



## SPECIAL CITY COUNCIL MINUTES

**Wednesday, October 29, 2014**

**Approved as Written November 19, 2014**

The following are the minutes of the Special City Council Meeting of the Herriman City Council. The meeting was held on **Wednesday, October 29, 2014 at 5:00 p.m.** in the Herriman City Community Center Council Chambers, 13011 South Pioneer Street (6000 West), Herriman, Utah. Adequate notice of this meeting, as required by law, was posted in the Community Center, on the City's website, and delivered to members of the Council, media, and interested citizens.

**Presiding:**

Mayor Carmen Freeman

**Council Members Present:**

Mike Day, Craig B. Tischner and Coralee Wessman-Moser

**Staff Present:**

Brett geo. Wood, City Manager  
Gordon M. Haight II, Assistant City Manager  
Tami Moody, Director of Administration & Communications  
Jackie Nostrom, City Recorder  
John Brems, City Attorney  
Alan Rae, Finance Director  
Danie Bills, Events Manager  
Blake Thomas, City Engineer  
Dwayne Anjewierden, Chief of Police  
Clint Smith, Unified Fire Authority Chief  
Justun Edwards, Water Director  
Cathryn Nelson, Chief Building Official  
Sandra Llewellyn, Planning Coordinator  
Destiny Skinner, Administrative Technician

**Excused:**

Councilmember Matt Robinson

**5:00 PM - WORK MEETING:** *(Front Conference Room)*

**5:03:26 PM COUNCIL BUSINESS**

Mayor Freeman called the meeting to order.

- A. Review of this evening's agenda**
- B. Administrative Reports**

1. [5:03:43 PM](#) Discussion pertaining to Message Board Communication – Destiny Skinner, Administrative Technician

Administrative Technician Destiny Skinner offered an update of the message board communication. She presented a layout of different options for the two signs, and introduced Yesco Representative Jeff Krantz to answer any questions. Representative Krantz thanked the Council for the opportunity to present, and explained the differences between the options. He noted that the quote includes footings, rock wainscot, and a double-sided electronic message board.

Councilmember Craig B. Tischner asked if the City would have to change the current ordinance for compliance. Assistant City Manager Gordon Haight responded that state code exempts traffic signs from adhering to city sign ordinances. Councilmember Mike Day questioned the durability of the screen from graffiti. Representative Krantz explained that the screens are covered with a xylon coating that paint will not adhere. He suggested to have the City's property damage insurance cover the signs, and explained that the modules could be replaced if damaged.

Mayor Freeman asked about the monthly electrical cost to run the signs. City Manager Brett Wood responded that the cost would be minimal because of the efficient LED lighting. Councilmember Day asked if the bid included an electrical connection to the sign location. City Manager Wood indicated that there already is power at the first location; however, a second location has yet to be determined. He explained that power would have to be supplied, and that was not included in the proposal. Mayor Freeman asked if businesses could utilize the signs for advertising purposes. City Manager Wood explained that the City has a strict communication policy that would be followed which doesn't allow for business advertisements.

Councilmember Day asked for staff recommendation. City Manager Wood recommended option two with the 20mm resolution. Councilmember Tischner asked if the majority of the cost is in the screens. This was verified. Mayor Freeman expressed his concern that these communication boards could be negatively perceived. City Manager Wood explained the purpose of having the signs is to promote public awareness and enhance communication. Administrative Services Technician Skinner added that the signs are a tool; not just a welcoming sign. Councilmember Day agreed.

Councilmember Tischner asked if other companies had been given the opportunity to provide a proposal. This was confirmed. Assistant City Manager Haight asked for direction from the Council. Finance Director Alan Rae added that an approved budget amendment granted \$130,000 for the signs, and that another budget amendment would have to be presented. Councilmember Coralee Wessman-Moser indicated that she felt comfortable with the recommendation from staff. Councilmember Tischner expressed his concern with the cost. City Manager Wood explained the direction that was received in August from the Council. Councilmember Moser added that urgent issues arise and information needs to be communicated to the public immediately. Councilmember Day stated that he was in favor of signage, and suggested that if they are used properly, the public would look favorably upon the investment. Mayor Freeman noted that the signs would be a powerful communicator to the residents.

2. [5:40:06 PM](#) Deer Mitigation Update – Justun Edwards, Water Director

Water Director Justun Edwards offered a brief update of the deer management options, and explained that a portion of the plan had been removed. He informed the Council that the deer sterilization program that the Humane Society endorsed was denied by the State of

Utah. Director Edwards mentioned that a meeting was conducted with people interested in participating in the mitigation program. The program is considered to be in a holding period until the formal plan can be approved with the Regional Advisory Council (RAC) and the Certificate of Registration (COR) next spring. Mayor Freeman asked if this information had been communicated properly to the public. Director of Administration and Communications responded that information had been provided regarding the mitigation on the Agricultural Lands; however, no further information will be available until spring after the plan has been reviewed by the RAC and COR. Director Edwards added that the agricultural hunt is not administered by the City, and that the land owners are protecting crops.

**3. [5:49:13 PM](#) City Manager Updates** – Brett Wood, City Manager  
Mayor Freeman informed the Council that a retreat has been scheduled for January 9, 2015 and January 10, 2015. He suggested that a four hour meeting be conducted on both days, and schedule discussion items as necessary. Councilmember Moser suggested that staff prioritize discussions, and if additional time is available, could accommodate Council consensus concerns. She suggested implementing an agenda for the retreat. Councilmember Day recommended meeting longer on the Saturday to minimize the number of budget discussion work sessions. Councilmember Tischner agreed, and recommended a six hour block on the Saturday. The Council agreed.

Councilmember Tischner questioned about the form of government topic. City Manager Wood asked the Council if they were comfortable with the type of government that is in place based on the size of the City. Councilmember Day indicated that he liked to have a voting Mayor, and recommended leaving the current form of government. The Council agreed.

**4. [5:59:23 PM](#) Other Updates**  
Mayor Freeman informed the Council that the Utah Leagues of Cities and Towns are promoting transportation funding and have requested each city to approve a resolution supporting a sales tax increase. He indicated that the resolution would be presented on the November 19, 2014 agenda. Councilmember Moser recommended a public hearing to be conducted prior to the adoption.

**C. [6:06:40 PM](#) Adjournment**  
COUNCILMEMBER MOSER MOVED TO ADJOURN THE WORK MEETING.  
COUNCILMEMBER DAY SECONDED THE MOTION, AND ALL VOTED AYE.

**6:00 PM - GENERAL MEETING:**

**1. [6:12:13 PM](#) CALL TO ORDER**

Mayor Freeman called the meeting to order and welcomed everyone in attendance. He excused Councilmember Matt Robinson.

**A. [6:12:39 PM](#) Invocation and Pledge**

Ms. Karlie Halcom offered the invocation. Ms. Amy Halcom led the audience in the Pledge of Allegiance.

**B. [6:14:05 PM](#) Approval of the Minutes**

October 22, 2014  
COUNCILMEMBER MOSER MOVED TO APPROVE THE MINUTES OF OCTOBER 22, 2014 AS WRITTEN. COUNCILMEMBER DAY SECONDED THE MOTION, AND ALL PRESENT VOTED AYE.

C. [6:14:30 PM](#) Mayor's Comments

Mayor Freeman thanked those who attended Halloween Hi-Jinx and the Arts Council for hosting the event.

D. Council Recognitions

There were no recognitions.

2. [6:14:48 PM](#) PUBLIC COMMENT

Amy Halcom, 4671 Etonboro Drive, suggested having a crosswalk installed at the intersection of Rosecrest Road and Highfield Drive for the safety of neighborhood children and Providence Hall students.

Chief of Police Dwayne Anjewierden indicated that discussions have been conducted regarding that intersection, and expressed his desire for a quick resolution. City Manager Wood commended the United Police Department for their presence at the intersection while solutions for the issue are discussed.

3. DISCUSSION AND ACTION ITEMS

A. [6:22:26 PM](#) Discussion and consideration of a resolution expressing support of the Salt Lake Valley Law Enforcement Service Area 2015 tentative budget and the Law Enforcement Service Plan – Dwayne Anjewierden, Chief of Police

Salt Lake Valley Law Enforcement Service Area (SLVLESA) Administrator Kerri Nakamura offered a brief synopsis of the 2015 tentative budget, and was happy to report that no tax increase would be implemented this year. She provided with a quick review of the adopted budget for the Unified Police Department (UPD) and SLVLESA. Administrator Nakamura informed the Council that a tax increase will be inevitable, and suggested that it may be delayed until 2016 or 2017. She asked if the Council had any questions.

Councilmember Day indicated that the presented budget appears to have an additional employee at the Millcreek Precinct. Administrator Nakamura responded that with the annexation, four positions were transferred at the boards' request. She explained the history of the transfer which gave a new position to Riverton and Herriman and three positions to Holladay. Councilmember Day confirmed that the overall increase to the budget is 3.2%. Administrator Nakamura verified the increase. Chief of Police Anjewierden added that the officers allocated to Holladay will be fully funded by their city. Mayor Freeman indicated that the City of Holladay is a member of the UPD, but not SLVLESA. This was verified. Councilmember Tischner asked about the possibility of Holladay becoming a member of SLVLESA. Administrator Nakamura responded that they have been approached, but no commitment has been offered.

Councilmember Tischner asked about the 2.75% merit increase. Chief Anjewierden responded that the increase is a step increase, and noted that all of the officers are not eligible. Administrator Nakamura interjected that the average increase will be 2.25%, and that the average salary has decreased over the last year.

Mayor Freeman commended the leadership in the UPD and SLVLESA, and thanked Administrator Nakamura for her report.

COUNCILMEMBER DAY MOVED TO APPROVE THE **RESOLUTION NO. 14.29** TO ACKNOWLEDGE RECEIPT AND APPROVAL OF THE 2015 TENTATIVE BUDGET OF THE SALT LAKE VALLEY LAW ENFORCEMENT SERVICE AREA AND THE LAW ENFORCEMENT SERVICE PLAN FOR THE AREAS WITHIN THE SALT LAKE VALLEY LAW ENFORCEMENT SERVICE AREA. COUNCILMEMBER TISCHNER SECONDED THE MOTION.

The vote is recorded as follows:

Councilmember Mike Day	Aye
Councilmember Matt Robinson	ABSENT
Councilmember Craig B. Tischner	Aye
Councilmember Coralee Wessman-Moser	Aye
Mayor Carmen Freeman	Aye

The motion passed unanimously with Councilmember Robinson being absent.

4. **MAYOR AND COUNCIL COMMENTS**

5. **CALENDAR**

A. **Meetings**

- November 6 – Planning Commission 7:00 p.m.
- ~~November 12 – City Council Work Meeting 5:00 p.m.; City Council Meeting 7:00 p.m.~~  
Cancelled
- November 19 – Special City Council Work Meeting 5:00 p.m.; Special City Council Meeting 7:00 p.m.

B. **Events**

- October 31 – Halloween
- November 4 – Election Day
- November 11 – Veterans Day; City Offices Closed

6. **6:45:42 PM ADJOURNMENT**

COUNCILMEMBER MOSER MOVED TO ADJOURN THE CITY COUNCIL MEETING.  
COUNCILMEMBER TISCHNER SECONDED THE MOTION, AND ALL VOTED AYE.

7. **RECOMMENCE TO WORK MEETING (IF NEEDED)**

8. **CLOSED SESSION (IF NEEDED)**

A. *The Herriman City Council may convene in a closed session to discuss the character, professional competence, or physical or mental health of an individual, pending or reasonable imminent litigation, and the purchase, exchange, or lease of real property, as provided by Utah Code Annotated §52-4-205*

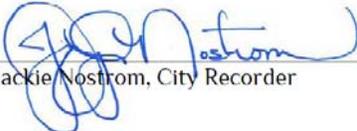
There was no closed session.

9. **SOCIAL GATHERING (No Action will be taken on any items)**

A. Social Gathering will take place at McDonald's 5108 West 13400 South, Herriman, UT

*This document constitutes the official minutes for the Special  
Herriman City Council Meeting held on Wednesday, October 29, 2014*

*I, Jackie Nostrom, do hereby certify that I am the duly appointed, qualified, and acting City Recorder for Herriman City, of Salt Lake County, State of Utah. I do hereby certify that the foregoing minutes represent a true and accurate, and complete record of this meeting held on Wednesday, October 29, 2014.*

  
Jackie Nostrom, City Recorder

## Signage System For .... CITY OF HERRIMAN

Presented By



### Salt Lake Region

Salt Lake Office  
1605 South Gramercy Road  
Salt Lake City, UT 84104  
801-487-8481

Version:  
DSGN 48418R3









**FRIDAY  
NIGHT FLICKS**

**5624 COUGAR LANE**

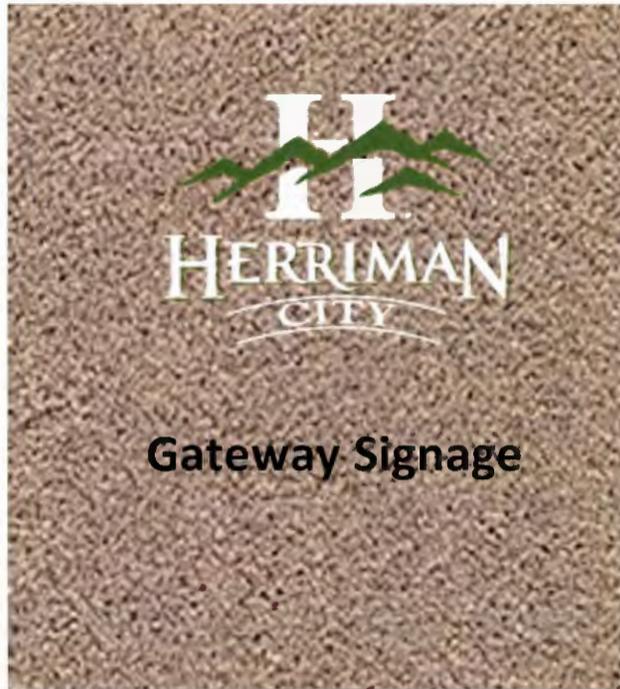




TODAY'S HOURS  
5:00 PM - 11:00 PM



Mirage Day Spa  
a full service salon  
Walk-ins Welcome - 481-4184



Traffic Readability Assessment



## **Introduction**

Young Electric Sign Company, YESCO has been in business over ninety-four (94) years. We have over eighty (80) office locations, service branches, and franchise locations across both the United States and Canada. As the world's largest custom sign manufacture, YESCO possesses the experience, plant capacity, infrastructure and sound business practices that separate us from the competition

YESCO enjoys a rich tradition of delivering both complex and large scale projects around the world. Over 1,200 employees, including a professional staff of award winning designers and in-house structural engineers, licensed in 11 states.

**Our goal and objective, approaching the two Gateway signs for Herriman City is to provide safe and effective communication.**

This analysis represents the expertise of our organization, as well as the variable considered to bring about a recommendation for height, area, and technology. Our recommendation is detailed in the following pages. We recommend a minimum height of 20' with 75 square feet of active electronic graphic area.

Proposed Pylons



OPTION 2 1 OF PYLON DISPLAY WITH MESSAGE CENTER SCALE 3/8" = 1'-0"  
QUANTITY 1 MANUFACTURE & INSTALL

## Variables used to determine display size and location

### 1) Traffic speeds

As drivers and passengers approach both displays at 45 MPH, they will be traveling at 66 feet per second (FPS).

To provide a safe and effective viewing window we will need 5 to 10 seconds of a viewing opportunity. This would provide multiple opportunities to safely read an un-obstructed message for safe and effective use and communication of the electronic units. The viewing window length will need to be 5 x 66' to 10 x 66' ( 330 feet to 660 feet )

### 2) Readable distance of words and graphics

There are a number of variables that affect the readable distance factor. Often these variables are controlled by registered trademarks, especially font style and colors.

- The readability is largely affected by font styles:

**Serif** vs. **San-Serif, Condensed, Extended**, or *Script*

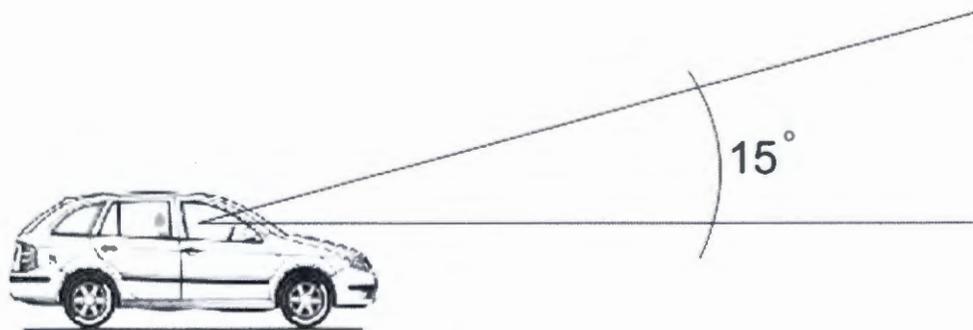
- Colors will help or hurt the contrasting value of **font color** and **background color** and help or hurt the readability of the message.
- As a standard the readable distance for a message is between 25' to 50' per inch of copy height. The range is derived from the National Eye Institute (NEI) Standards of Visual Acuity; as well as industry assessments of contrasting values, and font legibility.

### Sign message assessment of the main pylon sign at the medical center:

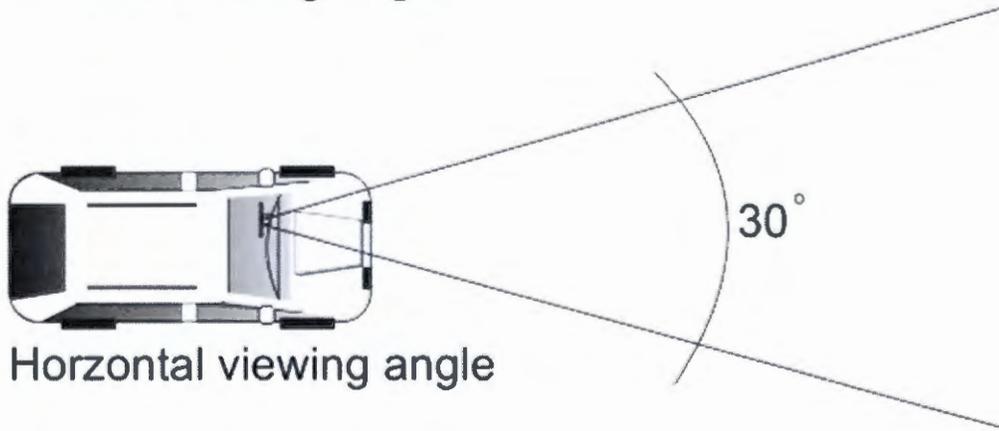
Wording / Graphic	Height	Font	Contrast	Readability	Readable Distance
"Herriman"	10.5"	Serif	Medium	1"=25'	262'
"City"	4"	Serif	Medium	1"=30'	100'
"HALLOWEEN"	14"	Serif	high	1"=40'	700
"CONCERT"	12"	Variable	High	1"=50'	600

### 3) Viewing angles for drivers and passengers

National studies show that there are 1.7 occupants per vehicle. In order for advertising to be safe and effective it must be placed inside a 15 degree vertical window and a 30 degree horizontal window.

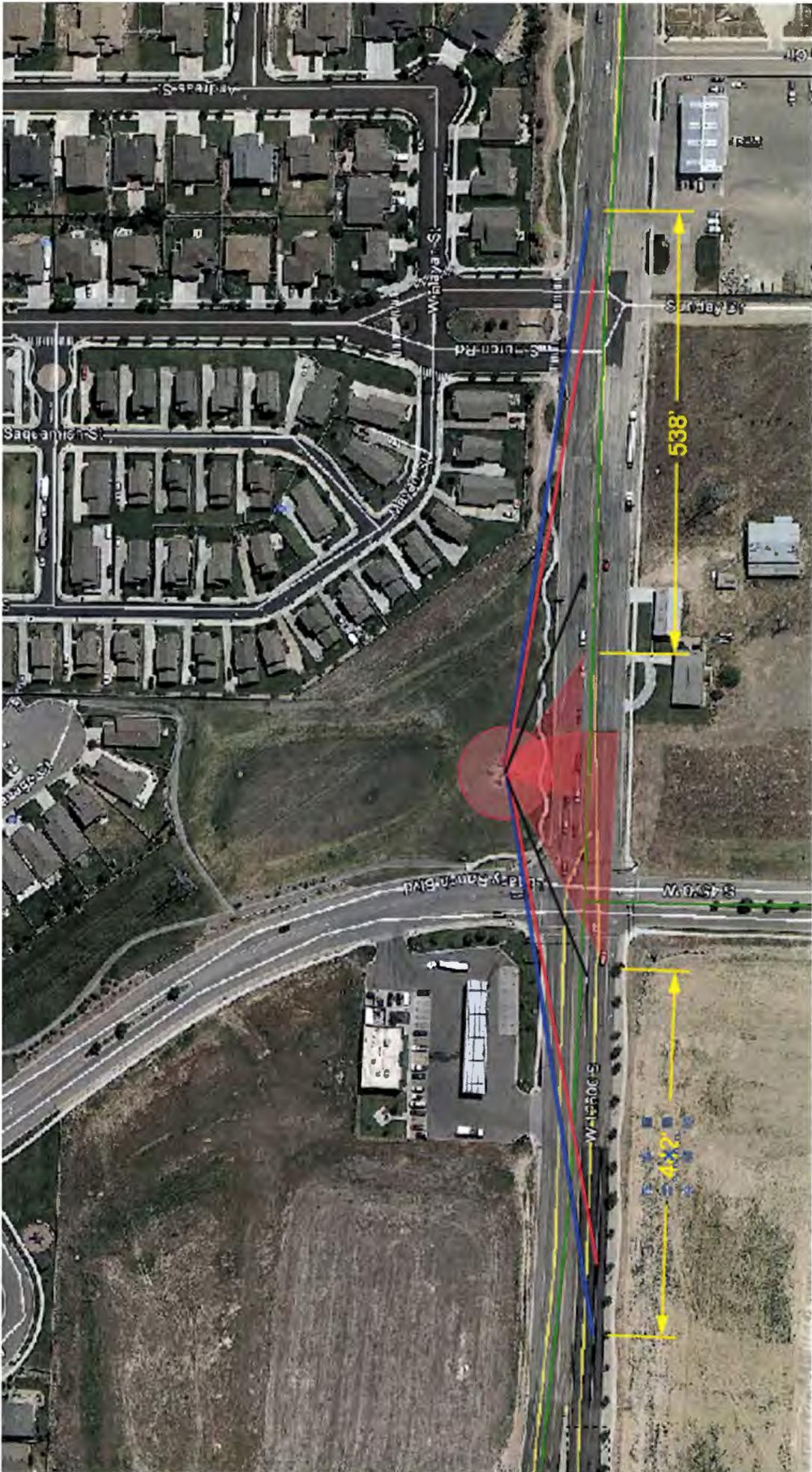


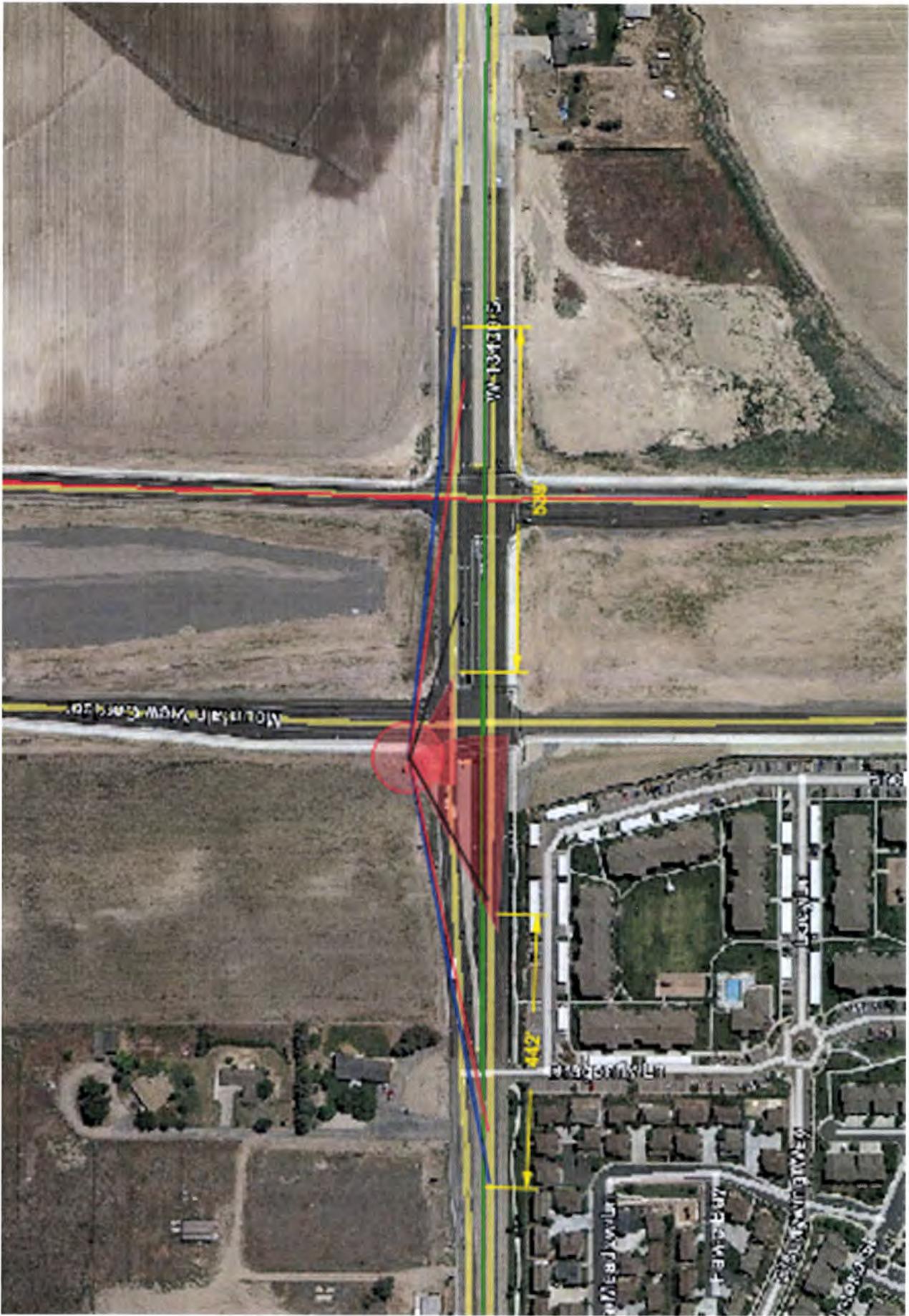
Vertical viewing angle



Horizontal viewing angle

The site assessment shows horizontal 30 degree viewing windows to determine the angle at which the sign will horizontally move outside of that optimal viewing angle for safe operation of a vehicle. The round red circle represents the point at which the vertical height leaves the 15 degree field of view.







YESCO LLC  
1605 South Gramercy Road  
Salt Lake City, UT 84104

# Proposal

---

## Submitted To:

City of Herriman  
13011 South Pioneer Street  
Herriman, UT 84096  
Attn: Destiny Skinner

## Job Site Location:

City of Herriman  
12600 South Bangerter Hwy  
Herriman, UT 84096

---

Manufacture and install two (2) double face freestanding signs with illuminated "Herriman" copy and logo.

YESCO to provide and install four (4) full color LED's complete with host PC, PrismView software and on-line training.

All colors, sizes and specifications as per YESCO Design 48418R2.

NOTE: Customer to provide primary power and a static IP address to the sign locations. YESCO will provide concrete pads and rockwork. A Verizon cradlepoint and monthly fee will be additional (if applicable).

### Option 1

16'6-3/4" high with 16mm 64 x 144 LED.

\$110,140.00

### Option 2

20'2" high with 20mm 88 x 176 LED.

\$162,705.00

### Option 3

20'2" high with 16mm 112 x 224 LED.

\$202,333.00

Permit(s) to be billed additionally at cost (if required).

---

Jeff Krantz  
Custom Account Executive  
801-550-7305  
jkrantz@yesco.com

---

Proposal is valid for 15 days. Prices quoted do not include electrical run to display and lighting controls, unless otherwise stated.



## **HERRIMAN CITY URBAN DEER CONTROL PLAN**

### **Introduction**

The presence of mule deer (meaning wild mule deer and referred to as deer herein) within the city limits of Herriman ("City") has increased significantly in the last 10 years. While the deer are a beautiful presence of nature, they are also a danger to human safety and destructive to public and private property. Development patterns within the City include parks, open space and trails which are a great benefit to our residents. These open space elements have also created favorable habitat for deer by providing food, water, and shelter.

With the amount of open space within the City it is anticipated that deer population will increase. This upsurge in the deer population increases associated dangers to human safety and destruction to public and private property.

To maintain public safety and protect public and private property, the City Council has determined that steps must be taken to reduce the number of deer within the city limits. In doing so, the City is considering the lethal removal of the deer using archery equipment to manage the deer population.

### **Purpose of Plan**

Herriman City's Urban Deer Control Plan is intended to maintain a balance between the number of deer within the City and the negative impact they create for the residents. These negative impacts include auto/deer accidents, damage to private and public property, public safety, and the health of the deer herds. The City has determined that new management controls are needed.

## **Goals**

- ❖ Improve safety on roads and highways by reducing the number of deer crossing roads and highways.
- ❖ Significantly reduce deer numbers within the City to numbers closer to pre development levels.
- ❖ Promote safe and cost effective deer removal, as a public service to the local community.
- ❖ Reduce private and public property damage caused by deer.

## **Deer Removal Method**

Lethal removal of the deer using archery equipment

## **Bowhunter Selection Process**

The City will select a small group of trained experienced bow hunters to participate in the program. Prior to being certified as an "urban bow hunting specialist," each proposed hunter selected by the City must demonstrate that they understand the applicable rules and pass a shooting proficiency test. Once that is completed, the City will certify the hunter as an "urban bow hunting specialist."

## Urban Bow Hunter Specialist Participation Requirements

1. Maintain appropriate appearance and conduct and always be considerate of others.
2. Never drink alcohol or use drugs before or while hunting.
3. Only hunt in areas pre-approved by the City Program Coordinator.
4. Make sure no other bowhunter is already scheduled to hunt the area you are planning to hunt.
5. Obtain prior-written approval to hunt on private land. Respect landowners and their property.
6. Know and abide by all state, county and city hunting regulations. Be familiar with the requirements and obligations of the Herriman Urban Deer Control Plan.
7. Before hunting, know where you can take a safe shot and where you may not.
8. Be certified as an urban bow hunting specialist by the City, have valid written authorization and an urban deer control permit issued by City.
9. Only hunt from a blind/stand approved by the Herriman City Program Coordinator. Always wear a certified safety harness when hunting from a stand. Only high downward angling shots are allowed for maximum effectiveness and safety, and guaranteed arrow recovery.
10. Install your blind/stand to provide safe shot distance for area which you are hunting.
11. Baiting is only permitted to achieve a closer shot.
12. Take only responsible shots at deer that are relaxed and not on alert. Don't shoot unless you're certain that your arrow will strike the vitals and produce a quick and ethical kill.
13. Razor sharp broad heads are mandatory.
14. Only hunt with arrows that have a unique fletching and crest pattern that have been pre-approved by the Herriman City Program Coordinator.
15. Retrieve all arrows and arrow parts.
16. Once the deer is struck, do not trail until you're certain it has expired. It is the specialists' responsibility to ensure that no animal will travel very far after being hit.
17. Do not trespass on private property to retrieve a deer without permission. Contact the Herriman City Program Coordinator prior to seeking permission to initiate "retrieval trespass only". The local conservation officer and/or police may be of assistance when retrieval trespass cannot be obtained.
18. Deer hit or killed, and not retrieved must be reported to the Herriman City Program Coordinator.
19. Maximum shot distance for each blind/stand will be determined by Herriman City Program Coordinator.
20. Must have verification of completion of the State of Utah hunter education program.
21. Must be 18 years of age or older.
22. Properly tag the deer immediately upon recovery. Promptly notify the Herriman City Program Coordinator of all kills and submit the Deer Control Harvest Survey to the City for their records.
23. Avoid confrontations with neighbors and others.

24. Keep a low profile. You will be under the microscope, so be as inconspicuous as possible. When walking to and from your hunting area, try to minimize the appearance that you are hunting.
25. All evidence of the deer must be removed from the property. Field dress the deer at another permissible site.
26. Be discreet when removing a deer from the property. You must cover the deer with a plastic tarp while it's being removed keep it out of sight as much as possible. You may wish to use an alternate, less conspicuous route when removing a deer. Think about removal before you hunt.
27. Stay in your assigned area during the hunt. Do not take shortcuts across ground where you do not have permission to trespass.
28. Don't invite friends to hunt with you. Certification is for you and you only and is not transferrable.
29. Avoid confrontations, no matter the circumstances. Utah has a hunter harassment law that protects you while engaged in legal hunting pursuits but it is best not to argue with an antagonist. You may wish to report harassment to local authorities if confrontations continue.
30. The object of the program is to help control deer numbers inside the City limits. Specialists can only accomplish this goal by shooting deer. If a buck is inadvertently harvested, the antlers must be surrendered to the City for temporary storage until DWR can collect them.
31. The hunter is allowed to keep the animal if desired. Donations of venison are also encouraged. If the hunter does not desire to keep or donate the animal, then the hunter will take the animal to a game processor as designated by the City.

Specialists who are selected and qualified to participate in this program play a vital role in managing the ever-growing deer population. Specialist must, however, maintain safe, ethical hunting practices and be fully responsible for their actions if they're to be recognized as the best option for controlling deer. Mistakes and/or irresponsible behavior could jeopardize the program.

### **Hunter Identification Process**

Cards will be issued by the City to all certified urban bow hunting specialists.

**City of Herriman, Utah  
Urban Deer Control Permit  
2014**

0044

DATE ISSUED:

DESCRIPTION: Urban Deer Control - Either Sex

PHONE:

AREA: Incorporated Boundaries of  
Herriman, Utah - Salt Lake  
County

DOB:

WT:

SEASON: See Authorization Letter

HT:

EYE:

HAIR:

GENDER:

Name:

Address:

City, State, Zip:

*Permit Holder Signature*

*This permit does not authorize you to trespass on private property.*

0044

Urban Deer Control - Either Sex

AREA: Incorporated Boundaries of Herriman, Utah  
- Salt Lake County

SEASON: See Authorization Letter

BEFORE THE CARCASS IS MOVED  
FROM OR HINTERED WITH IT  
YOU MUST:

1. COMPLETELY REMOVE TAG FROM PERMIT
2. COMPLETELY REMOVE APPROPRIATE NOTICES  
a. See b. above of H.C. Day of HBI
3. SECURELY AND VISIBLY ATTACH TAG TO CARCASS

IT IS UNLAWFUL TO TRANSPORT CARCASS  
FROM POINT OF HILL WITHOUT MEETING  
ALL OF THE ABOVE REQUIREMENTS

**City of Herriman, Utah  
Urban Deer Harvest Survey**

0044

Please complete and return to the city upon  
successful harvest.

Date of Harvest:

Location of Harvest:

Name:

DOB:

Sex:

Address:

PHONE:

City, State, Zip:

**Sample**

**City of Herriman, Utah  
Urban Deer Control Permit  
2014**

0044

Name:

DOB:

Address:

PHONE:

City, State, Zip:

Possible Retreat Items

- | Main Topics                     | Secondary Topics                                               |
|---------------------------------|----------------------------------------------------------------|
| > Budget                        | > Historical Area Defined<br>> Water (Secondary,) Conservation |
| Options,<br>Funding             | Budget Process Vision, Process<br>Finance Plan 5,10,15,20 year |
| provide water to all            | Taxes                                                          |
| provide water to all            | Bonding                                                        |
| CAFR,PAFR Audit Recommendations | A policy to                                                    |
| > Top Five                      | residents.                                                     |
| > Communications                | > Economics                                                    |
| WEB                             |                                                                |
| Face Book                       |                                                                |
| News letter                     |                                                                |
| Spyder Text Tools               |                                                                |
| Educational                     |                                                                |
| Twitter                         |                                                                |
| Additions                       |                                                                |
| > Benefits Study                |                                                                |
| > Form of Government            |                                                                |