



1 Our Interim System Manager Vonn Jones is here  
2 and our former System Manager Sigfrid Danielson  
3 is here.  
4

5 **3. Discussion and possible action concerning employee**  
6 **grievance**  
7

8 Ms. Sieglaff: Does everybody have a copy of the grievance?  
9

10 Mr. Kendrick: Yes.  
11

12 Ms. Cummings: Yes.  
13

14 Ms. Sieglaff: Okay. The floor is open.  
15

16 Mr. Kendrick: Okay. I'll say it again for the record. Luis and I will  
17 be going through the Minutes, the past Minutes,  
18 credit card receipts and any information that we  
19 need to go through to finish our fact-finding mission  
20 - the reason why we terminated Sig Danielson. And  
21 that's what we'll be doing now. It might take us a  
22 half-hour; it might take us an hour, who knows? I  
23 don't know.  
24

25 Ms. Sieglaff: Ms. Cummings?  
26

27 Ms. Cummings: I would like to say something please. Gary read  
28 again what you had just stated that your going to –  
29 for the fact-finding you're going go through the  
30 Minutes and what year? This year?  
31

32 Mr. Kendrick: '08'.  
33

34 Ms. Cummings: 2008?  
35

36 Mr. Kendrick: Correct. And were going to...  
37

38 Mr. Castaneda: And I'm going to present stuff from '07' so...  
39

1 Ms. Cummings: And then of course Luis is going to do '07' okay.  
2 And the credit cards – you're going to go through  
3 the credit cards...  
4  
5 Mr. Castaneda: The receipts.  
6  
7 Ms. Cummings: The receipts? Okay. And what else? Is that it?  
8  
9 Mr. Kendrick: I believe so, you know, everything should be in the  
10 Minutes anyway.  
11  
12 Ms. Sieglaff: What years of the credit card receipts are you going  
13 to be going through?  
14  
15 Mr. Castaneda: 2007 and 2008.  
16  
17 Mr. Kendrick: Oh, and the employee files. And we'll also be going  
18 over the phone – cell phone bills.  
19  
20 Ms. Sieglaff: And you want to do that while we all sit here?  
21  
22 Mr. Kendrick: You guys don't have to be here, this is all we're here  
23 for is a fact-finding mission. That's all. That's all  
24 this is. Monday is when everybody should be here  
25 to give Sig a chance to talk. I mean he can talk now  
26 if he wants but I mean all this is a fact-finding  
27 mission.  
28  
29 Ms. Sieglaff: Well  
30  
31 Mr. Kendrick: Everybody doesn't have to be sitting here while  
32 we're going through everything.  
33  
34 Ms. Sieglaff: I just want to say this as the Clerk of the Board of  
35 Directors I have been on another sub-committee,  
36 grievance sub-committee, and the two fact-finders  
37 and the Chairperson, the three of us met. We didn't  
38 have an Agenda we had two Board Members and  
39 myself. We sat down, we went over everything and  
40 then we brought it to the Board. We did not put an  
41 Agenda up, we did not have a public meeting...

1  
2 Mr. Kendrick: Madam Chairman  
3  
4 Ms. Sieglaff: Right?  
5  
6 Ms. Cummings: That is correct.  
7  
8 Mr. Kendrick: Madam Chairman? You are the one who told me  
9 yesterday, you called me at home saying we can't  
10 have this meeting because this meeting because  
11 we didn't have an Agenda.  
12  
13 Mr. Castaneda: We can have an Agenda. We could post an  
14 Agenda.  
15  
16 Mr. Kendrick: Because that's what the lawyer is saying; that's  
17 what you called me and told me yesterday that we  
18 could not have the meeting without an Agenda.  
19  
20 Mr. Castaneda: You might not remember but we did post and  
21 Agenda, there was an Agenda posted for those  
22 grievances as well.  
23  
24 Mr. Kendrick: And that's why, remember you called me and told  
25 me Gary we can't have this meeting because we  
26 didn't post an Agenda for the Board. That's why we  
27 didn't have the meeting I guess.  
28  
29 Ms. Sieglaff: Well ...  
30  
31 Mr. Castaneda: No, we did. We did have an Agenda Lisa. You  
32 might not remember but we did. It's part of the  
33 legalities meaning we have to do it.  
34  
35 Ms. Sieglaff: I don't remember anybody telling me to put anything  
36 on an Agenda for yesterday's meeting. I  
37 understood it was going to be just the three of us  
38 were going meet yesterday and then Monday I  
39 would have been able to get the Agenda in the mail  
40 to Sig yesterday and he would have had it hopefully  
41 by Sunday. I probably would have had to overnight

1 it. But that was the way I was led to believe it was  
2 going to happen because that's the way it happened  
3 on the last Grievance Committee that I was  
4 appointed to. So when Luis called me yesterday at  
5 twenty minutes after 1 yesterday and told me get  
6 the Agendas up for today and Monday, I just did  
7 what he said.  
8  
9 Mr. Kendrick: The only person – the only people that should have  
10 gotten Madam Chairman, Madam Chairwoman, is  
11 Luis and me. And nobody else should stay.  
12  
13 Mr. Castaneda: It's an open meeting. Anybody can be here. That's  
14 why it's posted in the stores, Valley Mart. It's  
15 supposed to be a hearing type of thing. You ask  
16 questions, anybody asks questions, we collect the  
17 evidence and then we present it.  
18  
19 Mr. Kendrick: But the other Board Members don't need to be here  
20 because, like you said, it's...  
21  
22 Ms. Sieglaff: Well all I know is that the other time that I sat on a  
23 Subcommittee - on a Grievance Subcommittee,  
24 nothing was posted. The three of us met – and  
25 Teresa was on the Committee with me – the three  
26 of us came in here, we met, we talked...  
27  
28 Ms. Cummings: We didn't have to post anything.  
29  
30 Ms. Sieglaff: We didn't post anything we just had our...  
31  
32 Mr. Castaneda: It was, it was part of the meeting; it was posted.  
33  
34 Ms. Cummings: Okay, let's...  
35  
36 Mr. Kendrick: Well the deal is it's been posted and we're here  
37 now. You might want to sit and do whatever while  
38 we fact find with us. I don't care.  
39  
40 Ms. Sieglaff: Well I'll go to item 4 before you do that because we  
41 cannot have an Executive Session because Mr.

1 Danielson was not notified in writing more than 24  
2 hours before we scheduled it and we scheduled it.  
3  
4 Mr. Jones: Does he have the right to waive that?  
5  
6 Ms. Sieglaff: Yes.  
7  
8 Ms. Cummings: Yes.  
9  
10 Mr. Jones: Then I don't think we can have an Executive  
11 Session.  
12  
13 Ms. Cummings: It's his choice if he wants the Executive Session or  
14 he wants to waive it.  
15  
16 Mr. Jones: If the facts aren't found at this point, what's the  
17 point?  
18  
19 Ms. Cummings: Yeah, well I was figuring that the facts would  
20 already have been done. That's why I thought the  
21 meeting was for today.  
22  
23 Mr. Castaneda: Well I have mine and we're going to have to discuss  
24 them and then...  
25  
26 Mr. Kendrick: We've got a lot of facts. We just need to get from  
27 the Minutes and stuff...  
28  
29 Mr. Castaneda: Well he does. I mean I've got my stuff together. It's  
30 not like we sit and talk behind closed doors and say  
31 this is what I've got, what to you have? I have what  
32 I have and we'll bring that up.  
33  
34 Ms. Cummings: I'm just saying that I thought this meeting had  
35 already happened that's all I'm saying. I'm not  
36 making any accusations or insinuations.  
37  
38 Mr. Castaneda: Well if you would like to see my facts or hear my  
39 facts or whatever...  
40

1 Ms. Sieglaff: It's just that this is being done by a different  
2 procedure than what I was familiar with and  
3 obviously Ms. Ball-Cummings ...  
4

5 Mr. Castaneda: If we read from the employee Manual there is not  
6 procedure. You tell us what the procedure is.  
7 Would you like us to present you the facts now and  
8 would you like to take it behind a closed door and  
9 search it and research it and would you like to bring  
10 it back Monday? You tell us what to do. That's  
11 what this whole procedure is all about.  
12

13 Ms. Sieglaff: Well what I would like is for you guys to prepare  
14 whatever documentary evidence you intend to  
15 present at Monday night's hearing. I will make  
16 copies, they will go in the packets and read your  
17 Minutes and do whatever you have to do and we'll  
18 adjourn this meeting and you guys can go get  
19 cracking on it.  
20

21 Mr. Castaneda: (inaudible)  
22

23 Mr. Kendrick: That sounds perfect.  
24

25 Ms. Sieglaff: I'll accept whatever you have that I can start  
26 working on but Gary still hasn't prepared anything.  
27

28 Mr. Kendrick: Yeah. They shouldn't have to sit here at all.  
29

30 Mr. Jones: Because basically I think out of this meeting there  
31 should be a conclusion and the three of you should  
32 write a conclusion to the Board that the Board can  
33 deal with at the meeting on Monday. So this  
34 should be over I hope by the end of today and then  
35 you should pass your conclusion on to the Board for  
36 the open Monday meeting. It should be for them to  
37 study before the Monday meeting in their packets.  
38

39 Ms. Sieglaff: But Gary hasn't done his research and Luis...  
40

41 Ms. Cummings: I have mine here.

1  
2 Ms. Sieglaff: Right. And Luis has what he wants to present and I  
3 guess I'll need to make copies for the Monday night  
4 meeting, correct?  
5  
6 Mr. Castaneda: I don't... it's quite...  
7  
8 Mr. Kendrick: It won't take me very long to go through what  
9 Minutes I need to.  
10  
11 Mr. Castaneda: That's why I was going to give it to you. I have  
12 page numbers and stuff. I don't know if you want to  
13 take the page or just do the whole thing. It's up to  
14 you. However you want to go.  
15  
16 Ms. Sieglaff: All I know is, whatever documents that are going to  
17 be presented at the open meeting on Monday night,  
18 everybody has to have copies of them in their  
19 packets.  
20  
21 Mr. Castaneda: Would you like to present them all to the Board or  
22 would like to decipher what is important as to what  
23 you think is important...  
24  
25 Ms. Sieglaff: You're the fact-finder. I'm not the fact-finder. I can't  
26 make a determination what's important and what  
27 isn't.  
28  
29 Mr. Castaneda: What I'm presenting, to me, is all relevant.  
30  
31 Ms. Sieglaff: Okay.  
32  
33 Ms. Cummings: Then just give it to Lisa and then Lisa can make a  
34 decision.  
35  
36 Ms. Sieglaff: I mean I'd need to go through it basically to...  
37  
38 Mr. Jones: I could suggest that you might just adjourn the  
39 meeting until Gary gets all the facts that he needs  
40 and then we can bring the meeting and the three of  
41 you get together and come up with a conclusion that

1                   you're going to give to the Board on Monday. So  
2                   just adjourn the meeting until he's done and then, I  
3                   don't know how long that will take, but then come  
4                   back and make a conclusion to give to the Board.  
5  
6   Ms. Cummings: Right.  
7  
8   Mr. Jones:        Because that's all that the Board needs is a  
9                   conclusion of the fact-finders. The facts. You don't  
10                  need copies of everything.  
11  
12   Mr. Kendrick:    Then like basically like...  
13  
14   Ms. Cummings:   Like the others; what we had done last time. What,  
15                   you know...  
16  
17   Mr. Kendrick:    The Chairlady brings to the Board, okay, this is my  
18                   decision, this is what we need to vote on. We need  
19                   to bring Sig Danielson back as System Manager  
20                   and so forth. That's...  
21  
22   Mr. Jones:        That's up to the Board...  
23  
24   Mr. Kendrick:    Well yeah, that's what I'm saying, that's what she's  
25                   going to bring to the Board.  
26  
27   Mr. Jones:        Yes, whether you uphold his termination or whether  
28                   you find it to be valid reasons for termination or not.  
29                   It's a conclusion.  
30  
31   Ms. Sieglaff:     But without the evidence how can I make a  
32                   determination?  
33  
34   Mr. Kendrick:    That's why we're going to adjourn.  
35  
36   Ms. Cummings:    Do number 5 and then 6.  
37  
38   Mr. Castaneda:   Excuse me. We can't adjourn and we can't go our  
39                   separate ways and start talking about it. We have  
40                   to do this in open meeting. So if you would like to  
41                   go on to the discussion and possible action

1 concerning employee grievance I think it gives you  
2 a basis of what to look for. So we should take a  
3 short recess so you guys and hopefully read though  
4 the stuff. I don't know.  
5  
6 Mr. Kendrick: Let me make a suggestion. Why don't we take a  
7 short recess now, give me a chance to go find what  
8 I need to find, bring us back and then adjourn the  
9 meeting.  
10  
11 Ms. Cummings: Let's go on to number 5 and state number 5 Lisa  
12 and then we can ...  
13  
14 Ms. Sieglaff: Well if we're going to recess and then we're going to  
15 have additional discussion we'll need to do the  
16 additional discussion after the recess, right?  
17  
18 Ms. Cummings: Do what you got to do.  
19  
20 Ms. Sieglaff: Okay. We're going to take a brief recess. It is 3:22  
21 p.m.  
22  
23 Ms. Sieglaff: When we had our Committee meeting we – I made  
24 copies for everybody and we had all of that stuff, all  
25 three of us had all of that stuff laid out. And when  
26 we had our Committee meeting, right Teresa?  
27  
28 Mr. Castaneda: I've never been...  
29  
30 Ms. Sieglaff: We had all the documents and all the evidence and  
31 all of Theresa's grievances and...  
32  
33 Mr. Kendrick: This is all new to me so...  
34  
35 Ms. Cummings: That's why you need to listen to other Board  
36 Members when they talk to you.  
37  
38 Mr. Kendrick: I do.  
39  
40 Ms. Cummings: Well that you can probably ask me. I'm sitting right  
41 here next to you and ask Lisa, I mean, on what you

1 do and you know, we can tell you in the fashion and  
2 the way we did it. You can also go and, like you  
3 said, look in the Minutes and see how they were  
4 done. That's why you ask the Board Members if  
5 they know the movements; ask them how it's done.  
6

7 [Brief recess]

8  
9 Ms. Sieglaff: We're back in session and the time is 3:40 p.m.

10  
11 Mr. Kendrick: Okay. The Chairman has now been switched to  
12 Gary Kendrick as per the recommendations of the  
13 Clerk, Mr. Vonn Jones and Teresa Ball-Cummings  
14 and as to the Personnel Manual. My, since I am the  
15 Chairman I am the decision maker I am told, what  
16 facts I've looked at, for now I'm keeping with the  
17 decision to keep the termination effective.  
18

19 Mr. Jones: Have the fact-finders presented all the facts to Lisa?

20  
21 Mr. Kendrick: She has no facts. He gave me what facts he did.  
22

23 Mr. Castaneda: I'm just re-writing them and giving him the copies  
24 from mine.  
25

26 Mr. Kendrick: And then I'll bring this to the Board Monday. The  
27 next scheduled meeting is Monday.  
28

29 Mr. Danielson: Excuse me. I'd like to hear the facts.  
30

31 Mr. Kendrick: That's for Monday. We're just fact-finding right now,  
32 right?  
33

34 Mr. Jones: Actually the facts are presented in think in this  
35 meeting and the results are presented in the next  
36 meeting.  
37

38 Ms. Cummings: Yes.  
39

40 Mr. Castaneda: For the record I'm turning the credit card use, using  
41 the cell phone for personal use, late paperwork to

1 the Accountant, paying an employee vacation pay  
2 while on suspension, did not implement policies,  
3 dereliction of duties, files were not updated,  
4 employees were not using the time cards, hiring and  
5 employee's husband to do work for us, not getting  
6 the paperwork in to the Accountant, not getting all  
7 the proper paperwork to the reporter causing us to  
8 violate A.R.S. §39-121 and 121.03. And that's all  
9 that I am submitting to the Chair.

10

11 Mr. Kendrick: Lisa? Madam Clerk do you have anything you  
12 would like to say?

13

14 Ms. Sieglaff: No, I would just like to have copies of the  
15 documentary evidence that Mr. Castaneda and  
16 yourself are basing your position on.

17

18 Mr. Kendrick: Well I'm the Chairman. He's basing it and your  
19 basing, not me. You've worked for Sig for how  
20 many years? I mean, you can just talk out of your  
21 mind if you want to.

22

23 Ms. Sieglaff: Well I really don't think the things that he as done;  
24 there may have been some things that he may have  
25 done inadvertently. The guy from the Explorer for  
26 instance was on the phone bugging and bugging  
27 and bugging him; he tried to get all the stuff  
28 together, meanwhile he had 15 other things going at  
29 the same time and that was not intentional, okay? I  
30 was there. I'm his witness. I was there. He was  
31 going through papers in his desk trying to find all the  
32 stuff that they wanted and he found what he could  
33 put his hands on, what he could find and get to  
34 them. So anything that may have happened that  
35 wasn't "Kosher" if you will with regard to that I can  
36 testify that it was not something Sig did intentional.  
37 He would never do anything intentionally to cause  
38 this District to violate a Statute. You know, he's  
39 been here a long time. He cares about this District;  
40 he built this District; he built this building. So it just  
41 doesn't make sense that he would violate a Statute

1 intentionally. So, like I said, I've worked with him as  
2 far as keeping up the personnel evaluations and  
3 things, you know, there's only four employees. He  
4 sees us every day, we come in, we go to work, we  
5 do our job, we go home. There's nothing to write.  
6 So if it's a matter of if you feel there are things that  
7 you think need to be corrected for him to be rehired,  
8 if you would want to revert to the options that you  
9 had, withdraw the termination and revert to the  
10 options that you had – suspension without pay – I  
11 just don't think he should be kicked to the curb. I'm  
12 sorry. I have worked with the man every day for a  
13 whole year and I do not think it is fair for him to be  
14 kicked to the curb like this. He has put blood,  
15 sweat, tears and money and time of his own into  
16 this District and I think he deserves more than what  
17 he's getting right now. I don't think it's fair at all.

18  
19 Mr. Kendrick: Any more?

20  
21 Ms. Sieglaff: That's it.

22  
23 Mr. Jones: I'm not a fact-finder but I just wanted to point out  
24 how this shows the value of following the  
25 procedures in the Manual to do verbal, written,  
26 suspension. You know, go through... because if you  
27 are going to discipline someone or terminate them I  
28 think it's fair that they have a chance to improve  
29 their performance by getting these little, you know, a  
30 slap on the wrist as things go wrong.

31  
32 Mr. Castaneda: We just put that policy into effect. It wasn't in our  
33 old policy Mr. Jones.

34  
35 Mr. Jones: I think there've always been steps in there, the  
36 same steps. Anyway, I'd just like the Board to see  
37 the value in that for future things too. You know, to  
38 be able to do evaluations. You know if you have a  
39 bad evaluation three years in a row I can see the  
40 Board turning around and saying you know, you've  
41 had poor evaluations for three years in a row and

1 you gotten verbal warnings and two written  
2 warnings and, you know, it's time that we brought  
3 this to an end. But you said none of that. And it's  
4 not necessarily maybe because he didn't deserve  
5 some verbal or written warnings but he's never had  
6 a chance to improve his performance or change his  
7 performance and neither have any of the other  
8 employees. So I think that just shows you the  
9 importance of following these steps in this kind of a  
10 proceeding.

11  
12 Ms. Sieglaff: Mr. Chairman may I say one more thing?

13  
14 Mr. Kendrick: Yes.

15  
16 Ms. Sieglaff: As far as labor law goes we did not give him an  
17 opportunity to correct his mistakes, to mitigate any  
18 damages that might have happened by not having  
19 the evaluations for instance in personnel files. We  
20 have not given him an opportunity to try to amend  
21 any of the things, the complaints that have been  
22 made about him. Theresa has been here, Don has  
23 been here, Tony has been here; he could have  
24 done evaluations. If you had given him a list and  
25 said, 'Okay explain to us why the Explorer only got  
26 this?' This is what we want you to do and give him  
27 an opportunity to mitigate whatever it was that he  
28 did or didn't do and let him get tightened up. But,  
29 you know, to just...

30  
31 Mr. Kendrick: Is that recording?

32  
33 Ms. Sieglaff: Yes. I just think termination was too drastic.

34  
35 Mr. Castaneda: (inaudible)

36  
37 Mr. Kendrick: For the record, the Board doesn't need to go  
38 through the motions to terminate somebody.

39  
40 Ms. Cummings: Yeah, yes, yes, excuse me they do.

41

1 Mr. Kendrick: Madam Chair Member it states in the Policy Manual  
2 that we can terminate at will.  
3  
4 Ms. Cummings: Yeah but you still at least need to give them – it  
5 says right there in the Personnel Policy, give them a  
6 written, a verbal and then ...  
7  
8 Mr. Kendrick: That's a choice we could have done.  
9  
10 Ms. Cummings: That's right. Why wasn't that choice done? I  
11 mean...  
12  
13 Ms. Sieglaff: Excuse me. I can tell you this from having worked  
14 about five years for a lawyer who practiced labor  
15 law. If he hasn't been given an opportunity, even  
16 though this is a right to work at-will State and all of  
17 that, I have seen people just like Sig win wrongful  
18 discharge lawsuits because they were just kicked to  
19 the curb. And this is what it reminds me of, you  
20 know? So you can't rule out the possibility that by  
21 refusing to give him an opportunity to amend the  
22 problems that you guys think were atrocious, you  
23 know, he could have grounds to file a lawsuit  
24 because he was never given an opportunity to  
25 correct, he was never even – before he was fired he  
26 was never even told, informed, discussed, nothing  
27 was said to Sig about any of the beefs that any of  
28 the Board Members had. Nothing! Just came to  
29 the meeting in January and got kicked to the curb.  
30 And I'm telling you right now. If he files a lawsuit I'll  
31 bet you a nickel he's going win because you've got  
32 to give him the opportunity to right whatever wrong  
33 you think he did. Unless he had stolen a whole  
34 bunch of money that he had gotten arrested for  
35 stealing, something like that, that's a whole another  
36 ball game. But cell phone calls and...  
37  
38 Mr. Castaneda: Mr. Chairman, in our Personnel Policy Manual on  
39 page 11 it says disciplinary action can include but  
40 not limited to verbal reprimands, written reprimands,  
41 suspensions from work with or without pay,

1 demotions and/or involuntary termination of the  
2 District employee and he was given that option to  
3 resign and he did not.  
4  
5 Ms. Sieglaff: And you were given the option, I'm sorry Mr.  
6 Chairman, but you guys were given the option of  
7 choosing one of the other options before you  
8 resorted – went to the last resort, you know? You  
9 got the cart all the way, way, way ahead of the  
10 horse. And this is just my, this is just facts that I will  
11 find in my report. I think it was just...  
12  
13 Mr. Castaneda: That's the facts that you are going to be giving right  
14 here at this meeting, right?  
15  
16 Ms. Sieglaff: Well, yeah. That's what I'm saying. I think that  
17 other measures should have been taken before the  
18 termination.  
19  
20 Mr. Castaneda: Okay. So then you will give your report, I've given  
21 my report so now that the Chair has chosen to  
22 stand with this decision, unless you've changed  
23 your mind Sir, and we can go on our way now  
24 and...  
25  
26 Mr. Kendrick: You know, I'm thinking about changing my mind.  
27 To tell you the truth I want to take the weekend and  
28 think about and – I'll think about it and I'll get back to  
29 you guys when I make my decision Monday what to  
30 recommend to the Board.  
31  
32 Mr. Jones: So what about the meeting that's scheduled on  
33 Monday?  
34  
35 Mr. Kendrick: That's when I will give my decision,  
36 recommendation. Monday the 16<sup>th</sup>.  
37  
38 Mr. Jones: So the meeting is still scheduled?  
39  
40 Mr. Kendrick: Yes. The next scheduled meeting is Monday,  
41 March 16<sup>th</sup> 2009 at 7:00 p.m. I'd like to go ahead

1 and adjourn, or hear a motion to adjourn this  
2 meeting.  
3  
4 Ms. Sieglaff: Mr. Chairman may I say one more thing?  
5  
6 Mr. Kendrick: Yes.  
7  
8 Ms. Sieglaff: Unfortunately you have been placed in the position  
9 of being the Chair of this Committee without having  
10 the privilege of being acquainted with Mr.  
11 Danielson. You know, and so I know how hard this  
12 must be on you because obviously you know that  
13 the things that I'm saying are true. I was there. I  
14 know what he's done. Maybe there's a few things  
15 that he didn't do that he should have but it sure  
16 doesn't outweigh all of what he's done for this  
17 District. This District is here today because of Sig  
18 Danielson. That's all I have to say.  
19  
20 Mr. Kendrick: Thank you Madam Clerk. Can I get a motion to  
21 adjourn?  
22  
23 Mr. Castaneda: I make the motion to adjourn.  
24  
25 Ms. Sieglaff: Second.  
26  
27 Mr. Kendrick: This meeting is adjourned at 3:53 p.m.  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41

1  
2  
3  
4  
5

Minutes prepared by

---

Lisa M. Sieglaff  
Clerk of the Board of Directors