

**SCHOOLCRAFT COUNTY ROAD COMMISSION**  
**332N EAST ROAD, MANISTIQUE, MI 49854**  
**BOARD MEETING MINUTES**  
**April 12, 2023 - 7:00 a.m.**

000590

1. Call Meeting to Order
2. Roll Call
3. Pledge of Allegiance
4. Approval of Agenda
5. Approval of Minutes
  - A. Regular Session March 22, 2023
6. Public Comment
7. Unfinished Business:
  - A. Policy A6.00 Policy for Removing a Road from Seasonal Designation
8. New Business:
  - A. Vouchers 23-25, 23-26, 23-27, 23-28
  - B. Approve RFP 2023-04 Fuel Pumps
  - C. Award RFP 2023-01 Grave Crushing
  - D. Award RFP 2023-02 Soil Borings
  - E. Approve Sale & Scrap List
  - F. Approve Cogitate Contract for Time & Attendance
  - G. Tanya Hoar Contract
  - H. Ian Stampfly Contract
  - I. Jean Vanderville Contract
9. Manager's Report
10. Engineer's Report
11. Department Heads
12. Meeting Notices
  - A. RFP 2023-04 Fuel Pumps Bid Opening April 25, 3:15 pm (tentative)
  - B. Straits Area Council Meeting May 2, 9:30 am Mackinaw City
  - C. RTF Rural Elected Officials Meeting May 9, 1:00 pm via Teams
13. Public Comment
  - A. Interview Steve Kopischke
  - B. Interview Keith Spencer
  - C. Interview Jonathan Guertin
14. Adjournment

**1. Call Meeting to Order:**

The meeting was called to order by Chairman T. Klarich at 7:00 A.M.

000591

**2. Roll Call Information:** The roll was called for the Commissioners.

**Present:** Thomas Klarich  
Randy Lund  
Keith Rochefort  
Dale DuFour  
Robin LaCroix

**Also in Attendance:** Jean Vanderville, Managing Director, Tanya Hoar, Finance Director, Ian Stampfly, Road Engineer, Ann Peterson, Payroll/HR Coordinator, Kim Rochefort, Road Foreman, Roger Martin, Shop Foreman

**3. Pledge of Allegiance:** The pledge was recited.

**4. Approval of Agenda:**

It was moved by Commissioner R. LaCroix, seconded by Commissioner K. Rochefort, to approve the agenda, with the exception of moving the administrative contract negotiations (Items 8.G., 8.H., and 8.I.) to Item 13.D., 13.E. and 13.F.

Ayes: Five  
Nays: None

***Motion Carried***

**5. Approval of Minutes:**

**A. Regular Session March 22, 2023:**

It was moved by Commissioner K. Rochefort, seconded by Commissioner R. Lund, to approve the minutes of the meeting held on March 22, 2023.

Ayes: Five  
Nays: None

***Motion Carried***

**6. Public Comment:** None

**7. Unfinished Business:**

**Policy A6.00 Policy for Removing a Road from Seasonal Designation:** J. Vanderville reported that she has started conversations with Germfask and Thompson townships. She will continue conversations with the other townships.

**8. New Business:**

000592

**A. Vouchers:**

**i. 23-25, 23-26 & 23-28:**

**It was moved** by Commissioner K. Rochefort, seconded by Commissioner R. LaCroix, to approve vouchers 23-25, 23-26 and 23-28 as presented.

**Roll Call:**

Rochefort - Yes

LaCroix – Yes

Lund – Yes

DuFour – Yes

Klarich – Yes

***Motion Carried***

**ii. 23-27:**

**It was moved** by Commissioner R. LaCroix, seconded by Commissioner K. Rochefort, to approve voucher 23-27 as presented.

**Roll Call:**

LaCroix – Yes

Rochefort - Yes

DuFour – Yes

Klarich – Yes

Lund - Abstain

***Motion Carried***

**B. RFP 2023-04 Fuel Pumps:** A Request for Proposal to provide removal of old and installation of two new fuel pumps was provided for review and approval.

**It was moved** by Commissioner D. DuFour, seconded by Commissioner T. Klarich, to approve RFP 2023-04 Fuel Pumps.

**Roll Call:**

DuFour – Yes

Klarich – Yes

Rochefort - Yes

Lund - Yes

LaCroix – Yes

***Motion Carried***

**An additional motion was made** by Commissioner R. LaCroix, supported by Commissioner T. Klarich, to go out to bid to inquire about diesel prices from vendors other than Manistique Oil.

**Roll Call:**

LaCroix – Yes

Klarich – Yes

DuFour – Yes

Rocheftort - Yes

Lund – No

***Motion Carried***

**Award RFP 2023-01 Gravel Crushing:** Recommendation was made to award the three Gravel Crushing jobs to Northstar, whose bid was better by \$23,700. Commissioner K. Rocheftort suggested adding 'Must be Completed by 9/30/2023'. If not completed by 9/30, these can go to liquidated damages.

**It was moved** by Commissioner R. LaCroix, seconded by Commissioner D. DuFour, to approve the award of RFP 2023-01 Gravel Crushing to Northstar.

**Roll Call:**

LaCroix - Yes

DuFour – Yes

Klarich – Yes

Rocheftort - Yes

Lund - Yes

***Motion Carried***

- C. Award RFP 2023-02 Soil Borings:** There were three responses to the RFP, with one 'No Bid', one from Gosling and one from Coleman Engineering. All met the requirements of the bid specs. Coleman was the low bid at \$19,600. Recommendation was made to award the Soil Borings job to Coleman Engineering.

**It was moved** by Commissioner D. DuFour, seconded by Commissioner R. Lund, to approve the award of RFP 2023-02 Soil Borings to Coleman Engineering.

**Roll Call:**

DuFour – Yes

Lund - Yes

Rocheftort - Yes

LaCroix - Yes

Klarich – Yes

***Motion Carried***

**D. Approve Sale & Scrap List:**

A list of items for potential sale or scrap was provided for review and approval. After discussion, it was agreed that a minimum bid amount must be set to be no less than the scrap amount. The list will be provided to local companies, after which it will go to government auction sites.

**It was moved** by Commissioner R. LaCroix, seconded by Commissioner D. DuFour, to approve the Sale & Scrap List as presented, following the guidelines outlined above.

**Roll Call:**

LaCroix - Yes

DuFour – Yes

Lund - Yes

Rochefort - Yes

Klarich – Yes

***Motion Carried*****E. Approve Cogitate Contract for Time & Attendance:**

The required software update from Cogitate for Time and Attendance will cost an additional \$6,060 annually, or \$505 monthly. Recommendation was made for approval.

**It was moved** by Commissioner K. Rochefort, seconded by Commissioner D. DuFour, to approve the update to the Cogitate Contract for Time & Attendance as recommended. Finance Director T. Hoar will sign and return the contract to Cogitate.

**Roll Call:**

Rochefort - Yes

DuFour – Yes

Lund - Yes

LaCroix - Yes

Klarich – Yes

***Motion Carried*****9. Manager's Report:**

**CRA Annual Meeting & Road Show:** J. Vanderville sent a detailed email to each of the commissioners with the topics from the meeting. She asked that they please advise if they did not receive the email or if they wanted printed copies.

**Spring Safety Day:** We have secured May 9<sup>th</sup> as our Spring Safety Day with Charlie Pike, Sam SanMiguel and Tim Russell going over training topics related to traffic control/flagging

operations, hazard assessments, chainsaw/woodchipper, building trusting teams, and vehicle fire safety. We will also cover our required Title VI training.

**MSHA Training:** Confirmed and scheduled our annual MSHA training for May 3<sup>rd</sup>. This will include the annual first aid/CPR refresher.

**MCRCSIP Training Protecting Your Road Commission:** We attended a specialized training in Harris, MI focused on protecting your road commission. In attendance was J. Vanderville, K. Rochefort, J. Johnson, R. Martin, J. Barham, C. Herbst, R. Streeter and I. Stampfly.

**Klagstad Road:** J. Vanderville received an email from Scott Warner (Replica Engines) requesting information on how to get the entire segment of Klagstad Road part of the public road system. She provided Scott with a copy of our current cert map and policy RO4.00. She also advised that he needs to get support from the township. Scott requested an estimate to get the road to the standards that would be acceptable from the Road Commission and she provided him I. Stampfly's contact information to set up a time to discuss. I. Stampfly will work with him on the estimate.

**2018 Komatsu Dozer:** Brad needed a signed sales agreement (agreement had the contingency of inspection) in order to get the dozer in hand for our inspection. J. Vanderville provided him with the signed agreement and scheduled to inspect on Wednesday when we were in the area for training. T. Klarich is supposed to also inspect the dozer per board direction. R. Martin will arrange that. Extended warranty information was included in the board packets. R. Martin inspected the dozer and found no issues. Roland provided the service reports and oil samples.

R. Martin did not feel the extended warranty was needed. In addition, it does not cover everything, and turnaround time could be an issue.

**It was moved** by Commissioner K. Rochefort, seconded by Commissioner R. Lund, to accept the bid price for the 2018 Komatsu Bulldozer as is without the extended warranty. SCRC will accept delivery of the dozer.

**Roll Call:**

Rochefort - Yes

Lund - Yes

DuFour – Yes

LaCroix - Yes

Klarich – Yes

***Motion Carried***

**Lew Bender Training:** J. Vanderville provided Lew with the details of information he requested for our upcoming May 22<sup>nd</sup> training. She will have one more phone meeting with him prior to the training to finalize the training focus. This training will be designed to focus on morale, workplace satisfaction, team building, and accountability.

**CBA's:** T. Klarich has signed the CBA's and they have been sent to Tony LaPlant, Union Representative. Tony just advised that the CBA's are final, and he will mail them this week (April 11<sup>th</sup>).

**Jason Pratt:** J. Vanderville received an email from Jason Pratt who owns property in Hiawatha Twp. off Twin Lake Road. He was told by someone that we would come in and widen his two-rut road so he could get contractors in to build a cottage. J. Vanderville advised that the road he is on is not part of the county system. He would need to refer to his easements and work with his neighboring property owners since the road is most likely private, state, or federal.

**Policy 06-03 Non-Smoking Policy:** The topic of smoking policies came up on the CRA Finance-HR listserv. J. Vanderville pulled our policy and believes an update is needed. One of the potentially missing items would be electronic cigarettes if the commission wants them addressed in the policy. Another thing noticed is that we do not follow policy as it relates to smokeless tobacco (chew). She suggested possibly considering new language or decide if the commission would like it enforced as written.

Discussion was held regarding the policy and what should be included. J. Vanderville will contact Gayle Cummings from MCRSCIP for language to incorporate into the policy.

**Mike Kluck Files:** J. Vanderville met with Renee while she was in Lansing to pick up old files that were scheduled to be destroyed. Files will be retained in the vault room.

**HB 4004 Repeal of Right to Work:** The Senate passed HB 4004 on March 14, 2023. According to Wendy Hardt (MCRCSIP) this passing of HB 4004 will not affect public employers at this time. A 2018 US Supreme Court case *Janus v AFSCME*, held that mandatory public sector union dues are unconstitutional. Unless the Supreme Court decision is overturned, Michigan public employees remain right-to-work.

**Prevailing Wage Legislation:** Governor Whitmer signed legislation reinstating prevailing wage requirements on March 24, 2023. We are subject to prevailing wage on a majority of our road construction contract projects because of the federal aid dollars. J. Vanderville has a question out to verify the effect this legislation would have on force account work. Her assumption is no impact. She will keep the board posted as more is learned.

**EPA 40 CFR Parts 86 & 1039 Review:** J. Vanderville has started reviewing the final rule of 40 CFR Emergency Vehicle Rule to determine if there is any way to request an exemption from the emissions control systems during winter operations. Thus far, the language is promising that the EPA is willing to review case-by-case requests. J. Vanderville does believe that it will be very limited and most likely not for all winter operations, but potentially the ability to pursue the exemption during major weather events that would cause significant risk to human life if the road system could not be maintained due to loss of power from derating issues in county plow trucks. She has reached out to Peterbilt to ask questions about the software

programming and if they have any after-treatment exemptions currently in place for any line of their trucks. She will also start discussing findings with other road commissions.

**Managers Meeting:** Met with the Straits Council managers in St. Ignace to discuss different matters happening such as bats, emissions, personnel, etc.

**Peterbilt:** J. Vanderville spoke with Scott regarding emissions issues. He referred her to Andrew in service. The hope is that we can mitigate some of the issues with specialized training and troubleshooting with Peterbilt technicians.

**Inventory Controls:** We are continuing to work on inventory controls and analyzing data to support our min/max quantities. J. Vanderville is meeting with Scott (NAPA) to set up a better inventory management process for hydraulic fittings. We currently have \$3,693.99 worth of fittings in the drawers and an analysis of 3 years and 3 months shows that we are overstocked in the amount of \$2,100.15. Fittings are replenished weekly.

**Work Zone Safety Press Release:** J. Vanderville included a copy of the press release for work zone safety and included a prelude to the projects that will be happening throughout the county in the release. She will put out press releases for each contracted job separately with dates of closures, etc. as well. The press release will be on Thursday April 13<sup>th</sup> publication.

**Sell & Scrap List:** K. Rochefort has compiled a list of items he believes we no longer need. The team went through the list and indicated which items could be sold potentially and which items are only useful as scrap. There are some items that we are unsure of, so if the board has any input, we will welcome it.

**Weighmaster:** Mindy called and said she is focusing her attention on our problem area to try to help mitigate the blatant ignoring of the 'No Trucks' sign on CR 433, Quarry Rd. She said that she will spend a few more days there and to let her know if we need her to move to a new area if anything else comes up.

**Removal Order:** J. Vanderville sent a removal order for obstructions in the ROW at the corner of Burrell and Townline. Sheriff Willour has been advised of the removal order and we requested his presence on site when we mark the ROW for the landowner. She advised the Doyle Township Supervisor of the letter and provided her with the statutes relating to the removal if necessary. It could lead to the township including the costs to the property taxes. Copy of packet sent to property owner was included in board packets.

**Germfask Township:** It's that time again. J. Vanderville attended the Germfask Twp meeting and discussed the policy she proposed regarding removing a seasonal road. The policy currently does not affect Germfask Township and there are no known future seasonal road conflicts in Germfask. Germfask will be supplying a letter of support for the policy. She will continue to discuss with the townships and ask for their support or denial of policy.



**Emulsion Price Quote:** An emulsion price quote from Michigan Paving & Materials Company (MPM) was provided for review. The pricing is the same as last year and was accepted.

## 10. Engineer's Report:

**CR-433 River Road Project (2022):** I. Stampfly received comments back from MDOT and has been working to address the deficiencies. His goal is to have all the deficiencies addressed by the end of the month.

**Conferences/Trainings:** I. Stampfly attended the CRA annual conference at the end of March and found the breakout sessions quite valuable. He focused on sessions that pertained to the federal aid buyout program and the different nuances of managing those projects. He also attended the 'Protect Your Road Commission' training put on by MCRCSIP and found it very valuable. It provided a new perspective into documentation and its importance.

**CR-433 River Road Project (2023):** No new updates for this project. It is still planned to begin on May 4<sup>th</sup>.

**Underground Construction Specifications:** The specifications have been completed and are ready for board review.

**EGLE Permits:** I. Stampfly finished another permit for Leg Creek on CR-437. It is currently in the public notice period. We don't plan to replace this culvert this year but will have the permit for the future.

**Township Work:** We received two bids for the township paving work, one from Bacco and one from Payne & Dolan. The bids have been tabulated and sent to each township clerk. I. Stampfly will be attending both meetings next week to answer questions about the bids. He anticipates the townships will be making their awards at these meetings. Bacco was the low bidder for both townships.

I. Stampfly is also continuing to work on the 5-year plans. Germfask Township is the next on his list and should be ready for their May meeting.

**CR-448 @ Stutts Creek:** We have set the preconstruction meeting for April 17<sup>th</sup>. I. Stampfly has not yet received an official schedule. Worst case, he will have this at the preconstruction meeting. He has also met with the Sheriff and Manistique Public Safety to discuss the project and its impacts to response north of the bridge. Both were invited to the preconstruction meeting, and they may meet again after receiving the schedule.

**Bridge Projects – 2024 Bundle:** UPEA is still working on finalizing the project and I. Stampfly thinks it is close to completion but has not received official notification that this has been completed. Just a reminder that these projects are being bid this summer for construction in 2024.

**FLAP Projects:** I. Stampfly does not have any new information about these projects. He reached out to MDOT on Monday to see if there was any new information and hasn't heard anything yet.

**Critical Bridge Applications:** Our critical bridge applications have been submitted. We will receive news this fall about projects that are selected.

**Safety Projects:** I. Stampfly has submitted our safety project applications for CR-433 and CR-439. He received a response from the MDOT safety engineer about pavement markings. Pavement markings are not eligible unless they have never been applied to a road before.

**Community Grant:** We submitted a community grant of \$2,500 for a new 800-megahertz radio. We have not heard any updates on this grant since submission.

**Conservation District Grant:** We submitted a grant to the conservation district to help cover the cost of our Ross Lake Road culvert project. We were successful in our application and will be receiving \$1,000 from the conservation district to put toward the purchase of the culvert.

**Bituminous Subcommittee & Meeting:** I. Stampfly has been asked to join this subcommittee to the Engineering Committee. He thinks this will be a great opportunity to network and learn more about the potential changes and innovations in the asphalt world. He does not think this will take a large portion of his time and any time needed for this will not take precedence over SCRC work.

I. Stampfly attended a meeting in Escanaba with UP counties and contractors (Bacco & Payne & Dolan) to begin more communication. The goal is to improve all aspects of the work performed between contractors and local agencies by having discussions.

## 11. Department Heads:

**Tanya Hoar, Finance Director:** Reported that Brenda Drayton from State of Michigan will be here to report on the 2022 audited financial statements at the next board meeting to be held on Wednesday, April 26<sup>th</sup>, 2023.

The 2021 MDOT audit is completed. The audit compares what was billed in the interim and actual costs. The overall receivable was \$94,615, which is 4.47% of our total MDOT reimbursement. T. Hoar's goal is to keep the audit amount within 5% in either direction. The largest variance between what was billed and the actual rate was for Fringe Benefits.

**Roger Martin:** Reported that the last two storms were hard on the equipment affecting two wings where the brackets were ineffective. In addition, a one-way plow was destroyed. The shop was planning to switch the trucks for spring weather; however, the forecast is calling for snow next week so they will wait. Commissioner K. Rochefort commented that the wings on the plows should be left up in the spring and the fall to avoid making a mess on the road.

**Ann Peterson, Payroll / HR Coordinator:** None

**Kim Rochefort, Road Foreman:** Reported that the crew has been busy blading roads and cutting trees from the last storm. Tar should be here on Friday. Crack sealing was going to be done at the end of the week, but with the snow coming will be moved to next week.

**12. Meeting Notices:**

- A. RFP2023-04 Fuel Pumps Bid Opening April 25. 3:15 pm (tentative)
- B. Straits Area Council Meeting May 2, 9:30 am Mackinaw City
- C. RTF Rural Elected Officials Meeting May 9, 1:00 pm via Teams

**13. Public Comment:**

- A. Interview Steve Kopischke
- B. Interview Keith Spencer
- C. Interview Jonathan Guertin

Interviews were scheduled to take place for the full-time Truck Driver position that became available with the retirement of Jim St. Julian. Although past practice involved members of the board interviewing candidates per their preference, Commissioner K. Rochefort asked why this would be necessary since they were involved in the initial hiring of the three candidates above when they interviewed for the temp positions. The same questions would be asked, which he felt was redundant. After discussion, it was determined that the Road Foreman would recommend which candidate would best fit in that role, and between him and management, a determination would be made.

**It was moved** by Commissioner K. Rochefort, seconded by Commissioner R. LaCroix, to allow the Road Foreman and SCRC Management to make determinations regarding temp to full-time position decisions without bringing it to the board for interview and determination.

**Roll Call:**

- Rochefort - Yes
- LaCroix - Yes
- DuFour – Yes
- Lund - Yes
- Klarich – Yes

***Motion Carried***

Therefore, Road Foreman K. Rochefort recommended that Steve Kopischke be hired as the full-time Truck Driver.

Shop Foreman R. Martin then recommended that Keith Spencer be hired as a full-time mechanic to fill that open position. He noted that Keith has been helping out in the shop and has been doing a great job fixing equipment. J. Vanderville stated that if we are to hire another non-certified mechanic, all three non-certified mechanics would be required to acquire training to work toward certifications, with a focus on Electrical, DEF and DAVIE. R. Martin noted that mechanics B. Mattson and M. Gould have already started online training.

- G. Tanya Hoar Contract:** A three-year renewal contract proposal was provided to the board for review. Her contract was not due for renewal until January 2024. However, to keep all administrative contracts within the same time period, management felt it prudent to review her contract at this time. T. Hoar requested a wage increase percentage of 9% year 1, 3% year 2 and 2% year 3.

**It was moved** by Commissioner K. Rochefort, seconded by Commissioner D. DuFour, to move into closed session at 8:54 am to discuss T. Hoar's contract renewal.

**Roll Call:**

Rochefort - Yes

DuFour – Yes

Lund - Yes

LaCroix - Yes

Klarich – Yes

***Motion Carried***

No negotiations took place with T. Hoar, and she was not included in the closed session.

**It was moved** by Commissioner R. LaCroix, seconded by Commissioner D. DuFour, to move into open session at 9:18 am.

**Roll Call:**

LaCroix - Yes

DuFour – Yes

Lund - Yes

Rochefort - Yes

Klarich – Yes

***Motion Carried***

The board proposed 8% year 1, 3% year 2 and 3% year 3, to which T. Hoar agreed.

**It was moved** by Commissioner K. Rochefort, seconded by Commissioner D. DuFour, to extend T. Hoar's contract for three years, from April 1, 2023, through March 31<sup>st</sup>, 2026, with the 8% / 3% / 3 % wage increase outlined above. The wage increase will be retroactive to April 1<sup>st</sup>, 2023.

**Roll Call:**

Rochefort - Yes

DuFour – Yes

Lund - Yes

LaCroix - Yes

Klarich – Yes

***Motion Carried***

**G. Ian Stampfly Contract:** A three-year renewal contract proposal was provided to the board. I. Stampfly requested a wage increase percentage of 10% year 1, 3% year 2 and 2% year 3. The board proposed 9% year 1, 3% year 2 and 3% year 3, to which he agreed. In addition, Ian asked for an increase in PTO from 4 hours per month to 18.67 hours per month, which is more in line with the crew tiers and private industry time off. He also asked for an increase to his boot allowance from \$150 to \$200 every two years. A one-month severance was also requested.

**It was moved** by Commissioner D. DuFour, seconded by Commissioner T. Klarich, to extend I. Stampfly's contract for three years, from April 1, 2023, through March 31<sup>st</sup>, 2026, with the 9% / 3% / 3 % wage increase outlined above. The wage increase will be retroactive to April 1<sup>st</sup>, 2023. In addition, he will be awarded 18.67 hours per month of PTO, and a boot allowance of \$200 every two years. A one-month severance will also be added to his contract.

**Roll Call:**

DuFour – Yes

Klarich – Yes

Rochefort - Yes

Lund - Yes

LaCroix - Yes

***Motion Carried***

**H. Jean Vanderville Contract:** A three-year renewal contract proposal was provided to the board. J. Vanderville requested a wage increase percentage of 10% year 1, 3% year 2 and 2% year 3. She also requested a boot allowance of \$200 one-time within the three-year contract period.

**It was moved** by Commissioner D. DuFour, seconded by Commissioner R. LaCroix, to move into closed session at 9:29 am to discuss J. Vanderville's contract renewal.

**Roll Call:**

DuFour – Yes

LaCroix - Yes

Lund - Yes

Rochefort - Yes

Klarich – Yes

***Motion Carried***

No negotiations took place with J. Vanderville, and she was not included in the closed session.

**It was moved** by Commissioner K. Rochefort, seconded by Commissioner D. DuFour, to move into open session at 9:38 am.

**Roll Call:**

Rochefort - Yes  
DuFour – Yes  
LaCroix - Yes  
Lund - Yes  
Klarich – Yes

***Motion Carried***

The board proposed 9% year 1, 3% year 2 and 3% year 3, to which J. Vanderville agreed. They also agreed to her other requests.

**It was moved** by Commissioner D. DuFour, seconded by Commissioner T. Klarich, to extend J. Vanderville’s contract for three years, from April 1, 2023, through March 31<sup>st</sup>, 2026, with the 9% / 3% / 3 % wage increase outlined above. The wage increase will be retroactive to April 1<sup>st</sup>, 2023. In addition, she will be provided with a boot allowance of \$200 one time during the three-year contract period.

**Roll Call:**

DuFour – Yes  
Klarich – Yes  
Lund - Yes  
LaCroix - Yes  
Rochefort - Yes

***Motion Carried***

**14. Adjournment:** The meeting was adjourned at 9:43 am.



Thomas Klarich, Chairperson



Jean Vanderville, Managing Director