A MESSAGE FROM YOUR GENERAL MANAGER, "GRIFF" GRIFFIN

The Voice o

The True Meaning of *<u>It's a Wonderful Life</u>*

It's a Wonderful Life is a touching Christmas classic movie and arguably one of the best movies of all time, full of some important life lessons.

The story of George Bailey, who, when on the verge of a very dark path in his life due to his perceived life failures, is shown an alternate reality of what life would have been like if he were never born.

Holiday movie lovers return every holiday season can still find a worthwhile lesson no matter how many times they see it, the movie is a life-affirming journey and we are often a little wiser once it is all over.

George often compares himself to Sam Wainwright, a very successful friend, however he remains jealous that Sam left Bedford Falls behind to do "important things" and if that's not enough George's brother Harry becomes a WWII war hero. George sees himself as a failure because he never left Bedford Falls, traveled the world, or achieved his dreams. George doesn't see what he has that others do not, his family's love which are worth so much more than money or fame anyone else may possess and by staying home, he improved the lives of so many people and in doing so, made friends. These friends show gratitude to him for all he's done for them. The fact that everyone donates more that George needed speaks volumes. While the infamous and greedy banker, Henry F. Potter might spend Christmas Eve wealthy, he will be alone, but because George Bailey is spending it with appreciative friends, he's more of a success that Potter will ever be.

The Angel Clarence says it best in his gifted copy of Tom Sawyer to George, he writes, "*Remember, no man is a failure who has friends.*"

Wishing all of StillWaters Homeowners the very best for this holiday season and let us all be so very thankful for our neighbors, StillWaters owners, business associates, employees but most of all our FRIENDS. SWRA Business Hours

Monday 8 am -5 pm Tuesday 8 am -5 pm Wednesday 8 am -5 pm Thursday 8 am -5 pm Friday 8 am -5 pm

FAX: 256-825-2991 Phone: 256-825-2990

Email: info@stillwatersra.com

Website: www.stillwatersra.com

Board Members

Sally Gantt *President*

Kay Dickey Vice-President

Gene Akers *Treasurer*

Penny Alexander Secretary

Lee Eastman Tom Nicholson Debra Knight

Mike "Griff" Griffin *Community* Association Manager

Mike Dean Associate Community Association Manager

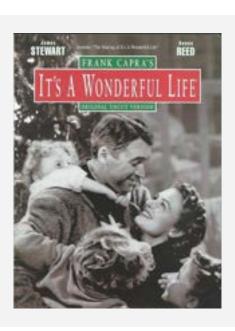
(continued on page 2)

A MESSAGE FROM YOUR GENERAL MANAGER, "GRIFF" GRIFFIN

(continued from page 1)

15 Great Life Lessons Learned From This Classic Movie

- 1. Things Don't Always Go as Planned.
- 2. Sometimes the Villain Wins.
- 3. Don't Compare Yourself to Others.
- 4. Realize Your Blessings.
- 5. Regrets Are Wasted.
- 6. A New Perspective Can Change Everything.
- 7. Integrity Matters.
- 8. Good Deeds Are Rewarded.
- 9. Grace.
- 10. Character Is More Important Than Cash.
- 11. One Life Touches So Many Others.
- 12. Great Sacrifice Leads to Great Reward.
- 13. Share the Wealth.
- 14. People Remember the Best of You.
- 15. "No Man Is a Failure Who Has Friends".



A MESSAGE FROM THE BOARD

Another holiday season is upon us and 2023 is coming to an end. Year 2023 has been a very busy year for the SWRA Board of Directors. As 2022 came to a close, we accepted the retirement notification from our general manager. Early in January, we began our search for a replacement. We had previously approved and budgeted for an additional staff member to serve as an assistant to our general manager. As we went thru the interview process, we decided that we had two very well qualified candidates for the position of Community Association Manager and Assistant Community Association Manager and were extremely pleased when they both accepted our offers of employment. They both hit the ground running and have not slowed down!

The Board has been involved with the new developments being built in our neighborhood and both of our managers work with these developers very closely. Our ARC continues to approve and monitor all construction and does an excellent job in making sure all things are done consistently with plans submitted.

The updating and revisions of the SWRA Bylaws is another project that the Board has been busy with. In 2024, we will have an opportunity for all residents to educate themselves on these changes prior to having a special called meeting where we will vote to approve the proposed changes. Please stay informed by watching the newsletter and e-flash for dates of these meetings and plan to attend!

A new IT provider has been hired and a new website is now active. The Board recognizes the importance in staying up to date in these areas and countless hours have been spent by this Board to make sure we do just that. Please take some time to familiarize yourself with the new website. It has so much information that should be helpful and informative to all current residents and prospective residents. We would like to thank Board members Gene Akers and Lee Eastman for lending their expertise in these areas and heading up these two projects. They have both spent countless hours to make sure that we have an IT company that can meet our current and future needs.

As you may know, SWRA manages many of our sub associations. Our managers have worked closely with these associations and have updated the management agreements. This works well for the sub-associations and for StillWaters and we look forward to 2024 being another good year in this area.

We wish you and your family a very safe and happy holiday season and look forward to all the good things 2024 has to offer.



NEWS FROM THE STILLWATERS ARCHITECTURAL COMMITTEE (ARC)





The StillWaters Architectural Committee (Architectural Review Committee, ARC) is dedicated to maintaining the vibrancy and attractiveness of the StillWaters community while adhering to the 1987 covenants and Exhibit "B" attached to these covenants. Over the past few years, the community has experienced significant growth with new constructions and the development of additional subdivisions.

Although the 1987 Covenants remain unalterable, they empower the Architectural Committee to modify or rewrite Exhibit "B" in response to our evolving environment. Recognizing the outdated nature of Exhibit "B" due to multiple amendments and the changing landscape, the ARC has undertaken a comprehensive overhaul. The result is a completely revised Exhibit "B" and a refinement of our policies, procedures, and forms.

These updates will be effective from January 1, 2024. To access the new policies, procedures, and forms, visit our redesigned website at www.stillwatersra.com and navigate to the Building Permit tab, where you will find four menu items:

If you plan to build a new home, new commercial project, any new structure, make exterior repairs, exterior paint, cut trees, reroofing, seawall, dock, boathouse, or landscaping please go to our new website <u>www.stillwatersra.com</u> and click on the "Building Permits" tab. Under this tab, you will find four items.

The Process – This is an informative PowerPoint presentation (14 slides) that details the permit process from start to finish.

Covenants – This is a link to the SWRA 1987 Covenants. All SWRA property owners should read and be familiar with this document.

Exhibit "B" – This is a link to the newly revised/rewritten Exhibit "B" of the SWRA 1987 Covenants. It is important that anyone planning to build, remodel, repair, remove trees, or landscape read this comprehensive guide.

Checklist – The checklist is a table that shows each type of permit and the requirement for each. This will help you in planning and gathering the necessary information to be submitted with your building permit application.

Permits – All of the different types of permits are in this section along with the permit cost (if any), a description of what is covered under the permit, links to important documents, and links to fillable forms.

We encourage all community members to explore these resources as we work together to ensure StillWaters remains a vibrant and compliant community.

Please direct any comments to swra.website@stillwatersra.com

DECEMBER 2023

NEW GOLF CART/ATV REGISTRATION REQUIREMENTS - EFFECTIVE JANUARY 1, 2024

On August 1, 2023, the StillWaters Board of Directors made the following revisions to the Golf Cart / ATV Registration Requirements: When an owner applies to SWRA for a golf cart/ATV decal, the owner must sign a "Release of Liability, Assumption of Risk, and Indemnity Agreement". They must also confirm that the golf cart/ATV vehicle has headlights, brake lights, and a rearview mirror. The owner must bring the vehicle to the SWRA office to verify the above items are on the vehicle and operable. Once verified, a decal will be issued to operate the vehicle. The owner will also need to provide the make/model of the golf cart/ATV and VIN or serial number. These new revisions will go into effect January 1, 2024, along with a new and different registration decal than past years in order to identify golf carts and ATVs that have not registered under the new requirements. There is no charge for registration or the decal. Part of our Community Services



Patroller duties will be to check golf carts / ATVs for expired decals or no decals, please pay close attention to these new requirements, if you have any questions please contact Griff Griffin, SWRA Association Manager at (256) 825-2990 Ext. 4 or email <u>manager@stillwatersra.com</u>.

Policy Statement - Motorized Utility Vehicles

The SWRA Board recognizes that the use of motorized vehicles on the private roads within Stillwaters is a privilege and not a right. As such, the SWRA Board has the responsibility to monitor the authorized use of all vehicles using StillWaters' private roadways and common areas.

Golf Cart Policy

All owners of motorized vehicles on StillWaters' roads and common areas must sign a Waiver of Liability to receive a registration decal to operate. SWRA Board of Directors Resolution (TBD).

Policy Enforcement

The SWRA Board wishes this policy to be a self-enforcement policy, as much as possible, by the owners and visitors of StillWaters. The Board asks that owners make a sincere effort to act responsibly in the use of motorized vehicles and adhere to this policy.

In an effort for the Board to act responsibly, violators will be reminded of the policy and asked to adhere to the policy immediately. Based on the registration, a notice will be filed with the SWRA and a copy of such violation placed in the owner's file. for review.

However, SWRA reserves the right at any time to tow a motorized vehicle from SWRA property or common areas that does not have a proper registration decal.

Violations of Policy:

- 1. Under-aged or non-licensed driver of the vehicle (unaccompanied by a licensed driver)
- 2. Reckless or destructive behavior
- 3. Lack of required equipment (head lights, brake lights, or rear-view mirror)
- 4. Lack of proper SWRA registration decal

NEW GOLF CART/ATV REGISTRATION REQUIREMENTS

SW

(continued from page 4)

Violation of Policy Protocol:

• First Violation: A notice will be placed in the property owner's file for future reference and a written "Advisory Notice" will be delivered to the registered owner.

• Second Violation: A "certified" letter from the SWRA Board will advise the property owner of its multiple violations of policy and ask the owner to strictly adhere to the policy or expect to be assessed a fine of \$100.00 for each additional incident.

• Third Violation: A letter from the SWRA Board will advise the property owner of its multiple violations of policy and assess the owner a \$100.00 fine.

• Further Violations: The SWRA Board will assess additional \$100.00 fines in cumulative.

EAGLE RIDGE UPDATE



The first layer (binder layer) of asphalt has been installed which brings the installation of the infrastructure to near completion. The developers had their final meeting with their architect to review the first house plans and should be presenting these house plans to the StillWaters ARC in the next few weeks. Construction of the first houses along Moonbrook Drive is set to begin in January 2024.

SWRA BOAT STORAGE & GARBAGE ROLL-OUT SERVICE

The deadline for payment of the 2024 fees for those utilizing the SWRA Boat Storage and/or the SWRA Garbage Can Rollout/Roll Back Service was November 1, 2023. If you plan to continue to utilize the SWRA Boat Storage facility and/or the SWRA Garbage Can Rollout/ Roll Back Service please promptly return your payment. If you do not plan to utilize this service, please notify the StillWaters Office at 256-825-2990. There are currently six spaces available in the SWRA Boat Storage Facility for any StillWaters owners that might be interested in storing their boat, trailer, jet ski, etc. The fee is \$300 per year.

RIVER BIRCH COTTAGES UPDATE

Home construction in Phase I continues to progress. Seven homes have been completed and sold and there is one new home currently under construction that is nearing completion. Phase I has a total of fourteen lots.



IT'S THE MOST WONDERFUL TIME OF THE YEAR



This is the thought that the StillWaters' elves hope you have as you ride through our neighborhood and enjoy our beautiful holiday decorations!

Many hours of planning and installation have gone into making this year's decorations something we all can be proud of. We hope you will take advantage of the different areas for photo opts with your friends and family in the coming weeks. None of this would be possible without the time and talents of the Christmas committee. Those on that committee are Penny Alexander, Debbie Nigh, Debra Knight, Myrna Lehman, Claire Kuhn, Polly Timmerman, Debbie Gibson, Kelly Hooten, and Sally Gantt. A special thanks to Rhonda Jones and Cherie Stephenson who designed and created our new Santa at the SWRA Building. He is a great addition to this location. And a big shout out to Mike Dean our Associate Community Manager and all of our maintenance and landscape staff - Alan Price, William Spraggins, Jeremy Vickers, Joey Price, Crayton Vickers, Mike Mattice, Evelyn Mann, Justin Lyle, Patrick Mooney. They all have worked very hard for the smooth installation, and we are all so appreciative of them. This year's installation has been



the best so far. There is really a lot involved in getting all these things to their proper place and making sure things are lit and functioning. And when we had a night of bad weather last week, they were on the job the next day getting everything all cleaned up. Please be mindful when you visit the various locations that there are wires connecting all the lights, etc. and make sure you watch your step! Enjoy the decorations and Merry Christmas to all!



UTILITY WORK

There are a couple utilities projects in progress in StillWaters. The power company is installing a new underground power line on Holly Ridge to replace the existing faulty power line. Dadeville Gas Department is installing a new gas line down Hickory Way. Please exercise caution when traveling in these areas.

HARBOR POINTE UTILITIES

SWRA has received several calls regarding recent invoicing SW owners received from Harbor Pointe Utilities for sewer fees. Harbor Pointe Utilities is a privately owned business which is not associated with SWRA. Any questions regarding the sewers, fees, billing, etc. should be directed to Harbor Pointe Utilities at 334-826-1120.



Alex City Hometown Christmas Parade: Miracle on Main Street

Monday, December 4th, 6 p.m.: The Hometown Christmas Parade hosted by the Alexander City Chamber of Commerce will line up on Comer Street at 4 p.m. and proceed down Cherokee Road toward Benjamin Russell High School. The route will then turn up Church Street and head toward downtown, ending down the hill of AL-22, near the bottom of Strand Park.

Dadeville Performing Arts Center - For tickets visit the website <u>dadevilleperformingartscenter.com</u>.

Friday, December 1st, 6:30 p.m. - 8:30 p.m. (with intermission): The Bev and Band Concert. A Winter's Night Event. Guest appearances by the Claus family for children to enjoy.

Tuesday, December 5th, 7:00 p.m. - 8:30 p.m. (with intermission): Concert by Dadeville Community Chorus and Lake Martin Dulcimer Club Singalong. Director Jamie Hutcherson and accompanists Amanda Kelly and Nancy Wilson lead the Chorus in a program of Winter and Christmas arrangements.

Thursday, December 14th, and Friday, December 15th, 7:00 p.m. - 7:45 p.m.: Children's Musical "Karaoke Christmas." Director Elaine Forbus leads nine of DPAC's star elementary students in a jingly, sparkly medley of familiar and new tunes.

Tuesday, December 19th, 7:00 p.m. - 8:00 p.m. "Real Bells" Hand Bells Ensemble Holiday Concert: Two bell ensembles will be at The Center for this sharing of Holiday Cheer.

Dadeville's Spirit of a Hometown Christmas Parade

Sunday, December 3rd, 12 p.m. - 4 p.m.: Downtown Dadeville. Stock up on handmade gifts from local vendors, enjoy some local grub, and take the kids on a train ride around the square. The annual parade will begin at 3 p.m. For more information, visit Lake Martin – Dadeville Chamber of Commerce.

December Events at Red Ridge UMC

Saturday, December 16th, 11:00 a.m.: Wreaths Across America Program

Sunday, December 17th, 9:30 a.m.: Christmas Cantata "Joy Has Dawned" by Lloyd Larson.

Sunday, December 24th, 9:30 a.m.: Christmas Eve Morning Service 5:00 p.m.: Christmas Eve Candlelight Communion Service

First Baptist Church Dadeville

Saturday, December 16th & Sunday, December 17th, 6 p.m.: Worship the Christ of Christmas

INTRODUCING STILLWATERS RESIDENTIAL ASSOCIATION'S NEW AND IMPROVED



We're thrilled to announce the launch of our revamped website, <u>www.stillwatersra.com</u>. It has been designed to provide you with an enhanced online experience and a wealth of valuable information. The new website incorporates the latest technology to ensure seamless navigation and accessibility for all our visitors. We've expanded the content and added exciting features to better serve our community.



WHAT'S NEW?

Explore potential opportunities within Still Waters Residential Association. Our new Careers section provides insights into job openings and how you can contribute to our vibrant community.

Learn about the various committees that play a crucial role in shaping the future of Still Waters. Get involved and discover how you can contribute to the betterment of our community.

📌 PHOTO GALLERY

Immerse yourself in the visual essence of Still Waters. The Photo Gallery showcases captivating images that capture the beauty and spirit of our community.

Meet the dedicated individuals who form the backbone of Still Waters Residential Association. Learn about our team members and their roles in maintaining and enhancing our community.

Stay informed about local weather conditions. Our Weather section provides real-time updates, ensuring you're well-prepared for whatever nature has in store.

Access a wealth of resources designed to make your life within Still Waters easier. From essential documents to helpful guides, our Resources section is your one-stop destination for valuable information.

X ANNUAL MEETINGS

Stay in the loop with our community's happenings. The Annual Meetings section keeps you informed about important gatherings and events that shape the future of Still Waters.

NEW AND IMPROVED WEBSITE!!

(continued from page 8)

Navigating building permits is made easier with our new website. Find the information you need to ensure your projects adhere to community guidelines and regulations.

📌 CONDO & HOA'S

Discover details about condominiums and homeowner associations within Still Waters. This section provides insights into the structures that contribute to the vibrant fabric of our community.

X GOVERNING DOCUMENTS

Gain access to essential documents that govern community policies and guidelines. Stay informed and uphold the principles that make StillWaters a great place to live.

\star LOT SALES

Interested in becoming a part of Still Waters? Explore available lots for sale and envision your future within our community.

YOUR FEEDBACK MATTERS!!

We encourage you to explore the new website thoroughly and share your thoughts with us at <u>swra.website@stillwatersra.com</u>. Your feedback is invaluable as we strive to continuously enhance your online experience. Whether you find something you love or have suggestions for improvement, we want to hear from you!

SWRA NOMINATING COMMITTEE APPOINTED

The following people have agreed to serve on the Nominating Committee for the next election of two Board of Directors for SWRA:

Tom Nicholson	205-807-5373
Debra Knight	678-215-5115
Chuck Lehman	770-487-6218
John Prophitt	256-825-2387
Claire Kuhn	205-999-0155

If you are interested in serving on the Board or know of someone that you think would be a good candidate, please contact one of the NC members or Community Association Manager Griff Griffin with questions. After the nominating committee reports to the Board, other names may be added to the ballot by petition. Property owners under the 1987 covenants not selected by the Nominating Committee may run for the Board by obtaining a petition signed by a minimum of 20 property owners in good standing with the Association.

The election is for two positions for 3-year terms. The new members will begin serving March 2024 with the results of the vote announced at the Annual Membership Meeting. Remember nominees must be property owners in good standing and under the 1987 covenants.

STILLWATERS 'DOGFIGHTERS'



By Tom and Rebecca Neal

Golf has always been described as the 'game of a lifetime', a recreational force of nature that brings family, friends, and acquaintances of all ages together.

Never has that experience been more authentic than when golfers have the opportunity to participate in the Stillwaters 'Dogfights'!

The purpose of a 'Dogfight' in golf is to provide golfers with a competitive and challenging environment to test their skills and improve their game. It is an opportunity for golfers to push themselves and see how they measure up against other players. The scoring system in a 'Dogfight' is central in determining the winner. Players are assigned a point quota at the beginning of each round. At the end of the round, the player and team with the highest number of points over their quota is declared the winner.

At Stillwaters, there are currently 52 'Dogfighters' who come from every walk of life. We play on Mondays, Wednesdays, Fridays, and Saturdays, while some golfers play more often than others. We normally have between 10-20 golfers on any given day. Our ages range from mid-20s to mid-80s. We play on virtually every tee box and scores range from the low 70s to the high 90s. Enduring friendships are created and we never forget our old-time friends.

Unique to the Stillwaters 'Dogfighters' is the manner to which we honor our most beloved golf friends. As we approach the 13th tee, there is a 'Dogfighters of the Past' board with the names of players who have participated in the 'Dogfight' but who have moved onto that ultimate golf course in the sky!



It is a tradition of the 'Dogfighters' to stop at this memorial during each round to make a toast and call out the name of a good friend who will be forever remembered. The toast is made with a beverage in hand. Many of these past 'Dogfighters' were original members of the Stillwaters Golf Club. Their incredible contributions to the Stillwaters golf community have made the Dadeville area and Stillwaters a wonderful place to live.

We 'Dogfighters' are always looking for new players who love the game of golf and enjoy meeting new friends! Come and join us soon! We look forward to seeing you at the tee box! For more information, please call the Stillwaters Golf Club at 256-825-1353.

'Dogfighters' of the Past Memorial

'A Toast for our beloved Golf Friends'

Here's to the 'dogfighters' of the past. May their memories forever remain in our game. And let not this toast be our last, As we say aloud their names!



SWRAGOVERNANCE ENHANCEMENT PROJECT - BY-LAWS UPDATE



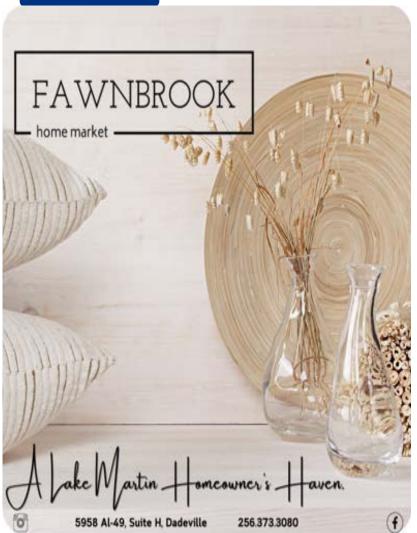
The SWRA Board has formalized the process and events to officially amend the current By-laws. Prior to the beginning of 2024, all SWRA property owners will be notified by post card or e-flash of the SWRA Board's intent to call a Special Meeting of the owners, as provided in Article XII – Meeting of the Members, Section 12.2 of the By-laws of Stillwaters Residential Association, Inc., Revised 1/10/2005, for the express intent of amending the current By-laws, as provided in Article XVII – Amendments. A copy of the proposed amendments will be made available in the SWRA Office, posted on the SWRA website, and attached to the e-flash message. Owners are urged to carefully review the proposed amendments as highlighted in red and to direct any questions to the Community Association Manager, Griff Griffin, in a timely manner.

The SWRA Board also intends to hold several open meetings with property owners beginning in 2024 to review and answer any questions regarding the proposed amendments. Two onsite meetings along with two online meetings are scheduled in February. Owners are encouraged to attend one of these meetings to ask questions of the SWRA Board regarding the proposed amendments. The following schedule has been established:

- Thursday, February 8th, 6:30 p.m. at the SWRA Office
- Saturday, February 10th, 1:00 a.m. at the SWRA Office
- Thursday, February 22nd, 6:30 p.m. (Online meeting)
- Saturday, February 24th, 9:00 a.m. (Online meeting)
- Saturday, March 2nd, 10:00 a.m., SWRA Annual Meeting at SWRA Office
- March 22, 2024 Deadline for submitting Proxy Voting Ballot
- Saturday, April 6th, 10:00 a.m., Special Meeting at SWRA Office

Owners unable to attend the Special Meeting scheduled for April 6, 2024, may still vote by proxy. Proxy ballots may be requested from the Community Association Manger, Griff Griffin, or downloaded from the SWRA website. Owners are encouraged to submit their Proxy Vote by the stated deadline to ensure your vote is properly certified and counted prior to the Special Meeting.

ADVERTISEMENT



A LETTER FROM HARBOR POINTE UTILITIES

Harbor Pointe Utility, LLC P. O. Box 2249 Auburn, AL 36831-2249

Date: November 1, 2023

To: All Utility Customer

Harbor Pointe Utility, LLC has moved to a different location since the Marina was sold. Our office is now located in Auburn, AL. All payments will need to be mailed to the P.O. Box listed above.

We apologize for the inconvenience, but sewer fees will be increasing for 2024 due to the rising cost of labor and materials. Fees will increase to \$60 per month starting January 1, 2024. We will also be billing annual fees only. The total annual amount will be \$720.00. You will have until March 15, 2024, to pay in full before being charged a late fee.

Harbor Pointe Utility, LLC is trying to move to electronic billing for the new year. You can email Kelly Wester at <u>kwester@harborpointeutility.com</u>, so she will have the email you want to use for billing purposes.

Sincerely, Donald H. Allen Managing Member



SWRA CALENDAR OF EVENTS



SUN MON TUE WED THU FRI SAT

						100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100
					1 Bridge 9 AM 1 PM	2
3	4 Lake Martin Creativity Group 1 PM - 4 PM	5 SWRA Board Meeting 9 AM	6 Bridge 9 AM 1 PM ARC Meeting 4 PM	7	8 Bridge 9 AM 1 PM	9
10	11 Lake Martin Creativity Group 1 PM - 4 PM	12	13 Bridge 9 AM 1 PM	14	15 Bridge 9 AM 1 PM	16
17	18 Lake Martin Creativity Group 1 PM - 4 PM	19 SWRA Board Meeting 9 AM	20 Bridge 9 AM 1 PM ARC Meeting 4 PM	21	22 SWRA OFFICE CLOSED	23
24	25	26	27 Bridge 9 AM 1 PM	28	29 Bridge 9 AM 1 PM	30
	SWRA OFFICE CLOSED CHRISTMAS	SWRA OFFICE CLOSED				31

ADVERTISEMENT SECTION





Open Monday – Friday (8:00 am – 5:00 pm) (extended hours during Summer Season) Phone: 256-827-5379 Fax: 877-679-6423 5958 Hwy 49 S Unit K Dadeville, AL 36853

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- COVID-19 Testing
- COVID-19 Vaccines
- DOT Physicals
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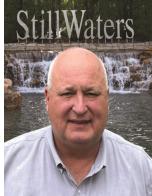
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