



Bill's Landscaping LLC



WHAT EVERY PROPERTY MANAGER,
BOARD MEMBER AND FACILITY MANAGER
SHOULD KNOW ABOUT

SNOW AND ICE

Our People. Our Landscape.



Bill's
Landscaping
GREEN MOUNTAIN DIVISION
LLC

TEAMWORK



INTEGRITY



QUALITY



RESPECT

A CUSTOMER GUIDE

What Every Property Manager, Board Member and Facility Manager Should Know About Snow and Ice

A plain-language guide to de-icing products, snow and ice contractors, and the Connecticut law that decides who pays when someone falls.

About this guide

Snow and ice management is an industry with very little outside oversight. There is no license required to plow a parking lot, no agency that verifies what a bag of ice melt claims to do, and — until recently — no written standard for how the work should be performed at all.

That leaves property owners making expensive decisions with very little reliable information. These seven sections are our attempt to fix that. Each one is short, and each one can be read on its own.

We have tried to be straight with you throughout, including in the places where being straight does not help us sell anything. Where the law is unsettled, we say so. Where a claim commonly made in our industry is weaker than it sounds, we say that too.

Important notice

This guide is general information. It is not legal advice, not veterinary advice, and not insurance advice.

Sections 5, 6, and 7 discuss Connecticut statutes, court decisions, and insurance practices that change over time and that apply differently to different properties. Have your own attorney review any snow and ice contract before you sign it, speak with your veterinarian about your own animal, and consult your insurance agent about your own coverage.

The cost figures in Section 7 are an illustration built on published industry averages. They are not a quote and not a prediction.

Bill's Landscaping LLC • 275 Brainard Rd., Enfield, CT 06082

Prepared for our customers • 2026 edition

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SECTION 1

What Nobody Tells You About Ice Melt Labels

There is no government agency that tests ice melt or verifies the claims on the bag.

The short version

No government agency tests ice melt, approves the claims on the bag, or checks whether a product does what the label says. Unlike food, medicine, or even motor oil, de-icing products are sold with almost no oversight. The words on the front of the bag are written by the company selling it — and nobody makes them prove it.

What that means in practice

"Melts to -25°F" is a marketing number, not a tested one. Different materials stop working at different temperatures. Rock salt (sodium chloride) becomes nearly useless below about 15°F. Calcium chloride and magnesium chloride keep working much colder. Here is the catch: a blend that is 95% rock salt and 5% calcium chloride can legally advertise the colder number, because no one is required to test the finished product. You may be buying salt at a premium price.

"Pet safe" and "pet friendly" have no legal definition. Any manufacturer can print those words, or a picture of a dog, on any bag. Nothing has to change inside. Some "pet friendly" products are ordinary chloride salts in a nicer bag; some contain urea, which is gentle but a poor ice melter; some contain sweet-smelling beet or sugar additives that actually make the product more appealing for a dog to lick up.

"Eco-friendly," "green," and "safe for concrete" are unverified too. There is no standard behind these phrases in this product category. Every de-icer, including the gentlest ones, has some effect on concrete, soil, plants, and groundwater when it is over-applied.

Ingredient lists are optional. Manufacturers are not required to tell you the full formula. Many list ingredients voluntarily. When a bag does not, that silence is usually telling you something.

How to shop smarter

1. Ignore the front of the bag. Read the back. Look for a list of actual ingredients and the percentage of each.
2. Buy the chemical, not the brand name. Know whether you are getting sodium chloride, calcium chloride, magnesium chloride, potassium chloride, or urea — and in what proportion.
3. Ask for the Safety Data Sheet (SDS). Manufacturers do have to produce these, and any reputable supplier will hand one over. It tells you what is really inside.
4. Match the product to your actual temperature, not the coldest number printed on the bag.
5. Be skeptical of any claim you cannot verify — because no agency verified it for you.

The bottom line Ice melt is one of the few products you buy where the label is essentially an advertisement with no referee. Knowing what is actually in the bag — and asking your supplier or contractor to tell you — is the only real protection you have.

SECTION 2

Ice Melt and Your Dog

What actually happens to paws, and what is worth worrying about.

Two different problems

Ice melt affects pets in two separate ways, and it helps to keep them apart: what it does to paws on the outside, and what happens if your dog swallows some.

What it does to paws

It pulls moisture out. De-icing salts are drying by nature — that is related to how they work on ice. Repeated contact draws moisture out of the paw pads, and pads that lose moisture get dry, stiff, and eventually crack. Cracked pads are painful and can bleed or get infected.

The crystals themselves are abrasive. Coarse rock salt is sharp. It lodges between the toes and grinds against the pads with every step, so you get soreness and small cuts on top of the dryness.

Then the cycle starts. Sore paws get licked. Licking makes the irritation worse, and it is also how the product ends up in the dog.

One thing worth knowing: calcium chloride is the harshest of the common ingredients. Veterinary poison control centers consider calcium salts the most severe irritant found in ice melts. It is also a very effective ice melter — so the strongest product on the shelf is often the roughest on paws.

What happens if your dog licks its paws

Here is the honest version, without the scare tactics.

Most ice melt is sodium chloride — rock salt — which is chemically the same thing as table salt. And it behaves like table salt: the dose is what matters. A dog licking a small amount off its paws after a walk is very unlikely to be harmed. At worst you might see mild stomach upset.

Large amounts are a different story. Veterinary sources put a potentially lethal dose of sodium chloride at about 4 grams per kilogram of body weight. For a 30-pound dog that is roughly two ounces — a few tablespoons. That is nowhere near what comes off a set of paws, but it is reachable if a dog eats from a spilled pile, chews an open bag, or drinks slushy meltwater pooled on a treated surface. Small dogs reach it faster.

When to call your veterinarian Call your vet if you see vomiting, unusual thirst, wobbliness, tremors, disorientation, or seizures. The ASPCA Animal Poison Control Center is (888) 426-4435.

What you can do

Before the walk

- Booties. The most complete protection there is — no contact at all. Not every dog tolerates them; most that do were introduced slowly, indoors, with treats.
- Paw balm or wax. A barrier layer that also helps hold moisture in. Easier to get accepted than booties.

After the walk

- Wipe every time. A damp cloth or pet wipe across the pads and between the toes, where crystals hide. This single habit does most of the work.
- A quick lukewarm rinse for heavily treated routes.
- Check the pads now and then for cracks, redness, or bleeding.

Around the house

- Do not let your dog eat snow or drink slush on treated surfaces.
- Store the bag closed and out of reach.
- Use less product. Shovel first, then scatter lightly. Piles of ice melt are where dogs get into trouble — and they do not melt any faster.

One last thing

A bag labeled "pet safe" or "pet friendly" means nothing legally — no agency defines or verifies those terms. Read the ingredient list, not the picture of the dog on the front.

General information, not veterinary advice. Talk to your veterinarian about your own animal.

SECTION 3

Snow and Ice Management Had No Standards Until 2014

What property owners should know before hiring a snow contractor.

An industry built on handshakes

For most of its history, snow and ice management had no written rules. There was no national standard defining what the work should look like, no benchmark for training, no requirement to document anything. Anyone with a pickup and a plow could call himself a snow contractor, and there was no accepted way to tell a professional operation from a guy with a truck.

That mattered most when something went wrong. When somebody slipped and fell, there was no agreed-upon definition of a reasonable job — which left the property owner exposed, because the property owner is who gets sued.

What changed

In August 2011, GIE Media — publisher of Snow Magazine — launched the Accredited Snow Contractors Association (ASCA) at its Leadership Summit in Cleveland. The industry was facing a liability and insurance crisis, and the goal was to professionalize the trade and give contractors a defensible way to operate.

It took more than two years of committee work. In 2014, the result was published: ANSI/ASCA A1000-2014, "System Requirements for Snow and Ice Management Services" — the first standard for this industry ever accredited by the American National Standards Institute, the same body that oversees consensus standards across American industry.

What the standard actually asks for

A1000 is a systems standard. In plain terms, it requires a contractor to have real procedures and to prove they followed them:

- Trained personnel — documented education and training, not just seat time
- Pre-season site inspections — walking the property before winter and recording hazards, drainage issues, and snow storage locations
- Documentation during every event — what was done, when, by whom, under what conditions
- Post-event practices — follow-up, refreeze monitoring, site review
- Weather forecasting — using real forecast data to plan, not reacting after the fact
- Environmental considerations — where snow gets piled, how much de-icer gets applied

A companion standard, ASTM F2966, covers snow and ice control specifically on walkway surfaces.

Why this should matter to you

If a slip-and-fall claim lands on your property, the question is what the contractor did and whether they can prove it. A contractor working to A1000 produces a documented record — timestamps, conditions, materials applied — that becomes your defense. A contractor who does not leaves you defending a memory. Some insurers now recognize the difference in their rates.

Five questions worth asking any snow contractor

1. Are you familiar with ANSI/ASCA A1000, and do you work to it?
2. Do you perform and document a pre-season site inspection?
3. What records do you keep during a storm, and will I get copies?
4. What training do your operators receive, and is it documented?
5. What weather data do you use to decide when to deploy?

A contractor who is doing this properly will have quick, specific answers. Hesitation on these questions tells you a lot.

SECTION 4

Why Certifications Matter When Hiring a Snow Contractor

How to tell a professional operation from a truck with a plow.

There is no license for this work

Plumbers and electricians need state licenses. Snow and ice contractors do not. Anyone can buy a plow, print a business card, and take on your property this winter — with no test, no training requirement, and no one checking.

That means the credentials a contractor holds are voluntary. They are also the only real filter you have.

Certified Snow Professional (CSP)

The CSP, from the Snow & Ice Management Association (SIMA), is the industry's leading individual credential and is aimed at owners and executives — the people making decisions about your property.

Earning it means passing an exam covering six areas: business management, risk management, the science of snow and ice operations, human resources, sales and estimating, and operations management. It is not a weekend course. And it does not stay earned — CSPs must renew every two years with 15 continuing education credits.

That renewal requirement is the part worth noticing. A CSP is someone who is still studying this work years into their career.

Advanced Snow Manager (ASM)

Also from SIMA, the ASM is aimed at the operations side — crew supervisors and operations managers. It is a four-course program covering how the work actually gets done in the field.

Ask whether the crew leader assigned to your property holds it. The CSP may be the owner you meet at the sales call; the ASM is the person out there at 3 a.m.

ASCA Certified

ASCA Certified comes from the Accredited Snow Contractors Association — the group that wrote the ANSI/ASCA A1000 industry standard. It is renewed annually and focuses on best practices and risk management under that standard.

If A1000 is the rulebook, ASCA certification is evidence that someone actually studied it.

Being straight with you

No credential guarantees a perfect job, and there are excellent uncertified contractors who have run good crews for thirty years. Certification is not a promise of quality.

What it does tell you is that a contractor invested time and money in training, submitted to outside review, and can produce documentation. In an industry with no licensing, that combination is a meaningful signal — and when a slip-and-fall claim arrives, documentation is what you will wish you had.

What to ask

1. Do you hold a CSP? Who on your team holds one?
2. Does the crew supervisor on my property hold an ASM?
3. Are you ASCA Certified, and do you work to ANSI/ASCA A1000?
4. Can I see your training records and a sample of your storm documentation?

A professional operation answers these easily. Ask them anyway — the answers tell you who you are dealing with.

SECTION 5

Connecticut's 2019 Snow and Ice Contract Law

What changed for property owners, and what it means for your contract.

The old arrangement

For years, snow and ice contracts in Connecticut commonly contained a "hold harmless" or indemnification clause. In plain English, it said: if anyone gets hurt on this property in winter, the snow contractor pays — even if the fault was the property owner's.

Property owners liked those clauses because they appeared to move the risk somewhere else. In practice they made the whole system worse. Contractors were absorbing liability for conditions they did not create and could not control, insurance costs climbed, and the party in the best position to fix a hazard had the least reason to.

What the law says

Effective July 1, 2019, Connecticut enacted Public Act 19-161, § 38, now codified as Connecticut General Statutes § 21a-433.

The law makes certain contract provisions void as against public policy — meaning a court will not enforce them, no matter what the signed contract says. Specifically, a snow removal and ice control services contract cannot require the contractor to:

- Indemnify the property owner for work the contractor was not obligated to perform, or was told not to perform, or
- Hold the property owner harmless for damages caused by the property owner's own acts or omissions

It applies to contracts entered into on or after July 1, 2019. It does not apply to contracts for municipal or state-owned roads and property.

One important limit As written, these protections apply where the contract prohibits the contractor — in writing or by its express terms — from treating a specific snow, ice, or mixed-precipitation event or risk. This is a narrower law than it first appears, and it is worth reading closely rather than assuming blanket coverage.

How this affects you

You cannot contract your way out of your own negligence. If the hazard came from your property — a bad downspout icing a walkway, poor lighting, a broken curb — that stays yours. A clause assigning it to the contractor will not hold up.

If you restrict the work, you own that decision. This is the part most owners miss. If you tell your contractor to skip a salting to save money, or to stay off a section of lot, and someone falls there, you have taken that risk back. Every one of those instructions should be in writing, on both sides.

Your contract's real value is now the scope of work. The document is no longer a liability shield. What matters is what it actually says: what triggers a service visit, what surfaces are covered, response times, what gets de-iced and when, and what records you receive. Vague scope is now your exposure, not your contractor's.

Old contracts may still carry old language. Boilerplate written before 2019 is still circulating. If your agreement has not been reviewed since then, it is worth a look.

This is general information, not legal advice. Have your own attorney review any snow and ice contract before you sign it.

SECTION 6

Connecticut's Ongoing Storm Doctrine

A legal protection you already have — and how a contract can sign it away.

What the doctrine gives you

Connecticut follows what is called the ongoing storm doctrine. It comes from *Kraus v. Newton*, 211 Conn. 191 (1989), and the idea is common sense: while a storm is actively falling, a property owner generally does not have to keep surfaces clear. The duty to remove snow and ice arises a reasonable time after the storm ends.

The reasoning is practical. Clearing a lot in the middle of a six-hour snowfall accomplishes very little — it fills back in — and the law does not require property owners to fight a losing battle in real time.

If somebody falls during an active storm, this doctrine is often your strongest defense.

It is stronger now than it was a few years ago

For a period, Connecticut courts applied the doctrine inconsistently, and property owners lost the benefit of it more often than they should have. Two Appellate Court decisions changed that: *Belevich v. Renaissance I, LLC* (2021), which adopted a clearer burden-shifting framework, and *Herrera v. Meadow Hill, Inc.* (2023), which held that a plaintiff must affirmatively prove that mid-storm removal efforts were inadequate.

In short, the protection is more reliable today than it was five years ago — which makes it more valuable, and more costly to give up.

How contract language gives it away

Here is the part most property owners never consider. The ongoing storm doctrine describes what the law requires of you. A contract is a separate promise. If you sign an agreement promising more than the law requires, you can be held to the promise.

Watch for language like:

- "Bare pavement at all times"
- "Zero tolerance" / "zero slip"
- "Continuous service throughout all storm events"
- "Surfaces to remain clear and safe at all times"
- "Immediate response, 24/7"

That language sounds like protection. Functionally, it is the opposite. You have just put in writing that this property will be clear during the storm — and a plaintiff's attorney will hold up your own contract as the standard you set for yourself and failed to meet. It is very hard to argue that a storm made clearing unreasonable when your signed agreement says the lot will be clear.

There is a related wrinkle. Connecticut courts have wrestled with what happens when someone does perform removal during an active storm. Contract terms requiring continuous mid-storm service take that choice away from you and put you squarely into the contested area.

What to look for instead

Well-drafted snow contracts describe triggers, timing, and records — not guarantees of a perfect surface:

- A defined service trigger (for example, a set accumulation depth)
- Response times measured from the end of accumulation, not during it
- A defined scope: which lots, walks, and entrances, and in what priority
- Post-storm follow-up and refreeze checks, in writing
- Documentation of every visit — times, conditions, materials applied

That structure reflects how winter actually works, and it keeps the legal protection you already have.

The bottom line Aggressive performance language in a snow contract does not buy you safety. It buys you a higher standard of care that you, the property owner, will be measured against. Ask for a realistic scope and honest documentation instead.

This is general information, not legal advice, and Connecticut case law in this area continues to develop. Have a Connecticut attorney review your snow and ice contract before you sign it.

SECTION 7

What One Bad Snow Contractor Costs an HOA

A board member's guide to slip-and-fall claims and your master policy.

The exposure nobody budgets for

Most boards shop snow removal on price. The bid difference between a professional contractor and the cheapest truck in town might be \$8,000 a season — a real number when you are setting dues.

The problem is that the snow contract is not really an \$8,000 decision. It is a decision about your master policy, and that is where the money actually moves.

What a claim costs now

Slip-and-fall claims have gotten dramatically more expensive. According to Verisk's 2025 general liability analysis, average claim severity rose 45% in four years — from \$70,000 in 2020 to \$101,000 in 2024. Carriers responded the way you would expect: average premiums per policy rose 7% in 2023 and 8.5% in 2024.

That is the market rate for everyone, loss-free or not. Claims are what you add on top.

Claims follow you for years

This is the part boards consistently underestimate. A claim is not a one-year event.

Underwriters routinely request three to seven years of loss runs at renewal, and in snow and ice they ask specifically. One industry guide notes that any claim over \$25,000 in the prior three years materially increases an HOA renewal. A single serious slip-and-fall clears that bar easily.

And frequency scares underwriters more than severity. A community with several small claims looks worse than one with a single large one, because repeated claims read as a systemic problem — a property that is not being maintained — rather than bad luck. A contractor who generates a steady trickle of incidents is doing the most damage to your renewal, even if no individual claim is catastrophic.

When the standard market says no

If the loss picture gets bad enough, your carrier non-renews and your only remaining option is the excess and surplus lines (E&S) market. Boards rarely understand what that actually means:

- No state guaranty fund. If an admitted carrier becomes insolvent, the state backstop applies. With a non-admitted E&S carrier, there is no statutory insolvency protection.
- Freedom of form. E&S carriers can write exclusions and conditions that admitted carriers cannot. Coverage gaps appear in places boards do not think to check.
- Minimum earned premium. E&S policies commonly obligate the association to pay around 25% of the annual premium regardless of how long the policy stays in force, plus short-rate penalties for early cancellation.
- Surplus lines taxes and stamping fees on top of the premium.

- Late quotes and layered towers. Final numbers often arrive days before renewal, sometimes requiring multiple carriers to cover the full property value.

Getting back into the standard market takes years of clean history.

Your insurer is now looking at your vendors

This is newer, and it is the part worth bringing to your board.

Carriers writing snow and ice exposure use supplemental snow and ice questionnaires — asking about written contracts, subcontractor use, logbook and record-keeping practices, equipment, and four years of claims history. Underwriters also request copies of the contracts between the property and its snow vendor, and review the indemnification language in them.

Translation: at renewal, your contractor's professionalism is being underwritten alongside your property. A vendor with documented procedures, training records, and storm logs is an asset in that file. A handshake arrangement with no records is a liability in it.

The cost of the decision

An illustration for a 150-unit association with a \$30,000 annual master policy premium. Both columns include the same 7% annual market increase. The claims column assumes two slip-and-fall claims in Year 1, a surcharged renewal in Year 2, and non-renewal into the surplus lines market in Year 3.

Year	Quality contractor (loss-free)	Poor contractor (2 claims)	Difference
Year 1	\$30,000	\$30,000	—
Year 2	\$32,100	\$43,335	\$11,235
Year 3	\$34,347	\$68,694	\$34,347
Year 4	\$36,751	\$69,827	\$33,076
Year 5	\$39,324	\$66,851	\$27,527
5-year premium	\$172,522	\$278,707	\$106,185

In Year 3 the association is non-renewed and moves to the surplus lines market.

Then add what the premium table does not capture:

Additional cost	Amount
Deductibles (2 claims at \$10,000)	\$20,000
Surplus lines taxes and fees (about 4%, years 3–5)	\$8,215
All-in five-year difference	\$134,400
Per unit (150 units)	about \$896

That \$8,000-a-season savings on the snow bid cost the association roughly \$134,000 over five years — around \$896 per unit, likely arriving as a dues increase or a special assessment. And that assumes no claim exceeds the deductible-plus-limits structure and no litigation.

What boards should do

1. Score snow bids on documentation, not just price. Ask for storm logs, training records, and proof of certification.
2. Collect certificates of insurance and verify limits before the season, every season.
3. Have your attorney review the contract — including the indemnification language your underwriter will read.
4. Ask your insurance agent what their carrier's snow and ice questionnaire asks, then hire a contractor who can answer it well.
5. Keep the records. When a claim comes, documentation is the difference between a defense and a payout.

The figures above are an illustration built on published industry averages, not a quote or a prediction. Actual premiums depend on your community, your carrier, and your loss history. Consult your insurance agent and attorney.

SECTION 8

Why Bill's Landscaping

Thirty years, one team on your property, and a record of every storm.

Everything up to this point is information you can use with any contractor, including one who is not us. We wrote it that way on purpose. This last section is our case for the job.

Thirty years, and the founder is still setting the standard

Bill's Landscaping LLC has been in business for more than thirty years. That number matters less as a bragging point than as a track record: three decades of Connecticut winters, and the same company still standing behind the work.

Bill Guzie earned the Certified Snow Professional designation in 2006 — among the first in the industry to hold it. That was years before the ANSI standard existed and long before most of the industry took formal credentials seriously. Bill was studying this work as a discipline when the going assumption was still that snow removal meant a plow and a long night.

That instinct — treat this as a profession, document what you do, keep learning — is what the rest of this guide describes, and it is how this company has been run from the beginning.

The people on your property do not change

Our management team has been here a long time. Not a roster of new names each season. The people running your account have years with this company and years in this industry, and they are the same people you will be talking to next winter.

We do not subcontract your property. All of our snow and ice operations are managed and performed in-house, by our own crews, on our own equipment. When a subcontractor plows your lot, you inherit their training, their records, and their insurance — and you usually cannot see any of the three. That is not how we operate.

You are assigned a team, and it is the same team all winter. Your property gets a dedicated crew whose responsibility is to know you — your entrances, your problem drainage, where the ice always comes back, which walk your residents actually use, and what your board cares about. That knowledge is built over a season, and it is lost every time the face changes. So we do not change it.

Can you remember 2 a.m. two years ago?

Here is the reality of a slip-and-fall claim in Connecticut. Under Connecticut General Statutes § 52-584, an injured person generally has two years from the date of injury to bring suit, with an outer limit of three years from the act complained of.

So the claim does not arrive the next morning. It arrives up to two years later — and by then the question is what happened on your property at two o'clock in the morning during a blizzard two winters ago. What time did the crew arrive? What was falling, and how fast? What was applied, and how much? When did they come back?

You will not remember. We will. Every visit is documented — times on site, conditions, materials applied, and what was done. Two years later, that record is not a memory. It is a file.

Technology that exists to create that record

We use current technology in the office and in the field, and it is not for show. Field documentation, work orders, and site notes are captured as the work happens rather than reconstructed afterward, and forecast data drives when we deploy instead of a phone call after the fact.

The point of all of it is the paragraph above: when a claim surfaces two years later, there is a timestamped, defensible record of what your property received and when.

On call, the way your fire department is

Think of us the way you think about your local fire department. We are on call twenty-four hours a day, seven days a week through the winter. You do not phone the fire department to ask whether they are coming, and you should not have to wonder at 4 a.m. whether your lot is being taken care of. Storms do not keep business hours, and neither do we.

Contracts written to protect you

Our agreements are built to protect you and your association — and, importantly, built the way Sections 5 and 6 of this guide describe.

- Clear scope: which lots, walks, and entrances, in what priority
- Defined service triggers and response times measured from the end of accumulation
- Post-storm follow-up and refreeze checks, stated in writing
- Documentation you receive, not documentation you have to ask for
- Terms that comply with Connecticut's 2019 law — and that do not quietly raise the standard of care you will be held to

You will not find “bare pavement at all times” in one of our contracts. As Section 6 explains, that language protects nobody but the plaintiff's attorney. What protects you is a contract that says plainly what will be done, when, and what record you get.

The way to think about the cost

There is a second way to look at it. Think of us the way you think about insurance — except that this coverage shows up, clears your lot, and gives you something insurance cannot: a documented defense, and a property where the fall is less likely to happen in the first place.

For most associations and commercial properties, slip-and-fall is the single largest liability exposure on the calendar. Section 7 of this guide shows what mishandling it costs over five years. The bid difference between a professional operation and the cheapest truck available is small measured against that.

What sets us apart, in one paragraph

We work to the industry standards described in this guide, we run on proven systems rather than improvisation, we staff your property with our own people who stay the same all winter, and we document everything — because the day you need us most may be two years after the storm.

Let's talk before the season We would rather walk your property in the fall than meet you during a storm. A pre-season site inspection costs you nothing and tells you a great deal — about your property, and about us.

BILL'S LANDSCAPING LLC

275 Brainard Rd., Enfield, CT 06082

Serving north-central Connecticut and the Greater Hartford area

Our People. Our Pride. Our Landscape.