NOTICE OF MEETING REGULAR MEETING

BOARD OF TRUSTEES COLLEGE DISTRICT NO.10
Green River College, Auburn, Washington

November 16, 2023

The Board of Trustees of College District No. 10 will hold a regular meeting on Thursday, November 16, 2023 at 4:30p.m. Jennifer Ramirez Robson, Board Chair, will preside. Attendance is available in-person in the Zgolinski Center Board Room or via zoom at: https://us02web.zoom.us/j/84440120382 Meeting ID 844 4012 0382 Passcode 98092.

TIME (approximate)	TOPIC	PRESENTER	TAB
4:30pm	**CALL TO ORDER**	Jennifer Ramirez Robson	
	ROLL CALL		
	PUBLIC COMMENT		
	CELEBRATING SUCCESS		
4:35pm	Supporting Vulnerable Students	Beth Hawes	Celebrating Success
		Shawn Warner	
4:45pm	**APPROVAL OF MINUTES**	Jennifer Ramirez Robson	Minutes
	October 19, 2023		
	November 3, 2023		
N/A	**CORRESPONDENCE**		Correspondence
N/A	**INTRODUCTIONS**		Introductions
	REPORTS TO THE BOARD		
4:50pm	2024 Schedule of Board Meetings	Jennifer Ramirez Robson	TAB A
5:00pm	Student Success Metrics	Charlie Crawford	TAB B
5:10pm	IP Housing Update	Wendy Stewart Jeremy Snyder	TAB C
5:20pm	Water Main Issue	Shirley Bean	TAB D
	STANDING REPORTS		
5:30pm	Student Report	Abraham Gibson	TAB E

TIME (approximate)	TOPIC	PRESENTER	TAB
	STANDING REPORTS CONTINUED		
	Equity & Diversity Report	No Report	
	College Council Report	No Report	
	Faculty Report	No Report	
5:40pm	Classified Staff Report	Jordan Harrington Amanda Clifford	TAB F
5:50pm	President's Report	Suzanne Johnson	TAB G
	EXECUTIVE SESSION		
	If needed		
	ACTION RECOMMENDATIONS		ACTION
6:00 PM	2024 Schedule of Board Meetings		
	TRUSTEES ASSOCIATION		Trustees Association
	N/A		
	OTHER BUSINESS/PUBLIC COMMENT		
6:05 pm	Upcoming Activities/Meetings		Other Business
6:10 PM	**ADJOURNMENT**		

If you need disability related accommodations to make this event accessible, please contact Human Resources at 253-833-9111, ext. 2600; TTY 253-288-3359; or by email at hr@greenriver.edu.

Green River College is an equal opportunity educator and employer. Learn more at www.greenriver.edu/accessibility.
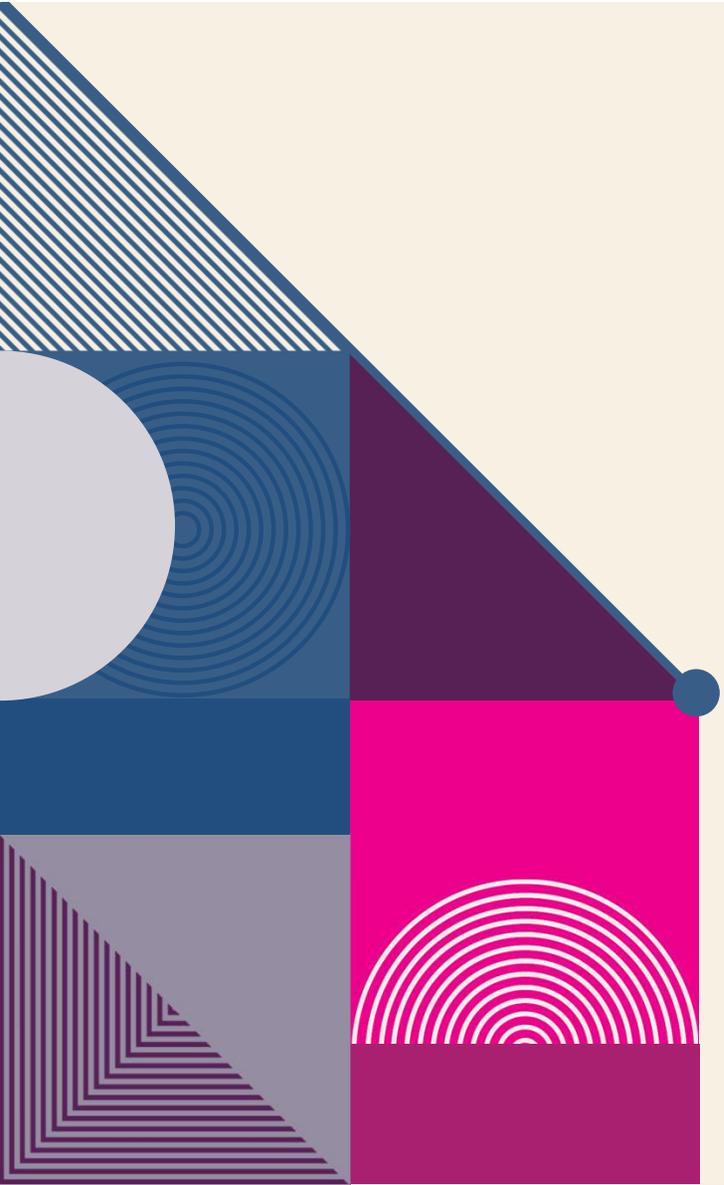
SUPPORTING VULNERABLE STUDENTS

Beth Hawes (she/her), Director of Financial Aid

Shawn Warner (he/him), Assistant Director of Financial Aid

11/16/2023 TAB Celebrating Success

WHO ARE VULNERABLE STUDENTS?

Students who may be experiencing any of the following:

- Homelessness or housing insecurity
- Aging out of foster care system
- Unsafe home life (domestic violence, abuse, neglect, abandonment)
- Under legal guardianship or guardian is not court-recognized
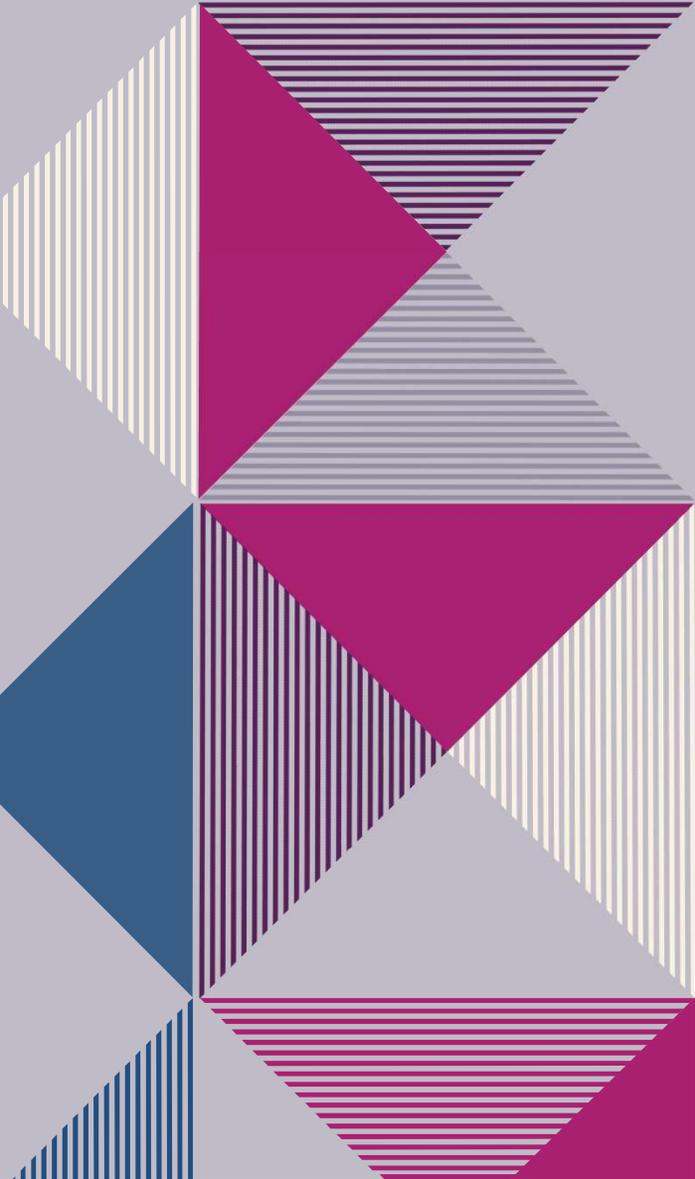
HOW DOES FINANCIAL AID HELP?

UNACCOMPANIED HOMELESS YOUTH DETERMINATIONS

Students under the age of 24 who are determined to be an unaccompanied youth who is homeless or is self-supporting and at risk of being homeless. They lack fixed, regular, and adequate housing.

DEPENDENCY OVERRIDES

Students under the age of 24 who are unable to provide parental information on their aid application. Reasons may include the personal safety, parental absence, substance abuse, incarceration, or incapacitation.

DETERMINATION OUTCOMES

- A dependency override allows us to consider the student as independent without meeting other requirements (age, marriage, military service, etc.). Aid eligibility is based solely on the student's income without having to include parental or caretaker income.

- A determination that a student qualifies as UHY would make them independent (same as with a dependency override), as well as eligible to be considered for Passport to Careers funding and support.
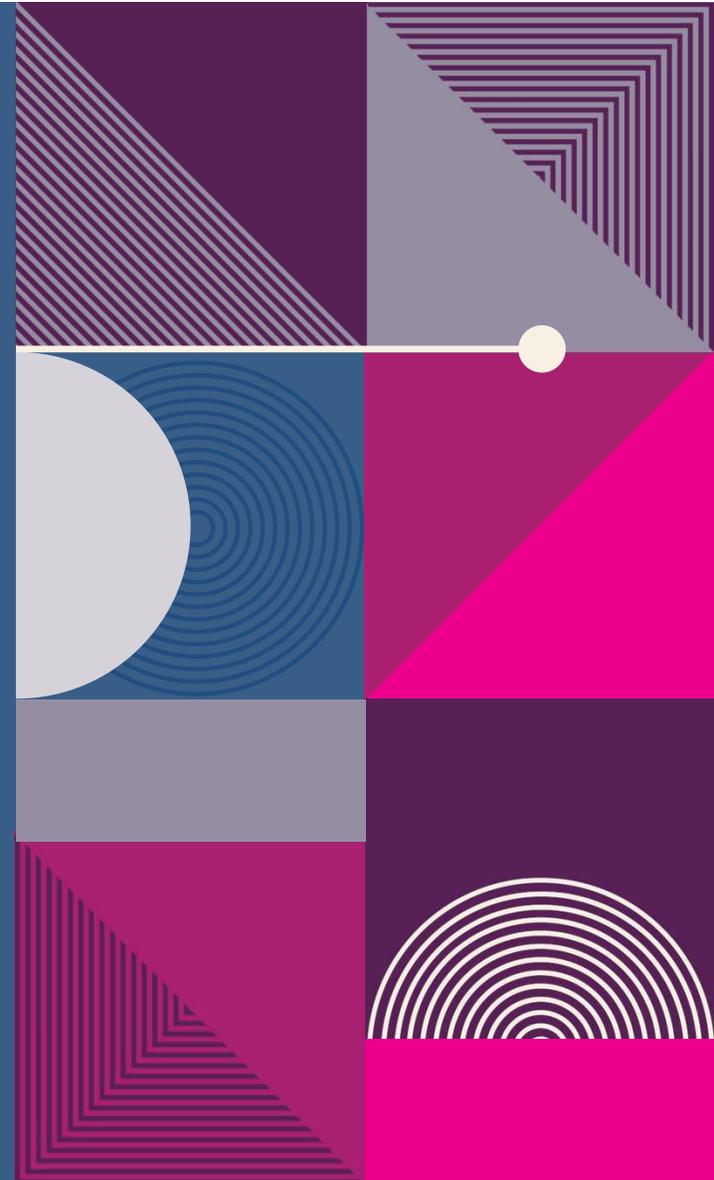
PASSPORT TO CAREERS

The Passport to Careers program helps Washington students—specifically those who have been in various types of foster care or who have experienced unaccompanied homelessness—to prepare for careers. Help includes money to put toward the costs of earning a college certificate or degree or job training through a pre-apprenticeship or apprenticeship program. Help also includes experts to help answer your questions and navigate your pathway.

If you are eligible, you have the choice of two education pathways: one leads to a college degree or certificate, and one leads to an apprenticeship or pre-apprenticeship program.

Passport to Careers Guide | WSAC (wa.gov)
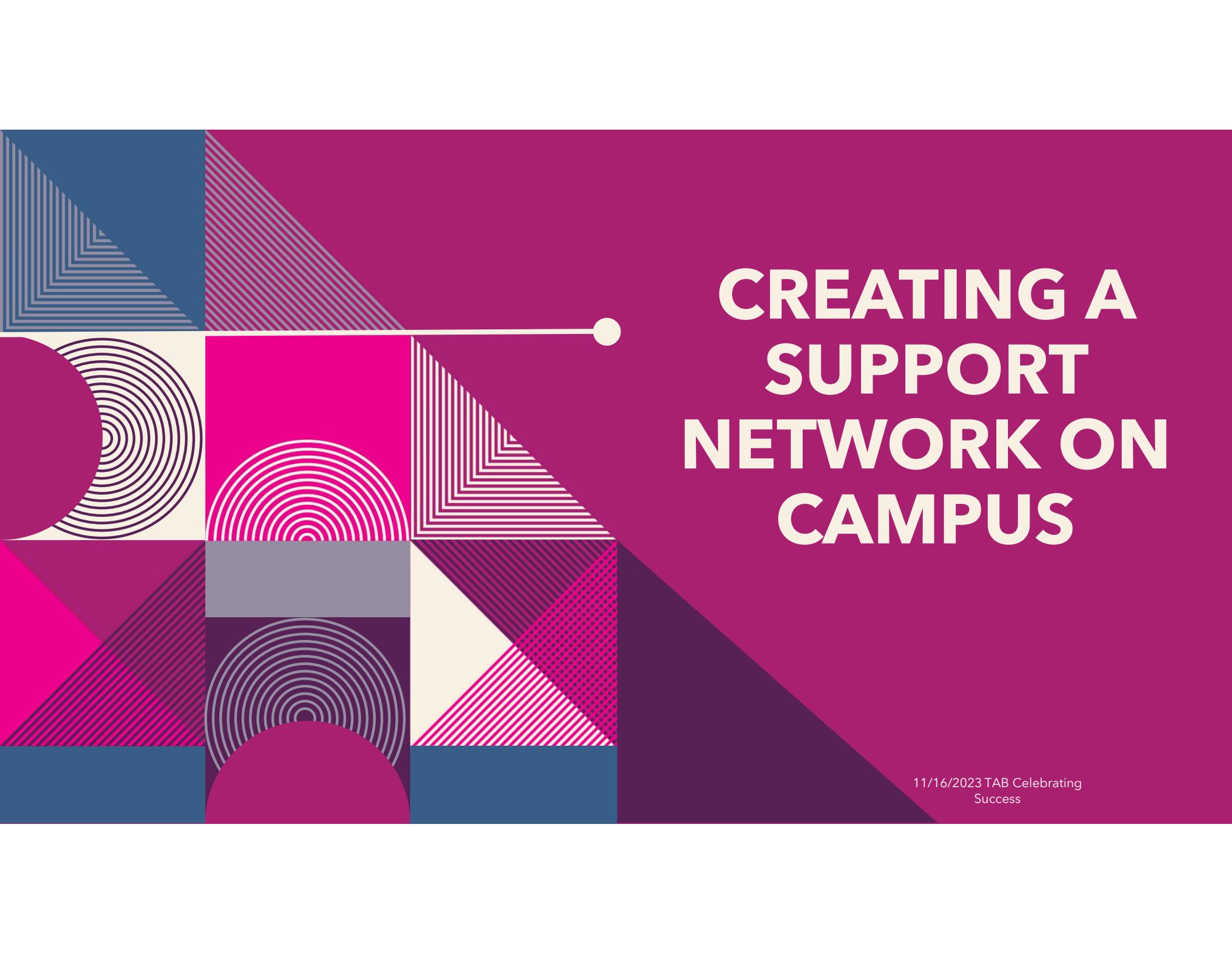
CREATING A SUPPORT NETWORK ON CAMPUS

THANK YOU

Beth Hawes

253-333-4978

bhawes@greenriver.edu

Shawn Warner

253-333-4977

swarner@greenriver.edu

COLLEGE DISTRICT NO.10

Green River College
Auburn, Washington

October 19, 2023

The Board of Trustees of Green River College District No. 10 held a regular meeting at 4:30 p.m. on October 19, 2023 in the ZC Boardroom and virtually via Zoom, ID #: 844 4012 0382. Board Chair Ramirez Robson presided.

4:30 p.m. Regular Meeting

TRUSTEES
Chair Jennifer Ramirez Robson
Vice Chair Sharonne Navas
Jackie Boschok
Elaine Chu

STUDENTS/STAFF/GUESTS
Shirley Bean
Roseann Berg
Whitney Boswell
Mark Brown
Mark Brunke
Miebeth Bustillo-Booth

STUDENTS/STAFF/GUESTS
Tsai-En Cheng
John Clark
Dani Crivello-Chang
Audrey Estep
Dan Fergueson
George Frasier
Josh Gannis
Abraham Gibson
Christie Gilliland
Suzanne Johnson
David Larsen
Kara LaValley

STUDENTS/STAFF/GUEST
Suzanne McCudden
Ha Nguyen
Beth O'Connor
Rhonda Sample
Wendy Stewart
Mimi Weithers-Bruce
Sidney Weldele-Wallace
Jenny Wheeler
Michael Wilson
And others who chose not to sign-in

ROLL CALL
The meeting opened at 4:31 p.m. with Chair Ramirez Robson, Vice Chair Navas, Trustee Chu, and Trustee Boschok present. Trustee Pierini was absent and excused.

PUBLIC COMMENT
No public comment.

CELEBRATING SUCCESS
Summer Discovery Academy
Dean of Branch Locations, Tsai-En Cheng with Business and Technology Program Manager, Josh Gannis, presented an overview of the summer discovery academy. A copy of the Power Point presentation is attached.

MINUTES
It was moved by Trustee Boschok, seconded by Trustee Chu, that the Board of Trustees of College District No. 10 approve the meeting minutes of September 21, 2023, as distributed. Motion passes.

CORRESPONDENCE
Chair Ramirez Robson shared that Trustee Chu has been reappointed to the Board of Trustees. A copy of the reappointment letter from Governor Inslee is attached.

Chair Ramirez Robson shared that Trustee Boschok received a 2023 Media Award. A copy of the article is attached.

INTRODUCTIONS
No Introductions

REPORTS TO THE BOARD
2024 Schedule of Board Meetings
Trustees briefly discussed the meeting dates for 2024, all listed for the third Thursday of each month at 4:30pm. Action on the dates will be brought forward at the November regular board meeting. A copy of the 2024 draft schedule is attached.

Nursing Assistant Fee Proposal
Associate Dean of Nursing, Kara LaValley, provided a Nursing Assistant National Licensure Examination Fee Proposal, with a request for action to approve a fee of $100 per licensure applicant to facilitate Nursing Assistant Licensure Testing. A copy of the Power Point presentation is attached under TAB B.

STANDING REPORTS
Student Report
ASGRC Vice President of Governance, Abraham Gibson and ASGRC Vice President of Finance, Audrey Estep, presented the student report. Audrey will be transitioning to full time employment at Green River College, making this her last meeting representing students. President Johnson gave Audrey a commemorative Green River pin to celebrate her transition within the College. A copy of the presentation is attached under TAB C.

E*quity & Diversity Report*
Truth, Racial healing and Transformation Center (TRHT)
The Truth, Racial Healing & Transformation Team Ha Nguyen, Mimi Weithers-Bruce, Amanda Chin, Melanie Willers and Mark Brown, presented an overview of the TRHT Center A copy of the presentation is attached under TAB D.

College Council Report
No Report

Faculty Report
No Report

Classified Staff Report
No Report

President's Report
No Report

EXECUTIVE SESSION
Board Chair Ramirez Robson called for an executive session to begin at 5:40 p.m. for fifteen (15) minutes in accordance with the Open Public Meetings Act authorizing executive sessions, RCW 42.30.110 to review the performance of a public employee. At 5:55 p.m. executive session was extended an additional ten (10) minutes. At 6:05 p.m. executive session was extended an additional ten (10) minutes. At 6:15 p.m. executive session was extended an additional five (5) minutes. At 6:20 p.m. executive session was extended an additional five (5) minutes. At 6:25 p.m. executive session was extended an additional two (2) minutes. At 6:27 p.m. executive session was extended an additional two (2) minutes. At 6:29 p.m. executive session was extended an additional one (1) minute. At 6:30 p.m. executive session was extended an additional one (1) minute. At 6:31 p.m. the regular meeting reconvened.

BOARD ACTION
Nursing Assistant Fee
It was moved by Trustee Chu, seconded by Vice Chair Navas, that the Board of Trustees of College District No. 10 approve that a fee be added to the College to facilitate Nursing Assistant Licensure Testing in the amount of $100 per licensure applicant, and as described under TAB B.

TRUSTEES ASSOCIATION
None

OTHER BUSINESS/PUBLIC COMMENT
A list of upcoming activity dates was provided and is attached under other business.

ADJOURNMENT
There being no further business, it was moved by Vice Chair Navas, seconded by Trustee Boschok, that the Board of Trustees of College District No. 10 adjourn its meeting of October 19, 2023 at 6:40 p.m. Motion passes.

_____
Jennifer Ramirez Robson, Chair
GRC Board of Trustees

_____
Suzanne McCudden
Secretary to the Board of Trustees

COLLEGE DISTRICT NO.10

Green River College
Auburn, Washington
November 3, 2023

The Board of Trustees of Green River College District No. 10 held a special meeting at 3:00 p.m. on November 3, 2023 in the Zgolinski Center Boardroom, 12401 SE 320th St., Auburn, WA 98092. Board Chair Jennifer Ramirez Robson presided.

3:00 p.m. – Special Retreat Board Meeting

TRUSTEES	STUDENTS/STAFF	GUESTS
Jennifer Ramirez Robson, Chair	Suzanne Johnson	Angela Davis
Arlene Pierini	Suzanne McCudden	
Jackie Boschok		
Elaine Chu		

ROLL CALL
The meeting opened at 3:03 p.m. with Chair Ramirez Robson, Trustees Boschok, Chu & Pierini, present.

PUBLIC COMMENT
No public comment.

FACILITATION SESSION WITH DR. ANGELA DAVIS
Trustees participated in activities and discussion to review, edit and finalize the Board's Statement of Purpose and Goals. A copy of the Power Point presentation and activities sheet, are attached.

OTHER BUSINESS/PUBLIC COMMENT
No other business. No public comment.

ADJOURNMENT
There being no further business, it was moved Trustee Pierini, seconded by Trustee Boschok, that the Board of Trustees of College District No. 10 adjourn its meeting of November 3, 2023 at 5:32 p.m. Motion passes.

_____
Jennifer Ramirez Robson, Chair
GRC Board of Trustees

_____
Suzanne McCudden
Secretary to the Board of Trustees

Student Success Metrics

Presented to the Board of Trustees

November 16, 2023
Charlie Crawford, Institutional Effectiveness

Presentation Goals

Student Success Metrics → Student Success Dashboards → Using Disaggregated Data
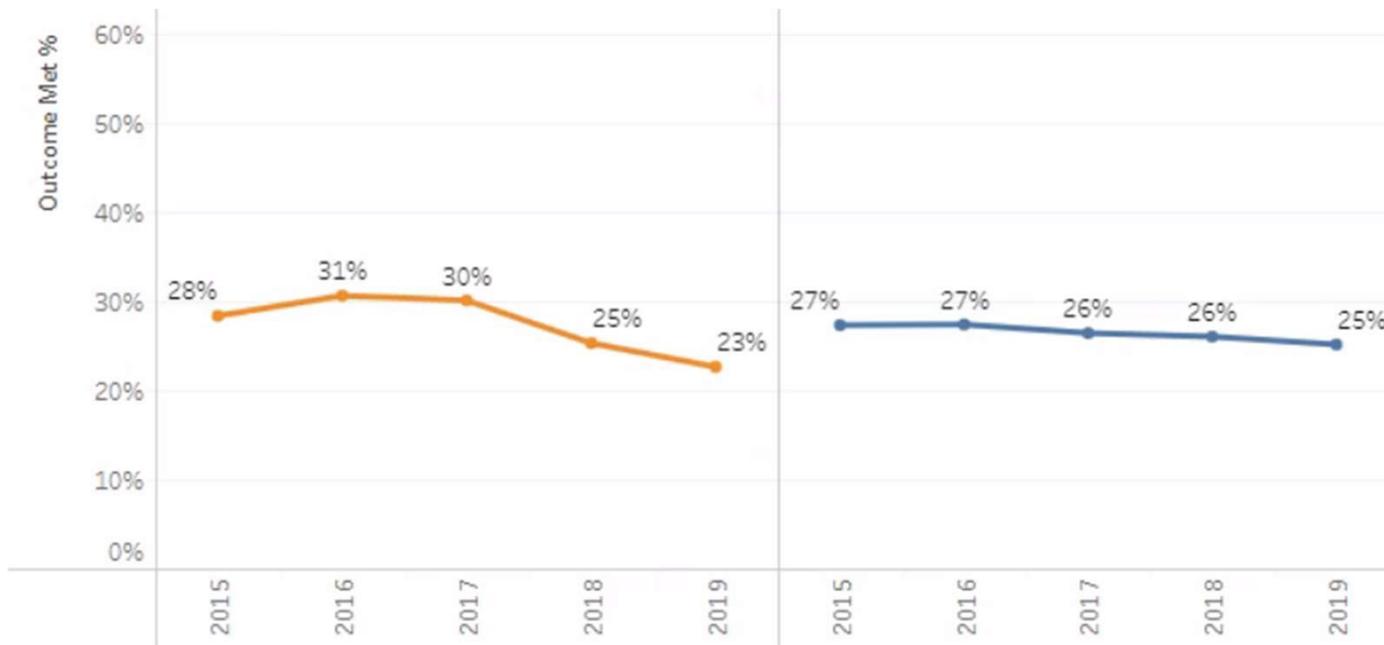
Student Success Metrics

Student Success Metrics

Increase the College's student completion rate from 38% to 43% with minimal or no opportunity gaps by 2026.

Students' opportunity gaps in retention, progression, and completion are reduced or eliminated by 2026.

Decrease or eliminate instructional opportunity gaps related to race, gender, economic, and other demographic factors by 2026.

Green River
COLLEGE

First-time Ever in College, 150% Completion, Green River vs All WA CC's

First Time Ever at College, 150% Completion, Full-time vs Part Time, GRC vs WA CCs
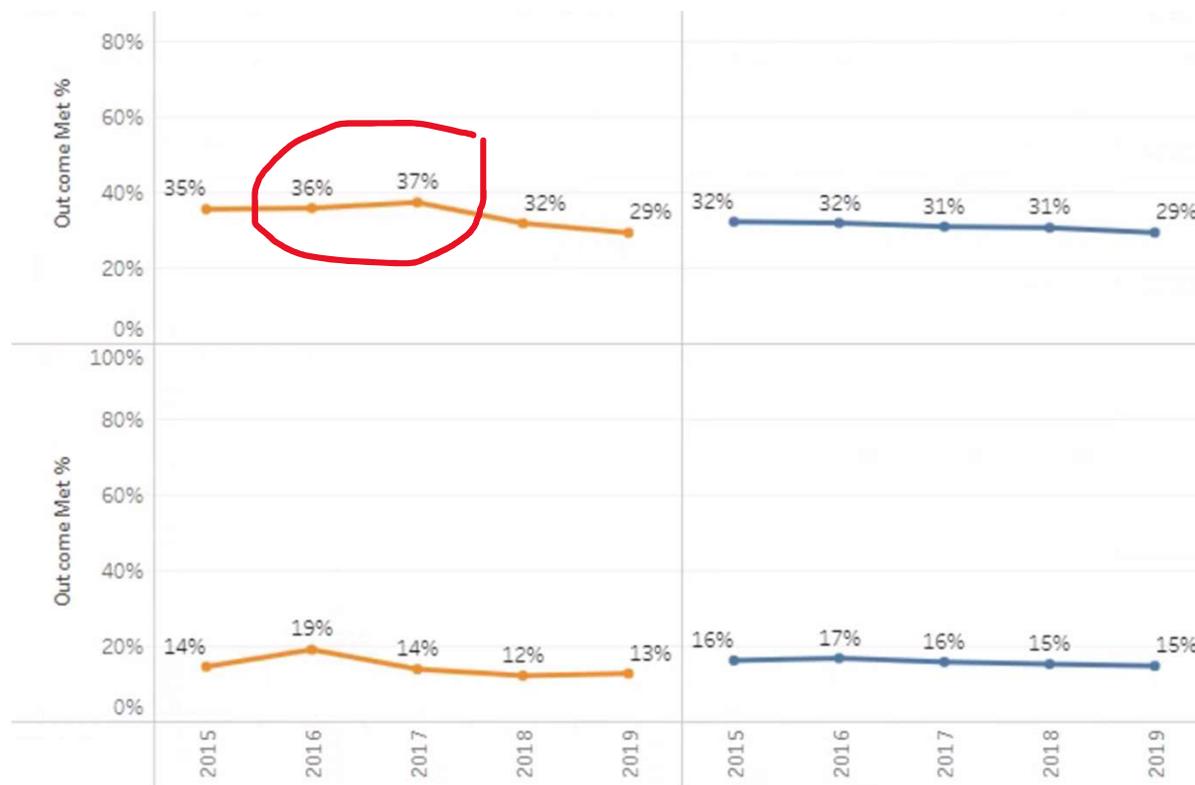
GRC, First-Time Ever in College, 150%

Completion Rates by Race/Ethnicity
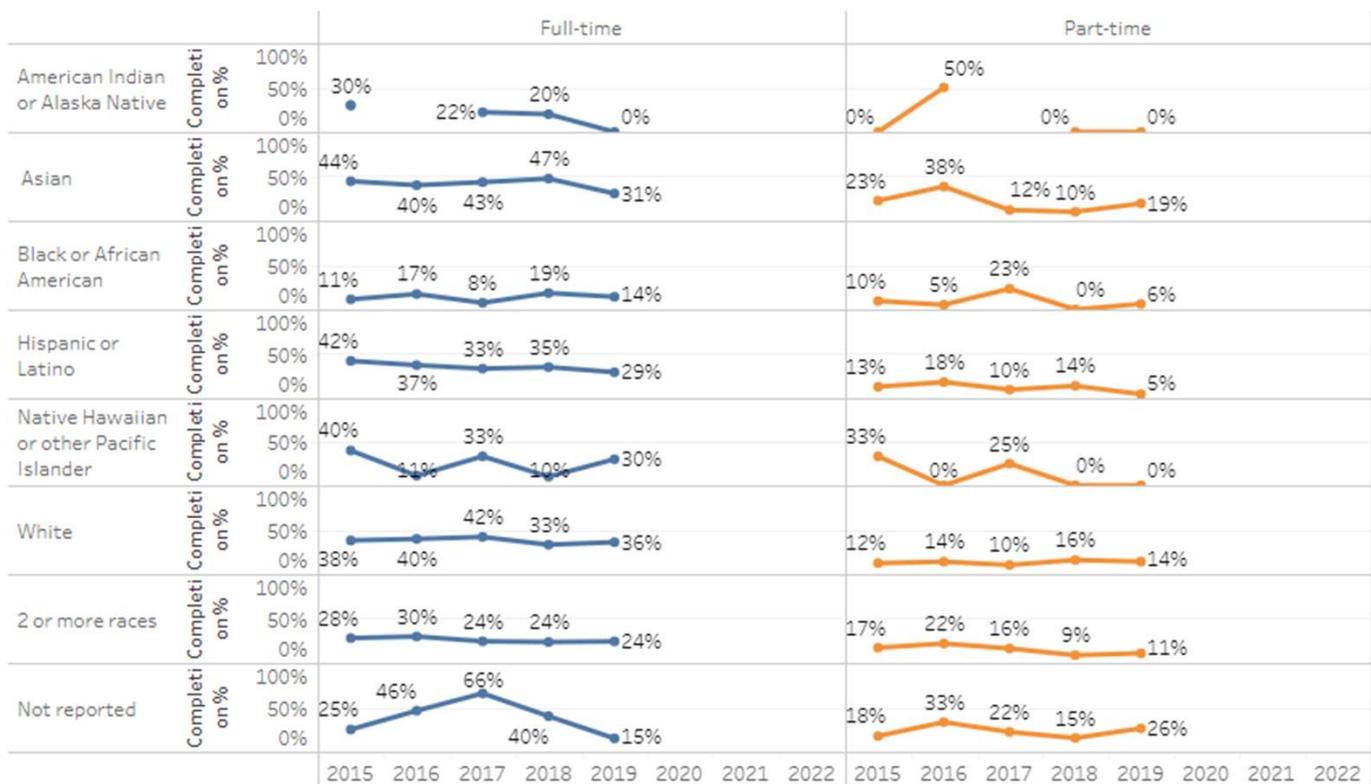
11/16/2023 TAB B

Student Success Dashboards

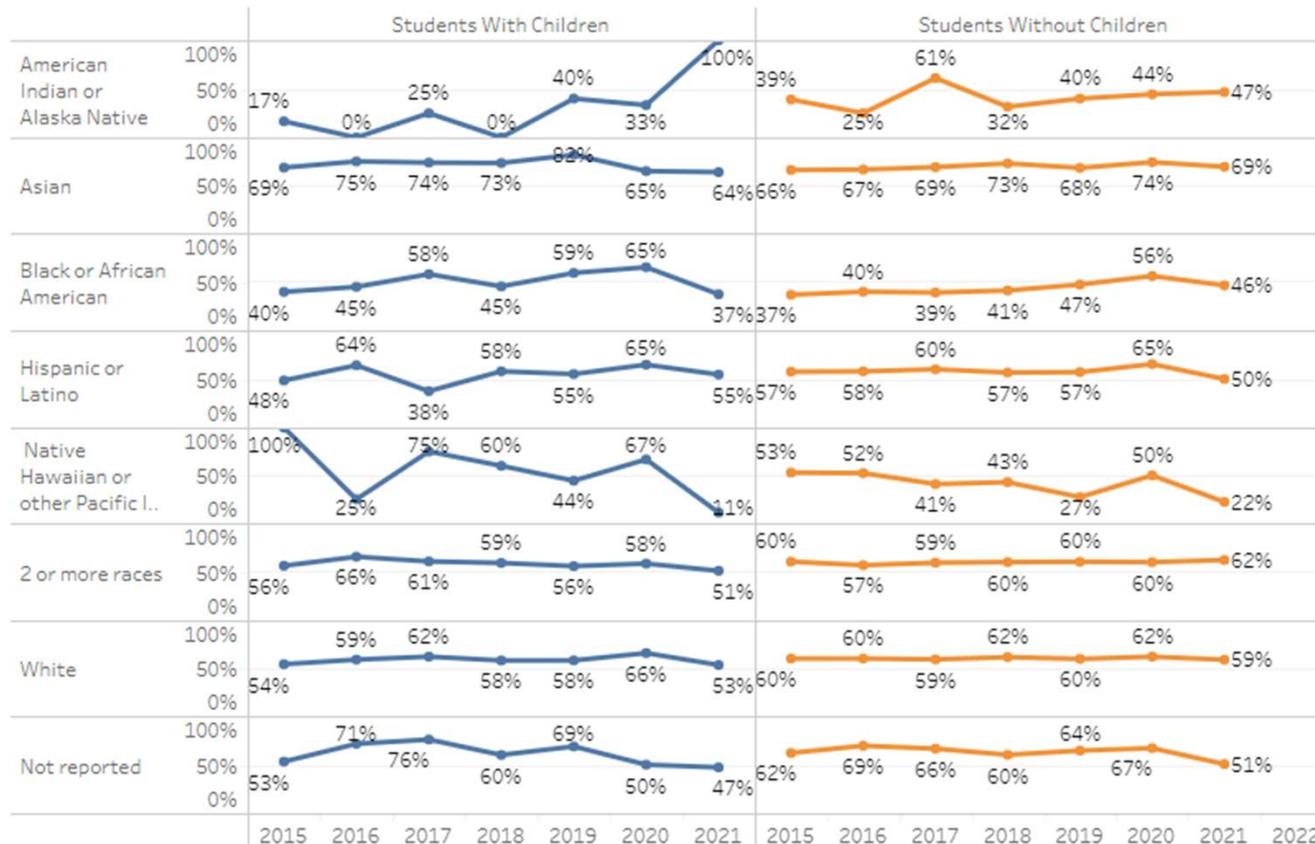11/16/2023 TAB B

Equity-Centered Strategic Plan Student Success Dashboards

11/16/2023 TAB B

Fall to Fall Retention, Students with Children

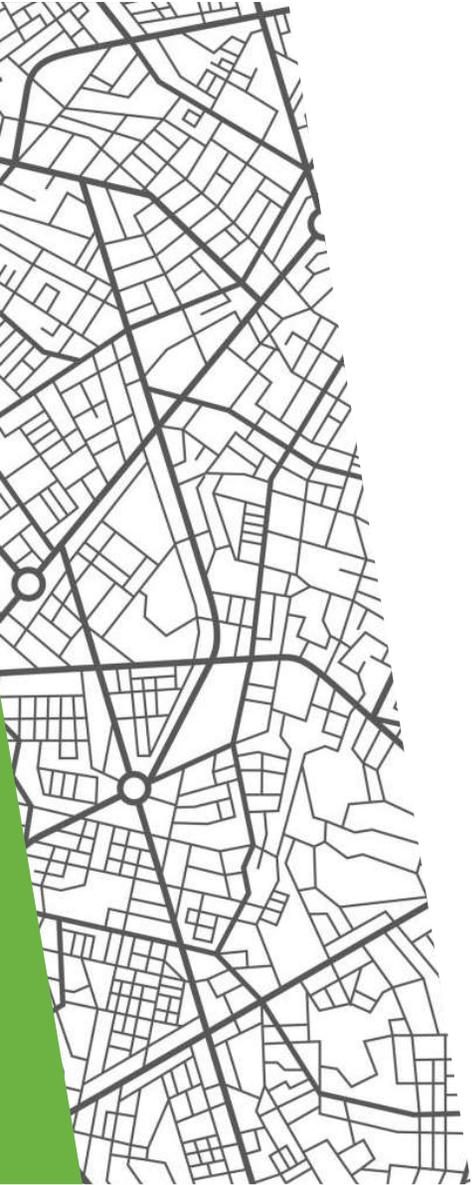# Enrollment Dashboards available on Gatornet

Green River College

- [Daily FTE Trend by Quarter](#)

- [Current Enrollment and Annualized FTEs by Course](#)

- [Historical Headcount FTE Enrollment](#)

- [Historical Unduplicated Headcount/FTE Enrollment](#)

- [Most Enrolled (Top 20) First Quarter Courses](#)

- [Green River College district map](#) (SBCTC - [PDF])

- Service Area Demographics [(Numbers)](#) [(Percent)](#)

State Board for Community and Technical Colleges

- [Enrollment dashboard for all SBCTC Colleges](#) - contains finalized quarters only.

11/16/2023 TAB B

Student Success Dashboards available on Gatornet

Success and Completion Rates by Student Characteristics

First-Time Entering Student Retention and Completion

Equity Gaps in Course Completion
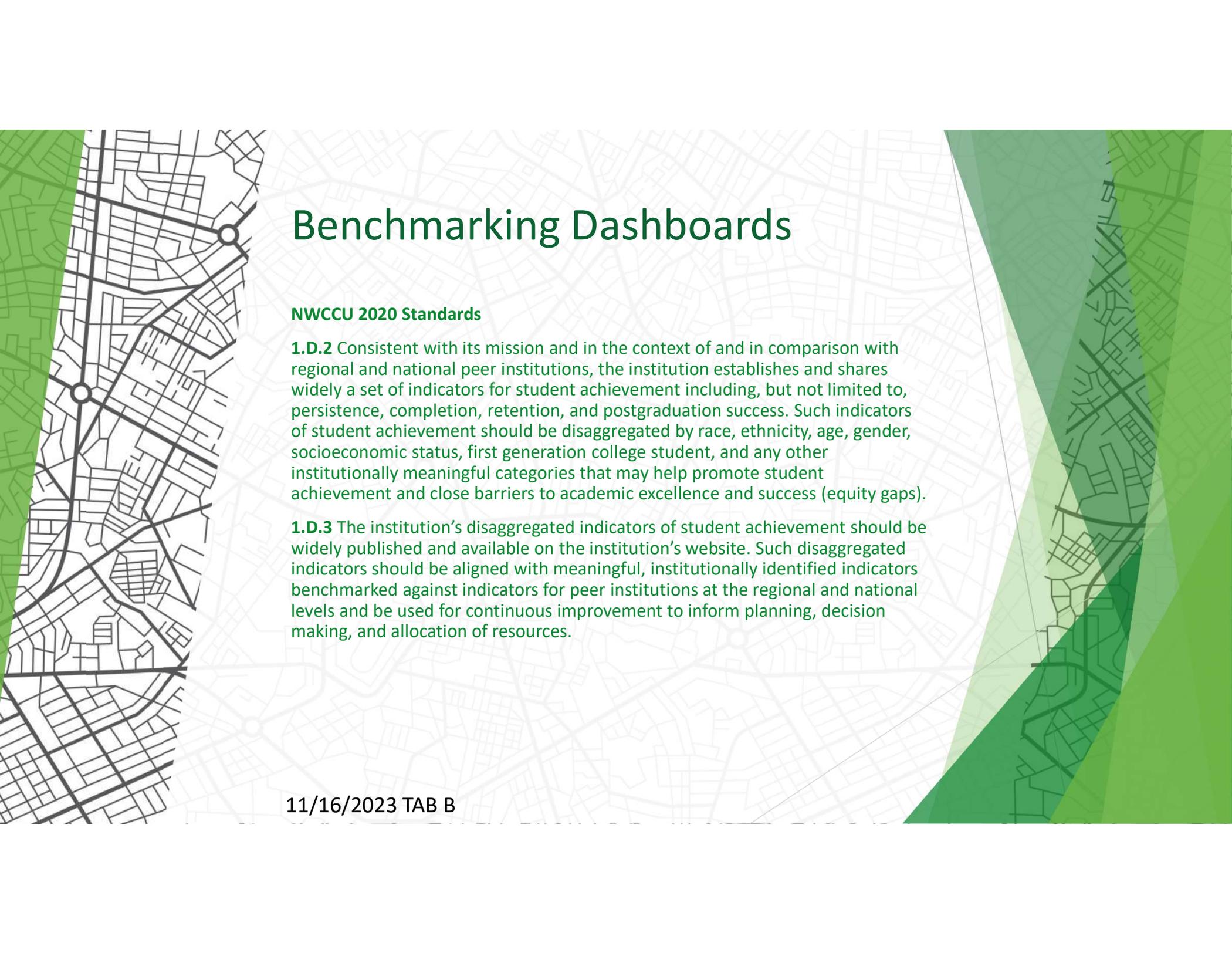
Graduate Transfer Outcomes, Destination, Rates

Green River Student Achievement Initiative 3.0

Faculty Course Completion Dashboard - login credentials required

11/16/2023 TAB B

Benchmarking Dashboards

NWCCU 2020 Standards

1.D.2 Consistent with its mission and in the context of and in comparison with regional and national peer institutions, the institution establishes and shares widely a set of indicators for student achievement including, but not limited to, persistence, completion, retention, and postgraduation success. Such indicators of student achievement should be disaggregated by race, ethnicity, age, gender, socioeconomic status, first generation college student, and any other institutionally meaningful categories that may help promote student achievement and close barriers to academic excellence and success (equity gaps).

1.D.3 The institution's disaggregated indicators of student achievement should be widely published and available on the institution's website. Such disaggregated indicators should be aligned with meaningful, institutionally identified indicators benchmarked against indicators for peer institutions at the regional and national levels and be used for continuous improvement to inform planning, decision making, and allocation of resources.

Benchmarking Dashboards

State Peers

First-Time Entering College Student Achievement
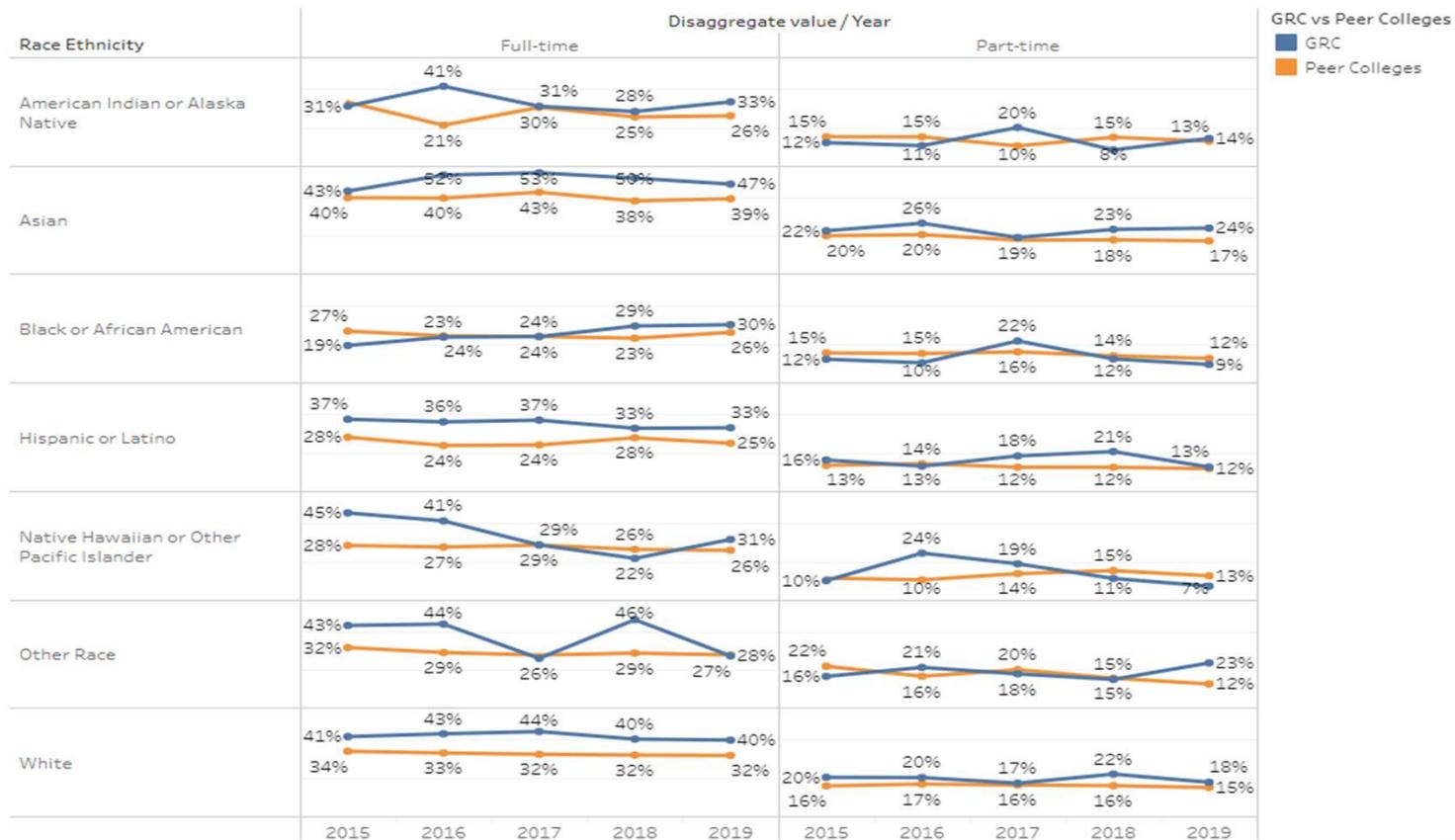
Regional Peers

IPEDS – National Center for Education Statistics

National Peers

Voluntary Framework of Accountability (AACC)

11/16/2023 TAB B

Completion Rates – Green River vs Peer Colleges

Data for Special Projects

Disaggregated Data for ANAPISI grant

Aspen Prize supplementary data

Success and completion rates for math and English common courses
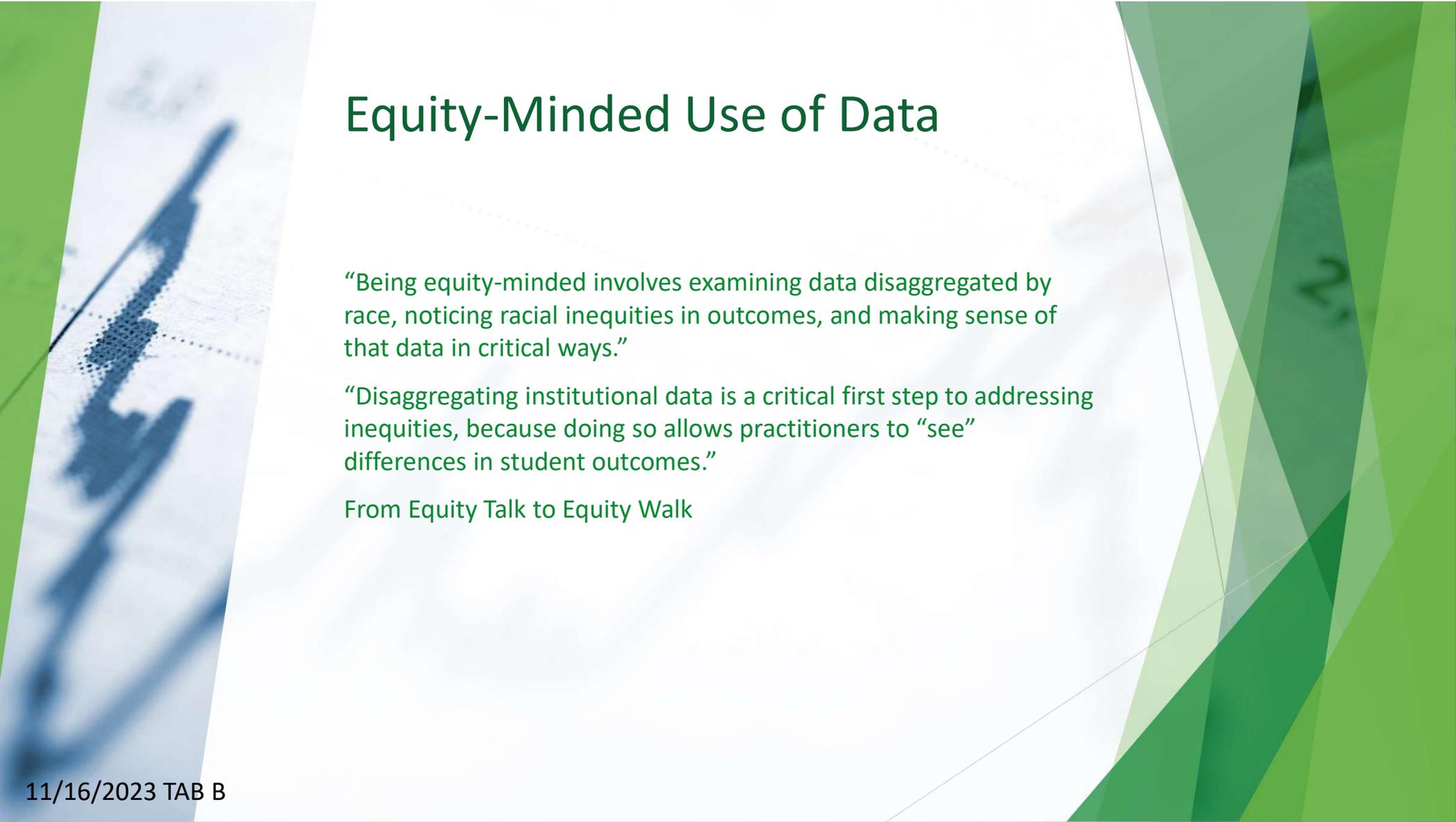
Data report for veteran students

Data report for directed self-placement

11/16/2023 TAB B

Using Disaggregated Data

11/16/2023 TAB B

Equity-Minded Use of Data

"Being equity-minded involves examining data disaggregated by race, noticing racial inequities in outcomes, and making sense of that data in critical ways."

"Disaggregating institutional data is a critical first step to addressing inequities, because doing so allows practitioners to "see" differences in student outcomes."

From Equity Talk to Equity Walk

State of Black Student at Community Colleges

In September 2022, the Joint Center for Political and Economic Studies, which calls itself America's Black think tank, published a report, The State of Black Students at Community Colleges.

"Although the number of Black credential and degree recipients has increased over the past two decades, Black students in two-year institutions typically experience the lowest graduation rates across race and ethnicity. In 2019-2020, the last year for which racially disaggregated graduation rates are available, only 28 percent of Black community college students graduated within three years (150 percent normal completion) compared to 44, 39, and 34 percent of Asian, white, and Latina/o students, respectively."
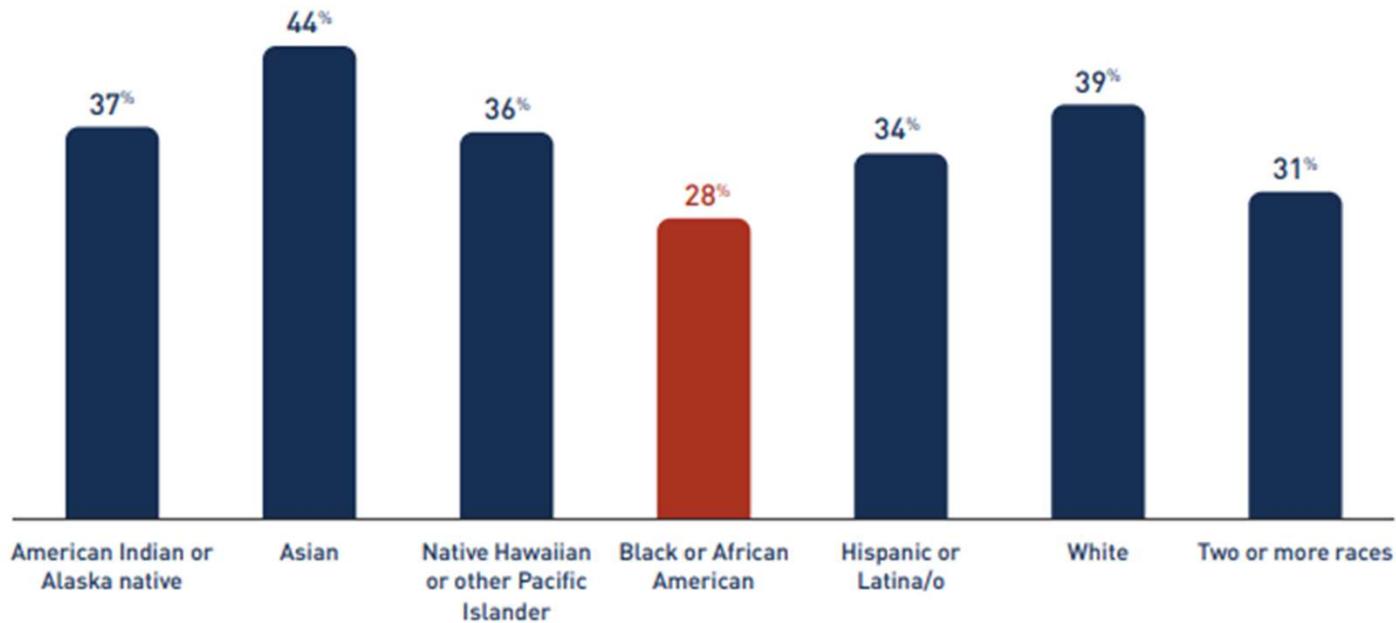
The-State-of-Black-Students-at-Community-Colleges.pdf (jointcenter.org)

Figure 3: Black students have the lowest graduation rates at community colleges

Graduation rates within 150% of normal completion time, by race, 2019-2020

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Graduation Rates component 2020 provisional data.

11/16/2023 TAB B

Figure 5: Prior to COVID-19, Black community college students were the least likely to transfer to four-year degree programs

Transfer rates from public two-year colleges to public four-year college by race, 2011-2017
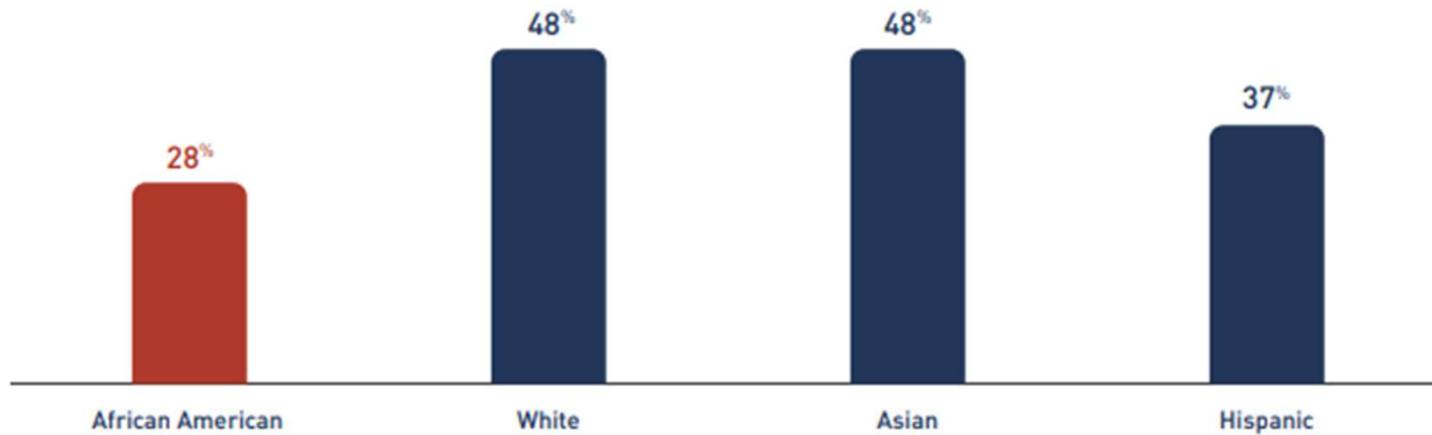
Source: Shapiro, Doug, Afet Dundar, Faye Huie, Phoebe K. Wakhungu, Ayesha Bhimdiwala, Angel Nathan, and Youngsik Hwang. "Transfer and mobility: A national view of student movement in postsecondary institutions, Fall 2011 cohort" (2018).

11/16/2023 TAB B

Figure 7: Black community college graduates are more likely than their peers to to earn poverty wages

Household income of associate degree holders by race, 2021
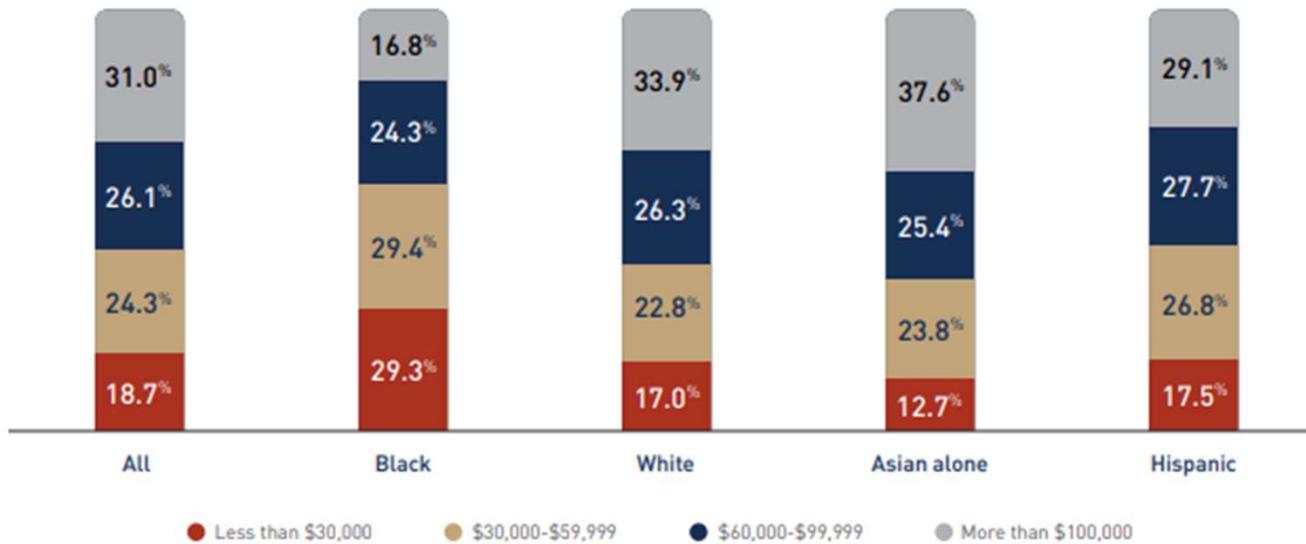
11/16/2023 TAB B

Evaluate community college outcomes by race and ethnicity

By analyzing data to reveal inequities among student groups, it may be possible to uncover barriers to racial equity in higher education. To maximize community college outcomes and advance racial equity, college leaders should regularly disaggregate data by race and use multiple approaches to collect and analyze data by race.[64] Further, federal law should require annual reporting and disclosure of community college outcome data by race and allocate resources to those colleges that will boost the credential and career outcomes of Black students.

11/16/2023 TAB B

Black/African American Students. All Washington CC's. 150% completion rate; 1st time ever in college
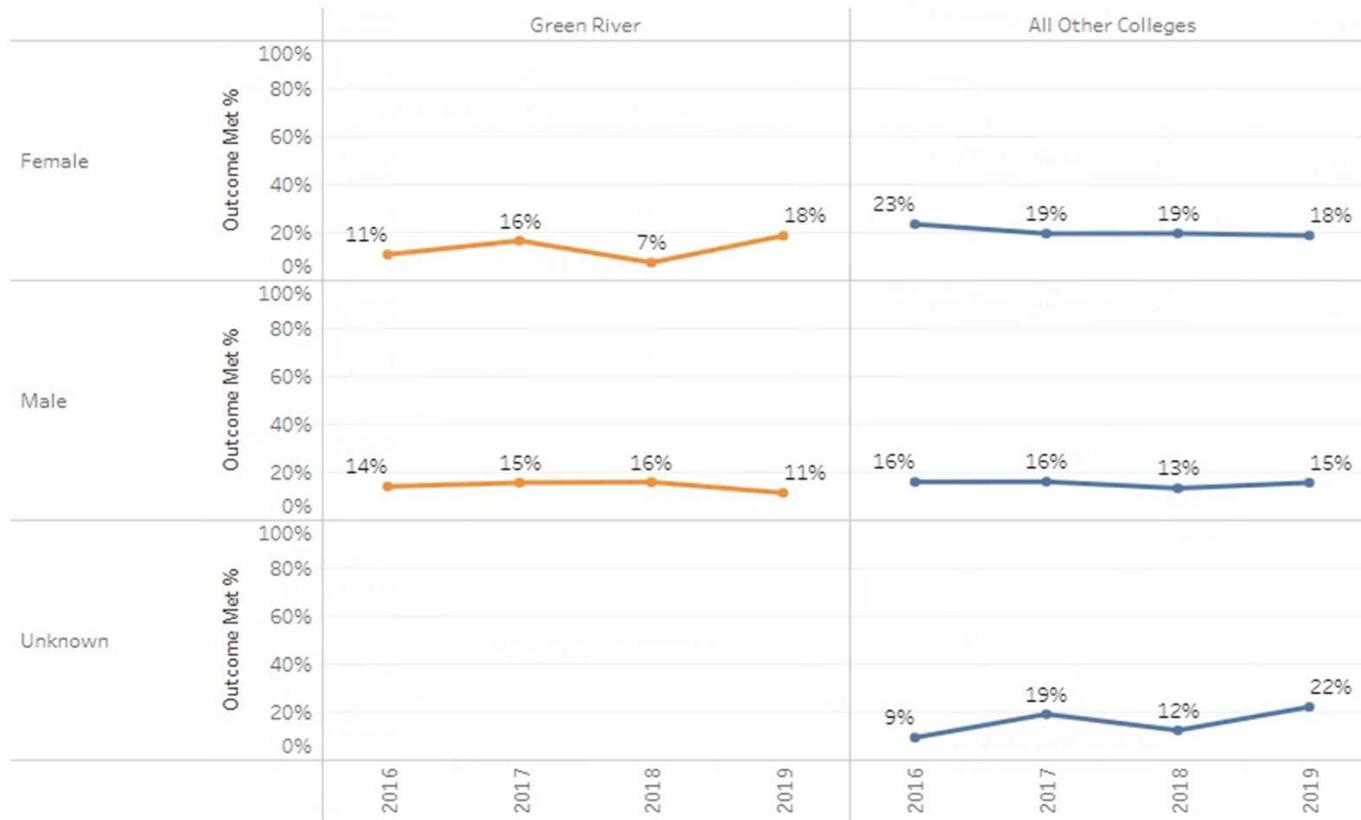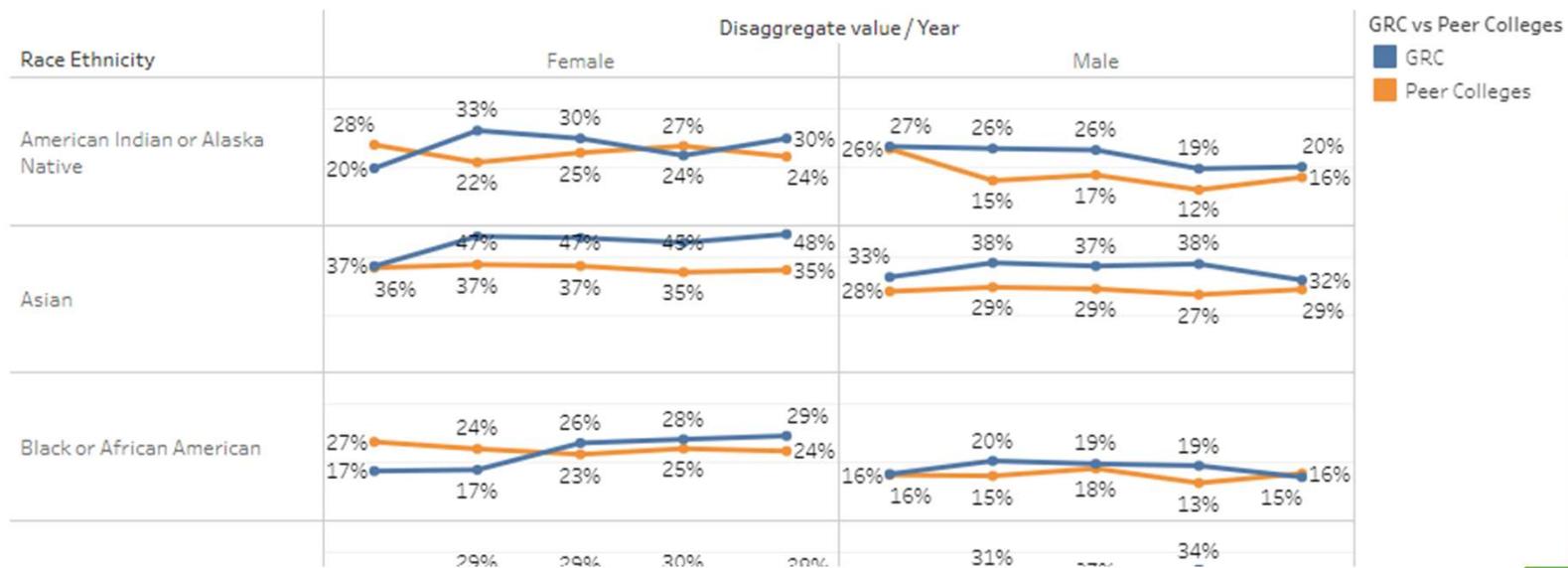
Workbook: FTEC_Student_Achievement_with_Peer_Colleges (sbctc.edu)
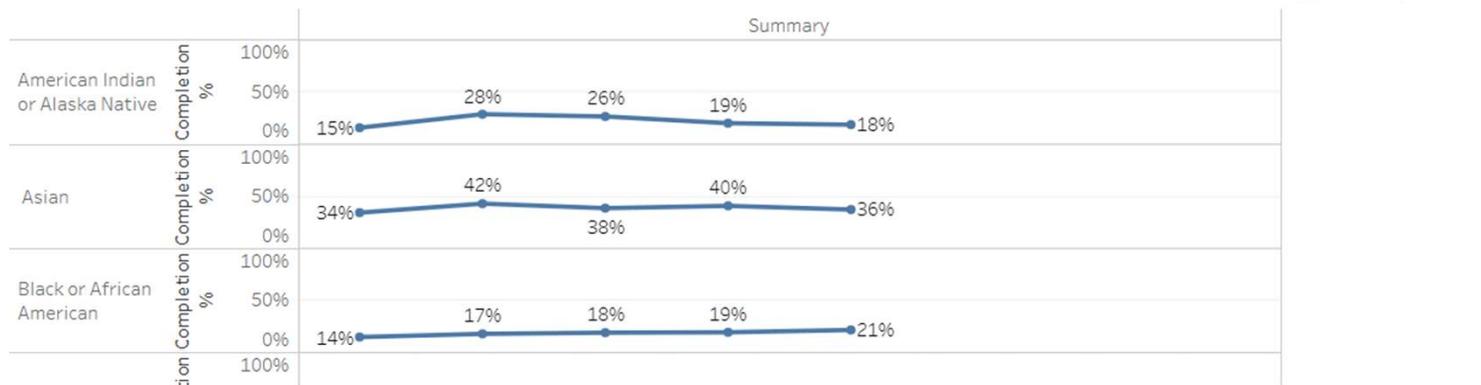
Retention and Completion Dashboard

Umoja

Umoja (a Kiswahili word meaning unity) is a critical community resource dedicated to enhancing the cultural and educational experiences of Black, African American and African Diaspora students. Umoja actively serves and promotes student success for Black, African American, and African Diaspora students through a community, curriculum and pedagogy responsive to the legacy of the African and African American Diasporas.

Institutional Effectiveness

Jacob Church
Data Analyst

Ava Karami
Institutional Effectiveness Research Analyst

Yun Peng
Institutional Research Analyst

The Office of Institutional Effectiveness supports the college's equity-centered mission and commitment to student success by providing accurate, timely, and actionable information to facilitate evidence-based inquiry, decision-making, and planning to improve institutional effectiveness and support continuous improvement.

Green River
COLLEGE

Questions?

INTERNATIONAL PROGRAMS

Green River COLLEGE

Board of Trustees
International Housing Update
November 16, 2023

INTERNATIONAL PROGRAMS

Green River COLLEGE

International Programs Housing Team

Jeremy Snyder

Emilee Findley

Mariam Addish

Tony Barnett

11/16/2023 TAB C

Housing Options

On-Campus Housing
11/16/2023 TAB C
Campus Corner Apartments (CCA)

Host Family

Green River COLLEGE

Special Host Family Program
for 16-year-olds

o <u>Transportation:</u> Host Families who are further than a 30-minute, single bus commute must drive student to and from campus daily or to a transit center within that radius.

o <u>Weekly Survey</u>: Host Family completes a weekly survey regarding student's wellbeing

o <u>Monthly Report</u>: Housing staff sends monthly report to parents & agent

Enrollment Trends & Housing Capacity

	Enrollment	Host Family*	CCA Intl Occupancy (%)
Fall 2014	1714	360	77%
Fall 2019	1248	200	75%
Fall 2020	857	115	65%
Fall 2022	693	70	55%
Fall 2023	736	80	55%

*These are number of families, not beds. 80 hosts families in 2023 equals just over 180 beds available.

INTERNATIONAL PROGRAMS

Green River
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3 Approaches to Increase Housing Capacity

1) Host family capacity
- Paid advertisement campaign including website refresh in partnership with CRO: https://www.greenriver.edu/international/housing/
- Increase host family compensation
- Double room placements

2) Campus Corner Apartments
- Align application process and deadlines

3) Off campus housing options
- 4-Stay: Committed beds model

INTERNATIONAL PROGRAMS

GRC's Strategic Enrollment Goals

➢ 1200+ international students (back to pre-Covid levels)

➢ Increasing international housing capacity is essential to meeting the College's enrollment goals

INTERNATIONAL PROGRAMS

Green River College needs Host Families for International Students!

Internationalize your family! Learn about other cultures! Share your home and customs with an International Student.

A host family must be able to provide the following:

- A private bedroom furnished with a bed, a chair and lamp, clothing storage.
- A host family is also required to provide food for 3 meals a day. For breakfast and lunch the food should be available for the student to prepare themselves, dinner should be prepared family style.
- All host families must be on a convenient bus line or walking distance.
- The use of all household amenities.
- Shared living expenses are paid directly from the student to the host family.

Current Shared Living Expense
16 year-old program - $950
17+ program - $825

All prospective families must attend a virtual or in-person orientation, complete an application, complete a background check for everyone in the home 18 years and older. The IP Housing staff will visit each home before a student will be placed with a family.

Please email the IP Housing Department at **Housing@greenriver.edu**

Hosting an international student in your home can bring wonderful, new conversations about culture and life. We're opening registration now for Auburn and Kent community members to become host families to future GRC students

Learn more about how Green River College can help get you started and support you in building a lasting international experience in your home.🏠

#InternationalStudents #GreenRiverCollege #GoGators #HostFamily

"Coming to the United States when I was 16-year-old was certainly intimidating. However, Green River College made sure that I was going in the right direction- transferring to a top university. My host family helped me to adjust to life in the U.S. I am very grateful to have lived with them and to have attended GRC."

- SURWIN HARTANA

WFSE Bargaining & News:

- ➢ **HB 1533** was a win by labor unions to protect employees' private information from the Freedom Foundation and others
- ➢ Our GRC team is helping to educate the "temporary hourly" employees who were converted to classified staff in July
- ➢ Contract proposals are now being collected for the 2025-27 CBA; GRC campaign to engage membership has begun
- ➢ Contract Bargaining Team nominations began October 13th, 2023, with voting beginning December 4th

https://www.wfse.org/community-college-coalition-bargaining-updates

GRC Staff participation:
- ➢ **Richard Falk** and other member activists are supporting the I.T. campaign to bring light to inequities and grievances in I.T.
- ➢ **Daniel Woody** is our newest GRC union steward and attended the WFSE State Convention as a guest of Local 304
- ➢ **Joseph Boudreau** is our newest UMCC Committee staff representative

Events/Meetings:
- ➢ **September 20 & 21 CBA Trainings for Staff** presented the CBA changes for 23-25, with a big screen showing in FO on 9/21
- ➢ **September 28 & 29 CBA Trainings for Stewards** allowed release time for full-day trainings by WFSE for all current stewards
- ➢ **October 26, November 1 SU Tabling events** with our WFSE rep Riley Morrison and our UMCC reps and bargaining team
- ➢ **October UMCC** focused on shift differentials, attendance policies, classified conversions, and equitable use of All College email

State of the Union:

Multiple Grievances in I.T.: GRC stewards and members have been disappointed that conflict resolution processes through the UMCC meetings and the union grievance process have been ignored by I.T. management for the past year, resulting in a public conflict over All College email and a grassroots website and petition campaign to "SAVE-GRC-IT."

Focus on Support for Part-Time Staff Conversions: Based on new definitions from our 2023-35 contract, our represented "Temporary Hourly" employees have converted to Classified Staff with expanded contract rights, including new vacation and sick leave accrual, holiday pay, and union orientations for newly converted staff.

Written report prepared on November 13, 2023, by Steward Jordan Harrington on behalf of the WFSE Leadership Teams

2023/24 Upcoming Events, Meetings and Conferences			
Meeting or Event	**Date**	**Time**	**Place**
ACT Fall Conference	November 16-17, 2023	2 days	Hilton Seattle Airport & Conference Center, Seattle
Board Meeting	11/16/2023	4:30pm	Board Room in ZC & Zoom
ACT Trustee Tuesday	12/5/2023	8am - 9am	Zoom
Board Meeting	12/21/2023	4:30pm	Board Room in ZC & Zoom
ACT Trustee Tuesday	1/2/2024	8am - 9am	Zoom
ACCT NLS	February 4-7, 2024	4 days	Washington DC
ACT Spring Conference	May 2-3, 2024	2 days	Yakima Valley College
ACT Trustee Tuesday	3/5/2024	8am - 9am	Zoom
ACT Trustee Tuesday	4/2/2024	8am - 9am	Zoom
GRC Student Showcase	6/5/2024	8am - 3pm	Student Union
Commencement	6/17/2024	TBD	TBD
ACCT Leadership Congress	October 23-26, 2024	4 days	Arch/WA State Convention Center
ACCT Leadership Congress	October 22-25, 2025	4 days	New Orleans, Marriott and Sheraton
ACCT Leadership Congress	October 21-24, 2026	4 days	Chicago, Hyatt Regency

Green River COLLEGE

The Board of Trustees of Green River College District No. 10 will meet in the Zgolinski Center Boardroom at 12401 SE 320th St., Auburn, WA 98092, on the following dates in 2024:

Thursday, January 18	Thursday, July 18
Thursday, February 15	Thursday, August 15
Thursday, March 21	Thursday, September 19
Thursday, April 18	Thursday, October 17
Thursday, May 16	Thursday, November 21
Thursday, June 20	Thursday, December 19

11/16/2023 Courtesy Copy of 10/19/2023 TAB A