

AGREEMENT

Agreement made and entered as of the 23rd day of September, 2018, by and between
ROUNABOUT THEATRE COMPANY, INC. (hereinafter referred to as "Roundabout")
and MAKE-UP ARTISTS & HAIR STYLISTS LOCAL 798, I.A.T.S.E. (hereinafter referred
to as "Local 798" or "Union").

WITNESSETH

ARTICLE I **SCOPE AND RECOGNITION**

- 1.1 Roundabout agrees to and does hereby recognize Local 798 as the sole and exclusive bargaining agent for all Make-Up Artists and Hair Stylists (collectively, "Employees") of Roundabout who perform work at Studio 54, the Stephen Sondheim Theatre ("SST"), the American Airlines Theatre ("American Airlines"), and the Laura Pels Theatre ("Pels") (collectively, "Theatre" or "Theatres").

ARTICLE II **JURISDICTION**

- 2.1 Jurisdiction shall include all functions normally performed by Make-Up Artist and Hair Stylist Employees.

ARTICLE III **WAGES**

3.1 Pels

		4/2/18 to 3/31/19	4/1/19 to 3/29/20	3/30/20 to 3/28/21	3/29/21 to 3/27/22	3/28/22 to 3/26/23
Head	Weekly	\$1,080.00	\$1,090.80	\$1,101.71	\$1,123.74	\$1,146.22
	Hourly	\$30.00	\$30.30	\$30.60	\$31.22	\$31.84
Assistant	Weekly	\$900.00	\$909.00	\$918.09	\$936.45	\$955.18
	Hourly	\$25.00	\$25.25	\$25.50	\$26.01	\$26.53

3.2 American Airlines

		4/2/18 to 3/31/19	4/1/19 to 3/29/20	3/30/20 to 3/28/21	3/29/21 to 3/27/22	3/28/22 to 3/26/23
Head	Weekly	\$1,440.00	\$1,454.40	\$1,468.94	\$1,498.32	\$1,528.29
	Hourly	\$40.00	\$40.40	\$40.80	\$41.62	\$42.45
Assistant	Weekly	\$1,152.00	\$1,163.52	\$1,175.16	\$1,198.66	\$1,222.63
	Hourly	\$32.00	\$32.32	\$32.64	\$33.30	\$33.96

3.3 Studio 54 and SST

		4/2/18 to 3/31/19	4/1/19 to 3/29/20	3/30/20 to 3/28/21	3/29/21 to 3/27/22	3/28/22 to 3/26/23
Head	Weekly	\$1,512.00	\$1,527.12	\$1,542.39	\$1,573.24	\$1,604.70
	Hourly	\$42.00	\$42.42	\$42.84	\$43.70	\$44.58
Assistant	Weekly	\$1,224.00	\$1,236.24	\$1,248.60	\$1,273.57	\$1,299.05
	Hourly	\$34.00	\$34.34	\$34.68	\$35.38	\$36.08

3.4 Star Make-Up Artist or Star Hair Stylist shall have the right to negotiate additional pay for any extra services required. Any such agreement shall be set forth in writing and signed by Roundabout and the Star Make-Up Artist or Star Hair Stylist.

3.5 After twenty-five (25) weeks of performance at Studio 54, the SST, or the American Airlines, Local 798/League rates shall apply to Assistants and the Local 798/League benefits shall apply to all Employees.

- (i) Regular Roundabout rates and benefits shall resume after the final performance of the production.
- (ii) All non-production related calls shall be paid at the regular Roundabout rates and benefits.

ARTICLE IV WORK RULES

4.1 The regular work week shall consist of six (6) days from Monday-Sunday with one (1) day off. During performance weeks, the dark day shall be defined as the Equity day off. Roundabout may change the designated dark day upon two (2) weeks' notice to the Union.

- 4.2 For performance weeks at all Theatres, all Employees shall be guaranteed thirty-six (36) hours per week, with a minimum three and one-half (3.5) hour show call at the American Airlines and the Pels, and a minimum four and one-half (4.5) hour show call per performance, for work relating to such performance, at Studio 54 and SST. All show calls are inclusive of pre and post show continuity calls.
- 4.3 As a continuity of employment, Employees may be called in for up to two (2) hours of continuity before or after a show call. Any unit work may be performed during such continuity call.
- 4.4 Alternate Use of Theatre:
- (i) When Roundabout makes alternate use of the Theatre on the dark day (i.e., dark night activities) and make-up or wigs are being used (other than make-up applied or hair styled by the performer or if a performer provides his or her own make-up artist or hair stylist), the Employees shall be subject to a four (4) hour minimum call, which may be inclusive of the presentation involved and will be paid at the applicable rate. As used herein, "dark day" shall be defined as the Equity day off. The Head Employee shall have the right of first refusal for all such work and shall be paid at one and one-half times (1.5x) his or her straight time hourly rate. If the Head Employee refuses such work and/or additional Employees are required, Roundabout may engage Employees not already employed on the Production, who may be paid at the applicable rate.
 - (ii) When Roundabout makes alternate use of the Theatre during the run of a Production, but not on the dark day, and make-up or wigs are being used (other than make-up applied or hair styled by the performer or if a performer provides his or her own make-up artist or hair stylist), the Employees shall be subject to a four (4) hour minimum call, which may be inclusive of the presentation involved. The Head Employee shall have the right of first refusal for all such work and shall be compensated at his or her applicable rate. Roundabout may engage Employees not already employed on the Production, who may be paid at the applicable rate.
 - (iii) When Roundabout makes alternate use of the Theatre between productions and make-up or wigs are being used (other than make-up applied or hair styled by the performer or if a performer provides his or her own make-up artist or hair stylist), the Employees shall be subject to a four (4) hour minimum call, which may be inclusive of the presentation involved. The Head Employee shall have the right of first refusal for all such work and shall be compensated at his or her applicable rate. Roundabout may engage Employees not already employed on the Production, who may be paid at the applicable rate.

(iv) "Full Industrial Events": When a "Full Industrial Event" (i.e., non-Roundabout events that are of a commercial nature and/or intended to sell a commercial product to consumers in an audience) is engaged for the Theatre and make-up or wigs are being used (other than make-up applied or hair styled by the performer or if a booked in event has their own make-up and wig staff), Roundabout shall ensure that the Head Employee shall have the right of first refusal for all such work and shall be compensated at no less than the Industrial Rates. Hours worked by the Head Employee or other of Roundabout's Employees on Full Industrial Events will not be counted against the weekly performances and shall be paid in addition to such weekly rate. Specifically excluded from "Full Industrial Events" are any events which are intended to promote the theatre industry, Roundabout, or a sponsor of Roundabout; for such events, Article (4.4)(i), (ii) or (iii) above will apply as appropriate. Industrial Rates shall be those rates set forth in the Local 798 Special Event Agreement.

4.5 Work calls may be cancelled with twelve (12) hours' notice.

4.6 During a week in which there are fewer than eight (8) performances, Employees may be called to perform work at the time that week when a performance would have been scheduled under normal performance conditions/schedules for up to three and one-half hours per unused performance without additional compensation. Employees may work additional hours beyond three and one-half on an hour-by-hour basis, as needed, subject to meal periods, up to a maximum of five (5) hours in lieu of a performance. Minimum calls shall not apply unless such call is made on a dark day.

4.7 Civil Emergencies:

In the event a performance is cancelled due to weather or other state of emergency declared by the civil authorities, and employees are notified of the cancellation at least four hours before what would have been the scheduled start of the half-hour call for the affected performance, or pre-set call if the employee is so scheduled, a production may revise its performance schedule to reschedule a missed performance on any day in the same week or in the subsequent two (2) weeks without paying any penalty or premium to employees to whom such notice was given, so long as no more than two (2) performances per day/nine (9) performances per week are scheduled. Notice to Local 798 shall constitute notice to employees under this provision. A performance scheduled to replace a performance cancelled pursuant to this provision shall be treated for all compensation purposes as if it occurred on the day when the cancelled performance was originally scheduled. For example, if a mid-week performance is cancelled and rescheduled on a Sunday, any second/additional Sunday performance related compensation would not apply. Similarly, if a second/additional Sunday performance is cancelled and rescheduled mid-week, the second/additional Sunday performance related compensation would apply.

ARTICLE V
OVERTIME

- 5.1 Overtime of one and one-half times (1.5x) the straight time hourly rates shall be paid for all hours worked in excess of forty (40) hours in a week. At Studio 54, the SST, and the American Airlines, overtime of one and one-half times (1.5x) the straight time hourly rates shall be paid for all hours worked in excess of ten (10) hours in a day during non-performance weeks and eight (8) hours in a day during performance weeks (such eight hours shall exclude the show call, and for the American Airlines, the show call and one hour of continuity).
- 5.2 All work performed between midnight and 8:00 a.m. shall be paid at twice (2x) the straight time hourly rates.
- 5.3 Employees shall receive no less than an eight (8) hour rest period between the conclusion of one day's work and the commencement of the next day's call. In the event that Employees do not receive such a rest period they shall receive, in addition to the prevailing rate, one half (1/2) hour of their regular straight time hourly rate for each hour worked until such time as they receive the eight (8) hour rest period. Roundabout shall have the right to adjust or stagger the starting time and release time of Employees in order to ensure that they receive the required rest period.
- 5.4 All work performed by Employees on the dark day shall be paid at one and one-half times (1.5x) the straight time hourly rates. At Studio 54 and the SST, all work performed after twelve (12) hours of work on the dark day shall be paid at twice (2x) the straight time hourly rates. To receive the dark day premium, Employees must work all seven (7) days in that work week.
- 5.5 At Studio 54, the SST, and the American Airlines, the following performances shall be paid at one and one-half times (1.5x) the straight time hourly rates:
- (i) all performances in excess of eight (8) per week (to receive this premium, Employees must have worked all eight (8) regular performances). Notwithstanding the foregoing, during Christmas and/or New Year's week only, if any such ninth performance takes place during a week in which an adjacent week has only seven performances, such premium shall not apply to the ninth performance. All holiday premiums shall apply;
 - (ii) a second performance on a Sunday;
 - (iii) the first show on a Sunday, if after 5:00 PM.
- 5.6 Except in the case when Employees work through their meal period, twice (2x) the straight time hourly rates shall be the highest rates at which Employees shall be compensated.

- 5.7 Roundabout cannot lay off Employees to avoid overtime, except pursuant to Articles 4.4 (i) – (iv) above.

ARTICLE VI **MEAL PERIODS**

- 6.1 Employees shall be entitled to a one (1) hour meal period no sooner than three (3) hours after the starting time and no later than five (5) hours after the starting time and every five (5) hours thereafter. Meal periods shall commence on any quarter hour.
- 6.2 Meal periods may be staggered.
- 6.3 Any Employee who works through his or her meal, or who does not receive a full hour break as provided above, shall be paid one additional hour at the straight time rate. If Employees are provided with a thirty (30) minute break on the payroll and a hot meal in lieu of a one (1) hour unpaid meal break, no meal penalty shall be incurred.

ARTICLE VII **MINIMUM CALLS**

- 7.1 Except as may otherwise be specifically provided in this Agreement, all minimum calls shall be as follows:
- (i) Load-in or Load-out – eight (8) hours (In the event of a load-out immediately following the last performance of an attraction, a four (4) hour minimum call for the load-out shall be paid unless the work goes beyond four (4) hours in which case the crew shall be paid on an hour-by-hour basis.)
 - (ii) Before 1:00 p.m. on non-matinee days – eight (8) hours
 - (iii) At 1:00 p.m. or later on non-matinee days – four (4) hours
 - (iv) On matinee days before 1:00 p.m. – four (4) hours
 - (v) Pre-production and Dark Days – four (4) hours
 - (vi) If any four (4) hour minimum call exceeds four (4) hours, it shall be paid on an hour-by-hour basis.

ARTICLE VIII **HOLIDAYS**

- 8.1 New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day, and Christmas Day shall be paid Holidays.

8.2 At the American Airlines and the Pels:

(i) If the crew is paid for eight (8) performances in a week and there are fewer than eight (8) shows in the week by reason of a Holiday, and the crew is off on the Holiday, the crew will be paid for eight (8) performances only.

(ii) Employees required to work on any of the foregoing Holidays shall be compensated at one and one-half times (1.5x) the straight time hourly rates.

8.3 At Studio 54 and the SST, Holidays will be paid at twice (2x) the straight time hourly rate.

8.4 Notwithstanding paragraph 8.2 above, at the American Airlines, Employees required to work on the following Holidays shall be compensated at twice (2x) the hourly rate:

New Year's Day, Independence Day, Thanksgiving Day, Christmas Day

ARTICLE IX
CHECK-OFF

- 9.1 Roundabout agrees that it will deduct five percent (5%) of all straight-time wages earned by each Employee covered under this Agreement, for whom there shall be or has been filed with Roundabout a written assignment in accordance with Section 302(c) of the Labor Management Relations Act, 1947. Within one week after the end of each payroll period, Roundabout shall remit to Local 798, by check drawn to the order of Make-Up Artists and Hair Stylists Local 798, I.A.T.S.E., the total amount of all deductions made during the said payroll period for all such Employees. At the time of such remittance, and together therewith, Roundabout shall also furnish to Local 798 a record certifying the names of the Employees on whose account such deductions were made and their respective earnings for said payroll period.

ARTICLE X
SUCCESSORS AND ASSIGNS

- 10.1 All of the terms and conditions of this Agreement shall inure to the benefit of and be binding upon the Union, its successors and assigns, and upon Roundabout, its representatives, successors, and assigns, including, but not limited to, any purchaser of Roundabout's business. Roundabout agrees that it will not enter into any agreement for the sale or transfer of this business without first (1) notifying Local 798, and (2) securing from the potential purchaser or transferee its agreement to assume all of Roundabout's duties and obligations under this Agreement, and all of the terms and conditions thereof.
- 10.2 In the event of a bona fide sale of Roundabout's business, all obligations of Roundabout under this Agreement with respect to such business shall cease, except for such obligations of Roundabout under this Agreement which arose prior to the

effective date of such sale. It is intended, however, by this paragraph 10.2 that such release is not extended to the purchaser of such business, nor shall Roundabout be released from its obligations under paragraph 10.1 of this Article to inform such purchaser of the existence of this Article and exhibit this Agreement to such purchaser.

ARTICLE XI **SAFETY AND HEALTH**

- 11.1 Roundabout agrees to provide a safe and healthful work environment for all Employees, and further agrees to make every effort to ensure optimum working conditions and to provide for the highest standards of workplace sanitation, ventilation, cleanliness, light, noise levels, and health and safety in general. Roundabout further agrees to comply with all local, state, and federal health and safety laws and regulations.

ARTICLE XII **FRINGE BENEFITS**

- 12.1 At all Theatres, Roundabout shall contribute a percentage of all Employees' gross wages according to the following schedule to the Local 798 Pension, Welfare, Annuity, and Vacation Funds:

	4/2/18 to 3/31/19	4/1/19 to 3/29/20	3/30/20 to 3/28/21	3/29/21 to 3/27/22	3/28/22 to 3/26/23
Pension	7%	7%	7%	7%	7%
Welfare	13%	14%	15%	15%	15%
Annuity	8%	9%	9%	10%	10%
Vacation	2%	2%	3%	4%	5%
Total	30%	32%	34%	36%	37%

- 12.2 All contributions to the Pension, Welfare, and Annuity Funds shall be made no later than ten (10) days after the end of each month. Roundabout shall furnish the Union, with such remittance, a breakdown showing the names of the Employees for whom contributions are being made, their respective earnings, and the amount of contributions for each Employee. Additionally, each Employee shall be entitled to receive each week, in addition to his or her other compensation, vacation pay as provided above. The weekly pay stub or other breakdown given to Employees shall specify the amount representing such vacation allowance.

ARTICLE XIII **UNION SECURITY**

- 13.1 All Employees hired under this Agreement shall be required as a condition of continued employment to be or become, and to remain, members in good standing of Local 798 by no later than the 31st day following the commencement of the date of this Agreement or the date of their employment, whichever is later.

ARTICLE XIV
GRIEVANCE AND ARBITRATION

- 14.1 In the event of any difference, dispute, grievance, or controversy involving the application or interpretation of any of the terms of this Agreement, or arising from any acts or omissions of the parties hereto, the same shall be resolved in the following manner and order, namely:
- (i) Between the Head and Shop Steward and Roundabout in the first instance;
 - (ii) Secondly, between Roundabout and the Business Representative of Local 798; and then
 - (iii) If the matter is not resolved pursuant to (ii) above, either party shall have the right to refer the matter to final and binding arbitration in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association, with each side to share equally the fees of the arbitration and otherwise to bear its own expenses.

ARTICLE XV
LAYOFF/DISMISSAL/REPLACEMENTS

- 15.1 All Employees must be given two (2) weeks' notice in writing, with a copy to Local 798 by Roundabout of any layoff, or two (2) weeks' compensation in lieu thereof. All Employees must be given eight (8) performances' notice of closing, such notice to be posted at the Theatre with a copy to Local 798, or eight (8) performances of compensation in lieu thereof.
- 15.2 Written notice of any layoff must be given to Local 798. Employees must give Roundabout two (2) weeks' notice of a resignation.
- 15.3 Replacements for dismissed or resigned Employees are mandatory.
- 15.4 After thirty (30) days of employment, the Supervisor may only be dismissed for just cause. After the official opening of each production, all other Employees may only be dismissed for just cause. At the request of any dismissed Employee, Roundabout shall furnish Local 798 with a letter setting forth the full grounds upon which Roundabout contends the dismissal was based. In the event Roundabout and Local 798 cannot resolve the dispute, the grievance procedure as provided in the Agreement shall apply.
- 15.5 No reduction in the number of Make-Up Artists and Hair Stylists shall be permitted after the official opening of each production at the Theatre unless there has been a sufficient reduction in work to permit same.

- 15.6 With the exception of illness or personal emergency, Roundabout has the right to approve all absences and substitutes. An Employee may request time off by giving at least one (1) week's prior written notice to the General Manager, who shall respond to the request in a timely fashion. The Employee to be absent shall be responsible for training his/her substitute employee. Roundabout shall compensate the substitute employee at no less than the regular rate for all work performed and at the Assistant rate for all training.

ARTICLE XVI
NO STRIKE/NO LOCKOUT

- 16.1 During the term of this Agreement, there shall be no work stoppages, slowdowns, strikes, or lockouts.

ARTICLE XVII
ACCESS TO THEATRE

- 17.1 The Business Representative of Local 798, or his or her representative, shall have access to the Theatre at all times.

ARTICLE XVIII
VOLUNTARY POLITICAL CONTRIBUTIONS

- 18.1 Roundabout agrees to make deductions from Employees' paychecks for voluntary contributions to the IATSE PAC.

ARTICLE XIX
401(K) PLAN

- 19.1 In the event a 401(k) Plan is established during the term of this Agreement in which Employees are eligible to participate, the Roundabout will make salary deductions from the Employees' wages to the 401(k) Plan under the following condition:

Either Local 798 and/or the participants in the Plan shall pay all start-up costs as well as any management or administrative costs.

Employees may, within the limits of the law, contribute to the IA National Annuity Fund 401(k) if they so desire.

ARTICLE XX
BONDING

- 20.1 Roundabout shall provide Local 798 a letter of guarantee for the total compensation and benefits due to Employees under this Agreement.

ARTICLE XXI
NON-DISCRIMINATION CLAUSE

- 21.1 Roundabout shall not discriminate against any employee or applicant for employment by reason of race, color, creed, religion, disability, citizenship status, national origin, sex, gender, age, sexual orientation, marital status, or union activity, or any other trait or characteristic protected by law.

ARTICLE XXII
SICK DAYS

- 22.1 Employees shall be entitled to accrue one (1) sick day for every seventy-two (72) performances worked. Employees may use sick days for performances only. Sick days accrued shall expire at the end of each production, except for Employees who work back-to-back productions. For Employees who work back-to-back productions, sick days may accrue up to a maximum of ten (10) days.
- 22.2 New York City Earned Safe and Sick Time Waiver – Local 798 waives application of the provisions of the New York City Earned Safe and Sick Time Act to Employees employed under this Agreement.

ARTICLE XXIII
MAKE-UP AND WIG REMOVAL

- 23.1 Studio 54, SST, and the American Airlines:
- (i) The Head shall be notified in advance when make-up or wigs are to be removed from the Theatre (other than make-up to be applied by the performer).
 - (ii) Except for make-up or wigs not active in a show (i.e. any make-up or wigs not currently being worn by a performer or understudy in the show), an Assistant shall accompany all make-up or wigs removed from the Theatre for any reason whatsoever, from the time of removal until the return of make-up or wigs to the Theatre (other than make-up to be applied by the performer). If no Assistant is available, the Head will act in the Assistant's place and shall be paid at the regular rate. The forgoing shall not apply to wigs removed from the Theatre for washing, cleaning or repairing.
 - (iii) When active make-up or wigs leave the Theatre for publicity purposes (other than make-up to be applied by the performer), there will be payment for one Employee, unless Roundabout assigns additional personnel. Roundabout will only pay for work performed. If an Employee is called for publicity purposes on the day off, there will be a guarantee of a four (4) hour call.
 - (iv) Except for make-up or wigs not active in the show and make-up applied by the performer, when make-up or wigs are removed from the Theatre for use in television, film, or pictures, the Employees involved shall be paid an additional two (2) hours at

their straight time hourly rates if required to take the make-up or wigs with them after the performance at night, and taxi fare for transportation shall also be provided.

ARTICLE XXIV
MAKE-UP AND HAIR DESIGNERS

24.1 Make-up and Hair Designers:

Roundabout agrees to and does hereby recognize Local 798 as the sole and exclusive bargaining agent for Make-up Designers and Hair Designers, as defined herein, employed by Roundabout in connection with the production and presentation of Roundabout productions at the American Airlines, SST, and Studio 54. A Make-up and/or Hair Designer is an employee engaged to perform the traditional services of a Make-up or Hair Designer, as that term has been previously understood in the industry, and nothing in this agreement is intended to alter, expand or enlarge the current practice regarding who is, and who is not, a Make-up and/or Hair Designer. It is specifically understood and agreed that Make-up and Hair Designers shall not include, and Local 798 shall not represent, nor shall its jurisdiction extend to, Make-up vendors or Make-up vendor representatives, wigmakers that build wigs based upon a pre-existing look or design, or costume designers engaged on the same production under a design contract within the jurisdiction of the United Scenic Artists.

Terms and Conditions:

1. Nothing in this agreement shall require Roundabout to hire or engage a Make-up or Hair Designer. The parties agree that Roundabout shall make Pension and Welfare benefit payments, on Production Design Fees only, according to the terms of this agreement, for all Make-up and Hair Designers.
2. No other provisions of this agreement, except union security, nondiscrimination, safety and health, and dues check off shall apply to Make-up and Hair Designers.
3. All other terms and conditions of employment for Make-up and Hair Designers shall be individually negotiated between such Designer and Roundabout for each production.
4. The terms and conditions of employment for Make-up and Hair Designers shall remain in place and shall not be the subject of negotiation until March 2023.

24.2 Make-up and Hair Assistant Designers and Associate Designers:

The Parties agree that if a producer engages an Assistant or Associate Make-up or Hair Designer, then the producer shall make benefit contributions in the same way benefit

contributions are made for Make-up Designers and Hair Designers, on behalf of those assistants or Associate Make-up Designers or Hair Designers actually employed by a Producer, and only when (1) the Producer actually and voluntarily employs and directly pays the Assistant(s)/Associate(s) and (2) that person or those persons are required by the Producer to perform work in the theatre related to the particular production. The parties recognize that there is no particular event that defines when (2) above commences (e.g. load-in, beginning of rehearsals, technical rehearsals, etc.). The parties further recognize that a producer is under no obligation to employ an Assistant/Associate for a production. In addition, Article XIII (Union Security), Article XXI (Non-Discrimination), Article XIV (Grievance and Arbitration), Article IX (Check-off), and Article XI (Safety and Health) (when Assistant or Associate Make-Up or Hair Designers are working within the Theatre) shall also apply to Assistant or Associate Hair and Make-Up Designers. Nothing in this Article is intended to alter, expand, or enlarge the current practice regarding who is, and who is not, an Assistant or Associate Hair or Make-Up Designer.

ARTICLE XXV
TERM

- 25.1 The term of this Agreement shall be a five (5) year period, expiring March 26, 2023. At least sixty (60) days prior to the expiration of this Agreement, the parties shall meet and confer for the purpose of negotiating a successor Agreement.

ROUNABOUT THEATRE COMPANY, INC.

MAKE-UP ARTISTS & HAIR STLYISTS
LOCAL 798, I.A.T.S.E.

By Steve J. Dow
Steve Dow, Chief Administrative Officer

By Daniel D. Dashman
Daniel Dashman, Business Representative

Date 5/22/19

Date 5/23/2019

