

CITY OF UNION CITY
HUDSON COUNTY, NEW JERSEY
UNION CITY REDEVELOPMENT
AGENCY

REGULAR MEETING :
: TRANSCRIPT OF RECORDED
: PROCEEDINGS
:
:

City Hall
Council Chambers
3715 Palisade Avenue
Union City, New Jersey

Tuesday, December 18, 2018
Commencing at 4:30 p.m.

M E M B E R S P R E S E N T:

VINCENT BONITO, COMMISSIONER, (Arrived at 4:38 p.m.)
PAUL CASPER, COMMISSIONER
EVA FESTA, COMMISSIONER
WILMER IZQUIERDO, COMMISSIONER,
(Arrived at 4:34 p.m.)
RAFAEL NOVA, COMMISSIONER
CARLOS VALLEJO, COMMISSIONER
LUCIO FERNANDEZ, CHAIRMAN

M E M B E R S A B S E N T:

A L S O P R E S E N T:

LADY JIMENEZ-TORRES, ASSISTANT SECRETARY TO THE BOARD

KENNEDY NG, EXECUTIVE DIRECTOR

FLORIO, KENNY, RAVAL, LLP
BY: MICHAEL T. WILKOS, ESQ.
Board Attorney

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1 MR. DILLON: Okay.

2 We're on the record.

3 MR. NG: Okay.

4 (Whereupon, there was a pause in the
5 proceedings.)

6 THE ASSISTANT SECRETARY: Okay.

7 Good evening.

8 MR. NG: Good evening.

9 THE ASSISTANT SECRETARY: Please take note
10 that on Tuesday, December 18, 2018, at 4:30 p.m.,
11 a Regular Meeting is scheduled for the Union City
12 Redevelopment Agency to be held in the Municipal
13 Court Room, located at City Hall, 3715 Palisade
14 Avenue, Union City, New Jersey.

15 Please rise for the Pledge of Allegiance.

16

17 (Whereupon, the Pledge of Allegiance was
18 said by all.)

19

20 THE ASSISTANT SECRETARY: Adequate notice
21 of this meeting has been provided as follows:

22 Notice of this meeting setting forth the
23 time, date, location and the agenda, to the
24 extent known, was forwarded to The Jersey
25 Journal, The Record, and the Hudson Reporter, has

1 | been posted on the bulletin board in City Hall
2 | and has been made available to the public in the
3 | Office of the Municipal Clerk.

4 |

5 | **ROLL CALL:**

6 |

7 | THE ASSISTANT SECRETARY: Michael, do you
8 | want to take over?

9 | MR. WILKOS: Yes.

10 | Good afternoon, Commissioners.

11 | We'll start with Roll Call.

12 | Chairman Fernandez?

13 | CHAIRMAN FERNANDEZ: Here.

14 | MR. WILKOS: Commissioner Izquierdo?

15 | Is absent.

16 | Commissioner Nova?

17 | COMMISSIONER NOVA: Yes.

18 | MR. WILKOS: Commissioner Festa?

19 | COMMISSIONER FESTA: Here.

20 | MR. WILKOS: Commissioner Casper?

21 | COMMISSIONER CASPER: Here.

22 | MR. WILKOS: Commissioner Bonito?

23 | Is absent.

24 | Commissioner Vallejo?

25 | COMMISSIONER VALLEJO: Here.

1
2 **1. APPROVAL OF THE MINUTES FROM THE MEETING OF**
3 **NOVEMBER 20, 2018:**

4
5 MR. WILKOS: All right.

6 Now the first item on the agenda is the
7 Approval of the Minutes from the meeting of
8 November 20th, 2018.

9 Is there a motion to approve that item?

10 COMMISSIONER VALLEJO: Motion.

11 COMMISSIONER NOVA: Second.

12 MR. WILKOS: Motion by Commissioner
13 Vallejo.

14 And a second by Nova.

15 And we'll have roll call.

16 Chairman Fernandez?

17 CHAIRMAN FERNANDEZ: Here. Yes I mean.

18 Sorry.

19 MR. WILKOS: Commissioner Izquierdo?

20 Is absent.

21 Commissioner Nova?

22 COMMISSIONER NOVA: Yes.

23 MR. WILKOS: Commissioner Festa?

24 COMMISSIONER FESTA: Yes.

25 MR. WILKOS: Commissioner Casper?

1 COMMISSIONER CASPER: Yes.

2 MR. WILKOS: Commissioner Bonito?

3 Is absent.

4 Commissioner Vallejo?

5 COMMISSIONER VALLEJO: Yes.

6 MR. WILKOS: Okay.

7 And the ayes have that one and the -- the
8 meeting minutes are approved.

9

10 **2. RESOLUTION SETTING REGULAR MEETING DATES**
11 **FOR 2019:**

12

13 MR. WILKOS: The second item on the agenda
14 is a Resolution Setting Regular Meeting Dates for
15 2019.

16 And this is a Resolution that's in -- in
17 front of you now. And we decided to go ahead and
18 do the third Tuesday of every month as well, 4:30
19 p.m., in this very location in the Municipal
20 Court Room.

21 Because I understand that the other
22 meeting --

23 MR. NG: That's correct.

24 MR. WILKOS: -- room is not --

25 MR. NG: That's correct.

1 MR. WILKOS: -- is not yet available.

2 Is there a motion to --

3 COMMISSIONER FESTA: I make a motion.

4 MR. WILKOS: -- approve that item?

5 Motion by Commissioner Festa.

6 Is there a second?

7 COMMISSIONER NOVA: Second.

8 MR. WILKOS: Commissioner -- second by
9 Commissioner Nova.

10 We'll have roll call.

11 Chairman Fernandez?

12 CHAIRMAN FERNANDEZ: Yes.

13 MR. WILKOS: Commissioner Izquierdo?

14 Is absent.

15 Commissioner Nova?

16 COMMISSIONER NOVA: Yes.

17 MR. WILKOS: Commissioner Festa?

18 COMMISSIONER FESTA: Yes.

19 MR. WILKOS: Commissioner Casper?

20 COMMISSIONER CASPER: Yes.

21 MR. WILKOS: Commissioner Bonito?

22 Is absent.

23 Commissioner Vallejo?

24 COMMISSIONER VALLEJO: Yes.

25 MR. WILKOS: All right.

1 The ayes have it and that Resolution
2 passes.

3 So those meeting dates are adopted.

4

5 **3. RESOLUTION DESIGNATING OFFICIAL NEWSPAPERS**

6 **OF THE AGENCY:**

7

8 MR. WILKOS: The next Resolution on the
9 agenda is just a Resolution Designating the
10 Official Newspapers of the Agency.

11 And these newspapers, as written in the
12 Resolution, are The Jersey Journal, --

13

14 (Whereupon, Commissioner Wilmer Izquierdo
15 arrived at 4:34 p.m.)

16

17 THE ASSISTANT SECRETARY: Excuse me?

18 Please let the record show that at 4:34
19 Commissioner Izquierdo has joined the meeting.

20 MR. NG: Thank you.

21 MR. WILKOS: All right.

22 And this is a Resolution that is to
23 designate The Jersey Journal as the primary
24 newspaper for official public notices.

25 The secondary newspaper will be The Record.

1 And the tertiary newspaper will be The
2 Hudson Reporter.

3 Is there a motion to consider this item?

4 COMMISSIONER FESTA: Motion.

5 MR. WILKOS: Motion made by Commissioner
6 Festa.

7 COMMISSIONER NOVA: Second.

8 MR. WILKOS: Is there a second?

9 Second by Nova.

10 We'll have roll call on that.

11 Chairman Fernandez?

12 CHAIRMAN FERNANDEZ: Yes.

13 MR. WILKOS: Commissioner Izquierdo?

14 COMMISSIONER IZQUIERDO: Yes.

15 I'm sorry, I abstain.

16 MR. WILKOS: Abstain?

17 COMMISSIONER IZQUIERDO: Yeah, I'd like to
18 abstain.

19 MR. WILKOS: Okay.

20 Commissioner Nova?

21 COMMISSIONER NOVA: Yes.

22 MR. WILKOS: Commissioner Festa?

23 COMMISSIONER FESTA: Yes.

24 MR. WILKOS: Commissioner Casper?

25 COMMISSIONER CASPER: Yes.

1 MR. WILKOS: Commissioner Bonito?

2 Is absent.

3 Commissioner Vallejo?

4 COMMISSIONER VALLEJO: Yes.

5 MR. WILKOS: All right.

6 The ayes have it and those newspapers are
7 so designated.

8

9 **4. RESOLUTION TO APPOINT ASSISTANT SECRETARY**

10 **TO THE AGENCY:**

11

12 MR. WILKOS: The next item on the agenda is
13 a Resolution Appointing the Assistant Secretary,
14 Lady, to another term through the end of 2019.

15 Is there a motion for consideration of that
16 Resolution?

17 COMMISSIONER VALLEJO: Motion.

18 MR. WILKOS: All right, by Commissioner
19 Vallejo.

20 COMMISSIONER IZQUIERDO: Second.

21 MR. WILKOS: Second by Commissioner
22 Izquierdo.

23 We'll have roll call.

24 Chairman Fernandez?

25 CHAIRMAN FERNANDEZ: Yes.

1 MR. WILKOS: Commissioner Izquierdo?

2 COMMISSIONER IZQUIERDO: Yes.

3 MR. WILKOS: Commissioner Nova?

4 COMMISSIONER NOVA: Yes.

5 MR. WILKOS: Commissioner Festa?

6 COMMISSIONER FESTA: Yes.

7 MR. WILKOS: Commissioner Casper?

8 COMMISSIONER CASPER: Yes.

9 MR. WILKOS: Commissioner Bonito?

10 Is absent.

11 Commissioner Vallejo?

12 COMMISSIONER VALLEJO: Yes.

13 MR. NG: Excuse me.

14 This item that we appoint -- reappointing

15 Lady, I know that she has to sign -- usually she

16 sign the Resolution and then Commissioner -- the

17 Chairman, Commissioner Lucio Fernandez, sign.

18 We always --

19 THE ASSISTANT SECRETARY: We were able

20 to --

21 MR. NG: Someone should sign --

22 THE ASSISTANT SECRETARY: -- change it.

23 I'm sorry, you must have gotten a --

24 MR. NG: Okay.

25 THE ASSISTANT SECRETARY: -- an older copy.

1 MR. NG: Okay.

2 THE ASSISTANT SECRETARY: But we were able
3 to change it to Mr. Nova.

4 MR. NG: Okay, so Mr. Nova will sign
5 instead. Just to --

6 MR. WILKOS: I think that's a great idea.

7 MR. NG: -- just to avoid conflict, you
8 know.

9 MR. WILKOS: Absolutely.

10 So, the signatories will be --

11 MR. NG: Yeah.

12 MR. WILKOS: -- Kennedy, they'll be the
13 Chairman, and then also --

14 MR. NG: Chairman and Vice Chairman.

15 MR. WILKOS: -- and Vice Chairman.

16 MR. NG: And -- and my --

17 MR. WILKOS: All right.

18 Very good.

19 So that Resolution has passed.

20 The ayes have it.

21 And very good point on that one.

22

23 **5. APPROVAL AND RATIFICATION OF PRIOR PAYMENT**
24 **OF CLAIMS:**

25

1 MR. WILKOS: Now the next item on the
2 agenda is a Resolution for the Approval and
3 Ratification of Prior Payment of Claims.

4 And this is for Action Data Services during
5 November and also part of December, in the amount
6 of \$3,788.63.

7 Is there a motion for consideration of that
8 item?

9 COMMISSIONER FESTA: Motion.

10 MR. WILKOS: All right.

11 Motion by Commissioner Festa.

12 Second by --

13 COMMISSIONER NOVA: Second.

14 MR. WILKOS: -- Commissioner Nova.

15 And we'll have roll call.

16 Chairman Fernandez?

17 CHAIRMAN FERNANDEZ: Yes.

18 MR. WILKOS: Commissioner Izquierdo?

19 COMMISSIONER IZQUIERDO: Yes.

20 MR. WILKOS: Commissioner Nova?

21 COMMISSIONER NOVA: Yes.

22 MR. WILKOS: Commissioner Festa?

23 COMMISSIONER FESTA: Yes.

24 MR. WILKOS: Commissioner Casper?

25 COMMISSIONER CASPER: Yes.

1 MR. WILKOS: Commissioner Bonito?

2 Is absent.

3 Commissioner Vallejo?

4 COMMISSIONER VALLEJO: Yes.

5 MR. WILKOS: All right.

6 The ayes have it and that Resolution has --
7 has passed as well.

8

9 **6. APPROVAL FOR THE PAYMENT OF BILLS AND**

10 **PREPARATION OF CHECKS:**

11

12 MR. WILKOS: Item number 6 on the agenda is
13 a Resolution to Approve Payment of Bills and
14 Claims Presented to and to Authorize Preparation
15 of Checks.

16 And this is for Audio-Digital.

17 This is for Alpha Dog; the website.

18 And it's also for my firm, Florio, Kenny,
19 Raval.

20 Is there a motion for consideration of this
21 Resolution?

22 COMMISSIONER FESTA: Make a motion.

23 MR. WILKOS: All right, motion by
24 Commissioner Festa.

25 COMMISSIONER NOVA: Second.

1 MR. WILKOS: Second by Commissioner Nova.

2 We'll have roll call.

3 Chairman Fernandez?

4 CHAIRMAN FERNANDEZ: Yes.

5 MR. WILKOS: Commissioner Izquierdo?

6 COMMISSIONER IZQUIERDO: Yes.

7 MR. WILKOS: Commissioner Nova?

8 COMMISSIONER NOVA: Yes.

9 MR. WILKOS: Commissioner Festa?

10 COMMISSIONER FESTA: Yes.

11 MR. WILKOS: Commissioner Casper?

12 COMMISSIONER CASPER: Yes.

13 MR. WILKOS: Commissioner Bonito?

14 Is absent.

15 Commissioner Vallejo?

16 COMMISSIONER VALLEJO: Yes.

17 MR. WILKOS: All right.

18 That -- the ayes have it; that Resolution
19 passes as well.

20 And that's all the Resolutions we have.

21

22 **7. REPORT ON STATUS OF PROJECTS:**

23

24 MR. WILKOS: The next item on the agenda is
25 a Report on the Status of Projects.

1 Is there any -- any such report that --
2 that should be made?

3 MR. NG: The only thing is about Kennedy
4 Boulevard for the project 27--

5 What is it, 2704 --

6 MR. WILKOS: That -- that's correct,
7 Director.

8 It's 2704 Kennedy Boulevard.

9 MR. NG: I think that we are re-reviewing
10 all the -- all of the documentation that the
11 developers have provided to us. I think that
12 we're going to use another specialist to -- to go
13 over the details and -- all the details.

14 So probably sometimes beginning the next
15 year we're going to have that application just to
16 formalize, you know, if we're going to approve it
17 or no.

18 COMMISSIONER IZQUIERDO: Okay.

19 COMMISSIONER VALLEJO: If I'm not mistaken,
20 we have a report from planner company.

21 MR. NG: Um-hum.

22 COMMISSIONER VALLEJO: Because they submit
23 by mistake to the Planning Board before they came
24 to the Redevelopment Agency.

25 MR. NG: Um-hum.

1

2 (Whereupon, Commissioner Vincent Bonito
3 arrived at 4:38 p.m.)

4

5 THE ASSISTANT SECRETARY: Let the record
6 show that --

7 I'm sorry.

8 -- that at 4:38 Mr. Bonito has joined the
9 meeting.

10 COMMISSIONER VALLEJO: And we -- I -- I had
11 a report.

12 MR. NG: Okay.

13 Then could I get a copy of that?

14 COMMISSIONER VALLEJO: Sure.

15 MR. NG: Because, you know, yeah. Just to
16 be on the same page.

17 COMMISSIONER VALLEJO: Also they have the
18 copy. I give a copy to the attorney --

19 MR. NG: Yeah.

20 COMMISSIONER VALLEJO: -- the applicant's
21 attorney.

22 MR. NG: Issue -- provide me a copy so I
23 can mail it to you so just -- so we can be on the
24 same --

25 Because they -- they should be approved by

1 | this Board first and then Planning Board.

2 | COMMISSIONER VALLEJO: They did it -- they
3 | went first to the Planning Board.

4 | And then when we realized that no, that's
5 | the wrong application, the wrong Board, --

6 | MR. WILKOS: Right.

7 | And, Commissioner, I -- I have been in
8 | touch with the counsel for the proposed
9 | redeveloper, who's -- her name is Bianca
10 | Pereiras.

11 | And Miss Pereiras has contacted me kind of
12 | expressing, you know, perhaps a little confusion
13 | about the process.

14 | Does it go to the Planning Board?

15 | Does it come to UCRA?

16 | It, of course, comes to UCRA --

17 | COMMISSIONER VALLEJO: Okay.

18 | MR. WILKOS: -- for approval first.

19 | COMMISSIONER VALLEJO: Okay.

20 | MR. WILKOS: Do you recall what type of
21 | report was associated with that submission?

22 | COMMISSIONER VALLEJO: It's a -- was a --
23 | the -- this corporation -- this planner's
24 | corporation went to the site area, if I don't
25 | mistake, 2704 Kennedy Boulevard, to check, --

1 MR. NG: To check --

2 COMMISSIONER VALLEJO: -- you know, the --
3 also the application. And they submit a report.

4 MR. NG: So they submit all the
5 documentation to be approved by Planning Board,
6 --

7 COMMISSIONER VALLEJO: No.

8 MR. NG: -- and everything?

9 COMMISSIONER VALLEJO: No. No. They
10 didn't.

11 They put in the application like anybody
12 else can --

13 MR. NG: Um-hum.

14 COMMISSIONER VALLEJO: -- put an
15 application to the Planning Board.

16 And when we realized that they -- first
17 they need to be approved by the Redevelopment --

18 MR. NG: Um-hum.

19 COMMISSIONER VALLEJO: -- Agency, we send
20 it back to her and say, listen, --

21 MR. NG: So what we can do is if you can
22 give Bianca a call --

23 MR. WILKOS: Um-hum.

24 MR. NG: -- and just go step by step that
25 they -- the -- the proceedings should be that --

1 | should be approved by this Board first; and then
2 | go ahead with Planning Board.

3 | And --

4 | MR. WILKOS: Absolutely. I think that's a
5 | great idea.

6 | The only thing that we've received from Ms.
7 | Pereiras in the last few months is a letter kind
8 | of detailing their plan a little bit. And also a
9 | traffic report; that's a study of the traffic
10 | impact.

11 | You know, so I don't believe we've seen the
12 | report that --

13 | MR. NG: Right.

14 | MR. WILKOS: -- that you're describing.

15 | MR. NG: Um-hum.

16 | MR. WILKOS: I think that was a good idea
17 | to reach out to her.

18 | MR. NG: Okay.

19 | MR. WILKOS: And the other thing that I
20 | would represent on behalf of Ms. Pereiras, is
21 | that when -- after, obviously, the expert weighs
22 | in on it and the Agency is -- is advised that
23 | she's represented that she and her client can
24 | come to the Board and can further describe the
25 | project. And I'll let her know that that's maybe

1 something for the new year --

2 MR. NG: Yeah.

3 MR. WILKOS: -- at this point obviously.

4 MR. NG: Absolutely. Yeah.

5 MR. WILKOS: Yeah.

6 But they -- they did make that offer when
7 -- whenever we are ready to hear back from that
8 expert.

9 MR. NG: Good.

10 Other than that, I don't have any other
11 report.

12 MR. WILKOS: All right.

13 Are -- are there any other reports or
14 discussion that should be made concerning
15 projects?

16 CHAIRMAN FERNANDEZ: I make a motion to
17 accept that progress report.

18 MR. WILKOS: All right.

19 Is there a second for that motion?

20 COMMISSIONER NOVA: Second.

21 COMMISSIONER IZQUIERDO: Second.

22 MR. WILKOS: All right.

23 And we'll have roll call.

24 Chairman Fernandez?

25 MR. DILLON: Excuse me?

1 Who second it?

2 MR. WILKOS: Commissioner Izquierdo.

3 MR. DILLON: Thank you.

4 MR. WILKOS: Chairman Fernandez?

5 CHAIRMAN FERNANDEZ: Yes.

6 MR. WILKOS: Commissioner Izquierdo?

7 COMMISSIONER IZQUIERDO: Yes.

8 MR. WILKOS: Commissioner Nova?

9 COMMISSIONER NOVA: Yes.

10 MR. WILKOS: Commissioner Festa?

11 COMMISSIONER FESTA: Yes.

12 MR. WILKOS: Commissioner Casper?

13 COMMISSIONER CASPER: Yes.

14 MR. WILKOS: Commissioner Bonito?

15 COMMISSIONER BONITO: Abstain.

16 MR. WILKOS: Commissioner Vallejo?

17 COMMISSIONER VALLEJO: Yes.

18 MR. WILKOS: Okay.

19 And the Report on the Status of Projects is
20 accepted.

21

22 **8. PUBLIC COMMENT:**

23

24 MR. WILKOS: There's also a Public Comment
25 portion of the meeting.

1 This is where anybody from the public can
2 come forth and share anything that they would
3 like to share or ask anything that they'd like to
4 ask.

5 Is there any such member of the public who
6 would like to come forth and comment?

7 All right.

8 Seeing none, is there a motion to close the
9 Public Comment session?

10 CHAIRMAN FERNANDEZ: Motion.

11 MR. WILKOS: All right.

12 Motion by Chairman --

13 COMMISSIONER NOVA: Second.

14 MR. WILKOS: -- Fernandez.

15 COMMISSIONER NOVA: Second.

16 MR. WILKOS: Second by --

17 MR. NG: Nova.

18 MR. WILKOS: -- Vice Chairman Nova.

19 And we'll have roll call.

20 Chairman Fernandez?

21 CHAIRMAN FERNANDEZ: Yes.

22 MR. WILKOS: Commissioner Izquierdo?

23 COMMISSIONER IZQUIERDO: Yes.

24 MR. WILKOS: Commissioner Nova?

25 COMMISSIONER NOVA: Yes.

1 MR. WILKOS: Commissioner Festa?

2 COMMISSIONER FESTA: Yes.

3 MR. WILKOS: Commissioner Casper?

4 COMMISSIONER CASPER: Yes.

5 MR. WILKOS: Commissioner Bonito?

6 COMMISSIONER BONITO: Yes.

7 MR. WILKOS: Commissioner Vallejo?

8 COMMISSIONER VALLEJO: Yes.

9

10 **9. OTHER BUSINESS:**

11

12 MR. WILKOS: And the last item on the
13 agenda allows us to consider any other business
14 that has come forth before the Board,
15 specifically after this agenda has been prepared.

16 So, is there any -- anything else that we
17 should discuss as a -- as an Agency today?

18 MR. NG: If anyone has any conflicts about
19 the time of the meeting, please let me know.

20 You can let me know now or let me know just
21 sending me an email.

22 So, otherwise, we're going to keep the
23 meeting at the same time.

24 COMMISSIONER VALLEJO: I think it's
25 perfect --

1 MR. NG: Yeah.

2 COMMISSIONER VALLEJO: -- 4:30.

3

4 **ADJOURNMENT:**

5

6 CHAIRMAN FERNANDEZ: I make a motion to
7 adjourn the meeting.

8 COMMISSIONER VALLEJO: Second the motion.

9 MR. WILKOS: All right, motion by Chairman
10 Fernandez.

11 Second by Commissioner Vallejo.

12 And we'll have roll call.

13 Commissioner Fernandez?

14 CHAIRMAN FERNANDEZ: Yes.

15 MR. WILKOS: Commissioner Izquierdo?

16 COMMISSIONER IZQUIERDO: Yes.

17 MR. WILKOS: Commissioner Nova?

18 COMMISSIONER NOVA: Yes.

19 MR. WILKOS: Commissioner Festa?

20 COMMISSIONER FESTA: Yes.

21 MR. WILKOS: Commissioner Casper?

22 COMMISSIONER CASPER: Yes.

23 MR. WILKOS: Commissioner Bonito?

24 COMMISSIONER BONITO: Yes.

25 MR. WILKOS: Commissioner Vallejo?

1 COMMISSIONER VALLEJO: Yes.

2 MR. WILKOS: All right.

3 And the meeting is adjourned and happy
4 holidays, everyone.

5 COMMISSIONER VALLEJO: Thank you.

6 Happy holidays, everyone.

7

8 (Whereupon, the proceedings were concluded
9 at 4:44 p.m.)

10

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25

1 STATE OF NEW JERSEY:

2 :

3 COUNTY OF ESSEX :

4

5 I, KAREN A. MARINO, assigned transcriber,
6 do hereby affirm that the foregoing is a true and
7 accurate transcript in the matter of the REGULAR
8 MEETING of the UNION CITY REDEVELOPMENT AGENCY,
9 heard on Tuesday, December 18, 2018 and recorded
10 on tape.

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24 Monitored by: Kevin Dillon, Sr.

25 Proofread by: Deborah Dillon