

PLANTATION ACRES IMPROVEMENT DISTRICT

SPECIAL MEETING

Thursday, July 30th, 2026

1701 NW 112th Avenue, Plantation, FL 33323

MEMBERS' PRESENT:

Chairman Jorge Santana
Vice Chair Pete Gilmore
Commissioner William Beazley
Commissioner Charlie Kline

PRESENT:

Jake Schiff, District Attorney Representative
Deborah Smith, District Accountant
Carmen Mirones, District Manager

CALL TO ORDER & ROLL CALL: Chairman Santana called the meeting to order at 6:00 p.m., followed by the Pledge of Allegiance to the Flag. A roll call was conducted, confirming that all listed members were present. A quorum was established.

APPROVAL OF ATTENDANCE OF COMMISSIONERS BY SOCIAL MEDIA (ZOOM) OR TELEPHONE:

No Zoom recording was available due to connection issues experienced during the meeting.

PUBLIC COMMENTS

Chairman Santana opened the floor for public comment and requested that members of the public identify themselves and provide their address for the record before addressing the Board.

Resident Ms. Lori Bernardi – 11681 N.W. 6th St thanked the Board, District management, and employees for the work performed for the community and commented on the importance of maintaining cooperation between P.A.I.D. and the City of Plantation as the October 1, 2026, transition approached. The resident also expressed concern for the District employees and the availability of future employment opportunities after the City assumed responsibility for District operations.

Chairman Santana responded that coordination with the City was already underway. He reported that she had met with City representatives earlier that week, had provided City personnel with a tour and operational overview of the District system, and had been participating in recurring transition discussions.

Chairman Satana explained that the purpose of these meetings and field visits was to familiarize City personnel with the canals, pump stations, equipment, maintenance practices, records, and other operational matters that would transfer to the City.

APPROVAL OF CREDIT CARD REPORT FOR 06/09/2026 THROUGH 07/04/2026 IN THE AMOUNT OF \$1,280.06

The Board reviewed the District credit card report for the period of June 9, 2026, through July 4, 2026. The total reported charges were \$1,280.06. The report was presented for the Board's review and approval, and no material questions, objections, or disputed charges were reflected in the discussion before the vote.

A Motion was made by Vice Chair Gilmore to Approve the credit card report for June 9, 2026, through July 4, 2026, in the

amount of \$1,280.06 and seconded by Commissioner Beazley.

Chairman Jorge Santana	Yes
Vice Chair Peter Gilmore	Yes
Commissioner William Beazley	Yes
Commissioner Charlie Kline	Yes

The Motion to Approve the credit card report for June 9, 2026, through July 4, 2026, in the amount of \$1,280.06 was approved unanimously. (4-0).

EMPLOYEE SERVICE AND PERFORMANCE RECOGNITION INCENTIVE

The principal portion of the meeting concerned the proposed employee service/performance recognition and incentive program in anticipation of P.A.I.D.'s transition to the City of Plantation effective October 1, 2026.

The Board discussed the proposal at length because it involved the expenditure of public funds and therefore required a clearly defined public purpose, a legally supportable structure, objective prospective conditions, and appropriate documentation.

The discussion addressed employee retention through the final transition period, continued operation of the District during the rainy season, emergency response obligations, maintenance of canals and pump stations, employee attendance, work quality, future employment uncertainty, health-insurance concerns, the appropriate method for calculating an incentive, and the need to distinguish the four non-contract employees from District Manager Carmen P. Mirones Guillermo, who was employed under a written employment agreement.

District Attorney Representative Schiff explained and gave a legal perspective as follows:

⇒ *Legal Framework and Required Structure*

District Attorney Representative Schiff advised the Board that a public-sector bonus, incentive, or extra-compensation program could not simply reward employees retroactively for services that had already been performed.

District Attorney Representative Schiff explained that the program needed to be prospective: the policy and its conditions had to be established before the future services for which the incentive would be earned.

District Attorney Representative Schiff further explained that the policy needed to identify an established public purpose, contain objective performance standards, provide an evaluation process, communicate to eligible employees, and apply consistently to the eligible employee group.

The Board therefore discussed how the remaining period before the October 1 transition could be used as the performance period for the incentive.

Possible performance measures discussed included attendance, continued full-time service, satisfactory completion of assigned job responsibilities, responsiveness when called upon, work quality, compliance with maintenance responsibilities, and continued support of District operations through the transition.

District Attorney Representative Schiff also emphasized the legal distinction between the four employees who did not have employment contracts and the District Manager. The four non-contract employees could be addressed through a prospective bonus/incentive policy. The District Manager's compensation, however, had to be addressed separately through negotiation and amendment of her existing employment agreement.

District Attorney Representative Schiff advised the Board to keep those authorizations separate in two separate motions.

⇒ *Public Purpose and Transition Considerations*

Board members discussed the public purpose supporting the proposed incentive. The central objective was to encourage

the existing employees to remain with P.A.I.D. and continue performing their duties through the final operational period before the City assumed control.

The Board recognized that the transition was occurring during the rainy season, when the District needed dependable personnel available to monitor and maintain the canal and pump-station system and respond to operational or weather-related conditions.

The Board also discussed the importance of preserving institutional knowledge. Existing employees were familiar with the District's equipment, pump stations, canals, field conditions, maintenance history, emergency response practices, and daily operating procedures. Continued employee participation would assist the District in transferring assets and operations to the City in an orderly condition.

It was also noted and referred to the employees' years of service, difficult field conditions, prior emergency response, and uncertainty regarding employment after September 30.

District Attorney Representative Schiff cautioned, however, that these historical considerations could help explain the Board's policy judgment but could not replace the required prospective performance standards for earning the incentive.

Commissioner Beazley asked who the evaluations of the four employees who did not have employment contracts.

District Attorney Representative Schiff stated it should be District Manager Mirones.

District Accountant Smith suggested that these evaluations should be carried out with at least two people, District Manager Mirones and one member of the board.

Chairman Santana and other member of the Board agreed and volunteered to do it with District Manager Mirones.

District Attorney Representative Schiff cautioned that this evaluation should focus on the performance of the next days until the last day (September 30, 2026).

District Manager Mirones stated that employees were currently focused on routine and regular maintenance activities rather than undertaking additional projects that might not be completed prior to the District's transition to the City of Plantation on October 1, 2026. A question was therefore raised regarding how employee performance evaluations would be conducted during the remaining transition period.

Specifically, the discussion addressed whether the evaluations would focus primarily on the employees' performance of their regular maintenance duties, including attendance, completion of assigned responsibilities, responsiveness, work quality, and the proper maintenance and operation of the District's existing facilities, canals, pump stations, equipment, and other assets, rather than evaluating employees based on the completion of new or long-term projects that could extend beyond September 30, 2026.

Commissioner Kline expressed his understanding that in the next two months the evaluation will focus on their performance during their time at the District and experience performing those activities.

Vice Chair Gilmore clarified that years of service or prior experience would not be used as the basis for the performance evaluation because, during the remaining approximately two-month evaluation period, all four eligible employees would be evaluated under the same criteria and performance standards while performing substantially the same regular maintenance responsibilities. Accordingly, the evaluation would focus on each employee's prospective performance during the established evaluation period, including attendance, satisfactory completion of assigned duties, responsiveness, work quality, and compliance with regular maintenance responsibilities, rather than on differences in length of service or historical experience with the District.

Resident Jeff Munchick – 11521 SW 7th St addressed the Board during the incentive discussion.

Resident Mr. Jeff Munchick asked what had prompted the proposed payments and raised questions regarding the use of public funds for employee departure or incentive compensation.

Resident Jeff Munchick asked whether former District employees might contend that they were entitled to similar compensation and whether the possibility that current employees could later obtain employment with the City should affect the Board's consideration. He also commented on how residents might perceive the expenditure and encouraged the Board to consider the issue from the taxpayers' perspective.

District Attorney Representative Schiff clarified these motions only applied for the current District employees.

Resident Jeff Munchick additionally raised the loss of health-insurance coverage as a practical concern for employees after the District's transition. He suggested that the Board consider the cost of replacement coverage. He also noted that employees seeking future employment could need reasonable flexibility to attend job interviews before October 1, 2026.

Chairman Santana stated that the District's employees, who currently serves as the District Mechanic, had applied through the City of Plantation's website for an available position. However, the employee subsequently received a response indicating that the position had already been filled.

This was discussed in the context of the uncertainty surrounding future employment opportunities for existing P.A.I.D. employees following the District's transition to the City of Plantation.

Chairman Santana also stated that the City of Plantation had posted additional employment opportunities that same day and that District employees had already applied for some of those positions. However, it was emphasized that there was no guarantee that any P.A.I.D. employee would be selected or hired by the City, as all applicants would remain subject to the City's established hiring process, qualifications, and selection requirements.

Other considerations raised as:

⇒ ***Health Insurance / COBRA and Financial Considerations***

Chairman Santana discussed the effect of the District's transition on employee health coverage.

District Accountant Smith explained that traditional COBRA continuation would not operate in an ordinary manner once the District's employer health plan itself terminated on September 30, 2026. Employees losing coverage could instead seek individual coverage through the Health Insurance Marketplace and could potentially qualify for a special enrollment period triggered by the loss of employer-sponsored coverage.

The Board discussed whether assistance for replacement health coverage could be incorporated into a broader taxable incentive or departure payment rather than treated as ordinary continuation of a District health plan that would no longer exist.

District Attorney Representative Schiff stated that the intention of providing the District employees with extra payment is the Board's decision.

Commissioner Kline stated if they can be back paid.

District Attorney Representative Schiff clarified that the proposed incentive would not constitute back pay or retroactive compensation for services previously performed. The Board would determine and approve the amount of the incentive to be earned by the eligible employees based on the prospective performance criteria established for the remaining evaluation period. It was further explained that any approved incentive would need to be paid to the employees before the District ceased its independent operations on September 30, 2026, since after that date P.A.I.D. would no longer conduct business as an independent District.

District Accountant Smith if the approved incentive payments were not processed and paid prior to September 30, 2026, the matter could potentially be subject to a future decision by the City of Plantation after the transition. At that time,

the City could vote against or otherwise decline to authorize the payments. Therefore, the discussion emphasized the importance of completing any Board-approved employee incentive payments before the District ceased its independent operations on September 30, 2026.

District Accountant Smith advised the Board to balance its concern for the employees with its fiduciary responsibility to the community. She referenced benchmark information reviewed for public or special-district departure packages and discussed a general range of approximately eight to twelve weeks of compensation. She recommended that the Board avoid an excessive payment and emphasized the importance of completing employee payments and other District obligations before the transition so that the financial affairs transferred to the City would be orderly and clearly documented.

Resident Jeff Munchick asked whether the vote held in June included any consideration, provision, or other arrangement specifically addressing the District employees in connection with the upcoming transition to the City of Plantation.

Chairman Santana responded that no.

Chairman Santana expressed that in his opinion, the most appropriate option would be to provide the District employees with financial assistance equivalent to six (6) months or twelve (12) months of health insurance coverage, particularly because a traditional bonus payment might not be a viable option. The discussion therefore considered health-insurance assistance as a possible alternative means of providing support to the employees following the District's transition and the termination of their existing employment-related health coverage.

Resident Ms. Anita Manning asked if the District employees would be eligible to receive severance payments in connection with the termination of their employment and the District's transition to the City of Plantation.

District Attorney Representative Schiff clarified that a severance package would generally apply to employees working under an employment contract. The four District Maintenance employees were not employed under individual employment contracts and, therefore, would not be eligible for severance under that structure. District Manager Mirones was identified as the only District employee working under a written employment agreement; accordingly, any severance consideration for the District Manager would need to be addressed separately through her existing employment agreement.

Chairman Santana asked what the right amount for the employees is.

District Attorney Representative Schiff stated that the Board can use any criteria to create an amount.

Vice Chair Gilmore raised the question of what reasonable and appropriate criteria the Board is going to use. Whether the employees would get an equal amount or not.

Commissioner Kline responded that they can based on the number of years of experience and ask what the standard is to follow.

Resident Ms. Lori Bernardi – 11681 N.W. 6th St recommended to create a list of criteria to be evaluated on each employee.

District Accountant Smith stated that the proposal being discussed was essentially consistent with her earlier recommendation, although it was being presented using different terminology and structured somewhat differently. She reiterated her recommendation that the total amount provided to each eligible employee should not exceed \$15,000 per employee.

Resident Ms. Lori Bernardi – 11681 N.W. 6th St stated that residents had not anticipated that the results of the June vote would have such a significant impact on the District employees and their continued employment. She expressed appreciation for the employees' many years of hard work, dedication, and performance in serving the District and the Plantation Acres community and wished them the very best in their future employment opportunities following the transition.

City of Plantation, Chief Administrator Officer, Jason Nunemaker arrived during the discussion and addressed the Board regarding the transition and potential employment opportunities for existing P.A.I.D. personnel.

City of Plantation, Chief Administrator Officer, Jason Nunemaker stated that the City intended to make employment opportunities available but could not guarantee employment to any existing P.A.I.D. employee. Any applicant would be required to meet the City's qualifications, screening requirements, and normal hiring procedures. He explained that the City viewed the P.A.I.D. service area as an expansion of the City's existing stormwater operation rather than as a separate stand-alone operation. He indicated that the City anticipated a crew-leader position and approximately three additional positions. Employees hired by the City could be assigned or rotated throughout City operations rather than permanently assigned only to Plantation Acres.

City of Plantation, Chief Administrator Officer, Jason Nunemaker stated that City personnel would be capable of operating the inherited stormwater and pump-station system effective October 1, 2026. His comments reinforced that current P.A.I.D. employees would have an opportunity to apply but that the transition itself did not create a guarantee of continued employment.

City of Plantation, Chief Administrator Officer, Jason Nunemaker also expressed concern regarding transparency because the Zoom connection and certain meeting equipment were not functioning and because he had not seen supporting backup for the agenda item.

Chairman Santana explained that recent Zoom/equipment problems had affected meetings and referenced a lightning-related issue.

Chairman Santana also included reports that District meeting signs had been removed on multiple occasions.

After extensive discussion, the Board reached consensus that a prospective employee incentive program should be established. The Board acknowledged that the expenditure involved public funds and therefore needed to be tied to a defined public purpose and future employee performance, with objective standards, written notice, and documented evaluation.

A Motion was made by Commissioner Beazley to Consider and establish a bonus/incentive program for the existing District employees, together with separate severance consideration for the contracted District Manager, subject to the legal structure discussed by District counsel. and seconded by Vice Chair Gilmore.

Chairman Jorge Santana	Yes
Vice Chair Peter Gilmore	Yes
Commissioner William Beazley	Yes
Commissioner Charlie Kline	Yes

The Motion to Consider and establish a bonus/incentive program for the existing District employees, together with separate severance consideration for the contracted District Manager, subject to the legal structure discussed by District counsel was approved unanimously. (4-0).

Commissioner Beazley asked what the amount will be.

Commissioner Kline asked if they must decide about the criteria to follow.

District Attorney Representative Schiff explained to the Board they had to vote on how they want to have that discussion.

District Accountant Smith stated that the Board must decide that during the meeting to have time to proceed with the approved by the Board.

District Accountant Smith also stated that performance considerations included compliance with assigned duties, work

quality, response expectations, maintenance responsibilities, and continued support of District operations. Because the incentive was being structured prospectively, the Board stressed that the evaluation had to concern performance after the policy was adopted.

Commissioner Beazley considered the effect of each approach on employees with different salaries and different lengths of service.

District Accountant Smith discussed benchmark illustrations that included using six, eight, twelve, fourteen, eighteen, and twenty-four weeks of compensation.

Commissioner Kline considered the accountant's benchmark discussion and the need for a formula that could be explained objectively and administered consistently.

Chairman Santana expressed his opinion that it should be the same amount for all the employees, and stays on one number, but he will support what the rest of the Board agrees on.

The Board decided that the twelve-week incentive would not be automatic. Eligibility would depend on continued satisfactory performance during the remaining transition period after adoption of the policy. Attendance and satisfactory performance of assigned job responsibilities were identified as the central standards.

The Board ultimately favored a uniform formula based on each employee's existing salary. This approach would apply the same number of weeks to each eligible employee while naturally producing different dollar amounts according to the employee's established compensation. Twelve weeks was selected as the final incentive period.

Commissioner Kline stated that the proposed incentive should be provided to the eligible District employees regardless of whether they ultimately obtain employment with the City of Plantation. It was emphasized that eligibility for the incentive should be based on the employees' satisfactory performance and fulfillment of the established criteria during the remaining District employment period and should not be contingent upon whether an employee is subsequently hired by the City.

Vice Chair Gilmore agreed with Commissioner Kline.

District Attorney Representative Schiff further directed that the incentive conditions be communicated to the employees in writing. Employees were to receive notice of the requirements and sign an acknowledgment so that the prospective conditions, evaluation process, and expectations were clearly documented.

Chairman Santana expressed his concern for two of the employees, one of them Omar Hernandez who has six (6) months ahead to be able to retire and Antonio Funes who needs to have a surgery.

Commissioner Beazley said that twelve (12) weeks of compensation was the amount he felt comfortable supporting as the employee incentive, considering the circumstances surrounding the District's transition and the previously discussed performance requirements and financial considerations.

District Accountant Smith suggested that the employee incentive should not exceed twelve (12) weeks of compensation, as this was considered a reasonable maximum amount under the circumstances and consistent with the financial considerations discussed by the Board.

The Board agreed with the suggestion of District Accountant Smith.

Commissioner Kline agrees with the twelve (12) weeks of compensation.

Chairman Santana agreed on twelve (12) weeks as well.

Vice Chair Gilmore said that eight (8) weeks of compensation was the amount he felt comfortable.

The Board discussed September 8, 2026, as the evaluation date after District Manager Mirones recognized that September 7, 2026, was Labor Day.

Chairman Santana contemplated payment date of September 15, 2026, was also discussed. The District Chairman Santana and District Manager Mirones were identified as the people responsible for evaluating and documenting employee performance under the policy.

Chairman Santana stated that the attendance threshold will be of 80 percent.

Resident Jeff Munchick asked if the District employees distinguished approved vacation and legitimate leave from unexcused callouts or attendance problems. The intent was not to penalize authorized leave, but to ensure that employees remained reliably available and continued performing the duties required to keep the District operational.

Chairman Santana confirmed it.

Commissioner Kline stated that the District employees' vacation shouldn't be included in 80% of the attendance threshold, but callouts are yes.

A Motion was made by Commissioner Kline to Authorize District counsel to draft and execute a resolution establishing a bonus incentive policy for the four non-contract employees, providing a twelve-week salary incentive upon future satisfaction of prospective attendance and job responsibilities and performance standards, with performance to be evaluated by the District Chairman Santana and District Manager Mirones and the conditions communicated to employees in writing and seconded by Commissioner Gilmore.

Chairman Jorge Santana	Yes
Vice Chair Peter Gilmore	Yes
Commissioner William Beazley	Yes
Commissioner Charlie Kline	Yes

The Motion to Authorize District counsel to draft and execute a resolution establishing a bonus incentive policy for the four non-contract employees, providing a twelve-week salary incentive upon future satisfaction of prospective attendance and job responsibilities and performance standards, with performance to be evaluated by the District Chairman Santana and District Manager Mirones and the conditions communicated to employees in writing was approved unanimously. (4-0).

After the Board completed its discussion concerning the four non-contract employees, District Manager Mirones was asked to step out temporarily so the Board could discuss possible severance under her employment agreement without her participation.

District Attorney Representative Schiff stated that District Manager Mirones's situation was legally different from that of the four non-contract employees because she had a written employment agreement.

District Attorney Representative Schiff advised that any severance for the District Manager Mirones should therefore be accomplished through negotiation and amendment of that agreement, subject to applicable statutory limitations, rather than through the employee incentive policy.

District Accountant Smith suggested not following the same criteria of the incentive for weeks. She suggested a flat amount instead.

Commissioner Beazley recognized her administrative contributions, expanded responsibilities, organization of District records, preparation of detailed meeting documentation, operational knowledge, and efforts to coordinate the transition with the City of Plantation.

The Board recognized Ms. Mirones's overall performance and contributions to maintaining District operations during the transition period were positively acknowledged and appreciated.

District Accountant Smith also stated that during the initial discussion regarding a potential incentive for the District employees, and before any specific incentive amount had been proposed or discussed, District Manager Mirones voluntarily suggested that she be excluded from consideration for the employee incentive. Ms. Mirones explained that she had only been employed with the District for some months more than one year and, for that reason, did not believe she should be included in the same incentive consideration as the District's longer-serving employees.

Chairman Santana supported the comments provided by District Accountant Smith.

District Accountant Smith explained that District Manager Mirones was advised that the decision regarding whether she would be included in or excluded from any incentive or other compensation consideration was not a decision for her to make individually. Rather, that determination would be made by the Board of Commissioners through discussion and formal action at a duly noticed public meeting.

During the discussion, the Board also considered District Manager Mirones's service to the District and the scope of her responsibilities.

The discussion referenced her administrative performance, field and operational knowledge, expanded responsibilities, organization of District records, bookkeeping support, preparation of detailed meeting minutes, transition work, and coordination with the City of Plantation.

Several participants complimented Ms. Mirones's work and described her administrative contribution as significant.

The Board also compared the proposed severance with the twelve-week incentive approved for the longer-tenured non-contract field employees and considered the need for an amount that was reasonable in relation to the overall compensation structure.

Amounts ranging from approximately \$5,000 to \$8,000 were discussed. Following the deliberation, a gross severance amount of \$7,000 emerged as the proposed figure.

A Motion was made by Commissioner Kline to Authorize District counsel to renegotiate and amend Carmen P. Mirones Guillermo's employment agreement to provide a gross severance payment of \$7,000 and seconded by Commissioner Gilmore.

Chairman Jorge Santana	Yes
Vice Chair Peter Gilmore	Yes
Commissioner William Beazley	No
Commissioner Charlie Kline	Yes

The Motion to Authorize District counsel to renegotiate and amend Carmen P. Mirones's employment agreement to provide a gross severance payment of \$7,000 was approved. (3-0).

COMMISSIONER COMMENTS

After District Manager Mirones returned to the meeting, the Board and the City representative continued discussing transition activities and the transfer of District operations to the City effective October 1, 2026.

Chairman Santana reported that P.A.I.D. personnel were actively working with City representatives and had toured the canal system with City crews. She stated that District personnel intended to continue assisting with the transition through the final day of District operations so that the City would receive as much operational information and institutional knowledge as possible.

Chairman Santana also indicated that she would be willing to provide institutional assistance after the transition if the City needed clarification regarding District operations, records, equipment, or historical matters. The discussion reflected the Board's interest in orderly transfer rather than an abrupt change in operational responsibility.

⇒ **Weedoo / Aquatic Maintenance Equipment Delivery**

Chairman Santana discussed the District's pending aquatic-maintenance equipment purchase.

District Accountant Smith reported that delivery, which had originally been expected in July, had been delayed. The anticipated arrival had moved into the August-September period and could potentially occur later. At the time of the meeting, the equipment had not yet reached the port.

Chairman Santana communicated that had declined to make final payment before receiving and inspecting the equipment, operating it, and completing an acceptance review.

The Board's discussion reflected the importance of confirming that the equipment was received in acceptable condition and functioned properly before final acceptance.

Chairman Santana stated that because P.A.I.D.'s independent operations would end September 30, the Board recognized that delivery after that date would require the City of Plantation to coordinate the remaining inspection, acceptance, and payment process. City assistance with transportation and trailer logistics was also mentioned during the discussion.

⇒ **Pump Station No. 7 / South Acres Drainage Improvements**

Resident Jeff Munchick returned to the microphone and asked Jason Nunemaker about the status of the proposed Pump Station No. 7 and the South Acres drainage improvement effort.

City of Plantation, Chief Administrator Officer, Jason Nunemaker stated that Phase 1 of the partnership was moving forward and identified survey work as a core component of the current phase. He described Pump Station No. 7 as a high-priority improvement because a pump station serving South Acres could provide one of the most immediate and significant drainage benefits to that area.

City of Plantation, Chief Administrator Officer, Jason Nunemaker explained that after the October 1 transition, the City intended to validate inherited assets and clean drainage assets to achieve near-term operational improvements. He also referenced potential grant opportunities and expressed confidence that the City would pursue available funding.

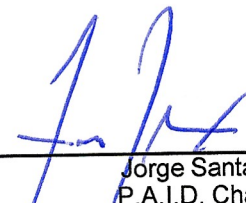
The anticipated project cost was discussed in the approximate range of \$3 million to \$3.5 million. Mr. Nunemaker compared the proposed work with other City infrastructure projects supported by grant funding and emphasized the potential return on investment associated with improved drainage in South Acres.

The Pump Station No. 7 discussion was informational, and no separate motion was reflected in the record under this portion of the meeting.

Commissioner Beazley thanked City of Plantation, Chief Administrator Officer, and Jason Nunemaker for their support.

ADJOURNMENT: With no further business, the meeting was adjourned at 7:40 pm. By Chair Santana.

Following adjournment, the Board thanked all residents, staff, consultants, and attendees for their participation.



Jorge Santana,
P.A.I.D. Chairman

Carmen Mirones,
P.A.I.D. District Manager