

Holley Navarre Water System, Inc.
Special Executive Session (Closed Meeting)
(Legal and Personnel Issues)
January 23, 2023

Board President, Joe Campbell, called the meeting to order at 3:04 PM. The following Board of Directors were present: Joe Campbell, Bill Thiel, Don Linnell, Daryl Lynchard, Mark Miller, Mike Matthews, and Dave Crumley. Will Dunaway, Esq., HNWS Legal Counsel, was also present via “phone” connection. Audio and video recorders were not in use.

Old Business

Legal and Personnel Matter:

- Board Vice President, Mark Miller presented results of the independent investigation of a grievance letter filed against the Interim CEO, Joe Campbell by HNWS employee, [REDACTED]. The investigation was conducted by Mr. John Trawick, an HR experienced attorney. The following results were briefed:
 - 1) Mr. Campbell’s actions alleged in the grievance “did not appear to violate any state or federal employment laws.”
 - 2) There was no indication that Mr. Campbell’s treatment of [REDACTED] violated any discrimination or harassment statutes nor reached the level of “adverse employment actions”.
 - 3) Mr. Campbell’s actions did not indicate any “retaliation” as alleged in the grievance.
 - 4) In the opinion of the investigator there was “no legitimate basis to sanction or discipline Mr. Campbell for any of the allegations contained in the grievance.
 - 5) Additionally, Mr. Trawick pointed out he was not charged to investigate several other portions of the grievance that did not involve Mr. Campbell.

- Based on the findings above, the Board took no further action regarding Mr. Campbell’s interactions cited in the grievance.

- Discussion followed on how to address the remaining items in the grievance not covered by Mr. Trawick’s investigation. Motion was made by Director Linnell and seconded by Director Lynchard to table further investigation of those allegations until the new CEO starts his employment on February 2, 2023. The new CEO will then be tasked to investigate all remaining open items of the grievance with Director Crumley providing oversight. Motion passed: 7/0.

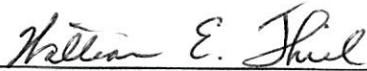
New Business

Legal and Personnel Matter:

- Interim CEO provided the Board with an Official Notice of a grievance he filed against three HNWS Directors alleging they disparaged his character in a public forum during the December 2022 HNWS Board Meeting.

- Robust discussion ensued but no additional action on the grievance submission was taken at this time.

Meeting adjourned at 3:30 P.M.



Bill Thiel, Secretary