



**CHURCHILL COUNTY COMMISSIONERS  
CC COMMUNICATIONS MANAGEMENT  
CHURCHILL COUNTY, NEVADA**

899 South Maine Street  
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**\*\*\*\*NOTICE OF PUBLIC MEETING\*\*\*\***

**SPECIAL MEETING**

**AGENDA**

**PLEASE POST**

**PLACE OF MEETING:** Churchill County Administrative Building, Commission Chambers,  
155 North Taylor Street Suite 145, Fallon, Nevada

**DATE & TIME:** May 20, 2026 at 10:30 AM

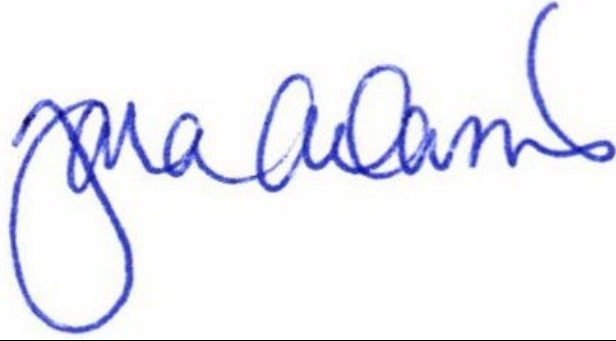
**TYPE OF MEETING:** Regularly Scheduled CC Communications Management Meeting

**If you wish to make public comment, you may provide them at the meeting or via email, no later than 4:30 PM the day before the meeting, to [shelly.bunyard@cccomm.co](mailto:shelly.bunyard@cccomm.co).**

**Notes:**

- I. These meetings are subject to the provisions of Nevada Open Meeting Law (NRS Chapter 241). Except as otherwise provided for by law, these meetings are open and public.***
- II. Action will be taken on all Agenda items, unless otherwise noted.***
- III. The Agenda is a tentative schedule. The CC Communications Management Board may act upon Agenda items in a different order than is stated in this notice – so as to affect the people’s business in the most efficient manner possible.***
- IV. In the interest of time, the CC Communications Management Board reserves the right to impose uniform time limits upon matters devoted to public comment.***
- V. Any statement made by a member of the CC Communications Management Board***





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*Tara Adams, Deputy Clerk*

*Endnotes:*

***Disclosures:***

*\*CC Communications is an equal opportunity provider and employer.*

***Accommodations/Nondiscrimination:***

*\*Notice to Persons with Disabilities: Members of the public who are disabled and require special assistance or accommodations at the meeting are requested to notify the CC Communications Executive Office in writing at P.O. Box 1390, Fallon, NV 89407 (Attn: Shelly Bunyard), or by calling 775-423-7171 ext. 1215 at least two days in advance.*

*\*In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies or complaint filing deadlines vary by program or incident. Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotope, American Sign Language, etc.) should contact the responsible agency [(775)423-4092] or USDA's TARGET Center at (202)720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800)877-8339. Additionally, program information may be available in languages other than English. To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at: [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html) and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the Complaint Form, call (866)632-9992. Submit your completed form or letter to USDA by:*

- 1. Mail: U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue, SW  
Washington, D.C. 20250-9410;*
- 2. Fax: (202)690-7442; or*
- 3. Email: [program.intake@usda.gov](mailto:program.intake@usda.gov).*

***Procedures:***

*\*The public meetings may be conducted according to rules of parliamentary procedure.*

*\*Persons providing public comment will be asked to state their name for the record.*

*\*The CC Communications Management Board reserves the right to restrict participation by persons in the public meeting where the conduct of such persons is willfully disruptive to the people's business.*

*\*All supporting materials for this Agenda, previous Agendas, or Minutes are available by requesting a copy from the CC Communications Office, 775-423-7171 ext. 1215. During the meeting, there will be one copy available for public inspection. Additional copies are available by making the request from the CC Communications Office. You are entitled to one copy of the supporting materials free of charge.*



## CC Communications Agenda Report

**Date Submitted:** May 12, 2026

**Agenda Item #:** New Business - A  
**Meeting Date Requested:** May 20, 2026

**To:** Board of Churchill County Commissioners

**From:** Mark Feest, General Manager

**Subject Title:** Consideration and possible action re: the next steps in the Assistant GM recruiting process. This item may include the selection of candidate(s) to be interviewed by the Board or modification to recruiting plan, including but not limited to, termination of recruiting activities for the position.

**Type of Action Requested:** Accept

**Does this action require a Business Impact Statement?** No

**Recommend Board Action:** None

**Discussion:** Pursuant to Board direction, the posting for Assistant GM - GM/CEO in-waiting was open through April 30, 2026. Thirteen applications were initially received. Each applicant received an email acknowledgment that updated the approved process, explained the timeline and next steps, and requested responses to follow-up questions. Three candidates withdrew primarily citing the open meetings/public records nature of the process as a requirement that they could not accept. It should be noted that two of these candidates had experience as CEO's at rural ILECs with CLEC and transport operations. The third candidate that provided notice of withdrawal noting the open meeting/public records concern had significant experience reporting directly to the CEO at a large rural ISP, served on various industry committees, and holds an MS in both engineering and telecommunications management. Three candidates failed to respond. Seven candidates fully completed the application and questionnaire. Along with myself, the pre-screen committee consisted of Dawn Ballard and Joseph Sanford. We individually reviewed and scored all seven applicants. The pre-screen committee met via Microsoft Teams on May 12, 2026, to discuss the candidates and the scoring. The candidates were reviewed in consideration of minimum and preferred qualifications, as well as the ten characteristics and competencies approved by the Board. Two of the seven did not meet the minimum qualifications. Screeners assigned a 1-10 score for each experience category: ILEC, CLEC, ISP, Transport Network, Direct Report to CEO, Board Reporting, Prior GM/CEO, Rural Community, Technology, and Finance & Accounting. This resulted in an overall averaged score, which was aggregated from the scores of the three screeners.

**Summary:**

Of the candidates that can be considered by the Board, none received an aggregate score above 5/10. The committee does not recommend interviewing any of these candidates for the posted

position. Four met the minimum educational requirements, and two met the preferred. The primary concerns with the six candidates were lack of ILEC/CLEC/ISP experience, reporting level of past job experience (ie, 2 and even 3 levels down from CEO), and/or one-dimensional experience (i.e. career entirely in marketing or sales).

The GM/CEO has considered this matter, and received input from the screening committee regarding potential next steps. We received four applications that checked enough boxes to be recommended for interview. However, three withdrew and one cannot be considered. This leads the GM/CEO to the conclusion that we can receive candidate applications that check more boxes than the current pool, but we will need to take a different approach to generate a sizable applicant pool for the Board to interview when the time comes. The unique hiring roadblocks have been fully exposed by this process, and will need to be addressed. Due to our unique public nature and location, I believe that professional recruiting help will be needed when it comes time to replace the incumbent. Due to the ongoing NRS 710.152 process, the external candidate pool is weakened and reduced. I do not believe that the applicant pool in this round warrants displacing the current COO, and to do such would weaken the company. Therefore, I recommend we revisit this matter after the conclusion of the NRS 710.152 process.

**Alternatives:** Review the six remaining candidates on a blind basis.

**Fiscal Impact:** NA

**Explanation of Impact:** NA

**Funding Source:** NA

**Prepared By:** Shelly Bunyard, Administrative Assistant

**Reviewed By:**



\_\_\_\_\_  
Mark Feest, General Manager

Date: May 14, 2026



\_\_\_\_\_  
Jamie Hyde, Chief Financial Officer

Date: May 14, 2026

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**Board Action Taken:**

**Motion:** \_\_\_\_\_ **1) None** \_\_\_\_\_ **Aye:** \_\_\_\_\_

The submission of this agenda report by county officials is not intended, necessarily, to reflect agreement as to a particular course of action to be taken by the board; rather, the submission hereof is intended, merely, to signify completion of all appropriate review processes in readiness of the matter for consideration and action by the board.

2) None Nay:

*Sully Bunyard*

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(Vote Recorded By)

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