2021

Prison Rape Elimination Act Annual Report



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Background

The Prison Rape Elimination Act of 2003 (PREA) was enacted to address sexual abuse and sexual harassment in federal, state, and local institutions. The goal of PREA is to prevent, detect and respond to sexual abuse and sexual harassment within confinement settings by establishing a zero-tolerance policy for sexual abuse and sexual harassment. PREA also focuses on data collection and analysis of PREA incidents to assist the agency in identifying problem areas, take corrective action on an ongoing basis, and provide an assessment of the agency's progress in addressing sexual abuse and sexual harassment within its facilities.

The PREA standards were finalized in 2012, and on August 20, 2013, all correctional agencies were required to be compliant with the PREA standards. The Montana Department of Corrections (DOC) began its initial efforts to comply with the finalized PREA standards in 2013 by implementing policies and procedures, training employees, and educating offenders.

To be PREA compliant, agencies must demonstrate zero tolerance of sexual abuse and sexual harassment, not merely by words and written policy, but through actions. Compliance is demonstrated through PREA audits. Over a three-year period, one-third of an agency's facilities must be audited each year. The final PREA Audit Compliance Tool was officially released in 2014. During the first three-year audit cycle, which ended in August 2016, all facilities within the DOC completed federal PREA audits and were determined to be compliant with the PREA standards. The second three-year audit cycle ended in August 2019. The department completed all audits and certified full compliance at the end of the second cycle. The agency continues to audit one-third of its facilities each year; the final reports for these audits can be found on the department's website at cor.mt.gov/PREA.

Purpose

The Prison Rape Elimination Act of 2003 requires data to be collected and aggregated on sexual abuse incidents for department facilities and department-contracted secure facilities (28 CFR §115.87).

The standards require the department to review data collected and produce an annual report of its findings from its data review and any corrective actions for each facility, as well as the agency as a whole (28 CFR §115.88). The annual report includes the current year's data and corrective action, data from prior years for comparison, and an assessment of the department's progress in addressing sexual abuse. This report is the department's formal report as it relates to this PREA standard. The department makes this report readily available to the public through its website at http://cor.mt.gov/PREA.

Additionally, the U.S. Bureau of Justice Statistics (BJS) requires that correctional agencies collect, and report detailed information regarding the sexual victimization of offenders. This report includes a summary of the information that is necessary to answer all questions from the most recent version of the annual Survey of Sexual Victimization.

This report focuses on a review of the data collected from January 1, 2021, through December 31, 2021.

Definitions

Data collected for the annual report is reflective of the data required for the Bureau of Justice Statistics Survey of Sexual Victimization. The survey utilizes the definitions as provided in 28 CFR §115.5 and 28 CFR §115.6, disaggregated into the following categories:

Inmate-on-inmate:

Nonconsensual sexual acts — Sexual contact of any person without his or her consent, or of a person who is unable to consent or refuse; and contact between the penis and the vulva or the penis and the anus including penetrating, however slight; or contact between the mouth and the penis, vulva or anus; or penetration of the anal or genital opening of another person, however slight, by a hand, finger, object, or other instrument.

<u>Abusive sexual contact</u> – Sexual contact of any person without his or her consent, or of a person who is unable to consent or refuse; and intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks of any person, excluding incidents in which the contact was incidental to a physical altercation.

<u>Sexual harassment</u> – Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one inmate directed toward another.

Staff-on-inmate:

<u>Staff sexual misconduct</u> – Any behavior or act of a sexual nature directed toward an inmate by an employee, volunteer, contractor, official visitor or other agency representative including intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks that is unrelated to official duties or with the intent to abuse, arouse, or gratify sexual desire; or completed, attempted, threatened, or requested sexual acts; or occurrences of indecent exposure, invasion of privacy, or staff voyeurism for reasons unrelated to official duties or for sexual gratification.

<u>Staff sexual harassment</u> – Repeated verbal comments or gestures of a sexual nature to an inmate by an employee, volunteer, contractor, official visitor, or other agency representative including demeaning references to gender; or sexually suggestive or derogatory comments about body or clothing; or repeated profane or obscene language or gestures.

Other definitions provided in 28 CFR §115.5 and 28 CFR §115.6:

<u>Substantiated</u> – An allegation that was investigated and determined to have occurred.

<u>Unfounded</u> – An allegation that was investigated and determined not to have occurred.

<u>Unsubstantiated</u> – An allegation that was investigated and the investigation produced insufficient evidence to make a final determination as to whether the event occurred.

<u>Voyeurism</u> - An invasion of privacy of an inmate by a staff member or service provider for reasons unrelated to official duties.

Agency Achievements in 2021

The DOC continues its efforts to maintain compliance with the PREA standards. Some of these efforts include, but are not limited to, updating policies as needed, updating PREA training with current information and materials, and dedicated PREA compliance managers in each facility. Under the guidance of the department's PREA coordinator, PREA compliance managers direct their facility's efforts to comply with the standards and department PREA policies and procedures. The list below highlights specific department efforts in 2021:

Agency

- In January, a new investigation case management system for electronic case files, reporting, and tracking of incidents was launched.
- Mandatory, two-hour classroom PREA refresher training was provided virtually and at various locations throughout the state. 1,182 employees completed this training.
- The PREA Coordinator provided training on agency requirements under PREA to First Step staff who conduct sexual assault exams for MSP.
- In June, eight employees from the Human Resources, MSP, MWP and Probation and Parole divisions completed PREA Administrative Investigator training. Investigators from Nevada also virtually attended this class to improve training in their agency.
- Contract facility compliance checks were completed at 10 locations.
- The PREA coordinator conducted onsite visits and/or training at each department-operated facility.
- The department continues to work with the Western States Auditing Consortium. The PREA coordinator, who is a U.S. Department of Justice Certified Auditor, completed one audit for this consortium.
- Continued application of a rolling audit process. This entails self-assessments, mock audits, federal audits, and monthly compliance checks. For monthly compliance checks the PREA Coordinator selects a standard to be assessed by the PREA Compliance Managers. Focus is on areas proven to be challenging or historically have compliance issues. Related corrective action is developed and completed for each check, audit, or assessment.
- The PREA Coordinator created a Montana DOC-specific specialized training for medical and mental health practitioners which fulfills the requirement under Standard 115.35. This will replace the National Institute of Corrections online training. The training was provided by the PREA Coordinator to practitioners in December. This training will be recorded and available for all future practitioners to view during onboarding.

Montana Women's Prison

- MWP completed a self-assessment of PREA compliance.
- Installed 40 new cameras.

Montana State Prison

• MSP successfully completed its federal PREA audit. As a result of the audit, PREA reporting posters were updated throughout the prison and several other processes were improved. The full audit report can be viewed on the Department website.

- A part-time administrative support position for the PREA department at MSP was changed to a full-time position to assist with tracking risk assessments, retaliation monitoring and other aspects of compliance.
- Wiring for new cameras is being installed. Once that phase is completed, new cameras will be installed.

Pine Hills

- 136 new cameras were installed, including coverage in areas previously not covered by cameras. This project started in August 2021 and continued into 2022.
- Posters, PREA education packets, and the MOU with community advocacy partners were reviewed and updated in preparation for the audit in Spring 2022.

Areas to Improve Prevention, Detection and Response

On an ongoing basis, during regular reviews of compliance and during incident reviews, facilities assess areas in which they can improve sexual abuse and sexual harassment prevention, detection, and response. Most improvements, such as staff training, adding mirrors to blind spots, and updating procedures are easily implemented. However, some improvements require additional funding. The following is a list of agency- and facility-identified, suggested improvements:

Agency

 Centralizing onboarding of contractors/volunteers and/or development of a centralized contractor/volunteer database. Currently contractors/volunteers are brought into the agency through numerous offices/divisions. This is not always communicated to the PREA Compliance Managers to ensure all PREA-required training and documentation is completed by these individuals.

Montana Women's Prison

- A camera is needed in the elevator to improve the supervision and safety of inmates while using the elevator. Other cameras are still needed in various locations throughout the facility.
- Additional staff are needed in critical areas on each shift to increase direct supervision. Four new Sergeant positions would increase security and assist with PREA investigations.

Montana State Prison

 Delays in investigating allegations have occurred due to lockdowns, pandemic protocols, and sheer volume of allegations. MSP would benefit from one additional PREA administrative investigator position to get cases caught up and maintain thorough investigations.

Pine Hills

• The SAFE/SANE program at the local hospital was discontinued. The PCM at Pine Hills continues to work with community partners to ensure these or similar resources are restored to the community.

Facilities

The DOC has three facilities, including two adult prisons and one facility housing both youth and adults. The department contracts with five secure facilities — four adult and one youth — for the confinement of offenders. The department also contracts with community correctional facilities for treatment, assessment, sanctions, prerelease and reentry. The department complies with all related PREA standards for contract facilities. This includes PREA compliance requirements in contract language, conducting compliance spot-checks, and requesting final audit reports from facilities. The facilities under the operational control of the state's executive branch for the purposes of certifying compliance with PREA as a state are Montana State Prison, Montana Women's Prison, Pine Hills Correctional Facility, and Crossroads Correctional Center.

Montana State Prison

Montana State Prison (MSP) in Deer Lodge is the largest correctional facility in the state, housing approximately 1,650 male inmates in a 68-acre compound designed to handle all custody levels: maximum, close, medium and minimum. Montana State Prison and its staff of about 640 uniformed and non-uniformed employees serve the citizens of Montana by providing a secure correctional environment that supports public safety by encouraging positive offender change.

The prison is divided into three compounds: low side, high side, and restrictive housing. Within those custody levels are different types of supervision. Inmates range from general and special management populations to inmates housed for pre-hearing confinement, detention, or those in restrictive housing due to ongoing or serious behavior management problems.

Montana State Prison uses a unit management structure that is ultimately managed by a warden, three associate wardens and two bureau chiefs. Outside the fenced perimeter is a 192-bed Work and Reentry Center, which houses minimum-custody inmates who work on the 35,000-acre ranch and dairy program operated by Montana Correctional Enterprises (MCE).

Montana State Prison also includes the Riverside Special Needs Unit in Boulder, which is a 25-bed unit for aging inmates and inmates who require extensive health care. The inmates in this unit typically range in age from 45 to 90 years.

Montana Women's Prison

Montana Women's Prison (MWP) was moved to Billings in 1994 from Warm Springs. It is a 240-bed secure facility that operates consistently at or over capacity. Montana Women's Prison has a staff of about 92, including 20 contract personnel. The main prison building has an intake area and eight housing units with varying levels of security for different classifications of inmates. Another building within the secure, fenced perimeter is used for programming and work activities. Five low-security units at MWP house minimum- and medium-custody inmates. The units have capacities ranging from 24 to 40 inmates. Inmates needing a higher level of custody are held in another unit. The prison also has two restricted units, where inmates have fewer privileges and are generally confined to their cells because of disciplinary or behavioral problems. The restricted units can each house up to 11 inmates.

Pine Hills Correctional Facility

Pine Hills Correctional Facility (PHCF) in Miles City is a 120-bed facility. It is Montana's only long-term, state-operated facility for adjudicated male youthful offenders (ages 10-17) committed by district youth courts. The facility also houses minimum- and medium-custody adult male offenders. Pine Hills has six housing units. Pine Hills programming includes chemical dependency treatment, sex offender treatment, intake and reentry planning, education, restitution, and vocational training.

Secure Contract Facilities

Great Falls Regional Prison

Great Falls Regional Prison in Great Falls opened in March 1998 and has the capacity of housing 156 minimum- and medium-custody state inmates. Available programming includes HiSet/Education, Chemical Dependency Primary Care (Relapse Prevention), anger management, Cognitive Principles & Restructuring, Parenting and Mental Health. This contract with Cascade County ended on June 30, 2021 and department inmates are no longer housed at this facility.

Crossroads Correctional Center

Crossroads Correctional Center in Shelby opened in September 1999 and is operated by CoreCivic. It has an operational capacity of 753 DOC inmates. The custody levels in this facility are minimum, medium, and close. Available programming includes HiSet/Education, Life Skills (anger management), canine program, mental health, chemical dependency, continuing chemical dependency care, Chemical Dependency Intensive Treatment Unit, Cognitive Restructuring Program, computer education (art and math), vocational training, and Transitional Assistance Program. When the contract with Cascade County ended in June, the inmates housed there were transferred to Crossroads Correctional Center.

Dawson County Correctional Facility

Dawson County Correctional Facility in Glendive opened in November 1998 and has the capacity of housing 144 minimum- and medium- custody state inmates. Available programming includes HiSet/Education, Chemical Dependency Primary Care (Relapse Prevention), Cognitive Principles & Restructuring, parenting, anger management, Life Skills, New Freedom Self Study Programs, mental health groups and AA meetings.

Five County Detention & Youth Rehabilitation Center

The DOC contracts with the Five County Detention & Youth Rehabilitation Center in St. Anthony, ID, for secure residential treatment of female juvenile offenders committed to the custody of the department. It is a county owned and operated perimeter secure facility managed under the Balanced Approach of Restorative Justice principles, providing community protection, accountability, and competency development. The facility has a total of 56 beds. This contract has been in place since October 2016.

Missoula Assessment and Sanction Center

The Missoula Assessment and Sanction Center (MASC) is a 144-bed correctional assessment facility for male offenders located in the Missoula County Detention Facility. The program operates under a cooperative agreement between the DOC and the Missoula County Detention Facility. MASC's purpose is to determine the most appropriate placement for offenders through assessments. The facility provides limited treatment/programming to offenders. MASC also houses offenders who are being sanctioned for violating the conditions of community supervision.

Community Contract Facilities

Alpha House

Alpha House is a 165-bed adult male prerelease center in Billings operated by Alternatives, Inc. It serves as an intermediate step between prison and community, with offenders residing at the facility and working in the community. Offenders access treatment and programming both at the facility and in the community. The facility also houses up to eight male offenders who have been sanctioned for violating the conditions of community supervision or who are waiting for their bed date at another facility, for up to 30 days.

Passages PRC/ASRC/ADT

Passages is an adult female, community-based correctional facility in Billings operated by Alternatives, Inc. The facility is comprised of three separate correctional programs.

- A 55-bed, in-patient Alcohol and Drug Treatment unit (ADT). All related treatment and programming occur in the facility.
- A 72-bed assessment and sanction center (ASRC). Staff members determine the most appropriate placement for offenders through assessments. Female offenders may serve sanctions imposed for violations of the conditions of community supervision in this program.
- A 76-bed prerelease center serves as an intermediate step between prison and community, with offenders residing at the facility and working in the community. Offenders in the prerelease center program access treatment and programming both at the facility and in the community.

Gallatin County Re-entry Program

The Gallatin County Reentry Program is a 34-bed adult male prerelease center in Bozeman operated by Community, Counseling, and Correctional Service, Inc. The re-entry program serves as an intermediate step between prison and community, with offenders residing at the facility and working in the community. Offenders access treatment and programming both at the facility and in the community.

Butte Prerelease Center

Butte Prerelease Center is a prerelease center in Butte operated by Community, Counseling, and Correctional Services, Inc. It has 120 beds for adult males and 55 beds for adult females. It serves as an intermediate step between prison and community, with offenders residing at the facility and working in the community. Offenders access treatment and programming both at the facility and in the community. The facility also houses up to five female offenders who have been sanctioned for violating the conditions

of community supervision or who are waiting for their bed date at another facility, for up to 30 days.

Great Falls Prerelease Center

Great Falls Prerelease Center is a prerelease center in Great Falls operated by Great Falls Pre-Release Services, Inc. It has 166 beds for adult males and 36 beds for adult females. It serves as an intermediate step between prison and community, with offenders residing at the facility and working in the community. Offenders access treatment and programming both at the facility and in the community. The facility also houses up to three offenders who have been sanctioned for violating the conditions of community supervision, for up to 30 days.

Helena Prerelease Center

Helena Prerelease Center is a 105-bed adult male prerelease center in Helena operated by Boyd Andrew Community Services. It serves as an intermediate step between prison and community, with offenders residing at the facility and working in the community. Offenders access treatment and programming both at the facility and in the community. The facility also houses up to four offenders who have been sanctioned for violating the conditions of community supervision, for up to 30 days.

Missoula Prerelease Center

Missoula Prerelease Center is a prerelease center in Missoula operated by Missoula Correctional Services, Inc. It has 94 beds for adult males and 23 beds for adult females. It serves as an intermediate step between prison and community, with offenders residing at the facility and working in the community. Offenders access treatment and programming both at the facility and in the community.

START

The Sanction, Treatment, Assessment, Revocation, and Transition Center (START) is a 152-bed correctional assessment facility for male offenders located in Anaconda. The program is operated by Community, Counseling, and Correctional Services, Inc. START's purpose is to determine the most appropriate placement for offenders through assessments. The facility provides limited treatment/programming to offenders. START also houses offenders who are being sanctioned for violating the conditions of community supervision or who are waiting for a bed date at another facility.

Connections Corrections Program

Connections Corrections Program in Butte is a 62-bed residential substance use disorder program for adult male offenders. It is operated by Community, Counseling, and Correctional Services, Inc. The program is generally 90 days in length and all treatment and programming is offered on site.

Connections Corrections West/WATCh West

Connections Corrections West and WATCh West are co-located in Warm Springs and operated by Community, Counseling, and Correctional Services, Inc. The Connections Corrections West Program is an 86-bed residential substance use disorder program for adult male offenders. The program is generally 90 days in length and all treatment and

programming is offered on site. WATCh West serves adult male felony DUI offenders. It is an 81-bed program that is generally six months in length and all treatment and programming is offered on site.

Elkhorn Treatment Center

Elkhorn Treatment Center in Boulder is a 42-bed residential substance use disorder treatment program for adult female offenders operated by Boyd Andrews Community Services. The program is generally 270 days in length and all treatment and programming is offered on site. The facility also houses up to nine offenders who have been sanctioned for violating the conditions of community supervision or are waiting their bed date at another facility, for up to 30 days.

Nexus

Nexus in Lewistown is an 82-bed residential substance use disorder treatment program for adult male offenders operated by Community, Counseling, and Correctional Services, Inc. The program is generally 270 days in length and all treatment and programming is offered on site.

WATCh East

WATCh East in Glendive and is operated by Community, Counseling, and Correctional Services, Inc. The program is a 50-bed facility and serves adult male and female felony DUI offenders. All treatment and programming is offered on site.

Agency Aggregate Data

Comparison Data 2014-2021: Agency Facilities Only

Allegation Type		2015	2016	2017	2018	2019	2020	2021
Total Inmate on inmate		60	34	39	142	172	201	216
Substantiated	3	10	6	3	19	20	20	15
Unsubstantiated	7	28	5	4	63	99	88	53
Unfounded	15	22	23	23	22	35	62	58
Investigation ongoing	0	. 0	0	9	38	18	31	90
Total Staff on inmate	22	84	36	42	94	144	81	90
Substantiated	1	2	1	2	8	4	3	5
Unsubstantiated	1	20	3	6	40	35	15	16
Unfounded	20	62	32	32	28	94	55	44
Investigation ongoing	0	0	0	2	18	11	8	25

Aggregate Data: Agency Facilities Only

	Allegation Type	2017*	2018	2019	2020	2021
	Inmate on inmate non-consensual sexual acts	23	27	28	36	47
50	Substantiated	0	1	2	1	3
ding	Unsubstantiated	3	13	11	10	7
Finding	Unfounded	16	4	6	16	16
	Investigation ongoing	4	9	9	9	21
	Inmate on inmate abusive sexual contact	10	61	47	58	52
50	Substantiated	3	4	4	5	6
Finding	Unsubstantiated	4	30	29	29	16
Fin	Unfounded	2	12	8	19	12
	Investigation ongoing	1	15	6	5	18
	Inmate on inmate sexual harassment	18	54	97	107	117
50	Substantiated	1	14	14	14	6
Finding	Unsubstantiated	5	20	59	49	30
Fin	Unfounded	12	6	21	27	30
	Investigation ongoing	0	14	3	17	51
	Staff sexual misconduct	16	45	86	37	47
50	Substantiated	0	4	2	0	3
Finding	Unsubstantiated	1	18	22	10	11
Fin	Unfounded	15	14	54	24	22
	Investigation ongoing	0	9	8	3	11
	Staff sexual harassment	29	49	58	44	43
50	Substantiated	0	4	2	3	2
ding	Unsubstantiated	6	22	13	5	5
Finding	Unfounded	23	14	40	31	22
	Investigation ongoing	0	9	3	5	14
	Total Allegations	96	236	316	282	306

Agency aggregate data for 2017 differs from the 2017 annual report. Due to audit findings, MSP 2017 cases were reviewed, revealing a change in data. The 2017 data reflected in this report is consistent with the data reported in the 2017 Survey of Sexual Victimization.

2021 Data by Facility: Agency Facilities

Agency Facility Populations as of December 31, 2021

Montana State Prison	1492
Montana Women's Prison	233
Pine Hills Correctional Facility	88
Total	1813

2021 Sexual Abuse and Sexual Harassment Allegation Data

2021 Sexual Aduse and Sexual Harassment Allegation Data						
	Allegation Type	Montana State Prison	Montana Women's Prison	Pine Hills Correctional	Agency Total	
	Inmate on inmate nonconsensual sexual acts	41	5	1	47	
	Substantiated	1	1	1	3	
Finding	Unsubstantiated	3	4	0	7	
Fine	Unfounded	16	0	0	16	
	Investigation ongoing	21	0	0	21	
	Inmate on inmate abusive sexual contact	36	14	2	52	
50	Substantiated	3	2	1	6	
Finding	Unsubstantiated	4	11	1	16	
	Unfounded	11	11	0	12	
	Investigation ongoing	18	0	0	18	
	Inmate on inmate sexual harassment	96	12	9	117	
0.0	Substantiated	4	0	2	6	
Finding	Unsubstantiated	17	10	3	30	
Fir	Unfounded	24	2	4	30	
	Investigation ongoing	51	0	0	51	
	Staff sexual misconduct	37	9	1	47	
Finding	Substantiated	1	2	0	3	
	Unsubstantiated	6	4	1	11	
	Unfounded	19	3	0	22	
	Investigation ongoing	11	0	0	11	
Finding	Staff sexual harassment	35	4	4	43	
	Substantiated	2	0	0	2	
	Unsubstantiated	3	1	1	5	
Fi	Unfounded	16	3	3	22	
	Investigation ongoing	14	0	0	14	
	Total Allegations	245	44	17	306	

2021 Data by Facility: Secure Contract Facilities

Secure Contract Facility Populations as of December 31, 2021

82
4
158
763
352

2021 Secure Contract Sexual Abuse and Sexual Harassment Allegation Data

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	Allegation Type Inmate on inmate nonconsensual sexual acts	Great Falls Regional Prison	Crossroads Correctional Center	Dawson County Correctional Facility	• S Co. Detention/Youth Rehabilitation	• MASC	ω Contractor Total
	Substantiated	0	0	0	0	0	0
ling	Unsubstantiated	1	0	1	0	0	2
Finding	Unfounded	0	0	0	0	0	0
	Investigation Ongoing	0	0	1	0	0	1
	Inmate on inmate abusive sexual contact	0	5	2	0	1	8
90	Substantiated	0	0	0	0	1	1
Finding	Unsubstantiated	0	1	0	0	0	1
臣	Ųnfounded	0	4	2	0	0	6
	Inmate on inmate sexual harassment	0	4	0	0	7	11
ing	Substantiated	0	0	0	0	3	3
Finding	Unsubstantiated	0	1	0	0	4	5
	Unfounded	0	3	0	0	0	3
	Staff sexual misconduct	1	6	4	0	0	11
Finding	Substantiated	0	1	0	0	0	_1
	Unsubstantiated	1	0	0	0	0	1
<u> </u>	Unfounded	0	5	4	0	0	9
94	Staff sexual harassment	0	5	1	0	1	7
Finding	Substantiated	0	0	0	0	0	0
Find	Unsubstantiated	0	2	0	0	0	2
	Unfounded	0	3	1	0	1	5
	Total Allegations	2	20	9	0	9	40

2021 Data by Facility: Community Contract Facilities

Community Contract Facility Populations as of December 31, 2021

Alpha House	181
Passages PRC/ASRC/ADT	160
Gallatin Co. Re-entry Program	32
Butte Prerelease Center/Women's Transition Center	172
Great Falls Prerelease Center	181
Helena Prerelease Center	88
Missoula Prerelease Center	50
START	134
Connections Corrections	59
Connections Corrections West/WATCh West	120
Elkhorn Treatment Center	41
Nexus	86
WATCh East	26
Total	1330

Total Allegations

Montana Department of Corrections PREA Annual Report 2021 Approved by:

Brian Gootkin, Director