

### SPECIAL MEETING AGENDA EAST KERN HEALTH CARE DISTRICT BOARD OF DIRECTORS

5 P.M. TUESDAY JANUARY 16, 2024 (Hybrid Meeting)

9300 N LOOP BLVD, CALIFORNIA CITY, CA 93505

A QUORUM OF THE BOARD WILL BE PRESENT IN PERSON

MISSION STATEMENT: "Building health, well-being, and resiliency."

Join Zoom Meeting

https://us02web.zoom.us/j/82539956666?pwd=MENpc3c2Q01GNDE2SmUwcXNiQldWZz09

Meeting ID: 825 3995 6666

Passcode: 353970

One tap mobile

- +16694449171,,82539956666# US
- +16699006833,,82539956666# US (San Jose)
  - 1. PLEDGE OF ALLEGIANCE/INVOCATION
  - 2. CALL TO ORDER AND ROLL CALL
  - 3. APPROVAL OF AGENDA

Motion	Second	Action	
IVIOLIOII	Second	ACTION	

### 4. PUBLIC COMMENTS

Members of the public are welcome to address the Board on any matter NOT on the agenda and over which the Board has authority. If you wish to speak, please state your name for the record and limit your comment to five (5) minutes.

### 5. COMMUNITY ANNOUCEMENTS

### 6. CONSENT CALENDAR

All items on the Consent Calendar are considers routine, non-controversial, and will be approved by one (1) motion if no member of the Board, Staff, or public wishes to comment or ask questions, public comments to be limited to five (5) minutes. Roll Call vote required.

### FINANCIAL REPORTS - November 2023

- 1. Profit Loss
- 2. Balance Sheet
- 3. Check Register
- 4. Payroll

### **APPROVE WARRANTS**

- 1. Vendor Payment Approval
- 2. ACH Payments

3. Debit Card Transaction

### **APPROVE MINUTES**

- 1. October 25, 2023 Amended to include video time codes
- 2. November 7, 2023
- 3. December 5, 2023
- X 4. December 12, 2023 Meeting cancelled due to lack of quorum
- 5. December 15, 2023
- ★ 6. January 2, 2023 Meeting cancelled

### APPROVE CONTRACT EXTENSION

1. District Manager Mary Walker

Motion	Second	Action	

### 7. PROJECT UPDATES AND FACILITY REPORTS

- A. N Loop Facility
- B. Bay Ave Facility
- C. Annexation Status EKHCD and Ridgecrest Regional Hospital
  - 1. Public Information Meeting

- 2. Public Hearing
- D. Streamline website update personnel to maintain
- E. Discussion and possible action regarding review/update of Employee Handbook.

Motion\_\_\_\_\_Second\_\_\_\_\_Action\_\_\_

- 8. STAFF REPORT Mary Walker, EKHCD District Manager
- 9. CLOSED SESSION

CS1: PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL RELEASE (Government Code Section 54957)

### CS2: CONFERENCE WITH REAL PROPERTY NEGOTIATORS (GOVERNMENT CODE SECTION 54956.5)

PROPERTY ADDRESS: 9300 N. Loop, Suites B/C, California City, CA 93505 and

8051/8101 Bay Avenue, California City, CA9 3505

AGENCY NEGOTIATOR: Alex Lemieux, District Council

NEGOTIATING PARTIES: Bartz-Altadonna UNDER NEGOTIATION: Price, terms or both

### CS3: CONFERENCE WITH REAL PROPERTY NEGOTIATORS (GOVERNMENT CODE SECTION 54956.5)

PROPERTY ADDRESS: 9350 N. Loop, California City, CA 93505

AGENCY NEGOTIATOR: Alex Lemieux, District Council MEGOTIATING PARTIES: Adventist Health, Jim Didion

UNDER NEGOTIATION: Price, terms or both

### REPORT OUT FROM CLOSED SESSION

Alex Lemieux, District Council

- 10. PRESIDENT'S COMMENTS
- 11. FUTURE AGENDA ITEMS
- 12. AB123: DIRECTOR'S COMMENTS
- 13. ADJOURMENT

A SECOND CONTRACTOR	A CONTRACTOR OF THE PARTY OF TH	A con-
Motion	Second	Action

Agenda posted on website January 13, 2024 at 2:28 pm

Physically posted at N Loop and Bay Ave January 13, 2024.

Physically posted by R Macedonio

VENDOR	MEMO LINE	AMOUNT
PRE-ISSUE CSDA	2024 – 0101 to 1231, Annual Membership Dues	Check 40282 \$1457.00
CSDA		
Aleshire & Wynder	November, 2023, Inv, 82648 General Retainer - \$1236.00 Retainer Excess - \$1680.00	\$2916.00
City of California City - Water	2023 – 1114 to 1213 8101 Bay Ave, 101730.03, \$70.00 9300 N Loop, 103347.01, \$287.28	\$357.28
Classic Lock and Key	2023 – 1223, Meeting room knob and keys - \$94.36 2024 – 0115 , Back door repair, rekey office - \$342.86	\$437.22
Digitech	2023 – 1201, Inv 17175	\$42.99
Frontier	760-373-2804-102413-5 2023 – 1128 to 1227, \$185.84 2023 - 1228 to 2024 – 0127, \$199.95	\$385.79
Golden Hills IT	2024 – 0102, Inv 2167	\$1013.90
Hebebrand, D. David	2023 – 0101 to 0331, Inv. 22-1614	\$3005.00
Lacson, Joselito, Designer	2023 – 1209, Inv 2326, Addendum no. 3, 8101 Bay Ave, \$1250.00 2023 - 1209, Inv 2327, Addendum no. 2, 9350 N Loop. \$437.50 2023 – 1209, Inv 2328, West Point water damage. \$437.50	\$2125.00
Miranda, Luciano	2023 – December 8101 Bay Ave, \$275.00 9278 to 9350 N Loop, \$500.00	\$775.00
Mobile Modular	2023 – 1120 to 1219, Inv 2493626, \$855.33 2023 – 1220 to 2024 – 0118, Inv 2506177, \$855.33	\$1710.66

Nigro & Nigro	2023 – 1221, Inv 19383, GASB 87	\$1500.00
Reliable Air Conditioning & Heating	2023 – 1226, Inv 21607, Dr Sri filters and insulation	\$210.00
Senior Citizens Association of California City	Inv 592316 2023 – November, \$250.00 2023 – December, \$250.00	\$500.00
Southern California Edison	2023 – 1106 to 1206 9300 N Loop, \$228.67 8100 Aspen Mall, \$167.06 8100 Aspen Mall #B, \$83.22 Late charge, \$ 0.44 2023 – 1207 to 2024 - 0107 9300 N Loop, \$203.04 8100 Aspen Mall, \$174.57 8100 Aspen Mall #B, \$189.37	\$1046.37
Southern California Gas Co	2023 – 1110 to 1211 049 013 9910 7, 9300 N Loop, \$192.21 157 960 3623 2, 8051 Bay, \$16.36	\$208.57
Spectrum Business	2023 – 1201 to 1231, Inv 126318801120123, 8101 Bay, \$267.96 9300 N Loop, \$157.97 202 – 0101 to 0131, Inv 126318801010124, 8101 Bay, \$267.96 9300 N Loop, \$157.97	\$851.86
Thugs to Bugs	2023 – 1219, Statement 0313, 9278 N Loop - \$415.00 0314, 9300 N Loop - \$755.00 0315, 9350 N Loop - \$510.00	\$1640.00
Waste Management	2023 – 1201 to 1231, \$372.05	\$372.05
		TOTAL \$19,097.69 18 Checks
		Plus pre-issue \$20,554.69

DATE: January 16, 2024 DEBIT CARD LIST Board approval \_\_\_\_\_

VENDOR	MEMO LINE	AMOUNT
Ace City Hardware	2024 – 0104, 235078 Trash bags N Loop	\$34.73
Amazon	2024 – 0101, 111-9563804-7394601, AV extension cord, \$14.64 2024 – 0115, 114-2293408-6579464, Paper clips, \$10.71	\$25.35
Levenger	2024 – 0115, desk calendar	\$17.68
		TOTAL \$77.76 3 Items

## SUMMARY OF PROCEEDING EAST KERN HEALTH CARE DISTRICT BOARD OF DIRECTORS SPECIAL MEETING

October 25, 2023, 5 p.m. (Hybrid Meeting) 9300 N LOOP BLVD, CALIFORNIA CITY, CA 93505

A QOUROM OF THE BOARD WILL BE PRESENT IN PERSON MISSION STATEMENT: "Building health, well-being, and resiliency" (Note: Motions are identified by marker's name in bold

### First and Second

Agenda Posted:	
Date:	
Electronic Posting:	
Physical Posting:	

Video Time Code	Item	Action
0:17	1. Roll Call	3 Present R
		Macedonio, L

		Peralta, K Macedonio. 1 Absent L Patrick. Quorum
		present
0:45	2. Call to Order	Meeting called
		to order by
		Director K
		Macedonio at
		5:01 p.m.
1:02	3. Approve Agenda	<b>Motion:</b>
		Approved R
		Macedonio, L
		Peralta
		3 yes- R
		Macedonio, L
		Peralta, K
		Macedonio
		1 Absent L
		Patrick
1:47	4. Public Comments	None
2:29	5.Community	Patti Orr from
	Announcements	MDN gave
		information on
		upcoming
		events.

		Janaina Daina
		Jessica Rojas
		from EKHCD
		gave
		information on
		upcoming
		events
5:45	6. Consent Calendar	Pulled
5:49	7. Continued Business	CB1: Board
		Vacancy, no
		candidates,
		leave vacant
		until November
		3, 2024,
		Election
		<b>Motion: R</b>
		Macedonio: L
		Peralta
		3 Yes- R
		Macedonio, L
		Peralta, K
		Macedonio
		1 Absent L
		Patrick
		CB2:
		Discussion
		District

		Manager
		interview.
		ilitorviev.
25:36	8. Closed Session	CS1: Public
		Employee
		Appointment
		Title: District
		Manager
26:02	Report from Closed	Attorney Report
	Session	from Closed
		Session Alex
		Lemieux.
		Pursuant to 1
		item CS1
		Government
		Code section
		54957 Public
		Employee
		Appointment
		Title District
		Manager.
		<b>Appointed Mary</b>
		Walker to a 30
		day Contract
27:16	9. President's	A meeting is
	Comments	scheduled

		between EKHCD, Ridgecrest Regional Hospital and
		Turning West November 1, 2, 2023. RRH will
		Host Meeting
32:43	10.Future Agenda	Employment
	Items	contract for
		Mary Walker
		November 7,
		2023
33:13	11. AB1234 Directors Comments	None
36:03	12. Adjourment	Motion: to
00.00	120 / tajoar mont	Adjourn at 6:17
		p.m.
		R Macedonio: L
		Peralta
		3 Yes- R
		Macedonio, L
		Peralta, K
		Macedonio

1 Absent L
Patrick

### **Summary of Proceedings**

### **EAST KERN HEALTH CARE DISTRICT**

### **BOARD OF DIRECTORS**

### NOVEMBER 7, 2023, 5p.m. (Hybrid meeting)

MISSION STATEMENT: "Building health, well-being, and resiliency."

(Note: Motions are identified by maker's name in bold First: Second)

Agenda Posted:

Date:

**Electronic posting** 

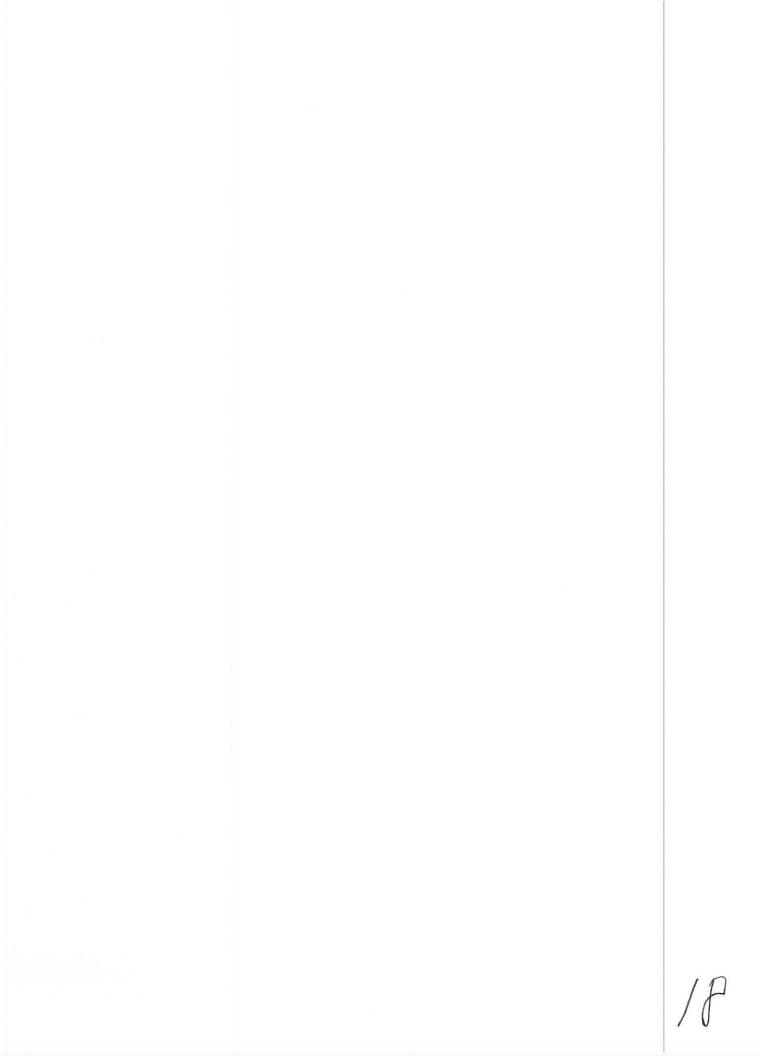
Physical posting

Video Time	Item	Action
Code		
:08	2. Roll Call-quorum present	3 Present – R Macedonio, L
		Peralta, K Macedonio
		! Absent- L Patrick
0:36	3. Call to Order	Meeting called to order by K
		Macedonio at 5:01 p.m.
0:35	4. Approval of Agenda -	Motion: Approved 10-25-23
	3 yes, 1 Absent	agenda
		R Macedonio: L Peralta
		3 yes- R Macedonio, L Peralta, K
		Macedonio
		1 Absent-L Patrick
1:32	5. Public Comment	Requested clarification of time
		for comment, Admin code
		states 5 minutes agenda states 3
		minutes.
36:55	6. Annexation	Annexation process with
		Ridgecrest Regional Hospital.
		A. Agreement of principle
		of responsibilities of
		East Kern Health Care
		district.
		Motion: Approved



		R Macedonio: L Peralta, K
		Macedonio
		3 yes – R Macedonio, L Peralta,
		K Macedonio
		1 Absent- L Patrick
		B. Motion to direct Turning
		West to make contract
		with Public Information
		Officer to develop a
		narrative community
		engagement and Social
		Media presence.
		Motion: Approved
		R Macedonio: L PERALTA K
		Macedonio
1		3 yes R Macedonio, L Peralta, K
		Macedonio
Lane greenenen		1 Absent- L Patrick
41:49	7. Consent Calendar	A. Financial Reports
		Request to add Payroll Report,
		schedule a public workshop to
		develop an understanding of
		financial reports, Vender
		Approval.
		B. Approve Warrants adjusted
		\$20,040.67 for 11 checks. Check
		register.
		Motion: Approved
		R Macedonio: L Peralta, K
		Macedonio
		3 Yes R Macedonio, L Peralta, K
		Macedonio.
		1 Absent- L Patrick
		C. Approval of Minutes.
		D. District Manager Contract.
		Motion: Approved
		L Peralta: R Macedonio, K
		Macedonio.
		3 Yes L Peralta, R Macedonio, K
		Macedonio
		1 Absent- L Patrick

	8.Staff Reports	None.
1:00:14	9. Facility Reports	Joselito Lacson Consultant
		Project Manager
		Designer review revised plans.
1:03:07	10. Committee Reports	Bring back two documents.
		Adopted EKHCD on May 1,
		2018.
		Three pieces to align Cancer
		assistance fund 2004. Directed
		staff bring back Red Line
		documents from May 1, 2018,
		compared to present. Review
		table to be brought Nov 21,
		2023, Board of Directors
		meeting.
		A. Community Advisory Board
		of the Cancer Assistance Fund.
	11. Continued Business	CB1 Property Appraisal:
		Discussion of Property
		Appraisals brought back from
		Nov 21, 2023
	12. President's Comments	A. Resolution brought to the
		Board of Directors to identify
		the responsibility of each
		employee and director to be
		held accountable to turning in
		their own time Sheet.
		B. Giving Mary directions to
		work together with staff and
		directors and figure a schedule.
	13. Future Agenda items	No addition activity identified
14. /	14. AB 1234- Directors Comments	None
	15. Adjournment	Motion to adjourn at 6:17 p.m.
		R Macedonio: L Peralta, K
		Macedonio
		3 yes- R Macedonio, L Peralta, I
		Macedonio
		1 Absent- L Patrick



### SUMMARY OF PROCEEDING EAST KERN HEALTH CARE DISTRICT BOARD OF DIRECTORS

TUESDAY, DECEMBER 5, 2023, AT 5 p.m. (Hybrid Meeting)
9300 N Loop BLVD, California City, CA 93505
A QUORUM OF THE BOARD WILL BE PRESENT IN PERSON

MISSION STATEMENT: Building health, well-being, and resiliency.

(Note: Motions are identified by marker's name in bold

**First: Second** 

Agenda posted:

Date:

**Electronic Posting:** 

**Physical Posting:** 

Video Time Code	Item	Action
0:19	1.Roll Call -Quorum	3 Present – R
	Present	Macedonio, L
		Peralta, K
		Macedonio

	3 Present-
	QuorumAdjustment
	1 Absent L Patrick
2 Call to Order	Meeting called to
2.oatt to order	order by K
	Macedonio at 5:01
	p.m. Tuesday
	December 5, 2023
2 Approval of Agenda	Motion:
3.Approvator Agerida	
	Approved 12-5-
	2023 Agenda. R
	Macedonio: L
	Peralta
	3 Yes- R
	Macedonio, L
	Peralta, K
	Macedonio
	1 Absent- L Partick
4. Public Comments	None
5.Community	Patti Orr of MDN
Announcements	gave information for
	upcoming events.
	Director Patrick
	Arrived at 5:06
6.Consent Calendar	CB1
6.Consent Calendar	CB1 A. Financial Report
6.Consent Calendar	
	5.Community

Balance **Check Registry Property Tax** revenue 15,000.00 Balance B. Approval of Warrants Vendor Payment 16 checks total \$24,188.80 **ACH Payment** C. Approval of Minutes November 7,2023 with necessary corrections D. Approve extension contract for Mary Walker with additional wording. Motion: R Macedonio, L **Patrick** 4 - 0 Approved

30:16	7.Staff Report	Alex Lemieux :
		District
		Organization,
		Adhere to
		Administration
		code.
N		Mary Walker:
		Schedule
		Appointments with
		Staff to go over
		contracts and
		duties.
35:00	8.Consent Calander	6A
		Financial report
		6B
		Approve Warrants
		6C
		Approval of Minutes
		6D
		Extension of
		Contract
		All four are one
		motion.
		Staff Comments:
		Jessica Rojas.
		Repeat Motion on
		Consent Calander.
		Motion:



		R Macedonio, L Patrick 4-0 Yes R Macedonio, L Patrick, L Peralta, K Macedonio
41:09		Director L Patrick left the room at 5:42 pm. Director L Patrick has returned.
42:20	9.Facility Report	R Macedonio: Reports on a letter received from Joe Baragan. Reconstruction and Report on the Bay Ave building. Waiting on Revised Structural Change Order.
45:48	10.Continued Business	CB1 Approval of Letter of Intent (LOI) East Kern Health Care District and Ridgecrest Regional Hospital.



		Motion:
		L Patrick, L Peralta
		4-0 Approved
		CB2
		Discussion and
		Approval of Public Information Officer
		(PIO) for
		Community
		Engagement and
		Social Media
		presence.
		Press Release
		December 6, 2023
		Motion:
		L Patrick: L Peralta
		4-0 Approved
		Lois Peralta will be
		the designated
		Spokes Person for
		EKHCD.
1:07:00	11. New Business	NB1Streamline to
		upgrade EKHCD
		Website
1:11:00	12. President Comments	None

1:12:44	13. Future Agenda Items	Adjustment to the
		Admin Code.
		Bay Ave
		Construction
		Change Order.
1:13:01	14. Directors Comments	None
1:13:10	15. Adjournment	Motion:
		L Patrick: R
		Macedonio
		4-0 Adjourn
		Meeting Adjourned
		6:14 p.m



## SUMMARY OF PROCEEDINGS EAST KERN HEALTH CARE DISTRICT BOARD OF DIRECTORS SPECIAL MEETING

### DECEMBER 15, 2023, 5p.m. (Hybrid Meeting)

MISSION STATEMENT: Building health, well-being, and resiliency.

(Note: Motions are identified by maker's name in bold

**First: Second** 

Agenda posted:

Date:

**Electronic Posting:** 

Physical posting:

Video Time Code	Item	Action
0:32	1. Roll Call-Quorum Present	3 Present-R Macedonio, L Peralta, K
		Macedonio 1 Absent L Patrick

0:07	2. Call to Order	Meeting called to
		order by K
		Macedonio at
		5:02 p.m.
1:01	3. Approval of Agenda	Motion:
		Approved 12-15-
		23 Agenda. R
		Macedonio: L
		Peralta
		3 Yes- R
	7	Macedonio, L
		Peralta, K
		Macedonio
		1 Absent-L Patrick
01:33	4. Public Comments	None
02:00	5. Community	Patti Orr of MDN
	Announcements	gave information
		for upcoming
		events.
03:37	6. Continued Business	CB1 Approval of
		Construction
		Contract Change
		Order with
		Meister and
		Meister, LLC, for

		Roof and Exterior
		Stucco Repair
		8051/8101 Bay
		Ave Due to Fire
		Damage
		Motion:
=		Approved
		R Macedonio: L
		Peralta
		3 Yes-R
		Macedonio, L
		Peralta, K
		Macedonio
		1 Absent- L
		Patrick
		CB2 Discussion of
		Lease Policy
		Based on Market
		Appraisal
21:10	7.Closed Session	
21:35		Return from
		closed session,
		Pursuant to
		Government
		Code Section
		54956.5

		C
		conference with
		Alex Lemieux
		Assistant District
		Council.
		Negotiating
		Parties: Adventist
= -		Health: Bartz-
		Altadonna. West
		Point Physical
		Therapy, Dr.
		SiriJaerajah.
		Under
		negotiation, Price
		and Terms of
		Leases.
		<b>EKHCD Board</b>
		took NO
		reportable action
		in closed session.
		This concludes
		Councils Closed
		Session Report.
23:16	<b>Directors Comments</b>	None
23:30	Adjournment	Motion:
		Approved at 5:56
		p.m.

R Macedonio: L
Peralta



### Joselito Lacson - Project Manager

40532 Polo Ct. Palmdale, CA 93551

Jan. 13, 2023

Karen Macedonia East Kern Health Care District P.O. Box 2546 California City, CA 93504

RE: Bay Avenue Emergency Fire Damage Repair Project 8101 Bay Ave., California City, CA 93505 Weekly Job Site Report No.12

Project No. 2023.200

### Attn Karen,

Below is a weekly progress update for the Bay Avenue emergency work based on the revised construction schedule submitted by Meister & Meister Construction company.

- Meister construction commenced work at the job site on Jan. 8, 2024. The following items have been completed as of Friday, Jan. 11, 2024:
  - Additional demo work has been completed as part of change order no.1.
     Rough framing and installation of the main beam as part of the original scope of work. The (3) additional beams as part of change order no.1 have also been installed.
  - The exterior north stud wall was completed to accommodate the new exterior door. Delivery and installation of the new door is expected to be around Jan. 18<sup>th</sup>.
  - Exterior framing of the north soffit wall will start on Monday, Jan. 15<sup>th</sup> and expected to be completed by Jan. 25<sup>th</sup>.
  - Roofing work is expected to start around Jan. 9<sup>th</sup> and expected to be completed by Feb. 9. 2024.
  - Meister informed Joselito Lacson that a portion of the west exterior stucco wall was opened with an approximate size of 18"x24" at (2) separate locations. This was done to facilitate the installation of the (2) additional beams and set them in place. The contractor could not install the new beams due to the existing fire sprinkler system pipes that were in the way of installation. The contractor did not want to touch and redo the sprinkler system to avoid additional cost and time to the contract.



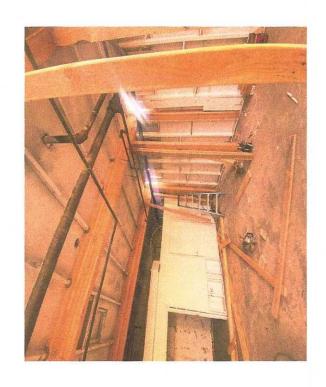
Exterior north wall photo

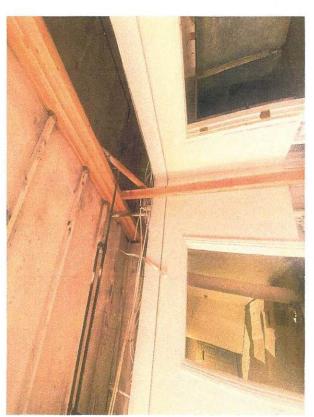
Interior north wall photo



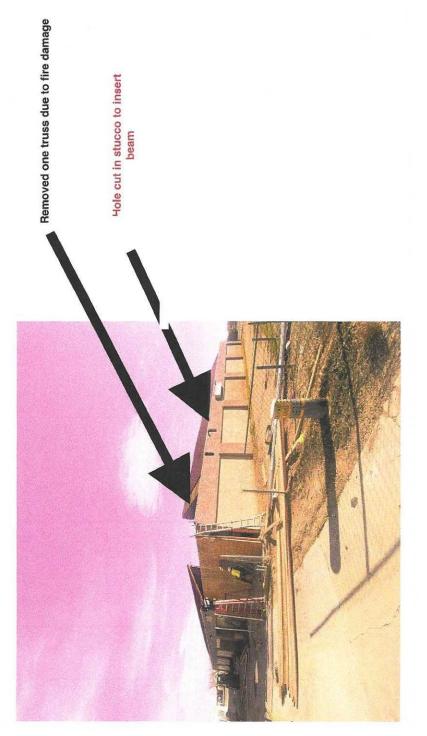


# Interior photos of framing progress





# Overall Photo of framing progress





### CONSULTATION INTERIM REPORT GUIDED NEGOTIATIONS AND STRATEGIC PLANNING EAST KERN HEALTH CARE DISTRICT JANUARY 16, 2024

**Consultation Description** 

East Kern Health Care District has engaged the Organization Development consulting firm of TurningWest to guide a process leading to annexation of the northeastern most corner of Kern County which includes the incorporation of Ridgecrest Regional Hospital. Ridgecrest Regional, a premier Level IV trauma hospital with 25 active beds, is interested in this annexation as a means of opening up federal, state, and local funding for expanded service to residents of East Kern County.

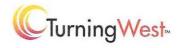
Towards this end, this consultation has three phases:

This phase will lay the groundwork for the agreement by both the Board of East Kern Health Care District and the Board of Ridgecrest Regional Hospital. TurningWest will design, guide, and facilitate the drafted of this Letter of Intent between the two parties.

The Board of EKHCD recognizes that a healthy and vibrant population is one that has a hopeful and positive view of its own future and wherein residents are invested in a future that they themselves had a hand in shaping. This means that stakeholders (defined as those who have a "stake" in the outcome) shall have an opportunity to be heard regarding the expanded health care offerings that will arise from Ridgecrest Regional Hospital becoming part of EKHCD. TurningWest will design, guide, and facilitate this stakeholder engagement process.

Strategic plans are an imperative for governmental bodies led by elected officials whose terms regularly rotate. A strategic plan, formally adopted by a board of elected officials, provides consistency for years to come and informs newly elected board members what the chosen direction, strategy, and plans are for the governmental body. Well-constructed strategic plans create stability that allows for momentum leading to measurable results.

With the Letter of Intent been formally adopted by both Boards of Directors and after completing the desired level of stakeholder engagement, TurningWest will design, guide, and facilitate the process moving to a shared, formal strategic plan that both entities are fully on board with.



**Recent Progress** 

As of this date, January 16, 2024, both the Board of Directors of Ridgecrest Regional Hospital and the Board of Directors of East Kern Health Care District have formally approved the Letter of Intent.

On 12.6.23, a public press release was issued to news outlets throughout the County and beyond to alert the public of this historic event. This concludes Phase I of the consultation.

**Other Pertinent Activity** 

During the first week of December, the Board of Ridgecrest Regional Hospital alerted the public that as of the end of February it would belivery services.

**Next Actions** 

Phase II, the Stakeholder Engagement process, is in the design stages and is expected to commence in early February.

Phase III, the Strategic Planning process, will begin the week of January 22<sup>nd</sup>.

Respectfully submitted,

Dr. Steven Goodwin, CEO

Megan Sands, Managing Consultant Karen Cheung, Associate Consultant

Dr. Steven J Goodwin