

April 5, 2021

INVESTIGATION OF A COMPLAINT BROUGHT BY [REDACTED]
AGAINST WILLIAM FAHEY
FINDINGS OF FACTS, CONCLUSIONS, AND RECOMMENDATIONS

I. SCOPE OF INVESTIGATION

[REDACTED] (referred to as [REDACTED]” to avoid confusion with other witnesses named [REDACTED], a former employee of the Town of Andover (hereinafter “Town”), reported to Town Community Support Coordinator Sobhan Namvar (hereinafter “Soap”) that the Director of Andover Youth Services (hereinafter “AYS”), William Fahey (hereinafter “Fahey”), engaged in sexually inappropriate behavior while he was her supervisor at AYS. The allegations concern events that began when [REDACTED] was 16 years old and continued until a couple of years ago. This investigation addresses whether Fahey violated the Town’s established policies. (Exhibit 1)

II. SUMMARY OF THE ALLEGATIONS

During [REDACTED]’s junior year at Andover High School, [REDACTED] [REDACTED] Fahey and counselors at Andover High School (hereinafter “AHS”) were made aware that [REDACTED] and her younger sister, [REDACTED] a freshman at AHS, would now be living with their grandparents and would need academic and social support. Fahey and [REDACTED] first met at AHS, and [REDACTED] began attending the AYS shortly thereafter. [REDACTED]

Personnel – Confidential

CONFIDENTIAL - SUBJECT TO NDA

- Exhibit 6 Text messages between Fahey and “ [REDACTED]
- Exhibit 7 Text messages between Fahey and [REDACTED]
- Exhibit 8 Text messages between Fahey an [REDACTED]
- Exhibit 9 Fahey addressing the BOS for position of social worker

C. APPENDIX

- 1. Interview of [REDACTED]
- 2. Interview of Fahey

IV. SUMMARY OF EVIDENCE

The following evidence was considered as part of this investigation:

- 1. Fahey reports that he became Director of the AYS on January 17, 1994. He started the program, which provides enriching programs and experiences for middle school and high school students and support during the most challenging times of the lives of adolescents and teenagers. (Interview of Fahey and Exhibit 2)
- 2. The job description for the Director of Youth Services defines the position as “under general direction of the Town Manager, recommend and develop strategies and plans for the provision of recreational, educational and cultural programs for youngsters between the ages of 11-19 that are consistent with quality financial objectives; oversee the administration of all such programs and the implementation of related special projects and new ventures; oversee management and coordination of youth based recreational, educational and cultural programs.” (Exhibit 2)
- 3. One of the duties of the Director of Youth Services is to, “in concert with Town and School resources, act as a resource for troubled youths requiring intervention.” (Exhibit 2)

4. The Director of Youth Services position was removed from the Andover Independent Employees Association in 2019. (Exhibit 10)
5. There are different ways that youth can be involved at the AYS. They can participate in a specific program or can drop in for unscheduled visits. In addition to working at AYS, [REDACTED] participated by dropping in for visits. (Interview of Fahey)
6. Fahey reports that he first met [REDACTED] in December 2011. He had been notified by one of the [REDACTED] neighbors (at [REDACTED] 's request) of the [REDACTED] family situation. (Interview of Fahey)
7. At the time, [REDACTED] had three daughters: [REDACTED] a junior at AHS, [REDACTED] a freshman at AHS, and [REDACTED] who was in college. (Interview of Fahey)
8. Fahey and Christian Grange, a social worker at AHS, arranged an introductory meeting with [REDACTED] [REDACTED] to check on their well-being and to arrange support. (Interview of Fahey)
9. At the initial meeting, which occurred at Grange's office, the girls' grandparents, [REDACTED] agreed to be the girls' caretakers [REDACTED] [REDACTED] Grange agreed to provide academic support. (Interview of Fahey)
10. Fahey sensed tension at the [REDACTED] home. [REDACTED] [REDACTED] (Interview of Fahey)

11. [REDACTED] began visiting the AYS, which was then located on Pearson Street. She would come by once or twice a week and sometimes do her homework there. (Interview of Fahey)
12. In August 2012, Fahey hired [REDACTED] to work at the AYS on a part-time basis through February 2013, which was when [REDACTED] stopped showing up for work. (Interview of Fahey)
13. Fahey reports he was able to hire [REDACTED] through a state-funded grant for qualified recipients. Fahey claims he was also able to help [REDACTED] get a job with the recreation department. (Interview of Fahey)
14. Although [REDACTED] was no longer working at the AYS, Fahey reports she would still drop by on occasion, although not on a regular schedule. (Interview of Fahey)
15. Fahey would often drive her in his truck to do errands and would drive her home when she needed a ride. (Interview of Fahey)
16. [REDACTED] graduated from AHS in [REDACTED]. After graduation, Fahey continued to stay in touch with the [REDACTED]. He reports that [REDACTED] did not attend college, was living at home, and [REDACTED]. He also claims [REDACTED]. (Interview of Fahey)
17. [REDACTED]
[REDACTED] (Interview of Fahey)
18. [REDACTED]
[REDACTED] (Interview of Fahey)

19. [REDACTED] [REDACTED] thought it would be a good idea for [REDACTED] to visit family in California. The initial intention, according to Fahey, would be that [REDACTED] would return home after a month or so. [REDACTED] has been living in California since that time, although she has returned home for visits. (Interview of Fahey)
20. Fahey's last communication with [REDACTED] was by text message and occurred approximately six months ago. He last saw her in person in approximately 2018. His impression upon seeing her was that she was still struggling. (Interview of Fahey)
21. Fahey contends that [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (Interview of Fahey)
22. Fahey admits that [REDACTED] would sometimes visit the AYS at night but contends that he had permission to drive her home, which he did occasionally. He recalls one occasion when [REDACTED] asked to see the new AYS and came by around 8:30 or 9:00 PM. They continued to talk at the AYS until midnight after the rest of the staff had left. He admits that he drove her home but denies he kissed her, as [REDACTED] has alleged. (Interview of Fahey)
23. Fahey says he did hug [REDACTED] occasionally, as he did with other kids at the AYS, and would sometimes tell her he loved her and that she was a beautiful person. He denies that he ever touched her in a sexual or inappropriate manner. He also denies talking with

of the office, as she wondered what others thought. She claims Fahey did not share an office with anyone else. (Interview of [REDACTED])

36.

[REDACTED]

(Exhibit 3)

[REDACTED]

[REDACTED]

(Interview of [REDACTED])

37.

[REDACTED] claims that she would visit with Fahey at night and that they would drive around in his truck for hours. (Interview of [REDACTED])

38.

[REDACTED]

[REDACTED] (Interview of [REDACTED])

39. She reports that Fahey visited her [REDACTED] and took her for a walk. [REDACTED]

[REDACTED]

[REDACTED] (Interview of

[REDACTED]

40. After [REDACTED], [REDACTED] parent bought her a one-way ticket to California; they did not have enough money to buy her a return ticket. In California, [REDACTED] fell into the adult film business “not on purpose,” and everyone in Andover found out. [REDACTED] contends that Fahey became aware of her exploits, downloaded a video on his laptop, and showed it to her parents in their kitchen. According to [REDACTED] a friend of Fahey’s

- named [REDACTED] (last name unknown) said that Fahey did this to show [REDACTED]'s parents what they had done to her. (Interview of [REDACTED])
41. [REDACTED] described an incident that occurred when she went to visit Fahey at the AYS after midnight. A friend named [REDACTED] dropped her off. This was the first time she had seen Fahey since [REDACTED]. They talked at the AYS into the early hours of the morning; Fahey asked a lot of questions about the porn industry. She then asked him to drive her back home. Fahey walked her to the door and kissed her on the lips. This was "the first time he actually did something." She reported the kiss to her mother the next morning. (Interview of [REDACTED])
42. [REDACTED] reports that Fahey told her mother that she ([REDACTED]) "made a move on him." [REDACTED] denies that she did so and is angry that Fahey went to her mother with this accusation. (Interview of [REDACTED])
43. [REDACTED] is also upset that Fahey's friend named [REDACTED] (last name unknown; [REDACTED] used to live in Andover) told her ([REDACTED]) that Fahey was talking about her to others. [REDACTED] reported that Fahey was looking at a photograph of [REDACTED] and saying that "it's clear she does not love herself." This angered [REDACTED]. (Interview of [REDACTED])
44. [REDACTED] reports that Fahey would tell her "other kid's business" and recently advised her not to engage in sex, which she found intrusive and inappropriate since she is now engaged to be married. (Interview of [REDACTED])
45. [REDACTED] reports that she told three of her high school friends [REDACTED] [REDACTED] about her issues with Fahey, but she never specifically identified Fahey to them by name. (Interview of [REDACTED])

46. [REDACTED] is not aware of anyone else who has experienced similar sexual harassment by Fahey. (Interview of [REDACTED])
47. [REDACTED] reports that Fahey did tell her that [REDACTED] made a move on him. She was stunned, but Fahey did not elaborate. (Interview of [REDACTED])
48. [REDACTED] recalls that Fahey brought the pornographic video to her house. She believes it was on his laptop computer. As soon as they saw [REDACTED], “the wind was knocked out of her.” He said he wanted her to know before someone else told her. She thinks this was in February 2015. (Interview of [REDACTED])
49. [REDACTED] thought it was odd that the two went out after [REDACTED] came home from California; before that, she thought Fahey was an amazing guy trying to help the family. (Interview of [REDACTED])
50. [REDACTED] does remember [REDACTED] telling her that Fahey kissed her. (Interview of [REDACTED])
51. Fahey may have also told her [REDACTED] that [REDACTED] had a crush on him. But at the time, she knew they liked each other and did not think it was an inappropriate relationship. (Interview of [REDACTED])
52. Fahey was closer to [REDACTED] than [REDACTED]. Fahey did not have much interaction with [REDACTED]
[REDACTED] (Interview of [REDACTED])
53. [REDACTED] thinks that Fahey asked permission before he visited [REDACTED]. (Interview of [REDACTED])

54. [REDACTED]
[REDACTED] (Interview of [REDACTED]
[REDACTED])
55. [REDACTED] recalls that he originally trusted Fahey but now considers him a “creep.” He would often pick up [REDACTED] at the house—sometimes late in the evening; [REDACTED] says that “he was always around.” (Interview of [REDACTED])
56. [REDACTED] has since “learned” that Fahey would talk negatively to [REDACTED] about them as parents. (Interview of [REDACTED])
57. Sobhan “Soap” Namvar was hired as a wrestling coach at AHS in 2006-2007. Two years later, he was hired to work during the summer. Since then, he became a licensed social worker and is employed by the Town in the community outreach division. (Interview of Sobhan Namvar)
58. He overlapped working with [REDACTED] one summer at the AYS. (Interview of Sobhan Namvar)
59. Soap recalls that Fahey would often have kids in his truck. He recalls seeing [REDACTED] driving with Fahey to pick up paint and other materials. (Interview of Sobhan Namvar)
60. He also witnessed [REDACTED]—and other kids, mostly girls—in Fahey’s office with the door closed. Soap contends that Fahey did not share an office with Glen. (Interview of Sobhan Namvar)
61. Soap did see Fahey with [REDACTED] but did not witness anything of a sexual nature going on. Soap did not hear Fahey talk about pornography. (Interview of Sobhan Namvar)

[REDACTED] !!

❤️👉🍀” (Exhibit 8) Again, on January 19, 2021, Fahey texted [REDACTED]” who was seeking employment at the AYS, [REDACTED] (Exhibit 5)

70. In addition, the text messages from Fahey’s cell phone disclose that people are open to seek mental health advice from him. For example, on January 29, 2021, [REDACTED] messaged him saying, [REDACTED]

[REDACTED]

▪
[REDACTED]

[REDACTED]

[REDACTED]”² (Exhibit 7)

71. Text messages also disclose that Fahey frequently received text messages from [REDACTED] who messaged him about a family member in crisis. He would provide guidance, including, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

² Many of the text message communications do not appear complete, as a response to a question may not be answered by Fahey, but the dialogue continues, which suggests that some of the texts were deleted. Further when Fahey was asked to turn in his Town issued cell phone and laptop, he denied that he had either and reported that the cell phone was his personal cell phone. Ultimately he complied and provided the Town with both. Lastly, a review of the forensic analysis of his cell phone confirms that there was substantial and regular deletion of text messages.

Director of Youth Services if there is just cause to support a finding that the employee exhibited conduct unbecoming of a Town employee. (Exhibit 10)

78. The Town's email and internet policy are as follows:

Standards and Guidelines for E-Mail and Internet Use

The Town of Andover provides e-mail and/or Internet access to employees who are connected to the municipal network server located at the Town Offices and, additionally, to various employees in other Town buildings.

The purpose of providing these services to employees is to improve communication between departments and to provide the means to communicate and obtain information via the Internet. These services shall be used to improve the efficiency and effectiveness of municipal operations. Personal and other unauthorized use of the Town's E-mail and Internet is strictly prohibited.

Please note the following standards when using e-mail/Internet access:

- E-mail/Internet access is provided by the Town of Andover and, therefore, all messages and records are the property of the Town of Andover.
- Electronic records, including e-mail and Internet access, must comply with all public records regulations*; and, as with all public records, a copy of such record could be requested.
- **All communication should be stated in a professional manner; under no circumstances may employees create, send or retrieve sexually or otherwise offensive, derogatory or harassing messages to employees or others by e-mail or the Internet.**
- Employees may not copy, retrieve or send confidential, copyrighted or proprietary information by e-mail or the Internet without specific written authorization from appropriate Town officials.
- The Town of Andover reserves the right to monitor e-mail/Internet usage, including content; the Town will conduct periodic monitoring to insure compliance with these standards and transmissions should not be considered confidential or private even though you may have a personal access password.
- Deleting e-mail does not guarantee that it cannot be retrieved.
- E-mail that is no longer needed should be deleted by the user; employees are encouraged to save e-mail messages that may be useful to them in the future, however, the Information Systems Division (or designee at remote sites) may need to periodically delete old e-mail if the resources of the e-mail server(s) are affected.
- Violations of such standards may result in disciplinary action up to and including discharge.

79. The Town's sexual harassment policy reads as follows:

Sexual Harassment in the Workplace Policy

I. Purpose

This memorandum establishes the policy of the Town of Andover regarding sexual harassment in the workplace by managers, supervisors, employees, and/or members of the public who use Town facilities, vendors and contractors. This memorandum also describes examples of conduct that may constitute unlawful sexual harassment and sets forth a complaint procedure to be followed by persons who believe that they are victims of unlawful sexual harassment.

II. Policy

The Town of Andover fully supports the right of all persons to hold employment in or enjoy access to our facilities in an atmosphere which promotes equal opportunities and prohibits discriminatory practices, including sexual harassment. Sexual harassment by managers, supervisors, employees, and/or members of the public who use Town facilities, vendors and contractors is unlawful and unacceptable and will not be tolerated. Further, any retaliation against an individual complaining of sexual harassment or cooperating with the investigation of sexual harassment is similarly unlawful and also will not be tolerated.

We view allegations and concerns about sexual harassment very seriously and we will respond promptly and decisively to instances where complaints of sexual harassment are brought to our attention by use of the established procedures which are set out and explained in this written policy.

Where it has been demonstrated to our satisfaction that such harassment has occurred, we will promptly act to deal with and eliminate any harassment and/or other unlawful conduct. We will impose such corrective action as is necessary up to and including termination.

Please note that while this policy sets forth our goals of promoting a workplace that is free of sexual harassment, it should not be construed as preventing, limiting, or delaying the Town of Andover from taking disciplinary action against any individual up to and including termination, in circumstances where the Town of Andover deems disciplinary action appropriate regardless of whether such conduct satisfies the definition of sexual harassment.

III. Definition of Sexual Harassment

A. The legal definition of sexual harassment

Sexual harassment is a form of sex discrimination that is illegal under both Title VII of the Civil Rights Act of 1964 and M.G.L. c 151B. These laws provide that unwelcome sexual advances, requests for sexual favors, and other physical or verbal conduct of a sexual nature constitute sexual harassment when:

- * submission to or rejection of such advances, requests, or conduct is made, whether explicitly or implicitly, a term or condition of an individual's employment or a basis for employment decisions affecting the individual;
- or

* such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, humiliating or sexually offensive work environment.

These definitions are broad and include any sexually oriented conduct, whether it is intended to harass or not, that is unwelcome and has the effect of creating a workplace environment that is hostile, offensive, intimidating or humiliating to either male or female workers.

B. Examples of conduct that can constitute unlawful sexual harassment

Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, that is personally offensive and that fails to respect the rights of others. Sexual harassment occurs in a variety of situations which share a common element; the inappropriate introduction of sexual activities or comments into the work environment.

Sexual harassment often involves relationships of unequal power. Such situations may contain elements of coercion, such as when compliance with requests for sexual favors becomes a criterion for granting privileges or favorable treatment on the job. However, sexual harassment may also involve relationships among equals, such as when repeated advances or demeaning verbal comments by a co-worker towards another co-worker have a harmful effect on a person's ability to perform his or her work. **Sexual harassment can also involve employee behavior directed at non-employees** or non-employee behavior directed at employees. Examples of sexual harassment include, but are not limited to:

- repeated, unwanted sexual flirtations, advances or propositions;
- continued or repeated verbal abuse or innuendo of a sexual nature;
- **uninvited physical contact such as touching, hugging, patting, brushing or pinching;**
- verbal comments of a sexual nature about an individual's body or sexual terms used to describe an individual;
- display of sexually suggestive objects, pictures, posters or cartoons;
- continued or repeated jokes, language, epithets or remarks of a sexual nature in front of people who find them offensive;
- comments or inquiries about a person's body or sexual activity, deficiencies or prowess;
- prolonged staring or leering at a person;
- making obscene gestures or suggestive or insulting sounds, such as whistling;
- the demand for sexual favors accompanied by an implied or overt threat concerning an individual's employment status or promises of preferential treatment, such as favorable performance reviews, salary increases, promotions, increased benefits, or continued employment;
- indecent exposure;
- assault or coerced sexual acts.

This behavior is unacceptable in the workplace itself and in other work-related settings such as work related social events and travel.

V. FINDINGS AND CONCLUSIONS

Having considered all the credible evidence and reasonable inferences drawn therefrom, I make the following findings and conclusions based upon a preponderance of the evidence. [REDACTED] is a poor historian, and her credibility is compromised for the reasons set forth below. Accordingly, I conclude that those of her allegations which cannot be corroborated by other sources do not meet the preponderance of the evidence standard. That being said, there is sufficient evidence that Fahey has engaged in indiscretions that violate aspects of the Town's policies and warrant corrective action up to and including termination.

A. [REDACTED] s Credibility

Although [REDACTED]'s allegations are serious and warrant investigation, they are undermined by significant gaps in her credibility. She admits to being an unreliable historian and made numerous inconsistent statements. Because her credibility is critical to this investigation, I note the following concerns.

[REDACTED] made troubling admissions during the interview. She once admitted that "my mind is kinda all over the place." She could not remember the [REDACTED]

[REDACTED] and where Fahey visited her [REDACTED]

[REDACTED] [REDACTED]

[REDACTED]

[REDACTED] She did not recall the dates when she was employed at the AYS.

[REDACTED] also made a surprisingly inconsistent statement at one point during the interview, [REDACTED] This statement is difficult to reconcile within the context of her other statements.

█ also made statements that were contradicted by other sources. Her “best friend” █ reported that █, an allegation she did not make in the interview. Similarly, she told her friend █ that Fahey had “sexually assaulted” her. Although the definition of sexual assault can certainly be applied differently among lay people, █ alleges sexual harassment and not an assault. She told this investigator that “he never hurt me.” Both of these conversations with friends appear to be exaggerations.

█’s willingness to make otherwise unexplained, explosive allegations was also troubling. █

█

Her lack of support for these serious allegations reveals a cavalier disregard for the truth and appears motivated more by emotion than fact. █

█

Based on these concerns about █’s recollection and credibility, her allegations, when not supported by third-party or documentary corroboration, do not meet the preponderance of the evidence standard. Given her extremely difficult and unfortunate upbringing, █

█ her confusion is understandable and even sympathetic. Without a doubt, much of what happened to █ is not her fault.

Nevertheless, her recollections are not sufficiently reliable to support many of her assertions. Accordingly, if any of her allegations are to meet the preponderance standard, they need to be corroborated by other evidence.

B. Allegations that are Corroborated

Similarly, Fahey has significant gaps in his credibility, particularly in denying that he often met with ██████ in his office at the AYS behind closed doors, as this is confirmed by Soap. According to Soap, Fahey would lead kids, particularly girls, into his office and shut the door. He (Soap) would sometimes knock on the door and wait while kids remained in his office. This contradicts the statement by Fahey, who claims that he (1) met with kids in his office only with the door open and (2) he shared the office with his assistant Glen. Soap's statement is credible; although he is no fan of Fahey, he was not willing to stretch the truth to support the more serious parts of ██████'s story. Soap reports that he never witnessed anything of a sexual nature going on between them and that he was not aware of any conversations with Fahey concerning pornography.

Further Fahey was untruthful when he reported that the night he met ██████ alone at AYS, she arrived 8:00 PM or 9:00 PM while others were present. ██████ confirms that he dropped ██████ off at the AYS at approximately 10:30 PM so that she could meet with Fahey. He recalls that there were no festivities going on that night and that the facility was quiet. Further, Fahey's own text messages support the contention that Fahey met ██████ after 10:00 PM at the AYS.

██████████ confirms that (1) Fahey told her that ██████ "made a move" on him and (2) Fahey brought the pornographic video of ██████ to the ██████ house on his laptop. Understandably, both incidents stunned ██████. Fahey's denials of these claims are not credible and are insufficient to discredit ██████'s statement. Fahey first claimed he and ██████ "looked up" the video on ██████'s computer. Then, he acknowledged they could have been using his computer. It also seems unlikely that Fahey would have

numerous occasions and this imprudent conduct provided the opportunity for inappropriate behavior, it is not sufficient to establish the conduct alleged. ██████'s statements are not sufficiently reliable.

C. Do the Corroborated Indiscretions Violate Town Policy?

Fahey violated Town policy when he downloaded pornographic material and showed it to ██████. His conduct is inconsistent with the mandate that employees do not send or retrieve sexually or otherwise offensive material. Furthermore, the manner by which he chose to inform ██████ of ██████'s involvement in the pornography industry showed poor judgment. If he believed there were legitimate reasons to inform ██████ of ██████'s activity, a phone call or conversation without the dramatic viewing of the video would certainly suffice.

Fahey's lack of judgment and professionalism is also evidenced by his frequent meetings with ██████ and others behind closed doors. That he met with ██████ at the AYS late at night after the other staff had left is troubling and creates—at a minimum—the appearance of impropriety. Driving participants of the AYS around in his truck is similarly problematic. Such conduct creates safety concerns and places young adults in vulnerable predicaments and amounts to conduct unbecoming of a Town employee.

Fahey's expressions of affection, which admittedly include the hugging of participants and expressions of love and beauty (including heart emojis), reveal a lack of appreciation for acceptable boundaries between a youth coordinator and children. "Uninvited physical contact such as touching [and] hugging" are express violations of the Town's sexual harassment policy. What constitutes an "uninvited" hug between adults is

often difficult to gauge, but to assume a minor child could consent to such contact reveals exceedingly poor judgment, if not expressly violative behavior.

Professional boundaries are set by legal and ethical frameworks to maintain a safe working environment and Fahey, who does not possess a professional license, holds himself out to be a mental health expert while having zero accountability for his actions. Fahey's act of visiting ██████████ in her fragile state, and engaging in a conversation that he described as "inappropriate" because she confided in him that she wanted to find a man like him demonstrates his lack of understanding of appropriate boundaries that a licensed professional would know to avoid. Even more concerning is that knowing her feelings towards him and understanding from her mother that she believed ██████████ had a "crush on him", Fahey continued to pursue a relationship with ██████████ with texts, office visits and rides in his truck which is both peculiar and evidence of a reckless disregard for her vulnerable state and understanding of professional limitations.

Further, Fahey's blatant refusal to refer children and families to the licensed social worker at the APD community outreach division, when he represented to the Select Board the need for said services, validates his unwillingness to relinquish control over these children and families. Fahey frequently circumvented the processes put in place by the Town to provide professional services to participants and unilaterally addressed matters outside his authority. Specifically, when ██████████ sought his assistance to stop ██████████ from accusing ██████████ of inappropriate behavior, instead of reporting the serious allegations to the APD to investigate, Fahey recommended ██████████

Further, Fahey [REDACTED]

[REDACTED] Fahey's actions are inconsistent with the duties and responsibilities of the director of the AYS. Although as director he is permitted to be a resource for troubled youths requiring intervention, he is required to work in conjunction with the Town and School resources, and in [REDACTED]'s case, he failed to do this after the initial contact with the staff at the high school.

Beyond deviating from obvious acceptable protocols when interacting with a vulnerable individual like [REDACTED] Fahey appears to engage in this pattern behavior with other employees and/or participants at AYS. By immersing himself into the lives of individuals in crisis and opining on their mental health treatment when he does not hold the requisite professional licensing or training, Fahey risks exposing the children and families to greater damage while exposing the Town to potential liability. Examples of this are shown in his text messages that include informing a family member that her son will become "real manic"; requesting that he (Fahey) be provided his prescriptions and directing the family to limit their phone communications with their son.

Fahey's willingness to use his position with the Town to cross all professional boundaries, to give misguided and uninformed advice to participants and employees in need and to mislead vulnerable individuals to believe he possessed the requisite expertise to render professional services or informed guidance, amounts to conduct unbecoming of a Town employee.

VI. RECOMMENDATIONS

In conclusion, I find by a preponderance of the evidence that the allegations of sexual impropriety against Fahey in his treatment of [REDACTED] are not substantiated. There is, however, sufficient evidence that Fahey violated the Town's computer use policy by downloading the pornographic video of [REDACTED] and showing it to [REDACTED]. In addition, Fahey violated the Town's sexual harassment policy by hugging program participants and employees. His regular practice of meeting with children in closed areas, driving them in his vehicle, hugging them and making expressions of love and their beauty, and meeting with [REDACTED] late at night reveal a blatant disregard for boundaries and amount to conduct unbecoming of a Town employee.

Beyond the many egregious examples of violating policy and overstepping boundaries with AYS members and employees, it is Fahey's consistent pattern of providing mental health advice as an untrained lay person to children and families and his unwillingness to acknowledge and accept the need to refer matters outside his job responsibilities to licensed professionals, including those employed by the Town or the Schools, even more troubling than his blatant disregard for Town policies. Without acknowledgement and accountability by Fahey, as to the appropriate boundaries expected of him as the director of AYS, which he has failed repeatedly to demonstrate or show an understanding of, it is likely there will be no change in how he carries out the job as director of AYS.

Based on the foregoing, I recommend that discipline and corrective action up to and including termination be considered.

If I may provide you with any additional information, please feel free to contact me.

Very truly yours,

Regina M. Ryan

Regina M. Ryan

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SECTION I Overview

Introduction

This handbook is intended to be a summary of policies and benefits that may be of interest to employees. Because this is only a general guideline, discrepancies may exist between this handbook and the employees' collective bargaining agreements. Where policies differ, the union contract shall prevail. If employees need clarification or additional information regarding the policies and procedures contained herein, please contact an immediate supervisor or the Human Resources Office.

Affirmative Action Policy

The Town of Andover does not discriminate on the basis of age, race, color, religion, national origin, physical disability, sexual orientation or sex, except where sex is a bonafide occupational qualification, as in the position of a police matron. The Town of Andover is an Equal Opportunity/Affirmative Action Employer.

A copy of the Town's Affirmative Action policy is on file in the Human Resources Office.

Statement of Non-Discrimination on the Basis of Disability

The Town of Andover does not discriminate on the basis of disability in any employment-related areas, nor in the admission or access to its services, programs or activities. It is the Town's policy that no individuals, solely by reason of their disability, be excluded from the opportunity to participate in, or reap the benefits of, programs and services offered by the Town of Andover. Qualified individuals with disabilities will be afforded equal opportunity to participate as members of planning or advisory boards, commissions, or any other entity of local government.

To assure the provision of the above, the Town has appointed an Americans with Disabilities Act (ADA) Coordinator and an ADA Action Committee. A copy of the Town's *Non-Discrimination on the Basis of Disability* policy is on file in the Human Resources Office.

Administrative Office Hours

The Town's administrative offices are open to serve the public Monday-Friday from 8:30 AM to 4:30 PM.

Work Schedules

The basic workweek for non-union employees shall be 36.25 hours, except library employees, who work 37.5 hours per week. Union employees should refer to their collective bargaining agreement for a definition of the workweek.

Pay Day

At this time, employees are paid weekly on Thursday, unless otherwise notified. At some future date, the Town may wish to consider implementing a bi-weekly pay period, and reserves the right to make this change.

Any questions regarding paychecks and/or salary should be directed to an immediate supervisor, the Payroll Coordinator at extension 8206 or the Human Resources Office at extension 8530.

Overtime Pay

Overtime is defined per the terms of each collective bargaining agreement. Under the Fair Labor Standards Act, all employees not covered by a collective bargaining agreement will be classified as either exempt or non-exempt. Only non-exempt employees are eligible to receive overtime pay. For more information regarding the Town's overtime policy, please contact the Human Resources Office.

Confidentiality

The Town of Andover deals with many organizations in the public and private sector in the course of the business day. Because of this, our employees are often exposed to issues of a sensitive and confidential nature. With this in mind, it is expected that employees will act with discretion when dealing with these confidential issues within the workplace. In addition, this information should not be discussed outside the workplace.

Public Relations

All employees who have contact with the public must remember that the impression our citizens have of the Town and local government employees is based on their initial encounter with you. Therefore, it is most important that employees deal with the public in a pleasant and courteous way, and make every effort to assist customers, whether on the phone or in person. Furthermore, it is expected that employees will maintain a professional manner at all times.

Notices

Notices of interest and significance to employees, including job posting notices, are placed on the bulletin boards in centrally located areas of the administrative buildings and at various work sites throughout the Town. Employees should check the boards frequently to keep informed. Periodically, other important notices will appear on the bottom of your pay stub or will be sent along with your paycheck.

Personnel Records

Employees should keep their personnel files up to date by notifying the Human Resources Office immediately of any change in address, telephone number, marital status or other relevant personal data. If the information in the file is incorrect, problems may arise concerning taxes, employee benefits or other important matters. Employees are permitted to review their personnel file in the Human Resources Office. To do so, please schedule an appointment during normal business hours.

Parking

The Town makes every effort to provide parking convenient to the employee's regular work location. In most parking lots, a Town sticker is necessary. Parking stickers can be obtained in the Human Resources Office.

SECTION II Employment Practices

Promotion

It is the Town's policy to hire and retain the most qualified employees. All vacancies are posted on the bulletin boards in all Town and School buildings. These vacancies are brought to your attention to ensure that, if interested, you may apply and receive fair consideration for all openings. No person shall be appointed, promoted, demoted, advanced or held back on any basis or for any reason other than qualifications, merit, and/or fitness for service. Employees applying for promotional opportunities will be given careful consideration for advancement, provided they meet the minimum qualifications and can demonstrate positive and successful work experience with the Town.

Pre-Placement Physicals

It is the policy of the Town of Andover to require pre-placement physicals for the purpose of making an assessment as to the physical suitability of an individual to perform the work for which a candidate is being considered. Only certain categories of employees are affected by this requirement, including Civil Service appointees (Police and Fire) and union employees of the Department of Public Works and Department of Plant and Facilities. You will be notified if you are so affected.

Further, such physicals will be given only after an offer of employment has been made.

SECTION III
Employment Policies

Sexual Harassment in the Workplace Policy

I. Purpose

This memorandum establishes the policy of the Town of Andover regarding sexual harassment in the workplace by managers, supervisors, employees, and/or members of the public who use Town facilities, vendors and contractors. This memorandum also describes examples of conduct that may constitute unlawful sexual harassment and sets forth a complaint procedure to be followed by persons who believe that they are victims of unlawful sexual harassment.

II. Policy

The Town of Andover fully supports the right of all persons to hold employment in or enjoy access to our facilities in an atmosphere which promotes equal opportunities and prohibits discriminatory practices, including sexual harassment. Sexual harassment by managers, supervisors, employees, and/or members of the public who use Town facilities, vendors and contractors is unlawful and unacceptable and will not be tolerated. Further, any retaliation against an individual complaining of sexual harassment or cooperating with the investigation of sexual harassment is similarly unlawful and also will not be tolerated.

We view allegations and concerns about sexual harassment very seriously and we will respond promptly and decisively to instances where complaints of sexual harassment are brought to our attention by use of the established procedures which are set out and explained in this written policy.

Where it has been demonstrated to our satisfaction that such harassment has occurred, we will promptly act to deal with and eliminate any harassment and/or other unlawful conduct. We will impose such corrective action as is necessary up to and including termination.

Please note that while this policy sets forth our goals of promoting a workplace that is free of sexual harassment, it should not be construed as preventing, limiting, or delaying the Town of Andover from taking disciplinary action against any individual up to and including termination, in circumstances where the Town of Andover deems disciplinary action appropriate regardless of whether such conduct satisfies the definition of sexual harassment.

III. Definition of Sexual Harassment

A. The legal definition of sexual harassment

Sexual harassment is a form of sex discrimination that is illegal under both Title VII of the Civil Rights Act of 1964 and M.G.L. c 151B. These laws provide that unwelcome sexual advances, requests for sexual favors, and other physical or verbal conduct of a sexual nature constitute sexual harassment when:

- § submission to or rejection of such advances, requests, or conduct is made, whether explicitly or implicitly, a term or condition of an individual's employment or a basis for employment decisions affecting the individual; or
- § such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, humiliating or sexually offensive work environment.

These definitions are broad and include any sexually oriented conduct, whether it is intended to harass or not, that is unwelcome and has the effect of creating a workplace environment that is hostile, offensive, intimidating or humiliating to either male or female workers.

B. Examples of conduct that can constitute unlawful sexual harassment

Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, that is personally offensive and that fails to respect the rights of others. Sexual harassment occurs in a variety of situations which share a common element; the inappropriate introduction of sexual activities or comments into the work environment.

Sexual harassment often involves relationships of unequal power. Such situations may contain elements of coercion, such as when compliance with requests for sexual favors becomes a criterion for granting privileges or favorable treatment on the job. However, sexual harassment may also involve relationships among equals, such as when repeated advances or demeaning verbal comments by a co-worker towards another co-worker have a harmful effect on a person's ability to perform his or her work. Sexual harassment can also involve employee behavior directed at non-employees or non-employee behavior directed at employees.

Examples of sexual harassment include, but are not limited to:

- repeated, unwanted sexual flirtations, advances or propositions;
- continued or repeated verbal abuse or innuendo of a sexual nature;
- uninvited physical contact such as touching, hugging, patting, brushing or pinching;
- verbal comments of a sexual nature about an individual's body or sexual terms used to describe an individual;
- display of sexually suggestive objects, pictures, posters or cartoons;
- continued or repeated jokes, language, epithets or remarks of a sexual nature in front of people who find them offensive;
- comments or inquiries about a person's body or sexual activity, deficiencies or prowess;
- prolonged staring or leering at a person;
- making obscene gestures or suggestive or insulting sounds, such as whistling;
- the demand for sexual favors accompanied by an implied or overt threat concerning an individual's employment status or promises of preferential treatment, such as favorable performance reviews, salary increases, promotions, increased benefits, or continued employment;
- indecent exposure;
- assault or coerced sexual acts.

This behavior is unacceptable in the workplace itself and in other work-related settings such as work-related social events and travel.

C. Dispelling common myths about harassers and victims

Contrary to popular belief, sexual harassment is not limited to prohibited behavior by a male employee toward a female employee or by a supervisory employee toward a non-supervisory employee. Sexual harassment can be found in any of the following less traditional situations:

1. A man as well as a woman may be the victim of sexual harassment, and a woman as well as a man may be the harasser.
2. The harasser does not have to be the victim's supervisor. He or she may also be a supervisory employee who does not supervise the victim, a co-worker, or in some circumstances, a non-employee such as a member of the public who uses Town facilities.
3. The victim does not have to be the opposite sex of the harasser.

4. The victim does not have to be the person at whom the unwelcome sexual conduct is directed; the victim may be someone who is affected by such conduct even though it is directed at another person. For example, the sexual harassment of one employee may create an intimidating, hostile, humiliating or offensive work environment for a co-worker, or may interfere with the co-worker's performance. In addition, consensual sexual behavior in the office between two employees may be offensive to a third employee or result in favoritism that harms the third employee.
5. Sexual harassment does not depend on the victim's suffering an economic injury, such as losing a promotion, as a result of the harasser's conduct. As the examples of improper conduct listed above show, sexual harassment can occur whenever unwelcome conduct of a sexual nature creates an intimidating, hostile, humiliating or offensive work environment.

IV. Employee Responsibilities

Each employee of the Town of Andover is personally responsible for ensuring that his or her conduct does not sexually harass any other employee or non-employee in the workplace. Each employee is responsible for cooperating in any investigation of alleged sexual harassment if requested to do so by the person conducting the investigation.

V. Supervisor and Manager Responsibilities

It is the responsibility of each supervisor and manager to strictly enforce the terms of this policy. Supervisors, managers, or department heads who become aware of incidents of sexual harassment in their departments, even in the absence of a formal complaint, should take appropriate actions to eliminate the conduct. Supervisors and managers may seek further information and guidance from the Human Resources Office.

VI. Ways of Dealing with Sexual Harassment

A. Self-help* *(please see note at the end of this policy from the Human Resource Director)*

If an individual believes that he or she is being sexually harassed, the most immediate goal is to stop the offensive conduct. Individuals should:

- Promptly and firmly confront whomever is doing the harassing.
- State that his/her conduct offends, intimidates and/or embarrasses you.
- Describe how the harassment negatively effects your work.
- Request that he or she stop the conduct immediately.
- Say things like, "Please don't touch me. I don't like it. It makes me uncomfortable."; "I don't think jokes like that are funny." Please don't tell them when I am in the room."; "I'd like it a lot better if you'd comment on the quality of my work rather than on the way I look."; "My name is _____, not 'honey'."

If practical, bring a witness with you for this discussion. After the discussion, write a summary of the conversation, including the date and name of anyone who accompanied you.

In all instances where an individual believes that he or she has been sexually harassed, it is helpful, but not necessary, to write down a description of the offensive conduct, the date or dates on which it took place, and the names of anyone who witnessed the conduct or heard the offensive remarks.

B. Seeking Guidance

In some instances, confronting the harasser directly may be too intimidating or uncomfortable, particularly when the harasser is an immediate supervisor. An individual who wants to discuss his/her situation may contact the Town's Human Resources Director for more information about sexual harassment and the complaint procedure in order to decide whether to make a complaint.

C. Formal Complaint

1. An individual who believes that they have been subjected to sexual harassment has a right to file a formal complaint with his/her supervisor or, if appropriate, the Human Resources Director. This may be done orally or in writing. The supervisor and the Human Resources Director will conduct an investigation in a fair and expeditious manner.
The investigation will include a private interview with the person filing the complaint and with any witnesses. An interview with the alleged harasser will also be conducted. Once the investigation has been completed, the supervisor and the Human Resources Director will present the findings to the appropriate Department Head.
2. If an investigation of a complaint of sexual harassment reveals that an employee, supervisor, manager, or department head has engaged in actions or conduct constituting sexual harassment, the Town will act promptly to eliminate the offending conduct and take appropriate disciplinary action, up to and including discharge. The disciplinary action taken will depend upon the seriousness of the violation. Disciplinary action will be taken by the appropriate Department Head, in accordance with the Personnel Policy and Procedures Manual, appropriate union contract, or other appropriate disciplinary procedure. Such action may include: counseling, informal or formal reprimands, oral or written warnings, suspension, demotion, transfers, and other formal sanctions, including termination of employment. It is the responsibility of all supervisors, managers and department heads to strictly enforce the terms of this policy.
3. Any supervisor, manager or department head who prevents or attempts to prevent an individual from making a complaint of sexual harassment or who fails to cooperate with or interferes in any way with the investigation of such a complaint, will be subject to disciplinary action.
4. No Retaliation for Filing Complaint of Sexual Harassment: No employee, supervisor, or manager shall be retaliated or discriminated against in any way for making a complaint of sexual harassment or for assisting in the investigation of such a complaint. Retaliation against any person for reporting sexual harassment is unlawful and will not be tolerated; further, it will subject the retaliator(s) to disciplinary actions.**
5. Any non-employee found to have committed an act of sexual harassment may be removed from Town premises, or other appropriate action may be taken.
6. Confidentiality: All actions taken to investigate and resolve complaints through this procedure shall be conducted with as much confidentiality as possible without compromising the thoroughness of the investigation. The individual filing the complaint will be informed of the results of the investigation.
7. If you would like to file a sexual harassment complaint, you may do so by contacting your supervisor at his/her office or by calling the main switchboard at (978)623-8200. The Human Resources Director may be reached at (978)623-8530. Both persons may be contacted through inter-office mail in care of their respective departments. These persons are also available to discuss any concerns you may have and to provide information to you about our policy on sexual harassment and our complaint process.

****HR Director's Note:** The filing of a sexual harassment complaint is a serious matter and every protection is afforded the complainant. However, should it be determined that a person makes a false allegation in a complaint of sexual harassment such employee will be subject to disciplinary action including possible termination of employment.

D. Appeals Process

Employees who believe they have been unfairly disciplined may appeal the decision to the Town Manager. This request must be in writing to the Town Manager, and must be received within one calendar week of the Department Head's decision.

E. Union Grievances

Bargaining unit members may also elect to file a grievance under their collective bargaining agreement.

F. Other Options

Should employees choose to pursue a course of action outside of the Town, several options exist. They may file a complaint with the Massachusetts Commission Against Discrimination (MCAD) and/or the Equal Employment Opportunity Commission (EEOC). These government agencies handle complaints of job discrimination, including sexual harassment, and can be reached at:

MCAD

One Ashburton Place, Room 601
Boston, MA 02108
(617)727-3990

EEOC

1 Congress Street
Boston, MA 02114
(617)565-3200

Please note that these agencies have a short time period for filing complaints: MCAD, 6 months; EEOC, 180 days.

In addition to the above mentioned government agencies, the Town's Employee Assistance Program assists employees who are dealing with the stress of harassment or seeking guidance for addressing the behavior. The Town's EAP, Family Service, Inc., may be contacted through their 24-hour hotline number (800)683-9544, or during regular business hours at (978)683-9505.

All people have the right to engage attorneys to represent their interests. This list is not exhaustive and is not intended to represent legal advice or referral. All employees are encouraged to avail themselves of the complaint procedure offered by the Town of Andover.

Sexual Harassment Coordinators: Reginald S. Stapczynski, Town Manager
 Candace A. Hall, Human Resources Director

This policy has been revised based on recommendations by the Massachusetts Commission Against Discrimination, September, 1996.

*** Note from the Human Resource Director: Nothing in the *Self-Help* section of this policy should be interpreted or construed as a deterrent to filing a formal complaint.**

Concerning the issue of self-help, the suggestion to speak directly with the harasser is only a suggestion, and it is quite often an effective means of stopping an inappropriate behavior.

Safety Policy

The Town of Andover believes that every employee is entitled to work under the safest possible conditions in the numerous occupations we represent. To this end, the Town commits every reasonable effort to provide and maintain a safe and healthy work place, safe equipment, and proper materials. Andover has a Town-wide safety committee, which has established safe work practices for all work sites.

Accidents, which injure people, damage machinery or equipment, and destroy materials or property, cause needless suffering, inconvenience and expense.

The Town's executive safety advisor and the safety committee work together to insure that department heads and supervisory personnel carry out their delegated responsibilities in the area of employee safety. The executive safety committee, which meets monthly, maintains an active role in promoting employee safety.

It is the basic responsibility of each employee to make work-place safety a part of his/her daily concern. Each employee is obligated to observe the established rules of conduct and safety, as established in the Town's Safety Manual, and to properly use any safety equipment provided.

Employees are our most important asset. Your safety is our greatest responsibility. We appreciate your full cooperation in making this policy effective.

Work Related Accidents/Injuries: All work related accidents/injuries must be reported to your supervisor immediately. These accidents/injuries will be thoroughly investigated by the most immediate supervisor or the injured worker, if the incident was un-witnessed. It is the responsibility of Department Heads to make sure accident investigations are complete and that emphasis is placed on finding ways to prevent future injuries through this effort. All accident/injury reports must be forwarded to the Human Resources Office, c/o the Benefits Specialist, as soon as practicable for prompt filing with the Department of Industrial Accidents.

Fire and Police Department union employees injured on the job should follow the Injured-in-the-Line-of-Duty protocols established by the respective departments.

Right to Know Workplace Notice

The Right to Know Law, Chapter 111F of the Massachusetts General laws, provides a new right to employees and community residents regarding the communication of information on toxic and hazardous substances. Those rights include:

Workplace Notice: A notice must be posted in a central location in the workplace informing employees of their rights under the law. The notice must be in the English Language. It must also be available to non-English speaking persons in their language.

Training: Employers must provide an annual training program to employees who work with toxic or hazardous substances. New employees must receive training within thirty (30) days from date of hire. The training program must be conducted by a competent persona and may be in the form of verbal and/or written instruction. At a minimum, training must include an explanation of employee rights, the Material Safety Data Sheet (MSDS) as a document, and those MSDS's covering toxic or hazardous substances used, handled or stored in the workplace; applicable protective equipment, clothing and labeling of substances that are carcinogenic, mutagenic, teratogenic or neurotoxic. The employer must keep a record of this training or instruction, which must be given with pay during the employee's normal work or shift hours.

Material Safety Data Sheet (MSDS): The Material Safety Data Sheet is the document that provides information on each toxic or hazardous substance used or stored in the workplace. An employee or his or her designated representative has the right to obtain and examine the MSDS for any toxic or hazardous substance to which the employee is, may be or has been exposed, if the employee's request is made to the employer in writing. After four working days from the date the request is made, and employee can refuse to work with the substance when two conditions exist:

1. The employer fails to furnish the employee with an MSDS;
2. The employer fails to furnish the employee with proof that the employer has exercised diligent efforts to obtain an MSDS, either from the manufacturer or through the Commissioner of Labor and Industries.

Public employees classified as performing an essential service may not refuse to work with the substance.

Labeling: All containers in the workplace of more than five pounds or more than one gallon, containing toxic or hazardous substances, must be labeled with the chemical name of the substance. Containers of mixtures must be labeled with the chemical name of each toxic or hazardous constituent when the constituents comprise one percent or more of the mixture. Containers of more than 30 pounds or more than 5 gallons must also be labeled with the appropriate National Fire Prevention Association (NFPA) symbol. Labels must be clear, prominent, in English and weather resistant.

Non-Discrimination: An employee, who believes he or she has been discharged, disciplined or discriminated against by an employer for exercising rights granted under the Law, has one hundred-eighty (180) days to file a complaint with the Commissioner of the Department of Labor and Industries. A copy of the verified complaint must be sent to the employer at the same time by certified mail.

The employee's rights listed above are further defined under Chapter 111F of the Massachusetts General Laws and the Code of Massachusetts Regulations 441 CMR 21.00. For additional information, contact the Department of Occupational Safety at 617-696-7177.

Drug Free Workplace Policy

In complying with the Drug Free Workplace Act of 1988, the Town of Andover endorses the following policy statement:

1. All employees are notified that unlawful manufacturing, distribution, dispensation, possession, use and/or being under the influence of a controlled substance or alcohol is prohibited while on the job. Controlled substances are defined as narcotics, cannabis, stimulants, depressants, and hallucinogens. Alcohol is defined as alcoholic beverages including beer, wine and distilled spirits.
2. Any employee found in violation of the above statement (A) will be subject to disciplinary action, up to and including termination.
3. All employees must abide by the terms of this statement and notify the Department Head or the Town Manager within five (5) days of any criminal drug statute conviction of which the actual criminal conduct itself occurred in the workplace.
4. The Town of Andover will, within thirty (30) days of receiving any such notice under (c) above, take appropriate personnel action with an employee, which may include disciplinary action up to and including termination; and/or may provide the opportunity for said employee to participate satisfactorily in an approved drug or substance abuse assistance program.
5. The Town of Andover will make a good faith effort to maintain a drug free workplace through implementation of this policy statement.

Human Resource Director's Note: Employees required to have a Commercial Driver's License (CDL) for the performance of their duties are subject to the provisions of the Omnibus Transportation Employee Testing Act of 1991. Such employees will receive a copy of this policy when hired.

Conflict of Interest Law

Employees of the Town of Andover must comply with Massachusetts General Law, Chapter 268A, Section 17-23, Conduct of Public Employees.

The law prohibits a variety of acts including bribery; receiving gifts or compensation other than official Town compensation for any matter in which the Town has a substantial interest; and in participating in a matter involving the Town in which one's business associates or one's relatives have a financial interest. In effect, these regulations prohibit Town employees from having an interest in any business which has dealing with an agency of the Town.

Standards and Guidelines for E-Mail and Internet Use

The Town of Andover provides e-mail and/or Internet access to employees who are connected to the municipal network server located at the Town Offices and, additionally, to various employees in other Town buildings.

The purpose of providing these services to employees is to improve communication between departments and to provide the means to communicate and obtain information via the Internet. These services shall be used to improve the efficiency and effectiveness of municipal operations. Personal and other unauthorized use of the Town's E-mail and Internet is strictly prohibited.

Please note the following standards when using e-mail/Internet access:

- E-mail/Internet access is provided by the Town of Andover and, therefore, all messages and records are the property of the Town of Andover.
- Electronic records, including e-mail and Internet access, must comply with all public records regulations*; and, as with all public records, a copy of such record could be requested.
- All communication should be stated in a professional manner; under no circumstances may employees create, send or retrieve sexually or otherwise offensive, derogatory or harassing messages to employees or others by e-mail or the Internet.
- Employees may not copy, retrieve or send confidential, copyrighted or proprietary information by e-mail or the Internet without specific written authorization from appropriate Town officials.
- The Town of Andover reserves the right to monitor e-mail/Internet usage, including content; the Town will conduct periodic monitoring to insure compliance with these standards and transmissions should not be considered confidential or private even though you may have a personal access password.
- Deleting e-mail does not guarantee that it cannot be retrieved.
- E-mail that is no longer needed should be deleted by the user; employees are encouraged to save e-mail messages that may be useful to them in the future, however, the Information Systems Division (or designee at remote sites) may need to periodically delete old e-mail if the resources of the e-mail server(s) are affected.
- Violations of such standards may result in disciplinary action up to and including discharge.

Questions about e-mail and Internet use should be directed to the IS Division at x8231 or x8236.

**All employees should be familiar with the Public Records Law. Questions concerning the interpretation Public Records Law should be directed to the Town Clerk's office at x8258.*

Smoking Policy

Effective June 15, 1992, the Board of Health of the Town of Andover, acting under the authority of Chapter 111, Section 31 of the Massachusetts General Laws (MGL), voted unanimously to adopt the following regulation.

This regulation is adopted in accordance with the provisions of MGL as a reasonable health regulation designed to protect and improve the health of any and all users or occupants of the Town Office Building, located at Bartlet Street, Andover, Massachusetts. Such building is commonly known as the Town Offices.

Smoking of cigarettes and other tobacco products shall not be permitted in any area within the building of the Town Offices. This building is hereby declared a Smoke-Free Facility.

In addition, effective May 1, 2000, smoking is not permitted in municipal vehicles. Furthermore, effective June 1, 2000, a setback distance of 25 feet from all entrances/exits has been established for smoking outside all municipal buildings (the distance is reduced to 10 feet at the Town House).

Police officers and firefighters hired after January 1, 1988, are prohibited from smoking on and off the job at whatever location (M.G.L. Chapter 41, Section 101A).

Seat Belt Policy

Effective February 1, 1994, the Andover Police Department, as well as other police agencies, began enforcement of the mandatory seat belt law. This law applies to all passenger cars, vans, and trucks with a gross weight of under eighteen thousand pounds. The assessment for a seat belt violation is \$25.00.

Many employees, especially those in Town of Andover vehicles, are visible to the general public as they drive about in their daily duties, as well as traveling to and from work. Please, be a role model, wear your seat belt. It's the law...and it could save your life.

Policy Regarding Town Owned Vehicles and Equipment

This policy applies to all persons driving a vehicle owned by the Town of Andover.

- It is a mandatory requirement to have an accident report filled out for all accidents involving Town vehicles or Town property. Accident Report forms are available at the Police Station.
- In addition, a "Supervisor's Report of Accident" form must accompany this report.

According to the Handbook of Massachusetts Motor Vehicle Laws and Regulations, Chapter 90, Section 26, any accident involving a Town owned vehicle, no matter how minor, must be reported to the Registry of Motor Vehicles.

It is the Town's policy that a copy of this report be sent to the Office of the Town Manager. In addition, a copy is to be sent to the office of the Purchasing Agent/Insurance Coordinator.

Whistle Blower Policy

Employees of the Town of Andover are hereby advised of their rights in accordance with M.G.L., Chapter 149, Section 185.

The Town of Andover as employer shall not take retaliatory action against an employee because the employee does any of the following:

- Disclose or threaten to disclose an activity, policy or practice which the employee reasonably believes is a violation of the law, or which the employee believes poses a risk to public health, safety or the environment;
- Provide information or testify before a public body conducting an investigation into any violation of the law or risk to public health, safety or environment;
- Object to or refuse to participate in an activity, which the employee reasonably believes poses a risk to public health, safety or the environment.

The employee must, by written notice, bring the activity, policy or practice in question to the attention of the Town Manager to receive unless: (A) the employee is reasonably certain that the activity, policy or practice is known to one or more supervisors and the situation is emergency in nature, or (B) the employee reasonably fears physical harm as a result.

Employees aggrieved by a violation of this law may institute civil action in the Superior Court in accordance with M.G.L. Chapter 149, Section 185 (d).

For more information with regard to this statute, please contact the Human Resources Office.

Fair Labor Standards Act (FLSA) **Exempt vs. Non-Exempt Employees**

The FLSA identifies three types of exempt employees: executive, administrative and professional. Job titles, which do not fall within the aforementioned categories, are classified as non-exempt. The Town periodically reviews job descriptions to ensure that our employees are appropriately designated as exempt or non-exempt, and that the exempt designations are defensible.

Town of Andover Regulations for Compensating Non-exempt Employees

Non-exempt employees not covered by a collective bargaining agreement will be compensated for all hours worked during the employee's regularly scheduled workweek. Non-exempt employees that work in excess of the employee's regular, full-time workweek will be paid at the rate of time and a half. A workweek of less than 36 hours will not be considered a full-time work week for the purposes of these regulations.

At the request of the employee and with the consent of the department or division head, compensatory time off may be accrued and used in lieu of overtime payment. The employee's decision to request compensatory time off in lieu of overtime payment shall be made freely and without coercion or pressure. Compensatory time off will be calculated at the rate of time and a half for hours worked beyond the regular, full-time workweek. Within a reasonable period of time after making such request, and with the approval of the department or division head, the employee may use compensatory time provided the employee's absence does not unduly disrupt the operations of the department.

Compensatory time may not be accrued in excess of 240 hours. The 240- hour limit represents 160 hours of actual overtime worked. Employees accruing the maximum amount of compensatory time must, thereafter, be paid for hours worked beyond the normal workweek.

Any balance of compensatory time will be paid out upon separation of employment at the employee's current rate of pay at the date of termination or at the average regular rate received by such employee during the last three (3) years of the employee's employment, whichever is higher.

A record of compensatory time earned and compensatory time used must be kept by the department or division head for all non-exempt employees in the department and must be transmitted to the payroll department on a weekly basis.

Non-Motorized Forms of Transportation

The Town of Andover, through its Board of Selectmen, declares it to be the policy of the Town to promote, encourage and support pedestrian, bicycle and other non-motorized forms of transportation and recreation. In furtherance of this policy, the Town staff shall take actions wherever possible to promote the growth, accessibility and safe use of such alternative forms of transportation and recreation. Specifically, the Town supports traffic calming efforts, bicycle and pedestrian-friendly enhancements and the continued development of community paths, trails and linkages.

SECTION IV Employee Benefits

Retirement Plans

All permanent employees who regularly work 20 hours or more per week are required to participate in the Town's Contributory Retirement System. An enrollment form must be completed at the start of employment, and payroll deductions will begin automatically. For further information concerning the Town's retirement system, please contact the Town Accountant's Office at extension 8209.

Employees who are not eligible for the Town's retirement plan are automatically enrolled in the "PTS" plan through the ICMA Retirement Corporation. The **PTS** plan is designed specifically for employees who are **Part-time** (less than 20 hours/week), **Temporary** or **Seasonal** and therefore are not covered by the Town's retirement plan. This plan was adopted as an alternative to putting all part-time, temporary or seasonal employees in the Social Security System. Employees who leave the Town's employment are entitled to a disbursement of the assets held in this account. Please notify the Human Resources Office within 60 days from the date of termination in order to receive disbursement. For more information concerning the PTS plan, contact the Benefits Specialist at extension 8531.

Direct Deposit

All Town employees are eligible for payroll direct deposit. To enroll, employees must complete the authorization agreement form and attach a copy of a voided check or deposit slip. Forms are available from the Human Resources Office or the Accounting Office.

Flexible Spending Account

Employees not covered by a collective bargaining agreement are eligible to participate in the Town's Flexible Spending Account (FSA), as provided for under Section 125 of the Internal Revenue Code. Participating in an FSA can significantly reduce your federal and, in most instances, your state income taxes. Through such a plan, qualified health and/or dependent care expenses not reimbursed by insurance or other reimbursement programs can be paid with pre-tax income. Informational packets are available from the Human Resources Office.

Health Insurance

Active Employees

Permanent employees who regularly work 20 hours or more per week are eligible for group health insurance through the Town of Andover. The purpose of group health insurance is to provide the employee and his/her family with protection against non-occupational illness or injury.

Employees currently have the option of participating in one of three Blue Cross/Blue Shield health insurance plans offered through the Town. These options include two indemnity plans, Master Medical and Master Health Plus, as well as a health maintenance organization (HMO), HMO Blue. The Town contributes 65% toward the total premium for both Master Medical and Master Health Plus, and a slightly higher percentage for the HMO Blue. The remainder of the premium shall be deducted from the employee's wages.

Brochures and benefit comparisons highlighting each plan are available from the Human Resources Office.

Retired Employees

Upon retirement from the Town of Andover, employees will be transferred from the active employee group to a retiree's group. For retirees under age 65, this group transfer does not change the type of coverage already in place; it is merely a group number change. This transfer also applies to retirees over age 65 who are not Medicare eligible. However, for retirees aged 65+ who are Medicare eligible, different coverage options exist.

Retirees who are eligible for Medicare parts A and B have the option of joining the Medex plan or the Managed Blue for Seniors plan. These plans are known as Medicare "supplements." This means that Medicare acts as the primary insurance and the supplements are considered the secondary insurance.

Brochures and benefit comparisons highlighting what Medicare covers and what the supplements pick up in addition to Medicare are available from the Human Resources Office.

Related Health Insurance Policies/Issues

Health Insurance Portability and Accountability Act (HIPAA) of 1996

HIPAA requires that employers, or their group health insurance providers acting on their behalf, issue Certificates of Coverage for employees who terminate employment regardless of COBRA election, for employees or dependents whose COBRA benefits have expired, and for any former employee or dependent who requests a certificate within 24 months of termination. A lesser known provision of the Act requires that the employer notify employees who decline enrollment in a health insurance plan at the time of initial eligibility of the Act's *Special Enrollment Rules*. These rules are described below.

❖ Special Enrollment Rules for Health Insurance Plans

Employees who decline enrollment for themselves or their dependents, including their spouses, because of other health insurance coverage may, in the future, be able to enroll themselves or their dependents in the plan, provided that they request enrollment **within 30 days after other coverage ends**. In addition if they have a new dependent as a result of marriage, birth, adoption, or placement for adoption, they may be able to enroll themselves and their dependents, provided that they request enrollment within 30 days after the marriage, birth, adoption or placement for adoption.

Employees should consult Appendix B of this handbook for further information regarding change in status and/or eligibility.

Consolidated Omnibus Budgetary Reconciliation Act (COBRA)

Under federal COBRA law, employers are required to offer covered employees and covered family members the opportunity for a temporary extension of health coverage (called "continuation coverage") at group rates when coverage under the health plan would otherwise end due to certain qualifying events, examples of which are highlighted below as well as in Appendix B of this handbook.

Qualifying events include:

- ❖ Termination of employment or reduction in hours of employment to less than 20 hours per week;
- ❖ Death of spouse;
- ❖ Divorce or legal separation;
- ❖ Ceasing to be eligible as a dependent child under the terms of the health plan;
- ❖ And/or entitlement to Medicare.

For additional information regarding your rights and responsibilities under COBRA, please contact Human Resources.

Notice of Coverage Under Group Health Plans

The Women's Health and Cancer Act of 1998 requires group health plans, insurance issuers and HMO's which already provide medical and surgical benefits for mastectomy procedures to now provide insurance coverage for reconstructive surgery following mastectomies. The expanded coverage, which took effect July 1, 1999, includes:

- ❖ Reconstruction of the breast on which the mastectomy has been performed;
- ❖ Surgery and reconstruction of the other breast to produce a symmetrical appearance; and,
- ❖ Prostheses and physical complications at all stages of mastectomy, including lymphedemas.

Blue Cross/Blue Shield of Massachusetts, the Town's group health provider is already in compliance with this legislation.

Deferred Compensation Program

The Town offers a voluntary 457 Deferred Compensation Program for employees who are interested in investing a portion of their salary for retirement. This plan is administered by the International City/County Management Association Retirement Corporation (ICMA-RC). ICMA-RC is a non-profit, tax-exempt service organization specializing in retirement plans for local government employees.

Essentially, a deferred compensation plan is an agreement between you and the Town providing for a specific amount of your salary to be paid to you at a later date, most likely at the time of retirement. This income, which is deferred from federal and state taxes until retirement when your income and tax liability is lower, is then invested in your choice of trust funds administered by ICMA-RC.

Informational packets and enrollment forms for this program are available in the Human Resources Office. For more information regarding specific investment opportunities, please contact ICMA-RC directly. They can be reached at (800) 669-7400.

Employee Assistance Program

The Town of Andover's Employee Assistance Program (EAP) is available to all Town employees and their families. This program is a confidential, employer-paid, professional counseling, evaluation and referral service. It was established to provide short-term counseling to employees, or their family members, who may be experiencing personal problems that affect health, relationships or job performance.

Employees are encouraged to utilize this program to aid in solving a wide variety of problems, including, but not limited to, family/marital issues, alcohol/drug abuse, stress and depression. The EAP, offered through MIIA/Health Resources, can be reached at 800/451-1834.

For more information concerning this program, please refer to your EAP brochure, or contact the Human Resources Office.

Dental and Vision Insurance

The Town of Andover administers both Dental and Vision plans for permanent employees who regularly work 20 hours or more per week. Dental insurance is offered through Delta Dental; Vision insurance is offered through Vision Service Plan (VSP). A fact sheet concerning plan highlights and current premiums can be obtained from the Human Resources Office. Unlike with health insurance, the Town does not contribute toward either the dental or vision plans.

Life Insurance

The Town of Andover provides for three life insurance plan options, all of which are underwritten by the Boston Mutual Life Insurance Company. All permanent Town employees who regularly work 20 hours or more per week are eligible to join these plans. However, unlike health, dental or vision insurance, which offer an “open-enrollment” period annually, life insurance is generally offered only at the initial time of hire. An employee who wishes to obtain life insurance coverage at a later date, can do so only after “evidence of insurability” is submitted to, and approved by, Boston Mutual Life Insurance Company.

An eligible employee may choose from the Basic, Voluntary or Optional life insurance programs. Please note that the Basic Life policy is a pre-requisite for enrollment in either the Voluntary or Optional plans.

Upon retirement, employees are eligible to continue the Basic life insurance policy indefinitely. Employees may also elect to continue their Voluntary life insurance policy at a level of \$5,000 up to age 70. Optional life insurance can be continued until age 75, but is subject to an increase in the premium.

For more information concerning plan descriptions and costs, please contact the Human Resources Office.

Section 125 Pre-Tax Premium Conversion Plan

The Town offers a Section 125 Pre-Tax Premium Conversion Plan (or “cafeteria” plan), which under IRS guidelines, allows employees to reduce their taxable income by an amount equal to the appropriate insurance premium deductions (currently health, dental and vision). Enrollment in the Pre-Tax plan is automatic upon enrollment in the Town’s health, dental, and/or vision plans. Thereafter, enrollment is continuous for each subsequent plan year.

To waive participation in the Pre-tax plan, employees must sign the Pre-Tax Waiver form, furnished upon employment. Withdrawal from the plan or changes to the family status are allowed only during the appropriate open enrollment period, or when certain qualifying event criteria are met. Please refer to Appendix B at the end of this handbook for more information concerning qualifying event criteria.

Andover Federal Credit Union

Employees of the Town of Andover have available to them an independent credit union for the benefit of employees and their families. All employees are eligible to join and take advantage of the savings and loan benefits that are available. As a convenience to employees, automatic payroll deductions can be taken for both savings and loans. Account enrollment cards and deduction authorization forms are available in the Human Resources Office.

For more information, contact the Andover Federal Credit Union at 475-6133, or stop by their office at 3 Lupine Road, Andover. The credit union is open from 9:00 AM to 4:30 PM, Monday through Friday.

Flex-Time

Employees not covered by a collective bargaining agreement may be eligible to implement a flex-time work schedule. Department head approval based on operating requirements is required. Employees working a flex-time schedule are required to work their specified number of hours per week.

Tuition Reimbursement

For employees not covered by a collective bargaining agreement, the Town will pay a maximum of \$3,000 tuition for undergraduate courses and \$5,000 for graduate courses per fiscal year for each employee. The Town also provides for a \$100 expense stipend for each course.

Workmen's Compensation

Pursuant to Massachusetts General Laws (MGL), Chapter 152, all employees except uniformed police and fire employees are provided insurance protection to cover the loss of wages and designated expenses arising from employment-related injuries. It is both the responsibility of the injured employee and his/her supervisor or department head to immediately report an injury to Human Resources. Contact the Human Resources Office for more specific details on reporting requirements and/or compensation issues.

Police and Fire employees are provided insurance protection to cover the loss of wages and designated expenses arising from employment-related injuries pursuant to MGL Chapter 41, Section 111F and Chapter 150E, Sections 7(d) and 7(e).

Terminal Leave Pay

Town employees, including Independent Employees, who retire under the Andover Contributory Retirement System, may be entitled to compensation for unused accumulated sick leave. Additional information about terminal leave is available in the employees' respective collective bargaining agreement. Questions regarding this benefit should be directed to the Retirement Specialist in the Town Accountant's Office at extension 8209.

SECTION V Leaves of Absence

Employees covered by collective bargaining may have different agreements with regard to vacation and leave time. You must consult your collective bargaining agreement for information concerning specific leave policies.

Vacation Time

All permanent employees who regularly work 20 or more hours per week are entitled to a paid vacation, proportioned to the number of hours worked and based on the length of continuous service with the Town. Specific vacation accrual is determined by the employee's collective bargaining agreement, or the Town Manager's agreed to vacation policy.

To apply for a vacation period, the employee should ask the supervisor as far in advance as possible. If the employee's vacation period coincides with a paid holiday, the employee shall be granted an additional vacation day.

Personal Days

Most permanent employees who regularly work 20 hours or more per week are entitled to two regular workdays off per fiscal year, without loss of pay, for conducting personal business. Personal days are granted at the discretion of the department head and are subject to the needs of the Town's operations.

Employees covered by a collective bargaining agreement should consult their agreement for the specific number of personal days allowed.

Personal Leave for Perfect Attendance

All permanent employees who regularly work 20 hours or more per week and who are not covered by a collective bargaining agreement, will be awarded one personal day for any consecutive six month period of perfect attendance, for a maximum of two personal days for perfect attendance earned per year. Vacation, personal and compensatory time shall not be counted against perfect attendance.

Personal days for perfect attendance must be used within six months of being earned. These personal days are prorated proportionally for part-time employees.

Employees covered by a collective bargaining agreement should refer to their agreement to check the availability of such leave.

Bereavement Leave

Permanent employees who regularly work 20 or more hours per week shall, in the event of a death in the immediate family, be granted bereavement leave without loss of pay. The specific number of days granted for the above is stated in each collective bargaining agreement.

Those employees not covered by a collective bargaining agreement are entitled to four days leave for the purpose of making arrangements for and attending funeral or memorial services, or tending to other relevant matters. The immediate family is defined as spouse, mother, father, sister, brother, son, daughter, mother-in-law and father-in-law, grandparents, grandchildren or anyone residing permanently in the employee's household. Said leave shall not be charged to sick leave or vacation leave.

In the event of the death of a brother-in-law, sister-in-law or other relative who permanently resided with the employee, the employee shall be granted one-day leave without loss of pay for the purpose of attending funeral or memorial services.

In the case of other deaths not covered above, the employee is allowed to charge up to three (3) days per fiscal year to sick leave in order to attend funeral or memorial services. These days could be used in ¼-day increments with reasonable discretion. Department head approval is required, but should not be unreasonably withheld.

Employees covered by a collective bargaining agreement should consult their agreement for bereavement leave eligibility.

Holidays

The following are paid holidays that are recognized by the Town:

New Year's Day	Patriot's Day	Labor Day	Thanksgiving Day
Martin Luther King, Jr. Day	Memorial Day	Columbus Day	Christmas Day
President's Day	Independence Day	Veteran's Day	

Floating Holiday

Employees not covered by a collective bargaining agreement shall be entitled to a floating holiday, which may be taken either the day after Thanksgiving or the day before or after Christmas or New Years, at the option of the department head. This floating holiday may be used alternatively as a religious observance day at another.

Religious Holidays

If an employee is absent from work for religious reasons, the employee's supervisor should be notified at least one week in advance. This time off may be permitted with pay, depending on the employee's collective bargaining agreement or agreement with the Town Manager.

Sick Leave

The amount of sick leave earned is determined by the employee's collective bargaining agreement. Permanent employees who regularly work 20 or more hours per week and who are not covered by a collective bargaining agreement, earn sick leave at a rate of 1 ¼ days per month, proportioned to the number of hours worked. Paid sick leave is granted only when an employee is unable, due to illness or injury to perform regular duties. Employees unable to work should notify the supervisor at the beginning of the workday, stating the expected length of absence. If requested, the employee must provide a medical certificate after a 3-5 day absence, or as specified in the collective bargaining agreement.

Employees out for extended periods of time may be required to have a Return-to-Work physical before returning to their job. In this case, all expenses incurred for the physical examination will be paid for by the Town.

Family Illness Days

Employees not covered by a collective bargaining agreement shall be excused from work, not to exceed three (3) days for each occurrence to be charged against accumulated sick leave, for the purpose of rendering emergency assistance to an ill or injured member of the employee's immediate family.

Jury Duty

All Town employees are granted time off for required jury duty. Employees will receive their regular salary during this period of required service. Should an employee receive compensation from the government for such service, he/she is responsible for reimbursing the Town for any payment received, excluding mileage and expenses. An employee dismissed from jury duty during the workday is required to report to work for the balance of the day.

Employees covered by a collective bargaining agreement should refer to their agreement for specific information regarding this type of leave.

Maternity Leave

Pursuant to Massachusetts General Law, Chapter 149, section 105 D, every female employee who has completed the initial probationary period of ninety (90) days is entitled to up to eight (8) weeks leave for the purpose of giving birth, provided she gives at least two (2) weeks notice of her expected departure dates. In addition to maternity leave as provided under M.G.L., employees are entitled to 12 weeks of unpaid leave as set forth in the Town's Family Medical Leave Act (FMLA) policy. Both leaves commence on the same date and will run concurrently, i.e. time spent on Maternity Leave under the Massachusetts Maternity Leave Law will be counted toward FMLA leave.

Accrued sick time, vacation time and personal time may be applied to these absences. Employees should work with their supervisor, the payroll coordinator and the Human Resources Office to ensure the correct application of accrued leave.

Employees covered by a collective bargaining agreement should refer to their agreement for more information.

Paternity Leave

Male employees not covered by a collective bargaining agreement shall be entitled to charge a maximum of two weeks of sick leave for use as paid paternity leave. Additional time granted under FMLA may be charged to vacation and/or personal time; otherwise, it will be unpaid.

Employees covered by a collective bargaining agreement should refer to their agreement to check the availability of such leave.

Family and Medical Leave Act (FMLA)

Effective Date

In accordance with federal law, this policy became effective on August 5, 1993, for non-union employees and February 5, 1994, for union employees.

Purpose and Scope

The Family and Medical Leave Act was initiated by the federal government to ensure that employers provide twelve (12) weeks of unpaid, job protected leave to eligible employees for certain family and medical reasons. The Town of Andover supports this “family-friendly” legislation in accordance with the provisions specified below. Where existing policy or collective bargaining provisions are greater than the mandate of the Family and Medical Leave Act, the negotiated agreement will prevail. This policy does not replace or negate any previously agreed to collective bargaining agreements.

Policy

In accordance with the Family and Medical Leave Act of 1993, the Town of Andover (hereafter referred to as the Employer) will grant up to 12 weeks of unpaid, job-protected leave of absence to employees who have worked at least twenty (20) hours per week during the twelve (12) months prior to requesting the leave. Eligible employees will be granted leaves for the following events:

1. To attend to the birth, adoption or foster care placement of a child, if the leave is concluded within twelve (12) months of the birth, adoption or placement.
2. To care for the employee’s spouse, child or parent with a serious medical condition.¹
3. To care for the employee’s own serious medical condition which prevents him/her from performing the functions of his/her job.

A serious health condition as defined by this law is an illness, injury, impairment or physical or mental condition that involves:

1. Inpatient care in a hospital, hospice or residential medical care facility;
2. An absence from work, school or regular activities for more than three (3) calendar days that also involves continuing treatment by a health care provider;²
3. Continuing treatment by a health care provider for a chronic or long-term health condition that is incurable so serious that, if not treated, it would result in incapacity for more than three (3) days; or for prenatal care.

Leave Conditions

1. **Birth or Placement of a Child:** Leave for the birth or placement of a child may be concluded within 12 months of the birth or placement of a child. This type of leave may not be taken intermittently or on a reduced leave schedule, without the written approval of the employee’s supervisor and the Town Manager. Spouses who are both employed by the Town are entitled to 12 weeks leave in the aggregate for birth or adoption of a child.

Notice Required: When the necessity for leave for birth or placement of a child is foreseeable, the employee must contact his/her supervisor and notify the Human Resources Office in writing at least thirty (30) days in advance. If thirty (30) days notice cannot be given, the employee must provide such notice within fifteen (15) days or as soon as is practicable. Employees must submit a request for leave on the Human Resources form entitled “Request for Family and Medical Leave Certification Form.”

- Serious Health Condition of Employee, Spouse, Child, or Parent:** An employee may take leave to attend to his/her own serious health condition or to care for a spouse, child or parent with a serious health condition. This type of leave may be taken intermittently or on a reduced leave schedule when medically necessary and approved by the employee's supervisor and the Town Manager. If the need for such leave is foreseeable based on planned medical treatment (examples would include chemotherapy or physical therapy), the employee is responsible for scheduling treatment in a manner that does not unduly disrupt the Employer's operations. Further, it is required that the employee consult with the Employer beforehand to assure the Employer that every reasonable effort was made to schedule a treatment regimen that suits the needs of both parties.

Notice Required: The employee must submit to his/her supervisor and the Human Resources Office a request for leave on the "Request for Family and Medical Leave Certification Form" thirty (30) days in advance of planned medical treatment. In the event of unforeseeable medical treatment, the employee must notify the Human Resources Office and submit a "Request for Family and Medical Leave Certification Form" within fifteen (15) days of the employee's notification of requested leave, or as soon as is practicable.

Granting of Leaves

Family and Medical Leaves will be granted to eligible employees for a maximum of 12 weeks during any 12-month period. This 12-month period is measured from the date that the employee's FMLA leave period begins. The reason for the leave and its probable duration must be clearly stated on the designated "Request for Family and Medical Leave Certification Form." Before granting the leave, the Employer may require a second medical opinion, at the Employer's expense, from a health care provider not regularly employed by the Town. If the second opinion differs from the first, the Employer may require, at its own expense, a third opinion from a health care provider designated or approved by both the Employer and the employee. The opinion of the third physician will be binding. The Employer may also require subsequent medical re-certifications and/or periodic status reports at reasonable intervals, not more often than every thirty (30) days, from the employee and his/her physician. Falsification or misrepresentations for the reason for the Family and Medical Leave would result in cancellation of the leave, effective from the first day of absence, and may result in the employee's termination. Failure to request a Family and Medical Leave according to the Provisions of the Policy will be treated as unauthorized leave.

Benefits and Employment

Family and Medical Leaves will be unpaid. However, an employee requesting leave to tend to his/her serious medical condition, including child bearing, may apply all accumulated sick time before the unpaid portion of the leave will be granted. Sick time will only be paid for leaves related to a serious medical condition of the employee, unless a prevailing collective bargaining agreement or personnel policy otherwise provides for the application of sick time toward Family Illness leave to care for a child, parent or spouse. Employees requesting FMLA to attend to the serious medical condition of a parent, spouse or child, may apply any accumulated vacation time and personal leave toward the requested leave time.

If an employee chooses to substitute paid leave for any portion of an unpaid FMLA leave, the Employer will not be obligated to grant a total of more than 12 weeks of combined paid and/or unpaid leave. Unpaid FMLA leave may not be used to extend 12 weeks of paid sick and/or vacation and personal leave, for the reasons specified in this policy, without the written approval of the employee's supervisor and the Town Manager.

Maintenance of Benefits

The Employer is required to maintain group health insurance for any employee on Family and Medical Leave on the same basis as before the leave. Employees taking unpaid FMLA leave must continue to make insurance premium payments to maintain insurance coverage. Arrangements for these payments should be made through the Human Resources Office before the leave commences. If the employee defaults on payment for health insurance premiums, or in the event the employee notifies the Employer of his/her intent not to return to work at the end of the leave period, the Employer's obligation to continue coverage will stop. Terminated employees are eligible to participate in the health insurance program under the provision of COBRA.

The employee may remain in the group life plans for the duration of an unpaid leave of absence provided the employee continues to make insurance premium payments to maintain this coverage. Arrangements for these payments should be made through the Human Resources Office.

During an unpaid FMLA leave, earned or accrued benefits such as vacation, sick time, longevity and seniority will not accrue; however, such unpaid leave will not be counted as a "break in service" for the purpose of restoring benefits. An employee returning from unpaid FMLA leave will be restored to his/her same benefits as before his/her unpaid FMLA leave. Please contact the Retirement Office to clarify the impact of this leave upon the calculation of your retirement creditable service.

Return to Work

An employee who is on authorized Family and Medical Leave is required to contact the Human Resources Office three (3) business days prior to the last day of his/her FMLA leave. The Human Resources Office may require a "Return to Work" evaluation with the Town's occupational health care provider, at the Town's expense, depending on the nature of the illness or the length of absence. Upon returning to work from a FMLA leave, the Employer will place the employee in the same or equivalent position with equivalent pay, benefits and terms of employment as before the leave.

Enforcement

The Family and Medical Leave Act will be enforced by the Wage and Hour Division of the U.S. Labor Department's Employment Standards Administration. This agency will investigate complaints of violations.

Additional Information

Any employee can obtain a copy of the law by contacting the Human Resources Office. An employee who wishes to request a FMLA leave may obtain a "Family and Medical Leave Certification Form" from the Human Resources Office.

1. For purposes of this policy, spouse means husband or wife. Parent means biological parent or individual who stands in *loco parentis* to an employee when the employee was a child; not included in this definition is parents "in-law." Son or daughter means biological, adopted or foster child, step child, a legal ward, or a child of a person standing in *loco parentis*, who is under 18, or over 18 but incapable of caring for oneself.

2. A health care provider is further defined as a doctor of medicine or osteopathy, who is authorized to practice medicine by the State, podiatrists, dentists, clinical psychologists, optometrists and chiropractors (who are limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by X-ray to exist) authorized to practice in the State and performing within the scope of their practice as defined by State Law; nurse practitioners and nurse-midwives authorized to practice under State law and performing within the scope of their practice under State law; and Christian Science practitioners listed with the First Church of Christ Scientist in Boston, MA.

Small Necessities Leave Act

On May 6, 1998, a new law was approved providing eligible employees with a right to 24 hours of leave during any 12-month period for the purposes of:

1. Participation in school activities directly related to the educational advancement of a son or daughter of the employee, such as parent-teacher conferences or interviewing for a school;
2. Accompanying the son or daughter of an employee to routine medical or dental appointments, such as check-ups or vaccinations; and
3. Accompanying an elderly relative of the employee (i.e., an individual 60 years old who is related by blood or marriage to the employee) to routine medical or dental appointments or appointments for other professional services relating to the elder=s care, such as interviewing at nursing or group homes.

Eligible employees are those who meet the requirements of the federal Family and Medical Leave Act (FMLA), i.e., those persons who have worked for the employer (i) for at least 12 months and (ii) for at least 1,250 hours during the previous 12-month period. The leave provided by this law is in addition to the 12 weeks of unpaid leave provided for under the FMLA.

As with FMLA, employees may elect or employers may require employees, to substitute accrued paid leave for the leave provided under the statute. The law does not, however, require an employer to provide paid leave where it otherwise would not so provide.

SECTION VI

Conclusion

The policies and procedures outlined in this handbook are subject to change without notice.

Please remember, in certain circumstances, different rules may apply to employees covered by collective bargaining agreements. Those employees should refer to their contracts for more specific information.

Should you have any questions regarding any of the issues discussed herein, please contact the Human Resources Office.

Town of Andover Employee Handbook

Revised March 26, 1999; April 10, 2000; September 5, 2000; February 8, 2001; March 17, 2005

Appendix A

Summary of Town Departments

Accounting Office, Extension 8205

Oversees Town department budgets and records all Town expenditures. Payroll and retirement information may also be obtained from this office. Located on the 3rd floor, Town Hall.

Assessor's Office, Extension 8264

Responsible for maintaining real estate and personal property evaluations and motor vehicle excise taxes and records. Located on the 2nd floor, Town Hall.

Collector/Treasurer's Office, Extension 8246

Responsible for collecting and disbursing all Town monies. Also invests and borrows money when directed by a vote of Town Meeting. The office also disburses all checks. Located on the 2nd floor, Town Hall.

Community Development and Planning, Extension 8300 (Building), 8311 (Conservation), 8295 (Health) and 8310 (Planning)

Responsible for granting permits, inspection and enforcement of all regulations pertaining to buildings, plumbing and gas, electrical, sewer, septic tank and conservation, as well as planning and public health.

Community Services, Extension 8274

Provides enrichment, academic, recreation and practical arts courses, as well as special events for the entire community. All employees have "resident" status regarding enrollment in DCS programs. Located on the 2nd floor, Town Hall.

Department of Public Works, Extension 8350

Responsible for maintenance of the Town's water, sewer, highways, solid waste and engineering needs.

Elder Services, Extension 8329

Coordinates and oversees programs and services for the Senior Center, Drop-In Center, and Adult Day Care Center. Located on the 1st floor of the School Administration Building.

Finance and Purchasing, Extension 8219

Assists the Town Manager in overseeing all finances in the Town and preparing the annual Town budget. Also responsible for all major purchasing for the Town and School departments. Located on the 3rd floor, Town Hall.

Fire Department, Extension 8466

Oversees fire protection for the Town. The main fire station is located on North Main Street. There are also two sub-stations, one in Ballardvale and another in West Andover.

Human Resources, Extension 8530

Responsible for all personnel actions and contract compliance. Also responsible for administration of all benefit plans and worker's compensation. Located on the 2nd floor, School Administration Building.

Information Systems, Extension 8231

Responsible for the programming and system maintenance of both the Town's financial computer system and personal computer network. Located 3rd floor, Town Hall.

Memorial Hall Library, Extension 8400

Responsible for planning and directing the programs and operations of the Library, including the reference, inter-library loan, and supplementary collections center and the Library's participation in the automated network. Located in Elm Square.

Plant and Facilities, Extension 8280

Responsible for the maintenance needs of all Town and School departments. The department also oversees the maintenance of the Town's parks and grounds. Located on the 1st floor, Town Hall.

Police Department, Extension 8465

Responsible for police protection for the Town. The police station is located on North Main Street.

Town Clerk's Office, Extension 8255

Responsible for supervising all elections and voting lists. The office also keeps records and statistics about the Town, and issues marriage licenses, birth and death certificates, etc. Located on the 2nd floor, Town Hall.

Town Manager's Office, Extension 8225

Oversees all Town department heads and makes appointment to new and vacant positions that are approved by the Board of Selectmen. The office also prepares the Town's annual budget. Located on the 3rd floor, Town Hall.

Veteran's Services, Extension 8218

Assists veteran's and their families with various veterans' benefits, including pensions, compensation, health and hospitalization benefits, home loans, education, etc. Located on the 2nd floor, Town Hall.

Youth Services, Extension 8241

The Andover Youth Services was created to respond to the community's need for quality programs and services for its young people. Located on the 3rd floor, Town Hall.

Appendix B

Change in Employee Status Impact on Insurance Rights

Status Change	Legal Requirements
<p>Legal Marital Status: events that change legal marital status including marriage, death or a spouse, divorce or legal separation or annulment.</p>	<p>§ Section 125 Plan: employee may change election consistent with change in status, within 30 days of change.</p> <p>§ HIPAA: employee may enroll self, spouse and dependents within 30 days of marriage.</p> <p>§ COBRA: divorced or separated spouse entitled to 36 months of COBRA continuation.</p>
<p>Number of Dependents: events that change the number of dependents including birth, adoption, placement for adoption or death of a dependent.</p>	<p>§ 125 Plan: employee may change election consistent with change in status, within 30 days of change.</p> <p>§ HIPAA: employee may enroll self and dependents, including spouse, within 30 days of change.</p> <p>§ COBRA: no impact</p>
<p>Employment Status: termination or commencement of own employment or the employment of spouse or dependent.</p>	<p>§ 125 Plan: employee may change election consistent with change in status.</p> <p>§ HIPAA: terminating employee entitled to a HIPAA certificate.</p> <p>§ COBRA: terminating employee entitled to 18 months of COBRA continuation.</p>
<p>Work Schedule: a reduction in own hours of employment or those of spouse or dependent, including a switch between part-time and full-time or the beginning of or return from an unpaid leave of absence.</p>	<p>§ 125 Plan: employee may change election consistent with change in status within 30 days of change.</p> <p>§ HIPAA: employee losing benefit eligibility entitled to HIPAA certificate.</p> <p>§ COBRA: employee losing benefit eligibility is entitled to 18 months of COBRA continuation.</p>
<p>Dependent Satisfies or Ceases to Satisfy the Requirements for Unmarried Dependents: attainment of age, student status, or any similar circumstances under the plan that qualifies or disqualifies a dependent for coverage.</p>	<p>§ 125 Plan: employee may change election consistent with change in status, within 30 days of change.</p> <p>§ HIPAA: disqualified dependent is entitled to HIPAA certificate.</p> <p>§ COBRA: disqualified dependent entitled to 36 months of COBRA continuation.</p>
<p>COBRA: loss of COBRA coverage.</p>	<p>§ 125 Plan: employee may change election consistent with change in status within 30 days of change.</p> <p>§ HIPAA: employee may enroll self and dependents within 30 days of loss of coverage.</p> <p>§ COBRA: no impact</p>

DIRECTOR OF YOUTH SERVICES
Department of Community Services

DEFINITION

Under general direction of the Town Manager, recommend and develop strategies and plans for the provision of recreational, educational and cultural programs for youngsters between the ages of 11-19 that are consistent with quality financial objectives; oversee the administration of all such programs and the implementation of related special projects and new ventures; oversee management and coordination of youth based recreational, educational and cultural programs.

ESSENTIAL FUNCTIONS

- Develop and implement youth recreational, educational and cultural programs; hire, supervise and evaluate intermittent and seasonal summer program staff; recruit volunteers for program work.
- Identify and recommend strategic opportunities for special projects and new ventures that are consistent with the mission of the division. Assess community needs for new recreational, educational and cultural programs.
- Plan and coordinate special events; evaluate existing programs and develop new programs, specifically geared toward youngsters and adolescents, as necessary.
- Maintain statistical and other records of program activities for budgetary and development purposes.
- Act as a resource to community groups involved with youth activities; provide leadership to Andover Youth Council; serve as ex-officio member of the Andover Youth Council; assist with the development of agenda for council meetings; create and publish youth activities calendar and support service directory; meet with appropriate high school clubs and organizations to coordinate planning and networking.
- Evaluate the utilization and effectiveness of all programs. Promote community relations and education by increasing the visibility of youth programs. Prepare, recommend, defend and monitor program's budget; oversee all youth service related expenditures. Approve all division expenditures; establish program fees; and oversee the collection and deposit of all revenues. Develop and defend capital improvement projects for youth.
- Make frequent contact with community groups, local businesses, corporations, churches, etc. to locate possible funding resources and other kinds of support.
- In concert with Town and School resources, act as a resource for troubled youths requiring intervention.
- Prepare public relations materials for local newspapers; respond to inquiries from program participants and the general public; prepare and post all publicity related to special events.
- Serve as liaison between schools and community, advocating youth service program initiatives.
- Prepare reports, registration data and all other information requested by the Town Manager; oversee weekly payroll for assigned staff; submit budget data as requested; collect and deposit program fees to Treasurer/Collector's Office.
- Coordinate fund raising activities and grant applications.

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- Perform related duties as required.

MINIMUM QUALIFICATIONS

Skills, Knowledge and Abilities

- Ability to recognize and accomplish Town-wide priorities and work cooperatively to support their accomplishment as part of the Town Manager's administrative/management team.
- Ability to establish goals and objective for the department or division.
- Ability to analyze complex issues and to develop relevant and realistic plans, programs and recommendations.
- Planning, leadership, management, organizational and supervisory skills.
- Ability to relate to youth of all ages on a variety of issues, including drug and alcohol intervention and suicide prevention, as well as recreational and educational needs.
- Ability to communicate effectively both verbally and in writing; to establish positive public relations for the Town, department and/or division; and to interact effectively with a wide variety of people, including town and school officials, community organizations and the general public.
- Knowledge of Continuous Quality Improvement practices and techniques.
- Must be computer literate.

Education and Experience

Duties require a Bachelor's degree in Recreation, Sociology, Psychology or related field; 5 years of progressively responsible experience in youth oriented program development, preferably in a municipal environment; or any equivalent combination of education and experience.

SUPERVISORY RESPONSIBILITY

Provides direct supervision to division and seasonal staff members.

PHYSICAL ELEMENTS

- Duties require frequent strenuous physical action and participation in outdoor activities, subject to inclement weather and extremes in temperature.
- Duties require periods of heavy lifting and operation of large vans, pick-up trucks and trailers.
- Regularly uses computer keyboard requiring eye-hand coordination and finger dexterity.
- Involves frequent attendance at evening and weekend outings or events.

FLSA Status: Exempt

Grade: IE-26

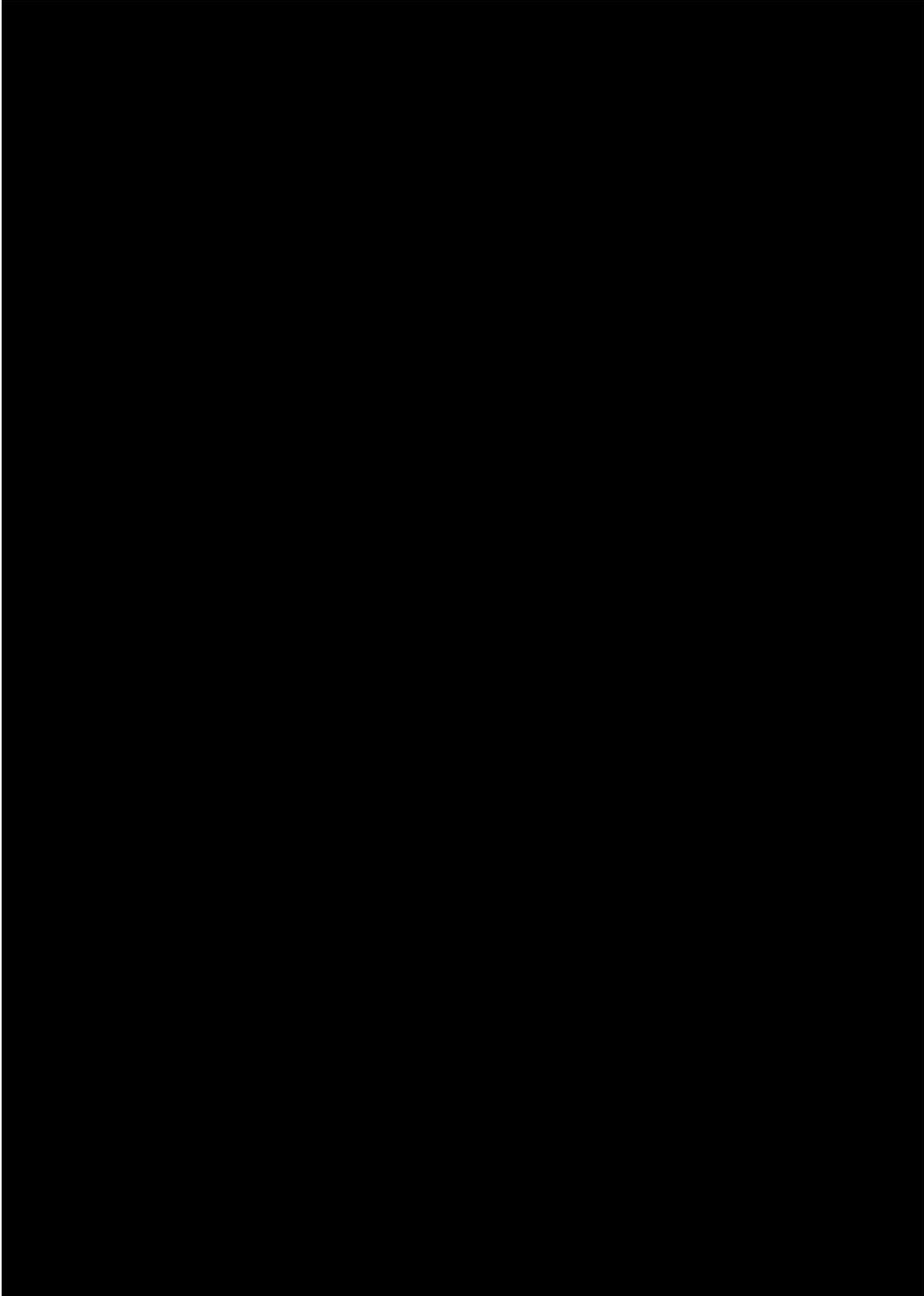
Standard Work Week: 36.25 hours

Job Code: 6571

Risk Code: 9102

Town of Andover Classification Review
Revised November 3, 1999; June 30, 2005

CONFIDENTIAL - SUBJECT TO NDA



I





Extraction Report - Apple iPhone

Participants



+19788044337
Bill Fahey* (owner)

Conversation - Instant Messages (168)

From: +1 [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Do you know who [REDACTED] is

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:30:36 AM(UTC-4)	

Status: Read

3/25/2019 5:50:49 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x284DEB (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED]
To: +197 [REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:30:36 AM(UTC-4)	

Status: Read

3/25/2019 5:53:37 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x284C0D (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED]
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:30:36 AM(UTC-4)	

Status: Read

3/25/2019 5:54:23 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x284A09 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +1 [REDACTED]

Hey [REDACTED] - I'm not sure who [REDACTED] is ? [REDACTED] you could send it

[REDACTED]

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017		3/25/2019 9:33:01 AM(UTC-4)	

Status: Sent

3/25/2019 9:33:00 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x28479A (Table: message, handle, Size: 38019072 bytes)

From: +1 [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Attachments:



Title: FullSizeRender.jpeg
Size: 112610
File name: ~/Library/SMS/Attachments/53/03/AC859381-EB81-4AE3-8E8A-5C6F20A9565B/FullSizeRender.jpeg
~/Library/SMS/Attachments/53/03/AC859381-EB81-4AE3-8E8A-5C6F20A9565B/FullSizeRender.jpeg

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:35:00 AM(UTC-4)	

Status: Read

3/25/2019 9:34:46 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2844AF (Table: message, handle, attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/53/03/AC859381-EB81-4AE3-8E8A-5C6F20A9565B/FullSizeRender.jpeg : (Size: 112610 bytes)

From: +1 [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:35:14 AM(UTC-4)	

Status: Read

3/25/2019 9:35:09 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x28427F (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

[REDACTED] ?

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	3/25/2019 9:36:08 AM(UTC-4)		

Status: Sent

3/25/2019 9:36:07 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x285FE4 (Table: message, handle,
Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:36:36 AM(UTC-4)	

Status: Read

3/25/2019 9:36:35 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x285DF2 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

[REDACTED]

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	3/25/2019 9:37:54 AM(UTC-4)		

Status: Sent

3/25/2019 9:37:54 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x285C0A (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)



Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:38:44 AM(UTC-4)	

Status: Read

3/25/2019 9:38:31 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2859CF (Table: message, handle,
Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)



Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:38:44 AM(UTC- 4)	

Status: Read

3/25/2019 9:38:39 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x28580B (Table: message, handle, Size:
38019072 bytes)

From: +1[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Attachments:



Title: FullSizeRender.jpeg
Size: 349329
File name: ~/Library/SMS/Attachments/ac/12/8A201DB9-1E94-40F0-8121-
F6053D7A6ED1/FullSizeRender.jpeg
~/Library/SMS/Attachments/ac/12/8A201DB9-1E94-40F0-8121-
F6053D7A6ED1/FullSizeRender.jpeg

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:40:16 AM(UTC-4)	

Status: Read

3/25/2019 9:40:14 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x285605 (Table: message, handle,
attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/ac/12/8A201DB9-1E94-40F0-
8121-F6053D7A6ED1/FullSizeRender.jpeg : (Size: 349329 bytes)

From: +19788044337 Bill Fahey (owner)
To: +1 [REDACTED] 5/25/2017



Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	3/25/2019 9:40:17 AM(UTC-4)		

Status: Sent

3/25/2019 9:40:17 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2853D1 (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)



Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:40:18 AM(UTC-4)	

Status: Read

3/25/2019 9:40:17 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x286FE8 (Table: message, handle,
Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Attachments:



Title: IMG_3613.jpeg
Size: 314748
File name: ~/Library/SMS/Attachments/ec/12/58474DB7-AAED-49E2-956D-8E07B1097F2E/IMG_3613.jpeg
~/Library/SMS/Attachments/ec/12/58474DB7-AAED-49E2-956D-8E07B1097F2E/IMG_3613.jpeg

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:41:43 AM(UTC-4)	

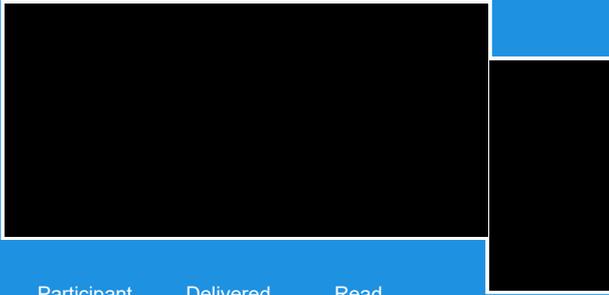
Status: Read

3/25/2019 9:41:39 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x286E28 (Table: message, handle,
attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/ec/12/58474DB7-AAED-49E2-956D-8E07B1097F2E/IMG_3613.jpeg : (Size: 314748 bytes)

From: +1 [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Attachments:



Participant	Delivered	Read
+19788044337 Bill Fahey		3/25/2019 9:41:48 AM(UTC-4)

Status: Read

3/25/2019 9:41:47 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x286BF8 (Table: message, handle, attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/0d/13/FA963AB1-B373-4A8A-828C-6ABDF4959C1D/IMG_3614.jpeg : (Size: 403858 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)



Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:41:51 AM(UTC-4)	

Status: Read

3/25/2019 9:41:51 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2869C8 (Table: message, handle, Size: 38019072 bytes)

From: +1 [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)



Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:42:32 AM(UTC-4)	

Status: Read

3/25/2019 9:42:32 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x28680E (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

[REDACTED]

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	3/25/2019 9:43:57 AM(UTC-4)		

Status: Sent

3/25/2019 9:43:56 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2865D7 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:44:36 AM(UTC-4)	

Status: Read

3/25/2019 9:44:35 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x286350 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

[REDACTED]

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	3/25/2019 9:45:30 AM(UTC-4)		

Status: Sent

3/25/2019 9:45:29 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x287FE4 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:52:28 AM(UTC-4)	

Status: Read

3/25/2019 9:46:10 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x287D7B (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:52:28 AM(UTC-4)	

Status: Read

3/25/2019 9:46:22 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x287B58 (Table: message, handle,
Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:52:28 AM(UTC-4)	

Status: Read

3/25/2019 9:47:59 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x287990 (Table: message, handle,
Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 9:52:28 AM(UTC-4)	

Status: Read

3/25/2019 9:48:09 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2877A8 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

[REDACTED]

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	3/25/2019 9:54:03 AM(UTC-4)		

Status: Sent

3/25/2019 9:54:03 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2875E4 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 11:17:01 AM(UTC-4)	

Status: Read

3/25/2019 10:27:36 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x28731F (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

[REDACTED]

How are you doing ?

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	3/25/2019 11:17:51 AM(UTC-4)		

Status: Sent

3/25/2019 11:17:50 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x288FE4 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 11:21:38 AM(UTC-4)	

Status: Read

3/25/2019 11:21:03 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x288D7B (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

And it's going good, I just got back from French Polynesia

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 11:21:38 AM(UTC-4)	

Status: Read

3/25/2019 11:21:16 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x288B6F (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

How's your day ??

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		3/25/2019 11:21:50 AM(UTC-4)	

Status: Read

3/25/2019 11:21:49 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x288952 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

Wow that must of being amazing! I just got back from key west which was a lot of fun !
Things are good !

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	3/25/2019 11:22:34 AM(UTC-4)		

Status: Sent

3/25/2019 11:22:33 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x288786 (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Bill I am coming back next Saturday would love to see u and catch up

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/2/2019 10:36:34 PM(UTC-4)	

Status: Read

4/2/2019 8:55:57 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x29DA50 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

Yes ! Tomorrow or the Saturday after ?

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/5/2019 10:16:05 AM(UTC-4)		

Status: Sent

4/5/2019 10:16:05 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2A6FE4 (Table: message, handle,
Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Tomorrow! I'll be home for 3 weeks

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/5/2019 1:09:47 PM(UTC-4)	

Status: Read

4/5/2019 12:11:46 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2A75F6 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

Awesome

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/5/2019 1:09:55 PM(UTC-4)		

Status: Sent

4/5/2019 1:09:55 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2A82F5 (Table: message, handle,
Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Can I see you soon?? I need to talk to you

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/12/2019 1:55:40 PM(UTC-4)	

Status: Read

4/12/2019 10:51:09 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2BE3E4 (Table: message, handle,
Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Can I see you soon?? I need to talk to you

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/12/2019 1:55:40 PM(UTC-4)	

Status: Read

4/12/2019 1:53:38 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2BE1EE (Table: message, handle,
Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/sms.db-wal : 0x365D38 (Table: chat, Size:
3588552 bytes)

CONFIDENTIAL - SUBJECT TO NDA

From: +19788044337 Bill Fahey (owner)
 To: +[REDACTED] 5/25/2017

Hey [REDACTED] - im in Georgia ; everything alright !

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/12/2019 2:42:08 PM(UTC-4)		

Status: Sent

4/12/2019 2:42:08 PM(UTC-4)

Source Extraction:
 File System
 Source Info:
 DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2BFFE4 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
 To: +19788044337 Bill Fahey (owner)

Not really

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/12/2019 7:22:16 PM(UTC-4)	

Status: Read

4/12/2019 6:21:36 PM(UTC-4)

Source Extraction:
 File System
 Source Info:
 DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C078B (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
 To: [REDACTED] 5/25/2017

What's going on ?

Participant	Delivered	Read	Played
[REDACTED]	4/12/2019 7:32:13 PM(UTC-4)		

Status: Sent

4/12/2019 7:32:13 PM(UTC-4)

Source Extraction:
 File System
 Source Info:
 DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C177F (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
 To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/12/2019 7:36:13 PM(UTC-4)	

Status: Read

4/12/2019 7:35:16 PM(UTC-4)

Source Extraction:
 File System
 Source Info:
 DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C15B5 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Everything is wrong

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/12/2019 7:36:13 PM(UTC-4)	

Status: Read

4/12/2019 7:35:28 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C13BD (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

What's wrong ? [REDACTED]

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017		4/12/2019 7:37:38 PM(UTC-4)	

Status: Sent

4/12/2019 7:37:38 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C2FE4 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Everything is just so fucked up I can't fix it

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/12/2019 7:50:10 PM(UTC-4)	

Status: Read

4/12/2019 7:44:00 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C2D9D (Table: message, handle, Size:
38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Can I call you

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017		4/12/2019 7:50:27 PM(UTC-4)	

Status: Sent

4/12/2019 7:50:27 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C2B95 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

??

Participant	Delivered	Read	Played
+19788044337 [REDACTED] 5/25/2017	4/12/2019 8:02:48 PM(UTC-4)		

Status: Sent

4/12/2019 8:02:47 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C29D1 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

No I'm driving I'm too upset

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/12/2019 8:03:37 PM(UTC-4)	

Status: Read

4/12/2019 8:03:16 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C282B (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

I'm sorry that you are upset ; I'm sorry that you have endured much and tried to help others even in your own turmoil. Your pain believe it or not can be the foundation of change ; a new direction , hope and balance . But we have to stop and beware of all around us and then accept we can't control much but can get off the road of insanity and become sane again . We can't do it along and we can't do it with those who say they love us and we can't do it high .

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/12/2019 8:07:46 PM(UTC-4)		

Status: Sent

4/12/2019 8:07:46 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C2645 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/12/2019 8:33:39 PM(UTC-4)	

Status: Read

4/12/2019 8:12:53 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C3FE8 (Table: message, handle,
Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I hate my life

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/12/2019 8:33:39 PM(UTC-4)	

Status: Read

4/12/2019 8:19:33 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C3E02 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

I know you do . But you are a beautiful person who is lost no fault of your own . You need to get away from all that hurts or harms you

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017		4/12/2019 8:35:00 PM(UTC-4)	

Status: Sent

4/12/2019 8:35:00 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C3C40 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

I'm in a area where my phone won't work for the next 3 hours

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017		4/12/2019 9:10:07 PM(UTC-4)	

Status: Sent

4/12/2019 9:10:07 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2C3985 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

When do you get back from Georgia ?

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/17/2019 1:24:49 PM(UTC-4)	

Status: Read

4/17/2019 12:40:02 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2D6746 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

I'm back !

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/17/2019 1:24:57 PM(UTC-4)		

Status: Sent

4/17/2019 1:24:57 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2D71EB (Table: message, handle,
Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Can you help me do something

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 10:58:29 AM(UTC-4)	

Status: Read

4/18/2019 9:41:48 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2D89B5 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

If I can absolutely

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/18/2019 10:58:42 AM(UTC-4)		

Status: Sent

4/18/2019 10:58:42 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2D87D7 (Table: message, handle,
Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

When can I see you

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 1:16:53 PM(UTC-4)	

Status: Read

4/18/2019 1:16:43 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DAC40 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

So I'm at the youth center ! Have a meeting at 3:15 for a 1/2 an hour but I'm around !

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017		4/18/2019 1:17:50 PM(UTC-4)	

Status: Sent

4/18/2019 1:17:49 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DAA76 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Maybe tonight I could see you or tomorrow

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 8:05:26 PM(UTC-4)	

Status: Read

4/18/2019 2:56:03 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DB8BD (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

Are you around ?

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017		4/18/2019 8:05:35 PM(UTC-4)	

Status: Sent

4/18/2019 8:05:35 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DC3E1 (Table: message, handle,
Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I will be in an hour

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 8:10:36 PM(UTC-4)	

Status: Read

4/18/2019 8:10:17 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DDAFB (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

if that's not too late

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 8:13:17 PM(UTC-4)	

Status: Read

4/18/2019 8:12:58 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DD788 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Where are you

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 9:13:19 PM(UTC-4)	

Status: Read

4/18/2019 9:09:10 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DEDEF (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

At the youth center writing a few emails

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/18/2019 9:13:39 PM(UTC-4)		

Status: Sent

4/18/2019 9:13:39 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DEA76 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I'm just getting ice cream right now I could probably get dropped off there after if you want me to

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 9:27:05 PM(UTC-4)	

Status: Read

4/18/2019 9:25:41 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DE882 (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Unless it's too late

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 9:27:05 PM(UTC-4)	

Status: Read

4/18/2019 9:25:46 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DE615 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

Sure

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/18/2019 9:27:09 PM(UTC-4)		

Status: Sent

4/18/2019 9:27:09 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DE441 (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

You sure it's not too late

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 9:59:14 PM(UTC-4)	

Status: Read

4/18/2019 9:58:54 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DE295 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Yes

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/18/2019 9:59:18 PM(UTC-4)		

Status: Sent

4/18/2019 9:59:18 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DFFE4 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Alright on my way

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/18/2019 11:11:57 PM(UTC-4)	

Status: Read

4/18/2019 10:01:26 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2DFE3A (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

https://www.youtube.com/watch?v=qI97YBKjUwY&list=PLeqM5h4BBUIKJKw7zBTN_Aj0Tr9KJf1vNk

Attachments:



Title: 51DF2D38-9E3E-44F2-B249-ACA203271FF6.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/9a/10/57519AA4-2964-4E21-A292-AAAD3B07C42F/51DF2D38-9E3E-44F2-B249-ACA203271FF6.pluginPayloadAttachment
~/Library/SMS/Attachments/9a/10/57519AA4-2964-4E21-A292-AAAD3B07C42F/51DF2D38-9E3E-44F2-B249-ACA203271FF6.pluginPayloadAttachment



Title: 6FB2B068-3C6B-45E8-8007-3E8EE1637BC5.pluginPayloadAttachment
Size: 350929
File name: ~/Library/SMS/Attachments/d9/09/34AF471E-CA1D-4445-B8FD-0F0B1D7AE1FC/6FB2B068-3C6B-45E8-8007-3E8EE1637BC5.pluginPayloadAttachment
~/Library/SMS/Attachments/d9/09/34AF471E-CA1D-4445-B8FD-0F0B1D7AE1FC/6FB2B068-3C6B-45E8-8007-3E8EE1637BC5.pluginPayloadAttachment

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/20/2019 8:01:43 PM(UTC-4)		

Status: Sent

4/20/2019 8:01:42 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2E32F7 (Table: message, attachment, handle, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/9a/10/57519AA4-2964-4E21-A292-AAAD3B07C42F/51DF2D38-9E3E-44F2-B249-ACA203271FF6.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/d9/09/34AF471E-CA1D-4445-B8FD-0F0B1D7AE1FC/6FB2B068-3C6B-45E8-8007-3E8EE1637BC5.pluginPayloadAttachment : (Size: 350929 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Praying for your rise

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/20/2019 8:01:43 PM(UTC-4)		

Status: Sent

4/20/2019 8:01:42 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2E4FE4 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

https://www.youtube.com/watch?v=Zl6_YyUehUI&list=PLeqM5h4BBUIKJKw7zBTN_Aj0Tr9KJf1vNk

Attachments:



Title: C9F5BE61-37A0-41B9-95D3-C1A414F30EE7.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/74/04/9D577D8F-CAA1-4FE2-A213-707BABDA4457/C9F5BE61-37A0-41B9-95D3-C1A414F30EE7.pluginPayloadAttachment
~/Library/SMS/Attachments/74/04/9D577D8F-CAA1-4FE2-A213-707BABDA4457/C9F5BE61-37A0-41B9-95D3-C1A414F30EE7.pluginPayloadAttachment



Title: E8AABB44-8B56-4E7E-AB82-0C6FA4FFD8B2.pluginPayloadAttachment
Size: 350929
File name: ~/Library/SMS/Attachments/61/01/DFE8345E-5CA4-4B39-B144-A5A4CFE2C5CA/E8AABB44-8B56-4E7E-AB82-0C6FA4FFD8B2.pluginPayloadAttachment
~/Library/SMS/Attachments/61/01/DFE8345E-5CA4-4B39-B144-A5A4CFE2C5CA/E8AABB44-8B56-4E7E-AB82-0C6FA4FFD8B2.pluginPayloadAttachment

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/20/2019 8:04:05 PM(UTC-4)		

Status: Sent

4/20/2019 8:04:05 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2E42E3 (Table: message, attachment, handle, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/74/04/9D577D8F-CAA1-4FE2-A213-707BABDA4457/C9F5BE61-37A0-41B9-95D3-C1A414F30EE7.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/61/01/DFE8345E-5CA4-4B39-B144-A5A4CFE2C5CA/E8AABB44-8B56-4E7E-AB82-0C6FA4FFD8B2.pluginPayloadAttachment : (Size: 350929 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

[REDACTED]

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/20/2019 8:04:05 PM(UTC-4)		

Status: Sent

4/20/2019 8:04:05 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2E5FE4 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

<https://www.youtube.com/watch?v=WGPVcqQ73QE&list=PLeqM5h4BBUIKJKw7zBTNAj0Tr9KJf1vNk>

Attachments:



Title: 30C0E95A-B2D0-4751-A81C-2008FCBD066F.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/dc/12/48213AA6-4ECF-4348-AEDB-C83FAA417601/30C0E95A-B2D0-4751-A81C-2008FCBD066F.pluginPayloadAttachment
~/Library/SMS/Attachments/dc/12/48213AA6-4ECF-4348-AEDB-C83FAA417601/30C0E95A-B2D0-4751-A81C-2008FCBD066F.pluginPayloadAttachment



Title: B790002F-3282-4A5F-9026-815F9B8D6F9B.pluginPayloadAttachment
Size: 350929
File name: ~/Library/SMS/Attachments/da/10/0A52E2AE-86BA-4FB5-A0F0-79ACD730B37F/B790002F-3282-4A5F-9026-815F9B8D6F9B.pluginPayloadAttachment
~/Library/SMS/Attachments/da/10/0A52E2AE-86BA-4FB5-A0F0-79ACD730B37F/B790002F-3282-4A5F-9026-815F9B8D6F9B.pluginPayloadAttachment

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/20/2019 8:05:11 PM(UTC-4)		

Status: Sent

4/20/2019 8:05:11 PM(UTC-4)

Source Extraction:

File System

Source Info:

DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2E52CE (Table: message, attachment, handle, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/dc/12/48213AA6-4ECF-4348-AEDB-C83FAA417601/30C0E95A-B2D0-4751-A81C-2008FCBD066F.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/da/10/0A52E2AE-86BA-4FB5-A0F0-79ACD730B37F/B790002F-3282-4A5F-9026-815F9B8D6F9B.pluginPayloadAttachment : (Size: 350929 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

Can identify with this ...

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	4/20/2019 8:05:11 PM(UTC-4)		

Status: Sent

4/20/2019 8:05:11 PM(UTC-4)

Source Extraction:

File System

Source Info:

DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2E6FE4 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Attachments:



Title: 57764216161__9D9FD650-03E1-4D9D-9EC9-9D4A0BC073EB.jpeg
Size: 2734775
File name: ~/Library/SMS/Attachments/84/04/BB47AFA0-B124-4D0A-B0C1-CEC83A017FBF/57764216161__9D9FD650-03E1-4D9D-9EC9-9D4A0BC073EB.jpeg
~/Library/SMS/Attachments/84/04/BB47AFA0-B124-4D0A-B0C1-CEC83A017FBF/57764216161__9D9FD650-03E1-4D9D-9EC9-9D4A0BC073EB.jpeg

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/22/2019 12:34:38 PM(UTC-4)	

Status: Read

4/22/2019 12:09:51 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2E9362 (Table: message, handle, attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/84/04/BB47AFA0-B124-4D0A-B0C1-CEC83A017FBF/57764216161__9D9FD650-03E1-4D9D-9EC9-9D4A0BC073EB.jpeg : (Size: 2734775 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

I like this . Gratefulness is really something to strive for .

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	4/22/2019 12:36:21 PM(UTC-4)		

Status: Sent

4/22/2019 12:36:21 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2EAFE4 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

Also if you have artwork or letters that you would like to contribute to an art exhibition in June let me know ! We are trying to have events that help folks share their stories around [REDACTED] using art

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	4/22/2019 12:42:17 PM(UTC-4)		

Status: Sent

4/22/2019 12:42:16 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2EAB49 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I would love that!!

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/22/2019 12:49:01 PM(UTC-4)	

Status: Read

4/22/2019 12:42:40 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2EA7A8 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

Take a look at <https://onethousandloveletters.com> and newdaycampaign.org

We are doing something similar in the Merrimack valley ; maybe your mom could get her girls to share their story's through letters , art and getting involved in this pilot project which begin this June !

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017		4/22/2019 12:49:02 PM(UTC-4)	

Status: Sent

4/22/2019 12:49:02 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2EB8EF (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

My mom says that sounds good

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/22/2019 12:49:55 PM(UTC-4)	

Status: Read

4/22/2019 12:49:42 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2EB2D4 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

Awesome . If she needs me to discuss with her or her girls just let me know and I can show up and share info !

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017		4/22/2019 12:50:40 PM(UTC-4)	

Status: Sent

4/22/2019 12:50:40 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2ECFE4 (Table: message, handle, Size: 38019072 bytes)

CONFIDENTIAL - SUBJECT TO NDA

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

That would be amazing

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/22/2019 12:51:06 PM(UTC-4)	

Status: Read

4/22/2019 12:51:02 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x2ECD65 (Table: message, handle,
Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		5/4/2019 12:30:19 PM(UTC-4)	

Status: Read

5/4/2019 12:29:49 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x31728A (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

[REDACTED]

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	5/4/2019 12:30:41 PM(UTC-4)		

Status: Sent

5/4/2019 12:30:41 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x318FE4 (Table: message, handle,
Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]
stantly worrying about
money and worrying about [REDACTED] I hate everything about it.

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		5/4/2019 12:36:51 PM(UTC-4)	

Status: Read

5/4/2019 12:33:06 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x318E0A (Table: message, handle, Size: 38019072 bytes)

CONFIDENTIAL - SUBJECT TO NDA

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		5/4/2019 12:36:51 PM(UTC-4)	

Status: Read

5/4/2019 12:33:38 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3189BD (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I hate that I did porn like [REDACTED] that no one will ever take seriously

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		5/4/2019 12:36:51 PM(UTC-4)	

Status: Read

5/4/2019 12:33:51 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x318770 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I messed up so bad bill

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		5/4/2019 12:36:51 PM(UTC-4)	

Status: Read

5/4/2019 12:34:02 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x31852F (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

[REDACTED] that's a lot . The reality is some of this can change and some you can't . So accepting some of the pain is a reality but changing the things you can is a must . You have been living in trauma for years now . The trauma stays in place and festers inside your mind and heart . Makes you hate yourself and your life . The trauma is like a compass it can lead you to a different existence if you only learn to use the compass . If you expect to find peace in your heart and joy in your life then you must learn to use your compass

[REDACTED]

If you set your compass towards " liking my life " then you have to struggle up the mountain and each step focus on your responsibility to change your life .
If you want any kind of life you must face yourself which is the mountain and strip away any thing that gets in your way of self acceptance.
So what if you did porn ?
It's just a reaction to your pain .

[REDACTED]

What would you feel ?
What would your life be like?
If you are trying to save your parents it will never happen ? We can't save anyone and if we think we can we are going to live in great pain .
If you want love then you must give love .
Love is not money and it has nothing to do with sex but everything to do with honesty.
You also cannot find yourself among people manipulating you and calling it love .
Consumerism ,materialism and social media life

[REDACTED]

[REDACTED]

[REDACTED]

I pray for change for you but you must be the catalyst to the " desire to change ; and take specific actions "
Your struggle and pain are actually your foundation to living a good life . It gives you wisdom and the ability to see what is truly important in this world .

[REDACTED]

What will motivate you to abandon this life from a different one ?

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	5/4/2019 1:09:34 PM(UTC-4)		

Status: Sent

5/4/2019 1:09:34 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x319FE4 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

- And what a phenomenon for your heart to be beating, your lungs to be pumping, and yet no life to be within you. To exist in this world without living. To walk through life with no color while perfectly seeing that the grass is still green, the sky still blue. To be detached. Breathing but dead. To be here, but to be so far.

Seasons change, but nothing else does. The concept of time is unavoidable, sure. One second inevitably leading to the next. The sun rises, the sun sets. But you remain stuck. A revolving door. Around, and around, and around you go. Begging to get off, then begging for some more.

Instant gratification, a quick fix for the pain. [REDACTED] A temporary solution to a long term problem. Nothing that comes easy is going to solve them.

Your wounds are so deep. Your soul is long gone. You pray each day for the beat of a new song. But you are the composer. You write your own lines & we all need that reminder, from time to time.

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		5/10/2019 2:39:09 PM(UTC-4)	

Status: Read

5/10/2019 2:11:35 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3369CC (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

[REDACTED] this is so powerful . So painful. So real and so troubling . So honest. Your writing is so hauntingly beautiful and full of years of struggle that is tremendously deep. I love you more now then ever ; Because amongst the agony you are fighting back with the words that are etched in your pain and in your soul. Your story is important. You must gather the strength to help yourself and then you can help all those others frozen in their trauma. You are beautiful .
With love and respect ,
Billy

Participant	Delivered	Read	Played
[REDACTED]	5/10/2019 2:47:05 PM(UTC-4)		

Status: Sent

5/10/2019 2:47:04 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x337FE4 (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Bill... I am home and would like to see u

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		6/12/2019 8:50:35 AM(UTC-4)	

Status: Read

6/12/2019 5:01:20 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3AFA5A (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Awesome let's do it !!!!!

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	6/12/2019 10:47:17 AM(UTC-4)		

Status: Sent

6/12/2019 10:47:17 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3B07E5 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

When can I see you?

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		6/13/2019 2:34:03 PM(UTC-4)	

Status: Read

6/13/2019 11:43:44 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BA377 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

So I have to speak at event tonight and tomorrow I am going to Pennsylvania for a lax tourney [REDACTED] ! At youth center for another 45 minutes . How are you and when are you going back ?

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	6/13/2019 2:36:19 PM(UTC-4)		

Status: Sent

6/13/2019 2:36:18 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BCFE4 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Sounds fun... what event are you speaking at? And I'm here til the 24th

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		6/13/2019 2:38:31 PM(UTC-4)	

Status: Read

6/13/2019 2:38:12 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BC6D0 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I'm doing okay

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		6/13/2019 2:38:31 PM(UTC-4)	

Status: Read

6/13/2019 2:38:28 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BC49B (Table: message, handle,
Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I need to talk to you about something important

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		6/13/2019 2:38:37 PM(UTC-4)	

Status: Read

6/13/2019 2:38:37 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BC2D9 (Table: message, handle, Size:
38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

It's a event at the lawrence public library. It's on addiction and mental health sprinkled with art work .

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017		6/13/2019 2:40:51 PM(UTC-4)	

Status: Sent

6/13/2019 2:40:51 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BDFE4 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

That sounds awesome

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		6/13/2019 2:42:02 PM(UTC-4)	

Status: Read

6/13/2019 2:41:23 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BDD63 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Do you want to go ?

Participant	Delivered	Read	Played
+19788044337 [REDACTED] 5/25/2017	6/13/2019 2:42:17 PM(UTC-4)		

Status: Sent

6/13/2019 2:42:17 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BDB95 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I'd love to

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		6/13/2019 2:42:31 PM(UTC-4)	

Status: Read

6/13/2019 2:42:31 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BD9CB (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

I could pick you up or you could meet me there

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	6/13/2019 2:43:11 PM(UTC-4)		

Status: Sent

6/13/2019 2:43:10 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BD80B (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

What time?

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		6/13/2019 2:43:36 PM(UTC-4)	

Status: Read

6/13/2019 2:43:36 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BD60B (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

The thing starts at 5:30

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	6/13/2019 2:44:45 PM(UTC-4)		

Status: Sent

6/13/2019 2:44:44 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BEFE4 (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

My moms gonna take me

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		6/13/2019 3:23:51 PM(UTC-4)	

Status: Read

6/13/2019 3:20:13 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BE9BC (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

Perfecto

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	6/13/2019 3:24:08 PM(UTC-4)		

Status: Sent

6/13/2019 3:24:08 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x3BE7EC (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		7/2/2019 4:26:58 PM(UTC-4)	

Status: Read

7/2/2019 4:18:19 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x411981 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		7/16/2019 4:30:32 PM(UTC-4)	

Status: Read

7/16/2019 2:27:23 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x44EFE8 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

<https://youtu.be/TSBs-hiapo4>

Attachments:



Title: B83179D0-DCDE-4A01-9FF3-4052E4DB4983.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/56/06/42E05560-10D7-49ED-88FB-24CDA6072C45/B83179D0-DCDE-4A01-9FF3-4052E4DB4983.pluginPayloadAttachment
~/Library/SMS/Attachments/56/06/42E05560-10D7-49ED-88FB-24CDA6072C45/B83179D0-DCDE-4A01-9FF3-4052E4DB4983.pluginPayloadAttachment



Title: B56EBC5E-4673-416F-8E23-92C38DCD7408.pluginPayloadAttachment
Size: 17245
File name: ~/Library/SMS/Attachments/e1/01/441395D4-ABA8-4230-9633-99575BF353F1/B56EBC5E-4673-416F-8E23-92C38DCD7408.pluginPayloadAttachment
~/Library/SMS/Attachments/e1/01/441395D4-ABA8-4230-9633-99575BF353F1/B56EBC5E-4673-416F-8E23-92C38DCD7408.pluginPayloadAttachment

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		7/22/2019 1:31:53 PM(UTC-4)	

Status: Read

7/22/2019 1:02:00 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x46F5A7 (Table: message, handle, attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/56/06/42E05560-10D7-49ED-88FB-24CDA6072C45/B83179D0-DCDE-4A01-9FF3-4052E4DB4983.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/e1/01/441395D4-ABA8-4230-9633-99575BF353F1/B56EBC5E-4673-416F-8E23-92C38DCD7408.pluginPayloadAttachment : (Size: 17245 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		7/22/2019 1:31:53 PM(UTC-4)	

Status: Read

7/22/2019 1:02:43 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x470FE8 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

<https://m.youtube.com/watch?v=Ml8TI1EphOs>

Attachments:



Title: A70838A6-A145-4AF7-A356-D6569DBF9B3D.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/11/01/0A97A9E1-9BFE-4F7D-9625-9104A2147C07/A70838A6-A145-4AF7-A356-D6569DBF9B3D.pluginPayloadAttachment
~/Library/SMS/Attachments/11/01/0A97A9E1-9BFE-4F7D-9625-9104A2147C07/A70838A6-A145-4AF7-A356-D6569DBF9B3D.pluginPayloadAttachment



Title: 822FE2A7-12CF-4807-A939-795A9C31A18F.pluginPayloadAttachment
Size: 453167
File name: ~/Library/SMS/Attachments/32/02/01AC33F6-58B5-415D-89A3-F195F7DB4D66/822FE2A7-12CF-4807-A939-795A9C31A18F.pluginPayloadAttachment
~/Library/SMS/Attachments/32/02/01AC33F6-58B5-415D-89A3-F195F7DB4D66/822FE2A7-12CF-4807-A939-795A9C31A18F.pluginPayloadAttachment

Participant	Delivered	Read	Played
[REDACTED]	7/22/2019 4:01:32 PM(UTC-4)		

Status: Sent

7/22/2019 4:01:28 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x4735A1 (Table: message, attachment, handle, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/11/01/0A97A9E1-9BFE-4F7D-9625-9104A2147C07/A70838A6-A145-4AF7-A356-D6569DBF9B3D.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/32/02/01AC33F6-58B5-415D-89A3-F195F7DB4D66/822FE2A7-12CF-4807-A939-795A9C31A18F.pluginPayloadAttachment : (Size: 453167 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

https://m.youtube.com/watch?v=_qJlqfvuw

Attachments:



Title: F53125FC-6BB6-4AE5-A889-51CA2106F4BF.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/dc/12/2F797699-0566-4C0F-B3EB-2864B3EAE91E/F53125FC-6BB6-4AE5-A889-51CA2106F4BF.pluginPayloadAttachment
~/Library/SMS/Attachments/dc/12/2F797699-0566-4C0F-B3EB-2864B3EAE91E/F53125FC-6BB6-4AE5-A889-51CA2106F4BF.pluginPayloadAttachment



Title: 1593FDE1-8633-42BA-A23D-EF063E8ACA1F.pluginPayloadAttachment
Size: 381593
File name: ~/Library/SMS/Attachments/92/02/772DAD1C-BD25-4FC7-B26A-AF8CCDCFB436/1593FDE1-8633-42BA-A23D-EF063E8ACA1F.pluginPayloadAttachment
~/Library/SMS/Attachments/92/02/772DAD1C-BD25-4FC7-B26A-AF8CCDCFB436/1593FDE1-8633-42BA-A23D-EF063E8ACA1F.pluginPayloadAttachment

Participant	Delivered	Read	Played
+ [REDACTED] [REDACTED] 5/25/2017	7/25/2019 3:56:21 PM(UTC-4)		

Status: Sent

7/25/2019 3:55:57 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x48655B (Table: message, attachment, handle, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/dc/12/2F797699-0566-4C0F-B3EB-2864B3EAE91E/F53125FC-6BB6-4AE5-A889-51CA2106F4BF.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/92/02/772DAD1C-BD25-4FC7-B26A-AF8CCDCFB436/1593FDE1-8633-42BA-A23D-EF063E8ACA1F.pluginPayloadAttachment : (Size: 381593 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		7/25/2019 5:32:16 PM(UTC-4)	

Status: Read

7/25/2019 5:15:01 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x487B39 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

<https://open.spotify.com/episode/2gTqgKRlWpk1U0fITISwx?si=0XrH1BPbRouuSuxJhRhPYg>

Attachments:



Title: 70440BF7-CA8F-49A1-9E9D-3F5E5C0801EA.pluginPayloadAttachment
Size: 4750
File name: ~/Library/SMS/Attachments/00/00/52B02EF7-A6B7-4D97-B244-49C91EB14845/70440BF7-CA8F-49A1-9E9D-3F5E5C0801EA.pluginPayloadAttachment
~/Library/SMS/Attachments/00/00/52B02EF7-A6B7-4D97-B244-49C91EB14845/70440BF7-CA8F-49A1-9E9D-3F5E5C0801EA.pluginPayloadAttachment



Title: 341676F0-43C6-4094-B784-91D5E234ABBC.pluginPayloadAttachment
Size: 193692
File name: ~/Library/SMS/Attachments/b7/07/66EF6E6E-F8ED-4E3C-99C3-85282D89D288/341676F0-43C6-4094-B784-91D5E234ABBC.pluginPayloadAttachment
~/Library/SMS/Attachments/b7/07/66EF6E6E-F8ED-4E3C-99C3-85282D89D288/341676F0-43C6-4094-B784-91D5E234ABBC.pluginPayloadAttachment

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	7/28/2019 11:14:15 PM(UTC-4)		

Status: Sent

7/28/2019 11:14:13 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x4943E4 (Table: message, attachment, handle, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/00/00/52B02EF7-A6B7-4D97-B244-49C91EB14845/70440BF7-CA8F-49A1-9E9D-3F5E5C0801EA.pluginPayloadAttachment : (Size: 4750 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/b7/07/66EF6E6E-F8ED-4E3C-99C3-85282D89D288/341676F0-43C6-4094-B784-91D5E234ABBC.pluginPayloadAttachment : (Size: 193692 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

<https://youtu.be/birrtUbd-CY>

Attachments:



Title: F5E4094F-4767-4DBD-B057-4D00BDF9DB4B.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/98/08/0895FD18-0780-4C5E-9E6C-D7643B4BD90C/F5E4094F-4767-4DBD-B057-4D00BDF9DB4B.pluginPayloadAttachment
~/Library/SMS/Attachments/98/08/0895FD18-0780-4C5E-9E6C-D7643B4BD90C/F5E4094F-4767-4DBD-B057-4D00BDF9DB4B.pluginPayloadAttachment



Title: 6640BEDE-966C-499F-93EC-785607634F1C.pluginPayloadAttachment
Size: 19824
File name: ~/Library/SMS/Attachments/62/02/966B5F7C-BCC4-4CB3-8F02-D64C8E5173FB/6640BEDE-966C-499F-93EC-785607634F1C.pluginPayloadAttachment
~/Library/SMS/Attachments/62/02/966B5F7C-BCC4-4CB3-8F02-D64C8E5173FB/6640BEDE-966C-499F-93EC-785607634F1C.pluginPayloadAttachment

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/9/2019 2:52:52 PM(UTC-4)	

Status: Read

8/9/2019 2:08:18 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x4CD52B (Table: message, handle, attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/98/08/0895FD18-0780-4C5E-9E6C-D7643B4BD90C/F5E4094F-4767-4DBD-B057-4D00BDF9DB4B.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/62/02/966B5F7C-BCC4-4CB3-8F02-D64C8E5173FB/6640BEDE-966C-499F-93EC-785607634F1C.pluginPayloadAttachment : (Size: 19824 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]
I just want you to know who I am

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/9/2019 2:52:52 PM(UTC-4)	

Status: Read

8/9/2019 2:09:04 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x4CEFE8 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

[REDACTED]

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	8/9/2019 4:08:42 PM(UTC-4)		

Status: Sent

8/9/2019 4:08:41 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x4CE698 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/21/2019 2:34:00 PM(UTC-4)	

Status: Read

8/21/2019 1:13:38 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x506D78 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

[REDACTED] what's going on?
What's up in your world and can you feel the ground ? Love you always
Billy

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	8/22/2019 11:41:00 AM(UTC-4)		

Status: Sent

8/22/2019 11:40:59 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x5085AA (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

https://youtu.be/sHiC_26vBP4

Attachments:



Title: 834C921B-5336-4F9C-90D9-2379D9744709.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/b9/09/6487FF49-FF57-4C08-8974-E1DD73207DDC/834C921B-5336-4F9C-90D9-2379D9744709.pluginPayloadAttachment
~/Library/SMS/Attachments/b9/09/6487FF49-FF57-4C08-8974-E1DD73207DDC/834C921B-5336-4F9C-90D9-2379D9744709.pluginPayloadAttachment



Title: BDE28945-BD20-4E9C-B0D8-067D1DCB7B7B.pluginPayloadAttachment
Size: 361805
File name: ~/Library/SMS/Attachments/de/14/A58D4B13-3DFC-4530-A0A5-01C03B829AF4/BDE28945-BD20-4E9C-B0D8-067D1DCB7B7B.pluginPayloadAttachment
~/Library/SMS/Attachments/de/14/A58D4B13-3DFC-4530-A0A5-01C03B829AF4/BDE28945-BD20-4E9C-B0D8-067D1DCB7B7B.pluginPayloadAttachment

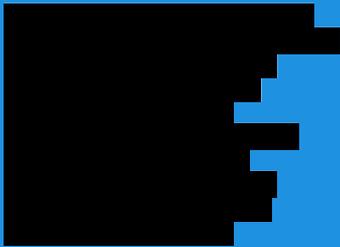
Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/22/2019 3:00:08 PM(UTC-4)	

Status: Read

8/22/2019 2:56:53 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x50A467 (Table: message, handle, attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/b9/09/6487FF49-FF57-4C08-8974-E1DD73207DDC/834C921B-5336-4F9C-90D9-2379D9744709.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/de/14/A58D4B13-3DFC-4530-A0A5-01C03B829AF4/BDE28945-BD20-4E9C-B0D8-067D1DCB7B7B.pluginPayloadAttachment : (Size: 361805 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)



Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/22/2019 3:00:08 PM(UTC-4)	

Status: Read

8/22/2019 2:57:48 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x50BFE8 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

My world feels so empty. I feel so empty and I don't know how to fix it. I want to come home but I have no home to come back to

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/22/2019 3:00:16 PM(UTC-4)	

Status: Read

8/22/2019 3:00:15 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x50BC33 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Finding your home in this world is a boatload of work. You can remake a home anywhere in the physical sense . The question is where can you do the work ? East coast or west coast ? Where can you be less distracted ? Where will you be motivated to bring a change to your self , heart and purpose. If it's here then come back and build your

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	8/22/2019 3:35:56 PM(UTC-4)		

Status: Sent

8/22/2019 3:35:55 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x50B988 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I have to talk to you it's important

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/27/2019 2:30:17 PM(UTC-4)	

Status: Read

8/27/2019 2:15:56 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x52C4A7 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Are you busy on Saturday

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/27/2019 2:30:17 PM(UTC-4)	

Status: Read

8/27/2019 2:16:07 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x52DFE8 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

Hey [REDACTED] ! I'm in a wedding this weekend [REDACTED] ! Can we talk before then ?

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	8/27/2019 2:31:43 PM(UTC-4)		

Status: Sent

8/27/2019 2:31:39 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x52DA89 (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I'll be home on Friday so just text me or call me when you're back so we can talk

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/27/2019 3:03:43 PM(UTC-4)	

Status: Read

8/27/2019 3:03:25 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x52D838 (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Such bad things are happening and I need your help

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/27/2019 3:03:46 PM(UTC-4)	

Status: Read

8/27/2019 3:03:45 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x52D272 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

I will help you with anything

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	8/27/2019 3:04:06 PM(UTC-4)		

Status: Sent

8/27/2019 3:04:06 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x52EFE4 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Thank you, I don't have anyone else to go to with this. No one else can be trusted with this

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/27/2019 3:04:43 PM(UTC-4)	

Status: Read

8/27/2019 3:04:37 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x52EE06 (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Have fun at the wedding and I will see you when you are back

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		8/27/2019 3:04:57 PM(UTC-4)	

Status: Read

8/27/2019 3:04:55 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x52EBA7 (Table: message, handle, Size: 38019072 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

<https://youtu.be/oZdiXvDU4P0>

Attachments:



Title: 8FEED708-9A14-4074-B285-2BBF9DB479BC.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/cd/13/84F5A8E1-A69E-43D5-9D6A-0A461729D220/8FEED708-9A14-4074-B285-2BBF9DB479BC.pluginPayloadAttachment
~/Library/SMS/Attachments/cd/13/84F5A8E1-A69E-43D5-9D6A-0A461729D220/8FEED708-9A14-4074-B285-2BBF9DB479BC.pluginPayloadAttachment



Title: 4A7112D1-FAD3-4825-9885-C70B386EFDA7.pluginPayloadAttachment
Size: 10164
File name: ~/Library/SMS/Attachments/22/02/63C338A4-9A32-4988-BBA1-DC7AC0700E83/4A7112D1-FAD3-4825-9885-C70B386EFDA7.pluginPayloadAttachment
~/Library/SMS/Attachments/22/02/63C338A4-9A32-4988-BBA1-DC7AC0700E83/4A7112D1-FAD3-4825-9885-C70B386EFDA7.pluginPayloadAttachment

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/2/2019 9:31:40 AM(UTC-4)	

Status: Read

10/2/2019 4:44:42 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x62143E (Table: message, handle, attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/cd/13/84F5A8E1-A69E-43D5-9D6A-0A461729D220/8FEED708-9A14-4074-B285-2BBF9DB479BC.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/22/02/63C338A4-9A32-4988-BBA1-DC7AC0700E83/4A7112D1-FAD3-4825-9885-C70B386EFDA7.pluginPayloadAttachment : (Size: 10164 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

<https://youtu.be/gvYmpenz6O0>

Attachments:



Title: B8F9F81C-A2D9-440F-AB5C-8A86D47E6DB0.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/be/14/244ED134-83FD-4B62-8815-8520C2925FA7/B8F9F81C-A2D9-440F-AB5C-8A86D47E6DB0.pluginPayloadAttachment
~/Library/SMS/Attachments/be/14/244ED134-83FD-4B62-8815-8520C2925FA7/B8F9F81C-A2D9-440F-AB5C-8A86D47E6DB0.pluginPayloadAttachment



Title: 96159D4C-6795-44F1-A6C8-B9231EF1E232.pluginPayloadAttachment
Size: 1434909
File name: ~/Library/SMS/Attachments/01/01/DD73D30A-C357-4645-AED5-9045B2048E31/96159D4C-6795-44F1-A6C8-B9231EF1E232.pluginPayloadAttachment
~/Library/SMS/Attachments/01/01/DD73D30A-C357-4645-AED5-9045B2048E31/96159D4C-6795-44F1-A6C8-B9231EF1E232.pluginPayloadAttachment

Participant	Delivered	Read	Played
[REDACTED] 5/25/2017	10/2/2019 9:49:31 AM(UTC-4)		

Status: Sent

10/2/2019 9:49:28 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x624553 (Table: message, attachment, handle, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/be/14/244ED134-83FD-4B62-8815-8520C2925FA7/B8F9F81C-A2D9-440F-AB5C-8A86D47E6DB0.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/01/01/DD73D30A-C357-4645-AED5-9045B2048E31/96159D4C-6795-44F1-A6C8-B9231EF1E232.pluginPayloadAttachment : (Size: 1434909 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

https://youtu.be/dmSqP9Ze_o4

Attachments:



Title: 9665BDBB-BFCD-42AD-AF51-E33FF2E92A08.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/de/14/017F4BAE-3C11-42E3-A34F-46E0128F1F0A/9665BDBB-BFCD-42AD-AF51-E33FF2E92A08.pluginPayloadAttachment
~/Library/SMS/Attachments/de/14/017F4BAE-3C11-42E3-A34F-46E0128F1F0A/9665BDBB-BFCD-42AD-AF51-E33FF2E92A08.pluginPayloadAttachment



Title: C4CC24A9-46B9-4888-A976-8259B47B821D.pluginPayloadAttachment
Size: 464957
File name: ~/Library/SMS/Attachments/fe/14/BA545980-3C2D-44E9-BCBA-1B7ED20F2175/C4CC24A9-46B9-4888-A976-8259B47B821D.pluginPayloadAttachment
~/Library/SMS/Attachments/fe/14/BA545980-3C2D-44E9-BCBA-1B7ED20F2175/C4CC24A9-46B9-4888-A976-8259B47B821D.pluginPayloadAttachment

Participant	Delivered	Read	Played
+ [REDACTED]	10/2/2019		
[REDACTED] 5/25/2017	9:56:44 AM(UTC-4)		

Status: Sent

10/2/2019 9:56:39 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x6254D2 (Table: message, attachment, handle, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/de/14/017F4BAE-3C11-42E3-A34F-46E0128F1F0A/9665BDBB-BFCD-42AD-AF51-E33FF2E92A08.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/fe/14/BA545980-3C2D-44E9-BCBA-1B7ED20F2175/C4CC24A9-46B9-4888-A976-8259B47B821D.pluginPayloadAttachment : (Size: 464957 bytes)

From: [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Miss you Bill

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/15/2019 10:12:41 PM(UTC-4)	

Status: Read

10/15/2019 10:12:25 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65B999 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Always miss you [REDACTED].

Participant	Delivered	Read	Played
+ [REDACTED] [REDACTED] 5/25/2017	10/15/2019 10:13:09 PM(UTC-4)		

Status: Sent

10/15/2019 10:13:08 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65B7D7 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: + [REDACTED] 5/25/2017

<https://www.youtube.com/watch?v=MB5IX-np5fE>

Attachments:



Title: FAEECD5B-E55F-4069-9114-2E11ABDB5690.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/dc/12/918CA237-25E3-470F-8BBE-8FA6AD54C551/FAEECD5B-E55F-4069-9114-2E11ABDB5690.pluginPayloadAttachment
~/Library/SMS/Attachments/dc/12/918CA237-25E3-470F-8BBE-8FA6AD54C551/FAEECD5B-E55F-4069-9114-2E11ABDB5690.pluginPayloadAttachment



Title: C4517371-A5C2-4CF1-81F5-0750737B60F7.pluginPayloadAttachment
Size: 259511
File name: ~/Library/SMS/Attachments/cc/12/6AA902BD-530A-41C8-B3CA-78143ECA7936/C4517371-A5C2-4CF1-81F5-0750737B60F7.pluginPayloadAttachment
~/Library/SMS/Attachments/cc/12/6AA902BD-530A-41C8-B3CA-78143ECA7936/C4517371-A5C2-4CF1-81F5-0750737B60F7.pluginPayloadAttachment

Participant	Delivered	Read	Played
[REDACTED] [REDACTED] 5/25/2017	10/15/2019 10:13:59 PM(UTC-4)		

Status: Sent

10/15/2019 10:13:57 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65C50F (Table: message, attachment, handle, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/dc/12/918CA237-25E3-470F-8BBE-8FA6AD54C551/FAEECD5B-E55F-4069-9114-2E11ABDB5690.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/cc/12/6AA902BD-530A-41C8-B3CA-78143ECA7936/C4517371-A5C2-4CF1-81F5-0750737B60F7.pluginPayloadAttachment : (Size: 259511 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Was just listening to this ..

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	10/15/2019 10:13:59 PM(UTC-4)		

Status: Sent

10/15/2019 10:13:57 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65C2B4 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Guess what

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/15/2019 10:21:20 PM(UTC-4)	

Status: Read

10/15/2019 10:21:14 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65DFE8 (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

What ?

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	10/15/2019 10:21:35 PM(UTC-4)		

Status: Sent

10/15/2019 10:21:35 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65DE2C (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/15/2019 10:31:44 PM(UTC-4)	

Status: Read

10/15/2019 10:24:16 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65DAB6 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

And I feel so different now

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/15/2019 10:31:44 PM(UTC-4)	

Status: Read

10/15/2019 10:24:28 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65D7C5 (Table: message, handle,
Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I was numb before

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/15/2019 10:31:44 PM(UTC-4)	

Status: Read

10/15/2019 10:24:35 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65D5ED (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Wow .that is amazing. It also is very hard to do so I'm so happy for you [REDACTED]
drugs , booze , money , sex , power , ego and bad relationships is priceless ...

Way to go

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	10/15/2019 10:39:07 PM(UTC-4)		

Status: Sent

10/15/2019 10:39:07 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65D423 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Thanks bill

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/15/2019 11:02:05 PM(UTC-4)	

Status: Read

10/15/2019 11:01:47 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65EFE8 (Table: message, handle,
Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I'm just glad it's over with

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/15/2019 11:02:13 PM(UTC-4)	

Status: Read

10/15/2019 11:02:13 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65EE26 (Table: message, handle,
Size: 380190[REDACTED] bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/15/2019 11:02:24 PM(UTC-4)	

Status: Read

10/15/2019 11:02:24 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65EC42 (Table: message, handle,
Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] J 5/25/2017

[REDACTED]

You earned your freedom .
So please keep it !!

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017		10/15/2019 11:04:23 PM(UTC-4)	

Status: Sent

10/15/2019 11:04:18 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65EA64 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I will I promise

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/15/2019 11:24:29 PM(UTC-4)	

Status: Read

10/15/2019 11:23:25 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x65E77F (Table: message, handle,
Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

<https://youtu.be/GJY5N0stFyU>

Attachments:



Title: 440D134C-2AED-4728-9DED-1E304440A77E.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/66/06/0E17D80D-9AA1-44FA-97B1-9C4858C90738/440D134C-2AED-4728-9DED-1E304440A77E.pluginPayloadAttachment
~/Library/SMS/Attachments/66/06/0E17D80D-9AA1-44FA-97B1-9C4858C90738/440D134C-2AED-4728-9DED-1E304440A77E.pluginPayloadAttachment



Title: DB8857CF-5E2B-4D85-9330-073C13051314.pluginPayloadAttachment
Size: 592577
File name: ~/Library/SMS/Attachments/c9/09/6E949B90-7FD6-4A06-94FB-DE0D1727FAF3/DB8857CF-5E2B-4D85-9330-073C13051314.pluginPayloadAttachment
~/Library/SMS/Attachments/c9/09/6E949B90-7FD6-4A06-94FB-DE0D1727FAF3/DB8857CF-5E2B-4D85-9330-073C13051314.pluginPayloadAttachment

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/19/2019 8:39:36 PM(UTC-4)	

Status: Read

10/19/2019 8:36:58 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x67B662 (Table: message, handle, attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/66/06/0E17D80D-9AA1-44FA-97B1-9C4858C90738/440D134C-2AED-4728-9DED-1E304440A77E.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/c9/09/6E949B90-7FD6-4A06-94FB-DE0D1727FAF3/DB8857CF-5E2B-4D85-9330-073C13051314.pluginPayloadAttachment : (Size: 592577 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

[REDACTED]

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/19/2019 8:39:36 PM(UTC-4)	

Status: Read

10/19/2019 8:38:33 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x67CFE8 (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I would really appreciate it if you would stop talking shit about me to kids from Andover who don't even know me especially when what you say isn't even the slightest bit true. You really don't know who I am anymore... I don't talk shit about you to anyone, and it's actually ironic that you tell people I don't have love or respect for myself- you shouldn't be talking about girls/women who don't respect or love themselves unless you want me to start naming people who don't respect themselves starting with those closest to you. Your own blood. I don't know what the hell is wrong with you, I really don't, but I really don't appreciate kids coming up to me saying "bill Fahey told me this" while laughing in my face when you're supposed to have my fucking back like I've ALWAYS had yours since day one. It's bullying and it's not cool Bill. You should probably have trust with people before you start talking shit, especially if you think they aren't gonna tell me about it. You can't go through what I've been through and NOT respect yourself.

I respect myself for building a whole new life in a whole new place while being handed nothing. I respect myself for being kind to people even when I shouldn't be. I love myself for being different. I love myself for being so fucking strong even when all the odds were stacked against me. I love myself for constantly sticking up and fighting for my family. I love myself for being generous, for giving more than I take. I love and respect myself more than you ever could. Stop making me out to be this sad excuse of a human being, I am not this broken girl who needs to be saved. I was drowning and I pulled MYSELF out of it. I am relentless. I am tough. I am brave. I am honest. I am everything I always hoped to be and it's fucking sad you can't see that.

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		11/1/2019 6:45:59 PM(UTC-4)	

Status: Read

11/1/2019 6:43:02 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x6C4F4C (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

[REDACTED] - I have no idea what you are talking about . Very hard for me to read this . I was so happy from your last texts ... that you felt good and sounded happy and on your way to a new way . This text is super hurtful not deserved . I hope you find what you are looking for .

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	11/1/2019 6:50:38 PM(UTC-4)		

Status: Sent

11/1/2019 6:50:38 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x6C39CC (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Save your bullshit for somebody else

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		11/1/2019 6:54:10 PM(UTC-4)	

Status: Read

11/1/2019 6:54:10 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x6C35FD (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

<https://youtu.be/izyZLKIWGIA>

Attachments:



Title: D4E41018-B79B-47A6-AD20-7FACE6E5BA3D.pluginPayloadAttachment
Size: 16275
File name: ~/Library/SMS/Attachments/65/05/F8A24B26-A91C-4117-881B-8FABCE53905A/D4E41018-B79B-47A6-AD20-7FACE6E5BA3D.pluginPayloadAttachment
~/Library/SMS/Attachments/65/05/F8A24B26-A91C-4117-881B-8FABCE53905A/D4E41018-B79B-47A6-AD20-7FACE6E5BA3D.pluginPayloadAttachment



Title: 283AF2BA-8010-487D-97DF-20021285E879.pluginPayloadAttachment
Size: 1121806
File name: ~/Library/SMS/Attachments/3e/14/58D4A8FF-4EFA-48CE-B590-0657D84FCBE6/283AF2BA-8010-487D-97DF-20021285E879.pluginPayloadAttachment
~/Library/SMS/Attachments/3e/14/58D4A8FF-4EFA-48CE-B590-0657D84FCBE6/283AF2BA-8010-487D-97DF-20021285E879.pluginPayloadAttachment

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		1/26/2020 6:01:46 PM(UTC-5)	

Status: Read

1/26/2020 5:54:06 PM(UTC-5)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x91C607 (Table: message, handle, attachment, Size: 38019072 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/65/05/F8A24B26-A91C-4117-881B-8FABCE53905A/D4E41018-B79B-47A6-AD20-7FACE6E5BA3D.pluginPayloadAttachment : (Size: 16275 bytes)
DarArchive/root/private/var/mobile/Library/SMS/Attachments/3e/14/58D4A8FF-4EFA-48CE-B590-0657D84FCBE6/283AF2BA-8010-487D-97DF-20021285E879.pluginPayloadAttachment : (Size: 1121806 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Bill, did you ever get my voicemail that I left a few weeks ago?

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		4/6/2020 11:53:09 PM(UTC-4)	

Status: Read

4/6/2020 11:05:04 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0xB47B0D (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

Hello [REDACTED] - hope you are doing ok as this virus spreads through out the world . I did get your message and really appreciate you leaving it for me . Maybe some day when the time is right we can talk. The social media communication is not always the best way

Know I don't or never have seen you as the young girl I met and then we went for a walk in the woods . Relationships evolve as time goes on and that is what I believed we had . I have great admiration for those who never give up and take very difficult situations - painful , trying moments and fight through the despair to find a new way . This is your story and that's my connection to you . I have been in your corner since I met you . You are a original person who has been a gift of true friendship to me - sharing bits of our lives together as we look to be the best people we can be . It doesn't happen a lot in this world ; it just happened to us for whatever reason - this I can not explain . The hard part for me was you not knowing that I care about you . That you felt I somehow betrayed you - that I don't know you - that your life was something for me to make commentary on . It is not - nor has it ever been so . I care about you and trust is everything with me . Why you think I would try to hurt you in anyway is puzzling to me . I don't care what someone might have said to you because it's wrong . It's not something I want to discuss or elaborate on it's just hurtful to me that you can't see me and what our relationship has meant to me . All I have ever wanted is for you to find true happiness followed by true love . I'm glad you are emerging to be the person you want to be ; to live the life you want to ! You deserve it .

I know California has been hit hard so be careful this virus is relentless and is changing our world forever . I was thinking about your grandfather and your parents and hope and pray they are ok !

Ok time to take my dogs for a walk . (They have waiting all day)
Know I will always be grateful for you .
With love and kindness always,
Bill

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	4/8/2020 10:28:07 PM(UTC-4)		

Status: Sent

4/8/2020 10:28:03 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0xB58F8D (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Hey Billy... how have you Been during this pandemic shit ? Thinking of you

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		5/23/2020 8:44:15 PM(UTC-4)	

Status: Read

5/23/2020 6:03:28 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0xD53A6A (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: [REDACTED] 5/25/2017

Hello [REDACTED] - been okay . Very strange this corv-19.
The world is very different at the moment but all is ok on my end ! Hope you and all your loved ones are all getting thru this . I worry about our seniors they can't combat this virus so it's scary that way! If anyone in your family needs anything let me know ! You take care of yourself as well and let's pray this thing winds down soon ! Be well .
billy

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	5/24/2020 11:02:18 AM(UTC-4)		

Status: Sent

5/24/2020 11:02:12 AM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0xD5D58A (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Hey Bill-

I've been trying to write this out for about a week now, but it seems like I just can't find the right words to describe how I feel, or maybe I should say, the words to describe how YOU make me feel.

When I first met you, I loved you immediately. I looked up to you, connected with you... but more than anything I trusted you. I trusted you with so much. [REDACTED] and seeing the disappointment in your face. I shared everything with you. I never felt like I had to hold back when I was with you.

But sometime in the last couple of years, maybe even before that, you changed. I've talked to other people, who you were once extremely close with, who have said the same thing. You are not the same person you used to be. You betray people, you constantly talk shit behind people's back, you are judgmental and I just don't recognize you anymore.

I feel like you had this version of how you thought my life was supposed to turn out, and when I didn't turn out that way you wanted, you turned your back on me, judged me, talked shit to other people about me- people who didn't even know me. You betrayed me. More than once, and I've held it in. You stopped treating me the way you used to but deep down I'm still the same [REDACTED] I've always been- the one who cares about helping people, the one who writes poetry and loves animals. I am still the same [REDACTED] you met that very first day. I'm just grown up now.

You have always meant so much to me, and you helped me so much when I was young. I'll never forget everything you did for me. But that doesn't change the fact that you have become someone totally different. I'm thankful I knew the old Bill, but I honestly want nothing to do with this version of you. I don't even know who you are anymore with the way you treat people closest to you.

Countless times you have talked shit about my dad to me. Telling me you saw him [REDACTED] [REDACTED], telling me the stories you heard about him, saying you offer him jobs and never hear back. Fuck you for judging him. He is an amazing father and the strongest man I know. How fucking dare you judge a parent that [REDACTED] I pray to god you never have to experience that type of unimaginable pain. And god forbid you do- I fucking pray no one judges YOU for the way you deal with your grief.

You told my mom I made a move on you, which is completely untrue. I was a teenager when I worked for you. We spent a lot of time together and I was just a very sexual person and I know that rubbed off on some people. I never EVER made a move on you, and you know that. But i will not forget when I came to see you at the youth center, and we ended up talking until 2 in the morning. When you dropped me off, you walked me to the door and you kissed me on the lips. I never told anyone that before. I almost feel as though you said I made a move on you so if anything were to happen between us you would blame it on me.

There is more that I could say, but I don't want to waste anymore time on you. I just want you to know our relationship, this "friendship" no longer exists, it's done. I want nothing to do with you ever again. I don't wish you well, but I don't wish you harm either. I hope one day you realize that your actions caused more harm than good. It sucks being betrayed by someone you trusted with every fiber of your being. You were always so many things, but now all you are to me is a bitter disappointment.

Have a great life.

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/26/2020 3:10:07 PM(UTC-4)	

Status: Read

10/26/2020 3:09:55 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x142CF8D (Table: message, handle, Size: 38019072 bytes)

From: +19788044337 Bill Fahey (owner)
To: +[REDACTED] 5/25/2017

[REDACTED] - Sitting in youth center reading your message . It's hard . Because for sometime you have been angry with me . Accused me of things that have not happened and none of it makes sense to me . It is painful and sad. We have not texted in awhile so I'm not sure what prompted your text and anger towards me today . I thought we were ok and sooner or later when you came for visit we would see each other . No matter what the situation is ; I'm hoping the best for you but also understand you want me out of your life . I got it . Take care of yourself [REDACTED] .

Participant	Delivered	Read	Played
+ [REDACTED] 5/25/2017	10/26/2020 3:39:04 PM(UTC-4)		

Status: Sent

10/26/2020 3:39:03 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x142EF8D (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

You can say it didn't happen but it did. I remember every single detail of that night. I called my friend as soon as I got in. I remember exactly how I felt, my heart in my stomach. But keep telling yourself I'm accusing you of things you didn't do. I'm saying this now because other people have said the same thing to me and it's not right. You're not the same anymore

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/26/2020 3:43:02 PM(UTC-4)	

Status: Read

10/26/2020 3:42:59 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x142FF8D (Table: message, handle, Size: 38019072 bytes)

From: + [REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

I would never lie or accuse anyone of anything something that didn't happen. I'm not the type of person but ok

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/26/2020 3:43:34 PM(UTC-4)	

Status: Read

10/26/2020 3:43:34 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x142FA8B (Table: message, handle, Size: 38019072 bytes)

From: +[REDACTED] 5/25/2017
To: +19788044337 Bill Fahey (owner)

Especially you

Participant	Delivered	Read	Played
+19788044337 Bill Fahey		10/26/2020 3:43:46 PM(UTC-4)	

Status: Read

10/26/2020 3:43:46 PM(UTC-4)

Source Extraction:
File System
Source Info:
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x142F7A5 (Table: message,
handle, Size: 38019072 bytes)

Timeline (13)

#	Type	Direction	Attachments	Locations	Date	Time	Party	Description
	Source	Latitude	Longitude	AddressDeletedTag	Note			Source file information
1	Instant Messages	Incoming				1/11/2021		1/11/2021 5:33:14
	PM(UTC-5)	"From: +[REDACTED]						
		To: +19788044337 Bill Fahey (owner)						
		To: +19788044337 Bill Fahey (owner)						
"	[REDACTED]						Native Messages	
								DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x17E7B53 (Table: message, handle, Size: 38019072 bytes)
2	Instant Messages	Incoming				1/11/2021		1/11/2021 5:34:56
	PM(UTC-5)	"From: +[REDACTED]						
		To: +19788044337 Bill Fahey (owner)						
		To: +19788044337 Bill Fahey (owner)						
"	[REDACTED]							
							Native Messages	
								DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x17E78DD (Table: message, handle, Size: 38019072 bytes)
3	Instant Messages	Outgoing				1/15/2021		1/15/2021 2:48:26
	PM(UTC-5)	"From: +19788044337 Bill Fahey (owner)						
		To: +[REDACTED]						
		To: [REDACTED]						
"	[REDACTED] - [REDACTED]							
							 Native Messages	
								DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x185E5E1 (Table: message, handle, Size: 38019072 bytes)
4	Instant Messages	Incoming				1/15/2021		1/15/2021 5:13:55
	PM(UTC-5)	"From: +[REDACTED]						
		To: +19788044337 Bill Fahey (owner)						
		To: +19788044337 Bill Fahey (owner)						
"	[REDACTED]							
							m	Native Messages

DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x18638F2 (Table: message, handle, Size: 38019072 bytes)

5 Instant Messages Outgoing 1/19/2021 1/19/2021 2:27:26
PM(UTC-5) "From: +19788044337 Bill Fahey (owner)

To: + [REDACTED]

To: + [REDACTED]

" [REDACTED] ❤ Native Messages

DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x18F920F (Table: message, handle, Size: 38019072 bytes)

6 Instant Messages Incoming 1/19/2021 1/19/2021 3:03:39
PM(UTC-5) "From: [REDACTED]

To: +19788044337 Bill Fahey (owner)

To: +19788044337 Bill Fahey (owner)

" [REDACTED]

[REDACTED] Native Messages

DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x18FEF8D (Table: message, handle, Size: 38019072 bytes)

7 Instant Messages Outgoing 1/19/2021 1/19/2021 3:07:27
PM(UTC-5) "From: +19788044337 Bill Fahey (owner)

To: [REDACTED]

To: [REDACTED]

" [REDACTED] Native Messages

DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x1900F8D (Table: message, handle, Size: 38019072 bytes)

8 Instant Messages Incoming 1/19/2021 1/19/2021 8:24:03
PM(UTC-5) "From: + [REDACTED]

To: +19788044337 Bill Fahey (owner)

To: +19788044337 Bill Fahey (owner)

" [REDACTED] Native Messages

DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x190F2C4 (Table: message, handle, Size: 38019072 bytes)

9 Instant Messages Outgoing 1/19/2021 1/19/2021 8:37:09
PM(UTC-5) "From: +19788044337 Bill Fahey (owner)

To: + [REDACTED]

To: + [REDACTED]

" [REDACTED] Native Messages
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x1910F8D (Table: message, handle, Size: 38019072 bytes)

10 Instant Messages Incoming 1/19/2021 1/19/2021 8:37:23
PM(UTC-5) "From: + [REDACTED]

To: +19788044337 Bill Fahey (owner)

To: +19788044337 Bill Fahey (owner)

" [REDACTED] Native Messages
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x1910D32 (Table: message, handle, Size: 38019072 bytes)

11 Instant Messages Incoming 1/19/2021 1/19/2021 8:37:53
PM(UTC-5) "From: [REDACTED]

To: +19788044337 Bill Fahey (owner)

To: +19788044337 Bill Fahey (owner)

" [REDACTED] Native Messages
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x1910AFF (Table: message, handle, Size: 38019072 bytes)

12 Instant Messages Outgoing 1/19/2021 1/19/2021 8:38:35
PM(UTC-5) "From: +19788044337 Bill Fahey (owner)

To: [REDACTED]

To: + [REDACTED]

" [REDACTED]  Native Messages
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x191089E (Table: message, handle, Size: 38019072 bytes)

13 Instant Messages Incoming 1/19/2021 1/19/2021 11:10:16
PM(UTC-5) "From: [REDACTED]

To: +19788044337 Bill Fahey (owner)

To: +19788044337 Bill Fahey (owner)

" [REDACTED]  Native Messages
DarArchive/root/private/var/mobile/Library/SMS/sms.db : 0x1911CCF (Table: message, handle, Size: 38019072 bytes)

#	Type	Time	Party	Description	Source
23996	Instant Messages	2/5/2021 10:08:23 AM(UTC-5)	From: +19788044337 Bill Fahey (owner) To: [REDACTED] To: [REDACTED]	[REDACTED]	Native Messages
23997	Instant Messages	2/5/2021 10:12:01 AM(UTC-5)	From: [REDACTED] To: +19788044337 Bill Fahey (owner) To: +19788044337 Bill Fahey (owner)	[REDACTED]	Native Messages
24000	Instant Messages	2/5/2021 10:26:50 AM(UTC-5)	From: +19788044337 Bill Fahey (owner) To: [REDACTED] To: [REDACTED]	[REDACTED]	Native Messages

24011 Instant Messages 2/5/2021 3:34:42 PM(UTC-5) **From:** [REDACTED] Native Messages

To:
+19788044337
Bill Fahey
(owner)
To:
+19788044337
Bill Fahey
(owner)

24012 Instant Messages 2/5/2021 3:35:22 PM(UTC-5) **From:** [REDACTED] Native Messages

To:
+19788044337
Bill Fahey
(owner)
To:
+19788044337
Bill Fahey
(owner)

24016 Instant Messages 2/5/2021 5:10:36 PM(UTC-5) **From:** [REDACTED] Native Messages

To:
+19788044337
Bill Fahey
(owner)
To:
+19788044337
Bill Fahey
(owner)

24017 Instant Messages 2/5/2021 5:10:49 PM(UTC-5) **From:** [REDACTED] Native Messages

To:
+19788044337
Bill Fahey
(owner)
To:
+19788044337
Bill Fahey
(owner)

24018 Instant Messages 2/5/2021 5:13:37 PM(UTC-5) **From:** [REDACTED] Native Messages

To:
+19788044337
Bill Fahey
(owner)
To:
+19788044337
Bill Fahey
(owner)

23298 Instant Messages 1/29/2021 1:52:39 PM(UTC-5) **From:** +19788044337 [REDACTED] Native Messages

Bill Fahey
(owner)
To:
[REDACTED]
To:
[REDACTED]

23299 Instant Messages 1/29/2021 1:53:56 PM(UTC-5) **From:** +19788044337 [REDACTED] Native Messages
Bill Fahey (owner)

To: [REDACTED]

To: + [REDACTED]

23305 Instant Messages 1/29/2021 3:16:11 PM(UTC-5) **From:** [REDACTED] [REDACTED] Native Messages

To: +19788044337 Bill Fahey (owner)

To: +19788044337 Bill Fahey (owner)

23306 Instant Messages 1/29/2021 3:16:34 PM(UTC-5) **From:** [REDACTED] [REDACTED] Native Messages

To: +19788044337 Bill Fahey (owner)

To: +19788044337 Bill Fahey (owner)

23307 Instant Messages 1/29/2021 3:23:03 PM(UTC-5) **From:** +19788044337 [REDACTED] Native Messages
Bill Fahey (owner)

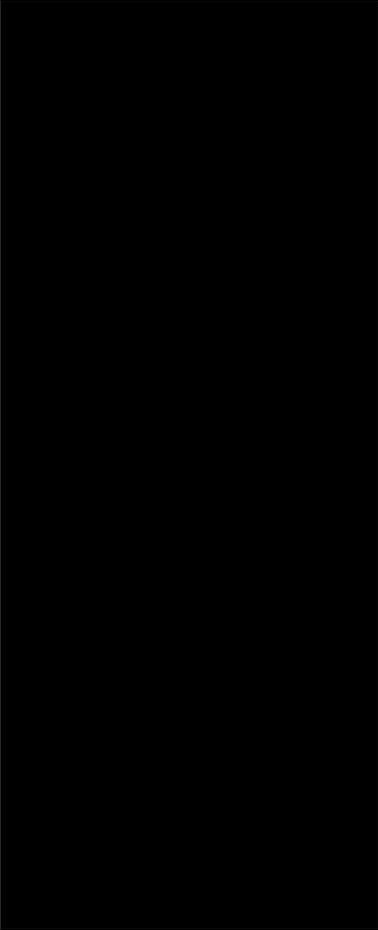
To: [REDACTED]

To: [REDACTED]

23308 Instant Messages 1/29/2021 3:23:25 PM(UTC-5) **From:** [REDACTED] Native Messages

To: +19788044337
Bill Fahey (owner)

To: +19788044337
Bill Fahey (owner)

#	Type	Time	Party	Description	Source
23285	Instant Messages	1/29/2021 1:07:20 PM(UTC-5)	From:  To: +19788044337 Bill Fahey (owner) To: +19788044337 Bill Fahey (owner)		Native Messages

April 16, 2014

https://andovertv.org/sites/default/files/videos/selectmen_20140416.mp4

August 10, 2015

https://andovertv.org/sites/default/files/videos/selectmen_20150810.mp4

AGREEMENT BY AND BETWEEN
THE TOWN OF ANDOVER
AND
ANDOVER INDEPENDENT EMPLOYEES ASSOCIATION
Regarding Department of Labor Relations Docket #CAS-19-7112
April 19, 2019

WHEREAS, the Town of Andover (“Town”) filed a clarification petition with the Department of Labor Relations (“DLR”), Docket # CAS-19-7112, seeking to sever certain positions from the Andover Independent Employees Association (“Association”);

WHEREAS, the Town and the Association, collectively referred to as the “Parties” wish to resolve CAS-19-7112 without the time and expense of litigation;

NOW THEREFORE, the Parties agree as follows:

1. Effective May 1, 2019, the following positions shall be removed from the Association as managerial employees:
 - Director of Public Health
 - Director of Conservation
 - Recreation Director
 - Director of Youth Services
 - Director of Elder Services
 - Director of Planning
 - Inspector of Buildings/Building Commissioner
2. For purposes of this Agreement, the term “incumbent” herein shall mean an employee in one of the positions listed in Section #1 of this Agreement who was in such position on April 19, 2019.
3. All existing personnel records and personnel file entries for incumbents shall remain in effect. This provision shall include but not be limited to evaluations, discipline, and previous agreements.
4. The Town shall not reduce the salaries for any incumbents which includes the longevity pay each incumbent received at the time his/her positions was removed from the bargaining unit represented by the Association.
5. The incumbents shall be entitled to the following Additional Longevity Pay (which was in Article 7.17 of the Association’s 2016-2019 collective bargaining agreement):

Incumbents hired prior to November 1, 2008 are eligible to receive an additional 15% Longevity Pay for a period of up to 26 weeks payable weekly, upon written request to the Town Manager. This Additional Longevity Pay shall be a one-time benefit in addition to the incumbent’s current longevity payment and it shall be calculated in the same manner.

An incumbent receiving the Additional Longevity Pay will not be eligible for any longevity pay following this 26 week period.

If the request for Additional 15% Longevity Pay is made by October 1st for payment commencing in the subsequent fiscal year, this Additional Longevity Pay shall not affect the traditional longevity pay. In this case, the member shall return to their previous longevity following the 26-week period.

Should the incumbent hired before November 1, 2008 die unexpectedly and thus forfeit the opportunity to apply for the additional 15% Longevity Pay, such longevity payment will be awarded to the incumbent's estate based on the salary earned during the incumbent's last six months of service.

All incumbents hired on or after November 1, 2008 shall not be eligible for the 15% Additional Longevity Pay.

6. Incumbents shall retain all accrued unused sick time, vacation time (subject to the limit of two weeks carryover), any terminal leave to which such incumbent would have been entitled, if any, under Article 15.14 of the Association's 2016-2019 collective bargaining agreement.
7. The Town Manager may remove any incumbent only for cause after furnishing the incumbent with a written statement of the reasons for dismissal and allowing the incumbent fifteen (15) calendar days to reply in writing or upon request to appear personally or with counsel and to reply to the Town Manager.

Just causes for dismissal, demotion or suspension are listed below, although dismissal, demotion or suspension may be made for other just cause:

- a. Conviction of a felony, or a misdemeanor involving moral turpitude;
- b. Violation of any principles of the merit system;
- c. Conduct unbecoming of an employee of the Town, on or off duty;
- d. Violation of any lawful official regulation or order or failure to obey any proper direction made and given by a supervisor;
- e. Being under the influence of alcohol, drugs or other intoxicants on duty;
- f. Insubordination or disgraceful conduct, either on or off duty;
- g. Offensive conduct or language in public, towards the public, Town officials, or employees, either on or off duty;
- h. Incompetence or inefficiency in the performance of the duties of his/her position;
- i. Carelessness or negligence with the monies or other property of the town;
- j. Use, attempts to use or threats to use personal or political influence in securing promotion, leave of absence, transfer, change of pay rate, or character of work;
- k. Inducement or attempts to induce an officer or employee of the Town to commit an unlawful act or to act in violation of any lawful department or official regulation or order;
- l. Taking for his/her personal use from any person any fee, gift, or other valuable thing in the course of his/her work in connection with it, when such gift or other valuable thing is given in the hope or expectation of receiving a favor or better treatment than that accorded other persons;

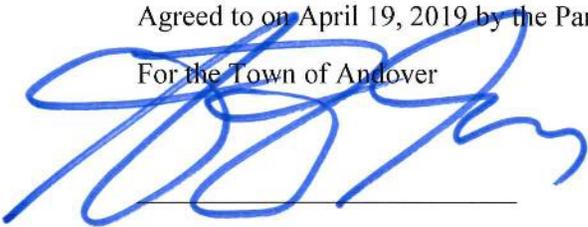
- m. Engaging in outside business activities on Town time, or use of Town property for such activity;
- n. Failure to maintain a satisfactory attendance record.

This provision shall not apply to any employee hired into one of the positions listed in #1 above after April 19, 2019.

- 8. Effective May 1, 2019, the Town agrees to establish a "Super Step" that will be awarded on either a permanent or temporary basis at the Town Manager's discretion for any of the following reasons: increased responsibilities beyond existing job description resulting from extraordinary events, in order to maintain market value for the position or to assume Department Head responsibilities on a temporary and prolonged basis as determined by the Town Manager. The Town Manager's decision whether or not to award the "Super Step" is not subject to grievance and arbitration.
- 9. The Town agrees not to file a CAS petition with DLR to sever any additional positions from the bargaining unit between April 19, 2019 and January 1, 2025
- 10. The Town shall withdraw its petition with the DLR, Docket #CAS 19-7112 when this Agreement becomes effective.
- 11. This Agreement is subject to approval by the Association's Executive Board and shall not be effective until such approval.

Agreed to on April 19, 2019 by the Parties subject to Section #11 of this Agreement.

For the Town of Andover



Andrew P. Flanagan
Town Manager

For the Andover Independent Employees Association



Carla Dawne Warren
President, AIEA

This agreement was approved unanimously by the Association's Executive Board on April 19, 2019.
This agreement is effective April 19, 2019.



Carla Dawne Warren
President, AIEA

Topic: [REDACTED]

Start Time : Jan 15, 2021 01:51 PM

Meeting Recording:

[REDACTED]

Access Passcode [REDACTED]

Topic: Interview of Fahey 2

Start Time : Feb 24, 2021 11:54 AM

Meeting Recording:



Access Passcode:



Topic: Interview of Fahey 1

Start Time : Feb 24, 2021 10:33 AM

Meeting Recording:



Access Passcode:

