

W.I.B.

(WORKFORCE INNOVATION BOARD) of LWIA #15

Serving the counties of: Fulton, Marshall, Mason, McLean, Peoria, Stark, Tazewell and Woodford

MINUTES

GOOGLE MEET.com

Virtual Meeting

Wednesday, April 21, 2021

12:00 (noon) to 1:15 pm (approx.)

Notice: We will strive to hold all future meetings to 1 hour, when possible



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Roll Call and Introductions – Chairman, Sam Lewis

WIB Chairman, Sam Lewis opened the meeting at 12:03 pm. Roll call was taken and guests were introduced. After roll call, Chairman, Sam Lewis asked that all pause for a moment of silence in respect for the passing of Board Member and M.C.C.A. Exec. Director, Deborah White, who passed away on (R) 04-15-2021.

Board Members Present:

McFarland Bragg(PCCEO), Wendy Hess(Unity Point), Kelli Hill(Heartland C.C.), John Hubert(CAT), Lori Johnson(Peoria Goodwill), Bill Lawrence(PLR Insurance), Sam Lewis(Pridestaff), Kacie McIntyre(IL DHS-DORS), Todd Mundorf(NRG), Curt Oldfield(SRC), Steven Petersen(Waste Management), Chris Setti(Greater Peoria EDC), Arnitria Shaw (ICC), Jeff Strode(Mid National Bank), Sergio Talavera (IDES), Steve Timmermann(First Farmers Bank), Matt Watchinski(West Central Bldg. Trades Carpenters Union), David White(Connect-Transit) & Brian Wipperman(Marcfirst).

Board Members Absent:

Larry Crouch(Mahoney Crouch & Mahoney Ins.), Christine Davis(Zentech), Mark DeKeersgieter(CIRBN), Brian Ford (Facet Tech), Laura Maas(Unland Ins.), Ronn Morehead(Trades & Labor) & Darell Sarff(Kennedy-Sarff Real Estate).

Career Link Staff:

Steve Martin(Executive Director), Dena Weth(Assistant Director), Leeann(Whitlatch) Norris(Fiscal Director), David Vaughn(Technical Specialist/Planner/EO officer), Shelly Purchis(Business Service Rep-McLean County), Norm Griffin(Business Service Rep.-Peoria County), Kelly Schapmire(Program Manager) & Candi Isonhart (Pekin, IL Career Planner, Tazewell Co.)

Guests:

Sherrilyn Benjamin (DORS), Warren Cheatham (One Stop Center Manager), Dawn Fentem (ICC), Robin Gathers (PCCEO), Brad O'Brian (SRC), Jennifer Orban (MCCA), Kerry Urquizo (HCC Adult Ed), Johanna Wagner (Goodwill), Jody Wanless (IDES), John Whalen, (Midwest Region Laborers) LEDC (Laborers' Economic Development Council), an affiliate of LiUNA (Laborer's International Union of North America) & Sherry Laible-White (DHS),

***ACTION ITEM: Approval of Wed., January 20, 2021 'Google Virtual Meeting' Minutes**

A motion was made by Curt Oldfield and seconded by Bill Lawrence to approve the Wed., January 20, 2021 'Google Virtual Meeting' Minutes. Motion carried.

Spotlight Participant (Tazewell County) Presented by Office Manager/Senior Career Planner, Candi Isonhart) Introduced by Dena Weth, Assistant Director

Career Link Assistant Director, Dena Weth stated that the "Participant Spotlight" provides an opportunity to recognize our staff as well as our outstanding customers of the LWIA #15 eight county area. Dena introduced Career Planner, Candi Isonhart. Candi started with Career Link in April 2009 and has worked in various capacities; Trade Program Customer, served as Peoria Office as Office Manager/Senior Career Planner and currently is the Office Manager/Senior Career Planner in the Pekin, IL Career Link office.

Candi Isonhart gave a brief story of a Customer who was enrolled in 2012 in Career Link's Tazewell County, Pekin, IL office under Career Planner, David Taylor, case load. She was 20 yrs. and she was funded as an Out-of-School Youth in MTI's Nurses Asst. trng. Once she had earned her Nurses Asst. credential, she began working in a Group Home with people

with disabilities through TCR school. She also began taking general education courses in hopes of being accepted into ICC's Radiography training. She was enrolled in the fall of 2018 in Radiography training at ICC. In early 2019, Katelyn was now 26 yrs old w/a four yr. old child, and she was receiving FoodStamps/Medical Card, while employed at a local Nursing Home earning only \$12 per hr while enrolled at ICC's Radiography training. Katelyn completed the Radiography training and earned her Associates in Applied Science at ICC in the summer of 2020 with a GPA of 3.43. She went on to secure employment as an X-ray Technician at Unity Point Methodist at Pekin Hospital and was earning \$23.06 per hr. However, Katelyn, didn't stop there. She went on to take two more classes in the fall of 2020 and earned her CT certification education which had been her goal all along. With this additional certification, she recently secured full-time CT X-Ray Technician position at the Pekin, IL Hospital, earning \$26.50 per hour with benefits. She reports that she loves her job. She spoke to Candi recently, and was leaving on a brief family vacation and stated that this was something she would not have been able to afford years ago. She provided a short letter for Candi to read on Katelyn's behalf:

'Hello Everyone! I would like to convey my appreciation to Career Link. I am now a CT and Radiography Technologist. I would not have been able to accomplish this without hard work, determination and funding through Career Link. As a single mother, finances were already tight, and I did not have the extra money to spend on books for my classes or gas to get through the week to be able to go to school and the hospital for my Clinicals. This is such a great program with great people working there. Thank you so much for helping me reach my full potential. Sincerely, Katie G.'

WIB Board member, Curtis Oldfield, express that Katelyn is a great example of the effectiveness of our area's Community Colleges and kudos to ICC and the Career Link staff in helping Katelyn to over-double her income in such a short period of time. The WIB board members expressed similar sentiments.

Report on the Re-Opening Status of Offices – Steve Martin, Executive Director

Steve Martin reported that the LWIA #15 Career Link offices will not be reopening at this time and continues to stay in contact with the One Stop Center Partner, IDES who are in house at the One Stop Center in Peoria, IL. With the surge in new variance cases and vaccinations, Career Link will continue to monitor the situation. New Client applications for Career Link training programs will continue to be taken and processed online. Rapid Response and Business Service contacts will continue to be online and any upcoming TRADE program events will continue to be conducted online. Currently, Career Link, as well as all the LWIAs throughout the State's various LWIA regions, are making large efforts to reach out to as many public and potential participants, as it is very difficult to get new clients during this Pandemic. Efforts with bumping up activity on FACEBOOK & promoting training services & available funding for training programs, sending out postcards through Unemployment Ins. customer profiles. Sergio Talavera, of IDES, stated that there is nothing recent to report. There is no definite news concerning the re-opening the Peoria, IL One Stop Center, at this time. Chairman, Sam Lewis commented that word has it that so many people receiving the added U.I. monies during this Pandemic seem to possible be a reason why many employers are not able to fill staff positions. Steve Martin stated that the State asked Career Link to continue assisting Employers with Virtual Job Fairs, through the IL workNet® site and Career Link Business Service Reps continue to reach out with their hiring needs, and one of the areas the IL IWP (IL Workforce Partners) Directors, across the state, is the difficulty in reaching out and finding those who are seeking employment and attend these Virtual meetings. With the Vaccinations being ramped up, hopefully once this summer 2021 is here, Employers, as well as Career Link and other LWIAs will have a robust attendance in client turnout and staff positions being filled.

MOU Report of Outcomes – Steven Martin, Executive Director

Steve Martin stated that the WIB board members were sent a copy of the MOU Report of Outcomes and the MOU Budget for July 2021-2022, which begins July 1, 2021. These reports were sent into the State on April 15, 2021, as requested and Steve is happy to report that all partners were in agreement with the MOU Budget. Steve is completing the task of collecting signatures for the MOU narrative document, due on June 30, 2021. There was no discussion.

***ACTION ITEM: One Stop Operator Selection – Sam Lewis, #15 LWIB Chairman**

LWIA #15 WIB Executive Board Chairman, Sam Lewis, stated that the Board met on Tuesday, April 20, 2021 with Sergio Talavera not being allowed to attend. They sent their Evaluation Criteria Score Sheets to WIB board Secretary, Theresa Kotte, via email PDF attachment files prior to the meeting. At the start of the Executive Board meeting, Chairman Sam Lewis began a discussion of each Board Member's their submitted score sheets. Chairman, Sam Lewis stated that there was one (1) Proposal Bid that was received to him: LWIA #15 Four (4) Core Partners: UWDB/Career Link, Illinois Dept. of Employment Security, Dept of Human Services Division of Voc. Rehab, Adult Education & Literacy; IL Central College. Sam Lewis stated that there were no other proposals, emails/letters received. He also stated that he did not receive any questions by any other entities. Chairman, Sam Lewis stated that this process was legitimately followed through on, in

accordance to the instructions for LEGAL NOTICES for the OSO (One Stop Operator) RFP Procurement through the following efforts; there were numerous LEGAL NOTICES run in the LWIA #15 newspapers, website, emails etc. to reach out to as many entities in the public arena. The Evaluation Criteria Score Sheets, completed by each of the Board members, were very similar in total scoring results. Chairman, Sam Lewis stated that there was a motion made and carried to approve the OSO (ONE STOP OPERATOR) Procurement PROPOSAL from UWDB/Career Link, Illinois Dept. of Employment Security, Dept of Human Services Division of Voc. Rehab, Adult Education & Literacy; IL Central College.

A motion was made by Chris Setti and seconded by Bill Lawrence to accept the motion from the Tues., April 20, 2021 WIB Executive Board member's to approve the OSO (ONE STOP OPERATOR) Procurement PROPOSAL from UWDB/Career Link, Illinois Dept. of Employment Security, Dept of Human Services Division of Voc. Rehab, Adult Education & Literacy; IL Central College after modified by the removal of the 'proper names' and replaced with 'proper title positions', making these changes to the following: Section 3.1 Approach and Section 3.2 Adult Education & Literacy. Motion carried unanimously.

***ACTION ITEM: Approval of Continuing the In-School Provider Contracts for the Final 3rd Year - Dena Weth, Assistant Director**

Dena Weth reported that there are currently five (5) In-School Youth Drop-Out Prevention programs that will complete their 2nd year of a 3rd year cycle on June 30, 2021. Dena Weth and LeeAnn Norris work together with the end-of-the year monitoring. Dena works with the Program monitoring aspects and LeeAnn Norris works with the Fiscal monitoring aspects. If all schools are in compliance with their contracts, then approval is needed for the continuation of the In-School Provider Contracts for the Final 3rd Year. A motion was made by Steve Timmermann and seconded by Bill Lawrence to approve of Continuing the In-School Provider Contracts for the Final 3rd Year. Motion carried.

DCEO Monitoring – Dena Weth, Assistant Director/LeeAnn Norris, Fiscal Director

Dena Weth reported on the recent DCEO monitoring which was conducted and finalized with an exit meeting. She stated that the time that was monitored was for business dates of April 1, 2020 to Feb. 28, 2021. This was conducted remotely which means DCEO sent a list of participants and contracts that were scanned and uploaded into IWDS, which was quite an undertaking. For Board members that would like to review a list with the breakdown of files that DCEO requested from Career Link, she would provide that list to anyone wishing to view this listing DCEO requested. The requested list entailed policies written for Adult and Youth, contracts for Work Experience, National Disaster files, Incumbent Worker contracts, TRADE funding program files, Formula files and several sub-contractors were chosen. There was a 'soft exit' but it was done differently than what was conducted compared to last year's 'soft exit'. One statement was that there were no significant issues to be aware of but once the final determination and exit information has been provided, Dena will report to the WIB board on the results.

LeeAnn stated that DCEO provided a list of checks that were wanting to be reviewed; ie, regular expense checks, payroll checks, work experience payroll checks and fiscal monitoring of all of the sub-recipients and policies and different reporting's that are done throughout the year. This is similar to what Dena had to do. . .ie., finding documents, scanning and uploading, etc. DCEO stated that there may be one area Fiscally that might be non-allowed regarding cash on-hand. Fiscal is allowed to have up to three days worth of cash on hand at any given time and there was one month that it was slightly over, but this occurs with most LWIAs regularly. This issue with Career Link fiscal occurs once in nine or ten years. Steve expressed his gratitude and appreciation towards all of the Career Link staff, Career Planners, Fiscal Dept. staff, Dena Weth, LeeAnn Norris, Kelly Schapmire, David Vaughn, etc. and the huge undertaking that they experience each time monitoring is conducted at the eight-county Career Link offices. This year was even greater difficulty having to conduct via remote, email, zoom, scanning, uploading, etc. He commended the staff on an exceptional job they did. There was no further discussion or comments.

***ACTION ITEM: Selection of Drop Out Recovery and Transition Service Providers - David Vaughn, Technical Specialist/Planner/EEO**

David Vaughn reminded the WIB Board that in January 2021 WIB Board meeting, an authorization was given to Career Link to release two (2) RFPs to select suitable Drop-Out-Recovery and Youth Transition Service Providers. A committee of three individuals rated the proposals that were received from each of the RFPs. There were six Drop Out Recovery Proposals: 1. Blackhawk College, 2. Heartland Community College, 3. IL Central College, 4. Peoria Park District, 5. Spoon River College and 6. Tri-County Urban League. Career Link has not yet received the PY21 WIOA Allocations but DCEO has advised all local workforce areas to expect a significant cut in WIOA Youth Funding from the D.O.L. next year. In an effort to reserve monies to fund Out-Of-School participants in the post-secondary training, and based on the proposed

budget, it is recommended to award the five (5) highest rated bidders: 1. Blackhawk College, 2. Heartland C.C., 3. ICC, 4. Peoria Park District and 5. Spoon River College. In response to the Transition Services Providers, there were three proposal received from the following: 1. Goodwill Industries of Central IL 2. Tri-County Urban League and 3. YouthBuild McLean County. The intention with Transition Services is to provide the service assistance to as many as the drop-out recovery programs operating across our region as possible. Career Link received a bids from YouthBuild of McLean County and two (2) Peoria based providers: 1. Tri-County Urban League and Goodwill Industries. Tri-County Urban League proposal has a service area of the City of Peoria and surrounding areas. Goodwill Industries' proposal to continue their established program, would continue to serve Fulton, Mason and Peoria Counties. It is Career Link's recommendation to award two (2) Transition contracts: Goodwill Industries and YouthBuild McLean County.

An authorization is requested to enter into negotiations with these bidders and with successful negotiation to prepare to enter into contract with the abstaining of any entities from this authorization. McFarland Bragg asked if he could please receive information on the deficiencies on the Tri-County Urban League's proposal. Steve Martin would have that provided to him right away.

A motion was made by Bill Lawrence and seconded by McFarland Bragg to approve the selection of Drop Out Recovery and Transition Service Providers. Motion carried.

****Note: Curtis Oldfield (Spoon River College), Kelly Hill (Heartland Community College), Arnitria Shaw (IL Central College) and Lori Johnson (Peoria Goodwill Industries) all abstained from the vote.***

The National Disaster Grant Update Report – Dena Weth, Assistant Director

Dena Weth reported on the update of the National Disaster Grant update. She stated that for those persons that are new to the board or guests, she stated that this National Disaster Grant was started back in late summer/early fall of 2020. It is a direct result of the Pandemic and is humanitarian effect to assist business with putting protocol into place that will either keep businesses open or to reopen them, in addition to providing work opportunities to customers. Career Link applied for the National Disaster Grant and was awarded \$250,444. Since the last WIB meeting in January 2021, the remaining current 15 participants at various worksites throughout the eight-county area Career Link serves. This grant continues through March of 2022. Most current customers that are enrolled at the worksites are scheduled for 26 weeks up to a maximum of 52 weeks and the most hours per week they can work is 29 hours for each participant. Their wages are based on the standard wages that that particular employer pays out for that position. When these job positions are established, they cannot be what is considered 'standard-operational'. They must be specifically related to the COVID Pandemic so all job descriptions must be written in that respect and must obtain DCEO's approval.

Business Services Rep. Reports {OJTs, IWTs, etc.} – Norm Griffin (Peoria Co. Rep) & Shelly Purchis (McLean Co. Rep)

Shelly Purchis stated that she is reaching out to the current customers that her predecessor, Dona Nanney, had left Shelly in charge of. She presented at the McLean Co. Chamber at a recent event as well as a Podcast that was put out by Blm/Nrml EDC that was available. So there are some good outreach avenues through them. She stated that there have been several Rapid Response Virtual events. Shelly is working with Emerald Performance Materials in Henry, IL that is shuttering as well as Plexi-Tech, who was just approved for the Trade Funding Program. Sam Lewis asked some refreshment on when a business is approved for Trade funding. Shelly explained that there are several aspects to the TRADES Benefits; one benefit called RTAA is when the employee would go to another employer and receive 'matching wages' (a type of wage subsidy) as well as training services. She stated that the 'TRADE Program' funding is the cadillac of the 'Dislocated Worker Program' funding. The 'TRADE Program participants receive an increased amount in various areas, than what the Dislocated Worker Program funding participants receive: TRADE Program participants have an increase in their mileage funds that they receive and their U.I. benefits have an extended length of time to receive benefits as well as wage subsidies from their former employer to the new employer. In addition, Shelly stated there is a new apprenticeship project with Bridgestone in Bloomington IL that is waiting to be approved by DCEO. A few Incumbent Worker projects have wrapped up. There are two Incumbent Workers that should finish up in May/June 2021 with Heritage and AFNI. She continues to reach out to many employers. She has seen many businesses that are hiring and reaching out to offer them Career Link funding for OJT (On The Job) training for new employees. Many businesses have let her know that they are struggling with finding employees to apply or even have potential employees show up for their interviews. Shelly is trying to assist by coordinate with social service agencies and other businesses on her lead team to see how is best to assist with this dilemma. Sam Lewis asked of anyone attended the Manufacturer's RoundTable between McLean Co. and Pontiac that mentioned about the local communities trying to get their workforces up and running due the struggles they are experiencing.

Norm Griffin expressed his appreciation to Shelly Purchis for her role as Business Service Rep. in taking over since Dona Nanney's retirement and the difficult tasks during monitoring and file management, etc. as well as his appreciation

to Dena Weth, Kelly Schapmire and David Vaughn's assistance during this days with the COVID-19 Pandemic. He stated that there has been extensive outreach for Incumbent Worker training to companies for OJT (On-The-Job) opportunities and to assist locating eligible candidates to receive training funding. There is one new project with Custom Power Products for an OJT opportunity. They continue to find eligible people which is appreciated. He is hoping that more companies would reach out to Career Link that may have eligible people as well. Another project is a return customer; All Cast Products. Their training is to help them work with the program that they use daily in various aspects in their five buildings. Rapid Response virtual sessions have been ongoing in the eight county area for businesses that have closed. He stated that the Government has signed a bill that stops predatory loan practices which will cap 37% on interest rates that will be a reduction from interest rate of between 300% to 400% on some of these Title & Loan Companies. The Loan companies decided to close all of their Illinois Loan Companies so that is affecting several individuals. FlexTech had a rapid response session by Career Link. Norm said he reached out to Mason City, IL Bahr and has a meeting and said they will be closing so a Virtual Rapid Response service will be provided. Norm and Shelly are setting up a Virtual Job Fair at the end of May 2021. There have had multiple companies about the lack of people to fill positions in their businesses. Morton Industries has had problems keeping people even after a week. They just stop showing up. IBP Plastics, Morton Industries, Krafts, Parsons and Case are all actively seeking employees and having a difficult time in filling positions and keeping them employed.

Updates by Four Core Partners – Warren Cheatham, One Stop Center Manager

Warren introduced each of the four core partners, beginning with ICC, Arnitria Shaw. Arnitria stated that she and Dawn Fentem are working towards steps to reopen gradually and safely and have a schedule for summer and fall for Adult Ed and ESL students with multitude of options for in-person, online and hybrid in between. Where some students struggled with transition to online learning, there was also those that successfully completed because of the ability to attend online. Warren introduced DORS, Kacie McIntyre. Kacie stated that they are on 10% in-office capacity and have some rotating staff who need technology equipment, etc. Services are still being offered and engaging with customers virtually & continuing support for case management. Sherri Benjamin is a counselor at the Bloomington office as well. She stated that most counselors are looking for individuals to provide services to, during this COVID-19 Pandemic and asked WIB members to contact her for services. IDES, Sergio Talavera stated that they had visits from CMS for preparation of eventually opening up and half staff is working remotely and half in office. He too hears about the lack of people available to fill positions. In September, the IDES benefits will come to an end and so they are waiting and preparing for that rush when it happens. Jody Wanless of IDES stated that the hire level IDES are discussing the progress in reopening and develop a plan to get the partner agencies involved so that when reopening occurs. There is no definite date as of yet. The U.I. benefits extension will last through September which will include the vast majority of claimants. Many are making more on U.I. than if they return back to work outside of home. There was some discussion by Sam Lewis and Curt Oldfield regarding the lack of workers between H.S. Graduation and 30 yrs of age and the challenge of the current minimum wages, the workforce culture and the concerns of this ending of U.I. benefits and the possible workforce chaos scenario it will cause. Sam mentioned that the U.S. birth rate is lower than the death rate than it has ever been in the history of the U.S. per capita. Curt stated that employers need to strategize about bringing in Retirees and have them reenter back into the workforce to help fill those positions. There has to be more work flexibility and transportation option concerns need to be addressed, as well. Curt gave a shout out to ICC with the work they are doing for students of color and help them find new pathways towards employment; Dr. Sheila Quirk-Bailey and her team's work are great potential solutions that they are forming.

OSO Report – Warren Cheatham, One Stop Manager

Warren provided a reported on the OSO (One Stop Operator) to the Board of the last quarter referral report. Per the report numbers, COVID-19 has had a dramatic impact on referrals due to the flow decrease of customers coming into the One Stop Center facility. He stated that the costs for utilizing Midwest Communications marketing program using Facebook will be reviewed by the partner Agencies, for discussion regarding the expense for providing this service and the pros/cons of using this service. There was a lack of responses/inquiries from outside potential customers, during COVID-19 Pandemic.

DISCUSSION on LPN to RN BRIDGE PROGRAM – Steve Martin, Executive Director / Dena Weth, Asst. Director

Steve Martin expressed that over the last month, the IWP (IL Workforce Partnership) Director's group discussed whether there is an LPN to RN Bridge Program. Currently the participants in LWIA #15 who are trained as LPN, are required to seek employment as their original IEP was meant to train as an LPN and obtain employment. There are some circumstances that may warrant an LPN to RN bridge. For example, if an LPN has not worked in the field for a period of

time or a Dislocated Worker and were laid off, they could possibly be a candidate and accepted into an RN school. Some colleges are touting LPN to RN is a viable bridge program. The current bridge program that Career Link feels is allowable, is CNA to RN or LPN due to the reasoning that the training funds are used to promote self-sufficiency. When a person is trained as an LPN and completed the program and is now earning \$26.50 per hour, Career Link feels that person is now self-sufficient and the training dollars have served their purpose and if they wish to pursue an RN, they should be able to do this on their own, without the funds of Career Link. There was some discussion regarding whether or not LWIA funding should continue so that a person can also continue with receiving funding for a person receive funding to receive training as an RN and the limited funding Career Link has, and to be able to use funding towards other individuals who are also in need of services. There was discussion from Board Member, SRC Curt Oldfield, Staff, Dena Weth and Board Member, Unity Point Health, Wendy Hess, as well. It was expressed that there are multiple opportunities that LPNs could possibly utilize their current employers that they can receive funding for additional training. WIB Board member, PCCEO (Peoria Citizens Committee for Economic Opportunity), McFarland Bragg stated that they submitted a funding application to the Dept. of Health and Human Services to increase the number of individuals that were going into the health care profession. He met with Unity Point and OSF and noted that one of the areas; and is probably more prevalent now, is that there is a shortage in the field of Respiratory Therapists in the surrounding area hospitals. He stated that after his personal experiences with the hospital, recently, the CNAs are now called 'Patient Care Technicians'. He expressed that the LPNs should be encouraged to move into the Respiratory Therapists field. There is such a shortage of these workers and that position would assist them in taking care of their families. Steve Martin joined in, expressed his gratitude for McFarland's insight and his input, and stated that one of the fields that the State has introduced a new 'Demand Occupation' list and one of the career fields that they are removing off that list, that LWIA #15 currently funds is 'Respiratory Therapist'. Steve stated that he has lobbied and sent the State information to encourage them to keep that occupation on the list. Steve asked for McFarland, Wendy Hess and any other WIB board members to write letters and provide to Steve, so that he can send them to DCEO to get them to keep that Respiratory Therapist Occupation on the list.

Other Comments

There were no other comments

Public Comments

There were no Public Comments

***ACTION ITEM: Adjournment**

A motion was made by Steve Timmermann and seconded by Wendy Hess to adjourn. Motion carried.

Adjournment time: 1:13 pm

Respectfully submitted,

WIB Recording Secretary,
Theresa Kotte, Executive Assistant
LWIA #15

04-21-2021 trk