

Board of Livestock Meeting

Agenda Request Form

From:		Division/Program:				Meeting Date:		
Mike Spatz	New Business-Executive Officer 8/28/2024 Updates to Board							
Agenda Item: Human Resou		to Board	1					
Agenda Item: Human Resou	irces opuates							
Background Info:								
 Staff Openings, Recruitment 	t							
• Requests to Hire				_				
Egg Grader and Compliand	ce Specialist in M	eat, Milk	& Egg	Bureau				
 General Updates -Governor's Award for Exc 	ollonco							
dovernor s Award for Exc	enence							
Recommendation: n/a								
Time needed: 15 min	Attachments:	Yes X	No	Board vo	te required:	Yes	No X	
Agenda Item:		•				•	1	
Background Info:								
Recommendation:								
Time needed:	Attachments:	Yes	No	Board vo	te required:	Yes	No	
Agenda Item:								
Background Info:								
_								
Recommendation:	A., 1 .	17	l NT	D 1		37	N.T.	
Time needed:	Attachments:	Yes	No	Board vo	te required?	Yes	No	
Agenda Item:								
Background Info:								
Recommendation:								
	. ,	T	T	T		T	1	
Time needed:	Attachments:	Yes	No	Board vo	te required	Yes	No	





DOL Board Meeting August 28, 2024

Human Resource Update:

- Staff Openings, Recruitment
- Requests to Hire
- General Updates
 - Governor's Awards

Staff Openings and Recruitment



Currently, DOL is actively recruiting for 1 position:
MEAT POULTRY INSPECTOR- SHELBY AREA

> OVERVIEW- JULY 31, 2024, TO AUGUST 28, 2024

✓ The Emergency Preparedness Veterinarian will start on October 21st, 2024.

- ✓ DOL had 4 new hires since the last board meeting. (1- Position in Brands; 3 Positions in Animal Health.
 - ❖ -1 Employee Resignation that was reported last month has rescinded the resignation.
- ✓ DOL has had <u>0</u> vacated positions. Has notice of 1 future resignation since the last Board meeting.

Staffing/ Position Highlights



BRANDS DIVISION

- Mikayla Davis-Snellman –
 Hired as The District 9 Livestock
 Investigator. Started on August 19,
 2024.
- Will be posting/recruiting for a Part Time Inspector in Chinook.
- Considering recruiting for a "Roving" Market Inspector position to provide needed coverage to 3 separate Markets in Eastern Montana.

ANIMAL HEALTH DIVISION

- Katherine (Kat) Schipman- started August 19, 2024 as a Meat Inspector in Malta.
- Ethan Cunningham- Started on August 26th, as a Relief
 Meat Inspector for the Eastern Montana Area.
- Douglas (Doug) Arnold- has started on August 26th as a Meat Inspector for the Superior area.
- James Torreano- promoted to a Microbiologist Position in the Lab as of August 3rd.
 - -The lab will be posting for a front office Lab Technician position.
- Meat, Poultry, Milk and Egg Bureau is preparing for some minor restructuring.
- Creation and internal recruitment of a Compliance Supervisor.
 - -Meat Supervisors will report to Current EAIO, Jay Nelson.

Requests to Hire



ANIMAL HEALTH DIVISION

- 1. Request to hire a Compliance Supervisor within the Meat, Poultry Milk and Egg Compliance Unit.
 - I. Currently report to EIAO- Work is not comparative to the Compliance Unit.
 - II. Will allow one person to manage how investigations are conducted and will better allow Mr.
 Nelson to focus on his areas of expertise.
 - III. Better interactions with field staff and better insight on how to focus trainings and communicate outcomes of FSAs related to staff performance.
 - IV. Begins the process of manageable reporting structure for the Bureau Chief.
- 2. Request to hire a full-time Egg Grader.
 - l. Current staff has given notice, last day is in October.
 - II. The egg grader training process is very long. Want to start the recruitment process and hire with enough time to receive training, without causing a shortage of staffing and additional duties of other staff members.
 - III. The egg budget is able to support this overlap.

Governor's Award for Excellence



OVERVIEW:

- -The Governor's Awards for Excellence in Performance is a statewide program to honor and recognize outstanding state employees. The Governor presents awards to recipients at an annual ceremony.
- -To be nominated, employees must perform above and beyond the regular expectations of the person's job and meet one or more of the following criteria:
 - •Demonstrate exceptional innovative approaches which produce significant results;
 - •Attain significant improvements with efficiencies in government processes (e.g., significantly improved productivity or significant cost savings); and/or
 - •Demonstrated exceptional customer service that is significantly beyond the scope of the employee's performance.
- -The Department received input from Livestock Staff and Submitted Nominations to DOA on July 28th.

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Governor's Award for Excellence- Cont.



- -Final Nominations have been approved and recipients have been notified.
- -2024 Governor's Award Ceremony where the Governor will recognize each employee will take place on September 30, 2024.
- -These employees will be invited to a future Board meeting for formal recognition with the Board.
- -The Department plans to recognize all nominees internally.

Governor's Award for Excellence- Cont.



LIVESTOCK'S 2024 RECIPIENTS:

INDIVIDUALS:

- Michele Satre Milk Control Program Manager with CSD.
- Jonathon Sago- Veterinary Pathologist- MVDL.

TEAM NOMINATION (BRANDS):

• Kim Dallas, Brenna Brunt, Kevin Ramsey, Jessica Sivumaki, Wes Seward and Jacob Eshelman.



- Other General Updates...

--Questions?

---Thank you!



Board of Livestock Meeting

Agenda Request Form

From:	Division/Program:	Meeting Date:
Tahnee Szymanski, State	Animal Health	8/28/2024
Veterinarian; Lindsey Simon, Legal		
Counsel/Administrative Rule		
Reviewer		
Agenda Item: MAR 32-24-345 Perta	aining to Animal Contagious Disease	Control - Review of Public
Comments		

Background Info:

MAR 32-24-345's Amended Notice of Proposed Adoption, Amendment, and Repeal was published July 26, 2024. One public comment was received from Montana Farm Bureau Federation regarding NEW RULE I INDEMNITY FOR ANIMALS DISTROYED DUE TO DISEASE.

Recommendation:

In consideration of suggested change, change "cattle" to "animals" in proposed NEW RULE I INDEMNITY FOR ANIMALS DISTROYED DUE TO DISEASE, subsection (4). Leave suggestion for provision that per capita fees must be current before indemnity can be paid to the Board's consideration.

Time needed: 10 minutes	Attachments:	Yes ✓	No	Board vote required?	Yes ✓	No
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BEFORE THE DEPARTMENT OF LIVESTOCK OF THE STATE OF MONTANA

AMENDED NOTICE OF PROPOSED In the matter of the adoption of NEW RULE I, the amendment of ARM ADOPTION, AMENDMENT, AND 32.3.104. 32.3.108. 32.3.131. REPEAL 32.3.140, 32.3.201, 32.3.207, 32.3.216, 32.3.301, 32.3.403, NO PUBLIC HEARING 32.3.411, 32.3.416, 32.3.606, CONTEMPLATED 32.3.1505, and 32.3.2301, and the repeal of ARM 32.3.132, 32.3.302, 32.3.303, 32.3.304, 32.3.305, 32.3.307, 32.3.308, 32.3.309, 32.3.310, 32.3.311, 32.3.312, 32.3.313, 32.3.314, 32.3.315, 32.3.402, 32.3.407, 32.3.412, 32.3.418, 32.3.440, 32.3.608, 32.3.1305, 32.3.1507, 32.3.2006, and 32.3.2303 pertaining to animal contagious disease control

TO: All Concerned Persons

- 1. On July 5, 2024, the Department of Livestock published MAR Notice No. 32-24-345 regarding the proposed adoption, amendment, and repeal of the above-stated rules at page 1530 of the 2024 Montana Administrative Register, Issue No. 13. The department is re-publishing this rulemaking notice to adhere to the requirements of 2-4-302(2)(a), MCA.
- 2. The Department of Livestock (department) proposes to adopt, amend, and repeal the above-stated rules.
- 3. The department will make reasonable accommodations for persons with disabilities who wish to participate in this rulemaking process or need an alternative accessible format of this notice. If you require an accommodation, contact the Department of Livestock no later than 5:00 p.m. on August 16, 2024, to advise us of the nature of the accommodation that you need. Please contact Executive Officer, Department of Livestock, 301 N. Roberts St., Room 308, Helena, Montana, 59620-2001; telephone (406) 444-9525; fax (406) 444-4316; TDD/Montana Relay Service 1 (800) 253-4091; or e-mail MDOLcomments@mt.gov.
 - 4. The rule proposed to be adopted provides as follows:

NEW RULE I INDEMNITY FOR ANIMALS DESTROYED DUE TO DISEASE

(1) The owner of cattle, domestic bison, sheep, goats, swine, alternative livestock, and poultry destroyed or slaughtered due to disease as specified in 81-2-201, MCA, under the direction of the department or by order of the board may be

paid indemnity for up to 100% of the appraised value of the animal, provided, however, payment for registered animals shall not exceed two times the determined value of commercial or grade animals.

- (2) The indemnity shall be paid when the following conditions exist:
- (a) at the time of test or condemnation, the animal for which indemnity is claimed did not belong to or was not upon the premises of any person to whom it had been sold for slaughter, shipped for slaughter, or delivered for slaughter;
- (b) the animal was purchased or imported into Montana less than 120 days before the date of a test disclosing reactor animals, and the owner is a farmer or rancher buying and selling animals in the ordinary course of their farm and ranch operation. Cattle must have been branded with the owner's brand prior to the date of the test;
- (c) if not already tested, the herd of origin of the reactor animal for which indemnity is claimed is made available by the claimant for an official test;
- (d) the provisions of this subchapter pertaining to testing, quarantine, movement of animals under quarantine, cleaning and disinfection have been carried out; and
 - (e) an application claiming indemnity has been submitted.
- (3) The amount of indemnity paid by the department shall be decided by the board with consideration given to any indemnity payments already paid on the animals, comparable sales receipts provided by the owner, the U.S. Department of Agriculture (USDA) indemnity calculator, USDA Agriculture Marketing Service market reports, and sales data from Montana livestock markets at the time the animal was taken.
- (4) If there is a mortgage or lien recorded with the department on cattle slaughtered and indemnified in accordance with the provisions of this subchapter, the warrant paying the indemnity shall be made payable jointly to the owner of the cattle and the lien holder or mortgagee.

AUTH: 81-2-102, 81-2-103, 81-2-104, MCA IMP: 81-2-201, 81-2-209, 81-2-210, MCA

<u>REASON</u>: This proposed rule implements 2023 amendments to Title 81, chapter 2, part 2, MCA, regarding compensation for animals ordered destroyed due to disease. The proposed rule sets forth the procedure and conditions under which compensation may be paid and replaces disease-specific indemnification rules such as ARM 32.3.418.

- 5. The rules proposed to be amended provide as follows, new matter underlined, deleted matter interlined:
- 32.3.104 SUBJECT DISEASES OR CONDITIONS (1) Diseases or conditions affecting multiple species that require reporting, and quarantine when indicated, under department rules are:
 - (a) and (b) remain the same.
 - (c) Bluetongue (quarantine);
 - (d) through (3) remain the same.

From: Karli Johnson

To: Public Comments

Cc: Scott Kulbeck; Nicole Rolf

Subject: [EXTERNAL] MFBF Comment

Date: Monday, July 29, 2024 8:15:29 AM

Attachments: <u>image001.pnq</u>

MFBF Livestock Diseas Indemnity Comment.pdf

Hello:

Please find the attached comment form Montana Farm Bureau Federation on NEW RULE I INDEMNITY FOR ANIMALS DESTROYED DUE TO DISEASE. Thank you for your consideration.



Karli Johnson

State Governmental Affairs Coordinator Northwest Regional Manager

Montana Farm Bureau Federation

C: 406-868-1233 W: mfbf.org [mfbf.org]





Lindsey Simon
Department of Livestock
P.O. Box 202001
Helena, Montana, 59620-2001

Re: NEW RULE I INDEMNITY FOR ANIMALS DESTROYED DUE TO DISEASE

Dear Ms. Simon:

Thank you for the opportunity to comment on the proposed rule regarding the "indemnity for animals destroyed due to disease". Montana Farm Bureau is the State's largest general agriculture organization. Our nearly 20,000 member families raise a wide variety of crops and livestock.

Our organization values a robust and thorough disease prevention and response program. We appreciate the work that the Department of Livestock (DOL) does to ensure that Montana's livestock are protected from disease.

We support the proposed rule to compensate producers that are faced with depopulating. We recognize that this is an incredibly difficult situation for ranchers financially and appreciate that by their willingness to sacrifice their own herds, they help protect all other producers.

We would suggest under section 4 changing "cattle" to "livestock". This will make it more consistent to the species the rule pertains to as stated in section 1. Additionally, we would recommend adding that the per capita fees on the claimed livestock must be current before payment can be made. This will make the rule consistent with other DOL compensation programs such as the Livestock Loss Board.

Thank you again for the opportunity to comment and consideration of our suggestions.

Sincerely,

Cynthia Johnson

yrchia U Johnson

MFBF President

Submitted electronically to MDOLcomments@mt.gov



Board of Livestock Meeting

Agenda Request Form

From: George Edwards	Division/	Program:		Meeting Date: 8	/28/2	4
	Livestock	Loss Boar	rd			
Agenda Item:						
Background Info: There is very little numbers were returning to what we coming in have been very slow this conversations with Wildlife Service have seen significant drops in number and the middle of December are when the second service is the second seco	e had seen from 2 past month. We do s indicate they ar oers compared to	2018-2022 lon't knov e very bus prior yea	1. This turned wif this will h sy again. It is rs. We hope t	d out to not be the cash hold for the rest of the interesting that 2023 this trend continues. E	e as cla year a and 20	ıs 024
Recommendation:						
Time needed:	Attachments:	Yes	Bo	pard vote required?		No

BoL August 13 2024

Montana LLB PO Box 202005 Helena MT 59620

www.llb.mt.gov

George Edwards Executive Director (406) 444-5609 gedwards@mt.gov

Counties	Cattle	Sheep	Goats	Guard	Horse	Llama/Swine	Totals	Payments
Big Horn	2						2	\$3,417.52
Beaverhead	4						4	\$6,775.47
Cascade				2			2	\$1,000.00
Choteau	1						1	\$1,883.64
Glacier	12						12	\$22,737.64
Granite			4				4	\$793.69
Lake		7					7	\$2,121.00
L&C	5		2				7	\$10,281.46
Madison	5			1			6	\$10,649.46
Missoula	1	1					2	\$2,263.12
Pondera	1						1	\$1,996.44
Powell	3						3	\$5,585.03
Powder Rive	er	6					6	\$1,818.00
Stillwater	1						1	\$1,688.64
Teton	6						6	\$11,111.00
Totals	41	14	6	3	0	0	64	, ,
2023	54	10	6	0	5	1	76	\$130,456.90

Wolves					
Confirmed	11			3	
Probable	5				
Value	\$31,090.44			\$2,500	
Owners	11			2	
Grizzly Bear	S				
Confirmed	16				
Probable	6	7			
Value	\$40,982.82	\$2,121.00			
Owners	15	1			
Mtn Lion					
Confirmed	2	7	5		
Probable			1		
Value	\$3,513.16	\$2,121.00	\$1,769.69		
Owners	2	2	2		



Board of Livestock Meeting

Agenda Request Form

From: Alicia Love, MPH, RS, Bureau Chief	,	Division/Program: Animal Health/ Meat, Milk and Egg Inspection Bureau			Meeting Date: August 28, 2024			
Agenda Item: General Updates					l			
• FSA and possible CIS	S plant update in	Big Tim	ber.					
Recommendation:								
Time needed: 5 min	Attachments:	Yes	No X	Board	vote required?	Yes	No X	
Agenda Item: Travel Request For	Alicia Love							
Background Info:								
Alicia is requesting travel to the ASMID conference in Nashville, Tennessee on October 9th, 2024 through October 12th, 2024.								
ASMID is an informative conference information on how other states ad	-			, ,	ain perspective a	ind		
Recommendation:		1	1	1				
Time needed: 10 min	Attachments:	Yes X	No	Board	vote required	Yes	X No	

STATE OF MONTANA

REQUEST AND JUSTIFICATION FOR OUT-OF-STATE TRAVEL

Department of Livestock

1) Division

Meat, Milk, and Egg Inspection

2) Employee(s) Traveling

One employee, Alicia Love

3) Justification

Alicia is requesting travel to the ASMID conference in Nashville, Tennessee in October 2024.

ASMID is an informative conference that provides an excellent opportunity to gain perspective and information on how other states address issues our department also faces.

Travel Expenses will be paid through the meat program funding.

4) Itinerary

The confrence is scheduled for October 9th-12th, 2024 in Nashville Tennessee.

5) Cost Estimate

Flights: \$600.00 Lodging: \$900.00 Transportation: \$70.00 Per Diem: \$216.00 Total Cost: \$1,786.00

6) Submitted By	Requested By	Title	Date					
	Alicia Love	MPH, RS, Bureau Chief	8/13/2024					
Approval - to be Completed by Agency Authorized Personnel								
Date Approved by Bo	pard Board Ohair or EO	Title	Date					
Thus Courses Charmone 8-28-24								
NOTE: A travel expense voucher form must be filed within three months after incurring the travel expenses,								
otherwise the right to reimbursement will be waived.								



Recommendation: N/A

Time needed: 15 minutes

Board of Livestock Meeting

Attachments:

Agenda Request Form

Board vote required

Yes

No X

From: Greg Juda Division/Program: MVDL Meeting Date: 8/28/24 **Agenda Item:** Operational update **Background Info:** An update on lab operations and events will be provided. Recommendation: N/A Time needed: 10 minutes Attachments: Yes No X Board vote required? No X Agenda Item: OOS travel request for serology technician Background Info: The MVDL is in need of different size tube racks to accommodate the most common serum tubes submitted for brucella testing. Miladin Kostovic of Ellie, LLC has a machine shop capable of fabricating new tube racks for us that will allow for different sizes of commonly submitted tubes to be loaded into our liquid handling robot. This will allow gains in operational efficiency as we will not need to manually transfer serum samples submitted into the FPA plates. Rather, we can utilize the liquid handling robot to perform this function on a wider basis as it will be able to accommodate different sizes of tube submissions. Sending Antonio to Miladin's shop in Milwaukee at a low cost makes more business sense than paying a private contractor to fabricate racks as Miladin will perform the work at no cost to the MVDL. **Recommendation:** BOL approval of travel request Attachments: Time needed: 5 minutes Yes X No Board vote required Yes X No Agenda Item: New building construction update Background Info: An overview of lab construction progress will be provided by Max Grebe of LPW Architecture.

Yes

No X

STATE OF MONTANA

REQUEST AND JUSTIFICATION FOR OUT-OF-STATE TRAVEL

Department of Livestock	1) Division
Department of Livestock	MVDL

2) Employee(s) Traveling

Antonio Fuentes-Sanchez

3) Justification

The MVDL is in need of different size tube racks to accommodate the most common serum tubes submitted for brucellla testing. Miladin Kostovic of Ellie, LLC has a machine shop capable of fabricating new tube racks for us that will allow for different sizes of commonly submitted tubes to be loaded into our liquid handling robot. This will allow gains in operational efficiency as we will not need to manually transfer serum samples submitted into the FPA plates. Rather, we can utilize the liquid handling robot to perform this function on a wider basis as it will be able to accommodate different sizes of tube submissions.

Sending Antonio to Miladin's shop in Milwaukee at a low cost makes more business sense than paying a private contractor to fabricate racks as Miladin will perform the work at no cost to the MVDL.

4) Itinerary

September 9-12, 2024 in Milwaukee, WI

5) Cost Estimate

Flight: \$256 Per Diem:\$216

Total:\$472

The source of funding will be the annual lab travel budget.

6) Submitted By	Requested By Title		Title	Title			
	Greg	gory Juda	Director	MVDL	8/28/24		
Approval - to be Completed by Agency Authorized Personnel							
Date Approved by Bo	ard	Board Chair or EO	-	Title	Date		
NOTE: A travel expense voucher form must be filed within three months after incurring the travel expenses, otherwise the right to reimbursement will be waived							



COMBINED STATE LABS:
CONSTRUCTION UPDATE
28 AUGUST 2024



OVERALL PLAN

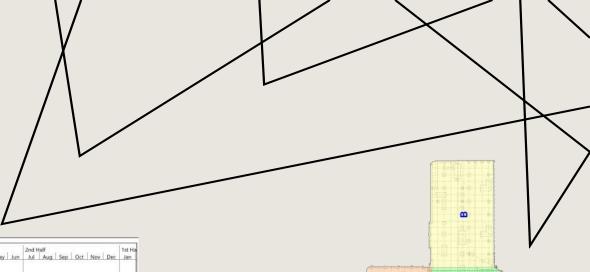
VDL – Blue (area in red, walls going up)

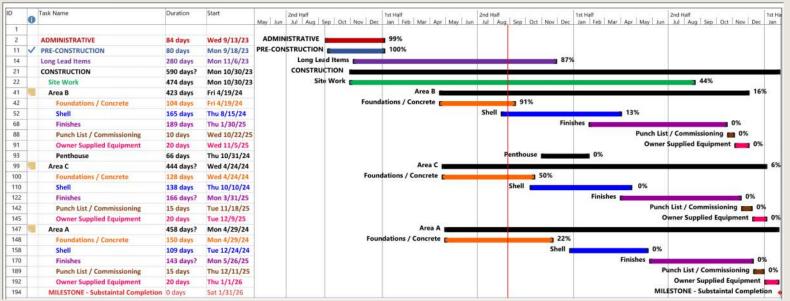
AAL – Teal

Wool - Yellow

Common - Gray

PROJECT TIMELINE AND MILESTONES





Major Dates:

Sub-grade Complete

CMU Walls Going Up

Concrete Almost Complete

Steel Erection Next

Building Shell: May 2025

Owner Equipment: January 2026

Substantial Completion:

Feb 1, 2026

0



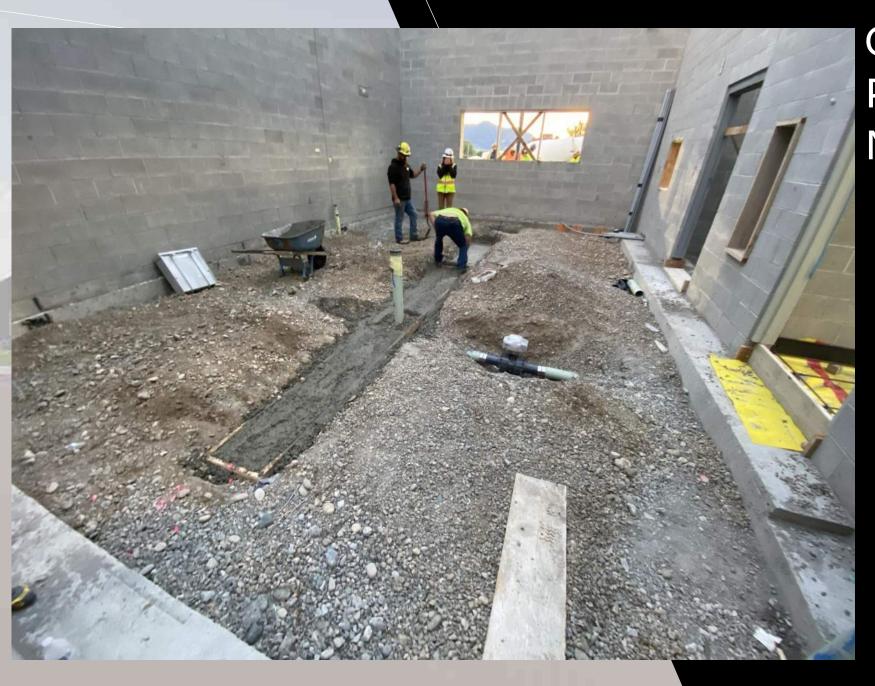
CONSTRUCTION
PHOTOS:
VDL
INCINERATOR



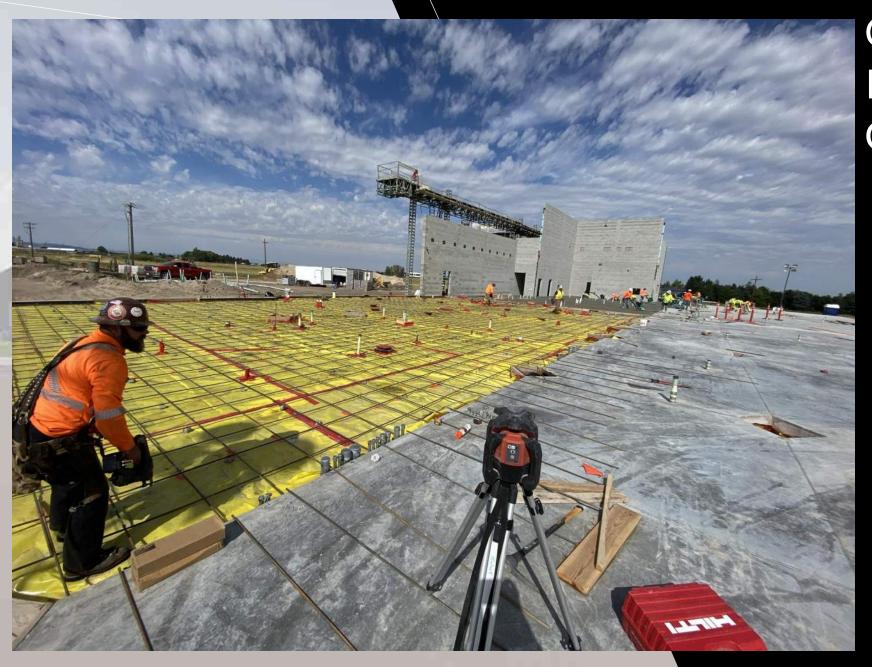
CONSTRUCTION
PHOTOS:
VDL MATL.
HANDLING
CORRIDOR



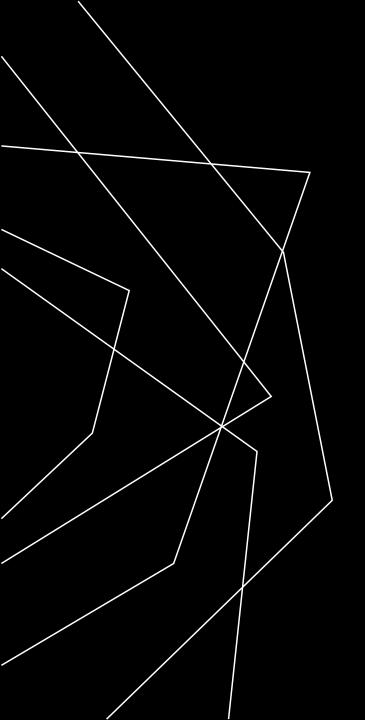
CONSTRUCTION
PHOTOS:
VDL BSL III
LOOKING NORTH



CONSTRUCTION PHOTOS: NECROPSY



CONSTRUCTION PHOTOS: OVERALL



THANK YOU

Max Grebe | LPW Architecture

406 771 0770

maxg@lpwarchitecture.com

www.lpwarchitecture.com





Board of Livestock Meeting

Agenda Request Form

From: Tahnee Szymanski, DVM	Division/ Health	Program:	AH&FS/A	nimal	Meeting Date: 8	3/28/24	Ļ		
Agenda Item: Request for OOS				l					
Background Info: The Cattle Trace symposium provides a broad overview of current animal traceability tools within the US and updates on various efforts to improve traceability systems. Cattle Trace largely focuses on industry driven advancements in traceability. This conference provides a valuable opportunity for Dr. Hildahl to meet other state animal health officials active in the traceability conversation and engage in discussion about the upcoming implementation of the final federal rule on ADT. Travel minus wages will be paid through Animal Disease Traceability.									
Recommendation: Approve									
Time needed: 5 minutes	Attachments:	<u>Yes</u>		Board v	ote required?	<u>Yes</u>			
Agenda Item: Disease Updates									
 AHB Staff will provide brief updates Brucellosis Chronic Wasting Disease HPAI in Dairy Cattle Tuberculosis Recommendation: N/A	s por turning to the		g anocused	,					
Time needed: 15 minutes	Attachments:		<u>No</u>	Board v	ote required		<u>No</u>		
					-	•			
Agenda Item:									
Background Info:									
Recommendation:	A 1 .			I D 1		1 77	1 37		
Time needed:	Attachments:	Yes	No	Board	ote required:	Yes	No		
Aganda Itami									
Agenda Item: Background Info:									
Recommendation:									
Time needed:	Attachments:	Yes	No	Board	ote required:	Yes	No		

STATE OF MONTANA

REQUEST AND JUSTIFICATION FOR OUT-OF-STATE TRAVEL

	A State of the state of the state of	FOR OUT-OF	STATE TRAVEL
Department of Livestock	1) Division		
	Animal Health		
2) Employee(s) Traveling			
Veterinarian			
3) Justification			
Background Info: The U.S. Cattle Trace November 18-19, 2024.	Symposium will be held	in Kansas City, MO at the American F	Royal Center
The first of the second of the		1	
The final rule requiring electronic official this symposium extremely relevant. Build on collaboration, education, and practica understanding of current animal disease a voluntary contact tracing tool to enhance	I implementation, offering traceability tools within	orevious years, the 2024 symposium was attendees the opportunity to deeper the U.S. and to contribute to the appropriate to the contribute	ill continue its focus
4) Itinerary			
TBD			
5) Cost Estimate			
Registration fee, airfare, and hotel will cos	st approximately \$1,025	and will be paid using ADT for the	
2, 2, 2, 2, 2, 2, 3, 4, 1, 2, 5, 1, 1, 1, 2, 5, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	or approximately \$1,020	and will be paid using ADT funding.	
6) Submitted By Requested By			
requested by	D) 414	Title	Date
Tahnee Szymanski Approval - to		State Veterinarian/Adminstrato ency Authorized Personnel	8/15/2024
Date Approved by Board Board @hair or			
Board Chair of	20)	Title	Date
NOTE: A travel	MARI	(Indernan	8-28-24
NOTE: A travel expense voucher form rotherwise the right to reimbursement w	nust be filed within th	ree months after incurring the trave	l expenses,
J	So waiveu.		ı



Board of Livestock Meeting

Agenda Request Form

From: Jay Bodner		Division/Program: Brands			Meeting Date: 8/28/24						
		Enforcement									
Agenda Item: Report on Livestock Hauler Check Stations - Summer 2024											
Background Info:											
 Provide and update and summary of truck stops held across the state. 											
Recommendation:											
Time needed: 15 Minutes	Attachments:		No	Board v	vote required?		No				
Agenda Item: Brands Divisio			110	Boura	vote requireu.	<u> </u>					
Background Info:	порише										
• Staffing											
Service Now, Google AI											
berviee new, doogle in											
Recommendation:											
Time needed: 15 Minutes	Attachments:		No	Board	vote required		No				
Agenda Item:											
Background Info:											
D 1.4'											
Recommendation:	A + + + -	V	N -	D J -		V	NI -				
Time needed:	Attachments:	Yes	No	Board	vote required:	Yes	No				
Agenda Item:											
Background Info:											
Recommendation:											
Time needed:	Attachments:	Yes	No	Board	vote required:	Yes	No				
Time needed.	Attacimients.	103	NO	Doaru	vote required.	103	110				
Agenda Item:											
Background Info:											
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Recommendation:	г	Г				Γ					
Time needed:	Attachments:	Yes	No	Board	vote required:	Yes	No				
		l .				<u> </u>					