



Alaska Native Village Corporation Association

10th Annual Conference and Meeting

May 10-11, 2018 II Anchorage, Alaska

People, Partnership, Potential: Pathways to Success



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Caribou, Salmon, and Moose Partners

Alaska
AIRLINES

GCI

WM
WASTE MANAGEMENT


DOYON
*Limited**

 **DONLIN**
GOLD

BDO

Holland & Knight

WILSON
ALBERS
COMPANY LLC

LANDYE BENNETT
BLUMSTEIN LLP
ATTORNEYS

Mt. St. Elias and Denali Members



Current Board Members

ANVCA is governed by a group of dedication board members that exercise our mission statement daily and act in the best interested of village corporations. Elections are held at the Annual Meeting and Conference in accordance with ANVCA Bylaws.

Chair

Nathan McCowan
CEO, St. George Tanaq Corporation

Vice Chair

Jana Turvey
President, Leisnoi, Inc.

Secretary/Treasurer

Nancy Andrew
President/CEO, St. Mary's Native Corporation

Board Member - Seat C

Anne Thomas
President, Chitina Native Corporation

Board Member - Seat E

Vacant

Board Member - Seat F

Ron Philemonoff
CEO, TDX Corporation

Board Member - Seat G

Vacant

Board Member - Seat A

Curtis McQueen
CEO, Eklutna, Inc.

Board Member - Seat I

Agenda At-A-Glance

Vacant

****Unless otherwise noted, Breakout Sessions can be found in correspondingly labeled rooms downstairs. Breakfast, Lunch, and Plenary Keynotes will take place in the Arteaga Room, next to the Trade Show Room.****

Wednesday, May 09, 2018

9:00am- 5:00pm Full Day Pre-Conference Workshops: What Got You Here and What Won't Get You There - How to Expertly Lead Growth and Change, *Christian Muntean, Vantage Consulting, LLC*

Thursday, May 10, 2018

7:30am-8:30am Registration Open, Upstairs Foyer

8:00am-8:30am Welcome

8:30am-9:30am KEYNOTE: 2018 Legislative Update, *Michael Anderson, NACA*

9:45am-10:00am Networking Break

10:15am-11:45am Breakout Session 1:

Session A Governance: the board's role in fulfilling the village corporation's mission, vision, and purpose while adhering to their fiduciary duties and managing conflict, *Cheryl McKay, Cheryl McKay, P.C.*

Session B What About Us? A Panel Discussion of Effective Legislative Advocacy Strategy for Alaska Native Corporations, Non-Profits, and Small Businesses

Session C Contaminated Lands Panel Discussion, *Joy Britt, ANTHC*

Session D Financial Reporting Trends (CPE Eligible), *James Doughty and Jake Kolipano, BDO, Inc.*

Session E Alaska Native Corporations and Settlement Trust, *Carl Marrs, OHNC*

12:00pm-1:00pm GCI Luncheon Event

1:15pm-2:45pm Breakout Session 2

Session A	FirstNet: Transforming Public Safety Communications for Alaska, <i>Carrie Johnson, FirstNet</i>
Session B	Using Robert's Rules of Order to Conduct Board Meetings in an Orderly Manner, <i>Harvey Meier, Institute for ANC Director Education</i>
Session C	Government Contractors and the False Claims Act, <i>Jeff Makin, Arent Fox, LLC</i>
Session D	#MeToo: A Panel Discussion on Sexism and Sexual Harassment in the Alaska Native Business Community
Session E	Audit Committee Priorities, <i>Joy Merriner and James Doughty, BDO, Inc.</i>
3:00pm-4:00pm	Breakout Session 3
Session A	A Common Sense Approach to Federal Business Development and Talent Acquisition, <i>Sherylyn Asch, Cheryl Eluska, and Michael Bradshaw, Akhiok-Kaguyak, Inc.</i>
Session B	The Board and CEO Partnership: What to Expect from Each other, <i>Harvey Meier, Institute for ANC Director Education</i>
Session C	Mergers/Acquisitions, Novations and Recertifications, OH MY!, <i>Idris Elba and Peter Ford, PilieroMazza, LLC</i>
Session D	Finding Money to Evaluate Potentially Contaminated Sites, <i>Ryan Cooper and Adam Legett, Stantec, Inc.</i>
Session E	An Update on Hilcorp's Alaska Operations, <i>John Barnes, HilCorp</i>
5:00pm-7:00pm	Evening Reception

Friday, May 11, 2018

7:30am-8:30am	Welcome and Registration
8:30am-9:30am	KEYNOTE: Waste Management
9:45am-10:00am	Networking Break
10:15am-11:45am	Breakout Session 1
Session A	Tax Reform, <i>Kevin Van Nortwick and Chad Estes, BDO, Inc.</i>
Session B	Conoco Phillips Presentation, <i>Steven Phillips, ConocoPhillips</i>

Session C	Public-Private Partnerships: Investing in Infrastructure, <i>John Springsteen and Michael Catsi, AIDEA</i>
Session D	Hiring Millennials, <i>Thomas Showalter, ConnectHR, LLC; Terry Allard, Wilson Albers Company</i>
Session E	How to Quickly Align your Team or Board, <i>Christian Muntean, Vantage Consulting, LLC</i>
12:00pm-1:00pm	Luncheon
1:15pm-2:45pm	Breakout Session 2
Session A	Leveraging Your DBE Certification, <i>Paul Johnson, Highliner Consulting Group, LLC</i>
Session B	Road to Census 2020: Ensuring an Accurate Count of Alaska, <i>Charmaine V. Rams, U.S. Census Bureau, Los Angeles District Office</i>
Session C	Understanding the U.S. Small Business Administration's 8(a) Business Development Program, <i>Nancy Porzio, U.S. Small Business Administration</i>
Session D	Cybersecurity and Data Privacy: Understanding and Responding to the technical legal risks, <i>Kevin Feldis and Pat Leary, PerkinsCoie, LLC</i>
Session E	Beyond the SBA – Other Contracting Preferences Based on Native Ownership and Control, <i>Walter Featherly and Robert Misulich, Holland and Knight Law</i>
Session F	Update on Donlin Gold Operations, <i>Curt James, Donlin Gold</i>
3:00pm-5:00pm	Annual Board Meeting and Elections

Agenda

Wednesday, May 09, 2018

9:00am-5:00pm **PRE-CONFERENCE FULL-DAY WORKSHOP**
****Separate registration required****

Presenter: Christian Muntean, Vantage Consulting, LLC

What got you here and what won't get you there: how to expertly lead growth and change

Leading and governing corporations is like parenting children. They have different strengths and needs depending on their age, ability and stage of development. Entrepreneurial ventures have different needs from established businesses. Stable companies should be related to differently than growing ones. Size and complexity both impact how you should lead.

Skillful leaders know how to adapt to the needs of their corporation. In this workshop, I'll introduce you to:

- The Stages of Organizational Growth and Development
 - Key Milestones For Vibrant Companies
 - When do you need change or growth? When do you need stability?
 - The Leader's Mindset: How to develop a perspective of abundance
- Tips for leading growth and change.

Thursday, May 10, 2018

7:30am-8:30am **Registration Open, Upstairs Foyer**

8:00am-8:30am **Welcome by ANVCA Board Chair, Nathan McCowan**
Welcome by Aaron Leggett, Chief of Eklutna Village
Welcome from Mayor Ethan Berkowitz
Welcome from Alaska's Congressional Delegation

8:30am-9:30am **KEYNOTE: 2018 Legislative Update, Michael Anderson, CEO, Native American Contractors Association**

9:45am-10:00am **Networking Break**

Breakout Session 1 | 10:15am-11:45am

Session A

Governance: the board's role in fulfilling the village corporation's mission, vision, and purpose while adhering to their fiduciary duties and managing conflict

Presenter: Cheryl McKay, Cheryl McKay P.C.

Alaska Native Corporations face unique challenges with corporate governance. Family and interpersonal relationships can frustrate the Board's effectiveness with history, conflict and trust issues between directors, and directors and management. This presentation explores the complex relationships between Village Corporation directors and their fiduciary duties of care, loyalty, and confidentiality, inside and outside of the boardroom. Topics include an overview of corporate fiduciary duties, addressing conflict, managing social media disclosures, building trust and enforcing a corporate code of ethics.

This presentation is geared towards Village Corporation directors. CEOs also can benefit from this presentation in understanding the board's role in setting goals for the corporation's success, and what the CEO and other executives can do to build the Board's confidence in management.

Session B

What About Us? A Panel Discussion of Effectively Legislative Advocacy Strategy for Alaska Native Corporations, Non-Profits, and Small Businesses

Moderator: Lael Echohawk, MThirtySix, PLLC

Panelists: Kate Wolgemuth, rural advisor to U.S. Senator Dan Sullivan (confirmed); Leila Kimbrell, state director to U.S. Senator Lisa Murkowski (confirmed); Chad Padgett, state director to U.S. Representative Don Young (confirmed); Tami Buckner, Waste Management (maybe?)

Session C

Contaminated Lands panel

Presenter: Joy Britt, ANTHC

(bio and synopsis)

Session D

Financial Reporting Trends (CPE Eligible)

Presenter: James Doughty, Jake Kolipano, BDO, Inc.

- a. Audit preparation
- b. Upcoming audit pronouncements (Revenue recognition, Leases, Investments)
- c. Key performance indicators for financial health and going concern
- d. Use of estimates in financial statements

Session E

Alaska Native Corporations and Settlement Trust

Presenter: Carl Marrs, Old Harbor Native Corporation

The purposes of Alaska Native Settlement Trusts are to promote the health, education, and welfare of its beneficiaries and preserve the heritage and culture of Natives by allowing the benefits of the Alaska Native Claims Settlement Act (ANCSA) to reach future generations of Alaska Natives. Settlement Trusts are uniquely designed to foster the long-term application of ANCSA benefits and to preserve the culture and heritage of Alaska Natives, and they have a different, albeit complimentary, focus than the for-profit Native Corporations. This session will discuss Section 13821 Modification of Tax Treatment of Alaska Native Corporations and Settlement Trust.

12:00pm-1:00pm

GCI Luncheon Event – Jeff Butler, “How to Maintain a Millennial Workforce” (expected)

Breakout Session 2 | 1:15-2:45

Session A

FirstNet: Transforming Public Safety Communications for Alaska

Presenter: Carrie Johnson, FirstNet Built by ATT
(bio and headshot)

Are you a tribal leader, first responder, or critical infrastructure operator? If yes, then this session is for you! Learn about our country's first nationwide public safety broadband network. FirstNet is equipping first responders with new tools to make their communications simpler, safer, faster and more effective. This

session will provide an update on FirstNet deployment in Alaska and an opportunity to see how new applications and technology are transforming public safety communications. More than \$40 billion is being invested into this network to give first responders reliable communications when and where they need it. A fleet of dedicated deployable units and satellite solutions will further extend connectivity in places where coverage is limited. First responders, such as police, fire, and EMS, have guaranteed priority and preemption on FirstNet, meaning they have constant access to the network. Those who support first responders during times of emergency, such as utility, pipeline, and security personnel, are also eligible for FirstNet on an extended primary basis.

Session B

Using Robert's Rules of Order to Conduct Board Meetings in an Orderly Manner

Presenter: Harvey Meier, Institute for ANC Director Education

This presentation is designed to show ANC directors how to effectively lead and conduct board and shareholder meetings using the Seven Fundamental Motions of Robert's Rules of Order to produce concrete results.

Session C

Government Contractors and the False Claims Act

Presenter: Jeff Makin, Arent Fox LLC

Does your company work with the government? Companies involved in government contracting should have compliance programs in place to avoid liability under federal and state laws like, among others, the False Claims Act ("FCA"). The FCA was adopted in 1863 and signed by President Lincoln to combat rampant fraud in Civil War defense contracts. In its current form, the FCA empowers the federal government to recover treble damages (three times the actual harm) and civil penalties from persons or companies who make "false claims" for money or property from the United States, or submit false information in support of claims. There are many types of potential "false claims." For example, sending a bill that overcharges the government for services performed could constitute a false claim. This workshop presentation covers this and other related issues.

Session D

#MeToo: A Panel Discussion on Sexism and Sexual Harassment in the Alaska Native Business Community

Moderator: Jennine Jordan, Gana-aa'Yoo Ltd. (confirmed)

Presentation: Mark Phillips, Arent Fox, LLC (confirmed)

Panelists: Tasha Hotch, ANTHC (confirmed)

Justin Zagorski, YWCA (confirmed)

Sarah Monkton, SOA Human Rights Commissioner's Office (confirmed)

Jerrad Anderson, BBNC (confirmed)

Session E

Audit Committee Priorities

Presenters: Joy Merriner and James Doughty, BDO, Inc.
(bios and headshots)

- a Fraud and data analytics
- b Cyber security
- c Lease and Revenue Recognition
- d Audit planning and auditor communication

Breakout Session 3 | 3:00pm-4:30pm

Session A

Government Procurement Lifecycle Services and Talent Acquisition Services

Presenters: Michael Bradshaw, Sherylyn Asch, Akhiok-Kaguyak, Inc.

The U.S. Government spends more than \$500 billion a year on products and services. **The Government requires that at least 23 percent of all federal purchases be fulfilled by small businesses**, creating an extremely lucrative market for small businesses. But how do you enter and gain traction in the Government procurement process which can seem overwhelming, complex, and lengthy? Jadin Tech helps small businesses develop simplified strategies, as well as capture and proposal development skills to win and retain Government contracts. We will help you develop scalable processes, streamlined techniques, and customized tools, and then artfully apply them to the science of business development.

Talent Acquisition Services

The ability to attract, train and retain talent is a top business challenge. In today's talent-based economy, workforce planning is vital to the success of a company's organic growth plans. Jadin

Tech demonstrates how Recruitment Process Outsourcing (RPO) via Talent Acquisition as a Service brings deep expertise to the challenge, working with HR and hiring managers to realize superior workforce development, project management and delivery.

Session B

The Board and CEO Partnership: What to Expect from Each other

Presenter: Harvey Meier, Institute of ANC Director Education

This presentation is designed to show ANC Directors and CEOs how to strengthen their working relationship and clarify their respective decision making authorities and boundaries.

Session C

Mergers/Acquisitions, Novations and Recertifications, OH MY!

Presenter: Isaias Albas, Peter Ford, Piliero Mazza, LLC

Whether trying to grow an already successful company, trying to start a new line of business, or jump-starting a fledgling 8(a) company, smart and targeted acquisitions can be the key. Similarly, if trying to sell, many companies believe that their 8(a) contracts or other set-aside vehicles are less valuable due to the risk of recertification or otherwise limited buyer pool. However, that is not necessarily the case.

We will walk through common buyer concerns and show which are legitimate, and which may not be 100% true, to not only help buyers understand but also help sellers better recognize what a buyer wants or whether a buyer needs to be educated prior to negotiating a sale price. To that end, we will walk through real-world examples of transactions where unique solutions were required to avoid novations, recertifications, or waivers of the 8(a) termination for convenience provision. Remember, when thinking of an M&A transaction from either side, there are usually options!

Session D

Finding Money to Evaluate Potentially Contaminated Sites

Presenter: Ryan Cooper, M.S., and Adam Leggett, Stantec.
(bios and headshots)

Contaminated sites pose a threat to our communities. The EPA has competitive funding available to evaluate potentially contaminated sites (i.e. Brownfields). What can these funds do, and how can they work in your community?

We will share our success stories in bringing three of these grants to Alaska. By partnering with Alaska Native Village or Regional Corporations and local governments, Stantec has been successful in bring up to \$600,000 per community to evaluate potentially contaminated sites. These can finance Phase I and Phase II Site Assessments, along with conducting Master Planning for community revitalization.

Session E

An Update on Hilcorp's Alaska Operations

Presenter: John Barnes (invited)
(bios and headshots)

Evening Reception I 5:00pm-7:00pm

Friday, May 11, 2018

7:30am-8:30am **Continental Networking Breakfast**

8:30am-9:30am **Keynote Presentation**

Presenter: Waste Management

9:30am-9:45am **Networking Break**

Breakout Session 1 I 10:00am-11:30am

Session A

Tax Reform

Presenter: Chad Estes, Kevin Van Nortwick, BDO, Inc.

- a. Individual, Estate, & Trust
- b. Compensation and Benefits
- c. Pass-Through Entities
- d. Corporate
- e. Alaska Native Settlement Trusts

Session B

Conoco Phillips Presentation

Presenter: Scott Jepsen, ConocoPhillips

(synopsis)

Session C

Public-Private Partnerships: Investing in Infrastructure

Presenter: John Springsteen and Michael Catsi, AIDEA

(bios, headshots, and synopsis)

Session D

Hiring Millennials

Presenter: Thomas Showalter, ConnectHR, LLC; Terry Allard, Wilson Albers Company

I. Smart Recruiting & Hiring (30 minutes) (Thomas)

Hiring and fishing have more in common than you think. Learn how to use modern and effective technologies and techniques to improve your catch & keep rate across generations. We will cover how to build a pool of diverse, well qualified candidates, tools for identifying the best within a rigorous selection process, thoroughly vetting your finalists before bringing them on board, and getting pay right at hire. Hiring is an increasingly regulated and scrutinized process, with recent changes making traditional practices risky or even illegal. This is especially true for government contractors. We will provide tips on hardwiring compliance and risk mitigation into your processes, while keeping they eye on the prize: great employees.

II. Benefits for a Generationally Diverse 21st Century Workforce (30) (Terry)

Design a benefits strategy to keep the fish in the net once you “hook” them. Learn about benefit trends and what surveys tell us about what workers in different generations value, how to use that information to design the right benefits for your company, and how to communicate benefits effectively across a diverse workforce to maximize the value employees place on your benefits.

III. Panel Discussion and Q&A: Engaging a Multi-Generational Workforce

Session E

How to Quickly Align your Team or Board

Presenter: Christian Muntean, Vantage Consulting, LLC

Do you sometimes find it difficult to get everyone to work together? Do you feel like you team is not on the same page? Perhaps they don't seem to totally support each other or the direction you are trying to lead in? A lack of team alignment is one of the most common challenges a leader or supervisor faces. This workshop

will provide you with simple and useful tools for turning your team around – together.

- Provide tested tools, to help you rapidly create alignment in your team.
- Introduce hidden dynamics that work against alignment and how to address them.
- Provide a simple, seven step alignment process that you can use right away.

Luncheon Event | 12:00pm-1:00pm

Breakout Session 2 | 1:15pm-2:45pm

Session A

Leveraging Your DBE Certification

Presenter: Paul Johnson, Highliner Consulting Group, LLC
(bios and headshots)

This presentation provides a general overview of the Federal Highway's Disadvantaged Business Entity (DBE) program as well as proven techniques and strategies to leverage DBE certification for individual, tribal and Alaska Native Corporations.

Session B

Road to Census 2020: Ensuring an Accurate Count of Alaska

Presenter: Charmaine V. Ramos, US Census Bureau, LA Regional Office

The U.S. Constitution mandates a population count of our nation every ten years. The count helps determine how many representatives each state gets in Congress; and, each year, the federal government distributes hundreds of billions to states and communities based on U.S. Census data. At the local level, the data informs the State redistricting process and helps leaders understand the needs of the communities they serve. This presentation will provide an overview of the importance of getting an accurate and complete count for all Alaskans, key operations in preparation for the 2020 Census count and ways your business or organization can get involved to raise awareness and encourage participation.

Session C

Understanding the U.S. Small Business Administration's 8(a) Business Development Program

Presenter: Nancy Porzio, U.S. Small Business Administration (bios)

Nancy Porzio will facilitate a panel of 2 SBA staff and one staff from Procurement Technical Assistance Center that provides an overview of the 8(a) BD program. They will demonstrate how participation in the program supports local economy through revenue generation and job creation. They will discuss various certifications needed for government contracting and answer questions related to the above named topics.

Session D

Cybersecurity and Data Privacy: Understanding and Responding to the technical legal risks

Presenter: Kevin Feldis, Pat Leary, Perkins Coie, LLC

Kevin will draw upon his many years of experience at the US Department of Justice and Pat will draw upon his many years of experience with the US Navy actively working in this field to discuss the technical and legal aspects of preparing for and responding to cyber attacks and data breaches. Most importantly, they will discuss the ways to minimize risks, and what you can do to be prepared for a cyber attack. In 2018, it is more a question of when rather than if your organization will be targeted by hackers, cyber criminals and even foreign nation-state actors.

Session E

Beyond the SBA – Other Contracting Preferences Based on Native Ownership and Control

Presenters: Walter Featherly and Robert Misulich, Holland and Knight Law (bios and headshots)

This presentation shall serve as a basic introduction to three lesser known contracting preferences for Native-owned firms: (a) the Buy Indian Act; (b) the DOD Indian Incentive Program; and (c) Procurement Programs of Native American Tribes. The presentation will cover recently promulgated implementing regulations from the Department of the Interior for the Buy Indian Act and the application of those regulations to firms owned by Alaska Native Corporations, an update on the Indian

Incentive Program, and typical provisions in procurement codes of Native American Tribes that receive PL 93-638 funds.

Session F

Donlin Gold Update

Presenter: Kurt Parkan, Donlin Gold
(bio, synopsis)

Annual Meetings and Board Elections

3:00pm-5:00pm

- a. Call to order
- b. Adoption of the agenda
- c. Approval of the 2017 meeting minutes
- d. Voting procedures overview
- e. Election
- f. Nominations
- g. Candidate statements
- h. Break for tabulation
- i. Any other business
- j. Adjournment

About the Speakers



Michael “Keawe” Anderson, is a Native Hawaiian who grew up on Maui, Hawaii, and is passionate about advancing Native economic development. He is the principal advocate for Native American Contractors Association on policies and programs impacting the participation of Tribes, Alaska Native Corporations (ANCs), Native Hawaiian Organizations (NHOs), and tribally owned enterprises in the federal government marketplace.

As Executive Director, Mike represents Native community-owned businesses, encompassing over 600,000 tribal members/shareholders. These businesses provide quality products and services to their federal customers, and apply profits earned from these government contracts to the benefit of their communities.



Cheryl McKay focuses her practice on corporate governance, business, and Alaska Native law, with an emphasis on employment, real estate and commercial transactions. She excels in training boards of directors and management teams, conducting strategic planning and professional development, conflict management and dispute mediation. Cheryl has extensive experience advising corporations on the conduct of annual meetings, often serving as Inspector of Elections, ballot tabulator, and corporate counsel. She represents clients in business entity formations, business and real estate acquisitions, lease negotiations, and complex government contracts, including those in the SBA’s 8(a)

Business Development Program. Cheryl’s employment practice entails providing advice on drafting personnel and board policies, hiring, discipline, discrimination, wage and hour laws, leave and benefits issues, and conducting internal investigations. Cheryl is a frequent public speaker, having presented continuing education programs on corporate governance, employment and Alaska Native history, lands and education issues. Her enthusiasm and dedication to learning her clients’ business history, culture and future goals has helped Cheryl enjoy long-lasting business relationships. Cheryl is Alaska Native (Inupiaq) and a shareholder in Bering Straits and Unalakleet Native Corporations.



James Doughty is an assurance director with BDO USA and has over 11 years of extensive experience performing assurance work throughout Alaska. James serves clients across many industries including Alaska Native Corporations, government contractors, governmental entities, and nonprofit organizations.

In his role as assurance director James evaluates each engagement's overall risk in order to support the audit team's focus, tone, and execution. He presents to the Board of Directors and those charged with governance to communicate the audit plan, results of the audit, and key financial highlights. James consults with clients on their complex accounting transactions and provides due diligence review of potential mergers and acquisitions.

James is a part of the local Audit Quality Group. He leads local office trainings to help develop staff of all levels. James facilitates round table discussions with audit staff to aide in their career development. He thrives in his role of career advisor to Alaska's future business leaders.



Jake Kolipano has more than 12 years of public accounting experience, with a primary focus in providing assurance services to large consolidated construction companies, government contractors, and Alaska Native Corporations.

His responsibilities include managing to completion comprehensive assurance and consulting engagements. He works closely with the direction of audit planning and fieldwork, review of workpapers and reports, and communication of strengths and weaknesses in financial processes.

Jake is an in-house instructor for continuing professional education for the BDO USA, LLP's Anchorage office with a focus specifically on issues that affect government contractor audits and Alaska Native Corporations. He is a speaker at seminars for the Associated General Contractors of Alaska and is currently an adjunct accounting instructor with the University of Alaska - Anchorage.



Mr. Marris joined Old Harbor Native Corporation as Chief Executive Officer August 2010. Carl has been working with Old Harbor Native Corporation since 2005 as an advocate in Juneau and Washington DC on various projects. Carl was born and raised in Seldovia, Alaska and is an Alutiiq from the South Central Region of Alaska. He grew up as a commercial fisherman and attended school in Kodiak. He later spent two years in the Marine Corps before returning to commercial fishing. Carl had an extensive career at Cook Inlet Region Inc. (CIRI) working in various capacities from 1973 thru 2004. In December 2004, Marris stepped down as the company's president and CEO. He left behind an organization that in his tenure provided record dividend payouts to shareholders, and fulfilled its commitment to enhancing the social welfare of its people. In addition, he previously worked successfully as owner and operator of Marris & Company from 2005 thru 2010 which was an investment and consulting company.



Carrie Johnson



Harvey A. Meier PhD, CMC® is a Board & CEO Advisor, Certified Management Consultant and executive director of the Institute for ANC Director Education®. Clients retain him for guidance on corporate governance best practices, strengthening the board and CEO partnership, strategic planning, conflict resolution, management coaching, executive searches, and joint venture and partnership negotiations. Currently, he also serves as an interim CEO for a village ANC.



Jeff Makin



Michael Bradshaw



Sherylyn Asch



Cheryl Eluska



Peter Ford



Idris 'Cy' Alba



Joy Merriner



Adam Leggett



Ryan Cooper



John Barnes



Kevin Van Nortwick



Chad Estes



Scott Jepsen



John Springsteen



Michael Catsi



Thomas Showalter



Terry Allard



Christian Muntean



Paul Johnson



Charmaine V. Ramos



Nancy Porzio



Kevin Feldis



Patrick Leary



Walter Featherly



Robert Misulich



Kurt Parkan

Current Board Candidates











Notes

[illegible]

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Floor Plans