

May 28, 2026

ATTN: Larry Pelletier, President
F&L Construction Limited
38 Russell Road, Unit A
East Granby, CT 06026

**RE: Planting Plan Recommendations for Proposed Mitigation and Upland Review Areas
Lukas Pond - 177 Old County Road, Windsor Locks, CT**

Dear Mr. Pelletier:

In accordance with your request, Jennifer Beno, Biologist/Wetland Scientist, with Soil Science and Environmental Services, Inc. (SSES), prepared planting plan sketch maps accompanied by this narrative recommending tree, shrub, and herbaceous vegetation plantings for the five proposed mitigation planting areas associated with this project. SSES inspected the project site on January 29, 2020, December 12, 2025, and April 7 and 9, 2026 to observe the existing dominant vegetation and site conditions. See SSES Wetland Assessment report dated May 28, 2026 for additional information regarding existing conditions observed on the site.

According to the application material and reviewed plans, "Lukas Pond – MFSD Site Plan & Special Use, Prepared For, F & L Construction Limited, 177 Old County Road - Windsor Locks, Connecticut," prepared by Barresi Associates, LLC dated March 27, 2026, there will be approximately 0.58 acre (\pm 25,265 square feet) of direct wetland impacts. The wetland within the road crossing impact area is dominated by palustrine forested (PFO) and palustrine scrub-shrub (PSS) wetland communities. This area was previously disturbed by activities associated with the former agricultural/nursery land use. Evidence of the disturbance includes shallow fill over wetlands, discarded pots, rip rap lined watercourse channel, and numerous invasive plant species. The former pond area is currently dominated by a complex of palustrine scrub-shrub (PSS) and palustrine emergent (PEM) wetland communities with a narrow palustrine forested (PFO) wetland community along the edge of the former pond. Numerous invasive plant species were also observed around and within the former pond location.

According to the provided information, approximately 1.16 acres of pond/wetland will be restored/created. Proposed mitigation measures include pond restoration (silt and debris removal and enlarging and deepening) and wetland and upland review area (buffer) plantings. The intention of the mitigation is to restore the pond habitat and to, over time, create a palustrine forested/palustrine scrub-shrub wetland community around the pond that is free from a predominance of invasive plant species and provides the same or greater wetland functions than what will be impacted. The recommended plantings will provide vegetation diversity and wildlife habitat.

Our mitigation plantings recommendations are based on the project design prepared by Ed Lally, P.E. and Barisi Associates, LLC. According to Ed Lally, P.E. the static elevation of the water in the pond will be 117.5-feet and he anticipates the wetland hydrology to extend out to elevation 120-feet. Therefore, SSES has recommended wetland tree, shrub, and herbaceous plantings adjacent to the static pond water elevation out to approximately elevation 120.

The proposed plantings within the wetland mitigation area will provide vegetation diversity, shade, erosion control, and wildlife habitat (nesting sites, cover and food sources). Planting plan sketch maps indicating the approximate planting locations are included at the end of this report. We utilized \pm 20 scale plans for the plantings sketch maps. The 20-scale plans were taken from Barresi Associates, LLC plan sheets 9 and 10, titled "Lukas Pond – MFSD Site Plan & Special Use, Prepared for F & L Construction Limited, 177 Old County Road, Windsor Locks, Connecticut," dated March 27, 2026. The project landscaper will determine if supplemental topsoil material will be required within the planting areas and the exact location of the tree and shrub plantings.

Generally, we recommend utilizing the same native, non-invasive species that currently exist in the project area and enhancing the diversity with similar, or complementary, species when designing a planting plan. If possible, the plantings should be installed during the appropriate planting windows depending on project scheduling (mid-April through Mid-June or fall mid-August to mid-October).

Recommended Wetland Plantings for Wetland Creation/Restoration/Buffer Area (Mitigative Planting Areas # 4 & 5 as shown on plan sheet 14)

Our recommended plantings will transition from the edge of the restored pond into upland review area, or buffer, plantings in the area of the pond (Mitigative Planting Areas #4 and #5).

The recommended native, non-invasive tree, shrub, and herbaceous plantings for the area can include red maple (*Acer rubrum*), river birch (*Betula nigra*), American hophornbeam (*Ostrya virginiana*), and pin oak (*Quercus palustris*) trees and a combination of speckled alder (*Alnus incana*), shadblow (*Amelanchier canadensis*), red chokeberry (*Aronia arbutifolia* (*Photinia pyrifolia*)), sweet pepperbush (*Clethra alnifolia*), silky dogwood (*Cornus amomum*), witch-hazel (*Hamamelis virginiana*), pink azalea (*Rhododendron periclymenoides*), pussy willow (*Salix discolor*), elderberry (*Sambucus canadensis*), and nannyberry (*Viburnum lentago*), shrubs as well as water plantain (*Alisma subcordatum*),

blue flag iris (*Iris versicolor*), soft stem bulrush (*Schoenoplectus tabernaemontani*), and burreed (*Sparganium americanum*). Species substitutions, if necessary, based on availability and hydrology, may occur if they are approved by the design team and Town Staff.

Recommended Upland Review Area/Buffer Plantings (Mitigative Planting Areas #1- 3 as shown on plan sheets 13 and 14)

Four upland review area, or buffer, plantings sites have been identified on plan sheets 13 and 14 of the plan set.

The recommended native, non-invasive tree and shrub plantings for the area can include Balsam fir (*Abies balsamea*), red maple (*Acer rubrum*), river birch (*Betula nigra*), eastern red cedar (*Juniperus virginiana*), and red oak (*Quercus rubra*) trees and a combination of speckled alder (*Alnus incana*), shadblow (*Amelanchier canadensis*), red chokeberry (*Aronia arbutifolia* (*Photinia pyrifolia*)), black chokeberry (*Photinia melanocarpa* (*Aronia melanocarpa*)), sweet pepperbush (*Clethra alnifolia*), silky dogwood (*Cornus amomum*), red-osier dogwood (*Cornus sericea*), witch-hazel (*Hamamelis virginiana*), winterberry (*Ilex verticillata*), pink azalea (*Rhododendron periclymenoides*), highbush blueberry (*Vaccinium corymbosum*), arrowwood (*Viburnum dentatum*), and viburnum (*Viburnum lentago*) shrubs. The plantings should include Species substitutions, if necessary, based on availability and hydrology, may occur if they are approved by the design team and Town Staff.

The applicant and its contractor shall obtain only native (non-cultivar) species indigenous to the local area (approximately 200-miles) within a few days of installation during the appropriate planting window (mid to late spring or early fall depending on timing). The plantings should be installed in accordance with the supplier's recommendations/guidelines in the areas as shown on the included sketch maps assuming appropriate final grading. The trees should be 4 to 6-feet in height (unless otherwise specified). The shrubs should be 24 to 36-inches in height (unless otherwise specified). The herbaceous plantings should include plugs and should be spaced at no less than 12-inches on center. The recommended trees and shrubs tolerate various soil moisture regimes and full/partial shade to full sun conditions. The herbaceous plantings tolerate wet soils and shallow water typically found at the edge of ponds. The plantings will provide soil stabilization and wildlife habitat (nesting sites, cover and food sources). The location of some plantings may need to be altered depending on the presence of existing obstacles such as rocks, logs, or existing stumps/roots.

Each tree and shrub planting, where possible, shall have a minimum 2-inch thick layer of wood chips/shredded bark placed in a three (3) foot diameter around it to control weeds, conserve moisture, and inhibit competition from other woody vegetation. A 3-inch gap should remain in the mulch around the tree/shrub base. Note: it may not be possible to mulch around the plantings at the restored pond edge due to slope conditions and water level. Care should be taken to ensure that the wood chips/shredded bark does not contain propagules of invasive species.

The landowner will need to provide irrigation for the plantings depending on the amount of precipitation during the time of year they are installed and supplier instructions.

Once the trees and shrubs have been installed a seed mix should be spread over any bare soils within the planting sites. SSES recommends spreading the New England Wetmix - Wetland Seed Mix, or similar seed mix, over any bare soils within the wetland planting areas and the New England Conservation/Wildlife Mix or New England Erosion Control/Restoration Mix For Detention Basins and Moist Sites (or similar) over the upland review area/buffer planting areas. All instructions provided with the seed mixture pertaining to straw mulch and watering should be followed. The herbaceous vegetation cover will help stabilize the soils and provide wildlife habitat. The engineer, contractor, or landscaper will determine if tackifiers, or erosion control blankets are appropriate, or necessary, within the planting areas based on the final slope. Additional seeding may be required the following growing season based on the germination success of the initial seeding.

Recommendations

Topsoil utilized in the planting areas should be free of invasive seeds/roots/rhizomes. The applicant or its contractor should provide documentation regarding the source of the topsoil and the potential for invasive plant species seeds and rhizomes/roots.

Avoid over fertilization since this will cause an increase in unwanted weedy species.

Minimize soil compaction during preparation of the planting sites. Soil compaction may adversely affect plantings.

Coarse woody debris and rocks (to provide habitat) shall cover at least 4% of the ground throughout the wetland planting areas after the completion of construction of the areas. Coarse woody debris provides wildlife habitat and nutrients as it breaks down.

Herbivory by white tailed deer, rodents (e.g., meadow voles), and rabbits can adversely impact woody plant species development. Measures that have been used to address herbivory, with mixed success, include the use of tree tubes, fencing, planting browse-tolerant shrubs (e.g., willows and alders), etc. A wetland scientist will document any herbivory during the monitoring inspections and will make recommendations if herbivory preventative measures are required by the landowner.

SSES recommends that all erosion and sedimentation control measures approved by the Town be maintained throughout the duration of the project and until the soils within the project area have been stabilized.

Invasive plant growth will be removed from the planting areas during the site development process. Since numerous invasive plant species are present on and adjacent to proposed mitigation areas, the owner will need to have a landscaper familiar with invasive plant species removal prepare an invasive plant species control plan to manage the invasive plant species growth within the planting areas and other disturbed areas of the site. Invasive species management will be extremely important within the planting areas until the

plantings have matured enough to compete with and out-grow the invasive species. It will be necessary for the property owner (or their landscaper) to periodically maintain the

restoration planting areas by removing invasive species so that they do not out-compete and over-grow the newly planted shrubs and trees.

Maintenance, such as cutting back volunteer species from around the plantings, may be necessary until the plantings can compete with the volunteer species and are not over-topped and shaded.

Irrigation likely will be necessary depending on the time of year the plantings are installed, where they are installed, and the rainfall conditions.

SSES recommends that a visual demarcation be installed to alert the owner, or anyone working on the site, about the protected wetland areas to be avoided. Examples of visual demarcation can include, but are not limited to placards on posts, a split rail fence, strategically placed boulders, or any other method acceptable to the Town.

Monitoring and maintaining the wetland and upland planting areas will be important for several years following installation. Following plant installation, an inspection of the planting areas should be conducted by a biologist to document the placement and vigor of the plantings, to document the herbaceous cover (soil stabilization), and to document any invasive species growth requiring maintenance. Annual monitoring inspections to document the health and survival rate of the plantings, possible erosion problems, and invasive species growth should occur during the growing season for at least five subsequent years. If the mortality rate of the plantings is greater than 15%, the plantings should be replaced with the same or similar species depending on the reason for the mortality. Copies of the reports documenting the findings of the inspections should be provided to the Town of Windsor Locks Inland Wetlands Commission.

Respectfully submitted,

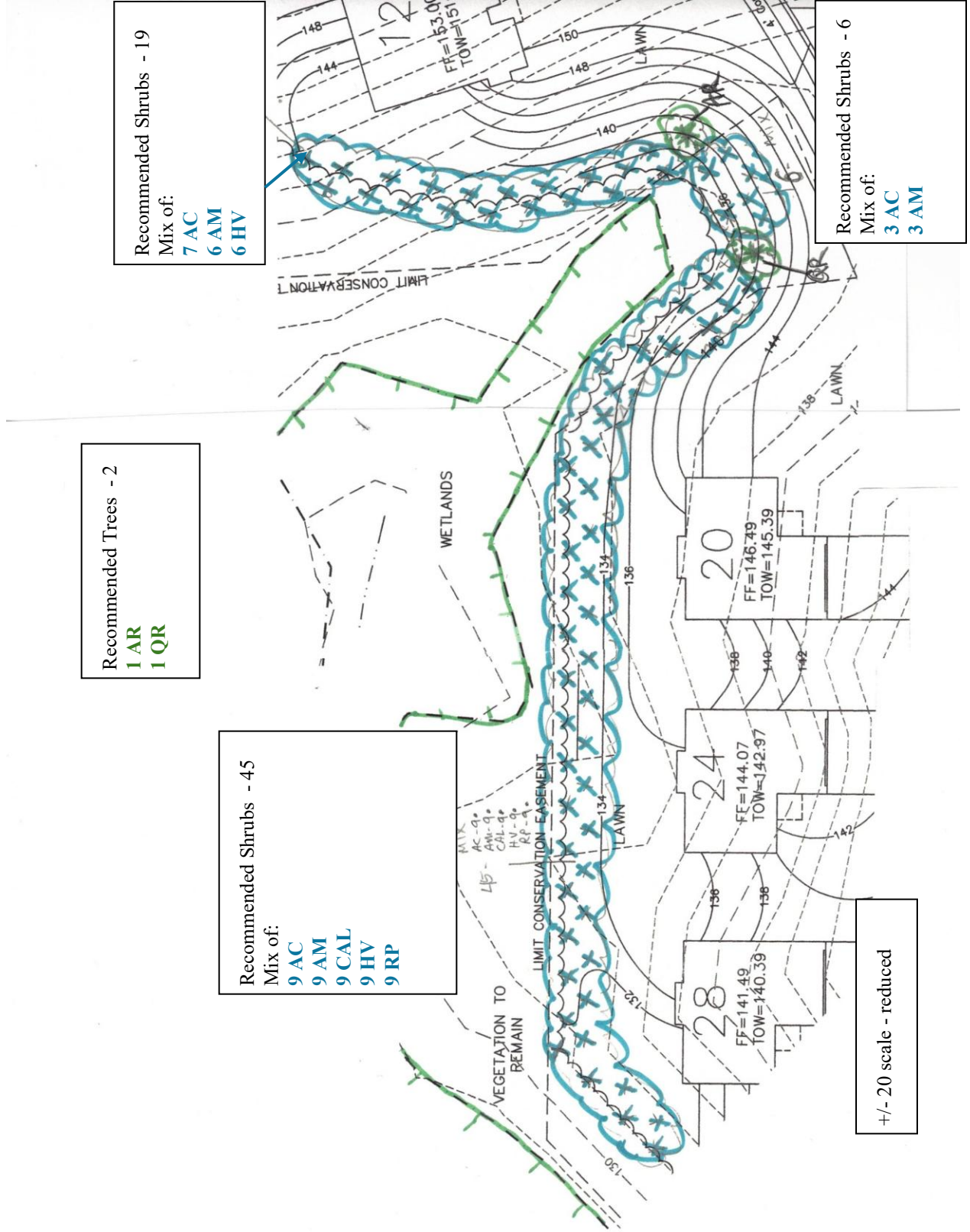
SOIL SCIENCE AND ENVIRONMENTAL SERVICES, INC.



Jennifer L. Beno
Biologist/Wetland Scientist

Sketch Maps – Approximate Planting Locations

Mitigative Planting Area #1



Recommended Trees - 2
 1 AR
 1 QR

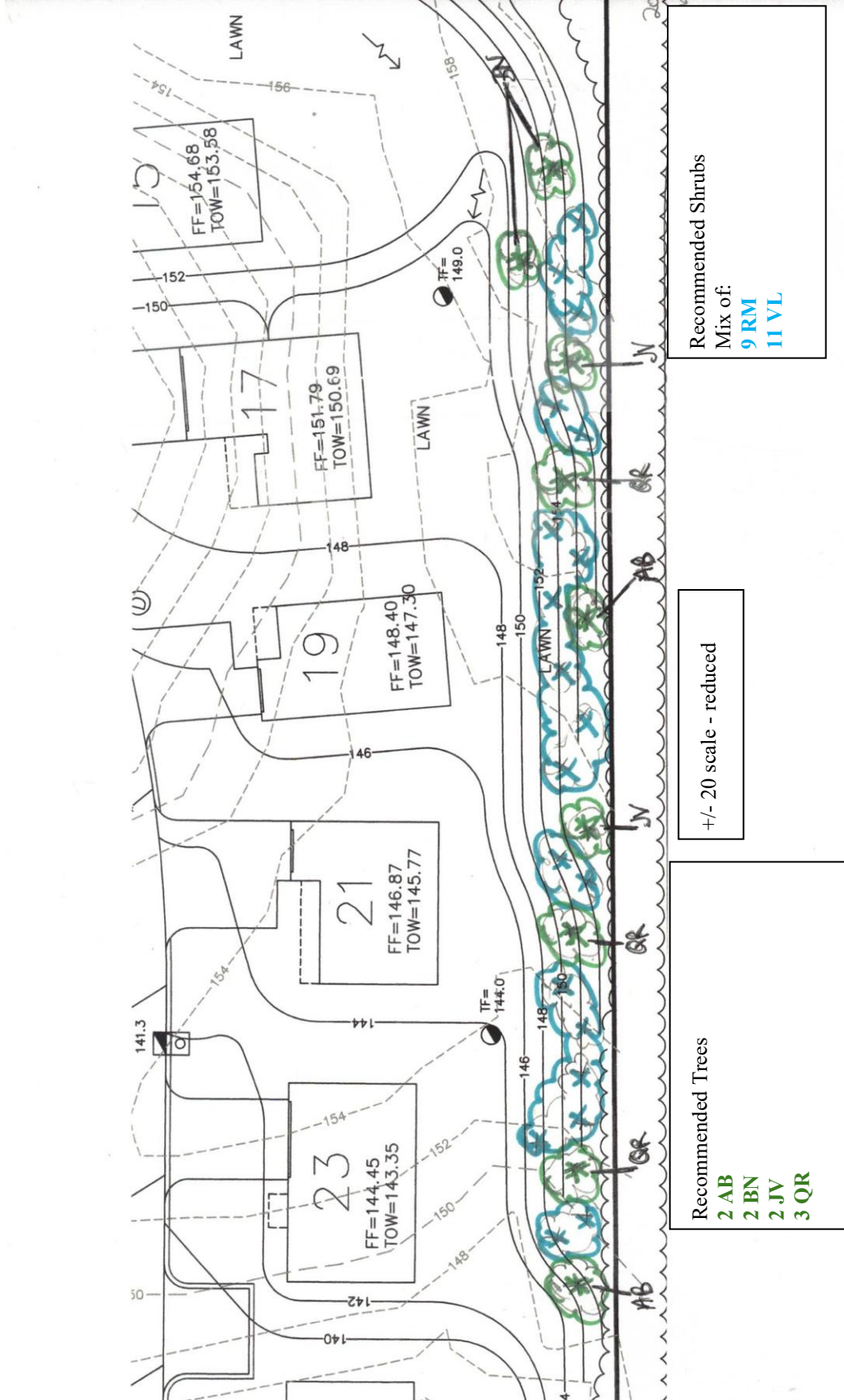
Recommended Shrubs - 45
 Mix of:
 9 AC
 9 AM
 9 CAL
 9 HV
 9 RP

Recommended Shrubs - 19
 Mix of:
 7 AC
 6 AM
 6 HV

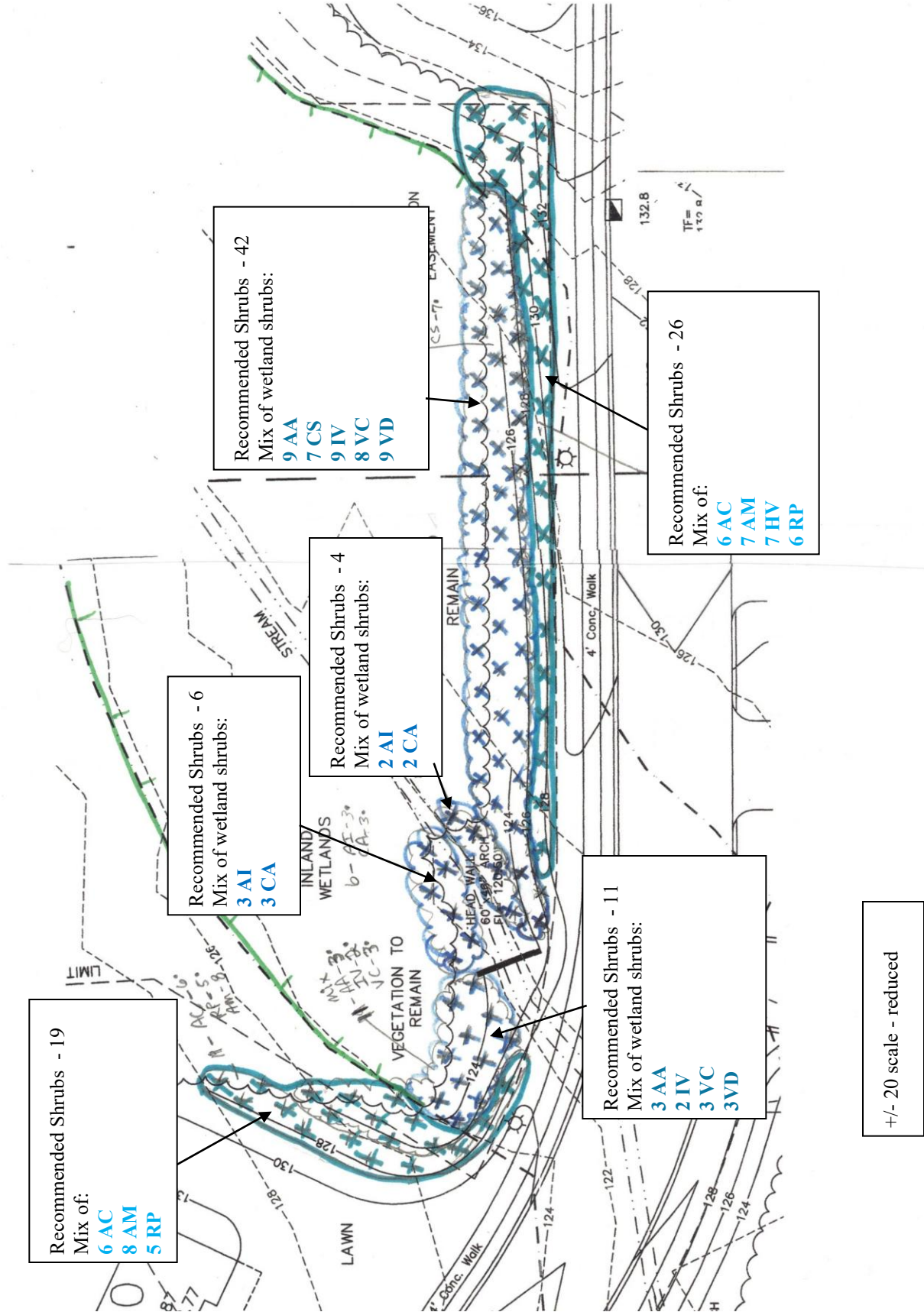
Recommended Shrubs - 6
 Mix of:
 3 AC
 3 AM

+/- 20 scale - reduced

Mitigative Planting Area #2

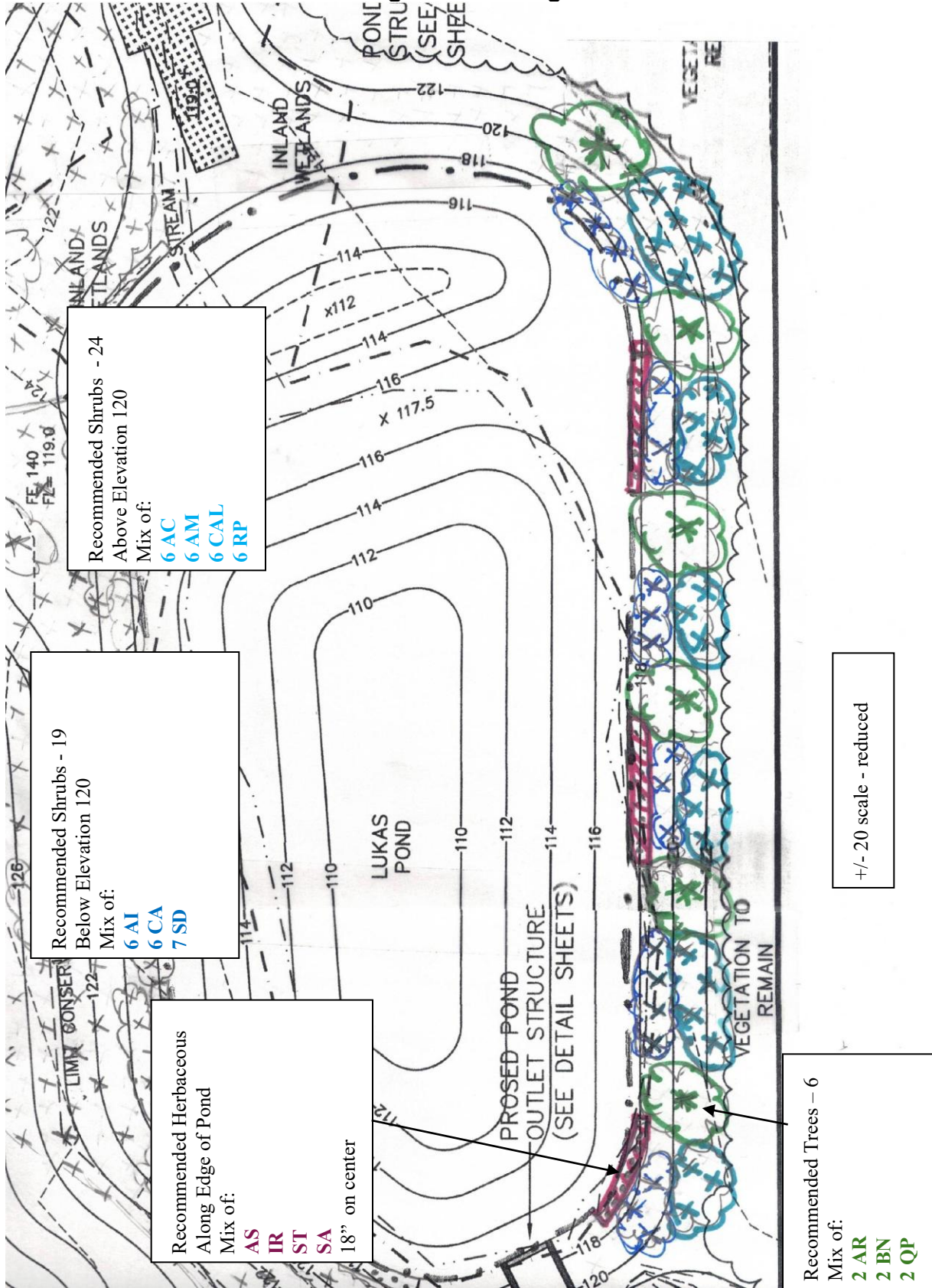


Mitigative Planting Area #3

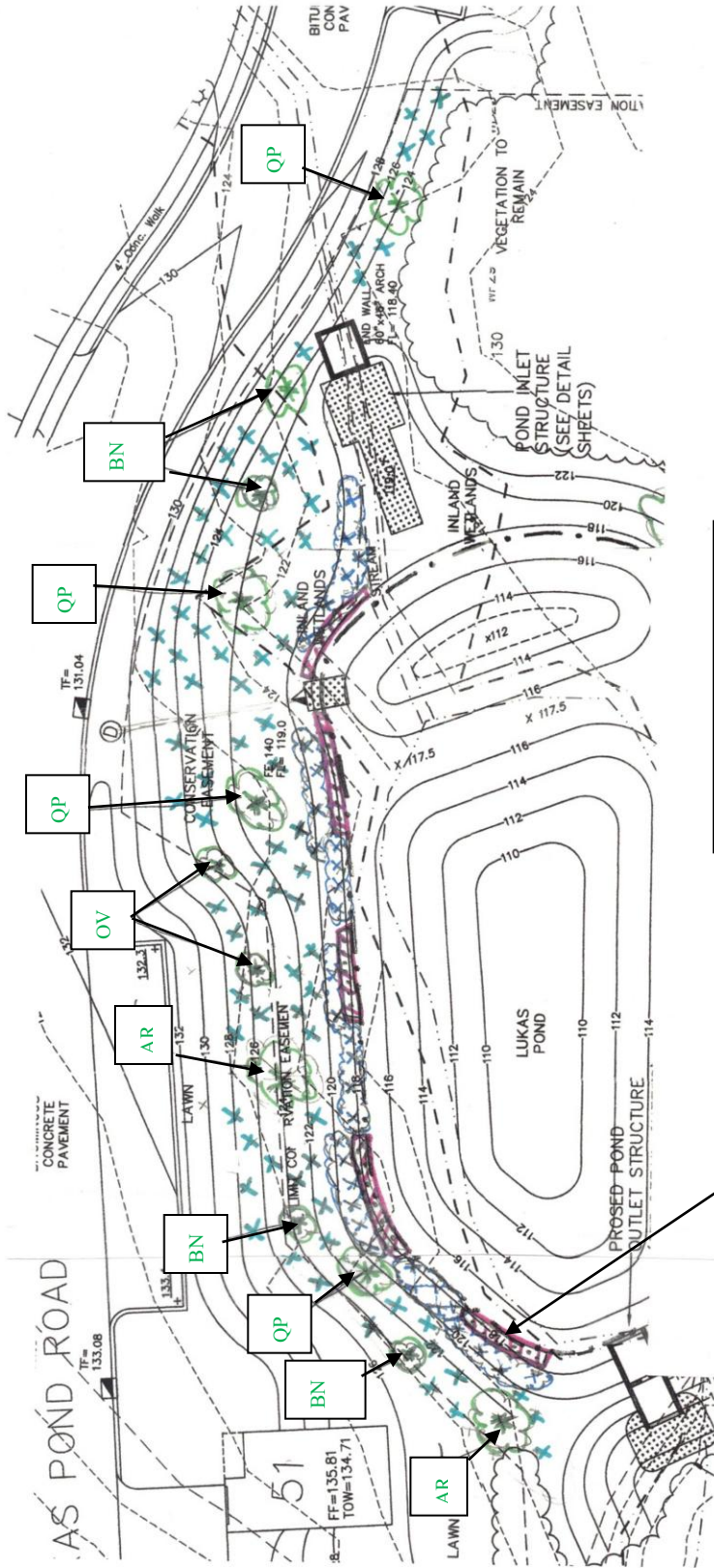


+/- 20 scale - reduced

Mitigative Planting Area #4



Mitigative Planting Area #5



Recommended Shrubs - 78
 Above Elevation 120
 Mix of:
 13 AC
 13 AM
 13 CAL
 13 HV
 13 RP
 13 VL

Recommended Shrubs - 35
 Below Elevation 120
 Mix of:
 9 AI
 9 CA
 8 SC
 9 SD

Recommended Herbaceous
 Along Edge of Pond
 Mix of:
 AS
 IR
 ST
 SA
 18" on center

Recommended Trees - 12
 Mix of:
 2 AR
 4 BN
 3 OV
 3 QP

+/- 20 scale - reduced

Recommended Species for Mitigation Planting Areas

Scientific/Common Names	Indicator Status	#	Size	Sun/Shade Tolerance	Features
Trees					
<i>Abies balsamea</i> (AB) Balsam fir	FAC	2	2	full sun to full shade	good buffer; evergreen; wildlife habitat
<i>Acer rubrum</i> (AR) red maple	FAC	5	4-6'	full sun to full shade	fast growing; wildlife habitat
<i>Betula nigra</i> (BN) river birch	FACW	8	4-6'	full sun	fast growing; wildlife habitat
<i>Juniperus virginiana</i> (JV) Eastern red cedar	UPL	2	4-6'	Full sun	wildlife habitat
<i>Ostrya virginiana</i> (OV) American hophornbeam	FACU	3	4-6'	full sun to part shade	wildlife habitat
<i>Quercus palustris</i> (QP) pin oak	FACW	5	4-6'	full sun	wildlife habitat
<i>Quercus rubra</i> (QR) red oak	FACU	3	4-6'	full sun to part shade	wildlife habitat
Shrubs					
<i>Alnus incana</i> (AI) speckled alder	FACW	20	24-36"	full sun to part shade	bank stabilization; adaptable; wildlife habitat
<i>Amelanchier canadensis</i> (AC) shadbowl	FAC	50	24-36"	part shade	good buffer shrub; wildlife habitat
<i>Aronia arbutifolia</i> (<i>Photinia pyrifolia</i>) (AA) red chokeberry	FACW	12	24-36"	full sun	adaptable; wildlife habitat
<i>Photinia melanocarpa</i> (AM) (<i>Aronia melanocarpa</i>) black chokeberry	FAC	52	24-36"	full sun to part shade	adaptable; wildlife habitat
<i>Clethra alnifolia</i> (CAL) sweet pepperbush	FAC	28	24-36"	full sun to part shade	drier sites; wildlife habitat
<i>Cornus amomum</i> (CA) silky dogwood	FACW	20	24-36"	full sun to part shade	fast growing; wildlife habitat
<i>Cornus sericea</i> (CS) red-osier dogwood	FACW	7	24-36"	full sun to full shade	fast growing; along shores; soil stabilization; wildlife habitat
<i>Hamamelis virginiana</i> (HV) witch-hazel	FAC	35	24-36"	part to full shade	wildlife habitat
<i>Ilex verticillata</i> (IV) winterberry	FACW	11	24-36"	full sun to part shade	wildlife habitat
<i>Rhododendron maximum</i> rosebay rhododendron (RM)	FAC	9	36"	full sun to part shade	evergreen; wildlife habitat
<i>Rhododendron periclymenoides</i> (RP) pink azalea	FAC	39	24-36"	full sun to part shade	aesthetics

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<i>Salix discolor</i> (SD) pussy willow	FACW	16	24-36"	Full sun to part shade	erosion control; wildlife habitat
<i>Sambucus canadensis</i> (SC) elderberry	FACW	8	24-36"	full sun	fast growing; wildlife habitat
<i>Vaccinium corymbosum</i> (VC) highbush blueberry	FACW	11	24-36"	full sun to part shade	wildlife habitat
<i>Viburnum dentatum</i> (VD) arrowwood	FACW	12	24-36"	full sun to part shade	wildlife habitat
<i>Viburnum lentago</i> (VL) nannyberry	FAC	24	24-36"	full sun to full shade	wildlife habitat; foliage
Herbaceous					
<i>Alisma subcordatum</i> (AS) water plantain	OBL	*	plug	full sun	wildlife habitat
<i>Iris versicolor</i> (IR) Blue flag iris	OBL	*	plug	full sun to part shade	soil stabilization; aesthetics
<i>Schoenoplectus tabernaemontani</i> (ST) soft stem bulrush	OBL	*	plug	full sun	soil stabilization
<i>Sparganium americanum</i> (SA) burreed	OBL	*	plug	full sun to part shade	wildlife habitat; nutrient uptake

* - number to be determined after final grading around pond

Example - Seed Mix for Wetland Creation/Restoration Area

NEW ENGLAND WETLAND PLANTS, INC

14 Pearl Lane South Hadley, MA 01075
 PHONE: 413-548-8000 FAX 413-549-4000
 EMAIL: INFO@NEWP.COM WEB ADDRESS: WWW.NEWP.COM

New England Wetmix (Wetland Seed Mix)

Botanical Name	Common Name	Indicator
<i>Carex vulpinoidea</i>	Fox Sedge	OBL
<i>Carex scoparia</i>	Blunt Broom Sedge	FACW
<i>Carex lurida</i>	Lurid Sedge	OBL
<i>Carex lupulina</i>	Hop Sedge	OBL
<i>Poa palustris</i>	Fowl Bluegrass	FACW
<i>Bidens frondosa</i>	Beggar Ticks	FACW
<i>Scirpus atrovirens</i>	Green Bulrush	OBL
<i>Asclepias incarnata</i>	Swamp Milkweed	OBL
<i>Carex crinita</i>	Fringed Sedge	OBL
<i>Vernonia noveboracensis</i>	New York Ironweed	FACW+
<i>Juncus effusus</i>	Soft Rush	FACW+
<i>Aster lateriflorus (Symphyotrichum lateriflorum)</i>	Starved/Calico Aster	FACW
<i>Iris versicolor</i>	Blue Flag	OBL
<i>Glyceria grandis</i>	American Mannagrass	OBL
<i>Mimulus ringens</i>	Square Stemmed Monkey Flower	OBL
<i>Eupatorium maculatum (Eutrochium maculatum)</i>	Spotted Joe Pye Weed	OBL

APPLY: 18 LBS/ACRE :2500 sq ft/lb

The New England Wetmix (Wetland Seed Mix) contains a wide variety of native seeds that are suitable for most wetland restoration sites that are not permanently flooded. All species are best suited to moist ground as found in most wet meadows, scrub shrub, or forested wetland restoration areas. The mix is well suited for detention basin borders and the bottom of detention basins not generally under standing water. The seeds will not germinate under inundated conditions. If planted during the fall months the seed mix will germinate the following spring. During the first season of growth several species will produce seeds while other species will produce seeds after the second growing season. Not all species will grow in all wetland situations. This mix is comprised of the wetland species most likely to grow in created/restored wetlands and should produce more than 75% ground cover in two full growing seasons.

The wetland seeds in this mix can be sown by hand, with a hand-held spreader, or hydro-seeded on large or hard to reach sites. Lightly rake to insure good seed-to-soil contact. Seeding can take place on frozen soil, as the freezing and thawing weather of late fall and late winter will work the seed into the soil. If spring conditions are drier than usual watering may be required. If sowing during the summer months supplemental watering will likely be required until germination. A light mulch of clean, weed free straw is recommended.

New England Wetland Plants, Inc. may modify seed mixes at any time depending upon seed availability. The design criteria and ecological function of the mix will remain unchanged. Price is \$/bulk pound, FOB warehouse, Plus SH and applicable taxes.

Description (from New England Wetland Plants)

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Example - Seed Mix for Buffer/Upland Review Area Restoration

NEW ENGLAND WETLAND PLANTS, INC

14 Pearl Lane South Hadley, MA 01075
 PHONE: 413-548-8000 FAX 413-549-4000
 EMAIL: INFO@NEWP.COM WEB ADDRESS: WWW.NEWP.COM

New England Conservation/Wildlife Mix

Botanical Name	Common Name	Indicator
<i>Elymus virginicus</i>	Virginia Wild Rye	FACW-
<i>Schizachyrium scoparium</i>	Little Bluestem	FACU
<i>Andropogon gerardii</i>	Big Bluestem	FAC
<i>Festuca rubra</i>	Red Fescue	FACU
<i>Sorghastrum nutans</i>	Indian Grass	UPL
<i>Panicum virgatum</i>	Switch Grass	FAC
<i>Chamaecrista fasciculata</i>	Partridge Pea	FACU
<i>Desmodium canadense</i>	Showy Tick Trefoil	FAC
<i>Asclepias tuberosa</i>	Butterfly Milkweed	NI
<i>Bidens frondosa</i>	Beggar Ticks	FACW
<i>Eupatorium purpureum (Eutrochium maculatum)</i>	Purple Joe Pye Weed	FAC
<i>Rudbeckia hirta</i>	Black Eyed Susan	FACU-
<i>Aster pilosus (Symphyotrichum pilosum)</i>	Heath (or Hairy) Aster	UPL
<i>Solidago juncea</i>	Early Goldenrod	

APPLY: 25 LBS/ACRE :1750 sq ft/lb

The New England Conservation/Wildlife Mix provides a permanent cover of grasses, wildflowers, and legumes for both good erosion control and wildlife habitat value. The mix is designed to be a no maintenance seeding, and is appropriate for cut and fill slopes, detention basin side slopes, and disturbed areas adjacent to commercial and residential projects.

New England Wetland Plants, Inc. may modify seed mixes at any time depending upon seed availability. The design criteria and ecological function of the mix will remain unchanged. Price is \$/bulk pound, FOB warehouse, Plus SH and applicable taxes.

Description (from New England Wetland Plants)

The New England Conservation/Wildlife Mix provides a permanent cover of grasses, wildflowers, and legumes. For both good erosion control and wildlife habitat value. The mix is designed to be a no-maintenance seeding, and is appropriate for cut and fill slopes, detention basin side slopes, and disturbed areas adjacent to commercial and residential projects.

NEW ENGLAND WETLAND PLANTS, INC

14 Pearl Lane South Hadley, MA 01075

PHONE: 413-548-8000 FAX 413-549-4000

EMAIL: INFO@NEWP.COM WEB ADDRESS: WWW.NEWP.COM

New England Erosion Control/Restoration Mix For Detention Basins and Moist Sites

Botanical Name	Common Name	Indicator
<i>Elymus riparius</i>	Riverbank Wild Rye	FACW
<i>Schizachyrium scoparium</i>	Little Bluestem	FACU
<i>Festuca rubra</i>	Red Fescue	FACU
<i>Andropogon gerardii</i>	Big Bluestem	FAC
<i>Panicum virgatum</i>	Switch Grass	FAC
<i>Vernonia noveboracensis</i>	New York Ironweed	FACW+
<i>Agrostis perennans</i>	Upland Bentgrass	FACU
<i>Bidens frondosa</i>	Beggar Ticks	FACW
<i>Eupatorium maculatum (Eutrochium maculatum)</i>	Spotted Joe Pye Weed	OBL
<i>Eupatorium perfoliatum</i>	Boneset	FACW
<i>Aster novae-angliae (Symphyotrichum novae-anglia)</i>	New England Aster	FACW-
<i>Scirpus cyperinus</i>	Wool Grass	FACW
<i>Juncus effusus</i>	Soft Rush	FACW+

APPLY: 35 LBS/ACRE :1250 sq ft/lb

The New England Erosion Control/Restoration Mix for Detention Basins and Moist Sites contains a selection of native grasses and wildflowers designed to colonize generally moist, recently disturbed sites where quick growth of vegetation is desired to stabilize the soil surface. It is an appropriate seed mix for ecologically sensitive restorations that require stabilization as well as long-term establishment of native vegetation. This mix is particularly appropriate for detention basins that do not hold standing water. Many of the plants in this mix can tolerate infrequent inundation, but not constant flooding. The mix may be applied by hand, by mechanical spreader, or by hydro-seeder. After sowing, lightly rake, roll or cultipack to insure good seed-to-soil contact. Best results are obtained with a Spring or late Summer seeding. Late Fall and Winter dormant seeding requires an increase in the application rate. A light mulching of clean, weed-free straw is recommended

New England Wetland Plants, Inc. may modify seed mixes at any time depending upon seed availability. The design criteria and ecological function of the mix will remain unchanged. Price is \$/bulk pound, FOB warehouse, Plus SH and applicable taxes.

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This mix is particularly appropriate for detention basins that do not hold standing water. Many of the plants in this mix can tolerate infrequent inundation, but not constant flooding. The mix may be applied by hand, by the mechanical spreader, or by hydro-seeder. After sowing, lightly rake, roll or cultipack to insure good seed to soil contact. Best results are obtained with a Spring or late Summer seeding. Late Fall and Winter dormant seeding requires an increase in the application rate. A light mulching of clean, weed-free straw is recommended.

New England Wetland Plants, Inc. | 820 West Street | Amherst, MA 01002

Phone: (413) 548-8000 | Fx: (413) 549-4000 | info@newp.com