



Minutes of the Board of Directors of The Gypsy Moth Slow the Spread Foundation, Inc.

Meeting Specifics

Purpose	Time (Each Day)	STS Foundation Board Chair
Annual Board Meeting	8:00AM – 11:00AM Central	Larry Nichols (Virginia)
Date	9:00AM-12:00PM Eastern	Location
February 17-18, 2021	Minutes Approved: August 4, 2021	Virtual Meeting via Microsoft Teams

Board Members

President: ☒ Larry Nichols (VA) ☒ 17-FEB ☒ 18-FEB		Vice-President / Treasurer: ☒ Phil Wilson (NC) ☒ 17-FEB ☒ 18-FEB		Secretary: ☒ Kimberly Thielen Cremers (MN) ☒ 17-FEB ☒ 18-FEB	
☒ Scott Schirmer (IL) ☒ 17-FEB ☒ 18-FEB	☒ Tivon Feeley (IA) ☒ 17-FEB ☒ 18-FEB	☒ Chris Foelker (WI) ☒ 17-FEB ☒ 18-FEB	☒ Phil Marshall (IN) ☒ 17-FEB ☒ 18-FEB	☒ Carl Harper (KY) ☒ 17-FEB ☒ 18-FEB	
☒ Tim Brown (WV) ☒ 17-FEB ☒ 18-FEB					

Others Participating in the Meeting

Ohio: ☒ Dave Adkins ☒ 17-FEB ☒ 18-FEB	Illinois ☒ Nancy Johnson ☒ 17-FEB ☒ 18-FEB	Indiana <input type="checkbox"/>	Iowa <input type="checkbox"/>	Kentucky <input type="checkbox"/>
North Carolina ☒ Joy Goforth ☒ 17-FEB ☒ 18-FEB ☒ Allison Ballantyne ☒ 17-FEB ☒ 18-FEB	Tennessee ☒ Cameron Stauder ☒ 17-FEB ☒ 18-FEB ☒ Nathan Hoover <input type="checkbox"/> 17-FEB ☒ 18-FEB	Virginia ☒ David Gianino ☒ 17-FEB ☒ 18-FEB	GMSTS, Inc. ☒ Georgia Brock ☒ 17-FEB ☒ 18-FEB	Virginia Tech ☒ Mannin Dodd <input type="checkbox"/> 17-FEB ☒ 18-FEB
Michigan State ☒ Travis Perkins <input type="checkbox"/> 17-FEB ☒ 18-FEB	US Forest Service ☒ Tom Coleman ☒ 17-FEB ☒ 18-FEB	USDA APHIS ☒ Paul Chaloux ☒ 17-FEB ☒ 18-FEB ☒ Kathryn Bronsky ☒ 17-FEB ☒ 18-FEB ☒ Anthony Man-Son-Hing <input type="checkbox"/> 17-FEB ☒ 18-FEB	Williams Overman Pierce, LLC ☒ Ryan Hill ☒ 17-FEB <input type="checkbox"/> 18-FEB ☒ Lauren Henry ☒ 17-FEB <input type="checkbox"/> 18-FEB	

Whereas, the above noted directors constitute a quorum, and there is no objection to this proceeding, the following business was conducted:

Agenda Topics Covered (all times listed are in Eastern time)

Time	Agenda Item	Presenter/Facilitator
9:00a	Roll call and approval of minutes Elect new slate of officers	Larry Nichols



9:15a	FS Report: ❖ 2020 STS Program Accomplishments ❖ 2021 Plan of Work and Budget ❖ New Mating Disruption Contract	Larry Nichols
10:30a	Quality Control/Quality Assurance Report Technical Committee Update Draft Desk Guide	Tom Coleman All
11:10a	Audit Report	Phil Wilson / Georgia Brock/ Williams Overman Pierce, LLP
12:00p	Adjourn until 9:00a, February 18, 2021	
9:00a	APHIS Report: ❖ 2020 Program Accomplishment ❖ Mill Site Trapping	Paul Chaloux (Kathryn Bronsky)
9:30a	Miscellaneous Items: ❖ Updates to Foundation Documents ○ BOD Contact Info & Workflow, Standard Operating Procedures, Website Updates ❖ Review Detail of Meeting Minutes ❖ Website update ❖ Any Additional Items	All Mannin/Travis
11:00a	Adjournment	

Action Items		
Item	Assigned to	Due Date
2020-21 APHIS Regulatory Grant Reports		
FSR (7/1/20 – 12/31/20)	<i>All receiving funds</i>	1/15/2021
Accomplishment Report (7/1/20 – 12/31/20)		1/15/2021
Final FSR (7/1/20 – 6/30/21)		8/15/2021
Final Accomplishment Report (7/1/20 – 6/30/21)		8/15/2021
Action Items for APHIS Regulatory Grant: <i>No action items</i>		
2020 STS Trapping and Treatment Grant Reports		
Annual FSR (1/1/20 – 12/31/20)	<i>All receiving funds</i>	1/29/2021
Annual Performance Report (1/1/20 – 12/31/20)		1/29/2021
Final Performance Report (1/1/20 – 12/31/20)		7/15/2021
Final FSR (1/1/20 – 6/1/21)		7/15/2021
Action Items for STS Trapping and Treatment: <i>No action items</i>		



STS Desk Guide: <i>Action: Committee to continue work on Desk Guide</i>	Chris Foelker, Larry Nichols, Carl Harper	
Foundation Contact & Workflow Document Annual Review: <i>Action: Review the document emailed by Tom Coleman for accuracy regarding your state. Email Tom Coleman and changes.</i>	All	Due: March 4, 2021
Website review: <i>Action: Review the new gmsts website and send comments to Mannin Dodd. Right now it is internal and not public facing. If you need access to view the site/hub, contact Mannin Dodd for access.</i>	All	Due: March 5, 2021
Contact Auditors (Williams Overman Pierce LLC): <i>Action: Georgia is going to ask the auditors what content they are looking for in our minutes to help determine the detail needed in our minute taking process.</i>	Georgia Brock/Joy Goforth	ASAP
Tennessee and Ohio are looking to join the STS Foundation Board: <i>Action: The Board needs to update the Memorandum and review the bylaws (and other guidelines) to be sure all documentation is accurately presented.</i>	The STS Foundation Board	ASAP

Agenda Item Notes

Topic	Discussion (all times are listed in Eastern time)
1. Roll call and approval of minutes	<ul style="list-style-type: none"> • Called to order: • At: 9:04AM (17-FEB-21) • By Vice President/Treasurer: Phil Wilson <ul style="list-style-type: none"> ○ President Larry Nichols was delayed in joining due to another meeting. • Carl Harper (KY) made a motion to approve the December 2, 2020 meeting minutes Phil Marshall (IN) seconded the motion. The motion passed. • Paul Chaloux is retiring and Kathryn Bronsky is going to move into his role
2. Announcements	
3. Elect new slate of officers	<ul style="list-style-type: none"> • President: <ul style="list-style-type: none"> ○ Kimberly Thielen Cremers, MN, nominated by Scott Schirmer; seconded Phil Marshall, no other nominations. Kimberly was elected President. • Vice President/Treasurer: <ul style="list-style-type: none"> ○ Joy Goforth, NC, nominated by Scott Schirmer; seconded Phil Marshall, no other nominations. Joy was elected Vice President/Treasurer



	<ul style="list-style-type: none"> • Secretary: <ul style="list-style-type: none"> ○ Carl Harper, KY, nominated by Kimberly Thielen Cremers, Phil Marshall seconded, no other nominations. Carl was elected Secretary <p>The letterhead and all related documents will be updated after this meeting to reflect the new officers.</p>
<p>4. FS Report: 2020 STS Program Accomplishments; 2020 Plan of Work and Budget New Mating Disruption Contract</p>	<ul style="list-style-type: none"> • 2020 STS Program Accomplishments: <ul style="list-style-type: none"> ○ 2020 Accomplishment Report: <ul style="list-style-type: none"> ▪ Tom gave an overview of the report. Looking to always give the high points on the report and to link where the report is housed. Not only the STS data but also to point out how much states do outside of STS but use STS Program to run their program through via the Trapping Program. Mention highlights in the Treatment Program, Technology Development, and Regulatory Program. For the Regulatory Program section consider linking to where more information about this program is housed. Paul C is going to talk with Anthony, along with Tom C to see what might be appropriate (if anything). Review will determine whether to have it or not. Right now going to reference Anthony Man-Song-Hing as the contact for more information on the Regulatory Program. ○ 2020 Accomplishment Story Map: <ul style="list-style-type: none"> ▪ Tom presented the Story Map that one can go to and get a good overview with a bit more detail and pictures. https://arcg.is/0iGerP will take you to it. Tom got the outline and Mannin fancied it up with pictures/maps. • 2021 STS Budget: <ul style="list-style-type: none"> ○ 2020 STS budget was \$7,360,000 ○ 2021 STS budget was fluctuating. <ul style="list-style-type: none"> ▪ As low as \$4,610,000. ▪ Right now at \$7,110,000 <ul style="list-style-type: none"> • Not sure that we will get more at this time. ▪ Tom went over the STS Budget and gave breakdown (see Tom's PowerPoint presentation for details) <ul style="list-style-type: none"> • Racemic allocation decreased from 2021 funds • Contingency renamed to MD application • OTIS is revamping the facility – does that affect the storage capacity? Not sure at this point. • Showed State request; We have enough State match to take any funds that may come to STS, if any.



	<ul style="list-style-type: none"> • Budget modernization plan has changed how Forest Service Expenses can be paid. • Mating disruption financial overview • Treatment acres were cut to align with the racemic dispar lure supply. MN did the biggest trimming; no blocks lost, just refined. • 2021 STS grant forms overview slide • 2021 Plan of Work (Tom Coleman) <ul style="list-style-type: none"> ○ BAM – Budget Allocation Management ○ Region 8 overhead costs at \$0! <ul style="list-style-type: none"> ▪ Can't use project dollars to fund salary (good) ○ Stayed close to what the DA is tracking. ○ Number of traps increased for 2021 <ul style="list-style-type: none"> ▪ From 57,291 (in 2020) to 61,925. ▪ It was 61,718 in 2019. ○ Trying to get a multi year/multi forest environmental assessment but will see if it takes place. ○ Less study plots being done this year. ○ Spread graph still trending under the target rate of spread • Motion to accept the budget and plan of work as presented from Tom Coleman (US Forest Service) <ul style="list-style-type: none"> ○ Motion Carl Harper (KY), Second Phil Marshall (IN), Passed ○ States should be able to start submitting grants to the foundation in a couple of weeks. • New Mating Disruption Contract (Tom Coleman) <ul style="list-style-type: none"> ○ Last year on current contract ○ One year contract <ul style="list-style-type: none"> ▪ With 4 option years. ○ Putting contract out as Mating Disruption ○ One big potential change is offering lower acres <ul style="list-style-type: none"> ▪ 280,000 ± 15% (range 322,000 from 238,000) ▪ Split contract (60:40 split for acres) but consider 3 items instead of 2 and without percent breakdown and put all the information up front. The bids would fit the landscape, and timing distinctions for treatments and hope for better refined offers for each area and offer more competition. ▪ Contractors can bid all or none. ▪ Hope to get contract out in the next few months; will see.
<p>5. Quality Control / Quality Assurance Report Technical Committee Update</p>	<ul style="list-style-type: none"> • Quality Control / Quality Assurance Report <ul style="list-style-type: none"> ○ Tom gave an overview of the QA/QC report <ul style="list-style-type: none"> ▪ Trap placement timing. ▪ BioSIM was having issues and data seemed out of whack.



<p>Draft Desk Guide</p>	<ul style="list-style-type: none"> ▪ Able to rerun it and had a better showing of what was more expected. ▪ Want to see if BioSIM can show map breakdown into days because if you are even 1 day late, it falls into the X week late legend. • Technical Committee Update (Tom Coleman): <ul style="list-style-type: none"> ○ No new projects to fund ○ Continuation of GM population work at SUNY (Dylan Parry): \$10K ○ MD work <ul style="list-style-type: none"> ▪ 2021 test SPLAT look good in all studies <ul style="list-style-type: none"> • More tests in study plot in 2021 (operation formulation) – second year check. ○ VA work (last funded project) <ul style="list-style-type: none"> ▪ Jon Walter’s evaluation of treatment work is wrapping up (in review) ▪ Gabriela’s monarch work published ○ Potential projects out there but nothing to fund yet. • Draft Desk Guide: <ul style="list-style-type: none"> ○ Chris Foelker (other committee members: Larry Nichols, Carl Harper) gave update. <ul style="list-style-type: none"> ▪ Have been revising policy and procedures <ul style="list-style-type: none"> • Cleaned up • Just provided links to information where it already exists instead of duplicating information <ul style="list-style-type: none"> ○ i.e. Bylaws, Code of Ethics Policy, Conflict of Interest, etc. ▪ Intend to have a more final draft to present to the board at a future meeting. ▪ Will send out before hand for review and to offer feed back on before the meeting. ▪ Hope for it to really give a ‘day to day’ operational guide for everyone.
<p>6. Audit Report</p>	<ul style="list-style-type: none"> • Audit Report: <ul style="list-style-type: none"> ○ Ryan Hill/Lauren Henry gave report ○ Financial Statements Overview through September 30, 2020 (attached) <ul style="list-style-type: none"> ▪ Notes to Financial Statements (pg 9 – 16) <ul style="list-style-type: none"> • One new discloser listed <ul style="list-style-type: none"> ○ New Discloser: COVID-19 language on how it might affect the Foundation ▪ Schedule of Findings and Questioned Costs



	<ul style="list-style-type: none"> • Similar to past audits on Significant Deficiencies and Material Weaknesses <ul style="list-style-type: none"> ○ Significant Deficiency <ul style="list-style-type: none"> ▪ Segregation of Duties (page 25, 27, 28) ○ Material Weakness <ul style="list-style-type: none"> ▪ Financial statement preparation (page 26, 28) ▪ Summary of Audit Differences <ul style="list-style-type: none"> • Note of understatement of property of equipment.
<p>7. Meeting paused</p> <p>8. Meeting resumed</p>	<ul style="list-style-type: none"> • Agenda was paused at 12:00p (17-FEB-21). <ul style="list-style-type: none"> ○ By President Larry Nichols • Agenda resumed at 9:03a (18-FEB-21) <ul style="list-style-type: none"> ○ By President Larry Nichols ○ President Nichols asked for roll call to verify quorum ○ Secretary Thielen Cremers did a roll call <ul style="list-style-type: none"> ▪ Quorum was met ▪ Those present are listed in the 'Board Members/Others Participating' list
<p>9. APHIS Report: 2020 Program Accomplishment; Mill Site Trapping</p>	<ul style="list-style-type: none"> • 2020 Program Accomplishment Report (Paul Chaloux): <ul style="list-style-type: none"> ○ Standard survey conducted as in the past ○ Delimiting surveys in outlying areas; nothing extraordinary ○ Uptick in our detections in outlying infestations and keeping an eye on it. ○ GM traps for Asian and European; found an Asian in Washington and Oregon <ul style="list-style-type: none"> ▪ Delimit those areas ○ California found moths and are going to delimit ○ Support AGM eradication in Washington state ○ Support AGM in Oregon as well ○ MN Dept Ag did an EGM near Minneapolis ○ Support pre-departure vessel program and it helps considerably for detection of gypsy moth <ul style="list-style-type: none"> ▪ 100 detections and all disinfested ○ Research front <ul style="list-style-type: none"> ▪ Refine genetic analysis to better understand where the moths are from ▪ Adapted new technologies for quicker work ▪ Developed new database and reporting tool to better reporting



- 14 day lag so that states can be the one announce finds first
- Field operations
 - Analytical tool (predictive modeling) that produces a map of possible locations of high-risk locations of AGM introductions to allow targeted trapping
- Budget
 - Tree and pest line item running about \$2 million in red
 - Due to ALB find in SC and looking at how to deal with that.
 - Plan to continue to fund the STS Foundation regulatory work cooperative agreement the same as last year
- Q&A:
 - Phil Marshall
 - Asked about the DNA marking and some trace forward of an AGM egg mass that seems to have made its way to IN (Samsung).
 - Asked about access to the Analytical tool that produces that map?
 - Anthony Man-Song-Hing says yes – they are still working on the logistics.
 - Anthony says that the tool is designed to be dynamic and as more data is added, the more information will be used in developing the predicted risk map.
 - Tim Brown
 - Spotted lanternfly affect GM?
 - Paul said that it won't because it is funded out of a separate line item.
 - Kimberly Thielen Cremers
 - Trace Forwards
 - MN did a trace forward and the trap near that was negative
 - Delimit again this year
 - Regulatory Budget funding
 - Will it be \$143K or \$110K?
 - Right now at \$110K and try for \$143K
 - Plan with \$110K
 - New database for early detection for all pest detection or just gypsy moth?
 - Paul said for all flavors of gypsy moth.



- Scott Schirmer
 - West coast problem areas/delimits/treatments but what is it about the evirons (urban, rural?).
 - Paul Chaloux:
 - In CA tends to be urban/suburban areas (military?);
 - OR and WA really mishmash:
 - rural/seaports/heart of Seattle.
 - Hard to say where it will hit.
 - Hopefully, the risk map will give a better sense of where to be looking.
 - Boots on the ground knowledge is key
 - The tools assist based on what seen in past.
- Chris Foelker
 - Comment on how ALB infestation in SC will affect GM line item?
 - Paul Chaloux responded
 - Going to have to have money moved to it to help cover that cost
 - Need around \$8 mil for eradication annually and has to come from somewhere
 - Short term: pull money from other projects; downside to it if we spend more on survey work, each year you add more \$\$,
 - Need to review and really decide how the funds are going to be allocated.
 - ALB quarantine has expanded over 4400 infested trees found and 400 trees removed to date.
 - Money comes from somewhere for the ALB infestation.
 - Congress needs to offer a bit more financial help

• **Mill Site Trapping (Paul Chaloux):**



	<ul style="list-style-type: none"> ○ Haven't done the mill analysis as of yet but is working towards getting that done. ○ The same with the EGM risk model. ● Paul intends to retire in May 2021 ● Regulatory Grant (Anthony Man Song Hing) <ul style="list-style-type: none"> ○ A couple of things: <ul style="list-style-type: none"> ▪ Illinois (Scott Schirmer) <ul style="list-style-type: none"> ● Interviewed by local network and able to communicate GM concern to a larger audience. ● Scott: long standing relationship with RFD radio (Rural Free Delivery). Gear toward rural community. Vehicle to get more rural knowledge and understanding of gypsy moth treatments. If anyone is challenged to get to those communities; this group is a good vehicle. ▪ Minnesota (Kimberly Thielen Cremers) <ul style="list-style-type: none"> ● Online training modules being developed. ● Kimberly: train all compliance agreement folks and had to change quickly due to COVID-19. Modification of what they sent out (PowerPoint/YouTube video) to modules so that some questions are answered before moving forward. Also, looking to get locations for those that may not have access to internet some availability.
<p>10. Miscellaneous items: Updates to Foundation Documents: BOD Contact Info and Workflow Standard Operating Procedures Website Updates Review Detail of Meeting Minutes Any Additional Items</p>	<ul style="list-style-type: none"> ● Board of Director Contact Information and Workflow: <ul style="list-style-type: none"> ○ Tom sent out for all to look over to make sure all is up to date. The board decided that this would be an annual review. Send any edits/updates to Tom within the next 2 weeks. ● Website Update (Mannin Dodd): <ul style="list-style-type: none"> ○ Refreshing the website (www.gmsts.org) <ul style="list-style-type: none"> ▪ Right now it is internal and not public facing – need access to view the site/hub. Contact Mannin Dodd for access. ○ Presented the Development Ops Sprint Planning list ○ Gave overview of new website (hub) <ul style="list-style-type: none"> ▪ Open Data ▪ Global search ○ Program initiative (public access) ○ Operations (restricted access) ○ All review and give feedback to Mannin by March 5, 2021 <ul style="list-style-type: none"> ▪ Right now it is internal and not public facing – need access to view the site/hub. Contact Mannin Dodd for access.



	<ul style="list-style-type: none"> ○ Projected completion date (overall release all in place by this fall planning season) but plan to start rolling out parts throughout the season. ○ STS Program Hub: <ul style="list-style-type: none"> ▪ https://gmsts-organization-gmsts.hub.arcgis.com/ ○ STS Operations Hub: <ul style="list-style-type: none"> ▪ https://gis-gmsts.hub.arcgis.com/ ● Review Detail of Meeting Minutes: <ul style="list-style-type: none"> ○ Discussion by the board about transcribing past and possibly future annual board meeting. ○ Going to ask the auditor what they are looking for in our minutes to help determine the detail that is needed. ○ It is hard for the Secretary to really participate in the meeting because so much time is spent trying to take notes. ○ Tom said that he could ask some folks that aren't part of the meeting to be note takers. It would be great back up to help the Secretary to be sure all information is captured. ○ Once information from the auditors are received will discuss at a future board meeting in 2021. ● Additional Items: <ul style="list-style-type: none"> ○ Phil Marshall: <ul style="list-style-type: none"> ▪ Economic analysis of STS – revisit and redo? <ul style="list-style-type: none"> ● Discussion: <ul style="list-style-type: none"> ○ Go through technical committee and reach out. Paul asked about if it ain't broke don't fix it concept. Phil uses it for the cost:benefit ratio. ○ Consider starting work on this over the next couple of years and have something ready to present in 2026 when the current projection runs out. ▪ Need to revisit the EIS? <ul style="list-style-type: none"> ● Discussion: <ul style="list-style-type: none"> ○ It would be more challenging to go through. At this point, there is no new treatments going out to maybe impact the current EIS. ○ Tom is going to just ask a few questions to get more information to determine if we want to go forward with this or not. ○ Paul Chaloux said that an EIS really stay in place until a need is required. ○ Kimberly Thielen Cremers
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- Verified setting up our meeting times for the rest of the calendar year.
 - Paul Chaloux said the 10a time is a challenge for USDA APHIS to meet because of a standing office meeting that crosses over.
 - Board agreed to adjust time to 11a eastern
 - Tom Coleman
 - Brought up that Tennessee is not an official board member
 - Do we take them on?
 - STS action is officially in TN right now
 - Tennessee is interested in joining the board
 - Action item from Board
 - Update the memorandum of states joined
 - Revisit the bylaws (action item) to be sure we are moving in the right direction.
 - With discussing Tennessee joining the question came up about Ohio and if they might be able to join?
 - Dave said it would be considered.
 - Will show the STS bylaws to OH legal department.
 - Why not able to enter?
 - It is a state issue. At that time, their legal people believed it to be a liability issue and that it would fall back on the state so they refused to join.
 - Things have changed and looking to reconsider.
 - Also, at the time that Ohio legal thought that their constitution didn't allow.
 - Yet OH is a member of organizations like National Plant Board.
 - Dave wants to talk with legal to see if OH can join.
 - Paul Chaloux
 - Federal order to add 2 counties in WI to the GM quarantine area
 - Current GM manual is on USDA website for access;
 - Phil Marshall (IN) is considering adding county(ies) as well but in Gov office for economic analysis figure to be done by this fall.
 - Scott Schirmer (IL) say it is still on table for Illinois adding some county(ies) but not just yet.



	<ul style="list-style-type: none"> ○ Dave Adkins <ul style="list-style-type: none"> ▪ NGMMB through AGMR received some complaints about the caterpillar logo. The design with a gypsy bandana and earring. <ul style="list-style-type: none"> • Wanted to let this board know of the concerns. • Denise Dodd (Virginia Tech) is aware and planning to make changes on future items. • Action item: discuss for change at future meeting. • Tom Coleman said that there has also been push back on the accepted common name of gypsy moth.
11. Adjournment	<ul style="list-style-type: none"> • Carl Harper (KY) made a motion to adjourn, Phil Marshall (IN) seconded the motion. The motion passed. • Adjourned 11:34a

2020 STS Conference Call and Meeting Schedule		
Conference calls are scheduled for the 1 st Wednesday of each month at 10:00 CT/11:00 ET unless otherwise scheduled by the Board President. The call-in was via Microsoft Teams.		
Date	Meeting Type	Held / Cancelled / Pending
January 6, 2021	Microsoft Teams Call	Cancelled
February 17, 2021	Microsoft Teams Call Annual Meeting (Day 1)	Held
February 18, 2021	Microsoft Teams Call Annual Meeting (Day 2)	Held
March 3, 2021	Microsoft Teams Call	Pending
April 7, 2021	Microsoft Teams Call	Pending
May 5, 2021	Microsoft Teams Call	Pending
June 2, 2021	Microsoft Teams Call	Pending
July 7, 2021	Microsoft Teams Call	Pending
August 4, 2021	Microsoft Teams Call	Pending
September 1, 2021	Microsoft Teams Call	Pending
October 6, 2021	Microsoft Teams Call	Pending
November 3, 2021	Microsoft Teams Call	Pending
December 1, 2021	Microsoft Teams Call	Pending

The foregoing motions and actions, by unanimous consent are to have full force and effect as of February 17 – 18, 2021 unless otherwise indicated by the Board.



Slow the Spread
of the Gypsy Moth
Slow the Spread Foundation, Inc.

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Phil Marshall
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