

In the Matter Of:

Incline Village General Improvement District Board of Trustees Meeting

HEARING (PUBLIC MEETING)

June 14, 2023

Job Number: 989396

1 INCLINE VILLAGE
2 GENERAL IMPROVEMENT DISTRICT
3 BOARD OF TRUSTEES

4
5
6
7

8 TRANSCRIPT OF HEARING
9 PUBLIC MEETING
10 Live and Via Zoom

11

12 Held at 893 Southwood Boulevard
13 Incline Village, Nevada

14

15 Wednesday, June 14, 2023

16
17
18
19
20
21
22
23

24 Reported by: Brandi Ann Vianney Smith

25 Job Number: 989396

1 A P P E A R A N C E S

2

3 B O A R D M E M B E R S P R E S E N T

4 M A T T H E W D E N T , C H A I R

5 S A R A S C H M I T Z , V I C E C H A I R

6 D A V E N O B L E , S E C R E T A R Y

7 R A Y T U L L O C H , T R E A S U R E R

8 M I C H A E L A T O N K I N G , T R U S T E E

9

10 A L S O P R E S E N T

11 J O S H N E L S O N , L E G A L C O U N S E L

12 -o0o-

13

14

15

16

17

18

19

20

21

22

23

24

25

1	INDEX		
2	PAGE		
3	A. PLEDGE OF ALLEGIANCE		4
4	B. ROLL CALL OF TRUSTEES		4
5	C. INITIAL PUBLIC COMMENT		5
6	D. APPROVAL OF AGENDA		76
7	E. REPORTS TO THE BOARD		
	E 1	78	
8	E 2	87	
	E 3	91	
9	F. CONSENT CALENDAR		104
10	G. GENERAL BUSINESS		
11	G 1	105	
	G 2	113	
12	G 3	124	
	G 4	133	
13	G 5	134	
	G 6	141	
14	G 7	170	
15	H. REDACTIONS FOR PENDING PUBLIC RECORDS REQUESTS		179
16	I. LONG RANGE CALENDAR		179
17	J. BOARD OF TRUSTEES UPDATE		186
18	K. FINAL PUBLIC COMMENT		189
19	L. ADJOURNMENT		197
20	-o0o-		
21			
22			
23			
24			
25			

1 INCLINE VILLAGE, NEVADA - JUNE 14, 2023 - 6:00 P.M.

2 -o0o-

3

4

5 CHAIR DENT: I'd like to call the regular
6 meeting of the Incline Village General Improvement
7 District to order for the Board of Trustees. It is
8 6:00 P.M., June 14th, 2023. We're located at the
9 boardroom at 893 Southwood Boulevard, Incline
10 Village, and via Zoom.

11 Item A is the Pledge of Allegiance.

12 A. PLEDGE OF ALLEGIANCE

13 (Pledge of Allegiance.)

14 CHAIR DENT: Item B is the roll call of
15 the Trustees.

16 B. ROLL CALL

17 CHAIR DENT: Trustee Tulloch?

18 TRUSTEE TULLOCH: Present.

19 CHAIR DENT: Trustee Noble?

20 TRUSTEE NOBLE: Here.

21 CHAIR DENT: Trustee Tonking?

22 TRUSTEE TONKING: Here.

23 CHAIR DENT: Trustee Schmitz?

24 TRUSTEE SCHMITZ: Here.

25 CHAIR DENT: And I'm Trustee Dent. All

1 five trustees are present.

2 Moving on to item C, Initial Public

3 Comment.

4 C. INITIAL PUBLIC COMMENT

5 CHAIR DENT: You will have three minutes

6 for your public comment. We are still experiencing

7 clock issues, so Trustee Noble has volunteered his

8 phone to track the time, and then you will get a

9 30-second notification from me when the time is

10 running out, just so you know time's running out on

11 you.

12 MR. RINER: Good evening. Dr. Myles

13 Riner, 411 Valerie Court.

14 A few quick comments. First, you should

15 know that the folks who have come here today to

16 express their support for GM Winquest and his staff

17 are not here because Indra asked them to be here.

18 They are here because of what you, the trustees,

19 have said and what some of you haven't said about

20 retaining Indra as general manager. My bet is that

21 not one of these people have been asked by Indra to

22 come here today.

23 Second, Trustee Schmitz, we all recognize

24 that you may be the hardest-working trustee IVGID

25 has ever had, but you're only paid a few thousand

1 dollars a year to have this job. The fact that you
2 work so hard may well be part of the problem.

3 I think you feel unappreciated by many of
4 us and thus resentful, and this resentment has
5 fueled what has the appearance of a vendetta against
6 GM Winquest and his staff, has encouraged some very
7 inappropriate and offensive behavior on the part of
8 your vocal supporters, and has demoralized our IVGID
9 employees.

10 You can't seem to polish your reputation
11 without disparaging these people who work for you.
12 This is not what we expect from our trustees.

13 Chairman Dent, I am just disappointed that
14 you have not done more to mitigate these behaviors.

15 And Trustee Tulloch, you are a
16 penny-pincher, and that's not necessarily a bad
17 thing. But if you pinch too hard, our General
18 Improvement District will fail to improve, and we
19 may have to change the name of our village from
20 Incline to decline.

21 All together, the approach you three are
22 taking by disparaging and micromanaging the GM and
23 his staff and allowing the perpetually grieved to
24 dictate policy and slander and abuse IVGID employees
25 in public comments is having a very negative impact

1 on this community. I ask you to consider changing
2 your approach.

3 Thank you.

4 MS. WONG: I'm extremely disappointed with
5 the majority of this board. You're fundamentally
6 changing IVGID without community input. You're
7 taking away resident and parcel owner access and
8 value at IVGID venues.

9 For three people who always complained
10 about transparency, perhaps you need to look in the
11 mirror.

12 Here's a great example of your
13 transparency: You scheduled Indra's performance
14 review for this meeting, but it's glaringly not on
15 the agenda.

16 So if you aren't going to do the GM
17 review, we will. Everybody in this room is here to
18 support -- well, most of the people in this room are
19 to support Indra, and this is what community support
20 looks like.

21 Indra is by far the best GM IVGID has ever
22 had. He listens and responds to the community. He
23 identifies weaknesses and shortcomings and finds the
24 best possible solution for the good of the
25 community. You move the goal posts, and he responds

1 professionally.

2 Michaela and Dave, thank you for standing
3 up for this community. While you may not be the
4 majority on this board, the majority of the
5 community knows that you represent us.

6 To the IVGID staff, thank you for serving
7 our community every day. You are what make IVGID
8 great.

9 To the senior team, you are just that, a
10 team. I love watching you support each other and
11 Indra and this district.

12 And lastly, to Indra, I have watched your
13 career grow at IVGID from coordinating softball
14 leagues to running the District. You show up every
15 day for your staff and our community. You're
16 passionate about what you do, and our community is
17 better because of it. I cannot be more proud to say
18 that I had the opportunity to work with you.

19 This is a stack of petitions, all in
20 support of Indra, and there are more coming in the
21 door as we speak.

22 If you want to know what the community
23 thinks, and you want to know what the community
24 wants, we want Indra to lead this district.

25 MR. SOMMERS: Good evening. Ryan Sommers,

1 Fire Chief, North Lake Tahoe Fire Protection

2 District.

3 I'm here to speak in favor of General

4 Manager Indra Winqest. These first comments will

5 be me, as the fire chief. GM Winqest has been a

6 huge asset to this district, and an outstanding ally

7 for North Lake Tahoe Fire Protection District, all

8 while he served in the capacity of general manager.

9 This does not exclude his previous

10 positions within the District, as that knowledge has

11 made him into a great leader for this community and

12 as a whole.

13 His leadership throughout the community

14 has led to an outstanding partnership between

15 North Lake Tahoe Fire Protection District and IVGID.

16 I would hate to have all this work, time, and effort

17 lost. Mr. Winqest's integrity, professionalism,

18 and ability to care about his community and this

19 district has not gone unnoticed.

20 Now, on a personal note, having been born

21 and raised in this town and spending a lot of time

22 here, Indra has done an excellent job of listening

23 and acting on the reasonable requests from the

24 citizens of Incline and Crystal Bay. I strongly

25 believe he is a prominent community leader with a

1 responsible sense of action and business knowledge.

2 I thank you for your time.

3 MS. RINECOURT: Good evening. Tia

4 Rinecourt (phonetic), 801 Randall Avenue.

5 Retain Indra Winqest as IVGID general

6 manager. For over 35 years, I've experienced

7 several general managers working for IVGID, and

8 Indra has been one of the best. His passion,

9 dedication, and commitment to our community is truly

10 remarkable.

11 There are so many situations to cite, but

12 one of the more significant ones was during the

13 pandemic, and how he helped the Fire District

14 navigate uncharted territory for the safety of our

15 community, offering the Chateau for pods for us to

16 give our vaccines to our community and citizens.

17 No matter the situation, he remains

18 professional, courteous, and above all, always

19 exhibits kindness, which we could all use more of.

20 Instead of trying to find fault, consider

21 looking at the best in others and work on creating

22 solutions together to move forward in a positive

23 way.

24 Thank you.

25 MS. QWEN: I was born and raised here.

1 I've been here 65 five years. My dad was the first
2 lift operator at Ski Incline. My mom started the
3 pro shop. My mom had to find five five-year-olds in
4 order to go to school here.

5 I have lived here and am so proud of this
6 community. However, now I am so disappointed in the
7 behavior and the direction that is going on with
8 this community. It makes me want to cry.

9 I have played baseball with Indra. I love
10 him. I work out four hours a day at the gym. He
11 asks me if I clock in and I clock out.

12 And I just love Indra. I love to the
13 community. I sell real estate. I am proud of it,
14 but it's gotten to the point where sometimes I have
15 some negative impact on how I sell my real estate.

16 But I wanted to just say ditto, and I love
17 you all because I know you all so well, and I love
18 this community. And please keep Indra. I just --
19 we love him. We love him.

20 Thank you.

21 MS. CARS: Good evening, trustees. This
22 is a prayer statement by multiple citizens of
23 Incline Village via my voice.

24 IVGID has been plagued in recent years by
25 fundamentally poor governance. The trustees have

1 operated in a non-transparent, unprofessional, and
2 unpredictable way, and seem more focused on catering
3 to a few loud voices and special interests than
4 serving our community at large.

5 With regard to the prospect of removing
6 the district manager of IVGID, there are some basic
7 threshold questions that must be answered to the
8 community, not hidden behind a veil of trustee-only
9 access.

10 Basic threshold criteria for making a
11 significant leadership decision in a professional
12 manner: One, what is the review process for the
13 general manager? Two, have formal reviews been
14 complete and have they been disclosed? Three, has
15 the District general manager been given time to
16 address any issues that have been raised? Four, it
17 is clear to the community that is the interest of
18 the community that he be removed -- is it clear that
19 he be removed? If that is your choice. Five, has a
20 study been conducted to see whether or not this role
21 can be filled by a competent individual at a
22 compensation level that IVGID can afford? Six, if
23 there is an abrupt removal, what is the proposed
24 transition plan? Seven, finally and fundamentally,
25 what is the board trying to achieve with this

1 removal? If it should happen.

2 If these basic questions cannot be
3 adequately answered, then the IVGID trustees are
4 doing our community a material disservice by even
5 broaching the topic of the dismissal of our general
6 manager.

7 If next week the IVGID trustees were to
8 proceed with this removal without effective and
9 convincing answers to these questions, it would
10 represent gross negligence and betrayal of the
11 public trust. It would also open the District to
12 possible litigation.

13 Tonight is not the time for yet another
14 dereliction of duty on the part of the trustees.

15 Incline Village was developed 50 years ago
16 as a premier mountain getaway, and has been allowed
17 to devolve into severe disrepair under current
18 governance.

19 CHAIR DENT: Thirty seconds.

20 MS. CARS: This is the legacy of the IVGID
21 trustees, and this community deserves better. We
22 can start tonight with the professional and
23 thoughtful approach to the critical role of district
24 general manager.

25 One final point, a decision to terminate a

1 district manager or any person who is on a
2 well-deserved vacation is abhorrent and of unknown
3 legality.

4 Thank you.

5 MR. CARS: We're greatly disturbed that it
6 appears some of the trustees could be intent on
7 giving Indra Winquest an unfavorable review with the
8 intention of terminating his contract, which has one
9 year left.

10 A potential termination conflicts with the
11 strong leadership he contributed to the Incline
12 Village community and IVGID throughout COVID, the
13 fires, and the relentless animosity he has been
14 subjected to from a select handful of disgruntled
15 community members. And at times, even some of the
16 trustees.

17 Indra is a leader who has demonstrated
18 responsibility to his staff of 100-plus and to all
19 the diverse citizens of Incline, a handful of whom
20 speak vitreal at board meetings and appear to have
21 the confidential ear of some trustees.

22 Indra effectively manages the menus and
23 the staff, and we know he always delivers to the
24 betterment and satisfaction of most of the
25 community.

1 We have discovered this week that only a
2 small part of Incline homeowners are aware of this
3 current conflict. There will be a groundswell of
4 support for the GM upon further awareness.

5 Many Incline parcel owners state they do
6 not want to get involved in conflict or in the
7 politics because the nastiness surrounding the
8 meetings. They're learning that speaking their
9 voice is not politics, but is an important
10 democratic process and the best way to ensure
11 responsible governance.

12 What any respectable and responsible
13 trustee or business person would do in a situation
14 where performance is a concern is to prepare a
15 performance improvement plan. It's hard to believe
16 that Indra fails in so many areas that it would
17 justify termination or even a performance
18 improvement plan.

19 Nevertheless, it's commonly known that
20 managers or possible trustees will assign trivial
21 tasks or overload an individual to the point where
22 they would resign or the list of tasks becomes
23 onerous as to be unachievable, thereby presenting
24 grounds for termination.

25 If this were the case with Indra, these

1 would be reasons for community dissatisfaction and a
2 dereliction of duty by the trustees leading to
3 wrongful termination.

4 We think we know that game, and we
5 strongly recommend this not be played out at
6 Incline.

7 MS. TONKING: I'm Carrie Tonking. I was
8 born and raised in Incline Village, I'm also an
9 ex-employee of the District.

10 My very first job was washing tennis
11 courts in the summer back in '14. I returned to
12 IVGID after college and worked for three years as a
13 supervisor in the Parks and Recreation Department.

14 I want to start off this comment by saying
15 that we have some absolutely incredible people
16 working for us at IVGID. Thank you for everything
17 that you have done and continue to do.

18 Unfortunately, as a result of certain
19 trustees and the general disfunction of the board,
20 we also have lost some phenomenal staff, which is an
21 absolute shame. I'm here to advocate for Indra
22 before he becomes the next staff member ushered out
23 by this minority-ruled board.

24 I've known Indra since I was in fourth
25 grade when he first started coaching me in

1 basketball. I think he might have even been taller
2 than me back then. He coached a group of us for the
3 next eight years, accumulating a state championship
4 our senior year, the first time in 29 years that the
5 women's team had won the title.

6 I am incredibly fortunate as I got to
7 experience Indra as both coach as well as a manager.
8 It is truly inspiring to work for somebody who is
9 wholeheartedly dedicated to making an organization
10 the best it can possibly be.

11 I'm sure every single one of you trustees
12 has received what the staff has fondly called "the
13 car call." Indra's orchestrating IVGID success from
14 the moment he leaves his house in the morning until
15 he gets home, usually late into the evening. I
16 think it's safe to say he's even probably lost some
17 sleep over IVGID.

18 Indra's here because he wants to be here.
19 I know that he has turned down opportunities over
20 the years simply because he cares so much about this
21 town.

22 His passion for serving this community is
23 contagious, and he has inspired me and others to
24 pursue careers in public service, where we can give
25 back to this town.

1 Much like a great coach, a great manager
2 takes his team, discovers what is unique about each
3 person, and then capitalizing on each person's
4 strengths, formulates a coordinated plan of attack.

5 Indra's an impeccable leader, who has the
6 ability to inspire an underpaid and overworked staff
7 to rally towards a common goal. There are many
8 staff members that have stuck around with us as long
9 as they have simply because of the leadership and
10 hope Indra's brought to the District.

11 There's not a doubt in my mind that Indra
12 is the best general manager this town has ever had,
13 and, quite frankly, might ever have. So let's act
14 like it.

15 Thank you.

16 CHAIR DENT: We are going to take a
17 two-minute break. We have too many people in the
18 building right now, and our fire chief is currently
19 present, so he's concerned about that. And we
20 should all be concerned about it, it's a safety
21 issue.

22 So, we're going to take a two-minute break
23 while we work through this issue, and then we'll
24 resume with public comment.

25 All right. Two minutes is up. So the

1 request is once you make your public comment, if you
2 could just step outside.

3 We do have too many people in the
4 building, but if some of the folks are making their
5 public comments do step out, it'll make it a little
6 bit easier on keeping us moving forward. Thank you.

7 All right. Next up, Mr. Nolett.

8 MR. NOLETT: Chris Nolett (phonetic), 765
9 Lakeshore. Also IVGID audit committee chair.

10 I believe many residents know by now that
11 Paul Navazio, our current IVGID Director of Finance,
12 has resigned his position effective July 3rd, 2023.

13 I want to report to the board and to the
14 community that two other committee members, Nick
15 Holman (phonetic) and myself, held an exit interview
16 with Paul for about an hour yesterday. In addition,
17 GM Indra Winquest was invited to participate and did
18 so during the entirety of this session.

19 An exit interview of this nature
20 represents good governance whenever the most-senior
21 finance leader in an organization resigns his or her
22 position.

23 We had a rigorous discussion that ranged
24 from what I would describe as "basic inquiries," to
25 matters unique to IVGID at this time. Mr. Holman

1 and I were satisfied with the results of this exit
2 interview and have no further matters to report.

3 Thank you.

4 UNIDENTIFIED SPEAKER: I just want to thank
5 everybody for being here to support Indra.

6 MS. PAUL: Hello. My name is Gwen Paul
7 and live at 321 Ski Way.

8 You know, I have this whole speech typed
9 up, but I was reminded while I was sitting here back
10 in -- 14 years ago while I was doing my orientation
11 for working at the tennis center, sitting back here
12 looking at -- there was six chairs still at the
13 time, and I remember staring at these chairs and
14 feeling like, oh, wow, that's such a respectful
15 place to be. This is so impressive. And I'm
16 thinking, you know, that means so much.

17 And when I look at you guys, and gosh
18 darn, you don't even fill those chairs, not even
19 close. It's embarrassing.

20 So I will continue with my speech that I
21 actually wrote now. I'd like to share my thoughts
22 on the recent and overwhelmingly and negative
23 dialogues around Indra -- General Manager Indra
24 Winqest.

25 I understand that his review is no longer

1 on the agenda, but I still feel a duty as a
2 concerned community member of Incline Village to
3 share my thoughts on what I feel is a misleading
4 narrative about a great individual and IVGID
5 employee.

6 For background, I've known Indra more than
7 15 years in numerous capacities as both an employee
8 in multiple IVGID roles, including the Tennis Center
9 and Rec Center, as well as several adult sports.

10 I've always been impressed by his values,
11 his dedication, his ability to put people first, and
12 most of all, his ability to listen, which would be
13 nice, Mr. Dent, if you were listening. I'm not sure
14 you're paying attention here. Thank you.

15 His commitment to Incline Village has
16 inspired me to get more deeply involved in the
17 community in various ways. He has taken on the GM
18 role in a very tumultuous environment, including a
19 pandemic that shut down most of District's
20 facilities in some capacity, as well as a divisive
21 and contentious board throughout his entire tenure.

22 It's troubling to discover that select
23 board members may not feel the same way, and given
24 my personal experience and his obvious dedication to
25 this role, it is impossible to understand.

1 No one deserves to spend their time in a
2 toxic work environment that seemingly gets worse
3 every day, all while this pessimism is allowed to
4 continue. I understand that performance reviews are
5 critical for accountability and personal
6 development, but they must be unbiased,
7 constructive, and not just filled with unwarranted
8 criticism.

9 In conclusion and on a positive note, I
10 feel there's a positive way forward, and it starts
11 with stopping the targeting of a valuable and
12 understanding --

13 CHAIR DENT: Thirty seconds.

14 MS. PAUL: -- employee. It's a waste of
15 resources and time that could be used in a more
16 productive manner to improve our community for our
17 residents.

18 Thank you for your time. Good luck.

19 MS. UVERA: Hi. My name is Jennifer Uvera
20 (phonetic), and I live at 604 Lariat.

21 I'm here to speak on two issues. My first
22 issue is the direction and leadership of this board.

23 I've had the ability to watch the board
24 and be involved in our community. I feel this
25 current board, and especially the chair, is lacking

1 a lot of leadership. I feel this chair has in many
2 ways made the board a dysfunctional governing body
3 and has failed to communicate with the public.

4 My other issue is the way we have been
5 treating our GM, Indra. I've had the privilege to
6 work with him on the golf advisory board. I was
7 able to first-hand witness his knowledge of all
8 aspects of this district.

9 Indra holds a lot of institutional
10 knowledge. Along with his knowledge, he has the
11 ability to assist groups in reaching consensus and
12 truly listening to both sides of the problem. We
13 are extremely fortunate to have Indra as our GM.

14 Let's be real. The board as already
15 decided to terminate our GM, a long-time employee
16 and effective GM. So rather than taking endless
17 public comment that you will ignore, why don't you
18 just tell us what is specifically not working and
19 what you specifically need? Because I'm tired of
20 this town looking a raging circus.

21 MR. STEINBERG: Paul Steinberg, I live on
22 Glen Way, Incline Village. I've been a resident of
23 Incline since 1992.

24 I've raised my kids here. I love this
25 town. I traveled the world for a job for 35 years,

1 and I come home, and am pretty happy to be here.

2 I've known Indra for as long as my son
3 could dribble a basketball. We coached kids. I've
4 coached tennis, basketball, soccer, baseball,
5 numerous other sports in this town, and Indra and I
6 cross paths many times.

7 As I watched him graduate through all the
8 different jobs at IVGID, I always thought he did a
9 great job. He was a fantastic recreation
10 supervisor. He was infinitely better than the one
11 that he replaced that should have been fired --
12 should have never even been hired.

13 And when he got the job as GM, I was
14 pretty happy because I figured he is a pretty solid
15 guy. I've watched a lot of GMs come and go since I
16 got here in 1992, and Indra's by far that most
17 stable and the most pleasant one to be around.

18 He knows the people in town. The people
19 in this town support him. It's really unfortunate
20 to watch the miserable one percent in this town who
21 create so much grief on the Incline page, on the
22 Next Door pages, it's always the same miserable
23 one percent who ruin it for the other 99 percent who
24 are happy. If that's who's got your ear, so be it.
25 There's not much we can do about that, I suppose.

1 I think that Indra's support in this town
2 is overwhelming. I voted for all five of you at
3 some point during some election, and I'd say that my
4 error rate at this point appears to be 60 percent,
5 I'm really not sure, but I'll find out fairly soon.

6 I'm a little disappointed in what I hear
7 that there's this -- I think that to get rid of
8 Indra, if you can only come up with three out of
9 five, it's not good enough for me, and it's not good
10 enough for this town.

11 Your job is to represent everybody in this
12 town, all these people behind me, and listen to the
13 people that spoke before me and are going to speak
14 after me. If I had something to say about Indra, I
15 don't think I could find anything.

16 The other thing is that if he loses his
17 job in the very near future, you're going to owe him
18 a year's pay. And is this town willing to pay two
19 GMs for a whole year? That's a complete waste of
20 money, and I don't think anybody in this town is
21 prepared to have you throw away, essentially, a
22 quarter million dollars of pay, plus whatever
23 benefits he gets, because you don't like him or you
24 don't think he's good enough. It's truly
25 unfortunate.

1 CHAIR DENT: Thirty seconds.

2 MR. STEINBERG: Thank you.

3 As far as the rest of this town goes, I'd
4 be really curious to know, if we put this town to a
5 vote, how many would want to keep him and how many
6 would want to get rid of him. If you don't think
7 you could get a majority, then I don't think you
8 have any right, based on my feelings, to lose him.
9 He's too valuable to the town, and there's too many
10 people that are too connected to him.

11 Thank you.

12 MS. USINGER: My name is Caroline Usinger
13 (phonetic). I moved to Incline in 1973, I left for
14 awhile, and came back for before COVID and found
15 that there was trash everywhere along Incline and in
16 Incline and around Tahoe.

17 I spent four years now picking up trash,
18 voluntarily, not a dime spent by government, over
19 200,000 pieces, because I love Incline and because I
20 love Tahoe and because I think that the people in
21 Incline, they want -- I love them and I want to
22 serve them. I actually started by giving them a
23 Christmas present of a year of trash pick up for
24 them because I like them so much.

25 I will tell you that I've picked up the

1 wrong kind of trash. I worked on trash today, and I
2 really didn't realize this community, if it's being
3 led by what you are talking about, if you want
4 everyone to follow what you're talking about, I'm
5 not picking up trash because you guys deserve every
6 piece of trash in this town.

7 I want people to work in a positive way.
8 I think it's inappropriate that people are
9 micromanaged. I think it is completely
10 inappropriate that there's a toxic work environment
11 that is caused by the board. And if you want to be
12 toxic, fine, go ahead, be toxic. There will be lots
13 of lawsuits, there will be lots of people who will
14 be screaming at you because of how much has to be
15 paid because of this action.

16 And I know it doesn't mean much to the
17 world, but I'm not picking up any trash for you guys
18 until you prove you're worth it. And right now,
19 you're scum.

20 MR. HILL: Scott Hill, 1093 Tiller.

21 We've been coming here for 30-plus years
22 to family homes. We've lived here permanently for
23 almost a decade, full time.

24 And not until Mr. Winquest took the
25 position of GM, did we have a leader of IVGID who

1 truly understood the operations of IVGID, as well as
2 how to build a team.

3 Thus, it's hard more me to watch as our
4 board micromanages its way into the minute
5 operational details, actively pushes out employee
6 talent, and destroys both employee and community
7 morale.

8 It's even harder for me to understand how
9 this board thinks that they might find anyone with
10 any reasonable level of experience or expertise to
11 replace Mr. Winquest, should they force him out, as
12 rumor has it may happen.

13 The relationship of the board to IVGID
14 leadership and IVGID employees is at a point now
15 that we will simply not be able to find any type of
16 suitable replacement. Who would accept a role with
17 so much interference and baggage?

18 Just witness the difficulty we already
19 have in finding a replacement for our controller,
20 and in the future, our finance director, I'm sure.
21 I understand that we have about four times the
22 normal number of IVGID job openings now than over
23 past years, resulting primarily from the board's
24 knee-jerk reactions and micromanagement of every
25 aspect of IVGID.

1 I guess the obvious solution to this is to
2 just eliminate our rec fee and then outsource and
3 sell all our venues. Is that the endgame the board
4 is looking for?

5 Finally, let me say again that the
6 five-decade model of operations here should not be
7 discarded. The community really does not want this.
8 They did not buy into this new model of operating
9 our venues as separate, for-profit businesses. They
10 bought into an operating model that has worked for
11 five decades.

12 They do not want to see property value
13 decline that would occur as the board goes down this
14 path, and our local businesses do not want it, and
15 they cannot afford it.

16 Please reconsider your apparent decision
17 to fire Mr. Winquest and think more thoughtfully
18 about the long-term harm it would cause to our
19 community, our IVGID employees, our property values,
20 and our local businesses.

21 Thank you.

22 MS. KROLICK: Good evening. Gail Krolick
23 (phonetic), 1410 Tirol Drive.

24 This should not be a popularity contest,
25 as I heard some members in our audience state, and

1 this past week I've heard. It's about a man's job,
2 his career, who has worked for this district for the
3 past 20 years.

4 I quote: To be a successful leader, it is
5 crucial to that ensure every member of a team feels
6 valued and appreciated.

7 I'm sorry. I don't who wrote that quote,
8 but it was not me. GM Winquest has done just what I
9 stated with his own employees, but the majority of
10 this board doesn't seem to follow this quote.

11 Since your first meeting January 1, 2023,
12 it became very clear to me and to this community GM
13 Winquest was not valued nor appreciated, as your
14 actions speak louder than your words.

15 For the first time in IVGID's history, the
16 general manager has not been sitting at dais, and he
17 continues not to do so.

18 For the first time in history, employees
19 can no longer access the beaches thanks to the
20 majority of this board. But don't worry, we still
21 want you to work here.

22 For the first time in IVGID history, a
23 clerk to the board is not taking IVGID minutes of
24 the IVGID meetings. Instead, this community has
25 paid a court reporter \$7,893.55 for three May IVGID

1 meetings. This community should be asking yourself
2 why director Susan Herron is not taking the meeting
3 minutes as she has done for the past 20 years.

4 For the first time in IVGID history, the
5 general manager created, in my opinion and many
6 others, the dream team of a group of professionals
7 coming from throughout the United States. And
8 instead of allowing the professionals, who have been
9 in their respective industries for years, the
10 majority of this board, this board, chooses to
11 micromanage or tell them they are just simply wrong
12 in what they've been doing.

13 You are allowing the small minority, and
14 we all know who they are, let's not pretend we don't
15 know who they are, to personally attack employees in
16 public meetings. That's simply uncalled for.

17 Chair, please, this has to stop. We've
18 already lost the former clerk to the board, and now
19 our Director of Finance Paul Navazio, who has
20 resigned from position.

21 If the majority of this board releases GM
22 Winqest, I can assure other directors and employees
23 will follow. This is no way a threat; it is a fact.
24 Simply talk with the employees of the District, and
25 they will tell you.

1 The silent majority is here to tell this

2 board we value --

3 CHAIR DENT: Thirty seconds.

4 MS. KROLICK: -- and we want GM Winquest

5 to continue to lead our IVGID organization. And

6 this board must begin to value, support, and

7 appreciate him and every other employee within the

8 District.

9 Again, your actions are speaking louder

10 than your words. Please demonstrate to those who

11 voted for you and those who have not that we are one

12 district, one team. Let's work together.

13 Thank you.

14 MR. JANSEN: My name is John Jansen, and I

15 live at 511 Alpine View Drive. I've been an Incline

16 resident for ten years.

17 I'm submitting a stack of petitions in

18 support of Indra, and I think it's relevant because

19 a stack was submitted earlier. I think it's

20 relevant to read what is on the petition. The

21 petition states: I support Indra Winquest's

22 continued employment as general manager of the

23 Incline Village General Improvement District.

24 Mr. Winquest has worked for IVGID for over 20 years,

25 and has developed a level of expertise that is

1 unmatched. He cares deeply about our community and
2 the IVGID staff. He has guided IVGID through the
3 pandemic and continues to lead IVGID with
4 professionalism that is unrivaled. Nobody's
5 perfect, but Mr. Winquest is the best person to
6 handle the general manager position at IVGID. We at
7 the other side implore the IVGID Board of Trustees
8 to ensure that Indra Winquest remains general
9 manager for the next several years.

10 Now, I've got a stack here. Kendra Wong
11 submitted another stack. I imagine there's well
12 over several hundred people who have signed these
13 petitions.

14 And I would like to add further comment.
15 First of all, I don't know Indra, but I do know many
16 of the IVGID staff members, and everybody I know who
17 I talk to about Indra, they -- he is well respected
18 and liked by the staff that I've talked to.

19 And I fear that if you terminate him,
20 you're going to lose several of the staff members,
21 out the door, and as been said, it's going to be
22 very difficult to replace him. It will be a
23 disaster to this community, particularly in the
24 height of the summer season.

25 Also I believe, financially, IVGID is

1 financially sound. And that's another reason, I
2 would say a good reason, to keep Indra because this
3 part of his management for that soundness of our
4 community.

5 Lastly, as I said, these signatures on the
6 petition, Indra is well liked in the community, he's
7 well respected, and you see all the support he has
8 there.

9 So, based on all these factors --

10 CHAIR DENT: Thirty seconds.

11 MR. JANSEN: -- I think it would be an
12 incredibly bad decision for the Board of Trustee not
13 to keep Indra Winquest as GM for the foreseeable
14 future.

15 Thank you.

16 MR. CALLICRATE: Good evening, board. Tim
17 Callicrate, 170 Mayhew Circle.

18 As the most-recent board chair and past
19 trustee of a total of 12 years, I'm here tonight to
20 express my support for extending General Manager
21 Winquest's contract for an additional year, as has
22 been done these past three years.

23 He's either met or exceeded his stated
24 goals that the prior board agreed and accepted as
25 his evaluation in 2022.

1 Having known Mr. Winquest at his days at
2 the Rec Center counter 20 years ago through is
3 subsequent promotions and then as a general manager,
4 Mr. Winquest has proven to be an honest,
5 hard-working individual whose depth of knowledge of
6 the District and its operations is second to none.
7 His passion for IVGID has aided him in finding the
8 right people for the right jobs.

9 All that being said, I'm deeply concerned
10 about the direction of the majority of this board is
11 taking this district. It seems that there are
12 numerous conflicts of interest regarding board
13 member relationships with community individuals.

14 The unilateral decision to not pursue the
15 dog park committee suggestions regarding the parcel
16 across from the high school, but, instead, move it
17 to the Village Green is ludicrous.

18 The discussion of considerably downsizing
19 the Incline Beach house and/or discounting
20 altogether any improvements after this community has
21 been patiently awaiting this project for over 30
22 years makes no sense.

23 Then the most egregious exercise of
24 bucking a 55-year District precedent of allowing
25 non-resident employees beach access because of a

1 handful of agitators clamoring about the beach deed,
2 the beach deed, and using the excuse of a lawsuit
3 from the community is a complete red herring.

4 And let's not forget the non-collection of
5 the rec fee, which has basically caused a 50 percent
6 reduction in the value of punch cards. Brilliant
7 decision as we are going into summer.

8 Many of us at Incline and Crystal Bay
9 believe that there's more to meets the eye in these
10 last six months of your activities.

11 It is now common knowledge that the chair
12 of the board, Mr. Dent, has been and is currently in
13 business with an outspoken critic of the District.
14 Well, you can certainly do business with whomever
15 you desire, it's incumbent upon you to divulge this
16 information to the citizens and fellow board members
17 and recuse yourself on pertinent matters. You did
18 neither when it came time to appoint this individual
19 to the audit committee. Extremely troubling, and we
20 are anxious to learn the ethics commission's final
21 verdict.

22 Then we have Ms. Schmitz. I find it
23 troublesome that you would be the board member in
24 charge of the GM's evaluation, especially since the
25 debacle that ensued regarding your rating being

1 moved from a 3 to a 2 last year. You blatantly lied
2 to the board, the GM, and the community when
3 confronted by a fellow board member, Ms. Tonking,
4 and then tried to blame Dr. Mathis. Really quite
5 pathetic.

6 Is there going to be a special meeting
7 called during the GM's vacation, calling for his
8 termination? Yes, board majority, this is a very
9 small town, and I've lived here 38 years, and I know
10 a lot of folks who work in a variety of
11 organizations.

12 CHAIR DENT: Thirty seconds.

13 MR. CALLICRATE: Travel any number of
14 circles and they have had their fill of your
15 constant overstepping, micromanagement, and complete
16 disregard of any historical perspective here in
17 Incline Village and Crystal Bay.

18 Perhaps if you're incapable or unwilling
19 to do the actual job of a trustee and let your
20 general manager manage the District, it might just
21 be time to step down.

22 I encourage the board to listen to the
23 majority or expect a recall.

24 Thank you.

25 MR. TOMKOVICZ: Thank you for letting me

1 speak today. I'm here in support of Indra.

2 I've only lived here full time for five
3 years, but we had a house here for 15 years. My
4 wife I and -- for the last two-and-a-half years,
5 I've had my head stuck in 920 Southwood, which is
6 the bowling alley. So, we're the family that did
7 the bowling alley.

8 And so -- I also grew up eating out of
9 trash cans in East L.A. when I was a kid, and I
10 borrowed 30 grand in 1983, built a national company,
11 and had to manage 350 people around the country.
12 And when people asked me: How did you get such a
13 great group of people who loved the community and
14 loved the business and built such an amazing
15 national company?

16 I said: I took care of the really good
17 ones, and I got rid of the really bad ones.

18 Indra's not bad. I don't understand the
19 politics. I've never been political. I don't
20 understand why you're so mad at him. The facilities
21 we have here are awesome. I broke my foot on your
22 tennis courts. It's an awesome tennis court.

23 We have the head of UNR tennis coaching
24 us. I broke my foot because I'm almost 70, and I
25 thought I could keep up with the head of the

1 college. So, I may be a narcissist like some of
2 you.

3 I'm telling you guys up front, this
4 community -- where I grew up and what I've seen in
5 the United States, we live in heaven.

6 Why there's so much torment here, it just
7 kills me. Our tagline is peace, love, bowling.
8 What's being created here is not peace and love.

9 I just don't get politics. I don't get it
10 when people are so angry, but I do get the emotion
11 when people are having things taken away from them
12 that they love dearly.

13 Your job isn't to tell us what to do; it's
14 to keep us loving each other.

15 Pleads don't get rid of Indra. Please
16 show up at the bowling alley, because I need the
17 revenue, and please -- the community has angst about
18 you guys. It must feel like shit for you guys to
19 sit up here and hear this. It must be terrible.
20 My heart goes out to you to hear the stuff that's
21 said.

22 At the bowling alley, it's kind of like
23 the gathering place for the whole community. If you
24 haven't come there, please come. I'll buy you a
25 beer. No bribes intended.

1 But I got to tell you, be a part of the
2 community. Don't be separate from us, and please
3 take care of Indra and take care of these employees
4 that want to stay here and serve us, they do so
5 well, don't demolish it.

6 Thanks for the time.

7 MS. MARTINI: Good evening. Margaret
8 Martini. Incline Village.

9 I've been here since 1964. Val was in my
10 mom's girl scout group that she started and --
11 volunteered for, she didn't start it. I was here
12 when Wally White was the first person at IVGID to
13 form a board, a general manager, et cetera. I saw
14 the first shovel of dirt at Diamond Peak, Ski
15 Incline. Okay? So, I have very good knowledge of
16 how this community has worked, and what it's all
17 about.

18 Indra is a nice guy. Indra is a very nice
19 guy. He's very personable, very caring, and is just
20 a nice guy. He's a great coach. He loves this
21 community, no doubt, but IVGID is one of the largest
22 GIDs in the state.

23 Common business sense, that the volume of
24 income represented, would indicate that a general
25 manager should have, at the very least, an MBA and

1 extensive corporate and business experience.

2 (Booing.)

3 CHAIR DENT: Quiet, please.

4 MS. MARTINI: That's fine. That's fine.

5 Go ahead.

6 CHAIR DENT: Quiet, please. She has

7 three minutes to speak.

8 Go ahead, Ms. Martini.

9 MS. MARTINI: Being a nice guy is not the
10 experience needed for the highest management
11 position in this district.

12 This board is tasked with the job of
13 analyzing the condition of the financial and the
14 condition of the District venues, and making
15 decisions for the health of the District.

16 This job is not a personality contest. If
17 it were, Indra would win, hands down. If was
18 then -- it shouldn't. It is not. Is not a
19 personality contest.

20 Sorry, I just jotted all this down.

21 The previous board -- how much money did
22 we pay to get rid of Steve Pinkerton (phonetic)?
23 Who gave Steve Pinkerton his golden parachute that
24 was exorbitantly over the top? The previous board
25 did, so this board has nothing to really compare,

1 except for what y'all gave Steve Pinkerton to get
2 rid of him.

3 And so I would urge to look at --

4 CHAIR DENT: Thirty seconds.

5 MS. MARTINI: -- what's going on overall,
6 and I know you have, I know you've analyzed all of
7 this, and I think that at that point, if we do lose
8 some senior management -- who hires a CFO who isn't
9 even a CPA? That's not management.

10 Anyway, I love Indra, he's nice, I've
11 always got along with Indra, but I just think that
12 we need some professional -- someone professional in
13 that position.

14 MR. KATZ: Thank you. Arron Katz, PO Box
15 3022.

16 I am not here to speak about Indra. I'm
17 here to speak about some matters are on the agenda
18 for this evening, and the two items I want to speak
19 about -- by the way, I have some written statements
20 I've given to Michaela to be attached to the minutes
21 of the meeting.

22 The first matter is this partnership with
23 Sharkfest. I've already written to you, I don't
24 understand what it is. We don't have a long enough
25 meeting, we don't have enough pages for board

1 packet, over 1,000, so we need to add this stuff for
2 a partnership for Sharkfest, with an entity that
3 doesn't even exist legally in this state, you want
4 to contract with this entity? You want to provide
5 insurance for this entity? And why are we doing
6 this? Because the Veteran's Club wants to maybe
7 make \$720. It's ludicrous.

8 I don't know how it got on the board --
9 the agenda. It never should have. It should be
10 soundly defeated. By the way, the board packet is
11 not complete as to all relevant matters, and for
12 that reason alone, it should be removed from the
13 agenda.

14 The second thing that I wanted to speak
15 about is the GM report that speaks about this
16 contract with TLC. We basically spent \$43,800 for a
17 report, and who knows how many tens of thousands of
18 additional dollars on unreimbursed staff time, and
19 we got nothing for it. An LSC says we got nothing
20 for it because of the fault of our professional
21 staff.

22 They didn't have a clear complete project
23 summary. They didn't meet with LSC and clearly
24 communicate the priorities for the project.

25 So LSC didn't know what to do. And what

1 they came up with was a report which was

2 non-responsive and an absolute waste.

3 And stuff like this happens over and over

4 and over and over. It's everything that happens

5 here. Every time, every employee, every board

6 agenda item --

7 CHAIR DENT: Thirty seconds.

8 MR. KATZ: -- it doesn't matter what it

9 is. I'm asking you to put your foot down and

10 correct it.

11 Thank you very much.

12 MS. BECKER: Hello. Diane Becker,

13 full-time resident of Incline Village.

14 What is micromanagement? What fiduciary

15 duties does the board have when items come before it

16 at board meetings?

17 I don't think many of these speakers that

18 have attended today and spoken have been attending

19 all of the recent board meetings, because if they

20 had, they would hear the number of errors that are

21 being made and that need to be corrected.

22 I don't think the question is that the

23 general manager is up for termination; I have not

24 ever heard that or seen that in writing.

25 A review is coming up, and the question

1 is: How is the board going to address correcting
2 the errors that keep being made?

3 I'm not saying they're being made by the
4 general manager; I'm saying they're being made under
5 the general manager, and someone has to be sure
6 those are corrected. It's not micromanagement when
7 the budget comes before the trustees and it's full
8 of errors and it's incomplete. It's not
9 micromanagement when you get very significant papers
10 that have to be filed and completed the same day,
11 that you're supposed to vote on them at a meeting.

12 Somehow there is balance between
13 micromanagement, which I don't know what that is,
14 but it's very easy to say and to excuse bad
15 performance by saying "don't micromanage me," and
16 actually trying to do your jobs.

17 And all of you should be doing your
18 jobs and not accepting the constant errors that come
19 before you in incomplete contracts.

20 The number of contracts last year and in
21 the beginning of this year that came up that were
22 not complete, fully filled out, was astounding and
23 disappointing to the trustees. How you will stop
24 that, hopefully, will be done in a review.

25 The public works errors that have been

1 made when the Mountain Golf Course first had no
2 supervision, and, second, then they put in a
3 deficient, or let's say a lesser quality than what
4 was in the contract, because there was no
5 supervision, that can't happen again.

6 What happened when the E.coli scare came
7 and there was no person that could do the testing
8 in-house, so we spent -- I don't know if it was
9 Thanksgiving or Christmas not knowing if we had
10 E.coli, that can't happen.

11 We have to have policies and procedures in
12 place to protect the people. And I know -- I like
13 Indra so much --

14 CHAIR DENT: Thirty seconds.

15 MS. BECKER: -- and I am not saying this
16 is his fault. I'm saying there are a lot of errors
17 being made and people here are saying, "You guys
18 should not talk about the errors."

19 I am not one of the angry one percent,
20 whatever that is. I totally support IVGID, and I
21 really like the trustees and really like the staff,
22 but we must figure out a way to stop errors and
23 incomplete work product.

24 And I respectfully hope that all of you
25 will find that balance and take of it.

1 Thank you.

2 MR. KRUSHNER: Hi. Harris Krushner

3 (phonetic). I live at 999 Driver Way. I have had

4 the opportunity to live here for about 12 years.

5 I came to speak in support of GM Winquest.

6 He's been a strong leader of the community. He's

7 raised money for the community. I hope the board

8 retains GM Winquest and change their current

9 direction.

10 Thank you.

11 MR. HITNER: Joe Hitner (phonetic), 1401

12 Tirol.

13 Well, it's clear who showed up here today

14 to support Indra Winquest. I'll make my comments in

15 an attempt to help support that on a very

16 controversial topic.

17 It's interesting to me that this was --

18 meeting was held here where nobody could fit in, and

19 you had to call the fire marshal to get some people

20 out who may support a decision that you all don't

21 hold, and the crucifixion of Indra would backfire on

22 your attempt to do so.

23 It's also interesting to me to see four

24 sheriff cars parked out in front because this is an

25 inflammatory topic, and you knew to call in the boys

1 in green to help support you, should anybody get too
2 unruly. I'll try not to do that.

3 Speaking of attention, you take comments
4 and bend to the will of those who egregiously make
5 the most noise. And you guys know who I'm talking
6 about, those same people who show up in these
7 meetings, they blast you all, they blast our
8 community, they don't take part in it other than
9 taking it apart.

10 Certain members of board have already cost
11 us Rec Center additions in the millions, the value
12 of our punch cards have gone into the toilet, and
13 numerous talented employees. We've lost them over
14 the years, and now -- I agree with Gail Krolick, who
15 spoke earlier -- this move you make, if you do make
16 it, and I certainly hope that decision isn't made
17 tonight, and that listen to the majority here, not
18 that minority, and listen to us who want to keep
19 Indra Winquest.

20 I believe the reviews of our staff are
21 public record, and I'm asking for you to share
22 copies of your reviews of Indra Winquest because I
23 think it'll be telling as to who you're listening to
24 and the witch hunt that you all are on to blame him
25 for all the ills that you guys have caused. It's

1 not the views of our community. We would love to
2 read the comments and ratings on Indra.

3 By the way, one of that angry eight just
4 attacked our veterans. That was nice. Let's stop
5 listening to them -- disbarred individuals, failed
6 business people, and jock snappers -- and turn a new
7 leaf and start supporting our community.

8 What I'd like to ask for those who speak
9 up today -- that's all you behind me in support of
10 Indra -- is, we're a rich community, we got deep
11 pockets, and if they can Indra, I think he's got a
12 wrongful termination suit, and I'll throw up the
13 first \$10,000 to help support him in his legal fees.

14 That's it for me. Thank you. Make the
15 right decision.

16 MS. HAROLD: Liz Harold, 972 Jennifer
17 Street. I'm a 25-year resident and educator in
18 Incline. I had the pleasure of having Michaela as a
19 student.

20 I'm also here to support general manager
21 Winquest. Indra is the first GM we've had who has
22 worked his way up through IVGID. He understands
23 what it's like to be a recreation center clerk and a
24 general manager.

25 If you ask any IVGID employee, they will

1 tell you Indra is kind, professional, and
2 respectful. The best they've ever worked for.

3 Indra has always put our community
4 first -- and that's what this board should start
5 doing -- because he loves Incline Village and its
6 people.

7 He's also coached the girls' high school
8 varsity basketball in addition to being the GM. He
9 uses his time to help our community. Please start
10 doing so.

11 This board should be ecstatic that they
12 have a GM as qualified and as community-minded as
13 Indra. He has touched the lives of many lives in
14 this community, including my own.

15 When my boys were just toddlers, IVGID did
16 not offer any sort of tumbling or gymnastics for
17 that age group. We were stuck in the snow, and
18 people were driving their kids to Reno. I told
19 Indra this, didn't think he would do much about it
20 but he said, "No. We're going to have it."

21 And now they still have it, Tiny Timbers,
22 and all the kids and toddlers have something to do
23 in the winter.

24 The best thing he ever did for me was in
25 2015, our community had two teen girls with cancer.

1 I put together a fundraiser, and I needed the
2 Village Green. It was being occupied by an IVGID
3 fair. He said, "Don't worry. We're going to
4 combine efforts." He's community-minded, and it was
5 a successful fundraiser. This is the man you want
6 as your general manager.

7 What's going to happen when you terminate
8 him? Are you going to bring in somebody that was in
9 Sioux City, Iowa, to come to Incline and pay them a
10 bunch of money, and they'll last a few more years
11 and then go to their next town? That's not who
12 Indra is. He is part of Incline, and he wants to
13 stay here.

14 That's what happens when you get rid of
15 general managers: You get those people that go from
16 city to city.

17 This board is known for taking away from
18 our town. You've taken away a teen center, you've
19 taken away non-resident IVGID punch cards, you're
20 taking away the fabric of our community. Please
21 don't take away our general manager next.

22 MR. PARIS: Good evening, Board of
23 Trustees. Thank you for this opportunity. My name
24 is Hal Paris. I'm representing my wife and family.
25 We own a property at 1320 Tirol Drive. We bought it

1 in early '05. I actually moved my family here at
2 the end of '04, so to do the math, that's 18 years.

3 So those who don't know, I also served the
4 District, parks and recreation, for 11 years, so I
5 have a little bit of a different perspective than
6 maybe some others here. I might actually be able to
7 know Indra as much anybody else in the room.

8 I promoted him to sport supervisor. I
9 promoted him to superintendent. I promoted him to
10 my acting assistant director. When I left IVGID, he
11 took my job, and now he's actually your GM.

12 So, yeah, I'm here to support him. I'm
13 also here to tell you a few things. One, if you
14 want to give me a call, an email, I'll meet you at
15 Starbucks, anywhere in town, and we can sit down and
16 I can tell you the positive things he's done for
17 this community that take far more than three minutes
18 that you're going to allow me. I can give you
19 pages. I'll give you a few remarks as well.

20 I know the guy, and we worked together
21 very well. He developed a very, very good team at
22 the Rec Center, and anything that you want to say
23 that's a positive over there, look to a few people,
24 including Indra, as the leader of that crew for so
25 many years.

1 If there's anything that he's done right,
2 I might take a little bit of credit for that,
3 training him for 11 years. If there's anything that
4 he's missed the mark, you can blame me for that as
5 well.

6 Before I came here, I knew the two
7 previous GMs that were terminated. I worked for the
8 two previous to Indra, so that's five. Go back to
9 my time in the City of Folsom, the City of
10 Sacramento and Sacramento County, I've worked for a
11 few other GMs and a few other city managers. I can
12 tell you that Indra is by far the best of anybody
13 I've worked with.

14 Maybe he doesn't meet all of your goals.
15 That's your job. That's your job to give him some
16 fine tuning or corrections. If you don't like his
17 staff reports, that's your job. Give him a call and
18 ask for more information.

19 But to sit here and have a 90-minute
20 conversation and get into the weeds of a very, very
21 minor item on your agenda, that's your fault. You
22 don't need to get in the hammer of the details
23 during the evening when there's so much more
24 important things going on. You give him a call
25 ahead of time. That one's on you, not on Indra or

1 his staff that wrote the report.

2 But --

3 CHAIR DENT: Thirty seconds.

4 MR. PARIS: -- I'll finish with, again

5 offering the opportunity, please give me a call.

6 Hope that the time that you were spending

7 on your phones tonight, the time that you're

8 spending writing notes is actually taking people's

9 comments, because if you look out in the hallway, if

10 you look out in the parking lot, you've got 300

11 people here, if you don't like that, that's your

12 fault again. Own it.

13 None of you came out in support of him in

14 these last two weeks. None of you, anywhere, came

15 out in support of him in the last that weeks.

16 MR. TONKING: Hello members of the board

17 and fellow highlanders. My name is Kip Tonking of

18 Incline Village.

19 I'm here with my wife, Donna Tonking, and

20 we have lived here full time for 27 years. We are

21 very fortunate to have raised two daughters here who

22 are still active members in the community.

23 I met Indra years ago when he coached my

24 daughter to a state basketball title for high

25 school. However, this is just a minor

1 accomplishment of Indra's.

2 I have had opportunity to -- for over
3 three years to come to these board meetings and
4 continue to see the impressive amount that Indra has
5 done to accomplish for this district.

6 I have seen too many GMs come and go out
7 of this district. If the board does not renew and
8 retain Indra, I honestly believe the board does not
9 represent the interest of my family and this
10 community.

11 Thank you.

12 MR. ROBINSON: Hi, guys. Tony Robinson.
13 Been here since the beginning. My grandfather
14 actually formed this. Julane Anderson was here, but
15 she had to leave. She's my last person in Incline
16 Village. We're like the last of the Mohicans. Been
17 here since the beginning.

18 We are one thousand percent in support of
19 Indra. Please respect the family. I respect you
20 guys. I have to live with you people. I love you
21 people.

22 Thank you.

23 MS. SCHMIDT: Hello, everybody. I had a
24 really perfect writing, and my husband didn't like
25 it. This is just what jotted down late this

1 afternoon, so I'm sorry.

2 I'm here to speak on behalf of Indra. I
3 want to say that he loves this community, even
4 though he doesn't live here, he loves it. He's
5 always loved it. He's worked his way up and built
6 what was, essentially, a dream staff, until it
7 started eroding for various reasons.

8 It seems to me that the board is
9 malfunctioning a little bit, that it's micromanaging
10 a little too much, that the board's job is to direct
11 Indra, and Indra's job is to direct the District.

12 And somehow, the board seems to be in
13 everything now, and that's fine if that's what the
14 community wants and what the community voted for,
15 then I'm obviously in the minority.

16 I think that it seems to me, watching
17 these meetings, that the board is validating their
18 importance somehow by getting it right instead of
19 fostering a consensus and community spirit.

20 One of the things that I've always loved
21 -- and I've lived here almost 30 years -- about this
22 town is that it is a community, and you can tell
23 that when you go to Raley's because everybody's
24 talking to each other, except during COVID.

25 Isn't there a way for right and community

1 to coexist? Can't we make that happen? There has
2 to be a way. It isn't decimating what we have, or
3 is that the purpose?

4 I say that we should keep Indra. His
5 service to the community has been tremendous and
6 only more good will come, but it requires your help
7 and your community spirit.

8 Thank you.

9 MR. DOBLER: Cliff Dobler, 995 Fairway.
10 This written statement is to be made part of the
11 meeting minutes.

12 The ski report for end of the season on
13 page 10 of the agenda should be looked at and
14 studied with great admiration. Mike Bandelin, who
15 has been with the District for about 40 years, is
16 one the few venue managers who can get the job done.

17 The 2023 revenue and expense performance
18 is outstanding and Mike should be congratulated, not
19 only by hand clapping, but with a worthy bonus. I
20 hope trustees can see the light.

21 Table 5 of the Diamond Peak key economic
22 indicators budget to actual, which is concise,
23 organized with meaningful facts, and a pleasure to
24 read, with the longer season of an additional 26
25 days prompted by heavy snows of over 40 feet, Mike

1 and his staff produced some outstanding results.

2 Some highlights: With only 93,000
3 visitors, the average resident per visit increased
4 by 45 percent compared to the budget. Each person
5 paid an average of \$137.

6 As such, revenues are expected to exceed
7 the budget by 650,000. At the same time, expenses
8 were less than the budget by 664,000. As such, net
9 income before depreciation and debts have exceed the
10 budget by 1.3 million, and the total net income for
11 the season was almost \$4 million.

12 Such a one-page report should be standard
13 for the District rather than the scattered, messy
14 presentations provided by golf and the other
15 community service venues.

16 Over the past year, I've spent some time
17 with Mike and discussed the Snowflake Lodge. He has
18 an excellent graph of what the remodel should
19 consist of and what should actually be done.
20 Pie-in-the-sky ideas by uninformed people should be
21 set aside.

22 The Diamond Peak master plan has
23 recommendations on Snowflake Lodge which should be
24 abandoned immediately. Let Mike speak freely on
25 this subject. He has practical and simple ideas.

1 Blowing \$6- to \$10 million is not the answer.

2 One of most important tasks would be the

3 upcoming expiration of the forest service permit.

4 This permit use covers almost 50 percent of the land

5 and will expire December 31st, 2023.

6 Under its terms, the permit is not

7 renewable. IVGID may apply for a new permit, and it

8 must be submitted six months prior to the expiration

9 of the existing permit. That is 16 days from today,

10 and the request is not even on a future board agenda

11 nor on the list of contracts prepared by the general

12 manager.

13 Join me in a large applause for Mike.

14 That was not very loud, but I guess they don't like

15 making money. I don't know.

16 MS. WARREN: Good evening. I'm Megan

17 Warren. I'm at 722 County Club.

18 I've been a long-term visiter, liver,

19 full-time resident, successful business owner for

20 over 19 years, and I actually worked up here in

21 1984, my junior year at Cal Berkeley, at the

22 Lakeside Tennis and Ski Resort, which is now the

23 Glen.

24 So, my family and I been here over four

25 years, we're multiple property owners, and I am

1 concerned. I'm really here to support Indra because
2 he provides the unmatched leadership, stability, and
3 skill -- level of skill that we need to run our
4 special community.

5 I think that is what is getting -- what
6 everyone's getting -- you're dismantling our
7 community, and it's become very divisive. I feel
8 like we're in D.C. and it's congress. Nothing is
9 getting done.

10 And it's time we just kind of get rid of
11 this divisiveness and follow the mantra and the logo
12 of dedicated people providing quality service for
13 our community environment with integrity and
14 teamwork. One district, one team.

15 I think the direction that we're headed
16 really feels like this community is being torn apart
17 piece by piece. It is going to impact our property
18 values, which of course will impact my business as a
19 real estate broker, and, yeah, sure, do you want to
20 go live in Zephyr Cove or on Pittman Terrace or over
21 on the east shore? I don't think so.

22 What makes Incline special is our
23 amenities and our community. And I agree with the
24 whole, hello-at-Raley's thing, that's really cool,
25 and it's changed a lot there too.

1 But I just ask you to just be fiduciaries
2 in your responsibilities, but Indra is just the tip
3 of iceberg here. He's why I'm here right now, but
4 there's other things that you need to consider that
5 are beneficial to our community so that we can all,
6 as Mr. Bowling Alley Steve said, love and support
7 each other.

8 And three of you have lived here longer
9 than I have -- or two of you have and three of you
10 have not. And I think that you really need to take
11 a deep dive into what this community is so that we
12 can all support each other and continue to invest in
13 Incline and our community and our residents.

14 Thank you, respectfully.

15 MS. MILLER: Good evening, trustees.

16 Once again, I'm glad to see there's a much
17 bigger number of people involved this evening. I
18 just wish they would be here to gain the knowledge
19 and really be able to understand more of what's
20 going here.

21 I comment this board. I think much has
22 happened, much is happening, just since this new
23 board took office. Thank you.

24 I want to shed some light on the excessive
25 beach facility fees, which are being charged

1 residents by this Board of Trustees. The board, on
2 May 25th, approved 3.5 million this next fiscal
3 year, equal to \$450 a dwelling unit.

4 Here are some facts: Facility fees for
5 the beach operations will always require between 1
6 to 1.2 million since access is free for residents.
7 That annual requirement is only \$155 for each of the
8 7,750 dwelling units, not \$455 each. Additional
9 facility fees would be required for large capital
10 projects if needed. Reserves of \$850,000 must be
11 held at all times for any foreseen circumstances.

12 At the end of this June, the 2024 budget
13 indicates they will be \$6.9 million in cash after
14 reserve requirements. \$6.1 million in excess cash
15 is available to spend. This money was stockpiled
16 the past two years for planned projects which never
17 even got off the ground.

18 Adding the approved 3.5 million of
19 facility fees and the \$6.1 million cash on hand,
20 there will be the tidy sum of \$9.6 million. So how
21 is this tidy sum planned to be used? 900k is needed
22 for continuing operations in fiscal year 2024, 4
23 million is planned for the Incline Beach building,
24 which is higher than the board indicated they
25 desired, 250k for the Ski Beach boat ramp, 500k for

1 beach access, fencing, and gates at all beaches,
2 170k for a new bridge at Incline Beach, 307k to
3 replace playgrounds, 1.4 million for paving parking
4 lots.

5 What's left over? Almost \$2 million,
6 again, 2 million, with no place to go and no other
7 large project planned or needed.

8 The 2 million can pay operating expenses
9 for the next two years. So the 3.5 million charged
10 to residents was never needed.

11 The staff and board seem to enjoy taking
12 money from residents and then sitting on it, and in
13 most cases, failing to invest the funds properly.
14 There's no staff capacity to accomplish more than
15 one capital project each year, as we have seen, and
16 with four projects in the hopper, the estimated
17 costs are already covered.

18 By the way, Trustee Tonking and Noble
19 wanted to raise an additional 1.8 million in
20 facility fees just for fun.

21 In 1976, the Steven Miller Band published
22 "Take the Money and Run," it seems appropriate.
23 Please stop these heists and allow people to keep
24 their money rather than give it to bureaucrats.

25 Thank you.

1 MS. LANE: My name is Hillary Lane, and
2 unlike some of the previous speakers, I'm fairly new
3 to the community.

4 My family and I have been here for
5 three years, and have never been happier. I've
6 never lived in community that's been as tight as
7 this one, that feels as safe as this one, and that
8 is as well managed as this one, from Diamond Peak to
9 Burnt Cedar and everything in between.

10 I think -- I thank you all for what you're
11 doing. And I thank Indra for leading from the top,
12 because everybody I speak to who works at any of
13 these venues or who recreates at any of these
14 venues, I think is a reflection from leading from
15 the top down.

16 And I'm just very grateful for the
17 opportunity to support him. I think it's probably
18 very much a thankless job, so I'm grateful for the
19 opportunity to thank him and to thank everyone who
20 works with him to make this community what it is.

21 Thank you.

22 MR. LYON: Jim Lyon, 133rd Creek.

23 First, I want to thank the board members
24 for the job you do and all the time and effort you
25 put into, and also Indra. His praises have been

1 sung here tonight and are justly deserved. I have a
2 couple of small observations that I'd like to share
3 with you.

4 One is there's a difference between
5 leadership and management, and the title of general
6 manager has got the word "management" in it. And
7 most, not all, but most of the discussion about
8 Indra has been his leadership, and he definitely has
9 it. There's a difference. In leadership, you can
10 be a great leader and not a good manager, and you
11 can be a great manager and a terrible leader.

12 The second thing is of the various
13 different things that have happened over the last
14 couple years and are continuing in some cases, I
15 think our shared responsibility of the board, as
16 well as the general manager, I think especially the
17 Duffield donation, that whole thing was mismanaged
18 by the board, and I don't think -- I don't know all
19 the details, but it doesn't look like the board
20 required enough interface with the general manager
21 in participating in negotiations and/or discussions,
22 especially with documentation from what was going on
23 with the Duffield Foundation.

24 And, I mean, anytime you have something
25 with that much money in a corporation, you've got

1 people who specialize in negotiations and finance
2 and legal and all kinds of things, and you guys
3 don't have all that at your assets but they're
4 probably out in the community, but the one thing I
5 encourage you to do, if you keep Indra, fine, but I
6 encourage you to get a better relationship or a
7 better management style in how you interface and
8 give him his duties and how his reports come back to
9 you so that you guys are better informed as to
10 what's going on.

11 And one other thing is the Sharkfest is a
12 Vet's Club event. We raise money, donations to
13 donate for various agencies in the greater Reno
14 area, mostly up in Incline. One of things that we
15 do is provide a couple scholarships to the GROTC and
16 assist them with finances.

17 So, \$700 is important, but you guys need
18 to look at --

19 CHAIR DENT: Thirty seconds.

20 MR. LYON: -- what are the risks and what
21 responsibilities would IVGID be absorbing or taking
22 responsibility for if you sponsor -- if we sponsor
23 the Veteran's Club with the Sharkfest. So look at
24 it closely. I'd like to see it, but you have to do
25 what's really best for us.

1 Thank you.

2 CHAIR DENT: Any other public comment in
3 the room? All right. Seeing none, can we go -- oh,
4 go ahead, Mr. Miller.

5 MR. MILLER: Good evening, everybody.
6 Charlie Miller, Incline Village resident.

7 We moved here ten years ago. Before that,
8 lived in South Lake, Kings Beach. We chose to live
9 in Incline for the community and the amenities.

10 I worked for IVGID as the engineering
11 manager, and I left as many others did because of
12 the abuse that staff has been subjected to by a
13 small, angry minority and a few now board members.

14 Paying taxes in California is not my
15 preference, but I'm happy to say that I love my job
16 and I appreciate the support of the community and
17 the board where I now work.

18 I don't want to dive into the numerous
19 topics that I disagree with a few of you, namely the
20 rec fee, roller coaster, staff abuse, employee beach
21 access, the Rec Center expansion debacle.

22 I'm here to be one of the many voices here
23 to show my support of Indra. I've known Indra for
24 maybe 15-plus years. I've worked with him in my
25 role as engineer manager. I've challenged him at

1 times, and we've always found a way to work through
2 things. I've had a great working relationship and
3 have a lot of respect for his abilities.

4 What I can say is that I don't know anyone
5 that has cared more for this community for 20-plus
6 years.

7 I listened to the May 25th board meeting,
8 and I'm very proud of his knowledge of the budget
9 and how much he's grown in his position as a general
10 manager and continues to grow.

11 You've heard the petition to keep Indra as
12 our GM, 20-year employee, and I challenge you to get
13 a petition on the opposite to see who wants him
14 removed. You'll probably find the same angry eight
15 people that you listen to every week.

16 The last couple comments has to do with
17 this rec fee going up and down and Ms. Miller's
18 comments about how much money we have, what a
19 terrible thing. I think how much we can invest back
20 in this community.

21 And part of the reason your engineering
22 staff was struggling with that is because much of
23 the long-term leadership, Joe Pommeler (phonetic),
24 Brad Johnson, Michael (inaudible), and myself left
25 here because of how abusive it was for the staff.

1 So now you have a new staff that are
2 trying to get their feet wet.

3 CHAIR DENT: Thirty seconds.

4 MR. MILLER: So it's a struggle to come
5 into a place and learn all the amenities. I want
6 you to support your staff and support your general
7 manager.

8 Thank you.

9 CHAIR DENT: Matt, can we go to public
10 comment via Zoom?

11 MS. HITNER: Hi. This is Hiedi Hitner,
12 1401 Tirol.

13 I was calling to voice my support for
14 Indra and his performance as the GM. The board
15 should definitely retain him as the GM, extending
16 his contract for another year.

17 He's continuing to handle his job
18 professionally and deal with such a challenging work
19 environment, one that this board has enabled instead
20 of helping to resolve.

21 One of the most detrimental things a board
22 can do to a management team is to undermine the GM
23 to create uncertainty in the staff. It creates
24 unproductive, wasted time instead of allowing people
25 to focus on being successful at their job. This is

1 exactly what's happening right now.

2 If you ask yourself: Would I want to work
3 with this person? The answer is resoundingly yes
4 for Indra.

5 The board should retain him as the GM,
6 with a contract extension, and work on a way to work
7 together in a much more effective manner.

8 Thank you.

9 MS. CANAT: Hi. Yolanda Canat (phonetic),
10 16 Martis Peak Drive.

11 I wanted to just mention that I share
12 this, you know, caught you unprepared, but it would
13 have been better for a meeting with a larger room
14 because there was nowhere to -- I couldn't even get
15 in the room let alone sit down.

16 Thank you so much. Bye.

17 MR. WRIGHT: Frank Wright.

18 I have been taking notes tonight on the
19 amount of people who have been praising Indra
20 Winquest, and I have a big ledger that I was going
21 to write down all the people who came in to praise
22 his wonderfulness. I wanted to get down to facts
23 that they were going to offer to support his
24 leadership ability and the thing he's done for our
25 community, and all I hear is they loved him and he's

1 wonderful, but I don't have any facts. Not one
2 person who supported him gave a fact that we can
3 stand and hold a candle to.

4 But what I did hear was those
5 knowledgeable people that these people call the
6 "angry eight," wherever they get that from. How
7 about the intelligent ones, who come to board
8 meetings and have facts and have information and
9 have questions.

10 We have two trustees tonight, ex-trustees,
11 stand up there say that the employee access to the
12 beach was a bad thing. You don't understand. You
13 would have lost the beaches to the world's tourists.
14 An attorney made that decision. The board had to do
15 what they had to do. They had to end it. It's not
16 something the board did; it was something the
17 attorney said because he looked at the beach deed.

18 Ms. Krolick is totally out to lunch. She
19 has no idea what damage would have been done if that
20 beach deed hadn't been honored. I don't live in
21 Incline. I only have beach access. I'm telling you
22 right now, I know for a fact you would have lost
23 your beaches. It's just unbelievable the stuff that
24 comes out.

25 What did we gain tonight by having all

1 these people come forward? And you know what, I
2 took another thing. A lot of these people are Gail
3 Krolick's neighbors. The Tirolian mob. They're all
4 there, screaming what a wonderful job Indra's doing.
5 One guy wanted to give \$10,000 to start a legal
6 defense fund for Indra, but the guy won't pay for
7 his own plowing of his street going to Tirolian
8 Village, but he'll give \$10,000 to save general
9 manager so he'll keep plowing it for free.

10 And the other part of the people who have
11 showed up tonight, we have the whole Tonking family.
12 I'm not surprised the cousins and the uncles weren't
13 there.

14 Let's start looking at what is going on
15 here. We don't have and we haven't had any
16 financial internal controls. We don't have them.

17 CHAIR DENT: Thirty seconds.

18 MR. WRIGHT: Our budget is a mess. Our
19 budget is a mess. When you have a board that does
20 their job and starts asking questions of what's
21 going on here with our finances, then you have a
22 board that is responsible.

23 But you people that love Indra, that's
24 great, you love him, but why don't you ask him to be
25 accountable. Why don't you ask him to stop blowing

1 our money. Why don't you start being a responsible
2 citizen and bring facts and information to the
3 table.

4 Thank you.

5 MR. ABLE: Good evening. This is Mike
6 Able, 900 Southwood.

7 I do not doubt that Indra Winqest is a
8 very nice person, a fine husband and father, an
9 affable and friendly guy to members of community, an
10 easygoing and congenial boss, and if I dropped a \$20
11 bill on the way home, he'd run after me to return
12 it.

13 I also think that he may have been a
14 pretty darn good recreation manager for many, many
15 years. But as a general manager, Mr. Winqest, it
16 pains me to say you don't measure up.

17 Three years ago I met with him at the Rec
18 Center, and as a former business executive, I told
19 him how to succeed. I told him to hire smart,
20 honest, people who were smarter than himself.
21 Instead, he just hired people who do not threaten
22 him as a leader.

23 He's retained Susan Herron, who has cost
24 the District hundreds of thousands of dollars
25 concealing public records from the public that

1 deserves them.

2 He hired a non-CPA director of finance,
3 who lacks the ability to understand proprietary
4 enterprise accounting, and now he's quitting us when
5 we have to make our report to the State of Nevada.

6 We have a public works team that rotates
7 like a merry-go-round and can't even manage the
8 simplest projects or repairs.

9 Winquest offloads personal responsibility
10 for any major public works project by using the CMAR
11 contracting system, which guarantees that we as a
12 taxpayer pays too much for our public work projects.

13 The only bright spot on his résumé is that
14 of Diamond Peak, which runs like a well-oiled clock
15 and makes money. But sorry, folks, that's because
16 it's run by Mr. Mike Bandelin, whose hiring
17 pre-dated Mr. Winquest's tenure.

18 I'm not here to waste your precious time
19 to enumerate all Indra's failures. I've submitted
20 to you for review an account of 15 -- 1, 5 -- of his
21 failings as a GM.

22 It pains me to ask you to not renew his
23 contract. Everyone needs to earn a living, but when
24 they're not doing their job, it's time to move on.

25 The fact is that Winquest as IVGID's

1 senior management has failed the taxpayers
2 consistently. Whether it's concealing public
3 records, not following the board and audit
4 committee's directions, mismanaging public works
5 projects, pushing the new dog park when nobody
6 wanted it --

7 CHAIR DENT: Thirty seconds.

8 MR. ABLE: -- or coming to the board with
9 incomplete and bogus budgets, I'm sorry,
10 Mr. Winquest, but you just haven't measured up.

11 Thank you, board. Thank you for the
12 efforts. Good evening.

13 CHAIR DENT: All right. That will close
14 out item C, public comment.

15 I wanted to -- yeah, I just want to say
16 something real quick. The meeting is being held at
17 893 Southwood, where we are today, and the reason
18 for that is we have a public hearing for our sewer
19 and water charges. When we have a public hearing
20 and we notice the community, we can't change the
21 location. So that is the reason why this meeting is
22 being held at our location.

23 TRUSTEE TONKING: I was just going to say
24 it always kind of scares me when the whole
25 community's here because it makes me feel like I've

1 done something wrong already.

2 But I did want to say that I'm hoping that
3 us, as a board, and our leadership can make sure
4 that information is disseminated to the community
5 with proper timing.

6 I also did not know that the GM's
7 evaluation was taken off until the after the agenda
8 was placed, so I'm hoping we can have better
9 communication for our community going forward.

10 CHAIR DENT: All right. Thank you. It is
11 7:41, let's take a nine-minute break. We will
12 resume at 7:50.

13 (Recess from 7:41 P.M. to 7:50 P.M.)

14 CHAIR DENT: All right, folks, we're going
15 to resume the meeting. We are ready to discuss item
16 D, approval of the agenda.

17 D. APPROVAL OF AGENDA

18 CHAIR DENT: Are there any questions or
19 concerns with the agenda?

20 All right. Seeing none. I do have one
21 concern, and it would be I just felt like it may
22 benefit us, as a board, to remove item F 5, and take
23 it off of the consent calendar and just move it up
24 to G 1. F 5, that is the addition/approve/setting a
25 fee for the additional rec fees. Just move it up to

1 item G 1.

2 Does anyone have any concerns with that?

3 I think may it may be good to explain that. It

4 sounds like we had some questions on it.

5 TRUSTEE SCHMITZ: I'm looking for the

6 agenda item itself. I'm looking for the beach.

7 CHAIR DENT: G 6, page 3.

8 TRUSTEE SCHMITZ: It's up to the trustees,

9 so this is really your call. But we have been

10 meeting, Trustee Dent provided some good additional

11 perspective, and staff wants to come back to the

12 board with a complete set of options and numbers for

13 those options. I don't have them yet.

14 So, we can defer it to the 28th, unless

15 you want to at least talk about what we're trying to

16 accomplish, but what we're really trying to do, and

17 staff has been working with myself and Trustee Dent

18 to come up with options and costs for alternatives

19 for the board's consideration.

20 So, I would propose we defer it.

21 TRUSTEE NOBLE: I think it would be good

22 to defer it just so we have all the information

23 before we start talking about it.

24 CHAIR DENT: Any other concerns with this

25 item? We will remove item G 6, and the idea would

1 be to bring it back at the next meeting with new
2 information that staff came up with. I'm not taking
3 any credit for any of that. Sheila, Mike, and
4 Hudson came up with a really good plan, and I think
5 may be something we need to consider.

6 So, item G 6 will be back at the next
7 scheduled meeting. All right. So seeing those two
8 changes, anything else by the board?

9 All right. Seeing none, the agenda is
10 approved as stated. Moving on to item E, reports to
11 the board.

12 E. REPORTS TO THE BOARD

13 E 1.

14 CHAIR DENT: Item E 1 is the 2022/2023
15 Diamond Peak Ski Resort season wrap-up report
16 presented by the general manager of Diamond Peak Ski
17 Resort, Mike Bandelin. This can be found on pages 5
18 through 31 of your board packet.

19 MR. BANDELIN: Okay. Thanks. Mike
20 Bandelin for the record as stated.

21 If might make just one comment from the
22 public comments that you should know as a board and
23 our senior team knows that I've been working with
24 the U.S. Department of Agriculture, the U.S. Forest
25 Service for a couple of months now on the

1 application for the special use permit that contains
2 about 330 acres at the ski resort.

3 Final application processes are nearly
4 finished. I actually have a meeting on July 10th to
5 finalize some of the other stuff, and then we're
6 going to look at some whitebark pine at the
7 mountain.

8 But I guess I was remiss, the fact that we
9 have never done that before. Ten years ago when we
10 filed the application and received the permit, that
11 didn't come in front of the board.

12 If that's the wish that the -- I guess I
13 probably should have conferred with the board
14 previous to filling out the application, but we
15 hadn't done that before, and I just wouldn't think
16 that would be something that you would say no to. I
17 did not, so I just wanted to make that public.

18 Yeah. Then, again, I say it all the time,
19 but I just wanted to thank the entire community for
20 their support of the District's ski venue, and I'm
21 really proud to be part of the community's winter
22 recreation experience. It means a lot to me.

23 I have a management style that I get to
24 receive a lot of compliments and/or not so good
25 compliments of the operation up there. I listen

1 really well. I think I managed to accommodate a lot
2 of the requests on the operation and just really
3 proud to start working towards next season as well.

4 Also just wanted to take a minute to thank
5 our District HR staff for the tremendous recruiting
6 efforts and onboarding procedures that has to happen
7 in order to make the operation work.

8 The snow removal and fleet crews for their
9 tireless effort this past year of keeping the road
10 and the parking areas clear of snow for our guests.

11 The IT department for keeping our
12 operating systems up and running. It's very
13 important, it's a big job.

14 Our finance department for ensuring that
15 the transactions are processed accurately and timely
16 on a daily basis.

17 Most of all, kind of the DP staff that
18 kept smiling and providing excellent service to our
19 community and others throughout the winter and
20 through my, kind of, quiet management style of keep
21 working, keep working harder and faster, and we'll
22 get this done. I wanted to take a moment to thank
23 them.

24 We have the report in front of you. It's
25 been in the board packet. I think rather than

1 reading through it, it might be just an opportunity
2 to be able to answer any pertinent questions of the
3 report.

4 I might add that I took a lot of the
5 numbers and a lot of the figures and a lot of tables
6 from different places at different times. So there
7 might be some anomalies or differences in values,
8 whether it be from the sources, the revenue side, or
9 uses and expense side, so just -- and I probably
10 tried to accomplish that by including each of the
11 operating months -- December, January, February,
12 March, and April -- and they're both the sources and
13 uses financial page and the statement of income,
14 including other portions of the financial report.

15 I would be happy to answer any questions.

16 And then maybe -- it's always difficult to
17 provide a report at this level, like end of season,
18 or even like when we're doing the monthly updates to
19 include in the general manager's report during
20 operating season within community service, but at
21 any given time, helpful feedback is actually what
22 the board might be interested in in actually seeing
23 or reviewing in the future, would be just helpful
24 for us.

25 CHAIR DENT: Thank you, Ms. Bandelin, and

1 congratulations on another successful year. I know
2 it was difficult up there, but thank you for what
3 you've done. I will open it up to the board.

4 TRUSTEE TULLOCH: Mike, what -- I'd like
5 to echo Chair Dent's comments. I think you've done
6 a tremendous job. Working at another resort, I know
7 just exactly how difficult this season has been. I
8 think we're all worn out with shoveling. I would
9 like to comment on the job you and your staff have
10 done. Please pass that message to all of them for
11 me as well. As a fellow shoveler, I greatly
12 appreciate what we all went through this year.

13 I think it's -- I'd also like to commend
14 you on the quality of the report. This is great.
15 It lets us see straightaway what has been happening.

16 I think you mentioned previously in --
17 when we previously spoke, it looks like the numbers
18 are down, the visit numbers are down from the
19 original projections, but I think you said it was
20 difficult to record them all properly this year
21 because of the lack of verified ID; is that correct?

22 MR. BANDELIN: That is correct, yes. I
23 can speak to that a little bit.

24 Even though your yield numbers, like
25 first-year visit, your yield numbers throughout the

1 activities or ancillary business would be lower, but
2 the calculations that you see on that particular
3 page of only 21 percent of pass holder visits out of
4 the total skier visits, that's 19,000 visits, and
5 that's -- we know we presented in March the numbers
6 for season passes, and that's -- if you say 8,400
7 season passes, that's 2.3 visits per person, per
8 pass. To me, that is just an awfully low number.

9 Then I absolutely included in the report
10 the national average when we're having meetings and
11 discussion with our peers, it's climbing above 50
12 percent now.

13 So, I would say if we say there was the
14 same amount of passes, 8,400, but they came seven
15 times, that would be 58,000 visits, and then we keep
16 the same paid number of visits, 74,000, it's 132,000
17 visits. That would be closer to what I projected.

18 TRUSTEE TULLOCH: I wanted to give you
19 credit for that high number. It looked low against
20 the projections, but I think the number is well
21 understood here.

22 One final question: Do these revenue
23 numbers, does that include next year's season pass
24 deals?

25 MR. BANDELIN: No, it does not.

1 TRUSTEE TULLOCH: Excellent. Okay.

2 Thanks for a great job.

3 TRUSTEE SCHMITZ: Mr. Bandelin, I, too,

4 would like to thank you for a comprehensive,

5 concise, and complete report. You do a great job,

6 and it was also reflected in how you presented the

7 budget numbers. You went above and beyond. You

8 didn't just do revenue and expenses, you actually

9 then talked about net income and margins and

10 whatnot. So, thank you for going through that

11 effort.

12 I think you really do set the bar, and

13 thank you for that.

14 I just have -- the only question I really

15 have is on page 9, and then it also shows up in the

16 later charts, but at the top in table 3, it looks

17 like, you know, we are being less than what we

18 project for the rental equipment, units, and

19 lessons, and I'm just curious if you have some

20 insight as to why those numbers happen to decline

21 for this year?

22 It looks like you're putting it back up

23 again for the budget for next year.

24 MR. BANDELIN: Yes. So, when I take --

25 when I built these metrics, they are really designed

1 to be able to, like, inform the budget, they're
2 designed to track business levels, and then they're
3 designed to be able to analyze business trends for
4 the future.

5 When we're in the middle of December, in
6 January doing financial analysis and presenting
7 budgets and working on financial plans for budgets,
8 it's -- we're already -- we're just barely, like, 20
9 days into the season. We've seen those types of
10 numbers before.

11 One particular aspect of the lesson units
12 being down this year is -- and I hope this
13 changes -- we can only provide lessons if -- units,
14 they can only grow if you have the staff to do that.
15 We're just seeing a shrinkage in staff.

16 But, as I noted in the report, there's
17 signaling signs we're getting more people to apply,
18 coming out of the pandemic and, hopefully, that
19 remains true in the future.

20 Then we had a particular case this year
21 when we were working with a lot of entities in town
22 that we get a lot of the lesson units from the
23 schools and so forth.

24 We had to make a really hard decision
25 was -- because we didn't have the staff to be able

1 to accommodate, even though lessons for these
2 particular large groups don't happen until after the
3 holidays, we had to make a decision that we couldn't
4 accommodate a lot of these groups because we didn't
5 have the staff early on.

6 We tried to work with the groups getting
7 chaperones to do that and it was -- they couldn't
8 come up with a real solid scenario with their
9 insurance and so forth to be able to accommodate
10 that.

11 We hope that lessons go up in the future.
12 That's a really good question. I could give you a
13 couple of examples real quick on what happened with
14 lessons, if I could find my sheet. The cost per
15 unit went up -- I think I misplaced it.

16 So, yeah, we have high hopes that we can
17 continue to staff to be able to accommodate more
18 lessons in the future. That's kind of -- as an
19 operator, that's a really kind of one of your
20 mantras is that you want to be able to teach people
21 how to ski, have them become skiers and riders, and
22 come five, six times a year to grow the sport.

23 CHAIR DENT: Any other questions?

24 TRUSTEE TONKING: Thank you for all you
25 did. It was a great year, so thank you.

1 CHAIR DENT: All right. Mr. Bandelin,
2 that'll do it. Thank you to you and your staff.
3 Appreciate it.

4 That will close out item E 1. Moving on
5 to item E 2.
6 E 2.

7 CHAIR DENT: Treasurer's report.
8 Requesting Trustee Treasurer Ray Tulloch. This is
9 the payment of bills for payments exceeding \$50,000,
10 and can be found on page 32 of your board packet.

11 TRUSTEE TULLOCH: Thank you, Chair Dent.

12 In terms of the bills paid, you'll see a
13 particular large one for the golf for turf starring.
14 That was for two fairways. One was in last year's
15 budget, and the second was on this year's budget.

16 Just interesting, when I went through the
17 invoices, it was interesting to note that the cost
18 of each of these was something like 93,000 bucks,
19 the cost of the basic machine was only 40,000 bucks,
20 that was 45,000 bucks worth of other add ons and
21 additions. I'm assuming it's more blades and
22 various different things, but I just not -- I
23 noticed it, and it was of interest to myself.

24 The specialty flooring window design was
25 for new carpets in the Chateau. NV Energy, just as

1 the usual. And I've got to apologize -- oh, yes, I
2 do remember. State of Nevada, the NDEP, DWPC was
3 for the cost of the arranging the loans, the NDEP
4 cost of that. That was separate to the arrangement
5 fee to the bankers.

6 I do also have a list of some of the
7 changes -- the final changes in the 440 form,
8 submitted to the State. I actually printed them
9 off, but forgot to get them from my printer.

10 CHAIR DENT: He will be sending those to
11 us.

12 TRUSTEE TULLOCH: Yep.

13 Just some of the changes, the forms
14 reflecting the beach facility revenues at 3.5
15 million, based on the new fee. Beach facility fee
16 revenues is reflected as non-operating revenue on
17 the state budget forms as previously requested by
18 the board.

19 At the Mountain Course, operating budget
20 was reduced by an additional 50,000 in the final
21 budget. We discussed that at the last board
22 meeting. Mr. Winquest and Mr. Howard stepped up and
23 reduced another 50,000-something, as the board
24 agreed. We'll keep a close eye on that because we
25 all reckoned it was quite a real stretch.

1 We did do some adjustments on the state
2 forms in cash flow because the cash flow originally
3 showed the full 57 million of borrowing for the
4 pipeline happening in the next fiscal year, which
5 there's no way that's going to happen, so we
6 adjusted that down to reflect closer to the real
7 cash flow. And the '23/'24 fund balance, the
8 beginning fund balance, was outdated to reflect our
9 estimated end for this fiscal year.

10 We haven't heard back from the State.
11 I've been working with Mr. Navazio, we haven't heard
12 back from the State. We have a few, small, couple
13 corrections to make, but we'll wait for the State's
14 response first.

15 Thanks to everyone that made last-minute
16 contributions as well, some audit committee members,
17 some trustees, and things. It was a fairly hectic
18 day on the Thursday after the board meeting to get
19 everything completed. Thanks to Mr. Navazio and
20 Mr. Winquest for supporting that.

21 CHAIR DENT: Thank you, Trustee Tulloch.
22 We appreciate the update on both those items.

23 Any questions for Trustee Tulloch?

24 TRUSTEE SCHMITZ: I don't know, Trustee
25 Tulloch, if this is a question for you or our

1 general manager or director of finance, but in the
2 supplemental materials that were provided to us at
3 the last meeting, and it happens to be the one that
4 had food and beverage, it had a food and beverage
5 revenue that was titled "community services admin."

6 And I know I'm not probably the only
7 trustee who asked this question of why -- what is
8 this? In your process of doing these forms, did
9 that ever become clear?

10 TRUSTEE TULLOCH: No. We never looked at
11 that in depth. I have been discussing with
12 Mr. Navazio and Mr. Winquest, we've been discussing
13 that as part of looking at the overall food and
14 beverage stuff. Hopefully, I'll be able to provide
15 further information on it at the next board meeting.

16 But, yeah, it jumped out to me as well.
17 There's several things in that, and I think that's
18 always a danger when things come to the board,
19 supplemental information comes an hour before the
20 meeting.

21 We are looking at it to try to -- I think
22 there's still several -- few corrections to still be
23 made there.

24 CHAIR DENT: Any other questions?

25 I think that's it. Thank you, Trustee

1 Tulloch. That will close our item E 2. Moving on
2 to item E 3.

3 E 3.

4 CHAIR DENT: General manager's report for
5 June 14th, 2023. Requesting staff member District
6 General Manager Indra Winquest. It can be found on
7 pages 33 through 54 of your board packet.

8 MR. WINQUEST: Indra Winquest, District
9 General Manager.

10 Brad wants to make a quick announcement to
11 the board and to the community. So I'm going to
12 go -- it wasn't -- the information came in after I
13 produced the GM report, so I'm going to go ahead and
14 let him give you a little information.

15 MR. UNDERWOOD: Yeah, thank you, Chair and
16 trustees. Brad Underwood, Director of Public Works.

17 Next Tuesday is a big day on the pipeline
18 project. We will be cutting over from the new
19 pipeline alignment to the existing pipeline
20 alignment. Staff is going to be working on --
21 starting on Monday, actually, the IVGID staff to
22 help that process along, as we have to drain the
23 pipe back. All the basins -- or several basins of
24 the treatment plant are empty, so we got some
25 storage there, of course, but the storage is

1 limited.

2 We're going to send out a message to the
3 public that we are requesting from 5:00 A.M.,
4 Tuesday morning to 5:00 A.M., Wednesday morning if
5 they could refrain as much water as possible to
6 assist us. Of course, you got to use your toilet
7 and things like that, but if you don't use your
8 washing machine and your dishwasher, maybe that will
9 help us out. That's the request.

10 CHAIR DENT: I have a question: How is --
11 as far as what we were projected to do and where we
12 are, how is Granite Construction shaking out with
13 the production as we're about to turn this line?

14 MR. UNDERWOOD: There's been some
15 significant weather impacts. We lost the first week
16 of opportunity with the snow storms that hit. We
17 have had some rain days as well.

18 We're, of course, going to achieve the
19 segment of getting out of way of the NDOT works.
20 That's what next week is all about.

21 Then they all continue on with the
22 additional thousand feet. Not sure whether we'll
23 get all that in, but the intention is if they don't,
24 they'll come back in the fall and finish that piece.

25 So, everything is intended to get done.

1 Whether we get that target done, just because of
2 some of the weather issues we've had, is yet to be
3 seen.

4 CHAIR DENT: Understood. Can't control
5 the weather. Thanks for the update.

6 TRUSTEE SCHMITZ: Mr. Underwood, will --
7 I'm assuming you will be sending some sort of an
8 email blast out to our community, informing them of
9 Tuesday's request?

10 MR. UNDERWOOD: Yes, there will be that,
11 and there will be signs on some of the venues and
12 things like that. So, we'll try to get the word
13 out.

14 CHAIR DENT: General Manager Winqest?

15 MR. WINQUEST: Thank you, Chair.

16 Before I begin, I think I would be remiss
17 to not just say thank you to the members of the
18 community that came out to support me. It's been a
19 humbling opportunity to serve the community for the
20 last 20 years. I appreciate that.

21 I know the meeting's already long, so I'll
22 be brief in the GM report. I just -- I'd like to
23 point out, I believe most of you received the chart
24 on page 35 for Mr. Howard as part of the weekly
25 highlights that I send out, he is here in the back

1 if there's any questions about that. I know we sent
2 out an updated week two this last weekend in my
3 weekly highlights.

4 And then also, per the request of the
5 board, on page 41, we have included the amount of
6 time that's been tracked by staff to produce public
7 records. I'm sorry I didn't have the time to equate
8 that into dollars, but if that's what the board
9 would like to see, we can certainly do that for the
10 next time this gets reported.

11 That is basically tracking by our staff at
12 each venue that works on these public records
13 requests. Most of the staff are management staff,
14 and they are -- most of them are exempt as well.
15 I'm happy to answer any questions about that.

16 And then there's an LLC closeout report
17 that starts on page 42, as provided by Engineering
18 Manager Nelson.

19 And then beginning on page 45, we're just
20 going to continue to give the updated contract,
21 board policy and practices list as we start looking
22 to update when we think the board -- some of these
23 policies and practices have not been reviewed by the
24 board in many years, so we're trying to get some
25 placeholders on the long range calendar. And,

1 really, it's going to be an ongoing thing. Ideally,
2 you should be reviewing these policies and practices
3 every three to five years for relevance, any changes
4 in the Nevada Revised Statutes, applicable law, or
5 anything like that.

6 So, we'll just continue to update you on
7 that. As you can see in the long range calendar,
8 there are some policies and practices that will be
9 upcoming over the next few months for the board to
10 review and potentially revise.

11 Other than that, I am happy to answer any
12 questions about the general manager's report.

13 TRUSTEE NOBLE: My only request would be
14 to have the public records requests to have the
15 total dollar amount, but then also the total number
16 of requests, so we get an idea of just not only the
17 hours being spent, but how many hours on average per
18 request, just so we have a ballpark idea.

19 MR. WINQUEST: Got it. Thank you.

20 TRUSTEE TULLOCH: Just to follow up on the
21 policies and processes, just for information for the
22 board, we had a kick-off meeting with Moss Adams on
23 Tuesday, and that was one of the things that we
24 agreed that they would also be looking at the
25 policies and procedures, give us some guidance on

1 best practices on where some of these policies and
2 procedures are out of date as well, so we can get a
3 three-way vision of it just to see where we need
4 improvements.

5 Couple quick questions for Mr. Winqest,
6 and Mr. Underwood since you're there.

7 The first one, the effluent storage tank
8 project where you're working with TRPA to determine
9 slope stabilization, we did have a discussion -- we
10 did talk about it yesterday, but I think to let the
11 community know as well. My concern was, obviously,
12 that this was going to increase the cost. Perhaps
13 you can advise the board of that.

14 MR. UNDERWOOD: Yeah, so staff has been
15 working very hard on making sure we don't have
16 increased costs where not necessary.

17 We worked with the TRPA staff to allow us
18 to utilize the existing, kind of what the existing
19 slope looks like, because initial discussions might
20 of required either a retaining wall or a rock facing
21 the entire slope. We didn't think that was
22 advisable, plus the view shed and things that might
23 come up with that. The TRP staff met us out there
24 and were amenable to that.

25 We will just have to monitor the erosion

1 or non-erosion, hopefully, that occurs over the next
2 five years. They'll come out after three years, and
3 then we'll have to leave a minimal, 20,000 or
4 something, deposit with them in case there's issues
5 that arise.

6 So, good news, there won't be any
7 unanticipated extra costs with that work.

8 TRUSTEE TULLOCH: I appreciate that. I
9 wanted to make sure everyone's is aware of that
10 because I think everyone's, the whole community is
11 worried about the spiraling costs. They want to
12 make sure we've gotten that nailed down.

13 Thank you, Mr. Underwood.

14 Mr. Winquest, on page 2 of your report,
15 the Incline Beach house project, perhaps you can
16 clarify what that is. That is also getting asked by
17 the community in terms of that. I'm not quite sure
18 I understand where it is. I wanted to make sure we
19 haven't -- between the board and the staff, we
20 haven't dropped the ball on this. I think
21 everyone's aware of it's a priority project still.

22 MR. WINQUEST: Actually, I've been asked
23 quite a bit, so I actually reached out to
24 Chairman Dent, we had a discussion a couple nights
25 ago about this, and it sounds like the next step

1 will be an additional FlashVote survey.

2 CHAIR DENT: We're not supposed to talk
3 about that.

4 MR. WINQUEST: Okay.

5 So, basically, I've asked the question
6 because I'm getting a lot of questions as well. All
7 I know right now is we reduced the dollar amount in
8 the budget to \$4 million, it's in the current
9 budget, and I believe that Chairman Dent will be
10 working on next steps.

11 CHAIR DENT: Yeah. Good synopsis of that.

12 I would say I had spoken with -- last week
13 and this week, I've spoken with staff. The idea is
14 to follow internal policies as it relates to public
15 works, and the soonest that staff could bring back
16 an item would be the first meeting in July, because
17 staff is now required to have their items submitted
18 two weeks in advance. They're preparing for it.

19 The idea would be the very first meeting
20 in July, we would have something to kick around and
21 report on.

22 You can follow up with Brie or Kate or
23 Hudson to get any details as it relates to what
24 they're looking at. But the staff understands what
25 the budget is. The budget's been set.

1 And so I think staff is working on putting
2 a plan together that could meet the needs of the
3 community, based on the feedback received; however,
4 doing it in a manner that, I would say it's fiscally
5 responsible, but also meets the needs to community.

6 TRUSTEE TONKING: Are we not going to go
7 over the results from said survey, from the past
8 one?

9 CHAIR DENT: No. The idea would be we
10 would put the results in the packet at that next
11 time.

12 TRUSTEE TULLOCH: One final comment on
13 the -- thanks for producing the revenue breakdown on
14 the golf courses. I think -- I've spoken with
15 yourself and with Director Howard as well. I'd like
16 to see how this is stacking up, both in terms of
17 what are revenue targets for the week were, and also
18 the utilization level, I received a request on that
19 from that golf community as well. If you're
20 charging all this much, what's happening with the
21 utilization? So it would be to see the utilization
22 as well.

23 And the projected budget revenue doesn't
24 need to be exact, even if you just divide it by 20
25 weeks or whatever your projection is, just to give

1 us an idea so we can get some early warning.

2 It is a fairly aggressive revenue target,
3 so I want to make sure that we've got an early
4 warning if something's tracking back, I'd like to
5 see that.

6 Thank you.

7 TRUSTEE TONKING: I actually was going to
8 talk about that in my trustee update. Director
9 Howard just pulled it for us, and I can get a copy
10 to everyone can have it too. We can talk about
11 that.

12 MR. WINQUEST: Yeah, we did have that
13 conversation. I've talked to Director Howard, so,
14 yeah, we will be looking at provide -- looking to
15 provide what you've asked for, as well as actuals
16 from the prior year so we can compare what we're
17 doing. Like, for instance, you have May 26th
18 through June 1st, we'll be able to show what we did
19 May 26th through June 1st last year. Granted, early
20 and late, you may have weather factors and smoke and
21 things like that.

22 But I fully understand that that would be
23 helpful for trustees as well as staff.

24 CHAIR DENT: Any other questions?

25 TRUSTEE SCHMITZ: I'm going to start with

1 the golf report. Thank you for this.

2 What we really need to see is how these
3 numbers stack up with what was in the budget,
4 because what was in the budget was to have a goal
5 revenue of \$78.67 per round for all these play
6 passes. So once again, I had to go and add
7 everything up and divide and calculate and come to
8 the realization that these numbers result in a
9 ten-percent deficit to that; it comes out to be
10 \$71.51.

11 So, when we do these, we need to go back
12 and then actually compare them to what was in our
13 budget so that we can see how we are performing to
14 our budget with the play passes in particular, those
15 are the numbers I was looking at was the play
16 passes.

17 And I know that there's a few things in
18 here -- do we have an answer of why this is revenue
19 for food and beverage and community services? I
20 know I'm not the only trustee who has asked that
21 question.

22 MR. WINQUEST: Yeah. I know there was an
23 email that went out. I apologize that we haven't
24 gotten you an answer yet. I think we just need to
25 double check -- I'll have Mr. Navazio double check

1 where we pulled that data from.

2 And it's possible we can give an update by
3 the end of the meeting. But no matter what, we'll
4 make sure that we update the trustees via email on
5 that, and we can include that.

6 Point well taken on your request for the
7 golf report.

8 TRUSTEE SCHMITZ: And then I just have a
9 list of things that the board has asked for in the
10 past, and I don't believe we've gotten answers for.

11 I think that the board had asked a
12 question about the IVCBA advertising. And I think
13 we had also asked for food and beverage weekly
14 reports, and I know we saw a report, this week, in
15 your general manager report, but once again, it was
16 only revenue, it didn't have expenses, and I think
17 our concern is expenses because that's where we've
18 been losing money. I think we need to take a look
19 at that.

20 And then I'm wondering if we could please
21 add on your list where you have on pages 48 and 49,
22 where we have the policy resolution. It starts on
23 the bottom of 48 and then goes into 49.

24 When I was working with Mr. Navazio and
25 updating the report that went out with the state

1 forms, on rec the fee, there were number of
2 resolutions that were listed that are not here.

3 That's 419, 420, 450, 1261, 1262, 1750, and 1785.

4 So if we could please have a complete and
5 comprehensive list, because when we have a report
6 that references resolutions, we should be able to go
7 someplace and read those resolutions. And right
8 now, they're missing from this list and from the
9 website. So if we can get those updated.

10 And I thought we had done this last year.
11 I remember discussing this last year. So, I'm just
12 not sure what happened with that.

13 And I know that you and staff have been
14 working on punch card strategy, and if we could
15 potentially get it on our agenda for the end of the
16 month, I think it would be helpful. And if you're
17 able to produce something for us to at least look at
18 and absorb, I think that would be helpful as well.

19 Thank you.

20 MR. WINQUEST: Yeah, I'll note these, and
21 I'll talk to Ms. Herron about these policies to make
22 sure -- I think there was -- I think we responded in
23 an email why a few of these weren't on there yet,
24 but I will follow up and make sure we get that done.

25 Yeah, so all comments duly noted. Thank

1 you.

2 CHAIR DENT: Any other questions?

3 All right. That will close out the

4 report. Thank you very much. That closes out item

5 E 3.

6 Moving on to item F, the consent calendar.

7 F. CONSENT CALENDAR

8 CHAIR DENT: Is there a motion to accept

9 the consent calendar as approved?

10 TRUSTEE TONKING: I move that the board

11 accept the consent calendar.

12 CHAIR DENT: Motion's been made. Is there

13 a second?

14 TRUSTEE TULLOCH: Seconded.

15 CHAIR DENT: Motion's been made and

16 seconded. Any further discussion by the board?

17 See none, all those in favor, state aye.

18 TRUSTEE TONKING: Aye.

19 TRUSTEE TULLOCH: Aye.

20 TRUSTEE NOBLE: Aye.

21 TRUSTEE SCHMITZ: Aye.

22 CHAIR DENT: Aye.

23 Opposed? Motion passes 5/0. All right.

24 That closes out the consent calendar. Moving on to

25 item G 1, formerly F 5.

1 G. GENERAL BUSINESS

2 G 1.

3 CHAIR DENT: Subject is review, discuss,
4 and possibly approve setting of fee for the purchase
5 of additional recreation passes for 2023/2024 in
6 accordance with Ordinance 7, paragraph 104. This
7 can be found on pages 85 through 87 of your board
8 packet.

9 Thank you, Sheila. Do you want to do just
10 a brief overview of what we're doing with this item?

11 MS. LEIJON: Certainly, Chair Dent and
12 Trustees. I'm trying to be formal for the first
13 time ever. Sheila Leijon, Director of Parks and
14 Recreation.

15 So, when we made the decision to not have
16 a recreation fee, it affected our non-beach access
17 properties. And what we determined, as we moved
18 into selling or possibly selling additional cards,
19 is that the fee and the value is at zero.

20 I'm coming to you today to ask for your
21 recommendation and approval on setting a fee, and my
22 suggestion would be that it would be \$91 to be
23 consistent.

24 CHAIR DENT: Thank you for that.

25 I did ask to pull this item from the

1 consent calendar. I just feel like it's an
2 important step for us to be involved in. This is --
3 I think we have never, as a board, set a fee for the
4 rec fee, it's always just been -- staff has just
5 decided it's been one-fifth of whatever the overall
6 rec fee is.

7 And with us not charging a rec fee or
8 taxing the parcel owners, we ran into a little bit
9 of an issue, and there was a lot of confusion around
10 this item. I think it's important moving forward
11 that every board sets the rec fee, per the
12 ordinance, and then we don't run into this issue
13 moving forward.

14 Any other comments, questions regarding
15 this item?

16 TRUSTEE TONKING: This is probably a
17 question for Director of Finance Navazio, if he can
18 come.

19 But my question is: How are we accounting
20 for the punch cards that we're getting for people
21 with beach access? Are we assuming that \$91 is all
22 going to beaches, or are we still doing the same as
23 we've been doing it?

24 Because now this is getting a little
25 convoluted in our funds, and I'm a little confused.

1 MR. NAVAZIO: The revenue from the beach
2 facility fee is going a hundred percent to the beach
3 fund. When folks use their punch cards, the kind of
4 revenue comes through the system in the venue that
5 they're using it, but then we sort of back it out
6 because it's not the real revenues, that's the
7 contra revenue. Okay?

8 I think the other piece is for when you
9 purchase additional punch cards, those -- that
10 revenue is deferred and not recognized as revenue
11 until they're actually used. And of course we
12 haven't seen a whole lot of that come through yet,
13 but the practice has been that that revenue is
14 recognized at the venue where the user of the punch
15 card uses the punch card.

16 MS. LEIJON: I might mention that it's
17 very rare that we would sell an additional punch
18 card to a non-beach property because the use of that
19 punch card would be very limited.

20 So, they could possibly buy down tennis
21 rec, but it's kind of nonsensical to purchase that
22 and not just pay cash out of pocket.

23 I believe in my reference to how many
24 we've sold, last year it was four to non-beach. So
25 it's really a nonissue when it comes to non-beach

1 punch cards.

2 The question is more about the additional
3 Picture Passes. Again, which have very different
4 value because they have no beach, no guests at
5 beach, obviously, and no golf, so where they can use
6 those additional cards is limited.

7 We are not in the business of telling
8 people how to purchase their cards or their
9 privileges; we are in the business to accommodate
10 their requests.

11 TRUSTEE TONKING: Okay. I'm okay with
12 this for right now. My problem is going to be once
13 we use up all of the fund balance, because then I no
14 longer think what's being said in here is actually
15 applicable, and I actually think we would be
16 violating our process.

17 MS. LEIJON: I agree.

18 TRUSTEE TONKING: Okay. Great.

19 TRUSTEE TULLOCH: I agree with the
20 proposal. I think that's what I stated last time at
21 the last board meeting. It just made sense.

22 I don't think we should disadvantage
23 Crystal Bay residents by not enabling them to have
24 the additional Picture Passes.

25 I do a one question: Why are the -- the

1 punch cards expire on the 31st of May, but the
2 additional Picture Passes expire -- last for a year.
3 Why do -- why have we not synchronized these? Why
4 are they not both just expire on the 31st of May?

5 MS. LEIJON: Because we set the fee -- we
6 changed the fee on June 1, so we would expire the
7 punch cards, but not the Picture Passes, on that
8 date.

9 That can be extended for a period -- well,
10 actually, these cannot. They expire a year from
11 issuance. A normal Picture Pass could go as long as
12 five years.

13 So we've just adjusted it make it more
14 user friendly for the person who purchases it so
15 they have a value for one year, as opposed to punch
16 cards.

17 TRUSTEE TULLOCH: I was just thinking it
18 would be much simpler to just expire on the same
19 date and that would -- because there are additional
20 and they're based on the previous year's cost.

21 I mean, in the extreme, if someone was
22 really trying to game the system, suppose the rec
23 fee went up a hundred percent next year, they could
24 theoretically buy an additional Picture Pass on the
25 30th of May and get much more than -- get 180 bucks

1 worth of value from it.

2 I just thought it would make more sense

3 that they all expire at the same time.

4 MS. LEIJON: That's a good point. I'll

5 make a note of it, and when we review Ordinance 7,

6 that's something we'll discuss.

7 TRUSTEE TULLOCH: It would certainly make

8 more sense.

9 Director Navazio, what do we do with the

10 value of the unused Picture Passes? I suspect from

11 what I see in the community and the people I speak

12 to, there's an awful lot of people with unused punch

13 cards.

14 MR. NAVAZIO: So, if folks -- are you

15 talking of the original five?

16 TRUSTEE TULLOCH: Yes.

17 MR. NAVAZIO: Nothing, because we

18 recognize that revenue when we collect the facility

19 fee, and then we have that money whether folks use

20 it or not.

21 The additional cards that are deferred

22 revenue are recognized, and then when expire, we

23 actually recognize the rest of the revenue. So,

24 eventually we recognize the revenue of the

25 additional punch cards in June for any balance of

1 unused punch cards from the additional purchased.

2 TRUSTEE TULLOCH: Thank you. I just
3 wanted to make -- I've had a lot of feedback. A
4 large part of our community demographic is, shall we
5 say, like myself, slightly more elderly couples, and
6 there's quite a large percentage of two Picture
7 Passes and three punch cards, most of the value of
8 which the punch card is not normally used. I've had
9 a lot of feedback from the community that we've
10 reduced the rec fee, so they're not having to pay
11 for something they can't use.

12 TRUSTEE SCHMITZ: Just a question about
13 purchased Picture Passes: Do you recognize the
14 revenue of purchased Picture Passes like you do
15 punch cards?

16 MR. NAVAZIO: Yeah. I'm hesitating
17 because I need to double check whether or not for
18 the Picture Passes we -- my sense is we would
19 recognize the revenue when they're purchased;
20 whereas the additional punch cards, it's deferred
21 revenue until people use that punch card at a venue.

22 But I'll double check. I haven't looked
23 at that yet.

24 CHAIR DENT: I don't want to get off topic
25 on this. We can have a further discussion on this

1 item.

2 Trustee Tonking, do you have something

3 additional to add?

4 TRUSTEE TONKING: I'm just going to move

5 us.

6 I move that the Board of Trustees approve

7 setting the fee of \$91 for the purchase of

8 additional recreation passes to those parcel owners

9 who decide to purchase an additional recreation pass

10 in accordance with Ordinance 7, paragraph 104, as

11 long as fund balance exists.

12 CHAIR DENT: Motion's been made. Is there

13 a second?

14 TRUSTEE TULLOCH: I'll second.

15 CHAIR DENT: Motion's been made and

16 seconded. Any further discussion by the board?

17 I'll call for the question. All those in

18 favor, please state aye.

19 TRUSTEE TONKING: Aye.

20 TRUSTEE TULLOCH: Aye.

21 TRUSTEE NOBLE: Aye.

22 TRUSTEE SCHMITZ: Aye.

23 CHAIR DENT: Aye.

24 Opposed? Motion passes 5/0. Thank you.

25 That closes out item G 1. Moving on to item G 2,

1 formerly G 1.

2 G 2.

3 CHAIR DENT: Discussion of Resolution

4 1903, resolution approving the amendments to the

5 sewer and water schedule of service charges,

6 Ordinance 2 and 4, respectively. Requesting staff

7 member Director of Public Works Brad Underwood.

8 This can be found on pages 721 through 857 of your

9 board packet.

10 MR. UNDERWOOD: Thank you. Yeah, this is

11 a discussion of Resolution 1903 to amend the sewer

12 and water schedule service charges.

13 I have with me Shawn Koorn, who has a

14 short presentation. We've been with you before. I

15 just want to thank Shawn for being here on his

16 birthday. He did get to have a video call with his

17 kids, so that's a great thing.

18 CHAIR DENT: Happy birthday, Shawn. How

19 many minutes do you need for your presentation?

20 MR. KOORN: Five, at least.

21 CHAIR DENT: All right. Let's go.

22 MR. KOORN: Thank you, Chair Dent,

23 trustees. I appreciate the opportunity to be here.

24 As we've talked through this several

25 times, I just have some key summary results of the

1 study. As you remember when go through a rate
2 study, it's a three-step process.

3 Revenue requirement determines the overall
4 revenue needs for each of the utilities on a
5 standalone basis. Cost of service, which gets to
6 our portionality between rates schedules or customer
7 classes. So, how we charge residential versus
8 commercial versus irrigation, as an example. And
9 based on those two analyses, we develop the rate
10 designs which ultimately give us those rates that we
11 collect.

12 So to summarize the revenue requirement,
13 we did show that both utilities need revenue
14 adjustments. That's needed to adequately fund our
15 current, what we had in the budget when we started
16 the study and those projections out over the next
17 several years for our operating and maintenance
18 expense, or O & M.

19 We also have that in place to fund our
20 capital improvement needs and annual debt service
21 payments that are on the books today that we need to
22 carry forward and what we're planning for in the
23 future.

24 And then also maintain district financial
25 policies, so maintain target reserve balances, debt

1 service coverage ratios, et cetera.

2 Just as a point of reference, the overall
3 system revenue adjustments, what we're calculating
4 for this current year now, are slightly less than
5 what we projected last year.

6 So when I was here last time that we
7 talked to you, it's just a little difference, but it
8 is lower than what we were.

9 And also it's important for the public to
10 understand that the overall system revenue
11 adjustment may not equal their customer bills. So
12 when we develop the cost of service, we take into
13 consideration those different characteristics.

14 So here's an example of what those average
15 bills would be:

16 Currently, a water utility customer using
17 10,000 gallons, including the base charge capital
18 improvement admin fee and defensible space, would
19 pay \$54.98. That is proposed for in this ordinance
20 and process to increase to \$59.39.

21 The future projections are there for the
22 board's reference as you evaluate this as move you
23 forward.

24 Similar process for the sewer utility,
25 based on 3,000 gallons, the base charge capital

1 improvement, and admin fee, currently \$72.78,
2 increasing to \$82.39.

3 Based on that revenue requirement, we
4 developed the cost of service. We did notice that
5 there were some cost differences between serving
6 your different customer classes of service, and
7 that's going to happen each time you do a
8 comprehensive study. We have different system
9 characteristics, different system costs, and
10 different customer characteristics, so folks will
11 change their habits, how much water they're using,
12 as an example, based on what's going on at that
13 time, whether there's more folks in the household,
14 maybe there's less, there's weather changes, et
15 cetera.

16 On the water side, what we really saw is
17 that's driven by the peak use. So the need for
18 summertime irrigation, outdoor use by residents, and
19 commercial customers. On the sewer side, they're
20 very minimal. Came out very clean, within a
21 reasonable range.

22 It's important to note that this is a
23 point in time. We're looking at this current year's
24 revenue requirement and current customer
25 characteristics.

1 At this point on the sewer side, we're not
2 recommending any adjustments; on water, we're
3 recommending additional adjustments, which we
4 started during the last study, for the irrigation
5 customers.

6 This is a slide we kind of talked about
7 last time when we thought about how are we adjusting
8 rates. On the left side for fiscal year '23, that's
9 our current revenues and our percent of total
10 revenue. As you go across the page to 2028, then
11 that tells us what those current revenues for our
12 projections as well as based on the cost service
13 results.

14 And what you can see is on the far right
15 side where it says "total percentage change," the
16 cost of service for residential and commercial
17 water customers said that that should go up overall
18 35.2 percent versus the cost of 33.4, so just
19 slightly over that.

20 And then irrigation goes up 58.4 percent,
21 or just slightly below the cost of service projected
22 over the five years.

23 What we've done is we've pushed up more on
24 the irrigation rates in the rate schedule and
25 balance that as we go over time.

1 For the sewer side, everything is adjusted
2 equally. So, we look at the overall percentage
3 adjustment and move from there.

4 As we get into designs, we took that into
5 consideration to develop those additional increases
6 to the irrigation customers, nothing for sewer, as I
7 mentioned. As we went through the process, we're
8 recommending the same structure or how you bill the
9 customers. We're only recommending changing the
10 level of the rates at this point in time.

11 And then we do and did develop a
12 transition plan to collect a slightly more costs
13 through the fixed charge, or that base charge, to
14 reflect how the costs are incurred by the District
15 for each of the utilities.

16 What does this look like? Here's that
17 regional comparison. This is the combined water,
18 sewer bill. As you look at this, you can see as you
19 go across the page, still very some comparable with
20 this present and proposed adjustment that you're
21 considering to the other agencies around Lake Tahoe
22 and the region. It gives you an idea of what others
23 are charging just as a point of recognition as you
24 evaluate this.

25 With that, I will turn it back over to the

1 Chair.

2 CHAIR DENT: Thank you. We appreciate the
3 brief presentation. I just have a couple quick
4 questions and then hand it off to the team.

5 We were just notified a couple months ago
6 regarding the huge increase -- or projected increase
7 as it relates to the pipeline project, some 30-
8 40-percent increase. That is shown in this or not
9 shown in this?

10 MR. UNDERWOOD: So the amount is covered,
11 essentially, because the amount of the loan from the
12 SRF is shown in here, I believe, and the \$15 million
13 from the District. So, we're centered around 68, 69
14 million, I think, and we've already spent some money
15 as well with the design and so forth. And with that
16 72ish million that was presented to you recently,
17 we're close.

18 CHAIR DENT: Okay. I'll take as a "kind
19 of"; is that a fair?

20 MR. UNDERWOOD: Sure. I think it's more
21 than kinda.

22 CHAIR DENT: It sounds like we're close.
23 We may be high, we may be low. I'm just saying
24 there is some new information that came forward, and
25 it may not have all made it into the slides based on

1 timing of everything. That's all. I just wanted --
2 you know, we are doing our due diligence. Things
3 change. That's all I'm trying to bring up.

4 And then as far as grant funds, the Army
5 Corps grant funds, that's all included in this item
6 as well?

7 MR. KOORN: The part that you are awarded
8 and have in hand, yes, that is included.

9 CHAIR DENT: Perfect. No other questions
10 on my part.

11 Any other questions from the trustees?

12 TRUSTEE TULLOCH: I'll jump in. So if the
13 cost is going up by 15 million, which wasn't
14 included in the rate study -- I'm just saying we
15 don't need to change the rate study -- does that
16 mean were over-collecting by 15 million before?
17 Because 15 million does just suddenly appear from
18 nowhere.

19 MR. UNDERWOOD: We provided Mr. Koorn the
20 numbers back in the fall, and at that time I had --
21 we had the 60 percent estimate from Granite
22 Construction, which was similar to what we just
23 received with the bid information, so -- that we
24 were going to present at the last meeting.

25 So, basically, the number was around 55ish

1 million in October, went down to 45 in January, and
2 back up to 55. So I don't know if I had insight or
3 not, but I just gave him the information that we had
4 at the time, and I don't think it's right to, like,
5 bounce back and forth as we start this study, so it
6 just worked out for us.

7 TRUSTEE TULLOCH: Correct me if I'm wrong,
8 but, I mean, the way it says "GMP," is of the order
9 of 72 million rather than 55 million.

10 I understand your argument will be, yes,
11 we've got the cash, but what -- part of the reason
12 for this was to rebuild the reserves. So I'm still
13 at a loss as to how we can suddenly spend an extra
14 7- to 15 million, and it doesn't impact rates.

15 I mean, we're already seeing a 35 percent
16 increase in water rates here over four years, and
17 something like 40 percent plus on sewer rates.
18 That's pretty significant numbers for people in the
19 community. We keep hearing staff can't afford to
20 live here, and we're quite politely saying, well,
21 let's just increase utility rates by 35, 40 percent.

22 I'm trying to understand how we can come
23 up with a study that says, yeah, this is the rates
24 required at 55 million, and if it's now at 72
25 million, how the number doesn't change.

1 MR. KOORN: When we put the original
2 capital funding plan together and the rate study,
3 we've included over -- it's 52.4 million, I believe,
4 in borrowing for that project, plus we had another
5 15 million of ongoing funding, whether that came
6 through the rates that are put back into the system
7 each year or from existing reserves. So that was
8 all baked in. So at that point, we have roughly our
9 \$70 million built into this.

10 The other part of this discussion is that
11 we have that debt layered in over a multiyear
12 period. So if there are additional changes to the
13 project, up or down, that debt service changes up or
14 down, and that gets adjusted in the next year's
15 study that you looked at or two years from now as
16 you go through that process, you're not
17 over-collecting today because we've shown that we
18 have that need for those funds as you move forward,
19 you progress through this process.

20 Hopefully that helps.

21 TRUSTEE TULLOCH: So it's okay, just
22 because we're borrowing more and dealing with the
23 never-never, it doesn't really matter. We don't
24 really need to --

25 MR. KOORN: That's absolutely not what I

1 said.

2 TRUSTEE TULLOCH: I'm sorry, but that's
3 how I interpreted that. This sounds a bit like
4 buying a car and the first question is: What do you
5 want your payments to be, sir?

6 I'm trying to look at the total cost.

7 CHAIR DENT: Do you have any further
8 questions? Okay. Any further questions on this
9 item?

10 TRUSTEE NOBLE: Thank you. I understand
11 the numbers you used, and I think we've got the
12 right rates.

13 MR. KOORN: Thank you.

14 TRUSTEE TONKING: Thank you for your time
15 and explanation.

16 Again, I think as I said this when first
17 had your study come out, the rates are high, but it
18 makes sense because we haven't done anything with
19 rates in such awhile, so it does make sense.

20 CHAIR DENT: Other questions or comments
21 on this item?

22 All right that will -- Trustee Tulloch?

23 TRUSTEE TULLOCH: Correct if I'm wrong,
24 but I seem to recall that rates have gone up in the
25 last few years.

1 MR. KOORN: They went up last year, but
2 the previous two years, there was no rate increase.

3 CHAIR DENT: All right. With that, we
4 will close out item G 1, and move on to -- excuse
5 me, formally item G 1, now G 2.

6 We will move on to item G 3.

7 G 3.

8 CHAIR DENT: We have a public hearing.
9 Sewer and water charges, Ordinance 2 and 4,
10 respectively. It can be found on page 858 of your
11 board packet.

12 Is there a motion to open the public
13 hearing?

14 TRUSTEE TONKING: I move open the public
15 hearing.

16 CHAIR DENT: Motion's been made. Is there
17 a second?

18 TRUSTEE SCHMITZ: I'll second.

19 CHAIR DENT: Motion's been made and
20 seconded. Any discussion by the board?

21 Seeing none, all those in favor, state
22 aye.

23 TRUSTEE TONKING: Aye.

24 TRUSTEE TULLOCH: Aye.

25 TRUSTEE NOBLE: Aye.

1 TRUSTEE SCHMITZ: Aye.

2 CHAIR DENT: Aye.

3 Motion passes. Public hearing is open.

4 The District's holding public hearing as required
5 per Nevada Revised Statutes.

6 Director Underwood, have we complied with
7 all the noticing?

8 MR. UNDERWOOD: Yes, we have.

9 CHAIR DENT: Okay. Great. Would you like
10 to provide any further overview on this item?

11 MR. UNDERWOOD: No, I don't have anything
12 additional.

13 CHAIR DENT: Okay. Great.

14 Then as far as the comments for this
15 public hearing, we're going to open up the comment
16 period. You will have three minutes. Your comments
17 have to be specific to this item in the packet.

18 Are there any comments as it relates to
19 this item?

20 MS. MARTINI: Good evening. Margaret
21 Martini, Incline Village.

22 Okay. The same tired, old slide show from
23 the same tired, old consulting firm who has been
24 coached and provided with the same old numbers.

25 Where are the decreases that Chair Dent requested of

1 Mr. Underwood at a previous meeting? How much did
2 he cut on the budget? The cut should have equaled
3 the percent of increase; where are the cuts?

4 So we're just saying, okay, we're going to
5 do this and we're just going collect the money and
6 we're not going to cut anything from the budget,
7 we're just going to go on as usual with no fiscal
8 accountability.

9 The State requires a zero profit for
10 utilities. So, I'm hearing we have excess, but we
11 shouldn't have any excesses.

12 Maybe Mike Bandelin could train all of the
13 departments and venues on how to prepare the
14 financials, budgets, and proposals to make it more
15 fiscally responsible. Mike set the bar. Up to the
16 GM and bar to require the same standards that Mike
17 is using in doing Diamond Peak.

18 Mr. Underwood should get the message to
19 perform within and underbudget with at least a ten
20 percent budget cut.

21 This board should require a budget that
22 works within a true budget and not some inflated
23 wish list compiled by the director of public works
24 and corroborating, overpaid consultant firm who
25 can't get beyond what other utility districts

1 charge.

2 What they charge is irrelevant. I don't
3 know how many times I've said it. It's not
4 relevant. We are our own district. We don't answer
5 to them. We don't answer to their constituents.
6 You need to make it for us. Forget about what
7 anybody else charges. It's irrelevant, again.

8 Make our Public Works Department
9 efficient, pay attention to our public works, and
10 make it efficient and cost effective. If he is
11 incapable of doing that, then maybe he should
12 resign.

13 Thank you.

14 MR. DOBLER: Cliff Dobler, 995 Fairway.
15 This written statement is to be made part of the
16 meeting minutes.

17 It seems like the top brass of the utility
18 fund just can't get their act together. Delays,
19 incomplete information, use of consultants, and
20 exploding expenses and costs are the name of the
21 game.

22 Water and sewer rates will be approved for
23 the upcoming fiscal year, but are a far cry from
24 reality. Over at least past six years, depleted
25 reserves have never been stabilized, and the utility

1 fund continues to operate on a shoestring and
2 actually has negative cash balances.

3 According to audited financial statements,
4 at the end of June 2022, cash and cash equivalents
5 were 19 million, but must be reduced to 6 million in
6 carryover commitments for projects not done, leaving
7 only 13 million.

8 At the same time, restriction of the cash
9 money collected and set aside for the pipeline was
10 15.4 million. Do I need to say that again?

11 Reserves don't exist. There is not even enough
12 money to cover the restrictions. Hopefully the
13 audit committee will address this in the upcoming
14 2023 audit.

15 Purportedly, according to Sheriff Smith,
16 the rate study provides for reserves to be built up
17 over the next five years. Fat chance, since these
18 estimates for the effluent pipeline have increased
19 from 57 million to 72 million, thus any fictional
20 reserves will be shot to hell in a handbasket.

21 Based on the current budget submitted to
22 the State, the projected cash will be 14.5 million,
23 which assumes the Army Corps of Engineer's grant of
24 5.7 million where the storage tank will be fully
25 funded. What a joke. The project will not even get

1 started until fiscal year 2025.

2 Also, reimbursements of 21.2 million are
3 expected to received from the State \$57 million
4 pipeline loan.

5 It is interesting that the District would
6 borrow money first rather than use the 15 million in
7 restricted cash provided by residents. What that
8 game. The giant bait and switch sounds like typical
9 government: Borrow money but keep the restricted
10 cash to solve other fiascoes.

11 Also, there's an expectation to receive
12 1.5 million, a grant from another federal agency.
13 The amount may have been authorized, but it's not
14 yet appropriated.

15 CHAIR DENT: Thirty seconds.

16 MR. DOBLER: None of these items are
17 properly reflected in the rate study. So the board
18 will approve an increase in rates of ten percent for
19 water and 13 for sewer. Residents can expect to get
20 bombed next year. Call on Mike Bandelin.

21 MR. KATZ: Good evening. Aaron Katz. PO
22 Box 3022.

23 For all the people watching on live
24 stream, there are seven members of the public in the
25 audience. I don't know if they are seven of the

1 eight, angry eight, but there's seven. What
2 happened to the other three hundred that were out
3 here? They don't give a damn about something
4 important like this, but they sure have something to
5 say.

6 Okay. I went back to 2010/'11. Our rates
7 are up 107.5 percent. Stupid me divided it by 13,
8 and I came up with 8.25 percent. You got an 8.25
9 percent increase in your rates every year, year
10 after year, for 13 years, and you think that's
11 reasonable? I don't know where you live, but where
12 I do, it ain't reasonable.

13 The most important thing Mr. Koorn said,
14 you need to listen to his words very carefully, "The
15 proposed rate increases maintain the current rate
16 structure."

17 Well, guess what's wrong with our rates:
18 The current rate structure.

19 Never does it change, he just rubber
20 stamps what we've been doing for 30 years. Why?
21 Because staff told him to do it. Why don't you do
22 something new? Why don't you do something creative?
23 Why don't you do something that's fair?

24 So let's start with some of it. Where's
25 the standby service charge to the lots that aren't

1 paying anything for water or sewer? Where is the
2 failure to recover defensible space fees from all
3 parcels? You know, if you got a vacant lot, you
4 don't pay a penny. That's fair. Where is the
5 failure to address waste water rates for irrigation?

6 Because he doesn't even mention it. Is that
7 something he forgot? The assessment of
8 administrative charges are based upon accounts.
9 Why? They should be based upon customers.

10 All of this is going to reduce our rates
11 if somebody were thinking.

12 What about reducing mandatory backflow
13 prevention device inspection charges? We're forced
14 to get them. The outside community charges less.
15 Why?

16 What about eliminating the public service
17 recreation exemption? Our golf course are paying a
18 million dollars a year less than they should be for
19 water, because we want to appease them, while it's
20 costing the rest of us.

21 What about modifying the District's
22 capacity adjustment factor? We're using the same --

23 CHAIR DENT: Thirty seconds.

24 MR. KATZ: -- calculation we've been doing
25 for years, and it doesn't work.

1 What about modifying the District's
2 commercial customer's water and sewer capital
3 improvement costs? They use tons times more than we
4 do.

5 What about increasing the number of
6 customer classes? We only have two, commercial or
7 residential, that's not right.

8 Finally, what about eliminating the
9 central service cost transfers we have pay to the
10 utility fund on top of sewer and the water fee?

11 Thank you very much.

12 CHAIR DENT: Thank you. Any additional
13 comments regarding our public hearing item from the
14 room? I don't see any.

15 We'll go to Zoom. I'll just remind those
16 folks on Zoom, if you are going to be participating
17 in this public hearing, you have to be on point as
18 it relates to the item, the sewer and water charges,
19 with your comments.

20 MATT: The two we had disappeared.

21 CHAIR DENT: Is there a motion to close
22 the public hearing?

23 TRUSTEE TONKING: I move to close the
24 public hearing.

25 CHAIR DENT: Motion's been made. Is there

1 a second?

2 TRUSTEE SCHMITZ: I'll second.

3 CHAIR DENT: Motion's been made and
4 seconded. Is there any discussion by the board?

5 Seeing none, I'll call for the question.

6 All those in favor, state aye.

7 TRUSTEE TONKING: Aye.

8 TRUSTEE TULLOCH: Aye.

9 TRUSTEE NOBLE: Aye.

10 TRUSTEE SCHMITZ: Aye.

11 CHAIR DENT: Aye.

12 Opposed? Motion passes 5/0. All right.

13 That closes out public hearing, item G 3, formerly G

14 2. Moving on to item G 4, formerly G 3.

15 G 4.

16 CHAIR DENT: Review, discuss, and possibly

17 approve Resolution 1903, resolution approving the

18 amendments to the sewer and water schedule of

19 service charges, Ordinance 2 and 4, respectively.

20 Requesting staff member Director of Public Works

21 Brad Underwood. It can be found on pages 721

22 through 857 of your board packet.

23 MR. UNDERWOOD: Thank you. I don't have

24 any further comments. Just requesting that you

25 approve the resolution.

1 CHAIR DENT: Any further comments by the
2 board? If not, I'll entertain a motion.

3 TRUSTEE TONKING: I move that the Board of
4 Trustees approve Resolution 1903, a resolution
5 approving the amendments to sewer and water schedule
6 of service charges, Ordinance 2 and 4, respectively.

7 CHAIR DENT: Motion's been made. Is there
8 a second?

9 TRUSTEE NOBLE: Second.

10 CHAIR DENT: Motion's been made and
11 seconded. Any further discussion by the board?

12 All right. Seeing none, I'll call for the
13 question. All those in favor, state aye.

14 TRUSTEE TONKING: Aye.

15 TRUSTEE NOBLE: Aye.

16 TRUSTEE SCHMITZ: Aye.

17 CHAIR DENT: Aye.

18 Opposed?

19 TRUSTEE TULLOCH: Aye. Opposed.

20 CHAIR DENT: Okay. The motion passes four
21 to one. Thank you, Trustee Tulloch.

22 All right. That closes item G 4. Moving
23 on to item G 5, formerly G 4.

24 G 5.

25 CHAIR DENT: Review, discuss, and possibly

1 approve the Veteran's Club being a sponsor of
2 Sharkfest 2023 to be held at Sand Harbor and
3 cosponsored with EnviroSports. Requesting staff
4 member Director of Parks and Recreation Sheila
5 Leijon, and this can be found on pages 859 through
6 867 of your board packet.

7 MS. LEIJON: Thank you. You have before
8 you a request for approving collaboration between
9 the Incline Village Veteran's Club and EnviroSports
10 for Sharkfest '23 at Sand Harbor on August 13th.

11 We're all supporters of our Veteran's
12 Club. I am looking to the board for direction on
13 how to move forward with this event. It's slightly
14 different than most of the other events that we
15 normally would host or be participants in or
16 facilitate, only in that we are partnering with a
17 for-profit organization, Sharkfest, they have a
18 stellar record of putting on this event for, I
19 believe, 15 years at Sand Harbor. And in the past,
20 they were supported and collaborated with the Boy
21 Scouts. The boy Scouts no longer exist.

22 Last year, our Veteran's Club volunteered
23 for Sharkfest, and they had an amazing time of
24 camaraderie, which I think is the biggest plus in
25 participation in this event.

1 They have some veterans that do
2 participate and swim, the full swim, and also just
3 spend time volunteering and supporting the
4 individuals, the athletes, that are swimming in the
5 event.

6 The concern was that IVGID would have to
7 provide insurance for the event, and that is no
8 longer the case. EnviroSports will provide a
9 certificate of insurance in the amount of
10 \$1 million, 2 million aggregate. I requested that
11 they would add IVGID as an additionally insured. I
12 received that today. I have number of copies for
13 the board and also for the public to review.

14 It is a well-organized event that was
15 approved by Pool Pack, which is our insurer. I did
16 check to see if the board desires to have an
17 additional certificate of insurance generated from
18 IVGID naming EnviroSports and Sand Harbor. That
19 there would be no cost to get that certificate of
20 insurance.

21 I'm just looking to you -- this is
22 slightly different. We were asked to bring to the
23 board by legal counsel, and I'm just looking for
24 your direction.

25 CHAIR DENT: Thank you for that overview.

1 Yeah, there isn't a board policy that allows staff
2 to move forward with something like this. I was
3 asked -- brought it forward so you guys could decide
4 what you want to do.

5 MR. NELSON: I will allow Trustee Schmitz
6 the opportunity to make a disclosure.

7 TRUSTEE SCHMITZ: I have been advised by
8 legal counsel that I need to recuse myself from
9 this. I am member of the Veteran's Club, and I'm a
10 volunteer also with the Veteran's Club. I have been
11 counseled that I need to recuse myself from the
12 discussion and from the vote.

13 MS. LEIJON: May I hand these out?

14 CHAIR DENT: You can hand those out to the
15 board and whoever in the public would like a copy.

16 I also want to disclose I have volunteered
17 for the Veteran's Club seven out of the last eight
18 years at the 4th of July pancake breakfast. I am
19 being told that is not a conflict, but full
20 disclosure, I'm not a member of the Veteran's Club
21 currently.

22 Any questions, concerns?

23 TRUSTEE TULLOCH: I want to thank the
24 Veteran's Club for volunteering to do this. I want
25 to just to clear up a few things.

1 The memo talks about it as being a
2 sponsor, I don't I think that's correct. I think
3 the term used is a "partner," if we can clarify
4 that. I think that would be correct.

5 And also so long as we're an insured on
6 the EnviroSports' policy, I'm happy with this. I
7 would not suggest we take an additional -- while
8 there may be no cost for that certificate, there's a
9 huge risk exposure. There's a \$2 million risk
10 exposure.

11 I'm in support, again, under these terms.
12 And, again, thanks to the veterans. Full
13 disclosure, I'm the son of a veteran -- multiple
14 veterans from the greatest generation.

15 TRUSTEE TONKING: I guess it's what
16 Trustee Tulloch just asked. We are no longer liable
17 under the --

18 MS. LEIJON: Correct.

19 TRUSTEE TONKING: Okay. That's really
20 just my -- I'm totally on board with this if that is
21 the case. And I am thankful for the service of all
22 of our veterans.

23 MS. LEIJON: Just to make sure you know,
24 this certificate of insurance is also in conjunction
25 with the existing one that states that Sand Harbor

1 is an additionally insured, so there are two
2 certificates.

3 CHAIR DENT: Understood.

4 TRUSTEE NOBLE: Going into this, I wasn't
5 in support of it, but given the change in liability
6 insurance, I'm fine with it now.

7 MS. LEIJON: Great. Thank you.

8 CHAIR DENT: I would just copy what
9 Trustee Noble said. I will entertain a motion.

10 MR. NELSON: Just a note. There are a
11 couple of clean-up things I wanted to bring the
12 board's attention to if we do move forward on this.

13 The first in Exhibit A, on the operations
14 plan, it indicates that they have a contract with
15 the fire department, but what it is is once it's in
16 place, they'll forward it to us.

17 And we'll just make sure that happens
18 before the event. Of course, we want to make sure
19 that that's in place.

20 Then also clarify in Exhibit B, that
21 contract is mandatory. They wouldn't be able to
22 move forward without the adequate public safety.

23 Then on Exhibit D, in the liability
24 waiver, the indemnity covers us, but some of the
25 other waivers for lost items and other things

1 doesn't. We're really getting into weeds and
2 picking nits on this one, but best practice would be
3 to add us to that as well so if there is any claim
4 by any participants.

5 CHAIR DENT: Thank you, legal counsel.

6 Entertain a motion.

7 TRUSTEE TONKING: Okay. I move that the
8 Board of Trustees approve the Veteran's Club being a
9 partner of Sharkfest 2023, to be held at Sand Harbor
10 and partner with EnviroSports, and then with any
11 clarification from legal.

12 CHAIR DENT: Motion's been made. Is there
13 a second?

14 TRUSTEE NOBLE: Second.

15 CHAIR DENT: Motion's been made and
16 seconded. Any further discussion by the board?

17 TRUSTEE TULLOCH: Can I just add to that
18 that the District is taking on no insurance
19 liability over that.

20 TRUSTEE TONKING: I'm okay with that.

21 TRUSTEE NOBLE: I am as well.

22 CHAIR DENT: Okay. We're back where we
23 started. Motion's been made and seconded. Sounds
24 like we had no further discussion by the board.

25 I'll call for the question. All those in favor,

1 state aye.

2 TRUSTEE TONKING: Aye.

3 TRUSTEE TULLOCH: Aye.

4 TRUSTEE NOBLE: Aye.

5 CHAIR DENT: Aye.

6 Motion passes 4/0, with one abstaining.

7 That will close out item G 5, formerly G

8 4.

9 How about a -- let's resume back at 9:20,

10 that will be a seven-minute break.

11 (Recess from 9:13 P.M. to 9:20 P.M.)

12 CHAIR DENT: Okay. We will resume. We

13 were on item G 6.

14 G 6.

15 CHAIR DENT: Review, discuss, and possibly

16 approve the contract with EXL Media for District

17 paid advertising. Requesting staff member Marketing

18 Manager Paul Raymore. This can be found on page 868

19 through 892 of your board packet.

20 MR. RAYMORE: Thank you. Again, for the

21 record my name is Paul Raymore, I'm the marketing

22 manager for the District's community services

23 venues.

24 As mentioned, on pages 868 through 892 of

25 your board packet, there's a memo and proposed

1 agreement with EXL Media for the District's paid
2 advertising services for the 2023/2024 fiscal year.
3 I'm joined by Wendy Hummer, the president
4 of EXL Media, and she's going to walk you through a
5 brief presentation of the District's paid
6 advertising campaign results from this current
7 fiscal year, and that's included on pages 881
8 through 892.

9 After that, we'll both be available to
10 answer any questions you may have. And in addition,
11 Mike Bandelin, general manager at Diamond Peak, is
12 also available if you guys would like him to comment
13 on the EXL Media proposal and the value of this
14 component of our marketing plan.

15 CHAIR DENT: How much time do you need for
16 your presentation?

17 MS. HUMMER: Less than minutes.

18 CHAIR DENT: Okay. Let's -- I think we
19 did say we wouldn't go over ten minutes. Was that
20 the plan? All right. Let's go.

21 MS. HUMMER: In the last meeting, you guys
22 had a lot information on our results, and you asked
23 Paul to come back and summarize all those reports.
24 So this what we did and what we're going to go over.

25 We finished out the season. We spent just

1 over \$158,000 cash (inaudible.) We had \$25,000 in
2 trade, which we secure for advertising versus cash.
3 We generated \$193,000 in advertising value. This is
4 by utilizing the trade and also negotiating lower
5 rates in added value. We delivered just over 12
6 million impressions.

7 The digital media buy that goes to the
8 website, we track the online revenue that is
9 directly booked from those ad placements, and we
10 generated \$1.4 million in online sales, which is
11 about -- return on investment of 1.4 million in
12 online revenue from the digital media buys, and it's
13 a 14.7 ROAS.

14 So, for every dollar spent, you make \$14
15 in revenue online. This does not count the ticket
16 sales, people that went to the gate and bought
17 tickets.

18 So, looking at winter ski season, the
19 investment out of that was \$159,000, including cash
20 and trade, the media value is 168. The digital
21 media campaign generated almost 3,800 in online
22 sales, 1.1 million in revenue, and that's your 14.1
23 return on ad spend.

24 Our target markets, as an overview, is the
25 Reno, DMA, Lake Tahoe, and Truckee, so residents and

1 visitors to the basin and in Northern Nevada. We
2 also have media in Northern California, Sacramento
3 and the Bay Area. We look at where the ticket sales
4 are coming from every year, by zip code, by
5 targeting skiers to make sure we're not wasting
6 media dollars. We use a lot of hyper-targeting,
7 then we do some destination targeting really with
8 retargeting to the website and paid search, why
9 people are planning trips and deciding what ski
10 resorts to go to in Lake Tahoe.

11 Our media channel mix is predominantly
12 digital media. We have connected TV, like Hulu,
13 radio, which is one hundred percent trade, and some
14 local print.

15 Kind of going a little bit deeper, page
16 search for those, as you know, you see a search
17 term, for instance down at the bottom, you'll see
18 the non-branded key words. If someone is searching
19 for ski resort or kid's skiing or lift ticket or
20 learn to ski, these are very broad, like, they're
21 not even searching Lake Tahoe, they're just looking
22 for this type of skiing.

23 We only pay if they click through, and for
24 \$10,000, for instance, that we spent on the
25 non-branded terms, we generated 60,000 in revenue.

1 So those are new customers. Those are people that
2 aren't thinking of Diamond Peak.

3 We also buy Lake Tahoe ski terms, and we
4 also buy some branded ski terms so we can control
5 the messaging. We give you a sample of what it
6 looks like here. The paid search alone generated
7 the majority of that online revenue, \$921,000 in
8 revenue, at a 28 to 1 ROAS.

9 Then the industry ad, a lot of people say
10 "What does that mean?" The industry average is
11 9-percent click rate, and we were at a 27-percent
12 click rate. We achieve that by really playing with
13 the messaging, doing dynamic targeting, and making
14 sure that we are reaching as they're searching and
15 giving them the message that they want.

16 Other is paid social. We ran on Facebook,
17 Instagram, TikTok, Snapchat, YouTube, and Yelp. The
18 investment was \$16,000, and it generated 54, almost
19 55,000 in revenue.

20 There was also 103 completed video views,
21 so that means if we serve a video, someone watches
22 the entire video, 14,000 engagements, that means
23 they liked, shared on social media, they engaged
24 with the message, and 17,000 clicks to the website.

25 YouTube, almost 47 percent of the viewers

1 watched the entire video, which is a lot higher than
2 industry standard on YouTube, because remember this
3 is paid video ad, not content. So they really liked
4 the video and engaged with it.

5 And then to really promote the park, we
6 need to go after a little bit younger target, so we
7 utilize TikTok and Snapchat, targeting adults 21 to
8 30, and again our video completions were very high.

9 Website remarketing, so this is people who
10 visit the site, don't purchase, we served them as
11 where they are, kind of like Amazon's been doing to
12 us for many years. So these people came to the
13 site, we served them wherever they were looking, you
14 served them a related ad. It generated \$71,000 in
15 revenue for just under a \$4,000 investment. So we
16 got those people to come back and purchase. This
17 performance improved a hundred percent from last
18 year.

19 And then "programatic" (phonetic) is -- a
20 lot of you guys have heard that term -- you work
21 with partners and you're not buying sites, you're
22 buying behaviors and skiers and things like that.

23 So they use AI, realtime data, they look
24 at the types of people visiting the site, and then
25 we go out and target lookalikes, people that we

1 think are going to respond and engage. That has
2 delivered almost 79,000 in revenue against the
3 \$17,000 spent.

4 Publish or buy. We've kind of replace the
5 term "print" with publishers. The printed piece is
6 really just the device that we can send content. If
7 we align with Sports Illustrated or Outside Magazine
8 or SF Gate, the Chronicle, we may look at the
9 printed piece, we may go to the website, we may
10 engage with the social media.

11 So, we did published content with the
12 Chronicle, you can see a copy of the ad here, the
13 story that ran, the number of engagements, the
14 website sessions, and the amount of time they spent
15 with the article.

16 We also did an integrated package with
17 SnowBrains, which is a vertical ski industry
18 consumer site, and Adventure Sports Journal, which
19 is kinda Northern California, Oregon, Washington
20 publication.

21 Connected TV, Hulu, we are able to -- if
22 we were to buy broadcast radio or TV in the Bay
23 Area, we may be having a lot of waste. With Hulu,
24 we're able to only target skiers on Hulu and serve
25 them the spot. So there was 1.3 million impressions

1 in the Bay Area against skiers, the 552 websites
2 sessions are the little banners that come up on your
3 device; it's not how many people actually saw the
4 spot and went to the site, that's a little bit
5 harder to track especially because Hulu is owned by
6 Disney, and they won't let anybody track them
7 because of privacy issues. That is just from people
8 clicking on banners.

9 Then kind of that is the full season.
10 This is the season pass campaign. We ran a fall and
11 spring pass campaign, spent about \$25,000, generated
12 883 online sales, for a total of \$305,000 in
13 revenue, and then return on ad spend was 15 to 1.

14 The spring season pass sales typically do
15 better, but this one did way better than prior
16 years. We think that's, one, because you guys were
17 open longer, two, there was more snow and you get to
18 use those tickets, those passes, this year as well
19 as next.

20 We think that also led that we also have
21 that year's of data of what works and how much to
22 reach people. And these are new pass holders.
23 We're not going after the VP pass holders. We're
24 generating new pass holders.

25 But did not do anything for golf this past

1 fiscal. We are just talking about facilities where
2 we promote weddings. We spent about 25,000. We're
3 still -- this is only a quarterly report through
4 March, because we do this report on a quarterly
5 basis, so we will have the fiscal-year-end one in
6 July.

7 We buy search, social, and wedding sites.
8 So our spend to date is 20,000, our impressions are
9 just under 500,000, and we generated 703 wedding
10 reads. Those are not just all from the site, they
11 also come from The Knot and Wedding that will send
12 us leads.

13 Sixty-three percent of those leads, the
14 website leads, came from the paid advertising, and
15 the rest are direct and organic. And, really,
16 organic, we think is generated from the paid as well
17 because we're not able to do PR or go to wedding
18 shows or anything like that.

19 Facilities, we are at 26 percent share of
20 voice -- my ten minutes are up?

21 CHAIR DENT: You got 30 seconds.

22 MS. HUMMER: Oh, I'm just -- okay. Top
23 performing search terms, 61,000 sessions this year,
24 sessions from paid media were up 98 percent from
25 last year, sessions from organic search were down 27

1 percent, sessions from direct traffic was up 15. So
2 you can see that paid digital really generated that
3 traffic.

4 CHAIR DENT: Thank you for that overview.
5 Questions from board at this time?

6 TRUSTEE SCHMITZ: I have a question on
7 your presentation page, it's like your second page,
8 of our packet. It's 882, it starts off with
9 "Diamond Peak media campaign." That one.

10 Sorry if you said it and I just missed it,
11 but the cash investment and the trade, what is the
12 meaning of "value" on there?

13 MS. HUMMER: It's the value of media we
14 secured. So, it's taking the 158 and then
15 additional media value. So, negotiating lower
16 rates, getting additional exposure with the vendors,
17 so trying to get your dollars to go further.

18 Your cash investment was 58, but you got
19 193,000 in media value.

20 TRUSTEE SCHMITZ: Then my only other
21 question in the numbers that are here, the return on
22 investment numbers, some of them are great. When
23 you talk about investment, does that include the
24 agency fee?

25 MS. HUMMER: No, it doesn't.

1 So the way we're tracking ROAS is the ad
2 runs, we use software, they go to the site, they do
3 a purchase, there's a confirmation page, and when
4 the revenue is generated. So, the fees aren't put
5 in that because it's right against the spend of that
6 ad, and that's how we optimize.

7 TRUSTEE SCHMITZ: My last question is a
8 follow-up question to a question that -- or an issue
9 that Trustee Tulloch brought up at a previous
10 meeting, and that was that he had noticed that on
11 our invoices, we are being invoiced for actually
12 producing the bills.

13 MS. HUMMER: Right. And we made a
14 correction to that. That's actually campaign
15 reconciliation.

16 So, a couple years ago, we were asked to
17 show on our invoices exactly what we did, and we
18 came up with tags to define meetings and we just put
19 billing, but really it's account reconciliation.

20 We audit all the buys and contracts that
21 we work with, the vendors, make sure they ran, make
22 sure they're accurate. So that billing is really --
23 it's auditing and client reconciliation, and showing
24 Paul and your accounting staff exactly what was
25 invested and what ran and all the backup and doing

1 the maintenance.

2 So, it's a tag ID for a way of we're doing
3 the invoicing, but it's really not an explanation on
4 the time.

5 MR. RAYMORE: That's one of the services
6 that EXL Media provides that would be impossible for
7 us to do in-house. And they have caught errors in
8 the past where the publisher hasn't run the ad as
9 contracted, and we've received value in exchange for
10 that to make up for those errors. Definitely a very
11 key component of what a media buying agency brings
12 to us, and something we could not do in-house.

13 MS. HUMMER: We also do a lot of auditing
14 of the robots on the internet where they have people
15 out there pretending to to make transactions, and we
16 audit that. You get credits with Google and
17 Facebook constantly for our clients on the robots.

18 TRUSTEE SCHMITZ: I did have another
19 question. This is in the board packet, on page 874,
20 and it's the history of IVGID paid advertising
21 budgets and actuals.

22 Under the fiscal year 2023, underneath
23 golf, there's an agency fee, however, there was no
24 paid advertising spend. So I'm not sure why there's
25 an agency fee when there was not any advertising

1 done.

2 MR. RAYMORE: Yeah. That is -- the way
3 that -- in the past, we've always -- I've always set
4 up our agency fee allocation based on percentages of
5 budgeted advertising within the contract.

6 And so as we're going through the year, I
7 was following that same format and charging a
8 portion of our agency fees to the golf account this
9 year. In hindsight, I'm going to adjust that going
10 forward, and really just charge the venues that are
11 using the services.

12 Golf, you know, does benefit and always
13 has from kind of the significant investment that
14 Diamond Peak and facility departments make in our
15 contract. And EXL Media, given the golf spending
16 amounts, they probably wouldn't take us on as a
17 client solely for golf advertising.

18 And so in the past, that system has
19 worked, but I recognize that looks a little strange,
20 and going forward, we'll be adjusting it so that
21 it's more in line with --

22 TRUSTEE SCHMITZ: Well, golf shouldn't be
23 getting charged an agency fee if they're not doing
24 any.

25 Then up above in Diamond Peak, the actuals

1 for, it says "through 4 of '23," the agency fee
2 actual is 17 percent, but yet when we're budgeting
3 for 2024, it goes up to \$43,000, which is now a
4 26-percent agency fee. So I happen to notice that
5 the agency fee has gone up pretty substantially from
6 a percentage perspective, and I'd like to understand
7 why.

8 MR. RAYMORE: I mean, I think the actual
9 is low for this current fiscal year. We are
10 still -- we will see that go up a little bit more,
11 as we are not quite through the fiscal year, and
12 they're doing some year-end reports, and that all
13 contributes to agency fees.

14 I think the percentage in the 2023/'24, if
15 you look, compare that to the percentage in the
16 budget for 2023, it's similar, it has gone up a
17 little bit, and that's predominately because we're
18 budgeting so much less for golf. And so we are
19 anticipating needing to make up, potentially, some
20 of that in Diamond Peak.

21 I will say, as we've moved away from kind
22 of guaranteed fee amounts and gone to a
23 pay-as-you-go, based on their hourly rate, I don't
24 expect that we'll hit that 39,300 budget for this
25 current fiscal year. I think it'll come in less

1 than that.

2 I would anticipate that, if we have a
3 similar year to this one at the ski resort next
4 year, we also may spend less, because snow always
5 makes our job a little bit easier.

6 If we have a very challenging year with
7 multiple shutdowns or something that we have to
8 respond to with some of our paid advertising
9 campaigns and switch everything up mid-season,
10 that's where fees can go up, and so we budgeted
11 appropriately to take care of those what if
12 scenarios, with the understanding that we will
13 manage that budget as well as we can to minimize
14 those fees.

15 TRUSTEE SCHMITZ: When I look at the
16 agency fee by venue, which is on page 70, it is a
17 26-percent agency fee. And when I research it, I
18 find that the agency fees that, you know, when I did
19 my research, range from 3 to 15 percent. So, 26
20 percent is a significant agency fee, and what is the
21 percentage that we contracted for this fiscal year?

22 MR. RAYMORE: I guess I don't understand
23 the question. Are you -- you're asking what -- we
24 didn't contract a percentage; we contracted for
25 services on hourly rate at \$125 an hour.

1 TRUSTEE SCHMITZ: I understand that. But
2 when you look at what it is compared to the budget
3 and what the agency fee is, it is a 26-percent
4 agency fee, so that's seems not to be industry
5 standard.

6 MS. HUMMER: If you're thinking of the old
7 commission base based on placed media, is that what
8 you're referring to? The industry standard?

9 TRUSTEE SCHMITZ: When I did research on
10 agency fees for advertising, and that's what I had
11 come up with.

12 MS. HUMMER: Typically, about 95 percent
13 of agencies work on retainers and hourly rates now.
14 There is -- when people are just placing media,
15 there was in the past where it was commission based,
16 because the TV and radio stations and stuff would
17 give the agency that commission, versus the client
18 paying for it. So if you paid \$10,000 for an ad,
19 you're paying 10,000, and they're paying you the 15
20 percent versus you.

21 Now that doesn't really happen. There's
22 no vendors out there doing commission. And because
23 agencies are doing so much more than placing media,
24 everything's gone to more fee and retainer base.

25 So, we are billing you every month and

1 shows you exactly what we're doing, based on our
2 hourly rate, and we're not doing any commissions on
3 media. And I would say out of the 50 accounts that
4 I have, I might have one account that still wants a
5 commission because they place a lot of television
6 and live sports. So those types of things are still
7 giving that agency discount commission.

8 TRUSTEE SCHMITZ: So we pay a flat \$130
9 per hour?

10 MS. HUMMER: That's actually going to \$135
11 an hour -- going to \$130. Yeah. We haven't raised
12 our agency fee rate in probably eight years with you
13 guys, so we're going to 130 an hour because of all
14 the costs to do business. But we've actually
15 lowered our overall fee, I think, over flat --

16 MR. RAYMORE: I think if you refer to page
17 873, and look back at fiscal years 2019 and 2020,
18 when the agreement with EXL just paid them agreed
19 upon flat fees, you'll see that the total agency
20 fees were quite a bit higher than they are in these
21 past couple fiscal years where we've gone to this
22 pay as on an hourly basis.

23 So, we're very happy saving that money,
24 and were certainly happy with the services they've
25 been providing. We do get invoices, very detailed,

1 as Trustee Tulloch pointed out at the last time I
2 was here with you guys.

3 And we think it's a fair way to go, and
4 we're happy to continue with that, paying for their
5 services.

6 MS. HUMMER: And the reason the fees were
7 higher was because we used to do a lot for a media
8 mix with a lot more radio promotions and out of home
9 and things like that.

10 But now with the -- you know, the budget's
11 probably where it was at since 2015, so we really
12 had to refine that media channel mix down to mostly
13 digital media and what people are using, the CTB,
14 and so forth, so that's reduced our time.

15 TRUSTEE SCHMITZ: When I do the math,
16 those numbers come out to be about 26 percent also.

17 TRUSTEE TONKING: Okay. So, in this
18 contract, on page 875, you're getting 18 percent in
19 budgeted; correct, Trustee Schmitz? Sorry. I'm
20 just trying to understand the math you were doing,
21 so I was just backing into it your way.

22 So, if I looked at 875, are you taking the
23 total contract of 287,700 and then -- or dividing 51
24 -- I guess I'm trying to back into it, and I can't
25 get the math.

1 CHAIR DENT: How did you do that math?

2 TRUSTEE SCHMITZ: (Inaudible).

3 TRUSTEE TONKING: Taking -- oh, god. I
4 see what's happening. Okay. So what's happening
5 then and why the rate is getting higher is because
6 when we budget it -- so if I look at 875, we see
7 that the total contract amount is \$287,700 not to
8 exceed; right?

9 And then we do the 51,700 at the agency
10 fee, which is 18 percent, if I did my math right.
11 And so then what's happening, though, is were
12 probably spending less in these other categories,
13 and then spending a similar amount in the agency
14 fee, which then we're now seeing --

15 MS. HUMMER: It's up to.

16 TRUSTEE TONKING: I get that. But I'm
17 trying to understand, because Trustee Schmitz is
18 right, when you add the actuals up, you do get 26
19 percent. And so what I'm trying to understand is
20 we're spending less in our cash media and trade
21 media than is estimated here, we're spending a
22 higher percentage than that in our not to exceeds,
23 which is then leading our agency fee to be a higher
24 percentage of our total contract, that they don't go
25 together, they're not correlated, is what I'm

1 hearing.

2 Like, how do you decide when to use the

3 agency fee and when to use the --

4 MR. RAYMORE: So the agency fee is just

5 EXL Media's staff time in managing our paid

6 advertising campaigns. So, theoretically, we could

7 have them analyze for days, run reports for us, only

8 spend \$10 on paid ads, and the agency fee could be

9 \$20,000, depending on what we demand of them.

10 We like that model because we're only

11 paying for the services that we asked for. It's

12 independent of the spending and it gives -- the

13 incentive, then, is for them to maximize the return

14 on investment for us versus if, instead, they were

15 getting paid on a commission basis, like the old

16 school or as a percentage of advertising spend, they

17 wouldn't do this, but their incentive would be to

18 get us to spend more money and not necessarily

19 optimize those campaigns. All they would care about

20 is how much money we're spending on paid media.

21 The way the contract is structured now,

22 their sole job is just to optimize however much we

23 tell them they can spend, \$160,000 for Diamond Peak,

24 in the best way possible and get us the best return.

25 They don't get paid more, they don't get

1 paid less if that dollar figure goes up or down.

2 It's more based on how much work we're having them

3 do.

4 So there's obviously a mix of how much

5 time we ask them to devote to these campaigns in

6 optimizing them, but I think we found a pretty good

7 mix so far, and you see the results.

8 MS. HUMMER: We're not billing based on a

9 percent of the media.

10 TRUSTEE TONKING: I get that. I'm talking

11 about the percent of the contract as a whole. The

12 percent of the contract as a whole, it is 18 percent

13 in our budget, like in this agreement, but what is

14 actually happening is we are spending more

15 percentage of our total contract on agency fee than

16 18 percent. It seems to be 26 percent.

17 So, what I am saying is the mix looks a

18 little weird from contract to actual.

19 MR. RAYMORE: In this current fiscal year?

20 TRUSTEE TONKING: This fiscal year. I

21 also did it for 2019, and I got close.

22 MR. RAYMORE: That may be because we

23 didn't do any paid advertising for golf, and that

24 would throw off that percentage quite a bit.

25 TRUSTEE TONKING: So it benefits us,

1 technically, to use our whole contract then. That's

2 what I'm hearing. Yeah. Yeah. That's -- yeah.

3 That's fine.

4 MS. HUMMER: I think the other issue also

5 is the trade is at 40,000, and we only used -- I'm

6 sorry. 25,000 in trade. We don't -- we're doing it

7 with radio and a little bit of digital. We used to

8 spend a lot more trade when were doing it out of

9 home. So a lot of that underspend is that we're not

10 utilizing as much trade.

11 TRUSTEE TONKING: The mix is different.

12 MS. HUMMER: Yeah, he gives up to 40,000,

13 but we're not using it.

14 TRUSTEE TONKING: The total contract mix

15 is weird. And so then the way that this contract is

16 made, we don't actually spend as much in trade, and

17 we probably spend less in the cash. And now we're

18 spending more on agency fees.

19 MS. HUMMER: But I'm getting 15 percent.

20 How are you getting -- 37 divided into 142, is that

21 what you're looking at?

22 TRUSTEE TONKING: I'm looking at your

23 contract on page 875. So, it's just says that our

24 total contract is not exceed \$287,700, it's says

25 agency fees are not to exceed 51,700, that's 18

1 percent of the total contract.

2 MS. HUMMER: Okay. I thought you were

3 looking at the actuals.

4 TRUSTEE TONKING: And then I was -- I got

5 2019 to be close to 26 percent in actuals, unless I

6 did some math wrong, and that could have happened.

7 MR. RAYMORE: I guess, is there a concern

8 about the percentage? What is the underlying

9 question or concern?

10 TRUSTEE TONKING: I don't think -- I

11 didn't have an underlying question or concern. I

12 was just trying to back into what Trustee Schmitz

13 was saying and trying to understand the mix of

14 what's going on so we can then be aware of what our

15 mix is. I think I was just trying to see if I

16 understood how it was working and if my

17 understanding was correct.

18 I don't think the mix is necessarily

19 wrong. I'm just saying that it appears different in

20 contract versus actual because of the not to exceed.

21 MR. RAYMORE: Yeah. And I think that will

22 probably always be the case because every year is

23 different, the demands we place on our media buying

24 agency are different every year, and, obviously, the

25 opportunities are different every year.

1 So that's why we have a not to exceed
2 dollar amount in the budget. Again, we don't expect
3 to spend up to the total not to exceed amount for
4 this fiscal year, and we're always hopeful not to
5 have to do so next year. It's there as kind of a
6 safety measure in case something very dramatic
7 happens and we really do need paid media to
8 response.

9 MS. HUMMER: For instance, if we did
10 advertising for golf, would be a case in point.

11 TRUSTEE TULLOCH: I've got to admit, I'm
12 not very smart in marketing. I'm a fairly simple
13 guy. I am fairly good with numbers, though.

14 If I'm looking at page 883, where you're
15 showing 14.7 return on ad spend, maybe you need new
16 batteries, need a new calculator. I get that to
17 come out to -- looking at the revenue and looking at
18 the total spend of the video investment, I get that
19 to come out to 6.69.

20 MR. RAYMORE: The return on ad is spend
21 calculated based on the digital ad spend only, not
22 the total media investment.

23 TRUSTEE TULLOCH: Maybe we should say
24 that. I mean, this -- it's looks like we have
25 inflated numbers here. And if I see inflated

1 numbers here, it makes me wonder about the rest of

2 it. Not to suggest -- let's have some real numbers.

3 MR. RAYMORE: It's sometimes hard --

4 TRUSTEE TULLOCH: Maybe these are

5 marketing numbers.

6 MS. HUMMER: We did specify that on the

7 first page, that it was digital media buys.

8 MR. RAYMORE: The ROAS is something that

9 we can only track from our digital media buys, those

10 tracking pixels that we put on the website.

11 TRUSTEE TULLOCH: So why don't we just

12 show the spend, investment for that, that would make

13 some sense. Then we might be able to track it.

14 MR. RAYMORE: It's unfortunately just on

15 the prior slide.

16 TRUSTEE TULLOCH: No. The prior slide's

17 still wrong.

18 MS. HUMMER: So, it's 52 percent of the

19 159, would be the 14. So you're asking, instead of

20 saying total media investment, show digital media

21 investment?

22 TRUSTEE TULLOCH: If that's what is the

23 return on ad spend. Like I say, I'm fairly simple,

24 so I don't understand marketing. I just look at the

25 numbers.

1 MS. HUMMER: We could put a footnote next
2 to the 14.7 that that's based on the digital media's
3 budget and send you a revision.

4 TRUSTEE TULLOCH: Is there any other areas
5 where we need make same the same corrections?

6 MS. HUMMER: It's more of an explanation.

7 MR. RAYMORE: I don't believe so. Again,
8 this is just meant to be an overview for you guys.
9 If you have any questions, we're here to sort them
10 out.

11 TRUSTEE TULLOCH: That's why I'm putting
12 the questions. I think to your previous point,
13 Mr. Raymore, you said it might be worth to only
14 spending \$10 in advertising and \$20,000 agency fees.
15 Wouldn't it be better just not spending anything in
16 an association like that?

17 MR. RAYMORE: That wasn't a suggestion; it
18 was just an example.

19 CHAIR DENT: All right. Any other
20 comments or questions?

21 TRUSTEE NOBLE: This is actually for
22 Mr. Bandelin. Do you support this agreement?

23 MR. BANDELIN: Absolutely.

24 TRUSTEE NOBLE: Thank you.

25 TRUSTEE TONKING: I have a question for

1 the board, actually. We talked about the idea of
2 possibly marketing food and beverage. Do we want to
3 have that conversation at some point and see if
4 that's the path we want to go down? I know that's
5 not part of this agreement right now, unless I'm
6 incorrect.

7 TRUSTEE SCHMITZ: I think it's a good
8 question. I think it's something that when we have
9 the report on food and beverage, I think let's talk
10 about it then.

11 CHAIR DENT: I would agree with that. I
12 think we have half of what's going on, and I think
13 it would be good to see the full picture and then
14 decide.

15 Because it's my understanding that the
16 reason why we're where we're at is because we need
17 to get more people into the seats. So if we had to
18 spend a little bit of money to make up for the
19 \$130,000-a-year deficit we're projecting right now,
20 I think it would be beneficial.

21 TRUSTEE TONKING: Great. That was my only
22 question. Then I'm fine with the layout of this as
23 well right now.

24 TRUSTEE TULLOCH: I would echo Trustee
25 Noble's thoughts. Mr. Bandelin is the -- he's the

1 man that's got to deliver some numbers. He's
2 delivered some impressive numbers. If Mr. Bandelin
3 supports that, I'll also support that.

4 For Raymore's benefit, just let's make
5 sure the numbers add up. Let's make sure we're
6 using real numbers.

7 CHAIR DENT: I'll just say one last thing
8 because I feel like in my eight years on the board,
9 this might be, although there are some, it appears,
10 inaccuracies or some areas where things appear to be
11 one way and we have some questions on them, the
12 overview, I think, is a good starting point.

13 Mr. Raymore, every year you bring this to
14 us, I think every year I've sat up here, I've told
15 you that you need to do better next time.

16 I feel like this go at it is the best that
17 I've seen yet. So understand we're not perfect and
18 we can always do better, but I do appreciate the
19 effort.

20 Wendy, thank you. I think this is the
21 first time you've ever been here to present the
22 overview to us. I do appreciate that.

23 MS. HUMMER: I've have in past years, a
24 long time ago.

25 MR. RAYMORE: And she's always willing.

1 MS. HUMMER: Yes. Can I make a real quick
2 comment? Granlibakken, last year, Mother's Day,
3 they didn't advertise. They had less than fifty
4 people. This year, they had to turn away over 100
5 for their Mother's Day brunch because they
6 advertised. So, good idea on food and beverage.

7 CHAIR DENT: Thank you.

8 TRUSTEE TONKING: I was just going to move
9 us forward.

10 CHAIR DENT: Go ahead.

11 TRUSTEE TONKING: I move to authorize
12 staff to enter into an agreement with EXL Media for
13 the '23/'24 fiscal year media buying services for
14 Diamond Peak Ski Resort, the Championship and
15 Mountain Golf Course, and the facilities department
16 of a not to exceed total amount of \$287,700.

17 CHAIR DENT: Motion's been made. Is there
18 a second?

19 TRUSTEE NOBLE: Second.

20 CHAIR DENT: Motion's been made and
21 seconded, further discussion by the board?

22 Seeing none, I'll call for question. All
23 those in favor, state aye.

24 TRUSTEE TONKING: Aye.

25 TRUSTEE TULLOCH: Aye.

1 TRUSTEE NOBLE: Aye.

2 TRUSTEE SCHMITZ: Aye.

3 CHAIR DENT: Aye.

4 Opposed? Motion passes 5/0. Thank you
5 both.

6 That will close out item G 6. Moving on
7 to item G 7.

8 G 7.

9 CHAIR DENT: Discussion of the format of
10 the Board of Trustees meeting minutes. Requesting
11 Trustee Sara Schmitz. Can be found on pages 903
12 through 905 of your board packet.

13 TRUSTEE SCHMITZ: I apologize that there's
14 not a memo to go with this. Staff provided the
15 billing for the court reporter doing the meeting
16 minutes. Really, what I wanted to get clarity on
17 is, as a board, the content of our meeting minutes.

18 I, for one, I use these meeting minutes, I
19 refer the meeting minutes, I go back, refresh my
20 memory from the meeting minutes. I actually really
21 appreciated Melissa's detailed meeting minutes and
22 the court reporter's detailed meeting minutes.

23 The one thing that I just want to bring
24 forward is that I did call and talk to Sunshine
25 Litigation, and I asked if it was possible for us to

1 get this service and exclude the index -- I mean the
2 index is a great tool, but do we really need it? So
3 I called and asked could we do it and exclude those
4 things, and I was told, no, they're just a standard
5 service. They do it for everyone.

6 Then I asked about the condensed version,
7 because I thought maybe that was truly a condensed
8 version, but what we all saw was that it was four
9 pages on one page, but based on how big this font
10 is, for most of us, four pages on one might be fine.

11 But, you know, I think what the question
12 here is, as a board, do we want this level of
13 detailed meeting minutes? Whether it's provided by
14 a court reporter or by someone else. For me, I
15 value the details, because even years later, I'm
16 going back and referring to things that were
17 discussed a year ago to just refresh my memory.

18 So I, for one, like the details, but that
19 really was the subject of this discussion, was what
20 do we want as a board. And I guess now we have
21 another question about fees for a court reporter.
22 And I know that Chair Dent has more direct
23 involvement with those decisions.

24 So, I'll hand it to the trustees.

25 CHAIR DENT: Questions, comments,

1 discussion?

2 TRUSTEE TONKING: I, personally, like the
3 idea of having, like, more condensed meeting
4 minutes, and then, like, the time of where it is in
5 the video, and if people wanted to, like, watch the
6 video, I do that anyway.

7 I'm not sure that I quite like the idea
8 that I could reenact my whole meeting sitting in
9 front of me. But I do understand that it's
10 beneficial for some. I don't know how many people
11 would find, like, word for word as beneficial.

12 I like the more -- I liked Melissa's
13 meeting minutes. I also liked her shorter ones when
14 she put, like, timestamps on those.

15 But, again, it's a matter preference: Do
16 you read? Do you like to listen?

17 I don't like the idea of spending as much
18 as we are for this. That's kind of the one spot
19 where I'm like, if we talk about that a lot, I feel
20 like it's kind of contrary to other things we say.

21 CHAIR DENT: Understood.

22 TRUSTEE TULLOCH: Yeah, I like the
23 comprehensive minutes. It think it makes sense. I
24 mean, the condensed ones without any reference to
25 what point of the live stream is it, it becomes very

1 difficult to find something on live stream.

2 But just, can I throw something out there?

3 Couldn't we just do the total transcripts using the

4 AI? It's unfortunate Mr. Gove's not here, but if

5 all this is is a straight transcription, surely we

6 should be able to harness the AI to do that.

7 CHAIR DENT: Because Mr. Gove's not here,

8 I will fill in for Mr. Gove for second. If we all

9 had microphones that were tied to us and we were

10 logged into Zoom as individuals, it would be a lot

11 different.

12 Instead, it's just blab and it's all

13 coming from this board meeting account. So then you

14 have to go through and figure out who said what,

15 when. I'm right there with you.

16 The Zoom does work really well for all the

17 meetings I do outside of IVGID when individuals

18 actually log into Zoom. It's very helpful.

19 TRUSTEE NOBLE: So looking at the past and

20 a couple of invoices and the number of meetings that

21 we have and the length of the meetings, we're

22 looking at spending \$50- to \$70,000 a year for this

23 court report to have this verbatim. We already have

24 live stream where it is recorded, and you can go

25 back and listen to what everybody said.

1 I think having a summary of what happened
2 on every item, but then the time stamp of when those
3 were so we can go back and listen to in detail, to
4 the extent that anybody wants the detail.

5 But, to me, having a court reporter report
6 every single word that we state, I think is extreme
7 overkill and a tremendous waste of money, given how
8 conscious we are about spending money on everything
9 else.

10 CHAIR DENT: Thank you, Trustee Noble. I
11 will say when our district clerk departed, General
12 Manager Winqest and I did discuss this, and I think
13 our projections for where we would be was in the
14 \$40- to \$50,000 range for the year. So, yes, we are
15 much higher.

16 That being said, our former district clerk
17 was using about half of her time, which is what I
18 was told, to work on meeting minutes.

19 And in working through the new district
20 clerk position, and speaking with staff, it's been
21 suggested that, potentially, that role changes a
22 little bit. And there had been, at least one
23 occasion, a member of the public that has reached
24 out and is very much interested in coming to our
25 meetings, staying late, and sitting here and

1 transcribing our minutes for us, separate from what
2 our district clerk would be doing.

3 A lot of the problem was our district
4 clerk was here working, then the district clerk was
5 here working all night, and then behind as she moved
6 forward because she was still working on the
7 minutes.

8 And so the idea was brought up to
9 potentially remove meeting minutes from the task of
10 the district clerk, and that's in staff hands and
11 there's actually -- we have three people interested
12 in becoming -- or three candidates that we're
13 interviewing tomorrow for the district clerk
14 position, separate from meeting minutes, but I just
15 wanted to give a little update on that and how we
16 got to where we are.

17 Moving forward, I will just say I do
18 believe this is a lot more money than I think we
19 should be spending. I don't like the idea of
20 getting away from the meeting minutes. I am curious
21 if we can scale down the way meeting minutes are
22 done a little bit. I do like how detailed they are.

23 In previous experience, there had been
24 25-minute time slots in the meeting minutes. We had
25 an Open Meeting Law filed against us where it just

1 said "the discussion went on for 25 minutes," and
2 because I had opposed approving the meeting minutes,
3 then our former general counsel decided to say it
4 was my fault that we had the Open Meeting Law filed
5 against me -- against the District, rather than us
6 just fixing the issue.

7 And one other thing I do really appreciate
8 about these meeting minutes, I don't know that last
9 time I heard someone come to a meeting and tell us
10 that what I said isn't true, as it relates to the
11 meeting minutes, and can you please fix these
12 several sentences in the meeting minutes. We've
13 gotten away from that complaint, we've gotten away
14 from that issue.

15 In the interim, we are paying a little bit
16 more money, but I think we are aligned as far as we
17 want to do better, we want to spend less, and I just
18 think we're not quite there yet. And we're way
19 understaffed. There's several positions that need
20 to be filled.

21 TRUSTEE TONKING: I was going to say maybe
22 there's a way we can figure out what we can do to
23 maybe move forward on some of our technology stuff,
24 so we're all sitting up here with our laptop, figure
25 something out, and use that money that we would

1 spend on these meeting minutes, move to maybe

2 something we would use in AI.

3 CHAIR DENT: Great suggestion.

4 TRUSTEE TULLOCH: Don't let these

5 volunteers get away.

6 CHAIR DENT: I don't think it was a

7 volunteer. Kind of a volunteer. They obviously

8 enjoy late night meetings and board meetings.

9 TRUSTEE SCHMITZ: I'm just bringing in a

10 little levity, because all of you know that read

11 everything, and I did find a typographical error.

12 And it happened to be that instead of talking about

13 Chair Dent, it referred to him as Mr. Wright. And I

14 thought that may be important to get corrected.

15 I had forgot about it during our consent

16 calendar item, but our legal counsel said clearly

17 that's a typographical error. So, not everything is

18 perfect.

19 CHAIR DENT: Understood. Thanks for that

20 detail and reading it to that detail.

21 What do we want to do with this item as we

22 move forward? I feel like we've had a good

23 discussion. I feel like we are somewhat aligned on

24 this, but as far as next steps with what we've heard

25 tonight, are we kind of in a wait-and-see at this

1 point to see how things work out with staff or are
2 we wanting to do something -- do we want to maintain
3 the course or do we want to do something different
4 at this point in time?

5 We could put this back on the agenda for
6 two meetings from now to revisit this, but I just
7 want a little feedback.

8 TRUSTEE TONKING: Let's put it on the
9 agenda for -- well, there will be an update on
10 hiring in the GM report, and then if there's an
11 issue like we're not able to get a district clerk,
12 then this needs to pop up so we can deal with it.

13 CHAIR DENT: Understood.

14 TRUSTEE SCHMITZ: I would like to ask the
15 Chair to pursue the different options that we might
16 have and share with us what he's learned through the
17 interviewing process and talking with Mr. Gove and
18 whatnot, so that then we can make a decision about
19 that going forward.

20 But for right now, I think this is at
21 least just a temporary solution.

22 TRUSTEE TULLOCH: I would agree with
23 Trustee Schmitz on that. We need to take minutes
24 and provide minutes in whatever form that we do it.
25 We can't just drop the ball on it at the moment.

1 TRUSTEE TONKING: I just had one more
2 thought on it. Maybe, when and if we do hire
3 somebody for that role, can we have this on the
4 agenda and maybe work with them so that as they are
5 new to this role, we can just set a precedent of
6 what we want going forward.

7 CHAIR DENT: I think that's a great idea.
8 I would also suggest we just plan to bring this
9 back, say, the first or maybe the second meeting in
10 July, given we won't have an update in time for the
11 next board packet, but we would for the first in
12 July. Is that fair?

13 Okay. All right. That closes out item G
14 7. Moving on to item H.

15 H. REDACTIONS FOR PENDING PUBLIC RECORDS REQUESTS

16 CHAIR DENT: Redactions for pending public
17 records for possible action. Item H 1, redactions
18 for the pending public records request.

19 MR. NELSON: No overview in this packet.
20 There was one that we're working on right now, so
21 likely in your next board meeting, there will be an
22 update.

23 Thank you.

24 I. LONG RANGE CALENDAR

25 CHAIR DENT: Item I 1, long range calendar

1 can be found on pages 906 through 909 of your board
2 packet. General Manager Winquest?

3 MR. WINQUEST: The long range calendar can
4 be found on page 906 of 909. Your next scheduled
5 board meeting is June 28th. This is kind of fluid.
6 We've been trying to move things around to
7 accommodate a lot of the different requests in the
8 items that are going to be coming on.

9 As you can see, we do have -- I don't
10 believe that the presentation from Waste Management
11 will occur on the 28th.

12 And then with Mr. Navazio leaving after
13 this, this would be his last meeting, we do have
14 some policy updates and potential lives that we're
15 going to be bringing, including practice 6.0, review
16 and update. I think that was requested by the
17 board.

18 The recreation privileges document, I
19 think Director Feore is planning to bring that to
20 the board just for approval with some of the
21 required edits and suggested edits at the meeting a
22 few months back.

23 Trustee Schmitz, just let us know if
24 you'll be ready to do the capital advisory
25 committee. If not, we'll bump it out to the next

1 meeting.

2 We're going to be giving you and update on
3 awarding the contract for pool maintenance. That
4 vendor is not comfortable with our contract
5 template, so we may be having to go to a time and
6 materials type of a thing. We're working through it
7 with Legal Counsel Nelson.

8 Then we have the operating engineers, we
9 have that item on there. Paul will be bringing the
10 blanket purchase orders.

11 Staff is working on analysis and
12 evaluation of the food and beverage operations. If
13 we don't feel that they're quite ready at that point
14 in time, we may move it, because we want to make
15 sure that when we bring this item, it covers all of
16 the material and what's been requested. And so we
17 may actually reach out to -- when we have
18 discussions with the trustees, to have a discussion
19 about what you'd like to see above and beyond what
20 we already know. That way, we're getting feedback
21 and we can try to package that all together.

22 Then SPS 1, the design contract that was
23 previously on -- I believe that was on the May 25th
24 agenda, will be coming back on the 28th.

25 Then you have the GM performance

1 evaluation on there.

2 I just heard that the potential follow-up
3 item on the meeting minutes will either be the 12th
4 or the 26th, so I've noted that.

5 I think someone wanted the contract
6 renewal with BB and K on here that actually expires
7 on the 12th of 2023. I think it would be prudent to
8 start discussing our relationship with BB and K, and
9 being prepared for how you want to proceed with that
10 contract expiring in December.

11 GM goals, and then the water reservoir
12 coating, the siding improvement. I'll go ahead and
13 stop there.

14 I'm happy to answer any questions or let
15 me know if there's anything you feel like is missing
16 on the long range calendar.

17 TRUSTEE SCHMITZ: I have a number of
18 things that I would like to add, but before we go
19 there, on July 12th, this annual report, PP 141
20 resolution, can you just clarify what that is?

21 MR. WINQUEST: I think -- that is the
22 resolution that requires annual reporting. Instead
23 of going back and looking at the list, we'll get
24 back to you on that.

25 TRUSTEE SCHMITZ: And one of the things

1 that I'm recalling -- and this goes back to our
2 contracts -- I thought that Parasol (phonetic) was
3 supposed to be giving us annual reports, and we
4 haven't had one, I don't think, for a couple of
5 years. I thought that was part of their lease
6 agreement. So, we should have that.

7 MR. WINQUEST: It is. Last year I did
8 email the report to the board. I don't know -- I
9 don't think I've received this year's report yet.
10 I'll follow up with Ms. Anderson on that, though.

11 CHAIR DENT: Yeah. And I think the only
12 time -- maybe once or twice it came in front of the
13 board where she was here presenting -- was when the
14 whole thing happened at the DW Reynolds Center.

15 MR. WINQUEST: Yeah, would the board
16 prefer that she give an in-person presentation?

17 CHAIR DENT: I don't think we need that.
18 But the annual report, making sure it is on our long
19 range calendar, just as a reminder for everyone that
20 it is -- we know when we can expect it.

21 TRUSTEE SCHMITZ: I would like to add on
22 the 28th, recall that the board gave myself and
23 staff direction to go and get clarification with
24 Moss Adams on the scope of work number 3, and I was
25 expecting that today. I haven't yet received it,

1 but I would like to bring that back for all of you
2 to review.

3 Also we've had some issues that have been
4 brought up relative to the golf cancellation policy.
5 And I believe also the All You Can Play pricing. I
6 think those were things we did a little bit on the
7 fly at our golf rate meeting. And I would like to
8 bring it back to have some clarification and compare
9 how our policy is compared to other resorts.

10 And we should put the skate park back on
11 our calendar as well, so that we don't lose traction
12 on that.

13 Then I was reading some things, and it
14 used to be a half hour before the meetings, the
15 trustees would gather and it was sort of a community
16 town hall type situation. And I thought maybe we
17 should either schedule a town hall or implement that
18 half hour before, like it used to be, so that
19 there's opportunity to have community engagement. I
20 just wanted to throw that out also.

21 That's it, my relative to the -- oh, no
22 it's not. I would propose that we take the things
23 that are on the July 26th meeting date as it relates
24 to finance, the 4410 and the 4411, these are really
25 important forms to be filed with the State.

1 And from my perspective, with Paul
2 leaving, I would prefer to address those as opposed
3 to spending time on policy-type issues, because with
4 Paul's departure and without a controller, I'm
5 concerned about who is going to be doing those
6 forms.

7 So, I would like to request that those two
8 agenda items that are on the calendar for the 26th,
9 be swapped out and are included on the 28th, so that
10 at least we have those forms completed.

11 MR. WINQUEST: I will definitely talk to
12 Paul about that and see if he has the bandwidth to
13 get that done, potentially, if we swap those items
14 out, and we likely would. But I understand the
15 importance. I agree. I'll talk to our director of
16 finance.

17 CHAIR DENT: Any questions on items?

18 TRUSTEE TONKING: I'm just confirming
19 we're actually going to do the GM performance
20 evaluation on June 28th.

21 CHAIR DENT: We are not doing that on June
22 28th. We need to place an item on the agenda for
23 consideration of a separation agreement. And that
24 would be -- what we discussed was a special meeting
25 for next week. And we will work through Susan,

1 since we don't have a district clerk, to coordinate
2 with the board for that.

3 Any other comments or questions as it
4 relates to the long range calendar?

5 TRUSTEE SCHMITZ: As it relates to the
6 meeting that Trustee Dent just proposed, I just want
7 my fellow trustees to know that I am unavailable on
8 Tuesday. I'm completely unavailable.

9 TRUSTEE TONKING: I request that that
10 meeting is in the evening.

11 CHAIR DENT: We're -- it'll be in the
12 evening. Yeah.

13 MR. WINQUEST: So to be clear, there's no
14 way you'd be able to have a meeting on Tuesday, the
15 timing, anyways.

16 CHAIR DENT: Any other questions on this
17 item? That closes out item I 1. Moving on to item
18 J.

19 J. BOARD OF TRUSTEES UPDATES

20 CHAIR DENT: Any updates from the
21 trustees?

22 TRUSTEE TONKING: Yes, me. I'll start
23 with golf. We need to put the cancellation policy
24 on the long range calendar. We solved that problem,
25 so that one's good.

1 I will get everyone a copy of this sheet
2 that I'm looking at, but Director of Golf Howard put
3 together a comparison from May 26th to June 8th, the
4 week that we just got, and then did the exact same
5 for the prior year, just a day off.

6 But what we found is that revenue for the
7 week last year was \$126,801, which was roughly
8 \$67.44 per round. And this year we're at \$80.51 per
9 round, for a total revenue of \$171,000. So this is
10 \$44,000 more, and it's 247 more rounds of golf that
11 occurred during this weather. So the ten-minute
12 intervals have seemed to help. So that's exciting.

13 I also had the opportunity to play golf in
14 the rain yesterday. It was no so exciting.

15 Then my other ones are from parks and rec.
16 The first thing is, as many of you know, we lost our
17 James over in the parks department, so it been a
18 really sad week over there. We had Arbor Day today,
19 and we got to plant some trees, so that was fun.

20 And then just an update on tennis and
21 pickleball passes. So far, we have sold pickleball
22 and tennis passes, we've sold 282 of them, which is
23 \$74,000 in revenue. Just the membership without
24 including ball, machine, and six pack, we've sold
25 244, which is \$57,750. And then there's 632

1 drop-ins since May 9th, for a \$6,984 revenue. I can
2 type that all up so everyone has those numbers, but
3 those are my really fun updates.

4 TRUSTEE TULLOCH: So my updates, I met
5 with Granite Construction yesterday. I expressed
6 the concerns of -- my concerns and I think most of
7 the board's and the public's about the huge
8 increases in price. And I pointed out to them, in
9 terms -- particularly, we've seen in the level of
10 rate increase. I pointed out we might need to look
11 at slightly different policies in terms of that, and
12 asked them to go away and look at some different
13 options, how they take more costs out of it.

14 Also the Moss Adams contract, we have a
15 kick-off meeting on Tuesday, have been provided with
16 a lot of that data that has been requested. That's
17 moving forward, and we're hoping to get interviews
18 done before the start of July with senior staff and
19 board members.

20 CHAIR DENT: Any other updates?

21 TRUSTEE SCHMITZ: Staff has been working
22 diligently to support the requests for Picture
23 Passes, punch cards, what have you. They've been
24 doing a great job. They're digging into this
25 Ordinance 7 and really trying to make sure that

1 they're understanding things, and the booth staff's
2 been doing a phenomenal job.

3 Reviewing passes, I happen to stumble
4 where somebody had a picture on their phone, and the
5 staff member was very courteous, but very firm, to
6 say, "That is not you."

7 So, they're all really working hard and
8 really trying to do a good job, and everyone is
9 really digging into Ordinance 7, and I think that's
10 really commendable.

11 CHAIR DENT: Awesome. And then just an
12 update on Ordinance 7, or, I guess, the issues that
13 we're experiencing. I did speak with Kathy. It's
14 sounds like we will -- we're hoping to meet our goal
15 of having a response by the week, and once we do,
16 through legal counsel, you guys will all be
17 informed.

18 Any other comments, questions?

19 Okay. All right. That closes out item J.
20 Moving on to item K.

21 K. FINAL PUBLIC COMMENTS

22 CHAIR DENT: Any public comments in the
23 room?

24 MS. MARTINI: Margaret Martini. Wow,
25 evaporating audience with no important -- with so

1 many important issues left on the agenda, within ten
2 minutes of the initial public comment where
3 everybody commented and then evaporated. Go figure.
4 It's important to listen to the whole agenda to see
5 what's going on. Not just their only little,
6 short-sided narrow opinions.

7 I'd like to address the \$7,000 a month for
8 the court reporter. If you figure out, 7 times 12
9 is 84, and then you hire someone to do that job with
10 our wonderful compensation packages that we seem to
11 have, having the court reporter for \$84,000 a year
12 or less, because we don't have that many meetings
13 every month, I would think that that would be a
14 better way to go. It's completely unbiased, it's
15 complete down to the commas.

16 I think that probably there would be no
17 benefits or anything to address that. You just hire
18 her, she does her job, turns it over to you, and you
19 don't have another employee with benefits and et
20 cetera. So I think that that's really something to
21 consider when you are just paying some to do just
22 one position, and they do nothing else.

23 I had to laugh at everybody that said,
24 "Oh, and punch cards are so devalued. Look what
25 you've done, you've devalued our punch cards."

1 Hello, people, you're only getting charged
2 for what's on that punch card. You're not getting
3 charged \$180 for a \$91 punch card. It's completely
4 a wash. It's completely equal. I just -- that kind
5 of blew me away.

6 Then I think that we really need to look
7 at Moss Adams' --

8 CHAIR DENT: Thirty seconds.

9 MS. MARTINI: -- policies and procedures.
10 We really need -- we have no internal controls yet,
11 been looking at that for ten years, and then just
12 back to the need for an internal audit. This could
13 all have been solved, a lot of these issues solved
14 years ago with an internal audit, and it should have
15 happened before now.

16 I want to thank you to the board for
17 staying late and for being so thorough. Thank you.

18 MR. CALLICRATE: Tim Callicrate, 170
19 Mayhew Circle.

20 Interesting meeting. To Ms. Martini, many
21 of us have been at home watching this meeting and
22 listening to the live stream, so your comment is
23 interesting at best. Not everybody has to be there
24 in the room, like some of you feel that you need to
25 to show your big, beautiful selves.

1 I'm curious as to why Trustee Schmitz on
2 her own was calling around and trying to discern
3 information when it's the board that makes the
4 decisions and then dictates who or whom will make
5 the necessary phone calls.

6 For somebody who reads everything, as she
7 stated, and has been called upon by her acolytes as
8 the most brilliant individual in the room, I find it
9 interesting that she didn't quite understand what
10 was being discussed. So that's something to
11 ruminant over.

12 It's interesting about the comments,
13 again, that Ms. Martini made about no internal
14 controls over ten years, and I've heard no internal
15 controls over five years, whatever, there are
16 internal controls, people, you just haven't decided
17 to put that out to the community. There are
18 internal controls. It's a work in progress.

19 Trustees Schmitz and Dent, you know that
20 more than anyone because we all worked on that when
21 I was on the board with you.

22 I am sorely disappointed at your lack of
23 ability to look at the bigger and broader pictures
24 in this district, and I find it really, really
25 galling that you're going to call a special meeting

1 next week to discuss the termination of the general
2 manager. Tonight was a total sham. You two need to
3 resign immediately. And I'm here to tell you, I
4 will be leading a recall effort for both of you.
5 You are absolutely abject, you don't know what
6 you're doing, you don't deserve to serve as trustees
7 on this Board of Trustee, you don't know your roles
8 as trustees.

9 And all I can say, folks, is this
10 community needs to rally and drive these people out.
11 You're doing nothing but dividing this community.
12 It's shocking that you sat there tonight with your
13 heads burrowed in your phones, neglecting the people
14 making comments. You don't deserve to be a trustee.
15 Neither of you.

16 And Trustee Tulloch, I hope that you have
17 enough wherewithal to rise above the fray of this
18 and vote against this travesty.

19 Thank you.

20 MR. MILLER: Charlie Miller.

21 I am going to echo a lot of what Tim just
22 said. Ms. Martini, a lot of us don't have time to
23 sit there for seven hours, whatever it is,
24 typically. We have families, we have to cook
25 dinner, we have to put kids to bed. But we're

1 listening. We're paying attention.

2 I'm a bit appalled after so many hours
3 tonight of listening to this, and I feel like you
4 guys are tone deaf to all the comments of support
5 for Indra and what the community wants. And a
6 handful, if that, going the other way.

7 That side comment, at the end of the
8 night, that, oh, yeah, and then there's a special
9 meeting next week for a separation agreement, out of
10 the blue. I mean, what is that?

11 No transparency. You guys talk about
12 transparency constantly. That is the last thing I
13 heard tonight.

14 I hope there's an awakening in this
15 community. I hope that the people understand that
16 it's getting driven in the ground right now by how
17 you guys are running this town. It's just very
18 disappointing.

19 We can't be there all the time to get in
20 your face. We elect you to do the right thing and,
21 boy, I wish you didn't get the votes you did. So
22 I'm very disappointed. I hope the best for Indra.
23 I hope this town can wake up.

24 Thank you.

25 MR. WRIGHT: Frank Wright.

1 Well, I've come to a conclusion tonight.
2 I see a divided town. We have the Clampetts, we
3 have the McCoys, and after those last two speakers,
4 we have the bus in one flew over the cuckoo.

5 We have an ex-board chairman that didn't
6 know how many terms he could run. We have an
7 ex-utility manager who is working in another part of
8 the state -- for another state, and he is an
9 authority on everything that goes on here. The
10 people who spoke tonight, like I said earlier, they
11 don't know anything. They just came in to do what
12 Myles Riner told them to do.

13 I'd like to see all the signatures that
14 they had that they didn't produce. I got a whole
15 pile of signatures too. I won't show them to Myles
16 until he shows me his. I got a feeling he didn't
17 have that many. I got a feeling Charlie is just
18 talking out of his nose. He doesn't know what's
19 going on.

20 So, looking at it all now, looking at
21 tonight, you guys did a great job. You handled the
22 inadvertent mob that showed up, that caved because
23 Myles Riner decided that he was going to call these
24 people together, and they were all going to sit
25 there and tell us how wonderful Indra is. Not one

1 of them shared any information about Mr. Winquest's
2 job performance. They don't how he performs his
3 job. All we can see is the end result of his doings
4 within the District.

5 The budget's a mess. The finances are a
6 mess. The hiring of people without going out to
7 public disclosure, not posting jobs. This is stuff
8 you just don't hear very often in a government.
9 They have rules and regulations you must follow.
10 Mr. Winquest doesn't know them. He doesn't know how
11 to follow them. He doesn't know what he's doing.

12 And to have somebody like that running
13 this district is just insane. I don't even know if
14 he's going to be removed. Nobody knows. But
15 Mr. Miller does. Mr. Callicrate does. And by the
16 way, Mr. Callicrate doesn't even live here anymore.
17 The last I heard, he moved out. I don't know where
18 he's living, but I know he's not living where he
19 used to live. I'm not even sure he's paying the rec
20 fee.

21 So, here's a guy that's not paying the rec
22 fee, that didn't know how many terms he could run,
23 and he's telling us what he thinks of the board.
24 And, by the way, when he was the board chairman, he
25 was horrible. Horrible. Horrible. So he really

1 can't speak. I'm sorry.

2 CHAIR DENT: Thirty seconds.

3 MR. WRIGHT: Anyway, good job, and I thank
4 you for what you do. And I'm sure that we're going
5 to go forward, and we're going to change some of the
6 problems that we have here, especially the golf
7 mess. What a mess. What a mess.

8 Thank you very much. Bye-bye.

9 CHAIR DENT: Matt, do we have any other
10 public comments?

11 MATT: No, Chair.

12 CHAIR DENT: All right. That will close
13 out or final public comment.

14 L. ADJOURNMENT

15 CHAIR DENT: We are adjourned. It is
16 10:39. Thank you all for your efforts. We're
17 adjourned.

18 (Meeting adjourned at 10:39 P.M.)

19

20

21

22

23

24

25

1 HEALTH INFORMATION PRIVACY & SECURITY: CAUTIONARY NOTICE

2 Litigation Services is committed to compliance with applicable federal
3 and state laws and regulations ("Privacy Laws") governing the
4 protection and security of patient health information. Notice is
5 hereby given to all parties that transcripts of depositions and legal
6 proceedings, and transcript exhibits, may contain patient health
7 information that is protected from unauthorized access, use and
8 disclosure by Privacy Laws. Litigation Services requires that access,
9 maintenance, use, and disclosure (including but not limited to
10 electronic database maintenance and access, storage, distribution/
11 dissemination and communication) of transcripts/exhibits containing
12 patient information be performed in compliance with Privacy Laws.
13 No transcript or exhibit containing protected patient health
14 information may be further disclosed except as permitted by Privacy
15 Laws. Litigation Services expects that all parties, parties'
16 attorneys, and their HIPAA Business Associates and Subcontractors will
17 make every reasonable effort to protect and secure patient health
18 information, and to comply with applicable Privacy Law mandates,
19 including but not limited to restrictions on access, storage, use, and
20 disclosure (sharing) of transcripts and transcript exhibits, and
21 applying "minimum necessary" standards where appropriate. It is
22 recommended that your office review its policies regarding sharing of
23 transcripts and exhibits - including access, storage, use, and
24 disclosure - for compliance with Privacy Laws.

25 © All Rights Reserved. Litigation Services (rev. 6/1/2019)

\$	\$159,000 143:19	\$4,000 146:15	\$6.9 62:13	190:11
\$1 136:10	\$16,000 145:18	\$40- 174:14	\$67.44 187:8	\$850,000 62:10
\$1.4 143:10	\$160,000 160:23	\$43,000 154:3	\$7,000 190:7	\$9.6 62:20
\$10 59:1 160:8 166:14	\$17,000 147:3	\$43,800 43:16	\$7,893.55 30:25	\$91 105:22 106:21 112:7 191:3
\$10,000 49:13 72:5,8 144:24 156:18	\$171,000 187:9	\$44,000 187:10	\$70 122:9	\$921,000 145:7
\$125 155:25	\$180 191:3	\$455 62:8	\$700 66:17	0
\$126,801 187:7	\$193,000 143:3	\$50,000 87:9 174:14	\$71,000 146:14	04 52:2
\$130 157:8,11	\$2 63:5 138:9	\$50- 173:22	\$71.51 101:10	05 52:1
\$130,000-a-year 167:19	\$20 73:10	\$54.98 115:19	\$72.78 116:1	1
\$135 157:10	\$20,000 160:9 166:14	\$57 129:3	\$720 43:7	1 3:7,11 30:11 62:5 74:20 76:24 77:1 78:13,14 87:4 104:25 105:2 109:6 112:25 113:1 124:4,5 145:8 148:13 179:17,25 181:22 186:17
\$137 58:5	\$25,000 143:1 148:11	\$57,750 187:25	\$74,000 187:23	
\$14 143:14	\$287,700 159:7 162:24 169:16	\$59.39 115:20	\$78.67 101:5	
\$15 119:12	\$305,000 148:12	\$6,984 188:1	\$80.51 187:8	
\$155 62:7	\$4 58:11 98:8	\$6- 59:1	\$82.39 116:2	
\$158,000 143:1		\$6.1 62:14,19	\$84,000	1,000 43:1

1.1 143:22	18	13th 135:10	15-plus 67:24	189 3:18
1.2 62:6	10th 79:4	14 1:15 4:1 16:11 20:10 165:19	15.4 128:10	19 59:20 128:5
1.3 58:10 147:25	11 52:4 53:3	14,000 145:22	158 150:14	19,000 83:4
1.4 63:3 143:11	113 3:11	14.1 143:22	159 165:19	1903 113:4,11 133:17 134:4
1.5 129:12	12 34:19 47:4 143:5 190:8	14.5 128:22	16 59:9 70:10	193,000 150:19
1.8 63:19	124 3:12	14.7 143:13 164:15 166:2	168 143:20	1964 40:9
10 57:13	1261 103:3	1401 47:11 69:12	17 154:2	197 3:19
10,000 115:17 156:19	1262 103:3	141 3:13 182:19	17,000 145:24	1973 26:13
100 169:4	12th 182:3,7, 19	1410 29:23	170 3:14 34:17 191:18	1976 63:21
100-plus 14:18	13 128:7 129:19 130:7, 10	142 162:20	170k 63:2	1983 38:10
103 145:20	130 157:13	14th 4:8 91:5	1750 103:3	1984 59:21
104 3:9 105:6 112:10	132,000 83:16	15 21:7 38:3 74:20 120:13, 16,17 121:14 122:5 129:6 135:19 148:13 150:1 155:19 156:19 162:19	1785 103:3	1992 23:23 24:16
105 3:11	1320 51:25	18 52:2 158:18 159:10 161:12,16 162:25	179 3:15,16	1st 100:18,19
107.5 130:7	133 3:12	180 109:25	18 52:2 158:18 159:10 161:12,16 162:25	<hr/> 2 <hr/>
1093 27:20	133rd 64:22	186 3:17	180 109:25	2 3:8,11 37:1 63:6,8 87:5,6 91:1 97:14
10:39 197:16,	134 3:13		186 3:17	

112:25 113:2, 6 124:5,9 133:14,19 134:6 136:10	78:14	25 176:1	282 187:22	30-plus 27:21
2.3 83:7	2023 1:15 4:1, 8 19:12 30:11 57:17 59:5 91:5 128:14 135:2 140:9 152:22 154:16 182:7	25,000 149:2 162:6	287,700 158:23	30-second 5:9
20 30:3 31:3 32:24 35:2 85:8 93:20 99:24	2023/'24 154:14	25-minute 175:24	28th 77:14 180:5,11 181:24 183:22 185:9, 20,22	300 54:10 3022 42:15 129:22
20,000 97:3 149:8	2023/2024 105:5 142:2	25-year 49:17	29 17:4	307k 63:2
20-plus 68:5	2024 62:12,22 154:3	250k 62:25	<hr/> 3 <hr/>	30th 109:25
20-year 68:12	2025 129:1	25th 62:2 68:7 181:23	3 3:8,12 37:1 77:7 84:16 91:2,3 104:5 124:6,7 133:13,14 155:19 183:24	31 78:18 31st 59:5 109:1,4
200,000 26:19	2028 117:10	26 57:24 149:19 155:19 158:16 159:18 161:16 163:5	3,000 115:25	32 87:10
2010/'11 130:6	21 83:3 146:7	26-percent 154:4 155:17 156:3	3,800 143:21	321 20:7
2015 50:25 158:11	21.2 129:2	26th 100:17, 19 182:4 184:23 185:8 187:3	3,500 62:2,18 63:9 88:14	33 91:7
2019 157:17 161:21 163:5	23 117:8 135:10 154:1	27 54:20 149:25	30 35:21 38:10 56:21 130:20 146:8 149:21	33.4 117:18 330 79:2
2020 157:17	23/'24 89:7 169:13	27-percent 145:11	30- 119:7	35 10:6 23:25 93:24 121:15, 21
2022 34:25 128:4	244 187:25	28 145:8		35.2 117:18
2022/2023	247 187:10			350 38:11

37 162:20	420 103:3	112:24 133:12 170:4	552 148:1	632 187:25
38 37:9	440 88:7	50 13:15 36:5 59:4 83:11 157:3	55ish 120:25	65 11:1
39,300 154:24	4410 184:24	50,000 88:20	57 89:3 128:19	650,000 58:7
3rd 19:12	4411 184:24	50,000 88:20	58 150:18	664,000 58:8
<hr/> 4 <hr/>	45 58:4 94:19 121:1	50,000- something 88:23	58,000 83:15	68 119:13
4 3:3,4,12 62:22 113:6 124:9 133:14, 15,19 134:6, 22,23 141:8 154:1	45,000 87:20	500,000 149:9	58.4 117:20	69 119:13
4/0 141:6	450 103:3	500k 62:25	5:00 92:3,4	<hr/> 6:00 4:1,8 <hr/>
40 57:15,25 121:17,21	47 145:25	51 158:23	<hr/> 6 <hr/>	<hr/> 7 <hr/>
40,000 87:19 162:5,12	48 102:21,23	51,700 159:9 162:25	6 3:13 77:7,25 78:6 128:5 141:13,14 170:6	7 3:14 105:6 110:5 112:10 170:7,8 179:14 188:25 189:9, 12 190:8
40-percent 119:8	49 102:21,23	511 32:15	6.0 180:15	7,750 62:8
41 94:5	<hr/> 4th 137:18 <hr/>	52 165:18	6.69 164:19	7- 121:14
411 5:13	<hr/> 5 <hr/>	52.4 122:3	60 25:4 120:21	70 38:24 155:16
419 103:3	5 3:5,13 57:21 74:20 76:22, 24 78:17 104:25 134:23,24 141:7	54 91:7 145:18	60,000 144:25	703 149:9
42 94:17	5.7 128:24	55 121:2,9,24	604 22:20	72 121:9,24 128:19
	5/0 104:23	55-year 35:24	61,000 149:23	

721 113:8 133:21	133:22	<u>9</u>	989396 1:25	abject 193:5
722 59:17	858 124:10	9 84:15	99 24:23	able 23:7 28:15 52:6 61:19 73:5,6 75:8 81:2 85:1,3,25 86:9,17,20 90:14 100:18 103:6,17 139:21 147:21,24 149:17 165:13 173:6 178:11 186:14
72ish 119:16	859 135:5	9-percent 145:11	995 57:9 127:14	
74,000 83:16	867 135:6	90-minute 53:19	999 47:3	
76 3:6	868 141:18,24	900 73:6	9:13 141:11	
765 19:8	87 3:8 105:7	900k 62:21	9:20 141:9,11	
78 3:7	873 157:17	903 170:11	9th 188:1	
79,000 147:2	874 152:19	905 170:12	<u>A</u>	above 10:18 83:11 84:7 153:25 181:19 193:17
7:41 76:11,13	875 158:18,22 159:6 162:23	906 180:1,4	A.M. 92:3,4	
7:50 76:12,13	881 142:7	909 180:1,4	Aaron 129:21	abrupt 12:23
<u>8</u>	882 150:8	91 3:8	abandoned 58:24	absolute 16:21 44:2
8,400 83:6,14	883 148:12 164:14	920 38:5	abhorrent 14:2	absolutely 16:15 83:9 122:25 166:23 193:5
8.25 130:8	892 141:19,24 142:8	93,000 58:2 87:18	abilities 68:3	
801 10:4	893 1:12 4:9 75:17	95 156:12	ability 9:18 18:6 21:11,12 22:23 23:11 70:24 74:3 192:23	absorb 103:18
84 190:9	8th 187:3	972 49:16		absorbing 66:21
85 105:7		98 149:24		
857 113:8				

abstaining 141:6	accordance 105:6 112:10	192:7	79:4 81:21,22 84:8 88:8 91:21 97:22, 23 100:7 101:12 107:11 108:14,15 109:10 110:23 128:2 148:3 151:11, 14 157:10,14 161:14 162:16 166:21 167:1 170:20 173:18 175:11 181:17 182:6 185:19	add 33:14 43:1 81:4 87:20 101:6 102:21 112:3 136:11 140:3, 17 159:18 168:5 182:18 183:21
abuse 6:24 67:12,20	according 128:3,15	acres 79:2		
abusive 68:25	account 74:20 151:19 153:8 157:4 173:13	across 35:16 117:10 118:19		
accept 28:16 104:8,11		act 18:13 127:18		added 143:5
accepted 34:24	accountability 22:5 126:8	acting 9:23 52:10		Adding 62:18
accepting 45:18	accountable 72:25	action 10:1 27:15 179:17		addition 19:16 50:8 142:10
access 7:7 12:9 30:19 35:25 62:6 63:1 67:21 71:11,21 105:16 106:21	accounting 74:4 106:19 151:24	actions 30:14 32:9	actuals 100:15 152:21 153:25 159:18 163:3, 5	addition/ approve/ setting 76:24
accommodate 80:1 86:1,4,9, 17 108:9 180:7	accounts 131:8 157:3	active 54:22		additional 34:21 43:18 57:24 62:8 63:19 76:25 77:10 88:20 92:22 98:1 105:5,18 107:9,17 108:2,6,24 109:2,19,24 110:21,25 111:1,20 112:3,8,9 117:3 118:5 122:12 125:12 132:12 136:17 138:7 150:15,16
accomplish 55:5 63:14 77:16 81:10	accumulating 17:3	activities 36:10 83:1	ad 143:9,23 145:9 146:3, 14 147:12 148:13 151:1, 6 152:8 156:18 164:15,20,21 165:23	
accomplishm ent 55:1	accurate 151:22	actual 37:19 57:22 154:2,8 161:18 163:20	Adams 95:22 183:24 188:14	
	accurately 80:15	actually 20:21 26:22 45:16 52:1,6, 11 54:8 55:14 58:19 59:20	Adams' 191:7	
	achieve 12:25 92:18 145:12			
	acolytes			

additionally 136:11 139:1	adjustments 89:1 114:14 115:3 117:2,3	6 143:2,3 149:14 152:20,24,25 153:5,17 155:8 156:10 160:6,16 161:23 164:10 166:14	142:9 146:6 148:23 180:12 194:2 195:3	154:1,4,5,13 155:16,17,18, 20 156:3,4, 10,17 157:7, 12,19 159:9, 13,23 160:3, 4,8 161:15 162:18,25 163:24 166:14
additions 48:11 87:21	admin 90:5 115:18 116:1		afternoon 56:1	
address 12:16 45:1 128:13 131:5 185:2 190:7, 17	administrativ e 131:8	advisable 96:22	again 29:5 32:9 46:5 54:4,12 61:16 63:6 79:18 84:23 101:6 102:15 108:3 123:16 127:7 128:10 138:11,12 141:20 146:8 164:2 166:7 172:15 192:13	agenda 3:6 7:15 21:1 42:17 43:9,13 44:6 53:21 57:13 59:10 76:7,16,17,19 77:6 78:9 103:15 178:5, 9 179:4 181:24 185:8, 22 190:1,4
adequate 139:22	admit 164:11	advise 96:13		
adequately 13:3 114:14	ads 160:8	advised 137:7		
adjourned 197:15,17,18	adult 21:9	advisory 23:6 180:24		
ADJOURNME NT 3:19 197:14	adults 146:7	advocate 16:21	against 6:5 83:19 147:2 148:1 151:5 175:25 176:5 193:18	aggregate 136:10
adjust 153:9	advance 98:18	affable 73:9		aggressive 100:2
adjusted 89:6 109:13 118:1 122:14	Adventure 147:18	affected 105:16	age 50:17	agitators 36:1
adjusting 117:7 153:20	advertise 169:3	afford 12:22 29:15 121:19	agencies 66:13 118:21 156:13,23	ago 13:15 20:10 35:2 54:23 67:7 73:17 79:9 97:25 119:5 151:16 168:24 171:17 191:14
adjustment 115:11 118:3, 20 131:22	advertised 169:6	after 16:12 25:14 35:20 62:13 73:11 76:7 86:2 89:18 91:12 97:2 130:10	agency 129:12 150:24 152:11,23,25 153:4,8,23	

<p>agree 48:14 60:23 108:17, 19 167:11 178:22 185:15</p> <p>agreed 34:24 88:24 95:24 157:18</p> <p>agreement 142:1 157:18 161:13 166:22 167:5 169:12 183:6 185:23 194:9</p> <p>Agriculture 78:24</p> <p>ahead 27:12 41:5,8 53:25 67:4 91:13 169:10 182:12</p> <p>AI 146:23 173:4,6 177:2</p> <p>aided 35:7</p> <p>align 147:7</p> <p>aligned 176:16 177:23</p> <p>alignment</p>	<p>91:19,20</p> <p>all 4:25 5:23 6:21 8:19 9:7, 16 10:18,19 11:17 14:18 18:20,25 19:7 21:12 22:3 23:7 24:7 25:2,12 29:3 31:14 33:15 34:7,9 35:9 40:16 41:20 42:6 43:11 44:19 45:17 46:24 47:20 48:7,24,25 49:9 50:22 61:5,12 62:11 63:1 64:10,24 65:7,18 66:2, 3 67:3 69:5 70:21,25 71:25 72:3 74:19 75:13 76:10,14,20 77:22 78:7,9 79:18 80:17 82:8,10,12,20 86:24 87:1 88:25 91:23 92:20,21 98:6 99:20 101:5 103:25 104:3, 17,23 106:21 108:13 110:3 112:17 113:21 119:25 120:1, 3,5 122:8 123:22 124:3, 21 125:7</p>	<p>126:12 129:23 131:2, 10 133:6,12 134:12,13,22 135:11 138:21 140:25 142:20,23 149:10 151:20,25 154:12 157:13 160:19 166:19 169:22 171:8 173:5,8,12,16 175:5 176:24 177:10 179:13 181:15,21 184:1,5 188:2 189:7,16,19 191:13 192:20 193:9 194:4,19 195:13,20,24 196:3 197:12, 16</p> <p>Allegiance 3:3 4:11,12, 13</p> <p>alley 38:6,7 39:16,22 61:6</p> <p>allocation 153:4</p> <p>allow 52:18</p>	<p>63:23 96:17 137:5</p> <p>allowed 13:16 22:3</p> <p>allowing 6:23 31:8,13 35:24 69:24</p> <p>allows 137:1</p> <p>ally 9:6</p> <p>almost 27:23 38:24 56:21 58:11 59:4 63:5 143:21 145:18,25 147:2</p> <p>alone 43:12 145:6</p> <p>along 23:10 26:15 42:11 91:22</p> <p>Alpine 32:15</p> <p>already 23:14 28:18 31:18 42:23 48:10 63:17 76:1 85:8 93:21 119:14 121:15 173:23</p>	<p>181:20</p> <p>also 2:10 13:11 16:8,20 19:9 33:25 38:8 47:23 49:20 50:7 52:3,13 64:25 73:13 76:6 80:4 82:13 84:6,15 88:6 94:4 95:15,24 97:16 99:5,17 102:13 114:19,24 115:9 129:2, 11 136:2,13 137:10,16 138:5,24 139:20 142:12 143:4 144:2 145:3, 4,20 147:16 148:20 149:11 152:13 155:4 158:16 161:21 162:4 168:3 172:13 179:8 184:3, 5,20 187:13 188:14</p> <p>alternatives 77:18</p> <p>although 168:9</p> <p>altogether</p>
---	--	--	---	--

35:20	11 129:13 136:9 147:14 159:7,13 164:2,3 169:16	animosity 14:13 Ann 1:24	anybody 25:20 48:1 52:7 53:12 127:7 148:6 174:4	60:16 apologize 88:1 101:23 170:13
always 7:9 10:18 14:23 21:10 24:8,22 42:11 50:3 56:5,20 62:5 68:1 75:24 81:16 90:18 106:4 153:3, 12 155:4 163:22 164:4 168:18,25	amounts 153:16 154:22	announceme nt 91:10	anymore 196:16	appalled 194:2
amazing 38:14 135:23	analyses 114:9	annual 62:7 114:20 182:19,22 183:3,18	anyone 28:9 68:4 77:2 192:20	apparent 29:16
Amazon's 146:11	analysis 85:6 181:11	anomalies 81:7	anything 25:15 52:22 53:1,3 78:8 95:5 123:18 125:11 126:6 131:1 148:25 149:18 166:15 182:15 190:17 195:11	appear 14:20 120:17 168:10
amenable 96:24	analyze 85:3 160:7	another 13:13 33:11 34:1 69:16 72:2 82:1,6 88:23 122:4 129:12 152:18 171:21 190:19 195:7, 8	anytime 65:24	appearance 6:5
amend 113:11	analyzed 42:6	answers 13:9 102:10	anyway 42:10 172:6 197:3	appears 14:6 25:4 163:19 168:9
amendments 113:4 133:18 134:5	analyzing 41:13	anticipate 155:2	anyways 186:15	appease 131:19
amenities 60:23 67:9 69:5	ancillary 83:1	anticipating 154:19	anywhere 52:15 54:14	applause 59:13
amount 55:4 70:19 83:14 94:5 95:15 98:7 119:10,	and/or 35:19 65:21 79:24	anticipating 154:19	apart 48:9	applicable 95:4 108:15
	Anderson 55:14 183:10	anxious 36:20		application 79:1,3,10,14
	angry 39:10 46:19 49:3 67:13 68:14 71:6 130:1			apply 59:7 85:17
	angst 39:17			

appoint 36:18	approved 62:2,18 78:10 104:9 127:22 136:15	arrangement 88:4	166:16	127:9 139:12 194:1
appreciate 32:7 67:16 82:12 87:3 89:22 93:20 97:8 113:23 119:2 168:18, 22 176:7	approving 113:4 133:17 134:5 135:8 176:2	arranging 88:3	assumes 128:23	attorney 71:14,17
appreciated 30:6,13 170:21	April 81:12	Arron 42:14	assuming 87:21 93:7 106:21	audience 29:25 129:25 189:25
approach 6:21 7:2 13:23	Arbor 187:18	article 147:15	assure 31:22	audit 19:9 36:19 75:3 89:16 128:13, 14 151:20 152:16 191:12,14
appropriate 63:22	area 66:14 144:3 147:23 148:1	aside 58:21 128:9	astounding 45:22	audited 128:3
appropriated 129:14	areas 15:16 80:10 166:4 168:10	asks 11:11	athletes 136:4	auditing 151:23 152:13
appropriately 155:11	argument 121:10	aspect 28:25 85:11	attached 42:20	August 135:10
approval 3:6 76:16,17 105:21 180:20	arise 97:5	aspects 23:8	attack 18:4 31:15	authority 195:9
approve 105:4 112:6 129:18 133:17,25 134:4 135:1 140:8 141:16	Army 120:4 128:23	assessment 131:7	attacked 49:4	authorize 169:11
	around 18:8 20:23 24:17 26:16 38:11 98:20 106:9 118:21 119:13 120:25 180:6 192:2	asset 9:6	attempt 47:15,22	authorized 129:13
		assets 66:3	attended 44:18	available 62:15 142:9,
		assign 15:20	attending 44:18	
		assist 23:11 66:16 92:6	attention 21:14 48:3	
		assistant 52:10		
		association		

12	38:21,22 189:11	5 122:6 130:6 140:22 141:9 142:23 146:16 157:17 158:24 163:12 170:19 171:16 173:25 174:3 178:5 179:9 180:22 181:24 182:23,24 183:1 184:1, 8,10 191:12	bait 129:8 baked 122:8 balance 45:12 46:25 89:7,8 108:13 110:25 112:11 117:25 balances 114:25 128:2 ball 97:20 178:25 187:24 ballpark 95:18 Band 63:21 Bandelin 57:14 74:16 78:17,19,20 81:25 82:22 83:25 84:3,24 87:1 126:12 129:20 142:11 166:22,23 167:25 168:2 bandwidth 185:12 bankers 88:5	banners 148:2,8 bar 84:12 126:15,16 barely 85:8 base 115:17, 25 118:13 156:7,24 baseball 11:9 24:4 based 26:8 34:9 88:15 99:3 109:20 114:9 115:25 116:3,12 117:12 119:25 128:21 131:8, 9 153:4 154:23 156:7, 15 157:1 161:2,8 164:21 166:2 171:9 basic 12:6,10 13:2 19:24 87:19 basically 36:5 43:16 94:11 98:5 120:25 basin 144:1
Avenue 10:4	awful 110:12			
average 58:3, 5 83:10 95:17 115:14 145:10	awfully 83:8			
	awhile 26:14 123:19			
awaiting 35:21				
	aye 104:17, 18,19,20,21, 22 112:18,19, 20,21,22,23 124:22,23,24, 25 125:1,2 133:6,7,8,9, 10,11 134:13, 14,15,16,17, 19 141:1,2,3, 4,5 169:23, 24,25 170:1, 2,3	backfire 47:21 backflow 131:12 background 21:6 backing 158:21 backup 151:25 bad 6:16 34:12 38:17, 18 45:14 71:12 baggage 28:17		
awakening 194:14				
awarded 120:7				
awarding 181:3				
aware 15:2 97:9,21 163:14				
	B			
awareness 15:4	back 16:11 17:2,25 20:9, 11 26:14 53:8 66:8 68:19 77:11 78:1,6 84:22 89:10, 12 91:23 92:24 93:25 98:15 100:4 101:11 107:5 118:25 120:20 121:2,			
away 7:7 25:21 39:11 51:17,18,19, 20,21 154:21 169:4 175:20 176:13 177:5 188:12 191:5				
awesome				

basins 91:23	191:25	93:16	48:20 55:8 93:23 98:9 102:10 107:23 119:12 122:3 135:19 166:7 175:18 180:10 181:23 184:5	bet 5:20
basis 80:16 114:5 149:5 157:22 160:15	became 30:12 Becker 44:12 46:15	beginning 45:21 55:13, 17 89:8 94:19		betrayal 13:10
basketball 17:1 24:3,4 50:8 54:24	become 60:7 86:21 90:9	behalf 56:2	below 117:21	better 8:17 13:21 24:10 66:6,7,9 70:13 76:8 148:15 166:15 168:15,18 176:17 190:14
batteries 164:16	becomes 15:22 16:22 172:25	behaviors 6:14 146:22	bend 48:4	
Bay 9:24 36:8 37:17 108:23 144:3 147:22 148:1	becoming 175:12	behind 12:8 25:12 49:9 175:5	beneficial 61:5 167:20 172:10,11	betterment 14:24
BB 182:6,8	bed 193:25	being 20:5 27:2 35:9 36:25 39:8 41:9 44:21 45:2,3,4 46:17 50:8 51:2 60:16 61:25 69:25 73:1 75:16,22 84:17 85:12 95:17 108:14 113:15 135:1 137:19 138:1 140:8 151:11 174:16 182:9 191:17 192:10	benefit 76:22 153:12 168:4	between 9:14 45:12 62:5 64:9 65:4 97:19 114:6 116:5 135:8
beach 35:19, 25 36:1,2 61:25 62:5, 23,25 63:1,2 67:8,20 71:12,17,20, 21 77:6 88:14,15 97:15 106:21 107:1,2 108:4,5	beer 39:25		benefits 25:23 161:25 190:17,19	beverage 90:4,14 101:19 102:13 167:2, 9 169:6 181:12
beaches 30:19 63:1 71:13,23 106:22	before 16:22 25:13 26:14 44:15 45:7,19 53:6 58:9 67:7 77:23 79:9,15 85:10 90:19 93:16 113:14 120:16 135:7 139:18 182:18 184:14,18 188:18 191:15	believe 9:25 15:15 19:10 33:25 36:9	Berkeley 59:21 best 7:21,24 10:8,21 15:10 17:10 18:12 33:5 50:2,24 53:12 66:25 96:1 140:2 160:24 168:16 191:23 194:22	beyond 84:7 126:25 181:19
beautiful	begin 32:6			bid 120:23 big 70:20

80:13 91:17 171:9 191:25	blab 173:12	37:2,3,8,22 40:13 41:12, 21,24,25	138:20 140:8, 16,24 141:19, 25 150:5	books 114:21
bigger 61:17 192:23	blades 87:21	42:25 43:8,10 44:5,15,16,19	152:19 167:1 168:8 169:21	booth 189:1
biggest 135:24	blame 37:4 48:24 53:4	45:1 47:7 48:10 50:4,11	170:10,12,17 171:12,20	born 9:20 10:25 16:8
bill 73:11 118:8,18	blanket 181:10	51:17,22 54:16 55:3,7, 8 56:8,12,17	173:13 177:8 179:11,21	borrow 129:6, 9
billing 151:19,22 156:25 161:8 170:15	blast 48:7 93:8	59:10 61:21, 23 62:1,24	180:1,5,17,20 183:8,13,15, 22 186:2,19	borrowed 38:10
bills 87:9,12 115:11,15 151:12	blatantly 37:1	63:11 64:23 65:15,18,19	188:19 191:16 192:3, 21 193:7	borrowing 89:3 122:4,22
birthday 113:16,18	blew 191:5	67:13,17 68:7 69:14,19,21	196:23,24	boss 73:10
bit 19:6 52:5 53:2 56:9 82:23 97:23 106:8 123:3 144:15 146:6 148:4 154:10, 17 155:5 157:20 161:24 162:7 167:18 174:22 175:22 176:15 184:6 194:2	blowing 59:1 72:25	70:5 71:7,14, 16 72:19,22 75:3,8,11 76:3,22 77:12 78:8,11,12, 18,22 79:11, 13 80:25 81:22 82:3 87:10 88:18, 21,23 89:18 90:15,18 91:7,11 94:5, 8,21,22,24 95:9,22 96:13 97:19 102:9, 11 104:10,16 105:7 106:3, 11 108:21 112:6,16 113:9 124:11, 20 126:21 129:17 133:4, 22 134:2,3,11 135:6,12 136:13,16,23 137:1,15	board's 28:23 56:10 77:19 115:22 139:12 188:7	both 17:7 21:7 23:12 28:6 81:12 89:22 99:16 109:4 114:13 142:9 170:5 193:4
	blue 194:10		boardroom 4:9	bottom 102:23 144:17
	board 1:3 2:3 3:7,17 4:7 7:5 8:4 12:25 14:20 16:19, 23 19:13 21:21,23 22:22,23,25 23:2,6,14 27:11 28:4,9, 13 29:3,13 30:10,20,23 31:10,18,21 32:2,6 33:7 34:12,16,18, 24 35:10,12 36:12,16,23		boat 62:25	bought 29:10 51:25 143:16
			body 23:2	Boulevard 1:12 4:9
			bogus 75:9	bounce 121:5
			bombed 129:20	
			bonus 57:19	
			Booing 41:2	
			booked 143:9	

bowling 38:6, 7 39:7,16,22 61:6	Brie 98:22	192:23	98:25 158:10 196:5	business 3:10 10:1 15:13 36:13, 14 38:14 40:23 41:1 49:6 59:19 60:18 73:18 83:1 85:2,3 105:1 108:7,9 157:14
Box 42:14 129:22	brief 93:22 105:10 119:3 142:5	broke 38:21, 24	budgeted 153:5 155:10 158:19	businesses 29:9,14,20
boy 135:20, 21 194:21	bright 74:13	broker 60:19	budgeting 154:2,18	buy 29:8 39:24 107:20 109:24 143:7 145:3,4 147:4,22 149:7
boys 47:25 50:15	brilliant 36:6 192:8	brought 18:10 137:3 151:9 175:8 184:4	budgets 75:9 85:7 126:14 152:21	buying 123:4 146:21,22 152:11 163:23 169:13
Brad 68:24 91:10,16 113:7 133:21	bring 51:8 73:2 78:1 98:15 120:3 136:22 139:11 168:13 170:23 179:8 180:19 181:15 184:1, 8	brunch 169:5	build 28:2	buys 143:12 151:20 165:7, 9
branded 145:4	bringing 177:9 180:15 181:9	bucking 35:24	building 18:18 19:4 62:23	Bye 70:16
Brandi 1:24	brings 152:11	bucks 87:18, 19,20 109:25	built 38:10,14 56:5 84:25 122:9 128:16	Bye-bye 197:8
brass 127:17	broaching 13:5	budget 45:7 57:22 58:4,7, 8,10 62:12 68:8 72:18,19 84:7,23 85:1 87:15 88:17, 19,21 98:8,9, 25 99:23 101:3,4,13,14 114:15 126:2, 6,20,21,22 128:21 154:16,24 155:13 156:2 159:6 161:13 164:2 166:3	bump 180:25	C
break 18:17, 22 76:11 141:10	broads 144:20	budget's	bunch 51:10	
breakdown 99:13	broad 144:20		bureaucrats 63:24	
breakfast 137:18	broadcast 147:22		Burnt 64:9	
bribes 39:25	broader		burrowed 193:13	
bridge 63:2			bus 195:4	
				Cal 59:21

calculate 101:7	24 54:5 71:5 77:9 112:17 113:16 129:20 133:5	151:18 183:12 195:11	109:10	care 9:18 38:16 40:3 155:11 160:19
calculated 164:21	134:12 140:25 169:22 170:24 192:25 195:23	campaign 142:6 143:21 148:10,11 150:9 151:14	cans 38:9	capacities 21:7
calculating 115:3			capacity 9:8 21:20 63:14 131:22	cared 68:5
calculation 131:24	called 17:12 37:7 171:3 192:7	campaigns 155:9 160:6, 19 161:5		career 8:13 30:2
calculations 83:2			capital 62:9 63:15 114:20 115:17,25 122:2 132:2 180:24	careers 17:24
calculator 164:16	Callicrate 34:16,17 37:13 191:18 196:15,16	can't 6:10 46:5,10 57:1 74:7 75:20 93:4 111:11 121:19 126:25 127:18 158:24 178:25 194:19 197:1	capitalizing 18:3	carefully 130:14
calendar 3:9, 16 76:23 94:25 95:7 104:6,7,9,11, 24 106:1 177:16 179:24,25 180:3 182:16 183:19 184:11 185:8 186:4,24	calling 37:7 69:13 192:2	Canat 70:9	car 17:13 123:4	cares 17:20 33:1
	calls 192:5		card 103:14 107:15,18,19 111:8,21 191:2,3	caring 40:19
	camaraderie 135:24	cancellation 184:4 186:23		Caroline 26:12
	came 26:14 36:18 44:1 45:21 46:6 47:5 53:6 54:13,14 70:21 78:2,4 83:14 91:12 93:18 116:20 119:24 122:5 130:8 146:12 149:14	cancer 50:25	cards 36:6 48:12 51:19 105:18 106:20 107:3, 9 108:1,6,8 109:1,7,16 110:13,21,25 111:1,7,15,20 188:23 190:24,25	carpets 87:25
California 67:14 144:2 147:19		candidates 175:12		Carrie 16:7
call 3:4 4:5, 14,16 17:13 47:19,25 52:14 53:17,		candle 71:3		carry 114:22
		cannot 8:17 13:2 29:15		carryover 128:6
				cars 11:21 13:20 14:5 47:24
				case 15:25

85:20 97:4 136:8 138:21 163:22 164:6, 10	48:11 49:23 51:18 52:22 67:21 73:18 183:14	34:10,18 36:11 37:12 41:3,6 42:4 44:7 46:14 54:3 66:19 67:2 69:3,9 72:17 75:7,13 76:10,14,18 77:7,24 78:14 81:25 82:5 86:23 87:1,7, 11 88:10 89:21 90:24 91:4,15 92:10 93:4,14,15 98:2,11 99:9 100:24 104:2, 8,12,15,22 105:3,11,24 111:24 112:12,15,23 113:3,18,21, 22 119:1,2, 18,22 120:9 123:7,20 124:3,8,16,19 125:2,9,13,25 129:15 131:23 132:12,21,25 133:3,11,16 134:1,7,10, 17,20,25 136:25 137:14 139:3, 8 140:5,12, 15,22 141:5, 12,15 142:15, 18 149:21 150:4 159:1 166:19 167:11 168:7	169:7,10,17, 20 170:3,9 171:22,25 172:21 173:7 174:10 177:3, 6,13,19 178:13,15 179:7,16,25 183:11,17 185:17,21 186:11,16,20 188:20 189:11,22 191:8 197:2, 9,11,12,15	change 6:19 47:8 75:20 116:11 117:15 120:3, 15 121:25 130:19 139:5 197:5 changed 60:25 109:6 changes 78:8 85:13 88:7,13 95:3 116:14 122:12,13 174:21 changing 7:1, 6 118:9 channel 144:11 158:12 chaperones 86:7 characteristic s 115:13 116:9,10,25 charge 36:24 114:7 115:17, 25 118:13 127:1,2 130:25 153:10 charged
cases 63:13 65:14	centered 119:13			
cash 62:13, 14,19 89:2,7 107:22 121:11 128:2, 4,8,22 129:7, 10 143:1,2,19 150:11,18 159:20 162:17	central 132:9 certain 16:18 48:10 certainly 36:14 48:16 94:9 105:11 110:7 157:24			
categories 159:12	certificate 136:9,17,19 138:8,24			
catering 12:2	certificates 139:2		chairman 6:13 97:24 98:9 195:5 196:24	
caught 70:12 152:7	cetera 40:13 115:1 116:15 190:20		chairs 20:12, 13,18	
cause 29:18	CFO 42:8		challenge 68:12	
caused 27:11 36:5 48:25	chair 2:4,5 4:5,14,17,19, 21,23,25 5:5 13:19 18:16 19:9 22:13,25 23:1 26:1 31:17 32:3		challenged 67:25	
caved 195:22			challenging 69:18 155:6	
Cedar 64:9			championshi p 17:3 169:14	
center 20:11 21:8,9 35:2			chance 128:17	

61:25 63:9 153:23 191:1, 3	chose 67:8	Clampetts 195:2	175:2,4,10,13 178:11 186:1	closeout 94:16
charges 75:19 113:5, 12 124:9 127:7 131:8, 13,14 132:18 133:19 134:6	Chris 19:8	clapping 57:19	click 144:23 145:11,12	closer 83:17 89:6
charging 99:20 106:7 118:23 153:7	Christmas 26:23 46:9	clarification 140:11 183:23 184:8	clicking 148:8	closes 104:4, 24 112:25 133:13 134:22 179:13 186:17 189:19
Charlie 67:6 193:20 195:17	Chronicle 147:8,12	clarify 97:16 138:3 139:20 182:20	clicks 145:24	Club 43:6 59:17 66:12, 23 135:1,9, 12,22 137:9, 10,17,20,24 140:8
chart 93:23	Circle 34:17 191:19	clarity 170:16	client 151:23 153:17 156:17	clients 152:17
charts 84:16	circles 37:14	classes 114:7 116:6 132:6	Cliff 57:9 127:14	CMAR 74:10
Chateau 10:15 87:25	circumstances 62:11	clean 116:20	clean-up 139:11	coach 17:7 18:1 40:20
check 101:25 111:17,22 136:16	circus 23:20	clear 12:17, 18 30:12 43:22 47:13 80:10 90:9 137:25 186:13	clock 5:7 11:11 74:14	coached 17:2 24:3,4 50:7 54:23 125:24
chief 9:1,5 18:18	cite 10:11	clearly 43:23 177:16	close 20:19 75:13 87:4 88:24 91:1 104:3 119:17, 22 124:4 132:21,23 141:7 161:21 163:5 170:6 197:12	coaching 16:25 38:23
choice 12:19	citizen 73:2	clerk 30:23 31:18 49:23 174:11,16,20	closely 66:24	coaster 67:20
chooses 31:10	citizens 9:24 10:16 11:22 14:19 36:16			coating 182:12
	city 51:9,16 53:9,11			
	claim 140:3			
	clamoring 36:1			

code 144:4	107:12	16:14 18:24	commission	community
	121:22	19:1 23:17	156:7,15,17,	7:1,6,19,22,
coexist 57:1	123:17	33:14 61:21	22 157:5,7	25 8:3,5,7,15,
	142:23	67:2 69:10	160:15	16,22,23
collaborated	146:16 148:2	75:14 78:21		9:11,13,18,25
135:20	149:11	82:9 99:12	commission's	10:9,15,16
	154:25	125:15	36:20	11:6,8,13,18
collaboration	156:11	142:12 169:2		12:4,8,17,18
135:8	158:16	190:2 191:22	commissions	13:4,21
	164:17,19	194:7 197:13	157:2	14:12,15,25
	176:9 195:1			16:1 17:22
collect		commented		19:14 21:2,17
110:18	comes 45:7	190:3	commitment	22:16,24 27:2
114:11	71:24 90:19		10:9 21:15	28:6 29:7,19
118:12 126:5	101:9 107:4,	comments		30:12,24 31:1
	25	5:14 6:25 9:4	commitments	33:1,23 34:4,
collected		19:5 47:14	128:6	6 35:13,20
128:9	comfortable	48:3 49:2		36:3 37:2
	181:4	54:9 68:16,18	committee	38:13 39:4,
college 16:12		78:22 82:5	19:9,14 35:15	17,23 40:2,
39:1	coming 8:20	103:25	36:19 89:16	16,21 47:6,7
	27:21 31:7	106:14	128:13	48:8 49:1,7,
combine 51:4	44:25 75:8	123:20	180:25	10 50:3,9,14,
	85:18 105:20	125:14,16,18		25 51:20
combined	144:4 173:13	132:13,19	committee's	52:17 54:22
118:17	174:24 180:8	133:24 134:1	75:4	55:10 56:3,
	181:24	166:20		14,19,22,25
come 5:15,22		171:25 186:3	common 18:7	57:5,7 58:15
24:1,15 25:8	commas	189:18,21,22	36:11 40:23	60:4,7,13,16,
39:24 44:15	190:15	192:12		23 61:5,11,13
45:18 51:9		193:14 194:4	commonly	64:3,6,20
55:3,6 57:6	commend	197:10	15:19	66:4 67:9,16
66:8 69:4	82:13			68:5,20 70:25
71:7 72:1	commendable	commercial	communicate	73:9 75:20
77:11,18	189:10	114:8 116:19	23:3 43:24	76:4,9 79:19
79:11 86:8,22		132:2,6		80:19 81:20
90:18 92:24	comment 3:5,	commercial	communicati	90:5 91:11
96:23 97:2	18 5:3,4,6	117:16	on 76:9	93:8,18,19
101:7 106:18				96:11 97:10,

9 121:19 131:14 141:22 184:15,19 192:17 193:10,11 194:5,15	12:21	component 142:14 152:11	conducted 12:20	congratulations 82:1
community's 75:25 79:21	compiled 126:23	comprehensive 84:4 103:5 116:8 172:23	conferred 79:13	congress 60:8
community-minded 50:12 51:4	complained 7:9	concealing 73:25 75:2	confidential 14:21	conjunction 138:24
company 38:10,15	complaint 176:13	concern 15:14 76:21 96:11 102:17 136:6 163:7, 9,11	confirmation 151:3	connected 26:10 144:12 147:21
comparable 118:19	complete 12:14 25:19 36:3 37:15 43:11,22 45:22 77:12 84:5 103:4 190:15	concerned 18:19,20 21:2 35:9 60:1 185:5	conflicting 185:18	conscious 174:8
compare 41:25 100:16 101:12 154:15 184:8	completed 45:10 89:19 145:20 185:10	concerns 76:19 77:2,24 137:22 188:6	conflict 15:3, 6 137:19	consensus 23:11 56:19
compared 58:4 156:2 184:9	completely 27:9 186:8 190:14 191:3, 4	conclude 57:22 84:5	conflicts 14:10 35:12	consent 3:9 76:23 104:6, 7,9,11,24 106:1 177:15
comparison 118:17 187:3	completions 146:8	conclusion 22:9 195:1	confronted 37:3	consider 7:1 10:20 61:4 78:5 190:21
compensation 12:22 190:10	complied 125:6	condensed 171:6,7 172:3,24	confused 106:25	considerably 35:18
competent	compliments 79:24,25	condition 41:13,14	confusion 106:9	consideration 77:19 115:13 118:5 185:23
			congenial 73:10	considering 118:21
			congratulated 57:18	

consist 58:19	contagious 17:23	34:21 43:4,16 46:4 69:16 70:6 74:23	contributions 89:16	coordinating 8:13
consistent 105:23	contains 79:1	94:20 139:14, 21 141:16 153:5,15	control 93:4 145:4	copies 48:22 136:12
consistently 75:2	content 146:3 147:6,11 170:17	155:24 158:18,23 159:7,24 160:21	controller 28:19 185:4	copy 100:9 137:15 139:8 147:12 187:1
constant 37:15 45:18	contentious 21:21	161:11,12,15, 18 162:1,14, 15,23,24 163:1,20	controls 72:16 191:10 192:14,15,16, 18	corporate 41:1
constantly 152:17 194:12	contest 29:24 41:16,19	181:3,4,22 182:5,10 188:14	controversial 47:16	corporation 65:25
constituents 127:5	continue 16:17 20:20 22:4 32:5 55:4 61:12	contracted 152:9 155:21, 24	conversation 53:20 100:13 167:3	Corps 120:5 128:23
Construction 92:12 120:22 188:5	86:17 92:21 94:20 95:6 158:4	contracting 74:11	convincing 13:9	correct 44:10 82:21,22 121:7 123:23 138:2,4,18 158:19 163:17
constructive 22:7	continued 32:22	contracts 45:19,20 59:11 151:20 183:2	convoluted 106:25	corrected 44:21 45:6 177:14
consultant 126:24	continues 30:17 33:3 68:10 128:1	contrary 172:20	cook 193:24	correcting 45:1
consultants 127:19	continuing 62:22 65:14 69:17	contributed 14:11	cool 60:24	correction 151:14
consulting 125:23	contra 107:7	contributes 154:13	coordinated 18:4	corrections
consumer 147:18	contract 14:8			

53:16 89:13 90:22 166:5	189:16	court 5:13 30:25 38:22 170:15,22 171:14,21 173:23 174:5 190:8,11	created 31:5 39:8	crucifixion 47:21
correlated 159:25	counseled 137:11		creates 69:23	cry 11:8 127:23
corroborating 126:24	count 143:15	courteous 10:18 189:5	creating 10:21	Crystal 9:24 36:8 37:17 108:23
cosponsored 135:3	counter 35:2	courts 16:11 38:22	creative 130:22	CTB 158:13
cost 48:10 73:23 86:14 87:17,19 88:3,4 96:12 109:20 114:5 115:12 116:4, 5 117:12,16, 18,21 120:13 123:6 127:10 132:9 136:19 138:8	Country 53:10 59:17	cousins 72:12	credit 53:2 78:3 83:19	cuckoo 195:4
costing 131:20	couple 65:2, 14 66:15 68:16 78:25 86:13 89:12 96:5 97:24 119:3,5 139:11 151:16 157:21 173:20 183:4	Cove 60:20	credits 152:16	curious 26:4 84:19 175:20 192:1
costs 63:17 77:18 96:16 97:7,11 116:9 118:12,14 127:20 132:3 157:14 188:13	couples 111:5	cover 128:12	Creek 64:22	current 13:17 15:3 19:11 22:25 47:8 98:8 114:15 115:4 116:23, 24 117:9,11 128:21 130:15,18 142:6 154:9, 25 161:19
counsel 2:11 136:23 137:8 140:5 176:3 177:16 181:7	course 46:1 60:18 88:19 91:25 92:6,18 107:11 131:17 139:18 169:15 178:3	coverage 115:1	crew 52:24	currently 18:18 36:12 115:16 116:1 137:21
	courses 99:14	covered 63:17 119:10	crews 80:8	customer 114:6 115:11, 16 116:6,10, 24 132:6
		covers 59:4 139:24 181:15	criteria 12:10	
		COVID 14:12 26:14 56:24	critic 36:13	
		CPA 42:9	critical 13:23 22:5	
		create 24:21 69:23	criticism 22:8	
			cross 24:6	
			crucial 30:5	

customer's 132:2	data 102:1 146:23 148:21 188:16	dearly 39:12	35:14 36:7 47:20 48:16 49:15 71:14 85:24 86:3 105:15 178:18	defense 72:6
customers 116:19 117:5, 17 118:6,9 131:9 145:1	date 96:2 109:8,19 149:8 184:23	debacle 36:25 67:21		defensible 115:18 131:2
cut 126:2,6, 20	daughter 54:24	debts 58:9	decisions 41:15 171:23 192:4	defer 77:14, 20,22
cuts 126:3	daughters 54:21	decade 27:23	decline 6:20 29:13 84:20	deferred 107:10 110:21 111:20
cutting 91:18	Dave 2:6 8:2	decades 29:11	decreases 125:25	deficient 46:3
D	day 8:7,15 11:10 22:3 45:10 89:18 91:17 169:2,5 187:5,18	December 59:5 81:11 85:5 182:10	dedicated 17:9 60:12	deficit 101:9 167:19
D.C. 60:8	days 35:1 57:25 59:9 85:9 92:17 160:7	decide 112:9 137:3 160:2 167:14	dedication 10:9 21:11,24	define 151:18
dad 11:1	deaf 194:4	decided 23:15 106:5 176:3 192:16 195:23	deed 36:1,2 71:17,20	definitely 65:8 69:15 152:10 185:11
daily 80:16	deal 69:18 178:12	deciding 144:9	deep 49:10 61:11	Delays 127:18
dais 30:16	dealing 122:22	decimating 57:2	deeper 144:15	deliver 168:1
damage 71:19	deals 83:24	decision 12:11 13:25 29:16 34:12	deeply 21:16 33:1 35:9	delivered 143:5 147:2 168:2
damn 130:3			defeated 43:10	delivers 14:23
danger 90:18				
darn 20:18 73:14				

demand 160:9	77:7,10,17,24 78:14 81:25 86:23 87:1,7, 11 88:10 89:21 90:24 91:4 92:10 93:4,14 97:24 98:2,9,11 99:9 100:24 104:2,8,12, 15,22 105:3, 11,24 111:24 112:12,15,23 113:3,18,21, 22 119:2,18, 22 120:9 123:7,20 124:3,8,16,19 125:2,9,13,25 129:15 131:23 132:12,21,25 133:3,11,16 134:1,7,10, 17,20,25 136:25 137:14 139:3, 8 140:5,12, 15,22 141:5, 12,15 142:15, 18 149:21 150:4 159:1 166:19 167:11 168:7 169:7,10,17, 20 170:3,9 171:22,25 172:21 173:7 174:10 177:3, 6,13,19 178:13 179:7, 16,25 183:11,	17 185:17,21 186:6,11,16, 20 188:20 189:11,22 191:8 192:19 197:2,9,12,15 Dent's 82:5 departed 174:11 department 16:13 78:24 80:11,14 127:8 139:15 169:15 187:17 departments 126:13 153:14 departure 185:4 depending 160:9 depleted 127:24 deposit 97:4 depreciation 58:9 depth 35:5	90:11 dereliction 13:14 16:2 describe 19:24 deserve 27:5 193:6,14 deserved 65:1 deserves 13:21 22:1 74:1 design 87:24 119:15 181:22 designed 84:25 85:2,3 designs 114:10 118:4 desire 36:15 desired 62:25 desires 136:16 destination	144:7 destroys 28:6 detail 174:3,4 177:20 detailed 157:25 170:21,22 171:13 175:22 details 28:5 53:22 65:19 98:23 171:15, 18 determine 96:8 determined 105:17 determines 114:3 detrimental 69:21 devalued 190:24,25 develop 114:9 115:12 118:5,11 developed
------------------------	--	--	---	---

13:15 32:25 52:21 116:4	differences 81:7 116:5	dime 26:18	disadvantage 108:22	discount 157:7
development 22:6	different 24:8 52:5 65:13 81:6 87:22 108:3 115:13 116:6,8,9,10 135:14 136:22	dinner 193:25	disagree 67:19	discounting 35:19
device 131:13 147:6 148:3	162:11 163:19,23,24, 25 173:11 178:3,15 180:7 188:11, 12	direct 56:10, 11 149:15 150:1 171:22	disappeared 132:20	discover 21:22
devolve 13:17	difficult 33:22 81:16 82:2,7, 20 173:1	directer 28:20 52:10 90:1 126:23	disappointed 6:13 7:4 11:6 25:6 192:22 194:22	discovered 15:1
devote 161:5	difficulty 28:18	direction 11:7 22:22 35:10 47:9 60:15 135:12 136:24 183:23	disappointing 45:23 194:18	discovers 18:2
dialogues 20:23	digging 188:24 189:9	directions 75:4	disaster 33:23	discuss 76:15 105:3 110:6 133:16 134:25 141:15 174:12 193:1
Diamond 40:14 57:21 58:22 64:8 74:14 78:15, 16 126:17 142:11 145:2 150:9 153:14, 25 154:20 160:23 169:14	digital 143:7, 12,20 144:12 150:2 158:13 162:7 164:21 165:7,9,20 166:2	directly 143:9	disbarred 49:5	discussed 58:17 88:21 171:17 185:24 192:10
Diane 44:12	diligence 120:2	director 19:11 31:2,19 74:2 91:16 99:15 100:8, 13 105:13 106:17 110:9 113:7 125:6 133:20 135:4 180:19 185:15 187:2	discarded 29:7	discussing 90:11,12 103:11 182:8
dictate 6:24	diligently 188:22	directors 31:22	discern 192:2	discussion 19:23 35:18 65:7 83:11 96:9 97:24 104:16 111:25
dictates 192:4		dirt 40:14	disclose 137:16	
difference 65:4,9 115:7			disclosed 12:14	
			disclosure 137:6,20 138:13 196:7	

112:16 113:3, 11 122:10 124:20 133:4 134:11 137:12 140:16,24 169:21 170:9 171:19 172:1 176:1 177:23 181:18	disregard 37:16	178:11 186:1 192:24 196:4, 13	60:11	66:12
discussions 65:21 96:19 181:18	disrepair 13:17	District's 21:19 79:20 125:4 131:21 132:1 141:22 142:1,5	divulge 36:15	done 6:14 9:22 16:17 30:8 31:3 34:22 45:24 52:16 53:1 55:5 57:16 58:19 60:9 70:24 71:19 76:1 79:9,15 80:22 82:3,5, 10 92:25 93:1 103:10,24 117:23
disfunction 16:19	disseminated 76:4	districts 126:25	DMA 143:25	123:18 128:6 153:1 175:22 184:18 185:13 188:18 190:25
disfunctional 23:2	disservice 13:4	disturbed 14:5	Dobler 57:9 127:14 129:16	document 180:18
disgruntled 14:14	district 1:2 4:7 6:18 8:11, 14,24 9:2,6,7, 10,15,19 10:13 12:6,15 13:11,23 14:1 16:9 18:10 23:8 30:2 31:24 32:8, 12,23 35:6, 11,24 36:13 37:20 41:11, 14,15 52:4 55:5,7 56:11 57:15 58:13 60:14 73:24 80:5 91:5,8 114:24 118:14 119:13 127:4 129:5 140:18 141:16 174:11,16,19 175:2,3,4,10, 13 176:5	ditto 11:16	documentatio n 65:22	documentatio n 65:22
dishwasher 92:8		dive 61:11 67:18	dog 35:15 75:5	doings 196:3
dismantling 60:6		diverse 14:19	doings 196:3	Donna 54:19
dismissal 13:5		divide 99:24 101:7	dollar 95:15 98:7 143:14 161:1 164:2	door 8:21 24:22 33:21
Disney 148:6		divided 130:7 162:20 195:2	dollars 6:1 25:22 43:18 73:24 94:8 131:18 144:6 150:17	double 101:25 111:17,22
disparaging 6:11,22		dividing 158:23 193:11	donate 66:13	doubt 18:11 40:21 73:7
		divisive 21:20 60:7	donation 65:17	down 17:19 21:19 29:13 37:21 41:17, 20 44:9 52:15 55:25 64:15
		divisiveness	donations	

68:17 70:15, 21,22 82:18 85:12 89:6 97:12 107:20 121:1 122:13, 14 144:17 149:25 158:12 161:1 167:4 175:21 190:15	drop-ins 188:1	E	echo 82:5 167:24 193:21	35:23
downsizing 35:18	dropped 73:10 97:20	E.coli 46:6,10	economic 57:21	egregiously 48:4
DP 80:17	due 120:2	each 8:10 18:2,3 39:14 56:24 58:4 61:7,12 62:7, 8 63:15 81:10 87:18 94:12 114:4 116:7 118:15 122:7	ecstatic 50:11	eight 17:3 49:3 68:14 71:6 130:1 137:17 157:12 168:8
drain 91:22	Duffield 65:17,23	ear 14:21 24:24	edits 180:21	either 34:23 96:20 182:3 184:17
dramatic 164:6	duly 103:25	earlier 32:19 48:15 195:10	educator 49:17	elderly 111:5
dream 31:6 56:6	during 10:12 19:18 25:3 37:7 53:23 56:24 81:19 117:4 177:15 187:11	early 52:1 86:5 100:1,3, 19	effective 13:8 19:12 23:16 70:7 127:10	elect 194:20
dribble 24:3	duties 44:15 66:8	earn 74:23	effectively 14:22	election 25:3
drive 29:23 32:15 51:25 70:10 193:10	duty 13:14 16:2 21:1	easier 19:6 155:5	efficient 127:9,10	eliminate 29:2
driven 116:17 194:16	DW 183:14	east 38:9 60:21	effluent 96:7 128:18	eliminating 131:16 132:8
Driver 47:3	dwelling 62:3,8	easy 45:14	effort 9:16 64:24 80:9 84:11 168:19 193:4	email 52:14 93:8 101:23 102:4 103:23 183:8
driving 50:18	DWPC 88:2	easygoing 73:10	efforts 51:4 75:12 80:6 197:16	embarrassing 20:19
drop 178:25	dynamic 145:13	eating 38:8	egregious	emotion 39:10

<p>employee 21:5,7 22:14 23:15 28:5,6 32:7 44:5 49:25 67:20 68:12 71:11 190:19</p> <p>employees 6:9,24 28:14 29:19 30:9,18 31:15,22,24 35:25 40:3 48:13</p> <p>employment 32:22</p> <p>empty 91:24</p> <p>enabled 69:19</p> <p>enabling 108:23</p> <p>encourage 37:22 66:5,6</p> <p>encouraged 6:6</p> <p>end 52:2 57:12 62:12 71:15 81:17 89:9 102:3 103:15 128:4 194:7 196:3</p>	<p>endgame 29:3</p> <p>endless 23:16</p> <p>Energy 87:25</p> <p>engage 147:1,10</p> <p>engaged 145:23 146:4</p> <p>engagement 184:19</p> <p>engagements 145:22 147:13</p> <p>engineer 67:25</p> <p>Engineer's 128:23</p> <p>engineering 67:10 68:21 94:17</p> <p>engineers 181:8</p> <p>enjoy 63:11 177:8</p>	<p>enough 25:9, 10,24 42:24, 25 65:20 128:11 193:17</p> <p>ensued 36:25</p> <p>ensure 15:10 30:5 33:8</p> <p>ensuring 80:14</p> <p>enter 169:12</p> <p>enterprise 74:4</p> <p>entertain 134:2 139:9 140:6</p> <p>entire 21:21 79:19 96:21 145:22 146:1</p> <p>entirety 19:18</p> <p>entities 85:21</p> <p>entity 43:2,4, 5</p> <p>enumerate 74:19</p>	<p>environment 21:18 22:2 27:10 60:13 69:19</p> <p>Envirosports 135:3,9 136:8,18 140:10</p> <p>Envirosports' 138:6</p> <p>equal 62:3 115:11 191:4</p> <p>equaled 126:2</p> <p>equally 118:2</p> <p>equate 94:7</p> <p>equipment 84:18</p> <p>equivalents 128:4</p> <p>eroding 56:7</p> <p>erosion 96:25</p> <p>error 25:4 177:11,17</p> <p>errors 44:20</p>	<p>45:2,8,18,25 46:16,18,22 152:7,10</p> <p>especially 22:25 36:24 65:16,22 148:5 197:6</p> <p>essentially 25:21 56:6 119:11</p> <p>estate 11:13, 15 60:19</p> <p>estimate 120:21</p> <p>estimated 63:16 89:9 159:21</p> <p>estimates 128:18</p> <p>ethics 36:20</p> <p>evaluate 115:22 118:24</p> <p>evaluation 34:25 36:24 76:7 181:12 182:1 185:20</p> <p>evaporated</p>
---	---	---	--	---

190:3	eventually 110:24	16:16 44:4 56:13 64:9 89:19 92:25 101:7 118:1 120:1 155:9 174:8 177:11, 17 192:6 195:9	examples 86:13	187:12,14
evaporating 189:25	every 8:7,14 17:11 22:3 27:5 28:24 30:5 32:7 44:5 68:15 95:3 106:11 130:9 143:14 144:4 156:25 163:22,24,25 168:13,14 174:2,6 190:13	everything's 156:24	exceed 58:6,9 159:8 162:24, 25 163:20 164:1,3 169:16	exclude 9:9 171:1,3
even 13:4 14:15 15:17 17:1,16 20:18 24:12 28:8 42:9 43:3 56:3 59:10 62:17 70:14 74:7 81:18 82:24 86:1 99:24 128:11, 25 131:6 144:21 171:15 196:13,16,19	everybody 7:17 20:5 25:11 33:16 55:23 64:12 67:5 173:25 190:3,23 191:23	everywhere 26:15	exceeded 34:23	excuse 36:2 45:14 124:4
evening 5:12 8:25 10:3 11:21 17:15 29:22 34:16 40:7 42:18 51:22 53:23 59:16 61:15, 17 67:5 73:5 75:12 125:20 129:21 186:10,12	everybody's 56:23	ex-board 195:5	exceeding 87:9	executive 73:18
event 66:12 135:13,18,25 136:5,7,14 139:18	everyone 27:4 64:19 74:23 89:15 100:10 171:5 183:19 187:1 188:2 189:8	ex-employee 16:9	exceeds 159:22	exempt 94:14
events 135:14	everyone's 60:6 97:9,10, 21	ex-trustees 71:10	excellent 9:22 58:18 80:18 84:1	exemption 131:17
	everything	ex-utility 195:7	except 42:1 56:24	exercise 35:23
		exact 99:24 187:4	excess 62:14 126:10	Exhibit 139:13,20,23
		exactly 70:1 82:7 151:17, 24 157:1	excesses 126:11	exhibits 10:19
		example 7:12 114:8 115:14 116:12 166:18	excessive 61:24	exist 43:3 128:11 135:21
			exchange 152:9	existing 59:9 91:19 96:18 122:7 138:25
			exciting	exists 112:11
				exit 19:15,19

20:1	17:7 21:24 28:10 41:1,10 79:22 175:23	150:16	F	62:4 70:22 71:1,8 73:2
EXL 141:16 142:1,4,13 152:6 153:15 157:18 160:5 169:12	experienced 10:6	express 5:16 34:20	fabric 51:20	fail 6:18
exorbitantly 41:24	experiencing 5:6 189:13	expressed 188:5	face 194:20	failed 23:3 49:5 75:1
expansion 67:21	expertise 28:10 32:25	extended 109:9	Facebook 145:16 152:17	failing 63:13
expect 6:12 37:23 129:19 154:24 164:2 183:20	expiration 59:3,8	extending 34:20 69:15	facilitate 135:16	failings 74:21
expectation 129:11	expire 59:5 109:1,2,4,6, 10,18 110:3, 22	extension 70:6	facilities 21:20 38:20 149:1,19 169:15	fails 15:16
expected 58:6 129:3	expires 182:6	extensive 41:1	facility 61:25 62:4,9,19 63:20 88:14, 15 107:2 110:18 153:14	failure 131:2, 5
expecting 183:25	expiring 182:10	extra 97:7 121:13	fairly 25:5 64:2 89:17 100:2 164:12, 13 165:23	failures 74:19
expense 57:17 81:9 114:18	explain 77:3	extreme 109:21 174:6	fact 6:1 31:23 71:2,22 74:25 79:8	fair 51:3 119:19 130:23 131:4 158:3 179:12
expenses 58:7 63:8 84:8 102:16, 17 127:20	explanation 123:15 152:3 166:6	extremely 7:4 23:13 36:19	facing 96:20	Fairway 57:9 127:14
experience	exploding 127:20	eye 36:9 88:24	factor 131:22	fairways 87:14
	exposure 138:9,10		factors 34:9 100:20	fall 92:24
			facts 57:23	

120:20 148:10 families 193:24 family 27:22 38:6 51:24 52:1 55:9,19 59:24 64:4 72:11 fantastic 24:9 far 7:21 24:16 26:3 52:17 53:12 92:11 117:14 120:4 125:14 127:23 161:7 176:16 177:24 187:21 faster 80:21 Fat 128:17 father 73:8 fault 10:20 43:20 46:16 53:21 54:12 176:4 favor 9:3 104:17 112:18	124:21 133:6 134:13 140:25 169:23 fear 33:19 February 81:11 federal 129:12 fee 29:2 36:5 67:20 68:17 76:25 88:5,15 103:1 105:4, 16,19,21 106:3,4,6,7, 11 107:2 109:5,6,23 110:19 111:10 112:7 115:18 116:1 132:10 150:24 152:23,25 153:4,23 154:1,4,5,22 155:16,17,20 156:3,4,24 157:12,15 159:10,14,23 160:3,4,8 161:15 196:20,22 feedback 81:21 99:3 111:3,9 178:7	181:20 feel 6:3 21:1, 3,23 22:10,24 23:1 39:18 60:7 75:25 106:1 168:8, 16 172:19 177:22,23 181:13 182:15 191:24 194:3 feeling 20:14 195:16,17 feelings 26:8 feels 30:5 60:16 64:7 fees 49:13 61:25 62:4,9, 19 63:20 76:25 131:2 151:4 153:8 154:13 155:10,14,18 156:10 157:19,20 158:6 162:18, 25 166:14 171:21 feet 57:25 69:2 92:22 fellow 36:16 37:3 54:17	82:11 186:7 felt 76:21 fencing 63:1 Feore 180:19 few 5:14,25 12:3 51:10 52:13,19,23 53:11 57:16 67:13,19 89:12 90:22 95:9 101:17 103:23 123:25 137:25 180:22 fiascoes 129:10 fictional 128:19 fiduciaries 61:1 fiduciary 44:14 fifty 169:3 figure 46:22 161:1 173:14 176:22,24	190:3,8 figured 24:14 figures 81:5 filed 45:10 79:10 175:25 176:4 184:25 fill 20:18 37:14 173:8 filled 12:21 22:7 45:22 176:20 filling 79:14 final 3:18 13:25 36:20 79:3 83:22 88:7,20 99:12 189:21 197:13 finalize 79:5 finally 12:24 29:5 132:8 finance 19:11,21 28:20 31:19 66:1 74:2 80:14 90:1 106:17
---	---	---	--	--

184:24 185:16	171:10	23:7	five-year-olds 11:3	107:3 110:14, 19 116:10,13 132:16 193:9
finances 66:16 72:21 196:5	finish 54:4 92:24	first-year 82:25	fix 176:11	follow 27:4 30:10 31:23 60:11 95:20 98:14,22 103:24 183:10 196:9, 11
financial 41:13 72:16 81:13,14 85:6,7 114:24 128:3	finished 79:4 142:25	fiscal 62:2,22 89:4,9 117:8 126:7 127:23 129:1 142:2,7 149:1 152:22 154:9,11,25 155:21 157:17,21 161:19,20 164:4 169:13	fixed 118:13	
financially 33:25 34:1	fire 9:1,5,7,15 10:13 18:18 29:17 47:19 139:15		fixing 176:6	
financials 126:14	fired 24:11	fiscal-year-end 149:5	Flashvote 98:1	follow-up 151:8 182:2
find 10:20 11:3 25:5,15 28:9,15 36:22 46:25 68:14 86:14 155:18 172:11 173:1 177:11 192:8, 24	fires 14:13	fiscally 99:4 126:15	flat 157:8,15, 19	following 75:3 153:7
finding 28:19 35:7	firm 125:23 126:24 189:5	fit 47:18	fleet 80:8	Folsom 53:9
finds 7:23	first 5:14 9:4 11:1 16:10,25 17:4 21:11 22:21 30:11, 15,18,22 31:4 33:15 40:12, 14 42:22 46:1 49:13,21 50:4 64:23 89:14 92:15 96:7 98:16,19 105:12 123:4, 16 129:6 139:13 165:7 168:21 179:9, 11 187:16	five 5:1 11:1,3 12:19 25:2,9 29:11 38:2 53:8 86:22 95:3 97:2 109:12 110:15 113:20 117:22 128:17 192:15	flew 195:4	fondly 17:12
fine 27:12 41:4 53:16 56:13 66:5 73:8 139:6 162:3 167:22	first-hand	five-decade 29:6	flooring 87:24	font 171:9
			flow 89:2,7	food 90:4,13 101:19 102:13 167:2, 9 169:6 181:12
			fluid 180:5	foot 38:21,24 44:9
			fly 184:7	footnote 166:1
			focus 69:25	for-profit 29:9
			focused 12:2	
			folks 5:15 19:4 37:10 74:15 76:14	

135:17	73:18 174:16 176:3	56:19	109:14	128:25
force 28:11	formerly	found 26:14	front 39:3	funding
forced 131:13	104:25 113:1 133:13,14 134:23 141:7	68:1 78:17 87:10 91:6 105:7 113:8 124:10 133:21 135:5 141:18 161:6 170:11 180:1, 4 187:6	47:24 79:11 80:24 172:9 183:12	122:2,5
foreseeable 34:13	forms 88:13, 17 89:2 90:8	Foundation	fueled 6:5	fundraiser 51:1,5
foreseen 62:11	103:1 184:25 185:6,10	65:23	full 27:23 38:2 45:7 54:20 89:3 136:2 137:19 138:12 148:9 167:13	funds 63:13 106:25 120:4, 5 122:18
forest 59:3 78:24	formulates 18:4	four 11:10 12:16 26:17 28:21 47:23 59:24 63:16 107:24 121:16 134:20 171:8, 10	full-time 44:13 59:19	further 15:4 20:2 33:14 90:15 104:16 111:25 112:16 123:7, 8 125:10 133:24 134:1, 11 140:16,24 150:17 169:21
forget 36:4 127:6	fortunate 17:6 23:13 54:21	fourth 16:24	fully 45:22 100:22 128:24	future 25:17 28:20 34:14 59:10 81:23 85:4,19 86:11,18 114:23 115:21
forgot 88:9 131:7 177:15	forward 10:22 19:6 22:10 72:1 76:9 106:10,13 114:22 115:23 119:24 122:18 135:13 137:2, 3 139:12,16, 22 153:10,20 169:9 170:24 175:6,17 176:23 177:22 178:19 179:6 188:17 197:5	Frank 70:17 194:25	fun 63:20 187:19 188:3	
form 40:13 88:7 178:24		frankly 18:13	fund 72:6 89:7,8 107:3 108:13 112:11 114:14,19 127:18 128:1 132:10	
formal 12:13 105:12		fray 193:17		G
formally 124:5		free 62:6 72:9	fundamentall y 7:5 11:25 12:24	Gail 29:22 48:14 72:2
format 153:7 170:9		freely 58:24	funded	gain 61:18
formed 55:14	fostering	friendly 73:9		
former 31:18				

71:25	49:20,24	24 140:1	gives 118:22	GMP 121:8
	51:6,15,21	150:16	160:12	
galling	59:11 65:5,	153:23	162:12	GMS 24:15
192:25	16,20 68:9	158:18 159:5		25:19 53:7,11
	69:6 72:8	160:15	giving 14:7	55:6
	73:15 78:16	162:19,20	26:22 145:15	
gallons	81:19 90:1	175:20	157:7 181:2	goal 7:25
115:17,25	91:4,6,9	181:20 191:1,	183:3	18:7 101:4
	93:14 95:12	2 194:16		189:14
	102:15 105:1		glad 61:16	
game 16:4	142:11	giant 129:8		goals 34:24
109:22	174:11 176:3		glaringly 7:14	53:14 182:11
127:21 129:8	180:2 193:1	GIDS 40:22		
			Glen 23:22	god 159:3
gate 143:16	generated	girl 40:10	59:23	
147:8	136:17 143:3,			goes 26:3
	10,21 144:25	girls 50:25	GM 5:16 6:6,	29:13 39:20
gates 63:1	145:6,18		22 7:16,21	102:23
	146:14	girls' 50:7	9:5 15:4	117:20 143:7
	148:11 149:9,		19:17 21:17	154:3 161:1
gather 184:15	16 150:2	give 10:16	23:5,13,15,16	183:1 195:9
	151:4	17:24 52:14,	24:13 27:25	
gathering	generating	18,19 53:15,	30:8,12 31:21	golden 41:23
39:23	148:24	17,24 54:5	32:4 34:13	
	generation	63:24 66:8	37:2 43:15	golf 23:6 46:1
gave 41:23	138:14	72:5,8 83:18	47:5,8 49:21	58:14 87:13
42:1 71:2	get all 92:23	86:12 91:14	50:8,12 52:11	99:14,19
121:3 183:22		94:20 95:25	68:12 69:14,	101:1 102:7
	getaway	99:25 102:2	15,22 70:5	108:5 131:17
general 1:2	13:16	114:10 130:3	74:21 91:13	148:25
3:10 4:6 5:20	getting 56:18	145:5 156:17	93:22 126:16	152:23 153:8,
6:17 9:3,8	60:5,6,9	175:15	178:10	12,15,17,22
10:5,7 12:13,	85:17 86:6	183:16	181:25	154:18
15 13:5,24	92:19 97:16		182:11	161:23
16:19 18:12	98:6 106:20,	given 12:15	185:19	164:10
20:23 30:16		21:23 42:20		169:15 184:4,
31:5 32:22,23		81:21 139:5	GM's 36:24	7 186:23
33:6,8 34:20		153:15 174:7	37:7 76:6	187:2,10,13
35:3 37:20		179:10		197:6
40:13,24				
44:23 45:4,5				

<p>gone 9:19 48:12 123:24 154:5,16,22 156:24 157:21</p> <p>good 5:12 7:24 8:25 10:3 11:21 19:20 22:18 25:9,24 29:22 34:2,16 38:16 40:7,15 51:22 52:21 57:6 59:16 61:15 65:10 67:5 73:5,14 75:12 77:3,10,21 78:4 79:24 86:12 97:6 98:11 110:4 125:20 129:21 161:6 164:13 167:7, 13 168:12 169:6 177:22 186:25 189:8 197:3</p> <p>Google 152:16</p> <p>gosh 20:17</p> <p>gotten 11:14 97:12 101:24 102:10 176:13</p> <p>Gove 173:8</p>	<p>178:17</p> <p>Gove's 173:4, 7</p> <p>governance 11:25 13:18 15:11 19:20</p> <p>governing 23:2</p> <p>government 26:18 129:9 196:8</p> <p>grade 16:25</p> <p>graduate 24:7</p> <p>grand 38:10</p> <p>grandfather 55:13</p> <p>Granite 92:12 120:21 188:5</p> <p>Granlibakken 169:2</p> <p>grant 120:4,5 128:23 129:12</p> <p>Granted</p>	<p>100:19</p> <p>graph 58:18</p> <p>grateful 64:16,18</p> <p>great 7:12 8:8 9:11 18:1 21:4 24:9 38:13 40:20 57:14 65:10, 11 68:2 72:24 82:14 84:2,5 86:25 108:18 113:17 125:9, 13 139:7 150:22 167:21 171:2 177:3 179:7 188:24 195:21</p> <p>greater 66:13</p> <p>greatest 138:14</p> <p>greatly 14:5 82:11</p> <p>green 35:17 48:1 51:2</p> <p>grew 38:8 39:4</p> <p>grief 24:21</p>	<p>grieved 6:23</p> <p>gross 13:10</p> <p>GROTC 66:15</p> <p>ground 62:17 194:16</p> <p>grounds 15:24</p> <p>groundswell 15:3</p> <p>group 17:2 31:6 38:13 40:10 50:17</p> <p>groups 23:11 86:2,4,6</p> <p>grow 8:13 68:10 85:14 86:22</p> <p>grown 68:9</p> <p>guaranteed 154:22</p> <p>guarantees 74:11</p> <p>guess 29:1 59:14 79:8,12</p>	<p>130:17 138:15 155:22 158:24 163:7 171:20 189:12</p> <p>guests 80:10 108:4</p> <p>guidance 95:25</p> <p>guided 33:2</p> <p>guy 24:15 40:18,19,20 41:9 52:20 72:5,6 73:9 164:13 196:21</p> <p>guys 20:17 27:5,17 39:3, 18 46:17 48:5,25 55:12,20 66:2,9,17 137:3 142:12, 21 146:20 148:16 157:13 158:2 166:8 189:16 194:4,11,17 195:21</p> <p>Gwen 20:6</p> <p>gym 11:10</p>
--	--	--	--	--

gymnastics 50:16	195:21	138:6 157:23, 24 158:4 182:14	111:10 147:23 161:2 172:3 174:1,5 181:5 189:15 190:11	162:2
H	hands 41:17 175:10	Harbor 135:2, 10,19 136:18 138:25 140:9	he'll 72:8,9	hearsing 132:24
habits 116:11	happen 13:1 28:12 46:5,10 51:7 57:1	hard 6:2,17 15:15 28:3 85:24 96:15 165:3 189:7	head 38:5,23, 25	heart 39:20
Hal 51:24	80:6 84:20 86:2 89:5 116:7 154:4 156:21 189:3	hard-working 35:5	headed 60:15	heaven 39:5
half 167:12 174:17 184:14,18	happened 46:6 61:22 65:13 86:13 103:12 130:2 163:6 174:1 177:12 183:14 191:15	harder 28:8 80:21 148:5	heads 193:13	heavy 57:25
hall 184:16,17	happening 61:22 70:1 82:15 89:4 99:20 159:4, 11 161:14	hardest- working 5:24	health 41:15	hectic 89:17
hallway 54:9	happens 44:3,4 51:14 90:3 139:17 164:7	harm 29:18	hear 25:6 39:19,20 44:20 70:25 71:4 196:8	height 33:24
hammer 53:22	happier 64:5	harness 173:6	heard 29:25 30:1 44:24 68:11 89:10, 11 146:20 176:9 177:24 182:2 192:14 194:13 196:17	heists 63:23
hand 57:19 62:19 119:4 120:8 137:13, 14 171:24	happy 24:1, 14,24 67:15 81:15 94:15 95:11 113:18	Harold 49:16	hearing 1:8 75:18,19 121:19 124:8, 13,15 125:3, 4,15 126:10 132:13,17,22 133:13 160:1	held 1:12 19:15 47:18 62:11 75:16, 22 135:2 140:9
handbasket 128:20		Harris 47:2	hell 128:20	hello-at-raley' s 60:24
handful 14:14,19 36:1 194:6		hate 9:16	help 47:15 48:1 49:13 50:9 57:6 91:22 92:9 187:12	
handle 33:6 69:17		having 6:25 9:20 35:1 39:11 49:18 71:25 83:10	helped 10:13	
handled			helpful 81:21,	

23 100:23 103:16,18 173:18	113:15,23 115:6 119:12 121:16,20 130:3 145:6 147:12 150:21 158:2 159:21 164:25 165:1 166:9 168:14, 21 171:12 173:4,7 174:25 175:4, 5 176:24 182:6 183:13 193:3 195:9 196:16 197:6	83:19 86:16 119:23 123:17 146:8	178:10 196:6	homeowners 15:2
helping 69:20		higher 62:24 146:1 157:20 158:7 159:5, 22,23 174:15	historical 37:16	homes 27:22
helps 122:20		highest 41:10	history 30:15, 18,22 31:4 152:20	honest 35:4 73:20
here 4:20,22, 24 5:15,17, 18,22 7:17 9:3,22 10:25 11:1,4,5 16:21 17:18 20:5,9,11 21:14 22:21 23:24 24:1,16 27:21,22 29:6 30:21 32:1 33:10 34:19 37:9,16 38:1, 2,3,21 39:6,8, 19 40:4,9,11 42:16,17 44:5 46:17 47:4, 13,18 48:17 49:20 51:13 52:1,6,12,13 53:6,19 54:11,19,20, 21 55:13,14, 17 56:2,4,21 59:20,24 60:1 61:3,8,18,20 62:4 64:4 65:1 67:7,22 68:25 72:15, 21 74:18 75:25 83:21 93:25 101:18 103:2 108:14	here's 7:12 115:14 118:16 196:21	highlanders 54:17	hit 92:16 154:24	honestly 55:8
		highlights 58:2 93:25 94:3	Hitner 47:11 69:11	honored 71:20
		Hill 27:20	hold 47:21 71:3	hope 18:10 46:24 47:7 48:16 54:6 57:20 85:12 86:11 193:16 194:14,15,22, 23
	herring 36:3	Hillary 64:1	holder 83:3	hopeful 164:4
	Herron 31:2 73:23 103:21	himself 73:20	holders 148:22,23,24	hopefully 45:24 85:18 90:14 97:1 122:20 128:12
	hesitating 111:16	hindsight 153:9	holding 125:4	hopes 86:16
	het 25:23	hire 73:19 179:2 190:9, 17	holds 23:9	hoping 76:2,8 188:17 189:14
	hidden 12:8	hired 24:12 73:21 74:2	holidays 86:3	hopper 63:16
	Hiedi 69:11	hires 42:8	Holman 19:15,25	horrible
	high 35:16 50:7 54:24	hiring 74:16	home 17:15 24:1 73:11 158:8 162:9 191:21	

196:25	98:23	55:24 73:8	imagine 33:11	impressed 21:10
host 135:15	huge 9:6 119:6 138:9 188:7	hyper-targeting 144:6	immediately 58:24 193:3	impressions 143:6 147:25 149:8
hour 19:16 90:19 155:25 157:9,11,13 184:14,18	Hulu 144:12 147:21,23,24 148:5	I	impact 6:25 11:15 60:17, 18 121:14	impressive 20:15 55:4 168:2
hourly 154:23 155:25 156:13 157:2, 22	humbling 93:19	iceberg 61:3	impacts 92:15	improve 6:18 22:16
hours 11:10 95:17 193:23 194:2	Hummer 142:3,17,21 149:22 150:13,25 151:13 152:13 156:6, 12 157:10 158:6 159:15 161:8 162:4, 12,19 163:2 164:9 165:6, 18 166:1,6 168:23 169:1	idea 71:19 77:25 95:16, 18 98:13,19 99:9 100:1 118:22 167:1 169:6 172:3, 7,17 175:8,19 179:7	impeccable 18:5	improved 146:17
house 17:14 35:19 38:3 97:15		Ideally 95:1	implement 184:17	improvement 1:2 4:6 6:18 15:15,18 32:23 114:20 115:18 116:1 132:3 182:12
household 116:13		ideas 58:20, 25	implore 33:7	improvement s 35:20 96:4
Howard 88:22 93:24 99:15 100:9,13 187:2	hundred 33:12 107:2 109:23 130:2 144:13 146:17	identifies 7:23	importance 56:18 185:15	important 15:9 53:24 59:2 66:17 80:13 106:2, 10 115:9 116:22 130:4, 13 177:14 184:25 189:25 190:1, 4
however 11:6 54:25 99:3 152:23 160:22	hundreds 73:24	ignore 23:17	improvement 15:9 53:24 59:2 66:17 80:13 106:2, 10 115:9 116:22 130:4, 13 177:14 184:25 189:25 190:1, 4	in-house 46:8 152:7,12
HR 80:5	hunt 48:24	ills 48:25	impossible 21:25 152:6	in-person 183:16
Hudson 78:4	husband	illustrated 147:7		inaccuracies 168:10
				inadvertent

195:22	include 81:19 83:23 102:5 150:23	increases 118:5 130:15 188:8	57:22	67:23 68:11 69:14 70:4,19 72:6,23 73:7 91:6,8 194:5, 22 195:25
inappropriate 6:7 27:8,10	included 83:9 94:5 120:5,8, 14 122:3 142:7 185:9	increasing 116:2 132:5	individual 12:21 15:21 21:4 35:5 36:18 192:8	Indra's 7:13 17:13,18 18:5,10 24:16 25:1 38:18 55:1 56:11 72:4 74:19
inaudible 68:24 143:1 159:2	including 21:8,18 50:14 52:24 81:10, 14 115:17 143:19 180:15 187:24	incredible 16:15	individuals 35:13 49:5 136:4 173:10, 17	
incapable 37:18 127:11		incredibly 17:6 34:12	Indra 5:17,20, 21 7:19,21 8:11,12,20,24 9:4,22 10:5,8 11:9,12,18 14:7,17,22 15:16,25 16:21,24 17:7 18:11 19:17 20:5,23 21:6 23:5,9,13 24:2,5 25:8, 14 32:18,21 33:8,15,17 34:2,6,13 38:1 39:15 40:3,18 41:17 42:10,11,16 46:13 47:14, 21 48:19,22 49:2,10,11,21 50:1,3,13,19 51:12 52:7,24 53:8,12,25 54:23 55:4,8, 19 56:2,11 57:4 60:1 61:2 64:11,25 65:8 66:5	industries 31:9
incentive 160:13,17	income 40:24 58:9,10 81:13 84:9	incumbent 36:15		industry 145:9,10 146:2 147:17 156:4,8
incertainty 69:23	incomplete 45:8,19 46:23 75:9 127:19	incurred 118:14		infinitely 24:10
Incline 1:1,13 4:1,6,9 6:20 9:24 11:2,23 13:15 14:11, 19 15:2,5 16:6,8 21:2, 15 23:22,23 24:21 26:13, 15,16,19,21 32:15,23 35:19 36:8 37:17 40:8,15 44:13 49:18 50:5 51:9,12 54:18 55:15 60:22 61:13 62:23 63:2 66:14 67:6,9 71:21 97:15 125:21 135:9	incorrect 167:6	independent 160:12		inflammatory 47:25
	increase 96:12 115:20 119:6,8 121:16,21 124:2 126:3 129:18 130:9 188:10	index 171:1,2		inflated 126:22 164:25
	increased 58:3 96:16 128:18	indicate 40:24		inform 85:1
		indicated 62:24		information 36:16 53:18 71:8 73:2 76:4 77:22 78:2 90:15,19
		indicates 62:13 139:14		
		indicators		

91:12,14 95:21 119:24 120:23 121:3 127:19 142:22 192:3 196:1	Instagram 145:17	60:13	internal 72:16 98:14 191:10, 12,14 192:13, 14,16,18	167:17 169:12 173:10,18 188:24 189:9
informed 66:9 189:17	instance 100:17 144:17,24 164:9	intelligent 71:7	internet 152:14	invest 61:12 63:13 68:19
informing 93:8	instead 10:20 30:24 31:8 35:16 56:18 69:19,24 73:21 160:14 165:19 173:12 177:12 182:22	intended 39:25 92:25	interpreted 123:3	invested 151:25
initial 3:5 5:2, 4 96:19 190:2	institutional 23:9	intent 14:6	intervals 187:12	investment 143:11,19 145:18 146:15 150:11,18,22, 23 153:13 160:14 164:18,22 165:12,20,21
input 7:6	insurance 43:5 86:9 136:7,9,17,20 138:24 139:6 140:18	intention 14:8 92:23	interview 19:15,19 20:2	invited 19:17
inquiries 19:24	insured 136:11 138:5 139:1	interest 12:17 35:12 55:9 87:23	interviewing 175:13 178:17	invoiced 151:11
insane 196:13	insurer 136:15	interested 81:22 174:24 175:11	interviews 188:17	invoices 87:17 151:11, 17 157:25 173:20
insight 84:20 121:2	integrated 147:16	interesting 47:17,23 87:16,17 129:5 191:20, 23 192:9,12	into 9:11 13:17 17:15 28:4 29:8,10 36:7 48:12 53:20 61:11 64:25 67:18 69:5 85:9 94:8 102:23 105:18 106:8, 12 115:12 118:4 119:25 122:6,9 139:4 140:1 158:21, 24 162:20 163:12	invoicing 152:3
inspection 131:13	integrity 9:17	interests 12:3		involved 15:6 21:16 22:24 61:17 106:2
inspire 18:6		interface 65:20 66:7		involvement
inspired 17:23 21:16		interference 28:17		
inspiring 17:8		interim 176:15		

171:23	112:1,25	46:20 49:22,	57:16 64:18,	147:18
Iowa 51:9	120:5 123:9,	25 50:15	24 67:15	Julane 55:14
irrelevant	21 124:4,5,6	51:2,19 52:10	69:17,25	July 19:12
127:2,7	125:10,17,19	59:7 66:21	72:4,20 74:24	79:4 98:16,20
irrigation	132:13,18	67:10 91:21	80:13 82:6,9	137:18 149:6
114:8 116:18	133:13,14	136:6,11,18	84:2,5 155:5	179:10,12
117:4,20,24	134:22,23	152:20	160:22	182:19
118:6 131:5	141:7,13	173:17	188:24 189:2,	184:23
issuance	170:6,7 174:2	IVGID's 30:15	8 190:9,18	188:18
109:11	177:16,21	74:25	195:21 196:2,	
issue 18:21,	179:13,14,17,	<hr/> J <hr/>	3 197:3	jobs 24:8
23 22:22 23:4	25 181:9,15		35:8 45:16,18	jump 120:12
106:9,12	182:3 185:22		196:7	jumped 90:16
151:8 162:4	186:17	James 187:17	jock 49:6	June 1:15
176:6,14	189:19,20	Jansen 32:14	Joe 47:11	4:1,8 62:12
178:11	items 42:18	34:11	68:23	91:5 100:18,
issues 5:7	44:15 89:22	January	John 32:14	19 109:6
12:16 22:21	98:17 129:16	30:11 81:11	Johnson	110:25 128:4
93:2 97:4	139:25 180:8	85:6 121:1	68:24	180:5 185:20,
148:7 184:3	185:8,13,17	Jennifer	Join 59:13	21 187:3
185:3 189:12	IVCBA 102:12	22:19 49:16	joined 142:3	junior 59:21
190:1 191:13	IVGID 5:24	Jim 64:22	joke 128:25	justify 15:17
item 4:11,14	6:8,24 7:6,8,	job 1:25 6:1	JOSH 2:11	justly 65:1
5:2 44:6	21 8:6,7,13	9:22 16:10	jotted 41:20	<hr/> K <hr/>
53:21 75:14	9:15 10:5,7	23:25 24:9,13	55:25	Kate 98:22
76:15,22	11:24 12:6,22	25:11,17	Journal	Kathy 189:13
77:1,6,25	13:3,7,20	28:22 30:1		
78:6,10,14	14:12 16:12,	37:19 39:13		
87:4,5 91:1,2	16 17:13,17	41:12,16		
98:16 104:4,	19:9,11,25	52:11 53:15,		
6,25 105:10,	21:4,8 24:8	17 56:10,11		
25 106:10,15	27:25 28:1,			
	13,14,22,25			
	29:19 30:22,			
	23,24,25 31:4			
	32:5,24 33:2,			
	3,6,7,16,25			
	35:7 40:12,21			

Katz 42:14 44:8 129:21 131:24	113:17 193:25	Knot 149:11	L	largest 40:21
keep 11:18 26:5 34:2,13 38:25 39:14 45:2 48:18 57:4 63:23 66:5 68:11 72:9 80:20,21 83:15 88:24 121:19 129:9	kills 39:7	knowing 46:9	L.A. 38:9	Lariat 22:20
keeping 19:6 80:9,11	kind 27:1 39:22 50:1 60:10 75:24 80:17,20 86:18,19 96:18 107:3, 21 117:6 119:18 144:15	knowledge 9:10 10:1 23:7,10 35:5 36:11 40:15 61:18 68:8	lack 82:21 192:22	last 36:10 37:1 38:4 45:20 51:10 54:14,15 55:15,16 65:13 68:16 87:14 88:21 90:3 93:20 94:2 98:12 100:19 103:10,11 107:24 108:20,21 109:2 115:5,6 117:4,7 120:24 123:25 124:1 135:22 137:17 142:21 146:17 149:25 151:7 158:1 168:7 169:2 176:8 180:13 183:7 187:7 194:12 195:3 196:17
Kendra 33:10	146:11 147:4 148:9 153:13 154:21 164:5 172:18,20 177:7,25 180:5 191:4	known 15:19 16:24 21:6 24:2 35:1 51:17 67:23	lacking 22:25	
kept 80:18	kinda 119:21 147:19	knows 8:5 24:18 43:17 78:23 196:14	lacks 74:3	
key 57:21 113:25 144:18 152:11	kindness 10:19	Koorn 113:13,20,22 120:7,19 122:1,25 123:13 124:1 130:13	Lake 9:1,7,15 67:8 118:21 143:25 144:10,21 145:3	
kick 98:20	kinds 66:2		Lakeshore 19:9	
kick-off 95:22 188:15	Kings 67:8	Krolick 29:22 32:4 48:14 71:18	Lakeside 59:22	
kid 38:9	Kip 54:17		land 59:4	
kid's 144:19	knee-jerk 28:24	Krolick's 72:3	Lane 64:1	
kids 23:24 24:3 50:18,22	knew 47:25 53:6	Krushner 47:2	laptop 176:24	last-minute 89:15
			large 12:4 59:13 62:9 63:7 86:2 87:13 111:4,6	lastly 8:12 34:5
			larger 70:13	late 17:15 55:25 100:20

174:25 177:8 191:17	68:23 70:24 76:3	leaving 128:6 180:12 185:2	less 58:8 84:17 115:4 116:14 131:14,18 142:17 154:18,25 155:4 159:12, 20 161:1 162:17 169:3 176:17 190:12	171:12 188:9
later 84:16 171:15	leading 16:2 64:11,14 159:23 193:4	led 9:14 27:3 148:20		levels 85:2
laugh 190:23	leads 149:12, 13,14	ledger 70:20		levity 177:10
law 95:4 175:25 176:4	leaf 49:7	left 14:9 26:13 52:10 63:5 67:11 68:24 117:8 190:1		liability 139:5,23 140:19
lawsuit 36:2	leagues 8:14		lesser 46:3	liable 138:16
lawsuits 27:13	learn 36:20 69:5 144:20	legacy 13:20	lesson 85:11, 22	lied 37:1
layered 122:11	learned 178:16	legal 2:11 49:13 66:2 72:5 136:23 137:8 140:5, 11 177:16 181:7 189:16	lessons 84:19 85:13 86:1,11,14,18	lift 11:2 144:19
layout 167:22	learning 15:8		let 29:5 37:19 58:24 91:14 96:10 148:6 177:4 180:23 182:14	light 57:20 61:24
lead 8:24 32:5 33:3	lease 183:5	legality 14:3		like 4:5 7:20 18:1,14 20:14,21 25:23 26:24 33:14 39:1, 18,22 44:3 46:12,21 49:8,23 53:16 54:11 55:16, 24 59:14 60:8,16 65:2, 19 66:24 74:7,14 75:25 76:21 77:4 81:17,18 82:4,9,13,17, 24 84:4,17,22 85:1,8 87:18
leader 9:11, 25 14:17 18:5 19:21 27:25 30:4 47:6 52:24 65:10, 11 73:22	least 40:25 77:15 103:17 113:20 126:19 127:24 174:22 178:21 185:10	legally 43:3	let alone 70:15	
leadership 9:13 12:11 14:11 18:9 22:22 23:1 28:14 60:2 65:5,8,9	leave 55:15 97:3	Leijon 105:11,13 107:16 108:17 109:5 110:4 135:5,7 137:13 138:18,23 139:7	lets 82:15	
	leaves 17:14	length 173:21	letting 37:25	
			level 12:22 28:10 32:25 60:3 81:17 99:18 118:10	

<p>92:7 93:12,22 94:9 95:5 96:19 97:25 99:15 100:4, 17,21 106:1 111:5,14 118:16 119:22 121:4, 17 123:3 125:9 127:17 129:8 130:4 137:2,15 140:24 142:12 144:12,20 145:6 146:11, 22 149:18 150:7 154:6 158:9 160:2, 10,15 161:13 164:24 165:23 166:16 168:8, 16 171:18 172:2,3,4,5,7, 11,12,14,16, 17,19,20,22 175:19,22 177:22,23 178:11,14 181:19 182:15,18 183:21 184:1, 7,18 185:7 189:14 190:7 191:24 194:3 195:10,13 196:12</p> <p>liked 33:18 34:6 145:23 146:3 172:12,</p>	<p>13</p> <p>likely 179:21 185:14</p> <p>limited 92:1 107:19 108:6</p> <p>line 92:13 153:21</p> <p>list 15:22 59:11 88:6 94:21 102:9, 21 103:5,8 126:23 182:23</p> <p>listed 103:2</p> <p>listen 21:12 25:12 37:22 48:17,18 68:15 79:25 130:14 172:16 173:25 174:3 190:4</p> <p>listened 68:7</p> <p>listening 9:22 21:13 23:12 48:23 49:5 191:22 194:1, 3</p> <p>listens 7:22</p>	<p>litigation 13:12 170:25</p> <p>little 19:5 25:6 52:5 53:2 56:9,10 82:23 91:14 106:8,24,25 115:7 144:15 146:6 148:2,4 153:19 154:10,17 155:5 161:18 162:7 167:18 174:22 175:15,22 176:15 177:10 178:7 184:6 190:5</p> <p>live 1:10 20:7 22:20 23:21 32:15 39:5 47:3,4 55:20 56:4 60:20 67:8 71:20 121:20 129:23 130:11 157:6 172:25 173:1, 24 191:22 196:16,19</p> <p>lived 11:5 27:22 37:9 38:2 54:20 56:21 61:8 64:6 67:8</p> <p>liver 59:18</p>	<p>lives 50:13 180:14</p> <p>living 74:23 196:18</p> <p>Liz 49:16</p> <p>LLC 94:16</p> <p>loan 119:11 129:4</p> <p>loans 88:3</p> <p>local 29:14,20 144:14</p> <p>located 4:8</p> <p>location 75:21,22</p> <p>Lodge 58:17, 23</p> <p>log 173:18</p> <p>logged 173:10</p> <p>logo 60:11</p> <p>long 3:16 18:8 24:2 42:24 93:21</p>	<p>94:25 95:7 109:11 112:11 138:5 168:24 179:24,25 180:3 182:16 183:18 186:4, 24</p> <p>long-term 29:18 59:18 68:23</p> <p>long-time 23:15</p> <p>longer 20:25 30:19 57:24 61:8 108:14 135:21 136:8 138:16 148:17</p> <p>lookalikes 146:25</p> <p>looked 57:13 71:17 83:19 90:10 111:22 122:15 158:22</p> <p>looking 10:21 20:12 23:20 29:4 72:14 77:5,6 90:13, 21 94:21 95:24 98:24 100:14</p>
---	---	---	---	---

101:15 116:23 135:12 136:21,23 143:18 144:21 146:13 162:21,22 163:3 164:14, 17 173:19,22 182:23 187:2 191:11 195:20	9 24:15 37:10 46:16 54:10 60:25 68:3 72:2 79:22,24 80:1 81:4,5 85:21,22 86:4 98:6 106:9 107:12 110:12 111:3, 9 131:3 142:22 144:6 145:9 146:1, 20 147:23 152:13 157:5 158:7,8 162:8,9 172:19 173:10 175:3, 18 180:7 188:16 191:13 193:21,22	24 loved 38:13, 14 56:5,20 70:25 loves 40:20 50:5 56:3,4 loving 39:14 low 83:8,19 119:23 154:9 lower 83:1 115:8 143:4 150:15 lowered 157:15 LSC 43:19,23, 25 luck 22:18 ludicrous 35:17 43:7 lunch 71:18 Lyon 64:22 66:20	M machine 87:19 92:8 187:24 mad 38:20 made 9:11 23:2 44:21 45:2,3,4 46:1, 17 48:16 57:10 71:14 89:15 90:23 104:12,15 105:15 108:21 112:12,15 119:25 124:16,19 127:15 132:25 133:3 134:7,10 140:12,15,23 151:13 162:16 169:17,20 192:13 Magazine 147:7 maintain 114:24,25 130:15 178:2 maintenance 114:17 152:1	181:3 major 74:10 majority 7:5 8:4 26:7 30:9, 20 31:10,21 32:1 35:10 37:8,23 48:17 145:7 make 8:7 19:1,5 43:7 47:14 48:4,15 49:14 57:1 64:20 74:5 76:3 78:21 79:17 80:7 85:24 86:3 89:13 91:10 97:9,12,18 100:3 102:4 103:21,24 109:13 110:2, 5,7 111:3 123:19 126:14 127:6, 8,10 137:6 138:23 139:17,18 143:14 144:5 151:21 152:10,15 153:14 154:19 165:12 166:5 167:18 168:4, 5 169:1 178:18 181:14 188:25 192:4
looks 7:20 82:17 84:16, 22 96:19 145:6 153:19 161:17 164:24	lots 27:12,13 63:4 130:25	lowered 157:15		
lose 26:8 33:20 42:7 184:11	loud 12:3 59:14	lowered 157:15		
loses 25:16	louder 30:14 32:9	lowered 157:15		
losing 102:18	love 8:10 11:9,12,16, 17,19 23:24 26:19,20,21 39:7,8,12 42:10 49:1 55:20 61:6 67:15 72:23,	lowered 157:15		
loss 121:13		lowered 157:15		
lost 9:17 16:20 17:16 31:18 48:13 71:13,22 92:15 139:25 187:16		lowered 157:15		
lot 9:21 23:1,		lowered 157:15		

<p>makes 11:8 35:22 60:22 74:15 75:25 123:18 155:5 165:1 172:23 192:3</p> <p>making 12:10 17:9 19:4 41:14 59:15 96:15 145:13 183:18 193:14</p> <p>malfunctionin g 56:9</p> <p>man 51:5 168:1</p> <p>man's 30:1</p> <p>manage 37:20 38:11 74:7 155:13</p> <p>managed 64:8 80:1</p> <p>management 34:3 41:10 42:8,9 65:5,6 66:7 69:22 75:1 79:23 80:20 94:13 180:10</p> <p>manager 5:20</p>	<p>9:4,8 10:6 12:6,13,15 13:6,24 14:1 17:7 18:1,12 20:23 30:16 31:5 32:22 33:6,9 34:20 35:3 37:20 40:13,25 44:23 45:4,5 49:20,24 51:6,21 59:12 65:6,10,11, 16,20 67:11, 25 68:10 69:7 72:9 73:14,15 78:16 90:1 91:6,9 93:14 94:18 102:15 141:18,22 142:11 174:12 180:2 193:2 195:7</p> <p>manager's 81:19 91:4 95:12</p> <p>managers 10:7 15:20 51:15 53:11 57:16</p> <p>manages 14:22</p> <p>managing 160:5</p> <p>mandatory</p>	<p>131:12 139:21</p> <p>manner 12:12 22:16 70:7 99:4</p> <p>mantra 60:11</p> <p>mantras 86:20</p> <p>many 6:3 10:11 15:5,16 18:7,17 19:3, 10 23:1 24:6 26:5,9 31:5 33:15 36:8 43:17 44:17 50:13 52:25 55:6 67:11,22 73:14 94:24 95:17 107:23 113:19 127:3 146:12 148:3 172:10 187:16 190:1, 12 191:20 194:2 195:6, 17 196:22</p> <p>March 81:12 83:5 149:4</p> <p>Margaret 40:7 125:20 189:24</p> <p>margins 84:9</p>	<p>mark 53:4</p> <p>marketing 141:17,21 142:14 164:12 165:5, 24 167:2</p> <p>markets 143:24</p> <p>marshal 47:19</p> <p>Martini 40:7,8 41:4,8,9 42:5 125:20,21 189:24 191:9, 20 192:13 193:22</p> <p>Martis 70:10</p> <p>master 58:22</p> <p>material 13:4 181:16</p> <p>materials 90:2 181:6</p> <p>math 52:2 158:15,20,25 159:1,10 163:6</p> <p>Mathis 37:4</p>	<p>Matt 69:9 132:20 197:9, 11</p> <p>matter 10:17 42:22 44:8 102:3 122:23 172:15</p> <p>matters 19:25 20:2 36:17 42:17 43:11</p> <p>MATTHEW 2:4</p> <p>maximize 160:13</p> <p>may 5:24 6:2, 19 8:3 21:23 28:12 30:25 39:1 47:20 59:7 62:2 68:7 73:13 76:21 77:3 78:5 100:17, 19,20 109:1, 4,25 115:11 119:23,25 129:13 137:13 138:8 142:10 147:8, 9,23 155:4 161:22 177:14 181:5, 14,17,23 187:3 188:1</p> <p>maybe 43:6</p>
--	--	--	--	---

52:6 53:14 67:24 81:16 92:8 116:14 126:12 127:11 164:15,23 165:4 171:7 176:21,23 177:1 179:2, 4,9 183:12 184:16	measure 73:16 164:6	57:11 68:7 70:13 75:16, 21 76:15 77:10 78:1,7 79:4 88:22 89:18 90:3, 15,20 95:22 98:16,19 102:3 108:21 120:24 126:1 127:16 142:21 151:10 170:10,15,17, 18,19,20,21, 22 171:13 172:3,8,13 173:13 174:18 175:9, 14,20,21,24, 25 176:2,4,8, 9,11,12 177:1 179:9,21 180:5,13,21 181:1 182:3 184:7,23 185:24 186:6, 10,14 188:15 191:20,21 192:25 194:9 197:18	151:18 173:17,20,21 174:25 177:8 178:6 184:14 190:12	memo 138:1 141:25 170:14
Mayhew 34:17 191:19	measured 75:10		meets 36:9 99:5	memory 170:20 171:17
MBA 40:25	media 141:16 142:1,4,13 143:7,12,20, 21 144:2,6, 11,12 145:23 147:10 149:24 150:9, 13,15,19 152:6,11 153:15 156:7, 14,23 157:3 158:7,12,13 159:20,21 160:20 161:9 163:23 164:7, 22 165:7,9,20 169:12,13		Megan 59:16	mention 70:11 107:16 131:6
Mccoys 195:3	media's 160:5 166:2		Melissa's 170:21 172:12	mentioned 82:16 118:7 141:24
mean 27:16 65:24 109:21 120:16 121:8, 15 145:10 154:8 164:24 171:1 172:24 194:10	meet 43:23 52:14 99:2 189:14		member 16:22 21:2 30:5 35:13 36:23 37:3 91:5 113:7 133:20 135:4 137:9,20 141:17 174:23 189:5	menus 14:22
meaning 150:12	meet all 53:14	meeting's 93:21	members 2:3 14:15 18:8 19:14 21:23 29:25 33:16, 20 36:16 48:10 54:16, 22 64:23 67:13 73:9 89:16 93:17 129:24 188:19	merry-go-round 74:7
meaningful 57:23	meeting 1:9 4:6 7:14 30:11 31:2 37:6 42:21,25 45:11 47:18	meetings 14:20 15:8 30:24 31:1,16 44:16,19 48:7 55:3 56:17 71:8 83:10		mess 72:18, 19 196:5,6 197:7
means 20:16 79:22 145:21, 22			membership 187:23	message 82:10 92:2 126:18 145:15,24
meant 166:8				messaging 145:5,13
				messy 58:13
				met 34:23 54:23 73:17

96:23 188:4	18:13 28:9	19,22,24	142:17,19	mix 144:11
metrics 84:25	37:20 52:6	129:2,3,6,12	149:20	158:8,12
	53:2 78:21	131:18	170:10,16,17,	161:4,7,17
	81:1,4,7,22	136:10 138:9	18,19,20,21,	162:11,14
Michael 68:24	96:19,22	143:6,10,11,	22 171:13	163:13,15,18
	107:16 157:4	22 147:25	172:4,13,23	
	165:13		174:18 175:1,	mob 72:3
Michaela 2:8	166:13 168:9	millions	7,9,14,20,21,	195:22
8:2 42:20	171:10	48:11	24 176:1,2,8,	
49:18	178:15		11,12 177:1	model 29:6,8,
	188:10	mind 18:11	178:23,24	10 160:10
			182:3 190:2	
micromanage				
31:11 45:15	Mike 57:14,	minimal 97:3	mirror 7:11	modifying
	18,25 58:17,	116:20		131:21 132:1
micromanage	24 59:13 73:5		miserable	
d 27:9	74:16 78:3,	minimize	24:20,22	Mohicans
	17,19 82:4	155:13		55:16
	126:12,15,16		misleading	
micromanage	129:20	minor 53:21	21:3	mom 11:2,3
ment 28:24	142:11	54:25		mom's 40:10
37:15 44:14			mismanaged	
45:6,9,13	Miller 61:15	minority	65:17	moment
	63:21 67:4,5,	31:13 48:18		17:14 80:22
micromanage	6 69:4 193:20	56:15 67:13	mismanaging	178:25
s 28:4	196:15		75:4	
		minority-ruled		Monday
micromanagi	Miller's 68:17	16:23	misplaced	91:21
ng 6:22 56:9			86:15	
	million 25:22	minute 28:4		money 25:20
microphones	58:10,11 59:1	80:4	missed 53:4	41:21 47:7
173:9	62:2,6,13,14,		150:10	51:10 59:15
	18,19,20,23	minutes 5:5		62:15 63:12,
mid-season	63:3,5,6,8,9,	18:25 30:23	missing	22,24 65:25
155:9	19 88:15 89:3	31:3 41:7	103:8 182:15	66:12 68:18
	98:8 119:12,	42:20 52:17		73:1 74:15
middle 85:5	14,16 120:13,	57:11 113:19	mitigate 6:14	102:18
	16,17 121:1,	125:16		110:19
	9,14,24,25	127:16		
might 17:1	122:3,5,9			
	128:5,7,10,			

119:14 126:5 128:9,12 129:6,9 157:23 160:18,20 167:18 174:7, 8 175:18 176:16,25	111:5 116:13 117:23 118:12 119:20 122:22 126:14 132:3 148:17 153:21 154:10 156:23,24 158:8 160:18, 25 161:2,14 162:8,18 166:6 167:17 171:22 172:3, 12 175:18 176:16 179:1 187:10 188:13 192:20	most-recent 34:18 most-senior 19:20 mostly 66:14 158:12 Mother's 169:2,5 motion 104:8, 23 112:24 124:12 125:3 132:21 133:12 134:2, 20 139:9 140:6 141:6 170:4 Motion's 104:12,15 112:12,15 124:16,19 132:25 133:3 134:7,10 140:12,15,23 169:17,20 mountain 13:16 46:1 79:7 88:19 169:15 move 7:25 10:22 35:16 48:15 74:24 76:23,25	104:10 112:4, 6 115:22 118:3 122:18 124:4,6,14 132:23 134:3 135:13 137:2 139:12,22 140:7 169:8, 11 176:23 177:1,22 180:6 181:14 moved 26:13 37:1 52:1 67:7 105:17 154:21 175:5 196:17 moving 5:2 19:6 78:10 87:4 91:1 104:6,24 106:10,13 112:25 133:14 134:22 170:6 175:17 179:14 186:17 188:17 189:20 much 17:20 18:1 20:16 24:21,25 26:24 27:14, 16 28:17 39:6 41:21 44:11 46:13 50:19 52:7 53:23 56:10 61:16,	21,22 64:18 65:25 68:9, 18,19,22 70:7,16 74:12 92:5 99:20 104:4 109:18, 25 116:11 126:1 132:11 142:15 148:21 154:18 156:23 160:20,22 161:2,4 162:10,16 172:17 174:15,24 197:8 multiple 11:22 21:8 59:25 138:13 155:7 multiyear 122:11 must 12:7 22:6 32:6 39:18,19 46:22 59:8 62:10 128:5 196:9 Myles 5:12 195:12,15,23 <hr/> N <hr/> nailed 97:12
monitor 96:25 month 103:16 156:25 190:7, 13 monthly 81:18 months 36:10 59:8 78:25 81:11 95:9 119:5 180:22 morale 28:7 more 6:14 8:17,20 10:12,19 12:2 21:6,16 22:15 28:3 29:17 36:9 51:10 52:17 53:18, 23 57:6 61:19 63:14 68:5 70:7 85:17 86:17 87:21 108:2 109:13, 25 110:2,8	morning 17:14 92:4 Moss 95:22 183:24 188:14 191:7 most 7:18 14:24 21:12, 19 24:16,17 35:23 48:5 59:2 63:13 65:7 69:21 80:17 93:23 94:13,14 111:7 130:13 135:14 171:10 188:6 192:8			

<p>name 6:19 20:6 22:19 26:12 32:14 51:23 54:17 64:1 127:20 141:21</p> <p>namely 67:19</p> <p>naming 136:18</p> <p>narcissist 39:1</p> <p>narrative 21:4</p> <p>narrow 190:6</p> <p>nastiness 15:7</p> <p>national 38:10,15 83:10</p> <p>nature 19:19</p> <p>Navazio 19:11 31:19 89:11,19 90:12 101:25 102:24 106:17 107:1 110:9,14,17 111:16 180:12</p>	<p>navigate 10:14</p> <p>NDEP 88:2,3</p> <p>NDOT 92:19</p> <p>near 25:17</p> <p>nearly 79:3</p> <p>necessarily 6:16 160:18 163:18</p> <p>necessary 96:16 192:5</p> <p>need 7:10 23:19 39:16 42:12 43:1 44:21 53:22 60:3 61:4,10 66:17 78:5 96:3 99:24 101:2,11,24 102:18 111:17 113:19 114:13,21 116:17 120:15 122:18,24 127:6 128:10 130:14 137:8, 11 142:15 146:6 164:7, 15,16 166:5 167:16</p>	<p>168:15 171:2 176:19 178:23 183:17 185:22 186:23 188:10 191:6, 10,12,24 193:2</p> <p>needed 41:10 51:1 62:10,21 63:7,10 114:14</p> <p>needing 154:19</p> <p>needs 74:23 99:2,5 114:4, 20 178:12 193:10</p> <p>negative 6:25 11:15 20:22 128:2</p> <p>neglecting 193:13</p> <p>negligence 13:10</p> <p>negotiating 143:4 150:15</p> <p>negotiations 65:21 66:1</p>	<p>neighbors 72:3</p> <p>neither 36:18 193:15</p> <p>Nelson 2:11 94:18 137:5 139:10 179:19 181:7</p> <p>net 58:8,10 84:9</p> <p>Nevada 1:13 4:1 74:5 88:2 95:4 125:5 144:1 198:1</p> <p>never 24:12 38:19 43:9 62:16 63:10 64:5,6 79:9 90:10 106:3 127:25 130:19</p> <p>never-never 122:23</p> <p>new 29:8 49:6 59:7 61:22 63:2 64:2 69:1 75:5 78:1 87:25 88:15 91:18 119:24 130:22 145:1 148:22,24</p>	<p>164:15,16 174:19 179:5</p> <p>news 97:6</p> <p>next 13:7 16:22 17:3 19:7 24:22 33:9 51:11,21 62:2 63:9 78:1,6 80:3 83:23 84:23 89:4 90:15 91:17 92:20 94:10 95:9 97:1,25 98:10 99:10 109:23 114:16 122:14 128:17 129:20 148:19 155:3 164:5 166:1 168:15 177:24 179:11,21 180:4,25 185:25 193:1 194:9</p> <p>nice 21:13 40:18,20 41:9 42:10 49:4 73:8</p> <p>Nick 19:14</p> <p>night 175:5 177:8 194:8</p>
--	---	---	---	---

nights 97:24	non-branded 144:18,25	nonsensical 107:21	116:4 154:4	125:24 150:21,22 158:16 164:13,25 165:1,2,5,25 168:1,2,5,6 188:2
nine-minute 76:11	non-collection 36:4	normal 28:22 109:11	noticed 87:23 151:10	
nits 140:2	non-cpa 74:2	normally 111:8 135:15	noticing 125:7	
Noble 2:6 4:19,20 5:7 63:18 77:21 95:13 104:20 112:21 123:10 124:25 133:9 134:9,15 139:4,9 140:14,21 141:4 166:21, 24 169:19 170:1 173:19 174:10	non-erosion 97:1	North 9:1,7, 15	notification 5:9	numerous 21:7 24:5 35:12 48:13 67:18
	non-operating 88:16	Northern 144:1,2 147:19	notified 119:5	NV 87:25
	non-resident 35:25 51:19	nose 195:18	nowhere 70:14 120:18	<hr/> O <hr/>
	non-responsive 44:2	note 9:20 22:9 87:17 103:20 110:5 116:22 139:10	number 1:25 28:22 37:13 44:20 45:20 61:17 83:8, 16,19,20 95:15 103:1 120:25 121:25 132:5 136:12 147:13 173:20 182:17 183:24	observations 65:2
Noble's 167:25	non-transparent 12:1	noted 85:16 103:25 182:4		obvious 21:24 29:1
nobody 47:18 75:5 196:14	none 35:6 54:13,14 67:3 76:20 78:9 104:17 124:21 129:16 133:5 134:12 169:22	notes 54:8 70:18	numbers 77:12 81:5 82:17,18,24, 25 83:5,23 84:7,20 85:10 101:3,8,15 120:20 121:18 123:11	obviously 56:15 96:11 108:5 161:4 163:24 177:7
Nobody's 33:4		nothing 41:25 43:19 60:8 110:17 118:6 190:22 193:11		occasion 174:23
noise 48:5		notice 75:20		occupied 51:2
Nolett 19:7,8	nonissue 107:25			occur 29:13 180:11
non-beach 105:16 107:18,24,25				

occurred 187:11	61:16 101:6 102:15 108:12	190:22 195:4, 25	128:7 132:6 135:16 144:23	operations 28:1 29:6 35:6 62:5,22 139:13 181:12
occurs 97:1	139:15 183:12 189:15	one's 53:25 186:25	147:24 149:3 150:20 160:7, 10 162:5 164:21 165:9	operator 11:2 86:19
October 121:1	one 5:21 10:8,12 12:12 13:25 14:8	one-fifth 106:5	166:13 167:21 183:11 190:5 191:1	opinion 31:5
off 16:14 62:17 76:7,23 88:9 111:24 119:4 150:8 161:24 187:5	17:11 22:1 24:10,17,20, 23 32:11,12 40:21 46:19 49:3 52:13 55:18 56:20 57:16 59:2	one-page 58:12	ons 87:20	opinions 190:6
offensive 6:7	60:14 63:15 64:7,8 65:4 66:4,11,14 67:22 69:19, 21 71:1 72:5	onerous 15:23	open 13:11 82:3 124:12, 14 125:3,15 148:17 175:25 176:4	opportunities 17:19 163:25
offer 50:16 70:23	76:20 78:21 83:22 85:11 86:19 87:13, 14 90:3 95:23 96:7 99:8,12 108:25 109:15 134:21	ones 10:12 38:17 71:7 172:13,24 187:15	openings 28:22	opportunity 8:18 47:4 51:23 54:5 55:2 64:17,19 81:1 92:16 93:19 113:23 137:6 184:19 187:13
offering 10:15 54:5	office 61:23	ongoing 95:1 122:5	operate 128:1	opposed 104:23 109:15 112:24 133:12 134:18,19 170:4 176:2 185:2
offloads 74:9	offloads 74:9	online 143:8, 10,12,15,21 145:7 148:12	operated 12:1	operating 29:8,10 63:8 80:12 81:11, 20 88:19 114:17 181:8
often 196:8	often 196:8	only 5:25 15:1 25:8 38:2 57:6,19 58:2 62:7 71:21 74:13 83:3 84:14 85:13,14 87:19 90:6 95:13,16 101:20 102:16 118:9	operation 79:25 80:2,7	opposite 68:13
old 125:22, 23,24 156:6 160:15	old 125:22, 23,24 156:6 160:15		operational 28:5	optimize
onboarding 80:6	onboarding 80:6			
once 19:1	once 19:1			

151:6 160:19, 22	37:11	over 10:6 17:17,19 26:18 28:22 32:24 33:12 35:21 41:24 43:1 44:3,4 48:13 52:23 55:2 57:25 58:16 59:20, 24 60:20 63:5 65:13 91:18 95:9 97:1 99:7 114:16 117:19,22,25 118:25 121:16 122:3, 11 127:24 128:17 140:19 142:19,24 143:1,5 157:15 169:4 187:17,18 190:18 192:11,14,15 195:4	15:21	59:25 106:8 112:8
optimizing 161:6	organized 57:23		overpaid 126:24	<hr/> P <hr/>
options 77:12,13,18 178:15 188:13	orientation 20:10		overstepping 37:15	P.M. 4:1,8 76:13 141:11 197:18
orchestrating 17:13	original 82:19 110:15 122:1		overview 105:10 125:10 136:25 143:24 150:4 166:8 168:12, 22 179:19	pack 136:15 187:24
order 4:7 11:4 80:7 121:8	originally 89:2		overwhelming 25:2	package 147:16 181:21
orders 181:10	others 10:21 17:23 31:6 52:6 67:11 80:19 118:22		overwhelming 25:2	packages 190:10
ordinance 105:6 106:12 110:5 112:10 113:6 115:19 124:9 133:19 134:6 188:25 189:9,12	outdated 89:8		overwhelming ly 20:22	packet 43:1, 10 78:18 80:25 87:10 91:7 99:10 105:8 113:9 124:11 125:17 133:22 135:6 141:19,25 150:8 152:19 170:12 179:11,19 180:2
Oregon 147:19	outdoor 116:18		overworked 18:6	
organic 149:15,16,25	outside 19:2 131:14 147:7 173:17	over- collecting 120:16 122:17	owe 25:17	
organization 17:9 19:21 32:5 135:17	outsource 29:2	overall 42:5 90:13 106:5 114:3 115:2, 10 117:17 118:2 157:15	own 30:9 50:14 51:25 54:12 72:7 127:4 192:2	
organizations	outspoken 36:13		owned 148:5	pages 24:22 42:25 52:19 78:17 91:7 102:21 105:7 113:8 133:21
	outstanding 9:6,14 57:18 58:1	overkill 174:7	owner 7:7 59:19	
		overload	owners 15:5	

135:5 141:24 142:7 170:11 171:9,10 180:1	parcel 7:7 15:5 35:15 106:8 112:8	participate 19:17 136:2	7,14 101:6, 14,16 104:23 105:5 108:3, 24 109:2,7 110:10 111:7, 13,14,18 112:8,24 125:3 133:12 134:20 141:6 148:18 170:4 187:21,22 188:23 189:3	patiently 35:21
paid 5:25 27:15 30:25 58:5 83:16 87:12 141:17 142:1,5 144:8 145:6,16 146:3 149:14, 16,24 150:2 152:20,24 155:8 156:18 157:18 160:5, 8,15,20,25 161:1,23 164:7	parcels 131:3	participating 65:21 132:16	112:8,24 125:3 133:12 134:20 141:6 148:18 170:4 187:21,22 188:23 189:3	Paul 19:11,16 20:6 22:14 23:21 31:19 141:18,21 142:23 151:24 181:9 185:1,12
pains 73:16 74:22	Paris 51:22, 24 54:4	participation 135:25	passion 10:8 17:22 35:7	Paul's 185:4
pancake 137:18	park 35:15 75:5 146:5 184:10	particular 83:2 85:11,20 86:2 87:13 101:14	passionate 8:16	paving 63:3
pandemic 10:13 21:19 33:3 85:18	parked 47:24	particularly 33:23 188:9	past 28:23 30:1,3 31:3 34:18,22 58:16 62:16 80:9 99:7 102:10 127:24 135:19 148:25 152:8 153:3,18 156:15 157:21 168:23 173:19	pay 25:18,22 41:22 51:9 63:8 72:6 107:22 111:10 115:19 127:9 131:4 132:9 144:23 157:8, 22
papers 45:9	parking 54:10 63:3 80:10	partner 138:3 140:9,10	pay-as-you-go 154:23	paying 21:14 67:14 131:1, 17 156:18,19 158:4 160:11 176:15 190:21 194:1 196:19,21
parachute 41:23	parks 16:13 52:4 105:13 135:4 187:15, 17	partnering 135:16	path 29:14 167:4	payment 87:9
paragraph 105:6 112:10	part 6:2,7 13:14 15:2 34:3 40:1 48:8 51:12 57:10 68:21 72:10 79:21 90:13 93:24 111:4 120:7, 10 121:11 122:10 127:15 167:5 183:5 195:7	partners 146:21	pathetic 37:5	payments
Parasol 183:2	participants 135:15 140:4	partnership 9:14 42:22 43:2	paths 24:6	
		pass 82:10 83:3,8,23 109:11,24 112:9 148:10, 11,14,22,23, 24		
		passes 83:6,		

87:9 114:21 123:5	39:10,11 46:12,17 47:19 48:6 49:6 50:6,18 51:15 52:23 54:11 55:20, 21 58:20 60:12 61:17 63:23 66:1 68:15 69:24 70:19,21 71:5 72:1,2,10,23 73:20,21 85:17 86:20 106:20 108:8 110:11,12 111:21 121:18 129:23 143:16 144:9 145:1,9 146:9,12,16, 24,25 148:3, 7,22 152:14 156:14 158:13 167:17 169:4 172:5,10 175:11 191:1 192:16 193:10,13 194:15 195:10,24 196:6	59:4 83:3,12 107:2 109:23 117:9,18,20 120:21 121:15,17,21 126:3,20 129:18 130:7, 8,9 144:13 145:25 146:17 149:13,19,24 150:1 154:2 155:19,20 156:12,20 158:16,18 159:10,19 161:9,11,12, 16 162:19 163:1,5 165:18	performance 7:13 15:14, 15,17 22:4 45:15 57:17 69:14 146:17 181:25 185:19 196:2	83:7 109:14
pays 74:12				person's 18:3
peace 39:7,8				personable 40:19
peak 40:14 57:21 58:22 64:8 70:10 74:14 78:15, 16 116:17 126:17 142:11 145:2 150:9 153:14, 25 154:20 160:23 169:14			performing 101:13 149:23	personal 9:20 21:24 22:5 74:9
peers 83:11			performs 196:2	personality 41:16,19
pending 3:15 179:15,16,18		percentage 111:6 117:15 118:2 154:6, 14,15 155:21, 24 159:22,24 160:16 161:15,24 163:8	perhaps 7:10 37:18 96:12 97:15	personally 31:15 172:2
penny 131:4			period 109:9 122:12 125:16	perspective 37:16 52:5 77:11 154:6 185:1
penny- pincher 6:16		percentages 153:4	permanently 27:22	pertinent 36:17 81:2
people 5:21 6:11 7:9,18 16:15 18:17 19:3 21:11 24:18 25:12, 13 26:10,20 27:7,8,13 33:12 35:8 38:11,12,13	people's 54:8	perfect 33:5 55:24 120:9 168:17 177:18	permit 59:3,4, 6,7,9 79:1,10	pessimism 22:3
	percent 24:20,23 25:4 36:5 46:19 55:18 58:4	perform 126:19	perpetually 6:23	petition 32:20,21 34:6 68:11,13
			person 14:1 15:13 18:3 33:5 40:12 46:7 55:15 58:4 70:3 71:2 73:8	petitions 8:19 32:17 33:13
				phenomenal 16:20 189:2

phone 5:8 189:4 192:5	60:17 92:24 107:8 147:5,9	94:25	played 11:9 16:5	point 11:14 13:25 15:21 25:3,4 28:14 42:7 93:23 102:6 110:4 115:2 116:23 117:1 118:10, 23 122:8 132:17 164:10 166:12 167:3 168:12 172:25 178:1, 4 181:13
phones 54:7 193:13	pieces 26:19	placements 143:9	playgrounds 63:3	pointed 158:1 188:8,10
phonetic 10:4 19:8,15 22:20 26:13 29:23 41:22 47:3,11 68:23 70:9 146:19 183:2	pile 195:15	places 81:6	playing 145:12	policies 46:11 94:23 95:2,8,21,25 96:1 98:14 103:21 114:25 188:11 191:9
pick 26:23	pinch 6:17	placing 156:14,23	Pleads 39:15	policy 6:24 94:21 102:22 137:1 138:6 180:14 184:4, 9 186:23
picked 26:25	pine 79:6	plagued 11:24	pleasant 24:17	polish 6:10
picking 26:17 27:5,17 140:2	Pinkerton 41:22,23 42:1	plan 12:24 15:15,18 18:4 58:22 78:4 99:2 118:12 122:2 139:14 142:14,20 179:8	pleasure 49:18 57:23	politely 121:20
pickleball 187:21	pipe 91:23	planned 62:16,21,23 63:7	pledge 3:3 4:11,12,13	
picture 108:3, 24 109:2,7, 11,24 110:10 111:6,13,14, 18 167:13 188:22 189:4	pipeline 89:4 91:17,19 119:7 128:9, 18 129:4	planning 114:22 144:9 180:19	plowing 72:7, 9	
pictures 192:23	Pittman 60:20	plans 85:7	plus 25:22 96:22 121:17 122:4 135:24	
Pie-in-the-sky 58:20	pixels 165:10	plant 91:24 187:19	PO 42:14 129:21	
piece 27:6	place 20:15 39:23 46:12 63:6 69:5 114:19 139:16,19 157:5 163:23 185:22	play 101:5,14, 15 184:5 187:13	pocket 107:22	
	placed 76:8 156:7		pockets 49:11	
	placeholders		pod 10:15	

political 38:19	9:10 176:19	practical 58:25	185:2	presenting 15:23 85:6 183:13
politics 15:7, 9 38:19 39:9	positive 10:22 22:9,10 27:7 52:16,23	practice 107:13 140:2 180:15	preference 67:15 172:15	president 142:3
Pommeler 68:23	possible 7:24 13:12 15:20 92:5 102:2 160:24 170:25 179:17	practices 94:21,23 95:2,8 96:1	premier 13:16	pretend 31:14
pool 136:15 181:3		praise 70:21	prepare 15:14 126:13	pretending 152:15
poor 11:25	possibly 17:10 105:4, 18 107:20 133:16 134:25 141:15 167:2	praises 64:25	prepared 25:21 59:11 182:9	pretty 24:1,14 73:14 121:18 154:5 161:6
pop 178:12		praising 70:19	preparing 98:18	prevention 131:13
popularity 29:24		prayer 11:22	present 2:3, 10 4:18 5:1 18:19 26:23 118:20 120:24 168:21	previous 9:9 41:21,24 53:7,8 64:2 79:14 109:20 124:2 126:1 151:9 166:12 175:23
portion 153:8	posting 196:7	pre-dated 74:17	presentation 113:14,19 119:3 142:5, 16 150:7 180:10 183:16	previously 82:16,17 88:17 181:23
portionality 114:6	posts 7:25	precedent 35:24 179:5	presentations 58:14	price 188:8
portions 81:14	potential 14:10 180:14 182:2	precious 74:18	presented 78:16 83:5 84:6 119:16	pricing 184:5
position 19:12,22 27:25 31:20 33:6 41:11 42:13 68:9 174:20 175:14 190:22	potentially 95:10 103:15 154:19 174:21 175:9 185:13	predominantl y 144:11		primarily 28:23
positions	PP 182:19 PR 149:17	predominatel y 154:17		
		prefer 183:16		

print 144:14 147:5	162:17 163:22 190:16	58:1 91:13	project 35:21 43:22,24 63:7,15 74:10 84:18 91:18 96:8 97:15,21 119:7 122:4, 13 128:25	52:8,9
printed 88:8 147:5,9	problem 6:2 23:12 108:12 175:3 186:24	producing 99:13 151:12		promotions 35:3 158:8
printer 88:9		product 46:23		prompted 57:25
prior 34:24 59:8 100:16 148:15 165:15,16 187:5	problems 197:6	production 92:13	projected 83:17 92:11 99:23 115:5 117:21 119:6 128:22	proper 76:5
priorities 43:24	procedures 46:11 80:6 95:25 96:2 191:9	productive 22:16	projecting 167:19	properly 63:13 82:20 129:17
priority 97:21	proceed 13:8 182:9	professional 10:18 12:11 13:22 42:12 43:20 50:1	projection 99:25	properties 105:17
privacy 148:7	process 12:12 15:10 90:8 91:22 108:16 114:2 115:20,24 118:7 122:16, 19 178:17	professionali sm 9:17 33:4	projections 82:19 83:20 114:16 115:21 117:12 174:13	property 29:12,19 51:25 59:25 60:17 107:18
privilege 23:5		professionall y 8:1 69:18		proposal 108:20 142:13
privileges 108:9 180:18	processed 80:15	professionals 31:6,8	projects 62:10,16 63:16 74:8,12 75:5 128:6	proposals 126:14
pro 11:3	processes 79:3 95:21	profit 126:9	prominent 9:25	propose 77:20 184:22
probably 17:16 64:17 66:4 68:14 79:13 81:9 90:6 106:16 153:16 157:12 158:11 159:12	produce 94:6 103:17 195:14	programatic 146:19	promote 146:5 149:2	proposed 12:23 115:19 118:20 130:15 141:25 186:6
	produced	progress 122:19 192:18	promoted	

proprietary 74:3	60:12 80:18 157:25	publication 147:20	purchased 111:1,13,14, 19	Q
prospect 12:5	prudent 182:7	Publish 147:4	purchases 109:14	qualified 50:12
protect 46:12	public 1:9 3:5,15,18 5:2, 4,6 6:25 13:11 17:24 18:24 19:1,5 23:3,17 31:16 45:25 48:21 67:2 69:9 73:25 74:6, 10,12 75:2,4, 14,18,19 78:22 79:17 91:16 92:3 94:6,12 95:14 98:14 113:7 115:9 124:8, 12,14 125:3, 4,15 126:23 127:8,9 129:24 131:16 132:13,17,22, 24 133:13,20 136:13 137:15 139:22 174:23 179:15,16,18 189:21,22 190:2 196:7 197:10,13	published 63:21 147:11	Purportedly 128:15	quality 46:3 60:12 82:14
Protection 9:1,7,15		publisher 152:8	purpose 57:3	quarter 25:22
proud 8:17 11:5,13 68:8 79:21 80:3		publishers 147:5	pursue 17:24 35:14 178:15	quarterly 149:3,4
prove 27:18		pull 105:25	pushed 117:23	question 44:22,25 83:22 84:14 86:12 89:25 90:7 92:10 98:5 101:21 102:12 106:17,19 108:2,25 111:12 112:17 123:4 133:5 134:13 140:25 150:6, 21 151:7,8 152:19 155:23 163:9, 11 166:25 167:8,22 169:22 171:11,21
proven 35:4		pulled 100:9 102:1	pushes 28:5	
provide 43:4 66:15 81:17 85:13 90:14 100:14,15 125:10 136:7, 8 178:24		punch 36:6 48:12 51:19 103:14 106:20 107:3, 9,14,15,17,19 108:1 109:1, 7,15 110:12, 25 111:1,7,8, 15,20,21 188:23 190:24,25 191:2,3	pushing 75:5	
provided 58:14 77:10 90:2 94:17 120:19 125:24 129:7 170:14 171:13 188:15		purchase 105:4 107:9, 21 108:8 112:7,9 146:10,16 151:3 181:10	put 21:11 26:4 44:9 46:2 50:3 51:1 64:25 99:10 122:1,6 151:4,18 165:10 166:1 172:14 178:5, 8 184:10 186:23 187:2 192:17 193:25	
provides 60:2 128:16 152:6	public's 188:7		putting 84:22 99:1 135:18 166:11	questions 12:7 13:2,9 71:9 72:20 76:18 77:4
providing				

81:2,15 86:23 89:23 90:24 94:1,15 95:12 96:5 98:6 100:24 104:2 106:14 119:4 120:9,11 123:8,20 137:22 142:10 150:5 166:9,12,20 168:11 171:25 182:14 185:17 186:3, 16 189:18	QWEN 10:25 <hr/> R <hr/> radio 144:13 147:22 156:16 158:8 162:7 raging 23:20 rain 92:17 187:14 raise 63:19 66:12 raised 9:21 10:25 12:16 16:8 23:24 47:7 54:21 157:11 Raley's 56:23 rally 18:7 193:10 ramp 62:25 ran 106:8 145:16 147:13 148:10 151:21,25 Randall 10:4	range 3:16 94:25 95:7 116:21 155:19 174:14 179:24,25 180:3 182:16 183:19 186:4, 24 ranged 19:23 rare 107:17 rate 25:4 114:1,9 117:24 120:14,15 122:2 124:2 128:16 129:17 130:15,18 145:11,12 154:23 155:25 157:2, 12 159:5 184:7 188:10 rates 114:6, 10 117:8,24 118:10 121:14,16,17, 21,23 122:6 123:12,17,19, 24 127:22 129:18 130:6, 9,17 131:5,10 143:5 150:16 156:13	rather 23:16 58:13 63:24 80:25 121:9 129:6 176:5 rating 36:25 ratings 49:2 ratios 115:1 Ray 2:7 87:8 Raymore 141:18,20,21 152:5 153:2 154:8 155:22 157:16 160:4 161:19,22 163:7,21 164:20 165:3, 8,14 166:7, 13,17 168:13, 25 Raymore's 168:4 reach 148:22 181:17 reached 97:23 174:23 reaching 23:11 145:14 reactions	28:24 read 32:20 49:2 57:24 103:7 172:16 177:10 reading 81:1 177:20 184:13 reads 149:10 192:6 ready 76:15 180:24 181:13 real 11:13,15 23:14 60:19 75:16 86:8,13 88:25 89:6 107:6 165:2 168:6 169:1 reality 127:24 realization 101:8 realize 27:2 really 24:19 25:5 26:4 27:2 29:7 37:4 38:16,17 41:25 46:21 55:24 60:1,
---	---	--	--	--

16,24 61:10, 19 66:25 77:9,16 78:4 79:21 80:1,2 84:12,14,25 85:24 86:12, 19 95:1 101:2 107:25 109:22 116:16 122:23,24 138:19 140:1 144:7 145:12 146:3,5 147:6 149:15 150:2 151:19,22 152:3 153:10 156:21 158:11 164:7 170:16,20 171:2,19 173:16 176:7 184:24 187:18 188:3, 25 189:7,8,9, 10 190:20 191:6,10 192:24 196:25	116:21 130:11,12	recent 11:24 20:22 44:19	151:15,19,23	red 36:3
realtime 146:23	reasons 16:1 56:7	recently 119:16	reconsider 29:16	redactions 3:15 179:15, 16,17
reason 34:1,2 43:12 68:21 75:17,21 121:11 158:6 167:16	rebuild 121:12	recess 76:13 141:11	record 48:21 78:20 82:20 135:18 141:21	reduce 131:10
reasonable 9:23 28:10	rec 21:9 29:2 35:2 36:5 48:11 52:22 67:20,21 68:17 73:17 76:25 103:1 106:4,6,7,11 107:21 109:22 111:10 187:15 196:19,21	reckoned 88:25	recorded 173:24	reduced 88:20,23 98:7 111:10 128:5 158:14
	recall 37:23 123:24 183:22 193:4	recognition 118:23	records 3:15 73:25 75:3 94:7,12 95:14 179:15,17,18	reducing 131:12
	recalling 183:1	recognize 5:23 110:18, 23,24 111:13, 19 153:19	recover 131:2	reduction 36:6
	receive 79:24 129:11	recognized 107:10,14 110:22	recreates 64:13	reenact 172:8
	received 17:12 79:10 93:23 99:3,18 120:23 129:3 136:12 152:9 183:9,25	recommend 16:5	recreation 16:13 24:9 49:23 52:4 73:14 79:22 105:5,14,16 112:8,9 131:17 135:4 180:18	refer 157:16 170:19
		recommendat ion 105:21	reference 107:23 115:2, 22 172:24	reference 107:23 115:2, 22 172:24
		recommendat ions 58:23	references 103:6	references 103:6
		recommending 117:2,3 118:8,9	recruiting 80:5	referred 177:13
		reconciliation	recuse 36:17 137:8,11	referring 156:8 171:16

refine 158:12	reimbursements 129:2	10:17 33:8 85:19	77:25 175:9	20:2 43:15,17 44:1 54:1
reflect 89:6,8 118:14	related 146:14	remarkable 10:10	removed 12:18,19 43:12 68:14 196:14	57:12 58:12 74:5 78:15 80:24 81:3, 14,17,19 82:14 83:9 84:5 85:16
reflected 84:6 88:16 129:17	relates 98:14, 23 119:7 125:18 132:18 176:10 184:23 186:4, 5	remarketing 146:9	removing 12:5	87:7 91:4,13 93:22 94:16 95:12 97:14 98:21 101:1 102:7,14,15, 25 103:5 104:4 149:3,4
reflecting 88:14	relationship 28:13 66:6 68:2 182:8	remarks 52:19	renew 55:7 74:22	167:9 173:23 174:5 178:10 182:19 183:8, 9,18
reflection 64:14	relationships 35:13	remember 20:13 88:2 103:11 114:1 146:2	renewal 182:6	reported 1:24 94:10
refrain 92:5	relative 184:4,21	remind 132:15	Reno 50:18 66:13 143:25	reporter 30:25 170:15 171:14,21 174:5 190:8, 11
refresh 170:19 171:17	releases 31:21	reminded 20:9	rental 84:18	reporter's 170:22
regard 12:5	relentless 14:13	reminder 183:19	repairs 74:8	reporting 182:22
regarding 35:12,15 36:25 106:14 119:6 132:13	relevance 95:3	remiss 79:8 93:16	replace 28:11 33:22 63:3 147:4	reports 3:7 53:17 66:8 78:10,12 102:14 142:23
region 118:22	relevant 32:18,20 43:11 127:4	remodel 58:18	replaced 24:11	
regional 118:17	remains	removal 12:23 13:1,8 80:8	replacement 28:16,19	
regular 4:5		remove 76:22	report 19:13	
regulations 196:9				

154:12 160:7 183:3	135:3 141:17 170:10	114:25	4,11 133:17, 25 134:4 182:20,22	respective 31:9
represent 8:5 13:10 25:11 55:9	requests 3:15 9:23 80:2 94:13 95:14, 16 108:10 179:15 180:7 188:22	reserves 62:10 121:12 122:7 127:25 128:11,16,20	resolutions 103:2,6,7	respectively 113:6 124:10 133:19 134:6
represented 40:24	require 62:5 126:16,21	reservoir 182:11	resolve 69:20	respond 147:1 155:8
representing 51:24	required 62:9 65:20 96:20 98:17 121:24 125:4 180:21	resident 7:7 23:22 32:16 44:13 49:17 58:3 59:19 67:6	resort 59:22 78:15,17 79:2 82:6 144:19 155:3 169:14	responded 103:22
represents 19:20	requirement 62:7 114:3,12 116:3,24	residential 114:7 117:16 132:7	resorts 144:10 184:9	responds 7:22,25
reputation 6:10	requirements 62:14	residents 19:10 22:17 61:13 62:1,6 63:10,12 108:23 116:18 129:7, 19 143:25	resoundingly 70:3	response 89:14 164:8 189:15
request 19:1 59:10 92:9 93:9 94:4 95:13,18 99:18 102:6 135:8 179:18 185:7 186:9	requires 57:6 126:9 182:22	resign 15:22 127:12 193:3	resources 22:15	responsibiliti es 61:2 66:21
requested 88:17 125:25 136:10 180:16 181:16 188:16	research 155:17,19 156:9	resigned 19:12 31:20	respect 55:19 68:3	responsibility 14:18 65:15 66:22 74:9
requesting 87:8 91:5 92:3 113:6 133:20,24	resentful 6:4	resigns 19:21	respectable 15:12	responsible 10:1 15:11,12 72:22 73:1 99:5 126:15
	resentment 6:4	resolution 102:22 113:3,	respected 33:17 34:7	rest 26:3 110:23 131:20 149:15 165:1
	reserve 62:14		respectful 20:14 50:2	restricted
			respectfully 46:24 61:14	

129:7,9	96:20	revenues 58:6 88:14,16 107:6 117:9, 11	rich 49:10	role 12:20 13:23 21:18, 25 28:16 67:25 174:21 179:3,5
restriction 128:8	retains 47:8		rid 25:7 26:6 38:17 39:15 41:22 42:2 51:14 60:10	roles 21:8 193:7
restrictions 128:12	retargeting 144:8	review 7:14, 17 12:12 14:7 20:25 44:25 45:24 74:20 95:10 105:3 110:5 133:16 134:25 136:13 141:15 180:15 184:2	riders 86:21	
result 16:18 101:8 196:3	return 73:11 143:11,23 148:13 150:21 160:13,24 164:15,20 165:23		rigorous 19:23	roll 3:4 4:14, 16
resulting 28:23			Rinecourt 10:3,4	roller 67:20
results 20:1 58:1 99:7,10 113:25 117:13 142:6, 22 161:7	returned 16:11	reviewed 94:23	Riner 5:12,13 195:12,23	room 7:17,18 52:7 67:3 70:13,15 132:14 189:23 191:24 192:8
resume 18:24 76:12,15 141:9,12	revenue 39:17 57:17 81:8 83:22 84:8 88:16 90:5 99:13, 17,23 100:2 101:5,18 102:16 107:1, 4,7,10,13 110:18,22,23, 24 111:14,19, 21 114:3,4, 12,13 115:3, 10 116:3,24 117:10 143:8, 12,15,22 144:25 145:7, 8,19 146:15 147:2 148:13 151:4 164:17 187:6,9,23 188:1	reviewing 81:23 95:2 189:3	rise 193:17	
retain 10:5 55:8 69:15 70:5		reviews 12:13 22:4 48:20,22	risk 138:9	rotates 74:6
retained 73:23		revise 95:10	risks 66:20	roughly 122:8 187:7
retainer 156:24		Revised 95:4 125:5	road 80:9	round 101:5 187:8,9
retainers 156:13		revision 166:3	ROAS 143:13 145:8 151:1 165:8	rounds 187:10
retaining 5:20		revisit 178:6	Robinson 55:12	rubber 130:19
		Reynolds 183:14	robots 152:14,17	ruin 24:23
			rock 96:20	rules 196:9

ruminare 192:11	said 5:19 33:21 34:5 35:9 38:16 39:21 50:20 51:3 61:6 71:17 82:19 99:7 108:14 117:17 123:1, 16 127:3 130:13 139:9 150:10 166:13 173:14,25 174:16 176:1, 10 177:16 190:23 193:22 195:10	Sara 2:5 170:11	174:11 175:17 176:3, 21 179:9 189:6 193:9	184:17
rumor 28:12	51:3 61:6 71:17 82:19 99:7 108:14 117:17 123:1, 16 127:3 130:13 139:9 150:10 166:13 173:14,25 174:16 176:1, 10 177:16 190:23 193:22 195:10	sat 168:14 193:12	saying 16:14 45:3,4,15 46:15,16,17 119:23 120:14 121:20 126:4 161:17 163:13,19 165:20	scheduled 7:13 78:7 180:4
run 60:3 63:22 73:11 74:16 106:12 152:8 160:7 195:6 196:22	51:3 61:6 71:17 82:19 99:7 108:14 117:17 123:1, 16 127:3 130:13 139:9 150:10 166:13 173:14,25 174:16 176:1, 10 177:16 190:23 193:22 195:10	satisfaction 14:24	says 43:19 117:15 121:8, 23 154:1 162:23,24	schedules 114:6
running 5:10 8:14 80:12 194:17 196:12	51:3 61:6 71:17 82:19 99:7 108:14 117:17 123:1, 16 127:3 130:13 139:9 150:10 166:13 173:14,25 174:16 176:1, 10 177:16 190:23 193:22 195:10	satisfied 20:1	scale 175:21	SCHMIDT 55:23
runs 74:14 151:2	51:3 61:6 71:17 82:19 99:7 108:14 117:17 123:1, 16 127:3 130:13 139:9 150:10 166:13 173:14,25 174:16 176:1, 10 177:16 190:23 193:22 195:10	save 72:8	scare 46:6	Schmitz 2:5 4:23,24 5:23 36:22 77:5,8 84:3 89:24 93:6 100:25 102:8 104:21 111:12 112:22 124:18 125:1 133:2,10 134:16 137:5, 7 150:6,20 151:7 152:18 153:22 155:15 156:1, 9 157:8 158:15,19 159:2,17 163:12 167:7 170:2,11,13 177:9 178:14, 23 180:23 182:17,25 183:21 186:5 188:21 192:1, 19
Ryan 8:25	sales 143:10, 16,22 144:3 148:12,14	saw 40:13 102:14 116:16 148:3 171:8	scare 46:6	scholarships
résumé 74:13	same 21:23 24:22 45:10 48:6 58:7 68:14 83:14, 16 106:22 109:18 110:3 118:8 125:22, 23,24 126:16 128:8 131:22 153:7 166:5 187:4	say 8:17 11:16 17:16 25:3,14 29:5 34:2 45:14 46:3 52:22 56:3 57:4 67:15 68:4 71:11 73:16 75:15,23 76:2 79:16,18 83:6,13 93:17 98:12 99:4 111:5 128:10 130:5 142:19 145:9 154:21 157:3 164:23 165:23 168:7 172:20	scars 75:24	
S			scattered 58:13	
Sacramento 53:10 144:2			scenario 86:8	
sad 187:18			scenarios 155:12	
safe 17:16 64:7	sample 145:5		schedule 113:5,12 117:24 133:18 134:5	
safety 10:14 18:20 139:22 164:6	Sand 135:2, 10,19 136:18 138:25 140:9			

66:15	142:25	SECRETARY	29:3 107:17	40:4 93:19
school 11:4	143:18 148:9, 10,14	2:6	selling	145:21
35:16 50:7	seats 167:17	secure 143:2	105:18	147:24 193:6
54:25 160:16	second 5:23	secured	send 92:2	served 9:8
schools	35:6 43:14	150:14	93:25 147:6	52:3 146:10, 13,14
85:23	46:2 65:12	seem 6:10	149:11 166:3	service 17:24
scope 183:24	87:15 104:13	12:2 30:10	sending	57:5 58:15
Scott 27:20	112:13,14	63:11 123:24	88:10 93:7	59:3 60:12
scout 40:10	124:17,18	190:10	senior 8:9	78:25 80:18
Scouts	133:1,2	seemed	17:4 42:8	81:20 113:5, 12 114:5,20
135:21	134:8,9	187:12	75:1 78:23	115:1,12
screaming	140:13,14	seemingly	188:18	116:4,6
27:14 72:4	150:7 169:18, 19 173:8	22:2	sense 10:1	117:12,16,21
scum 27:19	179:9	seems 35:11	35:22 40:23	122:13
search 144:8, 16 145:6	seconded	56:8,12,16	108:21 110:2, 8 111:18	130:25
149:7,23,25	104:14,16	63:22 127:17	123:18,19	131:16 132:9
searching	112:16	156:4 161:16	165:13	133:19 134:6
144:18,21	124:20 133:4	seen 39:4	172:23	138:21 171:1, 5
145:14	134:11	44:24 55:6	sent 94:1	services 90:5
season 33:24	140:16,23	63:15 85:9	sentences	101:19
57:12,24	169:21	93:3 107:12	176:12	141:22 142:2
58:11 78:15	seconds	168:17 188:9	separate 29:9	152:5 153:11
80:3 81:17,20	13:19 22:13	segment	40:2 88:4	155:25
82:7 83:6,7, 23 85:9	26:1 32:3	92:19	175:1,14	157:24 158:5
	34:10 37:12	select 14:14	separation	160:11
	42:4 44:7	21:22	185:23 194:9	169:13
	46:14 54:3	sell 11:13,15	serve 26:22	services 90:5
	66:19 69:3			101:19
	72:17 75:7			141:22 142:2
	129:15			152:5 153:11
	131:23			155:25
	149:21 191:8			157:24 158:5
	197:2			160:11
				169:13
				serving 8:6
				12:4 17:22
				116:5
				session
				19:18

sessions 147:14 148:2 149:23,24,25 150:1	116:19 117:1 118:1,6,18 121:17 124:9 127:22 129:19 131:1 132:2,10,18 133:18 134:5	sheet 86:14 187:1	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	191:25 195:15
set 58:21 77:12 84:12 98:25 106:3 109:5 126:15 128:9 153:3 179:5	SF 147:8	Sheila 78:3 105:9,13 135:4	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	showed 47:13 72:11 89:3 195:22
sets 106:11	shaking 92:12	sheriff 47:24 128:15	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	showing 151:23 164:15
setting 105:4, 21 112:7	sham 193:2	shit 39:18	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	shown 119:8, 9,12 122:17
seven 12:24 83:14 129:24, 25 130:1 137:17 193:23	shame 16:21	shocking 193:12	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	shows 84:15 149:18 157:1 195:16
seven-minute 141:10	share 20:21 21:3 48:21 65:2 70:11 149:19 178:16	shoestring 128:1	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	shrinking 85:15
several 10:7 21:9 33:9,12, 20 90:17,22 91:23 113:24 114:17 176:12,19	shared 65:15 145:23 196:1	shop 11:3	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	shut 21:19
severe 13:17	Sharkfest 42:23 43:2 66:11,23 135:2,10,17, 23 140:9	shore 60:21	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	shutdowns 155:7
sewer 75:18 113:5,11 115:24	Shawn 113:13,15,18	short 113:14	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	side 33:7 81:8,9 116:16,19 117:1,8,15 118:1 194:7
	shed 61:24 96:22	short-sided 190:6	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	sides 23:12
		shortcomings 7:23	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	siding 182:12
		shorter 172:13	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	signaling
		shot 128:20	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	
		should 5:14	13:1 18:20 24:11,12 28:11 29:6,24 31:1 40:25 43:9,12 45:17 46:18 48:1 50:4,11 57:4, 13,18 58:12, 18,19,20,23 69:15 70:5 78:22 79:13 95:2 103:6 108:22 117:17 126:2, 18,21 127:11 131:9,18 164:23 173:6 175:19 183:6 184:10,17 191:14	

85:17	31:11,16,24	10:17 15:13 184:16	slander 6:24	128:15
signatures 34:5 195:13, 15	since 16:24 23:23 24:15 30:11 36:24 40:9 55:13,17 61:22 62:6 96:6 128:17 158:11 186:1 188:1	situations 10:11	sleep 17:17	smoke 100:20
signed 33:12		six 12:22 20:12 36:10 59:8 86:22 127:24 187:24	slide 117:6 125:22 165:15	Snapchat 145:17 146:7
significant 10:12 12:11 45:9 92:15 121:18 153:13 155:20	single 17:11 174:6	Sixty-three 149:13	slide's 165:16	snappers 49:6
signs 85:17 93:11	Sioux 51:9	skate 184:10	slides 119:25	snow 50:17 80:8,10 92:16 148:17 155:4
silent 32:1	sir 123:5	ski 11:2 20:7 40:14 57:12 59:22 62:25 78:15,16 79:2,20 86:21 143:18 144:9, 19,20 145:3,4 147:17 155:3 169:14	slightly 111:5 115:4 117:19, 21 118:12 135:13 136:22 188:11	Snowbrains 147:17
similar 115:24 120:22 154:16 155:3 159:13	sit 39:19 52:15 53:19 70:15 193:23 195:24	skier 83:4	slope 96:9, 19,21	Snowflake 58:17,23
simple 58:25 164:12 165:23	site 146:10, 13,24 147:18 148:4 149:10 151:2	skiers 86:21 144:5 146:22 147:24 148:1	slots 175:24	snows 57:25
simpler 109:18	sites 146:21 149:7	skiing 144:19,22	small 15:2 31:13 37:9 65:2 67:13 89:12	soccer 24:4
simplest 74:8	sitting 20:9, 11 30:16 63:12 172:8 174:25 176:24	skill 60:3	smart 73:19 164:12	social 145:16, 23 147:10 149:7
simply 17:20 18:9 28:15	situation		smarter 73:20	softball 8:13
			smiling 80:18	software 151:2
			Smith 1:24	sold 107:24 187:21,22,24

sole 160:22	103:7	98:15	73:6 75:17	87:24
solely 153:17	something 25:14 50:22 65:24 71:16 75:16 76:1 78:5 79:16 87:18 97:4	sorely 192:22	space 115:18 131:2	specific 125:17
solid 24:14 86:8	98:20 103:17 110:6 111:11 112:2 121:17 130:3,4,22,23 131:7 137:2 152:12 155:7 164:6 165:8 167:8 173:1,2 176:25 177:2 178:2,3 190:20 192:10	sorry 30:7 41:20 56:1 74:15 75:9 94:7 123:2 150:10 158:19 162:6 197:1	speak 8:21 9:3 14:20 22:21 25:13 30:14 38:1 41:7 42:16, 17,18 43:14 47:5 49:8 56:2 58:24 64:12 82:23 110:11 189:13 197:1	specifically 23:18,19
solution 7:24 29:1 178:21	something's 100:4	sort 50:16 93:7 107:5 166:9 184:15	SPEAKER 20:4	specify 165:6
solutions 10:22	sometimes 11:14 165:3	sound 34:1	speakers 44:17 64:2 195:3	speech 20:8, 20
solve 129:10	somewhat 177:23	soundly 43:10	speaking 15:8 32:9 48:3 174:20	spend 22:1 62:15 121:13 136:3 143:23 148:13 149:8 151:5 152:24 155:4 160:8, 16,18,23 162:8,16,17 164:3,15,18, 20,21 165:12, 23 167:18 176:17 177:1
solved 186:24 191:13	Sommers 8:25	sounds 77:4 97:25 119:22 123:3 129:8 140:23 189:14	speaks 43:15	spending 9:21 54:6,8 153:15 159:12,13,20, 21 160:12,20 161:14 162:18 166:14,15 172:17 173:22 174:8 175:19 185:3
somebody 17:8 51:8 131:11 179:3 189:4 192:6 196:12	son 24:2 138:13	sources 81:8, 12	special 12:3 37:6 60:4,22 79:1 185:24 192:25 194:8	
somehow 45:12 56:12, 18	soon 25:5	South 67:8	specialize 66:1	
someone 42:12 45:5 109:21 144:18 145:21 171:14 176:9 182:5 190:9	soonest	Southwood 1:12 4:9 38:5	specialty	spent 26:17,
someplace				

18 43:16 46:8 58:16 95:17 119:14 142:25 143:14 144:24 147:3, 14 148:11 149:2	148:11,14 SPS 181:22 SRF 119:12 stability 60:2 stabilization 96:9 stabilized 127:25 stable 24:17 stack 8:19 32:17,19 33:10,11 101:3 stacking 99:16 staff 5:16 6:6, 23 8:6,15 14:18,23 16:20,22 17:12 18:6,8 33:2,16,18,20 43:18,21 46:21 48:20 53:17 54:1 56:6 58:1 63:11,14 67:12,20 68:22,25 69:1,6,23	77:11,17 78:2 80:5,17 82:9 85:14,15,25 86:5,17 87:2 91:5,20,21 94:6,11,13 96:14,17,23 97:19 98:13, 15,17,24 99:1 100:23 103:13 106:4 113:6 121:19 130:21 133:20 135:3 137:1 141:17 151:24 160:5 169:12 170:14 174:20 175:10 178:1 181:11 183:23 188:18,21 189:5 staff's 189:1 stamp 174:2 stamps 130:20 stand 71:3,11 standalone 114:5 standard 58:12 146:2	156:5,8 171:4 standards 126:16 standby 130:25 standing 8:2 Starbucks 52:15 staring 20:13 starring 87:13 start 13:22 16:14 40:11 49:7 50:4,9 72:5,14 73:1 77:23 80:3 94:21 100:25 121:5 130:24 182:8 186:22 188:18 started 11:2 16:25 26:22 40:10 56:7 114:15 117:4 129:1 140:23 starting 91:21 168:12 starts 22:10	72:20 94:17 102:22 150:8 state 15:5 17:3 29:25 40:22 43:3 54:24 74:5 88:2,8,17 89:1,10,12 102:25 104:17 112:18 124:21 126:9 128:22 129:3 133:6 134:13 141:1 169:23 174:6 184:25 195:8 198:1 State's 89:13 stated 30:9 34:23 78:10, 20 108:20 192:7 statement 11:22 57:10 81:13 127:15 statements 42:19 128:3 states 31:7 32:21 39:5 138:25 stations 156:16
spiraling 97:11				
spirit 56:19 57:7				
spoke 25:13 48:15 82:17 195:10				
spoken 44:18 98:12,13 99:14				
sponsor 66:22 135:1 138:2				
sport 52:8 86:22				
sports 21:9 24:5 147:7,18 157:6				
spot 74:13 147:25 148:4 172:18				
spring				

Statutes 95:4 125:5	154:10 157:4, 6 165:17 175:6	street 49:17 72:7	120:14,15 121:5,23 122:2,15 123:17 128:16 129:17	substantially 154:5
stay 40:4 51:13	stockpiled 62:15	strengths 18:4		succeed 73:19
staying 174:25 191:17	stop 31:17 45:23 46:22 49:4 63:23 72:25 182:13	stretch 88:25	stuff 39:20 43:1 44:3 71:23 79:5 90:14 156:16 176:23 196:7	success 17:13
Steinberg 23:21 26:2	stopping 22:11	strong 14:11 47:6		successful 30:4 51:5 59:19 69:25 82:1
stellar 135:18	storage 91:25 96:7 128:24	strongly 9:24 16:5	stumble 189:3	such 20:14 38:12,14 58:6,8,12 69:18 123:19
step 19:2,5 37:21 97:25 106:2	storms 92:16	structure 118:8 130:16, 18	Stupid 130:7	
stepped 88:22	story 147:13	structured 160:21	style 66:7 79:23 80:20	suddenly 120:17 121:13
steps 98:10 177:24	straight 173:5	struggle 69:4	subject 58:25 105:3 171:19	suggest 138:7 165:2 179:8
Steve 41:22, 23 42:1 61:6	straightaway 82:15	struggling 68:22	subjected 14:14 67:12	
Steven 63:21	strange 153:19	stuck 18:8 38:5 50:17	submitted 32:19 33:11 59:8 74:19 88:8 98:17 128:21	suggested 174:21 180:21
still 5:6 20:12 21:1 30:20 50:21 54:22 90:22 97:21 106:22 118:19 121:12 149:3	strategy 103:14	student 49:19	submitting 32:17	suggestion 105:22 166:17 177:3
	stream 129:24 172:25 173:1, 24 191:22	studied 57:14	subsequent 35:3	suggestions 35:15
		study 12:20 114:1,2,16 116:8 117:4		

suit 49:12	supplemental 90:2,19	45:11 98:2 183:3	98:11	80:4,22 84:24 102:18 115:12
suitable 28:16	support 5:16 7:18,19 8:10, 20 15:4 20:5 24:19 25:1 32:6,18,21 34:7,20 38:1 46:20 47:5, 14,15,20 48:1 49:9,13,20 52:12 54:13, 15 55:18 60:1 61:6,12 64:17 67:16,23 69:6,13 70:23 79:20 93:18 138:11 139:5 166:22 168:3 188:22 194:4	surely 173:5	system 74:11 107:4 109:22 115:3,10 116:8,9 122:6 153:18	119:18 138:7 153:16 155:11 178:23 184:22 188:13
sum 62:20,21		surprised 72:12	systems 80:12	taken 21:17 39:11 51:18, 19 76:7 102:6
summarize 114:12 142:23		surrounding 15:7	T	
summary 43:23 113:25 174:1		survey 98:1 99:7		takes 18:2
summer 16:11 33:24 36:7		Susan 31:2 73:23 185:25	table 57:21 73:3 84:16	taking 6:22 7:7 23:16 30:23 31:2 35:11 48:9 51:17,20 54:8 63:11 66:21 70:18 78:2 140:18 150:14 158:22 159:3
summertime 116:18	supported 71:2 135:20	suspect 110:10	tables 81:5	
sung 65:1		swap 185:13	tag 152:2	
Sunshine 170:24	supporters 6:8 135:11	swapped 185:9	tagline 39:7	
superintende nt 52:9	supporting 49:7 89:20 136:3	swim 136:2	tags 151:18	talent 28:6
supervision 46:2,5	supports 168:3	swimming 136:4	Tahoe 9:1,7, 15 26:16,20 118:21 143:25 144:10,21 145:3	talented 48:13
supervisor 16:13 24:10 52:8	suppose 24:25 109:22	switch 129:8 155:9	take 18:16,22 40:3 46:25 48:3,8 51:21 52:17 53:2 61:10 63:22 76:11,22	talk 31:24 33:17 46:18 77:15 96:10 98:2 100:8,10 103:21 150:23 167:9 170:24
	supposed	synchronized 109:3		
		synopsis		

172:19 185:11,15 194:11	tasks 15:21, 22 59:2	telling 39:3 48:23 71:21 108:7 196:23	term 138:3 144:17 146:20 147:5	than 12:3 17:2 21:6 23:16 24:10 28:22 30:14 32:10 46:3 48:8 52:5,17 58:8,13 61:9 62:24 63:14, 24 73:20 80:25 84:17 95:11 109:25 115:4,8 119:21 121:9 129:6 131:18 132:3 135:14 142:17 146:1 148:15 155:1 156:23 157:20 159:21,22 161:15 169:3 175:18 176:5 192:20
talked 33:18 84:9 100:13 113:24 115:7 117:6 167:1	taxes 67:14	tells 117:11	terminate 13:25 23:15 33:19 51:7	
talking 27:3,4 48:5 56:24 77:23 110:15 149:1 161:10 177:12 178:17 195:18	taxing 106:8	template 181:5	terminated 53:7	
talks 138:1	taxpayer 74:12	temporary 178:21	terminating 14:8	
taller 17:1	taxpayers 75:1	ten 32:16 67:7 79:9 126:19 129:18 142:19 149:20 190:1 191:11 192:14	termination 14:10 15:17, 24 16:3 37:8 44:23 49:12 193:1	
tank 96:7 128:24	teach 86:20	ten-minute 187:11	terms 59:6 87:12 97:17 99:16 138:11 144:25 145:3, 4 149:23 188:9,11 195:6 196:22	thankful 138:21
target 93:1 100:2 114:25 143:24 146:6, 25 147:24	team 8:9,10 17:5 18:2 28:2 30:5 31:6 32:12 52:21 60:14 69:22 74:6 78:23 119:4	ten-percent 101:9	Terrace 60:20	thankless 64:18
targeting 22:11 144:5,7 145:13 146:7	teamwork 60:14	tennis 16:10 20:11 21:8 24:4 38:22,23 59:22 107:20 187:20,22	terrible 39:19 65:11 68:19	Thanksgiving 46:9
targets 99:17	technically 162:1	tens 43:17	territory 10:14	that'll 87:2
task 175:9	technology 176:23	tenure 21:21 74:17	testing 46:7	their 5:16 15:8 19:4 22:1 31:9 37:14 47:8 50:18 51:11
tasked 41:12	teen 50:25 51:18			
	television 157:5			

56:17 63:24 69:2,25 72:20 74:24 79:20 80:8 86:8 98:17 107:3 108:8,10 115:11 116:11 127:5, 18 154:23 158:4 160:17, 22 169:5 183:5 189:4 190:5	18 92:7 93:12 95:23 96:22 100:21 101:17 102:9 120:2 137:25 139:11,25 146:22 157:6 158:9 168:10 171:4,16 172:20 178:1 180:6 182:18, 25 184:6,13, 22 189:1	177:14 179:2 183:2,5 184:16 thoughtful 13:23 thoughtfully 29:17 thoughts 20:21 21:3 167:25 thousand 5:25 55:18 92:22 thousands 43:17 73:24 threat 31:23 threaten 73:21 three 5:5 6:21 7:9 12:14 16:12 25:8 30:25 34:22 41:7 52:17 55:3 61:8,9 64:5 73:17 95:3 97:2 111:7 125:16 130:2 175:11, 12 three-step	114:2 three-way 96:3 threshold 12:7,10 through 18:23 24:7 33:2 35:2 49:22 68:1 78:18 80:20 81:1 82:12 84:10 87:16 91:7 100:18, 19 105:7 107:4,12 113:8,24 114:1 118:7, 13 122:6,16, 19 133:22 135:5 141:19, 24 142:4,8 144:23 149:3 153:6 154:1, 11 170:12 173:14 174:19 178:16 180:1 181:6 185:25 189:16 throughout 9:13 14:12 21:21 31:7 80:19 82:25 throw 25:21 49:12 161:24	173:2 184:20 Thursday 89:18 Tia 10:3 ticket 143:15 144:3,19 tickets 143:17 148:18 tidy 62:20,21 tied 173:9 tight 64:6 Tiktok 145:17 146:7 Tiller 27:20 Tim 34:16 191:18 193:21 Timbers 50:21 time 5:8,9 9:16,21 10:2 12:15 13:13 17:4 19:25
theoretically 109:24 160:6 thereby 15:23 thing 6:17 25:16 43:14 50:24 60:24 65:12,17 66:4,11 68:19 70:24 71:12 72:2 95:1 113:17 130:13 168:7 170:23 176:7 181:6 183:14 187:16 194:12,20 things 39:11 52:13,16 53:24 56:20 61:4 65:13 66:2,14 68:2 69:21 87:22 89:17 90:17,	thinking 20:16 109:17 131:11 145:2 156:6 thinks 8:23 28:9 196:23 Thirty 13:19 22:13 26:1 32:3 34:10 37:12 42:4 44:7 46:14 54:3 66:19 69:3 72:17 75:7 129:15 131:23 191:8 197:2 thorough 191:17 thought 24:8 38:25 103:10 110:2 117:7 163:2 171:7			

20:13 22:1, 15,18 27:23 30:15,18,22 31:4 36:18 37:21 38:2 40:6 43:18 44:5 50:9 53:9,25 54:6, 7,20 58:7,16 60:10 64:24 69:24 74:18, 24 79:18 81:21 94:6,7, 10 99:11 105:13 108:20 110:3 115:6 116:7, 13,23 117:7, 25 118:10 120:20 121:4 123:14 128:8 135:23 136:3 142:15 147:14 150:5 152:4 158:1, 14 160:5 161:5 168:15, 21,24 172:4 174:2,17 175:24 176:9 178:4 179:10 181:5,14 183:12 185:3 193:22 194:19	24:6 28:21 62:11 68:1 81:6 83:15 86:22 113:25 127:3 132:3 190:8 timestamps 172:14 timing 76:5 120:1 186:15 Tiny 50:21 tip 61:2 tired 23:19 125:22,23 tireless 80:9 Tirol 29:23 47:12 51:25 69:12 Tirolian 72:3, 7 title 17:5 54:24 65:5 titled 90:5 TLC 43:16 today 5:15,22	27:1 38:1 44:18 47:13 49:9 59:9 75:17 105:20 114:21 122:17 136:12 183:25 187:18 toddlers 50:15,22 together 6:21 10:22 32:12 51:1 52:20 70:7 99:2 122:2 127:18 159:25 181:21 187:3 195:24 toilet 48:12 92:6 told 50:18 73:18,19 130:21 137:19 168:14 171:4 174:18 195:12 TOMKOVICZ 37:25 tomorrow 175:13	tone 194:4 tonight 13:13, 22 34:19 48:17 54:7 65:1 70:18 71:10,25 72:11 177:25 193:2,12 194:3,13 195:1,10,21 Tonking 2:8 4:21,22 16:7 37:3 54:16, 17,19 63:18 72:11 75:23 86:24 99:6 100:7 104:10, 18 106:16 108:11,18 112:2,4,19 123:14 124:14,23 132:23 133:7 134:3,14 138:15,19 140:7,20 141:2 158:17 159:3,16 161:10,20,25 162:11,14,22 163:4,10 166:25 167:21 169:8, 11,24 172:2 176:21 178:8 179:1 185:18 186:9,22 tons 132:3	Tony 55:12 took 27:24 38:16 52:11 61:23 72:2 81:4 118:4 tool 171:2 top 41:24 64:11,15 84:16 127:17 132:10 149:22 topic 13:5 47:16,25 111:24 topics 67:19 torment 39:6 torn 60:16 total 34:19 58:10 83:4 95:15 117:9, 15 123:6 148:12 157:19 158:23 159:7, 24 161:15 162:14,24 163:1 164:3, 18,22 165:20 169:16 173:3 187:9 193:2
time's 5:10 timely 80:15 times 14:15				

totally 46:20 71:18 138:20	184:11	7:10,13 194:11,12	trips 144:9	83:18 84:1,3 86:24 87:8,11 88:12 89:21, 23,24 90:7, 10,25 93:6 95:13,20 97:8 99:6,12 100:7,8,25 101:20 102:8 104:10,14,18, 19,20,21 106:16 108:11,18,19 109:17 110:7, 16 111:2,12 112:2,4,14, 19,20,21,22 120:12 121:7 122:21 123:2, 10,14,22,23 124:14,18,23, 24,25 125:1 132:23 133:2, 7,8,9,10 134:3,9,14, 15,16,19,21 137:5,7,23 138:15,16,19 139:4,9 140:7,14,17, 20,21 141:2, 3,4 150:6,20 151:7,9 152:18 153:22 155:15 156:1, 9 157:8 158:1,15,17, 19 159:2,3, 16,17 161:10, 20,25 162:11, 14,22 163:4,
touched 50:13	trade 143:2,4, 20 144:13 150:11 159:20 162:5, 6,8,10,16	trash 26:15, 17,23 27:1,5, 6,17 38:9	trivial 15:20	
tourists 71:13		Travel 37:13	troublesome 36:23	
towards 18:7 80:3	traffic 150:1,3	traveled 23:25	troubling 21:22 36:19	
town 9:21 17:21,25 18:12 23:20, 25 24:5,18, 19,20 25:1, 10,12,18,20 26:3,4,9 27:6 37:9 51:11,18 52:15 56:22 85:21 184:16, 17 194:17,23 195:2	train 126:12	travesty 193:18	TRP 96:23	
	training 53:3	Treasurer 2:7 87:8	TRPA 96:8,17	
	transactions 80:15 152:15	Treasurer's 87:7	Truckee 143:25	
	transcribing 175:1	treating 23:5	true 85:19 126:22 176:10	
	TRANSCRIPT 1:8	treatment 91:24	truly 10:9 17:8 23:12 25:24 28:1 171:7	
toxic 22:2 27:10,12	transcription 173:5	trees 187:19	trust 13:11	
track 5:8 85:2 143:8 148:5,6 165:9,13	transcripts 173:3	tremendous 57:5 80:5 82:6 174:7	trustee 2:8 4:17,18,19, 20,21,22,23, 24,25 5:7,23, 24 6:15 15:13 34:12,19 37:19 63:18 75:23 77:5,8, 10,17,21 82:4	
tracked 94:6	transfers 132:9	trends 85:3		
tracking 94:11 100:4 151:1 165:10	transition 12:24 118:12	tried 37:4 81:10 86:6		
traction	transparency			

<p>10,12 164:11, 23 165:4,11, 16,22 166:4, 11,21,24,25 167:7,21,24 169:8,11,19, 24,25 170:1, 2,11,13 172:2,22 173:19 174:10 176:21 177:4, 9 178:8,14, 22,23 179:1 180:23 182:17,25 183:21 185:18 186:5, 6,9,22 188:4, 21 192:1 193:7,14,16</p> <p>trustee-only 12:8</p> <p>trustees 1:3 3:4,17 4:7,15 5:1,18 6:12 11:21,25 13:3,7,14,21 14:6,16,21 15:20 16:2,19 17:11 33:7 45:7,23 46:21 51:23 57:20 61:15 62:1 71:10 77:8 89:17 91:16 100:23 102:4 105:12 112:6 113:23</p>	<p>120:11 134:4 140:8 170:10 171:24 181:18 184:15 186:7, 19,21 192:19 193:6,8</p> <p>try 48:2 90:21 93:12 181:21</p> <p>trying 10:20 12:25 45:16 69:2 77:15,16 94:24 105:12 109:22 120:3 121:22 123:6 150:17 158:20,24 159:17,19 163:12,13,15 180:6 188:25 189:8 192:2</p> <p>Tuesday 91:17 92:4 95:23 186:8, 14 188:15</p> <p>Tuesday's 93:9</p> <p>Tulloch 2:7 4:17,18 6:15 82:4 83:18 84:1 87:8,11 88:12 89:21, 23,25 90:10 91:1 95:20 97:8 99:12</p>	<p>104:14,19 108:19 109:17 110:7, 16 111:2 112:14,20 120:12 121:7 122:21 123:2, 22,23 124:24 133:8 134:19, 21 137:23 138:16 140:17 141:3 151:9 158:1 164:11,23 165:4,11,16, 22 166:4,11 167:24 169:25 172:22 177:4 178:22 188:4 193:16</p> <p>tumbling 50:16</p> <p>tumultuous 21:18</p> <p>tuning 53:16</p> <p>turf 87:13</p> <p>turn 49:6 92:13 118:25 169:4</p> <p>turned 17:19</p> <p>turns 190:18</p>	<p>TV 144:12 147:21,22 156:16</p> <p>twice 183:12</p> <p>two 12:13 18:25 19:14 22:21 25:18 42:18 50:25 53:6,8 54:14, 21 61:9 62:16 63:9 71:10 78:7 87:14 94:2 98:18 111:6 114:9 122:15 124:2 132:6,20 139:1 148:17 178:6 185:7 193:2 195:3</p> <p>two-and-a-half 38:4</p> <p>two-minute 18:17,22</p> <p>type 28:15 144:22 181:6 184:16 188:2</p> <p>typed 20:8</p> <p>types 85:9 146:24 157:6</p> <p>typical 129:8</p>	<p>typically 148:14 156:12 193:24</p> <p>typographical 177:11,17</p> <hr/> <p>U</p> <hr/> <p>U.S. 78:24</p> <p>ultimately 114:10</p> <p>unachievable 15:23</p> <p>unanticipated 97:7</p> <p>unappreciated 6:3</p> <p>unavailable 186:7,8</p> <p>unbelievable 71:23</p> <p>unbiased 22:6 190:14</p> <p>uncalled 31:16</p>
--	---	---	---	--

unchartered 10:14	71:12 74:3 97:18 100:22 115:10	unfavorable 14:7	unlike 64:2	unused 110:10,12 111:1
uncles 72:12	121:10,22 123:10 154:6 155:22 156:1	unfortunate 24:19 25:25 173:4	unmatched 33:1 60:2	unwarranted 22:7
under 13:17 45:4 59:6 138:11,17 146:15 149:9 152:22	158:20 159:17,19 163:13 165:24 168:17 172:9 185:14 192:9 194:15	unfortunately 16:18 165:14	unnoticed 9:19	unwilling 37:18
underbudget 126:19		UNIDENTIFIED 20:4	unpredictable 12:2	upcoming 59:3 95:9 127:23 128:13
underlying 163:8,11	understandin g 22:12 155:12 163:17 167:15 189:1	unilateral 35:14	unprepared 70:12	update 3:17 89:22 93:5 94:22 95:6 100:8 102:2,4 175:15 178:9 179:10,22 180:16 181:2 187:20 189:12
undermine 69:22	understands 49:22 98:24	uninformed 58:20	unproductive 69:24	unprofessional 12:1
underneath 152:22	understood 28:1 83:21 93:4 139:3 163:16 172:21 177:19 178:13	unique 18:2 19:25	unprofession al 12:1	UNR 38:23
underpaid 18:6	Underwood 91:15,16 92:14 93:6,10 96:6,14 97:13 113:7,10 119:10,20 120:19 125:6, 8,11 126:1,18 133:21,23	unit 62:3 86:15	unreimbursed 43:18	updated 94:2, 20 103:9
underspend 162:9		United 31:7 39:5	unrivaled 33:4	updates 81:18 180:14 186:19,20 188:3,4,20
understaffed 176:19		units 62:8 84:18 85:11, 13,22	unruly 48:2	updating 102:25
understand 20:25 21:25 22:4 28:8,21 38:18,20 42:24 61:19		unknown 14:2	until 17:14 27:18,24 56:6 76:7 86:2 107:11 111:21 129:1 195:16	urge 42:3
		unless 77:14 163:5 167:5		use 10:19

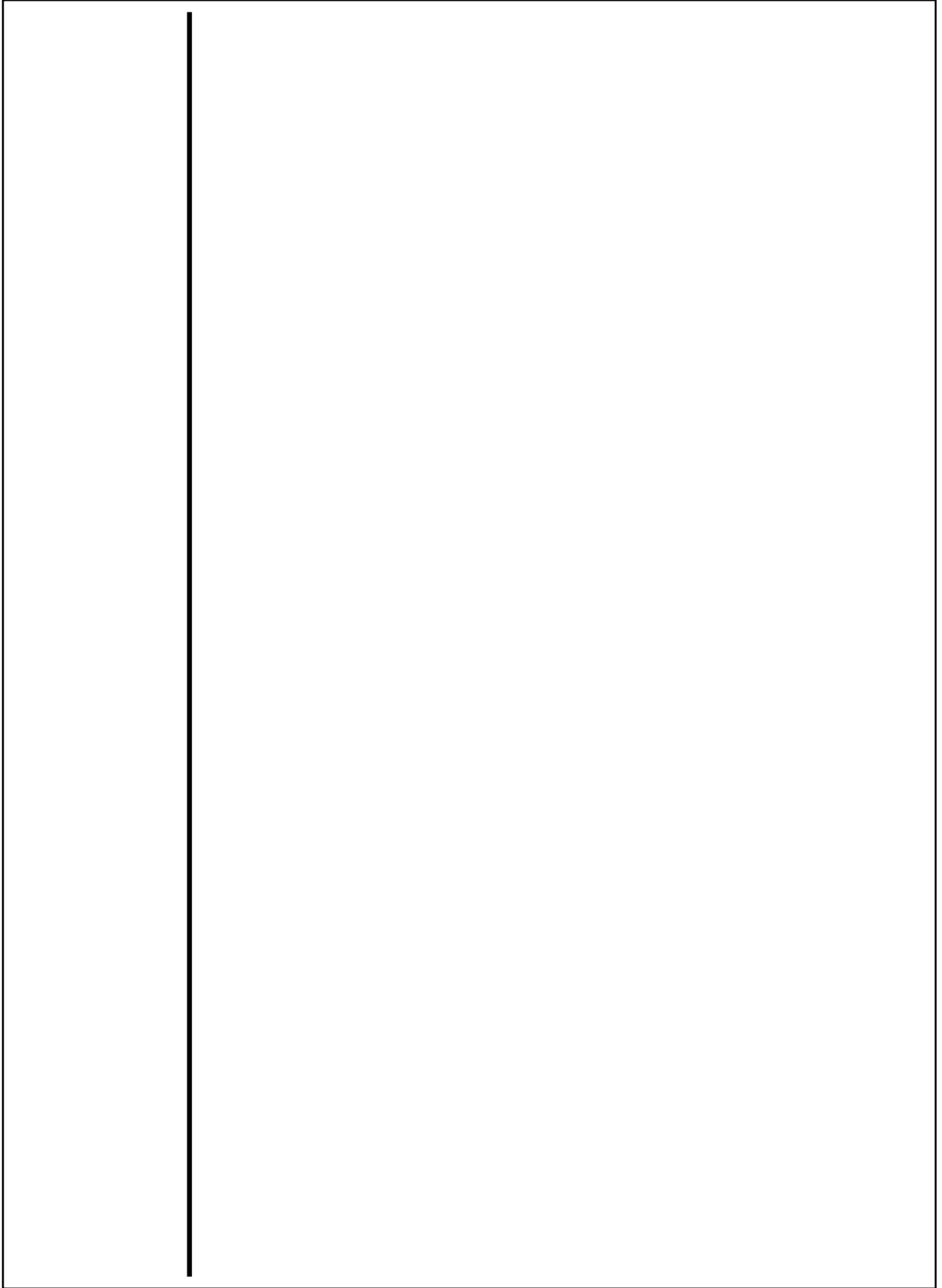
59:4 79:1 92:6,7 107:3, 18 108:5,13 110:19 111:11,21 116:17,18 127:19 129:6 132:3 144:6 146:23 148:18 151:2 160:2,3 162:1 170:18 176:25 177:2	162:13 168:6 173:3 174:17 Usinger 26:12 usual 88:1 126:7 usually 17:15 utilities 114:4,13 118:15 126:10 utility 115:16, 24 121:21 126:25 127:17,25 132:10 utilization 99:18,21 utilize 96:18 146:7 utilizing 143:4 162:10 Uvera 22:19 <hr/> V <hr/> vacant 131:3	vacation 14:2 37:7 vaccines 10:16 Val 40:9 Valerie 5:13 validating 56:17 valuable 22:11 26:9 value 7:8 29:12 32:2,6 36:6 48:11 105:19 108:4 109:15 110:1, 10 111:7 142:13 143:3, 5,20 150:12, 13,15,19 152:9 171:15 valued 30:6, 13 values 21:10 29:19 60:18 81:7 variety 37:10 various 21:17	56:7 65:12 66:13 87:22 varsity 50:8 veil 12:8 vendetta 6:5 vendor 181:4 vendors 150:16 151:21 156:22 venue 57:16 79:20 94:12 107:4,14 111:21 155:16 venues 7:8 29:3,9 41:14 58:15 64:13, 14 93:11 126:13 141:23 153:10 verbatim 173:23 verdict 36:21 verified 82:21 version	171:6,8 versus 114:7, 8 117:18 143:2 156:17, 20 160:14 163:20 vertical 147:17 Vet's 66:12 veteran 138:13 Veteran's 43:6 66:23 135:1,9,11,22 137:9,10,17, 20,24 140:8 veterans 49:4 136:1 138:12, 14,22 via 1:10 4:10 11:23 69:10 102:4 Vianney 1:24 VICE 2:5 video 113:16 145:20,21,22 146:1,3,4,8
---	---	--	--	--

164:18 172:5, 6	visitors 58:3 144:1	45:11 137:12 193:18	29:7,12,14 30:21 32:4 40:4 42:18 43:3,4 48:18 51:5 52:14,22 56:3 60:19 61:24 64:23 67:18 69:5 70:2 75:15 76:2 77:15 86:20 97:11 100:3 105:9 111:24 113:15 123:5 131:19 137:4, 16,23,24 139:18 145:15 167:2, 4 170:23 171:12,20 176:17 177:21 178:2, 3,7 179:6 181:14 182:9 186:6 191:16	wants 8:24 17:18 43:6 51:12 56:14 68:13 77:11 91:10 157:4 174:4 194:5
view 32:15 96:22	visits 83:3,4, 7,15,16,17	voted 25:2 32:11 56:14	61:24 64:23 67:18 69:5 70:2 75:15 76:2 77:15 86:20 97:11 100:3 105:9 111:24 113:15 123:5 131:19 137:4, 16,23,24 139:18 145:15 167:2, 4 170:23 171:12,20 176:17 177:21 178:2, 3,7 179:6 181:14 182:9 186:6 191:16	warning 100:1,4
viewers 145:25	vitreal 14:20	votes 194:21	176:17 177:21 178:2, 3,7 179:6 181:14 182:9 186:6 191:16	Warren 59:16,17
views 49:1 145:20	vocal 6:8	VP 148:23	wait 89:13	wash 191:4
village 1:1,13 4:1,6,10 6:19 11:23 13:15 14:12 16:8 21:2,15 23:22 32:23 35:17 37:17 40:8 44:13 50:5 51:2 54:18 55:16 67:6 72:8 125:21 135:9	voice 11:23 15:9 69:13 149:20	W	wait-and-see 177:25	washing 16:10 92:8
violating 108:16	voices 12:3 67:22	waiver 139:24	waivers 139:25	Washington 147:19
vision 96:3	volume 40:23	wake 194:23	wanted 11:16 43:14 63:19 70:11,22 72:5 75:6,15 79:17,19 80:4,22 83:18 97:9,18 111:3 120:1 139:11 170:16 172:5 175:15 182:5 184:20	waste 22:14 25:19 44:2 74:18 131:5 147:23 174:7 180:10
visit 58:3 82:18,25 146:10	voluntarily 26:18	walk 142:4	walk 142:4	wasted 69:24
visiter 59:18	volunteer 137:10 177:7	wall 96:20	wall 96:20	wasting 144:5
visiting 146:24	volunteered 5:7 40:11 135:22 137:16	Wally 40:12	want 8:22,23, 24 11:8 15:6 16:14 19:13 20:4 26:5,6, 21 27:3,7,11	watch 22:23 24:20 28:3 172:5
	volunteering 136:3 137:24	wanting 178:2		watched 8:12
	volunteers 177:5			
	vote 26:5			

<p>24:7,15 146:1</p> <p>watches 145:21</p> <p>watching 8:10 56:16 129:23 191:21</p> <p>water 75:19 92:5 113:5,12 115:16 116:11,16 117:2,17 118:17 121:16 124:9 127:22 129:19 131:1, 5,19 132:2, 10,18 133:18 134:5 182:11</p> <p>way 10:23 12:2 15:10 20:7 21:23 22:10 23:4,22 27:7 28:4 31:23 42:19 43:10 46:22 47:3 49:3,22 56:5,25 57:2 63:18 68:1 70:6 73:11 89:5 92:19 121:8 148:15 151:1 152:2 153:2 158:3, 21 160:21,24 162:15</p>	<p>168:11 175:21 176:18,22 181:20 186:14 190:14 194:6 196:16,24</p> <p>ways 21:17 23:2</p> <p>weaknesses 7:23</p> <p>weather 92:15 93:2,5 100:20 116:14 187:11</p> <p>website 103:9 143:8 144:8 145:24 146:9 147:9,14 149:14 165:10</p> <p>websites 148:1</p> <p>wedding 149:7,9,11,17</p> <p>weddings 149:2</p> <p>Wednesday 1:15 92:4</p>	<p>weeds 53:20 140:1</p> <p>week 13:7 15:1 30:1 68:15 92:15, 20 94:2 98:12,13 99:17 102:14 185:25 187:4, 7,18 189:15 193:1 194:9</p> <p>weekend 94:2</p> <p>weekly 93:24 94:3 102:13</p> <p>weeks 54:14, 15 98:18 99:25</p> <p>weird 161:18 162:15</p> <p>well-deserved 14:2</p> <p>well-oiled 74:14</p> <p>well-organized 136:14</p> <p>Wendy 142:3 168:20</p>	<p>went 82:12 84:7 86:15 87:16 101:23 102:25 109:23 118:7 121:1 124:1 130:6 143:16 148:4 176:1</p> <p>wet 69:2</p> <p>whatever 25:22 46:20 99:25 106:5 178:24 192:15 193:23</p> <p>whatnot 84:10 178:18</p> <p>whenever 19:20</p> <p>whereas 111:20</p> <p>wherever 71:6 146:13</p> <p>wherewithal 193:17</p> <p>whether 12:20 75:2 81:8 92:22 93:1 110:19 111:17</p>	<p>116:13 122:5 171:13</p> <p>while 8:3 9:8 18:23 20:9,10 22:3 131:19 138:7</p> <p>White 40:12</p> <p>whitebark 79:6</p> <p>whoever 137:15</p> <p>whole 9:12 20:8 25:19 39:23 60:24 65:17 72:11 75:24 97:10 107:12 161:11,12 162:1 172:8 183:14 190:4 195:14</p> <p>wholeheartedly 17:9</p> <p>whom 14:19 192:4</p> <p>whomever 36:14</p> <p>wife 38:4 51:24 54:19</p>
---	---	---	--	---

<p>will 5:5,8 6:18 7:17 9:4 15:3, 20 20:20 23:17 26:25 27:12,13 28:15 31:23, 25 33:22 45:23,24 46:25 48:4 49:25 57:6 59:5 60:18 62:5,13,20 75:13 76:11 77:25 78:6 82:3 87:4 88:10 91:1,18 92:8 93:6,7, 10,11 95:8 96:25 98:1,9 100:14 103:24 104:3 116:10 118:25 121:10 123:22 124:4, 6 125:16 127:22 128:13,20,22, 24,25 129:18 136:8 137:5 139:9 141:7, 10,12 149:5, 11 154:10,21 155:12 163:21 170:6 173:8 174:11 175:17 178:9 179:21 180:11 181:9, 24 182:3 185:11,25 187:1 189:14,</p>	<p>16 192:4 193:4 197:12</p> <p>willing 25:18 168:25</p> <p>win 41:17</p> <p>window 87:24</p> <p>Winqest 5:16 6:6 9:4,5 10:5 14:7 19:17 20:24 27:24 28:11 29:17 30:8,13 31:22 32:4,24 33:5,8 34:13 35:1,4 47:5,8, 14 48:19,22 49:21 70:20 73:7,15 74:9, 25 75:10 88:22 89:20 90:12 91:6,8 93:14,15 95:19 96:5 97:14,22 98:4 100:12 101:22 103:20 174:12 180:2, 3 182:21 183:7,15 185:11 186:13 196:10</p> <p>Winqest's 9:17 32:21</p>	<p>34:21 74:17 196:1</p> <p>winter 50:23 79:21 80:19 143:18</p> <p>wish 61:18 79:12 126:23 194:21</p> <p>witch 48:24</p> <p>within 9:10 32:7 81:20 116:20 126:19,22 153:5 190:1 196:4</p> <p>without 6:11 7:6 13:8 139:22 172:24 185:4 187:23 196:6</p> <p>witness 23:7 28:18</p> <p>women's 17:5</p> <p>won 17:5</p> <p>wonder 165:1</p> <p>wonderful</p>	<p>71:1 72:4 190:10 195:25</p> <p>wonderfulnes s 70:22</p> <p>wondering 102:20</p> <p>Wong 7:4 33:10</p> <p>word 65:6 93:12 172:11 174:6</p> <p>words 30:14 32:10 130:14 144:18</p> <p>work 6:2,11 8:18 9:16 10:21 11:10 17:8 18:23 22:2 23:6 27:7,10 30:21 32:12 37:10 46:23 67:17 68:1 69:18 70:2,6 74:12 80:7 86:6 97:7 131:25 146:20 151:21 156:13 161:2 173:16 174:18 178:1 179:4 183:24</p>	<p>185:25 192:18</p> <p>worked 16:12 27:1 29:10 30:2 32:24 40:16 49:22 50:2 52:20 53:7,10,13 56:5 59:20 67:10,24 96:17 121:6 153:19 192:20</p> <p>working 10:7 16:16 20:11 23:18 68:2 77:17 78:23 80:3,21 82:6 85:7,21 89:11 91:20 96:8,15 98:10 99:1 102:24 103:14 163:16 174:19 175:4, 5,6 179:20 181:6,11 188:21 189:7 195:7</p> <p>works 45:25 64:12,20 74:6,10 75:4 91:16 92:19 94:12 98:15 113:7 126:22, 23 127:8,9 133:20 148:21</p>
--	--	--	--	--

world 23:25 27:17	23 57:10 127:15	20 130:9,10 131:18 135:22 142:2, 7 144:4 146:18 148:18 149:23,25 152:22 153:6, 9 154:9,11,25 155:3,4,6,21 161:19,20 163:22,24,25 164:4,5 168:13,14 169:2,4,13 171:17 173:22 174:14 183:7 187:5,7,8 190:11	38:3,4 47:4 48:14 51:10 52:2,4,25 53:3 54:20,23 55:3 56:21 57:15 59:20, 25 62:16 63:9 64:5 65:14 67:7,24 68:6 73:15,17 79:9 93:20 94:24 95:3 97:2 109:12 114:17 117:22 121:16 122:15 123:25 124:2 127:24 128:17 130:10,20 131:25 135:19 137:18 146:12 148:16 151:16 157:12,17,21 168:8,23 171:15 183:5 191:11,14 192:14,15	101:24 103:23 107:12 111:23 129:14 154:2 168:17 176:18 183:9, 25 191:10
world's 71:13	wrong 27:1 31:11 76:1 121:7 123:23 130:17 163:6, 19 165:17			
worn 82:8				
worried 97:11				
worry 30:20 51:3	wrongful 16:3 49:12			yield 82:24,25
worse 22:2	wrote 20:21 30:7 54:1			Yolanda 70:9
worth 27:18 87:20 110:1 166:13	Y			younger 146:6
worthy 57:19	y'all 42:1			yourself 31:1 36:17 70:2 99:15
wow 20:14 189:24	year 6:1 14:9 17:4 25:19 26:23 34:21 37:1 45:20,21 58:16 59:21 62:3,22 63:15 69:16 80:9 82:1,12,20 84:21,23 85:12,20 86:22,25 89:4,9 100:16,19 103:10,11 107:24 109:2, 10,15,23 115:4,5 117:8 122:7 124:1 127:23 129:1,	year's 25:18 83:23 87:14, 15 109:20 116:23 122:14 148:21 183:9		Youtube 145:17,25 146:2
wrap-up 78:15		year-end 154:12		Z
Wright 70:17 72:18 177:13 194:25 197:3		years 10:6 11:1,24 13:15 16:12 17:3,4, 20 20:10 21:7 23:25 26:17 27:21 28:23 30:3 31:3,9 32:16,24 33:9 34:19,22 35:2,22 37:9	Yelp 145:17	Zephyr 60:20
write 70:21			yesterday 19:16 96:10 187:14 188:5	zero 105:19 126:9
writing 44:24 54:8 55:24			yet 13:13 77:13 93:2	zip 144:4
written 42:19,				Zoom 1:10 4:10 69:10 132:15,16 173:10,16,18



INVOICE

1 of 1



151 Country Estates Circle
Reno, NV 89511
Phone: (800) 330-1112
litigationservices.com

Susan A. Herron, CMC
Incline Village General Improvement District
893 Southwood Boulevard
Incline Village , NV 89451

Invoice No.	Invoice Date	Job No.
1628353	6/26/2023	989396
Job Date	Case No.	
6/14/2023		
Case Name		
Incline Village General Improvement District Board of Trustees Meeting		
Payment Terms		
Net 30		

ORIGINAL TRANSCRIPT OF:
Hearing (Public Meeting)

2,839.85

TOTAL DUE >>> \$2,839.85

Location of Job : parties to appear via zoom

The LIT Group 079F

Please note, disputes or refunds will not be honored or issued after 30 days

Charge to 100-11-100-6030
\$500 Base Fee
\$7.95 per page = 293.06 pages
S. Herron 06-26-2023

Tax ID: 20-3835523

Please detach bottom portion and return with payment.

Susan A. Herron, CMC
Incline Village General Improvement District
893 Southwood Boulevard
Incline Village , NV 89451

Job No. : 989396 BU ID : RN-CR
Case No. :
Case Name : Incline Village General Improvement District Board of Trustees Meeting
Invoice No. : 1628353 Invoice Date : 6/26/2023
Total Due : \$2,839.85

Remit To: **Sunshine Reporting and Litigation Services, LLC**
P.O. Box 103091
Pasadena, CA 91189-3091

PAYMENT WITH CREDIT CARD



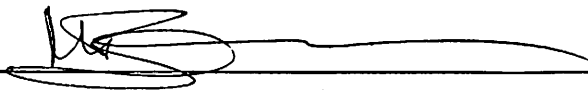
Cardholder's Name: _____
Card Number: _____
Exp. Date: _____ Phone#: _____
Billing Address: _____
Zip: _____ Card Security Code: _____
Amount to Charge: _____
Cardholder's Signature: _____
Email: _____

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
MARY BECKER	346 WINDING WAY Incline Village, NV 89451	6/13/23



PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature First and Last Name Street Address or IVGID pict pass # Date

Debra Yarish Debra Yarish 646 Village Blvd. 6/14/23
D y r i s h Tony Robinson 915 INCLINE WAY-304 6-14-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	William L. Morris, Jr.	1049 Apollo Ct. 89451	06/12/23
	JOSEPHINE L. Morris	" "	" "
	Sharon Schrage	695 Cristina Dr. 89451	6/12/23
	Jeanie Reeth	IVGID 1190585	6/12/23
	TOM MILLHOFF	580 DOUGLAS CT, 89451	6/14/23
	TARA Cannon	11110 Pinecone	6/14/23
	Alyssa Adams	831 Ophir Park Rd	6/14/23
	DIANE MORRISON	825 GERALDINE	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

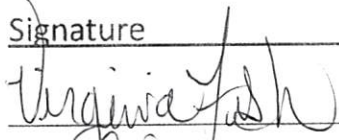
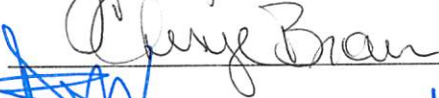


Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	SHARON SCHRAGE		6/12/23
Holly Beaulac	Holly Beaulac	744 Tyner Way	6/14/23
Khal PhuekChan	Khal PhuekChan	695 Saddlehorn	6/14/23
Amber Kahrs	Amber Kahrs	625 Harriet Circle #1	6/14/23
Bill Kahrs	Bill Kahrs	625 Harriet Cir #1	6-14-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Virginia Fish	140 Village Blvd	6-13-23
	Cheryl Brown	123 Juanita Dr #1-8	6-13-23
	KRISTE WELLS	27949346	6/13/23
	CHRIS HEUER	27949333	6/13/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

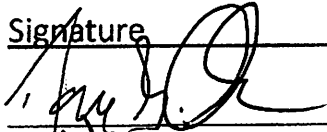
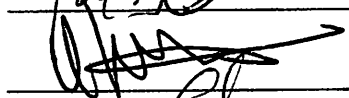
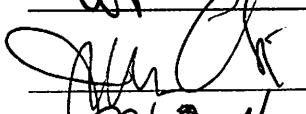
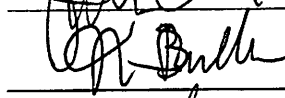

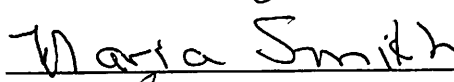
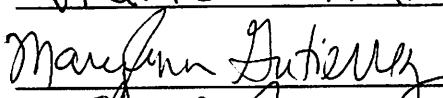
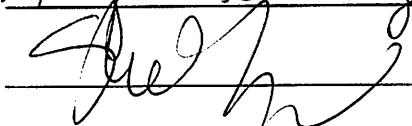
Signature	First and Last Name	Street Address or IVGID pict pass #	Date
<i>Barbara Waras</i>		144 Village Blvd Unit 4A	6-13-23
<i>Judy Simon</i>		4 Cala Nova Dr #7	6-13-23
<i>Tom Hubbard</i>		664 Country Club	6-13-23
<i>[Signature]</i>	DANA GAUTHIER	668 TYNER WAY	6-15-23
<i>Elyce Gall</i>	ELYCE GALL	668 Tyner Way	6/13/23
<i>[Signature]</i>		668 Tyner Way	6/13/23
<i>Sheila Annin - Sheila Smith</i>		144 Village Blvd #61	6/14/23
<i>Craig Gorby</i>	Craig Gorby	931 Incline Way #256	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

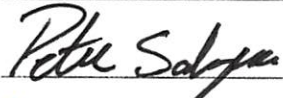

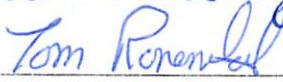
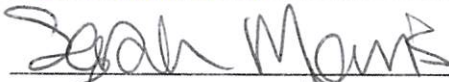
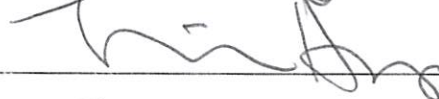



Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	James Casper	440 Frost Green	6/13/23
	Vanessa Beecher	929 Northwood Blvd	6/13/23
	Juliet Ashburn	4 Cala Nueva Drive #1 Crystal Bay	6/13/23
	Peter Bulth	949 Harold	5/13
	Martha Marsh	1322 Tival Dr	6/13/2023
	Maria Smith	929 Northwood BLV.	6/13/2020
	MaryAnn Gutierrez	609 Woodridge Cir	6-13-23
	Sheila Zimmerman	848 Rosewood Cir	6/13/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.








Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Peter Salazar	383 Willow Ct.	6/13/23
	Carol Buerger	1209600	6/13/23
	Tom Rosenthal	P.O. Box 6467	6-13-23
	Sarah Manis	965 Jennifer	6-13-23
	Lisa Hepley	597 Fuller Leaf Way	6-13-23
	Chad Smith	1041 Warbarnet Unit B	6-13-23
	Adia van Peborgh		4/13/23
	Tim Kelly	274 Tramway Rd	6/13/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

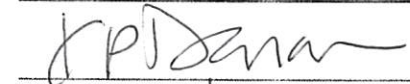
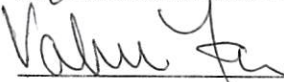



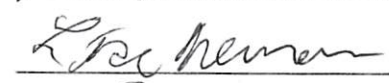


Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Sara Wajcik	629 Lariat Cir Unit A	6/11/23
	Nicholas Kruse	629 Lariat Cir Unit A	6/11/2023
	Nedice Cekic	680-Wilson Way #5	6/11/2023
	Igor Kouznetsov	1036 LUCERNE WAY	6/11/2023
	Elene Puzner	1036 Lucerne Way	6/11/23
	Richard Deluna	982 Hook Ct	6/11/23
	Kerstin Deluna	982 Hook Ct	6/11/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.



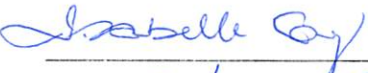
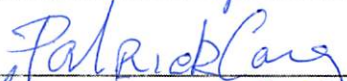




Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Kerry Donovan	856 Ophir Peak	6/8/2023
	Valerie Flynn	019 Alpine View	6/8/2023
	Bonnie York	1120 Lumen Way	6/8/2023
	Elena Popov	1360 Lumen Way	6/8/2023
	Robin Smith	198 Country Club Dr. #2	6/10/2023
	LIS NENMAN	345 Mountain Lake Court	6/10/2023
	Lourdes Avenier	1052 Apollo Ct.	6/10/2023
	Linda Kahos	625 Lariat Cir #1	6/11/2023

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Albert Oberauf	633 Village Blvd.	5/13/2023
	Pandora Bahlman	1041 Warbonnet	6/13/23
	Isabelle Carey	837 Treels Peak	6.13.23
	Patrick Carey	"	6.13.23
	Shelia Lejan	553 Boothill Ct	6.13.23
	Jennifer Moore	741 Betty Ln.	6-13-23
	Andrea Gitchell	710 Bunker CA	6/13/23
	Cord Gitchell	710 Bunker CA	6/13/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

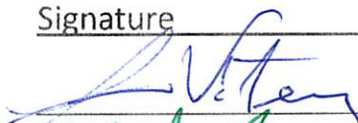
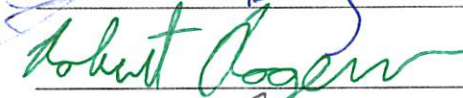



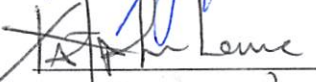

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Valerie Flynn	619 Alpine View	6-13-2023
	Brea Ropelis	989 Tahoe Blvd #6	6-13-2023
	Laura Litynski-Vitencz	989 Tahoe Blvd #6	6-13-2023
	Jessica McLeod	335 Skyway	6-13-2023
	KATRINA CARRIER	820 Oriole Way #68	6/13/23
	PAUL CARRIER	820 Oriole Way #68	6/13/23
	K. Smith	1021 Tomahawk	6-13-23
	Danna Bush	807 Sneed Ct	6/13/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.


Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	JORD VITENCZ	989 Tahoe Blvd Unit 6	6/13/2023
	Robert T Rogers	692 Bridger Ct, I.V.	6/13/2023
	DAN VARGAS	1508 LAMONER DR, CARSONVILLE, NV	6-14-23
	Linda Crowell	108 Steam Circle IV	6/14/23
	Barry Hanson	583 Knotty Pine Dr.	6/14/23
	Kristopher Lence	Peepsight Ct I.V.	6/14/23
	Diane Koch	697 Birdie Way	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	MICHAEL GROSS	786 BURGUNDY RD	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I emlore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.


NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Kendra Wong	242660	6/9/2023
Alexander Wong	271527	6/9/2023
Kristopher Wong	271529	6/9/2023
Ethan Bolinger	1247795	6/9/2023

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
<i>Gail Smith</i>	IVGID ID # 1311287	
<i>Gail Smith</i>	685 Wilson Way #1, IV, NV 89451	6/10/23
	IVGID ID # 288671	
<i>Curtis Smith</i>	685 Wilson Way #1, IV, NV 89451	6/10/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest’s continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
<i>Marcia Ellis</i>		<i>845 O'Neil Way</i>	<i>6-12-23</i>
<i>Bud Ellis</i>		<i>845 O'Neil Way</i>	


PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

893 S. Incline Blvd

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

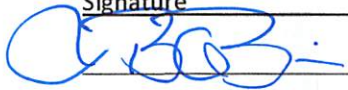
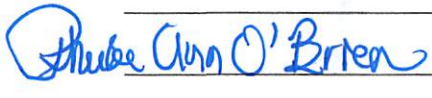
<u>Signature</u>	<u>First and Last Name</u>	<u>Street Address or IVGID pict pass #</u>	<u>Date</u>
	ROBERT FEGER	1156 280	6/13/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winqest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winqest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winqest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winqest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	James O'Brien	886 Tyner Way	6/12/2023
	Phoebe Ann O'Brien	886 Tyner Way	6/12/2023

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

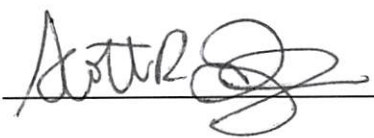
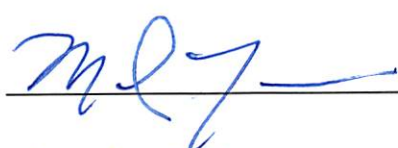
NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Jane Rubsane	IVGID: 253751 929 Northwood Blvd #21	6/12/23
Frederick R. Rubsane	IVGID: 1229283	6/12/23
	380 TUSCARORA, CRYSTAL BAY, NV 292598	6/12/23
Suzie Hansen	957 Jennifer St. IVGID #1209491	6/12/23
Matt Hansen	957 Jennifer St. IVGID #1209499	6/12/23
Heather Shock	293958 603 Crystal Pl. Rd.	6/14/23
	BT 5788 IV.	6/12/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

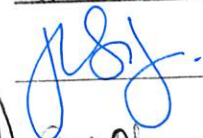


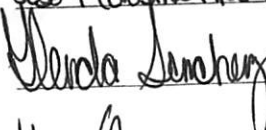
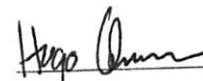
NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Kevin Donovan	856 Ophir Peak Rd	6/13/23
Megan P. Wamen	M Country Club / # 1213618	6/13/23
	M Country Club / # 1258013	6-14-23
Marina Alexandrov	726 Country Club Dr / 1309803	6-14-23
Valentin Alexandrov	726 Country Club Ph /	6-14-23
Maksim Alexandrov	726 Country Club Dr 1	6-14-23
	981 Dorsey Dr. ²⁴⁶⁶⁷⁴	6-14-23
Lori Tawener	981 Dorsey Dr.	6-14-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Jacklyn Dunklee Signorelli	817 Oriole Way #4 Pass # 39689049	6.14.23
	Amanda Jilson	225 Pinecone Rd	6/14/23
	Andreina Constantino Quinoz	845 Southwood #59 #233934	6/14/23
JOSE F. CONSTANTINO UERRA	JOSE F. CONSTANTINO UERRA	861 Southwood Blvd #11	6/14/23
	Glenda Sanchez	845 Southwood U.59	June 14 2023
	HUGO QUINOZ	845 Southwood #59	06/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature First and Last Name Street Address or IVGID pict pass # Date

Roger W. Christensen

ROGER W CHRISTENSEN

150 JUANITA DR UNIT 11

Incline Village NV 89451

~~IB~~ PASS # 248779

6/12/2023

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.





Signature	First and Last Name	Street Address or IVGID pict pass #	Date
<i>Kathleen Christensen</i>	<i>Kathleen Christensen</i>	<i>150 Juanita Ldr #11</i>	
		<i>Incline Village, NV. 89451</i>	
		<i>Pass:</i>	
		<i>6/13/2023</i>	

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

<u>Signature</u>	<u>First and Last Name</u>	<u>Street Address or IVGID pict pass #</u>	<u>Date</u>
	Michael Davis	929 Northwood Blvd, #107 ^{IVGID Pass} 1250845	6/11/23
	Barbara Davis	929 Northwood Blvd #107	6/11/23
	DAN BEADLE	581 Rockrose Ct 218507	6/11/23
	PATRICIA BEADLE	581 ROCKROSE COURT	6/11/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID/PICTURE PASS ID #	DATE
ROBT A. SKIDMORE	(210498)	6/12/23
928 NORTHWOOD BLVD.		
# 4, INCLINE VILLAGE, NV 89451		




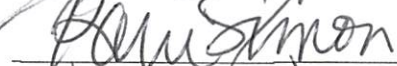

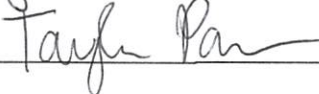
Robt A. Skidmore

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.




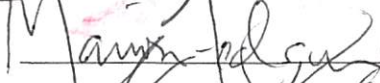




Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Tim Flynn	619 Alpine View, IV 1210435	6/10/23
	Paula Adamo	692 Palmer Ct. IV	6/13/23
	John Cheney	930 Tahoe Blvd	6/13/23
	KAREN SIMON	933 Northwood Blvd #25	6/14/23
	JAN SHIPSTEAD	171 Village Blvd #2	6/14/23
	Taylor Parsons	820 Oriole way #59	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Christine Fahed	949 Harold	6/11/23
	Shahan Lame	1084 Open Rd IV	6/11/23
	Shale Arvedo	158 Tramway Rd. IVNV	6/12/23
	Marion Ledson	3355 Ski Way IVNV	6-12-23
	SHERINE KUCKHOFF	136 JUANITA DR	6/12/23
	Tim Fryer	619 Alpine View IW	6/12/23
	MARK BUECK	725 TYMEN WAY	6-12-23
	Grant Meyer	300 Second Creek Dr.	6/12/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

John Levy	P.O. Box 3093, Incline Village #209788	6/14/23
-----------	--	---------

Linda Levy	P.O. Box 3093, Incline Village #209789	6/14/23
------------	--	---------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
1. Robert Robins	109 SLOTT PEAK I.V.	6/14
2. Linda Robis	SAME I.V.	6/14
3. Cathy Baker	578 Fallen Leaf Way/	6/14/23
4. Bo Baker	775-229-5559 Incline Village, NV 89451 SAME	.
5. Lori Baker	SAME	6/14/23
6. Joe Fernandez	SAME 775-200-591	
7. Robert P. Baker	SAME 775-200-5916	6/14/23
8. Neil Harding	{ 914 Miners Ridge Ct.	
9. Lisa Harding	{ Unit 3 Incline Village 89451	6/14/23
10. Catherine Bock	1105 Tiller Incline Village	6/14/23
11. Lauren Keller	SAME	

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

Susan Mathis	573 Sugarpine Dr. IV 930 Tahoe Blvd Ste 802 PMB 454	276614 6-14-23
--------------	---	----------------

Edie Jarrell	IV	122657 6-14-23
--------------	----	----------------

Penny Dupin	545 COLE CIRCLE IV	1156038 6-14-23
-------------	--------------------	-----------------

Jan Crowell,	108 Steam Circle.	6-14-2023
--------------	-------------------	-----------

Duane Catania	932 Betty Ln.	6/14/2023
---------------	---------------	-----------

Paul Steinhilber	265 Glen Way IV	6/14/23
------------------	-----------------	---------

Shari Steuberg	265 Glen Way IV	6/14/23
----------------	-----------------	---------

<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;"> <small>will Mathis</small> </div> <div style="border-bottom: 1px solid black; flex-grow: 1;"> 872 Tanager St Apt 4 IV </div> <div style="border-bottom: 1px solid black; text-align: right;"> 6/14/23 </div> </div>
--

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

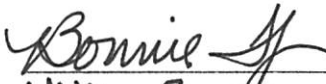

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
<i>[Signature]</i>	#210169	
DIANE FINGGAN	584 FALLEN LEAF WAY	6-10-23
<i>[Signature]</i>	#21404011	
Judy Gamber	947 Incline Way	6-10-23
<i>[Signature]</i>	#209085	
GALLY BAUMWELL	549 LAKESHORE BLVD #3	6.10.23
<i>[Signature]</i>	#243382	
KAREN A. GOTTELL	653 TYNER WAY	6-10-23
<i>[Signature]</i>	#243381	
Don BARTLE	653 TYNER WY	6-11-23
Michael WANG	782 Golfers Pass, IV	6-11-2023
<i>[Signature]</i>		
Lucille Leong Wang	782 Golfers Pass Rd, IV	6/12/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Bonnie Flynn	999 Chip Ct.	
	# 1182075	6-14-2023
Mike Flynn		
	1182069	6-14-2023

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I emlore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------


EHA Warren	PO Box 3252 / 206764	6/14/23
Janet Pahl	PO Box 4460	D.V. 89450 6/14/23
Bob Apple	930 Lake Blvd #202-202	IV. 89451 6/14/23
Robert Wolf	8072 IV. NV 89450	


PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID#	DATE
LUCITT, JIM 	602 FALLEN LEAF WAY / 4205951	6-9-23

SUSAN McLEAN 	602 Fallen leafway. 89451 / 4205923	16-9-23
--	-------------------------------------	---------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

GERALD LEWIS	850 NORTHWOOD #49 / 239830	6/11/23
--------------	----------------------------	---------

UNA LEWIS	850 NORTHWOOD #49 / 1240595	6/11/23
-----------	-----------------------------	---------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

ELYSE GUT	611 Fallen Leaf Way - 202548	6-9-23
-----------	------------------------------	--------

Blair Gut	611 FALLEN LEAF WAY - 202547	6-10-23
-----------	------------------------------	---------

Ryan Kucuda	607 Fallen Leaf Way 202532	6/10/23
-------------	----------------------------	---------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

Lisa Nelson	395 2nd Tee Dr.	6/12/23
-------------	-----------------	---------

Melissa Pugh	504 Jensen Circle	6/12/23
--------------	-------------------	---------

Whitney Reed	831 Golfers Pass Rd.	6/13/23
--------------	----------------------	---------

Kristen Corbin	836 McCouray	6/13/23
----------------	--------------	---------


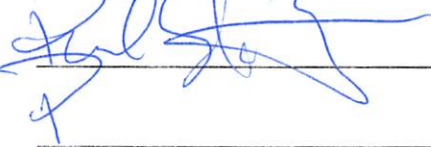
Patty Finney	310 Ski Way	6/14/23
--------------	-------------	---------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

<u>Signature</u>	<u>First and Last Name</u>	<u>Street Address or IVGID pict pass #</u>	<u>Date</u>
	Shari Steinberg	205 Glen Way	6-14-23
	Paul Steinberg	205 Glen Way	6-14-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

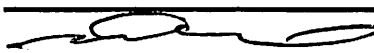
NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
<i>JOHN KROGER</i>	<i>1410 TIROL DR. IV, NV 89451</i>	<i>6/14/2023</i>

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
		
NICHOLAS MAIOCCO	553 LEN WAY	6/13/23
Keli Maiocco	553 Len Way	6/14/23
Michelle Kuder	828 Freels Peak	6/14/23
Cara Balkan	Picture Pass # 1260070	06-14-23
Suzanne Grass	590 Jackpine Ln	06-14-23
Melanie Meadows	125 Meadow	6/14/23
Randy Valler	690 David Way	6/14/23
Ken Tonking	546 LANTERN CT	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

<small>DocuSigned by:</small> <i>Shahri Masters</i>	1214429 Address: 699 Hogan Court #4	6/13/2023
--	-------------------------------------	-----------


<small>638E52BB098247F...</small> Shahri Masters <i>Donna Tomking</i>	546 LANTERN CT.	6/14/23
---	-----------------	---------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID	PICTURE PASS ID #	DATE
Cathleen Till	696 Village Blvd #32 IV, 89451	292942	6/14/23
 Keith Till	696 Village Blvd #32	292941	6-14-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winqest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winqest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winqest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winqest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
MARK MARELICH	1193151	6/11/23
MELAN MARELICH	5060663	6/12/23
DAVID MARELICH	1193139	6/14/23
SUSAN MARELICH	1193145	6/14/23
NEVAEH MARELICH	4715796	6/12/23
JEREMY FLEMING	33894560	6/12/23
MARTIN LIZARRAGA	36004821	6/12/23
DARREN DONEGAN	1322717	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

ERIC PAYNE	1170380	6/14/23
Joyce Brown	215325	6/12/23
Troy Buckman	16306766	6/12/23
Pedro Salazar	34892053	6/14/23
Taylor Redfern	1247997	6/14/23

Mark Don 1193151 * 1193151 IVGID Employee June 14 2023

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

SA Sidells

STEVE SIDELLS	900 DRIVER WAY / #1241457	JUNE 10, 2023
---------------	---------------------------	---------------

Jamie Sidells

JAMIE SIDELLS	900 DRIVER WAY / #1241463	JUNE 10, 2023
---------------	---------------------------	---------------

Jean Lan

JEAN LAURENCE	977 DORCEY DR.	JUNE 10, 2023
---------------	----------------	---------------

Kerth McBinnis

KERTH MCBINNIS	977 DORCEY DR.	JUNE 10, 2023
----------------	----------------	---------------

Bisele Duvigneau

BISELA DUVIGNEAU	433 VALERIE CT.	JUNE 10, 2023
------------------	-----------------	---------------

Heinz Duvigneau

HEINZ DUVIGNEAU	433 VALERIE CT.	JUNE 10, 2023
-----------------	-----------------	---------------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
<i>Harmon Barney</i>		
<i>Karen Barney</i>	<i>906 Jennifer St # 202277</i>	<i>6/12/23</i>
<i>Jackson Barney</i>		
<i>Jackson Barney</i>	<i>906 Jennifer St # 202276</i>	<i>6/12/23</i>

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

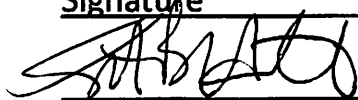
NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
	680 WILSON WAY #1	
JOHN BRONSON	PASS # 283750	6/12/23
	680 WILSON WAY #1	
MARY BRONSON	PASS # 283751	6/12/2023

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	SCOTT HILL	1093 TILZER DR #1251601	6-12-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
<i>Monica C. Hill</i>	<i>MONICA HILL</i>	<i>1093 TULLER DR</i>	<i>6-12-23</i>

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

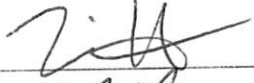

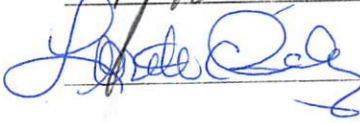
Signature	First and Last Name	Street Address or IVGID pict pass #	Date
<i>Sally White</i>	Sally White	567 Knotty Pine Dr IV, NV	6/14/2023
<i>Leslie May</i>		#205294	6/14/2023
<i>Jessica Payne</i>	Teresa Payne	803 Falls Peak, IV, I	6/14/23
<i>Marjory Miller</i>	Marjory Miller	971 Wedge Ct	6/14/23
<i>Chris Dewes</i>	Christopher Dewes	583 Knotty Pine Dr., IV	6/14/23
<i>Barbara Dewes</i>	Barbara Dewes	583 Knotty Pine Dr., IV	6/14/23
<i>Deaf White</i>	DEOFF WHITE	567 Knotty Pine Dr IV	6/14/2023

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

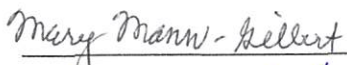



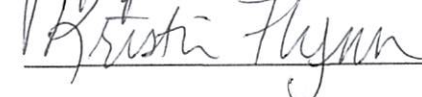
Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Tia Rancourt	801 Randall Ave	6/14/23
	Marc Rancourt	801 Randall Ave	6/14/23
	Loretta Riley	978 Glenrock #24	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

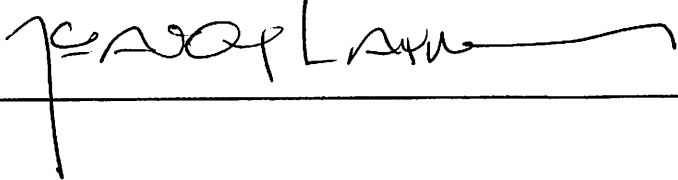
Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	MARY MANN-GILBERT	920 Michael Ct.	6.11.2023
	Marilyn Merritt	560 Antler Ct.	6.14.23
	Tim Gilbert	920 Michael ct	6/14/23
	JEFF CODEN	943 JENNIFER ST	6/14/23
	Kristin Flynn	1047 Tomahawk Trail	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

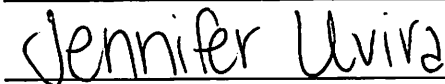
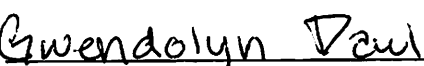






NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
MEADY LAYNE 810 ALDEN #49	207527	6-14-23
		

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Jennifer Uvira	604 Lariat #3	6/14/23
	Gwendolyn Paul	321 Ski way #145	6/14/23
	Alisa Elliott	595 N Dyer Circle	6/14/23
	Dave Sartoris	343 Tanager	6/14/23
	Lisa Unger	120 Country Club Dr. Unit 21	6/14/23
	Michael Jaurena	120 country club dr #21	6/14/23
	Andrew Gauthier	321 Ski way #145	6/14/23
	Brian Balfrey	123 Juniper	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

Gail L Krolick	1410 TIREOL DR.	6/14/2023
----------------	-----------------	-----------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.



Myles Riner
Incline Village/Crystal Bay



PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Polly Wolfe	515 Eagle	6/11/23
Kyle Thornburg	916 Harold Dr #12	6/11/2023
Vicki Faye	916 Harold Dr #12	6/11/2023
Peter Faye	916 Harold Dr #12	6/11/2023
Lindsay Domecus	916 Harold Dr #12	6/11/2023
Hans Faye	916 Harold Dr #12	6/11/2023
Robert	820 ORACLE #97	6/11/23
Sam Handman	1509 TROLO Dr	6-9-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.



M

Myles Riner
Incline Village/Crystal Bay



PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Jan Schumacher	830 Oriole Way #34 Incline Village, NV	8/9/21
WENDY ZOLLO	#1 #3	
Cheryl A. Delehanty	501 Lakeshore #13	
Chris Coyne	885 South Dyer Circle	

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.



Like

5



M

Myles Riner
Incline Village/Crystal Bay



PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked for IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Joseph G. Wong	515 Eagle DR	6/11/2023
CHARLES T. GARDNER	938 FAIRWAY PARK	6/11/23
Ben Cook	807 ALDER #31	6/11/23
Diana Siroc	335 Ski Way #292	6/11/23
JUSTIN JOHNSTON	321 SKI WAY #65	6/11/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

11

Like 5

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

Beatrice Connor	565 Burnett Ct	6/14/23
-----------------	----------------	---------

Sion Brockman	561 McCoull	
---------------	-------------	--

Kathy Vonnard	939 Dorsey Dr	6.14.23
---------------	---------------	---------

David Vonnard	939 Dorsey Dr	6/14/23
---------------	---------------	---------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.


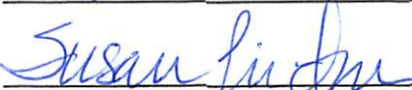



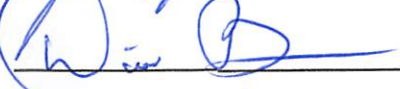


NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Sally Zuck	#25756623 978 Fairway View Ct. IV, NV	6/14/23
Dwight Zuck	#25756521 978 Fairway View Ct. IV, NV	6/14/23
Leslie Murray	285237 976 Fairway View Ct	6/14/23
Charles Murray	976 Fairway View Ct	6/14/23
Mary Klengart	80 Wornwood	6/14/23
RAND MITCHELL	757 RANDALL	6/14/23
BUTCHER	180 HILSON WAY #3-#4	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Robert Rimer	#1271080	6/14/2023
	Susan Primor	411 Valerie Ct.	4/14/23
	Bradley Mindlin	776 Tyner Ave	6/14/23
	Lisa Mindlin	776 Tyner way	6/14/23
	Jillaine Geddes	717 James Lane	6/14/2023
	DIANE BROWN	855 OPHIR PEAK RD.	6/14/2023
	Sheri Best	3340245	6/14/2023
	ROGER BEST	3340193	6-14-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Tiffany Krolick	1410 Tirol Dr.	6/14/23
Alexis Krolick	1410 Tirol Dr.	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

**WRITTEN STATEMENT TO BE ATTACHED TO AND MADE A PART OF THE WRITTEN
MINUTES OF THE IVGID BOARD'S REGULAR JUNE 14, 2023 MEETING – AGENDA
ITEM E(3) – GENERAL MANAGER’S REPORT – MORE EVIDENCE OF STAFF
INCOMPETENCE – LSC BEACH TRAFFIC STUDY – LESSON LEARNED?**

Introduction: Well “here’s another one” according to my friend DJ Khaled¹! I keep telling the IVGID Board and the public that the District is not being properly managed² and as a consequence, the facilities and services it furnishes can and should be more efficiently and fairly provided by another district³. or Washoe County. or more preferably, IVGID should simply be dissolved³ altogether! However in the interim, and in order to provide evidence in support of dissolution, let’s examine another example of the waste, mismanagement, and an “ends justifying means” mentality which permeates the District and in the end costs local parcel/dwelling unit owners dearly. Here it’s staff’s incompetence in securing a meaningful study and recommendations re: unmonitored beach access. And that’s the purpose of this written statement.

Introduction: “LSC Transportation Consultants (“LSC”) w(as) contracted by Staff in April 2022 to conduct a study regarding...existing site safety and overall access conditions at Ski Beach, Burnt Cedar Beach and Incline Beach. The overall purpose of this Project was to evaluate current traffic congestion and pedestrian/bicycle safety concerns at the three beaches, assess future changes in conditions, and develop/recommended physical improvements and management strategies to improve overall congestion and safety conditions...Also included (were) conceptual designs for potential physical

¹ Go to <https://www.djkhaleofficial.com/>.

² NRS 318.515(1)(a) and 318.515(3)(a)-(d) instruct that “upon notification by the Department of Taxation or upon receipt of a petition signed by 20 percent of the qualified electors of the district, that...a district of which the board of county commissioners is not the board of trustees is not being properly managed...the board of county commissioners of the county in which the district is located shall hold a hearing to consider...(a) adopt(ion of) an ordinance constituting the board of county commissioners, *ex officio*, as the board of trustees of the district; (b) adopt(ion of) an ordinance providing for the merger, consolidation or dissolution of the district...(c) fil(ing) a petition in...district court for the...appointment of a receiver for the district; or, (d) determin(ing) by resolution that management and organization of the district...remain unchanged.”

³ NRS 318.490(1)-(2) instruct that “whenever a majority of the members of the board of county commissioners...deem it to be in the best interests of the county and of the district that the district be merged, consolidated or dissolved, or if the board of trustees of a district, by resolution...agrees to such a merger, consolidation or dissolution, the board of county commissioners shall so determine by ordinance, (that)...(b) the services of the district are no longer needed or can be more effectively performed by an existing unit of government (or)...that the district should be dissolved, merged or consolidated.”

controls to restrict access to the beach by means of new gates/fencing, circulation realignments, and automated gate options.”⁴ And the cost to local parcel owners with beach access? \$43,480⁴.

Okay. So what did we get? “The initial draft report was circulated among Staff and the *omission of the access-restriction* was identified.”⁵ This occurred because “the original project scope was based on the Project data sheet (prepared by staff) and”⁵ as such, “the inclusion of off-hour/season access restrictions was *not* included in the data collection and/or draft report. *This particular issue was primarily due to the lack of identification of the access-restriction priority within the Project data sheet and during preliminary project development.* For capital projects...Staff (was cautioned to)...ensure that the full desired scope is outlined in the CIP Project data sheets. *Lesson Learned.*”⁵

Lesson Learned: Are you for real? The lesson learned is that *OUR INTERNAL SERVICES STAFF IS INCOMPETENT!* Why? According to LSC they failed to identify *access-restriction priority within the Project data sheet and during preliminary project development.*” In other words, they just blew nearly \$44,000 with LSC!

At Let’s Not Forget The Unreimbursed Staff Time Which Was Blown in Addition to The \$44,000 With LSC: I’ve tried to make the Board aware of the fact that every time internal services staff do *ANYTHING*, local parcel owners get billed \$120/hour or more for their *WORTHLESS* time. This is because the Board refuses to budget revenue for staff’s over compensation and over benefits. So how much additional was billed by internal services to this project? We don’t have the answer and even if we did, my experience is that staff don’t share the truth. So let’s just agree the amount is “a lot.”

Conclusion: I keep telling you our staff is *INCOMPETENT!* And now you have independent verification from one of our professional vendors. The fix to the problem is to get rid of *INCOMPETENT* internal services staff. Outsource everything to true professionals.

And You Wonder Why the Recreation (“RFF”) and Beach (“BFF”) Facility Fees Which Pay For All the Waste Local Parcel/Dwelling Unit Owners Are Forced to Involuntarily Pay is Out of Control? I’ve now provided more answers.

Respectfully, Aaron Katz (Your Community Watchdog Because Nearly No One Else Seems to be Watching).

⁴ See page 42 of the packet of materials prepared by staff in anticipation of this June 14, 2023 Board meeting [“the 6/14/2023 Board packet” (go to https://www.yourtahoeplace.com/uploads/pdf-ivgid/E.3._-_Reports_-_General_Managers_Report.pdf)].

⁵ See page 43 of the 6/14/2023 Board packet.

**WRITTEN STATEMENT TO BE ATTACHED TO AND MADE A PART OF THE
WRITTEN MINUTES OF THE IVGID BOARD'S REGULAR JUNE 14, 2023
MEETING –AGENDA ITEMS G(1) & G(2) – POSSIBLE APPROVAL OF
PROPOSED 2023-2024 INCREASED WATER AND SEWER UTILITY
RATES – PROPOSED RESOLUTION NO. 1903**

Introduction: Here staff propose water and sewer utility rate increases for 2023-2024. I object as I have consistently objected because the rates are founded upon the *same* unjust discriminatory and preferential rate schedule components¹ the District has been using for the last fifteen (15) if not greater number of years. I've asked this and previous Boards to address the bottom line problem, but they've refused. I ask this Board again to address the systemic problem. And that's the purpose of this written statement.

Again, The Genesis of Our Problems is Our Staff: And "here's another one" according to my friend DJ Khaled²! It doesn't matter what it is. Because it's essentially *everything*! Over and over and over again. Essentially everything one examines having anything to do with IVGID eventually leads to a finding of staff, incompetence, deceit, evil, and waste. Which is generally hidden from the IVGID Board and the public by our wonderful staff who are so quick to publicize their "transparency." Yet when it comes to practice, they exhibit the exact opposite. And here we have another example.

Two (2) years ago HDR Engineering, Inc. ("HDR") was retained by the Board at a very high cost to do what was represented to be an unbiased, independent water and sewer utility rate study. But instead of allowing HDR to do its job, staff chose to corrupt the process by interfering and instructing HDR what to do, and why to do it. And why?

Because the District is a user of its water and sewer utility services for its many commercial business enterprises. And the higher the costs associated with those enterprises, the greater the negative cash flow and loss. And the greater the need for financial subsidies. And the more criticism by members of the public. So staff instructed HDR to retain the current rate schedule even though it grants discriminatory and preferential treatment to the District and its favored collaborators, at single family residential customers' expense. And HDR being the ethical consultant that it is, quickly complied with IVGID staff's instructions. After all, who was its "client?"

Similarly, We Have Problems Are With HDR: One would think that a true professional would not allow staff to interfere with its scope of work. But here it didn't. HDR took the view that its client was staff rather than the Board or the public. So it took its marching orders from staff, rather than putting its collective feet down by being the independent professional it represented itself to be.

¹ According to page 722 of the packet of materials prepared by staff in anticipation of this June 14, 2023 Board meeting ("the 6/14/2023 Board packet"), "the (proposed) rate increases (admittedly) maintain the current rate structure."

² Go to <https://www.djkhaledofficial.com/>.

Here we have an example of a licensed expert which feels it is appropriate to compromise its professional integrity for a buck by comporting with what its perceived client wants to hear, rather than what its expertise suggests. And if HDR can realize additional work from IVGID staff on additional projects, then even the better³! Thank you HDR!

And by the way, why did we retain HDR this year to perform an updated utility rate study? And one again which perpetuates the same faulty rate schedule components? What an incredible waste!

I keep telling the Board and the public that the District is not being properly managed⁴ and as a consequence, the facilities and services it furnishes can and should be more efficiently provided/administered by another district⁵. Or Wa4shoe County. Or more preferably, IVGID should simply be dissolved⁵ and its functions taken over by the private sector. Regardless, in the interim and in order to provide evidence in support of dissolution, let's examine the particulars of yet another example of the waste the District engages in which ends up costing local parcel/dwelling unit owners.

Comparing The Proposed Rate Water/Sewer Rate Increases Over the Last Eleven (11) And Thirteen (13) Years:

³ And that's exactly what has happened. HDR is now working on other IVGID projects such the replacement of Phase II of our effluent export pipeline (see HDR Project No. 10309331). And they have secured this preferred status without having to go out to public bid because their contracts allegedly involve "professional services" and as a result, they're exempt from public bidding. Surprise?

⁴ NRS 318.515(1)(a) and 318.515(3)(a)-(d) instruct that "upon notification by the Department of Taxation or upon receipt of a petition signed by 20 percent of the qualified electors of the district, that...a district of which the board of county commissioners is not the board of trustees is not being properly managed...the board of county commissioners of the county in which the district is located shall hold a hearing to consider...(a) adopt(ion of) an ordinance constituting the board of county commissioners, *ex officio*, as the board of trustees of the district; (b) adopt(ion of) an ordinance providing for the merger, consolidation or dissolution of the district...(c) fil(ing) a petition in...district court for the...appointment of a receiver for the district; or, (d) determin(ing) by resolution that management and organization of the district...remain unchanged."

⁵ NRS 318.490(1)-(2) instruct that "whenever a majority of the members of the board of county commissioners...deem it to be in the best interests of the county and of the district that the district be merged, consolidated or dissolved, or if the board of trustees of a district, by resolution...agrees to such a merger, consolidation or dissolution, the board of county commissioners shall so determine by ordinance, (that)...(b) the services of the district are no longer needed or can be more effectively performed by an existing unit of government (or)...that the district should be dissolved, merged or consolidated."

My Attached Spreadsheet⁶: Here I document our water and sewer rate and rate/component increases on an eleven (11), thirteen (13) as well as one (1) year bases. A whopping 107.29% combined rate increase over the last thirteen (13) years, a comparable whopping 58.15% rate increase over the last eleven (11) years, and a comparable whopping 11.16% increase over just this last year! **That's an average yearly increase of 8.25%, each/every year for the last thirteen (13) years!**

My E-Mail of March 5, 2023: On March 5, 2023 I sent an e-mail to the IVGID Board⁷ warning members of the subterfuge being perpetrated by our Public Works Director in tandem with HDR's principal, Mr. Shawn Koorn⁸. Although I took no issue with HDR's Revenue Requirement Analysis, I did with the level and structure of its rate design and its alleged proportional distribution of revenue requirements to various customer classes. And here were/are my objections:

1. The Failure to Assess Standby Service Charges to Those Parcel Owners Who Are Not Current Water/Sewer Customers: Standby service charges for the mere Availability to Connect to The Public's Water and Sewer Systems on Their Schedules Rather Than The Public's. This is a very, very common charge which helps compensate the public for the under utilization of the public water and sewer systems the public has built to accommodate these parcel owners;

2. The Failure to Recover Defensible Space Fees From All Local Parcels: If a parcel owner is not connected to the District's public water system, then he/she/it never receives a water bill. And since half our defensible space charges are added to water bills, parcel owners like these are able to inequitably escape those charges;

3. The Failure to Address Wastewater For Irrigation Rates: There are at least two major customers of our wastewater⁹, and neither is the subject of the HDR study, public hearing nor determination by the IVGID Board. Plus if one examines the rates these customers are paying, one would be outraged at the preferential treatment. Thank you HDR, IVGID staff and the IVGID Board for putting members' collective heads in the sand;

4. The Assessment of Admin Charges Based Upon "Accounts" Versus "Customers:" This is an easy fix staff refuses to make. There are approximately 4,000 water/sewer customers who don't have

⁶ I have created a spreadsheet which compares the components and totals of public water as well as sewer rate increases since 2013 as well as 2022 (this spreadsheet is attached as Exhibit "A" to this written statement). Although staff tell us that their numbers are "based upon an average customer using 10,000 gallons per month for water and 3,000 gallons per month for sewer" (see page 725 of the 6/14/2023 Board packet), my numbers are based upon monthly water usage for the median residential customer; 3,000 gallons.

⁷ That e-mail is attached as Exhibit "B" to this written statement.

⁸ The reader can learn of these matters by reviewing the particulars of Exhibit "B."

⁹ The Schneider Trust and Clear Creek Golf Club.

their own water/sewer “accounts” because they’re part of homeowners’ associations (“HOAs”), public utility developments (“PUDs”) or motels/apartments. Since all HOA, PUD and multi-family (motels and apartments) parcels receive their public water and sewer services through their HOA’s, PUD’s and property owner(s), they are considered to be single accounts. And notwithstanding, each individual parcel/dwelling unit therein has access to the very same administrative services that are provided to every other parcel which maintains its own account. Yet they escape water as well as sewer admin charge;

5. Reducing Mandatory Backflow Prevention Device Inspection Charges to The District’s Cost: One would think that since the District exists to furnish services to local parcel owners, it would not charge exorbitant rates for backflow prevention device inspections. One would be wrong. There are a couple of local private sources who charge less than does the District. Which means the District could easily lower its rates to be competitive with the private sector. Yet it refuses;

6. Eliminating The Public Service Recreation Exemption: Which Allows The District And its Favored Collaborators to Escape Excess Water Charges altogether. The residential customer who uses in excess of 20,000 gallons of water in a monthly billing period pays excess water fees. As high as almost three times the amount non-excess water users pay. Yet IVGID as a water customer uses several MILLIONS of gallons of water in a monthly billing period for snowmaking and to irrigate its golf courses and pays no excess water fees. Now that’s not fair and non-discriminatory, wouldn’t you agree? So why wouldn’t an ethical consultant like HDR recommend that this exemption be eliminated?

7. Modifying The District’s Capacity Adjustment Factor ("CAF"): Which Does Not Fairly Apportion Costs Based Upon Commercial Customers’ Demands Upon The Public’s Water And Sewer Systems. The District uses a CAF calculation to supposedly distribute its water rates equitably amongst all customer classes. The CAF is based upon the maximum volume of water which can flow through a customer’s water meter at a given point in time. But if the typical residential water customer is not using any water because his/her/its home is a second or vacation home, how can this potential use be compared to Diamond Peak which has the maximum volume of water flowing through its water meter(s) whenever snow is being made? Use of this simplistic CAF methodology does not equitably distribute the District’s water rates and charges across all customer classes.

A simple example. Diamond Peak’s CAF has it paying 76.65 times the water and sewer capital improvement costs (“CICs”) the typical residential customer pays. Yet the amount of water Diamond Peak uses while making manmade snow or irrigating its landscaping is THOUSANDS of times more. A new methodology for equitably apportioning water and sewer CIP costs across all customer classes has to be developed. But HDR hasn’t come through;

8. Modifying The District’s Commercial Customers’ Water And Sewer Capital Improvement Costs: Based Upon Commercial Customers’ Demands Upon The Public’s Water And Sewer Systems. It’s not just IVGID’s water/sewer charges which disproportionately spread the cost of furnishing water/sewer services over all customer classes. The same problem extends to all commercial

customers. Think about it for a moment. How many times do toilets at the Hyatt Hotel's Lone Eagle Grille Restaurant get flushed in an hour? And how many toilets are there? Now compare these numbers to the number of toilets in the typical local residence and the number of times those toilets are flushed in an hour. Who puts more demand upon the public's water and sewer systems? Yet these commercial customers aren't paying anywhere near their fair share for the demands they place.

Another example. In order to get water up to Diamond Peak for snowmaking purposes, an extensive pumping system is required together with massive water storage tanks. Compare these infrastructure needs to the comparable needs (or lack thereof) for your personal residence. Are commercial customers paying their fair share of water and sewer CIC costs?

9. Increasing The Number of Customer Classes: Currently, the District maintains but two (2) customer classes; residential and commercial. The rates assessed commercial customers are apportioned by the CAF. We require several more customer classes in order to equitably distribute the costs of the District's public water and sewer systems. How about irrigation for outdoor public recreation purposes? How about water for Diamond Peak snowmaking purposes? How about water for fire protection purposes? How about wastewater for irrigation purposes? If we had more customer classes, the true costs of furnishing public water and sewer services could be more equitably distributed amongst all customers compared to the way those costs are currently distributed; and,

10. Add Central Services Cost Transfers Local Parcel Owners Indirectly Pay: to the mix of fees we are involuntarily assessed (see discussion below), and you soon see that insofar as staff are concerned, we're nothing more than "fresh meat."

Conclusion: HDR's Rate Study results are flawed because of at least four (4) factors. First, IVGID staff have interfered with process and thus corrupted it. HDR has taken its charge from the direction given by District staff rather than the IVGID Board.

Second, rather than being fair and impartial, Mr. Koorn sees his roll as being staff's "hired gun." In other words, he is willing to compromise his integrity for money to become an accommodator for his real client; IVGID staff. And in consideration, HDR gets more and more work from IVGID staff. Just their way of "saying thanks."

Third, admittedly "the (proposed) rate increases maintain the current rate structure"¹ which I hope I have demonstrated is flawed.

And finally, HDR's rate study is ridden with discriminatory provisions and preferences which favor the District's commercial business enterprises to the detriment of the single family residential customer. This violates the District's obligation to not adopt unfair and unjust water and sewer rates¹⁰.

¹⁰ See NRS 704.040(2) which makes unjust and unfair water/sewer rates unlawful.

The net consequences of the above are that the proposed public water and sewer rates, tolls and charges are unjust and unreasonable insofar as the residential customer is concerned.

And You Wonder Why the Recreation (“RFF”)/Beach (“BFF”) Facility Fees Which Pay For Essentially Everything Staff Expends, Which the Rest of Us (Local Parcel/Dwelling Unit Owners) Are Forced to Involuntarily Pay, is Out of Control? And the Water/Sewer Fees We’re Forced to Pay Are Unjust and Unfair? And The Hidden “Franchise Fee” Waste Management is Forced to Pay IVGID Which Gets Passed Through to Every Solid Waste Disposal Customer is an Unfair Tax The District Has No Power to Assess¹¹? I’ve now provided more answers.

Respectfully, Aaron Katz (Your Community Watchdog Because Nearly No One Else Seems to be Watching).

¹¹ Take a look at NRS 318.197(1). There you will see that GIDs are permitted to charge rates, tolls and charges “for services or facilities furnished by the district.” So what services or facilities are furnished by the District to Waste Management in consideration of a “fee” pegged at 10% of gross solid waste disposal receipts?

EXHIBIT "A"

Median Residential Water/Sewer Rate Increases

2010/11 - 2023/24

	Sewer Base Rate	Sewer Capital Improve Costs	Sewer Export Fees/ 1,000 Gallons Water Usage	Sewer Export Based On Monthly Water Usage	Sewer Admin Account Fee	Total Monthly Sewer	Water Base Rate	Water Capital Improve Costs	Water Consump Fees/ 1,000 Gallons Water Usage	Water Consump Based On Monthly Water Usage	Water Admin Account Fee	Defense Space Fee	Total Monthly Water	Total Monthly Water & Sewer
2010/11	\$ 11.17	\$ 13.61	\$ 2.40	\$ 7.20	\$ 3.05	\$ 35.03	\$ 9.24	\$ 11.98	\$ 1.24	\$ 1.24 ¹	\$ 3.14	\$ 1.05	\$ 25.60	\$ 60.63
2013	\$ 14.85	\$ 23.80	\$ 2.60	\$ 7.80	\$ 3.20	\$ 49.65	\$ 9.50	\$ 13.28	\$ 1.28	\$ 3.84	\$ 3.20	\$ 1.05	\$ 29.82	\$ 79.47
2022/23	\$ 25.10	\$ 31.45	\$ 4.00	\$ 12.00	\$ 4.23	\$ 72.78	\$ 15.10	\$ 15.10	\$ 1.95	\$ 5.85	\$ 4.23	\$ 1.05	\$ 40.28	\$ 113.06
2023/24	\$ 32.25	\$ 31.45	\$ 4.75	\$ 14.25	\$ 4.44	\$ 82.39	\$ 17.30	\$ 15.10	\$ 2.15	\$ 6.45	\$ 4.44	\$ 1.05	\$ 43.29	\$ 125.68
						Total Sewer Dollar Increase	Total Sewer Percent Increase		Total Water Dollar Increase	Total Water Percent Increase	Total Comined Percent Increase	Total Comined Dollar Increase		Average Yearly Increase
2023-2024 (1 Year) Increase						\$ 9.61	13.20%		\$ 3.01	7.47%	11.16%	\$ 12.62		11.16%
2013-2024 (11 Year) Increase						\$ 32.74	65.94%		\$ 13.47	45.17%	58.15%	\$ 46.21		5.29%
2011-2024 (13 Year) Increase						\$ 47.36	135.20%		\$ 17.69	69.10%	107.29%	\$ 65.05		8.25%

¹ - 2,000 gallons of water use/month included in base rate.

EXHIBIT "B"

March 8, 2023 Board Meeting - Agenda Item G(1) - Approving Proposed Amendments to Our Updated Utility Rate Study in Conjunction With Setting a Date and Time For a Public Hearing on Those Amendments - ON THE CONSENT CALENDAR No Less!

From: <s4s@ix.netcom.com>
To: "Dent Matthew" <dent_trustee@ivgid.org>
Cc: "Schmitz Sara" <schmitz_trustee@ivgid.org>, "Tonking Michaela" <tonking_trustee@ivgid.org>, "Tulloch Ray" <tulloch_trustee@ivgid.org>, "Noble Dave" <noble_trustee@ivgid.org>, <sellingtahoe@sbcglobal.net>
Subject: March 8, 2023 Board Meeting - Agenda Item G(1) - Approving Proposed Amendments to Our Updated Utility Rate Study in Conjunction With Setting a Date and Time For a Public Hearing on Those Amendments - ON THE CONSENT CALENDAR No Less!
Date: Mar 5, 2023 1:28 PM

Chairperson Dent and Other Honorable Members of the IVGID Board -

Well here we have the same re-occurring problem surfacing its ugly head. As DJ Kahled would counsel, "here's another one."

As you will see, it's our staff (are you reading Gail?). Is our staff simply stupid? Or are they intentionally deceitful because they have a hidden agenda, and they see their jobs as achieving that agenda rather than doing what's right? In other words, given the ends, in their minds their deceitful means are justified. Lovely!

Because local resident Riner the Whiner and his band of lemmings accuse me of baseless claims criticizing our wonderful staff without facts, let's review the facts, shall we?

1. Artful Labeling of This Agenda Item: Staff want us to think this agenda item is nothing more than setting a date and time for a public hearing on proposed water/sewer rate increases. Not true. Staff want the Board to approve its proposed rate increases as well. A very, very different subject. So please understand this agenda item for what it really is. And that gives rise to its placement on the agenda.

2. Consent Calendar: Now that you know what this agenda item is REALLY all about, why would you keep it on the consent calendar? Staff's proposed modified water/sewer rate schedule needs to be discussed and hopefully modified. You can't do this on the consent calendar. Especially given this is not a "routine" matter. So please one of you Board members ask that this agenda item be transferred to the General Business calendar so it can be adequately discussed.

3. Staff Interference: Please understand that you DON'T have before you an impartial rate study prepared by an unbiased third party professional. HDR tells us very clearly that "the costs associated with providing water and sewer services...HA(VE) BEEN DEVELOPED BASED ON THE INFORMATION PROVIDED BY...DISTRICT" STAFF (see page 91 of the Board packet). In other words, Brad Underwood has intentionally INTERFERED with HDR's rate study because staff have a different agenda than what's just and fair for the residential customer. And why? Because Mr. Koorn doesn't want the District's commercial business enterprises to pay their fair share of water/sewer capital infrastructure and debt service requirements, nor what's just and fair insofar as the utility rates which are charged. And Mr. Koorn being the true professional that he is, has allowed himself to be played by his client. Because if he were to balk, look at all the future business he would be throwing away because he's not a team player.

Don't you recall when I attempted to reach out to Mr. Koorn to discover his intended scope of work in the very beginning and he refused to speak BECAUSE HE HAD BEEN SO INSTRUCTED BY MR. UNDERWOOD? So understand this dynamic for what it is!

4. Mr. Koorn is Nothing More Than a Hired Gun For Staff: This is what we call lawyers in the legal biz. Professionals who will compromise their integrity for money to become an accommodator for their client (you'd know about this Trustee Tulloch, wouldn't you?). Thank you Mr. Koorn! Don't you know that the law in Nevada is that public utility rates must be just and reasonable [see NRS 704.040(2)]? And free from discrimination and preference? Is that how you'd describe your rate recommendations? And if not, how do you reconcile the dichotomy?

5. I Take No Issue With HDR's Revenue Requirement Analysis: Comparing necessary revenues to projected expenses (see page 91 of the Board packet).

6. I DO Take Issue With HDR's Cost of Service Analysis: Its proportional distribution of revenue requirements to various customer classes (see page 91 of the Board packet).

7. I DO Take Issue With HDR's Rate Design Analysis: The level and structure of the rate design which proportionately and fairly generates the targeted level of revenues (see page 91 of the Board packet).

8. Examples of Mr. Underwood's Intentional Deceit: Mr. Underwood tells us that his proposed "utility rate increase(s are) based upon (the) average customer using 10,000 gallons per month for water (see page 83 of the Board packet). Really? Take a look at your most recent IVGID utility bill. There you will find, where I have found, where staff have represented that the median single family residential customer used only 1,629 gallons for the month. That's 16.3% of the volume represented by Mr. Underwood! Why the difference? And this admission means that there are hundreds if not thousands of single family residential customers who are using NEXT TO ZERO WATER, at least during winter months, if not beyond.

First, Mr. Underwood is using the massive water usage of the District's commercial businesses to come up with his "average" which skews the results. And in the District's favor.

Second and as such, this average is not limited to single family residential customers. Whereas there are over 8,000 District sewer and/or water customers, more than half are NOT single family residential owners/occupants. So why throw them into the mix for proportional rate purposes?

Third, the wastewater we provide to Clear Creek for irrigation purposes is NOT included in these totals. Why not? This omission skews the results even further insofar as the single family residential customer is concerned. And again in the District's favor.

Finally, there is a difference between "average" and "median." Median is far more indicative of the truth. And Mr. Underwood knows this.

So like I asked. Stupid or intentionally deceitful?

9. Another Example of Mr. Underwood's Intentional Deceit: He has told us that the additional \$2 MILLION we have been paying for sewer since 2012 to fund replacement of Phase II pipe which are part of the effluent pipeline, will not increase after we bond to fund that replacement. But Mr. Koorn tells us that "with the addition of new long term debt, to fund the effluent pipeline project...annual debt service payments (will) increase in total to approximately \$2.8 Million by FY 2028 (see page 98 of the Board packet). I don't know where Mr. Koorn got his financing numbers in order to come up with his \$2.8 Million estimate, but let's assume his estimate is accurate understanding that debt service costs may very well be

higher in today's environment of higher interest rates. That means our sewer rates need to increase more than the \$2 Million annually we have been paying (by at least \$800K).

So like I asked. Stupid or intentionally deceitful?

10. The Increase in Rates Over the Last Ten Years: 2013 single family monthly residential water rates, without consideration of any water consumption whatsoever, were \$24.63. Under proposed 2023-24 monthly water rates, again without consideration of any water consumption whatsoever, staff recommends an increase to \$37.89. That's a 53.84% increase or roughly an average 5.38%/year increase, each and year, over the last ten years. And this doesn't include the increase in water consumption rates from \$1.28/thousand gallons to \$2.15/thousands gallons.

2013 single family monthly residential sewer rates, without consideration of any water consumption whatsoever, were \$39.25. Under proposed 2023-24 monthly sewer rates, again without consideration of any water consumption whatsoever, staff recommends an increase to \$68.14. That's a 73.6% increase or roughly an average 7.36%/year increase, each and year, over the last ten years.

11. The Problem Here is Not Revenue Increases, But Rather, Continuation of the Current Rate Structure: HDR admits that it has continued the current rate structure (see page 83 of the Board packet). And its justification is twofold. First, "the objective of the cost of service analysis is (something) different (than simply) determining the revenue requirement" (see page 95 of the Board packet). And second, "the costs associated with providing water and sewer services...has been developed based on...information provided by" staff (see page 91 of the Board packet). Thus this rate determining exercise is as much a problem as going through the budget process by starting out with last year's operational BASELINE. All the faults of the baseline budget are swept under the rug starting with this year rather than being critically analyzed. Here by embracing the current water/sewer rate structure, all of its faults are swept under the rug rather than being critically analyzed. I want you the Board to critically analyze the District's current water/sewer rate structure.

What follows are the problems I find with that rate structure. And those are the ones which need to be modified. Some are very simple. Others are not. But at the end of the day each and every one results in additional revenue which translates into a lower rate increase.

12. The Lack of Standby Service Charges to Those Parcel Owners Who Are Not Current Water/Sewer Customers: How many vacant parcels are there in the district? How many don't have water or sewer connections? How many aren't water or sewer customers? I think you're going to come up with a number of about 225. So why isn't HDR suggesting that these parcel owners pay something for their availability to use the District's water and/or sewer systems on their time schedules rather than ours? Once these landowners become water and/or sewer customers and they pay like the rest of us, their standby service charges can be removed. But until then, why not now?

13. The Failure to Recover Defensible Space Fees: Closely related to the absence of standby service charges (see above), are the absence of defensible space charges. Every parcel which is a water customer is charged a monthly defensible space charge (\$1.05). This is the District's means of raising \$100K of the \$200K annually (the other \$100K comes from our Rec Fee - Community Services) necessary to pay NLTFPD for creating/maintaining our halo of protection around Incline Village/Crystal Bay against a massive forest wild fire! The issue isn't whether vacant property owners have any improvements capable of being destroyed by a major wild fire. But rather, whether everyone is paying his/her/its fair share. Here these property owners pay NOTHING. Isn't it time they pay like the rest of us?

14. Wastewater For Irrigation Rates: I have written to you and past Boards on a number of occasions about the nonresidents in distant places who are using our treated wastewater for their irrigation needs. And they are paying a fraction of what we are paying for our irrigation. This is because of a back room deal negotiated by former Public Works Director Joe Pomroy, Clear Creek, and some living trust user close to Clear Creek (I can't remember the name off hand).

And there may be other users as well - we just don't know (why don't you Board members ask Mr. Underwood?). The added income we get from these users is next to nothing and it is nowhere near our cost to extend our effluent pipeline to deliver wastewater to our wetlands in Carson City. Yet if we didn't provide this water to these users, they would be paying many, many times what they are paying now to one or more municipal providers. So why aren't we making these users pay their fair share? Why do we do nothing even though everyone knows that staff had and has no authority to be entering into contracts to sell water/sewer services/products (like wastewater) to these users? We're about to spend quite a bit of money to upgrade our ability to discharge our wastewater and make it available to be used by Clear Creek and company. So why aren't these users being charged their fair share? And for many years to come into the future (their rates are locked in, whereas ours change every year)?

15. Admin Charges Based Upon Our Customer Being an "Account" Versus a "Customer:" One of the components of our water rates is an administration charge. But rather than charging each and every user or EDU an admin charge, the District only assesses "accounts." So all the condos, PUDs and apartments in town that receive their billings as a single account rather than the number of EDUs represented by that account. Like Tyrolean Village with 227 or so EDUs which is charged only one admin charge because it is billed as a single "account." I know what you're going to say but please understand the admin services provided to each account are the same or even less than those provided to the EDUs included within that account. Please don't point to the water/sewer bills we send out which are approximately half the number of EDUs. Because we outsource all water/sewer billings and the savings in billing costs are essentially nonexistent. So the admin costs to us insofar as the 227 utility customers we have in Tyrolean Village are the same as the account to which they are billed.

You need to press staff to learn exactly what services the admin charge really pay for. And then to compare those to the services realized by the typical residential water/sewer customer/ I did this some years ago with Joe Pomroy. It turned out the minimal services provided were the same. Which means Tyrolean Village should be billed 227 or more admin charges versus the one it is currently being charged. And.BTW, if you were to look at the Tyrolean Village water bill you would discover it is charged 227 or more defensible space charges/month even though it is billed as a single "account." Therefore there is no reason why a single account with multiple EDUs like this one cannot be charged multiple admin charges. And it should!

16. Backflow Prevention Device Inspection Charges: The District requires every water user with boiler heating or irrigation to have installed at least one backflow prevention device. And those devices are required to be inspected yearly. I don't take issue with any of this so far. However, the District is charging TOO MUCH for this service it performs in house. Yet Mr. Underwood admits "there are no recommended changes to" his department's "fee schedule" (see page 84 of the Board packet), These inspection fees have been the subject of "creep" over the last several years and now total \$65/device. Which means that if you are a single family residential customer and you have multiple backflow prevention devices, you are charged multiple inspection fees even though those inspections are all part of the same inspection trip. Is that just?

The District should NOT be making a profit on these mandatory inspections. We know they're making a profit because there are a couple of private competitors in the community who are able to provide the same inspection services FOR LESS. And if they can charge less, why can't our in-house inspectors do the same thing? Maybe it's time we have an independent investigation and recommendation by a consultant insofar as the District's actual costs to provide this service? And then the result becomes the modified charge.

17. ELIMINATE The Public Service Recreation Exemption: This is the biggest inequity perpetuated by maintaining the current rate structure. Go to section 2.40 of our Water Ordinance No. 4: There you will find this exemption. And what is it? A little preference staff have created for THEMSELVES which exempts our as well as many of our special interest collaborators' various recreational venues, from paying excess water charges like the roughly 125 or so single family residential customers who irrigate landscaping pay. Let me put this in perspective. Judy and I have landscaping so

during the summer months we typically consume 30+ thousand gallons of water for a couple of billing periods. So some of our water use (that in excess of 20K gallons) is billed at a much higher rate. And why? According to the party line, allegedly as an incentive for us to conserve water..Now let's compare this use to the millions of gallons of water used by Diamond Peak for snowmaking in a monthly billing period. Or the millions of gallons used by our two golf courses for irrigation purposes in the summer months. Or who knows how much is used by the high school to water its athletic fields? Or the various athletic fields and Preston Field which are used by the general public as a whole? Or Incline Park which is used by the middle school as its athletic field? Or the county's east/west parks at either end of Lakeshore Blvd? Or how about the irrigation needs of Incline and Burnt Cedar beaches notwithstanding they are NOT "accessible to the public" and thus DON'T technically qualify for the exemption (and nevertheless, they receive the exemption)?

Do you realize that staff report that 70% of all water used in the District is used for irrigation purposes? Go to pages 414-427 of the minutes of the Board's November 9, 2022 meeting. There you will see where staff admit this fact. This means that in reality, the District's commercial businesses are using in excess of 55% of all District water use for THEIR irrigation purposes. Yet they are paying but a fraction of the costs to deliver this volume of water. This fact will have more relevance once we examine the UNfairness of Mr. Koorn's proportionality assumptions..

None of these users has any incentive whatsoever to conserve water and their waste is many thousands of times that of Judy/I. Why hasn't Mr. Koorn addressed this exemption? What is his justification for perpetrating the preferential water rates IVGID's commercial businesses and their favored collaborators benefit from to the detriment of the rest of us? Make him explain his reasoning in public because I think you're going to learn that this was a given thrust upon him by our wonderful staff because the latter have their own interests in mind rather than those of the public. Why don't you ask Mr. Koorn how many of his other public utility clients have preferences like this one incorporated into their utility rate schedules? You need to eliminate this preference. And when you do you will see that its elimination will generate millions of dollars more which can reduce the water rates the single family residential customer pays. And then we won't have to get into the discussion about how much is too much to be increasing water rates to commercial irrigation customers [i.e. a meaningless \$2.65/thousand gallon units to the commercial customer versus \$2.15/thousand gallon units to the single family residential customer (see page 97 of the Board packet)].

Is the elimination of the Public Service Recreation Exemption going to increase the operational costs at the District's various recreational venues? You bet. Is that going to create more of a loss than the loss staff currently report? Yes it is. Is that loss going to require more of a subsidy from our RFF/BFF? Sure. But maybe then when people see how much of a REAL subsidy they are paying, they'll start objecting?

18. The Capacity Adjustment Factor ("CAF") Needs Revision: Staff attempt to come up with an adjustment factor which allegedly makes its excess use of water fair when compared to the use of the single family residential customer. It's called the CAF which adjusts capital and base rates, and grants excess water usage before excess water charges kick in. The CAF is based upon the diameter of a user's water meter. But this methodology is NOT fair because it doesn't equitably pass on the real added costs to those users who place the greatest demands on our public water/sewer systems. For instance, Diamond Peak has a 10" diameter water meter which provides water for snowmaking. Because of the larger diameter, the District pays 76.65 times the CIP cost the single family residential water customer pays. But remember that the median single family residential water customer uses 1,629 gallons of water/month. Diamond Peak uses MILLIONS leading up to and during regular season. The infrastructure costs to create/maintain a system which is capable of furnishing the water needs of Diamond Peak, when compared to those of the single family residential customer, is infinitely more than the 76.65 times charged. And so on, and so forth.

The diameter of one's water meter doesn't adequately take into account the real add'l costs and capital requirements some of our users place on the public's water/sewer systems. And it needs to! Just look at the toilet use at the Diamond Peak base lodge. How many times are they flushed during a busy weekend? Now compare those flushes to those of the median single family residential user Especially the 60% or more who reside elsewhere. When does the single family

residential user demand 100% of the volume of water that can pass through his/her water meter? When does Diamond Peak? Why then use the diameter of a water customer's water meter, which measures the maximum volume of water which passes, as the methodology measure? I think there needs to be a CAF multiplier. It's just that the one we use is woefully inadequate. If you examine what the AWWA recommends, where as here we have historical data of substitute as a methodology, that's a fairer methodology. So why don't we? And why didn't Mr. Koorn recognize this and suggest a fair methodology?

19. Commercial Customers' Water Capital Improvement Costs ("CICs") Should be Increased Based Upon Their Actual Historical Water Use: What are the water infrastructure requirements commercial customers like IVGID place on the public's water system? How about up to 40 million gallons of water for snowmaking use (just) in a season of 2-3 months just at Diamond Peak (see the District's Public Works Newsletter for December 2018)? Or IVGID's two Lake Tahoe golf courses, each of which typically uses 75 million gallons per year in irrigation water (see the District's Public Works Newsletter for December 2018)? Or water pumps capable of pumping as much as 3,000 gallons/minute [half of IVGID's system wide capabilities from Lake Tahoe (see the District's Public Works Newsletter for December 2018)], just for Diamond Peak snow-making? Or water tanks capable of storing as much as 3 million gallons just for Diamond Peak snowmaking (see the District's Public Works Newsletter for December 2018)? Or a water system that can feed sixty-five percent (65%) of the 4.6 million gallons used community wide during (just one) 24-hour period (at) Diamond Peak for its snowmaking (see the District's Public Works Newsletter for December 2018)? Or the staff coordination necessary for your Public Works water staff to stay in close contact with Diamond Peak's snowmaking staff (see the District's Public Works Newsletter for December 2018)? Commercial customers' demands on the public's water system are legion compared to those of the median residential customer. And so are the capital infrastructure requirements. So why then is IVGID only being assessed a maximum of 76.65 times the CIC costs the residential customer is charged? When Diamond Peak is using over 1,500 times the water the typical single family residential customer uses. Is this just and reasonable Mr. Koorn? Because it is not, I suggest relying upon historical water use data available to IVGID staff to base CIC costs on (i.e., the volume of water actually consumed compared to the 1,629 gallons the median single family residential customer uses in a month).

So there you go. The problem with the water/sewer rate increase recommendations Mr. Koorn has made is the Current Rate Structure he proposes perpetuating. Here I've given the Board a roadmap to address the deficiencies of that structure. Please travel the roadmap to come up with just and reasonable rates [this is the legal standard - see NRS 704.040(2)], especially insofar as the single family residential customer is concerned, before you start passing resolutions which declare the Board has already found that the current faulty rate structure should be perpetrated.

Respectfully, Aaron Katz

**WRITTEN STATEMENT TO BE ATTACHED TO AND MADE A PART OF THE WRITTEN
MINUTES OF THE IVGID BOARD'S REGULAR JUNE 14, 2023 MEETING – AGENDA
ITEM G(4) – APPROVAL OF STAFF'S REQUEST TO PARTNER WITH THIRD PARTY
FOR ITS SHARKFEST EVENT, HAVING NOTHING TO DO WITH THE REASONS
FOR THE DISTRICT'S EXISTENCE**

Introduction: Well “here’s another one” according to my friend DJ Khaled¹! I keep telling the IVGID Board and the public that the District is not being properly managed² and as a consequence, the facilities and services it furnishes can and should be more efficiently and fairly provided by another district³. or Washoe County. or more preferably, IVGID should simply be dissolved³ altogether! However in the interim, and in order to provide evidence in support of dissolution, let’s examine another example of the waste, mismanagement, and an “ends justifying means” mentality which permeates the District and in the end costs local parcel/dwelling unit owners dearly. Here it’s staff’s request it be allowed to “partner” with a third party, one that doesn’t legally exist no less, in the latter’s Sharkfest event scheduled to take place at Sand Harbor Beach on August 13, 2023. And that’s the purpose of this written statement.

My E-Mail of June 10, 2023: On June 10 2023 I sent the Board an e-mail⁴ advising members of my objections to staff’s proposed co-sponsorship of a Sharkfest event at Sand Harbor Beach on August 13, 2023 under the guise it may generate a whopping \$720 or less which can be used to

¹ Go to <https://www.djkhaledofficial.com/>.

² NRS 318.515(1)(a) and 318.515(3)(a)-(d) instruct that “upon notification by the Department of Taxation or upon receipt of a petition signed by 20 percent of the qualified electors of the district, that...a district of which the board of county commissioners is not the board of trustees is not being properly managed...the board of county commissioners of the county in which the district is located shall hold a hearing to consider...(a) adopt(ion of) an ordinance constituting the board of county commissioners, *ex officio*, as the board of trustees of the district; (b) adopt(ion of) an ordinance providing for the merger, consolidation or dissolution of the district...(c) fil(ing) a petition in...district court for the...appointment of a receiver for the district; or, (d) determin(ing) by resolution that management and organization of the district...remain unchanged.”

³ NRS 318.490(1)-(2) instruct that “whenever a majority of the members of the board of county commissioners...deem it to be in the best interests of the county and of the district that the district be merged, consolidated or dissolved, or if the board of trustees of a district, by resolution...agrees to such a merger, consolidation or dissolution, the board of county commissioners shall so determine by ordinance, (that)...(b) the services of the district are no longer needed or can be more effectively performed by an existing unit of government (or)...that the district should be dissolved, merged or consolidated.”

⁴ That e-mail is attached as Exhibit “A” to this written statement.

financially “support...(Veteran’s) Club Mission areas.”⁵ Rather than again reciting those reasons for my opposition, the interested reader can read the attached e-mail for him/herself.

Evidence Enviro Sports Productions, Inc. Does Not Legally Exist: it has been dissolved. Written evidence of that dissolution is attached as Exhibit “B” to this written statement. So how can the public deal with such a non-person? And why didn’t our professional staff learn of this non-capacity at the earliest instance?

Evidence Enviro Sports is Already Advertising the Fact the IVGID’s Veteran’s Club is a Proud “Partner” of the Event: See that advertising which is attached as Exhibit “C” to this written statement. Why ask for the public’s consent if you’re going to move forward as if you obtained that consent when you really didn’t? Who’s running this show?

Evidence the Application to Nevada State Parks For Permission to Hold This Event is Deceitful: See that application which is attached as Exhibit “D” to this written statement. Look at the pre-requisites and our various mis-statements and omissions. And we have professional staff?

Conclusion: Because staff refuse to curb overspending, each year they budget to plug the recreational facilities financial shortfall caused by that overspending in the Community Services Fund. And part of that overspending is for projects such as the one the subject of this written statement. Which has little if anything to do with furnishing recreational facilities to those local parcels which are assessed Recreation Facility Fees (“RFFs”). And everything to do with benefitting special interest groups at local property owners’ expense.

The staff memo in support of this agenda item gives the Board the option to “not approve collaboration between the IV/CB Vets Club and EnviroSports.”⁶ For the reasons provided, that’s exactly what the Board should do.

And You Wonder Why the RFF and the BFF Which Pay For All the Waste Local Parcel/Dwelling Unit Owners Are Forced to Involuntarily Pay For is Out of Control? I’ve now provided more answers.

Respectfully, Aaron Katz (Your Community Watchdog Because Nearly No One Else Seems to be Watching).

⁵ See page 859 of that packet of materials prepared by staff in anticipation of this June 14, 2023 meeting [“the 6/14/2023 Board packet” (go to https://www.yourtahoeplace.com/uploads/pdf-ivgid/G.4._._General_Business._._Veterans_Club._._Sharkfest.pdf)].

⁶ See page 860 of the 6/14/2023 Board packet.

EXHIBIT "A"

June 14, 2023 IVGID Board Meeting - Agenda Item G(4) - Possible Approval of Co-Sponsorship of 2023 Sharkfest Event - With an Entity WHICH DOESN'T EVEN LEGALLY EXIST1 Thank You Less Than Competent Staff.

From: <s4s@ix.netcom.com>
To: "Dent Matthew" <dent_trustee@ivgid.org>
Cc: "Schmitz Sara" <schmitz_trustee@ivgid.org>, "Tonking Michaela" <tonking_trustee@ivgid.org>, "Tulloch Ray" <tulloch_trustee@ivgid.org>, "Noble Dave" <noble_trustee@ivgid.org>
Subject: June 14, 2023 IVGID Board Meeting - Agenda Item G(4) - Possible Approval of Co-Sponsorship of 2023 Sharkfest Event - With an Entity WHICH DOESN'T EVEN LEGALLY EXIST1 Thank You Less Than Competent Staff.
Date: Jun 10, 2023 10:14 AM

Chairperson Dent and Other Honorable Members of the IVGID Board -

Well here we go again.

Garbage like this keeps happening over and over and over again. Another example of stupid, stupid, stupid. Thank you very much Indra and Sheila and Jennifer Moore!

The problem is the same. OUR STAFF! These people don't understand what a GID really is. They don't understand the limited powers of GIDs. They don't understand why we exist as a GID. They don't know how to speak the truth because to them, the ends justify the means. They don't have enough work to do to justify their over compensation and over benefits. So they use their under utilized time for garbage endeavors like this one. And then they don't share the truth and everything but the truth. They have a perception that it's not what they can do for their IVGID. It's what IVGID can do for them. So they use the rest of us for their personal agendas. And for what?

Maybe, possibly, conceivably "\$6 per swim participant to be used as support for Club Mission areas" [see page 859 of the Board packet]? And maybe, possibly, conceivably 120 paying participants [see paragraph 12 at page 863 of the Board packet]? For a maybe, possible, conceivable \$720? ARE YOU FOR REAL SHEILA? The staff time you and Jennifer Moore have spent on this endeavor, I am certain, greatly EXCEEDS \$720. And anyone reading this e-mail wonders why we continue to lose nearly \$7 million annually, year after year, wasting our time on garbage like this? Well now we have another example. Just like my friend DJ Khaled tells us!

So the first thing I ask is that the Board PULL THIS AGENDA ITEM because it does not comply with Policy 3.1.0. Policy 3.1.0 which instructs that "no matter shall be heard or acted upon without ALL ACCURATE AND RELEVANT MATERIALS being published with the initial publication of the Board packet. If materials are inaccurate or MISSING, the agenda item will be deferred (or) delayed..." For the reasons which follow, the relevant materials provided are inaccurate and necessary relevant materials are missing.

The staff memo states that staff intend to "provide (IVGID's) insurance...in the amount of \$1 million/\$2 million." Okay. Where is the evidence of that insurance? If we go to page 867 of the Board packet we see a certificate of insurance endorsement issued by Hub International Services in favor of Enviro-Sports Insurance. But where is our certificate of insurance endorsement? Compare this missing insurance certificate to paragraph 21 of Exhibit "C" which states "to receive a permit you must have...proof of insurance with attached endorsement. ALL BUSINESS NAMES ON LICENSE, INSURANCE AND PERMIT MUST BE THE SAME." The proposed permit lists IVGID as the applicant. But there is no evidence of IVGID insurance. In other words, the Board packet is inaccurate and it is missing relevant materials. The item needs to be pulled from the agenda.

Moreover, there is no mention of the additional cost we're going to incur to secure such a certificate. Is there a cost Sheila?

Moreover, where is the agreement between Enviro-Sports and IVGID which assures us that we're actually going to be paid "\$6 per swim participant?" Are we supposed to take Dave Horning's word for it? Can we even contract with someone who does not legally exist (see the two paragraphs down). Assuming arguendo such an agreement were to surface, how much would we be paying Josh to review the same? I suspect a lot more than the projected \$720 or less of revenue!

Moreover still, the entry form has a release and waiver of liability purportedly in favor of IVGID and the Veteran's Club in particular. Shouldn't Josh be reviewing the same to ensure we're adequately protected? Or has he? And how much is this going to cost the public? Can you imagine if a participant were to be severely injured or die and they/their family were looking for people to sue? And when they learned that Enviro-Sports didn't exist and the promoter on paper was IVGID, who do you think they would sue? And for what?

Moreover still, David Horning's Enviro-Sports DOESN'T EVEN LEGALLY EXIST! Check the Secretary of State's web site. Enviro-Sports was dissolved on June 30, 2021! No wonder it can't legitimately apply for a permit from the Nevada State Parks ("do you have a valid State business license"). So they're going to use IVGID as a conduit to do what they themselves cannot legally do. HOW STUPID OF OUR STAFF! Didn't they even take the time to do some minimal research to determine whether Enviro-Sports legally existed? Or was capable of securing a business license from the State? Doesn't this sound eerily reminiscent of when Incliners used IVGID to avoid paying sales tax on the catering it was purchasing for its monthly meals from Crosby's? Like I said. What can IVGID do for us?

Moreover still, the permit application is UNTRUE. Thank you very much Jennifer Moore. Look at paragraph 14 to the application. Have you ever before had a permit with State Parks before? Jennifer Moore says "yes." I suspect the accurate answer is "no," and here's why. In the space below she clarifies that "the Boy Scouts previously submitted the application from 2013-2021." That's NON-RESPONSIVE Ms. Moore. The application asks if IVGID has ever before had a permit? Not whether the Boy Scouts have. Why don't you tell the truth? Why don't you go back to the Boy Scouts and have them be Enviro-Sports' partner? So is the omission of these niceties Inadvertent? Negligent? Or deceitful?....

If you go to the web site for Nevada State Parks (<https://parks.nv.gov/fees/group-use-special-commercial-use>), you will see that the fee for this event is normally "\$400 plus entrance fee per vehicle." But the event promoter and Ms. Moore want to deceive the State into believing this is a "fundraising" event by a NON-PROFIT (i.e., us). NO IT ISN'T Sheila. It's a commercial for profit venture by Enviro-Sports which doesn't even legally exist in Nevada. Inadvertent? Negligent? Or deceitful?....

Moreover still, the application for this permit had to be submitted prior to April 15, 2023. If you go to the web site for Nevada State Parks web site you will find the following at the bottom of the page: "Please note that Lake Tahoe Nevada State Park (Sand Harbor, Spooner, Cave Rock and Van-Sickle) only accepts permit applications from October 1 to April 15." Our professional staff is already TOO LATE. That is, assuming they have not already submitted an application. Have they? Let's find out!

Moreover still, the Nevada State Parks web site states " Please submit your application 60 days prior to the activity or event." Well, technically we're too late! 60 days prior to the event is June 13, 2023 (the event is publicized for August 13, 2023). If this agenda item were to be approved by the Board, formal application could not be submitted prior to June 15, 2023. We're TOO LATE!

But there's something even far more nefarious at play here. Go to Enviro-Sports' web page for this event:

<https://raceroster.com/events/2023/63597/2023-lake-tahoe-sharkfest-swim>. Scroll down to the bottom of the page and look at who the event partners are. Surprise! THE IV AND CB VETERANS CLUB. And then when you press the link provided, it takes you to the IVGID web site. Wait a minute. The Board hasn't even approved the subject request. So why is Enviro Sports telling the world that we are an official event partner? Inadvertent? Negligent? Or deceitful?....

Everything about this agenda item STINKS including our staff who put it on the agenda! If Veterans Club members want to donate their time, that's fine. But why involuntarily involve the rest of us? If the Veterans Club wants to raise a couple of hundred dollars so they can "support...Club Mission areas," make your own contributions. Why involuntarily involve the rest of us? Bueller? Bueller?

Look at the staff time which has ALREADY been spent on this endeavor. How much time has Jennifer Moore spent? Who typed up the application? Who prepared the staff memo and exhibits? Who will appear at the upcoming Board meeting to argue in favor of its passage? As indicated, who will review the so called agreement with Enviro-Sports which guarantees us payment? We don't have enough pages in our Board packet so we need to add an additional 8 pages of this garbage? Our Board meetings aren't long enough and crammed with so much extraneous stuff, that we need to extend the time by considering something like this? Are you for real? Another example of staff incompetence and a lack of internal controls. When is the Board going to learn? When is it going to put an end to this incompetence and waste which permeates essentially everything this District does?

And why has Indra allowed this matter to be placed on the agenda? Because I think he is trying to appease another special interest group in town so that when it comes time for the community to support him, he will be able to point to this quid pro quo event. Thank you Indra.

KILL THIS AGENDA ITEM. Respectfully, Aaron Katz

EXHIBIT "B"

ENTITY INFORMATION

ENTITY INFORMATION

Entity Name:

ENVIRO SPORTS PRODUCTIONS INC

Entity Number:

E0275952013-3

Entity Type:

Domestic Corporation (78)

Entity Status:

Dissolved



Formation Date:

06/04/2013

NV Business ID:

NV20131337076

Termination Date:

Perpetual

Annual Report Due Date:

6/30/2021

REGISTERED AGENT INFORMATION

Name of Individual or Legal Entity:

INCORP SERVICES, INC.

Status:

Active

CRA Agent Entity Type:

Registered Agent Type:

Commercial Registered Agent

NV Business ID:

Office or Position:

Jurisdiction:

NEVADA

Street Address:

3773 HOWARD HUGHES PKWY STE 500S, Las Vegas, NV, 89169 - 6014, USA

Mailing Address:

Individual with Authority to Act:

Karla Vazquez, President

Fictitious Website or Domain Name:

OFFICER INFORMATION

VIEW HISTORICAL DATA

Title	Name	Address	Last Updated	Status
President	DAVID HORNING	PO BOX 1040, STINSON BEACH, CA, 94970, USA	05/01/2019	Active
Secretary	WENDY HUNT	PO BOX 318, STINSON BEACH, CA, 94970, USA	05/01/2019	Active
Treasurer	FRANK WASUTA	37 YOLANDA DR., SAN ANSELMO, CA, 94960, USA	05/01/2019	Active
Director	KEN PRESTON	5 KILMER CT., MILL VALLEY, CA, 94941, USA	05/01/2019	Active

Page 1 of 1, records 1 to 4 of 4

CURRENT SHARES

Class/Series	Type	Share Number	Value
No records to view.			

Number of No Par Value Shares:

1000

Total Authorized Capital:

1,000

[Filing History](#)

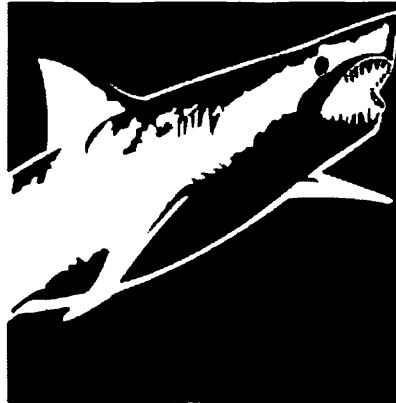
[Name History](#)

[Mergers/Conversions](#)

[Return to Search](#)

[Return to Results](#)


EXHIBIT "C"




2023 Lake Tahoe Sharkfest Swim
12th Annual

[REGISTER \(/EVENTS/2023/63597/2023-LAKE-TAHOE-SHARKFEST-SWIM/REGISTER?REF=EVENT-RIGHT-SIDEBAR\)](/EVENTS/2023/63597/2023-LAKE-TAHOE-SHARKFEST-SWIM/REGISTER?REF=EVENT-RIGHT-SIDEBAR)

[BUY AS A GIFT \(/EVENTS/2023/63597/2023-LAKE-TAHOE-SHARKFEST-SWIM/GIFT-REGISTRATION?REF=SIDEBAR\)](/EVENTS/2023/63597/2023-LAKE-TAHOE-SHARKFEST-SWIM/GIFT-REGISTRATION?REF=SIDEBAR)

 Sun, August 13, 2023
8:30 AM PDT

Add to calendar ▾

 Sand Harbor State Park, 2005 Nevada 28, Incline Village, NV 89451
(<https://www.google.com/maps/search/?api=1&query=39.19849780,-119.93225410>)

 Visit Website  (<http://sharkfestswim.com>)

 Follow  Share

 Follow

Race Roster uses first and third party cookies to better understand your preferences, to offer you an optimal user experience, to keep track of your statistics, and to be able to collect your feedback. By clicking "accept" or by continuing browsing this website you consent to the use of cookies. [Read more about the cookies here \(https://raceroster.com/legal/cookie-statement\)](https://raceroster.com/legal/cookie-statement).

COOKIE SETTINGS

ACCEPT



Sharks in Lake Tahoe? Card Sharks maybe, although you may see other aquatic species in the crystalline clear waters of Lake Tahoe. Sand Harbor State Park located on the northeast shore of the lake offers both comfortable water and air temperatures this time of year, making it a perfect swim venue. The 1-mile swim will start at the beach next to the boat ramp, swim out through the unique rock formations and finish at the south end of the park's Main Beach. This swim is particularly special, as it takes place at the most stunningly beautiful, boulder-strewn area of Lake Tahoe. The event is limited to 300 participants, so don't wait to register!

PLEASE NOTE: *This swim is not for novices.* This event is for experienced open-water swimmers only. You should be able to swim one mile comfortably in a pool in under 40 minutes.

Registration fees

Adult

Price changes in 1 month 2 days

18 and Over

~~\$70.00~~

Race Roster uses first and third party cookies to better understand your preferences, to offer you an optimal user experience, to keep track of your statistics, and to be able to collect your feedback. By clicking "accept" or by continuing browsing this website you consent to the use of cookies. [Read more about the cookies here \(https://raceroster.com/legal/cookie-statement\)](https://raceroster.com/legal/cookie-statement).

~~\$80.00~~

Nov 1 – Apr 30

\$90.00

Now registering May 1 - Jul 12

REGISTER (/EVENTS/2023/63597/2023-LAKE-TAHOE-SHARKFEST-SWIM/REGISTER?EVENT=205204)

\$100.00

Jul 13 – Aug 13

Youth

Access code only

Price changes in 2 months 2 days

Youth 17 and under must be registered by an adult, email us at info@envirosports.com for a special link

\$30.00

Early Bird Pricing

Now registering Aug 16 - Aug 12

I HAVE AN ACCESS CODE

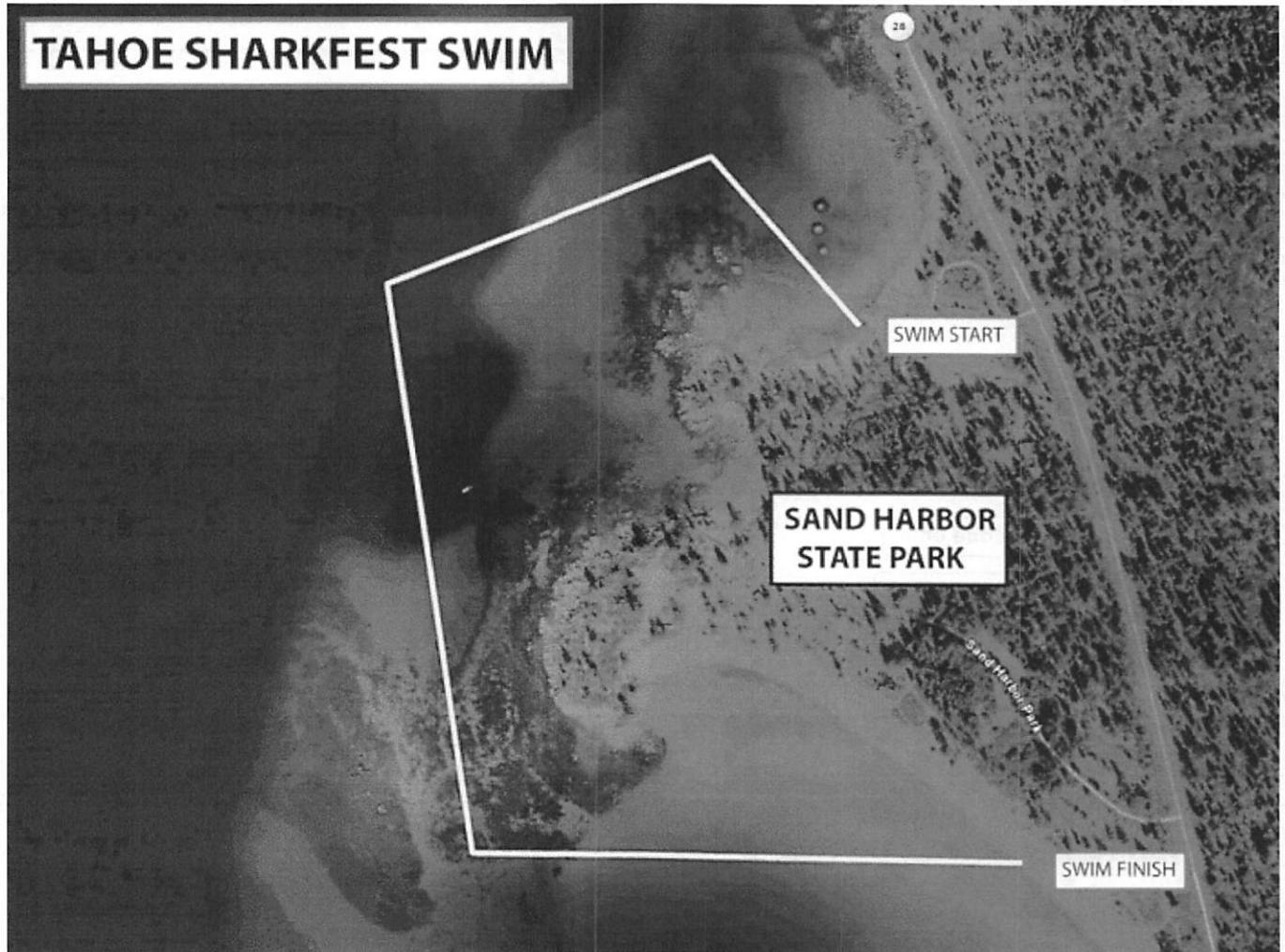
\$40.00

Aug 13 – Aug 13

Course Map

DISTANCE: 1 Mile

Race Roster uses first and third party cookies to better understand your preferences, to offer you an optimal user experience, to keep track of your statistics, and to be able to collect your feedback. By clicking "accept" or by continuing browsing this website you consent to the use of cookies. [Read more about the cookies here \(https://raceroster.com/legal/cookie-statement\)](https://raceroster.com/legal/cookie-statement).



Event Details

WATER TEMP: ~65-70° F

COURSE CUT-OFF TIME: 45 minutes

INCENTIVES: T-Shirts for all participants. Sharkfest Swim Medals for top three finishers in each age group (wetsuit & non-wetsuit combined). Personalized award plaques will also be mailed to the first place overall female and male finishers. (wetsuit & non-wetsuit combined).

AGE GROUP BREAKDOWN: Male and Female: 9-10, 11-12, 13-14, 15-17, 18-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, 85-89, 90-94, 95-100!

RACE DAY DETAILS: An email with all the race day details will be sent to all registered participants and posted online here 1-2 weeks prior to event day. Please check back for any updates and the full race day itinerary.

PARKING: Parking is available in Sand Harbor State Park for \$10/per vehicle for NV residents and \$15/per vehicle for out of state. All cars must park in the South Beach Parking Lot. You will be directed by signs to this lot which is where the swim check-in and finish area are located. There will be a short walk from there to the swim start. **FYI dogs are NOT allowed in the park during the summer months.**

CANCELLATIONS: Registrations are non-refundable, unless you purchased the opt-in refund protection during check-out, in which case you can file a claim online here (<https://www.fanshield.com/file-a-claim>). If you did not purchase the refund protection and you can no longer participate in this event, you may receive a rollover credit (minus a \$20 processing fee) toward a future event as long as you let us know by **July 13, 2023**. After that date, a doctor's note is required to receive a credit.

Travel & Accommodations

(<https://www.gotahoenorth.com/lodging/>)GoTahoeNorth.com Lodging Listings for Lake Tahoe
(<https://www.gotahoenorth.com/>)

Reno-Tahoe International Airport (<https://www.renoairport.com/>)

Event Partners

Incline Village/Crystal Bay Veterans Club. (<https://www.yourtahoeplace.com/parks-recreation/programs/senior-programs/ivcb-veterans>)



Nevada Department of Wildlife
(<http://www.ndow.org/>)




(<http://parks.nv.gov/parks/sand-harbor/>)

Event schedule

Race Roster uses first and third party cookies to better understand your preferences, to offer you an optimal user experience, to keep track of your statistics, and to be able to collect your feedback. By clicking "accept" or by continuing browsing this website you consent to the use of cookies. **August 13 8:30 AM PDT - Race Start**
Read more about the cookies here (<https://raceroster.com/legal/cookie-statement>).

Contact information

Event contact	Enviro-Sports
Email	info@envirosports.com (mailto:info@envirosports.com?subject=Inquiry: 2023 Lake Tahoe Sharkfest Swim - EID: 63597)
Phone	+1 415-868-1829
Website	Visit website  (http://sharkfestswim.com)

© 2023 Race Roster. All rights reserved.

[Privacy Policy \(/legal/privacy-policy\)](/legal/privacy-policy)

[Terms of Service \(/legal/tos-for-event-registrants\)](/legal/tos-for-event-registrants)

[Contact us](#)

EXHIBIT "D"

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Wayne Shackford	891 Donna Dr., IV. // 120056	6/14/23
Jason Matthews	891 Donna Drive, IV NV 21617265	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

Charlie White	# 1157782 172 Tramway Rd	6/12/23
---------------	-----------------------------	---------

Tim Callahan	# 1194969 170 Mayhew Cir.	6/15/23
--------------	------------------------------	---------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

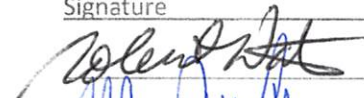

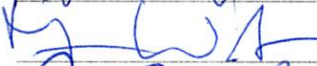


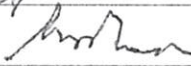
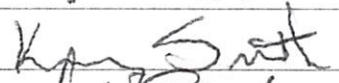
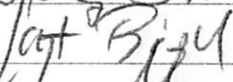

Tia White	#2005367 172 Tramway Rd	6/14/23
<i>flatto</i>		

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

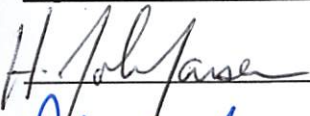

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	ROBERT WATSON	361 Country Club Dr.	6/12/23
	Mark Geweke	30 Crystal Dr.	6/12/23
	MARIA WATSON	361 Country Club Dr	6/12/23
	JAMES NOACK	933 Northwood #14	6/12/23
	Mick Hansen	986 Ches Court	6/13/23
	Steven Ross	933 Northwood #4	6/14/23
	KENNY SMITH	928 LAKESIDE	6-14-23
	SCOTT BIETH	678 14th Green	6/14/23
	MIKE CORNELL	612 VILLAGE BLVD	6-14-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	John Jansen	511 ALPINE VIEW DR # 279937	6-12-23
	Patricia Jansen	511 Alpine View DR # 279936	6-13-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
------	---------------------------------	------

Ann Valdes	1068 Millcreek Road	6/10/23
------------	---------------------	---------

James Valdes	1068 Millcreek Rd.	6/10/23
--------------	--------------------	---------

Dominic Spallone	900 Fairway Park	6/10/23
------------------	------------------	---------

Bobbie Fontes	872 Oriole Way	6/10/23
---------------	----------------	---------

Marvin Powell	1209182	6/10/23
---------------	---------	---------

Jay Fry	685 Gary Ct	6-10-23
---------	-------------	---------

Sue Paynter	685 Gary Ct	6/10/23
-------------	-------------	---------

Michelle Lee	969 Wendy Lane	6/10/23
--------------	----------------	---------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
James Weck	939 Wendy Lane	6/10/23
Ryder Yell	939 Wendy Lane	6/10/23
ANDREA GILLISPIE	845 Southwood Blvd #25	6/10/23
Kent Turner	1075 Tiller	6/10/23
Mathew Patten	770 Southwood Blvd unit 6	6/10/23
JAN CLARK	1566 DEBRA LANE	6/10/23
Nick Webber	815 Colleen Ct.	6/10/23
Vanessa Ramos	770 Southwood #11	6/10/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME ADDRESS/IVGID PICTURE PASS ID # DATE

Chris Bielmeyer 820 Southwood Blvd. Unit 1 6/12/2023

Ashley Holz 820 Southwood Blvd. Unit 1 6/12/2023

HANK PARKER 696 VILLAGES BLVD #24 6/12/23

Todd RYAN 872 Tanager #62 6/12/23

Brooke LaPiere 949 Dinet Ct #3 6/12/23

MICHAEL TASSONE 722 College Dr #98 6/12/23

Chris Christiansen 850 Northwood Blvd #50 6/12/23

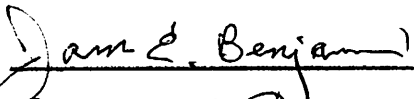
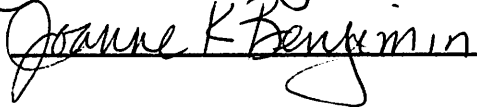
Tori Talbot 850 Northwood Blvd #50 6/12/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	James E. Benjamin	966 Caddie Court #1259325 25687	6-12-2023
	Joanne K. Benjamin	966 Caddie Ct #1259333	06/12/2023

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature First and Last Name Street Address or IVGID pict pass # 1160605 Date 6-11-23

Brent Terry Brent Terry 335 SKi way, Incline Village, NV 89451 6-11-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

From: [REDACTED]
Subject: [REDACTED]
Date: [REDACTED]
To: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
<i>Joyce Bock</i>	Joyce Bock	1500 Tunnel Creek Rd-	6-12-23

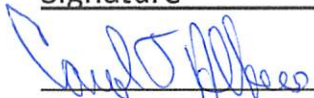
PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

Sent from my iPad

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Carol J. Albers	111 Dr. Laker Wy 238528	6/12/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

From: Bob [redacted]
Subject: Petition
Date: Jun 11, 2023 at 9:12:30 AM
To: [redacted]

[redacted]

Here you go!

Bob

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
<i>Benet Terry</i>	Benet Terry	335 Ski Way, Incline Village N 89451 Incline Village, NV 89451	6/11/2023


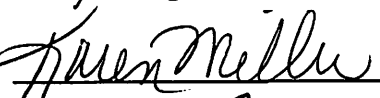
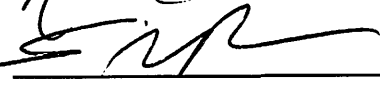
PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

Sent from my iPad

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Steve Miller	501 Lakeshore Blvd. 214548	6-12-2023
	Karen Miller	501 Lakeshore Blvd	6-12-2023
	CRAIG RAUCITE	615 ALPINE VIEW DR	6/12/2023

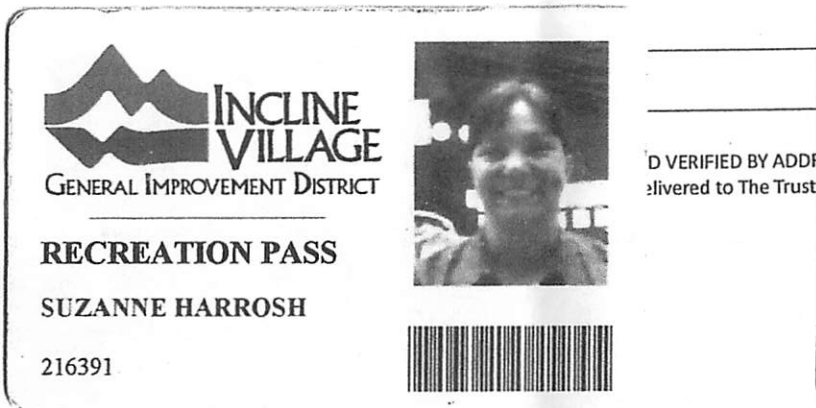
PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
		1394 Tirol Dr.	
<i>Samuel Harrosh</i>	Samuel Harrosh	#126.590.07 # 216389	6-12-2023
<i>Suzanne Harrosh</i>	Suzanne Harrosh	1394 Tirol Dr. #126.590.07 # 252-335 216391	6-12-2023





INCLINE VILLAGE
GENERAL IMPROVEMENT DISTRICT

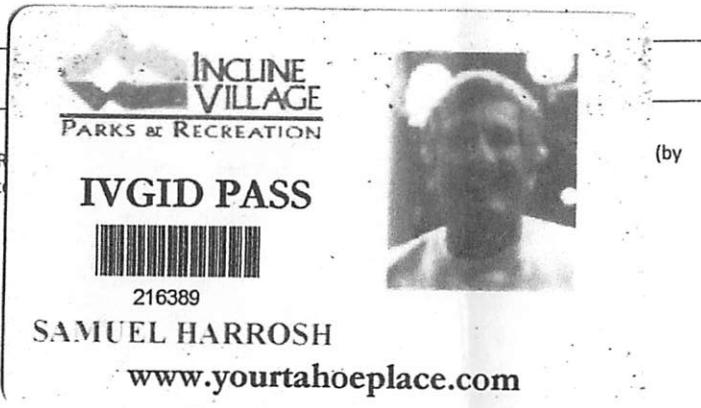
RECREATION PASS

SUZANNE HARROSH

216391

VERIFIED BY ADDRESS DELIVERED TO THE TRUSTEES




INCLINE VILLAGE
PARKS & RECREATION

IVGID PASS

216389

SAMUEL HARROSH

www.yourtahoeplace.com

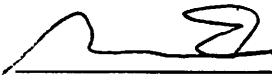
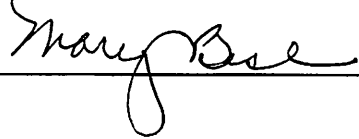


(by)

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

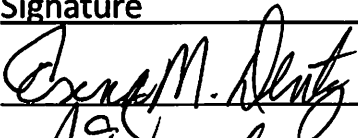

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	RUSS BISHOP	455 LAKESHORE #6	6/12/23
	MARY BISHOP	" " "	6/12/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Anna M. Dentz	312 SKI Way Dr, Incline Village, NV	6/12/2023
	JOSEPH G DENTZ	312 SKI WAY DR, F. V. NV 89451	6/12/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature First and Last Name Street Address or IVGID pict pass # Date

Robert Quinn *Robert QUINN* *971 FAIRWAY BLVD. #16 PP # 253621* *6/12/2022*

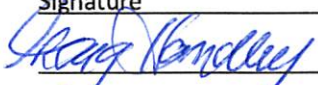

Kimberly Quinn *Kimberly QUINN* *97 FAIRWAY BLVD. #16 PP # 248653* *6/12/2022*

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest’s continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

<u>Signature</u>	<u>First and Last Name</u>	<u>Street Address or IVGID pict pass #</u>	<u>Date</u>
	Craig Handley	971 Fairway Blvd, unit 15, Incline Village	6/11/2023
	Cathy Handley	971 Fairway Blvd. Unit 15, Incline Village	6/11/2023

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.


PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
-----------	---------------------	-------------------------------------	------

	Leo Craft	982 Tee Court 202292	6/10/2023
---	-----------	----------------------	-----------



	Kathy Craft	982 Tee Court 202293	6/10/2023
--	-------------	----------------------	-----------

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Michael Hurst	230041	6/13/23
	Denise Hurst	249507	6/13/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
1) Terry Hunt	Costacos 815 Donna Dr Incline Village, NV	6/14/2023
Terry Hunt	Costacos Pass # 1237568	
2) Constantine Costacos	815 Donna Dr Incline Village, NV 89451 # 1237599	6/14/23
3) Sierra Ward	1368 Zurich Lane IV NV 89451	6/14/23
4) Jamie Carbone	850 Susan Ct I.V. NV # 1194184	6/14/23
5) Sabrina Jedlowski	553 Lantern Ct. # 27334522	6/14/23
6) Rich Jedlowski	553 LANTERN CT	6-14-23
7) Anne Wulf	6911 TITIST, IV PASS # 844 Lichen Ct	6/14/23
8) Dawn Bursell	# 1311420	6-14-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

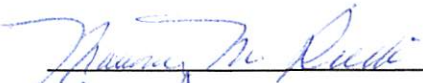
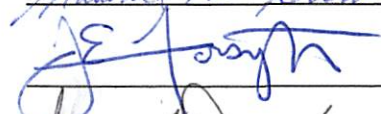
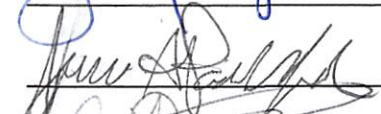
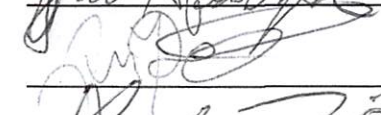
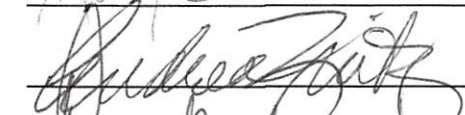
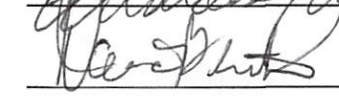
NAME	ADDRESS/IVGID PICTURE	PASS ID #	DATE
1) BARRY SCITREIBER	1348 Zurich Pass F.V.	1331553	6/14/23
2) JOHN DRACHEM	867 Donna		
3) BONNIE DRACHEM	867 DONNA	222592	
4) SANDRA RAVIN	507 RONDOLA AVE		6/14/23
5) Brenna Soli			6/14/23
6) NIKKI PRICE	120 COUNTRY CLUB #2 Club HQ	PASS# 237668 F.V.	6/14/23
7) HILLARY LANE	130 Rubicon Peak Lane		6/14/23
8)			

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.


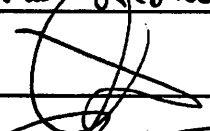


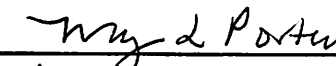
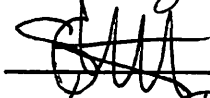
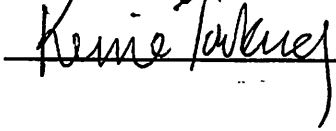
Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Maureen M. Rielli	850 Lichen Ct. 1240349	6/10/2023
	JEFF FORSYTH	850 Lichen Ct.	6/11/2023
	JULIE PADELFORD	920 JENNIFER ST	06/14/23
	Jennifer Peyton	844 Lichen DR.	06/14/23
	Andrea Zintz	983 Jennifer St.	06/14/23
	David Bernstein	983 Jennifer St.	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.


Signature	First and Last Name	Street Address or IVGID pict pass #	Date
	Deborah L. Moore	989 Tahoe Blvd. #8, IV (1202868)	6/14/23
	Jeff Homan	1401 TTRAIL DR	6.14/23
	Sophia Helm	617 14th Green	6/14/22
	Doug Graham	780 Freels Peak	6/14/23
	Nancy Porten	790 Freels Peak	6/14/23
	STEPHEN PORTEN	790 FREELS PEAK	6/14/23
	Kevie Tonking	100516 Lantern Ct	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I employ the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Jean M. Thomas	1206149	6-14-23
Carl W. Thomas	1206140	6/14/23
	206036246	6/14/23
Robert Pickard	26321943	6/14/23
Barbara Thomas	845 Gouthard Blvd 38	6/14/23
Liz Danell	912 Jennifer St.	6/14/23
Justin Noble	739 Champagne Rd	6/14/23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID.

I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

NAME	ADDRESS/IVGID PICTURE PASS ID #	DATE
Steve Tomkovicz	1550 Debra Lane	6-14-23
Diane Kellogg	552 N Dyer Cir	6-14-23

PLEASE BRING ANY PETITIONS THAT ARE SIGNED AND VERIFIED BY ADDRESS AND/OR IVGID PICTURE PASS # TO THE IVGID board meeting on June 14 (by 5:45 pm) so they can be collected at the door and delivered to The Trustees.

Public Comment at IVGID Board Mtg 6-14-23

My name is John Jansen. I live at 511 Alpine View Drive.

I am submitting signed petitions in support of Indra Winquest. There are 55 community residents who have signed these petitions that I am submitting this evening.

I would like to read into the record the text of these petitions.

PETITION IN SUPPORT OF INDRA WINQUEST

I support Indra Winquest's continued employment as General Manager of the Incline Village General Improvement District (IVGID). Mr. Winquest has worked at IVGID for over 20 years and has developed a level of expertise that is unmatched. He cares deeply about our community and IVGID staff. He guided IVGID through the pandemic and continues to lead IVGID with professionalism that is unrivaled. Nobody is perfect, but Mr. Winquest is the BEST person to handle the General Manager position at IVGID. I implore the IVGID Board of Trustees to ensure that Indra Winquest remains our General Manager for the next several years.

Each individual signed and printed their name along with their address or picture pass number.

I would just like to add further comment that from what I know, Indra Winquest is well liked and respected by the IVGID staff members that I have talked to. I fear if you terminate Indra's employment that a large percent of IVGID staff will resign and that will be a disaster for this community particularly going into the height of the summer season.

Also IVGID is financially sound and Indra's management is a primary reason for this. All the more reason to keep Indra at the helm of IVGID.

And lastly as evidence by these signatures on the petition, Indra is well liked and respected by the residents of this community.

Based on these factors it would be an incredibly bad decision by the BOT not to keep Indra as IVGID GM for the foreseeable future.

Tim Callings

June 14, 2023

Public Comments to be included in the minutes of tonight's IVGID Board Meeting Board,

As the most recent Board Chair and past Trustee of ^{A total of} 12 years, I am here tonight to express my support for extending General Manager Winquest's Contract for an additional year as has been done these past three years. He has either met or exceeded his stated goals that the prior Board agreed and accepted at his evaluation in 2022. Having known Mr Winquest since his days at the Rec Center counter 20 years ago, through his subsequent promotions and then as the General Manager, Mr Winquest has proven to be an honest, hardworking individual whose depth of knowledge of the District and its operations is second to none. His passion for IVGID has aided him in finding the right people for the right jobs.

All this being said, I am deeply concerned about the direction the majority of this Board is taking the District! It seems that there are numerous conflicts of interest regarding Board member relationships with Community individuals. The unilateral decision to not pursue the Dog Park Committee's suggestions regarding the parcel across from the High School but, instead move it to the Village Green is ludicrous. The discussion of considerably downsizing the Incline Beach House and/or discounting altogether any improvements after this Community has been patiently awaiting this project for over 30 years makes no sense. Then the most egregious exercise of bucking a 55 year District precedent of allowing non-resident employees Beach access because of a handful of agitators clamoring about "The Beach Deed, The Beach Deed" and using the excuse of a lawsuit from the Community is a complete Red Herring. And let's not forget the non-collection of the Rec Fee which has basically caused a 50% reduction in the value of the Punch Card. Brilliant decision as we are going into Summer

It seems to many of us in Incline and Crystal Bay that there is more than meets the eye regarding Board Majority decisions made these last 6 months.

It is now common knowledge that the Chair of the Board, Mr Dent, has been and is currently in business with an outspoken critic of the District. While you can certainly do business with whomever you desire, it is incumbent upon you to

divulge this information to the Citizenry/fellow Board members and recuse yourself on pertinent matters. You did neither when it came time to appoint this individual to the Audit Committee. Extremely troubling. And we are anxious to learn of the Ethics Commission's final verdict.

Then we have Mrs. Schmitz. I find it troublesome that you would be the Board member in charge of the GM's Evaluation; especially since the debacle that ensued regarding your rating being moved from a 3 to a 2 last year. You blatantly lied to the Board, the GM and the Community when confronted by a fellow Board member, Ms Tonking, and then tried to blame Dr Mathis! Really quite pathetic. You were championing expanding Dr Mathis's role from Board Training to helping with the GM's evaluation. All seemed fine until Dr Mathis caught you in your obfuscation. My, oh my, how quickly you turned on the process stating your comments weren't reflected properly, etc.

Is there going to be a Special Meeting called, during the GM's vacation calling for his termination? Yes, Board Majority...this is a very small town and I've lived here 38 years. And I know a lot of folks who work in a variety of organizations, travel in any number of circles and they have had their fill of your constant overstepping, micromanaging and complete disregard of any historical perspective here in Incline Village and Crystal Bay. Perhaps, if you are incapable or unwilling to do the actual job of a Trustee and let your General Manager manage the District, it might just be time to step down...

I encourage the Board to listen to the MAJORITY of this Community when deciding the GM's outcome.

Or expect a recall.

Scott Hill – 1093 Tiller Drive; Public Comment June 14, 2023 IVGID Board Meeting

We have lived here full time for almost a decade, and not until Mr. Winqest took the position as GM at IVGID did we have a leader who truly understood the operations of IVGID as well as how to build a productive team.

Thus it's hard for me to watch as our Board micro-manages its way into minute operational details, actively pushes out our employee talent, and destroys both employee and community morale.

It's even harder for me to understand how this Board thinks that they might find anyone with any reasonable level of experience or expertise to replace Mr. Winqest should they force him out, as rumor has it may happen. The relationship of the Board to IVGID leadership – and IVGID employees - is at a point now that we will simply not be able to find any type of suitable replacement. Who would accept a role with so much interference and baggage? Just witness the difficulty we already have in finding a replacement for our Controller, and now our Finance Director. I understand that we have about four times the normal number of IVGID job openings now than over past years, resulting primarily from the Board's knee jerk reactions and micro-management of every aspect of IVGID.

I guess that the obvious solution to this is to eliminate our Rec Fee, and then outsource or sell off our venues. Is this the end game that this Board is looking for?

Finally, let me say again that the 5 decade model of operations here should not be discarded. The community really does not want this, they did not 'buy-in' to the new and different model of operating our venues as separate, for-profit, businesses; they bought in to the operating model of the last 5 decades. They do not want to see the property value decline that would occur as the Board goes down this path, and our local businesses do not want it and can not afford it.

Please reconsider your apparent decision to fire Mr. Winqest, and think more thoughtfully about the long-term harm it would cause to our community, our IVGID employees, our property values and our local businesses.

BRLC KAHRS 6-14-23

We are greatly disturbed that it appears ~~that~~ some of the Trustees could be intent on giving Indra Winquest an unfavorable review with the intention of terminating his contract which has one year left.

The potential termination conflicts with the strong leadership he contributed to the Incline Village community and IVGID throughout COVID, the fires, and the relentless animosity he has been subjected to from a select handful of disgruntled community members, and, at times, some of the Trustees.

We have not yet seen the Trustee reviews to provide input as to the merits of the rumored actions that ~~they~~ may be ~~taking~~ with regard to the GM.
TAKEN

Indra Winquest is a leader who has demonstrated responsibility to his staff of 100 plus and to all the diverse citizens of Incline Village, a handful of whom speak vitriol at the Board meetings and appear to have the confidential ear of some Trustees.

Indra Winquest effectively manages the venues and staff and we know always delivers to the betterment and satisfaction of most of the community.

We have discovered this week that only a small part of the IV homeowners are aware of this current conflict. There will be a groundswell of support for the GM upon further awareness.

Many IV parcel owners state they do not want to get involved in POLITICS because of the nastiness surrounding the meetings. They are learning that speaking their voice is not POLITICS but is an important democratic process and the best way to insure responsible governance.

What any respectable and responsible Trustee or business person would do in a situation where performance is a concern is to prepare a performance improvement plan. It is hard to believe that Indra Winquest fails in so many areas that would justify termination.

It is commonly known that managers or possibly Trustees will assign trivial tasks or overload an individual to the point that they would resign. Or, the list of tasks becomes so ONEROUS as to be unachievable. Thereby presenting grounds for termination. If this were the case with Indra Winquest, these would be reasons for community dissatisfaction and a dereliction of duty by the trustees, leading to wrongful termination.

WE THINK WE KNOW THAT GAME AND STRONGLY RECOMMEND THIS NOT BE PLAYED OUT AT IV.

This is a prepared statement by multiple CITIZENS of Incline Village via my voice.

IVGID has been plagued in recent years by fundamentally poor governance. The Trustees have operated in a non-transparent, unprofessional, and unpredictable way, and seem more focused on catering to a few loud voices and special interests than serving our community at large.

With regard to the prospect of removing the District General Manager of IVGID, there are some basic threshold questions that must be answered to the community, not hidden behind a **veil of Trustee only access**. **BASIC THRESHOLD CRITERIA** for making a significant leadership decision in a professional manner.

1. What is the review process for the general manager?
2. Have formal reviews been complete and have they been disclosed?
3. Has the District General Manager been given time to address any issues that have been raised?
4. Is it clear to the community that it is in *the interest of the community* that he be removed?
5. Has a study been conducted to see whether or not this role can be filled by a competent individual, and at a compensation level that IVGID can afford?
6. If there is an abrupt removal, what is the proposed transition plan?
7. Finally and Fundamentally, what is the board trying to achieve with this removal?

If these basic questions cannot be adequately answered, then the IVGID Trustees are doing our community a material disservice by even broaching the topic of the dismissal of our District General Managers.

If next week the IVGID Trustees were to proceed with this removal without effective & convincing answers to these questions, it would represent gross negligence and betrayal of the public trust. It would also open the district to possible litigation.

Tonight is not the time for yet another dereliction of duty on the part of the Trustees.

Incline Village was developed 50 years ago as a PREMIER mountain getaway, and has been allowed to devolve into severe disrepair under current governance. This is the legacy of the IVGID Trustees, and this community deserves better. And we can start tonight, with a professional and thoughtful approach to the critical role of District General Manager.

One final Point: A decision to terminate a District Manager or any person who is on a well-deserved vacation is abhorrent and of unknown legality.

IVGID Board of Trustees

June 14, 2023 Meeting

Public Comment – Retain Indra Winqest as IVGID General Manager

Tia Rancourt

801 Randall Ave. Incline Village, NV 89451

Retain Indra Winqest as IVGID General Manager. For over 35 years I have experienced several general managers working for IVGID and Indra has been one of the best. His passion, dedication, and commitment to our community is truly remarkable. There are so many situations to cite but one of the more significant ones was during the pandemic and how he helped the fire district navigate uncharted territory for the safety of our community.

No matter the situation, he remains professional, courteous, and above all, always exhibits kindness, which we could all use more of.

Instead of trying to find fault, consider looking at the best in others and work on creating solutions together to move forward in a positive way.

Thank you,

Tia Rancourt

Public Comment 6/14/2023 – Kendra Wong

I am extremely disappointed with the majority of this board. You are fundamentally changing IVGID without community input. You are taking away resident and parcel owner access and value at IVGID venues. For three people who always complain about lack of transparency, you should look in the mirror.

Here is a great example of your “transparency”. You scheduled Indra’s performance review for this meeting, but it is glaringly not on the agenda. So, if you aren’t going to do your job and review the GM, we will.

Indra is by far the best GM IVGID has ever had. He listens and responds to the community. He

identifies weaknesses and shortcomings and finds the best possible solution for the good of the community. You move goal posts and he responds professionally.

Michaela and Dave, thank you for standing up for this community. While you may not be in the majority on this Board, the majority of the community knows who represents them.

To the IVGID Staff, thank you for serving our community every day. You are what make IVGID great.

To the Senior Team, you are just that, a team. I love watching you support each other and Indra.

And lastly, to Indra, I have watched your career grow at IVGID from coordinating softball leagues to

running the district. You show up every day for your staff and our community. You are passionate about what you do and our community is better because of it. I cannot be more proud to say that I had the opportunity to work with you.

Good evening, Ryan Sommers, North Lake Tahoe Fire Protection District.

I am here to speak in favor of the general manager, Indra Winquest. These first comments will be me as the Fire Chief. GM Winquest is a huge asset to this district and an outstanding ally for North Lake Tahoe Fire Protection District, all while he serves in the capacity of general manager. This does not exclude his previous positions within the district as that knowledge has made him a great leader for the community as a whole. His leadership throughout the community has led to an outstanding partnership between North Lake Tahoe Fire Protection District and IVGID. I would hate to have all this work, time and effort lost. Mr. Winquest's integrity, professionalism, and ability to care about this community and this district has not gone unnoticed.

Now, on a personal note, having been born and raised in this town, and spending a lot of time here, Indra has done an excellent job of listening and acting on the reasonable requests from the citizens of Incline Village and Crystal Bay. I strongly believe he is a prominent community leader with a responsible sense of actions and business knowledge.

Thank you for your time.

Ryan Sommers