

Commonwealth of Massachusetts  
Executive Office of Energy & Environmental Affairs

## Department of Environmental Protection

Western Regional Office • 436 Dwight Street, Springfield MA 01103 • 413-784-1100

Charles D. Baker  
Governor

Karyn E. Polito  
Lieutenant Governor

Matthew A. Beaton  
Secretary

Martin Suuberg  
Commissioner

November 2, 2018

Mr. Jonathan Schaefer  
Berkshire East Ski Resort  
P.O. Box 727  
Charlemont, MA 01339

**RE: Charlemont – BRP/WM**  
**Berkshire East Ski Resort**  
Water Management Act  
Renewed Permit #9P2103053.01

Dear Mr. Schaefer:

Attached please find:

- Findings of Fact in support of the renewal of Permit #9P2103053.01, and
- Renewed WMA Permit #9P2103053.01 for the Berkshire East Ski Resort.

No public comment was received within the 30-day comment period following the September 26, 2018 Environmental Monitor publication that contained notice of this decision to renew your Water Management Act permit.

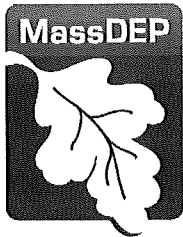
The signature on this cover letter indicates formal issuance of the attached document. Please contact Kimberly Longridge at (413) 755-2215 or [Kimberly.Longridge@mass.gov](mailto:Kimberly.Longridge@mass.gov) if you have any questions regarding this information.

Sincerely,

Deirdre Doherty, Section Chief  
Drinking Water Program  
Bureau of Water Resources

W:\BWR\WS\WMA\Projects by Town\Charlemont\Berkshire East Ski Area\Permit\BESR Final Renewed Permit (11-18).docx  
Y:\DWP Archive\WERO\Charlemont -WMA Final Permit 9P2103053.01-2018-11-02

cc: Deerfield River Watershed Association, 15 Bank Row, Suite A, Greenfield MA 01301  
ecc: Julia Blatt, Massachusetts Rivers Alliance  
Michelle Craddock, MA Department of Fish & Game, Division of Ecological Restoration  
Adam Kautza, MA Division of Fisheries & Wildlife  
Duane LeVangie, MA DEP, Water Management Program-Boston



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**Findings of Fact in Support of Permit Issuance  
Water Management Act Permit #9P2103053.01  
Berkshire East Ski Resort  
Charlemont, MA**

The Massachusetts Department of Environmental Protection (the Department or MassDEP) makes the following Findings of Fact in support of the attached Water Management Act (WMA) Permit #9P2103053.01, and includes herewith its reasons for issuing the permit and for conditions of approval imposed, as required by M.G.L. c. 21G, §11. The issuance of this permit is in response to a water withdrawal permit renewal application by Berkshire East Ski Resort (BESR) for the purpose of snowmaking.

The Department adopted revised WMA Regulations at 310 CMR 36.00 on November 7, 2014, described in greater detail below. Since that time, the Department has been working closely with each WMA permittee to fully consider all aspects of their individual situations to ensure thoughtful and implementable permits.

On December 7, 2016, MassDEP issued an Order to Complete (OTC) requiring that BESR provide information on its reporting methods and volumes; details on its pumps including sizes and locations; a water conservation plan update; and withdrawal information for the baseline period (2003-2005). On March 31, 2017, BESR responded to the OTC and based on its response, a Mitigation Plan was required. A site visit was conducted on April 27, 2017 to review BESR's existing and potential withdrawal locations and to identify potential mitigation options.

### **The Permit Renewal Schedule**

WMA permits issued during the first 20-year permitting cycle for the Deerfield River Basin were originally set to expire on February 29, 2012. However, expiration dates for all WMA permits were extended four years by Chapter 240 of the Acts of 2010 as amended by Chapter 238 of the Acts of 2012, collectively known as the Permit Extension Act. All permittees seeking to renew their WMA permits were required to file a renewal application on or before February 28, 2015. BESR filed a timely renewal application on February 27, 2015, to continue its snowmaking withdrawals while the permit renewal review was ongoing. MassDEP published notice of the permit renewal application in the Environmental Monitor on March 25, 2015. No comments were received by MassDEP. Note that the expiration date for all permits going forward in the Deerfield River Basin will be February 28, 2032, in order to restore the staggered permitting schedule set forth in the regulations.

### **The Water Management Act (M.G.L. c. 21G)**

The Water Management Act (Act) requires the Department to issue permits that balance a variety of factors including without limitation:

- Impact of the withdrawal on other water sources;
- Water available within the safe yield of the water source;

- Reasonable protection of existing water uses, land values, investments and enterprises;
- Proposed use of the water and other existing or projected uses of water from the water source;
- Municipal and Massachusetts Water Resources Commission (WRC) water resource management plans;
- Reasonable conservation consistent with efficient water use;
- Reasonable protection of public drinking water supplies, water quality, wastewater treatment capacity, waste assimilation capacity, groundwater recharge areas, navigation, hydropower resources, water-based recreation, wetland habitat, fish and wildlife, agriculture, floodplains; and
- Reasonable economic development and job creation.

### **Water Management Regulation Revisions**

In 2010, the Massachusetts Executive Office of Energy and Environmental Affairs (EEA) convened the Sustainable Water Management Initiative (SWMI) for the purpose of incorporating best available science into management of the Commonwealth's water resources. SWMI was a multi-year process that included a wide range of stakeholders and support from the Massachusetts Departments of Environmental Protection, Fish and Game, and Conservation and Recreation. In November 2012, the *Massachusetts Sustainable Water Management Initiative Framework Summary* (<http://www.mass.gov/eea/docs/eea/water/swmi-framework-nov-2012.pdf>) was released.

On November 7, 2014, the Department adopted revised WMA Regulations at 310 CMR 36.00 that incorporate elements of the SWMI framework and the Water Conservation Standards adopted by the WRC. The regulations reflect a carefully developed balance to protect the health of Massachusetts' water bodies while meeting the needs of businesses and communities for water.

Without limitation, the Department has incorporated the following into WMA permitting:

- Safe yield determinations for the major river basins based on a new methodology developed through SWMI (see the "Safe Yield in the Deerfield Basin" section of this document);
- Environmental protections developed through SWMI, including without limitation;
  - protection for coldwater fish resources;
  - minimization of withdrawal impacts in areas stressed by groundwater use; and
  - mitigation of the impacts of increasing withdrawals.

### **Safe Yield in the Deerfield Basin**

This permit is being issued under the safe yield methodology adopted by the Department on November 7, 2014 and described in the regulations at 310 CMR 36.13. As of the date of issuance of this permit, the safe yield for the Deerfield Basin is 130.0 million gallons per day (MGD) and total registered and permitted withdrawals are 3.93 MGD. The maximum withdrawals that will be authorized in this permit, and all other permits currently under review by the Department within the Deerfield Basin, will be within the safe yield and may be further conditioned as outlined in the regulations.

### **BESR's Withdrawal Description and History**

The Department originally issued BESR's WMA permit on May 25, 2006 to withdraw an annual volume of 49 million gallons per year (MGY) over 105 days from the last week of November through the first week in March, for an average daily rate of 0.467 MGD. Withdrawal points include two on-site surface water sources, a ski area pond and Bozrah Brook. BESR's water withdrawal history covering 2012 through 2017 is presented below.

**BESR Withdrawals 2012 – 2017**

Year	Total Annual Withdrawal (MGY)	Average Daily Withdrawal (MGD)
2017	26.65	0.25*
2016	31.77	0.30*
2015	27.27	0.27*
2014	43.89	0.42**
2013	45.41	0.43**
2012	43.16	0.41**

Notes:

\*Pond withdrawals only.

\*\*Combined brook and pond (source-specific volumes not available).

**Findings of Fact for Permit Conditions in BESR's WMA Permit**

The following Findings of Fact for the special conditions included in the permit generally describe the rationale and background for each special condition in the permit. This summary of permit special conditions is not intended to, and should not be construed as, modifying any of the permit special conditions. In the event of any ambiguity between this summary and the actual permit conditions, the permit language shall control.

**Special Condition 1, Maximum Authorized Annual Average Withdrawal**

BESR requested to renew the original permitted allocation of 49 MGY to be withdrawn over 105 days, from the last week in November through the first week of March, for an annual average daily compliance volume of 0.467 MGD. System-wide compliance with Special Condition 1 will be evaluated based on the reported withdrawal volumes from the snowmaking pond. Bozrah Brook withdrawals are stored in the snowmaking pond, so combining the reported volumes from Bozrah Brook and the pond would result in a double counting of withdrawal volumes from Bozrah Brook.

BESR has been evaluating options for increasing its storage and allocation volumes. While a decision had not been made about increasing its volumes at the time of this renewal, BESR should be aware that if water needs are expected to exceed the maximum authorized in this permit, it may apply for additional volumes at any time by submitting a new WMA Permit application (BRPWM03).

**Special Condition 2, Maximum Daily Withdrawals from Authorized Withdrawal Points**, reflects MassDEP's approved maximum daily pumping rate for BESR's two permitted sources, Bozrah Brook and the snowmaking pond. Pump capacities were a factor in establishing the withdrawal limits. Withdrawals in excess of the maximum daily rates identified in Special Condition 2 require the Department's approval.

The original permit also included operating conditions on the Bozrah Brook intake pump based on concerns of the Massachusetts Department of Fish & Game (DFG) Riverways Program. Specifically, the condition required installation of a staff gauge and water withdrawal termination when a certain flow value is reached to protect native species, such as trout that require a minimum baseflow to protect over-wintering eggs. In an October 6, 2005 letter, DFG identified that flow value as 4.96 cubic feet per second (cfs), which was correlated to a water level of 5.17 feet below the rim of the wet well and 2.33 feet above the bottom of the wet well based on the existing staff gage at the Bozrah Brook intake. BESR's consultant (SK Design Group) submitted calculations in November 2017 during the permit renewal process which indicate that the 4.96 cfs value now corresponds with a stream gage reading of 2.19 feet from the bottom of the wet well. Before approving this proposed monitoring change, MassDEP indicated that confirmatory field measurements would be required to support this

modification. Until such an amendment is made, withdrawals from Bozrah Brook shall continue to cease when flows fall below the previously identified level of 2.33 feet above the bottom of the wet well.

**Special Condition 3, Water Conservation Requirements**, outlines actions documented by BESR since the 2005/2006 snowmaking season to improve its snowmaking capabilities and water use efficiency. These activities and an explanation of the science of snowmaking were included in BESR's March 31, 2017 response to MassDEP's OTC.

**Special Condition 4, Mitigation of Impacts for Withdrawals that Exceed Baseline<sup>1</sup>** requires mitigation of the impacts of withdrawals above the permittee's baseline by direct and/or indirect mitigation activities.

- Direct mitigation activities result in enhanced streamflow through:
  - Wastewater returns to local groundwater;
  - Surface water releases;
  - Stormwater recharge; or
  - Infiltration and inflow removal from sewer systems.
- Indirect mitigation activities are actions that will help to compensate for streamflow impacts resulting from withdrawals.

Because of the nature of its withdrawals, the property's use and design, and limited on-site storage, BESR identified no feasible options for direct mitigation. The only one of the four direct mitigation options potentially available involves stormwater recharge. However, because the property has minimal impervious surface, with little to no existing drainage systems in the gravel parking area, the Department agreed that a direct mitigation option was not available.

Mitigation of Impacts for Withdrawals that Exceed Baseline Withdrawals is a condition of this permit since BESR's permitted withdrawal of 0.467 MGD exceeds its Baseline withdrawal by 0.191 MGD. BESR's baseline is 0.276 MGD based on its withdrawals during the snowmaking season of 2004-2005 plus 5%. Because its withdrawals are from surface water sources, there is no change in a Biological Category or a Groundwater Withdrawal Category.

Based on literature reviewed by the Department, it is estimated that approximately 3% to 12% of the water withdrawn for snowmaking is consumptively lost due to sublimation/evaporative losses, with the remainder being withdrawn and returned to the basin through meltwater. For calculating the volume to be mitigated by BESR, the Department assumed that 6% of the additional 0.191 MGD to be withdrawn would be lost to the major basin. Therefore, with an original mitigation value of 0.191 MGD, the calculation is as follows:

$0.191 \text{ MGD (ask over baseline)} \times 6\% \text{ (\% of water withdrawn lost to sublimation/evaporation not to be returned to the major basin)} = 0.0114 \text{ MGD volume to be mitigated}$

BESR's Adjusted Mitigation value is 0.0114 MGD or 11,400 gallons per day (GPD). As outlined in the 2014 WMA Permit Guidance, one indirect mitigation credit correlates to 0.01 MGD of required mitigation. The 0.0114 MGD required to be mitigated by BESR can be met with two indirect mitigation credits.

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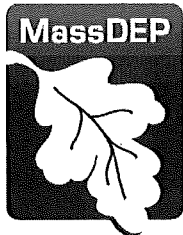
<sup>1</sup> Baseline is the volume of water withdrawn in 2005 plus 5%, or the average annual volume withdrawn from 2003 to 2005, which is greater. Baseline cannot be less than the registered volume, and cannot be more than the authorized volume during the 2003 to 2005 period.

A site visit by representatives of MassDEP, Department of Fish & Game (DFG), BESR and BESR's consulting firm was conducted on April 27, 2017 to evaluate BESR's existing and proposed withdrawals and to evaluate potential mitigation options available to the permittee. A flow barrier on Bozrah Brook, downstream of BESR's existing snowmaking intake on the brook, was evaluated as a possible indirect mitigation option. The impairment seems to be part of a former dam, identified by DFG as a potentially significant flow barrier on a Coldwater Fish Resource (CFR). Although the flow barrier may only pose a problem during low flow periods, it appears to be a significant enough barrier to fish migration that its removal would warrant indirect credits. The flow barrier is no longer a dam, but its removal was scored based on its relative rank in MA Division of Ecological Restoration's Restoration Potential Model (RPM). MassDEP, in consultation with DFG staff, adjusted the total indirect mitigation score from 20 credits to five credits based on the flow barrier only appearing to present problems during periods of low flow (estimated to be flows that occur 25% of the time). Five indirect mitigation credits is equivalent to 0.05 MGD (50,000 GPD).

The 0.0114 MGD (11,400 GPD) mitigation requirement will be met by BESR when the Bozrah Brook flow impairment has been removed. Consistent with the WMA Regulations at 310 CMR 36.22(8), MassDEP is providing additional time for BESR to complete the flow barrier removal by **October 1, 2020**. By **December 1, 2018**, BESR shall submit to MassDEP a written plan and schedule for removing the flow barrier by the **October 1, 2020** deadline.

**Coldwater Fish Resource Protection** was incorporated into the WMA Regulations in November 2014. BESR's water withdrawals are in subbasin #16020 which includes Bozrah Brook, a CFR. Operating conditions in the permit have always limited diversions from Bozrah Brook to the period between mid-November and early March and have also included triggers requiring that diversions cease when streamflow values drop to specific levels. Those conditions continue to be included in the permit and are intended to minimize impacts to the CFR.

**Minimization of Groundwater Withdrawal Impacts in Stressed Subbasins** requires permittees with permitted groundwater sources in subbasins with net groundwater depletion of 25% or more during August to minimize their withdrawal impacts on those subbasins to the greatest extent feasible. Because BESR does not have any groundwater sources this permit does not include any minimization requirements.



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### WATER WITHDRAWAL PERMIT RENEWAL

**Permit #9P2103053.01**

**Berkshire East Ski Resort**

This renewal of Permit #9P2103053.01 is approved pursuant to the Massachusetts Water Management Act (WMA) for the sole purpose of authorizing the withdrawal of a volume of water as stated below and subject to the following special and general conditions. This permit conveys no right in or to any property.

**PERMIT NUMBER:** 9P2103053.01 **RIVER BASIN:** Deerfield

**PERMITTEE:** Berkshire East Ski Resort  
P.O. Box 727  
Charlemont, MA 01339

**EFFECTIVE DATE:** November 2, 2018

**EXPIRATION DATE:** February 28, 2032

**TYPE AND NUMBER OF WITHDRAWAL POINTS:**

**Groundwater:** 0 **Surface Water:** 2

**USE:** Ski area snowmaking

**DAYS OF OPERATION:** 105 (last week in November through first week of March)

**AUTHORIZED WITHDRAWAL POINTS:**

**Table 1: Withdrawal Point Identification**

Source	Latitude	Longitude	Location
Ski Area Pond	42° 37' 13.9"	72° 52' 42.2"	Berkshire East Pond, Charlemont
Bozrah Brook Wet Well	42° 37' 14.8"	72° 52' 48.0"	Bozrah Brook Intake, Charlemont

**SPECIAL CONDITIONS – PERMIT #9P2103053.01**

**1. Maximum Authorized Annual Average Withdrawal**

This permit authorizes the withdrawal of water from the Deerfield Basin at the rate described in Table 2 below. The permitted volume is expressed both as an average daily withdrawal rate (million gallons per day or MGD) and as a total annual withdrawal volume (million gallons per year or MGY) for each five-year period of the permit term.

**Table 2: Authorized Withdrawals**

Permit Periods	Daily Average (MGD)	Total Annual (MGY)
11/2/2018 to 2/28/2022	0.467	49.00
3/1/2022 to 2/28/2027	0.467	49.00
3/1/2028 to 8/31/2032	0.467	49.00

**2. Maximum Daily Withdrawals from Authorized Withdrawal Points**

Withdrawals from individual withdrawal points are not to exceed the approved maximum daily volume listed below without specific advance written approval from the Department.

**Table 3: Maximum Daily Withdrawal Rates from Authorized Withdrawal Points**

Source	Maximum Daily Rate (MGD)
Ski Area Pond	3.168
Bozrah Brook Intake	1.08*

**Notes:**

\*Water withdrawals shall cease when flow in Bozrah Brook falls below 4.96 cubic feet per second (cfs). As previously measured, the elevation triggering the shutoff of this source correlates to a water level of 2.33 feet above the bottom of the wet well based on the existing staff gauge. Withdrawals from Bozrah Brook shall cease when the wet well staff gauge reading falls below 2.33 feet. Water level readings shall be recorded on a daily basis whenever withdrawals are made and shall be reported to MassDEP in Annual Reports Forms.

**3. Water Conservation Requirements**

According to the March 31, 2017 response to MassDEP's Order to Complete (OTC), BESR had undertaken the following pump and electrical upgrades which has allowed it to outperform past snowmaking capabilities with little to no increase in water usage:

- Installation and maintenance of more powerful pumps. This increases the pressure all over the mountain which improves the snowmaking capability by improving atomization and British thermal unit (BTU) removal resulting in more water being converted to snow.
- Since 2005, four new transformers and miles of electrical cable have been added to improve the water/electrical/snow gun balance.
- 50 new fixed snow guns have been placed in critical areas. These fixed snow guns are often on elevated towers which help with snowmaking by removing BTUs for the higher conversion rates to

snow. The guns are also generally placed in difficult to reach areas, meaning the best snowmaking infrastructure is placed in the hardest to cover areas.

#### **4. Mitigation of Impacts for Withdrawals that Exceed Baseline Withdrawals**

Berkshire East Ski Resort (BESR or permittee) is required to mitigate 0.0114 MGD, or 11,400 gallons per day (GPD), for its renewed permitted withdrawals over baseline. While no direct mitigation options were identified, a site visit by staff from MassDEP and the Massachusetts Department of Fish & Game (DFG) recognized that a flow barrier downstream of the BESR's Bozrah Brook intake was potentially available as indirect mitigation. The collapsed impairment seems to be part of a former dam within a significant reach of Bozrah Brook, a Cold Water Fish Resource. Although the flow barrier may only pose a problem during low flow periods, it appears to be a significant enough barrier to fish migration.

The flow barrier's removal was scored based on its relative rank in DFG's Division of Ecological Restoration's Restoration Potential Model (RPM). MassDEP, in consultation with DFG staff, adjusted the total indirect mitigation score from 20 credits to five credits based on the flow barrier only appearing to present problems during periods of low flow (estimated to be flows that occur 25% of the time). As outlined in the 2014 WMA Permit Guidance, one indirect mitigation credit correlates to 0.01 MGD of required mitigation. Therefore, five indirect mitigation credits is equivalent to 0.05 MGD (50,000 GPD), which is more than adequate to satisfy the 0.0114 MGD mitigation requirement.

By **December 1, 2018**, BESR is required to submit a written plan and schedule for completing the flow barrier's removal by **October 1, 2020**. Should the flow barrier not be removed by the October 1, 2020 deadline, or an alternative schedule or additional mitigation agreed to by MassDEP, BESR shall maintain withdrawals from the snowmaking pond below its 0.276 MGD baseline withdrawal volume.

#### **General Permit Conditions (applicable to all Permittees)**

1. **Duty to Comply** The Permittee shall comply at all times with the terms and conditions of this permit, the Act and all applicable State and Federal statutes and regulations.
2. **Operation and Maintenance** The Permittee shall at all times properly operate and maintain all facilities and equipment installed or used to withdraw up to the authorized volume so as not to impair the purposes and interests of the Act.
3. **Entry and Inspections** The Permittee or the Permittee's agent shall allow personnel or authorized agents or employees of MassDEP to enter and examine any property, inspect and monitor the withdrawal, and inspect and copy any relevant records, for the purpose of determining compliance with this permit, the Act or the regulations published pursuant thereto, upon presentation of proper identification and an oral statement of purpose.
4. **Water Emergency** Withdrawal volumes authorized by this permit are subject to restriction in any water emergency declared by MassDEP pursuant to M.G.L. c. 21G, §§ 15-17, M.G.L. c. 111, § 160, or any other enabling authority.
5. **Transfer of Permits** This permit shall not be transferred in whole or in part unless and until MassDEP approves such transfer in writing, pursuant to a transfer application on forms provided by MassDEP requesting such approval and received by MassDEP at least thirty (30) days before the effective date of the proposed transfer. No transfer application shall be deemed filed unless it is accompanied by the applicable transfer fee established by 310 CMR 36.37.

6. **Duty to Report** The Permittee shall submit annually, on a form provided by MassDEP, a certified statement of the withdrawal. Such report is to be received by MassDEP by the date specified by MassDEP. Such report must be mailed or hand delivered to the address specified on the report form.
7. **Duty to Maintain Records** The Permittee shall be responsible for maintaining withdrawal records as specified by this permit.
8. **Metering** Withdrawal points shall be metered. Meters shall be calibrated annually. Meters shall be maintained and replaced as necessary to ensure the accuracy of the withdrawal records.
9. **Amendment, Suspension or Termination** The Department may amend, suspend or terminate this permit in accordance with M.G.L. c. 21G or 310 CMR 36.29.

#### APPEAL RIGHTS AND TIME LIMITS

This permit is a decision of MassDEP. Any person aggrieved by this decision may request an adjudicatory hearing. Any such request must be made in writing, by certified mail and received by MassDEP within twenty-one (21) days of the date of receipt of this permit.

No request for an appeal of this permit shall be validly filed unless a copy of the request is sent by certified mail, or delivered by hand to the local water resources management official in the community in which the withdrawal point is located; and for any person appealing this decision, who is not the applicant, unless such person notifies the permit applicant of the appeal in writing by certified mail or by hand within five (5) days of mailing the appeal to MassDEP.

#### CONTENTS OF HEARING REQUEST

310 CMR 1.01(6)(b) requires the request to include a clear and concise statement of the facts which are the grounds for the request and the relief sought. In addition, the request must include a statement of the reasons why the decision of MassDEP is not consistent with applicable rules and regulations, and for any person appealing this decision who is not the applicant, a clear and concise statement of how that person is aggrieved by the issuance of his permit.

#### FILING FEE AND ADDRESS

The hearing request, together with a valid check, payable to the Commonwealth of Massachusetts in the amount of \$100 must be mailed to:

Commonwealth of Massachusetts  
Department of Environmental Protection  
P.O. Box 4062  
Boston, MA 02211

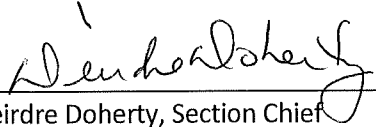
The request shall be dismissed if the filing fee is not paid, unless the appellant is exempt or granted a waiver as described below.

#### EXEMPTIONS

The filing fee is not required if the appellant is a municipality (or municipal agency), county, district of the Commonwealth of Massachusetts, or a municipal housing authority.

WAIVER

MassDEP may waive the adjudicatory hearing filing fee for any person who demonstrates to the satisfaction of MassDEP that the fee will create an undue financial hardship. A person seeking a waiver must file, together with the hearing request, an affidavit setting forth the facts which support the claim of undue hardship.

  
\_\_\_\_\_  
Deirdre Doherty, Section Chief  
Drinking Water Program  
Bureau of Water Resources

Nov. 2, 2018  
DATE



Massachusetts Department of Environmental Protection  
One Winter Street, Boston MA 02108 • Phone: 617-292-5751

## Communication For Non-English Speaking Parties - 310 CMR 1.03(5)(a)



### 1 English:

This document is important and should be translated immediately. If you need this document translated, please contact MassDEP's Diversity Director at the telephone numbers listed below.



### 2 Español (Spanish):

Este documento es importante y debe ser traducido inmediatamente. Si necesita este documento traducido, por favor póngase en contacto con el Director de Diversidad MassDEP a los números de teléfono que aparecen más abajo.



### 3 Português (Portuguese):

Este documento é importante e deve ser traduzida imediatamente. Se você precisa deste documento traduzido, por favor, entre em contato com Diretor de Diversidade da MassDEP para os números de telefone listados abaixo.



### 4(a) 中國（傳統）(Chinese (Traditional)):

本文件非常重要，應立即翻譯。如果您需要翻譯這份文件，請用下面列出的電話號碼與MassDEP的多樣性總監聯繫。



### 4(b) 中国（简体中文）(Chinese (Simplified)):

本文件非常重要，应立即翻译。如果您需要翻译这份文件，请用下面列出的电话号码与MassDEP的多样性总监联系。



### 5 Ayisyen (franse kreyòl) (Haitian) (French Creole):

Dokiman sa-a se yon bagay enpòtan epi yo ta dwe tradui imedyatman. Si ou bezwen dokiman sa a tradui, tanpri kontakte Divèsite Direktè MassDEP a nan nimewo telefòn ki nan lis pi ba a.



### 6 Việt (Vietnamese):

Tài liệu này là rất quan trọng và cần được dịch ngay lập tức. Nếu bạn cần dịch tài liệu này, xin vui lòng liên hệ với Giám đốc MassDEP đa dạng tại các số điện thoại được liệt kê dưới đây.



### 7 ប្រទេសកម្ពុជា (Kmer (Cambodian)):

ឯកសារនេះគឺមានសារៈសំខាន់និងគួរត្រូវបានបកប្រែភ្លាមៗ ប្រសិនបើអ្នកត្រូវបានបកប្រែ ឯកសារនេះសូមទំនាក់ទំនងអគ្គនាយក MassDEP នៅលេខទូរស័ព្ទដែលបានរាយនាងក្រោម។



### 8 Kriolu Kabuverdianu (Cape Verdean):

Es documento é importante e deve ser traduzido imidiatamente. Se bo precisa des documento traduzido, por favor contacta Director de Diversidade na MassDEP's pa es numero indicode li d'boche.



### 9 Русский язык (Russian):

Этот документ должен быть немедленно. Если вам нужна помощь при переводе, свяжитесь пожалуйста с директором по этике и разнообразие в MassDEP по телефону указанному ниже.

**10 العربية (Arabic):**

هذه الوثيقة الهامة وينبغي أن تترجم على الفور. إذا كنت بحاجة إلى هذه الوثيقة المترجمة، يرجى الاتصال مدير التنوع في MassDEP على أرقام الهواتف المدرجة أدناه.

**11 한국어 (Korean):**

이 문서는 중요하고 즉시 번역해야 합니다. 당신이 번역이 문서가 필요하다면 아래의 전화 번호로 MassDEP의 다양성 감독에 문의하시기 바랍니다.

**12 հայերեն (Armenian):**

Այս փաստաթուղթը շատ կարևոր է եւ պետք է թարգմանել անմիջապես. Եթե Ձեզ անհրաժեշտ է այս փաստաթուղթը թարգմանվել դիմել MassDEP բազմազանությունը տնօրեն է հեռախոսահամարների թվարկված են ստորև.

**13 فارسی (Farsi [Persian]):**

این سند مهم است و باید فوراً ترجمه شده است. اگر شما نیاز به این سند ترجمه شده، لطفاً با ما تماس تنوع مدیر MassDEP در شماره تلفن های ذکر شده در زیر.

**14 Français (French):**

Ce document est important et devrait être traduit immédiatement. Si vous avez besoin de ce document traduit, s'il vous plaît communiquer avec le directeur de la diversité MassDEP aux numéros de téléphone indiqués ci-dessous.

**15 Deutsch (German):**

Dieses Dokument ist wichtig und sollte sofort übersetzt werden. Wenn Sie die Übersetzung von diesem Dokument benötigen, wenden Sie sich bitte bei der/dem Diversity Director MassDEP an die unten aufgeführte Telefonnummer.

**16 Ελληνική (Greek):**

Το έγγραφο αυτό είναι σημαντικό και θα πρέπει να μεταφραστούν αμέσως. Αν χρειάζεστε αυτό το έγγραφο μεταφράζεται, παρακαλούμε επικοινωνήστε Diversity Director MassDEP κατά τους αριθμούς τηλεφώνου που αναγράφεται πιο κάτω.

**17 Italiano (Italian):**

Questo documento è importante e dovrebbe essere tradotto immediatamente. Se avete bisogno di questo documento tradotto, si prega di contattare la diversità Direttore di MassDEP ai numeri di telefono elencati di seguito.

**18 Język Polski (Polish):**

Dokument ten jest ważny i powinien być natychmiast przetłumaczone. Jeśli potrzebujesz tego dokumentu tłumaczone, prosimy o kontakt z Dyrektorem MassDEP w różnorodności na numery telefonów wymienionych poniżej.

**19 हिन्दी (Hindi):**

यह दस्तावेज महत्वपूर्ण है और तुरंत अनुवाद किया जाना चाहिए. आप अनुवाद इस दस्तावेज़ की जरूरत है, नीचे सूचीबद्ध फोन नंबरों पर MassDEP की विविधता निदेशक से संपर्क करें.