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HOLLEY NAVARRE WATER SYSTEM

SPECIAL PERSONNEL MEETING

OCTOBER 15TH, 2019

4:30 P.M. - 5:10 P.M.

MIKE KENNEDY, PRESIDENT

YVONNE HARPER, VICE PRESIDENT

KEVIN LANIER, SECRETARY-TREASURER

WILL GOULET, DIRECTOR

FRED TERASA, DIRECTOR

MARK MILLER, DIRECTOR

DARYL LYNCHARD, DIRECTOR

ROB WILLIAMSON, CEO HNWS

BARBARA CARAWAN, OFFICE MANAGER HNWS

ALSO PRESENT:

KEITH KILPATRICK, ESQUIRE

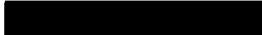
DEBORAH KHARUF, COURT REPORTER

JIM GRACE, UNDERWOOD ANDERSON


1 P-R-O-C-E-E-D-I-N-G-S

2 MR. KENNEDY: Okay. So we are going to go
3 ahead and get this meeting started, then. All right. So
4 this is going to be the personnel meeting. I will call
5 this personnel meeting to order.

6 So the goal of this meeting, I hope, is
7 that we will have Keith bring us up to speed of where we
8 are. And I am hoping we can come to an idea of a summary
9 of where we are going in the next 30 minutes, so we can
10 roll over to the MOA at 5:00 and be done with the
11 MOA discussion by 5:30. Okay. All right.

12 MR. KILPATRICK: Well, everybody should
13 have their little packet that I have kind of put
14 together. It's a little bit of a timeline of what the
15 issues are at hand with 

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1 under --

2 MR. GOULET: Can I ask a question real
3 quick?

4 MR. KILPATRICK: Yes.

5 MR. GOULET: [REDACTED]

6 [REDACTED]

7 [REDACTED]

8 MR. KILPATRICK: It is actually attached
9 in here.

10 MR. GOULET: Thank you.

11 MR. KILPATRICK: No problem. [REDACTED]

12 [REDACTED]

13 [REDACTED]

14 [REDACTED]

15 [REDACTED]

16 [REDACTED]

17 [REDACTED]

18 [REDACTED]

19 [REDACTED]

20 [REDACTED]

21 [REDACTED]

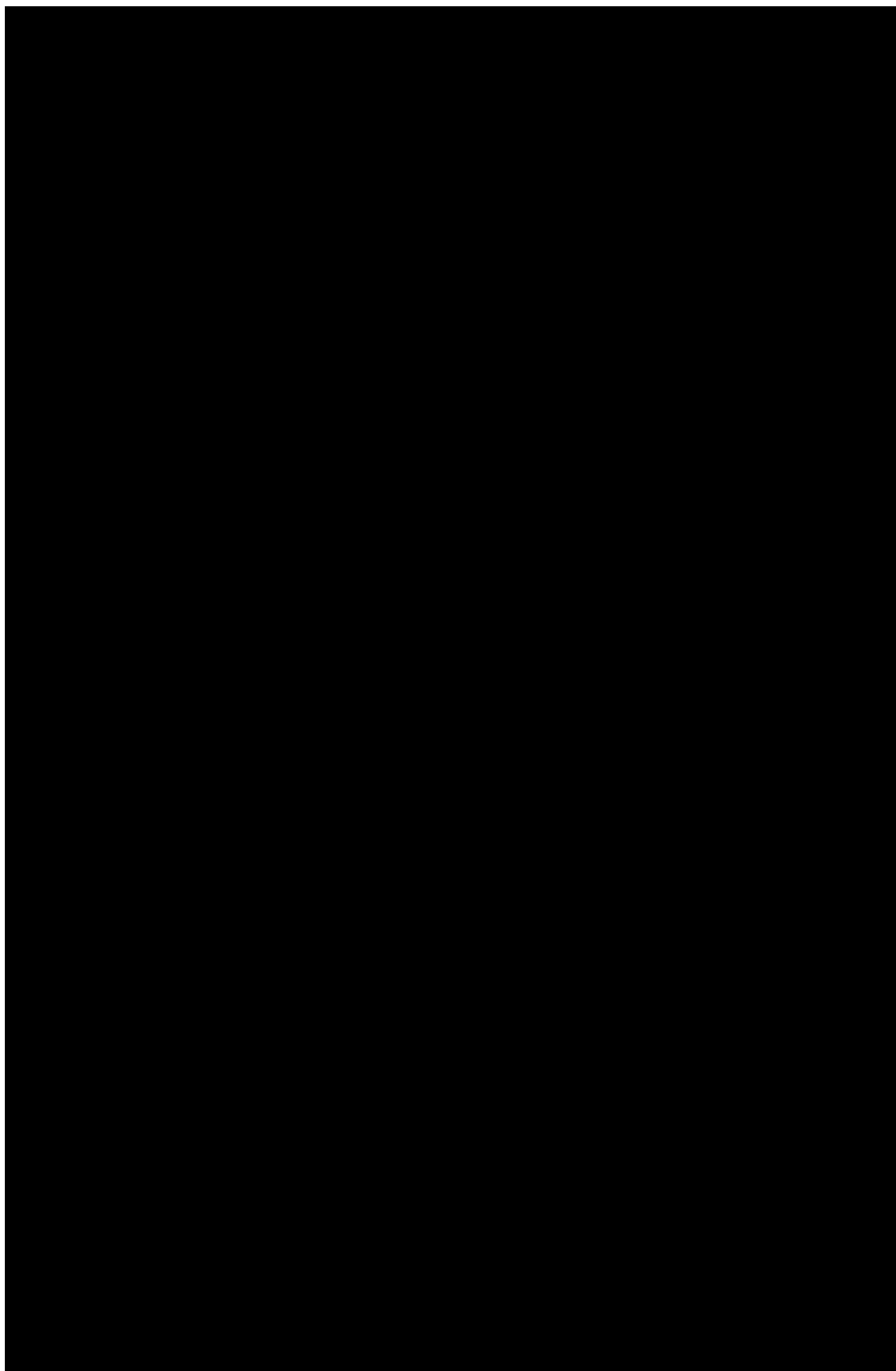
22 [REDACTED]

23 [REDACTED]

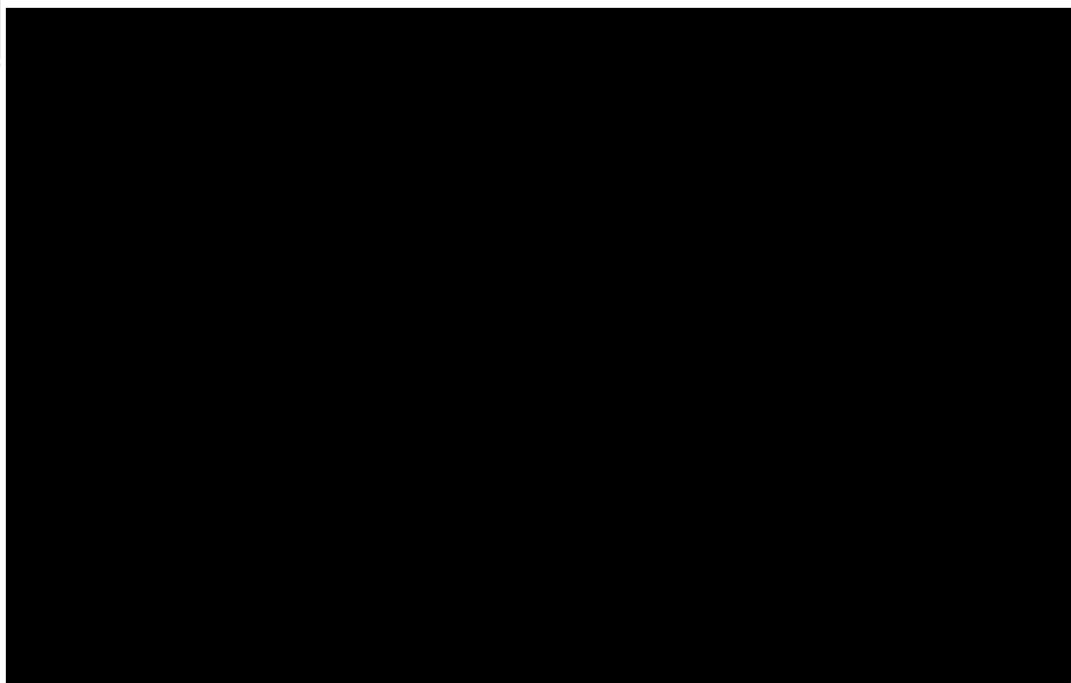
24 [REDACTED]

25 [REDACTED]


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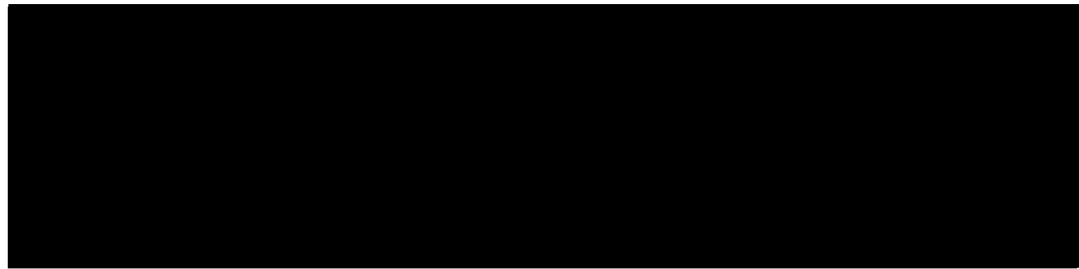



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MR. GOULET: Yes, sir.

MR. KILPATRICK: If you look underneath that one, under the Holley Navarre Water System packet, 



MS. HARPER: Are you talking about this one page? This is what we are talking about? 



MR. KILPATRICK: 
understanding.

MR. KENNEDY: 



1 MR. KILPATRICK: That was given on
2 February 7th, looks like.

3 MR. KENNEDY: Yes. 2018. Right?

4 MR. TERASA: Is there a signed copy by the
5 employee?

6 MR. KILPATRICK: [REDACTED]
7 [REDACTED]
8 [REDACTED]

9 MR. GOULET: [REDACTED]

10 MS. HARPER: [REDACTED]
11 [REDACTED]
12 [REDACTED]
13 [REDACTED]
14 [REDACTED]
15 [REDACTED]

16 MR. TERASA: Sure.

17 MR. GOULET: [REDACTED]
18 [REDACTED]

19 MS. HARPER: [REDACTED]
20 [REDACTED]

21 MR. GOULET: Okay. [REDACTED]
22 [REDACTED]
23 [REDACTED]
24 [REDACTED]
25 [REDACTED]

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MR. KILPATRICK: Correct.

MR. GOULET: So --

MR. KILPATRICK: I [REDACTED]

[REDACTED]

MR. GOULET: [REDACTED]

[REDACTED]

MR. KILPATRICK: I [REDACTED]

[REDACTED]

MS. CARAWAN: Yes, sir. At the time.

MR. KENNEDY: [REDACTED]

[REDACTED]

MR. KENNEDY: Okay.

MR. KILPATRICK: Then, we go into emails.

[REDACTED]

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[REDACTED]

MS. HARPER: It would be the one where it

says [REDACTED]

[REDACTED]

MR. KILPATRICK: [REDACTED]

MS. HARPER: [REDACTED]

MR. KILPATRICK: [REDACTED]

[REDACTED]

[REDACTED]

MR. GOULET: I see it.

MR. KILPATRICK: [REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

MR. MILLER: May I say something real

quick?

MR. KILPATRICK: Yes.

MR. MILLER:

[REDACTED]

[REDACTED]

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[REDACTED]

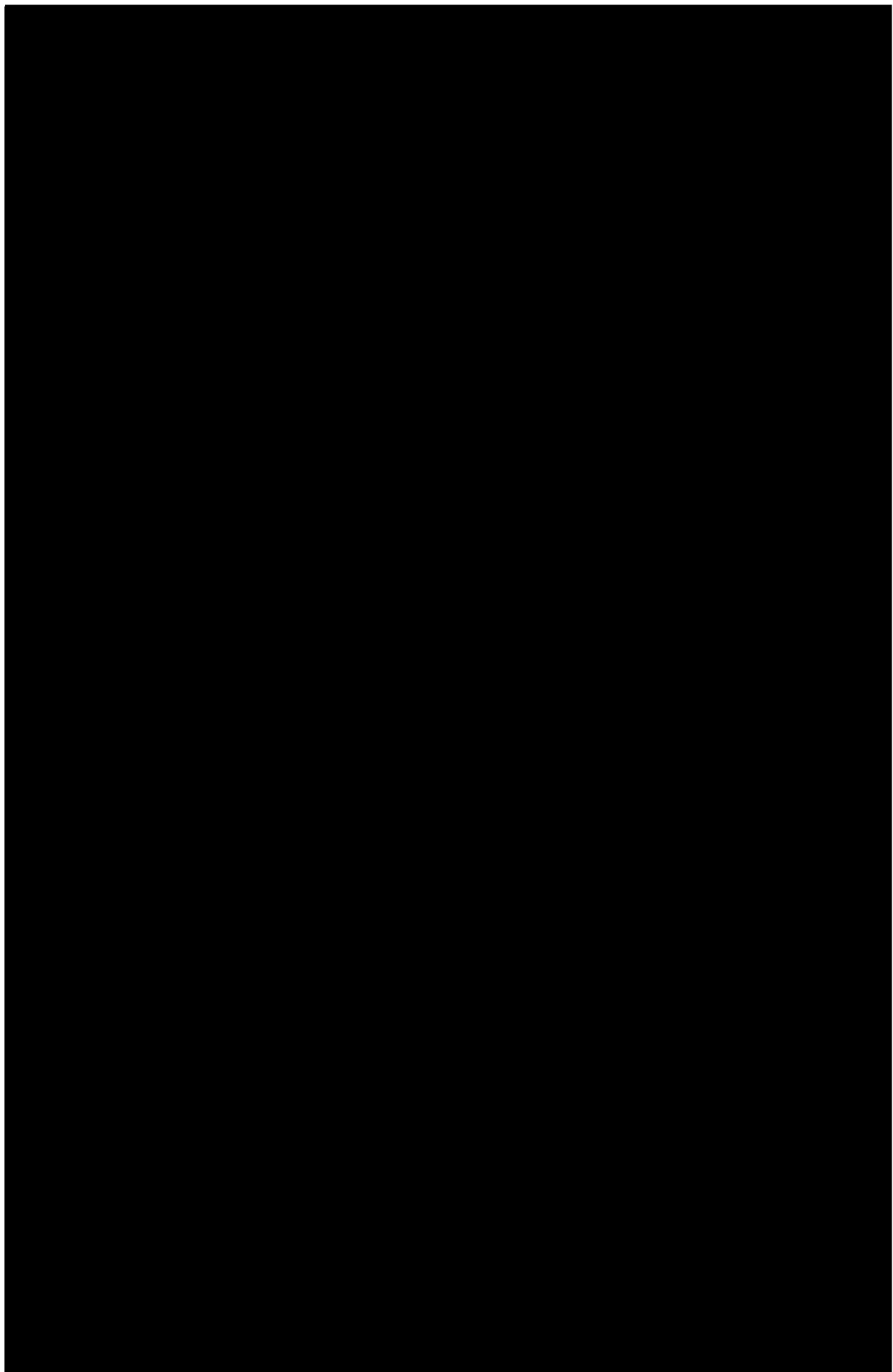
[REDACTED]

MR. KILPATRICK:

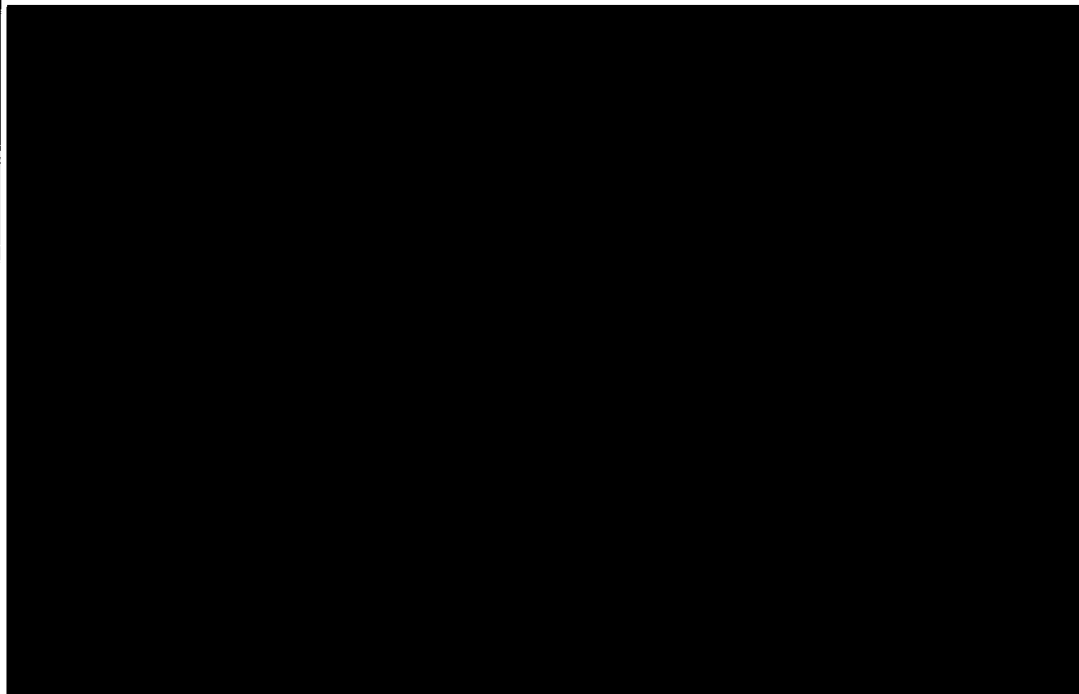
[REDACTED]

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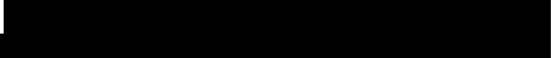


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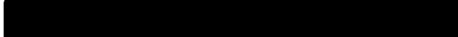


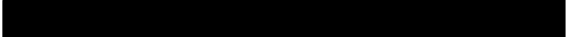
MS. HARPER: May I ask a question?

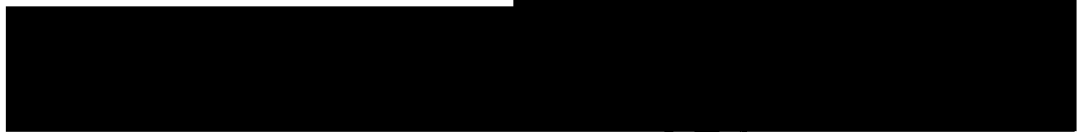
MR. KILPATRICK: Yes.

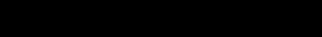
MS. HARPER: 

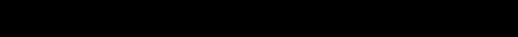


MR. GOULET: 

MS. HARPER: 



MR. GOULET: 

MS. HARPER: 



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[REDACTED]

MR. GOULET:

[REDACTED]

[REDACTED]

MS. CARAWAN:

[REDACTED]

[REDACTED]

MS. HARPER:

[REDACTED]

[REDACTED]

MR. KENNEDY:

[REDACTED]

[REDACTED]

MR. KILPATRICK:

[REDACTED]

[REDACTED]

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[REDACTED]

MR. KENNEDY: [REDACTED] Fort

[REDACTED]

MR. KILPATRICK: [REDACTED]

MR. KENNEDY: Is [REDACTED]

[REDACTED]

MR. GOULET: [REDACTED]

[REDACTED]

MR. KENNEDY: [REDACTED]

MR. KILPATRICK: [REDACTED]

[REDACTED]

MS. HARPER: [REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

MR. KILPATRICK: [REDACTED]

[REDACTED]

MS. HARPER: [REDACTED]

MR. KILPATRICK: [REDACTED]

[REDACTED]

MS. HARPER: [REDACTED]

MR. KILPATRICK: [REDACTED]

MS. HARPER: [REDACTED]

[REDACTED]

MR. KILPATRICK: [REDACTED]

[REDACTED]

MS. HARPER: [REDACTED]

MR. KILPATRICK: [REDACTED]

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[REDACTED]

MR. KENNEDY: [REDACTED]

[REDACTED]

MR. KILPATRICK: [REDACTED]

[REDACTED]

MS. HARPER: And [REDACTED]

[REDACTED]

MR. KILPATRICK: [REDACTED]

MS. HARPER: Okay.

MR. KENNEDY: [REDACTED]

[REDACTED]

MR. KILPATRICK: [REDACTED]

[REDACTED]

MR. GRACE: [REDACTED]

MR. KILPATRICK: [REDACTED]

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[REDACTED]

MR. GRACE: Keith,

[REDACTED]

MR. KILPATRICK: Yes.

MR. GRACE:

[REDACTED]

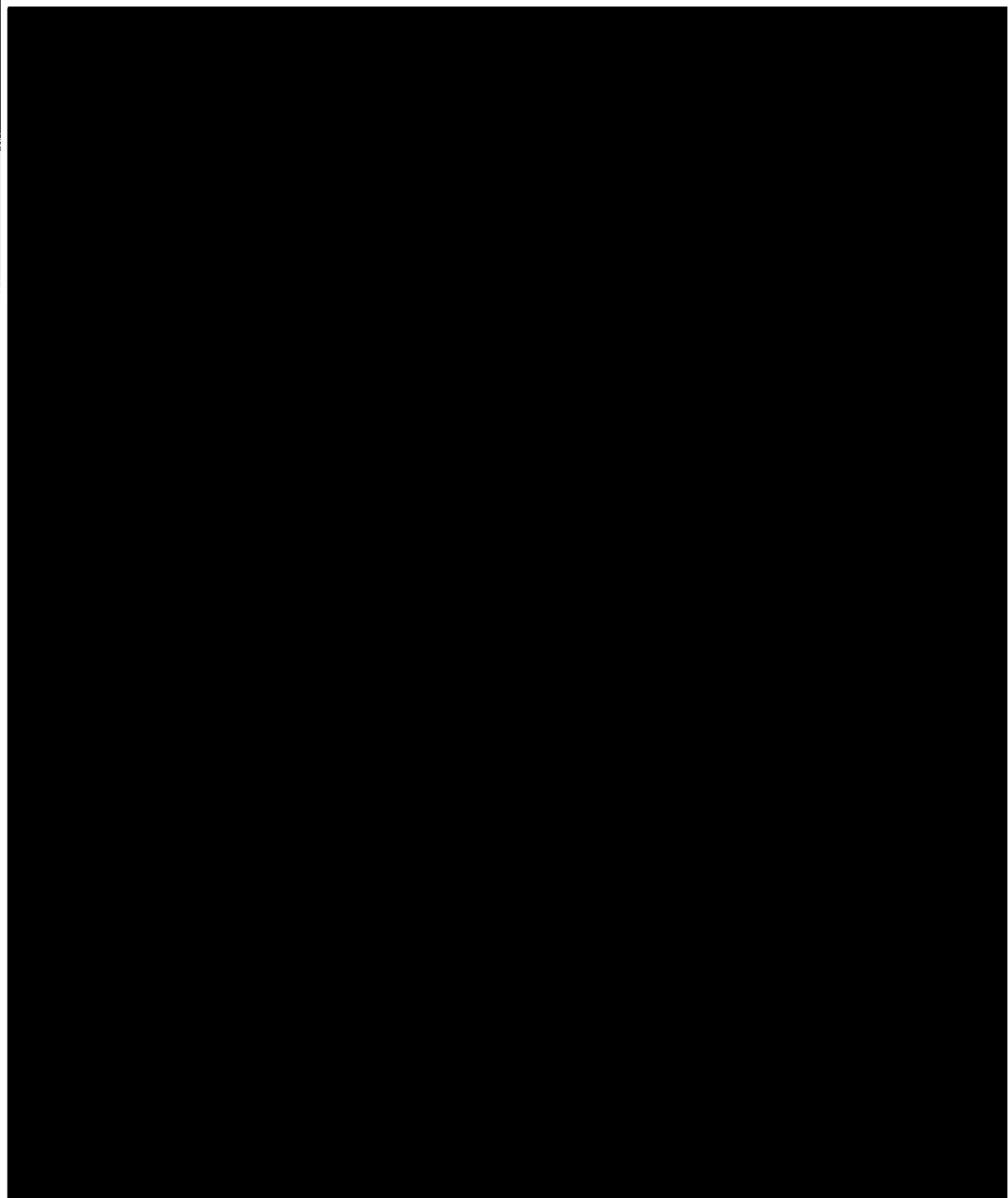
MR. KILPATRICK:

[REDACTED]

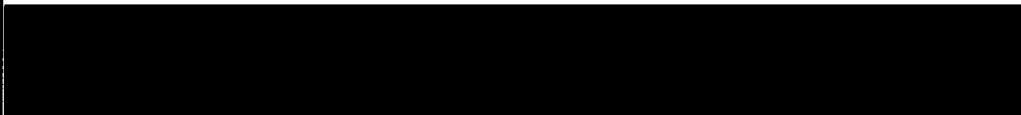
MR. GRACE:

[REDACTED]

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MS. HARPER:



MR. GRACE:



MS. HARPER:



1 notice?

2 MR. GRACE: Sure. And I am going to speak
3 of policies that govern employment practices liability.
4 That's all I am going to address here. The employment
5 practices liability policy with Travelers Insurance
6 Company expired July 1st, 2018. Okay.

7 And then, our new carrier with
8 Philadelphia Insurance Company picked up effective July
9 1st, 2018, with no lapse in coverage. [REDACTED]

10 [REDACTED]

11 [REDACTED]

12 [REDACTED]

13 MS. HARPER: So [REDACTED]

14 [REDACTED]

15 MR. GRACE: That [REDACTED]

16 [REDACTED]

17 MS. HARPER: [REDACTED]

18 MR. KENNEDY: [REDACTED]

19 MR. WILLIAMSON: [REDACTED]

20 [REDACTED]

21 MR. GRACE: [REDACTED]

22 [REDACTED]

23 MR. WILLIAMSON: [REDACTED]

24 [REDACTED]

25 [REDACTED]

1 MR. KENNEDY: Well, that was going to be
2 my next question. What are our options? And what are
3 the next steps? [REDACTED]

4 MR. GRACE: [REDACTED]
5 [REDACTED]
6 [REDACTED]
7 [REDACTED]
8 [REDACTED]
9 [REDACTED]
10 [REDACTED]
11 [REDACTED]

12 MR. WILLIAMSON: [REDACTED]
13 [REDACTED]

14 MR. GRACE: Absolutely. Absolutely. And
15 that will be -- and I have -- we put him absolutely as
16 part one of the contacts as [REDACTED]

17 MR. KILPATRICK: Okay.

18 MR. KENNEDY: [REDACTED]
19 [REDACTED]
20 [REDACTED]
21 [REDACTED]

22 MR. GRACE: Yes.

23 MR. KENNEDY: [REDACTED]
24 [REDACTED]

25 MR. GRACE: [REDACTED]

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[REDACTED]

MR. KILPATRICK:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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MR. KENNEDY:

MR. GRACE:

MR. KENNEDY:

MR. GRACE: Yeah.

MR. KENNEDY:

MS. HARPER:

MR. KENNEDY:

MR. KILPATRICK:

MR. WILLIAMSON:

MR. KILPATRICK:

MR. WILLIAMSON:

MS. HARPER:

MR. KENNEDY:

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[REDACTED]

MS. HARPER:

[REDACTED]

MR. TERASA:

[REDACTED]

[REDACTED]

MR. KILPATRICK:

[REDACTED]

[REDACTED]

[REDACTED]

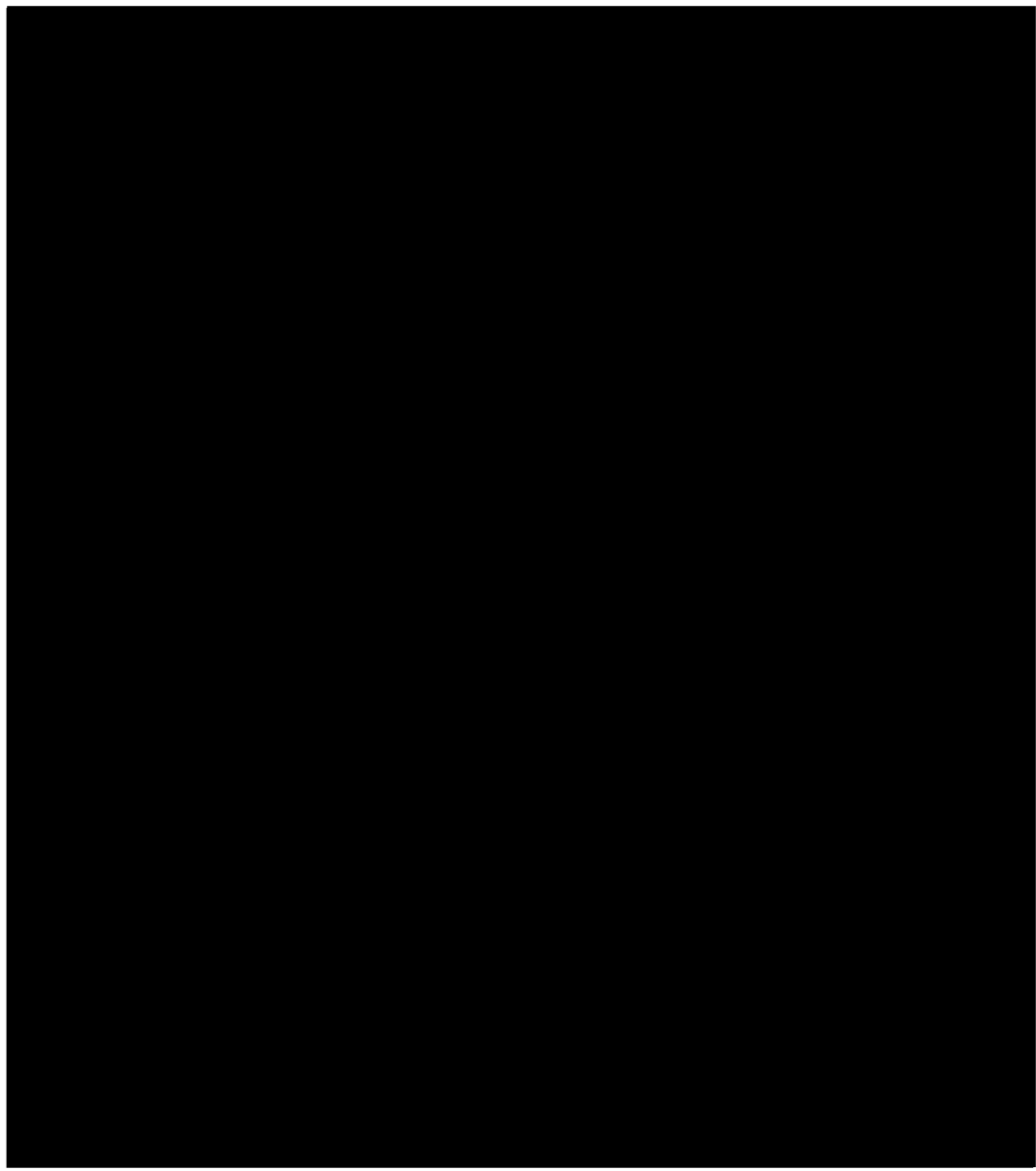
[REDACTED]

MS. HARPER:

[REDACTED]

[REDACTED]

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MR. KILPATRICK: [REDACTED]

MS. HARPER: [REDACTED]

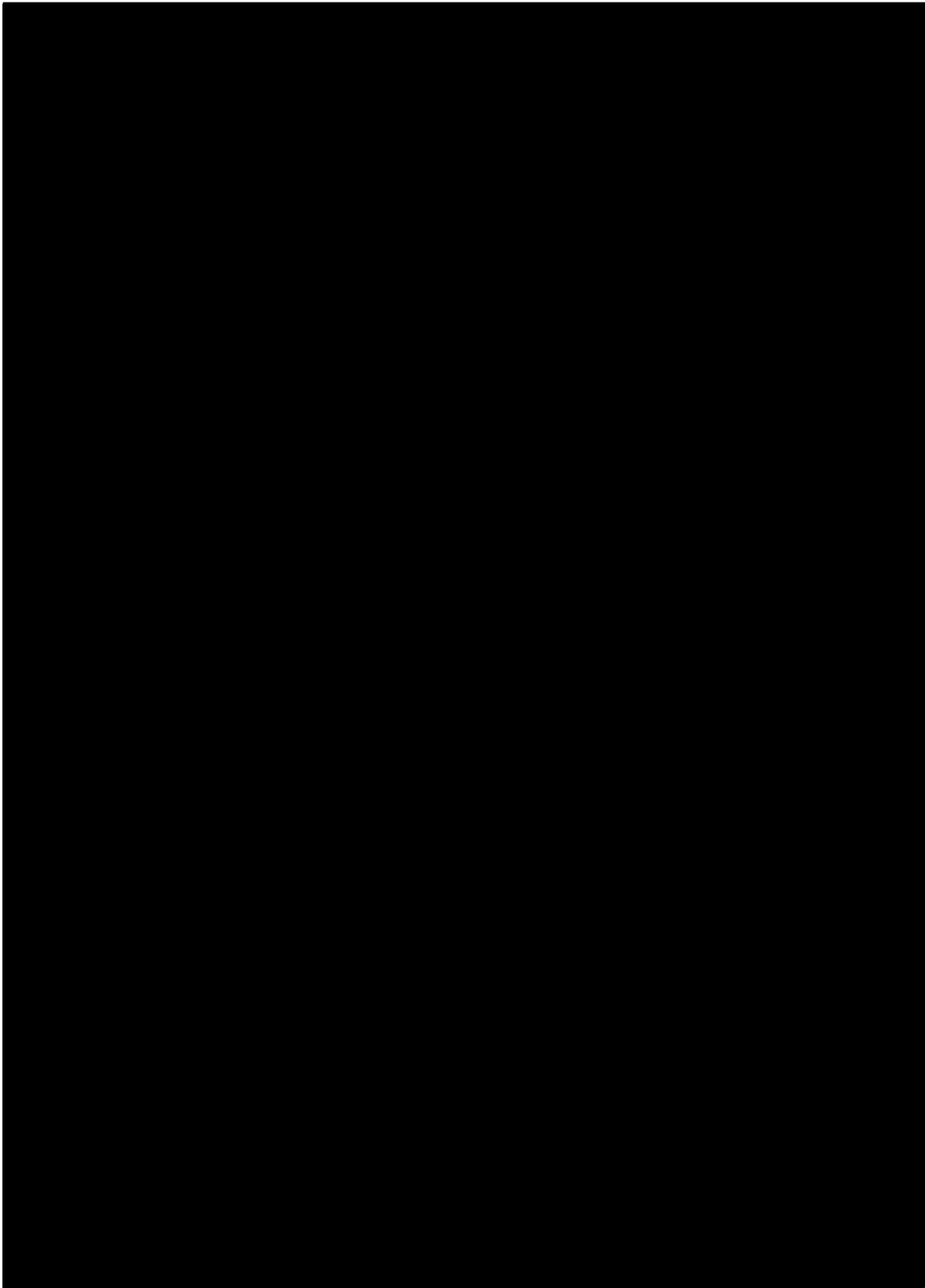
MR. MILLER: [REDACTED]



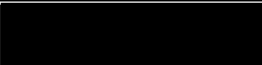
MR. LYNCHARD: [REDACTED]

MS. HARPER: [REDACTED]

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MR. LYNCHARD:



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MR. GOULET:

[REDACTED]

MS. HARPER:

[REDACTED]

[REDACTED]

MR. GOULET:

[REDACTED]

[REDACTED]

MR. MILLER:

[REDACTED]

[REDACTED]

MR. GRACE:

[REDACTED]

[REDACTED]

MS. HARPER: Obviously.

MR. GRACE:

[REDACTED]

[REDACTED]

MR. KENNEDY:

[REDACTED]

[REDACTED]

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MR. GRACE:

[REDACTED]

MR. LYNCHARD:

[REDACTED]

MR. GRACE:

[REDACTED]

MR. LANIER:

[REDACTED]

MR. GRACE:

[REDACTED]

MR. LANIER:

[REDACTED]

MR. KENNEDY:

[REDACTED]

MR. GRACE:

[REDACTED]

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MR. KENNEDY:

MR. GRACE:

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MR. KENNEDY:

MR. MILLER:

MR. GRACE:

MR. MILLER:

MR. GRACE:

MR. WILLIAMSON:

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MR. GRACE:

MR. KENNEDY:

MR. TERASA:

MR. GRACE: No.

MR. TERASA:

MR. GRACE:

MR. KENNEDY:

MR. GRACE:

MR. KENNEDY:/

1 have --

2 MR. TERASA: [REDACTED]

3 [REDACTED]

4 [REDACTED]

5 MR. GRACE: [REDACTED]

6 MR. TERASA: [REDACTED]

7 [REDACTED]

8 MR. KILPATRICK: [REDACTED]

9 MR. TERASA: [REDACTED]

10 [REDACTED]

11 [REDACTED]

12 MR. KILPATRICK: [REDACTED]

13 [REDACTED]

14 MR. TERASA: [REDACTED]

15 MR. KILPATRICK: [REDACTED]

16 [REDACTED]

17 MR. LYNCHARD: [REDACTED]

18 [REDACTED]

19 MR. KILPATRICK: [REDACTED]

20 [REDACTED]

21 MR. LYNCHARD: [REDACTED]

22 [REDACTED]

23 [REDACTED]

24 [REDACTED]

25 [REDACTED]

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[REDACTED]

KKKK:

[REDACTED]

MR. LYNCHARD:

MR. GOULET:

[REDACTED]

MS. HARPER:

[REDACTED]

MR. GOULET:

[REDACTED]

MR. MILLER:

[REDACTED]

[REDACTED]

MR. KENNEDY:

[REDACTED]

[REDACTED]

MS. HARPER:

[REDACTED]

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[REDACTED]

MR. LYNCHARD:

[REDACTED]

[REDACTED]

MR. GOULET:

[REDACTED]

MS. HARPER:

[REDACTED]

[REDACTED]

MR. LYNCHARD:

[REDACTED]

[REDACTED]

MS. HARPER:

[REDACTED]

[REDACTED]

[REDACTED]

MR. LYNCHARD:

[REDACTED]

MR. KENNEDY:

[REDACTED]

[REDACTED]

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[REDACTED]

MR. KILPATRICK:

[REDACTED]

MR. KENNEDY:

[REDACTED]

MR. KILPATRICK:

MR. KENNEDY:

[REDACTED]

MR. TERASA:

[REDACTED]

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[REDACTED]

MR. KILPATRICK:

[REDACTED]

MR. LYNCHARD:

[REDACTED]

[REDACTED]

MR. KENNEDY:

[REDACTED]

MR. TERASA:

[REDACTED]

[REDACTED]

MR. KENNEDY: Yes.

MR. TERASA:

[REDACTED]

MR. LANIER:

[REDACTED] a

[REDACTED]

MR. KENNEDY:

[REDACTED]

[REDACTED]

MR. GOULET:

[REDACTED]

[REDACTED]

MR. LYNCHARD:

[REDACTED]

MR. GOULET:

[REDACTED]

1 MR. KENNEDY: All right. We have a motion
2 and a second. Do we have any further discussion?

3 (NO AUDIBLE RESPONSE.)

4 MR. KENNEDY: All right. With no further
5 discussion, all those in favor say "Aye"?

6 MR. LYNCHARD: Aye.

7 MR. GOULET: Aye.

8 MR. MILLER: Aye.

9 MR. LANIER: Aye.

10 MS. HARPER: Aye.

11 MR. TERASA: Aye.

12 MR. KENNEDY: All opposed say "No"?

13 (NO AUDIBLE RESPONSE.)

14 MR. KENNEDY: Motion carries.

15 All right. We are going to adjourn this
16 meeting and move into the MOA. So this meeting is
17 adjourned.

18 WHEREUPON, THE SPECIAL PERSONNEL MEETING
19 CONCLUDED AT 5:10 P.M.

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