

MINUTES OF THE CC COMMUNICATIONS MANAGEMENT

155 N. Taylor St., Fallon, NV 89406

May 20, 2026

Call to Order:

The Special meeting of the CC Communications was called to order at 10:30 AM on May 20, 2026.

PRESENT: Commissioner Matt Hyde
Commissioner Eric Blakey
Commissioner Myles Getto
General Manager Mark Feest
Deputy Clerk Tara Adams

ABSENT: Chief Financial Officer Jamie Hyde
Administrative Assistant Shelly Bunyard

Public Comment:

Chair Matt Hyde asked if there was any public comment, but there was none.

Verification of Posting of Agenda:

It was verified by Tara Adams, Deputy Clerk to the Board, that the Agenda for this meeting was posted on the 14th day of May, 2026 between the hours of 1 pm and 5 pm at all of the locations listed on the Agenda, in accordance with NRS 241.

New Business:

A- 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.

Mark Feest, CC Communications. Over the last couple of days since the Agenda was posted, I have had the opportunity to further refine my thoughts and solidify what I am asking for today. It is my recommendation that we stop this process at this time. When I first presented this option of advertising for an Assistant General Manager or General Manager and CEO in waiting position, I did note that we might have to pivot. I didn't have a great idea of how many applicants and how deep that pool would be. Based on the lack of depth of that pool, I think it was not successful as far as drawing the type of candidates where we could recommend three to five of them to the Board to interview. This is an important enough decision that we need to make sure we have a deep pool to be interviewed.

As noted, we only received Thirteen applicants, and one applicant can't be considered. Six applications withdrew and I'll note that the three people who have had the position or reported directly to the position in the past are the people who withdrew. There were a lot of issues over public nature. One person mentioned that they had gone back and read the previous Board minutes and noticed that we had been discussing the NRS 710 issue. We are down to six applicants. Overall, I believe we should pivot at this time. I recommend that Management and I return to the Board in late summer with a formal proposal outlining the next steps. The proposal

would include the option of engaging a professional recruiter to conduct a search and present multiple highly qualified candidates for the Board's consideration and interview. I think a recruiter can provide some new strategies and timeline estimates. They can also kind of tell us what we're up against. I think it's clear to us that we are up against something to get a deep pool. I do believe we need the help of a professional recruiter in this industry. I would also note that within two weeks of posting our position, a similar position was advertised on the NTCA website. Unlike our recruitment, that search was being conducted by a professional recruiter. The position opening was in the State of Texas where you have multiple small companies in Texas that it may be easy to recruit from. I think they're at an advantage.

I would like to bring this matter back to the Board in late summer. By that time, we should have the NRS 710 issue resolved or have much greater clarity on its status. We can also obtain proposals from professional recruiters, including information on costs, timelines, and their recommended recruitment process.

From there, we can develop a transition plan based on a window between February 28, 2027, and July 31, 2027, for onboarding a new General Manager/CEO. I have flexibility within that timeframe, and I believe that if we engage a recruiter by the end of the summer, that transition schedule is very achievable.

Additionally, the recruiter can provide guidance on whether it would be beneficial to advertise the position as a "General Manager/CEO-in-Waiting" or whether a traditional recruitment approach would be more effective. That's where I am based on the depth of the pool of candidates. It's not speaking of any specific candidate; there might be someone in the pool that would do a great job. I think we have had a lot of stability for the last 25 years. We want to ensure that we approach this recruitment process the right way, and I am not certain that moving forward is the best option if we do not have a sufficiently deep pool of qualified candidates to choose from.

Commissioner, Matt Hyde. I don't think it's fair until we resolve some things. I agree with you.

Commissioner, Myles Getto. I agree as well.

Commissioner, Eric Blakey. As far as bring it back, I think we won't table it, we just won't take any action and have another day. Do we need to make a motion to stop this process or let it stand.

Wade Carner, Chief Civil Deputy District Attorney. I think a motion to terminate this process will make it clearer as to what your actions are today and what you anticipate moving forward.

Commissioner Eric Blakey made a motion to terminate the hiring process. Commissioner Myles Getto seconded the motion, which carried by unanimous vote.

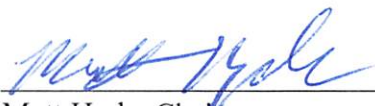
Affidavit of Posting:

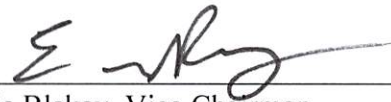
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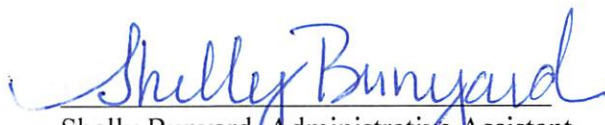
Adjournment:

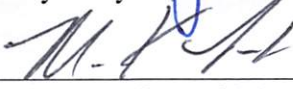
The meeting was adjourned at 10:36 a.m.

APPROVED: 
Matt Hyde, Chairman

APPROVED: 
Eric Blakey, Vice Chairman

APPROVED: 
Myles Getto, Commissioner


Shelly Bunyard, Administrative Assistant


Mark Feest, General Manager/CEO