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**Southern Tier Network, Inc.**  
**October 30, 2024—Special Meeting**  
**Board Minutes**  
Zoom Meeting

**ATTENDANCE**

Board Members: Chelsea Robertson, Patty Wahba, Steve Wilber, Carl Hayden, Marcia Weber, James Osborn, Judy McIntosh, Jack Wheeler, Shawn Rosno, Aaron Dowd, John Sharkey  
Absent: Jessica Mullins, Alan Eusden, Dave Hopkins, Howard Zingler  
Management: Jeff Gasper

This Special Meeting had a waiver of notice.

The meeting was called to order at 11:04 AM by Chair Marcia Weber.

This meeting date, October 30, 2024, was scheduled with the unanimous approval of the board for the purpose of discussing a personnel matter.

The board entered into executive session to discuss personnel matters on a motion by Carl Hayden, seconded by John Sharkey, and carried.

The board exited executive session on a motion by Chelsea Robertson, seconded by Patty Wahba, and carried.

A motion to approve the Confidential Severance Agreement and General Release in draft form from Hage & Hage was made by Carl Hayden, seconded by John Sharkey, and carried.

A motion to retain a law firm and proceed with an investigation was made by Chelsea Robertson, seconded by Patty Wahba, and carried.

The meeting adjourned at 11:48 AM on a motion by Aaron Dowd, seconded by Chelsea Robertson, and carried.