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## STN GOVERNANCE COMMITTEE MEETING

### MINUTES

May 13, 2021

Zoom Meeting

9:00 AM – 10:00 AM

#### ATTENDANCE

**COMMITTEE:** Marcia Weber, Howard Zingler, Dave Hopkins, Jim Osborn, Carl Hayden

**MANAGEMENT:** Steve Manning, Jeff Gasper

#### 1. APPROVAL OF MINUTES

The April 8, 2021 meeting minutes were approved by the committee on a motion from Jim Osborn, seconded by Howard Zingler, and carried.

**2. Continuity & Succession Planning** – the committee engaged in an energetic dialogue related to organizational staffing and associated roles and responsibilities of existing personnel. Management reviewed succession plans for current positions and discussed risks associated with each. The Committee reached consensus on staffing positions and levels to balance the exposure/risks STN has relative to contracting for 100% of support services. On a motion made by Carl Hayden, seconded by Jim Osborn, the committee recommended acquisition of a field specialist (outside plant engineer), subject to Finance Committee vetting with the budget.

**3. Other** - There being no other business, the meeting was adjourned at 9:58 AM (Zingler/Hayden).

Respectfully Submitted,  
Steve Manning, CEO