

Contact Information:

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The annual meeting of the Holley Navarre Water System, Inc., originally scheduled for January 21, 2025, at 7:00 A.M., has been delayed due to inclement weather and rescheduled for **February 18, 2025**. The Board voted to delay the meeting based on the Winter Weather Report from NOAA and closure of all Santa Rosa County governmental offices including the Supervisor of Elections. The weather forecast indicated roads would likely see an accumulation of freezing rain and snow. The rescheduled meeting will initiate voting in the Corporate Office, Board Room, at 8574 Turkey Bluff Road. The final candidate slate will be announced, and the Board President will open voting of the members at 7:30 A.M. The Board President will close voting at 7:00 P.M to present annual reports, conduct business, and announce the results of the election.

If you previously submitted a vote via Proxy or Absentee Voting, please be assured that your votes remain valid and will be counted. If for any reason you are unable to attend the rescheduled annual meeting to be held on February 18, 2025, the Directors of the Corporation respectfully request that you appoint one of the Directors or an active member of your choice to serve as your proxy to vote. Please contact Holley Navarre Water System by calling (850) 939- 2427 ext. 237, by email to election@hnws-fl.com, or by coming in person to the Corporate Office at 8574 Turkey Bluff Rd. Any and all Proxy Voting member or spouse requests will be requested to pick up their proxy and verify active membership with either their WIPP Pin or driver's license. The Proxies must be received by Holley Navarre Water System Corporate Office, 8574 Turkey Bluff Rd., **no later than 4:00 P.M., February 14, 2025**, for your vote to count. Due to the shortened timeframe, HNWS will not be able to mail any proxies out of the office.

This year, three directors, serving three-year terms, will be elected. The candidates are Joe Campbell, Alan Christopher, Martin Dekom, Pamela Hardy, Ken Ingram, Daryl Lynchard, Doug Morse, Carmen Reynolds, Wes Siler, Bill Thiel, and Lee Williams.

Biographies and Q&A

Joe Campbell

Biography:

A retired 26-year AF Chief in Navarre since 2005. 17-year US government Special Agent garnered 11 national-level awards. HNWS Board 2021 to present. Voted to save members \$6+ million in future costs. Business-focused member of Budget/Capital Improvement committees concentrating on expanding wastewater capacity and updating infrastructure. Golf Course Board of Managers where fact-based business decisions are on track to ultimately save members \$314,000 in spray field costs. Made motion to fire CEO who falsified resume. Filled in as Interim CEO for 6 months unpaid. Budget minded, pushed for water rate study and reasonable vehicle replacement policy conscious of member's money. (100)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *Throughout my professional career I have been able to build and work with successful Teams. The Board should be a team working toward a common goal, providing clean water.*
2. What personal qualities can you bring to the Board of Directors?
 - *I work well with others embracing other opinions, can think critically and am fiscally astute. I*

embrace the mantra, "if we are all thinking alike, then no one is actually thinking." At the same time, I can make hard decisions, even if possibly unpopular.

3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - *I am semi-retired and have the available time. There has been no issues hindering any availability during my time on the current Board.*
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - *I do not have any conflicts of interest with HNWS.*
5. What other board experiences have you had?
 - *I have been on the HBTS Board, and HNWS Board including Secretary and President positions.*
6. What do you know about Holley Navarre Water System, Inc?
 - *I have attended meetings since 2013 and been on the Board. My unpaid 6 months as Interim CEO gave me a unique perspective. I have interacted with and observed employees of all levels.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *The Board of Directors role is to establish the policy, provide strategic guidance and vision for the future and establish budgets.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *HNWS should continue to provide clean water and efficient wastewater treatment services at a reasonable cost to members. Meet the goals by effective use of resources and budget capital improvement oversight.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - *As former President and current budget committee member, I am acutely aware of the fiduciary responsibility. I have made motions to establish reasonable vehicle replacement policy and conduct water rate study.*
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *I see HNWS involvement as community service. I have been on Board involved as President, Board of Managers Hidden Creek, unpaid acting CEO budget committee and Fairpoint Regional Utility Rep.*
5. How do you feel about performance evaluations?
 - *Performance evaluations are essential for not only to ensure performance contributes to company goals, it also helps employee growth but identifying strengths and weaknesses.*

Alan Christopher

Biography:

My name is Alan Christopher. I have been a Navarre resident the majority of the past 24 years and have owned a local underground utility installation company for the past 10 years. My wife and I have been married for 22 years; we have an 11 year old daughter and an 8 year old son. I have decided to become more involved in my community and believe that by joining the HNWS Board of Directors I can have a positive impact on the organization and therefore my community. I hope you will consider my nomination. (95)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *My experience with HNWS 's mission is limited to that of an average resident. I feel that I represent everyone in our community, as we all want our hard-earned money used wisely and without undue waste. I think our community deserves to feel that their water system is working for them and doing the best possible job.*
2. What personal qualities can you bring to the Board of Directors?
 - *I feel I can offer, most readily, common sense, problem solving, and organization to the BoD.*

3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - *I own my own business; therefore, I can accommodate most any schedule.*
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - *I have no conflict of interest with HNWS*
5. What other board experiences have you had?
 - *I currently have no BoD experience, but owning and running my own business has given me a lot of experience.*
6. What do you know about Holley Navarre Water System, Inc?
 - *My knowledge of HNWS is limited to what is publicly available online such as BoD meeting minutes and newsletters.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *I believe the board's role is to oversee the operation of HNWS to ensure it is run ethically and the trust of the community is upheld.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *I would describe the goals of HNWS as wanting to provide clean, safe water to our community as efficiently as possible while maintaining a reliable and effective infrastructure. To achieve these goals, I believe the organization must be run well, by like-minded individuals who want the best for our community.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - *I do understand that HNWS has a fiduciary responsibility. I believe making decisions that I would absolutely be willing to take public responsibility for is of upmost importance.*
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *I would like to become involved with HNWS to familiarize myself with the inner workings of the organization so that I may offer common sense problem solving to one of many issues our community must deal with due to the increase in population in recent years.*
5. How do you feel about performance evaluations?
 - *I feel performance evaluations are extremely important. Wages should be based on merit and willingness to perform assigned duties, not simply on employment status.*

Martin Dekom

Biography:

Martin Dekom is married (Julie) with three children in the local school. They are parishioners at St. Sylvester's and Martin serves in the Knights of Columbus. He is a lifelong Republican, founded the Atlanta Young Republicans, and nominated to the Republican Executive Committee of Santa Rosa County. Dekom is also a veteran, US Army Corps of Engineers. He is a past president of the Atlanta Junior Chamber of Commerce. His professional background is in securities and mortgage finance. He traded his desk job for outdoor work, and is the General Manager of NavarreX, a local tree and stump grinding service. (100)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *Management and leadership*
2. What personal qualities can you bring to the Board of Directors?
 - *Thoroughness*
3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - *Yes*

4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - No
5. What other board experiences have you had?
 - *Non-profit, political, and business*
6. What do you know about Holley Navarre Water System, Inc?
 - *HNWS is not aligned with its mission*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *Determine its course and exercise oversight to achieve it*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *HNWS is not achieving its goals*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - Yes
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *Because HNWS is not achieving its goals.*
5. How do you feel about performance evaluations?
 - *Oversight is a function of the board*

Pamela Hardy

Biography:

My family and I are lifelong residents of Holley Navarre in Santa Rosa County. I hold a Bachelor of Science in Accounting from the University of West Florida and recently retired from the Escambia County Clerk and Comptroller's office, where I worked as a contract accountant. In that role, I prepared financial reports, managed multimillion-dollar projects, and oversaw appropriations for various agencies, while conducting internal audits to ensure compliance and efficiency. Now, I'm eager to use my experience to support my community and contribute to local initiatives. (87)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *My experience as a contract accountant with the Escambia County Clerk and Comptroller's office aligns with the mission of HNWS in several ways, including auditing, budgeting, and working within a government setting. I understand the importance of serving members and have a proven track record of managing multimillion-dollar projects, demonstrating my ability to oversee budgets and ensure financial accountability.*
2. What personal qualities can you bring to the Board of Directors?
 - *I bring strong analytical skills, clear communication, and a collaborative mindset to the Board. I'm committed to working with others to drive strategic decisions, foster productive discussions, and achieve our shared goals. My focus on transparency, strategic thinking, and collaboration will help strengthen decision-making and drive collective success.*
3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - *Yes, I am fully able to devote the necessary time, and there is nothing in my life that would hinder my commitment.*
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - *No, I have no past or present conflicts of interest with the business of Holley Navarre Water System.*

5. What other board experiences have you had?
 - *While I don't have formal board experience with other organizations, I have worked closely with the Escambia County Board of County Commissioners. This experience has given me valuable insights into board operations and governance, helping me understand decision-making dynamics and collaboration within a board setting.*
6. What do you know about Holley Navarre Water System, Inc?
 - *HNWS provides quality water services to the community and its members. While the organization strives to maintain and enhance the reliability of its water supply, there may be opportunities for improvement, such as enhancing customer service or addressing infrastructure needs to better meet member demands.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *The board of Holly Navarre Water System, Inc. is responsible for guiding the organization's governance and strategy. This includes ensuring regulatory compliance, managing finances, setting policies, approving budgets, and establishing long-term goals to ensure the water system operates efficiently and meets the needs of its members.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *HNWS aims to provide reliable, safe water and wastewater services to its members. To achieve this, they focus on ensuring water quality, maintaining infrastructure, engaging with members, managing resources, and complying with regulations.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - *I understand that the HNWS board has a fiduciary duty to act in the best interests of the organization and its members. I am committed to approaching my role with diligence, making informed decisions that prioritize the sustainability and effectiveness of the water system for both the organization and its members.*
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *I want to become involved with HNWS because I am passionate about contributing to the well-being of our community by ensuring access to safe, reliable water services. My experience in accounting, local government, and public service has equipped me with strong financial management and governance skills that can benefit the board. While I haven't been directly involved with HNWS before, I am familiar with its important role and am eager to bring my skills and experience to the organization to help it achieve its goals and serve its members effectively.*
5. How do you feel about performance evaluations?
 - *I believe performance evaluations are essential for assessing both individual and organizational effectiveness. They offer a chance for constructive feedback and help identify areas for improvement. When conducted fairly and consistently, they can be a valuable tool for growth.*

Ken Ingram

Biography:

I am a 44-year business executive with experience with a Fortune 200 company, e-commerce, and my own consulting firm. My roles include Product Management, Vendor Relations, Contract Negotiations, Pricing, Competitive Analysis, Sales, Operations, and IT Management. I've led teams of over 100 both domestically and internationally. I also volunteered for over 15 years with the AutoCare Association's - Technology Standards Committee and served on the Board of Automotive Content Professionals Network. My wife, Kathy, and I have Lived here for four years. We have 3 grown kids and 1 grandchild and they visit often. We both love the Navarre community. (100)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?

- *Managing large teams both on and off shore, contract negotiations, vendor relations, 44 years business experience.*

2. What personal qualities can you bring to the Board of Directors?
 - *Strong work ethic, business knowledge, honesty, leadership, an analytical and quantitative mindset with strong problem-solving skills.*
3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - *Yes/ Nothing to hinder time or effort*
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - *No conflicts.*
5. What other board experiences have you had?
 - *10 years as President of the Gresham Ridge HOA- Kennesaw GA, Board of Director Automotive Content Professional Network.*
6. What do you know about Holley Navarre Water System, Inc?
 - *Member of HNWS for 4 years, the system is a not-for-profit member owned organization charged with meeting the water / waste water needs of its members.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *The Board's role involves overseeing all aspects of the Water System's operations, ensuring compliance with established bylaws and articles of incorporation, and adhering to all applicable regulations, all while ensuring the protection and viability of the Water System in an open and transparent manner.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *Provide safe, clean water to all members at all times. Provide waste water treatment that meets all applicable laws. Provide and plan for future growth while protecting our ability to perform both of the above. All of this at the lowest cost to members.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - *Yes, and certainly.*
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *I am eager to contribute to shaping the current and future growth of the Water System while actively advocating for the needs and interests of the members.*
5. How do you feel about performance evaluations?
 - *They are an essential tool in developing employee growth. Employees need and want feedback and direction.*

Daryl Lynchard

Biography:

My name is Daryl Lynchard. I am married to Shannon and we have two sons, Jerrell & Jackson. I have served on the HNWS board of directors on and off for more than 10 years. I have been the HNWS president twice and CEO during 2020. I have worked with our state and local representatives to create a partnership and obtain funding for the Eglin reuse project. (68)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *Served on HNWS board of directors, Fair Point board of directors, and served as President & CEO of HNWS.*
2. What personal qualities can you bring to the Board of Directors?
 - *Historical knowledge of HNWS*

3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - Yes, no
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - No
5. What other board experiences have you had?
 - *Navarre Chamber of Commerce, Gulf Coast Zoological Society, Fairpoint Regional Utility System, Municipal Engineering Services, Inc.*
6. What do you know about Holley Navarre Water System, Inc?
 - *Served many years on HNWS board.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *The board of directors' role is to fulfill its responsibilities as outlined in the articles of incorporation and bylaws of HNWS and its affiliated companies. All while acting in the best interests of the corporation and its members.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *Goals are to provide a clean stable source for potable water and treat/ process wastewater.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - Yes, yes.
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *I would like to serve until the completion of the Eglin Project.*
5. How do you feel about performance evaluations?
 - *They are useful depending upon the metrics used.*

Doug Morse

Biography:

Experience building and operating large industrial water systems. From raw water intake, treatment, distribution, recirculation and final treatment thru discharge. Management background in business operating improvement. Greater revenue, lower costs, reasonable rates. Board experience in industry, health care and education. Degreed Mechanical Engineer with a Financial MBA. Licensed Professional Engineer. Work experience in the primary metals and building products. Roles included General Manager, COO and President. Believe in Board transparency, use of best practices and third party auditing. (78)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *Constructing and operating large EPA compliant water systems. Experience as senior level business leader with a safety/ quality/ customer focus.*
2. What personal qualities can you bring to the Board of Directors?
 - *Degreed mechanical engineer with a financial MBA. Proven advanced leadership methods. Empowerment with accountability style.*
3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - Yes, nothing to hinder serving.
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - None.
5. What other board experiences have you had?
 - *Served on various boards in healthcare, education and industry. Summary list is available.*

6. What do you know about Holley Navarre Water System, Inc?
 - *Member owned non-profit. General understanding of capacity, service area, expansion projects and spray field capacity challenges. Have reviewed financials. Aware of recent past leadership issues.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *Provide oversite and leadership in planning, compliance, budgeting, capacity, facilities, and equipment and customer service. Holds system CEO accountable for company performance.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *To provide members with water and waste treatment to meet demand. Control costs to minimize rates. Regularly update capacity plan, fund and construct facilities as needed. Apply new technologies.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - Yes, Yes
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *I have an education in engineering, experience in water systems and business leadership skills. I think a prospective would help system performance. studied HNWS financials, audits, and plans.*
5. How do you feel about performance evaluations?
 - *They are important. Holding employees accountable is fundamental to a well run business. Performance evaluations formalize accountability by comparing expectation to actual performance. Areas for improvement identified. Also a great opportunity to discuss career goals and development.*

Carmen Reynolds

Biography:

Retired Air Force lieutenant colonel with two bachelor and one masters degree. Editor-in-Chief of The Voyager newspaper while studying journalism at UWF and inducted into the Phi Kappa Phi academic honor society for academic excellence. Retiring as the Deputy Dean of Hurlburt's Air Ground Operations School, she then volunteered with former POW, Col. George Bud Day, to obtain healthcare benefits for aging veterans, while also serving on the county's Zoning Board, Holley-Navarre Fire Commissioner, founding member of SRC Crime Stoppers and co-chair of Navarre's first-ever Cancer Relay for Life. She is responsible for our first Veterans' Treatment Court for justice-involved Veterans. (101)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *Have been a volunteer and a driving force on the citizen led science-based, SRC watershed protection committee. Have been a visible and strong proponent for additional protections for the East Milton Wellfield Protection Overlay District.*
2. What personal qualities can you bring to the Board of Directors?
 - *Resourceful, Patient, Knowledgeable, Team Player.*
3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - *Yes. No, everyone is busy and most things can be scheduled.*
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - *No.*
5. What other board experiences have you had?
 - *Have served on the Zoning Board, H-N Fire Commissioner, H-N Middle School PTO Board, United Peninsula Homeowners Board, The Santa Rosa Republicans Executive Committee Board as*

Treasurer, Secretary and Media Person, board member & Grant Writer on Navarre Beach Sea Turtle Conservation Center since 2021.

6. What do you know about Holley Navarre Water System, Inc?

- I've attended their meeting (and participated) for at least the last five years. I am probably more knowledgeable than most members. It provides critical services in the franchise area.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - Advisory, but it does ground – floor research and ferreting out issues and problem – solving for the efficacy of HNWS. Sometimes changes in policy or rates may be required. The subject matter is limitless.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - Provide water and sewer services withing the franchise area. It does, yes.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - Absolutely, yes.*
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - Because it's the rights thing to do. I have attended (with some exceptions for illness, navel or schedule conflicts) the meetings for the last five years. I sat on a committee to work with the Fire Department. I have found grants & shared them and have worked to protect FRUS' Wells in the WPA.*
5. How do you feel about performance evaluations?
 - For the Board or employees? Evaluations (fair) help an organization keep, train, and empower its workers or Board Members.*

Wes Siler

Biography:

Wes Siler is an intelligence officer in the US Air Force. He served on active duty for 10 years where he led multiple teams and deployed to Afghanistan and Africa. In 2020 he became a reservist and settled permanently in Navarre with his wife, Kat, and children Samantha, Noah, and Elijah. He has been actively involved in Holley-Navarre Water System since, fighting for continued defense of the Wellfield Protection Area and helping ensure accountability of Holley-Navarre Water System practices and policies. (81)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - I have managed many teams in the military to success and I have managed several multi-million dollar budgets. I have led nonprofits to serve others and helped defend the Wellfield Protection Area vital to the HNWS mission.*
2. What personal qualities can you bring to the Board of Directors?
 - I am a servant-minded leader and team builder. I will bring unity to the team and ensure we bring the best service possible to citizens while creating a positive, dynamic work environment.*
3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - Yes. I have a full time job but I will take the required time off to actively participate.*
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - No.*
5. What other board experiences have you had?
 - I have served on the board of two nonprofits including a charity in which I was treasurer and the other a citizen nonprofit devoted to Navarre.*

6. What do you know about Holley Navarre Water System, Inc?
 - *I know that operations are improving and I would like to be a part of that improvement.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *The board of HNWS conducts the business of the corporation and establishes policies in accordance with the bylaws.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *HNWS seeks to be a water and wastewater utility company with premier service and a first class reputation. It achieves this by providing clean water with dependability and efficiency.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - *Yes and yes.*
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *I would like to be involved in the continued improvement of HNWS. I have helped serve as a watchdog function for citizens, but I believe I can accomplish more as a board member.*
5. How do you feel about performance evaluations?
 - *They are necessary and require 2 to 3 levels of supervision.*

Bill Thiel

Biography:

BACKGROUND: 27 year Air Force Veteran (Officer); Fighter Pilot with 3500+ flying hours including Combat; Held Fighter Squadron, Support Group, Vice and Wing Commander positions in active-duty Air Force units. Post Air Force Retirement - 15 years as Division ManagerNP for Fortune 500 Company with oversight responsibility for contract execution valued at over \$70M and direct supervision of 80+ personnel annually. Navarre resident since 2000. Active in Holley-By-The-Sea HOA as committee chairperson for two standing Committees. Member of HNWS Board from 2021 to 2023. EDUCATION: BS in Applied Mathematics (1971) and Masters in Business Administration (1976). (96)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *3 years on previous HNWS Board of Directors. Served as HNWS Board Secretary/ Treasurer for 2 years and as Board Secretary for an additional year.*
2. What personal qualities can you bring to the Board of Directors?
 - *Devotion to HNWS mission of providing HNWS customers with high quality water and sewer service at cost efficient price.*
3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - *Yes. During my previous tenure I only missed one HNWS monthly directors meeting in three years. I also have attended the majority of HNWS BOD meetings as a member since leaving Board.*
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - *No.*
5. What other board experiences have you had?
 - *Several years as chairperson of the Hidden Creek Estates Architectural Control Committee supporting Holley by the Sea Homeowners Association Board of Directors.*
6. What do you know about Holley Navarre Water System, Inc?
 - *Well acquainted with HNWS operations and financial condition from previous board service. Also, am currently attending most monthly HNWS BOD meetings to understand current board and system operations and financials.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *Sole duty of HNWS BOD is to provide oversight, guidance, and fiduciary quality control of HNWS operations as lead by the HNWS CEO. Avoid micromanagement of day to day operations.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *HNWS primary goal must be to provide members with the highest quality water and wastewater service at the most cost efficient price while simultaneously providing a planning, budgeting, and capital improvement supporting future anticipated needs of the expanding membership.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - *Absolutely.*
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *I will be an active board member and directly serve and board or committee positions to which I am privileged to be appointed.*
5. How do you feel about performance evaluations?
 - *Thorough, objective, goal oriented / specific performance objectives are the cornerstone of maintaining an effective and competent workforce. Performance evaluations should be the cornerstone of any promotion, salary increases, or bonus decision for all employees.*

Lee Williams

Biography:

Lee is a husband and father. Born and raised in South Carolina, he moved around the country due to his service in the USAF. At his request, he was stationed here, his forever home. As an industrial hygienist, he helped maintain and improve water systems across 35K sq. mi., delivering clean water to over 50K people. Lee is running for a board seat because he wants to utilize his experiences to further serve the community and bring the cost of water connection down for small businesses. (86)

Background:

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *Directed environmental program at Minot AFB, ND, supplying safe drinking water across 8.5K sq mi of rural and suburban landscapes. Directs environmental program at Hurlburt Field, ensuring EPA, State, & SDWA compliance. Served over 30k people safe & clean water.*
2. What personal qualities can you bring to the Board of Directors?
 - *Driven & motivated to serve others. Highly capable of working & making difficult decisions under pressure. Tested leader, able to form plans based on calculated risk to reward. Good balance of people & mission focused.*
3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - *Currently serving in the United States Air Force. Deployment is a possibility, but unlikely due to my position.*
4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - *No*
5. What other board experiences have you had?
 - *Occupational & Environmental Health board member for 6+ years. Threat Working Group board member for 5+ years. Drinking Water Working Group board member 7+ years.*
6. What do you know about Holley Navarre Water System, Inc?
 - *Serves over 14k people. Member owned corporation. Governed by a set of bylaws.*

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *Being A member owned company, I see the boards' role comparable to a legislative body. "no taxation without representation" comes to mind The board ensures their constituents best interests are being met.*
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *Provide members with clean and affordable drinking water. Ensure safe and clean environment for the residents of Holley & Navarre. The board can push initiatives that decrease environmental impact, while improving HNWS public image. The board can push HNWS to create internal standards that beat out neighboring providers.*
3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - *I have helped increase access to clean & more affordable water for 1/8 of North Dakota population. The Air Force entrusted me with leading the DoD's portion of that project, in which I strengthened a \$100M water system for Minot AFB. (Southwest Pipeline Project, ND)*
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *I grew up in a farm town & drank from the outside hose. We take water for granted, and all the hard work behind the delivering of clean water. I want people to never have the need to doubt what's pouring from their faucets. I want people to say, "Damn, that tastes good!"*
5. How do you feel about performance evaluations?
 - *As an officer in the Air Force, I'm evaluated twice a year. They are useful for ensuring I am meeting or exceeding expectations. I like to use them as a goal setting tool.*

Anyone needing additional information may contact Emerald McDaniel, Executive Coordinator at Holley Navarre Water System, Inc or at election@hnws-fl.com.

Holley Navarre Water System, Inc is a member-owned, not-for-profit corporation that provides water and wastewater treatment services to members in the Holley-Navarre area, and wholly owns The Club at Hidden Creek and Municipal Engineering Services, Inc. www.hnws-fl.com

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