

SEX OFFENDER MANAGEMENT BOARD (SOMB) MINUTES

Friday, April 17, 2020

**THIS MEETING WAS HELD VIA AUDIO/VIDEO CONFERENCING
ONLY**

SOMB Members

Allison Boyd
Amanda Gall
Angel Weant
Carl Blake
Christina Ortiz-Marquez
Glenn Knipscheer
Jeff Shay
Jesse Hansen
John Odenheimer
Kandy Moore
Kathy Heffron
Kimberly Kline
Lisa Mayer
Marcelo Kopcow
Nicole Leon
Norma Aguilar-Dave
Richard Bednarski
Rick May
Robin Singer
Sharon Holbrook
Steve Moreno
Taber Powers
Tom Leversee

SOMB Guests

Alison Talley	Jeff Carpenter	Sara Horn
Allison Banks	Jenna Harper	Sara Mulholland
Amira Minazzi	Jessica Peters	Sarah LoBiondo
Ashley Nelson	Jordan Lidstrom	Sarah Marlow
Beryimar Perozo-Trejo	Kevin Bishop	Selena Jameson
Brenda Kay	Kim Ovalle	Sera Bennett
Brenda Ranck	Korrine Winstead	Sonya Hickson
Casey Ballinger	Kyle Akers	Stephen Scippio
Chris Renda	Lauren Rivas	Susan Walker
Chris West	Laurie Kepros	Tami Floyd
Christy McKinley	Lindsay Klatt	Tanya Ahmed
Darci Archer	Malena Martinez	Tanya Tyrrell
David Giron	Margaret Ochoa	Tara Favero
Deborah Paulsen	Maria Piceno	Xaviera Turner
Debra Baty	Michelle Geng	Yvette Guereca
Dena McClung	Michelle Neergaard	
Denise Metz	Michelle Reid	
Elizabeth Alvarez	Nicole Feltz	
Emma Mclean-Riggs	Patrick Crane	
Gene Katz	Rachelle Boespflug	
Genie Connaghan	Rena Hodge	
Hannah Shirley	Roberta Ponis	
Jamie Spinello	Roger Kincade	

Absent SOMB Members: None

Staff: Chris Lobanov-Rostovsky, Raechel Alderete, Marina Borysov, Elliot Moen, Erin Austin, Jill Trowbridge, and Yuanting Zhang

SOMB Meeting Begins: 9:09 am

This meeting was recorded.

Marcelo Kopcow (SOMB Chair) introduced himself and welcomed all in attendance.

Chris Lobanov-Rostovsky (SOMB Staff) introduced himself and welcomed all who were able to attend this web-based meeting.

Marcelo Kopcow (SOMB Chair) indicated that this will be an abbreviated meeting which includes several voting items.

ORIENTATION TO THE MEETING:

Marina Borysov (SOMB Staff) reviewed the technical aspects of this meeting. She indicated that this meeting is being recorded, and also noted it will be on uploaded into the SOMB's online document repository.

Marina Borysov (SOMB Staff) reviewed the various options available with this online meeting system (i.e., chat box option, hand raising option, and so forth) and how to use these options. She asked all who have called in to the meeting to please email Jill Trowbridge so she can include them in the attendance list. Marina also noted that any technical questions should be sent to Raechel Alderete or Erin Austin as they will be monitoring those during the meeting.

INTRODUCTIONS/ATTENDANCE:

Marina Borysov (SOMB Staff) read the roll call for the SOMB members in attendance.

Raechel Alderete (SOMB Staff) read the roll call for the SOMB staff members in attendance.

Erin Austin (SOMB Staff) read the roll call for the audience members in attendance.

Judge Kopcow (SOMB Chair) asked SOMB members to let Marina Borysov know what time they are leaving the meeting if it becomes necessary to do so for the official record.

FUTURE AGENDA ITEMS:

SOMB Members – none

SOMB Staff – none

Audience members - none

ANNOUNCEMENTS:

Board Members

Allison Boyd (SOMB Member) indicated that April is Sexual Assault Awareness Month. She also noted that the week of April 20th through April 24th is National Victims of Crime week. Allison mentioned that April is also Child Abuse Prevention Month. She went on to note that the annual presentation at the SOMB meeting has been postponed to a future in-person meeting. Allison noted that there are many challenges for providers, supervising officers, offenders, and specifically victims during this difficult time, and indicated that there is an increase in victims of family violence since the COVID-19 outbreak. She mentioned that calls to the abuse hotline have been down 50%, and expressed concern that victims are unable seek assistance. Allison indicated that premature offender release from incarceration is causing concern regarding offender supervision and community safety.

Chris Lobanov-Rostovsky (SOMB Staff) asked Allison Boyd if the Colorado Coalition Against Sexual Assault (CCASA) will be doing the kickoff at the Capitol or giving any presentations. Allison Boyd (SOMB Member) responded that they will be doing a virtual Denim Day at the end of April. She noted that CCASA sent out a resource guide for victims, and mentioned that the WINGS Foundation has sent out a lot of information regarding teletherapy for victims. Allison noted that all in-person events have been cancelled, and noted a newsletter will be sent next week.

Carl Blake (SOMB Member) asked if there will be an SOMB meeting in June, which has been typically canceled in the past. Chris Lobanov-Rostovsky (SOMB Staff) responded that this should be kept as a placeholder on calendars until the Executive Committee decides on a meeting.

Marina Borysov (SOMB Staff) noted that the round table meetings with the Community Supervision Teams and the Multi-Disciplinary Teams (CSTs/MDTs) have been temporarily postponed. She indicated that the training committee will let all stakeholders know when they are rescheduled. Marina also indicated that they are still waiting to see if the ODVSOM Conference will happen, and noted that a decision will be made by May 1st. She asked all stakeholders to send her an email with any questions regarding the conference.

Raechel Alderete (SOMB Staff) updated what trainings are happening during the COVID-19 situation. She indicated that they have had five lunch and learns (1 per week) related to COVID-19, which included the variance process, conducting treatment, evaluations, separate sections for polygraph examiners, one for Advocates for Change (AFC), and combined domestic violence and sex offender treatment. Raechel noted that if other stakeholders would like a specific lunch and learn to please let her know. She indicated that these trainings have been heavily attended due to the current situation and the various standards changes. Raechel noted that over 200 teletherapy variances have been approved for a 30-day period, and indicated that they have been extended through June 1st, 2020. She noted that if a further extension is needed, to contact her or Erin Austin, and mentioned that these requests will be reviewed by the Executive Committee. Raechel also noted the appreciation received by all for the variances and opportunities to continue to help clients, and for the lunch and learn information and resources that are being provided. She continued to note that e-therapy or teletherapy is an option for treatment providers, and mentioned that it is not mandated by the SOMB. Raechel indicated that clients are working hard to keep up with the work in their treatment plan. She also noted that the variances have been administratively approved due to the current situation, and to contact her, Erin Austin, or Chris Lobanov-Rostovsky with any questions.

Jesse Hansen (SOMB Member) asked all to answer the survey that was sent regarding upcoming training needs.

Audience Members:

Jenna Harper (CCASA) reiterated that April is Sexual Assault Awareness Month, and noted that Denim Day will be held virtually, and asked all to take photos or videos for this event which is scheduled for April 29th. She indicated there has been much creative virtual work being done throughout the state to promote this program. Chris Lobanov-Rostovsky (SOMB Member) asked all to visit CCASA's website for ways to get involved.

APPROVAL OF FEBRUARY MINUTES:

Amanda Gall (SOMB Member) moved to approve the February Minutes.

Tom Leversee (SOMB Member) 2nd the motion.

It was noted that voting is limited to SOMB Members only.

Elliot Moen explained the polling process through the WebEx platform for voting.

Motion to approved the February Minutes: Amanda Gall; Tom Leversee 2nd (Question #1)

22	Approve	0	Oppose	1	Abstain	Motion Passes
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APPROVAL OF MARCH MINUTES:

***Amanda Gall (SOMB Member) moved to approve the March Minutes.
Jesse Hansen (SOMB Member) 2nd the motion.***

Motion to approved the March Minutes: Amanda Gall; Jesse Hansen 2nd (Question #2)

20	Approve	0	Oppose	3	Abstain	Motion Passes
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APPROVAL OF AGENDA:

The Agenda was approved by consensus.

Amanda Gall (SOMB Member) exited the meeting at 9:54 am.

ADULT AND JUVENILE STANDARDS SECTIONS 4.000 AND ADMINISTRATIVE POLICIES (Decision Item) - (Attachment #3) – Raechel Alderete, DCJ, Erin Austin, DCJ, and Carl Blake, Application Review Committee

Raechel Alderete (SOMB Staff) reviewed the additional changes to Section 4.000 to include the following:

- 4.100 E.
- 4.100 F.
- 4.120 E.
- 4.200 D.
- 4.200 G.
- 4.210 C.
- 4.210 D.
- 4.300 E.
- 4.300 H.
- 4.310 C.
- 4.310 E.
- 4.400 D.
- 4.500 C.
- 4.500 F.
- 4.510 C.
- 4.510 E.
- 4.600 E.
- 4.600 H.
- 4.610 D.
- 4.610 F.
- 4.800 Period of Compliance – Added Grace Period for Renewal and Eligibility for Future Renewal Once Provider Approval Has Expired
- 4.830 A.

Carl Blake (SOMB Member) clarified the specifics of the “Eligibility for Future Renewal Once Provider Approval Has Expired” area in Section 4.800 that indicates that each request will be reviewed on a case-by-case basis by the Application Review Committee (ARC).

Carl Blake (SOMB Member) noted that the ARC is continuing to review Section 4.000, and indicated they will bring back additional changes at a future date.

Raechel Alderete (SOMB Staff) reviewed the changes to Appendix A: Administrative Policies as follows:

- Listing as a provider
- Appeal Process for Denied Placement
- Complaint Against a Listed Provider
- Appeals
- Added: Standards Compliance Reviews
- Added: Variances

Board Discussion:

Allison Boyd (SOMB Member) questioned the change that a supervisor will no longer have to sign-off on the treatment plans. Raechel Alderete (SOMB Staff) responded that this change was made previously, and noted that supervisors need to review their work but do not necessarily have to sign off on these plans. Carl Blake (SOMB Member) mentioned that treatment providers are moving toward using digital treatment plans, and indicated that many systems do not allow for a co-signature. He reiterated that the supervisor must review the treatment plans, and indicated the old standard was putting the treatment providers at odds due to new technology. Carl Blake (SOMB Member) noted that in all cases, the supervisor must review all documents and are responsible for the work being done, but indicated they do not necessarily have to sign-off on it.

Christina Ortiz-Marquez (SOMB Member) indicated that the Department of Corrections (DOC) has the co-signature problem with their electronic health record, and noted she is in favor of this change.

Audience Discussion:

None

***Carl Blake (SOMB Member) moved to approve the documents as presented.
Taber Powers (SOMB Member) 2nd the motion.***

Motion to approve the Documents as presented: Carl Blake; Taber Powers 2nd (Question #3)

22	Approve	0	Oppose	0	Abstain	Motion Passes
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RESEARCH-BASED DECISION-MAKING WORK GROUP RESEARCH REVIEW PROCESS

(Presentation) – (Attachment #4) – Taber Powers, SOMB Member, Tom Leversee, SOMB Member, and Yuanting Zhang, DCJ

Tom Leversee (SOMB Member) reviewed that this presentation centers around a part of the SOMB Strategic Action Plan that is “to establish a practice of disseminating key research to enhance the SOMB’s ability to establish evidence-based standards.” He went on to note that the overall goal is to set up research-based protocols and processes for SOMB decision making. Tom Leversee indicated that this initiative is not to make the Board experts on research and data analysis, but to be critical consumers of research and to evaluate the strengths and limitations of research.

Yuanting Zhang (SOMB Staff) asked all to take the pre-test included in the attachment (on their own).

Taber Powers (SOMB Member), Elliot Moen (SOMB Staff), and Yuanting Zhang (SOMB Staff) reviewed and noted the following:

- The Wheel of Research
- How to Evaluate a Study or a Research Article
- Reliability vs. Validity (Correlation and Causation)
- Selection Bias & Adversarial Allegiance
- Cognitive Biases
- Negativity Bias

- Confirmation Bias
- Implicit Bias
- Anecdotal evidence vs. Professional experience
- Research Design – what make a good research?
- Quantitative, qualitative or Mixed
- What does significance mean?

Yuanting Zhang (SOMB Staff) asked all to take the Post test.

Tom Leversee (SOMB Member) reviewed the SOMB Decision Making Model that Sharon Holbrook (SOMB Member) created which outlines the strengths and threats. He noted that this model identifies the overlapping areas in making decisions. He went on to indicate some threats to research-based and evidence-based decision making can be driven by the political climate to include fear, anger, and reactivity in making these decisions. Tom mentioned that the SOMB needs to be aware of these situations and to be willing to make the best decisions while encountering these threats.

Tom Leversee (SOMB Member) also noted that there will be a lot of changes to the Standards to include these evidenced-based protocols and policies. Chris Lobanov-Rostovsky (SOMB Staff) indicated that there are areas where there are gaps in evidence-based research, and noted the need to clarify those areas further.

Board Discussion:

Carl Blake (SOMB Member) noted that at times research will indicate there is no support for a particular intervention which may cause anecdotal fallacy. He mentioned that while a particular intervention may work in a different context than in the area it is usually used.

Audience Discussion:

None

BREAK: 11:04 – 11:10

APPLICATION REVIEW COMMITTEE UPDATE (Presentation) - (Attachment #5) – Carl Blake, SOMB Member

Carl Blake (SOMB Member) gave an overview of the Application Review Committee's roles and responsibilities, and noted that this presentation is the first of two presentations.

- Application Process – Treatment and Evaluation
 - Three Applications
 - Application 1 - for new applicants with valid approval for one year
 - Application 2 - for existing providers who wish to add an additional status, or those who have completed their one-year initial listing to upgrade to three-year listing
 - Application 3 - for existing providers who wish to continue or renew their current listing; the listing is valid for three years
- Application Process – Polygraph
 - Four Applications
 - Application 1 – Intent to Apply is for new applicants at an initial associate level.
 - Application 2 – Application for New Providers is for those who have completed the intent to apply process and want to be listed as an associate level polygraph examiner.
 - Application 3 – Reapplication for Existing Provider is for current polygraph examiners who wish to continue or renew their current listing status.

Application 4 – Move Up to Full Operating Level is for current associate level polygraph examiners who meet the qualifications and wish to move up to the full operating level status.

- Provider Counts (Treatment Providers, Evaluators, and Polygraph Examiners)
 - Total active providers = 465
 - Total providers approved to serve adults = 307
 - Total providers approved to serve juveniles - 215
- Current ARC Membership
 - Currently 8 voting members
 - Currently 3 non-voting staff support
- Proposed ARC Membership – Board decision required
 - Maintaining 8 voting members to include:
 - 4 Non-voting Members
- Rationale for ARC Changes
 - Increases transparency about the make up and appointment of ARC Members
 - Increases provider involvement
 - Decreases Board member abstentions during appeals

Carl Blake (SOMB Member) went on to discuss that the following will be included in the next presentation given to the SOMB at a future date:

- Complaint Process
- Standards Compliance Process

He also noted that the SOMB will have to decide on the proposed changes to the new make-up of the ARC and changes to the By-Laws.

Board Discussion:

None

Audience Discussion:

Laurie Kepros (Audience Member) asked how the non-board members would be selected for ARC, and asked if there would be a provision for non-metro Denver treatment providers to be included on the ARC. Carl Blake (SOMB Member) responded that the use of an application process with the ARC reviewing applicants would be one way, or the possibility of using the SOMB Nomination Committee process who would review applicants for the ARC. He expressed concern with the use of the SOMB Nomination Committee due to the extensive time commitments and knowledge base that is required. Carl Blake indicated that the ARC is currently using video conferencing for these meetings, and noted the need to find the safest way to share confidential documents. He mentioned that if a safe way is found, then the ARC could include providers from other areas of the state.

SOMB FAMILY ENGAGEMENT COMMITTEE UPDATE (Presentation) - (No Attachment) – Dr. Chris Renda, Committee Chair; Roberta Ponis, Committee Chair; and Chris Lobanov-Rostovsky, DCJ

Dr. Chris Renda presented the update on the Family Education, Engagement, and Support Committee. She noted that this committee has been active since June 2015, which started as a result of family concerns as to what happens when loved-ones are convicted of a sexual offense. Dr. Renda indicated that this Committee has been compiling information for this need, and noted that they meet on the first Friday of each month. She mentioned that this is open to anyone who wants to attend, and noted they do have webinar capabilities at this time. Dr. Renda indicated that the current attendance is approximately 15-20 attendees that is made up of citizens, offender advocates, victim advocates, family members, therapists, Probation and Parole representatives, the Department of Corrections (DOC) representatives, and SOMB members and staff. She noted that this committee works collaboratively with stakeholders to produce a document to inform, support, and recognize the impacts of

the crimes on the family members, and noted this document also clarifies for family members how to engage and what to expect from the various agencies they will be confronted with.

Dr. Renda noted that the document is called "A Resource Guide for Families of Adults Accused, Charged, and Convicted of Sexual Offenses in the State of Colorado." She indicated that it provides information for families, suggests what family members can do to be supported, and where to go for help throughout the entire process.

Dr. Renda indicated that the document is currently on the Advocates for Change (AFC) website as a public service, which allows for public comment. She noted the current status of the document is as follows:

- Part 1 – Chapters 1–4 (completed) – covers what to expect from arrest to sentencing;
- Part 2 – Chapter 5 (in process) – over-arching concepts of what to expect when in treatment either while incarcerated or after release;
- Part 2 – Chapter 6 (in process) – covers more detail for those in treatment who have been released and are on probation, parole, or are in community corrections;
- Part 3 – Agency Information (specific information)

Dr. Renda noted that the finished product will be provided as an App, a postable card to be available in prisons (with a QR Code), and available for judges and lawyers. She mentioned the hope is to have this translated into Spanish, and noted that there are several chapters to complete with no firm deadline at this time.

She thanked all involved in this project and their dedication to this important effort.

Board Discussion:

Judge Kopcow (SOMB Chair) suggested that the Court Information Center (CIC) would be another place to have this document available.

Carl Blake (SOMB Member) asked if the SOMB will be able to review the final product even though the document will not be Board approved, and expressed concern with the "tone" of some prior sections of the document. Dr. Renda responded to Carl Blake that when a chapter is released, a copy is sent to the SOMB for review and comment, and noted they will continue to do so. She also mentioned that the Committee is cognizant of the tone, and noted that they have been working to ensure this is a useful document for many different audiences.

Angel Weant (SOMB Member) indicated that she would like to use this document as a training guide for Probation, and noted this will provide even and balanced information that addresses the concerns that family members face.

Chris Lobanov-Rostovsky (SOMB Staff) noted that the staff will continue to forward these chapters to the SOMB for review and comments. He noted the Committee has reached out to all stakeholders for their voices to be heard, and mentioned there will be more regular updates to the SOMB.

Raechel Alderete (SOMB Staff) reminded the SOMB that this is a strategic action point, and encouraged the SOMB to be more engaged in and apprised of this project.

Roberta Ponis and Dr. Chris Renda (Presenters) added that the chapters to be completed are:

- Part 2 – Chapter on Probation
Chapter on Parole and the Department of Corrections
Chapter on Community Corrections
Instate Compact
Sex Offender Registration
Post-Conviction Considerations

Roberta Ponis (Presenter) indicated that the tone needs to be neutral, and that it is a document of hope with family members in mind.

Angel Weant (SOMB Member) commented that this is a very hard-working group and are amazing people with whom to work.

Audience Discussion:

None

DVOMB/SOMB TRAINING COMMITTEE UPDATE (Presentation) – (No Attachment) – Jesse Hansen, SOMB Member; Angel Weant, SOMB Member, and Marina Borysov, DCJ

Jesse Hansen (SOMB Member) reviewed that the Training Committee includes SOMB and DVOMB stakeholders, whose main objective is to help develop the annual ODVSOM Conference along with various other training events as needed. He noted that membership has increased that includes representation from Probation, treatment providers, SOMB staff members, and indicated they are from the Denver Metro area through Grand Junction on the Western slope and throughout the State. Jesse thanked the staff for their hard work of conducting more than 100 trainings per year. The Committee assists the staff in various ways to help with training needs, and to engage stakeholders by making the trainings relevant to their fields.

Jesse Hansen (SOMB Member) noted the following key updates:

- ODVSOM Conference – He indicated that the presenters were selected for the conference, but mentioned that due to COVID-19 and social distancing that this conference may not happen. Jesse indicated that SOMB staff and the Training Committee have been trying to determine the best course of action. He reminded all to complete the survey that was sent out with the current conference notice regarding this conference.
- Jesse Hansen mentioned that other Domestic Violence and Sex Offender trainings are being reviewed to determine those that would transition easily to online training.
- Jesse Hansen noted that no outside speakers will be brought in for trainings until COVID-19 has been reconciled.
- Jesse Hansen noted that this committee meets on the 1st Wednesday of each month via WebEx, and indicated that the WebEx information will be placed on the website calendar.

Angel Weant (SOMB Member) expressed her gratitude of the SOMB staff in their support and the quick response to the needs of all. She indicated that Probation collaborates with the Division of Criminal Justice (DCJ) and the SOMB to conduct advanced series training, and noted these will be delayed due to the cancellation of the May and June training blocks. Angel indicated that as of this date, the July and August block dates are still scheduled, and noted they will be held at the Ralph Carr building. She mentioned that some of these trainings may be rescheduled for a later date, and indicated she will inform everyone with the details as they become available.

Marina Borysov (SOMB Staff) thanked Jesse Hansen and Angel Weant for their leadership on this committee.


Chris Lobanov-Rostovsky (SOMB Staff) thanked Marina Borysov for all her support and facilitation with the ODVSOM Conference, this meeting, and the other meetings and trainings that had to be transitioned quickly to an online format.

Jesse Hansen (SOMB Member) added that the combined July SOMB board meeting that normally meets at the ODVSOM Conference may still happen outside of the conference. Chris Lobanov-Rostovsky (SOMB Staff) noted that the Executive Committee will discuss the possibility of having the meeting at the PPA Event Center on July 17th.

Respectfully,

Jill Trowbridge
Program Assistant

Date


Marcelo Kopcow
Chairman of the SOMB

5-28-20
Date

FirstName	LastName	Company	Email	Motion to Approve the February Minutes(9:46 am / 9:48 am)	Motion to Approve the March Minutes(9:50 am / 9:51 am)	Motion to Approve the Revised Standards Section 4.00 and Administrative Policies(10:19 am / 10:19 am)
Allison	Boyd	1st JDDA	aboyd@jeffco.us	Yes	Abstain	Yes
Amanda	Gall	CDAC	amanda@cdac.state.co.us	Yes	Yes	N/A
Angel	Weant	judicial	angel.weant@judicial.state.co.us	Yes	Yes	Yes
Carl	Blake	Division of Youth Services	carl.blake@state.co.us	Yes	Yes	Yes
christina	Marquez	CDOC	christina.ortiz-marquez@state.co.us	Yes	Yes	Yes
Glenn	Knipscheer	Knipscheer and Associates	knipscheerpolygraph@msn.com	Yes	Yes	Yes
Jeff	Shay	Pueblo PD	js Shay@pueblo.us	Yes	Yes	Yes
Jesse	Hansen	Colorado Department of Public Safety	jesse.hansen@state.co.us	Yes	Yes	Yes
John	Odenheimer		jwode@msn.com	Yes	Yes	Yes
Kandy	Moore	Counseling Associates	kandymoore@msn.com	Abstain	Yes	Yes
Kathryn	Heffron	Public Defender	kathryn.heffron@coloradodefenders.us	Yes	Abstain	Yes
Kimberly	Kline	Teaching Humane Existence	kkline@about-the.org	Yes	Yes	Yes
Lisa	Mayer	CDHS/DCW.	lisa.mayer@state.co.us	Yes	Yes	Yes
Marcelo	Kopcow	Judicial	marcelo.kopcow@judicial.state.co.us	Yes	Yes	Yes
Nicole	Leon	SAIC	director@denversaic.org	Yes	Yes	Yes
Norma	Aguilar-Dave	Savio House	naguilar-dave@saviohouse.org	Yes	Yes	Yes
Rick	Bednarski	Sherman & Howard	rbednarski@shermanhoward.com	Yes	Yes	Yes
Rick	May	TES	r.may@tescolorado.com	Yes	Yes	Yes
Robin	Singer	CDE	singer_r@cde.state.co.us	Yes	Yes	Yes
sharon	holbrook	state of CO	sharon.holbrook@judicial.state.co.us	Yes	Abstain	Yes
STEVE	MORENO	WELD	smoreno@weldgov.com	Yes	Yes	Yes
Taber	Powers	DC	taber.powers@hotmail.com	Yes	Yes	Yes
Tom	LEVERSE	Independent contractor	tleversee@q.com	Yes	Yes	Yes
Note: N/A = no vote recorded						