

MINUTES

**Indian Trail ABC Board
Board of Directors – Regular Meeting
Indian Trail ABC Board
5880 Hwy 74 East, Indian Trail NC 28079**

1. Call to Order: Time: 6:31 pm by: David, Thursday, April 18, 2019

PRESENT

Board Members: Chairman David Cohn, Board Members Jim White, Jennifer Rehberg, Judith Silberquit and Jim Wojtowicz

Attendees: General Manager Jeff Sullivan, Finance Officer/AGM Shelly Hinson
(First names will be used for Board Members and Attendees when appropriate)

Guest: Robert Huneycutt, ALE Agent, Jerry Morse, Indian Trail Town Councilman, Robert Laatz, former Indian Trail ABC Board Chairman and Michael Faulkenberry

Not Present:

2. CONFLICTS OF INTEREST

Chairman David Cohn read **G.S. 18B-201**: *It is the duty of every Board Member to avoid both conflicts of interest and appearances of conflicts. In accordance with this statute, David asked everyone to review the agenda for the meeting and if any member has any known conflict or appearance of conflict with any matters coming before the Board today, that they identify the conflict and refrain from any undue participation in the matter involved.*

Note – *After all members said they didn't have any conflict, **Jim White** questioned David Cohn on item 7a. on the agenda, his concern on David being Mayor Pro Tem and Chairman of the ABC Board and our vote and his participation on 3rd quarter profit distributions to the Town of Indian Trail. Jim White said he didn't know the rules but referenced the letter he just received from Renee Metz from the ABC Commission and that seems to be a conflict of interest. Jim White referenced David being the leader of the Town Council, who spends the money is actually over here stating and approving our distributions to the Town of Indian Trail. Jim White asked David if he had that concern. David said he did not and he had asked the Town's attorneys and there is not any conflict of interest in that. Cohn said he does not spend the money, the Town spends the money, regardless if it is \$5 or \$500,000.00, it is the Town's money. David said he didn't know what to do from here, but he plans on voting for it or with what the Board wants to do. Jim White stated he was just questioning. David said he really didn't think that there was a conflict of interest. Jim White said in good conscience and David said and good conscience is true by chance it is a conflict of interest, then we will change it. David said he didn't have a problem with it.*

3. Additions and Deletions; Motion to Approve Agenda: April 18, 2019
ADDITIONS/CHANGES TO THE AGENDA – **Correct numbering sequence -**
DELETIONS FROM THE AGENDA – **N/A**

APPROVAL OF THE AGENDA-

Jim made a motion to approve the agenda as presented with changes.

Seconded by Jennifer the vote to approve the agenda: passed unanimously.

4. Review and Approval of Prior Meeting Minutes – March 21, 2019 –

Note: *Jim Wojtowicz had a question on #9-Board Members comments-Jim White's comment on he hopes you and Alan have a great trip to GM meeting in Asheville, NC next week, who is Alan? Jim White asked Shelly to share – Shelly reported Alan McNeely is part-time retired assistant store and training manager, with 32 years of experience and retired from Mecklenburg County ABC Board. Alan has been here three and half years now. Jim Wojtowicz asked if it appropriate for Alan to go to the GM meetings. Jim White and Shelly both reported yes, he has gone to the meetings in the past.*

ADDITIONS/CHANGES TO THE MINUTES– **#11-(page 3) next board meeting should be April 2019 meeting, not March 2019 meeting**
DELETIONS FROM THE MINUTES – N/A

APPROVAL OF THE MINUTES

Jennifer made a motion to approve the minutes as presented with changes. Seconded Jim, the vote to approve the minutes: passed unanimously.

March 21, 2019 minutes will be provided to Town of Indian Trail.

5. Welcome New Members to the Indian Trail ABC Board:

David introduced Jim Wojtowicz and Judy Silberquit as the new ABC Board Members and he as the new Chairman and he said everyone knows who they are. David asked if anyone had any comments or did they want to wait until Board Member comments, all elected for later.

6. PUBLIC COMMENT

Chairman Cohn opened the floor for public comments – David asked did anyone got a public comment and Jeff stated there is not any sign up. David asked if anyone had any public comments.

Michael Faulkenbury referenced Mr. White's comment on conflict of interest and Michael stated that there is conflict of interest per state statues. Michael referenced Jim Wojtowicz who oversees the Town's budget. Michael stated he knows Cohn and Wojtowicz personally and didn't think they would do anything purposely but state statues says the appearance of conflict and that is what you need to avoid. Michael stated you both could be the most honest people on this earth, but again if you don't put it out there and you don't recuse yourself from most of these items there is going to be a conflict especially with the Town of Indian Trail. David thanked Michael for his comments and stated that this is not the first time council members on ABC Boards, there has been other instances in other towns where council people have been part of an ABC Board. David said he received a letter from, I guess Mrs. Metz, who is council and basically said there is no conflict. That I have to be careful on what I do, what I say and I read the letter a couple of times and nowhere in there did she mention that. I have heard from the council from the Town and the council from the ABC Board and although I do not know if it is the perfect situation, but it has been done in the past and there is nothing illegal and nothing done about it. I hope that answers any questions. Jim White stated he was just questioning, I thought logically in my mind that only on that line item, since it dealt with money going to the Town and we have two gentlemen here from the Town, who is council member and finance director, it just came to my mind and the only reason I asked the question. David thanked Jim White for coming out and asking the question. David stated he was going to wait until later to state this, but this is something the Town

wanted to do. I will wait until my comments come later on, but in the meantime while we are discussing this I am going to re-read this letter and I may come back and make comments. I will let the Board members read the letter too that we received from Mrs. Metz. **Jennifer** questioned if this is the one that I just received today and Jeff said yes. David said yes that is the letter and Jim White said he had read the letter. Jennifer stated she might see the lines that they are concerned about and I am just going show you real quick just so, but David said he read the letter and Jennifer said you did, ok so you see where I am talking about. David said if it concerns you, what is it? Jennifer stated I am just concerned where it says, "A person always has the option of recusal from voting on any matter that could have the appearance of a conflict of interest. It is better to err on the side of caution in these situations". So that is where you might want to see if that is going to cause you an issue, I just don't want you to get in trouble with this. David stated that I read that as there is nothing personal in it for me and there is absolutely no personal gain for me what so ever. Jennifer stated she has just kept re-reading this because I am just getting this today. David stated we all can and maybe I will spend some time reading it and we can discuss it again, you know I am wide open. Jennifer stated we just need to protect all the board members from a future issue, when Jim White brought that up and I walk in and I am reading this, I am like oh, ok. I just wanted to make note of that. Jennifer stated it worried her and she didn't want them to come back on us. David stated again this is not the first time a council member has been a part of an ABC Board. Jim White stated it is new to us. David said it is new to him too, so moving along.

7. Business Items:

a) Update on LE report: Robert Huneycutt reported the March 2019 Law Enforcement report. Educational BARS classes at Baker's fire dept. or the permittee location. East Coast Wings and Trail House have requested a BARS class at their location.

b) Update on Store Business; General Operations and Sales Reports

General Manager – Jeff Sullivan reported – Monthly Sales – **Mar. 2019 vs Mar. 2018** – Retail and MXB – \$5,155.38, -1.3%, state overall average -4.13%. Jeff reported other Union County ABC store sales from the Commission's Monthly Sales report. We are down 695 customers for month over last year. State's Top 100 in NC, Indian Trail ABC Top 20 Retail and MXB list were reviewed for **March 2019**. Jeff decided not to include the State's Top 100, our top 10 in retail and MXB, but will provide upon request. Jennifer suggested providing these reports seasonally.

c) Update on Store Financials – Finance Officer/AGM – Shelly reported – **Mar. 2019** – General fund up 2.3% from last year. **March 2019** - Cash balances, A/P, Inventory at Cost with previous year comparison. Summary of Operations, Actual vs. Budget Comparison. Any changes noted at bottom of Summary of Operations. Shelly offered the Quick Book reports as back up to the Operations Statement when needed. Jim Wojtowicz had a question on the salary and wages being up 32% over the previous year and sales are up 6% that looks like a big increase. Is there any reason the salaries are up \$50k? Shelly asked compared to last year? Shelly responded that Jeff came in January of 2018 and the normal people that are here, man-hours. We have had up to 10-12 part time working here. Jeff stated when I started, then a couple months in, maybe a month it was time to bring everybody up. Jeff stated that it stinks in a way because I kind of want to watch that himself, with my scheduling, with my hours, but because payroll is where it is at, and really and truly it needs a little bit more, but I have a hard time with it myself because I want to watch it as well, but at the same time I feel like we are behind a little bit as it is. We are trying to bring some things up, trying to be competitive, but you are right. I get faced with I just had a flat month and my payroll is where it is at. Part of payroll is, there are times when I have run it a little thin and I have

done it because I have just raised my hand and I will be the sales clerk, I will be the third one at the register. That is not doing the store a good job of what I should be doing back in the back and it has caused me a little bit. There is the safety issue and then also it's eyes, we do have cameras but cameras only help after the fact. So if I can have an extra person, not an extra, but go a little heavy just to be on the safe side and then have that person make sure that the \$45 tequila does get stolen. That \$45 is 4 hours of labor that I just justified that I paid that person with. Jim Wojtowicz stated that was a good answer. Jeff said he shared Jim Wojtowicz frustration because I want to measure, but it is hard on the payroll. Jim Wojtowicz stated don't be frustrated, the store I have never questioned it. I have been here 2-3 times and everyone is friendly, everybody is great and the store is clean. Jim Wojtowicz said it was a big increase and I just figured I would question it. Jeff stated he didn't blame Jim Wojtowicz, I would have questioned it too. Jim White stated that Shelly had noted on there that there was 3 payrolls' in March. Shelly stated some months have 3 payrolls. Jim Wojtowicz was stated he was questioning the year to date. Jeff stated yes Jim Wojtowicz was doing the overall measuring and I can understand that. Jim White stated I was looking at March. Jim Wojtowicz stated he is not questioning the operation and Jeff stated I am sitting beside you asking the same questions, but at the same time I am hoping things will settle, but we will see what happens. Jim Wojtowicz stated that I will be the finance guy to this board and I will ask questions like this. Jeff stated back to what she is saying about the Quick Books thing, she can just send it to you, it doesn't have to be a big presentation and she can send you whatever you ask for. Jim Wojtowicz stated this is more than what I need. Shelly stated she use to include in board package the QB back up to where I get these figures and that I just didn't plug them in. Jennifer stated that we raised the employee rates to be a little bit more comparable and Jim Wojtowicz stated I am all for that. Jennifer stated we raised the rate to \$11 an hour, which is still honestly below and Target and Wal Mart starts at \$12 and part of payroll going up. Jim Wojtowicz stated part of operations and you are doing a great job. Jim White stated we get into budgeting we will probably talk seriously about raising again the minimum. Jim White said we have a lot invested in the staff and we certainly don't want to loose them, they could go to Target making more.

d) Recap on the General Managers Meeting - Shelly reported on the General Managers meeting, March 26 & 27, 2019, in Asheville, NC that she and Alan McNeely attended. Alan and I took notes while we were there and condensed them into outline of each subject that was discussed. All subjects were very informative and notes highlight those areas of interest.

Judith asked if there was a reason why Jeff did not attend and Shelly reported Jeff was on vacation. Jim Wojtowicz asked how often did they have these meetings and Shelly reported twice a year. The next one is usually the one that a lot of Board members attend and the next one will be in Pinehurst. Alan and I talked to Jeff with SCRC about giving us a quote on upgrading our existing system to their new back office, register and scanner equipment to include in our new budget. Jim Wojtowicz asked Jeff if he would go to the next one and Jeff said yes. David asked what date the next meeting, Shelly reported usually in August.

8. Board Discussion & Possible Action/Comments -

a) Approval of 3rd Quarter Profit Distributions – Shelly reported the estimated 3rd quarter profit distribution to the Town of Indian Trail, per Statue 18B-805C(1) computation, minimum required of \$29,064.87, rounded up to \$30,000.00, with additional funds added of \$20,000.00 for the estimated 3rd quarter total distribution of \$50,000.00. This is \$5,500 over last year 2017/2018 3rd quarter distributions. This would bring 2018/2019 YTD to \$140,000.00, which is \$14,500.0 over 2017/2018 YTD distributions.

Jennifer questioned where we get the figures in this spreadsheet computation and Shelly reported from the BC 775 Spirituous Liquor Excise Tax Return report.

Jim Wojtowicz questioned why we always do the minimum, I have never been able to figure that out. Shelly explained we use the computation that the Statue requires and it is based on our budget at \$175,000.00.

Jim Wojtowicz stated to Shelly that you have \$1 million dollars in the bank just sitting there and the website says all net profits go to the Town of Indian Trail and I have never been able to understand it. Shelly stated that all net profits do go to the Town of Indian Trail, it is not divided out and Laurie Lee has explained this. Jim stated that's not true, don't say that, 100% of net profits do not go to the Town of Indian Trail, just saying here you are only figuring the minimum and all I know is that you have \$1 million dollars sitting in the bank.

David referenced the 3 proposals in the house and questioned whether the county will be taking over.

Jim White stated he had listened to the ABC Committee meeting, they did pass an amendment to remove parts of one, which was the mandatory ABC merger, so in the House bill right unless someone comes back and adds it, as it goes along we by passed that bullet. Jim White questioned who added 8 c) to the agenda and Jeff said he did just because he thought it would come up.

David stated that Jim White brings up an interesting point on the minimum amount and how much do you need in the bank, we are asking because we are new too. How much do you need in the bank to cover your expenses monthly and Shelly stated it fluctuates every month.

Jeff stated Shelly's reports shows what comes in and what goes out. Jeff stated that Jim Wojtowicz has a valid point that we have always flirted with our bank account constantly hitting the maximum and there is a minimum in there somewhere, so I get your question and I understand what you are saying. Shelly reviewed several check registers for the past months on how they fluctuates from month to month.

Jennifer referenced how the truck invoices are due every 30 days and how the truck shipments fall in some months.

Jim Wojtowicz referenced the revenues that come in every month and that off sets the check runs. There is money coming in every month. Jeff agreed with what Jim Wojtowicz said. Shelly referenced the Operations Statement of what came in and what went out and net profit. Jim Wojtowicz stated every month you make money. Shelly stated this formula is what all the boards in NC use to figure the minimum for their distributions and helps them to stay in line with their distributions vs their budget. David questioned Shelly whether all Boards in the state do this for the minimum and do all boards just figure the minimum. Shelly stated a lot of board do use this formula to figure what the minimum is by what is due by what the statue requires, then any additional funds added is up to the board. Jim White and Jennifer stated that we have always added to it. Jennifer explained the breakdown of the 3rd quarter distributions with additional funds added. Shelly explained the breakdown vs last year's 3rd qtr. distributions. Jennifer stated that we are not just giving them the minimum each quarter,

we always add more each quarter like this quarter of \$20,000. Shelly confirmed that we always have and this keeps us in compliance with the statues and our distributions.

David asked did anyone know what Monroe gets, I am just curious? Shelly explained that they don't have rent and David said he knows but they don't give the minimum. Jim White stated they did something that I will never do. Jim White referenced the yearly distributions from the Commission; they operated their store in negative. Jim White stated he didn't know why they went into a negative but I would never operate this store in a negative. Shelly also stated they might have higher administrative cost too.

Jeff stated he asked them and Jeff said they told him it was a clerical error. Jeff said there was going to be a makeup on the either on following quarter, but there should be a make up here if it is a fiscal year. This is how it was defined to me as a clerical and they had to eat it. It showed on their figures. Jim White referenced the year-end report is helpful to see what other boards around us are doing and see how much each board retained. Jim White referenced Concord keeping \$1 million that year and he didn't know if they had a negotiation with their appointing authority up there or what. Jim White said he knew they were building a new store. Shelly stated that she and Alan had talked to their GM at the meeting and she said they let them keep them keep the money. David stated interesting you just said that, so the Town did what now? Shelly stated that the Town let them to keep the extra money to be able to build the new store near Concord Mills. David said that he thinks that's great and I think that is a good thing but Shelly brought up an interesting point there that the Town let them, that is what you said.

Shelly stated that the Concord GM said that they work well together and David said that is precisely correct. David stated that maybe that is part of the problem with the Town of Indian Trail and the ABC Board maybe didn't work as closely as we could have. David said since he is the Chairman he is going to make a little speech he has always been a big fan of the ABC Board and always have been, thought you have always done a fabulous job, you have worked hard and built this up with not a lot of help. Just so happens you get a different regimen that comes in and they want to do things a little bit differently. What I would like to see and I think as a Board all of us together is for us to work closer together because I know the Town, I know the people that work at the Town and what we want to do is help you become more successful. That's it bottom line, we are working for the same common goal, we are trying to give the money back to the Town who in turn is tax payers money and they use it on specific things that they can use for the Town. That is what it should be and I presume that is what you guys want to do, am I correct to say that or am I? Jim White stated you are correct to say that we want to calculate our distributions to you, we want to add on to it. You have to understand that we have a history here of over 9 years of operating, not me, but we have had board of directors all the way through on the ABC Board. I was very proud to add to the accumulation of funds that we have for the goals that this store has for itself. I was proud that we were able to give \$325,000.00 this last year to the Town of Indian Trail, out of that we kept \$94,000.00, so I don't think we are cheating you or cheating the Town, its public money, its public funds, its being retained here over these 9 long years, that's how we got to \$1 million dollars, so to do anything other than to retain it here I feel like I am disrespecting the prior members to keep it. I will be honest with you, nobody knew that were keeping it until you woke up. David stated this is where I disagree with you, somewhat, it's not the prior members money, nor is it the ABC Boards money, it is the tax payers money and that's just where I am going with it. Over time if we still have the same goal and if the same goal, if we think we need to build a new store, another store, I am all for it and I think our Council will be all for it but what would be a nice thing to do for that is to get a survey. Let the Town help us with a survey, the Town would be happy to survey and find out would the best thing a new store, a free standing store somewhere, or leave this store where it is and build another store on the other side or get an existing building or something on the other side. Those are all things you would work with and the bottom line is Jim White is that we are all working for the same goal.

We are working to make more money for the Town of Indian Trail and for the tax payers and goes into the tax payers till, so I think that the Town is very willing to work with you and do things for you and help in any way. You know there are ways that the Town could actually go buy the land, buy the building and lease it back to the ABC store, now that is just one option. All those things are good things to make it more profitable. First thing you want to do is find out is one store or two stores is your best way to go, which is going to bring the most profit and go back into the people's till, back into the people's money to spend. That's all it is and we might look at it a little differently, but I think the common goal is to open up and let's talk and work together, but let's be all part of it. Jennifer and Jim both are fine with that. Jim White stated he didn't want to rehash this but the rule book says that at point of sale that is public funds, it didn't say that is tax payers funds, it says public funds, so what we are doing is giving you as much of the public funds that we deem necessary and we are holding back what we think is a nice retainer that we can work on our goals going forward. David asked Jim White are public funds and tax payer funds not the same thing, maybe they are not. Jim White said he just wanted to correct that. Jeff stated the deal with Marshville and the bank building that is owned by Town of Marshville and \$2,000 sweetheart of deal of a rent to them and Karen at the Albemarle ABC, they did some dealing with Town to postpone the yearly payments to the Town to help them with the store they build down there in Albemarle. Shelly stated that Rowan ABC did that too. Jeff stated that those deals have been done before, but I guess my 2 cents or 3 cents, I am at a point now that my job is just the operations of this store and to make the best as possible with whatever decisions that you make, but with that being said and Jim White touched on it in the past, Robert still sitting here and I am still sitting here before them and when Jan was on the Board as well. This battle and I hate to call it a battle but this debate with the profits and we are not getting it and we are getting it and I understand that, month end and month out seeing that \$1 million dollars in the bank, I get it. But now and that's coming from three close to four years, maybe three years, and now sitting here now, my 2 cents is there new energy on the Board, there is new activity, there is new attention to the Board with the public, my sentiment is if you try it now, or whatever your distribution or whatever you decide on distribution it's not like it is, it's a 3 month thing and then then the next quarter comes and then either you find out what we screwed up, just like a negative \$52,000.00 like Monroe. I am not saying we are going to get negative but you know I am saying if you come up with a number to where maybe you just try it and you know I don't know what to say because part of me if have been on the other side because I have fought that battle and I have argued on the phone when I was the Chairman, but I am just saying, the Town has been after it for so long. We have been sitting on it so long, we do have some money in the bank, and we do have a bank that is willing to do what we need to do and now if it causes us to have even better relationships with the Town. Then I am all for it because I would rather use theirs, we were just looking at a bid for \$22,000 to do a market survey, if we could get half of that done for free with the Town, that's another added bonus. If we could get any sort of support, where hey the Town is thinking about buying this property, what do you think, that would be great and we could do a land lease or something like that. That's me dealing with my old Chairman hat on because I am tired and then with my GM hat on realizing that the Town has been very patient and it is hard for me to say that because I know I have been the one with the fight. I am also the one saying why not give it a try and come up with a number and give it a try and get it well below \$1 million dollars and then see what happens and then go from there. I know it sounds crazy, but... **Jennifer** stated to Jeff, this a big change from where you were before and so you are kind of blowing my mind, but I think I know why we are making this decision. Jeff stated to Jennifer, No I have been sitting here for 3 years, I just told you I have been on Chair and actually gotten into a little bit of trouble, but we are always maximum Jennifer, this is always maximum, month end month out its been maximum and here we still sit. Now if this was a year ago and we were approaching a

contract on land, that would be a different story, but we sat here for a year and did nothing, we did nothing. We sat her for a year and we could have been doing something and I am not saying you, but I am saying the board the Board in general. Jennifer stated that I am blown away that we did nothing, how many people did you call and contact prior to get and you are saying we did nothing. Jeff stated we did nothing and then I presented you with something, you put the brakes up and it is understandable because of what was happening, oh my gosh we are about to merge. Jennifer stated the brakes came up when the merge came out. Jeff stated if you are totally putting it on me to go out and be your real estate agent then I need to move away from the till so I could go do it, but I had to operate the store. I brought Rick Turner before you were here, I brought Rick Turner here to help explain things and have some energy behind what we needed to do and the brakes were put up then. Rick Turner is like our go to guy and a wealth of knowledge when it comes to stores, land and zoning and all that other stuff in this area. At that point, I am not on the Board, I need to just need to try to run my store and learn how to run it and go from there, that why I am that way and try to answer your question. But I don't want you to making accusations that I am suddenly that way, but I see for 3 years now what's been going on. Jennifer stated but up until now, then David interjected and stated let's drop that and let's move on. Jim White stated he would like to wrap it up on my side, David, I lost my appetite to give you money when there is \$31 million in cash sitting on your books over there. You don't spend it and here you are wanting ours that we are having a goal for, that's why I oppose giving you the money, any more money than we did and I thought we exceeded expectations this last year giving you \$325,000. I do not understand why they do not utilize the money they have to do all these projects. David stated to Jim White, that is a different hat and different subject, but Jim Wojtowicz go ahead.. Jim Wojtowicz stated the key point to me is why are we getting the minimum, I don't want the maximum, but I don't want the minimum either, Shelly, lets meet somewhere in between and you have \$1 million dollars sitting in bank Jenn. Let's talk about the Town funds, we have 18 ½ cent tax rate, the lowest, and the more residents that come into Union county at 18 ½ cent is good for the ABC store. So I don't want to talk about 18 ½ cent but I am proud of that rate and that money gets used appropriately. I am saying that I don't think the ABC should be giving us the minimum, it is simple as that. Shelly stated that we always go off the audit too and with Potter they project any distributions that we can do, Jim Wojtowicz said Shelly I know the audit and you are at 99.7% maximum, the minimum is 50%, the average is 50%, Monroe gave \$465,000.00 last year to your \$325,000.00. If Potter is recommending 99.7% we will need to have serious debate about auditors, because we should not be at 99.7% of working capital we should be halfway through. Shelly stated that if we stay between the minimum and maximum from the statues we are in line. Jim Wojtowicz stated we should be at 50%, not 99%, that's my position. David Cohn stated he agrees with Jim Wojtowicz that we should not get the minimum, I think, we have talked about this before we should be getting somewhere between the minimum and maximum, it's not like we want to take all the money and I think it all comes down to having some openness on about what is going on. Let's make our plans together instead of making them separately.

Judith Silberquit stated she is not trying to be the Kumbaya or come to Jesus person but I am hearing and I understand why Jim White saying our money, we are talking Town money, we are talking taxes, public money, quite frankly the whole purpose that I think we are all here, including you, is because we want to do what is the best for the Town of Indian Trail. Not talking about distributions, don't anyone panic, what I am saying is that we want the ABC store to do well and we all do, but it is not an either or situation. It is not mutual exclusive that the Town Council is over here and I understand the mentality with that and the adversarial relationship and Jim you talked about what people have done for nine years and people have worked very hard and I am grateful for that. I also know the history of the relationship with the Town with the Board, you know the good thing about starting over, whether you agree with Dave and Jim being on or

not, is that we all have a chance to build a new relationship so we can talk about 9 years ago or we can talk about well you know 3 years ago and this and that, it doesn't really matter at this point. Ok, if we all kind of agree that it's a new council and we are all going to keep open minds, that doesn't mean we have to agree with everybody, but it doesn't have to be an argument? I don't see this being truly exclusive, you know increase the distribution to the Town a little bit and there is compromise and we all have to compromise. Jim White stated he is so sorry Judith you misinterpreted me, I do not argue with my friend here, I was just trying to explain to him why I wanted to retain, Dave stated he took no offence to it, you know that. Judith stated she argues with him all the time, but I just think that it's a new day and to start off with us vs them mentality it isn't going to do any of us any good and it is a disservice to the people of Indian Trail. We have to find compromises and realize things are moving forward possibly in a different direction and we all have to just kind of roll with it. That in regard to the store if we build another store location or not and what goes on with the Town. It is a new day and we have to give each other the benefit of the doubt, The more experienced people, you know the people that come here every day and have to come here and do the work, we have to give everybody at this table the benefit of the doubt to try to keep an open mind and not automatically go with how we have always done things or well no we are not going to do that. There is compromise; compromise is a good thing, keeps people from killing each other, just saying.

Jim White had a question and hopefully we can move on. We were talking about the minimums and you don't like the minimums, ok what are you looking for in this 3rd quarter? We are here to set our distribution to the Town of Indian Trail, what amount are you looking for and we can make a motion and vote on it.

David said that is great, I think you just hit the nail on the head and that's why we are talking and maybe we can sit down here as a board and talk about it and come up with a different distribution, somewhere between the minimum and the maximum. David said he didn't see a problem going somewhere closer to the minimum but let's give a little bit, let's work with each other and work with it a little bit at a time and gain some experience/ momentum, working with each other. I think in the long run we will remember this meeting I hope someday and we will laugh about it and say, you know, hey we all came in and sang Kumbaya before we ever get started. I think that is a good suggestion, I don't think we should get the minimum and I don't think we need to get the maximum, do we have any suggestions on board.

Jim Wojtowicz he would throw a number out there to get the ball started, I would say just say briefly looking at the financials, I would say for the quarter \$200,000.00. That would be \$800,000.00 in the bank still.

Jim White stated Ok that's fine, but I do need to ask how does that factor into the calculation between the minimum and maximum?

Shelly Hinson stated, I will say this again, they don't figure minimum and maximum working capital on a quarterly or monthly basis, it is done on a fiscal year end basis is the only true figures that you can get on a from a minimum and maximum.. I spoke to Dan the other day about this because I thought this was going to come up and he said the figures are not exact when you do it on a monthly because it is based on sales.

Jim White stated and if we agree to \$30,000.00 minimum or \$30,000 calculated and add another \$200,000.00 to it, by vote, that brings us up to \$230,000.00.

Jim Wojtowicz stated let's just say \$200,000.00.

Jeff Sullivan stated \$170,000.00 plus that \$30,000.00.

Jennifer Rehberg stated **Jim Wojtowicz** is saying \$200,000.00 total, so we need that \$30,000.00 plus that \$170,000.00.

Jim Wojtowicz stated to **Jim White** if we need to go to \$230,000.00, Jim White we can that.

Jim White stated no.

Jennifer Rehberg asked **Jim Wojtowicz** where is this going to put us, are you thinking that for every quarter as well?

Jim Wojtowicz stated we would do quarter by quarter. This is just for the quarter, I mean the YTD profit was \$203,000 and there is a \$1,000,000.00 in the bank.

David Cohn stated he didn't think we could do \$200,000.00 every quarter.

Jeff Sullivan stated that was his point throw the olive branch out there, whatever.

David Cohn stated if you do you \$200,000.00 and looking at the financials without the \$998,000.00 that would make it \$798,000.00 and your average \$420,000.00 in what you pay in bills, still leaves you in well over \$300,000.00 cushion to fall back on. You also do have the \$100,000.00 that you keep in your money market account for the building fund.

Jim White stated if we do the \$200,000.00 now at the year end, correct me if I am wrong, when we always do catch up, then the catch up will probably go down.

Shelly Hinson stated, you want have that "white check to take over this time"

Jim Wojtowicz stated you can go on the record for saying that, but I will see how the numbers fall out, but I don't think I will allow 99.7% working capital, I will never vote for that again. That's what the audit did last year, even after the \$325,000.00 profit distribution. They were still at 99.7% of the maximum working capital.

David Cohn stated I think we can all work together. I want to make a motion and does anyone want to counter or bring anything else up?

Jim Wojtowicz stated he will make a motion to make 3rd quarter distributions for Jan-Mar 2019 to distribute for \$200,000.00 for the quarter and review the next quarter after the audit comes out.

Jennifer Rehberg stated someone else has to second it and it needs to be on the notes

Judith Silberquit stated she seconded it.

David Cohen stated all in favor? Jim Wojtowicz, Judith Silberquit and David Cohn were in all in "I" and favor "I", Jim Wojtowicz, Judith Silberquit and David Cohn, apposed, Jim White and Jennifer Rehberg did not in favor. David stated so 3 to 2 vote, Jim Wojtowicz, Judith and myself for, and 2 against, Jim White and Jennifer Rehberg.

Shelly Hinson stated that the check for \$200,000.00 will be written on April 30, 2019 and Jeff Sullivan will bring it to you.

APPROVAL OF THIRD QUARTER PROFIT DISTRIBUTIONS TO THE TOWN OF INDIAN TRAIL OF \$200,000.00 FOR THE FISCAL YEAR BUDGET 2018-2019:

Jim Wojtowicz made a motion to approve third quarter profit distributions to the Town of Indian Trail of \$200,000.00 for the fiscal year budget 2018-2019, as presented;

Seconded by Judith, the vote of third quarter profit distributions to the Town of Indian Trail of \$200,000.00 for the fiscal year budget 2018-2019, as presented; the vote was 3 to 2 with all for "I's" being Jim Wojtowicz, Judith Silberquit, David Cohn and "No's" being Jim White and Jennifer Rehberg; vote did not pass unanimously.

Jim White stated that he wanted to close this with saying one thing. Jim stated he is always over at the Town Council meetings and this past year there was a lot of discussion about ABC, I had an opportunity to step up to Karen (Town Attorney) and you all were going to get ready to go into closed session and I knew the subject was going to be the ABC Board. The one thing Karen said to me, she said you and the Board disrespected the Town Council. Jim stated that I want you to know that was a "gut punch" that I still carry today because I don't think this Board or especially myself has ever been disrespectful of the Town Council, and I want to get that on record. If we sit here and say it's us and it's them, it's not, I mean good Lord, and we all are citizens of Indian Trail and lord help we all try to do the right thing. I think you guys thought was right and I voted the way my conscience told me to vote and I don't mean I love you any more or less. **David Cohn** stated I don't have any disrespect for you either and thank you for saying that. Let's move on to 8 b).

b) Possible change in venue for future ABC Board meetings – David Cohn stated he didn't care where we have the meeting. I would like to leave that up to the Board and if the Board so chooses that they would like to have it here, then we can have it here, we do have a beautiful Town Hall, if you want to come over to the Town Hall. You don't have to worry about setting up the chairs or anything else, but would like to offer that out to you guys. I think it is nice but you may have reasons why you want to have it here.

Jennifer stated when she first started she didn't understand why it wasn't held at Town Hall. Since attending I can't tell you the numerous times that I have made this lady and I think Jeff has to get up and get and go to the office to get me proof of certain things and/or print something. I don't see how they could do that honestly, to pull that up at Town Hall. If you think you can make that work somehow, that is fine, but that is why I lean towards here. Also, like to come in early and walk the store, see what's is going on and interact with the employees, get a general feel of things. So that is why I wanted to throw it out there and why I would prefer keeping the meetings here at the store. David stated that was a good point and **Jennifer** stated she thought it was good for everyone honestly to continually see what the store looks like. I love seeing the back room conditions, there have been times when we came in and it is been nice and low, but he has got the store looking beautiful. I like seeing things like that, so there are my reasons and everyone else might have opposite reasons. **Jim White** stated his reason are he likes to interact with the store staff. I would like it if we decide to move it to Town Hall, I would like to put some requirements on if you don't mind Jeff. The first is Pamela, our new co-assistant store manager, she should be scheduled to work that night just to cover the bases of having some management here while all of us are gone away. Second of all I would like for you to ask Alan to dial in from home and look at the cameras and keep an eye on the store, between 6:30pm and whatever time it closes.

Jennifer stated Alan would have to be on payroll to do that, I just wanted to state that. **Jim White** stated he didn't give that consideration. **Jeff** stated you are right, it would have to be staffed pretty well if I am across the railroad tracks, not actually before the railroad tracks, across the Nile River here. **Jeff** stated he was with you on that and my two cents on this is even if you decided to do it at the Town Hall, nothing is permanent, you could then say come back over here for one month, its moved around a couple of times. I am the one that brought it here when I was the Chair because I am not a big purchaser of it and it forced me to come here to look at things. I definitely get that point and both are valid and I have no dog in the fight, other than it is a little bit of a set up, but opposite of that is to make sure we have all our ducks in row when we boot scoot over there. That is your decision. **Jennifer** stated she didn't relish the thought of having to make a list of things stuff that I need or that I need for you and Shelly to get me. You know very well how many times we have had Shelly pop up and print things out, statues or reports and we wouldn't be able to do that. It is whatever you all think, just wanted to put that out there. **Jennifer** asked Judith if she had an opinion. **Judith** stated I think it has to be a general consensus, I mean there are computers at Town Hall if you need something pulled up? Shelly stated the computers at Town Hall are not linked to my computer in my office. **David** asked if I had a laptop or do I ever bring it and Shelly stated yes, but it is not linked to my office computer. **David** stated it is obvious you guys don't want to do it and asked Jim Wojtowicz if he had an opinion, **Jim Wojtowicz** stated it didn't matter to him and Cohn stated he didn't have an opinion on it. **Jeff** stated it does force me to clean the men's bathroom and sweep around here. **Jim White** stated he had no problem with us saying if the next meeting we hold it at the Town Hall and let's see how it goes. We certainly can pull it back here after that, I have no problem. **Cohn** stated he had no problem leaving it here. **Jennifer** stated she wanted to make a motion to just leave it here and let's put it to a vote. **Cohn** stated we can always bring it up again and we can say next time let's have it at Town Hall.

APPROVAL OF LEAVING FUTURE BOARD MEETINGS AT THE INDIAN TRAIL ABC STORE LOCATION

Jennifer made a motion to approve leaving future board meetings at the Indian Trail ABC store location.

Seconded Jim, the vote to approve leaving future board meeting at the Indian Trail ABC store location: passed unanimously.

c) Latest discussion on the three proposals before NC House – Jeff stated he thinks that you all have already covered this unless you want to talk about more. Cohn asked if anybody wanted to add anything to what we said earlier. Jim White stated that there were 3 more bills that were sent to us. Especially dealing with distilleries and how much they could sell. Jim stated he read that bill and I didn't see anything that affected us and I didn't get excited. Now I will say this about one of the emails that you received from Jon Carr that Shelly forwarded to you, included a resolution about privatization, subsequently I am going to ask the Town Council to draw up that resolution and send it off to Raleigh and our representatives here in Union County. Although, as of this moment there is no privatization bill on the floor.

9. General Manager Remarks –

Jeff – reported to Jim White he reached out to Staffmark about temporary help for unloading trucks. I am willing to experiment with it. It has been done here before with plus and minus results, but I think it is still worth it to try it. Their labor is far cheaper than I thought it would be. We are in the middle of a 3 week truck and this is a local staffing company out of Monroe I would like to give them a try. Their rate is \$16.50 an hour. Jim White asked if this was the same company that we used one time before or is this a brand new company. Shelly stated we used McCollum last time. Jim White stated the he just wanted to make sure and asked Jeff if they do drug test and background check. Jeff stated he asked about the background and drug test and she said yes if you like them and yes twice. Jeff stated he will probably still staff what guys that I have and they can roll and be able to help guide. One drawback is you have to keep re-explaining stuff every time because you get different people. There is a problem if I am the youngest roller and I rolled the other day, but I have been checking off and feel guilty because they are older than me rolling, but it is necessary. Jim White stated to bring the Board up on this, the reason I asked this is, we are in a situation here at the store, in that we have a lot of great ladies working for us. No ladies roll and roll means using a hand truck and we have some older gentlemen that really shouldn't be going down that ramp with 5 cases. Jim White stated I certainly don't want to do it and this is why I suggested we look at hiring a temp service to come in twice a month, minimum of 4 hours and how much it was going to cost us. Whether we do it right this minute, I am going to let Jeff make the call on that, but we want to make sure we do a budget item for that next year, if this is the direction we are going. Jeff stated and Shelly can attest to this, when a guy comes in and turns in an application, it gets my attention immediately, but this it is a different generation, just to put it to you mildly. I try to give them the benefit of the doubt, but it is hard and we are an equal opportunity employer, I want to make sure the recorder catches that, but I need someone that can grab that hand truck and get those 5 cases off the truck without hurting themselves. David asked Jeff if he does it now and Jeff stated he did this past time because it was so heavy, it was 1,400 cases and the reason why this place looks like a wreck. Jeff stated he likes to do it to be honest with you, but the checking in is more important because it has to be right. We do a double check system and actually the last 3 months it seems like it is helping. During our little snow storm 2 weeks, I am in the back of the trailer with my little flashlight, shivering and checking the truck off. I would rather roll because I feel kind of weird about it, but at the same time with my title, I have to be one of the checkers, unless it is too heavy. David stated that the only thing he is concerned about was a case of expensive liquor, it is a lot

of money and you get a temp come in and they drop a case or push it over. Would a store employee be more apt to take care of it, I am just curious. Jim White stated his concern is that we are aging out on our gentlemen here and we are not finding good candidates for males to apply. We pay an hourly rate where most males can go somewhere else. We are getting good quality ladies coming in and the reason why we are hiring them. They are good with customer service and good on the cash register, but you can't have it both ways and why I suggested the temporary service. Jeff stated what he was eluding to earlier on that situation, I am going to bring up John, instead of him rolling he might take a smaller batch but he can kind of guide a guy, like a buddy system. Listen falls happen, we lost a case on Tuesday and wrote that up. Everyone has dropped one, just join the club, part of the business. But you are right if we see a crash and the chuckling about it, maybe don't hire that person again and then I would have to talk to Staffmark about it. Jennifer asked to reach out with a couple of things right quick, a) my husband works over at the Coca Cola refurbishing center and they use a lot of temps through a company. They do get the same temps every time they request them, so we don't have to waste man hours trying to retrain them because we are paying them more an hour plus retraining them which is going to be slower. I would go that way. My next question would be to and I hate to increase payroll but I do think our pay is the problem because we are bringing them in for only 4 hours at \$11 an hour. I wouldn't want to come in and roll for \$44.00 minus tax. I am wondering if that is part of it, you don't have to answer this, just something to think about, but I do think the pay is hurting us. Is it 4 or 5 hours? Jeff stated minimum of 4 hours and Staffmark is charging us \$16.50. Jennifer is only concerned about what we are paying. Jennifer also asked how are we reaching out to find potential applicants, are we advertising or they just coming in or do we have a help wanted sign? Jeff stated that he hasn't reposted yet, we haven't done any positing for new applications here yet. For one thing, there was some change over with you guys coming on aboard and me just catching my breath. Jennifer asked how we have done it in the past. Jeff stated it has been off the street and Craigslist. Jim Wojtowicz suggested posting on our website and Shelly stated that Kathy has done that for us in the past. Jennifer suggested better job lead options. Jim White suggested that when our website comes up we have an application on there too and it has a link out there to notify us that someone has applied for a job. Jennifer said there is a difference in applicants walking in off the street and someone who is diligently out looking for a job, they will start looking at the Indeed ads and the ones online. Jennifer suggested to use the Town's and our websites, if we had a wider reach we could maybe we could actually hire our own people, but for rollers I think we should look at the pay rate. David stated maybe that could be a future discussion.

Jeff stated the email from Laurie Lee, in light of that we have 4 out of the 5 board members are new and guess they are counting Jennifer as new and we only have 1 that has taken the Ethics class. She asked that they complete the Ethics requirement as soon as possible. There is that one year limit, but coming from Laurie Lee, she wants you guys to make it more of a priority to try to get that done especially since we just grew from 3 to 5. Lost one and then grew to 5 and I just wanted to pass that information along to you. David asked if we could watch the Ethics class together, but Shelly explained that the class has a certificate that has to be printed at the end and signed off on, return copy to us and send one goes to Laurie Lee at the ABC Commission. Judith stated the URL address didn't work for her and Shelly stated she would check and resend it out to everyone. Jeff suggested Judith could come to the office and check the URL address on our computers. Jeff also stated the class goes by quick. Jeff stated that was all he had, he hadn't had a lot to say in the last few months, but things have changed a little bit and happy to see new faces, mixed in with our old ones and all is good and that's all I have right now.

10. Board Members comments –

Jim White – I am going to make this short and that is unusual for me, but I want to welcome all our new board members. I am so happy you here and I think you will all be a great addition to helping us operate this store appropriately. First to Jeff and Shelly, great jobs and thank you for all this information here, as always you do bang up job and the store looks great. Jim stated we all know what went on here tonight, it was a spirited debate, and a decision was made. I want to caution all of us and I personally am not on any social media, but I want to caution everyone here in the room, try not to get on social media and rehash what occurred here tonight. There was nothing bad that occurred, there was a good spirited discussion. Anybody wants to know what went on here tonight, the next meeting we will approve the minutes and those minutes get posted on the Indian Trail website and anybody and everybody can go out there and read it. The general thing is, you can go on your social platform, but let's try to keep this discussion off social media.

Jennifer – I would like to welcome everyone onto the board and I think we have a good mix of people now and I think that is good. I know it is a lot to learn and I am still learning quite a bit. Everyone will have their strengths and weaknesses. I have talked throughout the whole meeting and that is basically what I have to say.

Jim Wojtowicz – I talked a lot too for my first meeting. I just want to thank everybody for all the courtesies bestowed and for all this information, I looked forward to rehashing it. Again, I complement this store, I believe I have been in this store 3 times and I have never seen friendlier people when I walk in. Discussing this distribution issue, like you were saying, you run such a good store, you are making money and that is the bottom line. If you were not making money we wouldn't be looking for any distributions, so if that makes sense, but just thank you that. One question for Jeff that I am not clear was on is how far along are we in surveying and looking for a new store and all. Jeff stated square one. Jim stated that everything that I have read that we should go before the Town Council and make sure they sign off on it before we spend any money, which is everything I have researched. Thank you again for having me and I look forward to serving and hopefully I will not be a big pain in the neck. Thank you.

Judith Silberquit – Judith said she was really glad to be here. I am looking forward to working collaboratively with everybody. I believe in cohesion, I mean I have my own opinions. Thank you for the emails, keeping us up to date especially from the legislation and welcoming us the way you did. I want to just do the best that we all can for Town of Indian Trail and the people of Indian Trail, because that is why we are all here and of course taking this store into consideration. You do have a beautiful store, my husband loves coming in here. I am glad to be here and I just want us all to work together and keep an open minds.

David Cohn – Just a couple of things and I want to comment on some of your comments. David stated to Jim Wojtowicz this Board really does not to go in front of the Town Council and let them know anything about a store. I think it would great if it did and I think as long as we are working together it is going to be that way. I want it to be that way and as long as I am here I am going to stay in constant communication with the Town, but technically, if you follow the rules, I don't believe the ABC Board has to present it to the Council. Although, I think it is kind of like two teams working together is going to be a whole lot better than two teams against each other. I think we are going to feel each other out a little bit, we are going to move on, we are going to do real well and we are going to find out we are going to be here to prove to you, we are here for you. We are going to make this work and whether it is a new store, or a new building or what, are going to do it, and it may be nothing at all. I briefly talked to the Town manager

yesterday or the day before yesterday and briefly asked him questions about the survey and stuff. Just by talking to the Town manager he is very excited about working with you. I discussed a survey with him and he said why don't we do the survey or talk to the Board about us doing or helping them do a survey and it would be much lower cost for you guys. The Town is more experienced in that, they do that a lot. They do surveys and that's one way that we can work together. Jim White stated he believes the Town has the data we are looking for. David stated exactly and so by not communicating with the Town and not going to the Board, like Jim said, then we are kind of missing the boat a little bit. So let's get over, if we can, we didn't really spat tonight, but I thought it was a very good conversation and I know it didn't make everybody happy, but we can work together. I appreciate everybody, I appreciate the new members that are coming and you all have to work with us also because I am a rookie at this. You are going to have to guide me and you finally fix my phone up, get it to working where I can get that book and listen to everything that I need to listen to. David stated to Jeff he thinks he does a good job, a very good job and we are behind you 100%. I think we can make this and ask any questions anytime, don't be shy. Jim and I we might disagree on things, but one of things I respect about you so much is if you don't like something you let me know about it and vice versa to you, but I have always considered you as a friend regardless of whether we are on the same page or not. I appreciate it. David stated that tonight we have a closed session.

Jim White requested that we set the next meeting date before we go into closed session. Shelly requested that it be the last week in May, due to budget. It is easier to push the meeting in May all the way out to work on the budget. David questioned if the meeting is normally always on a Thursday and Shelly stated no we have done it other days of the week. Jeff stated that it is moved around in the fall too. Shelly stated that Jeff has to have the proposed budget to the Commission and the Town on by June 1st. David asked if it would be better not to have last day of the month in case something comes up. Shelly stated Wednesday. David asked if the Board had ever not had a meeting and Jeff stated years ago it was skipped during the holiday season, but there have been some cancellations maybe due to illness or sickness. Shelly stated they use to skip the meeting in December, in the old days. Jeff stated that was a while back and there always seems like there is something to talk about. Jennifer stated she can't make the 30th. Jim Wojtowicz asked what does a quorum do and Jeff and David stated I guess now that 3 would be a quorum now. All agreed that Wednesday, May 29th Jim Wojtowicz questioned Shelly if we have to adopt the budget by the end of June. Shelly stated yes. Jeff stated that I think 6:30pm is still a decent time, but that is up to you too, if you would rather have a 6pm instead of 6:30pm. They have been long for a long time now, but they use to not to be this long, but I think once things get ironed out, it should go better. You can control that as well on what time we meet. The Board agreed to leave the meeting start time at 6:30pm.

11. Close Session - NCGS 1433.318.11(A) (6) to discuss personnel matters

Thursday, April 18, 2019 @ 8:20 pm

Motion made to move to Close Session by Jim White, 2nd by David, passed unanimously.

CLOSED SESSION, PURSUANT TO NCGS 1433.318.11(A)(6)

CONFIDENTIAL --- PERSONNEL MATTERS

THE BOARD OF DIRECTORS DISCUSSED-NCGS 143.318.11(A)(6) CONFIDENTIAL – TO DISCUSS PERSONNEL MATTERS

Motion made to end session by Jim White 2nd by David

The session ended at 9:55 pm

11 a) Board decision and/or Possible Action/Comments – From Closed Session –

Effective on the May 10, 2019 payroll – Pam Harris and Cindy Harper to receive the approved hourly pay rate increase as noted.

APPROVAL OF CINDY HARPER TO RECEIVE THE APPROVED HOURLY PAY RATE INCREASE FROM \$12.00 TO \$14.00

***Jim White** made a motion to approve Cindy Harper to receive the approved hourly pay rate increase from \$12.00 to \$14.00*

*Seconded **David**, the vote to approve Cindy Harper to receive the approved hourly pay rate increase from \$12.00 to \$14.00; passed unanimously.*

APPROVAL OF PAM HARRIS TO RECEIVE THE APPROVED HOURLY PAY RATE INCREASE FROM \$15.00 TO \$17.00

***Jim White** made a motion to approve Pam Harris to receive the approved hourly pay rate increase from \$15.00 to \$17.00*

*Seconded **Jennifer**, the vote to approve Pam Harris to receive the approved hourly pay rate increase from \$15.00 to \$17.00; passed unanimously.*

Approve and re-instate 5 vacation days for the General Manager - Jeff Sullivan, based on previous discussion.

APPROVAL TO RE-INSTATE 5 VACATION DAYS FOR THE GENERAL MANAGER - JEFF SULLIVAN

***Jim Wojtowicz** made a motion to approve to re-instate 5 vacation days to the General Manager - Jeff Sullivan based on previous discussion*

*Seconded **Judith**, the vote to approve to re-instate 5 vacation days to the General Manager - Jeff Sullivan, based on previous discussion: passed unanimously.*

Rewrite Offer letter to Jeff Sullivan – remove 50-55 hours per week, replace with whatever is necessary to get the job done.

APPROVAL TO REWRITE OFFER LETTER TO JEFF SULLIVAN-REMOVE 50-55 HOURS, REPLACE WITH WHATEVER IS NECESSARY TO GET THE JOB DONE

***David**, made a motion to approve to rewrite offer letter to Jeff Sullivan-Remove 50-55 hours per week, replace with whatever is necessary to get the job done*

*Seconded **Jim White**, the vote to approve to rewrite offer letter to Jeff Sullivan-Remove 50-55 hours per week, replace with whatever is necessary to get the job done: passed unanimously*

12. Adjournment –

Next Board Meeting Scheduled: **May 2019 meeting**

Wednesday, May 29, 2019 at 6:30 pm at the Indian Trail ABC Store

Motion to adjourn Indian Trail Board Meeting made by Chairman or Board Member **Jim White**,

Seconded by Chairman or Board Member **David Cohn**, passed unanimously.

Adjournment: **10:00 pm -Time**

