



**Board of Nursing  
Business Meeting Minutes**

July 12, 2024  
8:30 AM - 5:00 PM

This meeting was held in person at **Labor and Industries**, located at [7273 Linderson Way SW, Tumwater, WA 98501](https://www.wa.gov/locations/7273-Linderson-Way-SW-Tumwater-WA-98501) in room S121 (Auditorium) and via zoom.

If you would like to request a copy of this recording, please visit the DOH Public Records Portal at <https://doh.wa.gov/about-us/public-records>.

**Commission Members:**

Adam Canary, LPN, Interim Chair  
Quiana Daniels, BS, RN, LPN, Interim, Incoming Vice Chair  
Kimberly Tucker PhD, RN, CNE, Interim Secretary/Treasurer  
Jacob Garcia, MBA, MSN, RN, PCCN  
Ella B. Guilford, MSN, M.Ed., BSN, RN  
Heleena Hufnagel, BS, MBA-HCA, Public Member  
Ajay Mendoza, CNM  
Dawn Morrell, RN, BSN, Incoming Chair  
MaiKia Moua, RN, BSN, MPH, Incoming Secretary/Treasurer  
Sharon Ness, RN  
Norma Perez, M.Ed., Public Member

**Assistant Attorney General:**

Sierra McWilliams, Assistant Attorney General

**Staff:**

Alison Bradywood, DNP, MPH, RN, NEA-BC, Executive Director  
Chris Archuleta, Director, Operations and Finance  
Reuben Argel, MBA, BSN, RN, Director, Nursing Assistant Education  
Gerianne Babbo, Ed. D, MN, RN, Director, Education  
Shad Bell, Assistant Director, Operations and Communications  
Amber Bielaski, MPH, Assistant Director, Licensing  
Debbie Carlson, MSN, RN, CPM, Director, Practice  
Mary Sue Gorski, PhD, RN, Director, Advanced Practice & Research  
Karl Hoehn, JD, FRE, Assistant Director, Discipline and Legal  
Grant Hulteen, Assistant Director, Discipline, Investigations & WHPS  
Anthony Partridge, MPPA, Assistant Director of Regulatory Affairs  
Catherine Woodard, Director, Discipline and WHPS

**I. 8:30 AM Opening – Adam Canary, Interim Chair – DISCUSSION/ACTION**

**II. Call to Order**

**A. Introductions**

**B. New officers take their seats.**

1. Dawn Morrell, Chair
2. Quiana Daniels, Vice Chair
3. Maikia Moua, Secretary/Treasurer

**C. Order of the Agenda**

**D. Land Acknowledgement – Ella Guilford**

**E. Announcements**

Dr. Bradywood presented WABON updates.

Welcome to new pro tems and staff:

- New pro tem members
  - Bliss Ali
  - Mimi Alvarez
  - Kelli Camp
  - Cheri Osler
  - Teri Woo
- New staff
  - Heather Hamilton
  - Eunice Muriu
  - Brian Rapacz
  - Jayney Lee

HELMS changes

- Thanks to Teresa Corrado for her work on HELMS, Amber Bielaski and Alicia Payne will be taking the helm on this work.

Special congrats – Quiana Daniels for being a volunteer coach for Seattle Storm.

**III. Consent Agenda – DISCUSSION/ACTION**

Consent Agenda items are considered routine and are approved with one single motion.

**Motion:** Ms. Daniels moved, with a second from Ms. Guilford, to approve the consent agenda.

The motion passed.

**A. Approval of Minutes**

1. WABON Business Meeting
  - a. May 10, 2024
2. Advanced Practice Subcommittee
  - a. April 17, 2024
  - b. May 2024 – No Meeting
  - c. June 2024 – No Meeting
3. Discipline Subcommittee
  - a. February 20, 2024
4. Consistent Standards of Practice Subcommittee
  - a. April 2, 2024

**III. Consent Agenda – DISCUSSION/ACTION. Continued.**

5. Licensing Subcommittee
  - a. April 16, 2024
  - b. May 2024 – No Meeting
6. Research Subcommittee
  - a. April 15, 2024
  - b. May 2024 – No Meeting
  - c. June 2024 – No Meeting
7. Education Subcommittee – No Meeting

**B. Letter from NCSBN President Jay Douglas**

**C. Performance Measures**

1. Investigations
2. Legal
3. Washington Health Professional Services (WHPS)
4. Nursing Program Approval Panel (NPAP)

**D. Licensing Report to the Governor’s Office**

**E. Washington Center for Nursing/WABON monthly meetings**

1. April 22, 2024 – WCN/DOH/WABON Quarterly Meeting
2. May – No Meeting
3. June 13, 2024

**F. Out-of-state travel reports**

1. NCSBN IT/Operations Conference (Salt Lake City) – Shad Bell
2. National Workforce Forum (San Diego) – Lohitvenkatesh Oswal

**G. Joint Operating Agreement Annual Review**

**H. Procedure Revision** (*name change and formatting only – non-substantive*)

1. R03.02 – Facilitation of Data Access

**IV. WABON Panel Decisions – DISCUSSION**

The WABON delegates the authority as provided by law for certain decisions to a panel of at least three members. A member of the WABON must chair panels. Pro tem members of WABON may serve as panel members. The following decisions are provided for information.

**A. Nursing Program Approval Panel (NPAP)**

1. May 2, 2024
2. May 16, 2024
3. May 30, 2024
4. June 6, 2024
5. June 20, 2024
6. July 8, 2024

**B. Nursing Assistant Program Approval Panel (NAPAP)**

1. May 13, 2024
2. June 10, 2024

**V. Chair Report – Dawn Morrell – DISCUSSION/ACTION**

**A. Nominations Committee Recognition – Gene Pingle**

Gene Pingle introduced new investigator – Laurie McCully

**B. NCSBN Annual Meeting – August 28 – 30, 2024**

1. ICNLCA Commission – August 27, 2024
2. The Chair and Executive Director attend as delegates.
3. Board of Directors recommendations

**C. Subcommittee chairs and membership**

**D. Schedule of WABON meetings and locations**

The board discussed meeting dates and locations for the upcoming year.

- November 7, 8, 2024 – Tumwater, Washington
- January 10, 2025 – Virtual
- March 14, 2025 – Eastern Washington
- May 9, 2025 – Virtual
- July 10 & 11, 2025 – Tumwater, Washington
- September 12, 2025 - Tumwater, Washington
- November 14, 2025 - Virtual

**MOTION:** Ms. Daniels moved to accept the schedule of WABON Meetings and Locations with a second from Mr. Mendoza. The motion passed.

**E. Land Acknowledgement Assignments**

The board volunteered for upcoming dates for presenting the land acknowledgements for September 2024 to March 2025.

- September 13, 2024 – Ajay Mendoza
- November 7 & 8, 2024 – Jacob Garcia
- January 10, 2025 – Quiana Daniels
- March 14, 2025 – Dawn Morrell

The board will revisit the schedule for the rest of the year at an upcoming meeting once new board members have been seated.

**VI. Executive Director Report – Alison Bradywood – DISCUSSION/ACTION**

**A. Budget Report – Maikia Moua, Chris Archuleta**

Mr. Archuleta reported WABON predicted a conversion rate of 50% of eligible single state license holders to upgrade to the MSL each month. Since full implementation, the conversion rate has been closer to 12%. WABON is actively promoting the benefits of the MSL in hopes of increasing the conversion rates. There will be one final HELMS payment due in June 2024 that will endanger WABON to operate with a negative fund balance but it appears that WABON will continue to have a positive balance. Continued close accounting of expenses and generation of additional revenue from additional MSLs will support this trajectory.

**VI. Executive Director Report – Alison Bradywood. Continued.**

**B. Strategic Plan Update**

1. Bill Implementation – NLC Taskforce – Amber Bielaski  
Ms. Bielaski reported the taskforce has been disbanded post full implementation. Continued analysis of multistate licensees will look at new graduates and may be predictive of a slow, yet continued uptake in the MSL option.
2. Data-Driven Practice – Debbie Carlson  
Ms. Carlson gave a brief update on the progress of data-driven practice and the implementation planning for the practice inquiry form project.
3. Diversity, Equity, Inclusion, & Belonging (DEI-B) – Anthony Partridge  
Mr. Partridge presented an organizational DEI-B commitment statement which underscores WABON’s commitment to fair and unbiased regulatory practices and provides visibility of progress.

**MOTION:** Mr. Garcia moved, with a second from Mr. Mendoza, to adopt the diversity, equity, inclusion, and belonging commitment statement for the Washington State Board of Nursing. The motion passed.

4. Communications – Social Media Presence – No update

**C. Rules Update – Jessilyn Dagum**

1. Update on HSQA Expedited Rulemaking – Technical Correction to Fee Rule (WAC 246-840-990)

Ms. Dagum reported in January 2024, the Department of Health (department) in consultation with the Washington State Board of Nursing (board), adopted amendments to WAC 246-840-990 for the surcharge fee changes for the nursing center. It was discovered that the fee totals listed for retired active and inactive licenses in WAC 246-840-990 were incorrect and did not include the increased surcharge fee. The changes only correct a math error in the total lines. There is no change to the fees being charged as the surcharge collection was accurate. This expedited proposal is in accordance with RCW 34.05.533(1)(c) and corrects typographical errors.

2. Proposed Rule Language – ARNP Education Requirements for Licensure  
Ms. Dagum presented the proposed rule language addresses the recommendation from JARRC and incorporates feedback from interested parties.

**MOTION:** Mr. Mendoza moved, with a second from Ms. Moua, to approve the proposed amendments to WAC 246-840-010, 340, and 342 regarding ARNP education requirements for licensure and move forward with the filing of a CR-102. The motion passed.

**D. Health Enforcement and Licensure Management System (HELMS) Update – Karl Hoehn**

Mr. Hoehn reported on the progress in the implementation of the HELM system. HELMS lite went into effect in April. Credentialing is planned to start in December 2024, and enforcement in September 2025. A budget gap of \$13.5M remains, and HELMS has suggested actions to close the budget gap including requesting funding from the State of Washington.

**E. Electronic Signatures & Photo Release – Shad Bell**

Mr. Bell presented the electronic signature and photo release forms; the photo release form was new this year and related to the new website and social media. Both forms were requested to be completed by the board and sent to Ms. Mauden.

**VII. Legislative Affairs – Anthony Partridge - DISCUSSION/ACTION**

## A. 2025 Legislative Priorities

Mr. Partridge presented the recommended legislative priorities for 2025.

Continue to support initiatives from 2024

1. Fund financial aid to support nurse substance use treatment (HB 1255).
2. Invest in simulation professional development for nursing faculty.
3. Fund nursing faculty salaries.
4. Quantify Long-Term Care staffing needs.
5. Enhance the nursing workforce.

New initiatives for 2025.

1. Assume regulatory authority of Nursing Assistants.
2. Support ARNP pay parity.

**MOTION:** Mr. Canary moved, with a second from Ms. Daniels, to adopt the proposed 2025 legislative priorities for the Washington State Board of Nursing. The motion passed.

## B. Bill Implementation

1. **HB 1255 (2023):** RCW 18.79.440, Reducing stigma and incentivizing health care professionals to participate in a substance use disorder monitoring and treatment program – Grant Hulteen

Mr. Hulteen presented an update on bill implementation. WABON began accepting applications for the stipend on July 1, 2024, the applications are currently being reviewed. WABON is requesting additional funding to support the program.

2. **SB 6286 (2024):** Addressing the anesthesia workforce shortage by reducing barriers and expanding educational opportunities to increase the supply of certified registered nurse anesthetists in Washington.

Mr. Partridge reported WABON's website now reflects the CRNA preceptor grant and collaboration is starting with the Medical Commission for rulemaking, and with the Center for Health Workforce Studies for the workforce study.

3. **HB 2416 (2024):** APRN Title Change.

Mr. Partridge reported the effective date is June 2027, the communications team has developed a communication plan.

## C. Nursing Assistant Request Legislation

1. **Board Composition**

Mr. Partridge presented three options for the board to include the representation of Nursing Assistants. Nursing Assistants are not currently represented on the board and direct representation of the profession may be desired. Additionally, the current number of board members may not be sufficient to oversee the expanded regulatory responsibility which is expected to significantly increase workload and complexity of regulatory tasks.

### Voting:

Option 1 – maintain current board composition. – no votes.

Option 2 – replace an existing current vacant LPN position with a Nursing Assistant. – no votes.

Option 3 – Add two board member positions and replace existing current vacant LPN position with an educator of Nursing Assistants either LPN, or RN. – unanimous votes.

**MOTION:** Mr. Canary moved, with a second from Ms. Guilford, to approve option three which is to add two additional board member positions for Nursing Assistant and replace existing vacant LPN position with a NAC educator either RN or LPN. The motion passed.

## VII. Legislative Affairs – Anthony Partridge. Continued.

**2. Implementation Date**

Mr. Partridge presented a proposal regarding implementation of the Nursing Assistant effective date refers to the date of a law officially taking effect and becoming enforceable. Specification of a future date allows time for preparation, transition, or compliance with new requirements. Implementation after July 1, 2026, would reduce the risk of additional HELMS costs or impacting HELMS implementation, and presents a reasonable timeline for comprehensive operational implementation.

**MOTION:** Mr. Canary moved, with a second from Mr. Mendoza, to approve an implementation date of July 1, 2026, for the Nursing Assistant request legislation proposal. The motion passed.

**3. RCW 18.88A.087(3) Annual Reporting Requirement**

Mr. Partridge presented the annual Home Care Aide and Medical Assistant bridge report. This annual reporting requirement does not address key areas of nursing assistant training and licensure.

**MOTION:** Mr. Canary moved, with a second from Ms. Ness, to approve striking the annual reporting requirement in RCW 18.88A.087(3) from the Nursing Assistant request legislation proposal.

**D. Nursing Assistant Federal Changes Proposal**

Dr. Bradywood presented that WABON, in partnership with WHCA and Leading Age, shared talking points related to nursing assistant workforce challenges and OBRA regulations with NCSBN.

**MOTION:** Ms. Moua moved, with a second by Ms. Daniels, to support further education of congressional delegates and national organizations, and future participation in forums that may address federal regulation related to nursing assistant training and retention in the workforce. The motion passed.

**VIII. Education Session – Professional Boundaries – Margaret Holm, JD, RN, WABON Nurse Consultant**

Margaret Holm presented on the importance and role of professional boundaries in nursing and discuss the ethical aspects of these boundaries.

**IX. Public Comment**

This time allows members of the public to present comments to the WABON.

Rosalia Watson, NAC Director – asked for clarification on the legislation regarding the stipend for preceptors.

Karla Jackson Anderson – online comment - I would like to express my dismay at the adjustment to the agenda, because as a nurse delegator, I joined just to hear the agenda item about nurse delegation (& possibly comment) & missed it because the published agenda was not followed.

**X. Subcommittee Report – DISCUSSION/ACTION**

**A. Advanced Practice –Ajay Mendoza, Chair – No Report**

**B. Consistent Standards of Practice – Ella Guilford, Chair**

Ms. Carlson presented several commonly asked questions developed by the practice team regarding nursing delegation which will help clarify requirements for nursing delegation and allow consistency in responses.

**MOTION:** Ms. Guilford moved, with a second by the Consistent Standards of Practice Subcommittee, to approve the Nurse Delegation Commonly Asked Questions. The motion passed.

**C. Discipline – Sharon Ness, Chair**

**1. Safe to Practice Procedure**

Ms. Ness presented Procedure A40.03 addresses concerns of ‘safe to practice’ issues including impairment from medications, refusing overtime assignments when feeling unsafe, practicing with a positive THC drug test, or practicing with an acute or chronic condition. The Discipline Subcommittee supports addressing ‘safe to practice’ issues via policy, not procedural decision. The Practice Unit is prepared to develop messaging for the WABON website, and/or a policy statement for ‘safe to practice’.

**MOTION:** Ms. Ness moved, with a second from the Discipline Subcommittee, to rescind Procedure A40.03 Safe to Practice Policy. The motion passed.

**2. Substance Use Disorder Review Panel (SUDRP) Stipend Program Review**

Ms. Ness presented Procedure A57.02 addresses the topics that the SUDRP analyses at weekly meetings. SUDRP is responsible for reviewing applications for stipend funds according to established criteria.

**MOTION:** Ms. Ness moved, with a second from the Discipline Subcommittee, to adopt revisions to A57.02 Substance Use Disorder Review Panel. The motion passed.

**3. Washington Health Professional Services (WHPS) Mentorship Program**

Ms. Ness presented the WHPS mentorship program allowing nurses who have successfully completed the program to mentor new nurses.

The mentorship program’s purpose is to build understanding of WHPS for nurses entering contracts, and to increase compliance.

**MOTION:** Ms. Ness moved, with a second from the Discipline Subcommittee, to approve the WHPS Mentorship Program. The motion passed

**D. Licensing – Dawn Morrell, Chair**

**1. RCW 18.130.077 (SSHB 1724) Implementation – Sierra McWilliams**

Ms. McWilliams presented the Licensing Subcommittee reviewed changes to RCW 18.130.077 to determine impacts to WABON licensure requirements.

The Licensing Subcommittee does not believe that there are other states that are “substantially equivalent” in requirements.

**MOTION:** Mr. Garcia moved, with a second from the Licensing Subcommittee, that after reviewing RCW 18.130.077, the Washington State Board of Nursing (WABON) does not waive education, training, experience, or exam requirements for applicants who have achieved a national certification for the profession. WABON determines that no other state is substantially equivalent, and therefore should continue with the current licensing requirements for all applications. The motion passed.

**E. Research – Maikia Moua, Chair – No Report**

**F. Education – Kimberly Tucker, Chair – No Report**



# XI. Education – Gerianne Babbo, Reuben Argel, Christine Tran - DISCUSSION/ACTION

## A. Nursing Education

### 1. Preceptorship Grant Update

Dr. Babbo presented a preceptor grant update and reported for fiscal year 2023-2024 there were 2137 submissions an increase from 1269 from the previous year which is an increase of 68.4%. A detailed report is due to the Governor’s office next year.

### 2. Senate Bill 5582 1:2 Simulation Rule Update

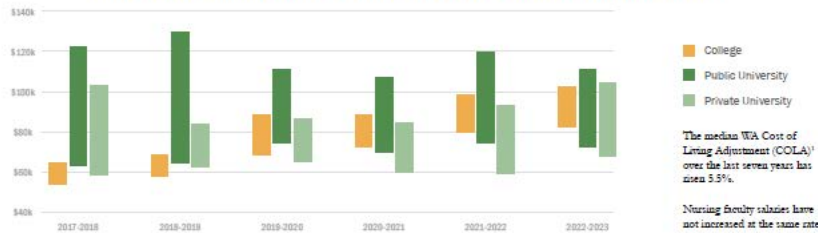
Dr. Babbo reported the simulation rule filing CR 102 is in progress, with rule hearing expected in August.

### 3. 2025 Legislative Priorities - Faculty Salaries Summary

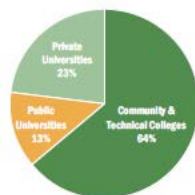
Dr. Babbo presented a one-page summary on faculty salaries and faculty vacancies.



2022-23 Average Highest and Lowest 9-Month Salaries for Full-Time Faculty Salary by College



2022-23 Pre-Licensure Graduates by College Type



Average 2023 Clinical Nurse Wages vs Nursing Faculty Wages in Washington<sup>2</sup> compared to California<sup>3</sup>

	Washington	California**	United States <sup>1</sup>
Average 2023 Annual Wage (all professions)	\$84,167	\$89,472	\$77,483
Nurse Faculty	\$81,940	\$106,153	\$86,530
Average RN Wage	\$101,670 Faculty is 24% less	\$137,890 Faculty is 27% less	\$94,480 Faculty is 8.5% less
Average NP Wage	\$135,590 Faculty is 65% less	\$161,540 Faculty is 49% less	\$126,490 Faculty is 33% less

NOTE: Washington Faculty roles require a master's degree or higher while the average RN wage may reflect an ADN, BSN, or higher.  
\*\* California comparison serves to illustrate a similarly high nursing wage, high cost of living environment.

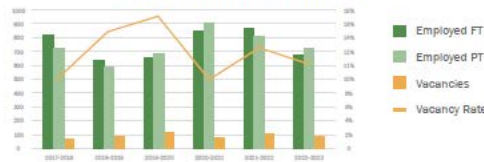
### 2023 WA Faculty Vacancies

NCSBN Regulatory Guidelines and Evidence-Based Quality Indicators for Nursing Education Programs recommend:

- Consistent, full-time faculty (at least 35% of the total faculty (including all clinical adjunct, part-time, or other faculty) are employed at the institution.
- Linked to higher NCLEX pass rates, nursing program approval.
- Faculty must hold a graduate degree to teach in RN programs, with specific exemptions allowed.
- High faculty turnover and inability to recruit qualified faculty linked to poor NCLEX performance in students.

National Nursing Faculty Vacancy Rate: 7.8%  
(79.8% of these were faculty positions requiring or preferring a doctoral degree)  
Washington Pre-licensure Vacancy Rate: 11%<sup>4</sup>  
Washington Post-licensure Vacancy Rate: 15%<sup>4</sup>

### WA Faculty Vacancy Rate 2017-2023



### Faculty Retention

Academic Year	Percent Expected to Retire in 5 Years	Percent Resigned
2022-2023	19.5	5.8

<sup>4</sup> One-third of current US nursing faculty workforce in baccalaureate and graduate programs are expected to retire by 2025<sup>5</sup>  
<sup>5</sup> American Association of Colleges of Nursing  
[2024 Nursing Faculty Shortage Fact Sheet](#)  
AACN 2024

<sup>1</sup> Washington Law Center, [2023-2024 Washington State Cost of Living Adjustment \(COLA\)](#)  
<sup>2</sup> WA Employment Security Department, 2023 Occupational Employment and Wage Estimates  
<sup>3</sup> U.S. Bureau of Labor Statistics, 2023 Occupational Employment and Wage Estimates  
<sup>4</sup> Washington Center for Nursing, [Nursing Faculty 2021 Data Snapshot](#)  
<sup>5</sup> American Association of Colleges of Nursing, [2024 Nursing Faculty Shortage Fact Sheet](#)

### 4. Nursing Faculty Education Rule In-Services

Dr. Babbo reported they are developing education rules in-services for nursing faculty for preparation site visits.

### 5. Program Approval In-Services

Dr. Babbo reported there were five sessions since March 2024 with 95 total participants and 32 colleges represented.

**B. Nursing Assistant**

1. Strategic Plan Update

Mr. Argel reported on Nursing Assistant standardization efforts for the NAC exam, working in collaboration with the National Council and introduced Eunice Muriu a new Nurse Consultant in rural hospital/high school training program.

**XI. Education – Gerianne Babbo, Reuben Argel, Christine Tran. Continued.**

**B. Nursing Assistant. Continued.**

2. Skills Testing

Mr. Argel reported on the skill testing process and positive pass rates. The team has evaluated the skills exam as a part of the requirement for program completion (instead of the skills exam process occurring after graduation) which is allowable under rule.

**MOTION:** Ms. Hufnagel moved, with a second from Dr. Tucker, to approve the placement of the nursing assistant skills exam prior to graduation from the approved education program. The motion passed.

**XII. Board Resources & Training – Bethany Mauden, Josh Smoots, Lohitvenkatesh Oswal – DISCUSSION/ACTION**

**A. Board Pay Training**

Ms. Mauden presented board pay instructions, tips and tricks.

**B. Travel Reimbursement (TEMS)**

Ms. Mauden presented TEMS travel rules and provided instructions on the TEMS reimbursement process.

**C. Board Hours Assessment**

Ms. Mauden and Mr. Smoots presented the finding of the Board Hours Assessment.  
Recommendations

- Refining expectations
  - Update job descriptions on website and SharePoint
- SharePoint for Board Members – in the works!
- Orientation Modules – in the works!
  - Mini orientation modules
- Explore Board meeting software
- Improved meeting materials
  - Simplified packets
  - Better bookmarking
- Improved communication between Board members and leadership
- Clearer timelines, especially regarding due dates
- Review composition of Board for broader representation
- Create mentorship program
  - Training and expectations for mentors
  - List of available mentors and their specialties
  - Planned mentor-mentee activities
  - Board Member to Board Member & Pro Tem to Pro Tem

**D. SharePoint**

Mr. Smoots presented an overview of the new SharePoint Board Member pages and will reach out to each Board Member to schedule time to review individual pages.

### **XIII. Meeting Evaluation**

1. Did the length of the packet meet your needs?  
Strongly Agree 3/8 (37.5%)  
Agree 5/8 (62.5%)  
Neither Agree or Disagree 0/8 (0%)  
Disagree 0/8 (10%)  
Strongly Disagree 0/8 (0%)
2. Was the information and SBAR in the packet helpful?  
Strongly Agree 7/8 (87.5%)  
Agree 1/8 (12.5%)  
Neither Agree or Disagree 0/8 (0%)  
Disagree 1/8 (10%)  
Strongly Disagree 0/8 (0%)
3. Did you feel like your voice was heard?  
Strongly Agree 5/8 (62.5%)  
Agree 3/8 (37.5%)  
Neither Agree or Disagree 0/8 (0%)  
Disagree 0/8 (10%)  
Strongly Disagree 0/8 (0%)
4. The meeting content was relevant to the Strategic Plan and to the Board?  
Strongly Agree 5/8 (62.5%)  
Agree 3/8 (37.5%)  
Neither Agree or Disagree 1/8 (10%)  
Disagree 0/8 (0%)  
Strongly Disagree 0/8 (0%)
5. Comments
  - Kim Tucker - Good meeting. Appreciated the lunch education session.
  - Norma Perez - I am excited to start using the new SharePoint site to access materials. Kudos to Bethany & Josh on sharing very useful information to the Board.
  - Sharon Ness - My only concern is being able to hear when we are in in person meetings. Virtual meetings are fine I would also like to give a thank you for the time and energy spent to make our jobs more efficient.
  - Heleena Hufnagel - Excellent presentations and relevant topics for discussion, thank you all.
  - Jacob Garcia - Great meeting had a lot of good discussion regarding issues and the future of the Board of directors!
  - Ella Guilford - Excellent information. All relevant information present prior to meeting. Thank you!
  - Ajay Mendoza - Thank you for a great business meeting

### **XIV. Closing 3:01pm**