

February 5th Special Meeting HNWS
Summarised by Kevin Lanier Secretary/Treasurer

A confidential personnel meeting was held to review the process and steps that were used in the hiring of the CEO for HNWS and to review a document request that contained personnel records.

Call to order: 4:37pm by MK

Roll Call: Kevin Lanier (KL), Mike Kennedy (MK), Mark Miller (MM), Fred Terasa (FT), Daryl Lynchard (DL), and Yvonne Harper (YH)

Keith Kilpatrick, esq (KK) was also in attendance.

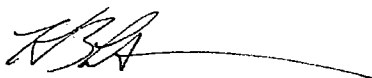
MK starts with the document request by Carmen Reynolds. KK explained the items listed in the request. A discussion followed on what documents were to be included. It was noted by KL that this could be addressed at the next regular meeting but KK stated that there was a deadline that sooner rather than latter was preferred.

KL made a motion to approve the release of documents as they were listed in the original letter. Items 1,2,3,6 and 7 would be released if the document exist. Items 4 and 5 would not be released because they are personnel related documents. YH seconded the motion and the vote was 6/0 (see attached for requested documents)

MM describe the process and steps that the Board took leading up to the hiring of the CEO. A discussion followed on the troubling issues related to the process. The Board agreed that the best course of action would be to develop a comprehensive list of expectations and benchmarks to describe the requirements of the CEO's job for inclusion into the "Employee Handbook and Policy Manual". YH agreed to start the process, with the developed document, to be approved at a regular meeting of the Board. YH is also preparing a "talking points" piece, which describes our "Review and Decision" process concerning the CEO hire, to be verbally presented at the 2/19/19 Board Meeting.

FT made a motion to adjourn the meeting seconded by KL

Adjourned :6:25pm



Kevin Lanier Secretary/Treasurer