

Holley Navarre Water System, Inc.
Special Executive Session (Closed Meeting)
(Legal and Personnel Issues)

November 23, 2022

Board President, Joe Campbell, called the meeting to order at 7:01 A.M. The following Board of Directors were present: Joe Campbell, Bill Thiel, Don Linnell, Daryl Lynchard, James Dabney and Mark Miller. Will Dunaway, Esq., HNWS Legal Counsel, was also present via “zoom” connection. Audio and video recorders were in use.

New Business

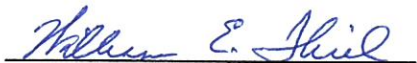
Legal and Personnel Matter:

- The executive session was called to address a HNWS employee grievance containing allegations of improper conduct against current and former HNWS employees and HNWS Board of Director members. The grievance was contained in an e-mail [REDACTED] [REDACTED] sent directly to Director Mark Miller on November 21, 2022. Director Miller subsequently forwarded this e-mail to all members of the HNWS Board and the HNWS attorney.

- A robust discussion of the specifics contained in the grievance followed with all Board members and the HNWS attorney participating in determining the best way forward for investigating all issues delineated in the grievance. At the conclusion of these discussions the Board motioned on a way forward proposed by Mr. Dunaway to appoint an independent HR experienced attorney, Mr. John Trawick, to handle the investigation.

- Motion by Director Lynchard and seconded by Director Linnell to employ Mr. John Trawick to investigate fully each of the allegations contained in [REDACTED] grievance and report back to the HNWS Board on his findings. Motion approved: 6/0.

Meeting adjourned at 7:28 A.M.



Bill Thiel, Secretary/Treasurer