Holbrook
Christopher	Holbrook
William	Welkowitz
Billie	Langley
Dawn	C
Suellen	Snapp
Liz	Smith
Nataliya	Yakovleva
Bob	Moyer
Karen	Peterson
Marilyn	Marcus
Akwetey	Orraca-Tetteh
Phil	Lipari
Hasan	Manns
Wilma	Hens
Jonathan	Birtwell
Hugh	Peach
Ken	Rose
Danielle	J
Stephanie	McFadden
Claudette	Kuhl
Marianne	Bergmann
Debbie	Shannon
Gina	everly
Stacy	Crosby
Rabea	Gull
Jennifer	Scull
Christine	Warner
Cindy	May
Kristy	Pace
Alice	Wieting
Irene	Smith
Ken	Windrum
sally	green

Casimir	Drahan
Jennifer	Ubiera
Elizabeth	Widerquist
David	Lindsey
Margaret	Stafford
Sharmaine	Fleet
Kathleen	Dale
Gina	Gatto
Lisbeth	Slabotsky
Gilbert	Lawall
Kimberly	Starr
Nelson	Stockdill
James	Elder
Shari	Draayer
Lori	Vargas
James	Haguewood
Kevin	George
Margaret	Hooker
Oreatha	Ensley
Beth	Bullard
Cindy	Meyers
Rolanda	Watson
Arnold	Carter
Pat	Annoni
Judy	Feland
jennifer	weill
Darryl	Floyd
Ramona	Carter
Megan	Howard
Valerie	Paterson
Jacqueline	Pasternack
Robert	Bauer
Shawn	Whitman
Toni	Becton
Karen	Carrington
Jenifer	Webb
Jean	Mackenzie
Michael	Holder
Bambi	Magie
Jonquil	Pompey
Marcia	Bringardner
PAIS	Helena
Aaron	Libson

Constance	Lorig
Odessa	Hooker
Elizabeth	Knowlton
Donney	Bibb
Helen	Kelly
Gail	McGinnis
Aya	Ibrahim
A	Bee
Magdalena	Jensen
Andrea	Ice
Julia	Brown
Sally	Hodson
W	Wilson
Shandra	ball
Vanessa	Chalk
Elaine	Mayer
edna	ANDERSON
Adam	Bezecny
Valerie	Stains
Darian	Whitaker
Dara	Carroll
Polly	Tarpley
Jno	Hunt
Cany	Dugue
Emily	Glinick
Daniel	Monzon
Carolyn	Saunders
Evelyn	Blanchard
Carol	Kimble
Doug	Daeschner
Paul	Jefferson
Anne	K
Sam	Fargnoli
Mary	Adams
Ariel	Macken
Lorraine	Sherwood
Howard	Hassman
M	Meleon
Siobhan	Mulvey
David	Snell
Lynette	Stancil
Mark	Cameron
Melissa	Valentine

Robert	May
E-Lexus	Thornton
Amy	Lewis
Haroldo	Oliveira
Dwight	Hughes
Karen	Matulina
Gwen	Lester
Sharmaine	Anyabwile
Michael	Wright
Rodney	Hammons
Sally	Morrison
Won	Ng
Martinez	z
Shannon	Coulter
Zaheer	smith
Raushan	smith
Karen	Smith
Samuel	smith
Mustafa	smith
Brittany	smith
Sheila	Bell
Natasha	Capers
Gloria	Collazo
Jamaal	Bowman
Brenna	Freestone-Gilbert
Peter	Townsend
Cherylle	Lindsey
Karen	Bowser
Connie	Dvorkin
Mark	Gerios
Greg	evans
Lynn	Lang
Phyllis	Jollie
Nile	Arena
Brinna	Jones
joan	sendra
Allison	Levine
Kamali	Dunbar-Boston
Jackie	Hart
Marilyn	Lavender
David	Gallagher
Johanna	Cummings
Robert	Turner

Gene	Cottner
Ana	Borzha
Kristin	Thompson
Mary	Baumann
Joe	Racine
Gail	Roberts
Cynthia	Ludlow
Tameka	Beamon-Flowers
David	kingsland
Dana	Walker
Sara	Bakker
Cathy	Haynes
Mia	DiStasi
Larry	Stapleton
Anne	McCormick
Anne	Deysher
Peter	Ianchiou
Amy	Traub
Patrick	Sweeney
Don	Manning
Susan	Heath
Catherine	Fulwood
Elliott	Baxter
Merrill	Cole
Terry	Elliott
Jason	Buckey
Steven	Steel
Trench	McElrath
Gail	Blair
Pat	Ching
Libby	Blum
Michaela	Haugabook
Linda	Goodhew
Verlyne	Saintus
William	Thomas
Cherie	Patterson
Mark	Vilardi
Kristin	Garcia
Mary	Kilgore
Darlene	Neely
Michelle	Hayward
Blake	O'Quinn
jarret	wolfman

Paul	Hufker
Barbara	Bittenbinder
Greg	Pierson
Ayanna	Ford
Laraine	Lewis
Maja	Pehrson
Shelley	Lehman
Pam	Botts
Evelyn	Pratcher
Carrie	Hildeman
Diane	Berlin
Jennie	Sabato
Margaret	Glass
Marie	Blomgren
Robert	Burks
Rae	Donnelly
Kathi	White
Claudette	Schiratti
Hayley	Schwitz
James	Bennett
Jane	Armbruster
Kristy	Gloe=Thordin
Lester'	Bauer
Edith	Ezeani
Rick	Ross
Jacob	Pas
Douglas	Gruenau
Laura	Elgee
Kimberly	Long
Myra	Schegloff
Catherine	Barette
John	Voehringer
Amy	Harlib
Carrie	Treagy
Anita	Stuckey
Marjani	Moore
Elizabeth	Seltzer
Cory	Ellis
Brian	Harris
Toshiana	Flanary
Sarah	McKee
Paul	Souza
Tosha	Chapman



Kyra	Rice
Joslyn	Baker
Jessica	Cresseveur
Leonard	Friedman
Chester	Gustafson
Julianna	Swent
Nicholas	Keisel-Stagnone
Jane	Bowles
Joseph	Rudolph
Tawanda	Hill
Sarita	sidhu
Chad	Hillesland
John	Walton
RJ	Moriconi
David	Benson
Darrell	Patterson
Tiffany	Copon
Colin	Melville
Martha	Fleishman
David	Ferrell
Kn	Nelson
Dolly	Williams
Sonja	Johnson
Milton	Flores
Alan	Hines
Susan	Preston
Anna	Fontaine
Isabel	Curtis
Jasmine	Danzy
Frank	Hawes
Stephanie	Spriggins
Kate	Schaefer
Deborah	O'Connor
Mary	Irven
Deborah	Dahlgren
Paul	Gorman
Linda	Toivainen
Miriam	Abramowitsch
Dmitra	Smith
Lisa	Hylton
Marixza	Mims
Robert	Spaccarotelli
D	Jacobs

Dana	Wilson
Kostis	Papaioannou
Donna	Doughty
David	Butler
Sara	DuBois
Jennifer	Alberghini
Aaron	Lacy
Jon	Cartwright
Heath	Post
Michael	Jones
Annette	Mello
Jesse	MacDonald
Elaine	Pinches
Gloria J	Howard
Don	Lowery
Joann	Bell
Jack	Broussard
Emily	Edmond
Hezekiah	Johnson
Shirley	McMillian
Dana	Eason
Gary	Stahl
Helaine	Berman
Tony	Raiber
Lena	Fine
Holly	West
Joyce	Casey
Beatrice	Tocher
Jeff	Thompson
Samantha	Turetsky
Richard	Cichon
Mishka	Chudilowsky
don & deb	smith
Marcia	Crosbie
Maria	Gonzalez
Anthony	Brown
Linnea	Thennes
Mary	Stevens
M	Murray
Ebony	Gill
Sheri	Fogarty
James	Berry
Jessica	Jakubanis

Diane	Matza
Diane	Schwarz
Rudy	Pierrot
A	Eliassen
ermanno	de gregorio
Dana	Basu
Meya	Law
Mary	Odonnell
Katsuyuki	Shibata
Jodie	Watson
Barbara	Curlin
Rashad	Smith
Sam	Hodges
Tom	Brink
Kay	Powell
Elizabeth	Sokol
Stanton	Paris
Agnes	McKeon
Shantel	Harris
James	Tillett
Gloria	Carlton
C	Lenihan
Briar	Winters
Larry	Bogolub
Ivan	Fuentes
Mary	Troncellito
Ellen	Burr
Dianna	Holland
Peter	Reimer
Susan	Johnson
David	Miotke
Pattie	Meade
Christine	Murdoch
Brad	Walrod
Paul	Bechtel
Karl	Koessel
Martha	Taylor
Anne	Maertens
Mark	Woolwine
Luanne	Welwood
Lynn	Stockhamer
Katherine	Horne
Briana	Rosario

Sandra	Maloff
Elizabeth	Kott
Clarence	Gunn
Rosa	Sanluis
Ralph	Notaro
Daltia	Husband
Layne	Horwitz
Trudy	Knowles
Ines	Vitols
Joanne	Brown
MARCY	GORDON
Judy	Palmer
Richard	Gray
Michelle	Koenig
Bret	Polish
Elizabeth	Wallace
Andra	Heide
Charles	Luce
Keith	Jenkins
Jerry	Orr
Charlotte	Kurland
James	Zitis
Antoinette	Golding
Maili	Batista
P	M
Deb	A.
Amir	Mobasheri
Diamond	Zimmerman
Peter	Wansor
Dr. Karen	Sadler
Judith	Pelletier
Mariama	Milton
Bob	Hasselbrink
Sandreaus	Cobb
Marissa	Williford
Faith	Murray
Ian	Ockerman
Patrick	Vernaelde
Mary	Drabbs
Jennifer	Tighe
Kathleen S Eichinger	Eichinger
Elaine	Davis
Mr. L.	Andrews

Cheryl	Dare
Tasha	Leeson
Marvin	Ashford
Shannon	King
Sharon	Watrous
Laura	Sipes
Rebecca	Roy
Wendy	Fast
Linda	Singer
Gene	Hayes
Donald	Di Russo
Shannon	Roth
Katharine	Jay
Walter	Bock
Alex	Zackrone
Shawn	Pipkin-West
Tuyen	Nguyen
Lily	Colman
Linds	Trachter
Bernadette	Gero
Elise	Miller
Jan	Mullen
Kristy	Giles
Lynn	Shoemaker
E	Rubio
Lane	Arye
Tara	Moeller
Robert	Rivers
Ayanna	Gonzalez
Laura	Polutanovich
Alexandra	Devin
Lois	Johnson
Angelina	Stewart
N	Louie
John	Davis
Raphael	Timmons
Laurie	Fraker
J	Andrews
John	Flater
Marissa	Clark
Zoe	Kane
Jeff	Walton
Jo	Allen

Katherine	Boas
Patrick	Larson
Shelly	Stern
Beatriz	Cervino
Erin	Hayde
Arthur	Coates
KM	Smith
Megan	Atchley
Carole	Ness-Lira
Claudia	Reed
Enid	Johnson
Vera	Hughes
Danielle	B
Shannon	Pazier
Gene	Grabiner
Shanna	B
Alexandra	Barnard
Pamylle	Greinke
Timothy	Lewis
Emily	Rubio
Gary	Elshaw
Katherine	Terenzi
Pearl	Vance
Frank	Evelhoch, II
Sande	Stoneman
Michael	daddario
Jan	Tully
Katelyn	Leonard
Betsee	Talavera
Alan	Podber
Patrick	De La Garza Und Senkel
Janet	Buchwald
M.	Burton
Christopher	MacAlpine
Linda	Thorpe
Barbara	Charles
Meredith Steiner	Steiner
Terry	Barber
Yolanda	Broad
Jacqueline	Kimbrough
Bernard	Johnson
Sandy	Yother
Cynthia	Curtis

Patricia	Barnes
Sheila	Freeman
Verel	Johnson
JoAnne	Winton
Sam	Johnson
Jo	Chambers
Karen	Greenspan
Reba	Reiser
Mary	McQueen
Teri	Huestis
Ronald	Prado
Dolores	Johnson
Meg	Titus
Jim	Hemmingsen
Jolie	Madihalli
Thressa	Johnson
Jacqueline	Quinn
Ann	Tibbot
William	Markey
carolyn	massey
Lorraine	Liriano
JoEllen	Rudolph
Cheryldene	Phillips
Scarlett	Williams
Jeffrey	Imber
Teresa	Bess
Cindy	Owens
Leah	Helmer
Deborah	Abelman
Seren	Bradshaw
Jayette	Lansbury
Rachel	Van Orden
Christina	Nguyen
Leonardo	Nunez
Dawn	Kosec
Natalie	Blasco
Paula	Peterman
C	Emerson
William	Garrett
Sylvia	King
Rosemarie	Kuhn
Charity	Guido
Patrick	Carrol

Stephon	Doswell
Monica	McDowell
Danielle	Johnson
Rose R.	Aranita
Christie	Sanders
Beverly	Dahlen
Jacqueline	DjeDje
Emily	Percy
Bradley	Martinez
Janie	Richardson
Maria	Marotti-Ceder
Ann	Nichols
Chang	Wan
Maz	Hadaegh
Mike	Krouse
Karen	Clark
Pat	Fojtik
Mary	Schaffer
Charlotte	Williams
Alphonso	Lewis
Mary	Hayashi
Peter	Moen
Dwayne	Jackson
Tory	Ewing
Zuzanna	Wilk
Antonella	Gualdi
Cynthia	Jones
Pauline	George
Sakari	Lindhen
Kathleen	Johnson
Jennifer	Perone
Sharon	Goldberg
Ursel	Schlicht
Kathleen	Teng
Deborah	Sudduth
Renetta	Marks
Carolin	Gallc
Allison	Rensch
Eyvonne	King
Phyllis	Fuse
Uwe	Ritter
Anna	Coccia
Donna	D'Arco



Margaret	Raynor
Nathan	Nielsen
Natalia	Connelly
Jayne	Martin
Amy	St. Clair
Nina	Rotter
Stephen	D'Alessio
Leslie	Kiwacz
Bernie	Zelazny
Bobbi	Segal
Patricia	Tetreault
Charles	Scott
Joey	Bouknight
Malinda	Crispin
Elizabeth	Ehrichs
Alesa	Andrew
Donald	Potter
Khuluwd	Scott
Beverlyn	Ross
Danielle	Harry
Cyndi	Hunt
Barbara	Citerman
Ann	DeV
john	haynes
Indigo	Crawford-Patnett
DYLAN	OAKLEY
Karen	Cignoli
Martha	Banks
Ingrid	Gomez
Rachel	Rade
Charlie	Willis
Carmela	davis
David	Harding
Susan	Devitt
denise	hartley
Sheila	Ward
Michelle	Fowler
Leanne	Harrison
Maria	Rodriguez
Melissa	Lane
Valerie	Judkins
Kathy	Trojak
Pamela	Smith

Janice	Jordan
Lucie	Burke
Garard	Ghplston
Tyler	Love
Wadie	Wallace
Gail	Fischer
Joan	Bratkowsky
Judy	Knueven
Bonita	Betts
Charles	Alger
Kim	Robinson
Marsha	Lucero
Jessica	Minter
Marilyn	Lee
David	Blumenthal
Shirley	Wooden
Corey	Olsen
Scott	Zorc
Kate	Gulliver
Rachel	McManus
Randy	Childers
Eth	Os
Shirley	Simms
Kate	Ryan
John	McBee
Donna	Tomeo
shane	wray
Fiona	Abraham
Amy	Chin
Rochelle	La Frinere
Mary	Hayward
Bjorn	Bakke
Miriam	Volkmer
John	Blindauer
Christel	Markevich
Fred	Chambers
Carol	Minor
Vanessa	Vincent
J	Spooner
Summer	T
Shajeeah	Mapp
Sharyn	St Clair
Josette	Sonceau

Linda	Antunez
Ariela	Rothstein
Mark	Williams
JD	Jones
Portia	Armstrong
Cynthia	Moore
Zakiyah	Shaakir-Ansari
Lisa	Rivera
Emmalia	Harrington
Gloria	Smith
Marilyn	Mick
Jonathan	Westin
Patricia	Frederick
Greg	Pierson
Keri	Cavanaugh
May	Robinson
Frances	Goff
Julia	Cheng
Frida	Marte
Phylisa	Wisdom
Laura	Wolff
Guadalupe	Yanez
MR+MRS	Revesz
Deborah	Levine
Sharon	Street
Kenneth	Hilliard
Rachel	Bloom
Mark	Weber
A	Wilson
Shatera	Weaver
Ann	Wood
julia	Daniel
Serne	Johnson
Julia	Davis
Rachael	Sullivan
Mushtaq	Ahmad
Eliana	Vera
Shawana	Perkins
Jenn	Tegano
Diana	Pantoja
Gerardo	Guzman
Diane	Hanas
Laura	Punnett

Martha	Kenney
Tober	Schorr
syl	r
Cheryl	Cook
Chiquita	Williams
Amy	Schoneman
Mecca	Madyun
Ruth	Lefevre
Linda	Ochs
Joy	Drummond
Jeanette	Townsend
Erin	Bell
Delores	brown
Brandon	Brown
Chris	Kalfa
Anita	Garrison
Susan	Lanes
Kendall	Burks
Toni	Paris
Eugene	Zubrinsky
Cheri	Haram
Vesela	Simic
Timothy	Mullen
Rosemary	Busterna
Martha	Benner
J	Rodden
John	Willis
Louise	Espinoza
Janelle	Bowen
Betty	Smisek
Dalyn	Ortega
B	Howard
Lois	Johnson-Hamerman
Suzanne	Wood
James	Strong
Dean	Thompson
Emily	Craigie
Susan	Van Dyke
Warren	Adams-Ockrassa
Antonio	Cousin
Rene	Moulton
Sherry	Searcy
Simone	Boudriot

Thomas	!!
Marsha	Wiseltier
Catherine	Zavala
James	Keenan
Barbara	Mott
Harriet	McCleary
Ryan	Baka
Jonathan	Day
Robert	Fingerman
Linda	Ulberg
JANUSZ	MAKA
Amy	Ryberg
John	Willis
Ray	Klimasewski
Steve	chan
Roy	Bailey
Margaret	Olson
Rosemary	Cogan
Eve	Fitzgibbon
Mike	Kelly
Shirley	Lewis
Gil	Vogel
Edward	Hall
Thomas	Hutton
Kerri	Bisner
Dabney	Mueller
Ada	Rippberger
Maryellen	Lewis
Pat	Foster
Eugenia	Beh
Carl	Wilburn
Jorel	Joestein
Charles	Dauids
Margaret	Jordan
Angella	De La Torre
Sharif	Corinaldi
Peter	Evans
Matt	Brzezinski
Lynda	Cook
Karen	Sands
Barbara	Mills
Annie	Eicher
Merry	Harsh

Regina	Binford
Michele	Jones
JoAnne	Pinto
Christian	Biondi
Jsnis	Frazier
Andrew	Warner
Deborah	Grossberg
mary	marlowe
J	Johnson
Darlene	Lasher
Tamar	McCree
Elak	Swindell
Morgenstern	M.L.
Carrie	Walker
Lory	Ono
Carmen	Figueroa
Ellin	Stiteler
LaTonya	Binns
Larry	Shepler
Darlene M	Kennard
Julius	Anderson
Formeka	Hayslett
Ingrid	Brown
Mario	James
Zoe	Reitzel
Doug	Dunkle
Earlona	Weary
Pauline	Rosenberg
Elisa	R
Awa	Bousso
Cynthia	Guggemos
Amanda	Levesque
Beverly	Watkins
Mary	Braney
charmetra	boroumand
Josephine	Little
Michael	Miller Jr
Stephen	Hopkins
Derrick	Claville
Teneshea	LeGrand
Frank	Fleischer
Brian	Reynolds
Janice	Radway

Jennifer	Tait
Allison	Anastasio
Stuart	Weiss
Sally	Hutson
Robert	Mcdonnell
Erika	Kreider
Marcia	McKinzie
Edward	Souza
Brian	Hallas
Tabytha	Mancuso
RED	McKENNA
Aurora	Ackley
Bethany	Armstrong
Francesco	Leboffe
Alan	Goga
Jim.	McGinley
Dvora	Krevat
Karen	Saeger
Edna	Morris
Susan	Aaronson
Howard	Thompson
Karen	McHugh
Janna	Piper
Carissa	Fairchild
Venerable	Kunga
GWENDOLYN	KNOTTS
Deb	day
Jeffery	Morgenthaler
Dorothy	Glebes
Iatoya	Austin
John	Randall
Tim	Collingwood
Susan	warren
SP	Franklin
Kate	McCreary
Victorine	Shepard
Jill	Jacob
Rita	Mahoney
Marilyn	Parsons
Jim	Tuel
Bryan	Ortz
Mark And Suzanne	Eastburn
Stephanie	Lewis

Amanda	Levin
Susan	Rapa
Caitlin	Wylde
Doug	Skeen
Susan	Yanta
Jennifer	Cohan
Maxine	Ruddock
Bonnie	Freeman
Patricia	Williams
Bryan	Gerard
Patricia	Pippin-Emanuel
Janet	Willing
Terri	Deroche
Laura	Zahn
Aniceto	Lucero
Soraia	Jeronimo
J	Esposito
Craig	Anderson
Bradley	Rikard
Mary	perrizo
Clara	Guerrero
Ryan	Beach
Verma	Satterfeld
Janice	Vien
Wade	McCallum
Michael	Lawler
Sara	Avery
Levin	Scott
Marilyn	Avolio
John A	Beavers
Frederick	Remus
Carole	Pappas
Sally	Peterson
Carole	Sarcinello
Nancy	Lowe
Robert	Holland
Dale	Basye
Carolyn	Alexander
R	G
Helen	Hays
Bette	Hestle
Rupa	Shah
Habibatu	Jalloh



Frank	Miller
Priscilla	Tine'
Suzy	Holstein
Julia	Knight
Mark	Forsyth
AL	Hern
M	w
Corey	Kaup
Robert	Albert
Alan	Canfield
Marlon	Smikle
Dale	Basye
Diane	Roubal
Todd	Tollefson
Lori	Near
Christiane	Henker
Baker	Smith
Dennis	Whitehead
john	telford
Maleeka	Harris
Joel	Wool
Sarah	Crawford
Steven	Goldman
Kristine	Lyles
Martin	Rubenstein
Theresa	Pretlow
Siobhan	McGurk
Crystal	Vassil
Patrick	Williams
Meldri	Jerez
Joan	Sitnick
Sara	Alcid
Michaela	Dunaway
Beth	Beck
Lee	Clayton
Robert	Emery
Laureen	Howard
Saren	Nelson
Mary	Rodeberg
Gena	Felton
Marianne	Dietrich
Lauren	Steffel
Cathy	Grassi

Rainbow	Di Benedetto
Mitch	Davis
Michael	Russell
Shanna	Rose
Lee	Miller
Dennis	Morton
Marcy	Spiron
Susan	Hubbard-Reeves
Marilyn	Standley
Lisa	Sobota
Margarette	Woodard
David	Guadalupe
Doris	Lambert
Aida	Bound
Michael	Smith
Susan	Gomez
Kimberly	Smith
Pamela	Nordhof
Rachelle	Elias
Dawn	Spencer
Jon	Samuels
Isaac	Wells
Gary	Thaler
Tessa	Matiella
Andrew	Saviano
Shenaye	Lyons
Julius	Perry
Thelma	Crymes
Andy	Cohen
Cyril	Coats
John	Burt
Martha	Chambers
Richard	Sunghera
Thomas	Dorsey
Larry	Robinson
Jennifer	Loch
Michael	Velarde
Wayne	Clark
Philip	Rich
George	Kiel
Janet	Cobeco
David	Kapell
C Juliette	Brown

Douglas	Bailey
Michael	Tucker
Jesse	Farrell
Christopher	Gerhart
Gigi	Sanchez
Lisa	Klein
Crystal	Searing
Kim	Silva
RedElisa	Mendoza
Wesley	Bryan
Macaire	Grambauer
Maggie	Deegan
Elizabeth	McKay
Lois	Lederman
Mark	Fuller
Stephanie	Walked
Doris	Ashbrook
Rashad	Robinson
Jackie	Smizer
Lin	A-W
Imani	Foster
Sara	McAlister
Aurora	Navarro
Loupgarou	Whitesides
Margaret	Parker
Robin	Gaston
Miriam	Sexton
Gayle	Hoisington
Drakes	Sean
Brian	Baltin
Rev. Allan B.	Jones
Merissa	Hardee
Thomas	Gorman
Christi	Alper
Carol	Jagiello
David	Williams
Rosemary	Caolo
Jessica	Redwine
Taylor	Coleman
Gregory	Ratchman
Melinda	Richman
joseph	marshall
Dawne	Meneguzzo

Tawana	Daniels
Tahmi	Perzichilli
Ellie	Meehan
Julia	Bishop
Amanda	Key
Erin	Wolf
Lynette	Mason
Silver	Light
Shani	Johnson
Jim	Bearden
Stephanie	Snell
Karen	Reiter
Willie	Burnley Jr
Lynn	Ryan
Kevin	Hartley
lisa	bratanov
Gaya	Covington
Kim	T
Isibell	del Rosario
Paul	Bradley
Erika	Hartman
Ms. Maria Celia	Hernandez
William	Crimbring
Stephanie	Fox
Beatrice	Chipouras
Richard	Edelman
Lorraine	West
Gerard	COUCHOUD
Patti	Herring
Paul	Moss
Bernard	Kessler
Sarina	Day
Nate	Metzker
Bhaskar	Dasgupta
Kathleen	Vanduzee
Jay	Treat
Edward	Cowan
Susan	Anderson-Smith
Pearl	Berman
Allan	Murphy
Gary	Dean
Pamela	Musoke
Arnold	Johnson

Robert	Kennedy
Beverly	Hinton
John	McNevin
Amy	Alexander
Heloisa	Roach
jason	husby
Robert	Vandervennet
Elisa	Townshend
Joseph	Yencich
Melissa	Wells
Leslie	Johnson
Allison	West
Donna	Whittaker
Anna	Wrobel
Terri	Babineaux
Karen	Olsen
Lisa	Padol
Lois	Evron
Eliza	ono
Anthony	Keovongphet
Eric	Streett
Barbara	Gurtler
Ofer	Neiman
Kim	Rivers
Jill	Feigeles
Marilyn	Lee
Chip	Phillips
Frank	Spadazzi
Audrey	Brown
Gary	Bauer
Mina	Blyly-Strauss
Sharon	Stern
Donald	Turner Sr PA
Louise	Fishman
Virginia	Mccooy
Betty	Gaines
Helen	Williams
Billie	Rain-Shadid
Patsy	Tankersley
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Suzi	Hokonson
Stephen	Mead
Bill	Parham

Mary	Masters
Steven	Shults
Sarah	Shapiro
Larry	Rolfe
Kandis	craft
LaRhonda	Newman
Scott	Ferguson
Mary	Miller
Vincent	Rusch
Don	Ely
MasterWorld	World
Callie	Lockwood
Jacqueline	Maxwell
Cyrille	Phipps
Jeremiah	Watkins
Linda	Bolton
Vasilisa	Hamilton
Arleen	Kalenich-Pace
jacqueline	wurn
Allie	Tennant
Pat	Payne
Shonay	Williams
Jeanette	DiMeo
Michael	Parker
Marie	BORD
Earl	Miller
Albert	Elsen
Brenda	Dixon-Gottschild
Jacqueline	Fraites-Guzman
Jim	Haley
Sonya	McLaurin
Jerry	Rivers
Benjamin	Schlein
V	Evan
Gene	Bitner
Kitty	Farmer
Jim	Ortiz
Susan	vaught
Ron	May
Cody	Goin
Saribel	Olivieri
Darrell	Robinson
Brad	Snyder

Katherine	Findlay
Bridget	Sayles
K	dudley
JaQuelle	Smith
Leonard	Schoch
Marcia	Halligan
Noriko	Sato
Jody	Gibson
Pam	Parisi
Francine	Williams
Betsy	Bondurant
Meg	Chrisler
Avis	Hickson
Mack	Vann
Vanessa	Cooper
Curtis	Killings
Elizabeth	Chapman
Holger	von Oertzen
Bill	Bowman
Stacy	Lesartre
Lela	Florel
Michael	Maltenfort
Mike	Kaufman
Catherine	Brooks
Christine	Canarelli
Robert	Galbreath
Sabrica	Barnett
Jennifer	Angyal
Carol	Gault
Luanne	Goldman
Karen	Signorile
Adrian	Barber
Carla	christian
Butch	Border
Ping	Chun
Jennifer	Hochberg
Mary	Davey
Donavan	Rhoden
Frieda	Hughes
Janice	Haynes
Terry	Warkentine
Lee	Walker
John	Hansen

Alexandra	Manias
Larry	Cobb
JEANNE	ALOIA
Bry	Clarke
Ben	Badger
Meghan	Weber
Kenneth	Williams
Kate	Moore
Rebecca	Godsil-Freeman
Lauren	Baker
Cheryl	Forte
Debbie	Krueger
Gail	Williams
Barry	Michlin
Thomas	Yee
Amy	Setsoafia
Johannah	Murphy
Roland	Pounah
Chester	Payne
Thom	Cronkhite
Kathy	Kearns
Jared	Buck
Aia	White-Podue
Juli	Kring
Lorraine	Brabham
Dale	Matlock
Tab	Robinson
Sandra	Carr
Carole	Hartleb
Debbie	Crawford
Jasmine	Hill
Tanya	Field
Berne	Poliakoff
Tom	Plihcik
Marla	Hosler
Lyle	Broschat
Kylara	Hunter
Fee	Scott
Stacy	Hall
Joy	Morgen
Emily	Huff
Brigitte	Carter
Katie	Plat



Jeferson	Silva
Valerie	Ellington
Frederica	Jones
Kennard	Bowen
Guy	Berliner
Andrea	Jones
Elliott	haines
Jerry	Oliver
Frank	Curtis
Selena	Wilson
Cassie	Elizondo
B. Thomas	Diener
Ariana	Johnson
Peter	Aladjem
Katrina	Collins
Maggie	McCarthy
Laurie	Manners
Carol	Volkman
Joy	Washington
Nicole	Brooks
Natasha	Poppe
Margarita	Danielian
Stacey	Morgan
Michael	Feinberg
Anne	Martin
Esther	Csizmadia
Deja	Davis
Eric	Herde
Susan	Caldwell
Michelle	Holmes
Erik	Truelsen
Paula	Zimmerman
Nathaniel	Riffe
Any	JuanRisco
John	Gahn
Vicky	Matsui
Susan Margot	Ecker
MaryJo	Matheny
N	L
Ann-Ingrid	Millikan
Leesa	Thurman
Steven	Sanders
David	Garcia-Rosen

Jemille	Hardy
Marcia	Reiter
Barbara	Kourajian
Pamela	Merten
Simon	Harvey
Ted	Martin
Sylvia	Dannelley-McCree
Dorinda	Kelley
Helen	Curtis
Suzanne	Pena
Patricia	Cipolla
Diana	Boutin
Bill	Holt
Karen	Anderson
Robert	Gray
Mike	Miller
Tim	Humphreys
Yoshiko	Yeto
David	Elsensohn
Dave	Ringle
Michael	Darby
Tony	Kokes
Stacy	Milbourn
Geraldine	Finazzo
Syd	Stewart
Conney	Joa
Ladell	Holmes
Tammy	Jennings
Michele	Johnson
Ellen	Melamed
Christopher	Buttimer
Erin	Council
Michelle	Talhami
Joseph	Ancona
Shelley	Dahlgren
Alexis	Mitchell
E	Via
Andi	Price
Lynne	Firestone
Kathia	Barnwell
Sharlamay	Mello
Kimberley	Davis
James	Trammell

Bernard	Fuller
Harriet	Barton
Lisa	Price
Karen	Springer
Audrey	Moskowitz
Blu	Mankuma
Tabitha	Cofer
David	Bernal
richard	edelman
Karyn	Walden-Forrest
Kate	Jones
Sally	Henkes
Elissa	Donlan
Abraham	Oboruemuh
Amanda	Pena
Steven and Susan	Mayes
Thomas	Adams
Britt	Anderson
Melissa	SchultzAhearn
Chris	Caron
Barbara	Lubow
Makini	Johnson
Ruth	bean
Bryan	McCullough
Zach	Bromberg
Patrick	Martinez
Jason	Nardell
Rose mary	Joe-Kinale
Karen	Kovick
Taylor	Woods
Emily	KellIndorfer
John and Ellen	Woodruff
Matt	Fournier
Gabriella	Brown
Russ	Cross
Leslie	Feller
Tony	JugV©
JoAnne	Metzler
Esther	Fiebig
Lawrence	Held
Frederick	Howard
Brittany	Dunaway
Deborah	Wilson

Maarit	Rinne
Marilyn	Hall
Elizabeth	McAuliffe
Doris	Bailey
Charlotte	Jones
Tawana	Sabbath
William	Crowe
Susan	Campbell
Paul	Centopani
Merlin	Wilson
Talya	Gillman
Cornelia	Teed
Iris	Meltzer
Katie	Kadwell
Judith	Deutsch
Peggy	Loveless
Patria	Davis
Elizabeth	Roberts
Harry	Linton
Tommy	Pettersson
Emily	Runde
Keith	Frazier
Candice	C
Mary	Carr
Joy	Akwari
Danielle	Dragona
Stephen	Burt
Karen	Weston-Williams
Kelly	McConnell
Justine	Shelton
Mary Alice	Lo Cicero
theodora	parsons
James	Hemm
janet	maker
Omar	Morris
Amy	Carroll
Ronnie	Millian
John	Humphries
Anna	Patterson
Brian	O'Brien
Vivian	Shields
Marilyn	West
Solange	Deschamps

Harry	Wohlsein
Bronwyn	Olsen
Larry	Gioannini
Mary	Christenson
Don	Crocker
Da	Keomanyvong
Pepper	Collins-McCoy
Melody	Woods
Tina	Florell
Douglas	Watt
Kamela	Proulx
Nicole	Braun
Morgan	Lazenby
Jeanine	Broome
Susan	Nedell
Lydia	Pyun
Russell	Ziegler
Gina	McLaughlin
Kyle	Krause
Daniel	Bruce
Zakaria	Ayoubi
Mary	Thornton
Lee	Young
Franklin	Ray
Emily	Stetler
Rhonda	Berger
Tara	Ferri
Amy	Albert
Soraya	Smith
Steven	Bal
Gayna	Uransky
Uri	Barnea
Mir	Scott
Amanda	Tenney
Garrett	Pauls
Delma	McDowell
Madalyn	Benoit
Diane	Romine
Sigmund	Finman
Onur	Agirseven
Kaiane	Habeshian
Tiffany	Rapplean
Liz	Eviston

Deborah	Boyce
Kelly	Zutrau
Scott	MacAdam
Carl	Kline
Dale	Berry
Terri	Hanshew
Alexandre	Kaluzhski
Reginald	Hardaway
Santiago	Vega
Kaye	Sheets
Megan	Frampton
Laurry	Michlin
Allen	Gibas
R	Middleton
Deanna	Woolsey
Ernst	Mecke
Roberta	Prada
Paul	Sireci
Nancy	Hanson
Kathleen	Teach
Diane	Kopan
A	Z
Beverly	Albright
Tim	Gerrits
Denise	Bailey
Bruce	Szudy
Lisa	Stone
Paul	Markillie
Kevin	O'Rourke
Jennifer	Orona
Felix	Rodriguez
Eileen	perfrement
Garrett	Francis
Mark	Creighton
Pamela	Pignataro
Stefan	Lewis
Lindsay	Conklin
Cave	Man
Katherine	Huamani
Antonio	Underwood
Greg	Adsluf
Harriet	Shane
Susan	Willerman

Gwen	Hadland
Tomika	Johnson
Joseph	W
Calum	Traveler
IVETTE	Anderson
Ian	Limoli
Karen	Amirault
Patricia	Kanzler
Grace	Neff
Audrey	gurtman
Richard	Davis
Kellie	Powell
Dan	Roark
Nour	Hourani
Barbara	Bredwood
lindsay	marshall
Mariah	MacCarthy
Andrea	Smith
Sharon	Utakis
Meredyth	Johnson
Scott	Lockett
Donald	Arrington
Tiffany	Sullivan
Fritz	Jandrey and Jandrey
Adam	Burke
Candace	Williams
L	King
Mark	Rodgers
Kristin	Lewis
N	Dumser
Mary	Garmone
Akankha	Perkins
Ellen	Beausoleil
Emmalee	Windle
Liana	Rael
Alena	Sandimirova
Patricia	Roles
Faith	Lewis
David	Morrison
Teresia	LaFleur
Lauren	Rugless
Sarah	Wiebenson
John	Bastian

Salvador	Perez
Eva	Morgan
Ryan	Blanche
Shira	Lion
ELAINE	HOLMES
Myrna	Ehrlich
MA	Peterson
Eduardo	Belasquez
Diana	Brunet
Martel	Devlin
Ray	Born
Camille	Gilbert
Thomas	Fleitz
Maxine	Delicata
Sandra	McCarthy
Mark	Houdashelt
Marsha	Blank
Elizabeth	Barrett
Jane	Walters
Tenley	Franklin
Gabriel	Camacho
Timolin	Burke
Joe	Connolly
Paulette	Forest
Suzanne	Gannon
Alia	Dietsch
Bruce	Burns
Jeroleen	Smith
Patty	Wallens
Catherine	Murphy
Hannah	Banks
Alyssa	Daloo
Sharyn	Goldman
Irene	Franck
Guy	Zahller
Alicia	Bloom
Nancy	Scheck
James	Teagle
Lynda	Aubrey
Debbie	Chewning
Teresa	Olson
Marion	Cohen
Ruth	Twiggs



Jack	Fang
ted	Hall
Charles	Mills
JoAnn	Keller
Jon	Mermelstein
Robert	Nelson
Robert	Lichtenbert
Maria	Andrade
Jerry	Rubin
Jonathan	memmert
Ian	Corbin
Russ	P.
C	Jackson
Frank	Lapore
Nathaniel	Williams
Lucy	Hansen
Judith	Griffen
Leonarda	Huertas
Anne	Johnson
Marianna	Terzakis
Asheley	Buchwalter
Amy	Stoller
Terrie	Stone
Sarah	Loui
Priscilla	Portis
Kathleen	D'Arcy
Stacie	Dullmeyer
Pat	Settles-Baca
Drew	Richman
David	Hinkley
Helene	Rosen
James	Lawrence
Brent	Gurtek
liz	callaway
Wendy	Andresen
Chelcee	Price
W	Myers
Cumba	Siegler
William	Berry
Katie	McLaughlin
Dace	Brown
erland	moeckli
Jeremy	Bird-Fremont

Sean	Mooney
A	Dulfer
Michael	Higgins Jr.
Harriet	Eckstein
Jerae	Hargrave
Wanda	Wright
James	Deshotels
Christopher	Dudley
Nancee	Noel
William	Willis
James	Young
Diane	Owen
Lynn	O'Shea
Myra	Rodriguez
Eleanor	Lawson
Stephen	Sachs
Cionna	Gipson
Brian	Lesyk
Lori	Kegler
Colleen	Doherty
George	Scott
Hilda	Eck
Susan	Donahoe
Victoria	Carle
Amerie	Carter
Marilyn	Mullen
Shy	Nelson
JeVel	Lindon
Steven	Sy
Reuben	Urban
Richard	Rutherford
Joseph	Adams
Belinda	Wilks
Joan	Goddard
Melissa	P
DIANNE M	BURRELL
Elizabeth	Milliken
Stephen	Mineck
Lisa	Johnson
Anita	Maldonado
Marian	Reitzen
Jasmine	Kent
Jose	Gonzalez

Ij	hand
Ariana	Fuller
Molly	Hale
Soraya	Barabi
Salle	Certo
Lawrence	Heiner
Dawn	Pile
Lou	Cutler
Gregory	Brown
John	Kramarck
john	Krumrein
Latia	Reliford
Heather	Skrzypiec
Sarah	Sercombe
Francelle	Barry
Mark	Hillenbrand
Elizabeth	Brown
Lorraine	Muhammad
Ruth	Debra
Joe	Rose
Mlmorgan	Morgan
Karen	McCaw
Nick	Jurus
Carl	Seitz
Carolyn	Hampton
Cheryl	Palmer
S	King
Denise	Henry
Joy	Casey
Lori	Siver
Tre	Buford
Chris	Washington
Ernest	Rosenberg
Donn	Trenner
Ashlynn	Leach
eric	burns
Anthony	Millard
Jered	Cargman
Barb	yost
Asphodel	Denning
Melody	Martin
Alana-Patris	Loyer
Jacob	Hanifl

Michele	Hines
Jennifer	Chang
Peter	Curia
Lb	B
Rolf	Radicke
Alan	Harper
Kathleen	Seltzer
Natalie	Grand
Somi	Obozuwa
Elaine	Woo
Cyrus	Bina
Kimberly	Dale
Ethel	Renner
Hanan	Sharif
B	Wills
Catherine	Uchiyama
Keith	Griffin
Stephen	Hankin
Leigh	Marrisett
Mahasen	DeSilva
Joseph	Coley
Brittney	Campbell
Nancy	Arnosti
Damon	Berry
Leonard	Cooper
Barbara	Brisson
B	Tepp
Ashlee	Simpson
Megan	Lane
Wayne O	Evans
Betty	Dudney
Susan	Janow
Jaen	Lawrence
Greg	Seibert
Dave	Long
Nancy	Walsh
R	Wells
Doris	Luthrt
Sam	Sheldon
Cheryl	Smith
Shelby	Hood
Mark	Wood
M	Hooper

Bert	Greenberg
Robert	Booth
Scott	Halvorson
Eve	Shapiro
Bridgette	medley
Jill	Meyer
Robert	Meyer
Bonnie	Payton
Doris	Potter
Eileen	Mitro
Samantha	Bonaparte
Patricia	Milizio
Emily	Navratil
Nancy	Kingston
Susanna	Eckblad
IA	Sutherland
Barbara	Goodwin
Carol	Mcdaniel
Joan	Hoff
Bernice	Joslyn-morrison
John	Crombie
Rana	Irby
Dan	W
Elmone	Kissling
Myrna	Docherty
Alfred	Lynch
Marie	Weis
Ethel	Dumas
Erica	Robbins
Belinda	Dodd
Alexander	Dolowitz
Richard	Crooks
Robert	Baer
Lakota	Crystal
Michael	Suess
Karen	McNAIR
Genny	Roman
Allister	Layne
C	i
Boyd	Reedy
Prema	Subramanian
Kate	Sky
Kathleen	Jackson

Nicole	Prescott
Colin	Yennie
Angela	Maeda
Janet	Bradley
Gerald	DeBaun
Jamilah	Elder
Marcia	Godich
AnthonyH	Howell
Robert	Mayton
Janet	Wolfe
Dawn	Freeman
Rose	Alexis
Gabrielle	New
Scot	Seffinga
Helen	Webb
Sharon	Brown
Connie	Marquez
Rob	Burton
Joe	Cole
B	Williams
Rev. Elizabeth	Zenker
Susan	Emery
Robert	Downs
Janice	Spellman
jamie	mandrake
Robin	Terry
Diane	Pease
Karen	Bartle
Raquel	Quintana
J	Blagen
Bruce	Justice
Debra	Legorreta
Michael	Wilson
Jacques	mounier
Mark	Glauth
Kyron	Rogers
V	Little
Uriah	Hammock
Alison	OBrien
Shawn	Dukes-Macgargle
Saab	Lofton
Stephen	DiPesa
Richard	Kilfoyle

Clay	Shelton
Jean	Loomis
Buddy	Delegal
Lisa	Reich
Karen	Brown
Leigh	Lampley
Janet	Allt
Dennis	Ruffer
Kalla	Loa
Mary	Davis
Pc	C
Rebekah	Patrick
Carolyn N	Rosenstein
Arthur	Bryson
Raegan	PAyne
Mary A	Leck
Rachael	Lind
Karen	Lipinczyk
Kristin	Freeman
Cherie	Connick
Marie	Wakefield
John	Cherry
Cynthia	Small
Linda	Schnelle
Elizabeth	Ramsey
Carolyne	Wright
Kimberly	Goorahoo
Barbara	VonBenken
Micaela	Houtkin
Stacey	Zuckerman
Audrey	Peltz
Paul	lau
S	Kay
Alex	Berger
Todd	Dell
Angel	Voyatzis
Rochelle	Farkas
Stephanie	Iadanza
Vivian	Duong
Mark	Johnson
Denise	Romesburg
Thomas	Campanini
Isaiah	Plovnick

Janine	Morgan
Gavin	Dillard
Leslie	Mlawski
Beatrice	Zovich
Johanna	Schroth
Dave	Fallow
Michael	Giorgi
Pat	Guevara
Gale	Oppenberg
Wayne	Johnson
Gloria	McNeal
Carrie	Simonds
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Francis	Schilling
Rochelle	Lazio
Corinna	Rhum
Kathi	Aker
Patricia	Foster
Laura	Herndon
Sheela	gandhi
Alice	Bowron
Ardette	Reeder
Sandra	Cullen
B	Betz
Thrinley	DiMarco
Patience	Hackett
Edith	Mann
Edith	Alston
Le,ÃKeisha	Flournoy
S	Garcia
Christopher	Horton
Susan	Hampton
Michele	Page
Wendi	Quest
Ana	Cancel
William	D.
Johnny	Acevedo
Paul	Blackburn
Robert	Pawloski
Ruthe	Effort
John	Brewer
Harold	Wright
Lawrence	East



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Joanne	Zipay
Ellene	Gurtov-Smith
Jim	Fleming
Elliot	Comunale
Karla	Frandsen
Mark	Jordan
Jan	Oldham
Drew	Reese
Michele	Smith
Sandra	Buck-Moyer
Carl	Tawiah-Amoako
Thomas	Ficklin
Yvonne	Wynn
Reginia	Hughes
Paula	Berinstein
Lyric	Apted
Kathryn	Nocerino
Golsa	Sarabi
Karen	Kauffman
Pharlande	Juste
Rosalind	Milligan
Micki	Selvitella
Stephanie	Lewis
Cory	Deitchman
Ginger	gouveia
Neil	Bacher
Marguerite	Bouvard
Agnew	Wilson
Donna	Shavlik
Lynn	English
Steven	Morales
Deb	Putman
Holly	Huntley
Patrick	Millican
Deborah	Fexis
Benjamin	Cook
Richard	Beuth
Karen	Stimson
Ellen	Pill
Erica	Monaco
jocelyn	Kasow
Mark	Finn

Sophia	Rawlings
BARBARA	KATZ
Jean	Fee
jeri	pollock
Janis	Engelstein
Linda	comess
Julie	Powell
Erin	Walsh
Carolyn	Hamilton
Jennifer	Schneider
Dominique	Morisseau
Juanita	Moses
Nancy	Herck
Aleyda	Cardona
Dara	Burrows
Rene	Bobo
Lita	Waggoner-Pogue
Jordan	Neiman
S	Michel
Helen	Anders
Ann	Teli
Deirdre	Jackson
lorell	fritz
Patrick	Bak
James	Wideman
Susanne	Hesse & Doug Dyer
Rene	Hargett
Scott	Gordon
Mary	McAuliffe
DeAja	Gaines
Robin	Dumler
Margaret	Ferrera
Mark	Scardello
Monte	Andarton
Josette	COUCHOUD
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FV©lix	Scherwinsky
Frank	Rouse
Marybeth	Webster
Joan	Andersson
Joyce	Peck
Susan	Newman
Kate	Sherwood

Bonita	Staas
Karl	Miller
Raphael	S.
Deborah	Hewlett
Amanda	Thomas
Wendy	Keen
Bran	Cedio
Christine	Wood
Henrietta	McClellan
Rizwana	Ashraf
Joanne	Phillip
AnaLisa	Crandall
Aggie	Monfette
Eleanor	Jones
Tom	Cannon
Nathelda	Naylor
Corinne	Tortai
Terri	Scott
Joan	Shelby
Tania	Cardoso
Milton	Lindner
Ann	Locasio
Jordan	Gropack
Tomeka	Royster
Janice	Banks
Sheri	Andersen
Elizabeth	Gullen
Venetia	Williams
Robert	Cowen
Velma	Pervis
Dennis	Garrett
Anne	Fox-Hayward
Laura	Jacobs
Stephanie	Witkoski
Jamila	Montaque
Julius	Anderson
Hassan	King
Sharon	Lasman
Graham	Hawley
Sheila	Dauer
Randal	Jeter
Diana	Moon
Rosalind	O'Donoghue

Linda	Harris
Robin	Grantham
Jody	Stegman
Kathy	Grieves
Samantha	Wilson
Cori	Glazer
Sean	Fowler
Stephen	Chaney
Helen	Greer
Margaret	Murray
Joyce	Trumpet
Krista	Eduarte
Chris	Casper
Joanne	Belknap
Jessica	Marcy
David	Haskins
Hazel	Dawkins
Joyce	miller
Vera	Calabria
Kevin	Stueven
Tommy	Lewis
Mindy	Levokove
Illia	Barger
jill	nelson
Sherl	Murphy
William	Koch
Paul	Shoeman
Antonia	Kuhn
Lisbeth	Caccese
Lori	Haaland
Lisa	Lupinski
Miguel	Lozada
Yolanda	Claxton
Lonnie	Lopez
Cecilia	Wieslander
Marilyn	Jean
Michael	Wells
Wayne	Hanson
Timothy	Beitel
Joan	Smelkinson
Sandra	Thorn
Roberta	Marine
Tina	Johnson

Harley	Armentrout
Judith	Lienhard
Erin	Polley
Anita	Cohen
Joni	Pradetto
Pat	McNeeley
James	Hardnick
Todd	Dripps
Gene	Fox
Rachel	Goddard
Shikisha	Tidmore
Deborah	Farrow
Faith	Dustrud
Paula	Hollie
Shirlene	Harris
Gregory	Kapphahn
Sam	Tannenbaum
Bruce	Pemberton
Clifton	McMillan
Lauren	Burton
John	Bernard
Deborah	Ahmed
Andrew	Henderson
Jesse	Larsen
Brian	Jones
Theodore	Trevor
Rose	Francis
Signe	Dayhoff
Adine	Sagalyn
Delia	Awusi
Lisa	Dupuree
Carol	Sheffield
Darren	Houser
Darren	Hamann
John	Cooke
Aisha	Baker
Neil	Cardew-Fanning
Stephany	Gooch
Shequetha	Wiley
Stanley	Hess
Suzanne	Erickson
DeAnne	Roye
Bill	Mowat

Jose	choquehuanca
Audrey	Schildwachter
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Connie	Maros
Thomas	George
Brenda	Waters
David	Nevin
Laurette	Evora
Randall	Nerwick
Peggy	Mitchell
Frank	Schorn
Marsha	Thomason-Sykes
James	Perkins
Megan	Hyland
Kathleen	Hanna
Selena	Jackson Guines
Laura	Byrd
Ashley	Amos
Stephen	Gladstein
Diana	Praus
Evan	Linsey
Sharyn	Hights
Jasmin	Bush
Jezelle	Cooper
Cheryl	Laos
Paul	Horne
Demetria	Stephens
Rolf	Svehaug
Christine	Harris
Christopher	Richards
Raffaella	Selvaggio
Candace	LaPorte
Susan	Tull
Fern	Wachtel
Madrona	Bourdeau
Mary	TRUE
Bill	Wood
Helene	Kaplan
Mary	Vorachek
Amanda	Zinoman
Lydia	Bourne
Jonathan	Sites

Ronald	Koenecke
Juan	Pev±a
Ashley	Benyo
J	Thierry
Wilma	Watson
Tamara	Saarinen
Terri	Kapsalis
John	Hoffman
Stewart	SOMERVILLE
Helen	Dutton
Catherine	Bodine
Luise	Behr
Amy	Henry
James	Rodriguez
Jerry	Hampton
Alyce	Smith
Luke	Ouradnik
Georgia	Libbares
Brent	Kakesako
Lisa	Zales
Warren	Hines
Rakia	Whitfield
Teri	Slagle
James	Roberts
Felix	Lee
Jerry	Miller
Susan	Thing
Deborah	Dahlgren
Henry	Medlin
Shawnifer	Fowler
Kw	Investments
Colleen	Winney
Mona	Affinito
NR	Davis
Lisbeth	White
Kathryn	Vinson
Seaghan	Coleman
Carol	Kite
Rose	Ash
Walter	Wegner
Carol	Byrd
Robert	Stuart
Marianne	Robin-Tani

Mark	Meinhardt
Meghan	B.
Shandra	Spencer
Juliana	Kailihiwa
Delia	Barajas
Sue	Randolph
Don	Grierson
Ronald	Mcavoy
Danny	Thompson
Saleel	Mikail
Doris	Huddleston
Emory	Hudson
Michelle	Mitchell
John and Martha	Stoltenberg
Judy	Miller
Lisa	Kavanaugh
Elizabeth	Roth
Donna	Frederick-Neznek
Jane	Stowell
Elan	Carlson
Mark	Bradley
Donna	McADOO-Kelley
Anna	Berg
Heidi	Cleven
Danielle	rankin
Rebecca	Rabinowitz
John and Nancy	Lenz
David	Paschal
Latosha	Henderson
James	Hayden
Jarrood	Baniqued
Catherine	Kerrigan
Sandy	Thompson
Jo Ann	McGreevy
Elizabeth	Anderson
Beverly	Krug
Eileen	Blake
Stacey	Wood
KeViN	MeInHaRdT
Julie	Brou
Malika	Dickens
Beth	Darlington
Nelson	Fluker



thorayya	said giovannelli
Dontay	Muhammad
Jared	Cornelia
Myron	King
Joan	Farber
Karen	Dorr
Lee	Duncan
Christina	Pasillas
Rachel	Casparian
David	Tanner
Darrick	Young
Johnetta	Palladina
Andres	Soberon
Joyce	Weisberger
Winn	Wilson
India	Cheatham
Shay	Hodges
Anthea	Colossio
Carlos	Cunha
Jim	Head
alena	jorgensen
Jamie	Glass
Mic	Belisle
India	Johnson
Can	I
Phillip	Schaffer
Donald	White
David	Alexander
Anita	Coolidge
Patricia	Kemp
Steven	Urquhart
Howard	Holmes
Diana	Saxon
John	Chase
PaMeLa	MeInHaRdT
Brenda	Pierre Louis
Debbi	B
Imogene	Weston
Mary	Eastman
Elijah	Muhammad
Peter	Blue
Susan	Breen
Michael	Strieby

Lambert	Augustus
Ron	Tragni
Heidi	Bean
Walt	Garvin
Benjamin	Christy
NS	Khalsa
Kevin	Olson
Robbi	Chisholm
Gregory	Eason
Amanda	Bosch
Margery	Schiff
Tanya	Jones
Terry	Kosharek
Susan	Seals
Therese	Baxter
david	carlson
Monroe	Lincoln
Charlotte	Patterson
Rachel	Dobbs
Leah	Moore
Jackson	Durand
Carter	Rose
Peggy	Rogers
Ruth	Zika
Janice	Basta
Jean	Pressoir
Rab	Berry
Laura	Napoleon
Bobbie	Flowers
Christy	Lee-Engel
Calvina	Reed
Diane	Shaughnessy
PJ	Clark
Brian	Gagnon
Carole	Joseph
Tom	Mullen
Ioanis	Papavassiliu
Marion	Bullington
Ana	Alfaro
JC	Corcoran
Muriel	Mandel
Bob	Sipe
KC	Young

Roger	Nelson
RevDr	Mason
Jesse	Armstrong
Darrel	Smith
Anne	Vogel
Robert	Nuytkens
Mark	Latiker
Stephanie	Bowles
Sammia	-
JP	Cohen
Jerald	Vinikoff
Rebecca	Custer
Victoria	Nicholas
Michael	Tenenbaum
Thomas	Dupere
Jenny	Gaskell
Kurt	Steinman
Guy	Amsler
Richard	Jacob
Lauren	McGee
Joe	Pickering
Josh	Summers
Zachary J	Philipps
Donald	Kadidlo
Martha	James
Sarah	Stewart
Lynette	Smith
mary	Donovan
Douglas	Sedon
Denise	Leonard
Rita	Clarke
catherine	sanders
Pamela	Bendix
Kimberly	Christian
Annette	Raible
Kelly	Semlear
Vivian	Hernandez
Phyllis	Chavez
ANA	FELIPE
Sharonda	Gaters
Raphael	Hess
Loretta	Shiver
Devin	Henry

Deralyn	Boyd
Pamela	Salerno
Karen	Peters
Julianne	Kornacki
Judith	Takacs
Matt	Stichter
Sandra	White
Rachelle	Schammann
Barbara	Kopelman
Leah	zipkin
Francisco	Cespedes
Carollyn	Simon
Sandi	Riggs
Nicolas	MV <sup>o</sup> hlbach
Tad	Sullivan
Sherry	Sharpnack
Deana	Schneider
John	Wheeler
Lazaro	Mohamed
Judi	Poulson
Jackie	Byars
Timothy	Mieyal
Lisa	Mott
Aylene	Kovary
Gretchen	Wrede
Klaudia	Englund
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John	Rybicki
Don	Chatman
Gladys	Nieves
April	Spivey
Nathan	Peterson
Candie	Glisson
Anna	smith
Betsy	webster
Denys	Cope
Michael	Halloran
kimberle	kutch
Debbie	Karvey
Shanell	McCrae
Andrew	Taylor
Marie	DesJarlais
George	Kormendi

Luis	Perez
Wakeelah	Muhammad
Bhairvi	Shah
Norma	Hernandez
June	Ehemann
Mario	Martinez
Ellie	Anderson
Rosalyn	Banks
Audra	Friend
Paul	Haggard
Kyra	Legaroff
Lester	Morris
Michael	Bordenave
Jason	Morris
Andree	Wells
Kate	Harder
Katrina	Ewert
Bob	Stuart
Aurora	Trischka
Brad	Cobb
Hester	Alcorn
Patricia	Loftman
Emily	Blackwell
Tracey	Reza
John	Power
Melissa	Winchester
elaine	Karas
Stephanie	Thompson
Deborah	Gandolfo
Rosemary	Coffey
Cathy	Simmons
Judith	Turner
Carol	SmithBarrell
Linda	Murphy
Robyn	Phillips
Joanne	Kondratieff
Dave	Fronske
Paul	Crosson
Cynthia	Zaferatos
Diana	Petrella
JOAN	WALKER
Perry	Bryant
Virginia	White

Casey	Ream
Stefan	Taylor
Darla	Sanders
Marie	Veek
Alvaro	Garza
doug	Stewart
James	Frooks
Lyle	Henry
Kathleen	Lewis
Jim	moran
M	Leszczynski
Narayanaswamy	Subramanian
Jesse	Boeckermann
C	Kelley
Jeff	hall
Pam	Spencer
Roger	Wechsler
Earl	Plante
Ronna	Bejarano
Sheri	Bianco
Norma	Lewis
Pamela	Goodman
Nancy	St Germain
Melony	Paulson
Leah	Strayer
Elizabeth	Ward
Megan	Rice
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Claudio	Meier
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Bruce	Krawisz
barbara	gregorio
Desiree	Isaacs
Charalampos	Theocharis
Lauren	Pepper
Sarah	Raven
Carolyn	Treadway
Michael	gilmartin
Pamela	Kjono
Jeffrey	Thomas
Thomas	Blackwell
Rebecca	Pitts
Nancy	Tanzi

Elizabeth	Cole
Martin	Moubel
David	Bohn
Pamela	Harper-Smith
Ellen	Domke
Anita	Butler
Jeff	Browner
John	Dagostino
Elaine	Levin
Sari	levine
Valerie	Rounds-Atkinson
Rich	Fennema
Ray	Malinda
Barbara	White
Joseph	Hoffman
Denise	Nolden
Katherine	Noble
Emma	Witmer
Kimberly	Vincent
nyx	zierhut
Elissa	Faye
Robert	Sunde
Fany	Vargas
Jane	Seddon
Matthew	Ammerman
Nancy	Griffin-Bonnaire
Eric	Griffin
Yohanna	Jones
Homa	Nassiri
George	Bond
Denise	Benjamin
Kathleen	Gibbens
Sheets	Aida
Tammy	Hartel
Cathryn	D'Arcy
Jessica	Likens
Peter	Doval
LaVonne	Dorsey
Hayden	Nichols
Debra	Rehn
Lance	Edwards
Christina	Barretti-Sigal
Elizabeth	Ishmael

S	j
Margaret	Fischer
M	H
GREGORY	MILLER
Lloyd	DeWald
Deborah	Griffin
Christie	Messenger
Oghenetega	Akpomudjere
Annemarie	Prairie
Es	Schloss
David	Stetler
Jendayi	Pinnock
Donna	Henes
William	Meadows
David	Pascoe
Christina	coleman
Brian	Waak
Jonathan	Meeks
Tony	Wise
Harry	Kurgans
Steve	Algieri
Pat	Kelly
Niel	Lambert
Maxine	O,ÄReilly
Karen	McGahey
Lisa	Fairman
Raelyn	Lagerstrom
Georgie	Craven
Timmy	Shea
Sara	Campbell
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Gary and Seraphina	Landgrebe
Jessica	Wood
Elisabeth	Waingrow
Carlos	Hamer
Conrad	Roth
Charlotte	Alexandre
Diana	Sypolt
Dante	Ross
Barbara	Nyce
Rebecca	Pearcy
Gail	Melhado
Melina	Hammer



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Don	Cote
Orlando	Santiago
Donald	Lancaster
Rajal	Cohen
Justin	Philipps
Alison	Carville
Nancy	Smith
Diane	Thornton
Rob	Dingle
Lisa	Lerner
Judy	Berube
Andrea	Taylor
Radha	Raman
Rick	Tonita
Pete	Hall
William	Smith
Qulanda	Williams
Elaine	Phillips
Chris	Harris
H	Simpson
Karen	Christiansen
Ebony	Stutson
Melinda	Whitaker
Luz	Miranda-Valencia
MarkChristian	Christian
Lorrie	Stillings
Yvonne	White
Linda	Woodall
Jo	Vredenburg
Leyte	Jefferson
Curtis	Williams
Sherry	Ellis
A	Gomez
Susan	DeWitt
Dale	White
Mary	de Rosas
Leonard	Obert
Michael	Gomel
Precious	Scott
Elaine	King
Gilda	Provenzano
Beverly	McFarland

Penny	Babel
Baksa	Adrienne
Jill	Davine
Hana	correa
Raven	Horsley
Kathleen	Mireault
Shunnae	Love
Alexandre	AUXENTIDES
CA	Incze
Myra	Schechtman
johnnie	collier
Isabel	Truong
Jamie	Williams
Philicia	Kennedy-Flamer
Madeleine	sinor
Tahseen	Ali
Carolyn	Griswold
Richard	Hiscock
Kevin	Hoxie
patrice	tyson
Lisa	Witham
Joanna	Geller
Jeffrey	Fernandez
Lois	Imbrogno
Melvin	Johnlouis
maureen	smith
Jewel	Hall
Bruce	Christopher
Dwight	Edwards
Justin	Bernard
Susannah	Horwitz
Linda	albarran
Julia	Cosgrove
Sharon	Longyear
George	Benders
Pamela	Labeque
Dave	White
Cheryl	Greene
Anthony	Braxton
Lee	Johnson
James	Young
Iraida	Capaccio
Andrew	Lyll

Rosie	Ochoa
Cause	Haun
Shellese	Cannonier
Sandra	Cooper
Ingar	Forsmark
William	Lowman
Kamalii	Garcia
C	Lima
Andrea	Ferrari
Joanna	Cheung
Marc	Daniel
Shirley	Bryant
Judith	Wegner
Casee	Maxfield
Brian	Murray
Thaddeus	Kozlowski
Luke	Metzger
Josette	Jackson
Vernette	Jackson
Shawntay	Seawell
Joan	Hunt
Margaret	Ames
Ronnie	Brown
KNona	Liddell
Jon	Povill
Bryan	Lilienkamp
Grace	Kotre
Djuan	Short
Syreeta	Jarrett
Rita	Clapper
Jilda	Deline
M.S.	Wise LCSW
Ariel	Sebastian
Anuradha	Magee
Kaye	Collins
Iris	Walsh
John	Coats
Delores	Eddins
Dori	Dietz
Shatoia	Donaldson
Robert	Raskin
Tacita	Hargrove
William	Holder

Colleen	Piekarski
Becky	James
N	Cz
martin	grant
Sybille	Dvðmel
beth	FINKELSTEIN
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Jose	Nunez Jr.
Margeaux	waters
Alex	Kravitz
Robert	Janusko
Ruth	Warkentin
Larry	Garrett
Teresa	Seliga
Marilyn	Rose
Sylvain-Paul	Cv¥tv©
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Ronald	Drahos
Jorge	Luna
Lakia	Wynder
Jan	MacWilliams
Kim	Loftness
Rich	Ruff
C	Nichols
Rebecca	Lake
Emily	Macdonald
Arthur	Schurr
Donna	Chavez
Sr	Vandervest
Laura	Scott
Abby	Wagman
Alisa	Reynolds
Nancy	Aykanian
Frank	Wilsey
Forrest	Colbert
Colin	Ramsay
Juli	van Brown
Sheena	Drummond
Jessica	Frasca
Doreen	Mann
Patsy	Shafchuk
Sheldon	Burkhalter
Sabi	Anirudh

Wendi	Haggard
JC	West
Robert H.	Feuchter
Joni	Listerman
Laurence	Hiner
Mark	McKim
John	Duffin
Sarah	Mickels
Ray	Smith
Colette	Clarke Torres
Paul	Albright
Idabelle	Fosse
GLORIA	Blackwell
Dymond	Williams
Dan	Wright
gwen & milt	Schaffer & Mesirow
William	Kelso
Kelly	Jostad
Carlee	Singh
Cheryl	Eames
Elizabeth	Bonaventura
Cayley	Stoker
Paulo	NV <sup>o</sup> hrich
Mary	Upham
Carole	Williams
Craig	Clere
Denorro	Stallworth
Linda	Swanson-Davies
Eric	Hopp
Mark	Mansfield
Rosalind	Kube
James	Johnson
Dominic	Marino
Kimberly	Seger
Heather	Rhind
Alex	Prentiss
Tim	House
Jamie	H
Adriana	Bernstein
David	miller
John	Sunde
Diane	Robert
Charan	Morris

Leslie	Bradford
Lois	White
David	Robinson
Kate	Bohn
Stephanie	Mory
Richard	Han
Fred	Granlund
Carolyn	West
Wanda	Wanda R Schwerer
Linda	McEachronTaylor
Michael	Madden
Debby	Strauss
Sharlee	Moore
Dawn	West
Paulette	Muse
Bethany	Dusenberry
Ricardo	Wheeler
Jean	Shinhoster
Marvin	Graber
Lory	Garrett
Leigh	Barrett
Alanna	Boynton
B	Frank Smith
Michael	McGinnis
Ruth	Rahimi
Loralee	Clark
JOE A	COLE
Samuel	Hergert
Patricia	Chambers
John	Masalonis
Alice	Pegues-Miller
Max	Miller
Ellen	Sanders
Marsha	Chomko
Betsy	Berne
Reginald	Wells
Daryl	Pullen
Karen	Gold
Nancy	Steiner
Philip	Johnston
Aja	Pressley
Shannon	Powers
Isabel	Renteria

Jacqueline	Johnson
Kate	Landishaw
Andre	Meaux
Susan	Gere
Tamar	Paull
Ray	Smith
Selim	Uzuner
Miriam	Johnson
Don	Schapker
Edye	Calderon
Emil	Gerth
Phillip	Woolfolk
Mary	Black
Thomas and June	Esposito
Albert	Marks
Rolando	Acevedo
Daniella	Garland
Joy	Cutler
Robin	RIDLEY
Len	Neering
Lily	Khadjavi
Trisha	Broeke
Eila	Kokkinen
Reyes	Preciado
Jordan	Franklin
Candice	Montgomery
Robert	Sothern
Jim	McKay
Steve	Balabon
Alix	Keast
Michael	Lhotak
Stephen	Heller
Christopher	LaMay-West
Linda	Emerson
Diane	Wynne
D-âVõ-™Arcy	Mayo
Diane	Rogers
Elizabeth	Washington
Jasmine	Reed
Bob	Kennet
Karen	Ornelas
Jennifer	Falsetta
Jesse	Hare

Marion	Atkins
Robert	Wohlberg
Michael	Wynne
Millie	Gregor
Linda	Moorman
Christien	Gholson
Chaka	Rogers
Katie	Lardie
D	W
Betsy	Germanotta
Barbara	DelGiudice
Michol	Wimberly
Ana	Capestany
Rose	Riker
Jim	Wilson
Victoria	Roberts
Jessica	Klein
Dianne	Channell
Michelle	Lateef
Kristen	Sheman
Linda V	Maloney-Tarvers
Tom	Gledhill
Carla	Bush
Ana	Rosenthal
Mary	Garretson
Gary	Ryan
Marcus	Logan
Kristina	Shook
Kathy	Atkins
Nedra	Brown
Rashel	Richardson
Meaghan	Brown
Donna	Zimbro
Gabrielle	Dean
Julia	Hathaway
margaret	ferrera
Michael	McCann
Jean	Knowlton
Dennis	West
Blanche	Gray
Dennis	Obyc
Laura	Colston
Reginald	Hurt



Norman	Subotnik
Nancy	Ricker
Thomas	Scarpinatto
Shirley	Lewis
Donna	Blue
A	Boatman
Judy	Brooks
Rueben	Martinez
Danna	McLintock
Allie	Jennings
Deborah	Brown
Melissa	Pappas
Bonnie	Alexander
Dorothy	Li Calzi
Pilo	Gomez
Nia	Bonds
Bonnie	Reukauf
Shelly	Running
Claudia	Cook
Dawn	Cumings
Leslie	Parker
Megan	Fung
Karen	Gray
Sheila	Shane
Timothy	Post
Scott	Smith
Lise	Grace
Jo	Taylor
William	Hilton
Cynthia	Gillette-Wenner
Jon	Drucker
Paul	Till
Stormy	Ingold
David	Sincox
Christine	DiGangi
Angie	Wright
Cathy	Walters
Gordon	MacMartin
K	Bircher
Wendy	Cohen
Shari	Kelts
Nell	Gross
Gayle	Davis-Culp

Frank and Sally	Lopez
Curtis	Helmus
Margaret	Parkhill
Diane	Raptosh
Janet	Holzman
David	Jones
Karen	Deora
Kristen	Swanson
Donald	Angevine
Lois	Zeidman
Cecilia	Seabrook
Brenda	Brown
Jessica	Westra
Brenda	McLaughlin
Angela	Zwally
Erin	Grassi
Robin	Presley
Miguel	Ramos
Alfred	Tompkins
Maureen	O'Neill
Caroline	Constant
Roel	Cantu
Keith	Cowan
Sabrina	Wilsdon
Ryne	Mitchell
KE	Holmes
Elsie	Naylor
Angad	Kaur
Danielle	Anderson
Kenya	Reed
Kiyoshi	Nature
Stacey	Marchig
Shirley	Bookspan
Belzahi	Badell
Mark	Fleming
Tzeghe	Makonnen
AARON KOBIE	BABATU
Richard	Joseph
Towanda	Underdue-Thomas
Timothy	Adams
Monty	Cook
Marinela	Miclea
Blackstar	Allah

Larry	Morningstar
Tyler	Johnson
Susan	Donnelly
Daniel	Molloy
Mary	Sykes
Janet	Shannon
Judith	Belk
Margaret	Spillane
Eleanor	Kaye
Sanford	Kelly
Lory	Widmer
Mrlynnward	Lacy
Cecil	Wilkerson
Nancy	Gowani
Juliet	Kikata
Carolyn	scott
Eve	Costarelli
Maureen	Maloney
Jeffrey	DeCristofaro
Jeffrey	Smith
Rick	Luttmann
Mary	MacKay
maria celeste	D'oliveira ramos
Christopher	Jason
MeShelle	Roquemore
Surrel	Richards
Kenton	Lane
Aisha	Evans
Virginia	Tillotson
John	Stewart
Khadija	Hudson
Vickie	Holm
Kelley	Edwards
Joan	Yates
Bryan	Tann
Paul	Crafft
Hillary	Oshea
Kris	Strate
John	Lennox
Doug	Herren
Lois	White
Amber	Cartha
Beverly	Cason

Paula	Nicholson
Grey	Nasta
Richard	Esten
Robert	Maki
Beatriz	Oliva
Patricia	Knauss
d'Anne	MacNeil
Matthew	Vencill
Ace	N
Andrew	Huggett
Dale	O'Brien
Paula	Beltrone
Charles	Campbell
Brian	de Castro
Charlotte	Walsh
Celeste	Howard
Christopher	Dowling
Akira	Asada
George	Abaunza
CHARLES	SMITH
Sarah	Regan
Patricia	Billings
Heather	Drake
Devlynn	Rodriguez
Jared	Burns
Vinita	Ricks
George	Fleck
Salman	shirazi
Edward	Freeman
Yequarah	Hillsman
Steffany	Rubin
Brenda	Bergstrom
Ina	Gabler
Susan	Babbitt
Yolanda	Shaw
Susan	Greene
Lee	Sonne
Ken	Hedges
Melanie	Portsche
P	willia
Jon	Ingle
Rebecca	Yaffe
Thomas	Reynolds

Whittney	Murphy
Ted	Wray
Beth	Hillenbrand
Maria	ram
Nina	French
Anita	Stovall
Michael	Hyman
Dianne	Fredericks
Caryl	McAllister
Ellen	Nathan
Louita	Jorgensen
Rebecca	Everett
Katie	Pousont
Linda	Frances
Josal	Diebold
Lauri	DesMarais
Kevin	Cochrane
Antonia	Nelson
Lisa	Britt
Gregori	Morris
Sheryl	Peters
Lynette	Marshall
Clemonce	Heard
Janet	Burroughs
greg	jackson
Ira	Kalmus
Lynda	van Leeuwen
Dana	Nickleach
Mark	Smith
Elhajj	harris
Norman	Traum
Joann	Echols
James	Bernard
Justina	Wu
Jed	Mowshowitz
MARK	GROTZKE
Meghan	E
Stuart	Way
Ginnette	Powell
Zena	McIntosh
Jean	Louhisdon
Lorraine	Leykam
Jean	McKay

Susan	Silva
John	Dougherty
Evan	Leed
Joy	Leet
Shirley	Bensetler
Melanie	Hale
Charlotte	Cooke
Tina	Delia
Michelle	Mondragon
W	Cote
Margaret	Dimitriadis
Josephine	Girardin
Audrey	Brooks
Sarah	Wong
Claire	Knox
Sheila	Gibson
Molly	Stanley
Ka	A
Ted	Williams
Nicole	Johnson
Sandy	Rhein
Thomas	O'Connor
Lisa	Corprew
Joyce	Lynch
Wanda	Graff
Phyllis	Vanlandingham
Sheryl	Fellman
Dan	Laes
SERGIO	SANCHEZ
Patricia	Mader
Nathaniel	Hammerli
Barbara	Letsom
Jesse	Holden
Carol	Saulsbury
Veronica	carmosino
Janice	Baranowski
Rebecca	Beach
shonda	clifton
Sid	Bailey
Judy	johns
Nicole	Roeder
Joe	Wolf
Jean	Cheesman

Gretchen	Harris
Susan	Lindell
Michael	Tribble
Greg	Wiederin
Tanisha	Ramo
Erich	McNaughton
Ira	Weissman
Elizabeth	Raybee
Lindsey	Densing
Dianne	Daniels
Susan	Gregersen
Judith	Maron-Friend
Susan	Hathaway
David	Hooker
Richard	Helmbold
Martha	Fishkin
Brett	Daniels
Stephany	Haesaert
Joni	Karnopp
Lee	Bartell
Raul	de la Rosa
Arthur	Fellows
A.L.	Steiner
Deborah	Griffith
Marilyn	Miller
Erin	Naillon
Ron	Monroe
Keli	Vaughan
Robyn	Heller
Rose	Cripps
Joan	henlin
Yolanda	Frazier
Susan	Suver
Cynthia	Robinson
Jeremy	Woods
Rehana	Huq
Clay	Oakey
Diane	McDonough
Heidi	Colkitt
Susan	Horton
Jane	Lynch
Richard	Giovanoni
Joy	Schilling

Aviva	Joffe
David	Gibbs
Ola	Jones
Chong	Lee
Jill	Simons
Erline	Towner
Marcia	Bailey
Edward	Hall
z	abdullah
Vv°	Cabral
Deborah	Hedwall
Katharina	Kempf
Stephanie	Lindsay
Allison	Rensch
Darlene	Dech
Marie	Antal
sally	burke
Bill	Elbert
Nancy	Hatfield
Elan	Price
Sherlynn	Allen-Harris
David	Gaines
Martha	Guerrero
Stanley	Stewart
Duncan	Baruch
Victoria	Randall
Rita	Glasscock
Colelia	Harris
Patti-Jo	Wike
M	Olson
Jeff	Peters
Niyi	Wilkins
Rosie	Dunbar
Paula	Thaxton
Derrick	Jenkins
Troy	Murphree
David	Schultz
Collin	McGrath
Alicia	Santos
Susan	Slohm
James	Boyd
Carmen	Quinones
Scott	Bohart



Marquita	GarrettKnight
Sean	Gallagher
Joe	Pfister
Vinit	Allen
Laura	Rea
Elaine	Bacher
Margaret	Blakley
Sister	Heyden
Andrea	Chaney
Evelyn	hess
Mohammad	Morovati
Rhonda	Niles
Ann	Cader
Diane	Hert
Ashlyn	Remmert
Paul	McCullough
nicole	basta
Simone	Desesaure
David	Gluck
Cheryl	James
John	Cort
Charles	LaFaso
Ky	Parker
Steve	Burns
Michael	Tilander
V	Natilli
Bill	Shier
Katherine	Werner
Diane	Merlino
Sandra	Watkins
Laila	Dahan
Andrew	Wilks
Leticia	Roberts
Richard	Smith
Victoria	Jackson
Khadijah	Johnson
Keith	Mitchell
Melissa	Saunders
J	Benedict
Ana	Hernandez
John	Cash
Alhena	Sylvain
E Hill	De Loney

James	Worden
Mary	Yee
VC	Martin
Terry	Seedorff
Regina	Stewart
Marcina	Motter
Paul	Servizio
Erick	Hedrick
Sharon	Reinstein
Patricia	DeLuca
Brenda	Wilson
David	Stobie
Chrystie	Obie
Timothy	Beitel
Liz	Amsden
Pacey	Berman
Susan	Civitelli
Gloria	Rudolph
Teresa	Wall
Sabina	Gross
John	Hardimon
Vivian	Elliott
Tracy	Qualls
Lynette	Ching
Calvin	Rittenhouse
V	Martin
Goldie	Holzman
Heather	Oliver
Marv	Garrison
Emilie	Quast
Patricia	Torres
Larry	Weingart
Lisa	Perry
Michael	Rha
Joy	LaClaire
Brian	Leidy
Allison	Hughes
Darren	Skotnes
Cordale	Brown
David and Mary	Wiley
Elizabeth	Anderson
Mara	Sabinson
Victor	Yatco

Deborah	Hawley
Jannis	Utley
nancy	gordon
Edward	White
Kathy	Ingallinera
Polly	Kuzniewski
George M	Melby, Pastor
John	Sarna
Routin	carole
Susan	Weems
O	Lewis
Vicki	Huntley
LaToyia	Owens
Brenda	Smith
Deni	dimochka
Tomas	Pedroso
Wayne	Langley
Doris	Seidlitz
Rahman	Shabazz
Phyllis and S	Oshikawa
Kelly	Nelson
Carol	Lawrence
Kasib	Abdullah
Pam	McIntyre
Emily	Tyler
Mary	Goodkind
Valerie	Fields
Brenda	Smith
Barbara	Arcure
Chuck	Swackhammer
Marla	Bottesch
Jeff	Kiralis
JP	Connolly
Helen	Ross
Justin	Meyer
Suegelrud	Gelrud
Shirley	Jones
Peter and Marilyn	Miess
Tracie	Thompson
Evelyn	Hutt
Kelly	Ruffridge
Oscar	Bird
Janice	Holkup

Jean	Berolzheimer
Douglas	Jeeves
Mary	Thompson
Elsie	Joseph
Penny	Thorne
Peter	MICHAELS
PK	Daniels
Heidi	Schulz
Eloisa	Bordeau
Freddie	Sykes
John	Katzmaier
Kathleen	kelcey
Linda	Rea
Norma	Peek
Joseph	Whyte
Mary	Ashcliffe
Edilson	Abreu
Erik	Shank
Paul	Connelley
Judi	Svihla
Jane	Walsh
Amie	Tishkoff
Patrice	Williams
Stan	Fitzgerald
Joyce	Knight
DEANNA	RICHARDSON
Benarah	Sanford
Maxine	McConnell
Judy	Anderson
Candice	Henderson
P. A.	O'Connor
Ann	Spencer
Beverly	Tiemann
Donnell	Sutherland
Paula	Wagner
C	Phillips
Matt	Lennon
Spirit-Eagle	Hawk
Emily	Basile
Preston	Elrod
Kevin	Egan
Steven	Iszauk
Maryalice	Webb

Greg	Williams
Linda	Skonberg
Ted	Vollers
June	Avila
Kathy	Cuttino
David	Cottingham
Katherine	Robertson
Joyce	williams
Nctkela@gmailcom	Carey-Thomas
Ryan	Hoffman
Cheryl	Chappell
Elizabeth	Flowers
Tracina	Stewart
Karen	Saum
Cherrie	McBride
Shirley	Evans
Steven	Solomon
Beatrice	Nava
Sharon	Morgan
Phoebe	Burns
Linda	Harris
Laurie	MacKenzie
April	Okpwae
Linda	Friedman
richard	smith
Carol	B
Danny	Holmes
Michael	Barnhorst
Tom	Currant
Kevin	McAleer
Jim	Long
Sharon	Raskin
Eddie	Bumguardner
Emily	Naderi
Diane	Fascione
Barbara	Adkins
Lois	Durso
Judy	Lee
Donald & Diane	Lahti
Siobhan	Dingwall
John	Katz
Christopher	malinsky
Alice	Mebane

Ralph	Tuscher
Mia	White
Mac	Bridgett
Deborah	Bird
Susanna	Westen
Lauren	Lee
Stephanie	Feyne
Karen	Hellwig
Jerome	Hussey
Luis	Cavallone
David	Myers
Cher	Vallier
Kathy	Barron
Lamont	Garrett
Cheryl	Dzubak
Luke	Marriott
BRUCE	BAILEY
Denise	Weiner
Kristina	McKune
Trudy	Kletsy
Victoria	Neff
Crystal	Bey
Victoria	Brown
Theresa	Dabney
Sherman	McNeil
Cletha	Roney
Muhammad	Raqib
Sedia	Crossman
Richard	Mandell
Paula	Stevens
Gene	Gore
Peter	Smith
Nora	Kramer
Donna	Selquist
Irma	Conchola
Yolanda	Espinoza
Rodney	Simmons
Maria	Smith
lizzi	Vessel
Randi	Smith
Jean	Glassman
William	Mulrennan
Robert	Gigliotti

M	Thomas
Allison	Terrell
Sibyl	Post
Raul	Hernandez
Paul	Johnson
Matthew	Sammond
Cornelius	Bowser
Gail	Lerner
Betty	Rodriguez
Nathan	Haley
PAUL	TUKOVITS
Jacqueline	de Witt
Emilie	Jones
Howard	Rubenstein
Juanita	Payton
Sylvia	Alm
Stephen	Stein
Evan	Beattie
Margot	Lenhart
Kenneth	Martin
Leslie	Willhoft
Jerry	Bohmann
Debora	McVeigh
Jody	Yoffe
Donna	Grubbs
Jacqueline	Gage
Katharine	Owen
Joseph	Ferguson
Marsha	Parker
Eileen	Zee
Naomi	Washington
Lee	DeLorme
Roland	Morris
Greg	Collins
Clarice	Shepard
Mica	Wilson
Shannon	Griffin
Lynn	Reuter
Gaby	A
Croitiene	ganMoryn
Georgia	eyer-Hayes
christine	delorey
Shannon	Craig

Scott	Trees
Virginia	Smith
Renee	Deljon
joe	weis
Don	Thompson
Kenneth	Watson
Jacqueline	Pullins
Anne	Hayes
Joan	McBride
Antonio	Marshall
Rosemary	Kent
Marilyn	Mick
Paul	Rybski
Gary	LaMaster
Dorothy	Strotkamp
Ralph	Roug
NinaS	siagkris
Stephen	Anderson
Anthony	Benedetto
Christine	Rossmann
Jim	B
Jeffrey	Creech
Stephen	Schrader
Jessica	Riojas
B	Propen
Eddie	Lanius
Carol	Wall
Suzanne	Hesh
Nina	Riddel
Tiffany	Kelly-Gray
Raymond	Powell
Joy	Zadaca
Martha	Bushnell
Pam	ronk
Lucia	Maya
Amy	Trent
Russell	Frisch
lynn	szurek
Karthik	Raman
Garfield	Withers
Jack	Polonka
Christine	Denisevich
Gillian	Claycomb



Susannah	Caulley
Mike	Lyons
June	Ritter
Martin	Becker
armando	Leo
Brianca	Wright
Joe	Tugas
John	Ordway
m. j.	mullins
Valerie	J
Barry	LeBeau
Stephanie	Funk
Dolly	Williams
Rick	Squire
Susan	Rumburg
Kris	Soper Quigley
Judi	Travis
e	Foster
Robert	McCombs
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Adele	Zimmermann
Richard	Keeler
Cornerstone	Cleaning
Mark	Soenksen
Cecilia	Donovan
Veronica	Sanabria
Naomie	Moore
Leslie	Burbank
Drake	Garnitz
Jeffrey	Braucher
Tracy	Verardi
Thomas	Bain
Lisa	kingsley
Raichel	Brown
Lester	Libby
Robert	Williams
Theodore	Johns
James	MacRae
Nikk B.	Springer
Shirley	Sutter
Bridget	B
Herb	Long

Michael	Bourdeau
Rebecca	Martin
Lorelette	Knowles
Violet	Hall
David	Baczkowski
Sarah	Oswalt
Bill	Jahn
Christina	Bell
Christine	Holloway
Kristof	Haavik
Susan	Geralds
Pamela	Crowley
Dawn	Mann Charles
Elaine	Bell
James	McCarty
Tere	Magana
Susan	Horlick
kim	dunn
Lydia	Gyurics
Sonja	Nelson
Betty	Vornbrock
Theodore	Johns
Steven	Johns
Larry	Kanter
Elizabeth	Falasca
Susan	Massaconi
C	Bailey
F	Meek
Michael	Violante
James	Talbot
Mary	Franz
Marianna	Sokol
Nadia	Moore
Richard	Beaulieu
Sierra	Ansley
Rachael	Jackson
Alexandra	Patzakis
Brian	Stokes
Mary	Workman
Kechipetronilla	Simon-Ebughu
Ola	Abdullah
Marion	Marcone
Steve	Evans

Rock	Stone
Sharon	Stewart
William	Skirbunt-Kozabo
Kevin	Jacobs
Juanita	Caddy
Nora	Brown
Lashaun	Adams
Andrew	Kistler
Ilene	Cento
Rachel	Henba
Ellen	Rice
Wendy	Bowman
Kay	Randall
Fred	Koster
Skip	Vena
Sharon	Parshall
Vanessa	Wardy
Anthony	Smith
Ann	morehouse
Karen	Wolff
JUSTINE	TILLEY
BCPP	Ann Watters RPE
Elizabeth	Perdue
Khadijah	Grant
Josef	Kasperovich
David A	Wroblewski
Michelle	DeMumbrum
Janet	Bell
Mary	Trapp
Kate	Kenner
Jeffrey	Horn
Joseph	Bacewicz
David	Forbes, PhD
Anthony	Joseph
Mary	Tuma
Tonita	McKnight
Barbara	Rhodes
Dennis	Satanoff
Judy	Moran
Kathleen	Coyne
Meagan	Costea
Lisa	Geiszler
Rhonda	Lee

Jodi	Justin
Sylvia	McHellon
Michaelae	Bonenberger
Veronica	Perez
Carmen	Edwards
Barbara	Hauck
Tawana	Patton
Keith	Fahey
Teri	Leve
William	Shannon
Elizabeth	Brannian
Trevor	gamble
Kristen	Machczynski
Roberto	Fazio
William	Watts
Phoenix	Many
Martha	Gorak
Sherry	Wiseman
Kevin	Fetterman
William	Arlt
Glynis	Harris
Jean	Gore
Jqholland	Darden
Javier	Rivera
John	DeRose
Jeanene	Lorey
Ralph	Becker
Charis	Holman
Margaret	Gutmann
Jalen	Glass
Brian	Hicks
Linda	Wilkins-Daniels
Janet	Garnett
Mario	Leal McBride
Edna	Lawson
Jan	Yates
Elliot	Ross
Monique	Key
Michael	Rosa
Lalita	Malik
Vincent	Boone
Meghan	McCutcheon
Nori	Gordon

Linda	Kelly
Jose	Greco
Kim	Valentine
Margo	Aronoff
Mary	Sanderson
debra	laefer
William	Briscoe
Georgia	Mattingly
Pamela	Porter
Matthew	Pasco
Page	Rogers
Sooyeon	Yoon-Dodley
Danielle	Oviatt
Susanna	Martinez
Chinwe	Kpaduwa
william	McBain
Allison	Marshak
Piper	lamson
Percy	Sherman
Loretta	Arvizu
Regina	Gurland
Agnes	Fox
James	Hallam
Pop	Sobolewski
S	Hoelke
Martin	Balk
Pamela	Osgood
Roseann	Duchon
Howard	Smith
Jennifer	Umana
Dan	Dornbrook
Margaret	Hill
Geraldine	Booth
Lenny	Cavallaro
Emily	Fliegel
Adam	Glickfield
Daniel	Cole
Ronald	Hubert
Alex	Roth
Michael	Moorhead
Jackie	Lessard & Feinstein
Judy	Schlichting
Fernando	Robles

Margaret	Christensen
Paul	Lapidus
Rodney	Richardson
Susanne	Risso
Carrie	Doyle
Nancy	Carlson
Randy	Harrison
Meredith	Wolf
Pam	Rockwell
Margo	Margolis
Mary	Cain
Annika	Bowden
Margaret	Norris
Dominique	Dubuisson
Toni	Patterson
Patricia	Stewart
Douglas	Adler
Denise	Brennan
Mary	Sheffield
Jeremy	Penn
Dorothy	Anderson
Lindsay	Borden
Sean	Stebner
Javier	Rivera
Tiffany	Goldberg
Jessica	Newman
Jade	Monahan
Nancy	Ellingham
Marjory	Trott
W	Harris
Jeffrey	McLeod
Rita	Arena
Penelope	Bullis
Martha	Carrington
Ian	Ganassi
Aniko	Campbell
James	Strong
Betty	Stewart
A	Ponzo
Kyle	Capogna
Aaron	McAuliffe
Karen	Smyte
Ryan	Hanson

Daniel	Sherman
Sherrill	Faunce
John	Lambert
Shondra	Snodderly
Salma	Hinkle
Taisha	Henderson
Ann	Clarkson
Susan	DeMattos
Leslie	Brooks
Kristina	Wunder
Laura	Brosas
Leigh	Brown
Nicole	Carabajal
Andrew	Luckhardt
LeeAnn	Chastain
Eric	hilfer
Elan	Morin
Susan	Donaldson
Janet	Bartels
Oscar	Browne
Susan	Myers
Donnella	Smith
Anna	Meddaugh
Sari	Schneider
Laura	Wiltz
Robert	Steingraber
Thomas	Blackshear
Dina	Willner
Charles	Porter
Joanne	Dirk
Wendy	Ruggeri
Richard	Kolinski
Norma	Kline
Jean	Milholland
Anthony	Ricciardi
Eloy	Hernandez
Sherice	Isler
Diane	Reeves
Mpat	Le
Andrea	Walker
Allen	Myers
Zulema	Bent
Khidjah	Blount

Terri	Jones
Ton	van Haeren
Fatima	Amr
Jennifer Hope	Davy
Kenneth	Monach Jr.
Autumn	Van Kirk
Deirdre	Luke-Brown
ron	swain
Anuradha	Lazarre
Jerri	Pressley
Jim	Yarbrough
Sarah	Sloane
Ruth	Nagenda
Leland	DeGolier
Scott	Winnegrad
Carl	Adair
Ashley	Coker
Tanika	Smith
Ellen	Ellsweig
Susan	Leech
Patricia	Martaus
Ana	Marton
Jake	Jenkins
Linda	Armitage
Terry	Markley
Marilyn	Shepherd
dani	Ortolano
Carrie	Murphy
Julia	Skelton
Stanley	Veyhl
Sara	Roderer
Susan	Coen
Leon	Steele
Lucille	Smith
Dana	Besaw
jim	voet
Donna	Funk
Brian	Cassidy
Rand	Groh
Chayrra	Tisdale
Felicia	Dale
William	Smart
Rs	Smith



Mary	Hernandez
Justin	Cummins
Judith	Mitchell
Nancy	Diskin
Nancy	Berggren
Marimer	Berberena
David	Singer
Rick and Sharon	Norlund
Thomas	Kellogg
Dee	Rees
Sallie	Kudamik
Doug	Harder
Pamela	Bader
Jacqueline	Rickard
Karlene	Gunter
Kathy	Kuehner
Kevin	Hancock
William	Wilson
Batya	Harlow
Michael	Nguyen
MARY	BLACKMON
Wendy Clarissa	Geiger
Irma	Delaney
Emilia	Marting
Kathy	Nance
Richard	White
James	Mori
Nancy	Fahy
Daniel	Wilson
Debra	Watkins
Brandon	Reske
James	Pierson
David	Yoshihara
Asia	Thrash
Donna	Frye
Don	Hunter
Lakeithia	smith
Erin	Haugh
Steve	Wilson
Marcia	Ouellette
Thierry	Marlier
K	Gaines
Diana	Carter

D	Miller
Shawn	Carter
T	House
Elaine	Benjamin
Joan	Chryst
Kimberly	Walker
Susan	Young
Lerverne	A
Rhonda D.	Wright, MD
Charlotte	Smith
S	Scales
Brahim	Salaheddine
Cassandra	Tereschak
Jennifer	Craig
Tina	McKim
Kristen	Vales
Josheena	Ferrell
Marilynn	Smith
John	Landmann
Sam	Allred
Diane	Young
DW	Clark
Dan	Begay
Carolyn	Provine
William	Loomis
Lindsey	Clepper
Victoria	Urias
David	Cardinali
Lonnie	Lloyd
Joseph	Jordan
Curtis	Waters
Debbie	Stephenson
Lauren	Bell
Helen	Pierce
Michele	Davis
Katrinka	Boyles
RyVonne	Werner
Amanda	Woods
Dietra	Middleton
F	Meek
Karen	Shovein
Beverly	Griffin
Letres	Riles

Sonjia	Lamb
Jason	Schulman
Brenda	Gilbert
S	Tracton
Randy	Daugherty
Stephanie	Eagle
Ellen	LaVeyra
Roberta	Silvet
Andrea	Speed
Judith	Rubin
Melody	Abers
Judith	Gilbert
Jeff	Reagan
Anna	Swanson
Michael	Travis
Mary	Ott
John	Kelly
Kiki	Miller
T	O
Susan	Kozinski
Laurie	A
Joel	Maguire
JEan	Lowe
Eric	Wessman
Laura	Azar
Amy	Smith
Joy	DeLong
Debbie	Fish
Deneen	Legg
Elizabeth	Rodriguez
Diana	Stein
Andrea	Walker
Ken	Donohew
Johnny	Johnson
Tom	S
Bhinda	Keidel
Crystal	Furbert
Gary	McCuen
earl	jones
Debra	Kingsbury
Marcia	Kayser
Marcie	Guidry
priscilla	clark

Gary	Hesler
Brian	Schwartz
Terry	Block
Tanya	Hough
Morgan	Corviday
Nikolaus	Gruswitz
Jessica	Creel
Adron	Massey
Jason	Ruggles
Kara	Horstman
Deborah	Fiscus
Deborah	Tardy
Kathleen	Levy
Richard	Kettyle
Carla	Graham
Jean	Lehtinen
Ashley	Benson
Jana	Perinchief
Leila	Robinson
Steven	Stobbe
Ron	Schilling
Jennifer	Kobor
Roberta	Reed
Fulvio	Valsangiacomo
Gina	sarg
Charles	Wirth
W	Clark
Michael	Loughlin
Ellen	Davis
John	Limbach
Richard	Gillaspie
Rasa	Gierstikas
Tina	Gardner
Tyron	Carter
Geneva	griswold
Julie	Carbonell
Linda	Rushoe
Heidi	Hess
D	Jessop
Amy	Squires
Carolyn-Isema	Paden-Gooding
Paula	Davis
Steve	Aydelott

Lillian	Nordin
Ann	Isolde
Adam	Bertrand
Myron	Mohr
LaShell	West
Mimi	Biskus
Juan	Rivera
Allison	Beggs
Linda	Nino
Travis	Bertram
David	Peha
Eileen	Prefontaine
Angie	Hamil
Andrew	Mumford
Geoffrey	Hybel
Caroline	Cunningham
Ann	Remkus
Shirley	Conley
Susan	Spilecki
Priest	Butler
Rilriia	Kilurden
Carol	Smith
Greg	Burnet
Jane	Greenberg
David	Nagle
Wayne	French
Landon	Young
Cheryl	Swopes
Moira	Lowe
Demelza	Costa
Patrick	Watson
Helen	Oyekan
M	Smith
Donna	Smith
Hazel	Monk-Montgomery
George	Pappas
Daniel	McCollum
Cemona	WALLER
Tiayana	Marks
Pat	Whebbe
Judie	VL
Brenda	Salas
Cateria	P

Robyn	Bem
Frona	Vicksell
Alveta	Haxton
Ocrun	Higgs
Ellen	Bildersee
Nora	Wilkinson
Marquita	Kimble
Gayle	Abdullah
Erica	James
Debra	Ingle
Nicole	Jordan
Maureen	Bestick
Avi	Horn
Jo	Clayson
Alexandra	Reyes
Tamar	Sautter
Matt	Lubs
Samantha	Cuff
Katherine	Wright
Merle	Lustig
Laurette	Dunn.
Ruth	S
Ernestine	Stockton
Terri	Bleck
Shamim	Khondkar
Kyra	Mikala
jolly	Hibbits
Teresa	McClure
Karen	Phillips
Eric	West
Tammy	W.
Tony	Whiting
JoAnn	Sorrell
Donald	Houser
John	Wozniak
Sean	Plemmons
Tracie	Hodge
Diana	Blanks
Derald	Hudson
Margaret	Cogswell-Kolb
Mary	Eide
John	Carpenter
Rodney	Derbigny

Teresa	Speakes
Nancy	Woolley
Eric	Torgerson
Nikita	Brown
Paula	Hartwill
Abbe	Penziner-Bokde
Robert	Souza
Chloe	Wheeler
Tom	France
Phil	Wade
Lynn	Fisher
S	Harris
Michele	Moragne e Silva
Kishia	Ross
John	Madrid
Anne	Mankiewicz
Cole	Parke
Geri	Collecchia
Patricia Jean	Young
Gill	Fahrenwald
Robyn	Class
Jill	Levy
Dana	Taylor
James	Davis
Gail	Tanner
Michael	Alexander
Renaldo	Smith
Katherine	Gulick
Kerry	Krebill
Dori	Brown
Susan	Emerson
Joseph	Contardo
Eva	Black
Gabriella	L
Jennifer	Talarico
Leni	Hasselkvist
Tara	Kerr
Donna	Katz
Tony	McClain
Roslynn	Seibold
Shan	Robinson
Michael	Macias
Kim	Hoagland

Cathy	Carpenter
Sandra	Mattson
Ron	Schauf
Ellowyn	Leete
Raul	Castillo
Rose	Mitchell
Tatum	Hammer
Mark	Hampton
Ashleigh	A
Barbara	Garber
Brian	Otto
Michelle	Basart
David	King
Phyllis	Pearce
Chauncey	Trawick
Diana	van Eyk
Melody	Oates
Booker	Coats
Habiba-Charline	Tramel
Joan	McCormick
Jo	Jones
Max	Irwin
T	Daniels
Tanya	Balmer
Lynn	Kane
Lewis	Kuhlman
Erika	Malone
Caitlin	Spear
Jennifer	Taketani
Susan	Ruskell
Steven	Stockwell
Reba	Blackburn
Hein	Moritz
Nate	Cope
Brian	Mackey
Constance	Graham
Carol	Hartman
Jon	Olsen
Jamie	Burgoon
Michael	Helwig
Hannes	Hofmann
David	Lax
Stacy	Rouse



Ellie	Siegel
James	Whipp
Betty	Robinson
Liza	Martin
Anne	Haflich
Xavier	O,ÄôMack
Maria	soler
Judith	Arcana
Pebbles	Martin
Brook	Finch
Loretta	Larkin
Andrew	Paris
Tracy	Wackerla
Dan	Sherwood
Stephanye	Brown
Clark	Williams
Andrea	Hackin
Martha	Dumas
Steve	Wold
Edna	Mullen
Michael and Jeanine	Clarke
Annmarie	Marriott
M	Purkays
William	Herman
Linda	Johnson-Drake
Joan	Arnold
Patrick	Soby
Jared	Meek
Hazel	Anderson
Laura	Goldberg
Erin	Street
Marvå_a Elena	ARRESE
Javier	Rios
Aisha	Camerer
Andrieux	ANDRIEUX
Larry	Lawton
Turnage	Young
Jason	Weinstock
Marie	LaPosta
Judy	Jolin
Jane	Cramer
Kelly	Jim and Nina
Alexander	Whittle

Emma	Lathan
Sharon	C
Kevin	Ward
Sheila	Johnson
J	Sumpter
Claire	Hacker
Caroline	Fox
Jamie	Caya
Cherie	Garrett
Cali	Dorsch
Dori	Ottaviano
Anne	La Lopa
Roger	Kulp
Linda	Gertig
Jennifer	Floyd
Chelsea	Swick
Grizzemily	cross
Gina	Lorenzetti
Donna	Plutschuck
Ray	Kronquist
Phyllis	Williams-Young
Paul	st. Amour
Jan	Jennings
Brian	Smith
Charles	Tetoni
Frank	Rivas
Orlando	Melendez
Edgar	Finck
Siobhan	Paget
Miles	Varner
Bernard	Lewis
Margaret	Eells
Susan	Nichols-Roughton
Donna	Smith
Kevin	Hanson
Jessie	Casteel
Lewis	Colello
Karen	McConkey
Lisa	Barrett
James	Holt
Jack	Milton
Allan	Bernstein
Seth	Cramer

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Kris	Thompson
Sverker	Andersson
Matt	Bender
Glenn	Gawinowicz
Betsy	Higgins
Charles	Phillips
Desiree	Dudley
Charlotte	O'Connell
R	Neidenberg
karin	spitfire
Monica	Goubaud
Elsie	Velez
Carl	Stewart
Flavia	Rivas
Lisa	Belcher
Kevin	Duong
Karma	Tsomo
Jennifer	Ratzat
Ryan	Gifford
Sonya	B
Julene	Weaver
A	K
Gail	Goldsmith
Mary	Hardziej
Janice	Stapleton
Gail	Woolfolk
Julia	Landress
Michelle	Hoff
Albert	Coffman
felicia	mora
Cynthia	Hicks
Paul	Keough
Ayana	Montaque
Anne	Ghitman
Karen	Joslin
Richele	Corbo
Tyler	Owens
Johnnie	Spencer
Willie	Nelson
Lisa	Bents
Daniel	Smith
Marilyn	Liles

Jason	Holloway
Thea	Fletcher
Sara	Lewis
Heidi	Nielsen
Marie	Kielty
Karin	Davies
Duncan	Parker
Amy	L
Pamela	Williams
Barry	Reflow
Diane	Kent
Carlene	Aluia
Sandra	Green
Ann Marie	Gullo
Mark	Schmerling
Cari	Chenkin
Robert	Canchola
Diane	Friday
Julia	Hudgens
Jeanne	Stillman
Tommy	Killingsworth
Diane	Sheffield
B	Wellman
Asha	NinetyNine Clarkson
Patty	Ridenour
Nelson	Dillon
Kevin	Sulitz
Brenda	Ashman
Bill	Moon
Ashley	McAllister
Scott	Trout
Leslie	Schriener
Barbara and Jim	Dale
Jessica	Miracola
Cynthia	Gefvert
Anisa	Baravalle
James	Nugent
Ashley	Baxter
Sandra	Gagnon
Hm	M
Jocelyn	Anthony
Judith	Burch
Judith	Root

Linda	Dennis
Renee	Marshall
Leonard	McGuire
James	Cole
Tiffany	Howard
Judith	Olivier
Don	Hawkins
Sonja	Whipp
Jocelyn	Gomez
Susan	Eisman
Jean	Deupree
Melissa	H
Ken	deering
Rose	Hawkes
Victoria	Coloruno-Caretto
Monica	Frolander-Ulf
Lundy	Jane
Cassandra	Britton
Katharine	Pillsbury
Kim	Withers
Wally	Bubelis
Chalmers	Mccarthy
Precious	Golston
Sheila	Spica
Sherita	Wilson
Lynn	Miller
Paul	Palla
Arielle	Danner
Amanda	Pena
Ruth	McDaniels
Fatima	McGriff
Joslyn	Pine
Mike	Dolan
Eric	Yao
Kathleen	Blanchfield
Kimberly	Agosti
Silvia	Krasuk
Jade	Brewster
Ann	Noling
Dana	Quinn
Joseph	Victory
Faye	Ellman
Geoffrey	Stoddard

Brady	Clay
Anita	Heckathorn
Steven	Freiman
Theresa	Ciotoli
Yerin	Zegarra
Anne	Erde
Ingrid	Wirsig
Michael	Adame
Mark	Aziz
Anne	Small
Joyce	Kalison
Robert	Sanford
Beverly	Haga
Annie	P
Barbara	Sabol
Ronald	Cheng
Maggie	Vaughn
Antonio	Brathwaite
Yvette	Johnson
Tamika	Perrino
JOANIE	LAINÉ
Janet	Yamasaki
Bernard	Lieber
Adrian	Lawler
Ron	Taylor
Anne	Seales
Beverly	Weeks
Carol	Wesley
Stephen	Hirsch
Jeff	Cole
Mary	Williams
Robert	Padilla-Montufar
Don	Amoruso
Gregg	Barselou
Monty	Tilles
Jean	Davis
Frances	Saykaly
Hiram	Gonzalez Jr
Gary	Kuhn
Jay	Mac
Jim	Hanley
Kristy	Rotermund
Jan	Saridakis

Cheryl	Haislar
Avril	Dannenbaum
Ken	Murray
Ron	Alberty
Daniel	Herrera
MariaElena	Yepes
Tess	Fraad-Wolff
Kathy	Aprile
Jenneh	Noel'
jeannie	roberts
Kim	Sellon
Terri	Taylor
Catherine	Hrbek
Delores	Stachura
Cherie	Gajewski
Jaszmene	Smith
Bershu	Nkwawir
Joan	Dobbs
William	DeLancy
Sandra	Cope
Doris	Braley
Janet	Smith
John	Bush
Beverly	Adair
Pat	Wall
Shakerria	Henderson
Angel	Reed
Vanita	Shastry
robin	boyer
Lynn	Christie
Wayne	Vestal
Charles	Thompson
Darlene	Johnston
David	Ferguson
sandra	garcia
Judith	Mick
Aja	Willowleaf
Mary	Lambert
Clyde	Jones
Tim	Duda
Kevin	Dowell
audrey	ross
Arnt	Karlsen

Marlene	Clemmons
Sheila	Kelley
Glenn	Richardson
Shaureece	Park
Lorraine	Graue
Jarman	Bryant
Jaden	Davis
Kevin	Morris
Kristina	Fury
Denise	Ranger
Victor	Pearson
Niki	H
Alexis	Nazario
Valerie	Cooper
Denise	Cruice
stacy	Oscar
Joy	Smiley
Shelina	Williams
Angela	Vo
Esmie	Taylor
Carla	Maxwell
Katharine	Ransom
Jim	Christiansen
Noel	Crim
Klemke	Ken
Richard	Seymour
Michelle	Cramer
Heidi	Skoog
Shari	Galve
Maura	Smale
Ryan	W.
Pam	Reeves
Sylvia	Hart
Derrick	Thomas
Lisa	Christiansen
Steve	Couche
Cleora	Hoekje
Debra	Wollesen
Michael	Ray
Angelease	Rosa
Martha	Waltman
Monica	Kim
Mark	Molen



Sonny	Goolsby
Stacy	Hill-Sutherland
Catherine	Little
Erica	Niska
Kristen	Williams
dachia	lee
Sue	Choppers-Wife
Steve	Frederick
don	crozier
Cynthia	Snow
RICHARD	SAVIDGE
sharon	gordon
Marlen	Hdz
Charles	Wise
Dana	Cayton
Bridgette	Kennedy
Adam	Faja
Elaine	Harter
Daniel	Bayley
Sharon	McKeiver
jan	mallery
Eloy	Santos
Charmaine	Scott
Leah	Nadel
Margaret	Harrell
Melissa	Rees
Hannah	Gottlieb
Jay	Takane
Mia	Al-Uqdah
Judith	Schwab
Faith	WEIDNER MD
P	Martinson
Lisa	Thompson
Neil	Silins
Natalie	Gallagher
Andrew	Gold
Jeanne	& Vern
Jim	Drescher
Julie	Higgins
Margo	McGinley
Paul	Henderson
John	Patterson
Hugh	Jennings

Julie	Daisy
Alyssa	Johnson
Shelley	Hartz
Tom	Goff
Jimmy	Boyd
Bob	Page
Frances	Carpenter
Katia	Iannacome
Kim	Jones
Briana	Purcell
Ellen	Datlow
Robert	Rutkowski
Devonna	Phillips
Scott	Messick
Terry	Bergeron
Lillian	Thorman
Judith	Angelson
Lori	Girshick
Mike	Rummerfield
Lester	Norberg
Patricia	McMillan
Caroline	Cottom, PhD
Christine	Christopher
Pham	Nhi
Cheryl	Young
Margaret	Weeks
Arthur	Araujo
Ralph	Vendegna
Nancy	Parris
Jane	Ahearne
Stephanie	Burns
Nick	Vivian
Amy	Tichy
Carolyn	Ahern
Edward	Mayer
John	Cloonan
Mathis	Jenkins
Beth	Oberdier
Jan	Seedman
Karolina	Kubik
Lori	Buchsbaum
Susan	Grant
Steve	Gamblin

Victor	Conti
Justin	Durlewanger
Steve	Keim
Eric	Guyer
Debra	Kraemer
Valencia	Brocks
Jenn	C
Kim	Garman
Linda	Maki
CJ	Stringfield
James&Yvonne	Tittle
Rose	Grenelle
Annie	D,ÄôLima
Nancy	Weissman
Lauren	Fenenbock
George	Holifield
Kathryn	Irby
Chuck	Lytle
Cathy	Leibovitz
Linda	Shapiro
Kevin	Holtz
Angie	Mackey
Eneida	Blugh
David	Blitzer
Holly	Dowling
Edith	Gnasso
Alan	Green
Kim	Preish
Diane	Lipka
Sandi	Cornez
Kenneth	Jones
Leonora	Gebben
Marissa	Williford
Laura	Eckes
Richard	Peters
Mary	Swartz
Alexander	Whittle
John	Andreykovic
Yvonne	Hansen
Aletha	Mack
Gary	Workman
Barb	DeLeone
Myra	Haase

James	Houtsma
Araminta	Midkiff MacInnis
Daniela	Stegelman
Esther	Weaver
Michele	Labrie
carolyn	ienna
katherine	Griffin
Tiffany	Goins
Roy	Jellison
Mark	White
Audrey	Minick
Dewan	Carrington
Laurie	McLaughlin
Kathleen	Ford
Stuart	Erris
Emily	Kittell-Queller
Beverly	Gologorsky
M	B
Robin	Soletzky
Jennifer	Valentine
Misty	Miller
Kurtis	Jones
Diane	Rabson
Dennis	Oliver
Louise	Muir
Beth	Freeman
Brooke	Prather
Katherine	Treffinger
Maurice	Sharpe
Jon	Hendricks
Reginald	Fleming
Sandra	Franz
Heather	Bauer
Joyce	Straws
Patty	Moynihan
Linda V	King
Heidi	Behnke
Lisa	Knight
Rick	Hodorowich
Lenore	higgs
Jayne	Cerny
David	Brentley
Nichole	Cureton

Rich	Dube
John	Broyles
Amrita	Burdick
Nathan	Miller
Lydia	Bridwell
Puy	Navarro
Helen	Frame
Daryl	Lindsay
Rose	Ann
Nicole	Collins
Erich	Huff
Christine	Borje
Atika	Hall
Autumn	Bear
Carol	Sheehy
Celine	Truong
Katherine	Prum
Marco	Protano
Beth	Stein
Sophia	Aschwanden
G	Smith
Nazir	German
Michael	Nutini
Linda	Schermer
Bridget	Rolens
Bonnie	Preston
Delores	Parker
Clay	Fleischer
bernard	crowley
Mary	Enos
Tatyanna	Ivory
Kayla	Salmon
váherVΩl	Williams
Stephen	Stofanak
Lynne	Moses
Henry	Jones
Helen	Goodspeed
Caroline	Coady
Cameron	johnson
Vann	Teresa
Mary	Preston
Jodi	Ford
Reginald	Bailey

Mary	Tenoso
Cheryl	Elkins
Sarajo	Frieden
Temy	de la Torre
Martina	Lampkin
Eric	French
Susan	Castelli-Hill
Sondra	Jacob
Cheryl	Hanna
Claudia	Karas
Adam	D'Onofrio
David	Marec
Felicity	Quartermaine
April	scheller
Jean	Hill
Sheila	Rosenberg
Pia	Inthavong
Dawn	Gomez
Ellen and Bill	Dohmen
Eugene	Burles
Dorothy	Wimberly
Frances	Saykaly
Sharon	Chamberlain
Joann	Mariani
Heather	Loring-Albright
Tony	Glover
Debbie	Sumner
jenny	mogen
Javier	Del Valle
Nancy	Melin
Susan	Guild
Djuana	Beamon
Shailyn	Williams
Angela	Scott
Golden	Bruce
Marc	Waters
Robert	Owczarek
Patricia	Davis
Amy	Steinberg
John	Obeda
Daryl	Taylor
Paul	Vaillancourt
Anthony	Smith

Claude	gatebuke
Lois	Watkins
Linda	Marshall
Jeff	Johnson
Susan	Worrell
Karen	Rockow
Russ	Pataky
Michael	Fjordback
Robert	Martin
Alexis	Smallwood
Lisa	Linnehan
Jynx	Houston
Sonja	Phillips
Gareth	Gill
Kerry	Driscoll
Marvin	Bruggeman
Jonathan	Kennedy
Jason	Andrews
Jean	Ross
Ken	Clark
Michael	Proctor
Peter	Lugbauer
Lois	Jason
Susan	Dluge
James	Julien
Valeri	Fornagiel
Emily	Cohan
J	Cherry
Jo	Lum
Margaret	Handley
Carly	Mast
Brittany	Griffin
Judith	Gibson
Dennis	Yee
John	Greer
Sharon	Baker
Justina	Pernette
Jeskell	Creecy
John	Blanchard3
Tracy	Jenkins
Richard	Lee
Gerald	Smith
Eleuthera	Pont-Passigli

Robert	Cooper
Michelle	Williams
Robert	Burke
Tom	Rippolon
Mike	Merin
Anne	Byler
Shantel	Williams
Carol	Carter
Kitty	Savage
Kristy	McDowell
Stacey	Lightfoot
Kevin	McQuay
Hamid	Zavareei
Melinda	Sanders-McCollough
Margaret	Meehling
Leon	Beard
Art	Serotoff
Sharon	fennell
Seven	Blond
Dolly	Marshall
Kathy	Mullins
Marnie	Tattersall
Charonda	Lee
Tiberio	Faria
Dalia	Salgado
Jim	Steger
Susan	McPherson
Betty	Smith
Laura	Greene
Lea	Opitz
Noah	Brustin
Gary	Stone
Chris	Monti
Ursula	Trimble
Shirley	Wilsey
Bill	Crymble
Jessi	Eoin
Susan	Wigfield
Steven	Laycock
Jeannie	Finlay-Kochanowski
Antonio	DoVale
Gene	Graham
Donald	Smith



Stefanie	Ryan
Ginger	Comstock
Teri	Fries
Sarah	Byker James
William	Padgett
Sarah	Yanuck
Pearl	Wollin
Monika	Holm
Alan	Ferguson
Herschel	Ramsey
Lisa	McLay
Susan	Messerschmitt
Richard	Dawson
Peter	Nguyen
Shannon	Griffin
Wayne	Renardson
Janet	Prince
Emma	Morgan
John	Linda
Mark	Blandford
Patricia	Blalock
Tom	Klitus
Tommy	Leatherman
Anne	Schaeffer
Matthew	Arlyck
Eldon	Weaver
Michelle	Foster
Frances	Flores
Barbara	Van Walsen
Jennifer	Church
Traci	Turner
Philip	Calcagno
Dorothy	Peck
Leslie	Scott
Michele	Turner
Susan	Daley
William	Persky
Sara	Brenner
Dana	Clark
Margaret	Ruthenburg
Evan	Kaufman
Anne	Weech
Jay	Augenstein

Mary	Hostak
Helen	Beyer
M	Hudren
Kim	Romano
Elizabeth	Figueroa
Vicente	Gutierrez
David	Holmes
Amy	Helfant
Richard	Clough
Peter	Jensen
Chris	Beyer
Dav	Sturmid
Phyllis	Safman
Tony	Raiber
Alice	Rouse
Sandra	Gerhart
Eggers	J.
Rachel	rosen
Patricia	Sealy
Richard	Reichmann
magdelyn	brennan
Nicole	Burnett
Robin	Alpern
Amber	Simmons
Marc	Dumas
Linda	Samm
Michael	McClain
Regina	D'Entremont
Laura	Schafer
Major	Farley
Mary	Arendt
Oneika	Webb
Rachel	N
Deborah	Lee
John	Cadamagnani
Margie	Harkins
Vic	Warren
Cathy	Marczyk
Roderick	Vaught
Amira Nouredin	Nouredin
Sydney	Cuthbert
Diedra	Bell
Angel	Wisenburg

Heather	Fox
Nancy	DeSecki
Chris	OMeara Dietrich
Maya	McKenzie
Quomiah	Barnes
Andrea	Capers
Leslie	Spoon
Julie	Greeman
Richard	Dawson
Marta	Dawes
James	Vipond
Rosemary	Smith-Campbell
William	R.
William	Summers
Max	Krieg
Carla	Taylor
Patricia	DeTurk
Christine	Austin
Natasha	Reid
Steven	Fullen
Eric	Matchett
Margaret	Jedziniak
MaryJane	Sarvis
Jerry	Hathaway
Rebecca	Walding
Nellie	Bryson
Cathy	Brownlee
Karen	Raccio
Michael	Stewart
Tammy	Lettieri
NCTM	Karen A Magruder
Susan	Ostlie
Courtney	Hernandez
Lisa	Mann
Ilrania	Wootson
Norma	Maloney
Ann	Eppler
Joan	Boone
Renee	Schroeder
Nancy	Coyle
Penny	Manion
Gregry	Loomis
Chris	Drumright

Liana	Laughlin
P	Mimms
Jayne	Holtman
Bobby	Belknap
Rosemary	Caruso
Robert	McNeil
George	Worthington
Tom	Canning
Elaine	Daly
Sheryl	Iversen
Nancy	Powers
Anh	Le
Eric	Ashley
Sharaine	Handsome
Barbara	Miller
Diane	Callahan
LaToya	Ellis
Mary	Dixon
Lisa	Copeland-Snype
K	B
Hunter	Whitener-Smith
Donna	Butler
John	Lorona
Layton	Nabors
Courtney	Hernandez
Melanie	Green
Liz	Stroud
Emily	Moore
Denny	Duncan
DAVID	TAYLOR
Andrea	Zinn
Jas	Hickey
Peter	Gottemoller
Kenyatta	Harris
David	Waites
Ralph	Hendrickson
Nathaniel	Carter
Herb	Evert
Bev	Budig
Dana	Loew
Joyce	Horowitz
Lucille	Roussin
Kathleen	Moraski

Wendy	Carson
Joann	Serena-Wayman
Donna	Bonetti
Essie	Smith
EP	Sternberg
Joan	Ogden
Mandolyn	coles
Tee	Smith
Maryaam	Fatima
Judy	Turetsky
Cheryl	Mayfield
Mary Alice	Wilson
Michele	Reed
Rowen	Kade
Richard	Elam
Dianne	Maughan
Tammie	Dennis
Mary	Filbert
Shannon	Kralovic
Daphny	Hayes
Zahra	Langford
Becky	Hinson
Andrew	Costigan
Roxanne	Cody
Darry	Grace
Ralph	Collier
Robert	Racine
Richard	Taylor
Louise	Folkner
Jamie	David
Barbara	King
Cheryl	Macgregor
Mary	Moran
deirdre	Downey
Dara	O'Donnell
Morenike	Olabunmi
Dennis	Keller
Marc	Fleisher
Angel	Child of God
Lacey	Chaffee
Steven	Gillick
Patricia	Rogler
Dianne	Barnes

Laurel	Covington
Barbara	Darling
John	Astaunda
Jerry	Calhoun
Amy	Stevenson
Francine	Bellson
Basheer	Ahned
N	T
Krystin	McNealy
Jarmila	Mikulik
Kim	Peragine
Richard	Friesenhengst
Monica	Leverett
Marion	Ware
Myles	Hunt
Nicole	rice
Molly	Iris
James	May
Marie	Mitchell
Clare	Farabaugh
David	Karman
Shirley	Johnston
Sandra	Gill
Gene	Walker
Terri	Resley
Patricia	Glenn
Rev.	Cline
darlene	Zackson
Kesha	Anderson-
Ed	Ciaccio
Zhengyun	Zhong
Sheila Brown Morton	Brown Morton
Marc	Freed
Wahid	Rashad
Ciara	Kosior
Elaine	Silverstrim
Martin	Glochowsky
Jean	Stephenson
James	May
John	McKee
Terri	Pigford
Rosemary	Swan
Ida	Nissen

Prof	Tartaglia
Hope	Williams
Edward	Bradly
Sandra	McFeeley
Ginnie	Preuss
Linda	Dres
Robert	Thurston-Lighty
Peggy	Callahan
Tom	Gilmore
Michael	Rast
Chris	Talwar
John	Canepa
Nancy	Anderson
Julie	Johns
James	Toy
Tad	Dufelmeier
Diane	Pierce
Sue	Bassett
Lauren	Moss-Racusin
Fabio	Rodriguez
Katie	Barnett
Kristen	Muench
valerie	Francis
Lynda	albright
veronica	davis
Kendra	Harper
Mary	Stookey
Dan	Morgan
David	Crocker
Danny	Miller
Shirley	Reis
Dee	Steele
Charles	Myers
Jennifer	Moore
Russ	Alarcon
Kate	Vanbaren
Fawn	King
W	L
Lily	Cox
Rebecca	Rose-Langston
Kidada	Fields
Andrew	Jacobsen
Anthony	Rosner

Elizabeth	Castro
Steven	Morr-Wineman
Frank	R.Schoonover
Hilda	Flores
Kathryn	O'Connor
Tisha	Simon
Mary	Round
Marquisa	Regnier
Teresa	Maldonado
Shelly	Lewis
Byron	Ripley
Roberta	Martin
Judith	Zynda
Chris	Wrenn
Kayla	Weiner
Charles	Luce
Julie	Conrad
Margaret	Herten
Edward	Scott
Darwin	Hall
Erik	Larsen
Austin	Lopez
Maxicene	Watson
Anne	Beatts
Oppedisano	Geraldine
S	Scott
Casey	Anno
Billee	Mundorff
G	Devine
Kathleen	Giorgi
Jamila	Garrecht
Craig	Colclough
thomas	Lux
David	Abalos
Marie	Ostry
Nadine	Wiles
Patty	Owens
Melissa	Herren
Courtney	Hirsch
eanthy	Zeltman
Shannon	Scott
Crystal	Davis
Sue	Sefscik



Daphne	Shafer
L	Mora
Wanda	Hand
Michael	Gannon
Malia	Annis
Barbara	Small
Joyce	Barringer
Desiree	Long
Dante	Sabatino
Melvin	Giles
Alex	Mcwilliams
Carey	Kayser
Jeremy	Lyons
Kamila	sims
Ellen	Rosten
Laquanna	Davis
Lori	Olcott
Karvin	Spurgeon
Susan	Blasco
Patricia	Nadreau
John	Nelson
Michelle	Dow
Barbara	Methvin
Catalina	Roller
Maxwell	Jensen-Moulton
Cheryle	Walker-Hemingway
Hilary	Devaney
Karyn	Barry
Lisa	Shea-Blanchard
Henry	Mobley
Glover	Melvin
Robert	Neimy
Ana	Castellon
Rick	Kremer
David	Schooley
Neil	Fisher
Pam	Martinez
Jaime	Myers-Mcphail
Yvette	Fortune
Clayton	Filho
Phyllis	levine
Mansour	Mansour
Sylvia	Black

Chuck	Janey
The Hon. Tiffany	Snyder - Mayor of Ward, Colorado (ret.)
Anna Maria	Montague
Yuana	Blanke
Laura	Lyons
Darlene	Belgrave
Jean	Alexander-Griffin
Sheiletha	McNeal-Smith
Patricia	Lewis
j	eichen
Stephen	Nemecek
carleen	mulloy
Debbie	St John
Renee	C.
Joan	McMillen
Ruthie	Loeffelbein
Trevor	Armstrong
S	Jones
Audrey	Chavez
Raymond	Gibson
Ken	Sanford
Bob	Melvin
Donna	Souza-Postles
Jeremy	Hicks
Merald	Drayton
Garry	Doll
Leroy	Jones
Kathy	Wright
Tanica	Perry
Paul	Host
Sarah	Bauman
Mary	Reese
Beverly	Adams
Rob	Kulakofsky
Lisa	Keipert
Robin	Bloomgarden
Elaine	Hultengren
Janet	Buda
Lucretia	Harrington
Stephanie	Brick
Lotti	Knowles
Marilee	Corey
Anne	Cancio

Laura	Irwin
Paula	Shafransky
Bruce	Burns
Zoe	Taylor
Shaniqua	Brown
Mike	Meninger
Jody	Simpson
Kathleen	Matson
Joel	Gayman
Robert	Clark
Richard	Hill
Marquis	Elissa
Mary	Ellen
Joseph	Reel
Michael	Ahern
Nancy	Porter-Steele
Joanna	Kling
Renee	Horton
Gordon	Beeferman
John	Nickum
Sharon	Hayes
Christina	Klein
Ed	Reed
Kent	Cole
Patty	McFerrin
Pamea	Holland
Charlotte	Adams
Jim	Marsden
Deborah	Rich
Cheryl	Salisbury
Fern	Tishman
Courtney	Tracewski
Eleanor	Curland
Mary	Venos
Vicki	Brooks
Jeannette	Penniman
Linda	Callejas
Ruchir	Vora
Talia	D'Amato
Cecilia	Baranowski
Kate	Beatty
Sandra	Carridine
Becky	Klein

Emily	Pollina
Gayle	Janzen
Cassandra	Yarbrough
Brian	Steinke
Teresa	Kamps-chica
jacqueline	Collins
G	Sylte
Evan	M.
Gerald	Croteau
Nancy	Jacobs
Peggy	Morris
Cheryl	Dalton
Christina	Stickler
Joan	Kaufman
Jimmie	Goosby
Ronnie	Rouse
Colette	Fronebergrr
Rebecca	Strum
Mary	Crusius
Elissa	Bromberg
John	Holland
Brent	Rocks
Jennie	Blake
David1	Bly
Madaline blau	Madaline blau
Matthew	Davy
Barbara	Leicht
lisa	graziadio
Erik	Steel
Linda	Daniels
Victor	K
Sharon	Lewis
Chris	Ferrio
Yvette	Corella
Herman	Key
Jillian	Sang
LaVerne	Mooty
Selene	Vega
James	McCrea
Kim	McCarthy
FR	Dozier
Maryjo	Bitman
Jacquelyn	rushing

Marian	Pitts
Rachel	Scarlata
Kate	Larson
Jennifer	Waters
Mary	Maxton
Deborah	Bailey
Paul	Drummond
Carolyn	Haupt
Loretta	Olsen
Carolyn	Jordon
Helen	Balگوoyen
Debi	Bartek
Kenneth	Brazzel
Robert	Reasenberg
Taylor	Jones
marie	johnson
Morgan	Muston
Jonathan	Smith
Abby	Grosslein
Lea	Morgan
Joelle	Pretty
Lisa	Casado
Martha	Goodale
Nancy	Yeilding
Delores	Grandaw
Jolene	Griffith
Gary	Nelson
Eugene	Gorrin
Marilyn	Hawthorn
Rachel	Wolf
Bob	Plass
Catherine	Morgan
Suzi	Young
Charlene	strosahl
David	Filipowski
Dale	Collura
Jo	Miles
Gregory D	Simpson
Denise	White
C	Smith
Chris	Chesnutis
ALICIA	Woodrey
Angela	S

Aileen	Carissimi
Syreeta	Carrington
Minnie	Frye
Kathleen	Furness
Kate	Baird
Neal	Allen
Pedro	de Lima
Dania	mardner
Bobbi	Anderson
Joan	Harris
Ricardo	NICHOLS
Mark	Sussek
Simeon	Gallu
Jacki	Masar
Joan	Kolessar
Alex	Cox
flo	jenkins
Bonnie	Heh
Lana	Henson
Jason	Jones
Thomas	Getts
Susan	Friedman
Laura	Glover
Susan	Grant Rosen
Claire	Morda
David	Burwasser
Onald	Smith
Bart	Ryan
Susan	Domina
Carissa	Neal
Richard	Kaiser
Julie	McCarroll
Pan	Welland
E	Sawicki
Nathaniel	Brydges
Angela	Bovo
Robert	Frank
Carl	Davis
Eddie	Utrata
Nina	Dunn
Jennifer	Arney
Tina	Loonsfoot
Kristin	Smith

Susanne	Burtis
Gleanne	Wray
M	Cowles
James	Ring
Sharon	Meza
Richard	Perras
Dori	Bailey
Diane	Kaplan
Fata	E. Watson Kieh
Judith	Mears
Diane	Millican
Meghan	Houston
Gail	Clendenen
Edgardo	Rosales
Douglas	Walton
Gary	Bennett
S	Griffin
Yamani	Nevers
Sandra	White
Sheila	Jacobs-Anderson
Leslie	Wissing
Roosevelt	Howard
Michelle	Ropp
Anita	Golba
Lace	Pernaudeau
Richard	Leslie
Mathieu	Norman
Natalie	Hanson
Brian	Keves
Matt	Thien
Michael	Crowden
Beverly	Peake
Linda	Stead
Audrey	Franklin
Julia	woodard
Dr. Neil F. & Sari Rose	Schneider
O'dell	Ford
Sarah	Mckee
I	Thorner
Rinko	Hutchins
Julie	Campbell
Marquis	Mays
Tristan	Scremin

Mike	Weiss
Emily	Rothman
Rachel	Karash
Ruth	Gabriel
Amy	Enell
Ron	Katz
Lew	Holloway
Hilda	Shaffer
Erica	Stanojevic
Colette	Burke
Linda	Hammer
Alicia	Meeks
Edward	Hanson
Cheryl	Kallenbach
Matthew	Thompson
Marelise	Beckmann
Peter	Gunther
Sharon	Warren
David	Sealander
Tyrone	Hicks
Gregory	Polson
Juliann	Pinto
Angela	Embree
Sharon	Link
Rosina	Inlender
Robert	Oberdorf
Karen	Perrin
Tasha	Frazier
Cheryl	Fergeson
Keith	Britton
Emily	Bragonier
Joanne	Britton
Steve	Ingoglia
Alan	Gross
Trevor	York
Mary	Mobley
Carl	Van Dyke
Craig	Ransom
Dee	Souza
Crystal	Brunelli
Sandra	Fulton
Rachel	Weinstein
Caleb	Granger



Darlene	Stevenson
Francisco	Dacosta
Russell	Ziegler
Meg	Miles
Jamie	Rosenblood
Jason	Hartman
Janet	Berketa
G.W.	Cheney
Pete	Compton
Vafa	Ansarifar
Susan	Butler
Adam	DeGroot
Brandon	Kalber
Steve	Green
Catherine	Adams
BU-1+Jerry	Beck+SCW+USNR-R
Martha	Stevens
Patti	Scarpa
Kimberly	Schwanke
Linda	Richard
Catherine	Madole
Jessica	McFadden
Amanda	Hauck
Danielle	Cooper
Kristine	Siefert
Ric	Bernat
Robert	Walker
Risa	Jackinsky
Carrie	Kilian
Nanette	Gordon
Sheila	Siegel
Carol	Raymond
Diane	Williams
Maura	Donovan
Vixklyn	Fleming
Carol	Dodson
J	Hayes
Jodi	Daniels
Phyllis	Hagmaier
Jean	Slocum
Rose and John	Martin
Randolph	Willoby
Joana	Harris

Susan	Berzac
Kimberly	Slaughter
Martin	Perna
Nancy	Free
Jane	johnston
Marcia	Brewster
Aliem	Jumpp
Zachary	Miller
Jill	Godmilow
Patricia	Prince
Deb	Hughes
Lori	LaVezzi
Pastor	Ricardez
Victoria	Koch
Michael	Borghi
Hettie	Jones
Jeremy	Liu
Theodore	Aziel
Kim	Gurung
C	Lascala
Karen	Stuart
Nat	Blach
Harriet	Cavalli
William	Kuehnling
Margaret	Swetkoff
Michelle	Smith
Larry	Forrest
Joshua	Krasnoff
Libby	Berman
Carl	Oppermann
Sonia	Swartz
Lisa	McCarthy
Georgina	Shanley
Larry & Karen	Narlock
Dianne	Bragg
S	White
Chandra	Turner
Shirley	Lewis
Kat	Morey
Kathryn	Keiner
Dale	Cannon
Don	Miller
Jackie	Schmid

Terese	Boeck
Florence	Lange
James	Lobdell
Janna	Olson
Valerie	Bell
David	Walker
Charles	Gaiennie
Blase	Gallo
Glenda	Green
Fitzgerald	Loretta
Florence	Friedman
Kathleen	Edwards
Angelica	A.
Nancy	Lizza
T	Mitchell
James	Burks
Nancy	Drigotas
Oliver	Ruff
Mick	Alderman
Joyce	Harris
Ann	Bishop
Amanda	Frye
Kenton	Layne
Regina	Brown
Nathan	Carroll
nancy	morris
Reasa	Semper
Cori	Fukuchi
McCoy	Malone
David	Nelson
Mary	Andreani
Nancy	Wasser
Tara	Taylor
Shakera	R.
Moira	McKinnon
James	McConkey
Reg	Burton
Megan	Spatchek
Mary	Barbezat
Jean	Hartje
Tim	King
Samone	jones
LOLA	CUADRADO

Melissa	Lowe
Beverly	Antonio
Frances	Blythe
Michael	Kwitt
Kristine	Walberg
Alison	Quin
Ron	Zanger
Jerome	JEROME TUCKER
Latonya	Calhoun
Martin	Livgren
Thelma	Howard
Jessica	Silk
James	Forero
Lawrence	Bojarski
Azalia	Thompson
Allice	Thomas
Beth	Nicole
Claudina	Glasser
Jonathan	Lockie
Michelle	Felder
Henri	Howie
Nancy	Griffith
Tim	Hoyt
Geoffrey	Garrett
Heddy	Keith
Diane	Hardy
Kim	Tran
Bruce	McGlynn
Joy	Lesperance
Ruth	Brown
Sharon	Briggs
Hattie	Hair
C	G
Kcarolina	Christensen
Marianne	Holmes
Doris	Johnson
John	Mulholland
Roy	Bires
Michael	Sileno
Charlene	Jones
Taylor	Stephens
Rebecca	Berlant
Azalee	Turner

Annette	Paajanen
Dorothy	Holtzman
Anga	Vachon
Kevin	Peterson
Marie	Snavely
John	Gajewski
Tina	Gresham-Gv≥mez
Debra	Vitola
Barbara	Burgo
Thomas	Cierech
Ernest	Washington
LYDIA	HAMPTON
D	Wood
Rick	Geyer
June	Wiinikka
Doris	sutterer
Ethel	Sarwah
Nancy	Mol
Howard	Rogers
Steve	Marty
Collin	James
Susan	Antoniewicz
Rika	Ito
laurie	engle
Kim	Feicke
Jaibe	Sivadel
Mary	Barbezat
Joseph	Michael
Allen	Leinwand
Carla	Clark
Margaret	Bradford
Monica	Baker
Gayle	Burstein
George	Kauffman
Brittany	Norman
Octavia	Pleas
james	hicks
Marcia	Carter
Christina	Fernandes
Jerry	Balabanian
Roberta	Lombardozi
Kay	Mehl
Hugh	Hays

Gloria	Dillon
Tiki	Carson
Na'Kesha	Johnson
Wendy	Gold
Juanita	Stevenson
Abigail	Sloan
Bruce	Smith
Richard	Cerie
Nicole	Wells
Meli	Horowitz
Julian	Collins
Thinh	Ngo
SueEllen	oliveira
Carmelita	Thornton
Jill	Rupprecht
Lucille	Serody
Phyllis	Back
Betsy	Maestro
Root	Timothy
Kara	Canipe
Melissa	Cooper
David	Nichols
Thomas	Gillespie
Beverly	Foster
Owen	Waite
Ruth	Lashley
Rev. Ross	Carmichael
Cindy	Jensen
Annie	Thorp
Nina	Dabek
Dennis	Warrow
Deborah	Barry
Denise	Pettit
John	Reid
Sulyn	Silbar
Sandy	Williams
Deloris	Montgomery
Carl	Howard
Renate	Dolin
Jordan	Burton
Amy	Seigny
Patricia	Morton
Carol	Thomas

Margaret	Henry
Jo	Kemp
Latoya	Johnson
Kimberly	Laakso
Troy	Anderson
Elena	Rodriguez
Katharine	Christie
Brenda	Troup
Citizen	Voter
Walter	White
Nancy	Lowell
Charles	Pollak
Ruth	Augustine
Brian	Bullard
Corinne	Wingard
Marcia	Hoodwin
Edwynna	Spiegel
Ailsa	Hermann-Wu
Cynthia	Dickinson
Zee	Schirg
Catherine	Webster
Mike	Souza
Rita	Schwan-Zeier
Karel	Kilimnik
Earle	Kasregis
Michele	Posey
Rick	Robins
John	Shuey
Stephanie	Gates
Jaclyn	Harris
Cyprienne	Schroepfel
Kallyn	Krash
Alfonzo	Jordan
Sondra	Carter
Serafina	Magnussen
Robert	Dodge
Christine	Rivera
Nikki	Adams
Susan	Torres
Natasha	Pearson
Miriam	Harlan
Brooke	Jones
D.	Bourrie

Gary	Anderson
Edward	Jesinski
L	Toner
Donna	Perko
Isaac	Nuru
Denise	Thomas
nancy	Burge
Pamela	Johnston
Edquna	Thompson
Shavar	Martin
Carrie	Darling
Leigh	Langston
Kari	Converse
Elizabeth	Codrington
Robert	Blumenthal
D	P
Diane	Virzi
Nancy	Love
Campbell	Peters
Anne	DeMers
koBie	O.
Dona	Ward
Lisa	McGinn
Maryann	Chiacchere
Summer	Stevens
Terrence	Ward
Miriam	Kashia
Edward	Bergtholdt
Rinya	Frisbie
Melinda	Geiger
Mary	Timm
Bodil	Ribel
Rachel	Puccio
Barbara	Gordon
Awke	NÃs-holm
James	Hatcher
Caitlin	Paul-Moran
Samuel	Tait
Julie	Smith
Isom	Kendall
Andrea	Fleisher
Steve	Matusow
Dianne	Murphy



Jade	Hall
Bionka	Banks
HenryColeman	Coleman
Ece	Ulus
Otto	Neals
Grover	Sims
Sean	RN
Dacia	Dyer
Stephanie	Engel
Donna	Delisi
Tyler	Brelje
Joseph	Dadgari
John	Tovar
Gerald	Bryant
Robert	Samaniego
Frankie	Harvey-Shea
Anya	Ellis
Sandra	N.
Jillian	Brooks
Greg	Kay
A J	Watson
Julianne	Ramaker
Valerie	Haskins
Javan	Thompson
Sharon	Griffin
Herbert	Thomson
Robert	Bowen
Dale	micherone
Delena	Stephens-Bowen
Christopher	Galton
Edelmira	Reynoso
Eddie	Smith
Kristi	Shupp-George
Debbie	Thompson
Joan	Stoneking
Alicia	Wess
Margaret	Beegle
Barb	Rogers
William	Moore
Sherrill	Begres
Sue	Otani
Morgen	Yeakley
Bonnie	Burke

Lydia	Glaize
Pamela	Lanagan
Victor	Bobier
Ondrea	Johnston
Susan	Falk
Ayesha	Wells
Nosizwe	moore
Douglas	Godfrey
Robert	Sager
Jacqueline	Salley
Donna	Wagahoff
Vernard	Goode
Betsy	Eppinger
Ariel	Olvera
Louis	Proctor
Charlotte	Bolinger
Don	Michael
Linda	Marshall
Armando	Vazquez
Nick	Meek
Matthew	David
Glenn	Embrey
Caitlin	Archambault
Helen	Syen
Charmine	Hanna
Jane	Ralph
Maggie	Schafer
L	Lodwick
Adrienne	Gallagher
Rick	Penquite
Kenneth	Taverner
Sue	X
Gayle	Hann
Hannah	Rosner
Michelle	Listman
Dennis	Schaef
Staten	Heard
Barbara	Mullis
Starema	Flood
DrLinda	Roberts
R	Henning
Aileen	McEvoy
Joseph	Leedy

Rita	Falsetto
Melody	Alexander
Marta	Cramer
Jenette	D'Alessandro
Bruce	Ross
Anthony	Wilks
Larry	Mckinley
Gregory	Milbourne
Chekanda	Alexander
BA	McClintock
C	McKenney
D	Curtis
Lily	Lau-Enright
Donna	McKeown
Bill	Cavellini
Kimberly	Vacchiery
Cynthoa	Moir
Janet	Hoshaw
Elke	Hoppenbrouwers
Diane	Krassenstein
Charles	Adams
Allan	Bressler
Ronald	Christ
Scott	Juslin
Jazmine	Harvey
Maya	Hislop
claire	bessel
Maine	EG
therese	larochelle
elaine	jurumbo
Sandy	Alexander
Pierre	Hamm
M	Worrell
Ashley	Wilkins
Desiree	Nagyfy
Diane	Basile
Bryan	Glasel
Katherine	Ramsey
Joseph	Lewis
Tammy	Clemens
Stanley	THOMPSON
Caroline	Christy
Judy	Lubow

Don	Hon
Mollie	Roever
Dennis	Raines
Ann	Horton
Ezra	Mann
Winke	Self
Janet	Duran
Hugh	Moore
Kristia	Kawashima
Mona	Samuels-Sego
Scharlene	Snowden
Stephanie	McFadden
Walter	Orouke
Gloria	Boyd
Jim	Ghormley
Charles	Jenkins
Renee	Inman
Debbie	Richardson
Rosa	Mathe
Dawn	Wheeler
Derek	Laney
Lillian	Calhoun
Maggie	Boyer
Robin	Haynes
stephanie	Horseman
Jeff	Chandler
Dexter	Covin
Eric	Jacobson
Steve	Johnston
Sharon	Messinger
John	Updike
Thomas	Lawson
Ken	Loehlein
Mary	Dixon
Karen	Myrie
Bonnie	Tiedtke
Pamela	Chipman
Gene	King
Lee	Stoney
Nell	Huggins
Roc	Coleman
Perry	Nelson
Margaret	Mear

Christopher	Lee
Deborah	Adams
Magdalena	Lopez
justin	gomez
Dauida	Weber
Rosa	FernV°ndez
Louise	Simone
Vicki	Hughes
Maynard	Jerome
Carlton	Russell
Chanrise	Romelus
Madeleine	Pinkerton
Mona	Kanin
Elizabeth	Edwards
Albert	Ahronheim
Wendy	Sands
Tanya	Munroe
Lloyd	Clunie
Luis	Lopez
Martin	Kamerman
Chris	Williams
Elizabeth	Bommer
George	Young
Roberta	Wallitt
James	Harvey
Linda	Favre
Bruce	Moyer
Kristin	Slaughter
Holly	Sher
Charlotte	Sines
CSW	Charles W. Jones
Kenneth	Gilchrist
Damion	Barrett
Nancy	Genn
Arnold	Strang
Tiolina	pistilli
Lyn	shiepard
Stephen	Waldmann
Joyce	Austin
Sharon	Moore
Ron	Davis
Kimberly	Singleton
Carolyn	Kessler

Daniel	Salmen
Kevin	McDaniel
Suzanne	Starr
Janie	Cunningham
Johnna	Clark
David	Stangl Jr
Katherine	Potamites
Cierra	Proctor
Michele	Lobos
Dante	Lanzetta
William	Busching
Mary	Scott
Brian	Kuhn
Deirdre	Brownell
Christine	Payden-Travers
Janice	Dannhauser
Cecile	Fanfani
Douglas	Langenau
Robin	Spaziani
Tom	Rummel
Robb	Rael
wendy	forman
Gavin	Bornholtz
Kathleen	Meyer
Vicki	Dillenbeck
Angelic	Winters
Patricia	Barrett
Steven	Smith
Sj	Morse
Carolyn	Moser
Dawn	Clarke
Judy	Harris
Jan	Stansen
Barbara	Jacobsen
Jon	Hayenga
Bernie	Saftner
Valerie	Grunsted
Dg	Grams
Judy	De Santis
Lynda	Barry
Romelle	Moore
David	Carr
Lauren	Brown

Leon	Reid
Elizabeth	Kaufman
August	Cardea
Lorna	Simon
Chip	Mayer
Dwight	Sanders
Lisa	Kagan
Susan	Kimpel
Donald	Singer
Daniella	Liebling
Patricia	Akbar
Lehman	Heaviland
Sandi	DiSante
Scott	Link
Mary	Follis
Julie	Takatsch
Nicole	Meitzen
Carl	Hosterman
Tami	Fosmark
Mindy	Maxwell
Russell	Jones
Paulina	segarra
Merlin	Emrys
Liza	Sheehan
Catherine	Wheatley
Greg	Watermann
carolyn	massey
Penelope	Raco
Jacob	A
Pat	rose
Kathleen	Taggart
Mary	Seay
Alessio	Becheracci
Mary	Schmltt
Dave	Garibaldi
Joe	Fusco
Linda	Smith
Nicole	Dillon
Birdie	Ervin
Victor	Ortiz
Mary	Hayes
Ilene	Hosterman
Petrea	Sandel

Kristen	Genovese
Jim	Snee
John	Havrilla
Seth	Campbell
Gael	Faller
K	Green
David	Drukaroff
Efuan	Simms
Julia	Petipas
Ron	Ives
Sarah	Kamp
Jean	Rodriguez
Marvin	Kummer
B	Horne
Tracey	Key
Travon	Jones
D	Bell
Julia	Wooduff
Laurie	Tomme
Gail	Fleischaker
Sharon	Sinclair
Lisa	ray
James	Sheehan
William	Ridgeway
Oketa	Winn
James	Holverstott
Susan	Signorella
Edward	Wiesmeier
Claire	Mortimer
John	Halloran
Virginia	Jastromb
Mary	Kerfoot
Kurt	Nichols
Michelle	Hamilton
janet	isserlis
Wayne	Copeland
Virginia	Brooks
Cindy	Rose
John	Strawther
Daryl	Denning
Mark	Johnson
Adria	Winfield
Charlene	Cooper



R	Kelly
John	Conner
JaDeine	Vann
Edith	Davidson
Santhi	Periasamy
Paul	(Retired)
Judy	Brotherton
Julia	Bottom
Michelle	Wilson
William	Huntley
Judith	Stone
Catherine	Beaver
Jody	Kim-Eng
Steve	Graff
Robert	Hansberry
Jenny-Anne	Bishop
Karen	Brown
Jennie	Blodgett
Joseph	Borge
Laura	Prestridge
Sharon	Douglass
Michael	Lombardi
Rene and Carol	Manning
Kate	Timer
Veronica	Worley
Michaelangelo	DeSerio
Judy and Lester	Hoyle
Julie	Lang
Gerald	Lundemo
Della	Hamlin
N	G
Robert	Kirchner
Dineo	Gary
Mr and Mrs Richard N	Huff
Brad	Lerch
Alex	Chudzik
Sally	Burley
Margaret	Rinegar
Sally	Rafson
Jessie	Bowen
Sandra	Zuckerman
Edith	Allen
Joyce	Kelly

Kathy	Mallory
Jean	Wagner
Deanna	Knickerbocker
Beth	Wheeler
MICHAEL	FIORENTINO
Jim	Campagna
Jennifer	Toole
catherine	lazuran
Varda	Charnin
Thomas	Childs
Tim	Margeson
Roberta	Ahlquist
Marcia	Bailey
Kindy	Kemp
Kelly	Bishop
Gregory	Norford
DrPeter	O'Boyle
Sonya	Cuffee
Sonia	Cornerstone
Gloria	Boutte
Robert	Graham
Helen	Hustad
Laurie	Hause
Cima	Katz
Marcella	Nidiffer
Margaret	Solomon
Debra	Dragonheart
Pamela	Meuser
Kate	Hermann-Wu
Stephen	Teich
Claudia	Frantz
Marilyn	Nicol
Lori	Lagorio
Sharon	Kott
Lorraine	Johnson
Joe	Lostrangio
Carrie	Campbell
Robert	Fritsch
Glenn	Welsh
Vicki	Lewis
Allan	Johnson
Samuel	Ciurca
Rick	Potthoff

Valerie	Vonprisk
Antonio	Sarmiento
Robin	Grier
Lisa	Butterfield
Lucas	Klein
Bradford	Harrington
Jeff	Ditto
Natsumi	Meyer
Gregory	Rosasco
Courtney	Lynch
Adriana	Nolfi
Dorothee	Krueger
Nicole	Amador
Rona	Homer
Linda	Bartlett
Victoria	Longo
Kenneth W	Volk III
James	French
A Lynn	Raiser
Richard	Wissler
Helen	Rucker
Carole	Rogers
Anthony	Martinez
Sandy	Gold
Amy	Wareham
Paula	Maylahn
Chrystal	Schivell
Patricia	Podboy
Pat	Smouse
Christin	Babcock
Scott	Species
Lana	Brewer
Peggy	Garner
Felisha	Johnson
Michael	Pyle
Alex	Kofsky
Chris	Scranton
Derek	Benedict
Carl	McGowan
Andrea	Goodman
Deborah	Carroll
Yvonne	Smith
Charlotte	Pirch

Anthony	Clark
Davante	Jennings
Tracy	Richards
Gerald	M.A.
Paul	Beck
K	O,ÄBrien
Leroy	Jardim
Shemayim	Elohim
Vaulin	Forbes
Claudia	Johnson
Karen	Duda
Carolina	Goodman
Helen	Blumenthal
Will	Agee
Melissa	Hess
Steven	Nasta
Janet	Kennington
Garland	Ward
Helen	Burns
Judith	Cain
Enell	Foerster
Daniel	Francis
Laurel	Holmes
Molly	Bachmann
Garrett	Alden
Clement	Childress
Andy	Lynn
Lisa	Gregory
Patrice	Roarty
Christy	Sacks
John	Wise
Mari Kay	Rogers
Kari	Jackson
B	Brown
Francine	Brown
Marlena	Lange
Monique	Scott
Lyndsay	Levy
Barbara	Liner
Rachel	Barczak
Lillian	Chatman
Johnny	Cee
K	Light

Marjon	M
Nancy	Partin
Tina	Shepard
Laura	Beusse
M	McGinnis
Jerry	Johnson
Rebecca	Glass
Sian	Holt
Sandra	Davis
Stephen	Zettel
Linda	Triplett
rachelle	Farber
Yola	Hesser
Stan	Hildebrand
Thomas	MacNamara
Sue	Fisher
Dianne	Scott
Judy	Hanson
Stephen	Girard
Aurora	Grabill
Victoria	LoSchiavo
Ellen	Sansone
Annette	White
Patti	Kimble
Niki	Wise
David	Hand
Alys	Hay
Tom	Walsh
Jeff	Brookover
Esther	Conriquez
Jeff	Jaekley
Keith	Emery
JD	Ruybal
Jimmy	Harris
Katie	Jefferson
Dean	Lyon
Peggy	Lehman
Brad	Sr & Landry
Marion	Geiges
Joyce	Buck
Lola	Maze
Mercedes	Von Pichl
Audrey	Oden

Patricia	Jolly
Elly	Orrin
Khristine	Hopkins
Janet	Kennington
Bret	Wieseler
Neil	Baus
Ira	Kriston
Cindy	Buschena
Katrina	Krummen
Gina	Paige
Shelbie	Elliott
Shun	Taylor
Jennifer	Kottler
Charles	Comer
Cynthia	Simms
Deana	Alfonso
JAMES	DISNUKE
Robert	Smith
David	Harris
James	Klein
Mary	Wagner
Tricia	Oakley
Beth	Gelfond
Ellen	Jahos
Lucille	Portner
Mark	Gibson
Annie	McMahon
Jennifer	Perkins
S	B
Kevin	Roberts
J p	McClendon
Janice	Antonellis
Brad	Buchanan
Meghan	Carnahan
Wojciech	Rowinski
S	Henry
Brynnen	Owen
Karla	Yarber
Marcella	Leite-Cortes
Robin	McFall
Otmar	Neuhoefer
Kay	McDuffie
Brendan	Mackinson

Kathy	Chuparkoff
Shavonne	Holmes
Melissa	Brown
Michael	Murphy
Monica	Kennerly
Carol	Waara
Ronnette	Parks
Mari	Daugherty
Lillie	Threadgill
Jim	Gayden
Joan	Bankey
John	Vieira
Ann	Miller
Kathryn	Kram
John	Wadsworth
Shaili	Shah
Patricia	Kelley
kenneth	fehling
Mara	Obelcz
Shirlene	Gibbs
Stephanie	Bonovich
Leah	Gunter
Patricia	Fleetwood
Christie	Sanders
Ricky	ee
Christopher	Lawrence
Cathy	Bledsoe
Sherwin	Anderson
Courtney	S
Leon	burroughs
James	Hooks
H	VanderWall
Don and Leslie	Bush
Valerie	Russell
Jacqueline	Edwards
Krista	Taylor
joel	Iorimer
Gale	Sasson
Dwight	Branscombe
Eldon	Leuning
Linda	Heath
Diondree	Baldwin
Jennifer	Upchurch

Mark	Nelson
Jesus	Garcia
Tamara	Rhone
Joan	Bankey
Donna	Reed
Jude	Hyzen
Lee	Engstrom
Dottie	Butler
Walter	Wistrand
Stuart	Lynn
Frank	Placencia
Sondra	Pearlman
Michael	Villanova
Norm	Metcalf
Gabrielle	Wanner
Linda	Feletar
Monique	La Roche
Robert	Hooper
Maxine	Clark
Andrew	Colletto
Lee	Michelsen
Rodney	Wallace
Sondra	Birkenes
William	Allison
Gay	Lasher
Pamela	Travis
Marcy	Wasinski
Alexia	Hatun
Carol	H
Patsy	coffman
Karin	Satrom
Barbara	Rothman
Sally	Woodard
Dan	Morris
Jeimy	Martinez
Wilfredo	Santiago
Rhoda	Levine
Marie	Odestin
Joy	Hamby
Kathy	Fodge
Mary	Ferraro
Marsha	Neal
Tina	Clere



David	Nighbert
Victoria	Loftin
Kerry	Olinger
Beverly	Briscoe
john	davis
Dorothy	Zeller
Tracy	Shupp
David	Musser
G	Soto
Ohilda	Holguin
Jill	Melveger
Pamela	DeGeyter
jacqueline	parrott
David	Scrimenti
Diana	Adenwala
Marjorie	Crump-Shears
Christine	Oxford
Virginia	Stopfel
Susan	Heitzman
Steven	Lamers
David	Stege
D'Lon	Herbert
Marilyn	White
Garver	Osorio
Kathe	Williams
Cynthia	Kreitz
Amanda	Caster
Mark	Daitsman
Marilynn	Harper
adrianna	sutherland
George	Levesque
Alessandra	Muller-Thym
Andy	Ingraham
Carmen	Gagne
Mary	Pendergast
Jennifer	Boucher
Sharon	Frank
K	Yanulavich
Kristin	Rosenqvist
Cherry	Stewart
Jorge	Agostinho
Chris	Skinner
Edythe	Cox

Aleasa	Crary
Barbara	Levwanson
Charles	Hale
Todd	Cisna
Leanne	Alexander
Linda	METNETSKY
Tommy	Davis
Tim	Redman
Michele	Missigman
Carole	McCarthy
Julie	Gurley
Tracy Kennedy	Flynn
Tanya	Heard
Jacqueline	Birnbaum
Nikisha	Ross
Roxene	Miller
DeAndra	Valdes
Gayle	Fisher
Rael	Nidess
Kaneisha	Lewis
Ashley	Hanshaw
Melissa	Garber
Ann	Pelzer
Mary	Daley
LTanyua	Littlejohn
Steven	Johnston
Paula	Brennecke
Mary	Drouin
Brie	Gyncild
Barbara	Abraham
Millie	Cline
Jesse	McMillen
Anna	Aydinyan
Jamila	Istanbulian
Barry	Peterson
Keenan	David
Anthony	Albert
Barbara	Harrington
Julaine	Morley
Ronald	Hobbs
Penelope	Johansen
Roger	Vortman
Gail	Evans

Lynn	Riker
D	Snipoes
Jessica	Finstuen
Marlow	Johnson
Julie	Tyler
Garry	GLECKEL
Jarryl	Larson
Bob	Armintor
Katherine	O'Sullivan
Anthony	Svihula
Sheila	pereira
Joanna	Welch
Pam	Evans
Lewis	Wilford
T	Garmon
Alexandra	Tumarkin
Donna	Goodsite
Jonathan	Mansell
Constance	Golding
Gabriel	Cifuni
Kathleen	Barnebey
Barbara	Franjevic
Lucia	Milella
Sheila	Klein
Kimberly	Gelinas
Edward	Brendel
Loryn	Crittendon
Pat	springer
Mary	Timmer
Diane	Nowak
Jill	drexler
Angie	Affolter
Elisha	Houston
Caroline	Fisher
Daniel	Cordaro
Carol	Wall
Alex	Coleman
Harry	Hudson
Karen	Butt
Mary	deGozzaldi
Alice	Soref
John	Liss
Jose	Miranda

Liz	Helenchild
Maria	Garcia
Janet	Geldert
Zoe	Kane
Alice	Phillips
Marguerite	Love
Epiphany	Clark
Frances	Recca
Sharon	Fortunak
Kathryn	Burkhart
James	Comeau
Scott	Crockett
Cheryl	Bancroft
Nichols	Robert
Francine	Piatigorski
Dorothy	M.
Barbara	Clewett
Jelani	Johnson
Linda	Mitchell
Adrian	Card
Elizabeth	Jonach
Laura	Seger
Melissa	Mikol
Anita	Rinaldi
Althea	Oranie
Tonya	Rivens
M	Garvey
Daryl	Stanton
Miah	Oren
Jessica	Lanius
Martha	Spencer
Chow-chi	Huang
Edwin and Margaret	Tegenfeldt
Jason	Youn
Tessa	Fischer
Lynn	Hayes
Lou	Walker
Marty	Crowley
Natalie	Moore
Polly	Callant
Linda	Bennett
Rachel	Chapman
KateRichman	Richman

Tania J.	Malven
Marcy	Pilchik
Andrea	Bernkrant
Grae	Essig
Elaine	Becker
Julie	Pease
Paul	Weiss
Douglas	Russell
April	Williford-Drakeford
Erik	LaRue
Stacey	Morgan
Ernst	Borno
Daniel	Kurz
Jay	Harlan
Cary	Sperling
Doris	Aptekar
Jean	Citron
Heather	Ward
Anita	Armstrong
A.	K.
Susan	Keith
Chas	Griffin
Lisa	Session
Lillian	Sharpley
Margaret	Cathey
Dharma	Shay
Anita	Armstrong
John	Weber
Colleen	Geer
Alexander	Dolowitz
M	Nigro
Doreen	Roethler
Barbara	Bailly
Dean	Pryer
Bo	Breda
Judy	Clark
Katharyn	Dawson
Jennifer	Gitschier
Rudolph	Tauer
Kali	Johnson
E	Marullo
Tara	Barnes
Madeleine	Ndjagmon

Margarita	Ruiz
Cheryl	Trosper
Monica	O'Brien
Ellen	Fleishman
Judith	Foggi
Eleanor	Lange
Brook	Bernini
LindaMcgee	Mcgee
Deborah	McCarthy
Donald	Baumgartner
Jo	Kilburn
Smita	Prasad
Matthew	Paul
Burton	Burton
Jennifer	Bennett
Christina	Livingston
Darryl	Davis
Javier	Pinzon
Chilton	Gregory
Merrie	Saniat
Shirley	Crowder
RoseMarie	Cowham
Lou	Priven
Nora	Polk
Nancy	Borelli
Pedro	LopezIII
Julie	Sutter
G	A
Gwendolyn	Robinson
Shoshanah	Stone
Latosha	Williams
Thais	Council
Guy	George
Jennifer	Humiston
Gia	Marotta
Kwankisha	Crawford
Laverne	Smith
James	Bates
Brent	Bray
Cathy	White
Rachel	Berger
Charmian	Wells
John	Cox

Mary	Cory
Adam	Lynn
Meg	Weisberg
Ethel	Lee
Sara	Hart
Stephanie	Breiding
Eilene	Janke
Monique	Kourdae
Allison	Veras
Michael	Haralson
Peter	Homan
Scott	sheaffer
Karen	Franklin
Marilyn	Pisa
Jackie	Wilkes
Della	Fernandez
Janet	Bowdan
Carol	Wright
Candace	Carnicelli
Helen	Smylie
Chip	Henneman
Susan	Nierenberg
Henry	Mallory
Lee	Kennedy
Gail	Lloyd
Bill	Kingston
Elizabeth	Warriner
Joyce	Frohn
Neva	Walden
Gale	Espinosa
Bonnie	Weber
Frank	Smith
Darlene	May
Anne	Timmons-Harris
Karen	Kahn
Liz	Bolton
Alice	Kelley
Ron	Cavin
William	Stern
Raquel	Jean-Baptiste
Mary Ellen	Beattie
Rodney	Boyd
Amy	Nussbaum

Cassandra	Fraley
Eileen	Hunt
Wanda	Whitten
Peter	Sheridan
Carolyn	Jones 02806
Sarah	Westwind
Pamela	Metcalf
Joy	Strasser
Eric	Moyle
Charles	Greene
Chris	Mack
Nancy	Nixon
Kema	Lofton
Anne	Garcia
Frank	Barch
Nancy	DeJarlais
Linda	Beiss
Ann	McCabe
Doug	Brown
John	Robinson
Marguerite	Nicholson-Schenk
Connie	Newman
Janet	London
Larry	Hannon
Dale	Hayes
Christine	Harvey
Eileen	Weisinger
Esther	Rannow
Tony	Briggs
Matthew	Lieberman
Susan	Armstrong
Bridget	Koch-Timothy
Laurel	Fee
Keri	Smith
Ahprille	Andrews
Riley	Wessels
Tara	Wendel
Jeff	Higgs
Lisa	Hoff
Sara	McCay
Dan	Larson
Donna	Schmitt
Pb	Blaustein



Kaili	Kreiner
Pamela	Gibberman
Patricia	Dotzler
susan	wollett
Eric	Crouch
Glory	Baan
Scout	Perry
Nancy	Klukowski
Robin	Patten
Janet	Campbell
Stephen	Bellomo
Sue	Null
Randi	Byron
Kris	Link
Beverly	Janowitz-Price
Charles	Thompson
Richard M	Roderick
Diann	Kipper
Mickie	Jones
Jackie	Griffeth
Sandra	Hareld
Jassy	Sheppard
Michael	Manning
Earnestine	Hicks
C	Johnson
Lisa	Gunnels
Bonnie	Hill
Ted	Dinton
Luci	Lytle
Tanya	Marquette
Everett	Dennis
Philippa	Proudfoot
Rose	Eckert
Cathy	Carolus
Chris	Moore
Caroline	Hogue
Julie	Bush
Edwin	Jurado
Troy	GilmoreJr
Emilye	Crosby
Lilli	Ross
Margaret	Butcher
Jessie	Martin-Earl

Sarah	Senanayake
Angelika	Ghosh
John	Schaechter
Nicky	Joice
Philip	Englert
Lee	Bory
Andrew	Rowlas
Kristine	Winnicki
Julie	Bernstein
Bryn	Sedlacek
Hilary	Levinson
Jeanne	Bjorn
Carmen	Young
Sandra	Cole
Charles	Fitze
George	Lane
Susan	Porter
Lucia	Knudson
Wm	Scott
Tiffany	Mason
Peggy	Nance
Tamara	Matz
Tim	Martin
Kathy	Bruni
Janet	H.
Craig	Way
Adrian	Rogers
Mary	Kane
MICHAEL	SILOS
Melissa	caye
Willie	Edwards
Lance	Powell
Melinda	May
Laval	Choiniere
Janice	Glime
Juarlyn	Gaiter
Gret	Rowe
Kate	Babb
Carol	Gordon
Kate	Tews
Nehemiah	HANKINS
Mercy	Grieco
Thomas	Domenici

Matthew	Bear-Fowler
Gary	Henderson
Claire	Alkire
Patricia	Marino
Leonard	Meyer
F	Olson
Ian	Anderson
James	Bailey
Jonathan	Boyne
Bradley	davis
Nicholas	Lenchner
Beth	Dzwil
Sue	strassman
Thelma	Carmichael
Rachael	Riccobene
Eva	Peck
Michaele	Belles
Neil	Dunaetz
Erica	Burrows
Austin	Peasley
Katherine	Cote
Jesse	Owen
Bill	Keyes
Beth	Kuehn
Amy	DeWitt
Anderson	glover
Shelia	Woody
Barbara	Christian
Kathryn	Hess
Anthony	Amato
Roslyn	Jarrett
Danielle	Braun
Pia	Brown
Matthew	Ford
Beatrice	Broughton
Libby	Goldstein
Steffane	Wharton
Valerie	Reiffert
Edmund	Leahy
marion	gerrish
Marisa	Mora-Zapata
T'Keyah	Keymah
Judith	Laik

Karly	Jenkins
penny	Schwartz
Dena	Radley
pat	randall
Mary	Dressen
Karen	Barton
Mary	DelMastro
Jacqueline	Owens
Dorothy	Roeder
Bradley	Richardson
Destinee	Baker
Jack	LaMonica
Caitlin	Graham
Elizabeth	Reed
Monique	Gore
Eric	Heck
Ann	Asnes
James	Teas
Stephanie	Lewis
Lewis	Harrison
Sylvia	castro
Linda	Bogan-Wilson
Nalia	Li
Lisa	Gordon
C J	Bacon
Michael	M
Martha	Rhoades
Pat	Jeffery
Maxwell	Mulbury
Catherine	Bass
Sharon	Grayden
Kathryn	Lindquist
Tamara	J
Rob	Gallinger
Carol L	Plantamura
Vera	Seals
Hildegard	Benedick
Teresa	Phillips
Christiane	Heyde
Julia	Buratowski
Marie	Smith
Chris	Pellerin
Les	Rees

Atlas	Robinson
Faby	Diez
Al	Fatemi
Dennis	Vecchiarello
Daryl	Anderman
Katherine	Hajek
Heather	Carver
Jennifer	Podesta
Robin	Pinsof
Becky	Geiser
Harriet	Cotter
Steve	Morris
Judith	Schmitt
Sandra	Wilson
John	Tucker
Ashlyn	Doran
Ja,ÄôMeka	Armstrong
Josv©	Alonzo
Ryan	Zmuda
Priscilla	J
Judith	Foys
Elisca	Joy
David	Worley
Kate	Cullen
Gale	Litvak
Rosalie	Jenkins
Kilian	van der Scheer
Barbara	Voss
Kelly	Henagin
Peter	Haroutian
Lynne	Palmer
Kimberley	white
Michael	Shapiro
Vicki	Hart
Kim	Kresovich, MD
Keri	Coombs
Mario	Velarde
M	Bear
Amanda	Yoder
Roger	Corpolongo
Nadia	Webb
John	Prusch
Kathleen	Collins

Florette	Willis
Barbara	Rutigliano
Zachary	Hall
Kara	Gallant
Amy	Wilhite
William	Jastromb
Joann	Koch
Melissa	Michaels
Joey	Salazar
Antoinette	Ayers
JOHN	WASHINGTON
Linda	Schiffman
Lenore	Reeves
Li	Goh
Marsha	Weisfeld
John	Orcutt
Robin	Asbury
Joan	Downey
Linda	Kourtis
Clayton	Burford
Jennifer	Ruef
Jason	Waldo
Barbara	Brockway
Angelia	Fowler
Geraldine	Trakys
Melica	Grimes
Ismail	Alamin
Theresa	Horstman
Laura	branca
Ralph	Billick
Ruth	Sherman
Paula	Perez
Tracey	Sheeran
Jean	Pieper
Josh	G.
Hodges	Hines
Linda	Smathers
Janice	Fletcher
Joel	LaFleur
Ron	Laor
H	Fastiggi
Elliot	Escobar
Arleen	Zuniga

Jerry	Derrick
Lu	Parbery
Kathleen	Zane
KaShonda	Lawson
Curtis	Brewer
Mamie	Bibbs
Michael	Parry
Alicia	Preston
Martin	Ehlen
Carolyn	Downey
Jackie	Hoke
Caryn	Cowin
Jerry	Gillette
Jennifer	Quick
Kristin	Felix
Mark O.	Appel
Karol	Olkowski
Sumayah	Ansari
Anne	Gegg
Sarah	Lawrence
Tammy	Morrison
Valerie	Romero
Dennis	Alanen
Eric	Parker
Netania	Budofsky
Ruth	Souder
Robin	McDonald
Sharon	Sondergaatd
Brian	Sadlo
Monique	Washington
Diane	Bech
Joan M.	Russo
Demetrius	Haddock
George	Charleton
C	G.
Linda	Emme
Ronald	Prado
Annette	Frankel
J	Holmbeck
Judith	Millenbach
Stacy	Bouilland
Patti	Randles
Heather	Antolik

Katie	Walker
Sandra	Naidich
Anthony	Burnett
Cheryl	Walker
Geraldine	Mueller
Sara	Finnegan-Doyon
Paul	Richard
Shiela	Spruill
Leola	Williams
King	Alexander
Joel	Kay
Nancey	Schneider
Pablo	Gutierrez
Barbara	Hirt
M	P
Lin	Sunseri
Gerald	Domingue
Laurie	S
Sarah	Murdoch
Roland	Schaedig
Robert	MacArthur
Sherry	Seckington
Anna	Sevier
Jamie	Charles
Charlie	Baker
Soumya	Ganapathy
Hera	Cohn-Haft
Richard	Payne
Constance	Rutledge
Anthony	Borzillo
Helen	Voris
Marian	Comenetz
Betty	McCauley
Andrew	Carney
Beverly	Parker
Brenna	Zedan
Kathy	Vorderbruggen
Antwain	Moton
James	Devine
Janelle	K
Jean	Braam
Katie	P
L	Sifri



France	Morrow
Don	Shockley
Michael	Stephen
Robert	Haslag
Rachel	Parker-Stephen
Rocky	Baltazar
Pamela	Coker
Alice	Bishop
Jen	Frank
Donna Nardi	Brown
Johan	Greenhaus
Iris	Robertson
Gerald	Hall
Audrey	Sommer
Kimberly	Boden
Debbie	Lyons
Barb	S
Peter	Quintal
Juliet	Mejia
Julie	Bannister
Joanellen	Burgett
Marilyn	Truglio-Kirwin
Sarah	Womack
John	Mayer
Anne	Hall
william & janice	kimes
Abby	Shuman
Michael	DeLoye
Howard	Lepzelter
Sonia	Ness
Johnny	Hopkins
Kristen	Bossert
Nancy	Gilbert
Tamar	Samir
Joan	Balfour
Deborah	Dobson
Jane	Jenkins
Perry	Chapdelaine
Howard	Seaborn
Marlene	Fisher
Mary	Janes
William	Ryerson
Lorie	Thomas

Michael	Price
Florence	Gidez
Lori	Bright
Barbara	Flood
Virginia	T.
Essie	Johnson
Anna	Kelly
Gloria	Krueger
Jeff	Keyes
Jacque	Teague
Leesa	Burnett
Carol	Green
Diane	Stevens
Dorothy	Davis
Bob	Conrich
Sandra	Currie
Francine	Buker
Julie	Erickson
Joseph	Catania
Barbara and George	Rofkar
Marcy	Saddy
Fannie	Gulino
Kathryn	Ryan
Barbara	Layton
Mark	Basile
Nina	Sells
Mary	Gray
Gary	Towne
Derrick	McQuiston
Maxine	Brown
Fred	Barger
Brek	Renzelman
Alesia	Jenkins
Allen	Altman
Rachel	Hess
Tom	Gauntt
William	Boggan
Fern	Cotton
Julie	Avendano
Verne	Bailey
Lara	Oppenheimer
Barbara	Nuckols
Kenneth	Dinkins

Nicole	Smalls
W	Wrede
Sharon	Browne
Donna	Austin
Linda	Trueblood
David	McRae
Mary	Gregory
Bryony	Smith
Nicole	Alford
Emily	Lipe
George	Quasha
Roger	Mason
JoV£o	MaurV#cio
GAIL FOLTZ	ANDERSON
Maggie	McGuire
Valerie	Romero
Vidya	Sivan
Sarah	Paoletti
Felicia	Newton
Smith-Denny	Susan
Patricia	Fallon
Susan	thele
Rich	Long
Pam	T
Lawrence	Berardi
Dominic	Lowery
A	Adams
Joyce	Chester
Debbie	Spear
Sarah	Johnson
Michael F	Adams Sr
Ma	Bauer
Fran	malsheimer
Nes	Rocha
Lois	Heaston
William	Davis
Jan	Hankins
Amsal	lemma
Geneva	Mayhew
Esther	Klinger
Aase	Ohlsson
Charlotte	Ciszek
Richard	Watson

Nancy	Howard
Cathy	Monagle
Joy	Cassidy
Charles	Mickelson
Daishu	Washington
Tyran	Boudreaux
Nick	Fleming
John	Watt
Michele	Fisk
Erica	Scott
Jeffrey	Thompson
Mia	mason
Letitia	Sweat
Patricia	Garcia
Leilani	DiCato
Alfreda	Butcher
Laura	Pakaln
Victoria	Mack
Frank	Ehrhardt
Patricia	Joseph
Lynell	Heaps
Natalie	Rimmer-Murphy
Sara	Diaz
Joan	Berger
Carol	Ross
Michael	Gamble
Ralph	Emerson
Julie	Norris-Jones
P	McGuire
Rebecca	Dale
Dori	Goldman
Bobbi	Siegelbaum
Chris	Hargrove
Hasheim	Jones
Francine	Goldberg
Cheldia	Fairley
Tonia	Allen
William	Wayne
Holly	Watson
Kim	lynch
Ann	Breeden
Debi	Mohan
Rich	Castle

Greg	Nering
Henry	Washburn
Nancie	Austin-Bradley
Lee	Schmidt
Blanca	E
Marcus	Barber
Stephen	Marshall
Molly	Glenn
Jacque	Williams
Peggy	Alt
Ruth	Lewis
Philip	Delany
Kaddyjatou	Olivares
Georgia	Labey
Linda	Ellison
Rosemary	Hewett
Roberta	Guthrie
Diane	Nye
Jason	Sprott
William	Tamblyn
Gar	Parries
Suzanne	Kirby
Ron	Fritz
jenny	Mottola
Tomi	Phillips
Mark	Sackoor
Anncor	Corazzi
Alenore	Cusick
elizabeth	wood
Lee	Tschirhart
Al	Roesch
Carol	Moon
Betty	Hamlin
Andrea	Agnew
John	Moszyk
John	Hagen
thomas	sereda
Carolyn	Lee
Jane	Clevenger
Joyce	Reeves
Katherine	Finstuen
Margaret	A
Theo	Giesy

Cecil	Byas
Eileen	MacDougall
Joan	Hemm
Michael A.	Johnston
Karin	Bates
Dan	Cush
Steven	Hester
McFadden	McFadden
Joseph	Simmons
Lydia	Shepard
Fran	Castro
Barb	McCown
James	DeGrave
Stephanie	neiferd
Beverley	Philips
Cheryl	Villante
Ann	Youmans
KAthy	Oppenhuizen
Yvonne	Winston
Greg	Reaves
Dr. Aziza	Bey
Margaret	Conway
Keith	D'Alessandro
Marte	Samuelstuen
Khaleef	Lewis
Jack	Coventry
Fran	Howse
Dianne	Johnson-Feelings
Meredith	Riekse
Jacalyn	Dinhofer
Marilyn	Brenneman
Francine	Redick
Mary	Wilson
David	Jackson
Joanne	Tenney
Georgia	Locker
Chrystal	Grimes
Sheila	Cesar
Coral	Caudle
Ed	Hill
mark	Levin
Pete and Jeanie	Barkett
Katje	Wagner

J	Charlot
John	Clelow
Gia	Brinson
Gary	Taylor
Doris	Gleaton
Mavis	Jackson
Judith	Battaglia
Amanda	Overstreet
Zarielle	Washington
Shoshonah	Woolf
Wanda	Keenan
Mary	Alabi
N	Bain
Harold	Robinson
April	Gopie
Carol	Fairchild
Leslie	Lawrence
Greta	Corley
Linda	Steele
Carol	Sundberg
Erin	McGe
Luis	Plazas
Merrill	Page
Marlene	Gaddist
Jackie	Heggs
Sue	Brown
Dan	Matthews
Diane	Hutte
Edward	Hills
Ken	Box
Katie	Masson
Genevieve	Welch
Dani	SETTLE
Tina	LeMarier
Priscilla	Roquemoire
Bayyinah	Muhammad
Michelle	Ramauro
Sheila	Erlbaum
Larry	Kimball
Carol	Przybylak
Natasha	Hopkins
Darice	Crawford
Claire	Marsh

Nancy	Niemeir
Kathy	Simonik
Shanda	Garvin-Shaw
Andrea	Sullivan
Helgaleena	Healingline
Vera	Brooks
Carl	Dahl
Orrin	Miller
Summer	Hicks
Kevin	Hendricks
Sherylyn	Bailey
J William	Carpentier
Jonathan	Sampson
Roderick	Mitchell
Oneita	Williams
Deborah	Miller
Dian	Ulner
Cristy	Murray
Pat	Thorne
Joseph	Bivins
Louisa	Dang
Sara-Ann	Rosen
Mary	Rojeski
Carol	Cameron
Lynn	Foster
Sandy	Joseph
Kaiya	Shepard
Morgan	Koch
Pawiter	Parhar
Sharon	Goldblatt
Larry	Fish
Kellie	Crawford
Anne	Finnegan
Karen	Parsons
Frances	Boyle
Bob	Hamlin
Eunice	Demps
Mike	R
Josephine	Scherer
Douglass	Bibuld
Geddes	Niles
P	allderdice
Melissa	Hubbard



Dorothy	Pitts
Patricia	Foxall
Jonelle	Reynolds
Alex	Hendrickson
Melissa	Weidner
Charles	Woolery
Joshua	Wallman
Angelique	St.Pierre
Leanne	Bynum
Valerie	Pflug
Davida	Loosbrock
Janis	Walker
Pam	Clark
Julie	Richards
Pam	Lewellen
Cheryl	Dymond
Sue	Truesdell
Nickoll	Pinto
Gretchen	Grayum
Tara	Walker
Jane	Davidson
Barbara	Porter
John	Mills
Herman	Whiterabbit
Kahlil	Goodwyn
R	Quinn
Maureen	McCarthy
Linda	Samuel
Sekeita	Lewis Johnson
Peter	Engonidis
Linda	Washington
Lydia	Thomas
Bridget	Stewart
Geoffrey	Guttman
Stephen	Austin
Deborah	Martinez
Harold	Kimpel
Mark	Trumbull
Jean	Jackson
Gwen	Washington
Sharon	Gordon
Marie	Herron
Allie	Gonino

Jane	Paznik
Joseph	Naidnur
Jeanne	Koopman
Sarah	Seufert
Rosalynn	Bell
Jacob	Bartholomew
Ashley	Jones
Thomas	Calicott
Dearica	Mathis
Sena	Musgrave
Nellie	Bryson
Longwillow	Fudenberg
David	Mankins
Nickelle	Vil
Jillian	Forschner
Stephen	Still
Kanika U. F.	Ajanaku
Martha	Paulson
Heather	Sellars
Susan	Allen
Paul	Jerome
Rebecca	Lewallen
Kristin	Peterson
Akeyria	Edwards
Debra	Nimetz
Rachel	Berger
Nicole	Sugerman
Teresa	Sullivan
Mary	Lawien
Monica	Firely
Maima	Noibi
Rebecca	Honjo
Sasha	Switz
Christopher	Kendrick
Alexia	Jandourek
Vincenzo	Firely
Eric	Outten
Cathryn	Sakiyama
Donna	Tate
Glory	Arroyos
Shelette	Smith
Leonard	Sweeney
Lia	Dewey

Sister Carol	Boschert
Marilyn	Whiting
Michelle	Miller
C	Levine
Barbara	Jackson
Michele	Biggane
John	Schenck
Jill	Berkowitz-Berliner
Elizabeth	Sloan
W	Horn
Sandra	Madon
Dave	Spencer
Laurel	Kornfeld
Janice	Grossett-Bennett
Frieda	Caplan
D	Edney
Sandra	Fujita
Carolyn	Williams
Elizabeth	Adan
Jennifer	Hinton
Katherine	Finstuen
Dyamon	Ashby
Lili	Sachar
Sara	Hopewell
Gloria	Earls
Anderson	Wright
Jim	Morgan
Jennifer	Bissell
Art	felsingher
Richard	Maxwell
Maria	Otero
Robert	Bermudez
Marilyn	Missimer
Constance	Miles
Stephen H.	Juhlin
Barbara	Howard
Virginia	Green
Deborah	Lyman
Charles	Brobst
Norm	Conrad
Katalin	Weisz
Rosetta	Hixson
Natasha	Miller

Jessica	T
Nan	Corliss
Ann	Thryft
Carolyn	Murphey
Laura	Crossett
Jean	Hodgins
Lauren	Haby
Mary	Hyde
Susan	Smellie
Mary	Webster
Victoria	weber
Anthony	Lacy
Kim	Fleischer
Roland	Goyette
William	Geery
Bertha	Civeira
Chris	Scholl
Don	Hagedorn
David	Ebben
Susanna	Kittredge
Donald	Barrett
Lauren	Kwederis
Sarah	Allison
Andrew	Gordon
Murrie	Kinney
Anne	Nash
Tracey	Fountain
Antoinette	Hartman
E	Parker
Nacolbie	Towns
James	Covella
Shelley	Meals
Joy	Joseph
Shawnee	Badger
Quincy	Crosby
Christy	Elamma
Linda	Gilmore
Nancy	Hoagland
Terry	Sprecker
Ellen	Wolfe
Enzo	Bard
Mark	Vendel
Teresa	Zamalloa

Eunice	Evans
Nick	Kratz
Marina	Adams
Ian	McCullough
Barbara	Harper
Ayana	Johnson
Vincent and Margo	Hoagland
Teresa	Hill
Margaret	Denn
Dudley and Candace	Campbell
Jena	Janek
Claudette	Kulkarni
Robin	Hall
Rodney	Dennis
Lynn	Waghalter
Mark	Bruns
Carolyn	Minert
Cheryl	Winfield
Grace	MacDonald
Cecile	Danehy
Margaret	Bucienski
john	walsh
Elsbeth	Meuth
Marilyn	Smith
Jim	Winemiller
Joanne	Thiele
Peter	Hasler
Nancy	Newton
Vicki	Sainz
Nanetta	Hicks
Suzy	Juncker
Margie	Rutledge
Mary Ann	Barrett
Kathy	Bradley
Daniel	Boyd
Khaleeq	Kaashif
Susan	Laub
Theresa	Lacina
Janice	Moland
Pam	Thomas-Hill
Amy	Lund
Irene	Wilson
Dora	Zevin

Eden	Parra
Barry	Kelman
Malaika	Solomon
Joe	McKean
Jon	Schafer
Patricia	Fleming
Svea	Tullberg
Michael	Dobbs
Laura	Kaneko
Rebecca	Buchanan
Katherine	Newbegin
Kevin	Thompson
Marilyn	Vey
Eileen	Cantrell
Kenneth	Robinson
Frank	Bures
James	Kawamura
Debra	Stoleroff
Bill	Nave
Diane	Kott
Joy	Wood
Edward	Landler
Tami	Linder
Michael	Gelfer
Patricia	Melody
Rachel	Mullen
John	Heyneman
Kasey	Haynes
Leatrice	Ward
Ann	Quinn
Deborah	Anderson
Keith	Travers
Karen	Hoover
Linda	Williams
Thomas	Keys
Diane	Sullivan
Janet	Kennedy
margaret	Moyer
Cleavert	Guyton
Janet	Walls
Linda	Johnson
Mia	Burkhalter
Maria	Hammond

Melissa	VerDuin
Phillip	Bernhardt-House
Margaret	Sebastian
Fredde	Hollman
Rhonda	Anderson
Linda	Snyder
Brian	Burns
David	Norget
Tavia	Charnet
James	Mulcare
Kim	Fields
Sigrid	McNeil
Kevin	Milam
Earthy	Rocher
Portland	Crooks
Fred	Gordon
Susan	Woods
Carol	Kaploe
Ellen	Basco
Paul	Impola
Patricia	Abbott
Joanne	Schmidt
Christine	Tendle
Lauren	Henderson
Joann	Thomas
Robin	Weage
Mark	Bussey
Stephen	Thompson
Ray	Armendariz
Lynn	McCune
Kaleb	Henderson
Corinne	Dodge
k	danowski
Jamie	Shultz
valerie	deus
Mary	Dinino
Derek	Bailey
Anne	martinez
Ky	Pulley
Eugene	Turner
Samantha	Cooper
Dave	Mills
Joseph	Pitt

Berry	Dilley
Doris	Miller
Gale	McEvilley
Katy	McNerney
Cheryl	Escobar
Belkys	Rodriguez
Elisabeth	Petterson
Karen	Rowe
Carol	Licini
Candace	Johnson
Carol	Spanos
Lynn	Hammond
REGINALD	Fisher
David	Bradbury
Patricia	McDonald
Rob	sekula
Eddie	Speller
Rochelle	Gravance
Carolyn	James
David	Bailey
Darby	Stone
Bob	Hatton
Clarice	Mason
Mary	Megan
Mary	Shannahan
G	Gillen
Therese	DeBing
Dorothy	Jordan
Donna	Lozano
Connie	Irvin
Dave	Roehm
Shirley	Shirron
Keith	Alexander
Jake	Culver
Audrey	Komaroff
Rosemary	Rognstad
Anna	Jones
Barri	Rosenblum
Karen	Sullivan
Diane	Andrulonis
Lillian	Swindell
Barry	Adelman
Amanda	Zangara



Katherine	Morris
Najir	Williams
John	Nickey
Glenn	Frantz
Wood	Linda
Christine	King
Daniella	Nissen
Teresa	Hoard
Gary	Lail
Mark	Mandel
Virginia B.	Kennedy
Patricia	Dodd
Tony	Romero
David	Macbride
Katherine	Mahle
Halima	Padilla-Moyen
Melissa	Smith
Marcia	Olsen
Jocelyn	Burrell
Linda	Hayes
Diego	Chacon
Latisha	Gaddis
K	f
David	Garrett
Bianca	Deleon
Linda	Kiser
Maureen	Banks
Kay	Taylor
Beatrice	Jones
Nancy	Krempa
Brian	Leonard
BABATUNDE	AKINYEMI
Kimberly	Morrill
Vivian	Gross
Sandra	Nommick
Anita	Morrison
Raleigh	koritz
Lance	Bogash
Lorraine	Ward
Ellie	Maldonado
Mark	Rolofson
Susan	Masaracchia-Roberts
Margaret	DiSanto

Robbi	Stiell
greta	williams
Mark	Grassman
Kimberly	Matthews
Karin	Boes
Ned	Savage
Paul	Caruso
Deb	Wilson
joan	Glasser
Sareeta	Sullivan
Anna	Allen
JaneV©	Harris
Elizabeth	Schneider
Mary	Kurtnick
Ashleigh	Martin
Julie	Brill
Janet	Hellweg
Rob	WEST
Monique	Edwards
Ngina	Bowen
Kaitlin	Holt
Tanya	Tillett
Perla	Gonzalez
Pamela	Wood
Joe	Lotito
Nancy	Sadowsky
Thurston	McWhorter
Rodney	Malloy
Kevin	Filocamo
Terry	Silver
George	Bell
Kristin	Anthony
Ellen	Homsey
Cheryl	Rosen
Kate	Jamal
Nancy	Levine
Bruce	Hobson
Amber	Ouellet
Gary	Shephard
Rosemary	Lenzen
B	Howard
Shawn	Reed
Kevin	Quail

Vivian	Watkins
Whitney	Broadbent
Blanca	Ross
Kathi	Henline
M	Fernald
Louise	Ashleson
Tyiesha	Nixon
Alicia	McPherson
Lynda	Pauling
Barbara	Horton
Phyllis	Reed
Matoya	Hunt
Sarah	Davis
Theresa	Teague
Dennis	Hoerner
Dawn	Carlton
Ellen	McGuinness
Michael	Gmelin
Ila	Thompson
Phil	MacLellan
Karen	Fecko
Nikki	Schipman
Johanna	Cartledge
George	Shaker
Surya-Patricia	Hood
Alex	edmondson
Elizabeth	Schongar
Gary	Thompson
John	Banach
William	Plummer
Louise	McClure
Kenneth	Sanders
Alieta	Bynum
Vickie	Woo
Susan	Maye
Lindsey	DeVoto
Donald	Lilly
Arthur	Robinson
C	M
Marquella	Williams
John	Gipson
Lori	Sase
Ronald	Williams

Nykole	Smith
Elaine	Cavanaugh
Andrew	Duhamel
Sharon	Claassen
Margaret	Teran
Mary	N
Karen	Conyngham
Raul	Pedraza
Michele	Mendelsohn
Elliott	Sernel
Kimbrough	Leslie
Stanley	Maticka
Elena	Kinzel
Shermaine	Craigwell
V	Sturtevant
Cynthia	Cripps
Joshua	Ehrlich
Jonathan	Maxey
Carey	Ascenzo
Joy	Sims
Carol	Scher
Jessica	Frazier
Cynthia	Williams
Rhoda	Auerbach
Alanna	Reuben
Sue	Whitney
Kirsten	Fulgham
Donna	Furuta
Carol	Ashley
Lorrie	Ankney
Alan	Essner
Louis	Anipen
Gerald	Huggins
Joanne	Rogers
Jeannette	Jones
Barbara	Nagy
George	Rappolt
Amy	Valdez
Peggy L	Swafford
Eunice	Boatwright
Rene	Knapp
Pat	Duncan
Doris	Cruz

Barbara	Pillers
Stuart	Francis
Tina	Marino
Lauren	Leonarduzzi
Evelyn	McMullen
Kristine	Breza
Phyllis	Hostetler
Arshad	Ameen
Martin	Brent
Eugene	Harris
Betty	Noakes
Mary	Walters
Ana	Sandoval
Karon	King-Blades
Ross	Rhizal
Daniel	Giesy
Berte	Rosin
Diana	Ramirez
joseph	Dangelo
Hilary	Noonan
George	Weaver
Rosa	Garcia
Joy	Wassel
R	Kennedy
Jane	Middlesworth
Julia	Campeti
Marilyn	Petkov
Byron	Dale
Sarajanee	Davis
Cheryl	Greer
Bernadette	Andaloro
Marc	Taras
Sanford	Yee
Metcalfe	Speights
Thom	Kinard
Kraig and Valerie	Schweiss
Cheryl	Coates
Kris	Hauser
Catherine	Clifton
Debi	Hertel
Michele	Ohmes
Alisha	Leviten
Jacqueline	Newman

Tom	Watson
norma	fitzpatrick
Jon	Benneian
Carla	Behrens
Donna	Lynn
Deborah	Buckner
Lois	Hayes
Sally	Holland
Jill	Greenberg
Joseph	Curcio
Jennifer	Meyer
Phillip	Hlavac
Chris	Cannon
Gerald	Murray
Gordon	Parker
Sherry	Abts
Thomas	Rogers
Fran <sup>v</sup> Boise	Bolot
Rasheedah	Haamid
Bruce	Freeman
Phyllis	Arist
Munir	Munir
Norman	Daoust
patricia	passer
Polly	Bentley
Michael	Husson
Daniel	Angaiak
Daniel	Espinosa
Manuel	Rosenbaum
Terry	Gomoll
Thomas	Rogers
Akbar	Rizvi
Carol	Valens
Frank	Valenti
Michael	Grinnell
Anna	Mosqueda
Linda	Gintz
Jana	Kitzinger
Jean	Maloney
Daniel	Harris
Patty	Bruce
Diane	Stark
James	Scoville

Robert	Chabotte
Wiggam	Lee
selene	Becker
Alona	kvitky
Carolyn	Vaughan
Craig	Choma
Melissa	Walls
Victoria	Young
Marilyn	Thompson
Lee	Farris
Atheer	Kokaly
Cynthia	James
Lynn	Strosburg
Laura	Quintana
Don	Gatton
Carol	Rahbari
Linda	Marsanico
Shirley	Rombough
Jackie	Douglas
Linda	Blanchard
Larry	C
RN/retired	Candace Smith
Dewaine	Edwards
James	roberts
Michael	Scilipoti
Charles	DiBiasi
Cynthia	Dudley
Mary	Goolsby
Evan	Eisentrager
Judi	Moseley
Rick	Wood
Elisha	Claiborne
Mary	McCauley
C	M
Ann	dsilva
Quindrea	Boyd
Sharon	Perry
Stephen	Gabor
Kumi	Oya
Nancy	Lyles
Thomas	Kirk
Rehj	Cantrell
Linda	Neely

Josh	Heffron
Eileen	Coffee
Azim	Hirani
Tom	Black
Sondra	Price
Lala	Terry
Margaret	Weiner
Annie	Richardson
Richard	Hagen
Joseph	Shulman
Valerie	Pollock
Celeste	Hill
Kelly	Riley
Jeannie	Ortiz
Damien	Auretta
Michelle	Sainsbury
Elizabeth	Russo
Kay	Logan
Larry	Harper
Jesse	Griffin
Jon	Anderholm
David	Laws
Erif	Thunen
Kay	Lowe
Ganiat	Balogun
Jill	Marie
Rachel	C
Julie	Nelson
Stephen	Bailey
Mary	Schultz
Jackie	Walton
John	Klassen
Judith	Snape
Michele	Howard
Joan	Clark
Karen	Toyohara
Anna	Pedotti
Debra	Nix
Betty	Heidelberger
Fred	Simmons
Joan	Wheeler
Linda	Tuttle
Johnnie	Freeman



Paula	Pedersen
Paul	Eisenberg
Mary	Tomsu
jodi	glass
Peg	Borchardt
John	Nix
Sarah	Apfel
Vickie	Babyak
Julie	Martin
Pam	Arnold
Ken	Barter
Carol	Hart
Caitlyn	Geist
Betti	Jones
Kelly	McMahan
Karen	Shapiro
Ron	Halby
Susan	Gosman
Susan	Kohn
Christopher	Baxter
Mary	Joyce
Jared	Widman
Sandra	Terry
R	Basheer
Melba	Dlugonski
Elizabeth	King
Selena	Browder
Sophia	Santitoro
Suzanne	Bachner
Cassandra	voss
Vadim	kagan
Diane	Mistrot
Carol	Englender
Linda	Wynder
Beverly	Nelmes
Tia	Johnson
Rob	Roberts
Markeise	Thomas
Carol	Greenstreet
Arlen	Snyder
Theresa	Roucoulet
Lucille	mcclain
Karlaine	Livingston

Jacqueline	Modak
Charlene	Boydston
Molly	Gochman
Michael	Farley
Gail	Ohara
Becky	Kroeger
Glen	Halbe
Hazel	Tanner
Dale	Janssen
Edward	Necker
Kathleen	mcgettigan
Dwight	Rhinehart
Jeff	Macneill
Ruby	Grad
Daniel	Baer
michael	Ellison
John	McGowan
Barbara	Livant
Michelle	A
Sara	Bloom
William	McDowell
Barbara	Miller
Ilene	Celniker
Thomas	Hohn
Alison	Dillemuth
Regina	Williams
Lynne	Geers
Thomas	Snyder
Manda	Siegfried
Kelsey	Kennedy
Dianne	Scott
David	Krejsta
Jo-Ann	Sramek
Nick	Terry
Wilma	White
Salman	Saeed
Hameed	Saba
Marilyne	Coutu
James	Kendall
Karin	Velez
Jane	Bolgatz
Edith	Griffin
Nicholas	De Santos

Brian	Sostack
Victor	Branch
Erica	St.John
Heather	Schreck
Kimber	Hawkey
Erika	Freeman
Geoffrey	Peckover
Britton	Saunders
Cynthia	Cooper
Margo	Thomas-May
Sonya	Clark
Cynthia	Copeland
Lillian	Beach
James	May
Linda	Sola
John C.	Kovalo
Patricia	Greiss
Ronna	Scott
B	Armstead
Gerard	Latopolski
Sukanya	Subramanian
Jill	Turco
Terry	Blount
Marc	Rubin
Dawn	Upfold
Eleanor	Navarro
Roger	Johnson
Beverly	Boling
Deb	Michaels
Sr	Denfeld
Julie	Hansen
Nancy	Schult
Robert	Miles
Elizabeth	Snyder-Baldonado
Rachel	Gullett
penny	owen
Michael	Riddell
Cathrine	Downes
Diane	Lqngworthy
Marjorie	Pinkerton
Manon	Roberge
CJean	Boomershine
Bruce	Smith

Mary	Germain
Barbara	Speidel
William	Davison
Jan	Fuccillo
Michaelis	Mary
Dawn	Albanese
Barry	Kelman
Myra	Bassin
Linda	Redenbaugh
Paul	Wright
Bernice	Woodard
Emil	Aanestad
Tiphanie	Gadson
Dion	Pathmaperuma
Gwendolyn	Phillips de Ashborough
Tim	Allen
David	Doty
Shirley	Whitney
Mark	Zall
Joe	harrigan
Patricia	Rizzo
Anje'	Waters
Cynthia	Lee
Ren	Foreman
Rosemary	Wolock
Robert	Bond
Barbara	Holland
Rico	Urtula
Susan	Hanlon
Murl and	Borts
Dale	Johnson
Jean	Tate
Kathryn	Christian
Donna	Lyons
Merrill	Piera
Jessica	Gold
RM	Williams
Erin	Thompson
Carol	Manda
Ralph	Palmer
Michael	Duggan
greta	Aul
Jeanine	Smegal

Melissa	Quinones
Terrence	Stokes
Mary	McDaniel
Virginia	Hildebrand
Dorothy	Beaman
Ernest	Cooper
Leslie	Sullivan
Georgia	Shankel
Maia	Palileo
Melissa	Craig
DKristen	Herrington
Joan	Kempffer
Sepora	Jacobson
Max	Alper
Gary	Dorris
Lauren	Thompson
Rachel	Buckner
Inge	Wagner
Alexis	Wilson
Jordan	Peterson
Greg	Stawinoga
Cheryl-Ann	Weekes
Cori	Bishop
Beverly	Colgan
Lynne	Weiske
Jacklyn	Yancy
Dorelle	Rawlings
Williams	Benjamin
Sharon	Lippert
Carolyn	Redding
Linda	Parks
Kathy	Getchell
Richard	Wilkins
Ijeoma	Onyejiaka
James	Stephenson
Kat	Franck
Chloe	Key
Brad	Bennett
Janet	Kuncl
Yuliya	Gorbanyova
Britlin	Hemingway
Holly	Kukkonen
M	Lehman

Charles	Mullen
Willa	Jones
Mark	Palmer
Gwen	Lobo
Ann C	McGill
Stephen	English
Celine	Blando
Jan	Sheehan
Mary	Gibbs
Susan	Enzinna
Paul	Riley
charles	Wills
Jeannie	Rumple
Bonnie Jean	Brown
V	Grant
Margaret	Guttshall
Chuck	Jones
Marilyn	Livingston
MaryAnna	Foskett
Jessica	Baylis
Guy	Moyston
Mary	Heller
Marty	Parks
Lucinda	Tucker
Anne	Thompson
ann	good
Martha H.	Ames
Aurelia	Pozas
Faith	Garland
Amy	Daigler
Pamela	Ashe-Thomas
Ingrid	Hartman
Andrea	Swanson
Tina	Pelton
Shirley	Flemington
Constance	Slaten
Madelyn	satz
Constance	Garcia-barrio
Esther	Friedman
Gloria	Muszynski
Marcia	Beverage
Steve	collins
Linda	McNair

Stephanie	Watson
Ashley	Tyson
Denise	Long
Victor	Nepomnyashchy
Brenda	Watts-Larkins
Dana	Wakiji
Jeanine	Mcgrady
Susan	Synnestvedt
Miriam	Dunbar
Elizabeth	Carivan
Jennifer	L
Miquela	Miller
Hannah	Sundquist
Vince	Vitale
Maureen	McCauley
Sandra	Lane
Kathleen	Cafiero
Sandra	Eamirez
Lawanna	Bean
Mariah	Commodore
Sarah	Kubetz
Jan	Hunter
Theresa	Lange
Elwyn	Patterson
Lauren	Wade
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Helen	Martin
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Shaun	Ryan
Akil	Aziz
Kristal	Todd
Cathy	Wootan
Annie	Fernald
James	Woodson
Leonard	R.Scott
Connie	Lindgren
Richard & Hylene	Dublin
Lakelia	Graham
Sumit	Shah
Katina	Gray
Brian	Ferguson
Andrea	Schmidt

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Nadine	Green
Andrea	Kissinger
Pat	Powers-Jaeger
Jim	Burns
Kathleen	Haynie
John	Calabrese
Melissa	Tonachel
Paulette	Speed
Amelia	DePrimo
Chris	Dickinson
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Sharon	Blessman
Sheila	Ashley
Johnny	Parham, Jr.
Bridget	Wyatt
Curtis	best
Nancy	Gallegos
Eileen	Wolmer
Kay	Reinfried
Paul	D'Amaro
J	Beverly
Phil	M
Irene	Johnson
Stephen	Strauss
Clay	Kirk
Marsha	Shaiman
Eugene	Howard
Julie	Bohnet
SM	Dixon
Patti	Gmeiner
Jacquelyn	Bransen
Karen	Stingle
Brian	Bostian
Jennifer	Scarlott
Kerry	Walton
Talesha	Jarrett
Patty	Williams
Williaml	Butler
Brandon	Kozak
Tao	Flaherty
Michael	Nelson
Shawn	F



Peterson	Jane
Michael	Hegemeyer
Sharon	Rollins
Gail	R
Paul	Kolak
John	kalinchok
Kathy	Crose
Mandy	Weeks-Green
Marsha	Price
Eric	Rothchild
MaryAnne	Paul
David	Brodsky
Rebecca	Platzner
Lee	Margulies
Tori	Childers
Thomas	Atherton
Arthur	Molho
Elizabeth	McGriff
Judy	Steele
Liz	LaFour
Terry	Dycus
Millie	Schaefer
Larry	Westbrook
Lee	Michelsen
Michelle	Palladine
Theresa	Camerota
Johnny	Hall
Lakiasha	Davis
julia	ragen
Peter	Branch
Earl	Thomas Jr
Dianne	Ray-Herman
Zoe	Strassfield
susan	Eikenbary
Pam	Reichmann
Latisha	Jones
Lynn	Muhs
Maureen	McKeon
Ed	Fiedler
Dianne	Doochin
Shirley	Echols
Craig	Emerick
William	Fisk

Sharon	Ingram
Deborah	Goodman
Deborah	Sheinman
Patricia	Carlin
Deborah	Gholston
Titilola	Opawumi
Elizabeth	Khoury
Martha and Robert	Pierce
Jeanne	Sprague
Robert	Lasher
Julia	Bealler
Sandra	Cotnoir
Abra	Jordan
Martin and Sharon	McGladdery
N	Ramos
Paul	Rosenberger
Jason	Crawford
Rose	Balch
Denise	Saccone
Donna	Harrison
Terri	Decker
Jerome	Roth
Pamela	Dugan
Michael	Hinds
Matthew	Hartlieb
Cheryl	Laskasky
Donald	Wenger
Deborah	AbdulRahim
Briahna	Douglas
Jeannette	Alt
Jacquelyn	Barth
Sally	Sherbina
Eileen	Gottschalk
Rosalie	Jackson
Melissa	Gold
Bettie	Hudson
Mary	Williams
Josephine	Emburgia
Tim	Lietzke
Alice	Wittenbach
Elaine	Tarnutzer
Paula	Gordon
Alice	Pascale

Karen	Saakvitne
Rose	Bostow
Shyteia	Gsd
Dot	Kelly
Vanessa	Jamison
Janet	Delaney
Laurel	Hieb
Marina	Shpirt
Mark	Guzewski
Tammy	King
Joan	Kissinger
Kimberly	Wong
Sylvia	Williams
Rebecca	Hall
Onycha	Threadgill
Orus	Delaney
Michelle	Gilbert
Reva	Watson
Joe	Reilly
Barbara	Cervantes-Gautschi
Ellen	Prokopow
Grace	Walsh
Elayne	Rowe
Brian	Wood
Lyndsey	Milcarek
Magdalena	Montoya
Joe	Balsamo
Joli	Stevens
Daniel	Olson
Marilyn	Sophy
Ann	M
Christine	Craig
Lisa	Friedlander
Michael	Jimenez
Linda	Tift
Leah	Edens
Leslie	Lomas
Ruth	Sabiers
Renee	Mengistab
Diane	Calkins
Jennifer	Collins
roger	schmidt
Millicent	Sims

Sheila	Gomez
Aleson	Macfarlane
Karen	Nelson
Lee	Adams
Takiyah	Brown
Phil	Wright
Roger	may
Ann	Lindsley
Devon	Cohen
Whitney	Metz
Marvin	Baker
Deidre	Hockin
Sharon	Miller
Linda	Tigani
Shauna	Pandelidis
John	Teevan
Natalee	Parochka
Lauren	Range
Louisa	Dyer
Robert	Boykins
Sharon	Burge
Marion	Marsh
James	Tyree
John	Hammel
Alan	Griffith
Sharon	Doggett
Linn	Wallace
Teresa	Koschmeder
Elizabeth	Schwartz
Margaret	Colegrove
Lashaun	Innis
Lola	Wilcox
Richard	Fehr
Diane	Thomson
Dean	Peerman
Lois	Way
Temple	Fawcett
Ginny	Marshall
Steve	Prince
M	R.
Michele	Sayre
Eugene	Ulrich
Luis	Ramos

Debbi	Pratt
Anthony	Byrne
Brent	Spencer
Roberta	Young
Laura	Kolb-Araujo
Donna	Hortsch
Martha	Brown
katherine	kohrman
RHONDA	MCCLAIN
Wesley	Banks
Marleen	Schussler
Toni	Burton
Beth	McCammom
Nancy	Doyne
Margie	Zocchetti
Elizabeth	Darovic
Patricia	Hemingway
V	Klubek
Deborah	Williams
Ken	Odell
Mary	Downing
Tif	k
Rachael	Raizen
Janet	Fraidstern
B	Z.
Machelle	Brown
Pam	Dolence
Helen	Meeker
Jessica	Friday
Desmond	Glynn
Bonnie	Yoder
Norissa	Atingdui
Shawn	Robins
Rebecca	Ashkettle
Jeanne	Klein
Mary	Anglewicz
Jean	Guaron
Kevin	Guines
Connie	Lowber
Gina	horrocks
Patty	Walton
Y Shawn	Hinkle
Esther	Royster

Celeta	Smith
Melinda	Trevorrow
Rodolfo	Cardona
Karen	Solomon
Barbara	Poulsen
Amber	Sumrall
Carol	Loomis
richard	warren
Judith	Wettengel
Berenice	Cedillo
Blake	Tindle
Milagro	Browne
Karen	Fisher
Cayson	Brown
Jennetta	Clark
Dewin	Barnette
Randolph	Green
Teresa	Kohl
Laurel	Harris
Susan	Mach
Kimeko	Burns
Daniel	Davis
Marian	Kadota
David	Clapper
Adiaha	Ashby
Jennifer	Chandler
Julie	May
Elaine	Embrey
Raj	Pethur
Jani	Sutherland
Maddison	Guerena
Phylisha	Walker
David	Reynolds
Shannon	Wingate
Sylvester	Bonds
Jarrett	Cloud
Steven	Coomer
Claudia	Effenberger
Yvette	Brown
Robert	Veralli
Janna	Jones
Junior	Campbell
Janice	Etchison

Jerry	Ellis
Erin	marshall
Gay	Lipchik
Amy	Zielinski
Gerald	Reneau
Tim	Meinke
Gail	Young
Tim	Durnell
Gloria	Diggle
Sylvia	De Baca
Katie	Hauschildt
Lisa	Cubeiro
Sabrina	Walker
Jill	Meraz
Prisca	Gloor
Andrea	Castro
T	Je
Ellen	Fauerbach
Vernon	Daly
Nicole	Letizia
Sherrill	Brown
Mark	Cosgriff
Dwayne	Hedstrom
James	Scott
James	Murray
Elizabeth	Igoe
Lori	Holt
Patricia	Craft
Richard	Shepard
Julea	Bacall
Nicole	Punday
Mark	Kim
Sarah	Hart
Peggy	Bowman
Colleen	Reasor
Pete	Sikora
Andrew	Alloy
Anthony	Garcia
Ellen	Rosen
Anne	Doane
Emily	Stewart
Brandon	Lee
Karl	Koessel

Lawrence	Jacksina
Eileene	Gillson
Marcus	Johnston
Christopher	Walker
Leila	Hover
Angelica	Lopez
Jan	Allison
Dorothy	Diehl
Jack	Holmes
Walter	Hoesch
Shannon	Millikin
Ronald	daniels
Linda	Hardy
James	Lambert
Sarah	Colvario
Herbert	Jeschke
Carlos	Nunez
Lewis	Patrie
Kirk	Hesemeyer
Diana	Moser
Robin	Miller
Betsy	Wolf
Jenny	Phillips
Rhett	Gambol
Beatrice	Dixon
Roberta	Schepps
Mary	Emerich
Rachel	Kaplan
Mona	Lovett
Susan	Stantejsky
Ray	Lou
WALTER	EMERICH
Linda	Downey
Nancy	Hartman
Elizabeth	Stephens
Bernadette	Belcastro
Michael	Nair-Collins
Sandra	Newhouse
Margaret	Koren
Ioretta	TAYLOR
Adam	Pastula
Murray	Johnson
Douglas	Kinney



David	Hinkes
Sher	PullenWeinstein
Roger	Roberg
Stephen	Durbin
Jackie	Ford
Sandi	Cooper
Michael	Kavanaugh
Tyra	Pellerin
Barbara	Bartschi
Lotosha	Parks
michael d	schaible
Diane	Cerretti
Eleni	Bountalis
Lindsey	Payne
Merilie	Robertson
Patricia	Polowy
Sandra	Miller
Cindy	Jensen
Jan	Hildreth
Seth	Williams
Robert	O'Malley
Eric	Holmdohl
Shiraz	Ahmed
Emily	Wheeler
Jane	T
Robertoa	Reed
Mike	Lundgren
Chris	Halfar
Susan	Wind
MARY	HAWKINS
James	Zeman
Emily	Van Ark
Carol	King
Antoine	Lambert
June	Davenport
Mary	Cato
Michael	Spafford
Julie	Krasin
Callie	Bailey
Jordan	Durbin
Jules	Moritz
Joan	Lisse
Sharon	Stern

Retta	Ford
Michael	Almon
Jay	Hansen
Michael	Yowell
Joanne	Rios-Velez
Michael	Tucker
Katie	Moody
Roger	Schmidt
Dennis	Hauck
Clyde	Parker
Anne-Elizabeth	Straub
Ella	Jean
Michael	Bullock
Jane	Derrick
Beatrice	Stodola
Richard	Madole
Florence	Strelzer
Donna	Kwilosz
Felicia	Wright
Dave	Byrne
Mara	Wiley
sandra	Cuza
Barbara	Bonfield
Judy	Rogers
Penina	Shapiro
Kathleen	Haines
David	Gardner
Susa	Hamilton
Faberge'	Fullman
Amanda	Young
Cassandra	Lista
Carole	Gonsalves
Bernard	Graczyk
Georges	Lenoch
A	W.
Cynthia	Marrs
Joe	Tellez
Elizabeth	Hung
Gabriel	Pope
Marc	Schnapp
Timothy	Barr
Melvin	Zimmerman
Pepukayi	West

Ray	Zies
Charlotte	Gardiner
Janice	Jarrett
Jessica	Clark
John	S
Raul	Ramos
Eileen	Craffey
Lorraine	Heagy
Charmayne	Shirley
Martha	Izzo
Jane	Nicholson
Ann	Konijisky
Julia	Kohn
Kurstin	J
Lois	Klemp
Ronald	Macon
April	Bentley
Rosazetta	Brewer
Barbara	Rohrlich
Steve	Wetlesen
Sue	Evans
Susan	Lasprugato
Rachel	Miller
Michael	Carano
Elaine	Alfaro
Andrew	R.
Naomi	Gilmore
Emmanuella	Saturne
Betsy	Smith
E	Bunting
Sue	Martin
Joyce	Williams
Marilyn	Hale
Maureen	Borquez
flayveila	Griffith
Charles	Wolfe
Gina	Bonanno-Lemos
Emily	Perdue
Brian	Lentini
James	Gray
Linda	Vietz
Patricia	Wilson
Kahlil	Sibree

Eleanor	Chavez
Darlyne	Sahara
Arlene	Smith
cynthia	bennett
Fatima	Green
Imani	Ma'at
Colin	Coward
Beverly	Mick
Vernique	Tisdale
Jim	Melton
Emily	Hall
Jerry	Chilson
Mindy	Mennicke
Dawn	Odonnell
Jennifer	Lee
Patricia	Warming
Jean	Wheeler
Freda	Ballas
Francesca	Droll
Doris	Day
Rose-Mary(Mrs.Donal	Strom
Nicky	Shane
Serena	Stuart
Isaac	Sorden
Rita	Wings
Seth	Snapp
Young	Moon
Marsha	Smith
Stef	Levy
Toni	Petrosino
Lita	Hetherington
Gail	Noel
Angela	Rowan
Suzanne	Bohmer
John	Barr
Patricia	Dion
Louisa	Abney-Babcock
Philip	Noonan
Dina	Wilderson
Mary	Baville
Gay	Randall
Renee	Stevens-Baker
Anthony	Brooks

Tina	Cook
Ardeth	Weed
Norman	Rehn
Barney	Franklin
Joan	Davis
Thomas	Tizard
Janet	Ievins
Cynthia	Kegel
Pam	Powers
Brandon	L
Judi	Cloud
Jennifer	Frary
Anne	Roberts
Kathleen	Zoll
William	Brisson
Marcia	Velker
Rev. Dr. Jane	Peterson
Victor	Mestas
Wendy	Gehriing
Martha	Brown
Virginia	Newman
Michael	Offerosky
Nancy	Wright
Steve	Matthews
Jason	Logan
Brenda	McArthur
Nikki	Bergeron
Margaret	Broxton
Richard	Modrok
Dorothy	Rossi
Ana	Stephen
Margaret	McLennan
Frances	Blair
Miguelina	Rodriguez
Patricia	Curry
William V	Patterson
Jerry	cox
Jeff	Thiemann
Angela	Ross
Mark	Goldstein
Jana	Whalley
T	Bell
Janette	Letson

Myri	U
Lisa	Cushing
Sean	Adams
Robert	Gall
Eva	Fournier
Marylucia	Arace
Thomas	Wicks
Barbara	Boltz
Louisa	Pregerson
Jamison	Haase
John	Borland
Martha	Vennes
Thomas	Gee
Mary	Richardson
Sean	Cosgrave
Violeta	Villacorta
Steve	Hansen
Jeanne	Schlatter
Rosaire	Karij
William	Bolin
Barbara	Snowadzky
Toni	Hamilton
Portia	Goltz
dan	zanes
Kate	Duvall
Chey	Richmond
Srinivasan	Ramaswami
Michael	Macocco
Andrea	Courtney
David	Gaines
Gail	McGraw
Amy	Carpenter
Kimberly	Tucker
Jonella	Mongo
Michelle	Burton
Nate	Frey
Fran	Boyajan
Jacquelyn	Roberts
Chelsea	McWillis
Kelsey	Keyes
Ramsey	Russell
Elizabeth	Bartlett
Barbara	Storms

Diane	Tusin
Jen	White
O	Stryker
Katherine	Galloway
Gary	Shindler
Earl	Lindgren
William	Stueve
Theresa	McGuire
Emma	Myles
Silvia	Hall
Thomas	Rogers
Jan	Bergen
Melissa	Heston
Andrew	Brisbon
Cheryl	Moore
Pat	Wright
Evelyne	Casimir
Raymond	Marshall
Evan	Tucker
Tony	Samuel
Joseph	Robinson
Cassandra	McDougall
Dorothy	Jones
Stephanie	Webb
Julia	Shpirt
Gregg	Yeomans
Michael	McKelvey
Mika	Gentili-Lloyd
Elizabeth	Gilmore
Chris	Nolan
Patricia	Austin
Bill	DAIN
Beth	Cook
Ann	Rennacker
Sarah	Hamilton
peter	yackel
Stevie	Sugarman
JoAnn	Bethel
Mark	Bishop
Natalia	Duplan
ERICA	H
Tina	Partlow
Mirene	Charles

Deidre	Brown
Pamela	Davis
Elizabeth	Herten
Marjorie	Lloyd
Dea	Smith
Sally	Gellert
Amanda	Stinchecum
Melissa	S
LisaJo	Laptad
Charles	Potyrala
Betty	Trentlyon
Sherrie	Wynn
Ross	Barentyne-Truluck
Blontas	Mitchell
Doris	Yepez
Noel	Andrews
William	Allen
Gene	Branch
Fred	Lavy
Jill	Casty
Amy	Schoppert
Nicholas	Hermosillo
Cathy	Philipps
Denitra	Bovian
Stacy	Seaver
Steven	Swason
Virginia	Davis
Kimberly	Prude
Amy	Elder
Gayle	Sprague
Socorro	Vilches
Grady	Harris
Karen	Varney
Meha	Kamdar
Pasheeda	Morris
Mari	Bowen
David	Wenger
Shawn	Sargent
Eric	Jacobs
Cherryl	Friedman
Betty	Young-Cryer
Anne	Sigler
Joanne	DiLoreto



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Yolanda	Gilbert
Freddie	Murphy
Kris	Lee
Fred	geiger
Anthony	Vecchiarelli
Joseph	Glombiak
Steve	Vicuna
Inez	Allan
William G	Cannady
Gladys	Sutliff
Dorothy	Brockgreitens
Adam	Rostan
Virgene	Link-New
Veroune	Chittim
Brian	Bennett
Ellen	Rozek
Lisa	Brady
Mary	Orton
Celina	McClaren
Cynthia	May
karen	love
Justina	Gruling
Jack	Barnhill
Carrie	Parker
Felicity	Figueroa
Donna	B.
Bridget	carter
Frannie	Ferrara
Alvin	Nickerson
Debbie	Sequichie-Kerchee
Candace	Pacheco Andrada
Morean	Dorsey
Lynn	Cardiff
Kenneth	Robertson
Arliss	Rest
Lynette	Weic
Maureen	Mcdonald
Ryan	Taylor
John	Davis
Edwin	McCready
Emerson	Burkett
Cary	Moy

Jean	Pagni
Natalie	winter
Jerry	Charlson
Janet	Graham
Emma	Lopez
Gary	Kleypas
Charles	Anderson
Nancy	Faust
David	Bobowski
Darryl	Coleman
Naomi	Pless
Deborah	Reade
Annette	Scott
Alice	Rosd
Sandra	Lawrence
Eric	Scheihagen
Roy	Stock
Dan	Schneider
Stanley	Dugan
Ronald	Richardson
Barbara	Protopapa
Randolph	Schoedler
Marcel	Liberge
Daimon	Biggs
Helen	Bailey
Jenise	Campbell-Means
Linda	Everett
June	Hurst
Sharon	Golden
Sue	Thorne
John	Gittins
Barbara	Ehler
Annie	Moyer
	2 Williams
Grace	Ellis
Ann	Brechtel
Philip	Snelling
Mark	Fields
Dick	Russo
Tenesha	Campbell
june	MacArthur
Lee	Wasserwald
Sandra	Rodgers

Judy	young
Lisa	Sapolis
mel	jacob
Suzanne	Valencia
Cheryl	Busking
Fran	Clarida
Beverly	Hoff
Jade	Thomas
Kevin	Orme
Kaira	Cooper
Jessie	Skumatz
Lauren	Underhill
Roger	Williams
Johnna	Behrens
Joseph	Kirk
Linda	Harris
Linda	Anderson
David	Zabriskie
Leatrice	Brown
Claudia	Knight
Gregory	Freeman
David	Freedman
Mike	Izenady
Joanne	Hesselink
Cindy	Munford
Ana	Salinas
F	Moore
G	K
Jacquelyn	Williams
Caro	Anderson
Ping	Collis
Dion	Burton
Heath	Hancock
Benjamin	Bell
Mary	Mochinski
Carol	Conway
Elaine	Radmer
Iantha	robison
Marie	Ballmann
Kelley	Ready
Tanisha	Laguerre
Anita	Smith
Karen	Howard

Jeanne	Haseley
Ginny	Guenette
Dania	Smith
Jasmin	Fleuranvil
david	jobson
M'Liss	Willmann
Louise	Amyot
Ann	Cockrell
Don	Ferber
Sharon	Broms
Cheryl	Doyle
Noemi	Vv°zquez
Joseph	Matar
Charlotte	Zitis
Phyllis	Washington
John	Kelso
Yvonne	Willoughby
Clara	Winter
matthew	struckhoff
Marsha	Malone
Greg	Meyjes
Diane	Riley
Stacey	Ryder
Mari	Mennel-Bell
Robin	Sible
Ben	Schneider
Mary	Wilson
Carla	Rush
Karyn	Fellion
Stephen	Herring
Jessica	Starkman
Denise	Porter
JoAnn	Williams
Ashley	Wiseman-Norment
Katherine	Von Rodeck
Alex	Hing
Danielle	Pucci
Lael	Sheahan
Rosann	Lynch
Leonard	Heether
Hazel	Poolos
Stacy	Moranville
Gary	McDonald

K	Wade
Sabrina	kastrati
Norman	Husser
Linda	Withey
James	Falsken
Ryan	Kent
Julia S.	Butler
Michele	Burns
Jerry	Bates
Iona	Reed
Judith	Rinesmith
Holley	Seals
Craig	Guenther
Jason	Neal
Michelle	Benoit
Juanita	Hepler
Latresha	Jackson
Denise	Moore
Virginia	Lee
Jonathan	Kirkpatrick
Michele	Friedman
Kenneth	Petrich
Judith	Walden
Leonard	Peterson
Veronica	Robertie
Sylvie	Reichmann
Jeanne	Alton
Edna	Nun
Dennis	Kreiner
Marion	chamberlin
Wanda	Gilbert
Nina	Council
Keturah	Dixie
Beverly	Mitchell
Daniel	Juroff
Edward	Sharp
Fred	Schloessinger
Derek	Johnson
Janet	Thompson
Eugene	Evans
Sheilagh	Bergeron
Diane	Dorsey
Rita	Thio

Kathy	Green
Walter	Skelly
Betsy L	Angert
Timothy	Callahan
Gordon	Lange
Johanna	Daggett
Camella	Rodney
Bruce	Mataczynski
Julianna	Nader
John	Czachurski
Jennifer	Fossen
Diana	Alcantara
Kevin	Walsh
Linda	Burt
Sanda	Hernandez
Sally	Claar
Carl	Bernstein
Leslie	Gavin
Susan	Farnsworth
Wayne	Maye
Sara	Stewart
Tri	Howard
Joan	Hoefer
Wendy	Ouellette
Laura	Gandolfo
Gloria	Roy
Patricia	Beetle
Catherine	Ekoko
Joyce	Bartel
Susan	Morris
Margaret	Sellers
Felice	Farber
Cheryl	Hanks-Hicks
Thomas	Coe
Karen	Valentine
David	Lawrence
Ron	Avila
Elizabeth	Ioring
Mercedes	Lackey
Elizabeth	Paulson
Arif	Khan
Miriam	Danu
Jerry	Chapman

erin	yarrobino
Wendi	Myers
Alia	Hamid
Susan	Chandler
Lula	Conway
Aidan	Long
Marianne	Ludwig
Alisha	Gorden
Lane	Rolland
Monica	Takiguchi
Martha	Staininger
Carolyn	Poinelli
Charles	Lowe
Russell	Blandino
Les	Aisenman
Ruth	Boice
Angela	Cowgill
Ingrid	Zemanick
Patricia	hodges
Leslie	Gold
Keith	Hightower
Tristan	Merritt
Sarah	Tiers
Gina	LoBiondo
Corrine	Gurry
Joanne	Orange
Karly	Mintz
El	Williams
C	Miller
Gerald	Weaver
Gena	Pennington
Elaine	Pinckard
Anita	Bixenstine
Arlene	Daniel
Joan	victor
JONATHAN	repreza
Kata	Orndorff
Paul	Cardwell
Herby	Martin
Jamaica	Mosley
Jim	Liljeberg
Char'dae	Hilliard
I	r

Virginia	Hoyt
Bree	m
Brian	Moore
Samantha	Maxwell
Steve	Mitchell
Ursula	Rodriguez
Stephanie	Stout
Juan	Rivera
Margaret	Medford
Taihisha	Joyner
Amanda	Floyd
Carroll	Dartez
Charlotte	Feck
Liz	J.
Valique	Laville
Julie	Torgeson
KYNA	BLAND
Jennifer	Smoose
Rick	Mitchell
Scott	Hubbard
Valerie	Stacey
Pat	Benegas
Nija	Jackson
jean	Faison-Malloy
David	Klingel
Juanita	Rodriguez
James	Kottke
Marc & Brenda	Newman
Elaine	Balgemann
Eric	Evans
Harold	Meyer
Holly	chase
Joyce	Lee
Kezi	Williams
Marjorie	Berk
Anne	Donadey
Muriel	Stoker
Jamaine	Pritchard
Margaret	McDonald
Jessica	Hernandez
Emma	Fisher
Deborah	Tiumalu
Don	Courtney



Ralph	Francescone
I-Ching	Lao
Mary	Thibaudeau
Judith	Raffety
Jose	Soler
Cynthia	Allen
S	Turner
Ruba	Leech
Margaret	Johnson
Amanda	Darer
Linda	Thompson
Donald	Morrison
Lauren	Clark
Caitlin	Lonning
Charles	Morgan
Randi	Justin
Andrew	Korkes
Bry	Adams
Sarah	Walker
Patrick	O'Brien
Concepcion	Elvira
Ella	Gilbert
Pamela	Zwehl-Burke
Geraldin	Fogarty
Lela	Barnes
Jillian	Paragg
Sylvia	G
Theresa	Lee
Carolyn	Davis
Coletta	Lloyd
Amber	Wynn
Bill	Weg
Joanne	Lamert
Rita	Wright
Gabriel	Kirkpatrick
Bob	O'Neil
Brian	Schneden
Robert	petrusa
Gail	Eamon
Eva	Casey
Kara	Imm
Frederick	Armani
Jonathan	Tot

Jan	Kolb
Judyth	Weaver
Peter	Burval
Regina	Walther
Hillary	Davis
Terry	Frey
Marguery	Zucker
Sharon	Visor
TYoung	Y
W	Stover
Cheryle	Fink
Jessica	Johnston-Walsh
Patrick	Kennedy
Mark	Freeman
Barbara	Sullivan
Ben	Brislawn
Thomas	Olson
Rourke	Kennedy
Arlene	Petite
Jean	Buchanan
Danishka	Valdes
Todd	Clay
Charles	Valenza
Patrick	Kennedy
Beth	Robinson
Z	W
Patrick	McElligott
Roseann	Fiore
Rourke	Kennedy
Belinda	Brayboy
Wallace	Elton
Rick	Kennedy
Brad	El
Carol	Posluszny
Addie	Wat
V	Roberts
Alex	Kennedy
Lindsay	Holeman
Alex	Waters
Tom	Cloud
Julia	Wilson
Carrie	Bell
Kirk	Leonard

Doreene	McIntosh
Richard	Boyce
Christina	Rhode
Darriald	Morgan
Enid	Engler
Steve	Kennedy
John	Curtis
Dina	Anderson
Angela	Kennedy
Myron	Boswell
Krystal	Ouriaghli
Melissa	Johnson
Diana	Brower
Barbara	Hays
Vijay	Sheldan
Don	Gales
Michael and Dolores	Jackson
Gemma	Pena
Kandessa	Meister
Linda	Stuart
Laurie	Rowan
Kim	Hanke
Amanda	Rewinkel
Darlene	DeJohnette
Diane	Martin
Joy	Rich
Florie	Rothenberg
Linda	Barnett
Garry	W Spencer
Diane	DiFante
Malini	Basu
Joceline	Reynolds
Tika	Bordelon
Ken	Baer
ali	eldredge
Wangongo	Gbabu
Sheryl	Benning
Elijah	Jean
Valerie	Klauscher
Alexia	Vaughan
Alyssa	Melton
Nancy	Bodwell
Denise	Savoy

Flora	Martinez
Dorothy	Brooks
Jill	Lavallee
Stephanie	Daniels-Winn
Rose	Leather
Joanne	Eichinger
Sally	Small
Val	Dittrich
Janene	Pittman
Rebecca	Burnett
Nikia	Maye
Erinne	Brown
Ronald	Ratner
Lamon	Henderson
Matthew	Dean
Tia	Reeves
Claudia	Leff
Robert	Jehn
Lydia	Green
Lizz	B
Yvonne	Greenbaum
Liz	McMaster
Trina	Nelson
Anne	Maiello-Lacey
David	Coles
Walter	Christensen
Maryann	Piccione
Shonnareese	Wesley
Ana	Campello
Ryan	Scates
David	Broadwater
Sally	Lambert
Peter	Schultz
Margot	Mott-Smith
Kenneth	Winters
Conor	McCaul
Marya	Parral
David	Smith
Jane	Roberts
Duncan	Seto
Karl	Moore
Carrie	Doyle
David	Sands

Charles	Massey
Kimi	Wei
Sally	Burke
Janice	macarthur
Chantel	Nelson
deb	romero
John	Schreiber
Barbara	Brown
Phyllis	Golden
Theodora	Betjemann
Michael	Kolassa
Alphonso	Dickerson
Shaundra	Bryant
Carolyn	Cox
Patty	Buttenheim
Joanne	Sieck
Karen	Tisdale
Lee	Roberts
Sandra	Donahue
Reggie	Sylve
Marion	Black
M	Arveson
Susan	Trivisonno
Kristin	Smith
Doris	June
Michael	Busby
Maria	Salomao-Schmidt
Robert	Helmick
Benjamin	Ross
jacquita	diehl
Mae	White
Rebecca	Allen
stan	hunter
Michael	Hamilton
Eugene	Cornelius
Fred	wright
Sandra	Monard
Robert	Weingart
Michelle	Janus
Julie	Coker
Misty	P
Brenda	wilkerso
Charis	Rosales

Jose	Cruz
Grace	Payne
Candiece	Cannon
Mark	Bernard
Joanne	Groshardt
Mariah	Bauman
Jai	Poole
Anne	Fortenberry
Jennifer	Lindberg
Lynne	Whitaker
Dinah	McKay
Chris	jones
Christopher	Soriano-Palma
Jack	Leishman
Deborah	Devers
S	Levitt
Phyllis	Brault
Gertrude	Reeves
Marvelene	Bougouneau
Don	lipsitt
Dorothy	Cobbs
Christine	Piekarski
Lou	Nigra
Mary	Garcia
Ed	Young
Lisa	halpern
Laura	Stell
Maureen	Guilfoyle
Kate	Belanger
Teira	Young
Linda	Sperber
James	Hope
Olga	Abella
Kathleen	Doyle
Helena	Wilcox
Lawrence	Tetenbaum
Jane	Oakley
Jazmine	Cortez
Esther	Garvett
Sally	Orme
Siraj	Mufti
Sun	Kim
Valerie	Wasson

Catherine	Milne
Brenda	Barbour
Kirk	Bails
Cheryl	Edwards
Susann	Engel
Margean	Kastner
Leslie	ReelLes
Kathryn	Eleby
Susan	McIntosh
Rbert	Stover
Jeffrey	Jenkins
Anita	Caudle
James	Wilson
Benjamin	Roberts
Charles	Wylie
Leslie	Horst
C	Moses
Emily	Pitner
Michelle	Emrich
Eddie and Yvette	Smith
Dana	Brenner-Kelley
Tina	Hyde
Kathryn	Sullivan
Steve	strawitz
Eddie	Barnes
Elizabeth	B.
Jonathan	Wexler
Bea	N
Julie	O'Donnell
Elizabeth	Lowry
Leola	Charles
Cynthia	Katz
Evelyn	Mitchell
Clarence	Bolin
Develle	Williams
Alice	Pickett
Beth	Redwine
Garry	Kramchak
Dale	Shero
Mary	Channon
Donald	Goppert
Sandra	Sarry
Brady	Acheson

Jacqueline	Washington
Alton	Hammond
Alex	Hall
Daniel	Williams
Leonard	Houghtaling
Mary	Gonzalez
Richard	Fullerton
Yvonne	Hardgrave
Diane	Fernsler
Drew	Peardon
Teresa	Madrigal Uribe
Ebony	Taylor
Roch	Polit
Kimberly	Vicente
David	McCusker
Diane	Boehm
Joan	Caiazzo
Martin	Sonkin
G	K
Jean	Grady
Lee	Rose
Melissa	Santucci
Judi	Weiner
Thalia	Kelly
Dennis	Smith
Greg	Sells
Lisa	Lewis
Linda L	Gibson
Karen	LaForce
Barbara	George
David	Finnell
Donna	Noyes
Linda	Kane
Alice	Metz
Alexa	Sandberg
Franki	Dennison
PhD-ABD	Ben Garcia
Joel W.	Lake
Cynthia	Jaquith
Rachel	Kisken
Ruth	Thieryung
Sef	Magrath
Linda	Davies



Carolyn	Robinson
Linda	Volheim
Leon	Cheong
jennifer	crockett
Clinton	Akins
Chris	Kotzer
Tyese	Hodges
James	W
Mary	Terlau
Laura	Hanks
Anton	Spivack
Shari	OConnor
Lynn	Turner
Connie	Hupperts
Heidi	Bailey
Deroiteau	Dinique
Susan	Zimmer
Karen	Toscos
Cindy	Petersen
Claudia	Jessup
Cathy	Cretser
Leslie	Jaszczak
Sheila	Pratt
D'Arcy	Goodrich
LaQuinta	Miles
Karen	Ohland
Kathy	Hoover-Dempsey
Frederica	Cohen
Amy	Botula
Maureen	O'Neal
Lana	Law
Joan	Johnson
Janice	Gintzler
Antwan	Edson
Robert	Thoms
Paul	Swanke
Jeffrey	Olds
Janice	Ninomiya
Athena	Jones
Scott	Vizecky
Victor	Gaspar
Lora	Jerugim
Brenda	Wagner

Philip	Goudeau
Eugene	Schmidt
Joann	Kuhar
David	Savige
Patricia	Harlow
Vertee	Jackson
Irene	O'Neill
Allison	Fleck
Therese	clair
Rachel	Casparian
Antony	Young
Molly	Dahlberg
Barbara J.	Ginther
Deirdre	Butler
Edward	Underwood
Patricia	Dishman
Margaret	Andem
Ann	Holland
Angela	Burgio
Karen	Ebeling
Sara	Shafae
Tara	Porcher
Kim	Streuli
Carl	Sutherland
Barbara	Hemingway
Lee and Sue	Scarborough
Bonnie	German
Richard	Finkelman
Deborah	Royalty
Gary	Thaler
Sylvia	Rolfs
Emmy	Savage
William	Carter
Don	Doolittle
Liz	Gupton
B	w
James	Dinsmore
Tobe	Martin
Sari	Rubinstein
Scott	Ogilvie
Alana	Fogarty
Shahrukh	Kureishy
Sandra	Ragan

Margaret	Johnson Motley
Kirsten	Andersen
J	Penner-Zook
David	Bunde
Pam	Thompson
Barbara	Williams
Simuel	Bell
Diana	Albano
Melody	Beck
Dagmara	Kalnins
Gamal	Moodie
Selma	Tatum
Pamela	Anderson
Susan	Armistead
lashaun	arzu
Patti	Fink
Martin	Green
Linda	Rubiano
Otto	Onasch
Alannah	Farrell
Tim	McHugh
Mary	Ann and Graffagnino
Elaine	Heathcoat
Juan	Martinez
Patricia	Foschi
Kevin	Chiu
PAOLA	TELLEZ
Katrina	Shortridge
Sue	Jackson
Mary	Lebert
Betsy	Farmer
Stephen	Harris
T	Carey
James	Power
Patricia	Brech
Michael	Prymula
Marie	Weinstein
Dewey	Jackson
Marie Christina	Magalas
Mara	Holland
Audrey	Noel
Vivian	Dowell
Harriet	Feiner

JeanLocey	Locey
Theresa	Boracci
Charles	Clay
Sandra	Stevenson
Melissa	Vasconcellos
Chris	Stange
Regina	Williams-Preston
Kathleen	McHendry
Lorraine	Martinez
Anna	Tattu
Christine	Clayton-Stroh
Donald	Hunt
Cynthia	Casey
Nick	Priore
Juanita	James
Linda	Szymoniak
Leilani	Vigil
Henry	Newhouse
Anne	Legene
Susan	Narizny
Dianne	Barth
ellen	walsh
David	Cooper
Simone	Morie
Debra	Patsel
Patti	Lechmaier
Deborah	Ryan
Ittikorn	Meeboonlue
Kirsten	E
Karen	Winnubst
Evelyn	Tunie
Andreia	Torain
Patricia	Norris
Sarah	Staley
Rachel	Doherty
Brian	Lockhart
Sharon	Hoffman
Perry	Hutchison
Brian	Cochilla
David	Leddy
nona	dietrich
Alex	Perea
DrManzer	J.Durrani

Sue	Carpenter
Dorothy	Raymond
Jenise	Campbell-Means
Ronald	Brownlee
Kira	Derhgawen
Halie	Hennessey
Donald	Wolfe
Terri	Thompson
Barbara	Phillips
Nancy	Kilgore
Al	Ciuffo
Nathalie	C.
Kathleen	McGillicuddy
Jack	Rosenfeld
Deb	Kemmerling
Janet	Hirschhorn
Sandra	Minnesang
Helen	Boehme
Mary	DePrey
Pat	Dingleberry
Siamak	Fooladi
frank	belcastro
Courtney	Caldwell
Virginie	Mitchem
Douglass	Merrell
Camille	Pedersen
MaryRose	Hollie
Maryjane	Daniels
Irene	Surmik
Donald	Erway
Jeannine	Laverty
Robert	Schilling
Sharon	Gogan
Judith	Burnett
Deborah	Herd
Mohammed	Alsaleh
Barbara	Strader
Sheila	Desmond
Helen	and Alex
Mary	Wilkins
Rachel	Wolf
Martha	Wolberg
John	Breiby

Frank	Santangelo
Susan	Dunham
Ray	Sterrett
Mary	Wueste
Sheila	Spencer
Susan	Davidson
Leroy	Stevenson
Ralph	Fortune
Carol	Dreiling
Krista	Jansen
Rita	Prince
AGA	MAJID
Elizabeth	Hegarty
Julie	Gibbs
EILEEN	DONNELLY
Brett	O'Brien
Fay	Richardson
Ann	Jones
Clare	Lentz
Karen	Berger
Linda	Woolard
Nancy	Gold
Steve	Ditore
Karen	Williams
Marilyn	Berkon
John	Keiser
Kathie	Snavely
Anne	Griffin-Lewin
Robert	Gill
Johney	Williams
Michael	Oaks
Jin	Parker
Siedah	Smith
Donald	Fortenberry
Cathy	loewenstein
Laura	Huddlestone
Mary	Collier
Bruce	Tucker
Dirk	Kortz
Beatrice	C.
Tia	Pearson
John	Martin
Chelsea	Kirtley

James	Gilchrist
William	Canada
Diane	Petersen
Emily	Lillywhite
Helene	Kendler
Charles	Cofer
Susan	Heywood
Joyce	Taylor
Becaley	Elsie
Ellenor	Moncrief
Yvonne	Neely
Malver	Haynes
Aletheia	Toscano
Tracy	Pease
Martin	Adams
Michael	Kerlegon
Renee	Klein
Anne	Bucher
Crisy	Brutus
Jeanne	Saint-Amour
Candice	Thorpe
N	Reed
Jan	Szostek
Rachel	Becknell
Susan	Rose
Lillian	Kelly
Brandon	Brooks
Monica	Coyne
Rachel	Comer
Barbara	Blackwood
Amy	Burns
Denise	Anzelmo
Gabriel	Lopez-Allen
Sandra	Hixson
Tina	Eddy
Norma	Wigutoff
Robert	Fernandez
Noreen	Pingley
Jay	Satterwhite
Courtney	Weida
Leo	Kucewicz
Schuyler	Judd
Olga	Rivas

Trina	Novak
Ronald	Albert
Sharon	Hackeman
Viirginia	Huber
Linda	Reilly
Jane	Gale
Lily	Beaumont
mark	tuggle
Tami	Fleming
Stacie	Hartman
ov	russell-white
Marjorie	Deane
Suzanne	Michael
Nathaniel	Vose
Cherylle	Edwards
Erin	Corbal
Betsy	Shapiro
Donald	Burgess
Nicholas	de Lopes
`Charles	Blair
Bonnie	Engelhardt
Diane	Glover
Chris	Smith
Renee	Ri
Ashley	Cameron
Roy	England
Pamela	Sheats-Appleberry
Carol	Sandiford
Glen	Benjamin
Percy	Hicks-Severn
Don	Hayes
Anna	Steele
S	Nam
Allison	Lee
Norm	Stanley
Keith	Ohler
Dee	Costley
Mark	Giordani
Iris	Moore
Philip	Baehr
Don	Davis
Joan	Stanton
William	Hewes



Bobbie	Carrie
PATRICIA	GROSSMAN
Ginger	Perowsky
Sherri	West
Barbara	Crane
Beth	Beaverson
Mary	Riley
Terry	Barney
Susan	de Nolf
Delia	Gerhard
Michael	Bond
Cheryl	Wells
Michelle	Dziamba
Jennifer	Thompson
Kathryn	Singh
Chris	Beard
Kimberly	Lowe
Wayne	Goldsboro
Susan	Benton
Keith	Thomas
Jimmie	Hall
Lanie	Cox
Judy	McClung
Jacqueline	Wider-Perez
Marjorie	Berk
Jennifer	Crum
Paul	Sakol
THEODORE	WUERSLIN
George	Dunsey
Marion	Corbin
Robert	Clifton
Linda	Sleffel
Maureen	Bohall
Ann	Bailor
MJ	Ariyanto
Lois	Anne
Deb	Hahn
Michelle	Prather
Christine	Klunder
Deborah	Harris
Marjorie	Castanien
Joan	Robinson
Anil	Prabhakar

Virginia	Pierce
Melvin	Punch
Melvin	Armolt
Chris	Nolasco
Koreen	Winston
Chalonda	Colley
Francine	Bruder
Gloria	Medina
Dori	Galton
Nancy	C.
M	Timmins
Maurene	Keough
Guillermina	Aguirre
Jean	Pauley
Janet	Wynne
Zoltan	Toth
Mark	Offerman
Margo	Swanson
Lorna	Bosnos
Robert	Helm
Donielle	Workman
Susan	Shoemaker
Cynthia	Hall
Nicole	Creek
Sandra	Greco
Frederick	Johnson
Steven	Boss
Patricia	Wiley
Carol	Fabitz
Mike	chyba
Jo	Jeffries
C	S
Linda	Jones
Stephen	Simon
Jeff	Cunha
Elisabeth	Wertheim
Laura	Milbury
Rosa	Gold-Watts
Gilly	Burlingham
Grace	Wade-Stein
John	Lee
Barbara	Stevenson
MYRA	Klockenbrink

Nancy	Strong
Taki	Reese
Darcel	Chapman
Charles	Butcher
Linda	Farley
David	Osterhoudt
Veena	Kapoor
James	Beeler
Robert	Leigh
Anita	Anthony-Huebert
Alison	Ellsworth
Leonard	Pronko
Stephen	Moyer
JT	Cunningham
Jodie	Felice
Vicky	Gannon
Altheria	Cox
Patricia	Vazquez
Tom	Murray
Annette	Bork
Jeff	Reynolds
William	Baumgartner
Matthew	Twomey
MaryGrace	Brown
Elizabeth	Osborne
Antonie	Churg
Anne	Bailey
Eugene	Kim-Eng
Dori	Grasso
David	Dougherty
Barbara	Edelstein
Anna	Kapitman
Kathy	MacLaren
Julie	Caston-Hicks
Breana	Wagg
Susan	Dyer
Joan	Webber
Beverly	Bullock
Ann	Horwath
H	G
Elizabeth	Meister
Gail	Miller
Justin	Rocksund

Alfred	Higgins
Shannon	Hawkins
Robert	Seigle
Nancy	Hauer
April	Jacob
Denae	Mention
Patricia	Carrell
Anthony	Miller
Ellen	Fox
Christina	Singleton
Miriam	Warwick
Rose	Nielsen
Xynobia	Wesson
Paul and Kathleen	Lanctot
Edward	Mills
Chuck	Hamilton
Rajendra Kapila	Basdeo
Gretchen	Goodman
Mary	Molseed
David	English
George	Gonzalez
Maryellen	Redish
Marian	Baker Gierlach
James	Stratman
Paula	Plasky
Emily	Brandt
Betty	Voelker
Kevin	Ray
Cynthia	Trosclair
Dave	Searles
Beverly	Linton
Jahlik	Johnson
Isabelle	Chappuis
Sara	Walker
Laura	Stewart
Gary	Jones
Malinda	Loyd
JoseLuis	Sandoval
Kim	Mack-Leveille
Ashley	Woods
Fred	Williams
Shaila	Van Sickle
Maria	Millar

Jennifer	Elliott
Jim	Rice
Regina	Lehman
Joyce	Brayboy
Inez	Claxton
Barbara	Pohl
Barbara	Singer
Donna	Gensler
Beth	O'Brien
Talsania	Russell
Richard	Vission
Abbie	Duay
Maura	deLisser
Guadalupe	Yanez
Doug	Wingeier
Marilyn	Gockowski
valarie	nagel
Patrice	Williams
Dora	Combest
Maria	Douglas
Ann	Frutkin
Chelsea	Vukovich
Erik	Schumacher
Sara	Riggsby
Corina	Aragon
Robin	Christopher
Leopold	Wray
Valerie	Coley
Deborah	Bingham
Adjoa	Burrs
Ijang	Ndika
Pat	O'Neill
Phebe	Schwartz
Talbitha	Mason
Brendan	Connell
Kyle	Hetrick
Joseph	Cavaco
Vivian	Baldwin
Kristi	Harris
Tara	Trnka
Jackie	Johnson
Robert	Leppo
Jeffrey	Cohen

Elizabeth	Reagan
Leilani	Puerto
DONNETTA	Williams
Margaret	Fox-Kump
Serena	Howe
Meg	Kettell
Jill	Bailey
Joyce	Caci
Kenny	Fincher
Mike	Kienzle
Donald	Weigt
Judith	Farhat
Bob and Leslie	Weinstein
Cassandra	Graves
N	Burrows
Kristen	Kavaller
Debra	George
Francine	Julius Edwards
Deanne	Moore
Chris	Kemp
Johnnie	scott
ALESHA	METZGER
Shani	Brandon
Donna	Campbell
James	Santoro
Tammy	Shadair
Rick	Caldwell
Linda	Voci
Michael	Murphy
Robin	Einstein
Francine	Atkins
Lynda	Braun
K	S
Jennifer	Ward
William	Grannell
Shalamar	White
Elizabeth	Herbert
Elsa	Petersen
Dayle	Severns
Katherine	Murdock
Joan	Webster
Sheila	Morris
Ngozi	Messam

Eric	Stanfield
J	Moore
Eric	Daniels
Susan	Fraser
Harvinderjit	Saran
Roslyn	McBride
Paul	Baker
Kelvin	Pilgrim
Mary	Weathers
Laura	Street
Brenda	Goode
R	Taylor
Toby	Sutton
Janice	Pulliam
G	S
George	Sidoti
Yusef	Green
Brian	Coppola
Kenneth	Olson
Laura	Ziegler
Liz	Mulford
Alison	Duncan
Judith	kornfeld
Anthony	Davis
Maureen	Graney
JOEL	VANHOFF
Ixtlan-Wales	Isischild
Danny	Sal Da Na
Lexy	Lovell
Margie	Pryor
Asha	Latham
Onishea	Aguilera
Bena	Graffeo
Jo	Felman
Matthew	Cleveland
Sarah Ann	Anderson
Pablo	Cortez
Daryl	Kelly
Sharon	Glassner
Melvin	Eberle
Todd	Hack
Stephanie	Vorse
Kathleen	Kaysinger

Pamela	Vasquez
Claudia	Hanes
Samuel	Njuguna
Margaret	Singh
Angie	Heide
Dennis	Blain
Glynis	Smith
Jenny	Vo
Matt	Ruderman
Sue	Tyler
Beverly	Harris
Sandy	Whitley
David	Regen
Shirley	Webber
Eleanor	Wesley
Afshan	Baig
Jim	Wilson
Marjorie S	Wells
Frances	Hoenigswald
Nina	Aronoff
Jenna	Streeter
Kathryn	Rose
Sandra	Medina
Rick	Harlan
Sandra	Stark
Betty	Luoma
Marion	Wilson
Andrea	Anderson
David	Cardillo
Andrew	Jackson
Maia	Daniel
Tom	Thomas
Carolyn	Campbell
Pamela	Koscumb
Laura	Liben
Eileen	Simon
Camille	Chong
David	Smith
Sandra	Laase
Patricia	von Alten
Ginger	Brewer
Susan	Rines
Lorraine	Gaines



Susan	Johnson
Daniel	Wilkinson
C	B
Mair	McNamara
Dana	Kv°iser-Davidson
Robert	Fox
Christina	Nillo
Roxanne	Butler
George	Tulloch
Rich	Surdyk
Mija	Gentes
Lynn M	Glasscock.
Margaret	Flood
Cheri	Riznyk
JOE	DONOHUE
Earlene	Alcindor
Leila	Dethlefsen
Virginia	Iverson
Patricia	Dellera
Katie	Morrissey
Eric	Schmall
Alina	Azarova
Stephanie	Weiss
Janine	Solano
Frederick	Nicholson
Cathy	Cronin
Roland	Lawrence
Judith	Richards
Anitra	P
Sheila	Keith
Ronald	Ringler
Gretchen	LaMotte
Joan	Harris
Barbara	Piszczek
Paul	Nasuti
Marshall	McKeithen
Monika	Brodnicka
Margie	Parks
Juliette	Newton
Sean	Ruffin
Melissa	Hathaway
S	R
Carolynn	Ruth

Richard	Schultz
Glenda	Carper
Craig	Parker
Teresa	Petersen
Ingrid	Little
A	A
Michael	Arnold
Edna	Montague
Joann	Tryfon
Melissa	Cathcart
Patrice	Linton
Rhea	Osland
Erica	Maranowski
Ilyana	Frias
Myrna	Britton
B	Dudney
Gary	Farbstein
Anne	del Prado
Barbara	Stone
Arety	Jameson
Claudine	Huleva
Wendy	Evans
Leslie	Potenzo
Zack	Goetz
Joshua	Mitchell
Shanika	Marlow
Maureen	Saval
Jennifer	Eaddy-Garvin
Laura	Strong
Jane	Sparrow
Chris	B
Rika	Wells
Robert	Albers
Gerald	Hallead
Jean-Louis	DUVAL
Linda	Mangum
Rachel	Jensen
Benjamin	Bingaman
William	Brault
Carla	Cherry
Leanna	Loomer
Shari	Sharp
Maria	Venidis

Jasmine	King
Theresa	Ho-Sang
Terry	Shetler
Luan	Van Le
Deborah	Fobes
Stephen	Appell
Linda	Thayer
Jameel	Daniels
Halima	Foster
Michael	Stewart-abernathy
Max	Barlow
Adam	Levine
Michele	Nhipali
Jeff	Carlson
Caitilin	Kane
Wanda	Ballentine
Daria	Benson
Phyllis	Louie
Sasha	Jackson
Patricia	Grames
jakie	Lewis-Harris
Shannon	Joyce
Kieya	Redden
Teresa	Franklin-Harvey
Theresa	Medige
Diane	Krell-Bates
Rea	Zaks
William	Bader
Donna	Prinzmetal
Pat	Chefalo
Judith	Olson
Johnny	Roberts
Caroline	Lajoie
Pat	Lindsay
Nancy	Barr
Isaac	Oster
Randy	Davis
Cynthia	Richard
Carol	Goodwin
Alexander	Honigsblum
John	Jaskot
Melissa	Gordon
Marianne	Flanagan

Alice	Beauchamp
Marty	Mitchell
Darius	Rouhi
Elizabeth	Olson
Amelia	Reyes
Jeanine	Weber
Joy	Nelson
June	Campbell
Robert	Newton
Mary	Casella
Tricia	Contreras
A	Sullivan
Garret	Weston
John	Burdick
Margaret	White
Kate	Lindstrom
Dale	Ryder
alan	essner
Diva	North
Nancy	Yamachi
Carlo	Smith
James	Chirillo
Lopamudra	Mohanty
Deb	Simmons
Philippa	Thompson
Patricia	Spencer
Mary	Bushur
Gwyn	Jean
Linus	Ndonga
Carol	Detmer
Terrance	McIntosh
Arnaud	DUNOYER
Edric	Knight
Anthony	Lima
Alan	Grapel
Natja	Melendez
Thea	Altman
Karen	Walker
Jennifer	Hartman
Jeanne	Morascini
Nicholas	Johnson
Harry	Corsover
Joanna	Robson

Rose	Brown
Elizabeth	Hormann
Faith	LaDue
Jeff	Wells
Patricia	Baecker
Danielle	Singleton
James	Schall
Harry	Blumenthal
Alexis	Payne
Adelle	Orton
E	Jay
Barbara	Brass
Lorraine	O'Grady
Jonci	Aguillard
Adam	Lohrmann
Keith	Thompson
Colin	Dunnigan
MaryLou	Natoli
Kathleen	Duffy
Elizabeth	Johnson
Titania	Baildon
James	Geisey
Cynthia	Jones
Ramon	Moreno
Will	Richardson
Lee	Gaylord
Tom	Schwegler
Michael	Longpockets
Elaine	Strassburger
William	White
Robert	O'Brien
Adele	Josepho
KA	Lemon
George	Theobald
MARIA	PRICE
Barbara	Schrader
Kaye	Ree
Candace	Sinclair
Janie	Lewis
Judy	Weaver
Chris	Kubiak
Fayten	El-Dehaibi
Christine	Colleran

Mark	Schwiebert
Irving	Lee
Cameron	Boulware
John	Chandler
Margaret	Dawson
Lisa	LeBlanc
Tom	Rowe
Betsy	Reed
Frances	Garrett
RoiQuista	Harrison
April	Gossett
Norman	Sams
Jeanne	Lusignan
C	P.
Nancy	White
Joan	Sitomer
Marilyn	Perona
Betty	Brendel
Alejandra	Martinez
Judith	Cohen
Kymerli	Crowder
Dawn	Gerbitz
Bobbie	Kammer
Sandra	Phillips
Angelique	Hinton
John	Meeks
Gary	Wright
Lauren	Wagner
Cager	Hart
Nan	Willis
M	Kamara
D.	Chalfin
Guen	Han
Raven	Vergara
Sandra	Crawford-Clinch
Ruth	Buxman
Leslie	Langdon
Kirk	Taylor
Carol	Lausch
Marilyn	Scott
Michele	Shimizu
Linda	Apton
Sherri	Harrell

Brooke	Bicher
Jacqueline	Grey-Clostio
Julie	Perkins
Norman	Dickinson
Saajidah	Islaam
Norah	Renken
Kathleen	Boley
Marilyn	Hoff
SueAndTom	W.
Mazeda	A.Uddin
Elaine	Pavlich
Marion	Yuen
Angelique	Brake
Arturo	de Camacho
Michael and Kathleen	Shores
Ashea	Mills
Nadine	LaVonne
David	Neevel
Elizabeth	Christensen
Betty	Chadwick
R. Leslie	Choi
Jo	Carpenter
Matthew	Flannery
Frank	Roder
Judith	Martinez
Ken	Ward
Don	Powers
Gaz	modi
Pamela	Parker
Rita	Surdi
SANDRA	JOHN
Leanne	Morin
tlaloc	tokuda
Walter	Levy
William	Grosh
Andrew	Abate
Peggy	Vervalin
Sharon	Nicodemus
Georgianna	Neller
Eric	Fosburgh
Tonjia	Phenicie
Nancy	Empson
Rachel	Shepard

Sarah	Lanzman
Margaret	Jones
Ashley	Beaujuin
Darren	Frale
Matthew	Winkel
Carolyn	Jackson
Bruce	Greene
marge	adolph
Kevin	Laliberte
Alta	Lowe
Ricky	Quinn
Julie	McCarthy
Caroline	Zaworski
Sean	Ferrer
Jean	Jost
Kay	Carey
Mike	Lyman
Tom	Trainum
Ethan	Brown
Briahnna	Perkins
Rosemary	Hayes
Susan	Patrick
Jennifer	Feagin
Christina	Singleton
Michael	Malone
Barbara	Branges
Steven	Lowenthal
Kenneth	King
Denise	white
Linda	Witkowski
Jonathan	Peter
Terrance	Stodolka
Dawn	Barrett
Deborah	Kearns
Elliot	Pliner
John	Martinez
Dick	Barshow
Elise	Varon
Lynn	Glielmi
Frederick	Dygert
Pamela	Crane
Charles	Miller
Barb	Shepard



Set	HR
Wendy	St. John
MAZEDA A	UDDIN
Taylor	Surratt
Blake	Wilson
Patrick	Hook
Beth	Niestemski
Hersha	Evans
Miriam	Schwartz
Tim	Stein
Charles	Grantham
Keyon	Jeff
Aaron	Gayken
Chicara	Brassell
Chandra	Holsten
Raymond	LeClair
Paula	Rusterholz
Angelina	saucedo
Thomas	Diehl
Jann	Thomas
michael	boshears
Robert	Daniel
Edna	Marshall
James	Donahue
Tom	Hartley
Stephanie	Wissinger
S	Mendon
Lynn	Wilbur
Darryl	Lewison
Cindy	Lance
Joyce	Haskins
Marcia	McKeever
Glen	Wetzel
Jean	Rodine
Adrian	Mariah
Bettina	Riedel
Diane	Mogan
Janet	Perez
Ruth	M..Kaufmann
Rhonda	Patern
Arlene	iverson
Helen	Jones
Betty	Keegan

Heather	Davidson
April	Atwood
Carolee	Tamori
Carrie	Kenner
Melissa	Begic
Marilyn	West
Pauline	Kennedy
Ken	Gunther
Rebecca	Dean
Carlton	Mcquay
Jeanie	Bein
John	Satter
Martha	Henry
Jo	Chebultz
Kevin	Littlejohn
Sue	Paro
Ginger	Young
R Ricardo	Garcia
Yaakov	Bright
Alexandra	Sale
Marguerite	Foster
Brittany	Johnson
Beverley	Davis
Roy	J
Glenn	Perez
Michael	Carney
Yuna	Solon
E	Lynk
Ronald	Dibble
Cigy	Cyriac
Carol	Lipper
Canisha	Dewar
Janice	Jack
Gael	Tryles
James	Boston
James	Waslawski
Stephanie	rogall
Robert	Wells
Estrella	Meeks
JD	Sherman
Shannon	Sotomayor
Christine	Badura
PJ	Blake

Becky	Anderson
Jocelyn	Anderson
Susan	Alves
Carlos	Arnold
Ordell	Vee
Barbara	Bacon
Geraldine	Chenault
Stephanie	Trasoff
Mary	Heiser
Bonnie	Shand
Malika	Arsalane
A Joseph	Ross
Seraphina	Rayhawk
Susan	Finsterer
Delbert	Sangster
Kay	Ross
Lowell	Green
Dave	Freeman
Bill	Strazzullo
Brian	Miller
Tyreece	Rogers
Christopher	Lee
Hazel	Twelker
Jay	Sewall
LInwood	Tauheed
G	C
Catherine	O'Neill
Gerry	Milliken
Deanna	Singletary
Christina	Platou
Matthew	Alschuler
Maricela	SvåvÅnchez
Steven	Ketchel
Joshua	Henderson
Reverend E.	Lloyd
Naim	syed
Barbara	Quinlan
Ronald	Hammersley
Jean	Miller
Ryan	Kauffman
Robert	Hamm
Rose	Green
Karen	Brockunier

Hayli	Walker
Krista	Owens
Rebecca	Johnson
Keren	Ortiz
Gail	Blumberg
Gina	Merritt
Kathy	Wilmering
Farooq	ANWAR
Joseph	MacKenzie
Lawana	Gilbert
Charles	Metzger
Linda	Mansfield
Carla	Garabedian
NkwaAYellowDuke	Yellow-Duke
M	Goldstone
Lillian	Brooking
Milton And Shirley	Nelson
Thomas	Foley
Garrick	Updyke
Jack	Stansfield
Laura	Ohanian
Jacquelyn	Duvernay
Josephine	Salazar
Joseph	Hardin
Susan	Paul
Tyree	Harland
Keren	Ortiz
Kevin	Krywko
Charles	Willis
Yasuhisa	Iwakawa
kusay	Alsafi
Monique	Contreras
Frank	Hoffmann
John	Bartels
Ebony	Yarger
Karla	Price
Ayanna	Watkins
Cybele	Collins
Ricki	Newman
Kristina	Peterson
Loretta	Kerns
Charles	Windham
Leuise	Crumble

Patricia	Summers
Jessica	P.
Marlyn	Haber
Lois	White
Arthur	Giles
Dale	Whitney
Deborah	Sunderman
Jennifer	Nelson
Sandra	Kennedy
Kathi	Haugen
Vernice	Miller
Barbara	Turner
Yvonne	Marley
Clairence	Pickens
Galen	Luna
Rosalind	Strong-Finch
Stephen	Wunderlich
Michelle	Dyer-Long
Helene	Rouyer
Gerry & Louise	Fitzgerald
Donna	Glaser
John AND Jean	Fleming
Charles	Bahn
Jacqueline	Stewart
Beverly	Cotton
Vasthi	Vastey
Wayne	Douglas
Michael	Bruckheimer
Caroline	McGill
Mary	Velasquez
Anfernee	Jones
Patricia	Jordan
Mary	Kennedy
Linda	Karow
Mike	Whtie
Vernetta	Taylor
Jean	Rodine
Jacques	Levy
Dulcy	Israel
Kate	Kenny
Mark	Thompson
Rory	Miller
Pamela	Standridge

Jeff	Riddle
DVonne	Bowman
Lisa	Maddox
Arlyne	Zwyer
Patrizia	Lazzeri
Carlos	Otero Acevedo
Caitlyn	Wright
Victor	Alfieri
Marisa	Dipaola
Jon J.	Lazzeri
Joseph	Graves
Hilary	Tate
Janet	Graham
Mary	Chisholm
Steven	Kranowski
Katy	E.
Martin	Velez
Frank	Pinto
Suzan	Ragan
S	Thompson
Tiffany	Casler
Shalonda	Brown
Rae	Jones
Heidi	Gould
Kyra	Humphrey
Susie	Duff
Valette	Johnson
Nora	Kropp
Marion	Schulman
Barbara	McClue
Drew	Adams
Bethany	Witthuhn
Lilith	Rogers
Richard	Martin
Antonio	Grijalva
Albert	Decatur
Estelle	Hayes
Jamie	Hines
Dawn	Santabarbara
Matthew	Franck
Wendy	Manson-Myers
Sandra	Russell
Joe	Tricase

Anne	Corrigan
Duncan	Brown
Steven	Sonder
Christine	Denning
Paul	Luehrmann
Ebony	Sutherland
Nancy	Haskett
Jack	West
Javier	Nagore
Nancy	Gathing
Robert	Bucher
Susan	Bowles
Sanchi	Seward
Lavinia	Rogers
Barbara	Jacoby
Theodore	Voth
Laura	Malchow-Hay
Chris	Kermiet
Charles	Kirk
Karanji	Kaduma
Jarryd	Audette
Allan	Campbell
Linda	durden
David	Tvedt
Robin	White
Mayra	Hernandez
C	G
William	Malmros
Thomas	Angell
Grace	Mueller
Joseph	Szabo
Leon	Mcclung
Julie	Blum
Susan	von Schmacht
Jan	Hillegas
Guy	Kenan
Anne	Peeters
Rebecca	Taylor
Vijendra	Prasad
Tom	Anderson
Alma	Gipson
Clara	Bakker
Michelle	Brands

Eugene	Majerowicz
Russell	Novkov
Paul	Brunelle
Caroline	Coppola
Scott	Simonds
Paul	Schouten
Alistair	Knox
Larisa	Long
Barbara	Montejo
Joseph	Espinoza
Andres	Feliciano
Johamna	Hernandez
Alice	Petersen
Julie	Falkenberg
Suzanne	Zook
Matt	Cornell
Joseph	Dunn
Sophie	Miranda
Laurie	Funaroff
Judy	Carlson
Marilyn	Rivera
Lena	Kall
Marijean	Snowden
Sinkala	Angela
Jarrood	Simmons
Janet	Frazer
James	Vallejos
Safiyah	Tucci
Hank	Keeton
Emerald	Goldman
Perri	Darweesh
Frances	Enriquez
Katie	Goidich
Monica	Roberts
Maureen	Cram
Carolyn	Owuor
Ruth	Clifford
Monika	Uriel
Sheri	Wills
Patricia	King
Michael	Turner
Elizabeth	Miranti
Karen	Curry



Dragana	Mirkovic
Ian	Delairre
Karen	Neubauer
Winifred	Hopkins
Richard	Ross
Raul	Rayas
Russell	Ozment
D	M.
Rowan	Everard
Dana	Wilson
Cavisha	Williams
Lynn	Murphy
Dian	Lambert
Charlene	Cumberbatch
Monique	Hampton
Amos	Gvirtz
Dorothy	Hiller
Gloria	Badella
Carol	Frederick
Paul	Dumas
Derik	Albertson
Paige	Harriso
Agin	Pasha
Tammy	Yazzie
Janet	Correll
Kathrin	Gvðransson
Tammy	Bullock
Susan	Stimson
Nadiya	Littlewarrior
Michael	Olcsvary
Caroline	M.
Michael	Iltis
Andrew	Goldman
Jonathan	Pamplin
Kathleen	O'Nan
Adelina	Jaudal
Rochelle	Jackson
Norman	Bailey
Susan	Jordan
BERNADETTE	ADGER
Syreta	Roberts
Jamie	Wolf
Quentin	Fischer

Saudia	Tait
Jennifer	Paulino
Sanders	Coston
Mary	Cole
Scott	Jennings
Lily	Jenkins
Andrew	McCormick
Kevin	McKelvie
Marilyn	Farrell
Skye	Peace
Sewall	Dana
Brian	faleiro
Brendi	Sparks
David	Santos
Cynthia	Sampson
R	Mack
David	Downing
Kathleen	View
Ettore	pilato
Jonathan	Tachibana
Gary	Moore
Adrienne	pollock
Brian	Larson
Margo	Schulter
Don	Pearce
Karen	Bridgeman
Cherlyn	Comer
M	Naciri
Dennie	Carcelli
Rick	Christmas
Deni	Sevenoaks
Joyce	Grajczyk
Karen	Collins
Andrea	Willis
Jeanette	Schandelmeier
Don	McKelvey
Maurizio	Sini
Candice	Lowery
Dinandrea	Vega
Helen	Rizzo
Muhiddin	Mascat
Christy	Spear
Joshua	Steele

Isaac	Ehrlich
Dee	Randolph
Ken	Ward
Kathy	simington
Laurie	Phibbons
Nick	Barcott
Carol	Thomas
Jennifer	Heise
Kelsey	Frick
Sherry	Gaines
Maxim	Kolbowski-Frampton
Norma	Koenig
Jane	Kosow
Deseri	Mcloyd
Tahja	Miller
Stephen	Bomber
S	Lai
Jasmine	Wilson
Willie	Carr
Melissa	Morefield
Grace	Lewis
Rick	Anderson
Francesca	Moldenhauer
Heidi	Leonhard
Diane	Crosby
Barbara	Bondurant
Karen	Malcolm
Karen	Parlette
Arthur	Riding
Robert	Eddy
Lucius	Chiaraviglio
Susan	Sjolin
Thilo	Kumbernuss
Zachary	Hall
Barbara	Connelly
Aaron	Morris
Karl	Strandberg
William	Huerta
Carly	Stocks
Nina	Niu-Ok
Anna	Medrano
Katrina	Wolffe
Ted	Silen

Jean	Naples
Jason	Lee
Connie	Stomper
Holly	Stuart
Jacklyn	Burns
Debbie	Charnock
Michael	Klein
Francoise	Miles
Johanna	Kopp
Victor	Escobar
David	Bowen
eddie	wheby
david	Ludden
Mercy	Sidbury
Latoya	McGhee
Johanna	Middleton
Karen	Steele
Anna	Winroope
Kermit	Davis
Mario	Galvan
Gabriella	Garofalo
G	Ray
Velma	Tate
Loretta	Johnson
Billy	Angus
Elizabeth	Kelly
Tracy	Mosier
Megan	Douglas
Nick	Byrne
Roxanne	Scott
colonel	meyer
Pam	Cartwright
Mariana	Salerno
Edh	Stanley
Shari	Geistfeld
Yasemin	Tulu
Andrew	Yuen
Melanie	Baldi
Karen	Laakaniemi
Robin	Goldberg
Gail	Mershon
Robin	Beeson
Nancy	Bengtson

Mary	White
Rich	C
Anthony	Arcure
Jesse	Dellinger
Jeffrey	Cohen
Beata	Riedlmayer
Aurora	Mata
Matthew	Golub
Robert	Blair-West
Will	Best
Beth	Jones
F	C
Wendy	Werner
Staffan	Kolhammar
Rachel	Richards
Lorna	Immel
Kirk	Smith
Marsha	Heidbrink
Martha	Utz
Anna	Kolovou
Anna	K
S	Neal
margie	Arikawe
Michele	Holden
Nancy	Freedland
Eric	Wheeler
Lyle	Collins
Jennifer	Forston
Sue	Whitlock
John	Hill
pat	reese
Damian	Lopez
Osborne	Lamoree
Barbara	Roush
Quintin	Ortiz
G. Dale	Mathey
Becca	Notkin
Emily	Morrison
Bob	M
Rosalind	Rodgers
Virgil E.	Matthews
Richard	Romanus
Ann	Walters

Charles	Favorite
Don	Cooke
Traci	Ball
Randall	Turner
Nina	Pettice
David	Thometz
Rich	Pellegrino
Julie	Cipolla
Diane	Thomas
Sherri	Aurich-Hardy
Tracy	Brown
Paul	Newburn
Michael	Tadsen
Rodriguez	Garner
Lynne	Karson
Randy	Lopez
D	Carr
David	Bruny
Peter	wilson
Zoran	Simic
Vanessa	Bersani
Monique	van M.
Alexis	Hayward
Dave	L.
Charles	Johnson
Diane	Watkins
Karen	Le Masson
Shamethia	Lawrence
Penelope	Johnston
J. Michael "Mike"	Henderson
Georgia	Waterrton
Jean	Olivett
Keith	Miller
Barbara	Miyamura
Julia	Thomas
Carlos	De La Garza-Garcia
Mike	Butche
Elisabeth	Ritter
Dennis	Hughes
Vicky	Moraiti
Mary	Hale
Brian	Davis
Judith	Dacey

Janice	Bartlett
Minna	Wendin
Brenda	Gilbert
Kathryn	Lambros
James	Richardson
Tyrone	Mixon
Margaret	Alexander
Celeste	Hong
Kevin	Gallagher
Michael	Molder
Chris	Paterson
C	M
Tymekia	Scott
Bernhard	Vvðlk
Theresa	Corrigan
Guy	Liston
Jon	Singleton
Dharma	Best
Shelly	Clapp
Yakima	Ellison
Gerlinde	Morris
Lionel	Ellis
Raquel	Barcenilla
Kenneth	Sih
Alan	Haggard
Ellen	Beschler
Venkatesan	Subramanyan
Kelly	Shaw
Nicole'	Gellineau
Susan	Courtney
Fernando	MorV©n
Stewart	Cooper
Steven	Waldrip
Maria-Celeste	Delgado-Librero
Perez	Rodolfo
Lawrence	Hyde
Julie	Cipolla
Maureen	Shifflet
Terri	Richmond
Inez	C
Martha	Godchaux
Warren	Matte
Abel	Vale

Elizabeth	Surton
Kara	Barton
Lila	Berman
Jonathan	Whitten
Coleth	Eaton
Mizan	Chowdhury
John	Eddy
Sandra	Klueger
Joyce	Childrey
James	Barlow
Jill	Simon
Ramon	de la Cruz
Hillary	Ostrow
Maia	Woods-Yee
Franco	Gallardo
nanci	Leonard
Robert	Holder
Elisa	Lorenzetti
Heather	Merrill
Jean	Goetinck
Alejo	Nieto
Dody	Decker
Rox	Colby
Joe	Crompton
Gloria	Clements
Alexandra	Swick
daniel	smith
Aujohnae	Dancy
Elaine	Fischer
Madhumita	Chatterjee
Harry	Bahnen
Joanne	Grossi
Pela	Tomasello
Tammie	Croswell
Gregory	Mitchell
Sebastian	Allen
Norma	Quizi
VALERIE	JOSEPHS
Wendi	Peters
Alina	Dollat
William	Gordon
Nathan	Allen
Deborah	Rollings



Charlotte	Guerin
Marta	Saubidet
Dawn	Broadbent
Adam	Curtis
Rocio	Ungaro
Dan	Ingall
Karl	Zimmerman
Jeffery	Clifford
Montav±a	Cuadrado
Barbara	Huggins
Candi	DARKWA
Taneisha	Young
Julie	Engelmann
Amanda	Burdick
Claus	Erbrecht
Sharon	Bolton
Michal	Lynch
Bill	Curtis
Christine	Tindall
Alex	Mims
Isidora	Damm
Erin	Lilly-Davison
lenzola h	bohannon
Antoinette	Wright
Gwenna	Weshinskey
Margaret	Gyuro
Jill	radel
Bear	Mateja
Karen	Papa
Jeff	Hester
Sarah	Lantto
India	springs
Jean	Denst
Patricia	Verhoff
Litsa	Katsarou
Pamela	Scott
george	Hartman
Paul	Peter
Andrew	Nicholas
Elizabeth	Senhen
Cigy	Simon
Deana	Summers
N	H

Charles	Casper
Sophia	Curran
Kathy	Krenz
Lucille	Laccavole
Sharlette	Peoples
Tom	Leppala
Jeff	Kramer
Sharonda	Yancey
William	Brome
Christine	Kleiman
Nancy	Flint
Robert	Owens
Elizabeth	Mansbridge
Renee	Anderson
Tami	Patterson
joseph	moore jr
Pontus	Johnsen
Michelle	Street
Barbara	rostad
robert	moeller
Letitia	Dace
Ainga	Dobbelaere
Colleen	howard-tabron
Cee	Burton
Allison	Ragner
Carol	Gary
Eva	Chien
Edwina	Orelus
Ghia	Griffin
MaryKay	NeumannDuncan
Elana	Levinson
Nixi Otemba	Bongers
Maureen	Edwards
Brienne	Skees
rebecca	koo
Nancy	Beavers
Marie	Thermoise
Devon	Jones
Albert	Fahndrick
Mary	Doherty
B	Blume
Charmaine	Blair
Sheila	Bergman

Robin	Aitro
Brian	Sands
Guadalupe	Vasquez
Wilbert	Wofford
Robert	Bisson
Vivien	Smith
Martia	Goodson
Elisa	Worland
Philip	Hyun
Michele	Redman
Giselle	Jones
Adria	Mason
Karen	Mallam
Susan	Ring
Maura	Graham
Rosamaria	Picchiura
Robert	Mehling
Kristie	Kusch
Bettie	Reina
Lillian	Dennis
Alexis	Gray
Eusebio	Vestias
Onaje	Asheber
Matthew	Boguske
Karen	Scotese
Mark	Scheunemann
Cynthia	Mastro
Charles	Kelly
Jim	Fenske
Jan	kersten
Sybille	Williams
Bradford	Cornell
Nicholas	Seaman
Celina	Fiorino
Joyce	Forbes
Beverly	Boxley
Jani	Saari
Anna	Magnuson
Deborah	WADDLEBROOKS
Janice	Mackanic
Sylvia	Chatroux
Shirley	Ollie
David	Doane

Debbie	Stinehart
Adolfo	Miralles
Tarun	Bishop
ALphonso	Brundige
Aimee	Grieb
Brittany	Martin
Susanne	Wolf
Raoul	Morales-Mv <sup>o</sup> rquez
Vesa	Kaakkuriniemi
Salli	Strauss
Marjorie	Powell
Akeem	Walker
Mary	Cross
Walter	Botteldoorne
Dianna	McCullough
Mary	Hart
Mary	Kraeszig
Julia	Deasley
Keane	Taylor
Katherine	Glatte
Alexandra	Jacobus
Michel	Carter
Arvind	Jadwa
Patricia	Miller
Barbara	Hughes
Susan	Abrams
Carmen	Schultz
Carly	Cassano
Claudia	Grasso
Teresa	MASIA PERALES
Rev David	Reppert
Larry	Neiman
Jordan	Kelso
Elaine	Evask
Colleen	McGlone
Noel	Orr
Akilah	Littles
Jim	Fenske
Lou	Orr
Elisenda	Toda
Rune	Olwen
Wilson	Lee
Toni	Howard

Shoshana	Katz
BAUSLEY	Bausley
Elizabeth	smith
Carol	Ng
Rebecca	Riley
Carolyn	Grassi
Cheryl	Hughes
Judith	Blish
j	yudell
Rose	Cassidy
Naomi	Griffin
Maurits	van Eijnatten
Yvonne	Fisher
Jerry	Ferrazza
Elizabeth	Lempp
Zenaida	Naveira
Pamela	Williams
Christine	Johnson
Jacqueline	Scott
Les	Paul
Myra	Wall
Daniel	Penzer
Susan	Ola
Charles	Byrne
Patrice	Zboya
Judi	Wilkinson
Marian	Lambros
Margaret	Stambaugh
Mark	Binzer
Marcia	Anglarill
Barbara	Dennis
Priscilla	Herrington
Helen	Baynes
Terrise	Grayson
LG	Brumley
Raquel	Mustaca
Beverly	Burnett
Constance	Corbett
Tom	Nacey
Moises	Rios
Jan	Hoyle
Vivien	Green
Julia	Albertin

Joanna	Hoyt
C	Williams
Gerald	Steffe
Victoria	Hammons
Ditra	Walsh
Stephanie	Barnes
Julie	Grote
Jane	Herron
Anne	Caruso
Karen	Senzig
Patricia	Heckart
Mehmet	Can
Sharon	Reives
Lesley	Jorgensen
Robert	Davidson
Christopher	Willmer
Patricia	Urani
Kathy	Aub
Sabine	Miquelis
Judith	Hible
Shelley	Engman
HWJ	Iedema
Eric	Staples
Stephen	Webster
Renee	Joos
joe	galdo
Margaret	Wilbur
Donna	Commey
Claude	Jones
Monika	Skowronski
Sorcha	Dannsair
Lars	Jefferson
Corinne	Smith
Susan	Neuffer
Melvilyn	Hamilton
Stephen	landau
Amy	Meltzer
Howard	Owens
Mike	Svensson
Thelma	Myrie
Carla	Cherry
Emanuela	Bedendo
Pascha	Shepard

Richard	Kelly
Joan Ellen	Mccoey
Randy	De Trinis
Peter	Smital
Jon	Krueger
Susan	Dobbelaere
Christine	Stancil
Clinton	Stancil
Philip	Young
Jerry	Brees
Robin	Craft
Linda	Robbins
Maggie	McErlain
Alex	Pohl
Jawara	Pittman
Elma	Burnham
Antoinette	GILSTRAP
Carlo	Decanale
Lana	fryers
Bridget	Dunford
Carlos	DV#az
Marlene	Hurley
VJRuth	Ruth
Anne	Rydlewicz
Naomi	Parker
Janet	O'Hare
Tiffany	Malloy
Tracy	Williams
Elvira	Stepinoff
Kathy	Keller
Anders	Frick
Patricia	Dennis
Phyllis	SmithStop
THOMAS	MONROE
Yvonne	Collery
Helen	Faller
M	A
Blair	Williams
Sandra	Beltran
Jane	Doherty
Steve	Bloom
Jeffrey	Murray
Jeanine	Hoffer-Diaz

Patricia	Fici
Diane	Nassif
Jennifer	Edelen
Eliza	Migdal
Ralph	Dowell
Robert	Brown
Carrie	Keske
Irena	Nieslony
Dennis	Edgar II
Jessica	Burlew
Terrence	Mays
Cindy	Mahoney
Delores	Edney
Amelia	Jones
Temple	Weste
Marianne	Alt
Andrea	Sims
Lady Miah	Kane
Sabine	Holm
Aj	Allen-Bess
eagle	eyes
Pinar	Omeroglu
Katherine	Dander
Mary	Slegel
Henriet	Nadler-cohen
Debra	Caudill
Raffaella	Kane
Ben	Roller
Kathryn	Rood
Caro	Urquhart
Nancy	Chismar
Marjut	tynkkynen
Andy	Lupenko
Kernique	Moore
Mary	Nausadis
Ellen	Field
Mercedes	Armillas
Donald	Odom
Brenda	Averill
Cornelia	Jones
Shah	Junaid
Denise	Mobilia
Kathleen	de Reyes



LindyJane	Kittel
Sarah	Halsey
Luce	harrison
Usman	Akram
Judy	Grosch
Brian	Chapman
Andre	Seawood
Kevin	Kuljerich
Kari	Rauti
Charlotte	Evans
M	Wood
Maria	Baum
William	HUgel
Paul	Madzik
Robert	Slawson
Jean	Wilhelm
Annmari	Lundin
sylvie	agusti
Joan	Conner
Millicent	Hamilton
Andrea	Lumsden
Ann	Berndt
Chantal	van Beveren
Chris	Taylor
Tammy	Evans
Laura	Regan
Andy	Winger
Pushpa	Rao
Michae	MacPherson
Jenny	Brodd
Jim	Cirigliano
Keith	Everton
Catherine	Pisacano
Jessica	Coffrin-St. Julien
Charles	Happel
Donald	Myers
Alexandra	Racines
Mark	Smyth
Yolanda	Bentley
Donald	Smith
MaryEllen	Andrews
Norie	Creates
Pamela	Epp

Teresa	Antela
Judy	Sottnick
Keith	Kinder
Talita	Robinson
Carol	Borzotta
Jacqueline	Dixon
Gary	Sweet
Carol	Himmelman
Virginia	Ramos Rios
Lyvonne	McAdoo
Jennifer	Zanger
Everia	Condon
Meg	Cater
Arthur	Stone
Tim	Ryan
Patricia	Tholl
RSM	Susan Wieczynski
Terri	LaPenta-Duffek
Currie	H.
Tina	Tine'
Liz	D.
Lorraine	Elletson
Michael	Jones
Mike	McCool
Geraldine	Mattison
Rita-Ann	FitzGerald
Lillian	Garcia
Frank	Lewis
Jo	Anne & Godwin
Francisco	Ranz
Robert	Duckson
Natasha	Johnson
Jenny	Karl
Angela	Bellas
Carolyn	Gillis
Grace	Silva
Volverly	Caldwell
Jennifer	Fendya
Karen	Collins
Eric	Price
Seamus	Allman
Shawnte	bell
Roy	Smith

Katherine	Denison
Iris	Peppard
Jennifer	Rudolph
Mike	Autry
Ann	Luft
Linda	Sage
Lisa	MacMillan
Richard	Ordonez
Jennifer	Pickett
Kyle	Goen
Clarissa	Mitchell
Margo	Cooper
Vivian	finch
Sharonna	Lambright
Macyle	Candela
Mary	Compean
Reynolds	Aultman
Veronica	Milton
LaDonna	Irby
Deborah	Martin
Alexandra	Pappano
Geoffrey	Ogden
Nancy	Loftin
Joyce	Freedman
Jornell	Kopp
BEVERLY	PEYSER
irma	ross
Amy	Pemberton
Nowell	Blake
kathleen	brown
Byron	Brooks
Rosemary	Spatafora
Cj	Smith
Maureen	Levier
Asfa	Aman
Nicole	ardis
Michael	Evans
David	Elman
Kenny	Fincher
Marcia	Kutz
Gloria	Foster
Heather	Pelletier
Bill	Evans

Thomas	Block-Easterday
monica	jones
Lisa	Humes
Kevin	Klenner
Gabriel	Bobek
Joan	Murrell
Clancy	Mundt
Anna	Gibson
Leslie	DePriest
tim	potter
Donna	Poland
Gabriel	Bobek
Donald	Priest
Lisa	Kanuteh
Martin	Weller
Russell	Brown
Madeline	Wilson
Meredith	Needham
Joan	Kocsis
Pastor	Williams
Peter	R
Aida	Marina
Herbert	Short
Laurie	Azzoto
Anthony	Capobianco
Michael	Cirrincione
Susan	Farro
Camille	Spann-Starks
Dee	Milligan
Elisabeth	Stawikowski
Sidney	Gibson
Alexandra	Sipiora
Kelly	Larkin
Heidi	Palmer
Adrienne	Ochis
Danielle	Warner
Charles	Washington
Ala	Salameh
CJhay	Jackson
Belinda	Denton
Stefanie	Wieland
Greyson	Pannill
Isabelle	Hayes

Susan	Gort
Mostafa	Youssfi
Tony	McCraney
Martha	McNulty
Robert	Dorson
Deborah	Brown-Ridley
Deborah	Nesmith
David	London
Iris	Mustafa
Melissa	Thornton
Louise	Backlund
Linda	Brosius
Greta	Rossi
Evelyn	Thacker
Richard	Taylor
Jeremy	Whaley
Emilio	Nazario
Andreia	Cozzens
Bryan	Haynes
Miranda	Wildman
Leah	Moore
Tim	Fuller
Ursula	Cohrs
Genevieve	Stigall
Gail	Webb
Charles	Ashley
Sasha	Hampton
Joyce	Hawes
Valerie	Randolph
Debra	Lancia
Linda	Gibb
MargaretVernon	Vernon
Chris	Jennings
Kevin	Coombes
Mary	Freed
James	Vaughn
Shirley	Napps
D	Pezzotti
Clara	White
Kempis	Songster
Alisa	Gayle
Xlaire	Farnsworth
Patricia	Marino

Eleanor	Weisman
Meira	Nocella
John	Geiser
Derek Nolan	Anderson
justin	ruben
Sam	Abrams
Stephen	Hackney
Donna	Elms
Barbara	Steinman
Hazel	Donaldson
Patricia	Grimsley
Vv≠ctor	Lv≥pez
Mark	Koritz
Tati	Galli
Woodrow	Wilson
Brian	Allen
Cassandra	Edson
Sarah	Norricks
James	Mazurek
Constance	brown
Eleanor	Rodda
Andrea	Turrentine
Nia	Flowers
D	O'Dowd
Gloria	Gannaway
Aaisha	Alphonzo
Paul	Heloskie
Karen	Ferrusquia
Jane	Lazarre
Pradeep	Esteves
Chamein	Canton
Kareen	Ambroise
Rodney	Hinson
Kelly	Perry
Pam	Lubker
James	Melloh
Waqas	Jawaid
Elizabeth	Albright
Kenneth	Canty
Ann	Achuff
Elizabeth	Albright
Ann	Sandritter
Gary	Plazyk

Alison	Conrad
Jim	Moore
Kathleen	Button
Alexis	Langelotti
Ralph	Robbins
Sandra	Williams
Jessica	Rothschuh
Melek	Korel
Diane	Eisenhower
Christopher	Long
Luzette	Slough
John	Barraclough
Joan	Ferrante
Dan	Volpatti
Laurie	Sorgen
Natasha	Clark
Sherrie	Parker
Rochelle	Brown
John	Keim
Thomas	Williams
An	curtis
Bill	Rosenthal
Steven	Johnson
Jack	cogswell
Shawn	Washington
Maggie	Louden
Mark	Davis
Bridget	Spann
sara	sturz
Veronica	Edwards
Betty	Perry
Thomas	Horseman
Jaclyn	Pollan
Mark	Warren
Ted	Mann
Katherine	Tildes
Todd	Lafleur
Judith	Mackenzie
Emerson	Bouchard
Linda	McDougal
Pecola	Macon
Dianne	Gove
Lee	Baker

Gerald	Giguere
T	Hawkins
Donna	Francis
Jerry	Dolcini
Carol	Painter
Geri	Savage
David	Janetos
Gary	Hubbell
Greg	Woods
Joye	Bowman
David	Plank
Camille	Elvery
Simon	Hinds
Debra	Aronson
Michael	Kelleher
Ann	Diamond
Andrew	Middleton
Orelia	Hayward
Randall	Todd
Bill	Evans
Suhas	Malghan
William	Clark
Amparo	Alpanes
Christine	Crutchfield
Lois	Bair
Emery	Owens
Halcyone	Hurst
Lee	Davila
Cynthia	Loewy
Mark	Schafer
Joan	Moore
Strickland	Joseph
Mo	Kafka
Marie	Alabiso
Lisa	Preston
Tonya	Qualls
Leslie	Pfost
Br	SSJE
Jan	Smith
Gloria	Claiborne
Carol	Turner
Jeff	brown
Charles	Iwanusa



David	Siegel
Carol	Chappell
Kai	Pv&szold
Stephanie	Novak
Barbara	Regan
Vincent	Gaines
Nicole	Avedon
Roxanne	Ryce-Paul
Larry	Grimm
Amaya	Deniz
Kim	Hall
Tom	Webster
Damita	Walker
Tom	Bryson
Terri	Morris
Cynthia	Clark
Sandra	Spiegel
Sarah	Dranoff
Juan	Canet
Pamela	Amos
Elizabeth	Schutt
Barry	Ergang
Nickell	Wyse
LC	Linder
Herbert	Hutchinson
Anthony	Austin
Betsy	Leopard
Elizabeth	Zumchak
Mary	Troland
Paul	Bergren
Teri	Danos
Diane	Tinsley
Judith	Strother
Diane	Hatchett
Shermelle	Coleman
Cheryl	Burnett
Emmy Lou	Cholak
Romane	LE PEUC'H
Deborah	Schechter
Sean	Kinlin
Martha	Loving
Stephen	Krokowski
Karen	Lafferty

Robin	CisneThis
Suzanne	Moschini
Brian	Ainsley
Matt	Matrisciano
Nancy	burke
Janet	Magnani
Howard	Abron
John	Sigel
Amber	Haseltine
Sherie	Campbell
Cate	Renner
Maggie	Callery
Katharine	Tussing
Martin	Rosario
Caroline	Satterfield
Angela	Castille-O'Keefe
Joseph	Poynter
Sarah	Dorwin
Shelley	Burton
meg	reiss
Joanne	Black
Tennie	Caldwell
Rachel	Wilke-Shapiro
Rena	Moore
Brandi	Robinson-Foster
William	Haddad
Lois	Seidel
Sann	sann
Manuel	Sanchez
Marlene. A	Jean Noel
Gloria	Klaiman
Rebecca	Casstevens
Olivia	Myers
Helen	Jsckson
Marie-Helene	Cormier
Charelle	James
Adrienne	Tsikewa
Linda	Long
Raymond	Shelton
Anthony	Rivera
Ernestine	Mosley
Elaine	Hinds
Vera	Dykes

Ruth	Hoffman
Kristin	Wiles
Maria	Petras
Black	Radio
JOHN	Hardy
Nicole	Bennett
Jeanne	Gallagher
Cynthia	Fletcher
Angela	Harris
William	Conger
Mark	Clark
Ken	Grzesiak
Marie	Kovar
Angela	Harris
Gregory	Kruszewski
Barbara	Carr
David	Banner
Deborah	Covi
Bill	Hardy
Giovina	Ruberti
Laura	Ceraso
Paige	Kumm
K	Seddon
Russell	Fowler
Walter	Johnson
Nancy	Crompton
Helen Hill	Updike
Sean	Riddell
James	Lee
Sterling	Waterman
Sylania	Burnett
Lanice	Jackson
Michele	Booth
Dean	Borgeson
Timothy	Campbell
Janell	Smith
Lauren	Hay
Carol	Castonguay
Richard	Stern
Robin	Greene
Julia	Apostolos
Sarah	Thompson
Sally	Chen

Jason	Pittman
MariePaule	Florestal
RenV©	Pineda
Ellen	Girone
Megan	Houlihan
Dave	Jameson
Angela	Owens
Kelena	Smith
Leona	Pannell-Herbert
SARAH	GREEN
Mark	Miser
Igor	Tandetnik
Edward	Walthour
Maurice	Johnson
Linda	Messatzzia
Giuseppe	Fusco
Sarah	Mroz
Helen	Bouchard
Akilah	Sigler
Tracy	McDade
Hai-Ping	Yeh
Christopher	D'Amico
Greg	Dorsey
Ali	Reeves
Claude	Robert
Michael	Gilbert
Rozlynn	Harris
Deniz	Sipes
Mary	Owen
Jonathan	Fowlkes
Charlana	Mullen
Cythia	Wilkins
Veronica	Albritton
Jillynn	Walker
Kyair	Butts
Lydia	Rogers
Jolean	Wegner
Lucas	Gram
Philip	Mazzei
Charisse	Jefferson
Aurrita	Payne
Josh	Karan
Joseph	Ferguson

Sev	Flowers
Mary	Hillman
Darryl	Nelson
Sandra	Hendricks
Naila	Jirmanus
Judy	Gray
Rebecca	Skalsky
Adrian	Wilson
Nancy	Brown
Karen	Paschal
Tonetta	Bailey-Weaver
Donna	Dombrowski
Jane	Whiteside
Claudia	Devinney
Anthony	Truesdale
Joan	Dick
Lisa	Leontovich
Randy	Diner
Jeremy	Stuckwisch
Jolita	Wainwright
Jennifer	Sweetland
Kate	Noble
Susan	Detato
Debra J	Havranek
Leigh	Yeoman
Amanda	Hebert
Barbara	Kestenbaum
Gwen	J
Michele	Chavez
Vanessa	Cole
Sally	Wilson
elizabeth	Carvalho
Rachel	Mantle-Douglas
Jennifer	Bendio
Eric	Zimdars
Harold	Brown
Ann	Johnson
Crystal	Williams
Brent	Ford
Neil	Stanton
Les and Kathy	Frenz
Jacob	Pietryga
Nancy	LeNoble

Richard	Siegel
Jessica	Reigelman
Nancy	TenBroeck
Darwin	Jones
Kevin	Kelly
Barry	Plaxen
Jennifer	Romans
Beverly	Ratcliff
Eleanor	Snyder
Martinique	Dickey
John	Armstrong
Alan	Schlessman
Benjamin	Adekunle
Thomas	Boyd
Margaret	Silvers
Brenda	Morgan
Jasmine	Shepard
Alisha	Hodge
Virginia	Davis
Sandra	Graham
Kirsten	Thiam
Carolyn	Johnson
Nicole	Cua
Marybeth	Callahan
Jasmine	Hines
Joseph	Kirchem
Janet	Cook
Albert	Legg
Leah	Berman
Virginia	Young
Lenore	Norman
Cathy	Cleghorn
Elsie	Sealander
Mary	Zimmerer
James	Gorman
Alex	Strout
Judith	Peter
Corie	Buddin
Amy	Cave
Casady	Kemper
Robert	Petrie
Debi	stevens
Constance	Engle

Gilna	Nance
Rica	Harden
Jon	Karlsson
Robert	Fletcher
Darry	Carlstone
Phyllis	Combs
Vickie	Drake
Neil	Kent
TARA	HERLOCHER
Maya	Gonsalves
Ellen	Hosford
MICHELLE	RIGNEY
Michael	Norden
Ronald	Brown
Paul	Gianquinto
Tom	Marinelli
Celeste	Dorsey
Joan	Braun
Hazel	Camargo
Mary	Zamagni
e W	w
Kelsie	Durand
Annick	Adjo
George	Chernetz
Patricia	Laranco
Daniel	Ogas
Erin	Bickford
Rob	Sackett
Liz	Davis
Deborah	Bradley
Kathleen	Dannemiller
Karen	Johnson
Daniel	Dunn
Jerry	Belter
Leeanne	Atkins
Mary	Henderson
Jennifer	Larson
Sara	Eldridge
John	Chamness
A	Wells
JoAnn	Rienzie
Barbara	Doucet
Jenni	Kovich

Maureen	Ellis
Donald	Retemiah
Robert	Brady
Nieshea	Willis
Wendy	McConnell
Elizabeth	Secord
Jamesena	Bounds
Erin	Cantu
Karin	Hemmingsen
Leslie	Rymer
Herb	Sayas
Delores	Fedrick
Ethan	Alsrue
Jesse	Ashcraft
Mike	Matcho
Shannon	Dolan
John	Murphy
Bonnie	Smith
AudreyMcguire	McGuire
Craig	Simpson
Amera	Rozier
Spencer	Hendrixson
Susan	Katz-Murphy
Jeanine	Fair
Corey	Corbin
Ken	Morrison
Kathy	Sabin
Mike	Rosing
Heidi	Bailey
Karen and Will	Cleary
Patti	Martin
Grace	Strong
Athena	Savides
Terri	DeFilippo
Rennie	Sweet
Noelle	McGuire
Minister	Ivey
Sarah	Deenihan
Sharon	Soltzberg
Judy	Castillo
Andrea	Maxwell
Kisha	Evans-Gunter
Mary	Wall



Harry and Jill	Brownfield
Shelley	Barrow
Terri	Lefler
Wyman	Whipple
Andrew	Mix
Dionna	Bittle
Wayne	Flick
Beth	Minear
Landis	Lewis
Adam	Gartrell
Lamia	Guellati
Paige	May
Nathan	Maltz
Andrew	Rosalsky
James	shaw
Janice	Reid
Jerry	Mawhorter
Sandy	Steers
Barbara	Sorgeler
Jacqueline	Eliopoulos
ZavV©	Martohardjono
Stevie	Young
Cynthia	Williams
Kendra	Douglas
Leonard	Fourhawks
Carroll	Mccloud
Jan	Campbell
Marina	Wade
L	Schneider
Rochelle	La Frinere
Diana	Finnegan
Tamara	Nance
Craig	Drew
Crystal	Smith
Cara	Sharpes
Andrea	Illiano
Sheila	Coughlin
Sharon	Zayac
Melanie	Walker
Peter	Wunderli
Nashera	Holmes
Loren	Sackett
Alice	Bennahmias

Albert	Griego
Alana	Gee
Robert	Vitaglione
Betty	Butterbaugh
Nancy	Colley
Sanah	Cisse
Thomasina	Maxwell
Nora	gerstein
Herman	Hardy
Helen	Stuehler
Melissa	Reid
Mary	Mandrell
Emily	Miller
Jeff	Miller
Judith	Orr
Marlene	faucher
TERAO	Terumi
Karen	Friends
Robbie	Williams
Angela	Marte
Nicholas	Prychodko
Helen	Lindsay
Matthew	Thompson
Janis	Todd
Robin	McKay
Elizabeth	Plesche
Jasmine	Reynoso
Dorothea	Couch
Amy	Russell
Esther	Ebey
Vivian	Brown
Chris	Seymour
Gerard	Rohlf
Ira	Kanter
Jonathan	Nash
Robert	Shepherd
Anne	Moore
Melanie	Chischilly
Arden	Atkinson
Patricia	Nicholson
Adraenne	Bowe
Ellen	Chuse
Gabriele	Reinhart

Gail	Keiser
Dorothy	Hatch
Sarah	Rowe
Elsa	LeBlanc
Cindy	Kroening
Miriam	Lieberman
Jennifer	Simpson
Ellen	Antoniades
M	T
Mari	McShane
Frankie	Benniefield
Meredith	Kent-Berman
Thomas	Ericksen
David	Kent
John	lee
Bryan	Anthony
Norma	Goldberg
Robert	Christian
Rachelle	McKenzie
Vicki	Grunwald
Janet	Hoover
Margaret	Von Feldt
Pamela	Paul
Wendy	Emmer
Hillary	S
Cheryl	Brown
Eleanor	Lewis
Fanny	Whitman
Krista	robinsonlyles
Fran	Schmidt
Greta	James Maxfield
Sharon	Cookson
Gail	Goodell
Jenny	Collier
K	Watson
Carol	Broll
Susana	e
William	Gaskill
Julian	Amaker II
MERCEDES	LIRIANO
Ryah	Belford
Chudney	Sykes
Phyllis	Doyle

Elizabeth	Mellen
Muhammad	Rahman
Mary	DeHoyos
Seth	Foss
Jim	Fuerholzer
Reina	Peterson
Janet	Holden
Ben	George
Megan	Williamson
Vincent	Basile
Clifford	Juleson
Kathryn	Wild
Mary	Costello
Tara	Caupain-Wilson
Robert	Jakubiec
Jen	Raber
Susan	edgar
Martha	Lipton
Sandra	Hill
Jan	Edwards
Valencia	Williams
G	C
Britt	McFadden
Jill	Weiler
Jenny	Stanley-Baker
Beverly	ifill
Sally	Mikulas-Serletti
Julia	Lawrence
Pedro	Hernandez
Jonathan	Beshansky
Terrancejohansen	Johansen
Eliot	Lee
Genevieve	Clark
Nina	Ross
Linda	Francisco
karen	lin
Diane	Kokowski
Dorothy	Hanna
Lesly	Nazaire
Henry	Baker
Bobby & Beverly	Grant
S	Davis
M	Dillon

Eric	Burr
Arkia	Armstrong
Virginia	Douglas
Janet	Hendrick
Kia	Davis
Aria	Lester
Anne	Desmond
Michael	Harrison
Kim	Mack
Karen	Spradlin
Dorothea	Akins
Jennifer	Thusing
Karen	Kampwirth
Mark	Ernst
Neal	Devine
Carmel	Martin
Roxie	Young
Halima	Johnson
Wendy	Culp
Leonard	Piersialla
Kathie E	Takush
Yolanda	Mitts
Jackie	Rice
Maura	Murphy
Karen	Hoffmann
Ellen	Stowers
Catherine	Albin
Tamiko	fuote
Danielle	Turner
christopher	huggins
January	Parker
James	Barrett
Joanne	Jackson
Nicola	Schafer
patricia	herrick
Barbara	Wiebelhaus
Billy	Steele
Shauna	StoltzLaurie
Christopher	Bering
Rebecca	Skalsky
Natarajan	Krishnaswami
P	Scoville
Kathy	Kroll

Mary	Ferrigno
Tracy	Frisch
Julie	Tonkin
Steven	Zimmerman
C	W
T	Darden
Andrea	Ransom
Steve	Frankham
George	Forrester
Mary	Gagliano
Linnae	Boyer
Michael	LeFevre
Rachel	Acosta
David	Cleveland
Sandra	Johnson
Michael	Archer
Jo	Palmer
Jeffrey	Hollar
Shawn	McGibeny
Josselin	judith
Bev	Rohlehr
David	Atwood
Steven	Groves
Josephine	Njoroge
Placida	Rodriguez
Jennifer	F
Ann	Lemmon
Molly	Randisi
Crystal	Jones
Catherine	Mendoza
Karen	Adams
Patrick	Lemley
Mary	Johnson
Marvin J	Ward
Dorothy	Rocklin
Julia	Morgan
Margaret	Iuro
Royal	Graves
Doris	Filer
Dianne	Noblett
Denise	Garrison
Catherine	Cauthorne
Charisa	Smith

Kenneth	Schilling
Shellie	Stephens
Tia	Pearson
Linda	Fazio
Wanda	Mourant
Ruben	Cerrillo
Lavina	Tomer
Dwayne	Babb
Stephanie	Coleman
Elizabeth	Spiher
Rebecca	Novak
Milton	Davis
Frances	Smith
Jim	Watkins
anthony/sylvia	deluca
Molly	Kaplan
L	Wilson
Gwendolyn	Newman
Sarah	Caplan
Christine	Haftl
Ashe	Richards
Shawn	Meachem
Dawn	Mason
Karen	Shepard
Jessica	Guttenberg
Jan	harding
Savanna	Johnson
Sam	Orlich
Tamara	Leisey
Ellen	Hinchcliffe
Nicole	Eisenschenk
Paulette	salfen
Aliyana	Thornton
Nancy	Hemingway
Vanessa	Clark
L G	Franklin
Richard	Crawford
Pat	Jones
Laurence	Bourguignon
Laura	Chase
Emily	Lerner
John	Gusmano
Theron	Tomicki

Sherman	Handberg
Donald	Neubauer
Renee	Hardy
Linda	Fogt
Elizabeth	Jarquín
Laurenthia	Gurley
Fredric	Hefter
Andrew	Billeb
John	Considine
Kaylee	Knowles
John	Griggs
Alexander	Pollatsek
Sonia	Jaffe
Lisa	covey
BRUCE	HIGGINS
Sandy	Cromer
Paul	Iddings
Kathy	Spera
Gregory	Bower
Larry	Bradwell
Anna	Melendez
Angela	Askew
Sherry	Call
Chad	Armijo
Eugenia	Grignon
Monica	Jelonnek
Peter	Hancock
Paula	Kline
David	McPhaden
Jason	Smith
Karen	Kennedy
Faith	Rud
Jennifer	Yukl
Irma	Tyler-Wood
Heidi	Parvela
Richard & Terry	Anderson
Barbara	Upton
Diane	Arnal
Richard	Guier
Rodney	Regan
Michelle	Nelson
Gloria	Pilkington
Christina	Hewitt



Cheryl	Miller-Holmes
Carl	Mautner
Richard	Johnson
Sara	Hale
Allen	Mellen
Epifanio	Lugo
Ian	Shelley
David	George
Elissa	Weizman
Patrick	Keiser
Marilyn	Bailey
Walter	Fox
Tibor	Gacs
Thea	van der ven
Richard	Eshelman
Betty	Combs
Travis	Rillos
Maddie	Nelson-Turner
Vanessa	Goddard
Marisa	Izzard
Christopher	Herd
Sybil	Schlesinger
Katy	Hall
Lawrence	Jacobson
Diana	Halperin
JAN	MAIOLATESI
Mickey	Federico
Louis	Holloway
Julia	Wade
wayne	moreland
Joseph	Seifers
George	Williams
Gina	Mannarelli-Agostine
Joseph	Towns
Kathy	Colton
Charles	Brocco
Meg	Emry
Lester	Baltimore
Barbara	Holowczak
Elizabeth	Meister
Jackie	Harris
Julie	Norton
Lisa	Pompa

Lee	Bowman
Terry	Moon
Richard	Hutchings
Beth	Baltimore
Ira	Horowitz
Patricia	Abbey
Sydney	McIlhenny
Rachel	Lowther
Kenneth	Jones
Janvie	Cason
Lynna	Dhanani
George	Phillips
Linda	Martin
Amy	Cleveland
John	Erickson
Maxfield	Harding
Doug and Jan	Parker
Elena	Klements
Christine	Sleeter
Andrew	Budziak
Bev	Hansen
Carolyn	Dreeszen
Gabriela	kolman
Michael	Lopez
Valerie	Ralston
Jk	Anderson
Marva	Hill
Richard	Guyton
Ned	Brown
Avery	Ainsworth
Don	Bolanos
Michael	Hayden
Joann	Henderson
David	Kendall
Melissa	Harris
Malissa	Wilson
Robert	Reade
Nathaniel	Hansen
Diana	Bain
Jeremy	Alford
Tabitha	M
Jeffrey	Howlett
Wilhelm & Sherry	Strateff

Mary	Detrick
Dee	Decker
David	Peshlakai
Margaret	Ellis
Luis	Lozano
Don	Brake
Alice	Rim
John	Weil
Steffany	Kraft
Shemanne	Davis
Cynthia	Hull
Melody	Kouba
Margaret	Garr
Laquitta	Redmond-Harris
Allan	Hesch
Sean	Irwin
Lisa	Gies
Fredric	Salstrom
David	Weeks
Thomas	Higgins
Isabel	Travesset
Adam	Matar
Yvonne	Baab
James	Flowers
Patricia	Swagart
Renee	Maxwell
Joan	Rubin
Charlene	Stephens
Francine	Tyler
Geraldine	Rohrkemper
Gary	Putnam
Julie	Wood
Robert	Compton
Karen	Tate
Mary	pantaleo
Paula	Minklei
Kiora	Brooks
Dawn	Brownson
Magalie	Baron-Jeanty
Joanne	Brkich
Robert	Yunus
Nicole	Wagman
Deshawn	Wiggins

Diane	Harry
Dorothy	Parshall
Helena	Ponder Stacey
Gladys	Frantz-Murphy
Michael	Chang
John	Tedeschi
Margaret	Gullette
Danielle	Gothie
Joseph	Homstad
Domingo	Martin
Michael	Johnson
Br.William	Schlosser,sm
Caryn	Kauffman
Gloria	Foret
Heather	Turcotte
Nicole	Brooks
T	H
J	Atlas
Robert	Koopmans
Lawrence	Crowley
Ethel	MacDonald
James	Petkiewicz
Hamada	Yehya
Cathy	White
Jacqueline	Faison
Leslie	friedman
Ronnie	Bolling
Maria de Jesus	Dixon
Riannon	Benezet
Maureen	Absten
Ruby	Church
Vicki	Kondelik
Richard	McCrary
Dini	Schipper
Jack	Hill
Donna	Knipp
Gene	Denney
Priscilla	Liebowitz
Rhoda	Sharpee
Milo	Mottola
Jennifer	Therrien
Edwin	Daniel
Wendy	Life

Kendra	Hoard
Jerry	Atlansky
Gabor	Szakacs
Carole	Smith
Rachel	Ganz
John	Rosing
Eric	Bindler
Jennifer	Bean
de	la Motte
Rudy	Montgomery
Christopher	Promis
Hazen	McConnell
Frank	Crespo
Darrell	Schmidt
Brad	Miller
Meghan	MacKenzie
Christopher	Crawley
Dorothy	Moloney
Susan	Day
Jody	Falconer
Marilyn	Siddiqi
Thomas	Sholly
Susan	Stewart
Joanne	Mosley
Belinda J	Acosta
Alice	LeTourneau
Michael	Hester
Jackie	Sylvander-Sodano
Lori	Grifo
Jo	Pa
Lorena	Lopez
s	m
Jose	Robinson
Maureen	Tucker
Alan	katzer
Harold	Honeywell
Tamar	Schwartz
R	Teshera
Rosemary	Harris
Carolyn	Green
Nina	Garfinkel
Elizabeth	Hickman
Will	Hicks

Alfreda	Richardson
Thomas P	Wahl
Pam	Worden
Maurice	Carter
Taylor	Willis
Judith	Ford
Aidan	Quigley
John	Erskine
Avery	Jones
Trisha	Miller
Molly	Pickett-Harner
Irving	Spokony
Christopher	Judge
Laura	Jurewicz
Steven	Westlake
Fred	Karlson
Gary	Gobbato
James	harris
Tara	Buckler
Steve	Parker
Kathy	Reid
Andrea	Pennisi
Mckinley	Williams
Nancy	Henderson
Karen	Wisniewski
Cheryl	gunn
Eileen	Savdiv©
Cleola	Callahan
Glenn	Mooney
William	White
Jane	Luckey
Jeane'	Dunbar
Karen	Holman
Maryellen	Latas
Debra	Broughman
Michael	Rosenberg
Jan	Sneider-Brown
Emily	McCormick
Jill	Nicholas
Caroline	Schnettler
Savath	Pouv
Melissa	Jordan
Tina	Newlove

Janet	Sahin
Rebecca	Freund
Lisa	Margraf
Carolyn	Pereyra
Edward	Bernardin
Sabena	Stark
Patrick	Nugent
Kristen	Martinez
Donna	Gaskill
Bev	Glueckert
Richard	Lamb
Sylvia	Brown
Ryan	Pryor
Trini	Moreno
Michael	Landess
Nolan	Parks
Kathie	Swanson
Scott	Elliott
Laurel	Ullyette
Lisa	Joy
Mary	St John
Regina	Mason
MICHAEL	SHERARD
The	Hensel
Raymond	Newsome
Paul	Bern
Anne	Zafis
Ada	Hollie
Georgia	Schoonmaker
Val	Folkerts
Wendy	Keller
Robert	Logan
Jerry	Esperance
Tracy	Bell
Sandra	Sheehy
Brain	Short
Darlene	Jakusz
Chrishana	Fields
Benita J.	Campbell
Lynn and Kim	Allen
Rowan	Tucker-Meyer
Gloria	Matson
Sally	Carmany

Anita	Preer
Barb	Noble
Henry	Bogdanowicz
Don	Worley
Barbara	Josefsson
OC	Edwards
Ann	Heerey
Karen	Rusen
Sue	Staropoli
Andrew	Vanover
Connie	Ning
Darius	Buckner
Robert	Newman
Jo	Liggett
Ballard	Boyd
Nanette	Betts
Mitch	Wilson
Sandra	Uribe
Berta	Barillas
Donald	Myers
Arleen	Barber
Tim	mckeithan
Sue	Gibson
Paula	Bushkoff
carole	balekeley-cole
Brittany	Jaramillo
Maria	Ciavola
Meghan	Frost
Jimmy	Bostick
Anthony	Correro
Naromie	J
Jessica	N
Shahirah	Gillespie
T	C
Cornella	Clark
Amelia	Hoy
David	Connell
Marilyn	Hynes
Mary	Walker
Rachelle	Therrien
Vendetta	Thornton
Val	Sanfilippo
Angela	Roquemore



August	Steffen
Teri	Scheuer
Letitia	Herndon
Jessica	Edwards
Angela	Handy
Melanie	Nettle
Karralena	Castaway
Monica	Lett
Annie	Sowell
Lynzy	Hoffler
HEDY	KOLOZSVARY
Lisa	Clarke
Amatallah	Saulawa
BK	Young
M	Moore
Joel	Szasz
Barbara	Hoffmann
Lynn/Roger	Stapes
Gina	Londono
Abdul	Pirani
Demos	Nation
Heidi	Thomann Tewarson
Alfred	Kroeger
Francisco	Lorenzo
Brooks	Appelbaum
Tim	Sylvain
Roberta	Camhi
Kathleen	Hall
Adrian	Barton
Phillip	Hope
Arthur	Lisciandro
Shania	Rose
Jaice	Cooperrider
Christopher	Moran
Mechelle	Gassaway
Cheyenne	Weaver
Jean	Wyman
Ugochi	Madubata
Lisa	kuk
Victor	Sytzko
Kristian	Azyndar
Marlene	Reichert
Larry	linn

David	White
Mike	Ferguson
Peggy	Miros
Evelyn	Griffin
Constance	Speake
JoAnn	Bertorelli
Nancy	Natzke
Robert	Strelke
Thaddeus	Hogarth
Sarah	Striffler
Gabriel	Cohen-Glinick
Darren	Ginn
Kelly	Allison
Jennifer	Porter
Olivia	Apple
Andrea	Kalvesmaki
Pamela	Bennett
Michael	Sarabia
James	Thompson
Lu	Roth
Cathy	Morrison
Henry	Oh
William	Buss
Alexander	Dotson
Valentina	A
Wendell	Finch
Sonja	Thompson
Ganeesh	Genus
Shelly	Simmons
Giampaolo	Laviano
Susan	Wilson
James	Shambo
Mary	Manz
J	Trinkaus
Elizabeth	Molchany
Val	Basom
Jackie	Critser
Brian	Keck
Carole	Morris
Nancy	Seidler
Cynthia	Hatch
Sharon	Wong
Jim	Slezak

Brian	Cocco
Arthur	Burzykowski
Jill	Khoury
V	Christie
Anthony	James
X	Hendricks
Dave	Quayle
Miriam	Haberfeld
Hallie	Gammon
Karma	Johnson
Daniel	Lord
Jon	glick
T	Brown
Ashaina	Cumberbatch
William	Wollner
Theodore	Green
Linda	Janota
Joan	Saetta
Lamia	Mitchell
Carter	Wyatt
Leonel	James
Joyce	Suggs
Dorothy	Golden
Chan	Jeudy
Bruce	Olson
Ramsay	MacLeod
Marlene	Lammie
Sharon	Logan
Kimberly	Turner
Christina	Latzer
Michael	Herbert
Susan	Peters
Cristina	Economides
Mike	Carafelli
Kyle	Cousins
M	Phillips
Mitzy	Lira
Robert	Hirshorn
Gabriele	Holland
David	Kaylor
Jean	Cameron
Sarah	Hess
Victoria	Lam

Howell	Sherrod
Tamara	Schlagel
Willie	Betts
Ashley	Eldridge
Mary	Balding
Ruthanne	Hartman
Frances	LeBlanc
Irene	Armendariz
Roxane	Pajoul
Madolyn	Rogers
Lalescia	Hicks
Zei	Mary
Cassandra	Reid
Debbie	Dunn
Suresh	Damle
Landra	White
Sara	Goldberg
Phillip	Crabill
Ruth	Evans
Rosemary	Ryan
Ron	Lavender
Parker	Brown-Nesbit
Adam	Mills
Marilyn	Wienk
Alton	Roundy
Donald	Cooney
Jean	Sommer
Rachna	Mathur
Claudio	Dosa
Darrel	Hostetler
Glenn	Hinson
Margaret	Corbin
Arthur	Payne
Ann	Hinshaw
paula	Iudwin
Kara	Young
Nico	P.
Nancy	LaGratta
Michael	Collins
Roy	Nemko
Richard	Selleseth
Stephen	Oviatt
Holger	Mathews

Michael	McMahan
Joe	Stoner
Camille	Yarbrough
Theresa	McEvoy
Lorna	Frank
Michelle	Graves
jude	thomas
Patricia	Youngson
Shonell	Riley
Marcia	Melendez
Susan	Minter
Dana	May
Suzanne	Ward
Leah	Froemsdorf
Crispin	Burnham
Anne	Chilson
Glenn	Krakower
Donna	Pearson
Mia	Roozen
Dominique	Brewer
Frederick	Klein
Wendy	Wolfe
Deidre	Edwards
Richard	Fochtman
Amy	Favaro
Debayani	Kar
Beth	Merrill
Mary	Hahn
Margo	Stone
Sophia	Weissmann
Carla	Tuke
Carolyn	Trindle
Jerry	Hicks
Aaron	Sheiman
Jon	Wishnuff
Marcus	Byron
Camella	Brown
J	cannon
Cecile	Sherman
Chris	MacDevitt
Anduril	White
Katelynn	Sobus
Ann	Holmes

Jeanne	Acosta-Caipe
William	Scott
Mickey	Beltran
William	Edwards
Lara	Miller
Lynn	Elliott
Mary	de Lyrot
Sandra	Williams
Linda	Linton
Norm	Wilkinson
Carolyn	Weinberg
Jim	Gehman
Julie	Ozias
Kathleen	Yuhasz
Evangeline	Mirville
Michael	Vickers
Hipolto	Arriaga
Connie	Miller
Edward	Rengers
Adriane	Hanson
Virginia	La Fleur
Lisa	Dumin
Tanya	Nieri
Sheri	Ambrose
Wendy	Wark
Dion	Kliner
Isabelle	Pastin
Mary	McKenna
Dorothy	Knudson
Susan	Barber
Phyllis	Roth
Melissa	Meyer
Norma	Madison
Saad	Siddiqui
keith	brooks
Janelle	Murphy
EDWARD G.	MRKVICKA
Mauria	McClay
Jessica	Thompson
Maggie	Shields
Charles	JASNOSZ
Veronique	Sanson
Pat	Thompson

Michael	Heinsohn
Greg	Zyzanski
Beth	Fidscher
Janet	Donaldson
Jeremy	Hasson
Bruce	Cratty
Jamie	Thomas
Shannon	Jacobs
Beth	Goode
Carrie	Watson
Asha	Sharma
Anne	Wolowiec
Theresa	Scherf
Wanda	Berry
Mary	Konecny
Buff	Rogers
Allison	Fradkin
Terrence	Willitts
Patricia	Emmert
Jennifer	Calvert
Robert	Fischoff
Caitlin	Hunt
James	Dumphy
Elijah	Wade
Carol	Chowdhry
Cheryl	Stewart
Leslie	Smith
James	Hickey
Brandon	Look
Kathleen	Nummerdor
Decie	Wilson-James
Panelle	Gills
Joyce	Shiffrin
Edrice	Tozier
David	Eye
Andrea	Doman
Alta	Dauel
Melanie	Roby
Samuel	Springer
Kathleen	Mazzetti
Neda	Holliday
Char	Esser
Erica	Himes

John	Porinchak
Arthur	Fawcett
mark	mendoza
Maya	Escobar
rob and colleen	m.
Kimberly	Williams
H	Hodge
Thomas	Douglas
Victoria	Jensen
Megan	Allen
Walter	Gutherie
Tess	Elliott
Nilah	MacDonald
Kathryn	Wade
Tajeer	Robinson
Sally	Seckman
Anthony	Howard
Frances	Babic
Alison	De Almeida
Owen	Kunkle
Stephen	Mudrick
Srijan	Chakraborty
Anna	Marback
Suzanne	Koury
Lori	Jirak
Jamie	Bunson
Shamaka	Schumake
Jim	Whitworth
Kathleen	Anderson
John	Jones
Pat	Launer
Leslie	Smith
Jorge	Flores
Susan	Evans
Carl	Gendvil
Eldon	McKie
Robert	Saul
Pauline	Morgan
Natasha	Brenner
Sharon	Pauley
Lora	Smith
Rosemarie	Kistler
Paula	Lepore



D	Gryk
Nancy	Carl
Roz	Norman
Judith	Coggins
Tangie	Scales
Kay	Olan
Tom	Grych
Soledad	Vera
Lucy	Duroche
Harry	McNally
Mendee	Stroud
Kimberly	Hart
Grayson	Henderson
David	Ruffner
A	Ludwick
Carol	pucak
Peggy	Feldman
Hannah	Stanton
Lisa	Schoultz
David	Miller
Gail	van ekeren
Claudia	Bainbridge
Jane	Davidson
Shirlee	Perlow
Greta	Alvarado
Nicholas	Maddaloni
Terri	Pettaway
Sarah	Reinken
Bruce	Denning
Corita	Forster
Brad	Miller
Pat	WARSTLER
Jaquelynne	Mauvais
Ivonne	Walters
Steve	Wise
Katherine	Hatch
Stephanie	Sylvain
C	M
Joseph	Werzinski
Judith	Layman
Jonathan	McCann
k	Perkins
Cynthia	Edney

Kathy	Anderson
Hattie	Vanner
Jo Anna	Hebberger
Rosemary	Dressler
Kathryn	McKinney
Tom	Calderone
Catherine	Kilgore
Lloyd	Schutzman
Maria	Hernandez
Petrea	Mannello
Ida	Lindsey
John	Wilson
Carol	White
William	McGunagle
Herb	Caesar
Rane	Richardson
Valerie	Snyder
Fermin	Morales
Daniel	Gonzales
Pamela	Raup-Kounovsky
J	Woodhull
Michael	Congdon
Nancy	Nix-Rice
Lee	Bible
Devin	Abraham
Lauren	Mangini
Loretta	Kilby
Carol	W
Marjorie	Kiefer
Kia	medina
Ellen	Garza
Kamton	Woodard
Jana	Knibb
Jacqueline	Bishop
Camille	Singaraju
Cathy	Johnson
Bill	Chockla
Jacqueline	Curtis
Marge	Suriyamongkol
Frank	B.Anderson
Stephan	Braemer
S	Layden
Patricia	Fuller

Honora-Bright	Aere
Corinne	Monk
Robin	Nussbaum
Dhyana	Westfall
MaryKay	Rodarte
Thi	TonOlshaskie
Claude	Lasporte
Christopher	Martens
K	Artz
Michael	cole
Robert	Raines
Builder	Levy
Michael	Chutich
Yitzhak	Husbands-Hankin
Jeanie	Glockner
Janice	Biederman
William	Obrien
nathaniel	johnson
Kathy	Watson
Joan	Columbus
Jim	Mee
Derrick	Heyward
Rebecca	Marshall
Caroline	Brown
Pamela	driessen
Christine	Staight
Ebony	Smith
Nicole	livingston
Donna	Charlap
Marlene	Dick
Jonathan	Beiler
T	Harrison
Meredith	Mohr
Darielleshears	Shears
Jan E.	Vaughan
James	lumpkin
Niikai	Cannon
Lesley	Stephens
Jasmine	Mahmoud
Kevin	Curtin
Joseph	Micketti
Marie	Gary
Kathlene	Ford-Walters

Jennifer	Soltero
Randall	Herz
Richard	Mansfield
David	Serino
Anita	Buffer
Suzanne	Einhorn
Mary	Randell
David	Mayer
Clarence	Robertson
Suzanne	Avichai
Kathleen	Parajecki
George F.	Klipfel II, CLS
Jamal	Khoury
Rakesh	Naik
Harriet	Jernquist
Moya	Satterwhite
JC	d
Edwina	White
Esther	Diamondstone
Eugene	Kernan
David	Smith
Brandon	Jenkins
David	Lindberg
Bruce	Davies
Janice	Blake
Michelle	Logan
Diambu	Smith
Anthony	Albert
Phyllis	Orner
Harry	Russell
Tamara	Vannoy
Margaret	Hoffman
Glenn	Haig
Costella	Beck
Diane	George
Lynn	Anderson
Angus	Davidson
William	McGoldrick
Dennis/April	Clobes
Jay	Lazerwitz
Terry	Akana
Alan	LaPayover
Darrell	House

Gabi	Frankel
Helen & Paul	Baumgartner
Allen	Hunter
Andrew	Ball
Tina	Drake
Anne	Flanz
Caroline	Hair
Mary	Connelly
Kerstin	Magnusson
sandy	young
Linsi	Deyo
Anita	Rhynes
Em	Crone
Amy	Scher
Joyce	E
Marie	Sweeney
Jennifer	Pullar
graham	Ford
Rosemary	French
Mary	Manning
Natalie	Helms
Myrna	Freeman
Jay	Pfeil
Elizabeth	Howell
Maryanne	Jerome
Megan	Faber
Felicia	Harris
Klaus	Steinbrecher
Joe	Kaleel
Elizabeth	Boynton
Janet	Moser
Deborah	Hunter-Jones
James	Bashkin
Sandra	Collazo
Linda	Curtin
Ray	Felder
Andrea	Snyder
Elaine	Golden
Myles	Robertson
TRACEY	ROSE
Sandy	Rolland
Cheryl	Highland
William	Patton

Alenka	Figa
Eva	Hedberg
Suzanne	Salerno
James	Taylor
Mary	Salerno
Arlene	Goodenough
Robert	Harrison
Barbara	Gelder
Daniel	Hughes
Lori	Pierce
Scott	Norris
Karen	Clemente
Kathleen	Stinson
Marcia	Jackson
Rachael	Pappano
Jill	Fogg
Laurel	Cameron
P	Gerrol
Helmut	Platzer
amy	peloza
Lois	Clymer
Juanita	Dubry
Terry	Akana
Annette	Dubois
Arthur	Bjork
Jeanne	Deane
Ashley	Vowles
Geneva	Lupton
Trisha	Jachlewski
Susie	Trenka
Maydine	Thompson
Rick	Russell
Tiffaney	Derreumaux
Regina	Ashby
Moya	Bailey
W.	C.
Blaine	Nowak
Dan	Hubbard
Penelope	Andrews
Karly	Larson
Nikhil	Shimpi
Karen	Owens
T	Garmon

Curtis	Rayborn
Francine	Hodovan
Casey	Remy
Juliana	Bognar
Diane	Horner
Karolyn	Beebe
Clare	Smith-Larson
Michael	Salzmann
Catherine	Smith
Mary	Reeves
Julia	Doucette
A. Marbro	Rush-Osborn
Joseph	Wasserman
Kristin	Blalack
Kristin	Arioli
Leroy	Frankel
Luc	Le Noir
Carole	Anderson
Adrienne	Padula
Melinda	Turner
Donna	kalil
S	Rand
Dee	Weber
Dain	D
Sue	Smith
Willie	Gardner
Sandra	Boylston
Zareth	Jones
mushtaq	syed
Pamela	Elf
Evy	Mayer
Trevanne	Foxton
Barbara	Reitmeyer
T	Wafer
Ilias	Rahimi
Sabine	Caspar
Joan	Harding
Joel	Piche'
Ann	Stern
George	Herendeen
William	Willis
Kathleen	Eaton
Annika	Bentley

Thomas	Wilson
David	Matz
Ronald	Stow
jim	Barber
Leigh	Clark
Barbara	Lenarcic
Thomas	Rewoldt
Amber	Ford
Caroline	Luft
Bernard	Printz
Donald	Hanek
Richard	Berggren
Eula	Rice
Cynthia	Funk
DeAngelia	King
Frank	Rhodes
Enola	Aird
Jodie	Shapiro
Lorraine	Klein
Rolland	Bell
Patricia	Lennox
Jonathan	Hebert
g	johnson
RAFE	DIMMITT
Christie	Bradley
Lorenza	Brown
Kevin	Giacobbe
Matt	Geer
Patti	Garrett
Stephen	Dutschke
Juanita	Montano
Elizabeth	S
Ginny	Ansbergs
Juanita	Jefferson
John	Springer
Norman	Feaster
Stephen	Kahne
Gordon	Andrews
Anup	Sircar
Erica	Lann-Clark
Dorene	Robinson
Emily	Keeler
Samuel	Morningstar



George	Bent
Sandra	Dudley
Marcella	Briones
Fanny	Yang
Judy	johnson
vicky	bates
Donna	Nowell
David	Kronheim
Annette	Lilly
Cara	Morris
Janice L	Gibson
Mike	Hallmark
Anna	Cowen
Claudia	Sabine
Janice	Stacy
Valli	Cohen
Linda	Bolduan
Bianca	Walters
Charlotte	Mullen
Morris	Phillips
Richard	Freeman
Samantha	Keogh
Jessica	VanHook
Leslie	Trimble
Dawn	Nye
Hope	Jacobson
Ana	Tamara
Kelly	Hurlbut
Jovita	Tieso
Melvyn	Levrant
Jacqueline	McFadden
Dolores	K
Alice	Ciuffo
Cathy	Lewis
Jonathan	Holland
Susan	Proietta
Alvin	Marshburn
Ker	Cleary
Cindy	Snyder
Fred	S
Chevon	Bostick
Teresa	Davis
Kimah	Beach

Bertha	Bikulcs
Eliot	Tigerlily
Cama	Merritt
juanita	johnson
Eileen	Gerdes
Stephanie	Benites
Caroline	Kern
Antwan	Chambers
Jeff	Horejsi
Roger	Olmsted
Ivory	Jackson
Krystal	McAllister
Patricia	MacDonald
Jim	Khoury
Kurt	Cruger
Tiffany	C
Larry	Schlessinger
Shanta'	Brown
C	S
Avery	Lee
Caitlin	Hanrahan
Lawrence	Newman
Martha	Mallicote
JManley	Manley
Gail	Ryall
Jc	C
Karen	Inman
Paulette	Messenheimer
Barbara	Bogart
Horace	Hendricks
Douglas	Williams
Hannah	Borst
Thomas	Blazier
Shane	McCune
Joanne	D'Esposito
Celinda	Sanchez
Rodrigo	Fernandez
Marie Frances	Carini
Wayne	LaBeaud
Connie	K
Barbara	Silverman
Murry	Caetano
Dorothy	Carlson

Penny	Leboeuf
Juliette	Blount
Rita	Pesini
Raechel	Chabot-Weingart
Bernadette	Farmer
Eithne	Clarke
Kristin	Gabella
Esther	Lable
Sheldon and Doris	Kerbel
Gretchen	Crawford
Hebe	Martorella
Darlene	Bland
Louise	Mann
Ralph	Tucci
Cynthia	parsons
Gayle	Ferioli
cris	reilly
edward	hampton
joan	Leavitt
Branwen	OShea
Kristin	Lortie
Lawana	Ducker
Tanya	Bergstrom
Susan	Golden
Patricia	Scott
Karen	Angel
Katherine	Dooley
Jahney	Lacey
James	Long
Dani	Schlenker
Pricilla	Smith
Suzanne	Bundy
meri	rei
Ginny	Schneider
Gary	Russell
H	Hopfe
Frank	Mores
Janet	Uhl
Sue	Dean
Cathy	Scott
Brit	Rosso
Mary	Hadcock
Jeanne	Anderson

Malisa	Matthews
Lynn	Merle
Carol	Shimek
Norma	Moore
Dave	Frank
Cheryl	Von Ehrenkrook
Marcy	Lauer
Jesse	Mallory
Mercedes	Suarez
Thomas	Grill
Patricia	Thomas
Lorraine	Bethka
Tiffani	Logan
Samantha	Bond
Sarah	Bates
Arthur	Daniels
Jeanne	Tanke
Andrea	Hicklin
Carla	Hasegawa-Ahrendt
Martin	Iseri
Jean	Rossi
Eva	Areces
Kosta	Ziakas
Lea	Harkrider
Priscilla	Skerry
Sarah	Waller
Raymond	Tate
Reynald	Pierre-Charles
Rick	Vance
Haydee	Stella
Joan	Angelosanto
Sherry	Rubinstein
Paul	Novak
Carlos	Fiol-Matta
Colin	Bennett
Nancy	Woolner
C	Hilsman
Teresa	Bray
Claire	Kuskabe
Gregory	Forcier
Aurelie	Ward
Leone	Lewis
Deezo	Brown

Jackie	Oswald
Bo	Bergstrom
Tom	Csuhta
Sasimar	Sangchantr
JoAnn	Riley
Carol	Kruschke
Leonard	Incristo
Leonard	Townes
Deirdre	Scott
Cara	Kulwicki
Nicholas	Monitto
Elaine	Holder
Richard	Blackford
Ian	Nelson
Don	warfield
Hanan	Abdus-Salaam
Joel	Gort
Arthur	noble
Deborah	Jenkins
Ayinde	Flores
Betty	H
George	Hartman
Christopher	Benjamin
Daniel	Smith
James	Keats
Susan	Edwards
Barbara	Laxon
Juanita	Rosene
Janeth	Mallory
Lasharn	Griffin
Tom	Hougham
Nancy and Craig	Phillips
Wallace	Webb
Tamika	Baker
Allison	Cheng
Nancy	Nickerson
Beulah	White
Justine	Huffman
Lou	Kilburg
Joe	Sokolinsky
Andressa	Albuquerque
Margaret	Turcich
katia	scaglia

Mary	Tommelleo
Sheila	Rosart
Mark	Lavrenz
Anne	Padilla
Stephanie	Christoff
Norine	McQueeney
Toni	McGovern
Lewis	Hawley
Lorraine	Socorro
Sandra	Smith
Mirella	Laure
Colleen	Winters
Andrea	Jordan
Mickie	Lynn
Kevin	Loreque
Marcelle	Cline
Maria	Armandis
Rita	Gates
Maya	Alvarez
Donna	Cerkvenik
Kathryn	Van Note
Jill	Wittenbrader
Nicholas	Kurek
Tina	Dampier
Miranda	Vorhees
Maria	Maloney
Hazel	Cespedes
Anne	See
Evan	McDermitt
Terry	Travis
Abe & Barbara	Moore
Paolo	Pagotto
Gary	King
Mary	Mutch
maiya	ekey
Patrice	Wallace
Sara-jane	wilson
Geoffrey	Fisher
Mary	Giardino
Paul	Runion
Alana	Hollister-Bates
DeAndre	Houston
Vince	Snowberger

Robert	Lee
Paula	Wells
Paul	Scott
Barb	Greene
David	Morin
carmelita	block
Lee-Ann	Johnson
Marcia	Taylor
Amy	Moreno
Edward	LeBlanc
Carrine	Michel
Barbara	Sylla
Jeffery	Dorer
J	Edwards
ProfPaolo	Longo
Clancy	Little
Sue	Lundquist
Ann	Galloway
Helen	McArdle
Godfrey	jordan
Albertine	Guy
Fran	Aguirre
Kathryn	Vitek
Dorothy	Tharsing
Dale	Hendel
Mary	Proctor
Joseph	Allen
Madelyn	Banks
David	Mason
Jennifer	Marana
Jackie	Stolfi
Jack	Ray
Edna	Miller
Paul	Turner
LeeRoy	Sherwood
Barbara	Wood
Austin	Robinson
peggy	porcelli
Elizabeth	Siarny
David	Lafond
Diane	Catches
Heather	Dale
Sacha	de la Tour

David	Bigwood
Cheron	Scott
Mafalda	Castro
Nancy	Carey
Noel	Barnes
Kirk	Zinkowski
Jarle	Berge
Joan	Ollom
Pieter	Hull
Linda	Veiga
jack	tungseth
Christina	Hicks-Goldston
Aleksandra	Kowalczyk
Brett	Collins
Linda	Patzke
Marta	Thornburg
Jared	Wright
Sakinah	Abdussamad
Brandon	Shimoda
Gene	Ray
Kelley	k
Chris	Kaihatsu
Richard	Bright
Sylvia	Marie
Amanda	Smock
Ann	Corey
Morgan	Bowman
Diana	Emerich
Julia	Sutton
Julie	Sporny
Christine	Koehler
Georgeanne	Samuelson
Maritte	Rahav
Sandra	Cobb
Myranda	Rusie
Kay	Drache
Brandon	Morrow
Macrina	Rodriguez
Stuart	Greenspan
Bryan	Dunphy
Leslie	Klein
Raymond	Moody
Joann	Joseph



Greg	Puppione
Jessica	Letourneau
Susanne	Eules
Susan	Tucker
Pat	Ament
Seraphina	Kafane
Brenda	Carmichael
Connie	Allison
Logan	Paul
John	Holmes
Virginia	Breza
George & Linda	V. Willioams
Erin	Strelec
Thomas	Crown
Tanisa	Brown
Leigha	Henson
D	M
Derald	Myers
Rlc	Evans
Margaret	Keylin
Jose	Garcia
Jackie	Kinsley
Bruce	Carroll
Michael	Sodos
Phyllis	Ohlstein
Adrienne	Harvey
Ernest	Allen
Nancie	evoniuk
Micah	Woods
Ryan	Suleiman
Arturo	Garcia
Jessica	Richardson
Marilyn	Tobubu
Gary	Cook
Penny	Arken
Ruth Ann	Orlansky
Sharon	Miller
Mariana	Palacios
Joyce	ansari
Joyce	Green
Laura	Anderson
Claire	Fincher
Carvonda	Young

Wendy	Scherer
Arlene	Ahmed-Jefferson
Shazzia	Hines
Leo	Douglas
Maryellen	Molnar
David	Ruppert
Chris	Cole
Louise	Heiss
Laurie	Devers
Robin	Shepard
Terri	Jones
Gary	Gall
Janet	Noonen
william	insley
Kathryn	Rogers
J	Adams
Mary	Leon
Natalie	Bryant
Chuck	Hutaff
Tito	Santiago
Amy	Dawson
Michael	Gary
Paco	Smith
Vic	Bostock
Fred	Ponder
Brenda	Pereira
bob	Bartlett
Michael	Glasheen
Adam	Ludwig
anne	petrokubi
Tedd	Ward
R	Perez
Sara	Valade
Ahsha	Grace
Margot	Morgan
Nancy	Thelot
Chad	Giblin
Robert	Zeller
Erin	Harney
Iliana	Alcantar
Thomas	Davies
janice	carolina
Pearl	Semley

Eileen	Greenwalt
Antonio	Willis
Jennifer	Anthony-Bogue
Jay	Moody
Dorothy Daniela	Gioseffi
jen	Eiffert
Eleanor	Breinan
Hal	Case
Larry	Wenberg
Michael	LeMay
James	Drahovzal
Alexandra	Wijk
Martin	Micheelsen
Mike	Shunney
Alison	Frankel
Chirag	Patel
Barbara	Hirsch
Michael	Stevens
Dan	Krauss
Raumene	Rahatzad
Valentina	Lugo
Susan	Williams
Ann	deVere
Joyce	Cousino
Phyllis	Honig
S	Parrish
William	Nusbaum
William	Reineke
Elizabeth	Zettler
Nancy	Gregory
Ibn-Umar	Abbasparker
Catherine	Meau
Dorothy	Felton
Kelly	Feibes
Gloria	Callaci
Philip	Oppenheimer
Sharon	Kurach
Bryon	Smith
Regina	Younge
Shantelle	Fullenwiley
Lori	Shannon
Larry	Weiss
Jeffrey	Erwin

Michelle	Graham
Christopher	Szecsey
ricardo	gangarossa
Jessica	Gookin
Tami	Spahr
Ann	Collins
Bianca	Dorsey
Monique	TONET
Regina	Hudgins
Thomas	Schmitz
John	Englesby
Kathy	Harrop
Brian	Gottejman
Jeanne	Young
Wania	Howard
Janice	Goff
Lauren	Cocilova
Alice	Johnson
C	Stevens
herbert	hasan
David	Gross
rebecca	krueger
Jennifer	Ire
Susan	Starr
C	Green
James	Scarabin
Jeff	Freels
Arnold	Ruiz
Jim	Thomas
Stacie	Slay
Carol	Pawlak
Joe	R.
Lauren	Bell
Joan	DeYoung
Gavi	Stevens
Corbett	Kroehler
Den	Oneill
Althea	Wright
Gregory	Mucci
Rachel	Henning
Fayaz	Kabani
Marty	Saitta
Jennifer	Rhein

Shomla	Begum
Adrien	Logsdon
Gail	Burns
Florence	Wright
Mary	Owens
Ric	Rodgers
Merideth	Anderson
Natalie	DeNatale
Kathleen	Boudreau
Larry	Powell
Alissa	Stoehr
Graham	Bridgman
Suzannah	Callaghan
Helen	Anderson
Elizabeth	Congdon
Judi	Bucholtz
S	B
Dennis	Black
Michael	Ulrich
Maddie	Zimmerman
sheila	johnson
Jeninne	McNeill
Susan	Marino
Emmanuel	Vandendijck
Terry	Roberts
Stephanie	MacRae
Patrick	McGill
Aaron	Wagner
Sandra	Kelley
Lara	Trout
Ph	Peter Brennan
Suokass	Suokass
Philip	Kritzman
Kate	H
Lancell	Lindo
Rebecca	Frey
Pat	Benabe
Christopher	Riff
Audrey	Huzenis
Vanessa	Wilson
Sharon	Lynch
Bob	Watland
Kenneth	Sanders

Christy	Giesick
Kathleen	Lawrence
Lorraine	Fontana
Audrey	Kucer
Courtney	Wells
Steven	Belfield
Joan	Grossman
Eugene	Mason
David	Gubernick
Wodeanyene	Addo
Annaleah	Brown
Matthew	Blackwood
Karen	Tinner
Brandon	Baxter
Deborah	Baker
Carol	Murray
Karis	Wilkerson
Joana	Harris
Jim	Johnston
Gary	Friend
Anthony	McCradic
Shanno	Trebus
Thomas	Crothers
Elizabeth	Bowdan
Louise	Calabro
Thomas	Crothers
Simone	Conway-York
Brenda	Holly
Andrew	Spiers
Tiffany	Daniella
Pablo	Herrero
Coleen	Gowans
Hannah	Kirkner
Mitzi	Priest
Larry	Parker
Jackie	Fritch
Kate	Hardwick
John	Stull
Stephanie	Meacham
Bernadette	Price
Manuela	Bentley
Lisa	Kroin
Andrea	Yakovakis

Bob	Ramlow
Donna	Frye
Nicole	Miller
Michael	Treece
Anna	Arevalo
Judith	Owen
Laura	Kollett
Corrie	Talbot
Donna	Lucero
Neil	Freson
Daniel	Kearney
Pamela	Tobler
Ute	Hebborn
Co	Tran
Jess	Switalska
Neil	Ferguson
Camelia	Mitu
Margaret	Wessels
Terri	Roeser
Tamar Diana	Wilson
Junette	Thompson
Nena	Dunn
Rochelle	Pacheco
Alan	Schrift
John	Wall
Margaret	Madsen
Bette	Swando
Barbara	DelGiudice
Kate	Sanguinetti
Gregory	Gagarin
Delmar	Thomas
Vicki	Wilson
Sharon	Lightfoot
Sandra	Hillerstrom
Patricia	Cox
judy	baird
Lynn	Lawrence
Charles	Pinderhughes
Susan	Schoch
Larry	Daniell
Elizabeth	Chacich
Doris	Vanderpool-Chance
Kathy	Baker

Regina	Phillips
Mary	Cornell
David	Black MD
Jessica	Calosci
Michael	Schmotzer
Cheri	Carden
Michael	Wetzel
Genny	Genevich
Kristine	Brull
Donna	Cook
Nancy	Roberts-Moneir
Nancy	Gutierrez
Alfred	Ferraris
Art	Delgadillo
Malcolm	Perry
Tom	Klimczyk
Ofurhe	Igbinedion
Harriet	Roberts
Lydia	White
Stephanie	Remington
Ron & Karen	Riggert
AM	Hess
Brian	Dalton
Chanda	Farley
Carlos	Ortega
Gail	Padalino
Michelle	Banks
Haruki	Eda
Paolo	Timelli
Nadine	Pemberton
Linda	Greene
Jessica	Wade
Trevor	Wooten
Terrie	Williams
Chris	Strickwerda
Armando	Garcia
Tracey	Aquino
Diana	Cowans
Andrea	Thompson
Joseph	Huttner
Paige	Kimble
joan	Cackler
James	Stewart



Mike	Galvin
Jeanne	Chiang
Alvera	Pritchard
Doris	Riley
Harry	Richey
Wendy	Larson
Dallas	Windham
Rick	Pearson
Kevin	Haskins
Denise	Bonk
Cheryl	Ewing
Eva	Cashdan
Irene	Smith
Gary	Hull
Christelle	Jean
Margaret	Nagel
Rebecca	Connors
Jill	Perin
Sven-Erik	Rose
Chris	Berlet
John	Poss
Paola	Scodellari
Francine	Traniello
Tricia	Kob
Dana	Sklar
Linda	Hoover
Mary	Romanek
Steven	Keleti
Robert	Gunther
Florence	Saeger
Alana	H
yvonne	Tacoronte
Valerie	Smith
Yonah	Grau
Emma	Heth
LAWRENCE	RUSHING
Susan	Reyna
Richard	Honeycutt
Latasha	Corley
Rosalyn	White
Tara	Crane
Marnie	Scheinberg
Rachel	Moulton

Stephen	Halpern
Roberto	Kunert
Jackie	Gerspach
Dubravka	Pehar
Carol	Kessler
Shonetta	Stinson
Kathleen	Kennedy
Jason	Murcko
Clive	Smith
Daniel	Fernandez
Terry	Solon
Anne	McBride
Janet	Saupp
J	Nelson
Kevin	Mack
Robert	Brooks
Joseph	Lite
Esther	Kirk
Susan	Pearcy
Alfonzo	Clarke
Pardee	Arthur
Sherry	Becker
Pietra	McNamara
Kay	Gregory
Emily	Garcia
M	Halvorsen
Sharon	J
Piero	Rondoni
Karen	Carr
Karen	Karste
Rose	Gansle
Judy	Trohkimoinen
Sherimane	Johnson
Sherry	Soules
Paul	Scott
Ordides	Davis
John	Nettleton
Theodosia	Billups
Gerard	Gaudin
Carla	Griffin
ME	Monti
S	Shakoor
Cecilia	Johnson

Anne	Fojtasek
Mary	Smith
Eleanor	Smithwick
Nikki	Dahlin
Christine	Savini
Willie	Adams
Terri	D
Albin	Hansen
Omar	Saboor
Kristin	Friesen
Cathie	Duncan
Jennifer	Halpern
Judith	Love-Fischer
Linda	Anderson
Carol	Satterlee
Jennifer	Smith
Elizabeth	Hunter
Sheila	Brown
Harold	Dodge
Lucille	LePage
Sarah	Teitelbaum
Richard	Buhle
Ravid	Raphael
Megan	Petrucelli
Maureen	Sheahan
Martin	Lomax
Clarice	wilson
Marcia	White
Jill	Schreier
Penelope	Little
Patricia	Constantino
Maarten	Rietveld
sander	temple
Keri-Ann	Black-Deegan
Ruth	Drouin
Hope	Sharrock
Willie	Qualls
Janice	Ross
Kimberly	Roberts
Raymond	Zahra
Joy	Ladin
Czarina	Thelen
Jim	Lewis

Elise	Kennedy
Lilyana	Srnoguy
Evelyn	Haas
Martin	Penkwitz
Harold	Darling
Jared	Angaza
Sheila	Sadowski
Joy	Martin
Juanita	Hull
Gena	Chereck
Diane	Swanson
Sidney	Cholmar
Brian	Benjamin
mark	lamport
Beth	Wyandt
Steve	Wendt
George	Yanney
Pam	Zimmerman
Anastasia	Ferratti
Anne	Jameson
Josef	Wyss-Lockner
Mike	Cohn DVM
Gary	James
James	Voight
Paula	Davis
Ethan	Prater
John	Ballo
Lorraine	Moore
James	Noordyk
donna	Logan
Rob	Carter
Frederick	Tuck
Michele	Hondo
Willie	Grant
Judith	Ellenburg
Karen	Mitchell
Carol	Rigrod
Pam	Palencia
Aaron	Pyle
Susan	Danco
Kazia	Macey
Marjorie	Curci
T	Mo

Charles	Dean
Margie	Phillips
Erik	Rowen
Kathleen	Capps
Arthur and Lois	Finstein
Judith	Castiano
James	Castle
Marie	Friday
Jennifer	Marie
Martha	Dickerson
Kate	Szrom
Sherron	Norlen
Todd	Boerger
Judith	Pearson
Barbara	Mahony
Donna	Allen
Marc	Kelberman
Ray	Wager
JD	Victoria Martin
Linda	Pluschke
Olga	Vannucci
Patricia	shimchick
Elizabeth	Hendricks
Michelle	Munoz
Margo	Bagley
Emily	Clabough
Stephen	Pocklington
Laura	Caseley
Glenn	Church
Lori	Haldeman-Mossholder
Femi	Fatusin
Linda	Jackson
Alfa	Santos
Joyce	Scott
Dierdre	O'Donnell-Griswold
rayven	battles
Cheryl	Colombi
Silvita	Brown
Rhonda	Green
J	Pinc
Brigitte	Mueller
Anna	I
Joseph	Cox

David	Simpkin
Erandy	Ramirez
Cheryl	Millett
Deborah	Hogshead
Meredith	Kates
Jeanne	Heifetz
Mary	Kayser
Margaret	Dyson-Cobb
Kymerlyn	Reed
Clifford	Worden
Lori	Williams
Heidi	Sikina
Gwen	Nakano
Thomas	Sanger
Joe	Bateman
Susan	Benton
Mark	Foerster
	4 Arntson
Helen	Coats
Jon-Paul	Wolfe
Phyllis	Jazzkowiak
Carrie	Schudda
Ruth	Fisk
Joyce	Winebrenner
Jeneen	Bellman
Stephanie	Snyder
Angel	Mahaney
Tracy	Morris
Clark	Jones
Dyan	Gibson
Emily	Brown
Roaschell	Lee
S	Smith
sandra	schomberg
Bob	Fletchet
Nancy	Allen
Lana	Fishkin
Marichelle	Gurski
Barb	Kuchno
Kendra	Stuckey
Bonnie	Hudsick
Donye	Sacco
Dale	Biersteker

Marjorie	Joyner
Vicki	Fox
Jailanyq	Thiaw
Josv©	Durant
Bjorn	Jensen
Margaret	Heatherly
Justin	McCullough
Jeanine	Yows
Wendy	Volkmann
Anita	Gass
Kiana	Rose
Breana	Hayes
Kendall	Maupin
Charlie	Weaver
Karen	Kirkhart
Felicia	Brown
Brette	Chapin
Taylor	Sinclair
Jim	Radebaugh
Wendy	Shuman
Cheryl	Gainey
Bill	Brady
Juanita	Finn
geraldine	Schiavone
Jeremy	Bourget
Charlie	Jackson
Linda	Joseph
Zachary	Demko
BL	Melton
Phil	Hilfiker
Patricia	Claytor
Elena	Solomon
Mike	Raymond
Robert	Rogan
Joyce	Coe
Aristea	Geroulis
Hans	Jacobsohn
Elizabeth	Evenson
Catherine	DeKorte
Loree	Rice
Yvette	Martinez
David	Sielaff
JM	Kirby

Melissa	Milano
Kevin	Rolfes
Sam	Hunter
Shar	Brooks
Kenton	Barnes
Grace	Corina
Susan	Wald
Donald	Monheit
Jessica	Ugstad
Maryanne	Preli
Bob	Barth
Bonnie	Watkins
Diane	Kraft
Sarah	Ganzhorn
Phoebe	Oaks
Sarah	Lindholm
Martin	Jones
Julie	Seitzman
Michael	craig
Marsha	Lewis
Hilary	Simonetti
K	Major
Margaret	Needham
Dr. William 'Skip'	Dykoski
Jake	Swanstrom
Frances	Lathers
Josephine and Frank	Tosiello
Regina	Edwards
Peter	Gradoni
Marguerite	Toll
Dave	Scherer
Richard	Alley
Scott	Gorn
EA	Leone
Veronica	Sustic
Mika	Godzich
Joann	Brown
Schuyler	Kempton
Cooper	Ashe
Justin	Howard
Judi	Timm
Kris	Metzker
Donald	Ely



Henry	Mizumoto
Phil	Wagner
Carol	Nelson
Joy	Rosenbloom
Christi	Dillon
Jane	Herschlag
Christopher	Anisere
Donna	Peruzzi
Ronelle	Melekai
John	Markham
Theresa	del Rosario
Kathy	Deer
Gloria	Solomon
Tekisha	Carswell
Richard	Klett
Lisa	Litberg
Fanou	Walton
Dineo	Maine
Anne	Swanson
Carol	Berkeley
Georgia	Taylor
Carla	Abate
Jaime	Myers-McPhail
Stephen and Robin	Newberg
Dianne	Thiel
Helane	Weingarten
Peggy	Gish
Terri	Stargell
Lindsey	Hoffman
Stacy	Niemann
Carrie	Cole
James	Huff
Rosalie	De Vito
Barbara	Woods
Gwendolyn	Jones
Jeri	Petersen
Carol	Spero
Sara	Greene
David	Yao
Sarah	McEvoy
Dawn	Dymond
Karl	Hamann
Gregory	Campbell

Alta	Harrison
Michael	Bluhm
Kenya	Anderson
MichaelColor	Propper
Rosetta	Woodruff
Alva	Crom
Dahlia	MacDonald
Ned	Flaherty
Eve	Oconnor
Randy	Jones
Katie	Hale
Hillary	S.
Bruce	Klein
Ellen	Peer
William	Cheatham
Jean	Bullen-Ennever
Edmund	Light
Paul	Haverkamp
Patricia	Marigny
Daniel	Velador
Theresa	Collins
Mary	Zack
Edmund	Jones
Linda	Hansen
Ruth	Axtell-Adams
Dean	Huston
Aisley	Harper
Nicki	Nichols
Graciela	Somma
Leslie	Shiple
Joe	Tilley
Allison	c
Maxine	Jordahl
Betty	Carroll
Marcus	Nix
Kevin	Silas
Valarie	Little
Pamela J.	Troje
Josette	Jackson
Rene	Baker
Joyce	Ucci
Eleanor	Boiselle
Jelica	Roland

Montez	McCrary-Holland
Chesley	H
Stephen	Licciardello
Regina	Cooley
Sharon	Kaylen
Pete	Gleichman
John	Dziedzic
Anna	Patrick
P	Sturm
Frederick	Butler
Monica	Schatz
Elena	Delesantro
William	Steinmayer
Kathryn	Cihak
Kathryn	Freeman
Vicki	Hall
Sarah	Hawes
Lynn	Bowser
Carl	Proffer
Anne	F
Frank	sohm
Carol	Voeller
Robert	Sloan
Annette	Procanick
Kimberly	Robinson
Margaret	Thompson
Hilary	Jones
Fay	Bracken
Andrew	Hernandez
Alta	Tseng
Tara	Zurheide
Delvin	Hines
Rebecca	Berry
R.	Pikser
John	Goshorn
Mia	Jenkins
Todd	Rosenberger
Ruth	Hooper
Nyla	Blackmon
la	tra
Agnes	Watts
Lois	Dunn
Lois	Allende

John	Byland
Robert	Parrott
Tasha	Roberson
Linda	Sartor
Chavela`	Bryant
Bee	Madrey
Robert and Dolores	Scheelen
Jerry	Detry
Lynda	Kolesar
Mitchell	Hoglen
Janine	Moore
Shellee	Davis
Sammy	Low
Laura	BERNSTEIN
Melody	Fish
Christine	Pizon
Tina	Noel
Jean	Fallon
Carmen	Massie
F	Wesley
Henk	Slabbekoorn
Beth	Allen
Gabrielle	Kayser
Arlene	Lane
Christopher	Koslovsky
David	Henderson
Eddie	Anderson
Constance	Baugh
Katherin	Balles
Kathrin	Dodds
Sherice	Bland
Virginia	Caraco
s g	perry
Carol	Carpenter
J.A.	Giuttari
David	Friedman
Sam	Hanson
Ruthania	Hudson
Galen	Trembath
Harley	Williams
Carolyn	Adams
Linda	Good
Karla	Frazier

Randolph	Askew
Carol	Kain
James	Henderson
Rachel	Hinkley
Tracy	Rothstein
Chessley	Sexton
Yasmin	Solomon
Corann	Jones
Margaret	Davison
Phyllis	Binder
Maud	McLaughlin
Maggie	Maxwell
Marion	Vittitow
Suzanne	Skubick
Theresa	White
Leah	Foster
James	Sykes
Janice	Holt
Nichole	Garnetto
Rachel	Tamarin
Rachel	Barr
J.	G.
Joan	Goodfellow
Judith	Porter
Ryan	Nunez
Ryan	John
William	Zapletal
A	Yusim
Anthony	Aviles
george	Howe
Susan	Perry
Lisa	Caloh
David	Orth
LaToya	Bease
Karen	Shaw
Wayne	Mortimer
Rhoda	Ondov
Nanci	Crocker
Lynne	Cruz
George	Cleveland
Patricia	Harste
C	Formisano
Tenaya	Egbert

Sharyl	Beattie
Rebecca	Lystig
Jerome	Murray
Madria	Everson
Alice	Feldman
Samantha	Stelzer
Alicia	Baker
florencia	randall
Gary	Filippelli
Sarah	Jacobs
Gloria	Morrison
Diane	Crawford
Frederick	Harms
TAnn	Lewis
Linda	Lang-Poole
Danielle	S
Barbara	Mauro
Daryl	FORMAN
Richard	Steele
Jerry	Young
Maureen	Cruise
Shirley	Armand
Yokasta	Garcia
Barbara	Lynn
Carl	Meyer
Megan	Lepore
Raymundo	Monzuri
robert	Conant
Hella	Viola
Juliet	Greenway
Charmaine	Phillip
Ronald	Manley
Katherine	Masotti
Amber	Spears
Kara	Stucker
Barbara	Capece
Steven	Andrychowski
Janine	Drake
Aliyah	Cook
Ramon	Hurtad
Janet	Fitch
Mirvat	kaddour
Paula	Pruner

LaToya	B
Cory	Smith
Philip	Shook
Tony	Tsang
LaToya	B
Richard	Worth
David	Nelson
Paula	Frighetti
Megan	Crowe
Tia	Ratcliffe
Janet	Quinn
Hiroko	I
Olivia	D'Andrea
Lasha	Wells
Kim	Weiser
Vel	Mondahl
Ken	Burritt
Colleen	Hamilton
Victoria	Parrill
Robert	Mortimer
Sean	Sather-Wagstaff
Maureen	Kelly
Patricia	Dobosz
Mark	Jolliffe
Zoe	Franklin
Randall	Moyer
Judith	hatt
J. William	Carpentier
L.	Sanders
Ruth	Hale
Norma	Schutz
ShaDera	Williams
Henry	Markowitz
Krista	Wilson
Baylee	Markwell
Minister	Gelabert
Bret	Barrick
Carol	Holmes
Marie	Tyse
Cecelia	Mobley
Lisa	Wilson
Cheryl	Jacobsen
Daniel	Pines

Tom	Lescoe
Joey	Hachtman
Helen	McAllister
Yvonne	McCombe
Cathie	Raves
James	Zell
Noreen	Sullivan
Cassia	Charles
Robert	Yarbrough
Ria	Jaggard
Ed	Sehr
Rita	Eccles
Alma	Espinosa
Jennifer	Menard
Michael	Levy
Joy	Hoelt
Latoya	Green
Nellie	Diaz
Dorcas	Eaves
aron	shevis
Megan	R.
Elizabeth	Black
Tena	Holden
Kevin	Owens
Karen	Bell
C	Blair
Kay	Glinsman
Lynne	Teplin
Francesca	Coltrera
David	Tucker
Chris Gordon	Owen
Jennifer	Dozier
Doris	Kelsey
J	Kelly
Larry	Landers
Michael	Solomon
RAVEN	FREDERICK
Karen	Berkowitz
Nancy	Williams
Stephen	Blundell
Michael	Reppenhagen
Alan	Knaeble
Heather	Barney



Dee	Stover
Marvin	Foland
Denise	Riera
S	Byers
Velma	Thomas
Shawn	Graham
Eleanor	coffey
Patrick	Albano
Kathy	Thomas
Ronlyn	Schwartz
Susan	Montague
Stephanie	Jackel
Bobbie	Hunger
Heather	Boothe
David	Ehrens
Erin	Nuzzo
Analisa	Taylor
Bruce	Amsel
Susan	Massara
Charlotte	Hughes
Dan	Micher
Laura	Yow
Andrea	Doukas
Ryan	Staib
Nancy	Edwards
JD	Bass
Jean	Wiant
Rick	Menendez
Susan	McMullin
William C.	Vohwinkle
Veronica	Reese
Richard	Vanore
Rio	Val
Lawrence	Joe
Mary	chaudet
Neftali	Garay
Carrie	Schroeder
Adina	Parsley
Evan	Lowenthal
Kim	davis
James	Clark
Mika	Stonehawk
Erica	Minglis

Marcia	Geiger
Vita	Lawson
Sulu	LeoNimm
Leslie	Calambro
Angela	Oliver
Al	DeRoy
Safiyya	Sarkin
Terence	Travis
Frederick	Butler
Beatriz	Urrea
Owanza	Mdina
Anna	Brackett
Carole	Helmkamp
Kasia	Bednarski
Morgan	Miller
Stephanie	Kiyak
Katie	Hauke
Rebecca	Kosbab
Tana	Feiner
James	Johnson
Ruth	Noble
jennifer	haefner
Natalee	Parochka
Todd	Atkins
Sean	Corbin
Wanda	Anthony
Andrew	Sinnes
Megan	DeAngelo
Ellen	Prator
Dawn	Kadota
Erin	Bailey
Warren	Jones
Lacey	Lewis
Sandy	Sample
Melinda	McCall
Marc	Conrad
Michael	McCARTHY
Peter	Rogan
D	Josephs
Dorothy	Wilson
Margaret	Stone
B	Weiner
Julia	White

Emily	Edmond
Ian	Kruger
Ruth	Schechter
Marshall	Williams
Susie	Hanna
Clayton	Jones
Lydia	Bishop
Pamela	Latta
Stephanie	Douglas
Edith	Orner
Laurel	Kempe
Billy	Kemp
Sara	Shutkin
Tiffany	Jackson
Janet	Ross
A	Todd
Patrick	H
Philip	Dennany
Shannon	Bernardin
Marta	Rodriguez
John	Bates
Jean	Conway
HERMAN	PHILLIPS
Al	Benford
Amelia	Catalano
Mary	Wheat
Ilene	Rubenstein
Geoff	Hamer
Gina	Trent
Tiffany	Minto
Connie	Woodard
Katherine	Babb
M	Older
Carolyn M.	Bland
LUBERTHA	HARRIS
Zachary	Delya
Claire	Auriemma
Stefan	Kwiatkowski
Jasmine	Smith
Richard	Bartkowicz
LOUIS	TEBOU
David	Light
Jim	Cocke

Virginia	Lee
Carol	Hilton
Alisha	Verma
Jenny	Sanders
Kay	Thomas
Summer	Hughes
Malcolm	MacPherson, PhD
Kevin	Bisson
Jeff	Schwartz
E.	Hinds
Mary	O'Neil
Ahren	Ream
Lise	Brody
Marilyn	Hullaby
Liz	Foucher-Branch
Shmeta	Carson-Coleman
David	Dobosz
Bisi	Id
Linda	Potter
Ian	Brown
Vernon	Green
Cherie	Mcarthur
Forrestine	Paulay
Tod	Boyer
Althea	Harris
Randall	Paske
Debbie	Villalva
Andie	D
Sheila	Spencer
Ruth	Retired
Kelly	Kroske
Scott	Clark
CHRistine	Carlson
David	Hammond
Lisa	Stempka
Greg	Kimber
John	Smith
Steve	Elliot
Jill	Kuhn
Chris	Macy
Jerry	Parrillo
Carol	Tompkins
Jill	Watts

Karen	Blasche
Steve	Downing
Lawrence	Galante
Victoria	Weller
Belinda	Lang
Patricia	Hinkley
Louis	Poniros
Samantha	Orszulak
Phillip	Kilcrease
Clifford	Provost
David	Kornreich
Anne	Hasskamp
Susan	Porter
Kimberly	Pettit
Colleen	mcgraw
Pamela	Montalbano
Dale	Westgaard
L	Bres
Eric	Westry
Ana	Pagan
Valentine	Douglas
Sandy	Owens
Tom	Nieland
Leilani	Logan
Susan	Brownell
Tracy S	Troth
Maxine	Fookson
Yesenia	Bisson
Samantha	Blanchard
Carol	Cartwright
Brenna	McNamee
Erik	Hvoslef
John	Kovencz
D	Spencer
Stephanie	Lindemann
Yolanda	Primus
Sandy	Collier
Cheryl	Warren
Carolyn	Jackson
Stefanie	Siegel
Barb	Travis
Cindy	Curran
Almarie	Coleman

Ashley	Mosley
Daniela	Cockwill
Lori	Crockett
Maureen	porette
Jim	Parker
Kathleen	Winter
Kim	Gowrie
Laurie	Todd
Linda	Seal
Joanne	Freemire
P	A
Linda	Indyke
Andrea	Hawkins
Donald	Williams
Natasha	Cherry-Perez
Hondo	Martinez
Tina	Michael-Dahlmann
Becky	Raik
Latasha	Fuller
Kathleen	Burke
Darlene	Skinner
Denise	Rodriguez
Tammie	Tse
Gracie	Roberson
Mynka	Draper
Virginia	Lewis
Juanita	High
David	Bryan
Paul	Johnson
Carol	Gottesman
David	Copper
Will	Branch
Gwen	DArcangelis
Maggie	Topalian
Yon	J
Michele	Leff
Linda	Voelker
Beth	Svinarich
Dan	Vouht
Mary	Onufer
Nikki	Smith
Leverett	Woodruff
Laura	Leonard

Laura	Ahmed
Evelyn	Duhon
Bonnie	Richardson
Lashonda	Gardenhire
Erin	Smith
Michael	Lynch
Kelli	Gilbert
Ro'Keia	Cooper
Kathy	Kinsman
Terrell	Russell
Dorey	Riegel
Simon	Hellerstein
Matthew	Danielczyk
Nancy	Bauer
Shahaneh	Limonadi
Lisa	Casteel-mcmahon
Marita	Woods
Patrick	Duba
Edmund	Cord
Kerry	Read
Jim	Piascik
Charles	hottleman
Lucy	Kenyon
Linda	Thompson
Leah	Simpson
W	Bishop
Brian	Sharrer
J	Noble
Elizabeth	Helpern
Debra	Presutti
Hannah	Bloch
Theodis	Ray
RAYMOND	GONZALEZ
Myrna	Prentice
Cecilia	Nakamura
Neal	Mock
Bryn	Hammarstrom, RN
Daniel	Stupka
Robert	Poignant
Nick	Ospa
Malki	Svei
Jessica	Millund
Christine	Bachman

Gabe	Miller
Malgorzata	Schmidt
Nina	Guercio
Valencia	Houston
Maureen	Holland
Carolyn	Stapleton
Olivia	Pond
Cheri	Price
Margaret	Colvin
Greg	Dunnavant
Dorothy	Mathews
Doris	Saunders
Alison	Short
Chris	winkley
Claudia	Battaglia
Geneva	Gore
Marie	Batchelor
Janice	Ruzichka
Jody	Sackmann
Tamara	Gayer
Anna	DeCaria
Suzanne	Bjick
Thomas	Zachary
Jessica	Gibb-Buursma
Kurtis	Krumdick
Lawrence	Stocks
Joel	Trupin
Jackie	Mims
Kathryn	Poe
George	Cooper
Lydia	Block
Gabriella	Frey
Kim	Walker
Luis	Fernandez
JT	Smith
Lyle	Courtsal
Cavin	Leeman
M.	Lopez
Beverly	Nesbitt
Judy	Guggenheim
D	Turner
Lourdes	Ontiveros
Evan	Hartman



Barb	Faison
Joyce	Perry
Ralph	W
Dorian	Carli-Jones
Rosa	Del Cid
Jasmine	Lee-Hains
Cheryl	Cani
Michelle	Barros
amy	soloway
Linda	Ellis
Kendra	Townes
David	Powell
Megan	Rayyan
Martha	Simon
Khari	Cunningham
Elizabeth	Haynie
Sandra	McClennen
Melanie	Plain
Emory	Collins
Fiona	Priskich
Loretta	Bolton
F	Blackwell
Zerron	Webber
Dan	Youpa
Maria	Grifoni
Rasheedah	Harris
Sara	Eisner
Miguel	Gimenez
Stephanie	Fairchild
Janet	Lawson
Mindy	Zimmerman
Eva	Sipos
Alison	Chopp
James	e Mole
Leslie	Richardson
La	Matthews
Martha	Abatuno
A	Westbourne
Nate	Fronk
Toni	Arnold
Cecile	Lemay
Janet	Oliver
Anne	Saxe

Janice	Rose
Marty	Friedman
Cedar	Barstow
Robert	Minnick
Michelle	Irvin
Toby	Reese
Andiyah	Bolds
Myrna O.	Leger
Randy	Nies
Kathleen	Lawyer
Peggy	Gardner
Melissa	Glick
Hugh	Owen
Carleen	Wuitschick
Brian	Jones
Rachel	Rasmussen
Amy	Hartzog
Janine	Sopp
michelle	henkin
Jane	Anderson
Rebekah	meacham
William	Parsons
Jeri	Altman
Joan	Johnson
William	Jones
Karen	Reibstein
Deb	Padilla
Sasha	Paris
Cynthia	B.
Terrance	Newton
Cheryl	Robison
William	Estrada
Darryl	Worthy
Marsha	King
Kelly	Overacker
Wilhelmina	Franquel
George	Melendrez
Peter	Kahigian
Sharyn	Radke
Debra	Schlegel
Allison	Whalen
Marva	Lilly
Mary	McCarthy

Arnaisia	Vargas
Debbie	Thorn
Jeanene	Lorey
zita	fox
Ellen	Laverdure
DeEtta G	Breitwieser
Hao	Le
Susan	Blackburn
Swanson	Campbell
Irma	clemond
Furman	Lee
Carolyn	Latierra
Joan	Waddell
Susan	Yakutis
Debbie	Humphrey
Sean	Turner
Marilyn	Walsh
Rebecca	Babik
Angel	Russ
Nancy	Carringer
M	Shannon
Jodi	Lazar
Suzanne	Phillips
Rebecca	Mochocki
Edward	Perrin
Mike	Zotter
diana	boss
Jean	Stewart
Brandon	Schwartz
George	White
Hannah	Salvatore
Jennifer	Milano
Kristina	Hauptfuehrer
Kim	Goral Pultz
Donna	Lippman
Billijo	Williams
William	Kempf
Karen	Milstein
Henry	M.
Mary	Pouliot
Delos	Humphrey
Nadav	David
catherine	zarate

Soretta	Rodack
Meryle	Korn
Ann	Dorsey
Angela	Williams
Dr. Charlotte L.	Keys
Crystal	Schaffer
Diane	Spearman
Gary	Jones
Suzann	Finch
Ali	gross
Krista	Wiese
Kylon	Colinet
Sheila	Conroy
D	Finke
Debra	Ganshaw
Yonit	Yogev
Sheila	Bates
Stephen	Hutchinson
Tamara	Henry
Sophia	Bass
Sonya	Ferguson
m c	kubiak
Betsy	cousins-coleman
Glenn	Koehrsen
Alexa	D
Samantha	S
Tracy	McCowan
Peter	Grimm
Robert	Cogliser
Rebecca	Field
Carol	Claus
Lisa	McClaskey
Nallely	Bojv≥rquez
Kathleen	Margulis
Jay	Blackman
Bruce	Wimberley
Anthony	brown
Jayla	Medsker
Serge	Belozarov
Emily	Goldman
Ronald	Von hoffmann
Damian	Phang
Shawn	Jones-Bunn

Robert	Fraser
Kari	Scott
Lisa	McCallister
Heron	Douglas
Onku	P
Brady	Hurley
Mary	Spano
Tammarra	Walden
Richard	Simon
Jack	Jessee
Danielle	Palermo
Megan	Warren
Claudia	Pitman
Tatyana	Krueger
Mandy	Buffington
Charlotte	Maloney
Thomas	Mora
Sue	Christiansen
Shawn	O'Grady
Carmen	Ramos-Kennedy
Kelly	Hairgrove
Patrick	Grant
Nadine	Larsen
Linda	Dotson
Mary	Dock
Chris	White
Kawinwit	Kittipalawattanapol
Norene	Bailey
Laurence	Skirvin
Janice	Morrell
Eva	Papoutsis
Gregorya	Clewell
Diane	Adams
James	Prendergast
Kevin	Fricke
Amber	Brown
Sally	Hurst
D.M.	Nelson
Nicholas	Sousa
Patricia	Always
Don	Ghidoni
T	Bradley
Brenda	Calloway

Catherine	Arthur
Sherrill	Futrell
Namphuong	Quach
Lesley	Vennero
Charles	Hung
Ariyanna	Norman
Lakisha	Roundtree
Thomas	Dines
Sherrie	Post
Shirley	C
Muharrem	Kutlualp
Grady	Holland
Maren	McConnell-Collins
Lori	Fuller
Joan	Christensen
Floretta	O'Brien
Sarah	Durham
Michael	Amaka
Constance	Fitzgerald
Cosette	Haas
David	Lau
David	Wheatley
Amy	McHugh
Francine	Baribeault
Sheila	Brown-Jefferson
M	Henry
Ben	Meyers
Bridgette	Ward
Trina	Pinkerton
Maxine	Washington
Bobby	Briscoe
Sue	Hall
sheril	Cooper
Bridget	Hughes
sallie	Davis
Suzanne	Gordon
Dena	Shelangoski
Dwayne	Wickham
Todd	Heiler
Rich	Newman
Grizivatz	Annette
Larry	Robertshaw
Scotty	Simmons

John	Sachse
Susie	Weitzenkamp
David	Sofio
Ann	Muellner
Jon	taylor
Henry	Gaines
Melinda	Wood
Barbara	Smith
Madeline	Schleimer
Matt	Larkin
Beverly	Ohline
Delores	Johnson
Kathryn	Riss
Robin	Ben-Shimeon
Leah	Franqui
Heleen	Steffen
Donna	Russell
Eve	Eells
Rita	Lemkuil
Viochita	Fea
Nancy	Barcellona
Dale	Brusoski
Tiziano	Testi
Bernt	Johansson
Melody	Seaton
Barbara	Thomborson
Brenda	Alexander
Joanne	Landers
Tara	McManus
Nancy	Hh
Lindsay	Craig
Enrique	Arciniegas
john	Cevasco
Wendy	Peardot
Brenda	Riley
Rosalind	Hollis
Willy	Turnbull
Arnold	Welber
Anthony	Dedrick
Amy	De Lury
DJ	Gaskin
Angie	Bailey
Craig	Bailey

Kim	Banks
S	Keedian
Anna	Rincon
Suzanne	Goodelman
Lloyd	Matthes
Christine	DeVito
Kenny	Madden
Marvin	Veasy
C	coll
Bonnie	Stillwater
Laverne	Lindsay
Reguel	Steinbock
CV@cile	Pleah
Carline	Barnes
Jane	Stenger
Salone	Joseph
Cassandra	Morgan
kathleen	Johndrow
Katherine	Castro
Linda	Mahome
Linda	Ng
William	Nelson
Debera	Mokobia
Melissa	White
Marc	Carrella
Jamila	Parsons
Emily	Dennis
Rebecca	Howells
Mauro	Bagaini
Monique	Fletcher
Tiffany	Stephenson
Rita	Raftery
Katharine	Kissingford
Elisabeth	Stiglic
Colette	Luscomb
Mal	Thorpe
DD	Oswaldo Vagni
Bruce	MacDonald
Jeffrey	Smith
Pearl	Holloway
Alice	Palmer
Barbara	Quartironi
Marialuisa	Cordani



Kristin	Coble
James	Monroe
Hanrt	Pou
Lavonda	Suel
Jeff	Spakowski
Sue	Kaeske
Emily	Gage
C	Escobar
H	Asumen
Leslie	Johnson
Ann	Holder
Laura	Lokken
Helene	Arnold
Jonathan	Rayson
Jennifer	Queenan
Megan	Petkewec
Lesley	Mabrey
Henry	DiSalvo
Melissa	Mooney
Chimeme	Taylor
Robert	Freeborn
Sten	Gundersen
Brian	Klocke
Nancy	Gonzalez
Edward	Bryant
R	Plourde
Joan	Chandley
Gail	Youngs
Pamela	Travis
John	Monchak
Linda	Bolander
Steven	Yankoviak
Sheila	Aguillard
Lee	White
Jennifer	Pawlitschek
Aurelia	Weaver
Scott	Pimpsner
Thoma	Tate
John	Wienert
Catherine	Rodriguez
Melony	Robinson
Adrienne	Borszeki
Katie	Marsh

Jamie	Sanin
Deanna	Holbrook
Wiley	Rinaldi
Lenore	Pereira
Jessica	Foster
Joseph	Alfano
Diane	Ballentine
Reena	Agarwal
Rebecca	Bailey
Leah	Richards
Barbara	Nooks
Tara	McBride
David	Wilcox
Salam	Jarrah
Augustine	Crier
Christopher	Prieto
Sandy	Lawler
Penny	DeNoble
Daniela	debernardo
Julio	Arreaga
Margaret	Lashley
Aiden	Barnes
Lisa	North
Crystal	White
Elaine	Fasula
Ryan	Strempe-Durgin
Beverly	Roberts
Molly	Nicolson
Lenore	Traband
Yeimy	Vasquez
Margie	Dunlop
Vicki	Moldafsky
Dori	Steigman
Mark	Lotito
Grace	Wolcott
Terraine	Hodges
Free	Walter
Scott	Dillon
Lee	Waltz
Nelly	Kovalevsky
Griselda	Rodriguez
Tamara	Parks
Sallie	Shippen

Nancy	Miller
Trycena	Upshaw
Micaela	Evans
Ryan	Houlette
Teri	Washington
Melissa	Paige
Mike	Shasky
Rebecca	Solomon
Mary	Phillips
Jordan	Messano
R	Briscoe
Kathy	Chase
john	matuszewski
George	White
Milly	Olifent
Miriam	MacGillis
JA	Perry
Ann	inman
Martha	Takayama
Patricia	Boyden
Roman	Edirisinghe
Melissa	Shaffer
Cindy	Burns
Rachel	Sidman
Tore	Rabe
Debra	Avants-King
Jeff	Donald
Craig	Stallone
Gail	Haynes
Warren	Kluber
Kathy	Daly
Randy	McFadden
Pablo	Sabio
Pamela	Carrillo
Paula	Eaton
Anais	Deroint
Mary	Rogers
Rm	M.
PATSY	Kendall
Nancy	Slocum
Nancy	Heymann
Bennie	Ford
Sarah	Zaepfel

Blair	Alexander
Bene	Ford-Mitchell
Roman	Avila
Sherry	Green
Angelo	Madrigale
Mihai	Grigoriu
Patrick	Benjamin
Samir	Lama
Tanja	Jackson
Marylinn	Maione
Mona	Mark
C	Barnes
Constance	Waters
Jessica	McGuire
Carol	willinger
Tara	DeNatale
Debra	Godfrey
Diane	Marks
Trayce	Parks
Susan	Lee
Jane	Marquet
Lynne	Jones
Warren	Miner
Dechelle	Ramirez
Nicole	Fidler
Sarah	Ambe
Michael	Toto
Ann	Kelly
Omar	Boumali
Joyce	Lane
c	Clay
April	Hilliard
Chris	Swithinbank
Norm	Scott
Janice	Myers
AJ	Weiss
Carol	Ryan
Peggy	Downing
Angelika	Winner
Christina	Johnson
Janice	Best
James	Boschert
Brian	Slaughter

Constance	Dougherty
Michael	Chung
Natasha	Coleman
Cheryl	Burton
Chadwick	Wright
Tory	Frye
Roberta	Sparkman
Dario	Stirpe
Sorcha	O'R
Robert	Brown
Phillip	Cripps
Cheryl	Ching
Imam	EL
Monica	Nelson
James	Brady
Colin	Hart
Cathy	Dale
Maria	LL.M.
Sandra	Guillot
Hashim	Jabar
Lynne	Baird
Debi	Murphy
Elaine	Fisher
James	Scoville
Sophia	Malamud
Barbara	McVein
Debra	Schnall
Nancy	Walker
Alexander	Anlyan
Tony	Eichelberger
Zoe	Cunningham-Cook
Alicia	Addeo
Scott	Elliott
Alan	Bennett
Frances	Dunham
Jill	D
Rosemary	Morano
Eddie	Cromer
Leah	Hallow
Ellen	Wood
Willie	Johnson
Timothy	Bailey
Chelsea	Higgins

Dr. Viola	Moness
Karla	Kavanaugh
Bonnie	Gorman
Caroline	Hunter
Robert	Dollarton
Sherry	Nillissen
Kaliris	Salas
Jacquelin	Jarvis
Kathleen	Blank
Angela	Blue
Brit	Horne
Deborah	Dancey-Roney
Barbara	White
Krista	Amigone
chris	gunther
marcia	caban
clarence	jaggard
John	Rhoades
Tranell	DeHarty
Lourdes	Font
B	Hunter
Virginia	Apt
Harriet	Nunley
Nora	Brown
Gerald	Nadreau
ean	murphy
Josi	Klein
Peggy	Kocoras
Paola	Viteri
Patricia	Shine
Matt	Peters
Eunice	Marshall
Ayla	Maugans
Heather	Knight
Ronit	Corry
Vanessa	Hartman
Eric	Robinson
M Victoria	Quiroz Becerra
Patricia	Soteropoulos
Jean	Fox
Ann	Mazoko
Evelyn	Garvey
Elena	Rumiantseva

William	Sims
Natalie	Brooks
Michael	Ott
Susan	Harnish
Amy	Roberts
Hillary	Montgomery
Kevin	Frank
Janide	Pearman
Melanie	Mack
Sandra	Geyer
Carol	Gorecki
Jason	Taylor
Marc	Rodrigues
Susan	Dimmock
Tracey	Mitchell
Nancy	Klein
Elena	Carleo
catherine	garneski
Brandi	Vincent
Joanna	Liao
Bonnie	Talbot
Jo	Hawkins
M	Parker
Sierra	Whitlock
Ken	Owen
Justin	Freitas
Angela	Rodriguez
Sarah	Royal
Libby	McCollin
Melissa	Krause
Karen	Boehler
Mary	Brey
Nora	Campbell
Laura	Sewell
Mary	O'Neill
Tess	Smith
Ruth	LaMar
K	Bason
Bartley	Lawson
Adrain	Austin
Julie	Vanderbeck
Kenneth	Vaughan
John	Sywak

Susan	Williams
James	Forte
J	Diaz
David	Yale
Russell	Gordon
John	Ota
Michela	Colosimo
Doretta	Miller
jeff	deischer
Ghulam	Hasnain
James	Elzinga
Toddy	Perryman
James	Zelbacher
Jessica	Marquez-Gates
George and Carolyn	Alexander
Mon	Mor
Carole	Hyams
Chastity	Tate
Jon	Steenhoven
Lona	Landauer
Pasi	Ilkka
Joseph	Quirk
Robert	Worthington
Kristine	Andarmani
CC	Halitsky
Karen	Matthews
Paula	Lim
Orion	Cooper
Elizabeth	Garcia
Dona	Carbone
Edith	Frank
Margaret	Donovan
Todd	Hildebrandt
Naomi	Copeland
Jessica	Bathurst
Linnea	Whitman
Laura	Thompson
Patricia	Jaffee
Kate	Boxeth
Maryam	Grant
Philip	Koster
Kevin	Leveret
Graeme	Magruder



Hornemann	Hornemann
Randall	Tabor
Abigail	Houghton
Margaret	McNeil
Emily	Hall
Ron	Robinson
Louise	Sperr
Anthony	Johnson
Alisha	Davis
Eileen	Colquitt-Rey
Melissa	Fredricks
Anthony	Simmons
Angela	Rasmussen
Susan	Earle
Brianne	Wall
Brittany	Dickerson
Jennifer	Ponte
Adam	Loza
Emily	Hall
Susan	Crowle
Holly	Muller
Linda	Robinson
Laura	White
Linda	Robinson
Susan	Lewis
S	Fisher
April	Goral
Shandi	Speller
Deborah	Parker
Roland	Creswell
Toni	Wiker
Matthew	Dickinson
Francisco	Salazar
Francine	Greenidge
Katya	Lobanova
Emma	Kaywin
Dawson	Sue
David	Magagnosc
Perry	Harris
Gary	goodwin
Allen	Salyer
Nathaniel	Jackson
Erik	Garcia

Megan	Holmberg
Den	Kirby
Arthur	Cortez
Holly	Hall
Nina	Flowers
Julie	Testin
Anne	Mason
Danielle	Parras
Mary	La Mura
Louise	Fitzgerald
Charles	Ralston
Hillary	Butler
Deborah	Chassler
Justin	Kaluza
Deborah	Costas
Marian	Swerrdlow
Jerry	Roahrig
Abbie	Lathrop-Savad
Danielle	Cione
Andrea	Hasara
James	Smith
Danielle	Rainforth
Brandon	Juhl
Andrew	Sledd
Nick	Engelfried
Patricia	Parrish
Dianna	Rutter
Richard	Shipps
Adam	Flogel
lisa	Hartzke
Emily	van Alyne
Dan	Sabatinelli
Stephanie	Dawson
Berit	Pratt
Andres	Venegas
Kerri	magee
Eugene	Marner
Desiree	Atkinson
Stephen	Hopkins
Phillip	Brehm
Dorothy	Glew
Ryan	Chaglasian
Betty	David

andrea	Feig
Adam	Flogel
Marie	Garescher
Heike	Schotten
Ikenna	Obasi
Cristina	Rodriguez
Erin	Mcgee
Jennifer	Burr
Victoria	Smith
Beatrice	Greene
Maria	Thiessen
Sister	Kinney
Kyle	de Beausset
Hannah	Moats
CLIFFORD	ASH
Chris	ryan
Shelly	Brady
Elsa	Coronel
Philip	Power
Ben	Wexler
Nancy	Hoffman
Robert	Peters
Becky	Barkman
Cassandre	Esperance
Ella	Forbes
Elizabeth	Cano
:Ireneusz-Jan	:Kryczka
Jim	Wagner
Lina	Van Brunt
Merry	Guben
Wilma	Ellis
A	McNeil
Elisse	Antczak
Cindy	Janac
Alexa	McMahan
Elizabeth	Book
John	Tolman
Cate	Cabot
David	Nikkel
Dr Anna Maria	Thomas
Willa	Simmons
Matthew	Teeters
Rita	Kiley

Manfred and Pat	Fuchs
Leilani	Rothrock
Susan	Johnston
Irene	Staton
Jeff	Bourgeois
Casye	brachfeld
Cg	Gallegos
Jorge	Rodrigues
Terry	Mercury
Philip	Traynor
Andrew	Friedman
Crystal	Hawley
Tanya	Carter
Shinann	Earnshaw
Elaine	Peters
Elsie	Rawlins
Diane	Brown
EDuncan	Il
Fizale	Franklin
Kevin	Prange
Janet	Gooch
Ray	Buckner
Jessica	Brownell
Stephanie	Wilder
Irene	Glassman
Trudi	Rust
Peter	Nelson
Betty	Platt
Victoria	Moore-Santiago
Lynn	L
Brian K	Sutton
Arthur	Rosenberg
Barclay	Hauber
Kelly	Mattice
Susan	Shaw
Jacqueline	Schmidt
Gene	Davis
Elaine	Livingston
Donald	Martin
Carl	Tyndall
Scott	Flood
Sheila	Kojm
Abby	Berman

George	Caccamise
Kay	Johnson
Anne Marie	Mandell
Lawrence	Levens
Helen	Newton
Hal	Pillinger
Connie	Nojeim
Ashley	Shevenell
Paula	Kosted
Eugina	Cobb-Leftenant
Shirley	Jenkins
Ellen	Halbert
Linda	Snouffer
Michelle	Lerner
f.	j.
R	Griffith
Ahmad	Collins
Stephen	Leighton
Steve	Lovelace
Linda	Delaney
Thomasin	Kellermann
Gretel	Graf
Glenn	F
Susan	Kiplinger
Marceya	Kagan
Marc	LeMaire
Janice	Wall
Melissa	Hoving
Sara	Matthiesen
Dan	Blakey
Carolyn	LaBerta
Erin	McCabe
Kathryn	Miles
Brenda	Hanson
nancyll	Iewandoski
Russell	Paulin
melvin	cooper
Sarah	Lalchan
Mary	Funari
Francis	Bostock
Barbara	walker
Bernice	Spier
Mike	Wolfson

Andrew	Smith
Cecilia	Banner
Henry	Morgen
Terrance	Hyk
Maya	Wahrman
Jennifer	Hoffman
Ann	Ledley
Serena	C
Robert	Bolden
Janetta	Morris-Scarlett
Alfred	Dabrowski
Latasha	Morton
Charlie	Speno
Hannah	Grace
Jesse	Ortiz
Judy	Whitehouse
Claudia	Feldhaus
Franco	Ortega
Heather	Beaird
Martha	Ellison
Adrien	Schless-Meier
Janet	Lyon
Sharon	Dorisio
Edwina	Vogan
Rosanne	Neri
Michelle	Gutierrez
Alicia	McGhee
Robert	Noble
Tina	Paloskey
Armani	Davidson
Peter	Laukoter
Marie	Burns
Julie	Sears
maryse	richards
Suzanne	Schaem
Nicole	Everling
Ilana	Friedman
Elizabeth	Allen-Restrepo
Laura	M
William	Cave
Dick	Roop
Ann	Pelishak
Chris	Mahan

Regina	Stroud
Marcey	Lachance
Linda	Murtfeldt
Wendell	Williamson
Marilyn	Mason
Bobbie	Floyd
Catherine	Williams
Kristin	Toscano
Baki	Torbacioglu
William	Brummett
Renae	Suberg
Pamela	Ohman
Victoria	Wu
Judy	Skog
Carolyn	Goodman
Patricia	Keefe
Sandra	Perkins
Bruce	Leiby
Jan	Bond
Ann	Purdy
Angie	Gardner
Katherine	Wulwick
Firdaws	Roufai
Christina	Rhode
Elaine	Murphy
Dennis	Wright
sharleen	solares
Sheila	Westfall
Linda	Coverson
Mary	Howell
Alethea	Raynor
Gary	Barton
Dolores	Sinclair
Marsha	Barr
Kay	Darwin
Elaine	Eaton
MaryJo	Mosca
j	Schieffer
Kyle	Jones
Rosalind	Snider
Michele	R
Alfreda	Stokes
Elvira	Arias

Donna	Louis
Jennifer	Petzen
Trina	Seefeldt
Pat	Blair
Angela	Floyd
Brooke	Prim
Victor	Gomez
Leana	Bosley
Hanifah	Murfin
LAUra	c
Thomas	Cox
Sylvana	Arguello
James	Gill
Lois	Jordan
Kelsey	Cramer
K	Watts
Thomas	Murphy
Alexandria	Battle
Jeannie	Morgan
D	Drynan
Joe	Gramelspacher
Ryan	Acquaotta
Wendy	Pfile
Gania	Barlow
Bridgette	Hartung
Julie	Butler
Aaron	Keniski
Daniel	Ross
Marilyn	Webster
Brett	Robert
Judy	McDonald
Nancy	Brown
Lois	Griffiths
Mary	Warren
A	Paul
Carla	Cicchi
Vincent	Brown
Stephanie	Watts
GERTRUDE	KELSO
Michael	Gottlieb
Janet	Brooks
Aleatha	Thorn
Gillian	Sobocinski



Jason	Heyward
Karin	Lindstrom
Sheila	Crittenden
Dawn	Rosenberg
Kathy	Popoff
Aldo	Gonzalez
Sara	Katz
Shameeka	Anderson-Howard
Kaaren	Zvonik
Michael and Barbara	Hill
Lisa	Bostick
Rruth	Harmon
Anselmo	Boles
Bob	Steininger
C	Kasey
Rich	Feit
MICHAEL R.	HOOKER
Sharon	Rothe
Lourdes	Contreras
Michelle	M
sarah	safford
Christian	Sylvain
tracey	digiacomo
Amanda	Loyola
Bill	Bookland
Glenn	Wright
Arielle	Wolff
Judy	Taylor
Wanda	Hammonds
Alex	Fierro-Clarke
Shaunta	Dawson
Molly	Ludden
Kim	Floyd
Marina	Lee
Joann	Williams
Tyler	Stephen
Ari	Meyer
Ron	S.
Sheena	Cowley
Rosa	Steverson
Callie	Slater
Sammie	Cooper
Edward	Marsh

Randi	Lorah
Steven	H Ford
Florence	Crawford
Katherine	Jones
Sarah	Tyriver
Rai	Montalvo
Rebecca	Fleming
Patricia	Appel
Craig	James
Ricardo	Gonzv°lez
Dayna	Seman
Vicki	Barnes
Ashley	Tose
Patricia	Brown
Kean	Pitts
Mychi	Huynh
Peter	Kahigian
Abbie	Galloway
Patricia	Roberts
Maggie	Olmo Correa
Jonathan	Karpf
Jeff	Nygaard
Richard	Walsh
David	Clifford
Jessica	Kurose
Thelma	Hawkins
Shearle	Furnish
Babs	Breehl
Jermaine	Muhammad
Joanne	Gruber
Linda	Kipnes
Rosemary	Sadowske
Katherine	Williams
James	Brewer
Katie	Murphy-Darling
Mel	Bee
David	Alexander
Bertha Hope	Hope
Marilyn	Sears
Sarah	Bennett
Charles	Craft
Bill	Martens
Crestalee	Meyer

Diana	Brunswig-Bosso
Todd	Shelton
Julie	Martin
Cassandra	Roberson
Robin	Buco
Lori	Bryan
Sharon	Jones
Mary	Chisholm
Cecile	Adams
Jonathan	Tholl
Regan	Green
Marisa	Strange
Amanda	Chara
Leona	Woelk
Susan	Whipple
Ken and Glenda	Ledbetter
Barbara	Harris
April	Abrams
Anna	Driskill
Bill	Stringer
Karrie	Spicer
Nadine	ivy
Libby	Haycock
Joy	Ziegeweid
shelley	campbell-rorvick
Rachel	Neeley
Rebecca	Morris
Tommy	Albanese
Analisa	Freitas
Timothy	Stoltzfus-Dueck
Diann	Jenkins
Sarah	Raffel
Arnold	Hayes
Lynn	Farley
Joyce	Hamilton
John	Kellermeier
Aaron	H
Eulalia	Workman
Maryellen	Suits
Pam	Geller
Michael	Bergman
Laura	Eagle
Judy	Rabinowitz

Kenneth	Chin-Onn
Sarah	Stretton
Pennon	Lockhart
Susan	Kulis
Suzanne	Bowman
Babara	Inglin
Charlene	Lauzon
Heather	Windeler
Claudia	Slater
Anita	Wald-Tuttle
Debbie	McCarthy
C	Foglietta
Dena	Hernandez-Kosche
Jan	Ulner
Lily	Rocco
Mark	Chinn
Joan	Fellin
Sherrie	Raymond
Peter	Kahigian
Gebette	Taylor-Goode
Cheryl	ONeal
Susan	Kronenfeld
Harold	Watson
Carlos	pv@rez
Amber	Gulvin
Nalei	Kahakalau
L	Dumah
Alex	Howe
Ginette	Andrus
Anne	Arias
Gilda	Fusilier
James	Banfield
Nancy	Sellers
Delia	Hernandez
Sherry	Stischok
Kandida	barnes
Kathy	Moseley
Patrik1	Sherwood
Leora	Troyer
Richard	Friedberg
Karlee	Walther
Amy	Chisholm
Steph	Randall

Anita	Sirsi
Ella	Alexander
Raushanah	Bullard
Hilkka	Vanhapelto
Linda	Dryden
Ernesto	Morales
Mary	James
Lolita	Reyes-Montoya
Jane	McGraw
Faye	Bartlett
Cathy	Bridges
Timothy	Porter
Ellen	Harrington
Marya	Spont-Lemus
Claudia	Powell
David	Rose
Sandy	Commons
Irene	Mauer
Bill	Mauer
Linda	Locke
Dorothy	Herzog
Tyler	Huntley
Ismael	Rivera
Paul	Seer
Carla	Gahm
Michelle	Krupkin
Kiera	Manning
Comunidad	C.
JONATHAN	GRIGGS
Isha	Holder
Valerie	Wald
James	McManus
Shelly	Chermack
Ann	Ambia
Bert	newsom
Norma	Colon
Danielle	Shannon
Antonia	Chianis
Jennifer	Walters
Richard	Walter
William	Franz
Jeanne	Martin
Clarise	Dean

Matthew	Howell
Christopher	Doney
TINA	Adiska
George	Jarrett
A. M.	Shanahan
Claire	Lavagnino
Sean	Brown
Nicole	Jekich
Sharon	Paltin
Jaiden	Mccoey
Kamarina	Delaney
Franie	Heeren
Lisa	Lipshires
Kevin	Crupi
Anita	Cherlin
Barbara	Stamp
Kimberly	Mackey
Wesley	Barton
Connie	Haack
Dawnell	DM
Janine	Freedlund
Russell	Worth
Gaylord	King
Gwen	Dooley
Shawn	Rorke-Davis
Douglass	Turner
Peter	Tesoro
Jill	Dunham
Tracey	Holmes
Cynthia	Simonian
Paula	Osburn
Elaina	Caner
Medeina	O'Neal
Barbara	Angove
Adam	Weidner
Rhonda	McDade
Ken	Hales
Jonathan	Sullivan
Nicole	W
Babs	Eggleston
Evie	Shockley
catherine	johnson
Adelia	Sorge

Charles	Hochberg
Marsha	Adams
Daniel	Rozman
Dijon	Thomas
Joan	Bowers
Dolores	O'Connor
L	Parker
Jennifer	Gordon
Delaina	Foster
Leigh	Steele
Jamila	Osman
Kareem	Ibrahim
Stephanie	Pierce
Shauntece	Laurant
Llew	Taylor
Louise	Dahl
Shanovia	Escoe
Annie	Davis
Robert	Edwards
Jenna	Harper
Manny	Garcia
KATHERINE	CURTIS
Cookie	ATKINS
John	Buckley
Cindy	Tucker
Patricia	Szot
Justin	stricker
EVELYN T	ROBINSON
Martin	Watts
Kelly	Dubois
Eric	Robson
Patti	Knighton
Melanie	Gayhead
Kimberly	Goode
Lorraine	Jones
Omar	Gomez
Andrei	Smarandoiu
Peter	Leeftink
Allen	Price
Barbara	Johns
Dorothy	Nelson
Nicole	DeNuccio
Sandra	Lady

Shelby	Edlund
William	Schoene
Carmen	Hinojosa
Ioseba	Amatriain Losa
Kate	Lenthall
Maria	De Laurentiis
Ramune	Pekkinen
konstantina	Balaska
Daniel	Marston
Allan	Mousallem
Harriet	Crews
Barbara	Bezjak
Philip	Rakus
Larry	Tyrrell
Iwona	Krzeminska
Kellie	Swigger
ESPERANZA	Porrero
Yaman	Ogut
Ron	Atkins
Frank	Giliberti
jennifer	schultz
Brianna	Olson
Sandra	DeSmedt
Lin	Marie
Tris	Palmgren
Marianna	Reid
Juan	Sanchez
Valery	Davis
Jim	Lan
Rebecca	Moffitt
Linda	Pachter
Sharone	Tomer
Todd	LaRue
Michael	Solis
Oscar	Revila
Oscar	Revilla
Silvia	Bertano
Aleece	Mann
Clark	Crowe
Sara	Lerner
Latosha	Williams
Stratton	McAllister
Tiffany	Witmer



Thomas	Sullivan
Laura	Fischer
Elsabetta	Bevilacqua
Karen	Smith
Kathryn	Mosher
Tyrone	Randolph
Chris	Rzonca
Megan	Burke
Arnethea	Coman
Nicole	Gillespy
Rosalynn	White
Guy	Telemaque
Wilhamina	Hayes
Olivia	Cummings
Kimberly	Richey
William	Malcom
Charise	Lewis
Tonya	Sanders
Tina	Mitcham
Renee	Martin
Torre	Clay
Cati	Vawda
Nikki	Vaynshteyn
theresa	barth
Maame	Bonsu
Pamela	Collins
Diana	Lysholm
Natashia	Sanders-Southall
Denise	Hawkins
Osceola	Herbert
Eleanor	Parisi-Shaw
Ann	Sarti
Danielle	LeBlanc
ramona	self
Geoffrey	Eargle
Vanetta	Satchell
Sandra	Bradley
Kenneth	Clyburn
Quaneisha	Morris
Anginette	Coleman
Farah	Pierre
Cheryl	Paul
Piet	Ross

Vickey	Paris
Julie	Nash
Lisa	Stimpson
Douglas	Long
Candice	Wehrman
Carrie	Montgomery
Jamia	Shepherd
Marina	Cruz
Vonn	Washington
Valerie	Tillman
Barb	Penzato
Becca	Greenstein
Kendall	Parker
Reginald	jones
Anu	Garg
Dave	McNeely
Kim	Shaub
Pat	Raines
Robert	Mason
Stevie	Horton
Christine	Reeder
Anne	Steitz
Ryan	Senser
Patricia	C
Buena	williams
Sonia	Richardson
Ashia	Castendyk
Sue	Wick
Adam	Anderson
Lydia	Camacho
Patricia	Cherry
Kimberly	Kaufmann
Mollie	Schierman
Adam	Vrbanic
Matthew	De Murga
ASTRID	JIRKA
Dixie	Parker
Kiaina	Phillips
Glenis	McCloud
Johey	Verfaille
Christopher	Brown
Barbara	Fletcher
Regina	Herring

Mark	Baker
Brian	Inzer
Sylvester	Knnox
Celina	De Leon
Jill	Reinhardt
Latrice	Curry
Colleen	Wilkerson
Daniel	Jones
Christina	Perella
Zoe	Bird
Anna	Hartzell
Gordon	Foster
Monica	Fly
Gary	Albright
Dana	Astmann
Alicetine	Long
Robin	Lenogue
Cody	Hulme
N	Swift
Carol	Coles
Lisa	Love
Katherine	Ouellette
Richa	[no last name]
Lucy	Tinoco
Thomas	Metcalf
William	Tracy
Annette	Beatty
Christopher	Hightower
Forrest	Sung
Mike	Spring
P	Swopes
Kari	Pohl
Jennifer	Thornton
Pauline	Wasserman
James	Pruite
Julie	Klein
Danielle	Wilson
Stephanie	E.
Anita	Sherron
Dawn	Downer
Paula	Dugin
Margaret	Scanlon
Dilesha	Walker

Emily	Hoffman
Laquita	Lipscomb
Eric	Funke
Sharon	Wilson
Byron	Boldrini
Germaine	Rumph
Katherine	Padfield
Agnes	Hetzel
Carol	Allen
Marcia	Reau
Clifia	A
Rakesh	Chandranatha
Carolyn	Sampley
Jannett	Parris
Carmela	Davis
Kelly	Dryden
Audrey	Myles
Carl	Riehl
Patricia	Kula
Nancy	Thelot
Joanne	Garfield
Latoya	Mixon
Andrea	Rugg
Cheryl	Williams
David	Fenner
alyson	shotz
Jacque	Thompson-McKeever
Madalene	Zale
Joseph & Sandra	Windwalker
Erdene	Greene
Julia	Colingsworth
Evelyn	Castillo
William	Weaver
Erin	Frey
Shanee	Osher
Tracey	Williams
Christian	de Dampierre Raimondi
Crheston	Mitchell
Erik	Nielsen
Whitney	Cloud
Michael	Millhollen
Omar	Martin
Jennifer	Richard

Stephanie	Thomas
Donald	Mackler
June	Thiemann
Sabrina	Santos
Carrie	DeHaven
Franklin	Matias
Danny	Dyche
Elizabeth	Conn
Keith	Havens
Sara	Ortiz
Jennifer	Zielinski
Susan	Greenberg
John	Bromer
Bridget	Moore
Gary	Lebeau
Robin	Martin
Jimmy	Doty
Paula	Garofalo
Brett	Schultz
DENISE	FOGEL
Lawrence	Ploscowe
Susan	Guma
Claire	McKay
Tom	Tongier
yasser	saleh
Sarah	Kuhn
Tammy	Jones
Leah	Simmons
Lakesha	Sanders
Allen	Kahan
John	Hill
Jova	Coleman
Matt	B
Catherine	Schramm
STACEY	WADE
Anne	Boschert
Chris	Curran
Tiana	Brachel
Tanya	Ellman
Camille	Cooper
Makesha	Gairy Newbolt
Sarah	Williams
angela	depina

Catherine	Hollie
Phyllis	Scott
Lori	Colina-Lee
Tina	Maurice
Joan	Wilce
Angela	Bowie
Akyiaa	Wilson
Michelle	Gleeson
Julianne	Meehan
Lily	Bushman-Copp
Isabella	Cross-Najafi
Sandy	Lynn
Mickey	Glick
William	Skwersky
Darlene	Elkanick
Don and Joyce	Faulk
Grantley	Payne
Amy	Smardz
Erika	Bright
Christopher	Cosgrove
Barbara	Graham
Phil	Sherry
Lauren	Glover
MarV@ne	Knight
Rose	Michel
Joan	Kroll
martha	Barnes
Sean	Marquis
Bettina	Nicholson
Kiersten	Densley
Neville	Bruce
Cynthia	Mincey
Carolina	Serrano
Lorna	Sorrell
Tanisha	Lewis
Marie	Wells
Lisema	Lekhooana
Thomas	Lawrence
Rebecca	Libsack
Marjorie	Isabel
tami	schreurs
Britton	Jalal
Lourdes	Guzman

Cameron	Snow
LaRonna	Saunders
Tamara	Adams
Patricia	Good
Azfar	Ali
Marcia	Huber
M	Leach
Michelle	Gobely
Lanna	Hill
Chris	Zdenek
Megan	Bascone
Patricia	Zimmerman
Nathan	Osorio
Lin	Provost
David	Blickenstaff
Nancy	Wangler
Patrick	Kelly
Shaketha	Broadway
Zainab	Sesay
Henrietta	Stewart
Vikke	Baron
Gary	Frazier
Ilana	Laporte
Suzanne	Kneeland
Patricia	Soper-Oakes
Regina	Prince
Billy	Johnson
Curtis	Flowers
Sharon	gooding
Destiny	Willingham
Deborah and David	MacLeod
Rachel	Goldstein
Juanita	Charleston
Rita	Lethert
Daron	Gardner
Luz	Alvarez
Rose Marie	Tresp
Emily	Moran
Joy	Lowell
Francois	Bezuidenhout
Tanya	Washington
Laurel	Witting
C	Argall

Michael	King
Nathan	Simmonds
June	Pryor
Mark	Jerome
Vallyn	Anderson
Nick	Melander
Kae	Barron
Diana	Nielsen
Franceska	Munice
Herminia	Mendoza
Corinne	Swass-Fogarty
Logan	Welde
Liz	Asphodel
Selina	Barnes
Carol	Paterson
Diel	Louisgene
Dorothy	McQuillan
Kim	Misso
Ryan	White
Christopher	Kornmann
Patrice	Elliott
LuV≠_sa	Pedroso
Becky	Richardson
Aspen	Brooks
Destanie	McAllister
Renee	Burgan
Jessica	Howard
Stephen	Schwausch
Mike	Franke
Franklin E	Rutledgw
Bob	Johns
Leah	Arthur
Michael	Morgan
Mark	Avellan
Marvin	Nealy
Clarence	Cunningham
adam	cantwell
Judy	Bierbaum
Colby	Davis
Danielle	Rowland
Mark	Molloy
Linda	Mason
Gretchen	Craig



Susan	Curtiss
Catherine	Keys
Elaine	Williams
Phil	Wells
Rhonda	Wilson
Robert	Gore
Tressy	Murray
Lauren	Budabin
Mark	Schroeder
Sherry	Halbrook
Amanda	Douglass
Paul	Anshus
Stephanie	Tresso
Michael	Kinner
Lauren	Carr
Wend	Peterson
Cynthia	Morrell
Stephen	Gliva
Kurt	Kessner
Nora	Gaines
Jessica	Reyes
Mary Sue	Baker
Matthew	Gonzales
Travis	Fritsch
AnneMarie	Cantave
Patricia	Kinner
Criage	Althage
Maria	Colon
Carol	Adams
Calton	Stephenson
Jennifer	Scott
Velma	Hubbard
Monique	Davis
Rodney	Lee
Barbara	Loe
Ronald	Holland
Janie	Macfarland
Jeffrey	Feldmeier
Gayle	Booker
Maryam	M
Amie	G
Margaret	Bogdan
Mara	Francisco

Loretta	Sanders
Dawn	Cline
M	p
Lynn	Kelly
Amy	Kroin
Marianne	Gordon
Kathleen	Bentley
Michele	Langston
Gina	Stagliano
Kristyn	MacPhail
Melora	Miller
Diana	Frazier
Margaret	Alexander
Steve	Kane
OSF	Mary Kay Flanigan
Meghan	Tracy
Carol	maas
Karen	Seeberg
Karey	Haj
Arielle	Black-Foley
Tim	Ball
Elisabeth	Genaux
Katherine	Rhoda
Kellie	Searl
Tarrence	Taylor
Christine	Prehn
Sheila	Orlowski
Liana	Lovas
Rally	Ershig
Bettye	Thompson
Tina	Horowitz
Ariela	Perez-Wallach
Ruthie	Rainey
Rebecca	Brooks
Heather	Bungard-Janney
Edgar	Castaneda
Colin	Fredericks
Ken	Glanden
Kenneth	Roberts
Carolina	Oteiza
Barbara	Zaha
Dietra	Middketon
Shirley	Duprey

Lauren	Levitan
Erin	Orozco
Daniel	Dotson
Daesha	Harris
Frank	Wilson
Derrick	Dixon
Courtney	Christoffer
Cathryn	Wolf
Barbara	Majors
Christine	Landon
Evelyn	Flowers
Justin	Smith
Wayne	Hoffman
Elizabeth	Merz
Jane	Miller
Kristina	Fukuda
Valentina	A
Theresa	Drummond
Carolyn	Hawk
George	Liebowitz
Cynthia	Bowen
Georgene	Schumacher
Hannah	Thandi
Taisy	Conk
EVA	CORBITT
Jessica	Jones
Vanessa	Olesen
marilyn	Mendoza
Kelsey	Sampson
Kathleen	Bowman
Jillea	Dickinson-Fry
Lisa	Fortes
Nik	Ewing
Rachel	Rose
Peter	Kuhn
Julie	Kaufman
Nick	Papworth
Sandra	Friedman
Donna	Knepp
Stephanie	Colet
Wayne	Smith
Alicia	Arrington
Derrick	Owens

Angelica	Otero
A	Jones
Linda	Banta
Ryan	Nelson
Kent	Johnstone
Kyle	Peterson
Adam	Roberts
Josef	Harrison
David	Griswold
Sonia	Mendoza
Linda	Gibbs
Amanda	VanNatta
Sharon	Pataky
luis	serna
Chauncy	Young
Lillian	Emenogu
Peter	Raich
Alan	Strauss
Onjil	Vaughn
Chris	Teague
David	Wilcox
John	Kaplan
Maria	Walker
Robin	Rapley
Daniel	Hauck
Anthony	Robinson
Nicholas	Littlefield
Randall	Sullivan
Kiana	Miller
Donna	Thelander
Lucy	Mead
Iris	Guzman
Infini	Sanner
Sharon	Miller
Marilyn	Maurer
Pierina	Provenzano
Laura	McMullen
Denyse	Corelli
Phil and Kathe	Yokers
Willoe	Traver
Erin	Strauss
Kenneth	Gallagher
DAVID	MULLER

Jenina	Podulka
James	Ferguson
Adrienne	Hall
Bibi	Prival
Steve	Dennis
Daniel	Gallo
Fred	Favetta
Jillienne	Junes
Crystal	Vizcav≠no
Kendall	Jackman
Rosie	Brown
Njeri	Huggins
Rodrick	Hudson
Brandon	Perras
Ras	Abraham
Theodora	Messalas
Tamara	Mason
Wandra	Green
M	Steere
Douglas	Howard
Robert	NERGER
g	otis
Dan	van MD
Barbara	Minnis
Amy	Schneider
Susan	Cooper
Eric	Haskins
Steven	Lester
Jesse	Whitworth
Virginia	Cutshall
Timothy	Gabriele
Emilie	Pichot
Linda	Griebsch
Amelia	Aceves
Aaron	Faris
Keith	Garrett
Barry	Shook
Marilyn	McGrover
Diane	Stewart
Jim	Loveland
christine	Somerville
Danita	Strand
Carter	Neal

suzanne	vanleeuwen
Shannon	Kelley
Christy	Galioto
Andrew	Joseph
Regina	Moore
Deyalyn	Batista
Mitzy	L
Sara	Wright
Karen	Whitt
Stephani	Gray
James	Joy
Kellie	Smith
Nicole	Job
Gina	Pantier
Michele	Paxson
Eric	Sandoval
Anne	Autry
Dick	Brown
Ingrid	Harrell
karen	cribb
Jonathan	Newton
Rachel	Voorhees
Andy	Washington
Jon	Nachman
Sophia	Williams
Michael	Monroe
Latoya	Moore
Evelyn	Sardina
Abraham	Kayne
Eva	Simpson
Nicklous	Haynes
Jacqueline	Poncin
T	Summerford
Christina	Eater
William	Hallinan
David	Sams
Sarah	Eisenstein
Yolonda	Smith
Lisa	Covington
Phyllis	Cole-Dai
Mattie	McDaniels
Matthew	Katz
Holly	McEntyre

Kaitlyn	Mills
Mytch	Meadows
Morlin	Brown
Nicholas	Genger-Boeldt
Mark	Nuckols
Roger	Bye
Karen	Fangue
Aaron	Brunette
Betty_Ann	Duggan
Marya	Friedman
Margaret	Zainer
Lauren	Rapp
John R	Long
John	macunovich
Stacey	Booker
Karen	Kujala
Vanessa	White
A	Perry
Isabel	ONeal
Luke	Davenport
Annie	Bien
Sharon	Feissel
Antonio	Taylor
Connie	DePond
Martha	Jones
Judy	Dombrowski
Hilde	Borgir
Anthonine	Pierre
Twila	Gross
Mark	Sentesy
Amanda	lyon
Deborah	Dudek
Janet	Van Fleet
Jay	Evans
Peggy	Moody
Penni	Wells
amy	Lew
Mark	Erickson
Ana	Luna
James	Thoman
Joyce	Wyatt
Joan	Kirchoff
James	McCall

Eric	Parker
Tammy	Paulson
John	Davis
George	Wolf
GoddessMother	SupaQueen
Filee	Ellis
Ian	McLaughlan
Vida	Spears
tracey	levy
Kathy	Heikel
aiysha	guerrero
Corinna	(Myself)
Allison	Luciano
Sarah	Lindsey
Diane	Moan
Melody	Eyres
Bertram	Montgomery
Ashley	Rowley
Lucy	Porter
Christine	Newport
Lois	Forman
El	Strangstad
Chaia	Ross
Denise	Maxwell
Dahlia	Visconti
John	Harter
Bernice	Scott
John	Keiser
Vincent	Prudente
Deloris	Culpepper
Lindsey	Caudill
Cheryl	Fruits
Linda	Padgett
Susan	Brown
mark	lopes
Carolyn	Camputaro
Zainab	Fernandez
Kim	Fitzgerald
Nathaniel	Watkins
Benjamin	Lane
Robert	Tefft
Judy	Leggett
Sarah	Gorenflo



Danette	Lipten
Diane	Abel-Bey
Henry	Walker
Meriwether	Lyman
J	Follett
Ruth	Curtis
Ryan	Edwards
Donna	Thomas
Sandra	Fernandez
Jay	Wolff
Steve	Gould
Sherry	Bullock
Brenda	Martin
Melvin	Taylor
Diane	Meyrick
A	Fallon
Brynne	Sheriff
Francine	Hyppolite
BA	Mack
Alexis	Nixon
Elena	Schaef
Lynne	Weborg
Bert	Morris
Linda	Dodson
Heather	Roberts
Nasriah	Morrison
Lisa	Liggins
Oliver	Cannell
Patricia	Vance
J.	McGuire
Eleni	Galiza-Foster
Brita	Skarbrevik
Karen	Witkus
Cyrene	Crooms
Lauren	Jones
S	Whiteside
Mike	Lynxwiler
LN	Gregory
Henry	Dickmeyer
Virgil	Salzman
Jennifer	Harris
John	Murphy
Sacha	de Nijs

David	Carey-Kearney
Jeffrey	Hinkle
Jonathan	Shinabarger
Laura	Suriel
John	Primrose
Daniel	Thomas
Alexi	Bolton
Eric	Dills
John	Foreman
Debra	Gleason
Toney	Blanks
Demetra	Tsantes
Thomas	Payton
Maria	Magana
Frances	Ivester
Naomi	Sharlin
Kim	Wodiska
Karen	Bednarek
Laura	Newton
Yolanda	Joiner
Maryann	Mariani
Kit	Myers
Dewey	Hudson
Ella	Nunn
N	E.
Michael	Finley
D	Frank
Mary	MacKeen
Marge	Dakouzlian
Patricia	Likely
Amanda	Green
Katharine	Parson
Joseph	Caramanno
Tara	Saunders
Tracy	Peel
Mubarak	Abdul-Aziz
Christyann	Smith
Dina	Gibson
Angela	Moore
Huda	Ghaibeh
ALANA	Lamar
Kara	Tennis
Charissa	Ahlstrom

Molly	Delano
Sarah	Sisco
Marchita	Masters
Craig	Hart
Joan	Hobbs
Diane	Ballard
Felicia	Fitzmeyer
Al	Romanowski
Sheila	Murphy
Thorin	Daye
Nicole	Davis
Ellen	Piasek
Janice	Polk-Davis
Samantha	Bohmer
Melinda	Pruitt
Ray	Torres
Mary	Bucklin
Krystal	Perez
Trudy	Brown
Sandy	Dumke
Kristi	B
Layla	Weide
Katharine B.	Wolpe
Patricia	Catterson
Timothy	Baures
Nicole	DiVirgilio
Yael	Webber
Jackie	Penner
Donna	Fine
Heather	Stuhlmann
Leslie	Fleming
Jamaal	Arrington
Jacqueline	Crittendon
Paige	Thompson
Heather	Tausig
Matthew	Agen
Chris	Sully
Theresa	Forrester
LSimon	Chrysler
John	Sudds
Monique	Taylor
Jeanne	Graffin
laticka	cleveland

Joe	Meyer
Jennifer	Thomas
Veronica	DeLuze
Pat	Kelly
Princess	Farris
Dale	LaCognata
Nick	Nickerson
Ingrid	Alpha
Julia	Soare
John	Lillig
emma	craig
Luisa	P
Jane	Illades
Samira	Annabi
Steven	Priovolos
Maudie	Valero
Joel	Barlow
Louise	Perini
Louise	Knapp
Kylie	Grove-Peattie
Evelyn	Verrill
Jared	Alford
james	sharp
Sarah	Petzel
Donna	Raceles
Jonathan	Maschke
Rohana	Wolf
Deborah	Green
Lisa	James
Antonio	Wickliffe
Carson	Dawn
T	Walton
Aaron	Skinner
Angelina	Garcia
jon	yeong
Mark	Harris
Charles	Lange
John	Weeks
R	Dominguez
Andy	Andryshak
Susan	Harris
Margaret	Keene
Joanne	McGrath

Jeff	Altaffer
Patricia	Estes
Winston	Huang
Anette	Hv\$gele
Janie	Walker
John	Morgan
Nancy	Barcellona
Andrea	Fisher
Cristina	Silva
Nicole	K
Jerold	Block
Kelsey	Mitchell
Mattie	Little
Aleda	D'Anza
Christopher	Preu
Leti	vale
Kelly	Clair
Barbara	Fair
Jasmilka	Gonzalez
Alecia	Collins-Andrews
Atiya	Muhammad
Jocelyn	Lillis
Kathryn	Keenan
Jimmie	Cartwright
Joaquim	Pujals
Toni	Stanley
Patricia	Sauvageau
Riley	Canada
laura marie	Thompson
Theila	Smith
Jeanne	Houlihan
Julie	Martin
Jacque	Hicks
Debra	Moore
Chlov©	Wallace
Dorothy	Libring
Matthew	Glock
Quentin	Johnson
Desmond	Jones
Jessica	Kiesel
Sadia	Robinson
Brian	Wolf
Katie	Maunder

Sharon	Jones
Steven	Norris
Sofia	Radice
Vickie	Brown
Rebecca	Wilk
Rochelle	Adams
Emily	Leitner
Giselle	Roberts
Suzanne	Lamborn
Janessa	Lidge
Shirley	Morris
Nakia	Quarles
Sue	Costoff
Brittney	Krone
mari	koorhan
Janna	Rhodes
Jeanette	West
Manuel	Wong
Alexandra	MacWade
Roosevelt	Scruggs
Caitlin	Krenn
Debra	Evon
christina	kolb
Edward	Alvarado
Gwan	Yip
Carole	Hansen
Anthony	Gallatin
Stefanie	Leon
Karolin	Mondesir
Michael	brown
Alice	Washington
Norman	Hill
Terrance	Loewl
ben	Ortiz
Jonathan	Rose
gerald	styer
Carlos	Herrera
Nick	Hyer
Carlis	Polk
Briana	Sabia
Frank	Melchoni
Logan	Johnson
Bethany	Strunk

Ed	Perry
Amanda	Summers
Dwayne	Brome
Aimar	Elustondo
Eric	Benson
Elena	GutiV©rrez
Petra	Reitz
Austin	Greitz
J	Antalan
Maria	Baetti
Catherine	Berndt
roslyn	sylvester
Sharon	Howard
Louise	Sawyer
Ed	Werth
Stacie	Ashley
Vickie	Shearer
Linda	Wasson
Tia	Keenan
Dania	Myhand
Dat	Tran
Noemi	Arcon
stephanie	Proctor
Mary	Dosch
sue	branch
Lindsey	Cencula
Lauren	Blackmon
Louis	Jasper
Marion	Gregg-Whited
j	p
Michael	Adkins
Holly	Chadwin
Marlon	Castro
Nymare	Amenemhet El
Jarrett	Morrieson
Linda	Robbins
Alejandra	Alvarez
Ulises	olivares
Vanda	Jaggard
Melissa	Gundlach
Joy	Robison
Arielle	Wolterink
Courtney	Morales Thrall

M	Pearson
Christina	Miller
Natasha	Broome
Angie	Kung
ada	rajkovic
Tina	Cantu
Cady	Berkel
Albert	El
Stephanie	stephan
Vivian	Barro
Rebecca	Barfield
Lauri	Woodard
Emily	Vandendaele
Ibe	Bonilla
Babou	Cham
Debra	Walser
Chloe	Washington
Ursula	Villarreal-Moura
AnnMarie	Wilson
Monique	English
Zuleikha	Erbeldinger-Bjork
Percy	Hilo
Annette	Combs
Rey	Diego
Amanda	Melrood
Margaret	Cunningham
Julia	Parr
Juliana	Maia
David	Turnquist
Alisa	Tippie
Geri	Harris-Head
Christina	Irving
Llauren	Peralta
Alexandra	Levitt
Linda	Hubbard
Claire	Kirchhoff
Ana	Posada
Hatuey	Ramos-Fermin
Donato	Perreca
Noelle	Files
Peggy	Smith-Puckett
Jessica	Wardlaw
Jadranka	Suster



sarah	klevan
Edward	Davidson
Shawanda	Stallworth
Yelena	Furman
Matthew	Weaver
Kathleen	Hutchins
Chris	King
Barbara	Ballenger
Samantha	Allen
Armanda	Roberts
Janet	Court
Sandy	Pierrelus
Joseph	Onello
Joahan	Suarez
Brett	Golightly
Dawn	Lillis
Yaakov	Bradley
Alex	Cuff
Elizabeth	Elk
Sidney	Mitchell
Clarice	Husband
Joan	Pelc
Margaret	Davis
Maja	Obreza
Jesse	Leong
Chandler	Biddle
Jennie	Encalada
Raemie	Bruno
Monica	Kessler
Mark	van Rossen
Erika	Navarro
Erin	Gieder
Beverly	Marshack
Juanita	Dawson-Rhodes
Jean	Vischulis
Betsey	Porter
Emily	Garza
Margaret	Reiter
Deborah	Colotti
Khari	Brown
Anil	Pandya
Linda	Washington
Kerry	O'Connell

Ocynthia	Williams
Jeanette	Price
veronica	stein
Patty	Haley
Susan	Kutz
Brown	E
Colleen	Downs
Tim	Benton
Jesseca	Trainham
Claudia	Bosshammer-Bilimek
Lucy	Robins
Dayanara	De Oca
Felicia	Dupree
Morgan	Paulus
Judy	Davis-Lewis
Starr	Jackson
Marlie	Ranslam
Ameen	Wahba
sylvia	petrie
Anice	Johnson
Lillie	Linear
Janet	Petermann
Barbara	Marks
daniele	martarelli
Abigail	Heiser
Tyrone	Brooks
Luis	Lerma
Raimo	Kangasniemi
Rosemary	Gay
William	Watkins
Barbara	Langan
William	Lewis
Ramona	Johnson
Takefumi	Takuma
Harriette	Simpson
Elizabeth	Songalia
Joanne	klein
Lori	Weber
F	Hume
Nardina	Turner
Feleshia	Killen
Leslie	Harper
Maria	Smietana

Keith	Saunders
Suzanne	Dengiz
Heather	Marko
Nevaa	Duplicatedd
Lauren	Fleming
Kurt	Stofko
Miriam	Cantor
Judy	Jessee
Aissah	Kaba
Chara	Mandile
Peryna	Washington
Jason	Corley
Nicole	Dobrowolski
Novi	Lu
Marni	Pumper
Aidan	Donahue
Meaghan	Simpson
Jill	Shepherd
Ralph	Guay
Maggie	Cunningham
Gary	Grice
Arly	Crawte
Brianna	Tooley
Sarah	Young
Laura	Devitt
Karen	Suyemoto
Lina	Berio
Dr.	Demian
kamau	ngom
Shangwe	Parker
Kelly	Harrell
Bethany	Meyer
Carrie	Black
Nikki	Shepherd
Eugenia	Vookles
Adrian	Pouthier
MARIO	BOYD
Mike	Vanlandingham
BARBARA	LEE
Douglas	Bender
Desiree	Murray
Mardou	Wong
Teresa	Jaeger

Mary	Bissell
Melodie	Lambert
Katie	Reitel
Thomas & Rosemary	Edwards
Nezka	Pfeifer
David	King
Salome	Mayo
rodney	Moulton
Jan	Wright
Janessa	Wilkins
Eva	Passerini
Emily	Nguyen
Caiphia	Rolle
Rebecca	Dv <sup>o</sup> rr
Carri	Woolsey
Cathrine	Spencer
Ramiro	Charo
Amanda	Graham
Vigeana	Sanon
Nicole	A
Daniel	Ibarra
Kaylani	Cintron
Tod	Spoerl
Keosha	Bond
Wim	Cossement
Kandice	Crump
Erin	Sunsong
Elle	Jones
Tanya	Whitehead
Grace	Henning
Georges	sap <sup>~</sup> @na
Laura	Aranda
Arden	Epstein
Vivienne	Neal
Pamela	Seyler
Rw	Ormsby
Valerie	Champagne
Robin	Meade
Kristy	Kirkland
Olga	Kalfopoulou
Eliseo	Santos
William	Johnson
William	Oh

Kevin	McCullough
Debora	Freire
Kate	Kelly
Rose K	Murphy
Loretta	Fisher
Michael	Ferguson
wendy	watanabe
Evelyn	Salazar
Susan	Seaburn
Irma	Rey
Kristina	Lamons
Elliot	Shamis
James	Adams
Lorraine	Hiatt
Angela	D
Dolores	Parra
Jon	Fields
Aaron	Smucker
Edythe	Quinn
Breanna	Dorsett
Sheila	Hill
Sally	Livingston
Harley	Lawrence
Joya	Mills
Jessie	McDade
Adjoa	Aiyetoro
Dorothy	Romanet
Margaret	Thomas
Sydney	Campbell
Ross	McCallum
Sharon	Anderson
Michael	Marquardt
Paul	Best
Lydia	Smith
Melissa	Collins
Mamie	Taylor
Jessica	Hougen
Robyn	Gee
Marlene	Fuentes
Dayna	Schambach
Sharon	Boney
Melody	Grigg
Jas	M

Tia	Triplett
Mary	Polak
Stormy	Johnston
Michael	Piotrowski
Christine	Spalding
Jim	McElroy
Gregory	Hill
Michelle	VanDeRee
Shannon	Poland
Ryan	Schrader
Desines	Rodriguez
Malvina	Gregory
Jacek	Sadkowski
Rebecca	Berry
Marco	Pardi
Frantz	Michaud
Courtney	Birkett
Jamila	Parsons
Ann	Larimer
Anthony	Galli
Tyler	Scheib
Anne	Jenkins
Michael	Twitty
Scott	K
Joyce	Byers Hines
Karen	Person
Sandra	Starks
Nell	bryant
Toni	Pilato
Laurie	Gates
Paul	Densmore
Aris	James
Deborah	Lee
Michael	Garitty
Annetta	Payne
RHONDA F	JOSEPH
Nora	Burrell
Jennifer	Noll
Michaela	Green
Bret	Daugherty
Lindsay	Ward
Guadalupe	Jerez
Elizabeth	Hart

Valerie	Goodner
carol	grass
Sarah	Humphreys
Nancy	Dubuc
Gene	Ulmer
Page	Best-Hardy
Bobbie	Coleman
Alecia	Hebert
Misty	Stoneburner
Rob	Nephew
Michael	Rotcher
Marion	Martin
Roderick	Adams
Misty	Thomas
Lili	Munoz
pam	Palencia
janet	aptaker
Kerry	Thompson
Alexandra	Grant
Rebecca	Wilborn
Ocheze	Amuzie
Astley	George Pessoa III
Kelsey	Spear
Victoria	Quiroz Becerra
Paulette	Switzer-Tatum
Tamara	Davis
Rut	T
Richard	Cooley
Bertha	Cooper
Maureen	Murphy
Judd	Stark
Keiko	Kishaba
Danielle	Hilkin
T. Elzora	Cleveland
G	Pogel
Andrea	Acosta
Lori	Langley
A	Obermeier
Michael	Weaver
Marilyn	Head
Alicia	Polacok
Megan	Rast
William	Bolden

Kevin	Brown
KENNETH	MCINNIS
Angela	Cole
Jamie	Joy
Khalifa	Khaliq
Brenda	Boyen
M.R.	Reeves
Margie	Watanabe
Bob	Lentz
Ashley	Beck
Joel	Perkins
Edith	Borie
Ana	Andazola-Ramsey
Marahu	Falcon
Anne	Thomas
Katie	Dieken
Heather	Barnett
Junior	Gordons
Maggie	Moreno
Brian	Fink
Regina	Woiler
Rachel	Cholst
Rosa	Diaz
Yvonne	Powell
Lara	Derasary
Alexandria	McCuen
Sarah	Bunton
Destiny	Franklin
Mary &	Reader
Hank	Bromley
Tracy	Scaduto
Elliott	Bales
Taiyo	Ebato
Reina	Snyder
Shasta	Gordon
Robert	Alvarez
Alex	McVey
Antonino	Erba
Heather	Hughes
Francine	Ungaro
Joel	Clasemann
Rebecca J.	Hightower
Beverly	Kelly



Kristeb	Chappell
Beth	Yurosko
Brandon	Ballinger
Frederika	Bain
Carolyn	Eden
Sharif	Aziz
Shunahsii	Rose
Kathleen	Casey
Margaret	Richardson
Haley	Cheek
Sharon	Luther
Bethanni	Grecynski
Mark	Russell
Stanley	McDonald
Anne	Bekkers
Cal	Gagnon
RaphaV'l	PONCE
Danasia	Watts
Lauren	Collins
frank	santora
Sheilah	Ball
Kim	Zabinski
Steve	Jeggo
Betty	Sherman
Susan	Witten
Brianna	Onken
Donna	D'Finì
Brunilda	Betancourt
Abby	Coberly
Natasha	Wilkins
Andrea	Hilario
Daniel	Huber
H	Phillips
Lynn	Jackson
Niki	Learn
Tywanna	Daniel-John
Johnnie	Truesdale
Karl	Pettus
Elizabeth	Roeske
Martha	Lankton
Lois	Harris
Zephyr	Alleshouse
Lana	Lancaster

Barbara	Hardwick
Lindsay	Pugh
Rebecca	Augustin
Linda	Sebring
Prameet	Sirisachdecha
Ruth	Milas
Pilar	Millhollen
Tammy	Fisher
Jascha	Moie
Estella	Brown
Sarah	Roberts
Jamey	Thrasher
Pamela	Kelly
Marie	Tsurgeon
Shaun	Carson
Bernhard	Wahr
Claire	Morin
Aminah	Lucio
James	Owens
Josv© Carlos	Romero
Courtney	Chennai
Emily	Gage
Joline	metcalfe
Thea	Scott
Diane	LaMagdeleine
Catharine	Stringfellow
Aqilah	Chisolm
Tracy	marlue
Ethan	Osman
Ann	Moffat
Olga	Rose-Jones
Cheyenne	Morse
Haley	Marino
Patricia	Auer
American	Oz
Mary	Evans
Amber	MacPherson
Amanda	Percy
Valerie	Allen
Chris	Lovejoy
Clove	Haviva
Portia	Cherry
Mychal	Johnson

Debbie	Zarr
Carol	Hill
Christopher	Boyd
Chris	Noyes
AC	McGarry
Patricia	Walters
Michelle	Anderson
Faye	Mcgeary
Allysa	Rettler
Alyssa	Solazzo
Lore	Weber
Sheila	Mandell
Alexis	Brauner
Thelma	Taylor
Rachael	Lang
Aaron	Lampe
Kate	Goetz
Jennifer	Dyck
Robert	Rutherford
Georgia	Priester
Steph	Boughton
Derek	Collett
Steven	Winston
R. Travis	Lennox
Gary	Vencill
Anne	Dwyer
Memory	Greene
Maria	Conlago
Ellen	Giesy
David and Julie	Peha
Shaun	Havanec
Kevin	Darcy
Ebony	Drayden
Evan	Feldberg-Bannatyne
Natiel	Barron
melvinia	mcgill
Kip	Jones
Amy	Breakwell
Susan	Khalsa-Wyborski
Betty	Craddock
Cynthia	Vartenuk
Michael	Mulligan
Duane	McLemore

E	Wolford
Damian	Jones
Abigail	Lubin
Anthony	Jennaro
Cheryl	Rockwell
Layla	Weide
Katherine	Kenneally
Yesenia	Rodriguez
Karen	Bennett
Casey	Smith
Ian	Hayes
Lucas	Suarez Field
Sarah	Koolsbergen
Claudia	Parker
Siena	Chrisman
Charlene	Morris
Bathsheba	Rook
Theresa	Hospodka
Carol + Al	Frechette
Celeste	Larson
Kimberly	Siggers
Carolyn	Canty
Madia	James
Sheila	Stone
Mikel	Sola
Drew	Musgrave
Julie	Phalen
Carmilla	Williams
Barbara	Lewis
Talon	Boeve
Elizabeth	Kelson
Etienne	Wasson
Eric	Baumheier
Jasmen	Watt
Denise	Cameron
Lisa	Rummler
Cassie	Kamradt
Tarin	Wilks
Morgan	Flake
Esther	Juhl
Sarah	Stiles
Susan	Lawrence
Leslie	Sargent

Anthony	Bell
Claudia	Abbott-Barish
George	Thompson, Sr.
MaryAnn	Denning
Sam	Hamer
Elaine	Johnson
Ashley	Gruba
Lucy	Johnson
Erica	Sohl
Robert	Levitt
Corwin	Khoe
Paul	Deiana-Molnar
Diana	Webb
Mary	Weber
Nicholas	Terra
Damien	Pittmon
Pattie	Shaw
Steven	Kroeger
Alan	Martin
Cindy	Hagelberg
Anne Marie	Parsons
Michelle	Jarrett
Herbert	Kramm-Abendroth
Tommaire	Horace
Kay	Gallin
Francine	Foreman
Fran	Cronk
Ronald	Seaman
Sue	Starstone
Kim	Johnson
David	Dominguez
Jennifer	hedrington
Diana	Vasquez
Brynn	Adams
Gwenetta	Borden
hannah werlang	becker
Mark	Amidon
Hannah	Powers
Jennie	Thompson
Jennie	Israel
Ethan	Geringer-Sameth
Jma	A
Lena	Turhan

Cadee	Murray
Sally	R
Susan	Mayer
Karen	Oldani
Sarah	Amandes
Enrica	Carabelli
Brandon	Bohlen
Kara	Sherer
Sean	Drakes
Cassie	Hamer
Jen	LG
Sarah	Ragalyi
Suzette	Williams
Heather	Phipps
Pauline	Thomas-Brown
Kaitlin	Fitch
Ellie	Meservey
Nora	Dyster
Nicole	St Clair
Nancy	Engelhardt
Anne	Lorenzo
Kelli	Oldani
Janine	Butcher
Fran	Vanier
Tamara	Isaac
Zenobia	Skinner
Jean	Standish
Sivan	Amar
Brenda	Hill
Neal	Marchuk
Blake	McLean
Maite	Ascon
Kate	Brotherton
Charlie	O'Donohue
D	Rincon
Margaret	Jenkins
bill	nierstedt
Marchetta	Walton
Babette	Puzey
Norman	Walton
Rachel	Imholte
Benita	Lipford
Denise	Anderson-Gaines

Audrey	Schwartz
Carla	Hernandez
Ambrosia	Danu
Tara	Mae
Amanda	Dwine
J.B.	Sacks
Herman	Simms
Charles	Johnson
Elizabeth	Lowell
Joycelyn	Hancock
Annagine	Lewis
Kristina	Tramel
Miriam	Burstein
Brichelle	Johnson
Blakley	Stretch
Betty	Roberts
Jasha	Thomas
Jasmine	Williamson
Zachary	Malter
Mindy	Rosier
Chante	Jennings
Baba	Stukes
Nancy	Valdez
Sophie	Ellman-Golan
Marv≠	Carmen
Sandra	Mitchell
Penelope	Mazza
Ionie	Latham
Norma	Ginez
Victor	Almanzar
Manthia	Dembele
Vaishnavi	B
Michele	Israel
Angela	Barnes
Belline	Manopla
T	Hoskins
Valeria	Burkes
Barbara	Gross
Liz	Koenig
Adey	Fisseha
Laurel	Brewer
Ann	Lynch-Oasen
Wendy	Sacks

Raul	Rothblatt
cori	parrish
Jennifer	Friedman
Diana	Noriega
Kruti	Suba
Leonore	Gordon
Marie	Drummond
Crystal	Summers
Georgiann	Young
Jeff	Bohan
K	Rockwell
Gregory	Wortham
Orlando	Torres
Linton	Wong
Samuel	Z
Terry	Kalb
Sophia	Bernard
Rachel	Schulman
mark	novotny
Dana	Clinton
Martha	Rodgera
Samuel	Clark
Andreleene	Babbitt
Doug	Franklin
Carol	Wise
Denise	Lytle
Lynnette	Simon
Paul	Vasser
Angela	McClendon
Sarah	Smith
Stephen	Maxwell
Marian	Vargas
Ronald	Sonesen
Adrian	Cerrato
Heather	Hall
Kyle	Haines
Joanne	Sampson
Judy	Silverstein
Susan	Osada
Valerie	Garvin Davis
Ana	Duque
Kayla	Thompson
Michelle	REYES



John	Browner
Mary	Lassett-Egbert
Ethan	Middlebrooks
Mahogany	Brim
Julian	Laboriel
Lara	Alexander
Bravizee	Ravizee
Matthew	Matamoros
Omawattie	Rangasammy
Joshua	Lagares
Shayna	Burko
Brian	Habenicht
Anna	Hessel
Yafreisy	Ruiz
Cathrine	Wiggins
Amanda	collins
Cheryl	Sealey
Kathleen	Wheeler
Andrew	Frett
Walter	Phillips
Jose	Vilson
Kelly	Hurst
Karah	Bonner
Angelina	Amsalen
Wendy	Menard
Mark	Chenevey
michelle	rieman
Peg	S.
Christopher	Jenner
Siobhan	Kolker
zack	clancy
Celine	Akigwe
Lawrence	Street
Ollie	roeback
Kiana	Laboriel
Kit	Golan
Destiny	Aguirre
Susan	Stout
Debby	Vajda
Colette	Cowan
Evah	Kowarski
Patricia	Whitney
Alicia	Imbert

Natasha	Varner
Mirja	Blixt
Denis	Hawkins
Sarika	Kumar
Anita	Gundanna
Trina	Rowles
Alex	Stavis
A	Sallev©
Lauren	Cardella
Daniel G	Mortenson
Rosalee	Lamm
Lindsey	Olsen
Michelle	Cundiff
Natia	Johnson
Vivian	Howat
Cathy	Caldie
Sasha	Kay
Kelyn	Klein
Andrew	Hume
R	Zager
Penny	Patterson
Marcey	Gayer
Robin	Howland
Brendan	Curran
Aaron	williams
Linda	Collins
Terry	King
Bryer	Marnin
Bonnie	Stockdale
Sharon	McKenna
Dionne	McNeil
Dee	Jordan
Danny	Tsotetsi
Andrea	Tyoe
Shanell	Merriweather



**To: NYC Mayor de Blasio**

# **Tell NYC Mayor to Stop Tolerating Racism in Schools**

We call on NYC Mayor De Blasio to immediately expand Culturally Responsive Education across the NYC public school system:

1. Expand cultural competency training for thousands of teachers, principals and school staff
2. Create multicultural curriculum in all grades and subjects
3. Create an Office of Culturally Responsive Education in the NYC Department of Education

## **Why is this important?**

It's been more than a month since the Daily News broke a story about a white teacher in the Bronx who, in a lesson on slavery and the Middle Passage, made Black students in several classes lay face down on the floor and even stepped on a female student while asking "see how it feels to be a slave?"

It's been more than a month, and the city has still not taken any steps to ensure that this type of degrading and traumatic incident will not occur again.

When asked by press about what the city is doing to make sure this type of incident never occurs again, Mayor de Blasio has said that the city already offers training on cultural competency. The truth is that those trainings are currently offered to just 450 out of 77,000 teachers - less than 1% of NYC teachers.

For over a year, parents have been demanding that Mayor de Blasio provide leadership in our schools and implement a comprehensive program of Culturally Responsive Education, including cultural competency trainings for teachers and school staff, in order to avoid just

this kind of traumatic incident. Now, the responsibility for this incident rests firmly on the Mayor's shoulders.

We know that racism and bias in schools is a national crisis.

- White teachers have lower expectations for students of color, and are significantly less likely to expect Black students to finish high school and college
- School staff frequently perceive Black boys as threatening and dangerous for the same behaviors that are seen as innocent for White students.
- In 2015, only 15% of children's books were written by African-American or Latino authors, or focused on African-American or Latino characters
- Over 80% of public school teachers nationally are White women, though a majority of public school students are people of color. In New York City, for example, 266 NYC schools have 0 or just 1 Latino teacher, 327 have 0 or just 1 Black teacher, and 690 have 0 or just 1 Asian teacher

Given these statistics, in how many other classrooms across the city are Black children are learning about slavery in a degrading way? And in how many classrooms across the city are Black children learning that their ancestors were kings and queens, fighters against enslavement, strategists and spies, scientists and inventors, doctors, healers and entrepreneurs?

Culturally Responsive Education is a research-based strategy that helps teachers build social and emotional connections with their students across racial and cultural differences, and root learning in students' culture and prior experiences. It has shown to have impressive impacts on student achievement in Tucson, San Francisco, and other districts across the country. But Mayor de Blasio, who claims to be a national progressive leader, has dragged his feet and been slow and timid to embrace this approach. Parents need him to step up and take action, to get justice for those students in the Bronx, and to make sure no child has to experience that again.

March 2018

Dear Mayor de Blasio,

Since the beginning of February, stories about racial bias in schools across New York City have made national news, drawing outrage, anger and protests from parents, students and community members. As elected officials representing the diverse communities of New York City, we will not allow students to continue to be demeaned and degraded in our schools. We know that New York City is better than this.

The Mayor's response to these incidents has been that the city is already providing training on cultural competency. But the truth is that those trainings are currently offered to just 450 out of 77,000 teachers – less than 1% of NYC teachers. During his State of the City address, Mayor de Blasio stated that our school system was built on systemic racism. But a systemic problem needs a systemic solution.

Culturally responsive education is a research-based strategy that relates academic study to students' experiences and cultures, fosters positive academic, racial and cultural identities, and develops the ability to connect across cultures. This method is proven to address biases, engage students of all backgrounds, decrease dropout rates and suspensions, and improve academic achievement. Mayor de Blasio must step up and take leadership to make culturally responsive education a major part of his education agenda. His first steps should be:

**1. Expand cultural competency trainings to thousands of teachers, administrators and school staff.**

When these trainings are regular, ongoing and connected to classroom instruction, they raise awareness of our biases and how to combat them, deepen understanding of equity research, and help staff increase equity in classroom practices and school policies such as discipline, special education referrals, and advanced placement.

**2. Develop curriculum and resource materials that engage students with diverse voices and perspectives in every subject, every grade, every day.**

*Convene a committee of teachers to revamp curricula in various disciplines and grades to better represent the histories and cultures of African, Latino, Asian, Middle Eastern and Native heritage people, and the intersections with gender, LGBTQ, disability, and religious diversity.*

**3. Create and staff an Office of Culturally Responsive Education to help integrate Culturally Responsive Education throughout the school system**

*There are numerous efforts in this area scattered across the Department of Education, but they are not coordinated or aligned with each other. An Office of Culturally Responsive Education will allow the DOE to strategize, lead, and learn from all the valuable work that is already happening.*

Racism and bias in schools cannot be ignored until the next scandal hits the news; it must be confronted courageously and ambitiously. Neglecting these issues --- during Black History Month no less -- would be a slap in the face to parents of color whose children comprise nearly 85% of NYC public school students. We are looking to our Mayor to show his commitment and leadership.

Signed,

Councilmember Mark Treyger, Chair of the Education Committee  
Councilmember Daniel Dromm, Chair of the Finance Committee  
Councilmember Diana Ayala, Co-chair of the Progressive Caucus  
Councilmember Ben Kallos, Co-chair of the Progressive Caucus  
Councilmember Vanessa Gibson  
Councilmember Keith Powers  
Councilmember Carlos Menchaca  
Councilmember Brad Lander  
Councilmember Robert Cornegy  
Councilmember Helen Rosenthal  
Councilmember Ritchie Torres  
Councilmember Alicka Ampry-Samuels  
Councilmember Deborah Rose  
Councilmember Daneek Miller  
Councilmember Antonio Reynoso  
Councilmember Stephen Levin  
Councilmember Jimmy Van Bramer  
Councilmember Jumaane Williams  
Councilmember Ydanis Rodriguez  
Councilmember Adrienne E. Adams  
Councilmember Margaret Chin  
Progressive Caucus of the New York City Council



## CEJ's 2018 Educational Justice Priorities

With at least half a million students in NYC schools whose families are immigrants to this country, and hundreds of thousands of Muslim students, undocumented students, LGBTQ students, Jewish students, students with disabilities, girls and other identities that have been targets in the current political climate, there is a moral imperative for the NYC Department of Education to help schools develop expertise in confronting racism and bias, and building a culture in which students are honored for all aspects of their identities.

One critical way to do that, and to make New York City schools free from racism, sexism, xenophobia, Islamophobia, homophobia, ableism and other biases, is Culturally Responsive Education (CRE). CRE is a research-based method of rigorous, student-centered education that relates academic study to students' experiences and cultures; fosters positive academic, racial and cultural identities; develops students' ability to connect across cultures; empowers students as agents of social change; cultivates critical thinking, and inspires students to fall in love with learning. CRE is grounded in brain science and learning development.

In 2018, parents of the NYC Coalition for Educational Justice (CEJ) challenge Mayor de Blasio to make Culturally Responsive Education a major part of his education agenda:

- 1. Expand anti-bias trainings to thousands of teachers, administrators and school staff.**  
*When these trainings are regular, ongoing and connected to pedagogy, they raise awareness of our biases and how to combat them, deepen understanding of equity research, and help staff develop an equity lens on classroom practices and school policies such as discipline, special education referrals, and advanced placement.*
- 2. Develop curriculum, resource materials and courses that engage students with diverse voices and perspectives in every subject, every grade, every day.**  
*Using the model of the DOE's new K-8 Social Studies Curriculum, convene teachers to revamp curricula in various disciplines and grades to better represent the histories and cultures of African, Latino, Asian, Middle Eastern and Native heritage people, and the intersections with gender, LGBTQ, disability, and religious diversity.*
- 3. Create and staff an Office of Culturally Responsive Education to help integrate Culturally Responsive Education throughout the school system**  
*There are numerous CRE efforts scattered across the Department of Education, but they are not coordinated or aligned with each other. An Office of CRE will allow the DOE to strategize, lead, and learn from all the valuable CRE work that is already happening.*

From: [McNally, Matthew](#)  
To: [B](#)  
Cc: [O'Brien, Kevin](#); [Casca, Michael](#); [Goldstein, Freddi](#); [Hagelgans, Andrea](#); [Phillips, Eric](#); [Wolfe, Emma](#); [Kagan, Rebecca](#); [Green, Jon](#); [Kopel, Alexandra](#)  
Subject: [REDACTED]  
Date: Monday, October 02, 2017 8:00:58 PM

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Sir,

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[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]





businesses, top Republicans want to prohibit people from deducting their state and local taxes from their federal bill.

**State and local tax deduction fight poses dilemma for Philly area Republicans**

<http://www.philly.com/philly/news/politics/trump-tax-reform-state-local-deduction-pennsylvania-new-jersey-20171002.html>

The tax overhaul rolled out last week by President Trump and congressional Republicans would cost New Jersey and Pennsylvania residents a tax break that can save them thousands of dollars a year — and the idea is already shaping up as a major political threat to the GOP’s top agenda item.

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**From:** Kagan, Rebecca  
**Sent:** Monday, October 02, 2017 5:05 PM  
**Subject:** [REDACTED]

[REDACTED]

[REDACTED]

| [REDACTED]

[REDACTED]

[REDACTED]

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**News of Note:**

**Trump is proposing big tax hikes on vulnerable House Republicans' constituents**  
<https://www.vox.com/policy-and-politics/2017/9/30/16380578/salt-vulnerable-house-republicans>

There are a lot of known unknowns about the Republican tax reform framework that was rolled out this week, but one thing that seems clear is they want to eliminate the state and local tax deduction (SALT). And rank-and-file party members are already grumbling about it. Republicans want to do this to help raise revenue that can be poured into important causes like lowering the top tax rate, eliminating the state tax, and exempting multinational corporations' foreign earnings from all taxation. They've talked themselves into this idea largely on the theory that it's a tax that hits blue states.

### **D.C. Republicans' big tax overhaul hinges on killing one of Minnesota's favorite deductions**

<https://www.minnpost.com/politics-policy/2017/10/dc-republicans-big-tax-overhaul-hinges-killing-one-minnesota-s-favorite-dedu>

Minnesota is well above-average in the number of residents who claim some SALT deduction — roughly a third of tax filers in Minnesota do. The policy's importance in the North Star State is fomenting interesting politics in Washington, with Minnesota Democrats generally in favor keeping a tax break primarily claimed by wealthy filers; Republicans, under pressure to back their party's tax initiative, have been harder to pin down on the fate of the SALT deduction.

### **The Political Land Mine in the Republican Tax Plan**

<https://www.theatlantic.com/politics/archive/2017/10/the-political-land-mine-in-the-republican-tax-plan/541557/>

There are any number of provisions that could bring down [the far-reaching Republican tax plan](#) between now and when the House and Senate hope to vote on the legislation later this fall. But one proposal in particular has quickly become a political land mine for the GOP, and whether it makes it into the final bill could determine if the legislation passes or fails and whether millions of Americans in several of the nation's largest states see a tax cut or a tax increase as a result. To offset the enormous cost of reducing tax rates for the wealthy and businesses, top Republicans want to prohibit people from deducting their state and local taxes from their federal bill.

### **State and local tax deduction fight poses dilemma for Philly area Republicans**

<http://www.philly.com/philly/news/politics/trump-tax-reform-state-local-deduction-pennsylvania-new-jersey-20171002.html>

The tax overhaul rolled out last week by President Trump and congressional Republicans would cost New Jersey and Pennsylvania residents a tax break that can save them thousands of dollars a year — and the idea is already shaping up as a major political threat to the GOP's top agenda item.

### **Rebecca Kagan Sternhell**

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Cell: [REDACTED]

From: [Lynch, Jeff](#)  
To: [B](#)  
Cc: [Carrion, Marco A.](#)  
Subject: Atlantic Yards Follow-Up  
Date: Friday, November 03, 2017 3:20:26 PM  
Attachments: [image002.png](#)

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Sir –

[REDACTED]

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Jeff

## **With 421-a Maneuver, Pacific Park Developer Could Save Buyers \$50 Million More in Taxes**

By [Norman Oder](#) | October 23, 2017

*A view of 535 Carlton Avenue (right of frame) and 550 Vanderbilt Avenue (left of frame) from Atlantic Avenue in Brooklyn. The developer wants to treat them as part of the same zoning lot in order to enjoy a bigger tax break.*

Developers of 550 Vanderbilt, the first condominium building in the long-gestating Pacific Park (formerly Atlantic Yards) project, seem poised to turn a sweet deal into a bonanza, thanks to real-estate alchemy that super-sizes an already large tax break.

When Greenland Forest City Partners in 2015 prepared the Offering Plan for buyers at 550 Vanderbilt, the pending 421-a tax abatement meant an overall yearly tax bill of [\\$1.2 million](#), a 69 percent discount off the annual property-tax hit that would have occurred without the tax break.

Now, however, owners at the 278-unit luxury building would collectively pay [less than \\$123,000](#), a 97 percent discount.

But that \$1.1 million increase in savings would be just the start. Since the new tax break would last 25 years, not 15 years like the initial one, plus remove an assessed value (AV) cap, owners could save a cumulative \$86.5 million over the life of the tax benefit, by City Limits' [calculations](#). That would be \$50 million more than in the earlier projection. (Neither the city nor the developer would address this estimate, which assumes static tax rates and assessments.)

How can they do this? By treating the luxury condo building and an affordable rental building down the block as a single “affordable project,” though several hundred feet and two future building sites separate the two. This allows the developer to avoid constraints that, under the version of 421-a in effect when construction started in 2015, applied to buildings in a broad zone of Brooklyn lacking affordable units.

The move delivers no new affordable units, because the apartments in 550's partner building were already approved and subsidized, though it does prompt an uptick in affordability in 11 of those units. The administration of Mayor Bill de Blasio seems dismayed by the developer's request but hamstrung by the fact that the change appears within the boundaries of the law that existed at the time shovels hit ground.

The 421-a application remains pending. The Department of Housing Preservation and Development responded to City Limits' queries with a statement: "While approval will be based on whether all of the requirements have been met, this project underscores the reasons we fought so hard to reform 421-a to stop subsidizing luxury condos and incentivize the kind of rental housing our city badly needs." (The new [Affordable New York program](#) requires 25 percent to 30 percent affordability in rental buildings, with various income mixes, limits the tax exemption to condo buildings with six to 35 units, and imposes an AV cap.)

Informed of the tax break and City Limits' calculations, Michelle de la Uz, executive director of Fifth Avenue Committee, which has called for deeper affordability at the project, called it "ridiculous." The developer, she said, "devised a way to substantially reduce their tax burden" while offering "extremely limited improvement in the affordability levels" in a project "whose 'affordable housing' is too expensive for most New Yorkers in need of housing... When will Governor Cuomo and Mayor de Blasio say enough is enough?"

For the developer, though, it's good news. "The joint application results in 10 additional years of exemption with no residential cap on the 421-a exemption and is a far better benefit than... in the original offering plan," lawyer Paul Korngold wrote [in a letter](#) included among the changes to the Offering Plan, known as amendments.

Asked several questions related to this 421-a application and 550 Vanderbilt, the developer responded with a general statement: "Greenland and Forest City are proud to have completed nearly 800 affordable homes to date, working across business cycles and evolving policy regulations to meet our commitments. We continue to partner with the City and State to deliver on our shared vision for growing a vibrant mixed-income community at Pacific Park."

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Greenland Forest City (owned 70 percent by Greenland USA, an arm of Shanghai-based Greenland Holdings) surely faces pressure to sell apartments at or above listed prices, as its projected profit has seemingly shrunk.

In June 2015, Forest City Realty Trust (parent of Forest City New York, the original Atlantic Yards developer, and current 30 percent owner) [estimated \\$361.6 million](#) in overall building costs, with a projected sell-through of \$388.6 million, suggesting an expected profit of \$27 million.

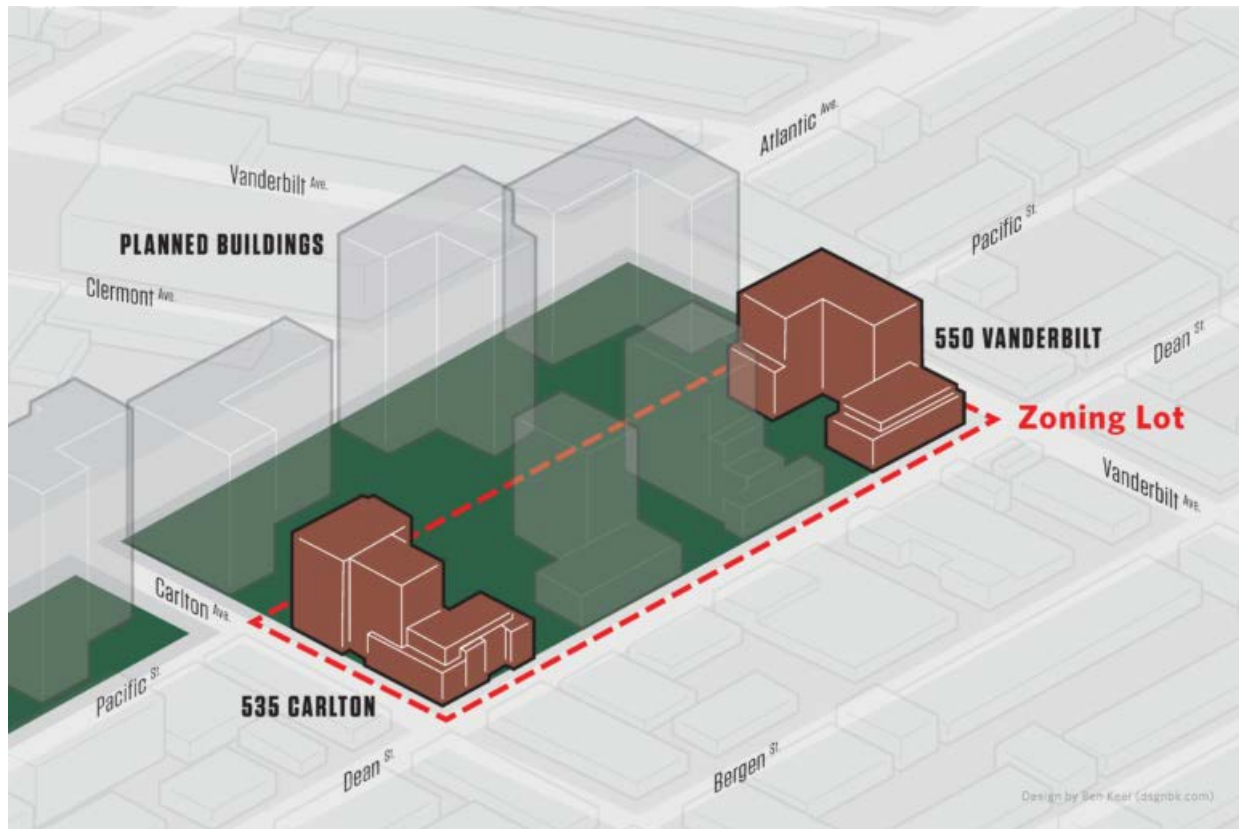
This past August, however, it [estimated \\$388 million](#) in costs, with a projected sell-through—after minor price increases—of \$391.1 million. That would seemingly leave a tiny \$3.1 million profit, plus rental income from three retail units.

Lowered taxes reduce the cost of ownership without changing the sticker price—essentially a covert price cut. While Greenland Forest City [told The Real Deal in July](#) that two-thirds of the units had sold, more than half the building's value—larger units representing more than \$200 million—remained available.

The 421-a switch would especially boost the allure of the most expensive units, vaporizing taxes thanks to the removal of the cap. For example, the four-bedroom, 4.5-bath Penthouse West, priced at \$6.86 million, was formerly projected to require [annual taxes of \\$42,711](#) (already a 20 percent discount off taxes without 421-a). Now, annual taxes would be [just \\$1,665](#). The buyer would save nearly \$1 million more over 25 years, by City Limits' calculations. Whether because of the anticipated bigger tax break or not, the joint venture recently raised prices slightly on five units.

Though no definitive database exists, the building's overall \$3.76 million annual savings seems unusually large for condos gaining a 25-year abatement. As of 2014, according to City Limits' analysis of data compiled by the Municipal Art Society, the single largest annual saving in a 25-year condo abatement was \$3.46 million. (Several condo and rental buildings in Manhattan, with either more units or valuable locations, had much larger annual abatements, but over a shorter time period.)

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Ben Keel

*535 Carlton and 550 Vanderbilt are the only buildings constructed at the eastern end of the project site.*

How can [550 Vanderbilt](#), long promoted as a market-rate building standing solo on Vanderbilt Avenue between Dean and Pacific streets in Prospect Heights, be part of what attorney Korngold stated would “be deemed to be an ‘affordable project’ by HPD”?

For the tax break, 550 Vanderbilt would be paired with [535 Carlton](#), a rental tower with 100 percent affordable housing at the far end of a long block, separated by two sites for yet-unbuilt Pacific Park towers. The pairing can qualify, according to Korngold’s letter, because both buildings were built at the same time and they share the same “zoning lot,” which the city [defines](#) as “a tract of land comprising a single tax lot or two or more adjacent tax lots within a block.”

The boundaries of that zoning lot were not publicly stated in the Atlantic Yards General Project Plan prepared by Empire State Development, the state economic development authority, which makes reference to multiple zoning lots. HPD says that the two buildings may be treated as one zoning lot because they are on the same block.

It is unclear—and neither the city nor the developer would say—how many affordable projects have taken advantage of such zoning-lot flexibility, though Ashley Cotton of Forest City New York said at an Oct. 17 public meeting that “we’re just applying like any other building under existing law, under the regulations that exist.” A project like Extell’s [One Manhattan Square](#) contains an affordable building adjacent to a

market-rate building, without intervening building sites. After the rezoning in Greenpoint and Williamsburg, waterfront “development parcels” contained adjacent market-rate and affordable buildings.

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Atlantic Yards, renamed Pacific Park in 2014, had already gained special treatment. Reform of the 421-a program in 2007, based on the widespread criticism that many subsidized buildings needed no tax incentives, expanded the zone in which onsite affordable housing was required in exchange for the tax break.

But the legislation offered Atlantic Yards—expected to contain 2,250 below-market units and 4,180 market-rate ones—what was widely called a “[carve-out](#).” It allowed any exclusively market-rate buildings 421-a benefits as long as the project met an overall goal: 20 percent of the total units would be affordable to households averaging no more than 90 percent of Area Median Income (AMI).

That proposal was criticized by the administration of Mayor Mike Bloomberg, otherwise a strong supporter of the project, so it was [pared back](#) to 15 years from 25 years, reducing the estimated benefit by at least \$100 million. Indeed, 550 Vanderbilt, according its [2015 Offering Plan](#), was slated to get a 15-year tax break.

After the passage of Affordable New York this year, however, Greenland Forest City recognized that the condo building could not get the 15-year tax break, Cotton said, apparently because the Atlantic Yards/Pacific Park “carve-out” wouldn’t be triggered until a cumulative 1,500 units were built. Instead, they pulled a rabbit out of a hat, concluding 550 Vanderbilt could take advantage of other 421-a provisions that few, if any, expected would be invoked for market-rate buildings in this project.

“Since this project commenced prior to January 1, 2016, it is covered by the 421-a law that was in effect at the time,” Korngold wrote, citing “require[ments] that 20 percent of the units in the application for 421-a benefits be made available for onsite affordable housing.”

Indeed, the 2007 legislation allowed “any multiple dwelling” within Atlantic Yards to gain the 25-year tax break, as long as it contained 20 percent affordable housing. Instead of having the tax break phase out over four years, starting in year 11, it would start in year 21. It also represents a vastly larger benefit, given the elimination of the AV cap, which as of 2017/18 set an \$84,810 limit on the assessed value of an apartment seeking the tax exemption. Owners typically pay taxes on the value above the cap.

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The increased tax break could be seen to raise the overall public cost for 535 Carlton because the city will now forgo more revenue in exchange for the same number of affordable apartments. Indeed, had the extended 421-a benefit surfaced before the July 2017 disclosure in an amendment to the Offering Plan, it could have put a damper on [the city’s announcement](#) a month earlier hailing the 535 Carlton opening, which Mayor de Blasio said was “delivering on the affordable housing this community was promised.”

The creation of a separate building with affordable housing in a sense recreates the “poor door,” a concept that Bruce Ratner, executive chairman of Forest City New York, has [roundly decried](#), at least while highlighting plans for Pacific Park buildings with 50 percent affordable units.

Not only was the increased tax exemption not known when the 535 Carlton opened, there’s been no requirement to inform Brooklyn Community Board 8. HPD last year received confirmation that the an earlier 421-a application had been disclosed, as required, to the community board. But if the application is later amended—as happened in September—the sponsor is not required to resubmit it.

The “affordable project” has some curious aspects. Though 535 Carlton has been promoted as “100 percent affordable,” the 298-unit building contains [mostly middle-income units](#) too pricey to trigger the 421-a benefits for its zoning lot associate. It must supply 116 units, in various sizes, renting below 120 percent of AMI, to meet the required 20 percent affordability in the 576-unit pairing.



But the building has just 30 two-bedroom units and six three-bedroom units renting below 120 percent of AMI, while **while 38 and nine are required**, respectively. So eight two-bedrooms (previously said to rent at \$2,611, or 130 percent of AMI) and three three-bedrooms (two at \$3,009, 130 percent of AMI, and one at \$3,716, 160 percent of AMI) must be reclassified at lower rents.

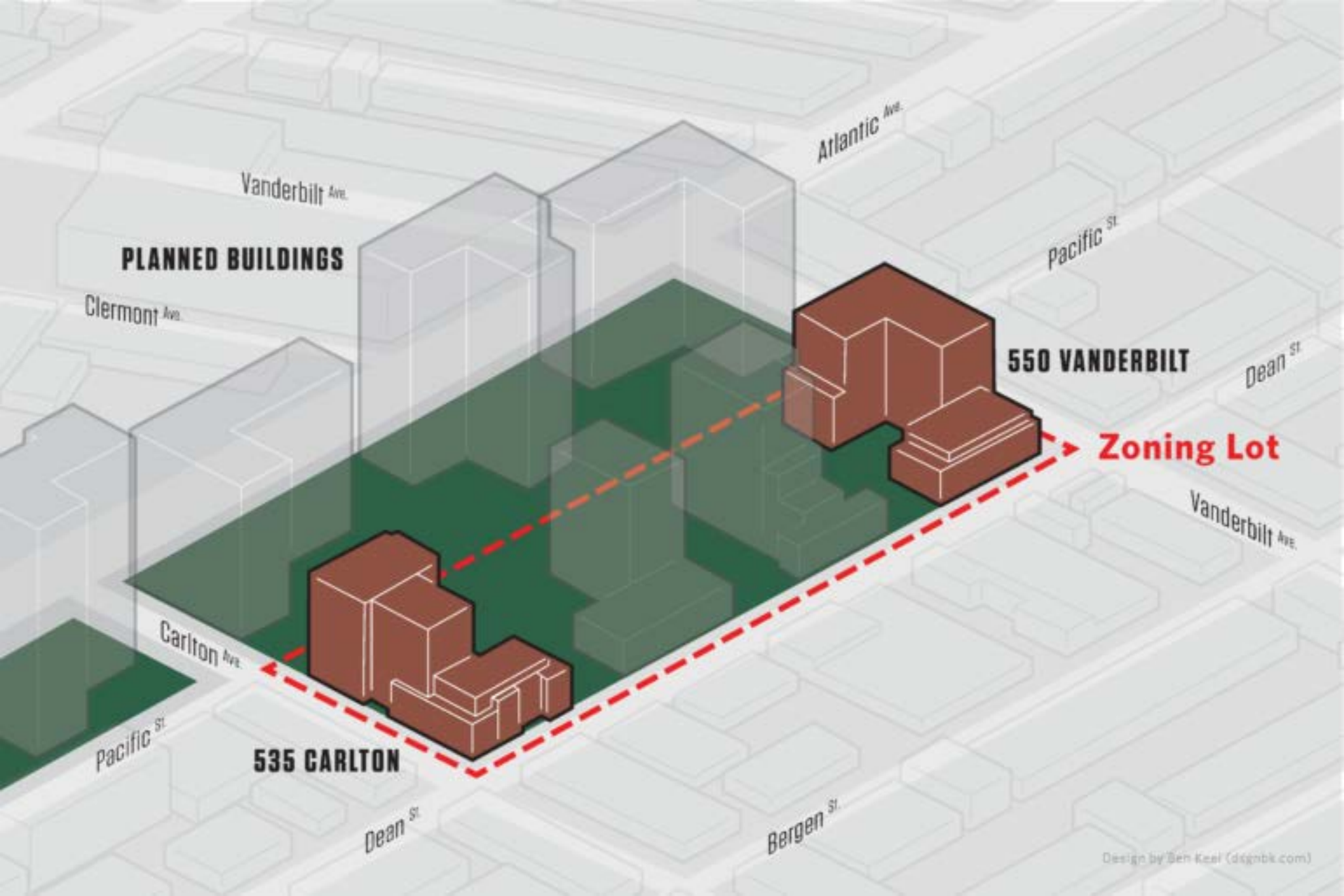
“[W]e had to make B14 [535 Carlton] more affordable, so the benefit on the affordability side is there,” Cotton said at the meeting. “But, in addition, another good benefit, depending on who you care about, is that B11 [550 Vanderbilt] has a 25-year abatement.” (Affordable housing advocate Barika Williams, who raised the issue at the Oct. 17 meeting, soon countered that “this vastly changes the amount of tax revenue these buildings will produce.”)

Cotton suggested that changes in 421-a had upended the developer’s plans for the Pacific Park, which is well behind schedule: “Getting a benefit for condos ever again is something we had counted on... and we no longer have that,” given that large condo buildings are excluded.

Even more strangely, after Greenland Forest City Partners in July announced a new real estate broker for 550 Vanderbilt, advertising for 550 Vanderbilt condos on the three web sites—550Vanderbilt.com, new broker **Nest Seekers International**, and the database StreetEasy—for weeks claimed owners would owe just \$1 in monthly taxes, not the newly-shrunk figures disclosed in the developer’s documents.

When queried about this in July, the developer and broker didn’t respond. The \$1 tax deal lasted for weeks on both Nest Seekers and StreetEasy, and still appears **on 550Vanderbilt.com** today, well after this reporter’s second round of inquiries.

Jeff Lynch  
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Community Affairs Unit  
Office of the Mayor  
[jlynch@cityhall.nyc.gov](mailto:jlynch@cityhall.nyc.gov)  
212-748-0311



**PLANNED BUILDINGS**

Atlantic Ave.

Vanderbilt Ave.

Pacific St.

Clermont Ave.

**550 VANDERBILT**

Dean St.

**Zoning Lot**

Vanderbilt Ave.

Carlton Ave.

**535 CARLTON**

Pacific St.

Dean St.

Bergen St.

**From:** [B](#)  
**To:** [Bill de Blasio](#)  
**Subject:** Fw: NYT Article re: Two Bridges Neighborhood  
**Date:** Sunday, December 10, 2017 8:39:14 PM

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**From:** Dann-Allel, Gabrielle <GDannAllel@cityhall.nyc.gov>  
**Sent:** Sunday, December 10, 2017 6:42 PM  
**To:** B  
**Cc:** Carrion, Marco A.  
**Subject:** NYT Article re: Two Bridges Neighborhood

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Sir,

[REDACTED]

[REDACTED]

[REDACTED]

Gaby Dann-Allel

<https://www.nytimes.com/2017/12/06/realestate/living-in-two-bridges-lower-east-side.html>

Two Bridges: Once Quiet, Now at the Edge of Change

By [C. J. Hughes](#), Dec. 6, 2017

Two Bridges, by the East River, may be tiny. But massive developments often seem to wash up there.

In the 1930s, about 100 buildings considered [slums](#) were razed to make way for [Knickerbocker Village](#), a red-brick, 12-building, middle-income complex that was among the first in the country to be subsidized by the federal government.

Even larger undertakings followed, including sprawling public-housing developments. In many ways, that thinking-big era lasted until the late 1990s, when 82 Rutgers Slip, a 198-unit apartment building with income restrictions — the final piece of a multi-block effort that began in the 1970s — welcomed its first renters.

But for all the attention, this middle-class area, which has never really had its turn as a fashionable neighborhood, could seem like a land the city forgot.

“It felt very isolated,” said Dr. Audrey Abatemarco, 51, a podiatrist who grew up in Knickerbocker Village and, after stints on Staten Island and the Upper West Side, moved back to the complex in the early 1990s.

“And yet, it was a neighborhood where people looked after you,” said Dr.

Abatemarco, who rents a one-bedroom and also has an office in the complex.

If the 20th century was about spreading out — the complexes are threaded with gardens, wide walkways, playgrounds and parking lots — the new phase of construction is more vertically focused.

First to stretch skyward is [One Manhattan Square](#), whose 823-foot spire, with 815 market-rate condo units, is currently taking shape. At least [three projects with similar towers](#) from other developers — all of them a mix of luxury and affordable rental apartments — are planned nearby.

While the high-rises promise to add stores, parks and hundreds of units of affordable housing in an area where below-average salaries are common, many neighborhood residents oppose them. Not only are they too tall, critics say, but also the new wealthy residents will encourage retail landlords to install fancy, out-of-reach shops.

And thousands of those new residents, they add, could strain infrastructure like public transportation.

“This was a sleepy little town for a while,” said Trever Holland, 51, a lawyer and a founder of Tenants United Fighting for Lower East Side, or [TUFF-LES](#), one of several local groups pushing for changes that include a rezoning that would cap buildings at 350 feet, or about 35 stories.

“What we’re trying to make sure of is not only that the area is properly zoned, but properly planned,” said Mr. Holland, who left New Jersey in 1997 for a one-bedroom unit in a rent-regulated building where apartments generally lease for between \$1,300 and \$1,600 a month (he declined to provide his rent).

But the public process required for any rezoning, which can be lengthy, wouldn’t begin until next year, proponents say, and time might not be on their side. At the same time, the developers behind the planned towers are working jointly to gain city approvals, which will be based on the projects’ impact on pedestrians and other factors.

One person’s oversized tower, of course, is another’s prized aerie, and Dr. Mathew Ulahannan, 65, an internist from New Hartford, in upstate New York, said he chose One Manhattan Square in part for the views.

His two-bedroom, two-bath unit in the building, which opens in 2018, cost \$2.3 million, said Dr. Ulahannan, who expects to use it as a once-a-month pied-à-terre with his wife, Leena. His daughter, Netha, 32, who is studying to be a doctor in New York, will likely live there full-time, he said.

“Change is inevitable, especially in Manhattan,” said Dr. Ulahannan, adding that he is sympathetic about rising living costs. “But there is not a lot of room for everybody that wants to come to New York.”

## What You’ll Find

Two Bridges, naturally, is near a pair of spans: the Manhattan and Brooklyn Bridges, whose tall stone undersides offer majestic passageways.

Based on business names and residents' opinions, the neighborhood's borders roughly correspond with Montgomery Street, East Broadway, Division Street and St. James Place, although some areas may overlap with the Lower East Side and Chinatown.

Classic tenement-style walk-ups, with stores at the base and facades zigzagged with fire escapes, are on full display on Madison Street. Some of the older buildings are being upgraded, like [207 Madison Street](#), which now has amenities like a game room.

Facing the walk-ups is an example of the housing type that prompted the bulldozing of similar tenements: the sweeping [La Guardia](#) public housing development from 1957, where 1,094 apartments are populated by 2,513 residents.

The new crop of towers is taking aim at those 20th-century blocks. At 252 South Street is One Manhattan Square, a condominium from Extell Development Company, whose president, Gary Barnett, lived as a child in an apartment on Pike Street. The development, which replaced a popular Pathmark grocery store, is also adding a 205-unit income-restricted rental building next door, at 229 Cherry Street.

On a narrow site a few paces away, at 247 Cherry Street, JDS Development Group has proposed a 1,008-foot rental with up to 660 units, 25 percent of them with below-market rents. And close by, at 259 Clinton Street, Starrett Development has unveiled a 724-foot, 62-story tower with 765 rentals, a quarter of which the developer said will be affordable.

There is also a project with two spires — the tallest at 798 feet — from L & M Development Partners and CIM Group. The project, which will have 1,350 rental units, a quarter of them affordable, is planned for 260 South Street, currently a parking lot.

All of these developers are promising to include stores, and to replace that sorely missed Pathmark, a spokeswoman for Extell said a grocery is coming.

In a market dominated by rentals, condos are scattered and modest. They also tend to be in the northern blocks, which since the 1980s have been home to immigrants from the Fujian province of China. Those units are frequently owned by investors and rented out, said John W. Chang, an associate broker with Sotheby's International Realty, who has worked in the area.

"Gentrification is happening," Mr. Chang said. But with the large number of rent-regulated units, he added, the neighborhood probably won't turn into an affluent address overnight.

Still, even if gradual, "low-income and long-term residents are being increasingly pushed out," said Christopher Kui, the executive director of Asian Americans for Equality, a social services group based in the neighborhood.

Tenants in tenements are being harassed by landlords so they might move, to clear their homes for redevelopment, he said. Also, it's been harder for residents to find places where they might buy "a nice \$5 lunch," as store rents rise, Mr. Kui added.

## What You'll Pay

With for-sale properties scarce, inventory is minimal, so market trends can be tough to identify. Still, a handful of condos offer some insight.

At 175 East Broadway, an ornate former office that went condo about a decade ago, the average price of the three sales this year was \$1.59 million, according to StreetEasy.

A similar conversion is at 142 Henry Street, where units have exposed bricks and beamed ceilings, and where a one-bedroom with a bath and a home office sold this year for \$960,000, according to public records. And at 48 Market Street, a newly constructed one-bedroom, one-bath condo sold this year for \$625,000, according to StreetEasy.

Rentals can seem attractively discounted relative to those in comparable neighborhoods. A two-bedroom in a prewar walk-up building that might cost \$4,000 a month in the East Village, for example, could be had in Two Bridges for \$2,800, said Todd Orwicz, a salesman with Warren Real Estate, who works in both places.

## The Vibe

Over the years, immigrants from various countries have moved through the area, including Irish, Italians and Chinese. Consequently, some buildings can seem like cultural Venn diagrams: A drugstore at Oliver and Madison Streets is identified with at least three signs — one in Chinese characters, another reading “farmacia” and a third that says “Generation Pharmacy.”

But now signifiers of neighborhood cool — coffee shops, interesting restaurants, places to buy art and music — are beginning to appear as well. Many owners of those businesses are taking pains to be joiners rather than disrupters.

“We all want to be integrated into the Chinatown community,” said David Fierman, 34, who moved his [art gallery](#) to Henry Street from the Lower East Side in 2016, and moved himself into a studio rental soon after. Mr. Fierman said he makes sure to put out news releases in Mandarin about upcoming shows.

Some attempts at introducing hipster culture in the neighborhood have led to interesting juxtapositions. The book and record store [2 Bridges Music Arts](#) is on East Broadway, in a small mall where the hair salons, jewelry shops and clothing stores cater mostly to Chinese customers. “The idea was to be located in a place that forces you to step outside yourself and your comfort zone,” said the owner, Simon Greenberg, of his decision to open the store there last year. One of the things he has done to appeal to locals, he said, is to display Chinese-language books prominently among the English-language titles.

While arrivals to Two Bridges might be sincerely trying to assimilate, their presence is still controversial, said Mr. Kui, who added that upscale shops are a tough fit in a working-class area.

“I’m not saying these are bad people,” he said, of the new crop of retailers. “Some of them are probably here because they’re facing the same cycles of gentrification as well.”



## The Schools

A zoned option is Public School 1, on Henry Street, which enrolls about 350 students in prekindergarten through fifth grade. On state exams last school year, 50 percent of students met standards in English, versus 40 percent citywide; in math, 59 percent met standards, versus 42 percent citywide.

For sixth through eighth grades, there is Middle School 131, just outside the neighborhood, which enrolls about 450 students. On state exams last year, 33 percent met standards in English, versus 41 percent citywide, while 53 met standards in math, versus 33 percent citywide.

Area students are given priority admission to Millennium High School in the financial district, which has about 640 students. On 2016 SAT exams, average scores were 562 in reading, 583 in math and 564 in writing, compared with 446, 466 and 440 citywide.

## The Commute

Subway trains may clatter across the Manhattan Bridge, but they do not stop in Two Bridges. The only line that serves the neighborhood is the F, at East Broadway. The M9, M15 and M22 bus lines are also options.

## The History

The neighborhood's name was coined in 1954 by the founders of the Two Bridges Neighborhood Council, which today is a social services organization and affordable-housing developer, said Victor Papa, 72, the current president.

An earlier era is recalled at the Chatham Square Cemetery on St. James Place, also known as the First Cemetery of the Spanish and Portuguese Synagogue. Revolutionary War veterans are buried in the graveyard, which had its [first interment](#) in 1683, according to the Congregation First Shearith.

The nearby 25 Oliver Street, a weathered three-story rowhouse, was a longtime residence of Alfred E. Smith, the New York governor and 1928 Democratic candidate for President.

A version of this article appears in print on December 10, 2017, on Page RE8 of the New York edition with the headline: A Land That the City Seems to Have Forgotten.

**From:** [Doris, Jonnel](#)  
**To:** [B](#)  
**Cc:** [Buery, Richard](#); [Wolfe, Emma](#); [Confer, Alexis](#)  
**Subject:** M/WBE State Bill Signing and Media Coverage  
**Date:** Friday, January 05, 2018 9:40:10 AM  
**Attachments:** [image001.png](#)

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Sir,

[REDACTED]

[REDACTED]

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**[UPDATED] Cuomo Signs Bill to Boost Minority Contracting**

CITY LIMITS - Jarrett Murphy

<https://citylimits.org/2017/12/21/update-cuomo-asked-to-sign-bill-to-boost-minority-contracting/>

**CUOMO SIGNS ONE MWBE BILL AND VETOES ANOTHER**

CITY & STATE - Rebecca Lewis

<http://cityandstateny.com/articles/policy/diversity/cuomo-signs-one-mwbe-bill-and-vetoed-another.html#.WkwPOVWnE-U>

**Cuomo Blasted for Keeping Personal Net Worth Cap for Minority- and Women-Owned Firms**

OBSERVER NY - Madina Toure

<http://observer.com/2018/01/andrew-cuomo-rodneuse-bichotte-minority-women-firms/>

**Cuomo Signs Bill to Let Minority, Women-owned Firms Apply for More NYC Business**

Bond Buyer – Chip Barnett

<https://www.bondbuyer.com/news/ny-gov-cuomo-signs-bill-to-let-mwbcs-apply-for-more-nyc-business>

**More City Money For Minority, Women-Run Businesses Under New Law**

Patch - Danielle Woodward

<https://patch.com/new-york/queens/more-city-money-minority-women-run-businesses-under-new-law>

**Minority, women-owned firms may vie for more NYC business**



BOND BUYER - Chip Barnett

<https://www.bondbuyer.com/news/bill-would-let-minority-and-women-owned-firms-vie-for-more-business-with-nyc>

**City Eager to See Cuomo Sign M/WBE Contracting Bill Now on His Desk**

GOTHAM GAZETTE - Samar Khurshid

<http://www.gothamgazette.com/city/7385-city-eager-to-see-cuomo-sign-m-wbe-contracting-bill-now-on-his-desk>

**Cuomo Asked to Sign Bill to Boost Minority Contracting**

CITY LIMITS - Jarrett Murphy

<https://citylimits.org/2017/12/21/update-cuomo-asked-to-sign-bill-to-boost-minority-contracting/>

**Monday's with the Mayor on NY1 – *Topper on M/WBE State Bill***

<http://www.ny1.com/nyc/all-boroughs/politics/2017/12/19/mondays-with-the-mayor-bill-de-blasio-interview-school-closings-nyc>

**City urges Cuomo to sign bill that helps businesses owned by minorities, women obtain contracts**

DAILY NEWS - Kenneth Lovett

<http://www.nydailynews.com/news/politics/city-urges-cuomo-sign-bill-helps-minority-businesses-article-1.3707631>

**CUOMO NOT COMMITTED TO SIGNING BILL TO MORE EASILY GIVE CONTRACTS TO BUSINESSES OWNED BY WOMEN, MINORITIES**

NY1 - Zack Fink

<http://www.ny1.com/nyc/all-boroughs/politics/2017/12/19/andrew-cuomo-has-not-committed-signing-mwbe-bill-bill-de-blasio-priority>

Thanks,

Jannel

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Jannel Doris

Senior Advisor and Director of the Mayor's Office for M/WBE

Office of the Mayor

212-341-5043

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**From:** [Goldstein, Freddi](#)  
**To:** [Green, Jon; B](#)  
**Cc:** [Wolfe, Emma](#); [Arslanian, Kayla](#); [McNally, Matthew](#); [O'Brien, Kevin](#); [Lupo, Jon Paul](#); [Poe-Kest, Anna](#); [Phillips, Eric](#)  
**Subject:** RE: [REDACTED]  
**Date:** Wednesday, January 31, 2018 10:37:51 PM

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**From:** Goldstein, Freddi  
**Sent:** Wednesday, January 31, 2018 10:36 PM  
**To:** Green, Jon; B  
**Cc:** Wolfe, Emma; Arslanian, Kayla; McNally, Matthew; O'Brien, Kevin; Lupo, Jon Paul; Poe-Kest, Anna; Phillips, Eric  
**Subject:** RE: [REDACTED]

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[REDACTED]

### **Some Mayors Skip Meeting With Trump Amid New Pressure on Sanctuary Cities**

WSJ - Alicia A. Caldwell, Louise Radnofsky

<https://www.wsj.com/articles/justice-department-threatens-to-subpoena-23-sanctuary-states-cities-1516816531>

Several mayors pulled out of a planned meeting Wednesday with President Donald Trump, in response to a move by the Justice Department to pressure sanctuary cities to comply with federal immigration demands.

Bill de Blasio, the Democratic mayor of New York, said in a tweet that he wouldn't be going to the meeting. Others who will skip the meeting, according to the mayors' conference,

include Mitch Landrieu, Democratic mayor of New Orleans and head of the mayors group, Republican Elizabeth Kautz of Burnsville, Minn., and Democrat Steve Benjamin of Columbia, S.C.

“Unfortunately, the Trump administration’s decision to threaten mayors and demonize immigrants yet again—and use cities as political props in the process—has made this meeting untenable,” said Mr. Landrieu.

The move came after the Justice Department Wednesday sent letters to 23 state and local governments in which it threatened to subpoena them for documents proving they are in line with requirements to cooperate with immigration officials in order to keep some federal grants. The threat marked the latest effort by the Trump administration to pressure sanctuary cities, which don’t fully assist federal authorities seeking to remove illegal immigrants.

The White House said that the meeting would go ahead anyway.

“We are disappointed that a number of mayors have chosen to make a political stunt instead of participating in an important discussion with the president and his administration,” said spokeswoman Lindsay Walters. “President Trump is committed to tackling the challenges facing this country and looks forward to visiting with a large bipartisan group of mayors that represent both rural and urban municipalities.”

Eric Garcetti of Los Angeles and Rahm Emanuel of Chicago, both high-profile Democrats on the national stage, would also not attend, the conference said. The White House hadn’t included them on a list of dozens of anticipated guests sent Wednesday morning.

In his tweet announcing that he wouldn’t attend the meeting, which focused on infrastructure, New York’s Mr. de Blasio cited what he called the administration’s “racist assault on our immigrant communities.”

But it wasn’t clear that Mr. de Blasio’s decision to skip the meeting Wednesday was triggered by the administration’s move to pressure sanctuary cities. Mr. de Blasio told a conference call of mayors Monday that he wouldn’t be attending the White House event, according to a person familiar with the contents of the call. The reason, Mr. de Blasio told the other mayors, was that he had previously met with White House officials on infrastructure, and that their assurances couldn’t be trusted, this person said.

Most of the cities, counties and states targeted in the latest letters are run by Democratic elected officials.

A Justice Department official said the timing of the mayors’ meeting with the White House was not a factor in the decision to issue the demand letters Wednesday.

Last year, the Justice Department notified 29 jurisdictions that they could be out of compliance and asked for records to show that local law enforcement properly share information with U.S. Immigration and Customs Enforcement, the Homeland Security agency in charge of arresting and deporting immigrants living in the country illegally.

Mr. Trump signed an executive order last year directing the Justice Department to withhold some grant money to jurisdictions that don’t fully cooperate with federal immigration

authorities. That order has been challenged across the country and in November a federal judge in San Francisco ruled that the order was unconstitutional and issued a permanent, nationwide injunction blocking the order from being enforced.

That ruling and others have temporarily slowed the awarding of some grant money approved for the 2017 budget year that ended in September, according to the Justice Department. The agency has argued that fully sharing information about immigrants being held in local jails is a requirement of the Justice Department's Edward Byrne Memorial Justice Assistance Grants Program.

Many of the targeted jurisdictions, including the state of Illinois and the city of Los Angeles, have previously denied breaking any federal laws. The state of California, a frequent target of the Trump administration's effort to crack down on sanctuary jurisdictions, sued the administration last year to block efforts to curb grant money based on local immigration rules.

Nonetheless, a senior Justice Department official said Wednesday that the government has the authority to demand evidence of compliance with the information sharing law. The letters demanding the records, including copies of publicly available local laws and any written directives to local law enforcement that outline rules about communicating with immigration authorities, also include renewed warnings that noncompliant jurisdictions could face losing grant money.

"I continue to urge all jurisdictions under review to reconsider policies that place the safety of their communities and their residents at risk," Attorney General Jeff Sessions said in a statement.

The jurisdictions have until Feb. 23 to comply with the records request. The Justice Department is demanding that the jurisdictions provide documents showing rules about how officials are to share, or not, information about immigrants being held in local jails.

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**From:** Green, Jon

**Sent:** Wednesday, January 31, 2018 10:29 PM

**To:** B

**Cc:** Wolfe, Emma; Arslanian, Kayla; McNally, Matthew; O'Brien, Kevin; Lupo, Jon Paul; Poe-Kest, Anna; Goldstein, Freddi; Phillips, Eric

**Subject:** Re: [REDACTED]

+ Freddi and Eric.

Sent from my iPhone

On Jan 31, 2018, at 9:44 PM, B <[REDACTED]> wrote:

[REDACTED]

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**From:** Green, Jon  
**Sent:** Wednesday, January 31, 2018 8:44 PM  
**To:** B  
**Cc:** Wolfe, Emma; Arslanian, Kayla; McNally, Matthew; O'Brien, Kevin; Lupo, Jon Paul; Poe-Kest, Anna  
**Subject:** [REDACTED]

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[REDACTED]

Jon Green  
Senior Advisor for Strategic Initiatives  
Mayor Bill de Blasio, New York City  
[REDACTED] (cell)

**From:** [LES Organized Neighbors](#)  
**To:** [iris.quinones](#); [crivera@council.nyc.gov](#); [rearley](#); [Baptiste, Erica \(ManhattanBP\)](#); [andrewlombardi](#); [mwashton@manhattanbp.nyc.gov](#); [maurico@yuhlineniou.org](#); [Gerhards, Basha \(ManhattanBP\)](#); [Gouin, Kate](#); [Litvak, Gwendolyn](#); [pleonard](#); [district2@council.nyc.gov](#); [press@manhattanbp.nyc.gov](#); [info@manhattanbp.nyc.gov](#); [Gale A. Brewer](#); [Gale A. Brewer](#); [jcaras@manhattanbp.nyc.gov](#); [kavanagh@nysenate.gov](#); [\[REDACTED\]](#); [Jessica Mates](#); [niouy@nyassembly.gov](#); [bp@manhattanbp.org](#); [nydia.velazquez@mail.house.gov](#); [Guevara, Maria-Luisa \(DCP\)](#); [DeCerbo, Danielle \(DCP\)](#); [mrachel@planning.nyc.gov](#); [jmerani@planning.nyc.gov](#); [hmarcus@planning.nyc.gov](#); [de Blasio, Bill](#); [Lin, Tommy](#); [mchin@council.nyc.gov](#); [MGuerra@council.nyc.gov](#); [sowen@comptroller.nyc.gov](#); [mstinso@comptroller.nyc.gov](#); [action@comptroller.nyc.gov](#); [lames@pubadvocate.nyc.gov](#); [achen@pubadvocate.nyc.gov](#); [jlevy@pubadvocate.nyc.gov](#); [newsunit@pubadvocate.nyc.gov](#); [mauricio@yuhlineniou.org](#); [laurence@yuhlineniou.org](#); [rebecca@yuhlineniou.org](#); [linan@nysenate.gov](#); [Evelyn.Cruz@mail.house.gov](#); [chair@cb3manhattan.org](#); [cb3landuse@gmail.com](#); [district3@council.nyc.gov](#); [GetHelp@pubadvocate.nyc.gov](#); [Lago, Marisa \(City Planning\)](#); [rdo Brus](#); [CLRivera@council.nyc.gov](#); [tduvivier@manhattanbp.nyc.gov](#); [jhova@pubadvocate.nyc.gov](#); [bsherman@pubadvocate.nyc.gov](#); [jpetro@pubadvocate.nyc.gov](#)  
**Subject:** Media Release: Community Leaders and Chinatown Working Group issue Open Letter to DCP: Pass the Full Chinatown Working Group Rezoning Plan  
**Date:** Thursday, April 26, 2018 8:26:33 PM

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LESON  
Lower East Side Organized Neighbors  
Organize - Inspire - Challenge [lesorganizedneighbors@gmail.com](mailto:lesorganizedneighbors@gmail.com)  
<https://www.leson-nyc.org>

**Community Leaders and Chinatown Working Group Issue  
Open Letter to DCP:  
Pass the Full Chinatown Working Group Rezoning Plan  
Press Release**

Date: Thursday April 26, 2018  
Contact: Tony Queylin, [917-613-9226](tel:917-613-9226)

**\*Open Letter can be found below this release\***

Lower East Side Organized Neighbors (LESON) is submitting an open letter to the Department of City Planning, calling on the agency to adopt the Chinatown Working Group Rezoning Plan in its entirety as its mitigation strategy for the ongoing Two Bridges LSRD EIS. In recent months, LESON has demonstrated that the 4 proposed "megatowers" on the LES waterfront, would result in mass displacement and adverse environmental impact on the surrounding community and its infrastructure. This has caused the EIS process and the release of its Final Scope of Work to be delayed by several months. The Chinatown Working Group rezoning plan would resolve the crisis of displacement and protect the environment by stemming real estate speculation and the influx of luxury development in Chinatown and LES. LESON is also calling on all community groups and members to join the fight to get the entire rezoning plan passed.

"It is clear that the Two Bridges LSRD EIS is long delayed because LESON exposed that these developments cannot meet Zoning Resolution Article VII, Chapter 8," says Tanya Castro, member of LESON and president of Land's End II Resident Association. "To qualify for special permits/authorizations under this law, any new development in the Two Bridges Large Scale Residential Development (LSRD) Site cannot produce detrimental building bulk and result in adverse

environmental impact, such as restricted light/air, total alteration of neighborhood character and traffic, etc."

Tony Queylin, resident of Two Bridges Tower and LESON member says "DCP must pass the Chinatown Working Group plan in its entirety to mitigate the destructive impact that the massive amount of luxury development, like the Extell tower, has had on our community. Just the Extell tower alone has caused the air quality in Two Bridges to deteriorate; the construction has caused our streets to literally sink by two inches. Imagine what almost 4,000 more units of luxury housing being built nearby would do! There is no way we can raise our families in a safe and secure environment if the city does not put an end to the luxury development destroying our neighborhood."

David Nieves, resident of Seward Park Houses and LESON member says "There are some who are proposing a waterfront only rezoning, and a text amendment to put the megatowers through ULURP. This is a diversion from the real problem. What good is getting a few more units of "affordable housing" that is not affordable? Rezoning just one part of the community will leave the rest of Chinatown and LES unprotected. This is especially troubling for NYCHA residents, as the City is proposing to privatize NYCHA's open land to build luxury housing. The Chinatown Working Group Rezoning Plan would protect the entirety of our community, including its public housing."

For more information about LESON, please visit [www.leson-nyc.org](http://www.leson-nyc.org) or <https://www.facebook.com/LESON17/>

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## LESON<sub>(LOWER EAST SIDE ORGANIZED NEIGHBORS)</sub> and the Chinatown Working Group

TO: Marisa Lago, Director  
Office of City Planning  
[120 Broadway, New York, N.Y. 10271](http://www.opc.nyc.gov)  
May 25, 2017

We, the undersigned, call on DCP to adopt the Chinatown Working Group rezoning plan in its entirety as the mitigation strategy for the ongoing Two Bridges LSRD EIS. Furthermore, we call on DCP to convert the current EIS for the Two Bridges LSRD development to an analysis of the CWG Plan.

It has been demonstrated that the proposed Megatowers cannot meet the requirements necessary to secure the authorizations and/or special permits under Zoning Resolution Article VII, Chapter 8. Furthermore, the developments would exacerbate the City's inability to comply with Federal and State water pollution laws, including the Federal Clean Water Act. The adverse environmental effects of the proposed megatowers cannot be mitigated without considering the cumulative impact of all the development happening in the surrounding community. Therefore, it is only reasonable for DCP to adopt the Chinatown Working Group rezoning plan in its entirety as the mitigation strategy.

The Lower East Side and Chinatown community has long faced a crisis of mass displacement and gentrification, of which the proposed Megatowers is a prime example of. "Mitigation" of this crisis cannot be done by rezoning the community piece by piece. Rather, such a proposal, as the history of the East Village rezoning demonstrates, will leave most of our community unprotected and push development pressures into its most vulnerable parts, greatly accelerating evictions, rent increases, real estate speculation and development.

DCP once rejected the Chinatown Working Group rezoning plan, claiming that it was too large in scale and too



"ambitious" to implement. In reality, there have been several rezonings passed within the last decade that are much larger in scale and more ambitious than our own. These rezonings, which were predominantly downzonings, include: Ozone Park- 530 blocks, Richmond Hill-Kew Gardens- 140 blocks, Richmond Hill-Woodhaven- 229 blocks. Our request that the plan be passed is a call for equality: that our community, predominantly low-income and people of color, be afforded the same treatment as these communities, which majority are wealthy.

We remind DCP that the Chinatown Working Group plan was crafted over the past 8 years with overwhelming community participation and support. Almost 60 groups participated in its creation. Thousands in the community have signed petitions and marched to City Hall calling for the passage of the plan in its entirety.

We call on DCP:

1. Adopt the CWG plan in its entirety
2. Convert the current Two Bridges LSRD EIS to an analysis for the Chinatown Working Group plan
3. Comply with the LSRD Zoning Resolution Article VII, Chapter 8 and stop the megatowers from being built

Please contact Tony Queylin at 1-917-613-9226 or [lesorganizedneighbors@gmail.com](mailto:lesorganizedneighbors@gmail.com) to discuss this matter further.

**Lower East Side Organized Neighbors**

Tanya Castro-Negron, Land's End II Resident Association  
David Nieves, Seward Park Ext. & National Mobilization Against Sweatshops  
Tony Queylin, Two Bridges Tower & National Mobilization Against Sweatshops  
Zishun Ning, Chinese Staff and Workers' Association  
David Tieu, Chinese Staff and Workers' Association  
Richard Yuen, LES resident

and the

**Chinatown Working Group**

CC: Bill de Blasio, Mayor,  
Nydia Velasquez, U.S. Congresswoman, 10th District of New York  
Gale Brewer, Manhattan Borough President  
Margaret Chin, City Council District 1  
Carlina Rivera- City Council District 2  
Brian Kavanagh, New York State Senate  
Yuh-Line Niou, New York State Assembly  
Corey Johnson- Chair, City Council  
Robert Dobruskin, AICP, Director

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Lower East Side Organized Neighbors, c/o NMASS, [345 Grand Street](#), [New York, NY 10002](#)

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**From:** [Wolfe, Emma](#)  
**To:** [B](#)  
**Subject:** Fwd: MAYOR DE BLASIO AND SPEAKER JOHNSON ANNOUNCE ADVISORY COMMISSION TO RECOMMEND REFORMS TO NEW YORK CITY'S PROPERTY TAX SYSTEM  
**Date:** Thursday, May 31, 2018 4:48:59 PM  
**Attachments:** [image001.png](#)

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Begin forwarded message:

**From:** Mayor's Press Office <[pressoffice@cityhall.nyc.gov](mailto:pressoffice@cityhall.nyc.gov)>  
**Date:** May 31, 2018 at 4:47:20 PM EDT  
**To:** Mayor's Press Office <[pressoffice@cityhall.nyc.gov](mailto:pressoffice@cityhall.nyc.gov)>  
**Subject: MAYOR DE BLASIO AND SPEAKER JOHNSON ANNOUNCE ADVISORY COMMISSION TO RECOMMEND REFORMS TO NEW YORK CITY'S PROPERTY TAX SYSTEM**



THE CITY OF NEW YORK  
OFFICE OF THE MAYOR  
NEW YORK, NY 10007

**FOR IMMEDIATE RELEASE:** May 31, 2018  
**CONTACT:** [pressoffice@cityhall.nyc.gov](mailto:pressoffice@cityhall.nyc.gov), (212) 788-2958

**MAYOR DE BLASIO AND SPEAKER JOHNSON ANNOUNCE  
ADVISORY COMMISSION TO RECOMMEND REFORMS TO NEW  
YORK CITY'S PROPERTY TAX SYSTEM**

*Commission, to be co-chaired by Vicki Been and Marc Shaw, will develop proposals to make property taxes more fair, straightforward, and transparent*

**NEW YORK**—Today, Mayor de Blasio and Council Speaker Johnson announced the formation of a new advisory commission, co-chaired by Vicki Been and Marc Shaw, to develop recommendations to reform New York City's property tax system to make it simpler, clearer, and fairer, while ensuring that there is no reduction in revenue used to fund essential City services. The commission will solicit input from the public by holding at least 10 public hearings. The last in-depth review of the system by a government-appointed commission was in 1993.

The Commissioner of the Department of Finance Jacques Jiha, Director of the Office of Management and Budget Melanie Hartzog, Director of the City Council Finance Division Latonia McKinney, and Deputy Director and Chief

Economist Council Finance Division Raymond Majewski will serve as non-voting ex-officio members.

“To be the fairest big city, you need a fair tax system. For too long, New York City taxpayers have had to grapple with a property tax system that is too opaque, too complex, and just feels unfair,” said **Mayor Bill de Blasio**. “New Yorkers need property tax reform, and this advisory commission will put us on the road to achieve it.”

“This is an important first step towards addressing inequities in this city’s broken property tax system. It is crucial that we work to bring clarity and fairness to this process, which has long perplexed the public and left many feeling hoodwinked by the city government tasked with representing them. The Council looks forward to rolling up our sleeves and addressing this long-standing problem,” said **Council Speaker Corey Johnson**.

**Vicki Been** is the Boxer Family Professor of Law at NYU School of Law, an Affiliated Professor of Public Policy of the NYU Wagner Graduate School of Public Service and Faculty Director of NYU’s Furman Center for Real Estate and Urban Policy. Previously Been served for three years as Commissioner of Housing Preservation and Development for the City of New York, where she led the 2400-person agency in: designing and implementing Housing New York, a comprehensive strategy for addressing the City’s need for affordable housing. Been has written extensively about New York City’s property tax system and its primary abatement and exemption programs.

**Marc V. Shaw** is the Interim Chief Operating Officer for CUNY. Shaw also serves as the Senior Advisor to the Chancellor for Budget, Finance, and Fiscal Policy, as well as Chair of the CUNY Institute for State and Local Governance. Previously, he served as a Senior Advisor to Governor David Paterson, Executive Vice President for Strategic Planning at Extell Development Company and First Deputy Mayor to Michael Bloomberg.

Also announced today, advisory commission members include:

**Carol O’Cleireacain** is an Adjunct Professor at the Milano Graduate School for Management & Urban Policy at the New School, a Senior Consultant to the Brookings Institution’s Task Force on the State Budget Crisis, and Of Counsel to the LIATI Group, a boutique merchant bank, which focuses on public infrastructure investments. O’Cleireacain has a long history in public service, with appointments as Deputy Mayor for Economic Policy Planning and Strategy (Detroit), Deputy State Treasurer (NJ), Director of the NYC Mayor’s Office of Management & Budget, and Commissioner of the NYC Department of Finance.

**Felice Michetti** is Chairperson and CEO of Grenadier Realty Corp, one of the largest affordable housing owner and operators in New York State. Michetti also serves on the board of the Community Preservation Corporation. Previously, she served as Commissioner of the Department of Housing Preservation under Mayors Dinkins and Giuliani. Michetti served as First Deputy Commissioner of the Department of Housing Preservation under Mayor Koch.

**James Parrott** is Director of Economic and Fiscal Policies at The Center for New York City Affairs at The New School. In previous positions, Parrott worked for the Fiscal Policy Institute, the Office of the State Deputy Comptroller for New York City, the City of New York (as chief economist for economic development), and for the International Ladies' Garment Workers' Union.

**Gary Rodney** is Chairman of City Real Estate Advisors (CREA LLC), a low-income housing tax credit syndicator. As Chairman, Rodney works with the senior management team of CREA and its partners to help finance quality affordable housing in cities across the country. Prior to assuming this role, Rodney served as the President of the New York City Housing Development Corporation.

**Elizabeth Velez** is President and Chief Contract Administrator of the Velez Organization and is on a number of construction-related boards, including the New York Building Congress, the National Hispanic Business Group, the Association of Minority Enterprises of New York (AMENY), the Mayor's Commission on Construction Opportunity, the Board of ACE Mentor of New York and the NYC Department of Business Services Advisory Board.

The advisory commission will evaluate all aspects of the current property tax system with an eye to transparency, efficiency and fairness. Its comprehensive review will include, but not be limited to:

- The tax classification system;
- The methods of determining property market values and assessments;
- Treatment of property value increases;
- Relief for low-income and senior homeowners; and
- Method of calculating tax rates.

The advisory commission's recommendations may include changes that could be made at the City level, as well as those that would require state legislation. The commission will also review comparable property tax systems across the nation, including different methods for property valuation and homeowner protections.

Property taxes are an important component of a local government's tax base – in New York City, they make up 45 percent of the local tax base – and are essential to quality service delivery. New York City's current property tax system is set forth in state law and has been in existence for nearly four decades. Its complex structure classifies properties into multiple categories, referred to as tax classes, and contains provisions that govern fractional assessments, market valuation restrictions, and caps on growth, among other things. Application of the various provisions of state law can result in differences in taxes paid on properties, which may become more pronounced with the passage of time.

“New York City's property tax system has long been the subject of criticism and

controversy,” said **Commission Co-Chair Vicki Been**. “I look forward to the opportunity to work with Mayor de Blasio, the City Council, Co-Chair Marc Shaw, and this smart, thoughtful, balanced, and pragmatic group of experts to propose reforms to make the system fairer for all New Yorkers.”

“Twenty five years ago, I served on a joint commission to address the city’s tax system. Much has changed since then and many issues have arisen that need to be resolved. I applaud Mayor de Blasio and City Council Speaker Corey Johnson for committing themselves to the difficult task of reforming the system together. It won’t be easy, but the cooperative nature of this joint commission indicates to me that both sides are serious about the need for change. I am honored to be a part of this commission and excited to begin the hard work necessary to enact change,” said **Commission Co-Chair Mark Shaw**.

“As the Commissioner of the City agency responsible for administering the NYC property tax, I look forward to assisting the Commission in its mission to study the property tax system and make recommendations to make the property tax system fairer, more predictable and more transparent,” said **Department of Finance Commissioner Jacques Jiha**.

“The City is taking a hard look at our property tax system to ensure that hardworking taxpayers – our fellow New Yorkers – are being treated fairly. Our goal is to provide more transparency to a system that has for decades left New Yorkers in confusion,” said **Office of Management and Budget Director Melanie Hartzog**. “This commission will provide much needed clarity for homeowners and help us take steps to create a fairer city.”

“Property tax reform is one of the most pressing issues facing New York today and has been a focus of the Council Finance Division for decades. The current system is in many ways unfair and fails to meet the needs of everyday New Yorkers. This joint Commission will seek to answer the classic questions of tax policy; can we make the system fairer? Can we make it work better with the City’s economy? Can we make it more transparent and easier for the public to understand? We look forward to finding solutions that can have a direct impact for homeowners,” said **Council Finance Division Director Latonia McKinney**.

“It has been a quarter century since the City last took a systematic look at its property tax system, and there is bipartisan consensus in the Council that such a look is long overdue. And while we all agree the work is necessary, we also know it won’t be easy. Our goal is to address years of inequities while remaining revenue neutral. I am honored to be part of this ambitious undertaking, and excited to begin finding solutions that help New York,” said **Deputy Director and Chief Economist Council Finance Division Raymond Majewski**.

“Throughout the budget process we have heard over and over again about the financial pain caused by the unfair and overly complex property tax system currently in place. We simply must do better. This is an opportunity to make real strides on an important issue as we work to improve this system for our neighbors and the entire city,” said **City Council Member Daniel Dromm, Chair of the Council’s Finance Committee**.

“For years, my colleagues and I have been pushing for a commission to address the glaring inequities of this city’s arcane property tax system. Today, we finally begin that process. While I expect this will be neither fast nor easy, I am hopeful that at the end of this process this advisory commission will propose some meaningful, long-term solutions to make this city’s property tax system more fair and just. I am grateful for Speaker Johnson’s strong support on this issue and to Mayor de Blasio for working with us to make this happen,” said **Council Minority Leader Steven Matteo**.

###