

COMMISSIONERS
Jimmy Dimora
Timothy F. Hagan
Peter Lawson Jones

AGENDA

REGULAR MEETING • THURSDAY, JULY 12, 2007 • 10:00 A.M.

1. Resolution: Convening regular meetings of the Board of County Commissioners, scheduled for Thursday, July 19, 2007 and Thursday, July 26, 2007 at 10:00 a.m. at the Cleveland Public Library, Louis Stokes Wing Auditorium, located at 525 Superior Avenue, Cleveland, in accordance with Ohio Revised Code Sections 305.06(B) and 121.22(F).

INFRASTRUCTURE & DEVELOPMENT

2. County Engineer, recommending to accept the rehabilitation of Jennings Road Bridge No. 80 over Big Creek in the City of Cleveland as complete and in accordance with plans and specifications.
3. County Engineer, submitting agreements of cooperation:
 - a) The Cleveland Foundation for improvement of the East 105th Street/Martin Luther King Drive intersection in the City of Cleveland.
 - b) City of Fairview Park for rehabilitation of Brookpark Road Bridge No. 39 over the Rocky River.
 - c) City of North Royalton for repair and resurfacing of Sprague Road from York Road to Ridge Road.
4. County Engineer, submitting plans for improvements to the Whiskey Island Marina Access Road in the City of Cleveland; requesting the Clerk of the Board to set the date and advertise the public hearing.
5. County Engineer, submitting an agreement with Wheeling and Lake Erie Railway Company in connection with the replacement of Austin Powder Drive Bridge No. 137 over a branch of Tinkers Creek in the Village of Glenwillow.
6. County Engineer, requesting authority to prepare an amendment to Contract No. CE0600109-01 with Burgess & Niple, Inc. for general engineering services for various projects for the period 1/20/2006 – 1/20/2008 to extend the time period to 12/31/2008 and for additional funds in the amount not-to-exceed \$169,535.00.

7. County Engineer, recommending an award:

<u>RQ#</u>	<u>ITEM</u>	<u>VENDOR</u>	<u>\$ AMOUNT</u>
a) RQ8654	North Bridge Deck Sealing Program: Denison-Harvard Bridge No. 83 over the Cuyahoga River in the City of Cleveland; Lake Road Bridge No. 198 over Porter Creek and Park Drive in the City of Bay Village; Lakewood Heights Boulevard Bridge No. 209 over the Norfolk Southern Railroad and Greater Cleveland Regional Transit Authority in the Cities of Cleveland and Lakewood; Lakewood Heights Boulevard Bridge No. 210 over Berea Road in the Cities of Cleveland and Lakewood and West 150 th Street Bridge No. 152 over the Norfolk Southern Railroad and Greater Cleveland Regional Transit Authority in the City of Cleveland	Perk Company, Inc.	\$223,375.00

8. County Engineer/Sanitary Engineering Division, submitting Sewer Builder's Licenses for the Year 2007.

9. County Engineer/Sanitary Engineering Division, submitting specifications and estimate of cost; requesting authority for the Director of the Office of Procurement & Diversity to advertise for bids:

<u>RQ#</u>	<u>ITEM</u>	<u>ESTIMATED COST</u>
a) RQ9195	Rehabilitation of Sanitary Sewers in various County Sewer Districts	\$850,000.00

10. Department of Development/Squire, Sanders & Dempsey, L.L.P., submitting a resolution expressing the conditional intent to issue County of Cuyahoga, Ohio Self-supporting Multifamily Housing Revenue Bonds in the amount not-to-exceed \$8,000,000.00 for the Hamilton Morning Star, Ltd. Project; authorizing the execution of an agreement in connection with said intent to issue.

11. Department of Development, recommending Brownfield Redevelopment Fund Loans, each in the amount not-to-exceed \$1,000,000.00, to Flats East Development, LLC, for environmental remediation and demolition of various properties, located in Cleveland, for the Flats East Bank Neighborhood Redevelopment Project; requesting authority for the County Administrator or Director to execute all documents required in connection with said loans:

- a) 1064 and 1078 Old River Road.
- b) 1014 – 1036 and 1096 – 1116 Old River Road.

12. Department of Development, recommending various economic development loans; requesting authority for the County Administrator or Director to execute all documents required in connection with said loans:
 - a) in the amount not-to-exceed \$70,000.00 to Shadow Lake Development, LLC, for the renovation of property, located at 2102 St. Clair Avenue, Cleveland.
 - b) in the amount not-to-exceed \$105,000.00 to VAD Incorporated for the purchase of property, located at 6668 Engle Road, Middleburg Heights.
13. Department of Development, recommending an award to MidTown Cleveland, Inc. in the amount not-to-exceed \$20,000.00 for the Technology Business Overlay District Project for the Cuyahoga Innovation Zone Pilot Program for the period 8/1/2007 – 2/1/2008.
14. Department of Development/Airport Division, submitting a permit with Bump, Set & Splat for use of a portion of the County Airport for practice sessions and a tournament for the period 7/14/2007 – 8/4/2007.

ADMINISTRATION & FINANCE

15. County Treasurer, recommending to accept a donation in the amount of \$20,000.00 from The Cleveland Foundation for the Mortgage Foreclosure Prevention Program.
16. Information Services Center, submitting Addendum No. 1 to the request for proposals on RQ8800 for various Wide Area Network expansion, enhancement and replacement services for various County departments and Cuyahoga Regional Information System agencies, to make clarifications and technical changes and to change the bid due date from 7/17/2007 to 8/7/2007.
17. Administrator's Office, recommending appointments to boards.
18. Administrator's Office, recommending travel authority and staff development for various County employees and authority to pay expenses for dues for elected officials' memberships and County memberships.
19. Clerk of the Board, recommending various agreements, contracts and amendments for approval in accordance with Resolution No. 071152 dated 3/15/2007, which authorized the County Administrator to sign various documents approved by the Board. (A listing of the agreements, contracts and amendments is attached as Items #19A – 19AA.)
20. Office of Human Resources, submitting personnel requests.
21. Office of Human Resources/Labor Relations Division, submitting a Fact-Finder Report covering 25 employees in 2 classifications in Employment & Family Services.
22. Office of Human Resources/Labor Relations Division, submitting a collective bargaining agreement with Communications Workers of America, Local 4309, AFL-CIO, covering 158 employees in 5 classifications in Common Pleas Court for the period 2/1/2007 – 1/31/2010.

23. Department of Workforce Development, in partnership with City of Cleveland as designated Local Workforce Investment Area No. 3, submitting a subgrant agreement with Ohio Department of Job and Family Services in the amount of \$15,100,000.00 for Workforce Investment Act funds for the period 7/1/2007 – 6/30/2008.

24. Department of Central Services, recommending payment of claims from the County's Self-Insurance Fund:

	<u>Name</u>	<u>\$ Amount</u>	<u>Type</u>
a)	K.L. Bess	\$ 2,020.69	Personal Injury
b)	R.E. Thornton	\$ 500.00	Vehicle Damage

25. Department of Central Services, submitting a petition to Council of the City of Cleveland consenting to the vacation of Eglindale Court S.W., Permanent Parcel Nos. 008-20-004, 008-20-005 and 008-20-024, in the City of Cleveland.

26. Department of Central Services,

a) submitting recommendations of various firms for architectural and engineering design services for the Courthouse Tower Interiors Project in connection with the Cuyahoga County Juvenile Justice Center Project.

b) requesting authority to rank said firms in order of qualifications for said services. (Resolution No. 071835 – authority to seek qualifications.)

c) requesting authority to negotiate a contract with the firm(s) most qualified to perform said services, in accordance with Ohio Revised Code Section 153.69.

27. Department of Central Services, submitting Addendum No. 4 to the specifications on RQ8314 for the Marion Building Improvements Project, to make clarifications and technical changes and to change the bid due date from 6/20/2007 to 7/13/2007.

28. Department of Central Services, requesting authority to prepare an amendment (Change Order No. 3) to Contract No. CE0300489-01 with EnviroCom Construction, Inc. for the Huntington Park Garage Site Improvements Project for additional funds in the amount of \$161,006.00.

29. Department of Central Services, recommending an award on RQ8795 to Black Creek Integrated Systems Corp. in the amount of \$2,121,582.00 for a Detention Management System and Electronic Security Controls Integrator in connection with the Cuyahoga County Juvenile Justice Center Project. (Resolution No. 072067 – authority to seek proposals.)

30. Office of Procurement & Diversity, recommending to declare various property as surplus County property no longer needed for public use; recommending to sell said property via internet auction, in accordance with Ohio Revised Code Section 307.12(E).

31. Office of Procurement & Diversity, submitting Addendum No. 2 to the specifications on RQ8735 for custodial uniforms for the Department of Central Services for the period 8/1/2007 – 7/31/2010, to make technical changes and to change the bid due date from 6/29/2007 to 7/13/2007.

32. Office of Procurement & Diversity, submitting specifications and estimates of cost; requesting authority for the Director to advertise for bids:

	<u>RQ#</u>	<u>ITEM</u>	<u>DEPARTMENT</u>	<u>ESTIMATED COST</u>
a)	RQ8949	Interpreter and Translator Services for the period 9/1/2007 – 8/31/2009	Department of Children & Family Services	\$300,000.00
b)	RQ8999	Adoption Appreciation Event	Department of Children & Family Services	\$ 30,000.00

33. Office of Procurement & Diversity, recommending awards to various vendors:

Department of Central Services

RQ8465	Water Treatment Chemicals and Services for Boiler and Air Conditioning Equipment for Various County Buildings	Chem-Aqua, Inc. (18-4)	\$57,348.00
	<u>Contract</u> (8/1/2007 – 7/31/2010)		

RQ9099	Infrared Thermographic Imaging Services	Harrington Electric Co. <u>Sole Source</u> <u>ORC 307.86(B)</u>	\$74,800.00
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Information Services Center

RQ8834	Computer Hardware	AT&T DataComm <u>State Contract No. 573022-0</u> <u>ORC 125.04(B)</u>	\$38,955.00
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User: Administrator's Office/Cuyahoga
Emergency Communications
System

RQ8841	Computer Hardware	AT&T Corporation <u>State Contract No. 573022-0</u> <u>ORC 125.04(B)</u>	\$36,852.00
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User: Administrator's Office/Cuyahoga
Emergency Communications
System

County Treasurer

RQ8812	Legal Advertisement of Tax Lien Sale	The Plain Dealer <u>ORC 5721.31</u>	\$69,161.40
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34. Office of Budget & Management, submitting additional appropriations, appropriation transfers and cash transfers.

JUSTICE SERVICES

35. Common Pleas Court/Corrections Planning Board, requesting authority to submit various grant applications to State of Ohio/Office of Criminal Justice Services for the Adult Reentry Court Project:
 - a) in the amount of \$100,000.00 for the period 7/1/2007 – 6/30/2008.
 - b) for the period 7/1/2008 – 12/31/2008.
36. Common Pleas Court/Corrections Planning Board, requesting authority to seek proposals from various providers on RQ8775 for assessment and intensive treatment services for adult sex offenders for the period 10/1/2007 – 6/30/2009; requesting authority for the Director of the Office of Procurement & Diversity to advertise for proposals.
37. Juvenile Court, submitting an amendment to a grant agreement and funding application with Ohio Department of Youth Services for community-based services for youth for the period 7/1/2005 – 6/30/2007, to make budget line item revisions for SFY2007.
38. Department of Justice Affairs, recommending an award to Northern Ohio Recovery Association in the amount of \$18,979.02 for the FY2004 Juvenile Justice and Delinquency Prevention Program for the period 6/1/2007 – 9/30/2007.

HUMAN SERVICES

39. Administrator's Office/Office of Early Childhood, submitting a grant agreement with United Way of Greater Cleveland in the amount of \$5,000.00 for support of the Early Childhood Policy Summit for the Invest in Children Program for the period 6/6/2007 – 6/8/2007.
40. Administrator's Office/Office of Homeless Services, submitting a grant agreement with U.S. Department of Housing and Urban Development in the amount of \$634,218.00 for the FY2006 Continuum of Care for Homeless Assistance Programs/Supportive Housing Program for the period 5/1/2007 – 4/30/2009.

10:30 A.M. – CUYAHOGA COUNTY SOLID WASTE DISTRICT MEETING

Agenda

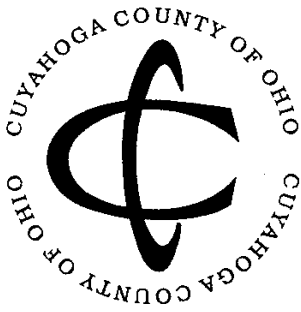
- Submitting a contract with Kurtz Bros., Inc. in the amount not-to-exceed \$250,000.00 for a construction and demolition debris recycling program in connection with the FY2007 Recycling Market Development Grant Program for the period 7/1/2007 – 6/30/2009.
- Submitting travel requests.

11:00 A.M. – CONTINUATION OF FINAL HEARING:
**Single County Ditch Petition for a proposed
improvement in Olmsted Township**

PUBLIC PRESENTATION/DISCUSSION
COMMISSIONERS' ROUNDTABLE
EXECUTIVE SESSION

Personnel, litigation and land transactions

The agenda and related documents (meeting schedule, agenda actions, official resolutions, etc.) are available on our website at www.cuyahogacounty.us.



COMMISSIONERS
Jimmy Dimora
Timothy F. Hagan
Peter Lawson Jones

ITEM #19

July 12, 2007
Agreements/Contracts/Amendments List

INFRASTRUCTURE & DEVELOPMENT

- A. County Engineer/Sanitary Engineering Division, submitting an amendment to Contract No. CE0500446-02 with Ake Laboratory, Inc. for sludge removal for various wastewater treatment plants for the period 3/1/2005 – 2/28/2007 to extend the time period to 12/31/2007; no additional funds required.
- B. Department of Development, submitting contracts with various providers:
 - 1) The Burning River Foundation, Inc. in the amount not-to-exceed \$5,000.00 for The Burning River Fest for the period 7/1/2007 – 11/30/2007.
 - 2) Cuyahoga County Planning Commission in the amount not-to-exceed \$7,000.00 for planning and technical assistance for the period 3/1/2007 – 2/29/2008.
- C. Department of Development/Airport Division, submitting an agreement with U.S. Federal Aviation Administration for the construction, operation and maintenance of FAA-owned navigation, communication and weather aid facilities for the period 10/1/2007 – 9/30/2027.

ADMINISTRATION & FINANCE

- D. County Recorder, submitting contracts with various providers:
 - 1) International Business Machines Corporation, state contract, in the amount of \$32,757.24 for maintenance on the LandTrak System for the period 2/1/2007 – 1/31/2008.
 - 2) NetSupport Incorporated in the amount of \$2,646.00 for maintenance on NetSupport Dynamic Network Administration equipment for the period 2/1/2007 – 12/31/2007.
- E. County Treasurer, submitting an agreement with Equal Employment Opportunity Commission in the amount of \$1,100.00 for staff development for the period 8/9/2007 – 8/10/2007.

- F. County Treasurer, submitting contracts with various providers for consultant services for the Foreclosure Prevention Project:
- 1) Bromley & Associates in the amount not-to-exceed \$16,500.00 for the period 6/1/2007 – 5/31/2008.
 - 2) Parkside Associates, LLC, in the amount of \$5,000.00 for the period 6/15/2007 – 6/14/2008.
- G. Information Services Center, submitting contracts with various providers:
- 1) Fluke Networks in the amount of \$11,181.00 for maintenance on OPV/GIG and Optifiber software for the period 4/16/2007 – 4/15/2008.
 - 2) Gartner Inc. in the amount of \$16,900.00 for research and advisory consultant services for the period 7/1/2007 – 6/30/2008.
 - 3) Jonathan Shick in the amount not-to-exceed \$14,900.00 for consultant services for video productions for the period 7/1/2007 – 12/31/2007.
 - 4) Professional Business Systems in the amount of \$2,575.44 for maintenance on Smead Document Management software for the Department of Children & Family Services for the period 6/11/2007 – 6/11/2008.
- H. Information Services Center, submitting various state contracts with Sprint Communications Company, L.P., for wireless communication services for the period 4/1/2007 – 3/31/2008:
- 1) in the amount not-to-exceed \$6,000.00 for Air Card.
 - 2) in the amount not-to-exceed \$6,000.00 for Air Card for use by Department of Justice Affairs/Cuyahoga Regional Information System.
 - 3) in the amount not-to-exceed \$5,938.56 for Blackberry for use by Department of Justice Affairs.
 - 4) in the amount not-to-exceed \$21,056.40 for Blackberry for use by Department of Justice Affairs/Cuyahoga Regional Information System.
- I. Department of Central Services, submitting a contract with Board of Education of the Rocky River City School District in the amount of \$28,154.07 for lease of space located at 1101 Morewood Parkway, Rocky River, for use by Cuyahoga County Board of Mental Retardation and Developmental Disabilities for the period 7/1/2007 – 6/30/2008.
- J. Office of Procurement & Diversity, submitting amendments to various contracts with The Distillata Company for bottled and/or bottle-less water systems for use by various County departments for the period 4/1/2006 – 3/31/2007:
- 1) No. CE0600617-01 for additional funds in the amount of \$49.25.

- 2) No. CE0600620-01 for additional funds in the amount of \$469.00.

JUSTICE SERVICES

- K. Common Pleas Court, submitting a contract with University Hospitals of Cleveland in the amount of \$72,000.00 for psychiatric evaluations for the period 7/1/2007 – 6/30/2008.
- L. Common Pleas Court/Corrections Planning Board, submitting agreements with various providers:
 - 1) Alcohol and Drug Addiction Services Board of Cuyahoga County in the amount not-to-exceed \$203,453.00 for intensive outpatient substance abuse treatment for offenders in the Early Intervention Project for the period 7/1/2007 – 6/30/2008.
 - 2) Cuyahoga County Board of Mental Retardation and Developmental Disabilities in the amount of \$64,800.00 for the Offenders with Mental Retardation Program for the period 7/1/2007 – 6/30/2009.
- M. Common Pleas Court/Corrections Planning Board, submitting contracts with various providers for staff development:
 - 1) The Carey Group in the amount not-to-exceed \$4,800.00 for the period 6/18/2007 – 6/19/2007.
 - 2) Talbert House in the amount not-to-exceed \$4,237.00 for the period 5/15/2007 – 5/23/2007.
- N. Department of Justice Affairs, submitting a contract with Recovery Resources in the amount not-to-exceed \$150,000.00 for the Mental Health Liaison Project for the period 5/1/2007 – 4/30/2008.
- O. Department of Justice Affairs/Emergency Services Division, submitting an amendment to an agreement with Cuyahoga County Planning Commission for the Special Populations Mapping Project for the period 8/4/2005 – 7/30/2007 to extend the time period to 8/31/2008; no additional funds required.
- P. Department of Justice Affairs/Emergency Services Division, submitting an agreement with City of Cleveland Heights in the amount not-to-exceed \$248,029.00 for the Interoperability Project in connection with the FY2006 Assistance to Firefighters Grant Program for the period 2/1/2007 – 1/31/2008.
- Q. Department of Justice Affairs/Emergency Services Division, submitting agreements with various political subdivisions on behalf of various Hazardous Materials Teams for the purchase of equipment, in connection with the FY2006 State Homeland Security Grant Program for the period 7/1/2006 – 11/30/2007:
 - 1) Ashtabula Board of County Commissioners, valued in the amount not-to-exceed \$5,160.50.

- 2) City of Cleveland, valued in the amount not-to-exceed \$7,848.04.
- 3) Lorain County Technical Rescue Board, valued in the amount not-to-exceed \$7,519.38.

HUMAN SERVICES

- R. Administrator's Office/Health & Human Services, submitting amendments to contracts with various providers:
- 1) No. CE0600674-01 with AIDS Taskforce of Greater Cleveland for direct care services for the Ryan White Title I HIV/AIDS Emergency Services Program nka Ryan White Part A HIV Emergency Relief Project Grant Program for the period 3/1/2006 – 2/28/2007 for a decrease in the amount of (\$31,684.12).
 - 2) No. CE0700284-01 with Cleveland Indians Baseball Co. L.P. for baseball tickets and meals for the Fatherhood Conference for the period 4/1/2007 – 6/30/2007 for additional funds in the amount of \$2,440.00.
- S. Administrator's Office/Health & Human Services, submitting contracts with various providers:
- 1) Alcohol and Drug Addiction Services Board of Cuyahoga County in the amount not-to-exceed \$40,000.00 for treatment services for the Ryan White Part A HIV Emergency Relief Project Grant Program for the period 3/1/2006 – 2/28/2007.
 - 2) The Center for Community Solutions in the amount not-to-exceed \$52,466.00 for consultant services for community-based research and analysis of health and human services for the period 7/1/2007 – 12/31/2007.
 - 3) Jennifer McMillen Smith in the amount not-to-exceed \$6,000.00 for consultant services for the Ryan White Part A HIV Emergency Relief Project Grant Program for the period 3/1/2007 – 6/30/2007.
 - 4) JRS Group, Ltd. in the amount not-to-exceed \$46,500.00 for consultant services for the Cuyahoga Tapestry System of Care for the period 6/1/2007 – 12/31/2007.
- T. Administrator's Office/Family & Children First Council, submitting a contract with Joseph C. Hewitt in the amount not-to-exceed \$47,948.00 for marketing and advertising services for the Parent Resource Fair and Parent Appreciation Week Celebration for the period 7/1/2007 – 10/31/2007.
- U. Administrator's Office/Office of Early Childhood, submitting an amendment to Contract No. CE0700380-01 with SMG Food and Beverage, LLC, for rental of meeting space and related services for the Invest in Children Program annual meeting for the period 5/25/2007 – 6/4/2007 for additional funds in the amount of \$490.88.

- V. Administrator's Office/Office of Early Childhood, submitting a contract with The Forum Conference and Education Center in the amount not-to-exceed \$5,212.00 for rental of meeting space and related services for the Invest in Children Program for the period 5/2/2007 – 12/18/2007.
- W. Department of Children & Family Services, submitting an amendment to Contract No. CE0600999-01 with Alliance Human Services, Inc. for adoption services for the period 7/1/2006 – 6/30/2007 for additional funds in the amount of \$4,600.00.
- X. Department of Children & Family Services, submitting contracts with various providers:
 - 1) New Directions, Inc. in the amount not-to-exceed \$150,000.00 for placement services for the period 5/1/2007 – 12/31/2007.
 - 2) The Rogers Company in the amount not-to-exceed \$15,000.00 for a photo gallery display for recruitment of adoptive families for the period 5/1/2007 – 4/30/2008.
- Y. Department of Senior & Adult Services, submitting a contract with ProviderGateway, Inc., sole source, in the amount not-to-exceed \$94,000.00 for maintenance on the Long Term Care System for the period 2/1/2007 – 1/31/2009.
- Z. Employment & Family Services, submitting an amendment to Contract No. CE0500612-01 with Catholic Charities Services Corporation for Work First Services/Comprehensive Pre-employment Screening Services for the period 7/1/2005 – 6/30/2007 to exercise an option to extend the time period to 6/30/2008 and for additional funds in the amount of \$907,651.00.
- AA. Employment & Family Services, submitting a contract with Kelly Services, Inc. (K.C.M.A., Inc.) in the amount not-to-exceed \$26,000.00 for consultant services for handwriting analysis for the period 5/1/2007 – 4/30/2008.

**SCHEDULE OF MEETINGS
2007**

		<u>CONTRACT DEADLINE:</u> 12:00 p.m.	<u>AGENDA DEADLINE:</u> 4:30 p.m.
<u>THURSDAY, JULY 12th</u> 10:00 a.m.	Regular Meeting	Thurs. June 21	Fri. June 22
11:00 a.m.	<u>CONTINUATION OF FINAL HEARING:</u> Single County Ditch Petition for a proposed improvement in Olmsted Township		
<u>THURSDAY, JULY 19th</u> 10:00 a.m.	Regular Meeting	Thurs. June 28	Fri. June 29
11:00 a.m.	<u>PUBLIC HEARING:</u> Proposed rate increases in County sales and use taxes		
	Cleveland Public Library, Louis Stokes Wing Auditorium, 525 Superior Avenue, Cleveland		
<u>THURSDAY, JULY 26th</u> 10:00 a.m.	Regular Meeting	Thurs. July 5	Fri. July 6
11:00 a.m.	<u>PUBLIC HEARING:</u> Proposed rate increases in County sales and use taxes		
	Cleveland Public Library, Louis Stokes Wing Auditorium, 525 Superior Avenue, Cleveland		
<u>THURSDAY, AUGUST 2nd</u> 10:00 a.m.	Regular Meeting	Thurs. July 12	Fri. July 13
<u>THURSDAY, AUGUST 9th</u> 10:00 a.m.	Regular Meeting	Thurs. July 19	Fri. July 20
<u>THURSDAY, AUGUST 16th</u> 10:00 a.m.	Regular Meeting	Thurs. July 26	Fri. July 27

ALL MEETINGS ARE HELD IN THE BOARD OF CUYAHOGA COUNTY COMMISSIONERS' CHAMBERS LOCATED AT 1219 ONTARIO STREET, 4TH FLOOR, CLEVELAND, OHIO, UNLESS OTHERWISE SPECIFIED AND ARE SUBJECT TO CHANGE.