

**ELKO CONVENTION & VISITORS AUTHORITY
SPECIAL SESSION BOARD OF DIRECTORS MEETING
FRIDAY, MAY 27, 2022
ELKO CONVENTION CENTER
CEDAR ROOM 8:30 A.M. PST
MINUTES**

The Chair and/or Vice Chair reserve the right:

1. To change the order of agenda items; and
2. Recess the meeting and continue at another specific date and time.

1. Roll call

ECVA Board Members Present: Dave Zornes
Toni Jewell
Delmo Andreozzi
Chip Stone
Matt McCarty
ECVA Staff/Contractors: Kimberlee Longley
Dede Barker, *Pray Solutions*
Candidates: Annette Kerr
Edward Ryan
Public/Visitors: Tom Lester
Cheryl Garcia
Doris Toothman

2. Call to order and Pledge of Allegiance

Board of Directors Chairman, Dave Zornes, called the meeting to order at 8:35 am and led attendees in the Pledge of Allegiance.

3. Public Comments- Non- Action Item

Pursuant to N.R.S 241.020, 2(c) (3), this time is devoted to comments by the general public, if any, and discussion of those comments. No action may be taken upon a matter raised under this item on the agenda until the matter itself has been specifically included on a successive agenda and identified to be an action item.

No public comments were given.

4. NEW BUSINESS:

4A-0527-22 Interviews with final ECVA Executive Director candidates Annette Kerr and Edward Ryan; discussion and selection of ECVA Executive Director and all related matters – **For Possible Action (public comment)**

Mr. Zornes welcomed everyone, stated the full board was present and commented there were two candidates who would be interviewed with one hopefully being offered the Executive Director position.

Ms. Barker referenced the sheet of interview questions given to each board member as well as the score cards.

8:40 Annette Kerr

Mr. Zornes had each Board Member briefly introduce themselves to Annette Kerr at which time Ms. Jewell, Mr. McCarty and Mr. Andreozzi each disclosed they knew Ms. Kerr from past working relationships. Ms. Jewell, Mr. McCarty and Mr. Andreozzi each stated this would not present an issue nor have any impact on their final decision.

Ms. Barker of Pray Solutions welcomed Ms. Kerr and told her the interview should run 45 minutes with a total of 11 questions asked today. After which she would be given the opportunity to ask the board any question she may have.

1. *Please provide us with a brief summary of your work history, highlighting experience relevant to this role. (DeDe Barker)*

Ms. Kerr stated she would try to be as quick as possible getting her thirty years of experience outlined and spoke on how she began her career with TWA, scheduling bus tours for international tourists exploring parks. Upon graduating she went to work for Peppermill in the Mesquite area as the Sales & Marketing Director where she was offered the opportunity to handle marketing over the Mesquite and Wendover Peppermill properties.

Ms. Kerr spoke on how trying to get people to go to remote locations was an interesting challenge and how she worked on getting international people to area. She provided an example of bringing international tourists to the ranches providing them with an experience they wouldn't get from the larger city. Ms. Kerr was approached by McClaskey Enterprises and moved to Elko, Nevada to become their Sales & Marketing Director where she had 15 people reporting to her and she began working with the Lieutenant Governor to create territories for Cowboy Country.

After leaving McClaskey Enterprises, Ms. Kerr stated she worked for the Fire Science Academy to help market and run their facility. She stated this was her first experience running a facility and the facility was not built as it should have been, which resulted in its closure and her return to McClaskey Enterprises as their CEO/General Manager. In this position she managed 11 hotels, the hotel airline with 11 people reporting to her. She commented how this was almost a full circle as Elko is in danger of losing its airline service and she was one of the individuals who worked to bring the service to Elko. She spoke on how her skills were tested during 9/11, where she was working with the FFA and FBI as her team received phone calls regarding the terrorists.

Ms. Kerr spoke on the business she owned in the past and disclosed she is a silent partner in the Marriot property with a company hired to manage it. She spoke on how she sold the 11th Street Deli and became the Emergency Manager for Elko County where she had the opportunity to get to know the county and what it can provide for those visiting with an example provided of she recently discovered the Bishop Creek damn was constructed using rubble from the San Francisco Fire.

Ms. Kerr concluded her answer by speaking on how she went to work at the Spring Creek Association as the Vice President and had recently left for other opportunities.

2. *Why are you interested in this position? Where does Elko fit into your career plans? Where do you see yourself in 3 to 5 years? (Chair David Zornes)*

Ms. Kerr stated over the past 20 years she has learned a great deal on sales, HR, facilities, special events and more which are all a great fit for the Executive Director position. She spoke on how she can help the ECVA adapt and move forward as well as how the ECVA has been a focal point for community events and she is committed to being here and making a difference.

3. *What opportunities do you see for promoting the ECVA facilities as well as the Elko area as a tourism destination? (Director Chip Stone)*

Ms. Kerr spoke on how the COVID-19 pandemic had changed large events and adapting to help get virtual events. She spoke on the ECVA marketing budget and wanting to see if the ECVA is targeting all audiences-baby boomers, GEN X and others while providing statistics on what/how the various generations spend their money and how we can market Elko and our facilities to them. She spoke on the newly launched ECVA website and wondered how the ECVA is distributing information on the new website and its visitors guide. Ms. Kerr spoke on working with local entities to help bring new events in, make other events larger as well as potentially bring back events that have left the ECVA. She provided an example of if there is a bull sell at the fairgrounds why not offer additional activities for the event such as a tradeshow of ranch/farm equipment. Ms. Kerr spoke on the facilities are perfect for the 300+ market and how can we tap into those while providing an example of attracting gamers (video) as it is huge market and the ECVA facilities are perfect.

4. *Discuss a specific accomplishment of yours in a previous position which indicates you will thrive in this position. (Director Matt McCarty)*

Ms. Kerr stated one of her proudest accomplishments was her grant writing and how she had found and secured a \$400,000.00+ grant for Elko County to not only establish the 911 emergency line but allow for an upgrade to NextGen 911. She spoke on how she has assisted the local tribes obtain grant funds as well as the Spring Creek Association.

5. *What would you look to accomplish in your first 90 days on the job? (Director Delmo Andreozzi)*

Ms. Kerr stated in the first 90 days she would create the backbone of the strategic plan and would do so by having five conversations: situation diagnose/challenges, identification of necessary resources, speaking to BOD to ensure they are up to speed, meeting with all employees and having a plan of action. She concluded by stating she would want to have meetings with the staff and board of directors within the first 30 days on the job.

6. *If we're sitting here a year from now celebrating what a great year it's been for you in this role, what did we achieve together? (Vice-Chair Toni Jewell)*

Ms. Kerr responded by stating a five-year plan would be created and engagement/collaboration with other event organizers will have taken place. She said there would be a presentation of options on how best to handle existing debt as this is a large upcoming issue and ensuring the old saying "heads in beds" still rang true.

7. How would you describe your management style? (Chair David Zornes)

Ms. Kerr stated she has a visionary management style with an accountability component. She stated a strong manager should have great communication skills and provided an example where new football fields were installed for the Spring Creek Association where communication was key to help employees on the project understand the vision behind it. Ms. Kerr stated she believes in making sure each employee understands their role and has re-written roles/job descriptions in the past as well as evaluations. She spoke on how there shouldn't be any surprises when it came to evaluations and how worked on wage scales to help with retainment of employees.

Mr. Zornes asked if Ms. Kerr's management style would allow for department heads to manage their own area or if she micromanaged.

Ms. Kerr stated she did not micromanage and would rather allow for employees to run their own projects while ensuring they had the tools to do so.

8. There are always aspects of roles which are less desirable than others. What are some job duties you dislike and how do you approach them? (Director Chip Stone)

Ms. Kerr stated it is never fun having a discussion with an employee on performance/behavior issues or having to release an individual from employment. She spoke on how important it is to make sure everyone is aware of expectations in place and the discipline procedure followed while also recognizing everyone is human and mistakes can occur. Ms. Kerr concluded by speaking on how it is important to find out how, why and how to prevent the mistake from occurring again while documenting as documentation is always your friend.

9. Give me an example of a time you had to work with or around someone who was difficult to get along with. What was your approach and the outcome? (Director Matt McCarty)

Ms. Kerr spoke on how she once had a long-term employee who began to have issues with clients, peers and supervisors. This individual began to file complaints in regards to their work area, break area and the location of the HR office. In response, reasonable accommodations were made while possible solutions were offered to help alleviate the issues but, in the end, the employee filed a complaint with EOCC which resulted in an investigation-outcome in favor of the organization-in large part due to all the documentation on hand.

10. What is the largest budget you have previously managed? What is your approach to budget development and oversight? (Director Delmo Andreozzi)

Ms. Kerr stated she had managed and created budgets from the personal checkbook level to over 20 million dollars. She spoke on how she has worked with cost based and zero-based budgeting as well as sitting on the Debt Commission Board and understands the importance of accuracy. Ms. Kerr spoke on how a budget has a lot of moving parts all of which must be taken into consideration while also factoring in the past revenues, forecasting future events and how they all affect the budget. She spoke on the importance of speaking to each department head to see what is on the horizon and during her time at Red Lion, they scraped their budget and started from the beginning. Ms. Kerr concluded by stating the importance of reviewing each line item and really looking at the budget throughout the year-not shelving it until the next year.

Mr. Zornes asked if Ms. Kerr had worked with George Schweitzer on budgets.

Ms. Kerr answered she had.

11. Here are your two minutes to shine. Tell us why you are the best candidate for this position. (Vice-Chair Toni Jewell)

Ms. Kerr stated she is uniquely qualified as she has a well-versed background with budgeting, marketing and the Elko area. She spoke on her experience bringing teams together especially during the pandemic as well as how she knows people in the community and they know her-what she can do and what she brings to the table. Ms. Kerr spoke on how during her 29 years in Elko, she has served on various boards, worked with various boards including the ECVA Lodging and Marketing committees. She spoke on how she possesses facility oversight, knowledge of the Elko area and county and concluded by speaking on her involvement with creating strategic processes both with the county and the Spring Creek Association.

12. What questions do you have for us? (Chair David Zornes)

Ms. Kerr asked the Board of Directors if anything had been done with the 2019 strategic plan and if there was interest in having workshops to facilitate a strategic plan being completed and implemented?

Mr. Zornes spoke on how COVID-19 caused issues with the strategic plan and Fred from UNR (individual helping with strategic plan) would need to return.

Mr. Andreozzi stated the budget is a moving plan and would like to see Fred return as the plan would need to be reviewed and altered due to COVID-19.

Mr. McCarty spoke on how Ms. Katie Neddenriep had worked with Fred to help develop the roadway before bringing it to the board to see which path they would prefer to take.

Mr. Stone stated he felt workshops are important but so is having employee involvement on strategic planning.

Ms. Jewell stated she wasn't sure she could add anything as her feelings had been expressed already by others but also wanted to state she agreed on the importance of having everyone work together, including the staff.

Mr. Zornes asked if Ms. Kerr had any other questions.

Ms. Kerr said no and thanked the board for their time.

Mr. Zornes thanked Ms. Kerr for coming in.

Ms. Barker let Ms. Kerr know she would be in touch once the board had reached their decision.

Mr. Andreozzi asked Ms. Kerr when her available start date was.

Ms. Kerr stated she could start the next day if needed.

Mr. Zornes called for a short break at 9:15 am

9:37 AM Edward Ryan

Mr. Zornes welcomed Mr. Ryan and provided a brief introduction of each board member.

Ms. Barker of Pray Solutions welcomed Mr. Ryan and told him he would be asked a total of 11 questions today. After which he will be given the opportunity to ask the board any question he had. She then spoke on how the interview should run about 45 minutes after which the board would begin discussion with a decision made that day.

1. *Please provide us with a brief summary of your work history, highlighting experience relevant to this role. (DeDe Barker)*

Mr. Ryan spoke on how he has been in management for over 30 years with experience in producing concerts, tradeshow and handling the sales/marketing of those events. He spoke on how he has dealt with governmental agencies as well as unions and how he has prepared budgets as well as forecasting future revenues and developing businesses-all of which is directly related to the skills needed for this position.

Mr. Zornes inquired on companies Mr. Ryan had worked for in the past.

Mr. Ryan spoke on his current employer, Stetson Convention Services as well as past employers including owning his own company. He spoke on how he was experienced in creating budgets and presenting events for sell to various associations and how in his career he had a total of 40 million in sales.

Mr. Zornes asked if Mr. Ryan could elaborate.

Mr. Ryan spoke on how he compiled information, going back three years which resulted in a sale of 20 million dollars. He spoke on how his company GOT EXPO and how he brokered deals representing show owners, he negotiated all contracts and services with a production of 8 million a year.

2. *Why are you interested in this position? Where does Elko fit into your career plans? Where do you see yourself in 3 to 5 years? (Chair David Zornes)*

Mr. Ryan stated he was interested as he is a community builder and this will provide an opportunity to help the city grow events, concerts and he would use his 30 years of experience to do so.

Mr. Zornes asked how Elko fits in?

Mr. Ryan replied his son has been accepted to UNR and Elko is close to the college and he feels with his experiences as a venue manager, tour manager and in the entertainment industry he could bring opportunity to Elko and help it grow. He further spoke on how bringing in national entertainers and associations would help Elko and its local businesses and he had reached out to his friends within the industry to start the conversation.

Mr. Zornes asked where Mr. Ryan saw himself in 3-5 years?

Mr. Ryan stated he had his best meal ever the night before at The Star and believes he found his restaurant. He spoke on how he had come through Elko numerous times in his life-either stopping for gas or staying the night and he enjoyed the downtown area as it has a great vibe/family atmosphere. Mr. Ryan said Elko reminded him of Boulder City-growing in the right way and he wants to be a part of it.

3. What opportunities do you see for promoting the ECVA facilities as well as the Elko area as a tourism destination? (Director Chip Stone)

Mr. Ryan spoke on how wishes to tap into the recreational activities happening in the area and how he had a tour of the facilities the day prior. He spoke on how he felt the facilities were great for corporate clients and the surrounding area could help facilitate team building activities or retreats. Mr. Ryan concluded by saying he felt there was a lot one could do to brand Elko by working with corporate events/associations.

4. Discuss a specific accomplishment of yours in a previous position which indicates you will thrive in this position. (Director Matt McCarty)

Mr. Ryan spoke on how he had secured 35 tradeshow with an estimated 8 million in revenue during his time with GOT EXPO and how the tradeshow were nationwide. He spoke on how working with those tradeshow and having experiences from different convention centers and the various aspects that come with managing tradeshow (different cities, unions) and overcoming obstacles to have a successful show would all help him thrive in this position.

5. What would you look to accomplish in your first 90 days on the job? (Director Delmo Andreozzi)

Mr. Ryan spoke on how he would like to meet with the staff individually and get an understanding of their jobs/responsibilities as well as meet with the Board of Directors and discuss their vision for the ECVA. He spoke on how he would like to meet with local businesses and community members to see how best to work with them.

6. If we're sitting here a year from now celebrating what a great year it's been for you in this role, what did we achieve together? (Vice-Chair Toni Jewell)

Mr. Ryan spoke on how he would address the ECVA's social media presence and provided information on the current ECVA social media numbers for Instagram and how the last video to be uploaded was 4 years ago. He spoke on how he would like to focus building the social media aspect to help promote the city and businesses and would bring in national outlets to do so while developing relationships with associations and tradeshow. He concluded by speaking on how he would like to work with past contacts and relationships we may have lost to see how to possibly bring them back while implementing a CRM system to help create organization.

7. How would you describe your management style? (Chair David Zornes)

Mr. Ryan stated he has a collaborative management style with a coaching/visionary focus.

Mr. Zornes asked if Mr. Ryan counted on people handling their own area or if he micromanaged?

Mr. Ryan answered he looked at his style as micromanaging-giving people the tools and support they need to do their job but allowing them to do it.

Mr. Zornes stated this position would require HR tasks and asked if Mr. Ryan had ever handled HR before?

Mr. Ryan stated he has dealt with HR before as he had 500 employees under him at one job as well as running his own business with employees on payroll.

8. There are always aspects of roles that are less desirable than others. What are some job duties you dislike and how do you approach them? (Director Chip Stone)

Mr. Ryan spoke on he came from a family of glass cutters and had worked for the family business and didn't enjoy the job as he had been cut many times. He spoke on how this experience put him on a different pathway.

Mr. Zornes asked what part of running a facility was not his favorite?

Mr. Ryan stated during his tour of the ECVA he noticed the mixing console in the theater and stated how a bigger one would be needed; he spoke on how he didn't enjoy mixing and writing but if needed would give it his best shot.

9. Give me an example of a time you had to work with or around someone who was difficult to get along with. What was your approach and the outcome? (Director Matt McCarty)

Mr. Ryan spoke on how he had an employee who was continually late and after receiving a formal warning and record keeping, he had to fire the employee after three straight days of tardiness, as the behavior did not change.

10. What is the largest budget you have previously managed? What is your approach to budget development and oversight? (Director Delmo Andreozzi)

Mr. Ryan spoke on how his time employed at Key Note as a business broker, he had to work with a 35 million budget over a 3-year period and do so in multiple currencies. He spoke on how he created his own budgets as well as templates for the budgets which would change depending on what the event was. Mr. Ryan concluded by stating he was confident he could use our budget system with no issues.

11. Here are your two minutes to shine. Tell us why you are the best candidate for this position. (Vice-Chair Toni Jewell)

Mr. Ryan spoke on the advantage of having someone from the outside come in and with his 30 years of experience of successfully managing large numbers of people. He spoke on how he is experienced and is directly related to what this position entails and how he has relationships with others to bring to the table to help with bringing in new events.

Mr. Andreozzi inquired on Mr. Ryan's experience with open meeting laws due to NRS statute and if he could expand on his experience with government.

Mr. Ryan spoke on how he had gained experience working with government when he worked an event with the reading of the Patriotic Act being televised and how he had to work with the FBI

and the local government. He spoke on working with various cities and CBB, scheduling meetings, working out rates for conventions and ensuring success on events produced as there was huge impact on local cities. Mr. Ryan concluded by speaking on how he understood creating agendas and how meetings had to follow specific guidelines.

Mr. Zornes stated there would be a learning curve anytime one moved into the governmental field.

12. What questions do you have for us? (Chair David Zornes)

Mr. Ryan asked where the board sees the ECVA in the next year.

Mr. Zornes stated the board would need to meet with the new director, with COVID-19 the world has changed and the board needed to regroup and discuss. He spoke on how they want to bring events back and grow, having hotel revenue, helping restaurants and stores as well. He spoke on how when the airline first came to the area many hated the sound but when it stopped, JCPenney's almost closed as it needed the revenue from the shoppers the flights brought into town.

Ms. Jewell stated she agreed there is work to be done and the board needs to get together to make sure they are all on the same page as the new director but wanted to include staff as well-what is expected from them and sharing their vision for the ECVA.

Mr. Stone stated there are some great new opportunities coming to Elko, a rec center may be developed and this may develop into working with other organizations. Growing events and opportunities which would be a perfect fit for Mr. Ryan's abilities.

Mr. McCarty stated he felt collaboration would be needed and the local school district recently lost money through voter initiative and state action. He further stated the City/County have both seen impacts to their budget and that the ECVA has weaknesses which need to be shored up and working with other organizations in a collaborative manner will help strengthen relationships.

Mr. Zornes stated he could not disagree with anything stated by the other board members and while some of it may sound dark, he sees hope/promise and potential. If everyone works together the sky is the limit and how important it is for everyone to work together.

Mr. Ryan stated he was concerned about the airport.

Mr. Stone said the city has put aside nearly 1 million dollars to ensure we have an airport until the end of the year and they are trying to look at opportunities and a second airline coming in. If the city loses the airport, then there will be lots of issues as TSA takes a year and a half to return. Lots of work is happening to keep the service.

Mr. Zornes stated the movers and shakers in the town understand how critical the airline is and how needed it is.

Mr. Ryan spoke on how if a corporate event wished to come in and how the airport or lack of would bring a challenge. He asked the board if charter busses were being used to bring in people from outside areas.

Mr. Zornes spoke on the bussing issue and how when Red Lion had its own airline and how the casino adapted when the airline was sold off.

Mr. Ryan spoke on how he met with Katie Neddenriep for a facility tour the day prior and appreciated the olive branch being extended. He also spoke on how he had a phone conversation the night before with Mr. Don Newman.

Mr. Zornes asked if Mr. Ryan had any thoughts on the facilities.

Mr. Ryan spoke on how the facilities were as he pictured, he stated he had looked up the floorplans online so he knew the layout. He further spoke on how well the facility has held up for being built in the 70's. He mentioned how he had no idea the theater was here or how nice it was and he had been coming through the area with tour groups for the last 20 years. He spoke on how he felt he could bring in events to the theater, how great the facilities are and how modern the new facility looks. He went on to speak on how he can envision different events at each facility and how he could reach out on the vast rolodex he has and let them know how great our two facilities are. He really feels there should a focus on corporate clients coming in for meetings with team building activities while working with local businesses to help build them up and put heads in beds.

Mr. Andreozzi stated he appreciated Mr. Ryan's candor on passing through Elko and not knowing what was here as he has heard this sentiment numerous times and he liked how Mr. Ryan keyed in on the recreational aspects the area has to offer. He thanked Mr. Ryan again for his honesty and candor and concluded by stating we need to think of how to pull people from the freeway.

Mr. Zornes spoke on how gambling was no longer a big enough draw as nearly every state offers gambling.

Mr. Ryan inquired on advertising along the freeway.

The board spoke on what could be advertised along the freeway and what was currently being advertised.

Mr. Ryan asked on the different events in Elko that could be advertised.

Mr. Zornes stated the new director could speak to the ECVA staff to see what could be done.

Mr. Ryan asked if a film commission had come into Elko.

Mr. Zornes asked Mr. Lester if he had any information.

Mr. Lester stated yes, he has worked them a bit.

Mr. McCarty stated it had been a few years.

Ms. Jewell spoke on how she believed one was coming in as film was set to be made either in the fall or next year, she wasn't sure on the timeframe.

Mr. Ryan spoke on how he worked for a studio on various films and handled location development, his friends within the industry were hungry for new content. The shows being

filmed could tie into what Elko is and working with the groups to showcase what Elko has to offer, giving them incentive to come and shoot. He gave an example of how a town in West Virginia did this and it put them on the map-they were famous from the show.

Mr. Zornes thanked Mr. Ryan for coming in and speaking with the board.

Dave Zornes called for a short five-minute break at 10:27 am

Meeting continued at 10:35am

Ms. Jewell asked how many applications were received.

Mr. Zornes stated seven had been received and another candidate who resided in Alaska was almost given a second interview but the candidate was in the process of moving to another state and with this information a second interview wasn't given.

Mr. Zornes asked if the board was ready to review the two candidates in front of them and decide who was the best for the position.

Ms. Jewell stated she would start with Mr. Ryan and how he had a great presence but, in her mind, he failed to answer all the questions completely, he evaded some questions. Specifically, question number two and had to be re-asked the other portions of the question over and over. She further stated she did not feel he answered the 3–5-year plan question at all and felt a lot of his answers were vague. She then stated Ms. Kerr checked all the boxes for her.

Mr. Stone stated he would also start with Mr. Ryan and how he presented himself better on the phone and when comparing the two candidates, Ms. Kerr is local, available right away and knows the right people. He does feel having new blood can be good but, in his mind, Annette is where he is at. If the new recreation center was already built, Edward would be perfect for making the events happen and creating them-he feels this is what Mr. Ryan loves. When he was asked on what he didn't like to do, Mr. Stone was looking for a management, budget answer not running a mixer. He feels the ECVA's best bet is Ms. Kerr.

Mr. Andreozzi stated he was ready to make a motion.

Mr. Zornes stated he feels the same way as Ms. Jewell, the phone interview with Mr. Ryan went better and he does love his background/position but the focus seemed to be on entertainment for Mr. Ryan and a well-rounded person is needed for this position. He feels Ms. Kerr is fully rounded and came across well.

Mr. Chip Stone motioned for Pray Solutions to extend an offer to Annette Kerr for the position of Executive Director of the Elko Convention & Visitors Authority, while staying within the salary guidelines set forth with the requirement an answer be given by 5pm Saturday, June 28, 2022. If the offer is rejected then an offer may be extended to Mr. Ryan. Mr. Andreozzi seconded the motion.

Mr. Andreozzi discussed how a background check was required for this position and how it may impact start time as Ms. Kerr is available to start immediately should she accept the offer.

Ms. Barker answered she felt confident she could have a background check returned by Tuesday, May 31, 2022.

The board discussed how a background check may be delayed due to the upcoming Memorial Day holiday and how it may impact a start date.

Mr. Stone stated he felt Mr. Ryan could do well in certain circumstances given his skill set.

Chair Zornes called for a vote on the motion on the table.

The motion passed unanimously.

5. Public Comments – Non-Action Item

None at this time.

6. Board Comments – Non-Action Item

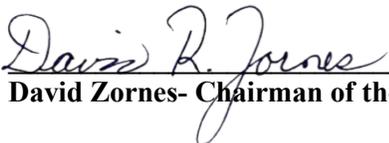
Mr. Andreozzi stated he wanted to recognize the sacrifices made by those in the military; past, present and future.

Mr. McCarty stated he wanted to second those feelings and thanked military personnel for everything they have done.

Mr. Stone mentioned there would be a reading of names in the cemetery on Memorial Day but he was unsure of the time.

7. Adjournment

Meeting adjourned at 10:50 am.



David Zornes- Chairman of the Board