

# September 24, 2020

## President & CEO Interview Debrief

### Chair John Shaski

*At this time, in the COVID-19 pandemic, meetings were allowed up to 10 people. This meeting was held in-person in the Community Room and a public remote viewing location was provided.*

**Board Members Present:** John Shaski, Greg Ward, Victor Celentino, Daniel Schiffer & Debbie Groh

**Board Member Absent:** Jordan Leaming

**Ex-Officio Present:** Joe Brehler

**Ex-Officio Absent:** Kam Washburn

**Consultants and Employees Present:** Bill Brewer, Global Business Resource Group; John Collins, Executive Coach and Bonnie Wohlfert

**Members of the Public Present in remote viewing location:** Sophie Giviyani-Kermani; Mark Twichell; Kyle Zunker, Nuwave IT Tech

#### CALL TO ORDER & ROLL CALL

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1. John Shaski, Chair, called the President & CEO Interview Debrief of the Capital Region Airport Authority to order at 4:04 p.m. with a quorum present.

#### PUBLIC COMMENT

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1. None

#### BOARD CHAIR COMMENTS

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1. John Shaski thanked the members of the Personnel Committee (Greg Ward, Victor Celentino & Debbie Groh), Bill Brewer and John Collins for all their efforts in this process.

#### PERSONNEL COMMITTEE CHAIR COMMENTS

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1. Greg Ward stated that there is still work to be done. He explained that after the discussion today, members are asked to complete the pink slips provided with their ranking of the candidates and submit them directly to Mr. Brewer. He added that a Personnel Committee meeting will be scheduled next week, and members are invited to join. The Personnel Committee will provide their formal recommendation at that time.

#### BOARD MEMBER DEBRIEF & DISCUSSION

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1. Bill Brewer explained that Round 1 will be for open comments for the Personnel Committee to consider. (*5 minutes per board member*) Members were asked to provide their “must have” characteristics for the new President & CEO. Round 2 will be for individual candidate discussions (*5 minutes per board member*). Members were asked to discuss the candidate’s relative skills and any skills gap identified. Bill asked each members’ permission to proceed with this process. Permission was given by all to proceed. Bill proceeded with Round 1 and Round 2.
2. John Collins was asked to comment. Mr. Collins thanked the members for the invitation to participate and provided a brief summary of his thoughts on each candidate. Members posed a few questions to John and he provided his professional opinion.
3. Bill Brewer recognized that today’s dialogue is very useful and assured members that the process did not break down. He advised members to trust their gut and let the process work. An exhaustive effort was put towards building a pool of candidates and the process was fair and equitable.

**PUBLIC COMMENT**

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1. None

**BOARD MEMBER COMMENTS**

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1. None

**ADJOURNMENT**

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1. John Shaski moved the meeting be adjourned at 6:48 pm.

*signed*  
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John Shaski, Chair

*signed*  
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Bonnie Wohlfert, Secretary