

#### Our Mission

The Department of Correction shall strive to be a global leader in progressive correctional practices and partnered re-entry initiatives to support responsive evidence-based practices aligned to law-abiding and accountable behaviors. Safety and security shall be a priority component of this responsibility as it pertains to staff, victims, citizens and offenders.

## Rededicated to the Department

Carrying on a tradition that was established by the Department of Correction's previous Commissioner, Leo Arnone, our current commissioner, James E. Dzurenda officially swore in many of his top administrators during a ceremony held at the state capitol on Friday, May 9, 2014.



the agency's wardens.

see A New Beginning/page 2

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24 Wolcott Hill Road
Wethersfield, CT 06109

## From the Commissioner



Of all the things we try to anticipate, plan and train for, the one thing that personally emotionally blindsides me every time is the sudden shocking death of a member of our correctional family. And unfortunately, there have been far too many tragic deaths in the last few months. I must confess that even one untimely death is one too many as far as I am concerned. Regardless of the circumstances surrounding an untimely

death, the impact is felt throughout the agency in a variety

of ways and in varying degrees. It is only natural for those who worked at a particular facility with someone who has passed away to be most deeply affected. However, I firmly believe that each loss sends shock waves that reverberate throughout the entire agency - we all must cope with the tragedy.

As far as coping with tragedy is concerned, our agency is truly fortunate to have the services of the Critical Incident Stress Response Team or CISRT. The well trained, highly dedicated, men and women of CISRT are at the ready to travel to any facility, at any time, to provide support.

see The Business of Taking Care / page 4

Dannel P. Malloy
Governor

James E. Dzurenda Commissioner

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## A New Beginning from page 1

With a special guest appearance by Lt. Governor Nancy Wyman, Commissioner Dzurenda, his executive team, administrators, wardens and executive assistants gathered in the historic Old Judiciary Room of the Connecticut State Capitol to be officially sworn-in as part of Commissioner Dzurenda's administration.

Lt. Governor Wyman started off her remarks on a somber note, taking time to acknowledge the recent deaths of two correction officers. "The Department of Correction is a family; you have always stuck together, so when you lose someone from the team, a little part of all of us is a little bit broken."

Following a moment of silence to honor the departed officers' memories, Lt. Governor Wyman went on to thank those gathered, and let them know how proud she was of them. "We have the best in the nation here in Connecticut," the Lt. Governor said referring to the staff of the Department of Correction. "I really believe that yes, you are the best." When Commissioner Dzurenda took the podium, he reminded the audience of the importance of such ceremonies.

"This ceremony represents a new beginning and rededication to your position and your duties in the Department of Correction," Commissioner Dzurenda said, adding. "This is also an opportunity to think of the importance and value of what we do for our state, the citizens of Connecticut, and for each other each and every day."



Commissioner James Dzurenda, Deputy Commissioners Cheryl Cepelak and Scott Semple with newly sworn-in warden, Henry Falcone.

After the commissioner's remarks, it was time for the actual swearing-in portion of the ceremony. Deputy Commissioner Cheryl Cepelak was the first to take the oath, followed by Deputy Commissioner Scott Semple. Before all was said and done, two district administrators, all the wardens and the three executive assistants were sworn-in.

With a benediction from Director of Religious Services Father Anthony Bruno, the ceremony came to an end, allowing those gathered to share some light refreshments and to reflect on the words of Lt. Governor Wyman and Commissioner Dzurenda.

#### Swearing-in Road Trip

After the ceremony at the State Capitol, there was still one piece of unfinished business to attend to.

Garner Correctional Institution's warden, Henry Falcone was not able to be present at the ceremony because he was in the hospital recovering from surgery related to a serious motorcycle accident.

If Warden Falcone could not come to the Capitol, then Commissioner Dzurenda would come to him.

Shortly after the ceremony's conclusion Commissioner Dzurenda, along with several other top administrators drove down to Bridgeport Hospital in Bridgeport to administer the oath to Warden Falcone at his bedside.

With his immediate family by his side, Warden Falcone raised his right hand and repeated the oath while lying in his hospital bed. Clearly moved by the gesture, Warden Falcone sincerely thanked everyone for making the trip.

## Windows 7 Roll-out at DOC

At the direction of Deputy Commissioner Cheryl Cepelak, the staff of the Management Information Systems Unit (MIS) has embarked upon a very aggressive schedule to upgrade the operating system on all Department of Correction Windows XP network computers to Windows 7.

The department needs to change operating systems because of Microsoft's decision to discontinue support of the Windows XP operating system. Without the support from Microsoft, the network would become increasingly vulnerable to unblocked cyber attacks.



IT Analysts Bob Sherman and Bruno Amaral with some of the old Windows XP computers.

For the record, an operating system, or "OS," is computer software that communicates with the computer hardware and allows other programs to run. It is comprised of system software, or the fundamental files your computer needs to boot up and function. Every desktop computer, tablet, and smart phone includes an operating system that provides basic functionality for the device.

The DOC roll-out of the Windows 7 operating system began in May, and is expected to be completed by late summer. Teams of MIS staff (along with a few gracious "volunteers" from other units) will spend a few days at each facility swapping out computers, and tackling Central Office in between. In all, nearly 3,000 machines will be swapped out with new or upgraded machines.

All computer users will be notified in advance about how to prepare their machines for the upgrade. In

most cases, your computer will be replaced with one that is already set up with Windows 7, so all users will have to make sure that their data has been stored to the network before the deployment team arrives. Emails will be sent out with specific instructions, and MIS will work in advance with a coordinator at each facility to list the information needed for each machine. Due to the fact that the Access 97 databases must be converted to Access 07 in order for the databases to run on Windows 7 computers, the .net team began several months ago to work with Access 97 users who responded to the Access Survey, to make their databases compatible with Windows 7.

Support and cooperation for the roll-out project has been tremendous. MIS staff members are contributing across the board by putting some of their own tasks on hold while stepping up either to work nearly full time on the Windows 7 deployment, or to fill in for their co-workers who are doing so. Facility staff have also been extremely helpful in gathering information, making arrangements, and accommodating MIS personnel on the days they come to upgrade the computers.

Because so many of the MIS staff are on the road most days with this very compacted deployment schedule, the MIS Helpdesk generally will have only one person staffing it (instead of the usual two or three). This roll-out is a huge undertaking, and will require coordination and cooperation from all. MIS Director Robert Cosgrove and the rest of the MIS team extend a hearty thanks in advance for your patience, understanding, and cooperation. If you have any questions regarding the upgrade, you may contact IT Supervisor Joe Santopietro at <a href="Joseph.Santopietro@ct.gov">Joseph.Santopietro@ct.gov</a>, or Research Analyst Nancy Dittes at <a href="Mancy.Dittes@ct.gov">Nancy.Dittes@ct.gov</a>.

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## The Business of Taking Care

from page 1

Team members use a structured approach to allow grieving staff the opportunity to acknowledge the deceased, and to help each other with the grieving process in a safe and confidential environment. These crisis interventions are designed to reduce the likelihood of long-term stress symptoms and make it possible for staff to manage the consequences of traumatic, work related experiences that inevitably occur during the course of our careers.

To all those who are, or have been part of the Critical Incident Stress Response Team, I offer a heartfelt thank you for the important service that you provide.

As good a job as the CISRT team does, they cannot do it alone. That is why I call on all of you to play whatever part you can to reduce the pain which accompanies the loss of a loved one. Even more importantly, I sincerely ask that we all try to do a better job of taking care of one another. Even though it may be difficult, you want to respect your co-worker's privacy, I feel it is our duty to reach out to someone in need – to throw them a proverbial lifeline.

If you know of someone who is struggling, tell someone. Nothing is more important than protecting a life.

I also encourage you to take good care of yourselves. I realize that this can be extremely difficult, especially in our line of work. A recent joint UCONN and Department of Correction study resulted in some worrisome findings: newly hired correctional officers began their career physically fit, but within their first three years health deteriorated to a level similar to that of an officer who had been on the force for 15 or more years.

In response to the findings of the UCONN/DoC study known as Health Improvement Through Employee Control II (HITEC II), a pair of interventions with new officers are being implemented: (1) a web-based education site that will provide information and self-paced learning modules about health and wellness; and (2) a peer mentor program, grouping experienced officer volunteers with new officers. The mentors are trained to assist the new officer to adjust to the stressors of the job and to develop and maintain a healthy lifestyle. To date, 80 officers have volunteered to become mentors throughout the agency. However, more volunteers are still needed, and mentor recruitment and training continues.

## (To learn more about the UCONN/DoC study and the mentoring program, see the related story on page 7)

Our mission of protecting the public is an important one; it is also at times a dangerous, difficult and stressful one. The best way to guarantee that we will continue to carry out our mission of public safety is to take care of ourselves as well as each other.

# Around the Cell Block



**WASHINGTON** – The state's Department of Corrections is planning to allow parolees to smoke marijuana. The policy will permit the state's 14,000 parolees to consume marijuana like any other Washington citizen under the legalization initiative passed by voters in 2012.

Washington state's decision to allow parolees to use marijuana stands in contrast to the only other state to legalize recreational use; Colorado continues to prohibit its parolees from using the drug.

**OHIO** - Ohio Correction officials have expressed interest in using drones to monitor the grounds around prisons. Drones would be able to not only sense if inmates were trying to escape, but also if people on the outside are trying to smuggle items into the prison.

Total
Supervised
Population
on
June 13, 2014
20,503
On June 13, 2013
the population was

21,046

## **Did You Know?**



"Did You Know" is an informational column aimed at increasing your knowledge of issues in our everyday lives. This article was compiled by Public Information Officer Andrius Banevicius. Any questions related to this article may be answered by contacting him at 860-692-7780. If you have any questions, or have an idea for a future column, please leave a message at 860-692-7780.

## **Radon Mitigation**

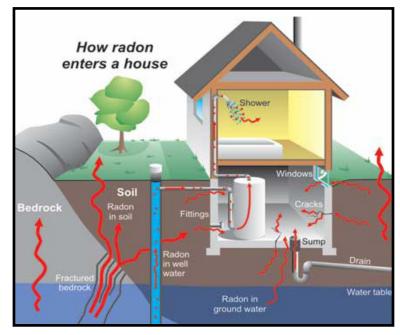
Recently, as a result of some routine mandated testing within our correctional facilities, the Garner Correctional Institution was found to have increased levels of radon. This discovery prompted our agency to partner with the Department of Public Health (DPH) to formulate an action plan.

Before delving into the details of the plan, it might help to know a little bit about radon. Anyone who has purchased a home since 1984 has probably had a radon test done during the buying process.

Radon is an odorless, invisible, radioactive gas that is found in varying amounts in the earth. Radon is found in all 50 states and about 1 out of 15 homes in the U.S. have high levels of radon. Prolonged exposure to high

levels of the gas has been linked to lung cancer. Radon can enter indoor air environments through structural spaces, cracks and pores in the floors and walls. Radon is the heaviest known gas, nine times heavier than air – this is why the highest concentrations of radon are typically found in a building's basement. Current Environmental Protection Agency guidelines suggest that action be taken if the radon level in any occupied part of a building reaches or exceeds 4 pCi/L. Radon is measured in picocuries per liter of air (pCi/L). To understand the relative amounts you may be exposed to, the average indoor level is 1.3 pCi/L, and about 0.4 pCi/L is normally found in the outside air.

The DPH has determined that the levels of radon found at Garner CI do not require evacuation;



instead they recommended that a mitigation system be installed. The system typically involves the installation of a venting system that draws the radon gas from the ground beneath the building, and exhausts it above the roofline where it is quickly diluted.

A design consultant and licensed contractors have been secured and the remediation process is in motion. Locations that previously tested for elevated levels of radon will be re-tested after the mitigation system is installed to ensure the system is reducing radon levels as intended.

The Department is committed to keeping its employees informed as we move forward with collaboration between the Garner administration, Engineering, Human Resources, DPH and union officials. If you have any questions or concerns surrounding this process, a complete report of the radon test results is available for review in the Administrative Office (room 104) of the Garner Correctional Institution. You also have the ability to complete a WC207 package. The following link to the DPH website provides additional information about radon: <a href="http://www.ct.gov/dph/cwp/view.asp?a=3140&q=387592&dphNav">http://www.ct.gov/dph/cwp/view.asp?a=3140&q=387592&dphNav</a> GID=1828&dphPNavCtr=|#47072

## **Carrying A Torch**



the 2014 Law Enforcement Torch Run.



The 2014 Law Enforcement Torch Run took place on June 4-6, and once again staff members from the Connecticut Department of Correction played an integral part in its success.

During the course of the three days, participants in the Torch Run covered more than 530 miles and ran through more than 100 cities and towns. More than 1,500 Law Enforcement officers and Special Olympics athletes participated in this year's Torch Run. The goal for 2014 is to raise \$550,000 for Special Olympics Connecticut.

Staff members from the Central Office, Brooklyn and York Correctional Institutions were among the facilities that participated in the Torch Run.

In addition to running the Wethersfield to Hartford leg of the Torch Run, Deputy Commissioner Cheryl Cepelak organized a "Spare Change" fundraiser. The Deputy Commissioner encouraged all Central Office staff to drop off their spare change in a container outside her office, with all monies being donated to Special Olympics of Connecticut. Through the sale of tee-shirts, the spare change campaign, and jeans day Friday, Central Office raised \$410.74 for the charity.

Since its inception in 1986, when Connecticut's first Torch Run was just a few legs converging onto the campus of the University of Connecticut at Storrs, the Law Enforcement Torch Run has grown into the largest grass roots fund-raising event for Special Olympics.

### **Pedal Power**

National Bike to Work Day was Friday, May 16 and thanks in large part to the efforts of the correction officers Kevin Burke and Steven Discordia of the York Correctional Institution, the Department of Correction came in second among all participating agencies and private companies in total miles biked with 340 miles one way.

Both officers Burke and Discordia who ride their bikes to the facility on a regular basis, rode from Niantic in time for an event related breakfast at the Old State House, then onto Central Office in Wethersfield before heading off back to Niantic. In total, they pedaled an impressive 90 miles each before the start of their work day.



(L to R) Counselor Supervisor Rosanne Ryba with officers Kevin Burke and Steven Discordia

see Biking to Work/page 8

## **Health Mentoring**

A joint UCONN/DoC study takes aim at healthy changes for staff.

#### What is the UConn DOC Study?

Health Improvement Through Employee Control II (HITEC II), also known as the "UConn/DOC study," expands upon a study begun seven years ago called, "HITEC I." In HITEC I, the health and wellness of correctional staff were studied along with two different methods of health promotion interventions: a top-down, "best practices" approach, and a participatory approach in which correction officers designed the interventions. The participatory approach worked better and was more positively received by correction officers.

HITEC II incorporates these lessons learned. The officer-led intervention program, called a "Design Team" continues at Cheshire C.I. but with a more involved program. A new labor-management initiative at Corrigan-Radgowski C.C., called a "Kaizen Team," brings together correction officers, facility management, and DoC management to address the issues of nutrition, fitness, on-the-job injury, musculoskeletal complaints, and ergonomics. The best practices from these two pilot sites are being studied for DoC-wide use.

#### Meeting a Need

HITEC I generated a worrisome result: new officers began their career physically fit, but within their first three years health deteriorated to a level similar to that of an officer who had been on the force for 15 or more years. Rates of high blood pressure, obesity and depression were higher than in the general population, and, by some measures, much higher. The extension of work tenure from 20 to 25 years can only aggravate health risks that begin early in employment. Therefore, HITEC II is implementing two interventions with new officers: (1) a web-based education site that will provide information and self-paced learning modules about health and wellness, and (2) a peer mentor program, pairing experienced officer volunteers with new officers. The mentors are trained to assist the new officer to adjust to the stressors of the job and to develop a healthy lifestyle.

#### The HITEC II Mentoring Program

Professional development mentoring in corrections has a long history; *health mentoring* in corrections is unique in that it is meant to make a difference in new officers' health and well-being during their first year on the job. Graduates from designated training academy classes are assigned mentors, correction officers who are willing to share their time, experience, and knowledge with new officers. Mentors are there to help their mentees to adapt to challenges of being a correction officer as well as to help them develop personal goals, career goals, and health/fitness goals. They help their mentees to reach these goals by providing encouragement, being positive role models, offering guidance, and sometimes agreeing to work together on similar goals such as maintaining physical fitness. Ideally, they meet face-to-face with their mentees at least once every two weeks. Mentors are not supervisors, evaluators, or trainers; rather, they are like reliable friends and confidants. Mentors receive training and ongoing supervision from HITEC II staff at the UConn Health Center.

Thanks to the 80 officers, so far, who have volunteered to become mentors in facilities across the state, the Mentor Program is off to a great start. Most of the new officers who joined the HITEC II study now have mentors. However, we still need more volunteers, and Mentor recruitment and training continues.

#### Lieutenants Can Help

Captains and lieutenants responsible for staff scheduling can be helpful in making sure that mentors and their mentees are assigned to work together whenever possible, particularly when a mentor or mentee is working a double if they work different shifts. They can also help by arranging for a mentor and mentee to have a chance to meet off post for 20 minutes every couple of weeks.

If you are a correction officer and you think you might be interested in becoming a mentor, or if you would like to learn more about the HITEC II program, please contact Dana Farr at the UConn Health Center at: dfarr@uchc.edu or (860) 679-3857 for more information.

## **Years of Service**

#### Employees with 20 Years of Service as of April 2014

<u>Name</u>	Title Job	<b>Facility</b>	<b>Hire Date</b>
Adams,David	Correction Officer	York CI	4/29/1994
Ajodhi, Gajraj	Correction Officer	York CI	4/29/1994
Anderson, Jimmy	Correction Officer	York CI	4/29/1994
Baremore, Tracy	Corr. Main. Sup.	York CI	4/29/1994
Barrows, Frank	Correction Officer	Hartford CC	4/29/1994
Begun, Theodore	Corr. Treatment Off.	York CI	4/29/1994
Blais, Rodney	Parole Officer 2	Cen. Off.	4/29/1994
Blanck, Philip	Correction Officer	York CI	4/29/1994
Bonang, Raymond	Correction Officer	York CI	4/29/1994
Brady, Marcus	Correction Officer	York CI	4/29/1994
Cartagena, Anthony	Correction Officer	York CI	4/29/1994
Collins, Robert	Correction Officer	York CI	4/29/1994
Czmyr, Mark	Correction Officer	York CI	4/29/1994
Deruiter, Sterling	Correction Officer	York CI	4/29/1994
Dessaules, Eric	Lieutenant	York CI	4/29/1994
Diaz, Elvis	Correction Officer	Cen. Off.	10/29/1993
Dube, Marc	Correction Officer	York CI	4/29/1994
Duthrie, Jeffrey	Correction Officer	York CI	4/29/1994
Gervais, Roger	Correction Officer	York CI	4/29/1994
Gibbs, Daniel	Lieutenant	BCC	4/29/1994
Glover, Edward	Correction Officer	MWCI	4/29/1994
Greene, Alan	Parole Officer 2	Cen. Off.	4/29/1994
Hoenig, Michael	Correction Officer	Brooklyn CI	4/29/1994
Howard, Thomas	Correction Officer	York CI	4/29/1994
Kacoyannakis, Kennet	h Counselor	CRCI	4/29/1994
Keeling, George	Correction Officer	BrooklynCI	4/29/1994
Kelley, Daniel	Correction Officer	York CI	4/29/1994
Kopp, Maureen	Correction Officer	York CI	4/29/1994
Lacy, Christoper	Correction Officer	York CI	4/29/1994
Lafond, Stephen	Lieutenant	WCCI	4/29/1994
Langelier, John	Correction Officer	York CI	4/29/1994
Larose, John	Correction Officer	York CI	4/29/1994
Linares, Edgardo	Captain	Cen. Off.	10/29/1993
Lizotte, David	Correction Officer	York CI	4/29/1994
Lucido, Reynaldo	Food Serv. Sup. 2	CRCC	4/13/1994
Maskell, Tomest	Counselor Sup.	Cen. Off.	4/29/1994
Mayo, Karen	Secretary2	WCCI	4/8/1994
McDonald, Omri	Correction Officer	Cen. Off.	3/4/1994
McDonough, Willia	am Correction Officer	CRCC	4/29/1994
McGhee, Alan	Correction Officer	York CI	4/29/1994

# Biking to Work from page 6

The two officers were joined on the leg of their journey from the Old State House to Central Office by Counselor Supervisor Rosanne Ryba who coordinated the department's participation in the event.

The annual Bike to Work Day is part of a week-long campaign and is organized by Bike Walk Connecticut. Part of their mission is to get people thinking about different ways of getting around – mostly alternatives that provide more exercise, generate less traffic, burn less fuel and create less pollution. This year's event came on the heels of Governor Dannel P. Malloy signing a new law that increases protections for people who share the roads with motor vehicles.

Though this year's event was literally dampened by bad weather, event organizers were pleased with the turnout. A total of 619 people pledged to bike a total of 4,257 miles. When you consider that the average car/light truck gets 23.6 miles per gallon, over 180.4 gallons of gasoline were saved on Bike to Work Day. With an estimated price of gas at \$3.90 per gallon, that works out to approximately \$703.56 in gas savings for just one day. More than half of the U.S. population lives within five miles of their workplace, making cycling a realistic and fun way to get to work.

## **Years of Service**

#### Employees with 20 Years of Service as of April 2014

<u>Name</u>	Title Job	<b>Facility</b>	<b>Hire Date</b>
Meigs, Stephen	Counselor	CRCC	4/29/1994
Miele, Anthony	Corr. Electrician	Cheshire CI	4/29/1994
Miller, Edward	Correction Officer	York CI	4/29/1994
Mish, Michael	Correction Officer	York CI	4/29/1994
Moran, Daniel	Vocationa. Instr.	MWCI	4/29/1994
Newton, John	Corr. Indry. Sup. 1	Cheshire CI	4/29/1994
Nieves, Julio	Correction Officer	York CI	4/29/1994
O'Connor, Thomas	Parole Mgr.	Cen. Off.	4/29/1994
O'Hanlon, Terrence	Lieutenant	York CI	4/29/1994
Panaia, Bruce	Corr. Main. Sup.	WCCI	4/4/1994
Perry, Patricia	Correction Officer	York CI	4/29/1994
Pope, Augustus	Counselor Sup.	MWCI	2/4/1994
Riemann, Marc	Correction Officer	York CI	4/29/1994
Roscover, Les	Correction Officer	York CI	4/29/1994
Simmons, Thomas	Correction Officer	York CI	4/29/1994
Spurley, Dwayne	Counselor	York CI	4/29/1994
Stickel, Robert	Correction Officer	York CI	4/29/1994
Szpyrka, David	Gen. Main. Off.	Brooklyn CI	4/29/1994
Telgarsky, Caroline	Lieutenant	CRCC	4/29/1994
Thibodeau, Scott	Correction Officer	York CI	4/29/1994
Thomas, George	Correction Officer	York CI	4/29/1994
Vallario, James	Correction Officer	York CI	4/29/1994
Volack, Robert	Correction Officer	York CI	4/29/1994
Vurno, Robert	Correction Officer	York CI	4/29/1994
Vurno, Thomas	Correction Officer	York CI	4/29/1994
Whitehouse, Lisa	Correction Officer	York CI	4/29/1994
Wiencek, David	Correction Officer	CRCC	4/29/1994
Wilson, Othar	Correction Officer	Cheshire CI	4/29/1994
Wolf, Cliff	Correction Officer	MYI	4/29/1994
Zelz, Michael	Corr. Stores Sup.	Cen. Off.	4/29/1994

#### Employees with 25 Years of Service as of April 2014

Eason, Kevin	Correction Officer	BCC	4/7/1989
Eason, William	Captain	Garner CI	4/7/1989
Garner, Kathleen	Admin. Asst.	Northern CI	4/21/1989
Grenier, Mark	Counselor	MWCI	4/7/1989
Lawrence, Winston	Correction Officer	Hartford CC	4/7/1989
Stanley, Sandra	Admin. Asst.	Cen. Off.	4/21/1989

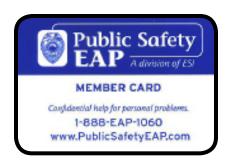
## **Good Eats**

As part of the observance of Correctional Employee Week, staff of the Carl Robinson Correctional Institution were treated to some delicious barbeque.



Carl Robinson's warden, Kimberly Weir chats with officer Matthew Hubbard during a staff appreciation event.

Lieutenant Noel Brown of the MacDougall-Walker Correctional Institution volunteered his time to smoke chicken, ribs, and pork shoulder for the Carl Robinson staff. All facility staff members were invited to take part in this appreciation event. Warden Weir would like to send a special thanks to the kitchen staff and the facility's Quality of Work Life Committee for organizing and preparing the meals.





## Macdougall - Walker Classic to Benefit



## **The Wounded Warriors Project**

Friday August 8th, 2014
Shotgun Start 12pm
Rolling Meadows Country Club

76 Sadds Mill RD Ellington, CT

Scramble Format 1st, 2nd, 3rd place prizes

Contests for Long Drives (M & F) Closest to Pin (M & F) Contacts:
Capt. Butkiewicus
Capt. Dorozko
LT. Mahoney
LT Goudreault
Call: 860-292-3530
or 860-627-2216

# \$12500 per person includes:

Golf, Carts, Multiple Games of Chance, Steak Dinner to Follow at Conclusion