After consideration on the merits, the Committee recommends the following:

**HB17-1121** be amended as follows, and as so amended, be referred to the Committee on Finance with favorable recommendation:

Amend printed bill, page 3, strike lines 1 through 3 and substitute:

"(h) REQUIRE A LICENSEE WHO DID NOT SUBMIT TO A CRIMINAL HISTORY RECORD CHECK THROUGH INITIAL APPLICATION TO THE BOARD TO SUBMIT TO A CRIMINAL HISTORY RECORD CHECK IN THE FORM AND MANNER DESCRIBED IN SECTION 12-32-108.1 UPON THE LICENSEE'S FIRST RENEWAL AFTER SEPTEMBER 1, 2017."

Page 3, strike lines 9 through 27 and substitute "EACH APPLICANT SHALL HAVE HIS OR HER FINGERPRINTS TAKEN BY A LOCAL LAW ENFORCEMENT AGENCY OR ANOTHER AGENCY DESIGNATED BY THE DEPARTMENT FOR THE PURPOSE OF OBTAINING A FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK. THE APPLICANT IS REQUIRED TO SUBMIT PAYMENT BY CERTIFIED CHECK OR MONEY ORDER FOR THE FINGERPRINTS AND FOR THE ACTUAL COSTS OF THE RECORD CHECK AT THE TIME THE FINGERPRINTS ARE SUBMITTED TO THE COLORADO BUREAU OF INVESTIGATION. UPON RECEIPT OF FINGERPRINTS AND RECEIPT OF THE PAYMENT FOR COSTS, THE COLORADO BUREAU OF INVESTIGATION SHALL CONDUCT A STATE AND NATIONAL FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK UTILIZING RECORDS OF THE COLORADO BUREAU OF INVESTIGATION AND THE FEDERAL BUREAU OF INVESTIGATION AND SHALL FORWARD THE RESULTS OF THE CRIMINAL HISTORY RECORD CHECK TO THE BOARD. THE BOARD SHALL USE THE INFORMATION RESULTING FROM THE FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK TO INVESTIGATE AND DETERMINE WHETHER AN APPLICANT IS QUALIFIED TO HOLD A
LICENSE PURSUANT TO THIS ARTICLE 32. THE BOARD MAY VERIFY THE
INFORMATION AN APPLICANT IS REQUIRED TO SUBMIT.

Page 4, strike line 1.

Page 4, line 2, strike "INVESTIGATION.".

Page 4, after line 19, insert:

"(3) THE CRIMINAL HISTORY RECORD CHECK REQUIREMENT
SPECIFIED IN SUBSECTION (1) OF THIS SECTION DOES NOT REMOVE OR
ELIMINATE ANY SEPARATE OR INDEPENDENT DUTY OF AN EMPLOYER TO
EXERCISE REASONABLE CARE IN THE HIRING, SUPERVISION, AND
RETENTION OF ITS EMPLOYEES."

Page 4, strike lines 25 through 27 and substitute:

"(j) REQUIRE A LICENSEE LICENSED PURSUANT TO SECTION
12-35-117, 12-35-117.5, 12-35-120, 12-35-121, 12-35-126, OR
12-35-127.5 WHO DID NOT SUBMIT TO A CRIMINAL HISTORY RECORD
CHECK THROUGH INITIAL APPLICATION TO THE BOARD TO SUBMIT TO A
CRIMINAL HISTORY RECORD CHECK IN THE FORM AND MANNER DESCRIBED
IN SECTION 12-35-123.5 UPON THE LICENSEE'S FIRST RENEWAL AFTER
SEPTEMBER 1, 2017.".

Page 5, strike lines 6 through 26 and substitute "12-35-117, 12-35-117.5,
12-35-120, 12-35-126, OR 12-35-127.5, EACH APPLICANT SHALL HAVE HIS
OR HER FINGERPRINTS TAKEN BY A LOCAL LAW ENFORCEMENT AGENCY OR
ANOTHER AGENCY DESIGNATED BY THE DEPARTMENT FOR THE PURPOSE OF
OBTAINING A FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK. THE
APPLICANT IS REQUIRED TO SUBMIT PAYMENT BY CERTIFIED CHECK OR
MONEY ORDER FOR THE FINGERPRINTS AND FOR THE ACTUAL COSTS OF THE
RECORD CHECK AT THE TIME THE FINGERPRINTS ARE SUBMITTED TO THE
COLORADO BUREAU OF INVESTIGATION. UPON RECEIPT OF FINGERPRINTS
AND RECEIPT OF THE PAYMENT FOR COSTS, THE COLORADO BUREAU OF
INVESTIGATION SHALL CONDUCT A STATE AND NATIONAL
FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK UTILIZING
RECORDS OF THE COLORADO BUREAU OF INVESTIGATION AND THE
FEDERAL BUREAU OF INVESTIGATION AND SHALL FORWARD THE RESULTS
OF THE CRIMINAL HISTORY RECORD CHECK TO THE BOARD. THE BOARD
SHALL USE THE INFORMATION RESULTING FROM THE FINGERPRINT-BASED
CRIMINAL HISTORY RECORD CHECK TO INVESTIGATE AND DETERMINE WHETHER AN APPLICANT IS QUALIFIED TO HOLD A LICENSE PURSUANT TO THIS ARTICLE 35. THE BOARD MAY VERIFY THE INFORMATION AN APPLICANT IS REQUIRED TO SUBMIT. THE RESULTS OF THE CRIMINAL HISTORY RECORD CHECK REQUIREMENT SPECIFIED IN SUBSECTION (1) OF THIS SECTION DOES NOT REMOVE OR ELIMINATE ANY SEPARATE OR INDEPENDENT DUTY OF AN EMPLOYER TO EXERCISE REASONABLE CARE IN THE HIRING, SUPERVISION, AND RETENTION OF ITS EMPLOYEES.

Page 6, after line 17, insert:

"(3) The criminal history record check requirement specified in subsection (1) of this section does not remove or eliminate any separate or independent duty of an employer to exercise reasonable care in the hiring, supervision, and retention of its employees.".

Page 6, strike lines 23 through 25 and substitute:

"(f) Require a licensee who did not submit to a criminal history record check through initial application to the board to submit to a criminal history record check in the form and manner described in section 12-36-111(3) upon the licensee's first renewal after September 1, 2017.".

Page 6, line 26, strike "(3)" and substitute "(3), (4), and (5) as follows:"

Page 6, strike line 27.

Page 7, strike lines 4 through 24 and substitute "Each applicant shall have his or her fingerprints taken by a local law enforcement agency or another agency designated by the department for the purpose of obtaining a fingerprint-based criminal history record check. The applicant is required to submit payment by certified check or money order for the fingerprints and for the actual costs of the record check at the time the fingerprints are submitted to the Colorado bureau of investigation. Upon receipt of fingerprints and receipt of the payment for costs, the Colorado bureau of investigation shall conduct a state and national fingerprint-based criminal history record check utilizing records of the Colorado bureau of investigation and the federal bureau of investigation and shall forward the results of the criminal history record check to the board. The board shall use the information resulting from the fingerprint-based criminal history record check to investigate..."
AND DETERMINE WHETHER AN APPLICANT IS QUALIFIED TO HOLD A
LICENSE PURSUANT TO THIS ARTICLE 36. THE BOARD MAY VERIFY THE
INFORMATION AN APPLICANT IS REQUIRED TO SUBMIT. THE RESULTS OF
THE CRIMINAL HISTORY RECORD CHECK".

Page 8, after line 14, insert:

"(5) THE CRIMINAL HISTORY RECORD CHECK REQUIREMENT
SPECIFIED IN SUBSECTION (3) OF THIS SECTION DOES NOT REMOVE OR
ELIMINATE ANY SEPARATE OR INDEPENDENT DUTY OF AN EMPLOYER TO
EXERCISE REASONABLE CARE IN THE HIRING, SUPERVISION, AND
RETENTION OF ITS EMPLOYEES.".

Page 8, strike lines 19 through 21 and substitute:

"(I) (I) (D) TO REQUIRE A LICENSEE WHO DID NOT SUBMIT TO A
CRIMINAL HISTORY RECORD CHECK THROUGH INITIAL APPLICATION TO THE
BOARD TO SUBMIT TO A CRIMINAL HISTORY RECORD CHECK IN THE FORM
AND MANNER DESCRIBED IN SECTION 12-38-115.5 UPON THE LICENSEE'S
FIRST RENEWAL AFTER SEPTEMBER 1, 2017.".

Page 9, strike lines 2 through 15 and substitute:

"(III) REQUIRE AN APPLICANT FOR LICENSURE UNDER THE
COMPACT TO HAVE HIS OR HER FINGERPRINTS TAKEN BY A LOCAL LAW
ENFORCEMENT AGENCY OR ANOTHER AGENCY DESIGNATED BY THE
DEPARTMENT FOR THE PURPOSE OF OBTAINING A FINGERPRINT-BASED
CRIMINAL HISTORY RECORD CHECK. THE APPLICANT IS REQUIRED TO
SUBMIT PAYMENT BY CERTIFIED CHECK OR MONEY ORDER FOR THE
FINGERPRINTS AND FOR THE ACTUAL COSTS OF THE RECORD CHECK AT THE
TIME THE FINGERPRINTS ARE SUBMITTED TO THE COLORADO BUREAU OF
INVESTIGATION. UPON RECEIPT OF FINGERPRINTS AND RECEIPT OF THE
PAYMENT FOR COSTS, THE COLORADO BUREAU OF INVESTIGATION SHALL
CONDUCT A STATE AND NATIONAL FINGERPRINT-BASED CRIMINAL HISTORY
RECORD CHECK UTILIZING RECORDS OF THE COLORADO BUREAU OF
INVESTIGATION AND THE FEDERAL BUREAU OF INVESTIGATION AND SHALL
FORWARD THE RESULTS OF THE CRIMINAL HISTORY RECORD CHECK TO THE
BOARD. THE BOARD SHALL USE THE INFORMATION RESULTING FROM THE
FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK TO INVESTIGATE
AND DETERMINE WHETHER AN APPLICANT IS QUALIFIED TO HOLD A
LICENSE PURSUANT TO THE COMPACT. THE BOARD MAY VERIFY THE
INFORMATION AN APPLICANT IS REQUIRED TO SUBMIT. THE RESULTS OF
THE CRIMINAL".

Page 9, line 17, strike "PUBLIC" and substitute "PUBLIC, THE INTERSTATE
COMMISSION OF NURSE LICENSURE COMPACT ADMINISTRATORS,".

Page 9, strike lines 24 and 25 and substitute:

"(n) TO FINE EMPLOYERS THAT FAIL TO REPORT AS REQUIRED BY
SECTION 12-38-116.5 (3)(b)(I) NOT LESS THAN FIVE HUNDRED DOLLARS
AND NOT MORE THAN FIVE THOUSAND DOLLARS FOR EACH VIOLATION.".

Page 10, strike lines 4 through 24 and substitute "EACH APPLICANT SHALL
HAVE HIS OR HER FINGERPRINTS TAKEN BY A LOCAL LAW ENFORCEMENT
AGENCY OR ANOTHER AGENCY DESIGNATED BY THE DEPARTMENT FOR THE
PURPOSE OF OBTAINING A FINGERPRINT-BASED CRIMINAL HISTORY RECORD
CHECK. THE APPLICANT IS REQUIRED TO SUBMIT PAYMENT BY CERTIFIED
CHECK OR MONEY ORDER FOR THE FINGERPRINTS AND FOR THE ACTUAL
COSTS OF THE RECORD CHECK AT THE TIME THE FINGERPRINTS ARE
SUBMITTED TO THE COLORADO BUREAU OF INVESTIGATION. UPON RECEIPT
OF FINGERPRINTS AND RECEIPT OF THE PAYMENT FOR COSTS, THE
COLORADO BUREAU OF INVESTIGATION SHALL CONDUCT A STATE AND
NATIONAL FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK
UTILIZING RECORDS OF THE COLORADO BUREAU OF INVESTIGATION AND
THE FEDERAL BUREAU OF INVESTIGATION AND SHALL FORWARD THE
RESULTS OF THE CRIMINAL HISTORY RECORD CHECK TO THE BOARD. THE
BOARD SHALL USE THE INFORMATION RESULTING FROM THE
FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK TO INVESTIGATE
AND DETERMINE WHETHER AN APPLICANT IS QUALIFIED TO HOLD A
LICENSE PURSUANT TO THIS ARTICLE 38. THE BOARD MAY VERIFY THE
INFORMATION AN APPLICANT IS REQUIRED TO SUBMIT. THE RESULTS OF
THE CRIMINAL HISTORY RECORD CHECK".

Page 11, after line 14, insert:

"(3) THE CRIMINAL HISTORY RECORD CHECK REQUIREMENT
SPECIFIED IN SUBSECTION (1) OF THIS SECTION DOES NOT REMOVE OR
ELIMINATE ANY SEPARATE OR INDEPENDENT DUTY OF AN EMPLOYER TO
EXERCISE REASONABLE CARE IN THE HIRING, SUPERVISION, AND
RETENTION OF ITS EMPLOYEES.
SECTION 9. In Colorado Revised Statutes, 12-38-117, amend (1) introductory portion and (1)(j) as follows:

12-38-117. Grounds for discipline. (1) "Grounds for discipline", as used in this article, means any action by any person who:

(1) Has a physical or mental disability which renders him unable to practice nursing with reasonable skill and safety to the patients and which may endanger the health or safety of persons under his care;

(1)(j) Fails to notify the board of a physical or mental illness or condition that affects the person's ability to treat clients with reasonable skill and safety or that may endanger the health or safety of persons under his or her care;

(II) Fails to act within the limitations created by a physical or mental illness or condition that renders the person unable to treat clients with reasonable skill and safety or that may endanger the health or safety of persons under his or her care;

(III) Fails to comply with the limitations agreed to under a confidential agreement entered into pursuant to Section 12-38-117.5;

SECTION 10. In Colorado Revised Statutes, add 12-38-117.5 as follows:

12-38-117.5. Confidential agreements to limit practice - violation grounds for discipline. (1) If a professional nurse, practical nurse, or retired volunteer nurse suffers from a physical or mental illness or condition that renders the licensee unable to practice as a professional nurse, practical nurse, or retired volunteer nurse with reasonable skill and safety to patients, the professional nurse, practical nurse, or retired volunteer nurse shall notify the board of the illness or condition in a manner and within a period determined by the board. The board may require the licensee to submit to an examination or refer the licensee to a peer health assistance program pursuant to Section 12-38-131 to evaluate the extent of the illness or condition and its impact on the licensee's ability to practice with reasonable skill and with safety to patients.

(2) (a) Upon determining that a professional nurse, practical nurse, or retired volunteer nurse with a physical or mental illness or condition is able to render limited nursing services with reasonable skill and with safety to patients, the board may enter into a confidential agreement with the professional nurse, practical nurse, or retired volunteer nurse
IN WHICH THE PROFESSIONAL NURSE, PRACTICAL NURSE, OR RETIRED
VOLUNTEER NURSE AGREES TO LIMIT HIS OR HER PRACTICE BASED ON THE
RESTRICTION IMPOSED BY THE ILLNESS OR CONDITION, AS DETERMINED BY
THE BOARD.

(b) AS PART OF THE AGREEMENT, THE LICENSEE SHALL BE SUBJECT
TO PERIODIC REREVALUATIONS OR MONITORING AS DETERMINED
APPROPRIATE BY THE BOARD. THE BOARD MAY REFER THE LICENSEE TO
THE PEER ASSISTANCE HEALTH PROGRAM FOR REREVALUATION OR
MONITORING.

(c) THE PARTIES MAY MODIFY OR DISSOLVE THE AGREEMENT AS
NECESSARY BASED ON THE RESULTS OF THE REREVALUATION OR OF
MONITORING.

(3) BY ENTERING INTO THE AGREEMENT WITH THE BOARD
PURSUANT TO THIS SECTION TO LIMIT HIS OR HER PRACTICE, THE LICENSEE
IS NOT ENGAGING IN AN ACT THAT WOULD BE GROUNDS FOR DISCIPLINE,
AND THE AGREEMENT IS AN ADMINISTRATIVE ACTION AND IS NOT A
RESTRICTION OR DISCIPLINE BY THE BOARD. HOWEVER, IF THE LICENSEE
FAILS TO COMPLY WITH THE TERMS OF AN AGREEMENT ENTERED INTO
PURSUANT TO THIS SECTION, THE FAILURE IS GROUNDS FOR DISCIPLINE
PURSUANT TO SECTION 12-38-117 (1)(j)(III), AND THE LICENSEE IS
SUBJECT TO DISCIPLINE IN ACCORDANCE WITH SECTION 12-38-116.5.

(4) THIS SECTION DOES NOT APPLY TO A LICENSEE SUBJECT TO
DISCIPLINE AS DESCRIBED IN SECTION 12-38-117 (1)(i)."

Renumber succeeding sections accordingly.

Page 13, line 15, strike "and (4.7)".

Page 13, strike lines 17 through 22 and substitute "(4.5) THE BOARD MAY
REQUIRE A CERTIFICATE HOLDER WHO DID NOT SUBMIT TO A CRIMINAL
HISTORY RECORD CHECK THROUGH INITIAL APPLICATION TO THE BOARD TO
SUBMIT TO A CRIMINAL HISTORY RECORD CHECK IN THE FORM AND
MANNER DESCRIBED IN SECTION 12-38.1-106.5 UPON THE CERTIFICATE
HOLDER'S FIRST RENEWAL AFTER SEPTEMBER 1, 2017.".

Page 14, strike lines 2 through 21 and substitute "APPLICANT SHALL HAVE
HIS OR HER FINGERPRINTS TAKEN BY A LOCAL LAW ENFORCEMENT AGENCY
OR ANOTHER AGENCY DESIGNATED BY THE DEPARTMENT FOR THE PURPOSE
OF OBTAINING A FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK.
The applicant is required to submit payment by certified check or
money order for the fingerprints and for the actual costs of the

Page 15, after line 12, insert:

"(3) THE CRIMINAL HISTORY RECORD CHECK REQUIREMENT SPECIFIED IN SUBSECTION (1) OF THIS SECTION DOES NOT REMOVE OR ELIMINATE ANY SEPARATE OR INDEPENDENT DUTY OF AN EMPLOYER TO EXERCISE REASONABLE CARE IN THE HIRING, SUPERVISION, AND RETENTION OF ITS EMPLOYEES.

SECTION 14. In Colorado Revised Statutes, 12-38.1-114, repeal (12) as follows:

12-38.1-114. Disciplinary proceedings - hearing officers. (12) An employer of a nurse aide shall report to the board any disciplinary action taken against the nurse aide or any resignation in lieu of a disciplinary action for conduct which constitutes a violation of this article."

Renumber succeeding sections accordingly.

Page 15, line 16, strike "ACTION" and substitute "VIOLATION OF THIS ARTICLE 38.1".

Page 15, strike line 27 and substitute:

"(o) TO REQUIRE A LICENSEE WHO DID NOT SUBMIT TO A CRIMINAL HISTORY RECORD CHECK THROUGH INITIAL APPLICATION TO THE BOARD TO SUBMIT TO A CRIMINAL HISTORY RECORD CHECK IN THE FORM AND MANNER DESCRIBED IN SECTION 12-40-107.2 (2)(b)(V) OR 12-40-108 (4),

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AS APPLICABLE, UPON THE LICENSEE'S FIRST RENEWAL AFTER SEPTEMBER 1, 2017.

Page 16, strike lines 1 through 3.

Page 16, line 5, strike "(2)(b)(V) and (7)" and substitute "(2)(b)(V), (7), and (8)".

Page 16, strike lines 15 through 27 and substitute:


Page 17, strike lines 1 through 10.

Page 17, after line 25, insert:

"(8) THE CRIMINAL HISTORY RECORD CHECK REQUIREMENT SPECIFIED IN SUBSECTION (2)(b)(V) OF THIS SECTION DOES NOT REMOVE OR ELIMINATE ANY SEPARATE OR INDEPENDENT DUTY OF AN EMPLOYER TO EXERCISE REASONABLE CARE IN THE HIRING, SUPERVISION, AND
RETENTION OF ITS EMPLOYEES.".

Page 17, line 26, strike "(4)" and substitute "(4), (5), and (6) as follows:".

Page 17, strike line 27.


Page 19, after line 14, insert:

"(6) THE CRIMINAL HISTORY RECORD CHECK REQUIREMENT SPECIFIED IN SUBSECTION (4) OF THIS SECTION DOES NOT REMOVE OR ELIMINATE ANY SEPARATE OR INDEPENDENT DUTY OF AN EMPLOYER TO EXERCISE REASONABLE CARE IN THE HIRING, SUPERVISION, AND RETENTION OF ITS EMPLOYEES.".

Page 19, strike lines 19 through 21 and substitute:

"(n) REQUIRE A LICENSEE WHO DID NOT SUBMIT TO A CRIMINAL HISTORY RECORD CHECK THROUGH INITIAL APPLICATION TO THE BOARD TO SUBMIT TO A CRIMINAL HISTORY RECORD CHECK IN THE FORM AND MANNER DESCRIBED IN SECTION 12-64-110.3 UPON THE LICENSEE’S FIRST RENEWAL AFTER SEPTEMBER 1, 2017.".
Pages 20, strike lines 17 through 27 and substitute "EACH APPLICANT SHALL HAVE HIS OR HER FINGERPRINTS TAKEN BY A LOCAL LAW ENFORCEMENT AGENCY OR ANOTHER AGENCY DESIGNATED BY THE DEPARTMENT FOR THE PURPOSE OF OBTAINING A FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK. THE APPLICANT IS REQUIRED TO SUBMIT PAYMENT BY CERTIFIED CHECK OR MONEY ORDER FOR THE FINGERPRINTS AND FOR THE ACTUAL COSTS OF THE RECORD CHECK AT THE TIME THE FINGERPRINTS ARE SUBMITTED TO THE COLORADO BUREAU OF INVESTIGATION. UPON RECEIPT OF FINGERPRINTS AND RECEIPT OF THE PAYMENT FOR COSTS, THE COLORADO BUREAU OF INVESTIGATION SHALL CONDUCT A STATE AND NATIONAL FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK UTILIZING RECORDS OF THE COLORADO BUREAU OF INVESTIGATION AND THE FEDERAL BUREAU OF INVESTIGATION AND SHALL FORWARD THE RESULTS OF THE CRIMINAL HISTORY RECORD CHECK TO THE BOARD. THE BOARD SHALL USE THE INFORMATION RESULTING FROM THE FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK TO INVESTIGATE AND DETERMINE WHETHER AN APPLICANT IS QUALIFIED TO HOLD A LICENSE PURSUANT TO THIS ARTICLE 64. THE BOARD MAY VERIFY THE INFORMATION AN APPLICANT IS REQUIRED TO SUBMIT. THE RESULTS OF THE CRIMINAL HISTORY RECORD CHECK ARE CONFIDENTIAL. THE BOARD SHALL NOT RELEASE THE RESULTS TO THE PUBLIC OR OTHER STATE LICENSING BOARDS."

Pages 21, strike lines 1 through 12.

Page 21, after line 25, insert:

"(3) THE CRIMINAL HISTORY BACKGROUND CHECK REQUIREMENT SPECIFIED IN SUBSECTION (1) OF THIS SECTION DOES NOT REMOVE OR ELIMINATE ANY SEPARATE OR INDEPENDENT DUTY OF AN EMPLOYER TO EXERCISE REASONABLE CARE IN THE HIRING, SUPERVISION, AND RETENTION OF ITS EMPLOYEES.".

Page 52, strike lines 14 and 15 and substitute:

"24-60-3203. Effective date - notification to the revisor of statutes. The Executive Director of the Department of Regulatory Agencies shall notify the revisor of statutes in writing when the condition specified in article X a. of this part 32 has occurred by e-mailing the notice to revisorofstatutes.ga@state.co.us. The repeal and reenactment of this part 32 takes effect upon the
NOTICE THAT THE COMPACT HAS BEEN ENACTED BY TWENTY-SIX STATES OR DECEMBER 31, 2018, WHICHEVER OCCURS FIRST.".

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