
Title VI Implementation Plan



*November 13, 2025 -
November 12, 2028*

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Title VI Policy Statement

The Treasure House policy assures full compliance with Title VI of the Civil Rights act of 1964 and related statutes and regulations in all programs and activities. Title VI states that “no person shall on the grounds of race, color or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination” under any Treasure House sponsored program or activity. There is no distinction between the sources of funding.

Treasure House also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations. Furthermore, Treasure House will take reasonable steps to provide meaningful access to services for persons with limited English proficiency.

When Treasure House distributes Federal-aid funds to another entity/person, Treasure House will ensure all subrecipients fully comply with Treasure House Title VI Nondiscrimination Program requirements. The Chief Executive Officer (CEO) has delegated the authority to the Chief Operating Officer, Title VI Program Coordinator, to oversee and implement FTA Title VI requirements.



Laureen Tanner, Chief Executive Officer (CEO)

Title VI Notice to the Public

Notifying the Public of Rights Under Title VI Treasure House

The Treasure House operates its programs and services without regard to race, color, or national origin in accordance with Title VI of the Civil Rights Act of 1964. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the Treasure House.

For more information on the Treasure House's civil rights program, and the procedures to file a complaint, contact Jacob Miller (Chief Operating Officer), (602) 714-8189 extension 102, (TTY 711); email jake@treasurehouse.org; or visit our administrative office at 7815 W Aspera Blvd, Glendale, AZ 85308. For more information, visit <http://www.treasurehouse.org>.

A complainant may file a complaint directly with the City of Phoenix Public Transit Department or the Federal Transit Administration (FTA) by filing a complaint directly with the corresponding offices of Civil Rights: City of Phoenix Public Transit Department: ATTN: Title VI Coordinator, 302 N. 1st Ave., Suite 900, Phoenix AZ 85003 FTA: ATTN: Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590

If information is needed in another language, contact (602) 714-8189. Para información en Español llame: Claudia Perez-Ramirez, (602) 714-8189.

The above notice is posted in the following locations: The Treasure House administrative office located at 7815 W. Aspera Blvd., Glendale, AZ 85308 and in all Treasure House 5310 funded vehicles.

This notice is posted online on Treasure House's website at <https://treasurehouse.org/title-vi-plan/>

Title VI Notice to the Public - Spanish

Aviso al Público Sobre los Derechos Bajo el Título VI Treasure House

Treasure House (*y sus subcontratistas, si cualquiera*) asegura cumplir con el Título VI de la Ley de los Derechos Civiles de 1964. El nivel y la calidad de servicios de transporte serán provehidos sin consideración a su raza, color, o país de origen.

Para obtener más información sobre la Treasure House's programa de derechos civiles, y los procedimientos para presentar una queja, contacte Jacob Miller (Chief Operating Officer), (602) 714-8189 extension 102, (TTY 711); o visite nuestra oficina administrativa en 7815 W Aspera Blvd, Glendale, AZ 85308. Para obtener más información, visite <http://www.treasurehouse.org>

El puede presentar una queja directamente con City of Phoenix Public Transit Department o Federal Transit Administration (FTA) mediante la presentación de una queja directamente con las oficinas correspondientes de Civil Rights: City of Phoenix Public Transit Department: ATTN Title VI Coordinator 302 N. 1st Ave., Suite 900, Phoenix AZ 85003 FTA: ATTN Title VI Program Coordinator, East Building, 5th Floor –TCR 1200 New Jersey Ave., SE Washington DC 20590

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Title VI Complaint Procedures

These procedures provide guidance for all complaints filed under Title VI of the Civil Rights Act of 1964, as they relate to any program or activity that is administered by Treasure House including consultants, contractors and vendors. Intimidation or retaliation as a result of a complaint is prohibited by law. In addition to these procedures, complainants reserve the right to file a formal complaint with other State or Federal agencies or to seek private counsel for complaints alleging discrimination. Every effort will be made to resolve complaints at the lowest possible level.

- (1) Any person who believes he and/or she has been discriminated against on the basis of race, color, or national origin may file a Title VI complaint by completing and submitting the agency's Title VI Complaint Form.
- (2) Formal complaints must be filed within 180 calendar days of the last date of the alleged act of discrimination or the date when the alleged discrimination became known to the complainant(s), or where there has been a continuing course of conduct, the date on which the conduct was discontinued or the latest instance of the conduct.
- (3) Complaints must be in writing and signed by the complainant(s) and must include the complainant(s) name, address and phone number. The Title VI contact person will assist the complainant with documenting the issues if necessary.
- (4) Allegations received by fax or e-mail will be acknowledged and processed, once the identity of the complainant(s) and the intent to proceed with the complaint have been established. For this, the complainant is required to mail a signed, original copy of the fax or email transmittal for the complaint to be processed.
- (5) Allegations received by telephone will be reduced to writing and provided to the complainant for confirmation or revision before processing. A complaint form will be forwarded to the complainant for him/her to complete, sign and return for processing.
- (6) Once submitted Treasure House will review the complaint form to determine jurisdiction. All complaints will receive an acknowledgement letter informing her/him whether the complaint will be investigated by the Treasure House or submitted to the State or Federal authority for guidance.
- (7) Treasure House will notify the Title VI Coordinator of all Title VI complaints within 72 hours via telephone at: 602-262-7242; email to: phxtransiteo@phoenix.gov.

- (8) Treasure House has 60 days to investigate the complaint. If more information is needed to resolve the case, the Authority may contact the complainant. The complainant has 60 business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within 30 business days, the Authority can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.
- (9) After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. An LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member or other action will occur. If the complainant wishes to appeal the decision, she/he has 30 days after the date of the letter or the LOF to do so.
- (10) A complainant dissatisfied with Treasure House decision may file a complaint with the City of Phoenix Public Transit Department (COP): Attention Title VI Coordinator, 302 N. 1st Ave., Suite 900, Phoenix, AZ 85003 or the Federal Transit Administration (FTA) offices of Civil Rights: Attention Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590
- (11) A copy of these procedures can be found online at: www.treasurehouse.org

Procedimientos de Quejas Bajo el Título VI

Estos procedimientos proporcionan orientación para todas las quejas presentadas bajo el Título VI del Decreto de los Derechos Civiles de 1964, en lo que se refieren a cualquier programa o actividad que sea administrado por la Treasure House, incluyendo a los asesores, contratistas y proveedores. Por ley, se prohíbe la intimidación o las represalias como resultado de una queja. Además de estos procedimientos, los reclamantes se reservan el derecho de presentar una queja formal ante otras agencias estatales o federales o de solicitar asesoría privada para quejas alegando discriminación. Se hará todo lo posible para resolver las quejas al nivel más bajo posible.

- (1) Cualquier persona que crea que ha sido discriminada por motivos de raza, color, u origen nacional puede presentar una queja bajo el Título VI completando y presentando la Forma de Quejas del Título VI de la agencia.
- (2) Las quejas formales se deben presentar dentro de 180 días de calendario de la última fecha del supuesto acto de discriminación o de la fecha en la que el/los reclamante/s se haya/n enterado de la supuesta discriminación, o cuando haya habido un curso de conducta continuo, la fecha en la que la conducta haya sido suspendida o la última ocasión en la cual ocurrió la conducta.
- (3) Las quejas se deben hacer por escrito y deben ser firmadas por el/los reclamante/s y deben incluir el nombre, el domicilio y el número de teléfono del/los reclamante/s. Si es necesario, la persona de contacto del Título VI ayudará al/la reclamante a documentar las cuestiones.
- (4) Las alegaciones recibidas por fax o por correo electrónico serán admitidas y procesadas, una vez que se haya establecido la identidad del/la reclamante y la intención de proceder con la/s queja/a. Para ello, se requiere que el/la reclamante envíe por correo postal una copia original firmada del fax o de la transmisión de la nota electrónica para que la queja sea procesada.
- (5) Las alegaciones recibidas por teléfono se reducirán a un formato por escrito y se les proveerán al/la reclamante para su confirmación o revisión antes de su procesamiento. Se remitirá una forma de la queja al/la reclamante para que la complete, la firme y la devuelva para su procesamiento.
- (6) Una vez presentada, la Treasure House revisará la forma de la queja para determinar la jurisdicción. Todas las quejas recibirán una carta de reconocimiento informándole si la

queja será investigada por la Treasure House o presentada a la autoridad estatal o federal para recibir su orientación.

- (7) La Treasure House le notificará al Coordinador del Título VI sobre todas las quejas del Título VI dentro de 72 horas por teléfono llamando al: 602-262-7242; por correo electrónico escribiendo a: phxtransiteo@phoenix.gov
- (8) La Treasure House tiene 60 días para investigar la queja. Si se necesita más información para resolver el caso, la Autoridad puede ponerse en contacto con el/la reclamante. El/la reclamante tiene 60 días hábiles a partir de la fecha de la carta para enviar la información solicitada al investigador asignado al caso. Si el investigador no es contactado por el/la reclamante o no recibe la información adicional dentro de los 30 días hábiles, la Autoridad puede cerrar el caso administrativamente. Un caso también se puede cerrar administrativamente si el/la reclamante ya no desea seguir adelante con su caso.
- (9) Después de que el investigador revise la queja, emitirá una de dos cartas al/la reclamante: una carta de cierre o una carta de hallazgo “Letter of Finding” (LOF). Una carta de cierre resume los alegatos y afirma que no hubo una infracción con respecto al Título VI y que el caso se cerrará. Una carta LOF resume las alegaciones y las entrevistas con respecto al supuesto incidente, y explica si se llevará a cabo alguna acción disciplinaria, capacitación adicional del/la miembro del personal u otra acción. Si el/la reclamante desea apelar a la decisión, tiene 30 días después de la fecha de la carta o de la LOF para hacerlo.
- (10) Un/a reclamante insatisfecho/a con la decisión de la Treasure House puede presentar una queja directamente con el Departamento de Transporte Público de la Ciudad de Phoenix: City of Phoenix Public Transit Department (COP), Attention: Title VI Coordinator, 302 N. 1st Ave., Suite 900, Phoenix, AZ 85003, ó con las oficinas de Derechos Civiles de la Administración Federal de Transporte: Federal Transit Administration (FTA), Offices of Civil Rights, Attention Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590
- (11) Una copia de estos procedimientos se puede encontrar en línea en: www.treasurehouse.org

Title VI Complaint Forms



TITLE VI COMPLAINT FORM

Any person who believes that he or she has been discriminated against by **TREASURE HOUSE** or any of its service providers and believes the discrimination was based upon race, color or national origin, may file a formal complaint with **TREASURE HOUSE**.

Please provide the following information to process your complaint. Alternative formats and languages are available upon request. You can reach Customer Service at **602-714-8189** (TTY: 711) or via email at info@treasurehouse.org

SECTION 1: CUSTOMER INFORMATION			
First Name:		Last Name:	
Address:			
City:		State:	Zip:
Home Phone:		Cell Phone:	
Email:	Preferred method of contact: ☐ Phone ☐ Email		

SECTION 2: INCIDENT INFORMATION				
Date of Incident:		Time of Incident:	☐ AM ☐ PM	City:
Incident Location:		Direction of Travel:		
Route:		Vehicle:		
Operator Name:				
What was the discrimination based on (Check all that apply):	☐ Race	☐ Color	☐ National Origin	☐ Other

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known), as well as names and contact information of any witnesses. If more space is needed, please use the back of this form. You may also attach any written materials or other information relevant to your complaint.

Have you filed this complaint with the Federal Transit Administration (FTA)? ☐ Yes ☐ No

If yes, please provide information about a contact person at the FTA where the complaint was filed:

Name: _____ Title: _____
Address: _____ Phone: _____

Have you previously filed a Title VI complaint with this agency/organization? ☐ Yes ☐ No

Signature _____
Date _____

TREASURE HOUSE
PHOENIX

Por favor provea la siguiente información para procesar su queja. Hay formatos e idiomas alternativos disponibles si se solicitan. Usted se puede comunicar con el Servicio al Cliente llamando al 602-714-8189 (TTY: 711) ó por correo electrónico a info@treasurehouse.org

SECCIÓN 1: INFORMACIÓN DEL CLIENTE			
Nombre:		Apellido:	
Domicilio:			
Ciudad:		Estado:	Código Postal:
Teléfono del Hogar:		Teléfono Celular:	
Correo Electrónico:	Método preferido de contacto: ☐ Teléfono ☐ Correo Electrónico		

SECTION 2: INCIDENT INFORMATION				
Fecha del Incidente:		Hora del Incidente:	☐ AM ☐ PM	Ciudad:
Ubicación del Incidente:		Dirección del Viaje:		
Ruta:		Vehículo:		
Nombre del/la Operador/a:				
¿En qué se basó la discriminación? (Marque todo lo que sea aplicable):	☐ Raza	☐ Color	☐ Origen Nacional	☐ Otro

Explique lo más claramente posible lo que sucedió y por qué cree usted que se le discriminó. Describa a todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de la/s persona/s que le discriminó/aron (si los conoce), así como los nombres y la información de contacto de cualquier testigo. Si se necesita más espacio, por favor use el reverso de esta forma. Usted también puede adjuntar cualquier material por escrito u otra información relevante a su queja.

Si contestó Sí, por favor provea información sobre una persona de contacto en la administración FTA donde se registró la queja:

¿Ha usted registrado previamente una queja bajo el Título VI ante esta agencia? ☐ Sí ☐ No

Firma _____
Fecha _____

Title VI Investigations, Complaints, and Lawsuits

A separate Annual Title VI Report must be submitted each year by October 15th as a part of the Milestone Progress Reporting (MPR) data.

<i>Name and/or Case Number</i>	<i>Date Case Filed (Month, Day, Year)</i>	<i>Case Summary (include basis of complaint: ex. race, color, national origin)</i>	<i>Case Status/Response</i>	<i>Case Resolution Action</i>
Investigations				
Lawsuits				
Complaints				

☒ Treasure House has not had any Title VI complaints, investigations, or lawsuits during the review period beginning June 17, 2022 through September 29, 2025.

*Treasure House
Public Participation
Plan*



Treasure House is engaging the public in its planning and decision-making processes, as well as its marketing and outreach activities. The public will be invited to participate in the process whether through public meetings or surveys. As an agency receiving federal financial assistance, Treasure House made the following community outreach efforts:

- Maintain a consistent daily presence on relevant social media platforms to convey essential business and operational communications for Treasure House
- Provide monthly communications to participants, residents and affiliated parties highlighting community engagement programs and integration efforts led by Treasure House

In the upcoming year Treasure House will make the following community outreach efforts:

- Extend the circulation of agency brochures to maximize engagement with various audiences
- Leverage social media platforms to promote and distribute public communications and announcements
- Nondiscrimination public notices shall be displayed in the following locations to ensure visibility and compliance:
 - Lobby of agency/organization
 - Treasure House website
- Undertake revisions of agency documents and publications to ensure they are user-centric and accessible to diverse audiences

Public Meetings:

- (1) Public meetings are scheduled to increase the opportunity for attendance by stakeholders and the general public. This may require scheduling meetings during non-traditional business hours, holding more than one meeting at different times of the day or on different days, and checking other community activities to avoid conflicts.
- (2) When a public meeting or public hearing is focused on a planning study or program related to a specific geographic area or jurisdiction within the region, the meeting or hearing is held within that geographic area or jurisdiction.
- (3) Public meetings are held in locations accessible to people with disabilities and are located near a transit route when possible.

Treasure House submits to the City of Phoenix annually an application for funding. Part of the annual application is a public notice, which includes a 30-day public comment period.

Limited English Proficiency Plan

Treasure House

Limited English Proficiency Plan



Treasure House has developed the following Limited English Proficiency Plan (LEP) to help identify reasonable steps to provide language assistance for LEP persons seeking meaningful access to Treasure House services as required by Executive Order 13166. A Limited English Proficiency person is one who does not speak English as their primary language and who has a limited ability to read, speak, write, or understand English.

This plan details procedures on how to identify a person who may need language assistance, the ways in which assistance may be provided, training to staff, notification to LEP persons that assistance is available, and information for future plan updates. In developing the plan while determining the Treasure House's extent of obligation to provide LEP services, the Treasure House undertook a U.S. Department of Transportation four-factor LEP analysis which considers the following:

- 1) The number or proportion of LEP persons eligible in the Treasure House service area who may be served or likely to encounter by Treasure House program, activities, or services;
- 2) The frequency with which LEP individuals come in contact with Treasure House services;
- 3) The nature and importance of the program, activities or services provided by the Treasure House to the LEP population; and
- 4) The resources available to Treasure House and overall costs to provide LEP assistance. A brief description of these considerations is provided in the following section.

A statement in Spanish will be included in all public outreach notices. Every effort will be made to provide vital information to LEP individuals in the language requested.

Safe Harbor Provision

Treasure House complies with the Safe Harbor Provision, as evidenced by the number of documents available in the Spanish language. With respect to Title VI information, the following shall be made available in Spanish:

- (1) Title VI Notice
- (2) Complaint Procedures
- (3) Complaint Form

In addition, we will conduct our marketing (including using translated materials) in a manner that reaches each LEP group. Vital Documents include the following:

- (1) Notices of free language assistance for persons with LEP
- (2) Notice of Non-Discrimination and Reasonable Accommodation
- (3) Outreach Materials
- (4) Bus Schedules
- (5) Route Changes
- (6) Public Hearings

Non-elected Committees Membership Table

A subrecipient who selects the membership of transit-related, non-elected planning boards, advisory councils, or committees must provide a table depicting the membership of those organizations broken down by race. Subrecipients also must include a description of the efforts made to encourage participation of minorities on these boards, councils, and committees.

Table Depicting Membership of Committees, Councils, Broken Down by Race

Body	Caucasian	Latino	African American	Asian American	Native American
Population					

☒ Treasure House does NOT select the membership of any transit-related committees, planning boards, or advisory councils.

Monitoring for Subrecipient Title VI Compliance

☒ Treasure House does NOT have subrecipients and does NOT monitor subrecipients for Title VI compliance.

Title VI Equity Analysis

A subrecipient planning to acquire land which displaces persons from their residences and businesses to construct certain types of facilities must not discriminate on the basis of race, color, or national origin, against persons who may, as a result of the construction, be displaced from their homes or businesses. "Facilities" in this context does not include transit stations or bus shelters, but instead refers to storage facilities, maintenance facilities, and operation centers.

There are many steps involved in the planning process prior to the actual construction of a facility. It is during these planning phases that attention needs to be paid to equity and non-discrimination through equity analysis. The Title VI Equity Analysis must be done before the selection of the preferred site.

Note: Even if facility construction is financed with non-FTA funds, if the sub recipient organization receives any FTA dollars, it must comply with this requirement.

☒ The Treasure House has NO current or anticipated plans to develop new transit facilities covered by these requirements. No facilities covered by these requirements were developed since the inception of Treasure House.

Board Approval for the Title VI Program

Board Meeting November Minutes

Date: November 14, 2025

National Bank of Arizona/Teams

Board Members in Attendance:

Gary Todd, Director	Kim Rinehart, Director
Donna Kimmel, Director	Sadie Tedder, Chair
Bret Giles, Director	John Santisi, Director
Keaton Merrell, Director	Kurt Warner, Vice President
Brenda Warner, President	Mark Stebbings, Director
Michael Lemon, Director	John Fevurly, Director
Rock Rickert, Director	Patrick Banger, Director

Board Members Via TEAMS: Becky Andros, Director, Don Steiner, Director, Justin Steltenpohl, Director, Kimberly Caruso Fast, Director, A J Baker, Vice Chair, Jim MacWilliam, Director

No attendance: Doug Singer, Director, Haylee Freestone, YPB President, Mark Dalton, Director Tonya Lively, Director, Mark Gittelman, Director

Guests: Joell Adams Lauri Tanner Amber Vandenberg

I. **Topic: Welcome**

Discussion: Sadie Tedder welcomes all directors, calls the meeting at 11:04a
Action: move in to motion of approval of minutes.

II. **Topic: Approval of September Meeting Minutes**

Discussion: Sadie Tedder makes the announcement that Keaton Merrell has resigned from the board effective yesterday. He will stay committed to Treasure House but has other commitments right now.

Action: Sadie Tedder asks for a motion to approve the September Meeting Minutes. Motion to approve the September meeting minutes made by John Fevurly, seconded by Bret Giles and unanimously approved.

III. Topic: Title VI Approval

Discussion: Lauri Tanner informs we must renew the Title VI document every 3 years. Lauri informs the group this is a federal requirement for certain funding. We currently receive a grant from the City of Glendale and the MAG grant for our transportation vehicles that this is required for.

Action: Motion to approve the Title VI made by Michael Lemon, seconded by Gary Todd and unanimously approved.

IV. Topic: CEO Report

Discussion: Lauri presents her presentation.

- Cardinals' connection= many opportunities for our residents.
- 30th resident has moved in.
- 50/50 raffle stats= we raised the highest ever amount of \$200,000.
- CGN raised \$712,000 and Net= \$506,837 most raised so far.
- Update to the common space furniture is underway.
- Game changers club, 3-year pledge commitment is going to be kicked off by the 1st of the year. This is a great way to peer network and get it out to your personal networks.
- Parent zoom meetings will be starting this month on the 18th and continue 3x's a year.
- Room and Board increase by \$350 starting the 1st of the year
- YPB member who is a part of Lauri's BNI group pulled together a 3rd party fundraiser at the Suns vs Heat game for \$110 a ticket all inclusive, purchase your tickets.
- Cardinals Climb- February 21st, 2026- we need 400 people to meet our goal.

V. Topic: Board Committee Reports

Discussions:

Marketing Committee: John Fevurly shares that we had some changes in the committee with members resigning and new members joining. We now we have 5 marketers, which makes a huge difference. John Fevurly states our socials will enhance with these professionals all speaking the same language with a minimal budget. We have 3 YPB members on the committee now that are more active with social platforms. Peyton and Lauri are doing a great job with sharing the heart of the story with the posts. John Fevurly

asks for feedback, complaints, questions or things we are not seeing to increase awareness. We need to market that it's for the IDD population, not just the 30 residents that reside at Treasure House.

Finance: Financials overview for August and September. Lauri starts with August. Joell reviews September. Joell shares her and Lauri have started on the 2026 budget.

Action: Motion to approve the August financials made by Kim Rinehart seconded by Rock Rickert and unanimously approved. Motion to approve September financials made by Kim Rinehart seconded by Rock Rickert and unanimously approved.

990: Lauri shares the finance committee reviewed this in depth. Lauri informs this does need to be approved today, and this does align with our 2025 audit.

Action: Sadie Tedder asks for a motion to approve the 990. Motion to approve the 990 made by Michael Lemon seconded by Rock Rickert and unanimously approved.

Governance Committee: Governance Committee will have their discussion during executive session.

Sale Lease Back Deal: Lauri and Justin Steltenpohl have had many discussions regarding this today. Justin Steltenpohl speaks to the group to inform the logistics behind the deal. Discussion ensued with many options presented. Don Steiner had a few suggestions. Lauri will continue to work on this with Mark Stebbings, Mike Hsiung, James Murphy and Kurt.

Fundraising Committee: Capital Campaign, CGN 2025, Golf 2026
Discussions:

Capital campaign: On hold

CGN 2025: Discussed in Lauri's presentation

Golf 2026: May 7th at the Biltmore sponsorships are selling without them being published and live.

2026 special events: Discussed in Lauri's presentation

Action: None

Young Professional's Board update: No Update provided.

- VI. **Topic: New Business**
Discussion: Sadie Tedder asks for new business.
Action: No new business at this time.

Executive Session: Has been requested by Governance committee. Executive session starts at 12:37p

Adjournment: Meeting adjourned following executive session.

Next Board Meeting: January 9th, 2026

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Lauren K. Tanner", written in a cursive style.

Laureen K. Tanner, CEO