

MEETING MINUTES

Cypress Cove Water Supply Corp.

180 Tanglewood Trail Court

Spring Branch, Texas 78070

BOARD OF DIRECTORS EMERGENCY MEETING January 15, 2020

| | | | | | |
|------------------|--------------------|-----------------------|---------------------------|----------------------|--------------------|
| <i>Director:</i> | <i>Gordon Swan</i> | <i>Gilead Ziembra</i> | <i>Walter (Sid) Jones</i> | <i>Shelly Ludwig</i> | <i>Mike Vorhis</i> |
| <i>Present:</i> | x | X | x | x | X |
| <i>Absent:</i> | | | | | |

1. Move to close session by Gilead, second by Shelly, all vote yes. Move to closed session at 4:19pm.

Discussed a counter offer to Brent to have CCWSC provide retirement plan that matches 100% up to 3% of salary per year, vested after 3 years. One week paid vacation, after 3 years, two weeks paid vacation (one of which can be reimbursed). Offer health insurance (anticipated Silver plan) to pay 50% of family premium, or 80% of individual premium. Additional counter-offer measures discussed and Gilead given discretion, as needed.

Move to open session by Gilead, second by Mike, all vote YES. Meeting opened at 5:43pm.

Motion by Gordon to have Gilead present counter offer to Brent, second by Gilead, all vote YES.

These minutes are true and accurate, to my knowledge

Gilead Ziembra
Secretary/Treasurer
CCWSC