

NEW YORK STATE
OLYMPIC REGIONAL DEVELOPMENT AUTHORITY

BOARD OF DIRECTORS MEETING

Lake Placid Conference Center,
Lake Placid, NY

June 26, 2024
1:03 p.m. - 2:43 p.m.

06/26/2024

MEMBERS PRESENT:

Bill Beaney

Cliff Donaldson

Steve Hunt

Art Lussi (Vice-Chair)

Betty Little

Diane Munro (Second Vice-Chair)

Chris Pushkarsh

Joe Zalewski

Elinor Tatum

Jenn Webb Holdereid

ALSO PRESENT:

Ashley Walden, President & CEO

Edward Kowalewski, Jr., Assistant Counsel

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2 (The Board of Directors meeting commenced at
3 1:03 p.m.)

4 ART LUSSI: Here we go. I'll be calling
5 today's meeting to order, 1:03, on June 26, 2024.
6 Thank you all for attending today. And we're
7 welcoming board members in-person and remotely
8 via video conference. Also, to the viewing
9 public, thank you for joining us today. We'll
10 have our town supervisor in the house, so let's
11 give a shout out to Derek. And before we begin,
12 I- I've been asked by Cindy to -- she'd like to
13 address the board for a couple minutes.

14 CINDY DADY: No, I just want to say
15 thank you to all of you. Earlier this month, I
16 shared that with Ashley and Michelle Crew, that I
17 have accepted a position as a CEO for a ski area
18 in Colorado. My last day with ORDA will be July
19 18th. However, I will be supporting the team for
20 a period of time to help them through [inaudible]
21 [00:09:44] I really just want to say thank you to
22 all for your support [inaudible] [00:09:50]

23 ART LUSSI: Thank you for your
24 [inaudible] [00:09:54] --

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2 [CROSSTALK]

3 CLIFF DONALDSON: And good luck.

4 CLIFF DONALDSON: Good luck.

5 ART LUSSI: Please note, this meeting is
6 being videotaped. A link to the video and
7 transcription will be posted on the Olympic
8 Authority website following this meeting. As we
9 start with today's items, I remi- remind board
10 members to speak as clearly as possible and to
11 identify yourselves each time you speak or make a
12 motion. I would like to take this opportunity to
13 welcome Ms. Jenn Holdereid to the table. And
14 she's our new board member. I'm going to say --
15 and handle the pressure. I'm just going to give
16 it to her anyway. She's got a tough seat to
17 replace. She is taking over for Andy Lack, who
18 did a phenomenal job serving our board. And he
19 was very instrumental in World University Games
20 and especially helping convince Governor Cuomo
21 that it was a worthy event to invest in. And
22 then, Mike Pratt took the lead after that and got
23 Governor Hochul to join in in that. But with
24 that, I'll formally invite Jenn to the board and

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2 look forward to working with you.

3 JENN HOLDEREID: Thank you.

4 DIANE MUNRO: Welcome.

5 ART LUSSI: So, an agenda is included in
6 your committee packet. And with that, I'll ask
7 Renee for a roll call, please.

8 RENEE FITZGERALD: Joe Martens. Bill
9 Beeney?

10 BILL BEANEY: Here.

11 ART LUSSI: I noticed, Bill, I saw you
12 note you're here. We didn't hear your audio, but
13 I can note by your -- motion.

14 RENEE FITZGERALD: Cliff Donaldson?

15 CLIFF DONALDSON: Here.

16 RENEE FITZGERALD: Frank Cardinale?
17 Jenn Holdereid?

18 JENN HOLDEREID: Here.

19 RENEE FITZGERALD: Steve Hunt?

20 STEVE HUNT: Here.

21 RENEE FITZGERALD: Betty Little?

22 BETTY LITTLE: Here.

23 RENEE FITZGERALD: Art Lussi?

24 ART LUSSI: Here.

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2 RENEЕ FITZGERALD: Diane Munro?

3 DIANE MUNRO: Here.

4 RENEЕ FITZGERALD: Chris Pushkarsh?

5 CHRIS PUSHKARSH: Present.

6 RENEЕ FITZGERALD: Joe Zalewski?

7 JOE ZALEWSKI: Here.

8 ART LUSSI: Same with Joe, I, I saw his
9 lips move, but I didn't hear the audio.

10 JOE ZALEWSKI: Yes.

11 RENEЕ FITZGERALD: And Elinor Tatum?

12 ELINOR TATUM: Here.

13 RENEЕ FITZGERALD: We have a quorum, and
14 I'd just like to point out that Joe Zalewski is
15 attending under extraordinary circumstances.

16 ART LUSSI: Thank you, Renee. Okay,
17 first item on our agenda this afternoon is
18 approval of our meeting minutes from the April
19 12th, and may I have a motion to approve the
20 minutes from our April 12th meeting.

21 BETTY LITTLE: I'll make that motion,
22 Betty.

23 CLIFF DONALDSON: I'll second it, Cliff.

24 ART LUSSI: Okay. And is there any

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2 discussion? I'll kindly tell Jenn you need to
3 abstain since you weren't here. You weren't on
4 the board yet.

5 JENN HOLDEREID: Makes sense.

6 ART LUSSI: So, all those in favor,
7 please say aye.

8 MULTIPLE SPEAKERS: Aye.

9 ART LUSSI: Any opposed, please say nay.
10 Any abstained?

11 JOE ZALEWSKI: I'll abstain. I was
12 absent too.

13 ART LUSSI: And the motion carries
14 unanimously.

15 DIANE MUNRO: It's got a --

16 ART LUSSI: Is it possible that Joe's
17 audio is working yet?

18 JOE ZALEWSKI: Bill, can you hear me?

19 ART LUSSI: Bill's is definitely off.

20 BILL BEANEY: Yes, I can hear you.

21 JOE ZALEWSKI: Yeah, alright.

22 DAVID GABEL: Yeah. And I can hear you
23 as well, Joe. This is Dave Gabel from the EFPR
24 Group. We can hear them and you guys, but not --

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2 DIANE MUNRO: We're all speaking.

3 DIANE MUNRO: Yeah.

4 BILL BEANEY: Can you, can you hear me?

5 JOE ZALEWSKI: Yeah.

6 BILL BEANEY: Okay, great.

7 JOE ZALEWSKI: I'm, I'm sending him a
8 message in the chat. Let's see if they're
9 monitoring it.

10 DIANE MUNRO: Do you have any of the
11 motions?

12 CLIFF DONALDSON: I don't know exactly
13 what's going on. We hear him on the stream. I'm
14 not certain why our speakers are not working.

15 JOE ZALEWSKI: Yes.

16 DIANE MUNRO: I had them on [inaudible]
17 [00:14:02].

18 JOE ZALEWSKI: Yeah, we can, we can hear
19 you, and we hear each other online.

20 CLIFF DONALDSON: I apologize. It was
21 one side. We're going to throw it on the speaker
22 and to get that, that audio.

23 ART LUSSI: Thank you.

24 DIANE MUNRO: I'm going to tease you,

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2 Art, right now, there's no paper. And then --

3 ART LUSSI: This truly is very
4 impressive.

5 DIANE MUNRO: -- technologies. I feel
6 like --

7 ART LUSSI: I think our governor will be
8 very thankful.

9 DIANE MUNRO: What's that?

10 ART LUSSI: Our governor will be very
11 thankful.

12 DIANE MUNRO: Oh, yeah. I know how
13 concerned you are. So, I've --

14 ART LUSSI: Just letting you know I only
15 print on recycled paper. So --

16 JOE ZALEWSKI: Audio check. Can you
17 hear us yet?

18 ART LUSSI: Oh, we can hear you, Joe.
19 Thank you.

20 JOE ZALEWSKI: Alright. Yes.

21 ART LUSSI: You want to try?

22 JOE ZALEWSKI: Sounds good. And --

23 ART LUSSI: You want to try, Bill?

24 JOE ZALEWSKI: Yes.

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2 DIANE MUNRO: He needs to unmute.

3 ART LUSSI: Bill?

4 BILL BEANEY: Yeah, you, you can hear
5 me, right?

6 ART LUSSI: That sounds great.

7 JOE ZALEWSKI: This is -- great.

8 ART LUSSI: And then, our last one, our
9 auditor, Sir Gabel?

10 DAVID GABEL: Yeah, I can hear you. Can
11 you hear me?

12 ART LUSSI: We can. Thank you very
13 much.

14 [CROSSTALK]

15 JOE ZALEWSKI: Alright. And Mr. Chair,
16 I just wanted to abstain from the last vote on
17 the minutes since I was absent as well.

18 ART LUSSI: Thank you very much, Joe.
19 With that, Renee, so two abstentions?

20 RENEE FITZGERALD: Yes.

21 ART LUSSI: Okay. So, the next agenda
22 item is the Governance Committee report. Chris,
23 could you please give your report?

24 CHRIS PUSHKARSH: Sure. Thanks, Art.

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2 The Governance Committee met on June 11th to
3 review the Annual Resolution with the designation
4 of the Olympic Authority's policymakers for 2024
5 and 2025, and to review the Annual Resolution
6 regarding certain Olympic Authority policies,
7 including a revised background check policy and a
8 proposed change to the Olympic Authority's time
9 and attendance policy. Resolution 536 identifies
10 the designated policymakers for the Olympic
11 Authority as required by the Public Authorities
12 Law and requests board approval for staff to
13 amend that list that must be submitted to the New
14 York State Commission on Ethics and, and Lobbying
15 in Government should that become necessary prior
16 to June 2025 when the Governance Committee and
17 the board would review and take up the list
18 again. Resolution 537 identifies certain
19 policies that must be reviewed and approved by
20 the board each year and posted on the Olympic
21 Authority website. The, the background check
22 policy has been revised to clarify that in
23 addition to the categories of background checks
24 that are to be conducted for all people, hired or

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2 promoted into specific titles, such that all new

3 employees will be subject to a multi-

4 jurisdictional search of sex offender registries.

5 That Resolution also includes a proposed change

6 to the time and attendance policy in management

7 confidential employee handbook regarding the use

8 of designated holidays. Currently, those

9 employees who work on a holiday are paid for both

10 their regular time and for the holiday. As a

11 result of the proposed change, MC staff who work

12 on a designated holiday will have their time

13 recorded as holiday comp time, which will not

14 accrue from year to year and will need to be used

15 by September 30th of each year, following the

16 date on which the staff person worked. A list of

17 designated holidays has been revised as well,

18 combine the Lincoln and Washington's birthday

19 holidays into one holiday on President's Day and

20 to add Juneteenth, Juneteenth as a designated

21 holiday, and revise the name of the Columbus Day

22 holiday to Indigenous Peoples Day. Finally, the

23 Olympic Authority has had a long-standing policy

24 of recognizing each employee's birthday as a

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2 designated holiday for that individual. However,

3 it's often impractical for individuals to take

4 their birthdays off, and as a result of this

5 change, the employees will be able to make the

6 determination as to whether on their birthday and

7 earn a holiday comp time, which they will then

8 have a year to use before that comp time will

9 expire. So, at that time of our committee

10 meeting, the committee recommended that the board

11 approve Resolutions numbers 536 and 37, with the

12 approval of Resolution 537 being subject to the

13 report of the executive committee with regard to

14 the investment policy that is also encompassed in

15 Resolution 537. I will say since that time, I

16 have heard at least one potential issue or need

17 for a point of clarification with regard to that

18 designation of holiday time. And my

19 understanding is, is that we can take that up,

20 perhaps at the time the Resolution is presented,

21 if anyone needs a clarification how it will work.

22 At least, that is, I'm making that part of my

23 report, although it's after the fact. And

24 finally, there was an executive session at our

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2 Governance Committee meeting on June 11th, during
3 which we reviewed and discussed the 2024
4 confidential board evaluation, as well as the
5 confidential summary that the committee is
6 required to compile and submit to a list of
7 oversight entities required by law, which I have
8 done with the Committee's approval on June 14,
9 2024. So, that completes my report of the
10 Governance Committee meeting on June 11th. And
11 I'm open to any questions.

12 ART LUSSI: And just for clarification,
13 we'll be voting Resolution 536 and 537 a bit
14 later in the meeting?

15 CHRIS PUSHKARSH: Correct. Correct.

16 ART LUSSI: Anyone have questions for
17 Chris? Any of us? Next, I'll ask the next item
18 on our agenda is from the Audit Committee.
19 Cliff, would you please give your report to the
20 board?

21 CLIFF DONALDSON: Thank you, Art. Audit
22 Committee met on June 11th to review the Annual
23 Independent Auditors report. A representative
24 from EFPR Group presented the '23-'24 report.

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2 This is the Olympic Authority's fourth year in
3 working with EFPR Group. And next year, they
4 will still be our auditor. The end of the fifth
5 year, we'll go out to [inaudible] [00:21:15].
6 Overall, the audit went very well. The auditors
7 did not identify any material weaknesses in
8 internal controls. There were no instances of
9 non-compliance material to financial statements,
10 to report. And they found the Olympic, and they
11 found the Olympic Authority's books and records
12 to be maintained in a clear and orderly fashion.
13 As a result, the Audit Committee voted to
14 recommend that the board approve Resolution
15 number 539, approving the independent auditors
16 report. And while I've got the floor a minute,
17 M- Mr. Chairman, I would like to point out that a
18 week from today, our longtime friend and Director
19 of Finance, Evatt, is leaving, going into
20 retirement, and going to jury duty in Utica.
21 It'll be thereafter. Peg, it's been a joy
22 working with you all these years, and you'll be
23 sorely missed. But I'd also like to introduce
24 our new Director of Finance, Ron Graham, sitting

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2 next to Peg. He's taking over. Peg will still
3 be hanging around to help Ron as he learns the
4 ins and outs of ORDA and the finance division.
5 So, we welcome Ron, and we wish you good luck,
6 and we look forward to working with you.

7 ART LUSSI: Peggy, we'll give you a
8 round of applause. Yeah. I'd like -- just make
9 one note on Peggy. When I first got on the
10 board, I, I was a little bit disappointed that we
11 weren't getting interest on our money. And, and
12 one of her first tasks was to explain how we
13 could do that. And part of it is we had to get
14 out of debt first. And, and Mike led a spirited
15 charge to get us out of debt, and I sincerely
16 appreciate that. And if you reviewed our
17 financial reports from the last year, you'll see
18 the interest income was tremendous, the last two
19 years. So, special thanks to -- thank you. The
20 next -- are there any other questions for Cliff,
21 excuse me, on the Audit Committee report?
22 Obviously, we'll be voting later on -- it's
23 number 539, which you mentioned in the report,
24 Resolution 539.

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2 CLIFF DONALDSON: Correct.

3 ART LUSSI: So, the next item on the
4 agenda is the Executive Committee report, and
5 I'll provide that. Executive Committee met on
6 June 11, 2024 to discuss the Olympic Authority's
7 investment policy, including investment report
8 and to review the Olympic Authority's 2023-2024
9 annual report. Accordingly, the committee
10 recommends that the board approve Resolution 538
11 to approve the Olympic Authority's 2023-2024
12 annual report. Thank you to all the staff who
13 worked on putting this together, job very well
14 done. As part of Resolution 537, the Executive
15 Committee reviewed the Olympic Authority's annual
16 investment policy and report. Accordingly, the
17 Executive Committee recommends that the Board
18 approve Resolution 537 insofar as it authorizes
19 the submission of the investment report, which
20 includes the Olympic Authority's investment
21 policy in accordance with the requirements of the
22 public authority's law. Are there any questions
23 or comments on the Executive Committee report?
24 Hearing none, I'll ask our next committee item is

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2 -- actually board item, is the president's
3 report. That's up to Ashley. And please -- or -
4 - this is when we can really load up on
5 questions. She's right here and the report's --

6 DIANE MUNRO: Right.

7 ART LUSSI: -- right, crashing in our
8 hands.

9 ASHLEY WALDEN: Thank you. Alright.
10 So, since our last meeting in April, we've had
11 quite a bit of work going on at all of the
12 venues. Each of the venues is currently, and I
13 will say with the exception of Gore who will
14 launch their summer activities on July 5th, but
15 all of the venues have now shifted over to summer
16 seasons. So, this includes bobsled rides and
17 coaster rides at Mt. Van Hoevenberg, as well as
18 hiking trails, Belleayre, the beach is open. The
19 gondola is open. The Veterans Memorial Highway
20 opened last month. And of course, the Olympic
21 Jumping Complex is open for zip lines and tours
22 as well. So, full swing over to summer
23 activities at the venues. In addition to all of
24 the summer activities, we have also started to

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2 kick off our construction and maintenance

3 seasons. The largest of the projects that we

4 have ongoing at the moment is at Gore Mountain or

5 North Creek Ski Bowl just to the side of Gore.

6 This project started back at the end of March,

7 and it will include a new lodge, a summer

8 attraction ride and a replacement of the Hudson

9 chairlift. So, this project is well underway.

10 It is scheduled to be complete in September of

11 2025, and it is currently on schedule to open at

12 that point. Here's a nice little photo of our,

13 our ceremony for kicking off the beginning of the

14 construction. The Lieutenant Governor joined us

15 as well as Betty. We had Kevin Bean, who's the

16 town supervisor of Johnsburg. Jim Siplon, the

17 Warren County EDC President. And Sterling

18 Goodspeed, who is a citizen of the town and a bit

19 of a historian in his own right for the area.

20 So, this was a wonderful celebration to highlight

21 the start of the project and also gain some

22 enthusiasm in the community. Belleayre has

23 started their renovations as well. Right here

24 you're seeing at the top, this is the clearing

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2 for the extension of the learning area. So, this
3 is now waiting for the arrival of the conveyor
4 belt that will be installed here along the --
5 what would be your left side here. The gondola
6 is to the right. It's hard to see in this
7 picture. But this will be a unique feature, and
8 it was pointed out on a recent visit that most
9 conveyors, you take the conveyor to the top to
10 start skiing. Some will be in reverse. You'll
11 arrive at the top, ski down, take the conveyor
12 back up. So, this is a much welcome project as
13 it will continue to expand our ability to host
14 lessons and programs, which is desperately needed
15 down at Belleayre. In addition, there's trail
16 improvements and snow-, to the snowmaking as
17 well. In particular, Dot Nebel, the main race
18 trail for the mountain, is getting installation
19 of new snowmaking to increase our ability to open
20 the mountain earlier for -- to serve our racers
21 and provide an improved experience on that race
22 trail.

23 ART LUSSI: I think to break in on that
24 race trail, our present snowmaking was covering

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2 like half of it, I think. And so, we needed to
3 be able to cover both sides with the new ultra
4 efficient energy saving devices so to make that a
5 lot more.

6 DIANE MUNRO: And they were -- it was
7 really clogging things up because they had to
8 dump so much snow so they could try pushing it
9 over, you know.

10 ART LUSSI: Yeah.

11 DIANE MUNRO: So, this is badly needed.
12 That's a very busy trail.

13 ASHLEY WALDEN: And we have a NYSEF race
14 program that's there that uses it as well as
15 other organizations, but this will continue to
16 support our partners.

17 ART LUSSI: Right.

18 ASHLEY WALDEN: And it -- Dot Nebel is
19 quite a wide trail. So, the, the need to be able
20 to officially make the snow is important.

21 ART LUSSI: Yeah.

22 ASHLEY WALDEN: Here, we have Discovery
23 Lodge. This also at Belleayre is the main lodge
24 at the base of the mountain. This is undergoing

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2 an expansion. The expansion will increase the
3 square footage. And additionally, the rental
4 shop used to be in an auxiliary fabric building
5 to the side of it, this new expansion will
6 incorporate the rental shop into the building.
7 It also is undergoing a food and kitchen -- food
8 service and kitchen upgrade that's well underway
9 and will expand the services to all the guests.
10 We've seen tremendous growth at Belleayre and
11 both of these projects will continue to support
12 that growth.

13 ART LUSSI: I'd brag about that we're
14 not seeing the outdoors anymore. In the fabric
15 building, we kind of we're doing that. So --

16 DIANE MUNRO: Oh, and that had a 10-year
17 -- it was snow. It had a 10-year life. We
18 nursed it a little longer.

19 ASHLEY WALDEN: Yes. It, it served
20 well, but now, it's --

21 DIANE MUNRO: It's time.

22 ASHLEY WALDEN: -- it's time.

23 ART LUSSI: We're meeting the energy
24 objectives of our governor too. It's very

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2 important, energy saving objective.

3 ASHLEY WALDEN: Moving on to Whiteface.
4 The major project at the, the mountain has been
5 the gondola haul rope replacement. So, this haul
6 rope that you're seeing here that's being
7 replaced will now service for at least the next
8 two decades. A bit of facts on it. This rope
9 that you're seeing there is 16,000 feet long and
10 weighs over 135,000 pounds. So, quite a massive
11 production to get this replaced. It was a long
12 lead item. It took about six months to order.
13 And we had a crew of our staff and the Doppelmayr
14 team that were here to replace this. So, kind of
15 a, a neat project for everyone, quite a mess.

16 ART LUSSI: I remember the first time
17 you told me they're replacing the rope. I didn't
18 know what a rope was, but basically, it's a
19 gondola cable.

20 ASHLEY WALDEN: Giant cable. Yes.

21 ART LUSSI: Yeah.

22 ASHLEY WALDEN: Mm-hmm.

23 ART LUSSI: So, thank you.

24 ASHLEY WALDEN: Over at Bear Den at

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2 Whiteface, the patio project which began in the
3 fall is now being completed this spring. They're
4 set to start pouring the actual concrete pad next
5 week. With the addition of the Notch lift, the -
6 - it has really brought Bear Den and Whiteface
7 proper as connected to the mountain. We've seen
8 quite a bit of visitation over to Bear Den now
9 that there's an easier way to access the main
10 mountain. So, this will help to expand the
11 services. Also, if you've been to Bear Den
12 recently, the, the ski slope really ends right in
13 front of the lodge. So, this provides a nice
14 space to separate so people can walk across,
15 access the Notch. It'll have picnic tables,
16 expanded area for the guests to utilize while
17 they're there.

18 DIANE MUNRO: I will be grateful for
19 the, for the reduced mud.

20 ASHLEY WALDEN: I was just thinking
21 about the same thing.

22 DIANE MUNRO: Yes. Yes. Because you
23 know --

24 ASHLEY WALDEN: And ice.

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2 DIANE MUNRO: And --

3 ASHLEY WALDEN: And ice.

4 DIANE MUNRO: -- I come down there and
5 then it's just a --

6 ASHLEY WALDEN: Yeah, this will really
7 elevate it.

8 DIANE MUNRO: Yeah.

9 ASHLEY WALDEN: Those tracks will have a
10 nice location. There will be a clear walking
11 path.

12 DIANE MUNRO: Yeah.

13 ASHLEY WALDEN: It'll also be easier for
14 our ski instructors when they're having their
15 lessons show up. There will be better defined
16 where to meet your lessons and provide a better
17 guest experience.

18 DIANE MUNRO: That's a great move.

19 ASHLEY WALDEN: Mt. Van Hoevenberg,
20 their major project that is through phase one, is
21 expansion of the roller loop. So, when the
22 project was initially done since then, it's
23 gotten quite a bit of use from all of our teams
24 that train here. Some of the areas, as you're

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2 seeing on the left, more of the high-speed
3 corners need to be widened. We did start the
4 project and put a pause on it while we waited for
5 our US biathlon teams to complete their training
6 camps. And we will continue it with paving as
7 phase two, which will happen in the next week or
8 two. We were really sensitive here to try and
9 minimize the impact. This is an important time
10 for not only USA Biathlon but also our NYSEF
11 programs to train on this. So, we worked closely
12 with our sport partners to get their feedback,
13 make sure the project was suiting their needs,
14 and also work around their schedule. So, I'm
15 quite happy to, to get this one done and very
16 happy with the amount of use it's received. I
17 mentioned our sport partners just a moment ago.
18 One of our strategies is to continue to increase
19 and strengthen our sport partners. I'd like to
20 note that we have created one new partnership
21 this year with UCI Mountain Biking. So, it will
22 be a three-year contract that we have with -- for
23 the Mountain Bike World Cup, the first one
24 starting this year, September of 24, with cross-

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2 country and marathon disciplines with the

3 possibility for the second year, so in 2025, to

4 add downhill. So, this is just a continued of

5 our efforts to increase our sport partnerships

6 and additionally to strengthen them. We also

7 this year are doing and have started a kitchen

8 remodel for the US Olympic and Paralympic

9 Training Center that is owned by ORDA and

10 maintained by the US OPTEC. And this project has

11 started, and again, working together with our

12 partners on their schedule, with them seeing a

13 huge influx of athletes training prior to the

14 2026 Olympic Games here in Lake Placid. The

15 Olympic Games are in Milano Cortina, but a lot of

16 our winter sport teams will be training here in

17 Lake Placid. We've worked on a kitchen and food

18 -- in the lead up to 2026. Okay. Another

19 strength with our international federations as we

20 just hosted two international federation

21 congresses, the International Bobsleigh and

22 Skeleton Federation and the International Luge

23 Federation. I'd like to thank Rebecca and Jeremy

24 who really spearheaded this effort. Not only

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2 were we the host to the congresses, but we really
3 pushed both of the international federations to
4 be more collaborative and have sustainability in
5 mind. So, we had a joint Congress Day on June
6 16th, where we talked about several of the
7 challenges that both of the organizations and
8 track operators like ourselves are facing. This
9 was a, a giant step forward in that collaboration
10 and partnership. So, we're very happy to be able
11 to have done that. And we do -- certainly, the
12 feedback was very positive. And I would expect
13 that that model continues for the future. Okay.
14 Moving on, we had -- we held the US Figure
15 Skating National Intercollegiate Final here back
16 in April. And this hosted 16 of the top
17 intercollegiate figure skating teams from across
18 the country that competed for a team title for
19 the 2024 National Intercollegiate Final, which
20 took place April 12th to the 14th at the Olympic
21 Center. So, this was a, a very fun event. Some
22 really talented and the best of the collegiate
23 figure skaters in the United States.

24 ART LUSSI: And a great time of year to

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2 have an event since there's not a lot going on in
3 April.

4 ASHLEY WALDEN: That's true. We just
5 wrapped up the Lake Placid Figure Skating
6 Championships and a few fun facts on this event.
7 It has been held here in Lake Placid since 1957.
8 This year, we saw over 200 competitors. And from
9 a year-to-year comparison, we doubled the amount
10 of ticketed spectators this year. So, we'll look
11 to continue that growth for the future. And
12 that's a great photo.

13 ART LUSSI: Yeah.

14 ASHLEY WALDEN: The Conference Center,
15 difficult to see here on the left-hand side, but
16 that is just a quick snapshot of the major
17 conferences that we have scheduled here. This
18 does not take into account some of the smaller
19 conferences, whether they'd be a single-day event
20 or an event that's booking just one property.
21 Some of those additional events are not just
22 hosted at the Conference Center. The Olympic
23 Jumping Complex and Mt. Van Hoevenberg also host
24 events as we try to utilize those venues year-

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2 round.

3 ART LUSSI: The, the -- when you hosted
4 the Luge, Bob, and Skeleton meetings, were the
5 meetings here?

6 ASHLEY WALDEN: The main meetings were
7 here.

8 ART LUSSI: Right.

9 ASHLEY WALDEN: They did also -- we
10 hosted for social activities at Mt. Van
11 Hoevenberg and other properties in town.

12 ART LUSSI: Great.

13 ASHLEY WALDEN: We had a nice visit with
14 the team from the Division of Budget that we work
15 with as well as a few representatives from the
16 Governor's Office. This spanned two days. We
17 were able to tour the Veterans Memorial Highway,
18 take a look at some of the unique challenges that
19 we have there at that property. Additionally, we
20 were able to get to the Olympic Jumping Complex
21 and Mt. Van Hoevenberg. It's a good time of year
22 for us to begin to collaborate on future projects
23 and needs for the organization, and also
24 strengthen our relationships there. A few PR

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2 highlights. Our communications team has done an
3 excellent job continuing to tell our stories and
4 highlight them across all of the regions that we
5 operate. A few to note for the past few months
6 since our last meeting in April, there was
7 significant coverage of the eclipse. So, we had
8 several venues that offered either just viewing
9 sites or special activities. Really, a
10 tremendous turnout at each of those and a great
11 experience for our guests and for our staff who
12 were able to support those. We have received
13 extensive coverage on our bid for the 2026
14 sliding events on behalf of Milano-Cortina. That
15 continues to be an item of topic that we receive
16 quite a bit of media coverage on.

17 ART LUSSI: I'd like to cut in on there.

18 ASHLEY WALDEN: Mm-hmm.

19 ART LUSSI: There's -- people thought
20 that it was like -- including me, that --
21 [inaudible] [00:41:21-00:42:57].

22 ASHLEY WALDEN: Yeah. It's great.
23 Certainly, we are supporting our partners. This
24 is something that makes sense for all of us and

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2 for the [inaudible] [00:42:12-00:43:06].

3 ART LUSSI: Here we go. Switch it next.

4 [inaudible] [00:43:08-00:44:59]

5 CHRIS PUSHKARSH: Why it's kind of clear
6 [inaudible] [00:45:01].

7 CLIFF DONALDSON: No, we're working up
8 the camera right now. I'm not certain why it's
9 failed but it's failed. We are working on that.

10 [OFF MIC CONVERSATION]

11 CLIFF DONALDSON: Shall we start up? Is
12 it gone? Let's just hold on. It's just --

13 ELINOR TATUM: Yeah. They're all there,
14 Ashley. Ashley, they're all there. They're all
15 there. I just jumped in at -- I jumped in the
16 meeting. They're all there.

17 ASHLEY WALDEN: They're all there?

18 ELINOR TATUM: Yeah. Yeah. They can
19 see us. They can see those. Alright, they can
20 see the presentation.

21 JOE ZALEWSKI: And we can hear you on
22 the -- through the Webex.

23 [OFF THE RECORD] [00:48:46]

24 [ON THE RECORD] [00:55:39]

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2 ASHLEY WALDEN: We worked through a few
3 technical difficulties. I believe we are all set
4 now. So, that was a wrap-up of our PR
5 highlights. Again, we have -- again, thank you,
6 Peggy. One more time, it can't hurt. And a
7 short video to wrap up the President's report.
8 It's much better with sound, so.

9 ART LUSSI: Who's singing? [inaudible]
10 [00:56:25] here?

11 ASHLEY WALDEN: That was --

12 ART LUSSI: Like we know?

13 ASHLEY WALDEN: That was an interesting
14 choice.

15 [OFF MIC CONVERSATION]

16 ART LUSSI: A lot of action.

17 DIANE MUNRO: Busy place.

18 ART LUSSI: Yes.

19 DIANE MUNRO: It's really nice.

20 ART LUSSI: So, this opens the floor to
21 questions. Does anyone have a question or
22 comment for Ashley? I know, we'll watch it
23 again.

24 ASHLEY WALDEN: Yeah.

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2 ART LUSSI: That's fine.

3 BETTY LITTLE: No, I just, one thing,
4 this is amazing, and I saw it before at the
5 Executive Committee meeting, but this whole
6 report is just wonderful to read every bit of it,
7 and you learn so much more than what you think
8 you know. You know, you think you know what's
9 going on up here. It's just full of information,
10 and I wish every town around us had these. So --
11 but they're online, right? And they can get it
12 on our website, and we're doing what we can.
13 Excellent work on that. Thank you.

14 ART LUSSI: Yeah.

15 DIANE MUNRO: Now, we'll, we'll talk
16 about the, the annual report, you know, right?

17 ASHLEY WALDEN: And the Resolution, I'll
18 give a --

19 DIANE MUNRO: Okay. Great. Yes.

20 ASHLEY WALDEN: -- an overview of it.

21 DIANE MUNRO: Yes.

22 ART LUSSI: Okay, there's no old
23 business on the agenda. So, we'll move on to new
24 business, and there are five proposed resolutions

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2 on the agenda. And we'll start with Resolution
3 536. I have a motion to adopt Resolution 536.

4 DIANE MUNRO: So moved.

5 ELINOR TATUM: Second.

6 ART LUSSI: Moved by Diane, second by
7 Elinor, and we'll -- before we vote, we'll do a
8 discussion. Chris, thanks for the information
9 you gave on this report. Are there, there any
10 questions or further discussion we need for this?

11 CHRIS PUSHKARSH: Yeah, on these that
12 are listed as vacant.

13 ART LUSSI: This is the policy makers?

14 CHRIS PUSHKARSH: Yes, the policy
15 makers. I'm sorry.

16 ART LUSSI: Yeah.

17 CHRIS PUSHKARSH: Thank you.

18 ART LUSSI: Mm-hmm.

19 DIANE MUNRO: That was pretty clear.

20 CLIFF DONALDSON: Will those be filled
21 with the new people we have just brought on
22 board?

23 ASHLEY WALDEN: Yes, so we'll get
24 updated. I believe we have 30 days and --

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2 EDWARD KOWALEWSKI: Thirty days,
3 correct. Yes.

4 ASHLEY WALDEN: Dated from the time that
5 there's any changes.

6 CLIFF DONALDSON: Okay. So, we don't
7 need to amend this?

8 ASHLEY WALDEN: No, you're the -- this
9 Resolution allows for the ability for us to
10 update it as necessary throughout the year.

11 CLIFF DONALDSON: Okay. Alright. Good.
12 Thank you.

13 EDWARD KOWALEWSKI: Because it was
14 passed at the committee level, we're going to
15 stick with what we have, and we have the ability
16 and the obligation within 30 days to update it
17 after positions are filled.

18 CLIFF DONALDSON: Okay. Thank you, Ed.

19 ART LUSSI: Great. Thanks, Cliff. Any
20 questions, further questions? All those in
21 favor, please say aye.

22 MULTIPLE SPEAKERS: Aye.

23 ART LUSSI: Any opposed, please say nay.
24 Any abstentions? Just for the record, because

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2 Frank is not -- is in a remote location, he's --
3 he can't vote or make a motion. Alright, we'll
4 move on. Motion carried una- unanimously. We
5 have a motion to adopt Resolution 537.

6 BETTY LITTLE: I'll make the motion,
7 Betty.

8 CLIFF DONALDSON: Second, Cliff.

9 ART LUSSI: And this Resolution is
10 adopting certain policies and procedures.
11 Information about this Resolution was included in
12 your both the Governance and Executive Committee
13 reports. Does anyone have any questions about
14 this?

15 DIANE MUNRO: Yeah.

16 ART LUSSI: Alright. Diane?

17 DIANE MUNRO: I think I have a really
18 specific question that hopefully will help with
19 the clarification. So, management, management
20 confidential are salaried, correct?

21 ART LUSSI: Correct.

22 DIANE MUNRO: Okay. So, those who are
23 hourly, if they work on a holiday, this is
24 specific to the holiday, if they are hourly and

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2 they work on the holiday, it's automatic they get
3 doubled the pay, correct?

4 ART LUSSI: Correct.

5 DIANE MUNRO: Okay. If they're
6 salaried, what is the definition of holiday pay?
7 Because the understanding I had of salaried is
8 that they get a salary and they work what, in a
9 way that needs to be -- whatever needs to be done
10 kind of thing. How does that work currently?

11 ASHLEY WALDEN: The holiday pay?

12 DIANE MUNRO: Yeah, for salaried.

13 ASHLEY WALDEN: So, if even in -- if a
14 management confidential staff member, which is a
15 salaried staff member was to work on a holiday,
16 they would get holiday pay in addition to. So,
17 it's essentially double the rate for that day.

18 DIANE MUNRO: Okay.

19 ASHLEY WALDEN: So, this policy changes
20 that to take the holiday. So, we -- there -- and
21 we recognize there are several staff that will
22 have to work on holidays. Rather than acquiring
23 holiday pay, they would accrue a holiday comp day
24 that they could utilize at another point

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2 throughout the year. So, a paid -- an additional
3 paid day off.

4 DIANE MUNRO: So, they get -- instead of
5 getting double pay, they get an additional paid
6 day off. And now, I go to the next question for
7 clarity. And that day off is a day of their
8 choosing within the next calendar year?

9 ASHLEY WALDEN: They have until
10 September 30th of that year, with the exception
11 of the birthday, which the birthday is a holiday
12 pay. They would have one year from the date of
13 their birthday to utilize that.

14 DIANE MUNRO: Okay. So, let's say
15 there's a big event on Labor Day and we have a
16 salaried person who has to work that day. They
17 only have until the end of September to use that
18 extra day?

19 EDWARD KOWALEWSKI: Yes. Correct.

20 DIANE MUNRO: Okay.

21 EDWARD KOWALEWSKI: Use it or lose it.

22 DIANE MUNRO: Is there any -- okay.
23 Alright. So, if -- and this, this is another
24 question I asked of the Governance Committee. I

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2 apologize, but there is currently language in the
3 MC handbook that says when you're using comp
4 days, you have to work and you can only use up to
5 a certain number of hours on that day. This
6 particular piece that we're talking about --

7 ASHLEY WALDEN: Comp day or professional
8 time?

9 DIANE MUNRO: No. I, I -- my memory is,
10 and, you know, who knows, maybe we may have it
11 wrong, but I remember talking about the concern I
12 had that if somebody has comp time and they are
13 really limited in how they're able to spend it.

14 ASHLEY WALDEN: Mm-hmm.

15 DIANE MUNRO: So, maybe they have comp
16 time because they worked on a holiday. This
17 limitation for how long they have to spend it is
18 something I think could be concerning and could
19 be upsetting. And I'm typically the one who
20 says, how are we doing taking care of our people,
21 right? So -- and I did get some feedback middle
22 of this week from someone down south on this.
23 And so, I just wanted to make sure we were real
24 clear. If I'm salaried, I have to work on a

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2 holiday, which is part of what we do. And then,
3 I can choose when to take that, I'm going to call
4 it a bonus day, instead of additional holiday
5 pay, you get to take that day somewhere else.

6 ASHLEY WALDEN: Okay.

7 DIANE MUNRO: Now, have we looked at any
8 data on our MC people and their utilization of
9 either vacation or comp time? Why am I asking
10 that? The -- at Belleayre, and, and I'm assuming
11 what I see is everywhere, the MC people are --
12 we- we're ha-, it's hard to find staff, so they
13 are covering all the time. And many of them have
14 a difficult time finding time because of their
15 commitment to the organization to actually use
16 their vacation, let alone the comp time.

17 ASHLEY WALDEN: Yes.

18 DIANE MUNRO: Is -- and so, that is a
19 piece that is also something that has been
20 brought to me. And, and part of me says, we
21 talked about this very thoroughly. When
22 questions started coming, I felt a little
23 embarrassed because I couldn't, I couldn't recite
24 it cold, okay. And then, the other thing is the

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2 MC handbook is going to be undergoing significant
3 revision. And that's, you know, we know that,
4 and it's, it's on, on deck, right? Is this
5 something that this particular piece, is it
6 something we could hold off on? The other
7 policies that we talked about, I, I think are,
8 are clear, but this one for me is starting to
9 feel a little muddy. And I wanted to bring that
10 to the board and say, is, is it, is it wise for
11 us, rather than we stir everything up and then
12 realize we have other things to fix, that we fold
13 off on this particular piece? I don't have the
14 answer. I just have the question and the
15 examples of why I'm asking it.

16 ELINOR TATUM: And I believe that the
17 question on the comp time, I think it was four-
18 hour increments that you had to be at work for
19 four hours?

20 DIANE MUNRO: You have to be -- you have
21 to work at least four hours to be able to use
22 your comp time.

23 ELINOR TATUM: Right. And you only
24 could like take four hours at a time for comp

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2 time. So, you couldn't take a whole day at a
3 time according to the management confidential, at
4 least what I had seen about it.

5 DIANE MUNRO: And maybe the devil's in
6 the details and how this proceeds forward is the
7 key. But I just -- when the question came to me
8 and I started asking myself if I really
9 understood it, I couldn't say I did. So, I don't
10 know what any other -- and Ed may.

11 EDWARD KOWALEWSKI: I can speak to it.
12 This policy change is specific to working on a
13 holiday.

14 DIANE MUNRO: Correct.

15 EDWARD KOWALEWSKI: So, it's holiday.
16 Then, you have its effect of October 1, 2024.
17 And so, that -- and then, you've got that, that
18 o- one-year cycle from October 1st through
19 September 30th, if you have to work holiday, the
20 comp day, you have to take it before September
21 30. That's pretty clear. What you're referring
22 to otherwise is if you are supposed to work seven
23 and a half hours a day and you end up
24 accumulating 15 hours because you've worked extra

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2 on additional days, what that provision applies
3 for is that accumulates, but you can't take a
4 whole day. You have to come in. You can use
5 that as a partial day. That's what that relates
6 --

7 DIANE MUNRO: So, that's clearly
8 delineated.

9 EDWARD KOWALEWSKI: Yes, exactly.

10 DIANE MUNRO: And a lot of people are
11 banking those hours because there's so much to be
12 done.

13 EDWARD KOWALEWSKI: It's a separate bank
14 --

15 DIANE MUNRO: And it's --

16 EDWARD KOWALEWSKI: -- not to be --

17 DIANE MUNRO: Holiday --

18 EDWARD KOWALEWSKI: -- with this.

19 DIANE MUNRO: Take whenever you want.

20 EDWARD KOWALEWSKI: Exactly.

21 DIANE MUNRO: Okay. As long as it fits
22 into that cycle.

23 EDWARD KOWALEWSKI: Right. And, and
24 you're right. I mean, if you have to work Labor

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2 Day, you do have a very limited window within
3 which you have to be able to take that comp day.

4 DIANE MUNRO: Especially if you get
5 other time off that you haven't been able to use
6 because of the demands of the organization.

7 EDWARD KOWALEWSKI: I agree. But I
8 think that's, that's another issue.

9 DIANE MUNRO: Another -- that's another
10 part of the whole MC revisit, right?

11 EDWARD KOWALEWSKI: I would agree. Yes.
12 Yes. This is specific to having to work a
13 holiday.

14 ELINOR TATUM: And so, are there any
15 constraints around, so we'll say you have four or
16 five comp days that are coming to you because
17 you've worked four or five holidays, are you
18 allowed to use those altogether?

19 ASHLEY WALDEN: No, you have to -- and a
20 part of this too is you would work with your,
21 your manager or your supervisor on those
22 scheduling, right? And, and to your point, Diane
23 of, so there are considerations and there are
24 some rare occasions where we may have to ask a

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2 large amount of staff because we have an, an
3 event or something.

4 DIANE MUNRO: Exactly.

5 ASHLEY WALDEN: This -- that is the one
6 consideration that needs to be taken into account
7 if there's an incentive for them to do so. But
8 from a fiscal responsibility standpoint, we need
9 to be managing and taking a look at our payroll,
10 particularly our -- you know, our overtime and
11 this holiday pay.

12 DIANE MUNRO: Mm-hmm.

13 ASHLEY WALDEN: This is one way to
14 sharpen the pencil on doing that.

15 DIANE MUNRO: And I absolutely recognize
16 that and being physically conservative, that drew
17 me to it.

18 ASHLEY WALDEN: Mm-hmm.

19 DIANE MUNRO: Alright. It was when I
20 started to recognize some of the complexities and
21 how it might interface with our people and what
22 challenges it might present that I, I, I raised
23 the question, are we ready for this piece of it
24 right this minute? Or is it a good idea to run a

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2 pause just on the holiday, just on the holiday
3 piece? Because the rest was very clear and very
4 -- you know, I can, I can articulate that.
5 That's -- and, and yes, we do have to be more
6 fiscally careful. I get that, and I like that.
7 But I, I am concerned. And the fact that it's
8 clearly delineated helps. But again, I'll go
9 back to the, the question I kind of slid in there
10 and kept moving, did we take a look at -- do we
11 have management confidential people who are so
12 devoted to this organization that they're not
13 taking their time even in a year? And, and is --
14 I don't -- I just, I just -- I don't know the
15 answer. But I see them working often, seven days
16 a week. And it's not reducing when you come into
17 the summer months because of the number of events
18 that are growing. And the fact that we don't
19 always have the staff, but by golly, we have the
20 spirit, you know, they want to get it done. So,
21 if anybody has any other perspectives, I'm
22 listening.

23 ASHLEY WALDEN: I think that just real
24 quick, sorry, just to answer your question about

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2 do we have MC staff that do not utilize all of
3 their time on a yearly basis, the answer is yes.

4 DIANE MUNRO: Yeah. Yeah.

5 ART LUSSI: Yeah. My, my comment was,
6 is you're in resort areas, you're chosen resort
7 careers. There's no question that midweek in
8 November and April, and May, you can utilize
9 those days. You can -- I'm just saying as a
10 fellow business owner, that's when our staff is
11 encouraged to take their vacations. And that's
12 why you choose to live in North Creek or
13 Belleayre, or Lake Placid and choose these kinds
14 of jobs. I, I think that this is a very
15 thoughtful policy. And I, I think it's very
16 delineated and very followable. And, and so, I
17 would just say I'm comfortable with it.

18 DIANE MUNRO: I hear you. And I was a
19 school superintendent. I'm sorry, you're
20 supposed to be working during the school year.
21 No, and I, and I understand that thinking.

22 ELINOR TATUM: Do we have any idea what
23 the other resorts in the area do in terms of
24 this? Is it double time for holidays?

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2 DIANE MUNRO: No.

3 ELINOR TATUM: No?

4 ASHLEY WALDEN: No.

5 DIANE MUNRO: No.

6 ASHLEY WALDEN: This is extremely
7 generous.

8 DIANE MUNRO: It's New, it's New York.

9 ASHLEY WALDEN: Com- compared to the
10 private area. This is --

11 ELINOR TATUM: Well, I'm talking like
12 down by us, at least like Hunter and like
13 Belleayre Resorts, and, and those guys.

14 DIANE MUNRO: I don't think so. I doubt
15 they're just generous.

16 ASHLEY WALDEN: I, I don't know. And I
17 don't know that there's any staff here. I don't
18 know.

19 BETTY LITTLE: The, the management
20 confidential position is a different type of
21 position. It's not a civil service. It's not a
22 test. You know, people come into it knowing that
23 they're here for a reason and, you know, they
24 seek it and enjoy having it.

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2 DIANE MUNRO: And they hold us together.

3 BETTY LITTLE: Days that they can take
4 and if they can't take them --

5 ART LUSSI: And I, I can --

6 BETTY LITTLE: -- most of them like
7 their job and don't always take all the days off.

8 ART LUSSI: Yeah, all I'd say to answer
9 Eli's question is if you want to compare
10 retirements at Windham and Hunter to the New York
11 State, it's not even in the stratosphere.

12 BETTY LITTLE: No way.

13 ELINOR TATUM: No, I was just asking a
14 particular question just to see --

15 BETTY LITTLE: Yeah.

16 ELINOR TATUM: -- if there's comparison
17 available.

18 DIANE MUNRO: Okay.

19 ASHLEY WALDEN: I- I'm not, I'm not
20 aware of it.

21 DIANE MUNRO: And I'm confident that in
22 any of the private areas, they don't have some of
23 these very -- what are argued is generous. And,
24 and so --

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2 BETTY LITTLE: Yeah. It's only a
3 government thing.

4 ART LUSSI: It's good questions, Diane.
5 Thank you. Are there any other questions? All
6 those in favor of the Resolution, please say aye.

7 EDWARD KOWALEWSKI: Alright. Hang on.

8 MULTIPLE SPEAKERS: Aye.

9 EDWARD KOWALEWSKI: Alright. This is
10 537, correct?

11 DIANE MUNRO: Yes, 537.

12 EDWARD KOWALEWSKI: The blurb.

13 DIANE MUNRO: Oh, you have another --

14 ART LUSSI: Okay. I thought --

15 EDWARD KOWALEWSKI: Up the next page
16 upon reading.

17 ART LUSSI: Got you.

18 EDWARD KOWALEWSKI: Okay.

19 ART LUSSI: So, before we vote, sorry.
20 Thank you. Upon review of the paid family review
21 policy after you got your packets, it was
22 determined that this policy needed to be revised
23 to remove the phrase in provisions in years 2020
24 and 2021. So, a revised version of the paid

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2 family review policy has been provided to you and
3 posted on the Olympic authority website. Does
4 anyone have any questions regarding the revisions
5 that were provided?

6 EDWARD KOWALEWSKI: Everybody's clear
7 that basically when it was first implemented,
8 there was a phasing period and during the review,
9 it was missed. So, we just wanted to clean it up
10 as long as we were approving the policy. We
11 figured we'd get it right now. So, what will
12 happen is what was included in your packet will
13 be replaced with the version that was
14 distributed, posted on the website, and that will
15 be part of the Resolution.

16 BETTY LITTLE: That was [inaudible]
17 [01:18:03].

18 CLIFF DONALDSON: So, are we changing
19 the Resolution at all?

20 EDWARD KOWALEWSKI: No. The attachment
21 to the Resolution. And that's why Art is going
22 to ask for a motion to amend Resolution 537 --

23 CLIFF DONALDSON: Alright. That's --

24 EDWARD KOWALEWSKI: -- granted to

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2 replace the policy attached there too with the
3 revised policy that was distributed.

4 CLIFF DONALDSON: Thank you, Ed.

5 ART LUSSI: So, in the full resolution,
6 may I have motion to amend Resolution 537 as
7 presented to replace the paid family review
8 policy attached thereto with the revised policy.

9 BETTY LITTLE: Make that motion, Betty.

10 CLIFF DONALDSON: Second, Cliff.

11 ART LUSSI: Thank you, Cliff.

12 DIANE MUNRO: Can I abstain?

13 ART LUSSI: Yes. So, all those in
14 favor, please say aye.

15 ELINOR TATUM: Aye.

16 BETTY LITTLE: I'm in favor of the
17 amendment.

18 EDWARD KOWALEWSKI: The amendment.

19 ART LUSSI: Correct.

20 EDWARD KOWALEWSKI: The amendment.
21 Correct.

22 ART LUSSI: Revoke the amendment.

23 BETTY LITTLE: Aye.

24 ELINOR TATUM: Aye.

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2 ART LUSSI: Are there any opposed to the
3 amendment? Are there any ab- abstentions to the
4 amendment? All those in -- the motion passes
5 unanimately, the amendment to Resolution 537. So
6 now, I'll ask for a vote on Resolution 537 --

7 DIANE MUNRO: As amended.

8 ART LUSSI: -- as amended.

9 CLIFF DONALDSON: Make that motion,
10 Cliff.

11 BETTY LITTLE: I'll second it, Betty.

12 EDWARD KOWALEWSKI: No, there doesn't
13 have to be a motion. There just has to be a
14 vote. Because it's are -- the, the motion is
15 already pending.

16 ART LUSSI: I'm sorry.

17 CLIFF DONALDSON: Okay. Just the vote.

18 EDWARD KOWALEWSKI: Thank you. The
19 vote.

20 ART LUSSI: So, we're asking for a vote?

21 EDWARD KOWALEWSKI: Yes.

22 ART LUSSI: So, I'm asking for all those
23 in favor, please say aye.

24 MULTIPLE SPEAKERS: Aye.

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2 ART LUSSI: Are there any opposed,
3 please say nay.

4 ELINOR TATUM: Nay.

5 ART LUSSI: Okay. Are there any
6 abstentions?

7 BETTY LITTLE: Yes.

8 ART LUSSI: So, I have vote in favor
9 outweighing the nays and the abstention. So,
10 I'll ask for a motion to adopt Resolution 538.
11 This is the Resolution approving the Olympic
12 Regional Development Authority annual report.

13 BETTY LITTLE: I'll make that motion,
14 Betty.

15 DIANE MUNRO: Second.

16 ART LUSSI: Okay. You have some
17 additional notes?

18 ASHLEY WALDEN: Yes. Yes. So, I just
19 wanted to note, and thank you, Betty, for
20 pointing it out earlier that the '23-'24 annual
21 report, which is available online, was very well
22 done and just a huge appreciation to the staff
23 for all of their work on this. A few items that
24 I think -- so if you have not had the chance to

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2 review it, it has an extensive overview of the
3 venues and all of the operations. In addition,
4 there's a nice highlight on the history of the
5 Veterans Memorial Highway. This is really a, a
6 unique venue that we operate. And so, there's a,
7 a very thorough piece on it, that report. In
8 addition, there's a nice tribute and thank you to
9 Mike Pratt for his 38 years at the Olympic
10 Regional Development Authority and the work that
11 he has done over those years. So, again, thank
12 you to the staff and certainly a lot of work and
13 very good material within the report.

14 ART LUSSI: Any other questions or
15 proclamations, or proudness?

16 DIANE MUNRO: Oh, well, I'm going to
17 just, the cover alone, I thought, said it well.
18 When- whenever I finished a report, I al-, and
19 the incident was published, I would start saying
20 to myself, oh, what needs to be better next year?
21 I don't know. Do you do that yourself? Because
22 I'd just be curious as to this really shows
23 growth, shows the diversity of our programming.
24 You know, do you have any goals as you think

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2 about this a year from now, what you hope to see
3 in there?

4 ASHLEY WALDEN: In the annual report?

5 DIANE MUNRO: Yeah.

6 ASHLEY WALDEN: Yeah, I think the -- you
7 know, overall view, looking forward to the
8 future, there's a lot of work that is already in
9 place that will be wrapped up, and we'll be
10 beginning to tell the story of how those new
11 projects that have been implemented are
12 positively impacting the venues. You know, we
13 always give a snapshot of our visitation. We
14 continue to market and grow our -- not only our
15 offerings, but the visitors that we -- in the
16 regions that we operate. We want to continue to
17 see that grow. And I think all of the, the
18 pieces of the projects will lead to that. So,
19 those are items that we'll certainly be
20 highlighting next year.

21 DIANE MUNRO: One of the, one of the
22 things at Belleayre is the need for growth. And
23 there's a lot of excitement over the fact that
24 it's being responded to. And it, it's really

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2 sets us up well. Everything that ORDA is doing
3 at Belleayre right now sets us up well for future
4 potential expansion. And the, the region is
5 noticing that and, and is both excited and
6 appreciative. So, this highlighted it very well,
7 and I'm looking forward to next year's.

8 ART LUSSI: I think the compliments have
9 been noted, Betty?

10 BETTY LITTLE: That includes the
11 financial report, which, you know, is amazing how
12 well we are doing and how we are no longer in
13 debt. We are actually making money through our
14 investments. And I can remember when we had the
15 bill, the Resolution to form an investment
16 policy. And I -- my question was, what do we
17 have to invest? It's amazing. I think, you
18 know, certainly COVID and so many more people
19 skiing, and not being able to go to Vermont, we
20 have that Ex-, sign at Exit 17, tells about the
21 New York ski areas. You know, some of them are
22 so far from Exit 17. You, you should have a good
23 look on them getting there. But it shows that we
24 have ski areas in the Adirondacks and in the

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2 north, and they got utilized. And that's a --
3 that's the one that closed. That's -- and we
4 still have them. And they, they increase in
5 season passes, you know, it's tremendous. So,
6 thank you. Thanks to --

7 ART LUSSI: Thanks, Betty.

8 BETTY LITTLE: -- the whole operation
9 for what they're doing. Keep it up.

10 DIANE MUNRO: Good. And thanks, snow.

11 ART LUSSI: So, do people remember the
12 motion? I'll, I'll just inform what you're
13 voting on again. It's the Executive Committee's
14 an- annual report. So, all those in favor,
15 please say aye.

16 MULTIPLE SPEAKERS: Aye.

17 ART LUSSI: Any opposed? A nay? Any
18 abstentions? Motion carries unanimously. Next,
19 we have a motion to adopt Resolution 539. This
20 resolution approves the independent auditor's
21 report.

22 CLIFF DONALDSON: I'll move.

23 ELINOR TATUM: Second.

24 ART LUSSI: Second by Eli. Information

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2 about this resolution was included in the Audit
3 Committee report. However, I understand that
4 Ashley has some additional notes, and we do have
5 one of our auditors present online for any
6 questions.

7 ASHLEY WALDEN: Alright. So, the audit,
8 obviously, it ensures that our process is
9 accurate and compliant, as well as helps us
10 reduce areas of risk and increase our efficiency.
11 This is, we have one year remaining on the
12 contract for EFPR. Then, it will go out to an
13 RFP, which EFPR will also be eligible to bid on.
14 They will just have to change their, their lead
15 should they win that RFP process. One of the
16 areas of efficiency that EFPR has brought to our
17 attention is that they recommend that we consider
18 the Audit Committee have the ability to approve
19 the audit, which would allow us to complete the
20 audit -- would allow us more time to complete the
21 audit. We are up against a deadline for
22 finalizing that and reporting it to New York
23 State. And it's always a very fast pace in order
24 to get the audit done. So, they have similar

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2 customers that also audit committees that are --
3 have the ability to approve the audit rather than
4 bringing it -- recommending it and bringing it
5 forth to the board. So, that is one item of
6 recommendation. And we do have Dave online if
7 anybody has any questions or if you'd like to
8 have a conversation on that.

9 DIANE MUNRO: And now, that's separate
10 from approving the audit report, the, the
11 consideration of changing our structure?

12 ASHLEY WALDEN: This would be separate,
13 yes.

14 DIANE MUNRO: Okay.

15 ASHLEY WALDEN: Yeah.

16 ART LUSSI: So, any questions?

17 ELINOR TATUM: Wait, is that a change --
18 is that a bylaw change? Or is that to be able to
19 approve the audit within Audit Committee?

20 ASHLEY WALDEN: It would be a committee
21 change.

22 EDWARD KOWALEWSKI: Bylaw change. It
23 would be about a bylaw committee.

24 ASHLEY WALDEN: Committee.

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2 EDWARD KOWALEWSKI: To change the
3 charter of the committee.

4 DIANE MUNRO: That- that'll be a
5 separate --

6 EDWARD KOWALEWSKI: We have to change
7 the charter for the committee to authorize them
8 to approve the audit on behalf of the entire
9 board.

10 DIANE MUNRO: And, and we have some
11 time?

12 EDWARD KOWALEWSKI: Yes.

13 ELINOR TATUM: So, that was something
14 that would go back to Governance Committee to do
15 that?

16 EDWARD KOWALEWSKI: Correct.

17 ART LUSSI: Yes, Betty?

18 BETTY LITTLE: This would mean that the
19 Audit Committee would approve their audit
20 themselves rather than coming to the committee,
21 which when we get it at the committee, if you're
22 not on the Audit Committee, you have no idea
23 what's in the audit report.

24 DIANE MUNRO: Yeah.

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2 BETTY LITTLE: Therefore, it seems
3 logical that they could approve it. And if
4 there's a problem with that, we would have to
5 deal with it.

6 EDWARD KOWALEWSKI: Correct. That's
7 part of the discussion we'll have to have, should
8 we just decide to pursue that. We'll have to
9 have a conversation about whether or not we want
10 to do that.

11 BETTY LITTLE: Yeah.

12 ELINOR TATUM: Well, the Audit Committee
13 is being the independent auditor's audit.

14 DIANE MUNRO: I like -- we'll wait --

15 EDWARD KOWALEWSKI: Yeah.

16 DIANE MUNRO: -- until we have all the
17 information.

18 EDWARD KOWALEWSKI: Yeah. But that's
19 not before the board today.

20 BETTY LITTLE: Okay.

21 ART LUSSI: It's just for discussion.

22 EDWARD KOWALEWSKI: For discussion.
23 Correct.

24 BETTY LITTLE: Okay.

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2 ART LUSSI: Okay.

3 DIANE MUNRO: Now, maybe since Dave is
4 here, a question just came to my head on this.
5 If we are on the board and we have a fiduciary --
6 we have a responsibility and we are outside the
7 approval process of something as important as the
8 independent auditor's report, how does that --
9 like I'm not on the Audit Committee and have no
10 interest in being. But if, if we are outside
11 that and there ends up being a problem, what does
12 that mean? So, when the research is done, that's
13 something I'm, I'm going to want to know about.

14 EDWARD KOWALEWSKI: We can answer that.
15 Because if you're delegating that to a particular
16 committee and they're acting on your behalf,
17 you're trusting them to do that. There are
18 certain things that, for instance, the Executive
19 Committee can act on behalf of the board in
20 certain circumstances.

21 DIANE MUNRO: Right.

22 EDWARD KOWALEWSKI: So, it'd be the same
23 thing if the Executive Committee were to act on
24 behalf of the board, then the board as a whole

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2 would be -- they'd be bound by that decision of
3 the Executive Committee, although they didn't
4 participate in it. That would be the difference,
5 Diane. You're not participating yet, but the
6 board and the organization would be bound by
7 that.

8 DIANE MUNRO: Okay. Thank you.

9 BETTY LITTLE: Would I be correct in
10 saying that if there was an issue with the audit,
11 that would always come before the full board
12 anyway, if there was some sort of issue?

13 EDWARD KOWALEWSKI: It's hard. I don't
14 know what you mean by an issue.

15 BETTY LITTLE: Well, if the audit -- if
16 the independent auditor comes back and says, yes,
17 there is an issue in the audit, presumably that
18 would always come before the full board?

19 EDWARD KOWALEWSKI: Depending -- right
20 now, we have to come before the full board
21 because the full board has to approve the audit.
22 So, it was later found to be an issue, it would
23 come back to the full board. And that's the way
24 that it stands right now.

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2 CLIFF DONALDSON: And I can interject.
3 If they're -- if we as an auditor find that
4 there's an issue with the authority or with the
5 Olympic Authority, we would notify the board
6 before we issue financial statements. It's not
7 like we -- you know, an issue that we would find,
8 we would bring it before the appropriate
9 management, executive committee or board as we
10 saw fit. It's not like the issues that we would
11 find would come to you before we even issue a
12 financial statement. We're not going to issue a
13 financial statement that says, look, you have
14 problems and spring it on the board. If you have
15 problems that we notice, we, we would never issue
16 a statement without the board knowing that there
17 are issues.

18 DIANE MUNRO: So, thank you for that.
19 The question then is for clarification. If we
20 were to make the decision that this is something
21 the audit committee can approve independent of
22 the whole board, what you are saying is you found
23 a big problem. You would come to the board or
24 because of that new designation, you would come

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2 to the audit committee? Which would you come to
3 before issuing a report?

4 EDWARD KOWALEWSKI: Well, it really
5 depends on the issue. If the issue was something
6 with management of the authority, which you're
7 not mana-, you -- I mean, you're responsible for
8 overseeing management. If it was an issue with
9 management, we would bring it to the board. It's
10 not --

11 DIANE MUNRO: The entire board?

12 EDWARD KOWALEWSKI: Well, usually, we
13 would go to the highest-ranking board member at
14 the time and let that board member know. It's
15 not, it's not something that I've had it. I've
16 been in accounting and auditing since 1989. In
17 the times that I've discovered an issue that
18 needed to be brought to the attention of the
19 board, I can count on one hand. So, it's not
20 like it's a specific path that we would follow.
21 It depends on the issue. If you had some fraud
22 or theft, we would raise it to management. If it
23 wasn't involving management, if it was, you know,
24 fraud or theft involving management, we would go

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2 to the board and it wouldn't necessarily be the

3 audit committee or the exec-, you know,

4 executive. It may be to the president of the

5 board. It may be to the treasurer of the board.

6 It's just a matter of who we would report it to.

7 And we do our audit, you know, we're in, in the

8 field doing our audit work in very early on in --

9 when we were there, I think it was just last week

10 of March or something. And we didn't present the

11 financial statements to the audit committee until

12 June 11th. We started the last week in April.

13 So, we had all, you know, April and all of May.

14 And if we were discovering any issues during our

15 field work, we would raise it to the board well

16 before we ever present our audit and financial

17 statements to the Audit Committee. So, the

18 issues that I would think, I, I wouldn't think

19 there would be any issues with your Audit

20 Committee approving the financial statements

21 because, like I said, we, we pride ourselves on

22 having a no surprise audit. I mean, if we were

23 going to modify our opinion on our financial

24 statements because we found material

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2 misstatements, we wouldn't, we wouldn't do that
3 until the board knew about it. It's not like we
4 want to surprise somebody and say, oh, we got
5 you. That's not what we do. We're part of your
6 team. We want to keep everyone informed of
7 everything that's going on.

8 DIANE MUNRO: Thank you.

9 EDWARD KOWALEWSKI: You're welcome.

10 ART LUSSI: Okay. So, bring us back
11 full circle. This resolution is approving
12 independent auditor's report, and Cliff made the
13 motion. Eli seconded it. Are there -- all those
14 in favor, please say aye.

15 MULTIPLE SPEAKERS: Aye.

16 ART LUSSI: Are there any opposed?
17 Please say nay. Any abstentions? Motion carries
18 unanimously. So, do we want any further
19 discussion on the recommendation that the Audit
20 Committee gave a report earlier so that --

21 DIANE MUNRO: I, I think I'd rather give
22 people time to come up with what that would look
23 like. Right.

24 EDWARD KOWALEWSKI: And, and I think he

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2 made it a, a mark decision -- I mean,
3 distinction. There's a distinction between the
4 final report, final draft report, and any
5 findings that he may uncover as they're doing
6 their report. Those are two separate things. By
7 the time we get to the committee, if there are
8 issues that are apparent and need to be advised,
9 the appropriate people would be advised well in
10 advance. You would know about those before it
11 ever got to the committee or the board approving
12 that. I think that distinction has to be made.
13 It's not like it's going to be, you know, here's
14 the report. It's aye or nay. If there's issues,
15 those are things that will be addressed as
16 they're uncovered.

17 CLIFF DONALDSON: Exactly. The issues -

18 -

19 DIANE MUNRO: And how, how we develop
20 the charge and the new charges, and all that.
21 That's what I'd say. You'll bring us something.

22 EDWARD KOWALEWSKI: And, and, and we
23 could also -- I mean, as part of it too, it could
24 be that the Governance Committee can approve

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2 under these circumstances, but we can put more
3 framework around what happens if this is found or
4 if that's found so that anybody would be
5 uncomfortable about just delegating it to
6 committee. It would be more procedure in place
7 that as things are raised, Ashley would have to
8 be notified or Joe would have to be notified just
9 to make it clear what the procedure is before we
10 get to the actual approval of the report itself.

11 ART LUSSI: Thanks, Ed.

12 EDWARD KOWALEWSKI: Yeah.

13 ART LUSSI: Okay. We're going to move
14 on to Resolution 540. May I have a motion to
15 adopt Resolution 540? This is Resolution
16 committing capital and granting approval for the
17 president and CEO to enter into an agreement for
18 the purchase of snow grooming equipment. May I
19 have a motion?

20 DIANE MUNRO: So moved, Diane.

21 ART LUSSI: Diane. Is there a second?

22 CLIFF DONALDSON: Second.

23 ART LUSSI: Cliff? Okay. And
24 discussion. We'll let Ashley give us some

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2 information about these.

3 ASHLEY WALDEN: Sure. So, I wanted to
4 note that overall across all of the venues that
5 utilize grooming equipment, we have a strategic
6 approach to how we utilize the equipment, when
7 it's purchased, what type of equipment is
8 purchased, and then how it revolves through the
9 venues that we operate. Each venue has a
10 different need. You know, for this particular
11 one, one groomer is going to Gore Mountain, which
12 has the largest acreage of ski trails to maintain
13 within New York State. And another going to
14 Whiteface, which has some of the most rugged
15 terrain within New York State. So, we take a
16 look and we have a strategic approach to the
17 purchase, the maintenance, and the evolution of
18 that equipment. There will be times that it will
19 -- the equipment will shift from one venue to
20 another to accommodate those needs so that we're
21 getting the very best of our investment.

22 DIANE MUNRO: And these are the new,
23 more efficient ones?

24 ASHLEY WALDEN: These are not the

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2 hybrid. These are a PistenBully machine.

3 DIANE MUNRO: Okay. Oh, okay.

4 ASHLEY WALDEN: Well, that's -- the city
5 is continue to evolve on the hybrid. So, we'll
6 wait and implement it when we feel it's, it's
7 ready.

8 DIANE MUNRO: Okay. Got it.

9 ART LUSSI: My understanding of this one
10 was that we're, we're buying one with a winch and
11 one without, but it has the capability of taking
12 one of our existing winches and adding it to it.
13 So, we didn't have to -- since we already own a
14 part that --

15 DIANE MUNRO: Mm-hmm.

16 EDWARD KOWALEWSKI: -- the winch part
17 works. So, maybe the undercarriage doesn't. So
18 --

19 ASHLEY WALDEN: Correct. So, the new
20 groomer going to Whiteface would you -- will be
21 winch-enabled, will utilize an existing winch
22 that they have. The one at Gore will include a
23 winch and be added to their fleet.

24 EDWARD KOWALEWSKI: Perfect.

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2 ART LUSSI: Good. All those in favor,
3 please say aye.

4 MULTIPLE SPEAKERS: Aye.

5 ART LUSSI: Are there any opposed?
6 Please say nay. Any abstentions? The motion
7 carries unanimously. Wow. That concludes the
8 business of today's meeting. Are there any other
9 items? If not, I'll entertain a motion to
10 adjourn.

11 CLIFF DONALDSON: So moved.

12 DIANE MUNRO: Second.

13 ART LUSSI: Diane?

14 DIANE MUNRO: Show everybody what
15 happened on July 4th with our --

16 ASHLEY WALDEN: Yeah.

17 [CROSSTALK]

18 ART LUSSI: Okay. Adjournment, please.

19 MULTIPLE SPEAKERS: Aye.

20 DIANE MUNRO: Can we turn that --

21 EDWARD KOWALEWSKI: Right.

22 DIANE MUNRO: Do we have --

23 (The Board of Directors meeting
24 concluded at 2:43 p.m.)

CERTIFICATE OF ACCURACY

I, Claudia Marques, certify that the foregoing transcript of the Board of Directors meeting of the New York State Olympic Regional Development Authority on June 26, 2024 was prepared using the required transcription equipment and is a true and accurate record of the proceedings.

Certified By

A handwritten signature in cursive script that reads "Claudia Marques".

Date: August 15, 2024

GENEVAWORLDWIDE, INC.

228 Park Ave S - PMB 27669

New York, NY 10003