

78.



# City of West Allis Matter Summary

7525 W. Greenfield Ave.  
West Allis, WI 53214

File Number	Title	Status
-------------	-------	--------

2007-0466      Special Use Permit      In Committee

Special Use Permit for proposed multi-family elderly housing complex, to be located on the former Laidlaw Transit, Inc. bus company site and on the former Neis Hardware site at 7725, 7741, 79\*\*, 7939-43 W. National Ave. and 1810 S. 80 St. (Tax Key Nos. 452-0599-001, 452-0598-001, 452-0597-003, 452-0597-002, 452-0597-001, 452-9999-007, 452-0596-000)

Introduced: 8/7/2007

Controlling Body: Safety & Development Committee  
**Plan Commission**

### COMMITTEE RECOMMENDATION

*File*

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
<u>8/7/07</u>			Barczak				✓
			Czaplewski				
			Dobrowski				
			Kopplin				
			Lajsic	✓			
			Narlock				
			Reinke	✓			
			Sengstock				
	✓		Vitale	✓			
		✓	Weigel	✓			
			TOTAL	<u>4</u>	<u>0</u>		<u>1</u>

### SIGNATURE OF COMMITTEE MEMBER

*[Signature]*      \_\_\_\_\_      \_\_\_\_\_  
 Chair      Vice-Chair      Member

### COMMON COUNCIL ACTION **PLACE ON FILE**

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
<u>AUG - 7 2007</u>			Barczak				✓
			Czaplewski	✓			
			Dobrowski	✓			
			Kopplin	✓			
	✓		Lajsic	✓			
			Narlock	✓			
			Reinke	✓			
			Sengstock	✓			
		✓	Vitale	✓			
			Weigel	✓			
			TOTAL	<u>9</u>			<u>1</u>

**STANDING COMMITTEES OF THE  
CITY OF WEST ALLIS COMMON COUNCIL  
2004**

**ADMINISTRATION & FINANCE**

Chair: Michael J. Czaplewski  
Vice-Chair: Martin J. Weigel  
Gary T. Barczak  
Thomas G. Lajsic  
Rosalie L. Reinke

**PUBLIC WORKS**

Chair: Richard F. Narlock  
Vice-Chair: Linda A. Dobrowski  
Kurt E. Kopplin  
Vincent Vitale  
James W. Sengstock

**SAFETY & DEVELOPMENT**

Chair: Thomas G. Lajsic  
Vice-Chair: Vincent Vitale  
Gary T. Barczak  
Martin J. Weigel  
Rosalie L. Reinke

**LICENSE & HEALTH**

Chair: Kurt E. Kopplin  
Vice-Chair: James W. Sengstock  
Linda A. Dobrowski  
Richard F. Narlock  
Michael J. Czaplewski

**ADVISORY**

Chair: Rosalie L. Reinke  
Vice-Chair: Gary T. Barczak  
Linda A. Dobrowski  
Vincent Vitale  
Martin J. Weigel

# Planning Application Form

City of West Allis □ 7525 West Greenfield Avenue, West Allis, Wisconsin 53214  
414/302-8460 □ 414/302-8401 (Fax) □ <http://www.ci.west-allis.wi.us>

**Applicant or Agent for Applicant**

**Agent is Representing** (Owner/Leasee)

Name Jacob Klein & Milo Pinkerton  
 Company MSP Real Estate, Inc.  
 Address 7201 Walker St Ste #20  
 City St. Louis Park State MN Zip 55426  
 Daytime Phone Number 952-351-4544  
 E-mail Address jklein@msphousing.com  
 Fax Number 952-935-7202  
 Project Name/New Company Name (If applicable) West Allis Senior Apartments

Name \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Daytime Phone Number \_\_\_\_\_  
 E-mail Address \_\_\_\_\_  
 Fax Number \_\_\_\_\_

Agent Address will be used for all official correspondence.

**Application Type and Fee**  
(Check all that apply)

**Property Information**  
 7725 W. National Ave. 7934-43 W. National Ave.  
 7741 W. National Ave. 1810 S. 80 St.  
 Property Address 79th \* \* National Avenue  
 Tax Key Number 452-0597-001 452-0547-003 452-0547-001  
452-0597-001 452-0597-002 452-9999-007 452-0596-000  
 Current Zoning C-2  
 Property Owner City of West Allis  
 Property Owner's Address 7525 W. Greenfield Ave.  
West Allis, WI 53214  
 Existing Use of Property Vacant  
 Structure Size 180,000 sq. ft. Addition \_\_\_\_\_  
 Construction Cost Estimate: Hard 13m Soft 4m Total 17m  
 Landscaping Cost Estimate 10,000  
 Total Project Cost Estimate: 17,010,000  
 Previous Occupant Laidlaw Bus & Adverto print

- Request for Rezoning: \$500.00 (Public Hearing required)
- Existing Zoning: \_\_\_\_\_ Proposed Zoning: \_\_\_\_\_
- Request for Ordinance Amendment \$500.00
- Special Use: \$500.00 (Public Hearing required)
- Transitional Use \$500.00 (Public Hearing Required)
- Level 1 Site, Landscaping, Architectural Plan Review \$100.00
- Level 2 Site, Landscaping, Architectural Plan Review \$250.00
- Level 3 Site, Landscaping, Architectural Plan Review \$500.00
- Site, Landscaping, Architectural Plan Amendments \$100.00
- Extension of Time: \$250.00
- Certified Survey Map: \$500.00 + \$30.00 County Treasurer
- Planned Development District \$1500.00(Public Hearing required)
- Subdivision Plats: \$1500.00 + \$100.00 County Treasurer + \$25.00 for reapproval
- Signage Plan Review \$100.00
- Street or Alley Vacation/Dedication: \$500.00
- Signage Plan Appeal: \$100.00

**Attach detailed description of proposal.**

In order to be placed on the Plan Commission agenda, the Department of Development must receive a completed application, appropriate fees, a project description, 6 sets of scaled, folded and stapled plans (24" x 36") and 1 electronic copy (PDF format) of the plans by the first Friday of the month.

Attached Plans include: (Application is incomplete without required plans, see handout for requirements)

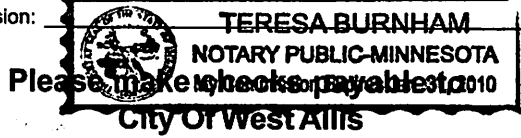
- Site Plan   
  Floor Plans   
  Elevations   
  Signage Plan   
  Legal Description   
  Certified Survey Map  
 Landscaping/Screening Plan   
  Grading Plan   
  Utility System Plan   
  Other \_\_\_\_\_

Applicant or Agent Signature [Signature] Date: 7-3-07

Subscribed and sworn to me this 3rd day of July, 2007

Notary Public: [Signature]

My Commission: TERESA BURNHAM



*Please do not write in this box*

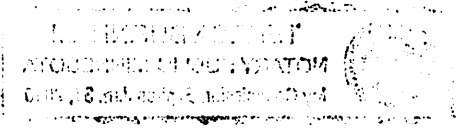
Application Accepted and Authorized by: \_\_\_\_\_

Date: \_\_\_\_\_

Meeting Date: \_\_\_\_\_

Total Fee: \_\_\_\_\_

Oper: GNRDCV  
 Date: 7/06/07 01  
 Type: DC  
 Receipt no: 59226  
 Drawer: 1  
 MSP REAL ESTATE 1 \$500.00  
 GH DEV SPECIAL USE 1 \$500.00  
 GD DEV LVL 3 SITE-A 1 \$500.00  
 MSP REAL ESTATE 1 \$500.00  
 MSP REAL ESTATE 1 \$500.00  
 GL -1 CERTIFIED 1 \$500.00  
 MSP REAL ESTATE 1 \$500.00  
 GL -2 CNTY CERT 1 \$500.00  
 MSP REAL ESTATE 1 \$500.00  
 CK CHECK PA 10049 \$500.00  
 Total tendered \$1530.00  
 Total payment \$1530.00  
 Trans date: 7/06/07 Time: 13:45:44





## **MSP West Allis Senior Housing Campus**

### **Project Overview**

As many individuals reach the golden years of their life they decide to simplify their lives and give up the maintenance and responsibilities associated with owning a house. These seniors desire to remain active in the community and maintain the bonds they have established with friends and family over their lifetime. Seniors also want to move to a place that can meet their needs by providing additional care as it is needed, while maintaining their independence as long as possible.

To meet these needs MSP Real Estate, Inc is applying to construct a senior housing campus that will meet the housing needs of the residents of West Allis, now, and for years to come.

Our project will be developed on the 5.5 acre parcel formerly occupied by Laidlaw Bus Company and Advertoprint on West National between 77th and 80th. The city has obtained these parcels of land and will do all remediation work necessary to sell MSP Real Estate a broom clean site.

This location is ideal for the senior development we are planning because of its close proximity to the senior center, library, shopping, churches, hospitals and restaurants.

Our project entails a two phase development of a Senior Housing Campus of 264 Units which will provide a continuum of care and allow the residents to age in place. The project will feature approximately 100 underground parking stalls as well as an additional 120-130 surface parking space. Unlike many of the Senior Housing options in the City of West Allis our project will have Market Rate and Income Restricted Affordable Independent Senior Rental Housing, Private Pay Assisted Living and Memory Care as well as Hospice and Adult Day Care components.

### **Independent Living**

Phase I will consist of a four story building of 120 Units of Independent Senior Rental Housing. This project will feature spacious one, two bedroom and two bedroom plus den apartments. Since we will be seeking bond financing, which requires a minimum of twenty (20) percent of the units to be affordable, the building will be a mix of Market Rate and Affordable Units.

The monthly rent will vary based on unit type and upon qualification for units reserved for tax credit occupants. In Milwaukee County residents making less than \$28,200 annually will qualify for these units. Rents for the one bedroom units we expect to range from \$735-900 per month. The two bedrooms we estimate will rent for between \$900-1400.

Each unit will feature a full kitchen with finishes and appliances similar to those of our 145 Unit, Deer Creek Village in New Berlin, Wisconsin. Each unit will have its own dishwasher, range, refrigerator/freezer and garbage disposal. Most of the units will have a washer and dryer. Additionally, all of the units will have their own patios or balconies

### **Assisted Living**

Phase I will consist of a two story building of 40 Units of Assisted Living. Heritage West Allis Assisted Living will feature studio, one and two bedroom apartments for seniors that require assistance with their daily lives. Heritage Assisted Living prides itself on allowing its residents to maintain their independence while offering assistance as it as needed. Since we will be seeking bond financing, which requires a minimum of twenty (20) percent of the units to be affordable, the building will be a mix of Market Rate and Affordable Units.

The monthly rent will vary based on unit type and assessment of care level. Prices include three meals per day and a basic 8 hours of care per week that includes; housekeeping, laundry, medication administration, coordination of medical services, 24 hour professional caregiver staff and basic help with the activities of daily living. Pricing will be based on unit type, level of care and selected services.

Residents will enjoy units with full bathrooms as well as a kitchenette. Kitchenettes will include cabinets, microwaves, a sink and garbage disposal as well as a refrigerator and freezer.

### **Memory Care**

Heritage West Allis Memory Care Community Phase I will be a two story 32 Unit building built as part of the first Phase of MSP Real Estate, Inc's Senior Housing Campus on West National Avenue. Heritage Memory Care will feature studio and suite apartments for individuals with Alzheimer's, Dementia and other conditions that affect one's memory.

The monthly rent will vary based on unit type and assessment of care level. Prices include three meals per day and a basic 8 hours of care per week that includes; housekeeping, laundry, medication administration, coordination of medical services, 24 hour professional caregiver staff and basic help with the activities of daily living.

Residents will enjoy comfortable private rooms with memory boxes outside to promote independence. Most of the rooms will have individual showers. The facility will also feature shower rooms with roll-in showers as well as whirlpool tubs.

This building will be completely secured with each door requiring an access code to prevent residents from wandering. Additionally, we will have an enclosed courtyard for residents to enjoy the outdoors without the risk of wandering.

## **Project Features and Amenities**

### **Community Room**

The community room will be the amenity most utilized by the residents of the Independent building. It will feature a 50" Flat Screen Television with surround sound to watch the Packers as well be available for residents personal use. The community room will also serve as the dining area for residents for meals prepared by the onsite commercial kitchen or catered in. In addition, it will provide a place for residents to get together and socialize, play cards, bingo and converse.

### **Dining Room**

Both the Assisted Living and Memory Care buildings will have dining areas which residents will be provided with 3 meals a day prepared in our on site commercial kitchen.

### **Private Dining Room**

The private dining room will be available free of charge for residents to have a private meal with friends or family members.

### **Activities**

Our project will have a full time activities director and assistants who plan activities for the entire project. Whether it is arts and crafts or a group trip to the Jelly Belly factory, activity programs will be designed to keep or residents of all ages and abilities active and part of the community.

### **Fitness Center**

The Independent building will feature a senior friendly fitness center with specialized equipment to help senior feel their best.

### **Wellness Center**

There will be a wellness center that will serve as a base for health education, podiatrist and doctor visits as well as blood pressure screening.

## Company Information:

Over the past 15 years MSP Real Estate, Inc has developed over 100 million in real estate in 3 states and completed over 25 developments. Our current portfolio includes 1138 Units of apartments with an additional 175 Units of Assisted Living and Memory Care. MSP products range from market rate apartments, to tax credit family and senior projects as well as Assisted Living and Memory Care.

Since 1995 MSP Real Estate, Inc has been one of the premiere developers of Senior Rental Housing in the Milwaukee area. We currently own Senior Housing Developments in the following communities around Milwaukee:

### Independent Senior Rental Housing

<u>Project</u>	<u>City</u>	<u>Units</u>	<u>Completed</u>
Courtyard	West Allis	63	1995
Lincoln Village	Port Washington	49	2002
Silver Creek Village	Glendale	65	2000
Lexington Village	Greenfield	120	1998
Deer Creek Village	New Berlin	145	2001

### Assisted Living

<u>Project</u>	<u>City</u>	<u>Units</u>	<u>Completed</u>
Lexington Heritage	Greenfield	20	2000
Heritage at Deer Creek	New Berlin	43	2004

### Memory Care

<u>Project</u>	<u>City</u>	<u>Units</u>	<u>Completed</u>
Heritage at Deer Creek	New Berlin	33	2004
Heritage Court (Acquisition)	Menomonee Falls	34	2004

<b>Total Milwaukee area MSP Real Estate, Inc Portfolio</b>	<b>572 Units</b>
<b>Total MSP Portfolio</b>	<b>1313 Units</b>





# City of West Allis

7525 W. Greenfield Ave.  
West Allis, WI 53214

## Resolution

**File Number: R-2007-0206**

**Final Action: 8/7/2007**

**Sponsor(s):** Safety & Development Committee

Resolution relative to determination of Special Use Permit for proposed multi-family elderly housing complex, to be located on the former Laidlaw Transit, Inc. bus company site and on the former Neis Hardware site at 7725, 7741, 79\*\*, 7939-43 W. National Ave. and 1810 S. 80 St. (Tax Key Nos. 452-0599-001, 452-0598-001, 452-0597-003, 452-0597-002, 452-0597-001, 452-9999-007, 452-0596-000)

WHEREAS, Milo Pinkerton, d/b/a MSP Real Estate, Inc., duly filed with the City Administrative Officer-Clerk/Treasurer an application for a Special Use Permit, pursuant to Sec. 12.41(2) and Sec. 12.16 of the Revised Municipal Code, for the construction of Phase I of a multi-family elderly housing complex; and,

WHEREAS, after due notice, a public hearing was held by the Common Council on August 7, 2007, at 7:00 p.m. in the Common Council Chamber to consider the application; and,

WHEREAS, the Common Council, having carefully considered the evidence presented at the public hearing and the following pertinent facts noted:

1. The applicant, Milo Pinkerton, d/b/a MSP Real Estate, Inc., has offices at 7201 Walker St., Suite 20, St. Louis Park, MN 55426.
2. The applicant, MSP Real Estate, Inc., has a valid offer to purchase the property from the City of West Allis at 7725, 7741, 79\*\*, 7939-43 W. National Ave. and 1810 S. 80 St., West Allis, Milwaukee County, Wisconsin, more particularly described as follows:

All that land of the owner being located in the Northeast  $\frac{1}{4}$  of Section 4, Township 6 North, Range 21 East, City of West Allis, Milwaukee County, State of Wisconsin describes as follows:

Beginning at southeast corner of the Parcel 3, Certified Survey Map No. 2389; thence Southerly, 25.00 feet; thence Westerly, 360.00 feet; thence Northerly, 25.00 feet; thence Westerly, 106.11 feet, to the East right-of-way line of South 80th Street; thence Northerly, 190.03 feet, along said East line to the South right-of-way line of West National Avenue; thence Northeasterly, 820.71 feet, along said south line; thence Southerly, 146.07 feet; thence Easterly, 32.00 feet; thence Southerly, 240.00 feet; thence Westerly, 354.00 feet, along said line, to the Point of Beginning.

Said land being located at 7725, 7741, 79\*\*, 7939-43 W. National Ave. and 1810 S. 80 St.

Tax Key Numbers: 452-0599-001, 452-0598-001, 452-0597-003, 452-0597-002, 452-0597-001, 452-9999-007, 452-0596-000.

3. The applicant will redevelop the former Laidlaw Transit Co. and former Neis Hardware site into a two-phased senior housing complex. Phase I will include 32 units of memory care (one-story building), 40 units of assisted living (two-story building), and 120 units of independent living (four-story building), for a total of 192 units. Phase II will be reviewed at a later date. The project will have a combination of market rate and income restricted affordable housing units. The three different living components (independent, assistant and memory care) will be constructed as one contiguous building, connected by hallways. The complex also features a community room, dining rooms, a fitness center in the independent living section, and a wellness center. The complex will require that residents be 55 years or older to live at the facility.

4. The aforesaid premises is zoned C-2 Neighborhood Commercial District under the Zoning Ordinance of the City of West Allis, which permits multi-family dwellings and homes for the aged as a Special Use pursuant to Sec. 12.41(2) and Sec. 12.16 of the Revised Municipal Code.

5. The property is serviced by all necessary public utilities.

6. The subject property is part of a block between S. 77 St. and W. S. 80 St. on the south side of W. National Ave., which is zoned for commercial purposes. Properties to the west are developed as commercial, properties to the east are developed as residential, properties to the north are developed as commercial, mixed-use, and as an elementary school, and properties to the south are developed as manufacturing .

7. The proposed development should not adversely contribute to traffic volumes or traffic flow in the area. A traffic study was conducted for the proposed development.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that the application of Milo Pinkerton, d/b/a MSP Real Estate, Inc. for the construction of Phase I of a multi-family elderly housing complex be, and is hereby granted on the following grounds:

That the establishment, maintenance and operation of the proposed use, with the imposition of certain conditions hereinafter set forth, reasonably satisfies the standards set forth in Sec. 12.16 and Section 12.41(2) of the Revised Municipal Code, so as to permit the issuance of a Special Use Permit as therein provided.

BE IT FURTHER RESOLVED that said Special Use Permit is granted subject to the following conditions:

1. Site, Landscaping, Screening and Architectural Plans. The grant of this special use permit is subject to and conditioned upon approval of the site, landscaping and architectural plans by the City of West Allis Plan Commission, as provided in Sec. 12.13 of the Revised Municipal Code of the City of West Allis. The Plan Commission recommended Common Council approval of the Special Use Permit on July 25, 2007 and will consider the site, landscaping and architectural plans on August 22, 2007. No alteration or modification of the approved plan shall be permitted without

approval by the Plan Commission.

2. **Certified Survey Map.** The grant of this Special Use is subject to a Certified Survey Map being submitted to and approved by the Common Council.
3. **Building Plans and Fire Codes.** The grant of this Special Use Permit is subject to building plans being submitted to and approved by the Department of Building Inspection Department and by the Fire Department.
4. **Paving and Drainage.** The grant of this special use is subject to necessary site paving and drainage plans(s) being submitted to the Building Inspection Dept.
5. **Parking Requirements.** Off-street parking for 97 underground parking stalls (including 4 ADA spaces) and 99 surface parking stalls (including 5 ADA spaces), for a total of 196 parking stalls and 9 ADA stalls shall be provided and maintained on site. In accordance with Sec. 12.19 of the Revised Municipal Code 112 parking spaces are required on site (80 spaces for independent and assisted living, and 32 spaces for memory care), including 6 ADA spaces. These parking calculations are for Phase I only.
6. **Window Signage.** Window signage shall not exceed twenty (20) percent of the glazed portion of each window frame.
7. **Marketing Displays.** The use of pennants, special lighting, flags, streamers or other signage typically temporary in nature, hanging, floating or attached to a structure or vehicle shall not be permitted.
8. **Litter.** Employees shall inspect the area and immediate vicinity and pick up litter on a daily basis. Refuse, recyclables, grease, and other waste materials will be fully enclosed within an approved structure.
9. **Refuse Collection.** Refuse collection will be done by a commercial hauler. (All refuse, recyclables and other waste material shall be screened from view within a four-sided enclosure to match the building).
10. **Pagers/Intercoms.** The use of outdoor pagers, intercoms or loudspeakers shall not be permitted on site.
11. **Outdoor Lighting.** All outdoor lighting fixtures shall be shielded in such a manner that no light spays from the property boundaries.
12. **Sidewalk Repair.** The grant of this special use is subject to compliance with Policy No. 2806 of the Revised Municipal Code relative to the City's sidewalk improvement policy as it relates to damaged, (if any) abutting sidewalk.
13. **Noxious Odors, Etc.** The facility shall not emit foul, offensive, noisome, noxisome, oxious or disagreeable odors, gases or effluvia into the air. Mechanical systems shall be maintained to

efficiently remove noxious odors.

14. Expiration of Special Use Permit. Any special use approved by the Common Council shall lapse and become null and void one (1) year from and after that approval if the use has not commenced, construction is not underway, or the owner has not obtained a valid building permit. An extension of these time limitations may be granted without a public hearing by the Common Council by resolution reauthorizing the special use in accordance with the following criteria:

A. The applicant requesting the extension shall complete a planning application available from the Department of Development and shall submit a \$250.00 extension fee.

B. A written explanation for the extension of time shall accompany the planning application along with a timeline/schedule for obtaining necessary permits, zoning, state and municipal approvals and a target date for construction start;

C. The request for extension shall be submitted within sixty (60) days of the expiration of the special use permit;

D. The extension, if granted, shall be valid for a period of six (6) months. If no building permit has been issued and construction has not commenced within six (6) months from and after the extension has been granted, the special use shall become null and void.

15. Miscellaneous.

A. Applicants are advised that the foregoing conditions are reasonably necessary to protect the public interest and to secure compliance with the standards and requirements specified in Sec. 12.16 of the Revised Municipal Code; that the issuance of the special use is expressly subject to compliance with said conditions.

B. The use, as granted herein, is subject to applicants' compliance with all other state and local laws and regulations which may be applicable to the proposed use of the real estate in question.

C. The special use, as granted herein, shall run with the land and benefit and restrict all future owners and occupants of the property, unless the use shall lapse or be terminated and the use will not be altered or extended (including structural alterations and/or additions) without the approval of the Common Council, following public hearing, all as provided in Sec. 12.16 of the Revised Municipal Code.

Mailed to applicant on the  
14 day of August, 2007

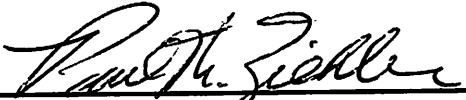
  
Assistant City Clerk



cc: Dept. of Development  
Dept. of Building Inspections and Zoning  
Div. of Planning

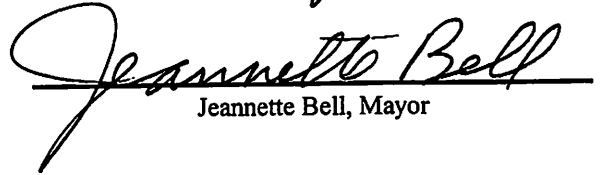
ZON-R-636\8-7-07

ADOPTED 08/07/2007



Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED August 9, 2007



Jeannette Bell, Mayor



7525 West Greenfield Avenue  
West Allis, Wisconsin 53214-4648



**CITY CLERK/TREASURER'S OFFICE**  
414/302-8200 or 414/302-8207 (Fax)

[www.ci.west-allis.wi.us](http://www.ci.west-allis.wi.us)

**Paul M. Ziehler**

*City Admin. Officer, Clerk/Treasurer*

**Monica Schultz**

*Assistant City Clerk*

**Rosemary West**

*Treasurer's Office Supervisor*

August 14, 2007

Jacob Klein & Milo Pinkerton  
MSP Real Estate, Inc.  
7201 Walker St., Ste. #20  
St. Louis Park, MN 55426

Dear Messrs. Klein & Pinkerton:

On August 7, 2007 the Common Council approved a Resolution relative to determination of Special Use Permit for proposed multi-family elderly housing complex, to be located on the former Laidlaw Transit, Inc. bus company site and on the former Neis Hardware site at 7725, 7741, 79\*\*, 7939-43 W. National Ave. and 1810 S. 80 St.

A copy of Resolution No. R-2007-0206 is enclosed.

Sincerely,

Monica Schultz  
Assistant City Clerk

/amn  
enc.

cc: John Stibal  
Ted Atkinson  
Steve Schaer  
Barb Burkee