



Nominating Committee Meeting Transcript

February 18, 2021

THE CHILDREN'S TRUST
NOMINATING COMMITTEE MEETING

"VIRTUAL MEETING VIA ZOOM WEBINAR WITH A QUORUM OF
MEMEBERS PHYSICALLY PRESENT
AND SOME MEMBERS ATTENDING VIRTUALLY"

The Children's Trust Board of Directors
Committee Meeting was held on February 18, 2021
commencing at 3:00 p.m., with a quorum of members
physically present and some members attending
virtually. The meeting was called to order by Dr.
Daniel Bagner, Chair.

ORIGINAL

COMMITTEE MEMBERS:

Dr. Daniel Bagner, Chair (Zoom)

Gilda Ferradaz, Vice Chair

Mary Donworth

Steve Hope

Marissa Leichter

Dr. Susan Neimand (Zoom)

Judge Orlando Prescott

Mark Trowbridge

Kenneth C. Hoffman, ex-officio (Zoom)

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STAFF:

James R. Haj

Muriel Jeanty

Juana Leon

Lisete Yero

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PROCEEDINGS

(Recording of the meeting began at 3:15 p.m.)

DR. BAGNER: Well, maybe we'll give one more minute or so. I think we're a minute short.

MR. HAJ: Mr. Chair, all the board members are in attendance.

DR. BAGNER: Oh, great. So, we'll get started.

Thank you, everyone for joining us. Both in person and virtually. So, we're going to get started with our committee meeting, our nominating committee today.

As you all know we're here, we're going to work on selecting candidates to interview for the one at large position that we had talked about briefly at our previous meeting, and so hopefully you all had a chance to review the applications.

Thank you to the staff and Muriel for setting up the 'At A Glance'. That was a really helpful way to review the applications.

So, I think the best way to do this, I think we did this a couple of years -- a year or so ago when we selected a couple of other at large members, is to go through all the committee members and have everyone provide, maybe their top -- I'm

1 thinking top five candidates if that sounds
2 reasonable, and then we could see how many received
3 several votes, or how many received the most votes.

4 And I think we're probably aiming towards
5 somewhere between five and seven candidates to
6 interview on, I believe we have March -- the
7 afternoon, March 1st is the day that we're planning
8 on conducting those interviews. So, is there any
9 objection to that? Everyone, does that sound
10 reasonable to everyone?

11 MR. HOFFMAN: Dan?

12 MS. DONWORTH: Could I? I'm sorry. Can I
13 just ask a question? Is there identified sort of
14 gaps that we want to target because I know --

15 DR. BAGNER: Yeah. So --

16 MS. DONWORTH: Someone had mentioned, like,
17 somebody with a finance background and we also
18 don't have a doctor.

19 DR. BAGNER: Yeah, that's a really good
20 question. I think we spent a little bit of time
21 last meeting talking about that, so I think there
22 were a couple of things that were brought up and
23 let me know if I'm missing anything.

24 I do think, you know, this position is
25 replacing Steve Hope who is stepping off, so given

1 Steve's expertise in finance, I think that
2 certainly can be helpful although at the same time
3 our, you know, our most recent members that joined
4 that at large I believe have some finance
5 experience.

6 So, I don't know if we feel like we have to
7 cover that area, but that's certainly the area
8 we're losing with Steve in chairing the finance
9 committee.

10 I think another area that was raised is
11 certainly a physician or healthcare. That that's
12 something that we would like to pursue and have
13 that representation on the Board.

14 And finally, I think another important piece
15 to consider, especially in light of the ready
16 discussions that we had as a Board and what we'll
17 probably going to be talking more about at our
18 upcoming retreat is the importance of racial and
19 ethnic diversity on this -- on our Board.

20 And so, I think -- I certainly -- when I was
21 reading the applications that was important to me
22 and sticking out to me. So, I think there are a
23 few different priorities and there may be
24 variability in which ones individually we
25 prioritize.

1 I don't know if they're missing anything or if
2 anyone wants to add anything before, we talk about
3 the applicant -- talk about those that stood out.

4 MR. HAJ: Mr. Chair? If I may, you had asked,
5 and the committee had asked, if we would bring back
6 the diversity of our current Board and I'd like to
7 have staff pop it up. We have a couple of pie
8 charts as you go into decision making.

9 So, you had asked about the race. We add
10 gender and age, and the professional fields of our
11 current board members are on the left just at a
12 glance to help guide the discussion.

13 DR. BAGNER: Great. Thank you for putting
14 that up and putting that together. Yeah, and I did
15 see that in the professional field, and we do have
16 many of the areas covered.

17 And we do have certainly some racial and
18 ethnic diversity, although I think that can
19 certainly be enhanced on our Board. Any other
20 thoughts or comments before we jump into
21 identifying potential candidates to review -- to
22 interview?

23 MR. HOFFMAN: Yeah, I had one question. You
24 said you were looking for five to seven to
25 interview? That seems like a -- well, it's a

1 statement and a question.

2 It seems like a lot and then I don't see my
3 name on the chart. I'm not -- an ex-officio
4 member, but when you're through with all of them,
5 I'd just to lay in on a couple of them.

6 DR. BAGNER: Absolutely. Yeah, I think -- I
7 was just throwing that out there. I think seven is
8 quite high. I was trying -- does anyone of the
9 staff know how many we brought in for interviews
10 last year? And I believe last year we were
11 selecting two candidates.

12 MR. HOFFMAN: I think we had about five for
13 two candidates, if I recall. Maybe five or six,
14 but it wasn't --

15 MS. JEANTY: It was eight people.

16 DR. BAGNER: Eight people for two positions?

17 MR. HOFFMAN: Okay.

18 MS. JEANTY: For one position. It was
19 Monique's position when she came on.

20 DR. BAGNER: Oh, it was just for one position.

21 MS. JEANTY: Uh-huh.

22 DR. BAGNER: Okay.

23 MR. HOFFMAN: Okay.

24 DR. BAGNER: Well, I guess that's up for
25 discussion. I, you know, I mean we could start out

1 more liberal and have folks just call out, you
2 know, several names and then kind of see what kind
3 of consensus we have. Does that sound like a good
4 --

5 I mean, just from my own standpoint I have,
6 let's see. One, two, three, four, five, six. So,
7 I think I had identified seven initially, so we can
8 maybe have everyone identify at first up to seven
9 people that stood out for them, and then we could
10 start narrowing it from there if that sounds
11 reasonable. Any objections to that?

12 MS. JEANTY: -- there -- yes.

13 MR. HOPE: Mr. Chair, Steve Hope here.

14 DR. BAGNER: Yes, Steve.

15 MR. HOPE: Yeah, so when I looked at the
16 package that was sent, one of the things I think --
17 I've noticed over the years is that when it comes
18 for mental health, I don't think we have anyone on
19 the Board that has that area of specialization.

20 And in looking at issues affecting a lot of
21 youth, I've come across, frequently, issues of the
22 impact on mental health on a lot of our youth,
23 particularly at-risk youth.

24 And you know, over the past year with Covid-
25 19, there are studies that have shown that a

1 significant number of our youth may need to have
2 access to some type of mental health counseling.

3 And I think it might be helpful to have
4 someone on the Board that brings that kind of
5 background so that would be one of the areas that I
6 would advocate for.

7 DR. NEIMAND: This is --

8 MR. TROWBRIDGE: Isn't that Monique's
9 background?

10 DR. NEIMAND: Yeah. Monique is a psychologist
11 and so is Tiombe.

12 MR. TROWBRIDGE: Correct.

13 DR. BAGNER: And so am I.

14 DR. NEIMAND: And there you go.

15 MR. HOPE: But I get -- no, so we have the
16 expertise.

17 DR. BAGNER: But I do think you raise an
18 important point, Steve, and I think some of the
19 applicants certainly brought this up that given the
20 current crisis, particularly related to Covid, that
21 I don't think it could be understated how critical
22 mental health is at this point. So, I think it's
23 certainly an important consideration. Susan, I see
24 your hand up.

25 DR. NEIMAND: Yes. I wanted to share that we

1 have a lot of educators on our Board. And so, when
2 I looked at the list of people, I sort of
3 deselected them because we have school board
4 people, we have union people, we have university
5 people.

6 We have a lot of people representing the
7 education sphere. So, that might be something that
8 we deselect in terms of the people that we're going
9 to interview.

10 DR. BAGNER: Thank you, Susan. Yeah, I do
11 think we have a good amount of educators, although
12 I think we could think about education as across
13 the spectrum.

14 So, there may be some, you know, some
15 educators in certain areas that maybe want to use
16 their -- that their expertise might be valuable for
17 the Board.

18 So, great. Any other comments before -- I
19 think it would be helpful to just jump in and see
20 what kind of consensus we have as a committee. So,
21 maybe I'll just -- I'll start. I'll start off.

22 I'm going to just read off the names of the --
23 I had seven, but I identified ones as I would be
24 interested potentially in interviewing. And I
25 think someone is going to be keeping track as we

1 read them off; is that right?

2 MS. JEANTY: Yes, yes. Will do.

3 MR. HAJ: Mr. Chair, we'll keep tally.

4 DR. BAGNER: Okay, great. So, I'll start and
5 then we'll go around the committee members. So,
6 the ones I identified, Patricia Aires-Romero,
7 Heather Bins, Kevin Bumpers, Brittany Fields,
8 Clarence Jones, Annette La Greca, and Justin Pin.

9 Okay. So, I'm going just -- this is in no
10 special order. I'm just go in order of how you're
11 on my screen. So, I'm going to start -- Dr.
12 Neimand, we'll start with you. You're on mute.

13 DR. NEIMAND: So, yeah. I noticed that. I
14 also agreed with Patricia Aires-Romero. I have
15 included Brittany Fields. I have Leslie Fraser. I
16 have Jose Pagliery. I have Maria Alana-Ramon-
17 Coton, and Natalie Williams.

18 MS. JEANTY: Oh. Can you -- between -- for
19 you.

20 DR. BAGNER: Thank you, Dr. Neimand. Judge
21 Prescott?

22 MR. HAJ: Mr. Chair? Can we go back to Dr.
23 Neimand to repeat those once again just to confirm?

24 DR. BAGNER: Sure.

25 DR. NEIMAND: My papers all got shuffled up.

1 Okay. So, yes. Patricia Ares-Romero, Maria Alana
2 Ramon-Coton, Jose Pagliery. He's X, to the right.
3 It's alphabetized. It's P. Leslie Fraser? Yes,
4 you got her. Brittany Fields? Yes, you got her.
5 And Patricia Ares-Romero and Natalie Williams.

6 DR. BAGNER: Great. Thank you for clarifying,
7 Dr. Neimand.

8 MR. TROWBRIDGE: Just to confirm, she had six,
9 correct?

10 DR. BAGNER: Six. Great. Judge Prescott.

11 JUDGE PRESCOTT: Go beyond me, please.

12 DR. BAGNER: Okay. Mary?

13 MS. DONWORTH: All right. I had Edward
14 Abraham, Patricia Ares-Romero, Trevor Beaney,
15 Lorenza --

16 MS. JEANTY: -- can't put it. -- while you
17 are --

18 MS. DONWORTH: Sure.

19 DR. BAGNER: I don't think they're keeping up
20 with you, Mary.

21 MS. DONWORTH: Ready?

22 DR. BAGNER: Okay.

23 MS. DONWORTH: Edward Abraham, Patricia Ares-
24 Romero, Trevor Beaney, Lorenza Cobiella or
25 Cobiella, and Jose Pagliery.

1 DR. BAGNER: Great. Thank you, Mary. So,
2 that's one, two, three, confirming five; is that
3 correct?

4 MR. TROWBRIDGE: Confirming, five, correct?

5 MS. DONWORTH: Five, correct.

6 MR. TROWBRIDGE: Great.

7 DR. BAGNER: Great. Okay. Gilda?

8 MS. FERRADAZ: --

9 MS. JEANTY: Hold on, hold on. We -- Gilda, I
10 don't think --

11 DR. BAGNER: Yeah, I can't hear Gilda, but I'm
12 not sure if you, in person, can.

13 MS. FERRADAZ: Oh, sorry. I didn't turn on my
14 microphone.

15 MR. TROWBRIDGE: Pull it down a little bit,
16 Gilda.

17 MS. FERRADAZ: What?

18 MR. TROWBRIDGE: Just pull it down a little.

19 MS. FERRADAZ: Okay. Patricia Ares-Romero,
20 Trevor Beaney, Heather Binz, Kevin Bumpers, Leslie
21 Fraser, Clarence Jones, Annette Maria La Greca.
22 I'm not sure how many I have. And Sylvia Valdez.
23 I'm not sure how many I picked. Did I go over?

24 DR. BAGNER: I think we didn't have a real
25 strict limit, here. Anywhere between, like, five

1 and seven I think initially. So, you had one, two

2 --

3 MS. FERRADAZ: Okay, sorry. I hope.

4 DR. BAGNER: And eight? Is that -- is eight -
5 - that's okay. Is that how many you got? Just to
6 make sure we had it correct?

7 MS. FERRADAZ: Yeah.

8 DR. BAGNER: Okay, great. Marissa?

9 MS. LEICHTER: I need, like, a few minutes as
10 well.

11 DR. BAGNER: No worries. We'll come back to
12 you. Steve, did you compile a list?

13 MR. HOPE: Patricia Romero, Heather Bins,
14 Norman Gerstein, Jose Pagliery, and Maria Ramone --
15 Jose Pagliery, and Maria Ramon-Coton.

16 MS. JEANTY: Gerstein?

17 MR. HOPE: Yeah. So, I have five.

18 MR. TROWBRIDGE: You're missing one.

19 MR. HOPE: I'm sorry.

20 DR. BAGNER: Yeah, there's one missing on the
21 XL file. Because we have Patricia, Heather Bins,
22 Jose Pagliery, and Maria-Colin Roman. What's the
23 fifth one?

24 MS. JEANTY: Norman Gerstein, --

25 MR. HOPE: If I may ask, the process is look

1 through the candidates that all the committee
2 members have been coming first. Is that the
3 approach?

4 DR. BAGNER: Correct.

5 MR. HOPE: Okay.

6 DR. BAGNER: Just to see how much consent.
7 So, did you have a fifth one that we missed, or did
8 you only have four?

9 MR. HOPE: No, I had five.

10 DR. BAGNER: Okay. So, I think we're missing
11 one on the XL file that they're keeping track of.

12 MS. JEANTY: You have five. Gerstein.

13 MR. HOPE: Romero, Bins, Gerstein, Pagliery,
14 Bins, and Maria Ramon-Coton.

15 MS. JEANTY: Gerstein.

16 DR. BAGNER: Yeah. I think it was Gerstein
17 was the one that we missed. You're ready on that
18 one. I think you should just put a one in there.
19 There you go. Okay. Mark?

20 MR. TROWBRIDGE: Good afternoon.

21 DR. BAGNER: Good afternoon.

22 MR. TROWBRIDGE: I have the following: Edward
23 Abraham, Patricia Ares-Romero, Heather Bins,
24 Brittany Fields, Clarence Jones, Jr., Jose
25 Pagliery, and Maria Elena Ramon-Coton.

1 DR. BAGNER: And thank you, Mark.

2 MR. TROWBRIDGE: Thank you.

3 DR. BAGNER: And Ken, and then we'll go --

4 MR. TROWBRIDGE: And thank you, Muriel.

5 DR. BAGNER: Yes, thanks Muriel. Ken and then
6 we'll loop back to Judge and Marissa.

7 MR. HOFFMAN: Yeah, I only wrote three down.
8 I mean, I had a few that were sort of second
9 contention, but I'll just give you three names.
10 Patricia Ares-Romerp, Clarence Jones, Jr. I'll
11 wait until you get there, and then Annette La
12 Greca.

13 MR. TROWBRIDGE: Go slow.

14 MS. LEICHTER: I can go.

15 MR. TROWBRIDGE: Enunciate. It gives Muriel
16 time.

17 DR. BAGNER: Okay, Marissa. Are you ready?

18 MS. LEICHTER: Yeah. I might have more than
19 six, but it's around that number.

20 DR. BAGNER: That's okay.

21 MS. LEICHTER: What? No, it's not 30.

22 MR. TROWBRIDGE: She has 32.

23 MS. LEICHTER: Edward Abraham, Patricia Ares-
24 Romero, Kevin Bumpers, Dannelle Fleites Esquivel.
25 I have some new ones. Dannelle Fleites Esquivel,

1 Clarence Jones, Jr., Jose Pagliery, and Justin Pin.

2 DR. BAGNER: Okay. Thank you, Marissa.

3 MS. LEICHTER: Oh, wait. Sorry, I have one
4 more. I have one more. Marisol Zenteno. How many
5 was that?

6 DR. BAGNER: Thank you, Marissa.

7 MR. HOFFMAN: If there's --

8 DR. BAGNER: Oh, yes. Ken, go ahead.

9 MR. HOFFMAN: If I can interject for a minute,
10 and I know this is not -- this is a very
11 distinguished crew, so I'm not suggesting this as a
12 fixed process, but it doesn't look like the numbers
13 are adding up in some of the columns.

14 So, for example under Jose they're not --
15 like, La Greca had three or five. Were you --
16 okay. You're just not including mine. That's
17 fine.

18 MR. HAJ: Ken, I think yours is just not
19 tallying.

20 MR. HOFFMAN: That's fine.

21 DR. BAGNER: Yeah. No, we want all of them --
22 I think we want all of them to tally, so if we make
23 sure. Muriel, if you go to the first one, at
24 Patricia and do what you're doing now on that first
25 one.

1 MS. JEANTY: Right, right.

2 MR. HOFFMAN: We'll do it on all of them, I
3 think.

4 DR. BAGNER: Yeah, well then you could scroll
5 down to all of them. If we first do it -- yes, and
6 now I would go on that cell that says eight, and
7 then pull it all the way to the end and that should
8 do it.

9 MR. HOFFMAN: Okay.

10 DR. BAGNER: Okay. Perfect. Thank you, Ken.
11 Okay. And finally, Judge.

12 JUDGE PRESCOTT: I said I didn't have seven.

13 MR. TROWBRIDGE: It's all right. Take your
14 time.

15 JUDGE PRESCOTT: I started with Dr. Abraham,
16 Abraham, Ares-Romero, Bins, Greca, Gerstein.

17 MR. HOFFMAN: Wait. She didn't catch up.

18 DR. BAGNER: Muriel, it's La Greca that's why
19 you didn't see it.

20 JUDGE PRESCOTT: I'm sorry.

21 DR. BAGNER: That's okay. Column U.

22 JUDGE PRESCOTT: And the last -- I threw in
23 Miss -- the young lady Jessica Yates.

24 MS. JEANTY: For the --

25 JUDGE PRESCOTT: Yes.

1 MS. JEANTY: -- one.

2 DR. BAGNER: Okay, great. So, just from our
3 quick look, it looks like we have some clear
4 candidates who are standing out. I have to get
5 close here. Let me -- hold on one second.

6 So, it looks like Patricia Ares-Romero with
7 nine -- everyone voted for her. And then it looks
8 like we have two other candidates with five votes.
9 Heather Bins and Clarence Jones, Jr., and Jose
10 Pagliery. So, that would be four.

11 MS. LEICHTER: I feel like I heard Abraham's
12 name.

13 DR. BAGNER: What name?

14 MS. LEICHTER: Did I hear Abraham's name a
15 lot?

16 DR. BAGNER: So, he had -- it looks like he
17 had four.

18 MS. LEICHTER: Okay.

19 DR. BAGNER: So, we stick to the nine -- so,
20 one had nine and then three and five. So, that's
21 four candidates. If we go down to four votes
22 everyone, then that would bring us one, two -- two
23 more. Annette La Greca and Edward Abraham.

24 So, we could, you know, I'd be open certainly
25 to feedback whether or not we want to bring in the

1 one, two, three -- wait. We could have the top
2 three candidates, or we could expand it to include
3 those with four votes. I'm sorry, top four or top
4 six.

5 DR. NEIMAND: How many seats are we replacing?

6 DR. BAGNER: Just one seat.

7 MS. LEICHTER: How much time did we leave for
8 interviews and how long are we wanting to have each
9 interview?

10 DR. BAGNER: So, I believe we have three hours
11 allotted, two to five on the first. That's what I
12 have in my calendar. Is that what we have?

13 MS. JEANTY: Yeah.

14 DR. BAGNER: Does everyone else have that?
15 Three hours?

16 MS. LEICHTER: So, I mean, if we just want to
17 be really practical about it, we can kind of use
18 that as the determine -- the determining factor of
19 how many people we want to bring in or create more
20 time or whatever everyone wants to do.

21 DR. NEIMAND: I think the top four makes
22 sense.

23 DR. BAGNER: Okay. I mean, -- if for the two
24 that had four, Edward Abraham and Annette La Greca,
25 if folks feel strongly with either of those. I can

1 speak actually about Annette La Greca.

2 She is a psychologist. I know her somewhat
3 well. Not very well personally, but I know her in
4 the field. She's a very well-known clinical child
5 psychologist. She's been at the University of
6 Miami for, I think most of her career.

7 She's been the director of their clinical
8 training program for many years as well and she's
9 highly established and highly regarded in the
10 field.

11 So, I would certainly support bringing her in
12 if we wanted to expand the number of people we want
13 to interview from four to six. I don't know if
14 anyone wants to speak about --

15 MR. TROWBRIDGE: Speaking of clarification Mr.
16 Chair, do they have to live or work or both in
17 Miami-Dade County or is that not a residency
18 requirement? I'm just asking with regard to
19 Heather Bins.

20 DR. BAGNER: Yeah. I actually had the same
21 question, but I think it depends on the position so
22 like for my position, I don't actually -- don't
23 live in Miami-Dade but I'm allowed because of my
24 position is the representative of FIU.

25 MR. TROWBRIDGE: Correct.

1 DR. BAGNER: I believe for this position --

2 MR. TROWBRIDGE: Since -- at large --

3 DR. BAGNER: I think at large they need to
4 live and work or at least live, I don't know about
5 work.

6 MR. TROWBRIDGE: Can we clarify that, Muriel?
7 Because it's not included on the grid, but just
8 check that for Heather Bins, her residency.

9 MR. HAJ: Mr. Chair, they must reside in
10 Miami-Dade.

11 DR. BAGNER: From my understanding Mark, I
12 think Heather lives in Miami, but works in Broward,
13 right?

14 MR. TROWBRIDGE: Okay.

15 DR. BRAGNER: Is that correct?

16 MR. TROWBRIDGE: Yeah, I'm just asking because
17 it's not clear, but it shows she works for the
18 Broward County Public Schools.

19 DR. BAGNER: Yeah. I had checked that. If
20 someone want to maybe -- if anyone can verify,
21 Muriel, but I think when I skimmed -- I had the
22 same question as you, Mark and when I was looking
23 through it, I saw her address seemed to be in
24 Miami.

25 MR. TROWBRIDGE: Okay.

1 JUDGE PRESCOTT: Yeah, I think --

2 MR. TROWBRIDGE: And by the way, the moving
3 truck is backing up to your house right now.

4 MR. HOPE: When I look at the schedule, I
5 think the zip code is a Miami-Dade zip code, so.

6 MR. TROWBRIDGE: I'm sure it's on the
7 application.

8 DR. BAGNER: Yeah. Does anyone want to speak
9 about Edward Abraham? Anyone who --

10 MR. TROWBRIDGE: I'm familiar with him
11 slightly. He was the dean of the medical school at
12 Miami, and then he was promoted to executive vice-
13 president and CEO of U-Health before he retired.
14 He worked directly under Julio Frank.

15 And he was one of the primary architects along
16 with Steven Niger (ph) for the NCI designation for
17 the Sylvester.

18 DR. BAGNER: Great. Thanks, Mark.

19 MR. HOFFMAN: I didn't bring him up because he
20 would have been in that second category which
21 included about five or six, but certainly from the
22 experience background, he'd be something -- someone
23 who, you know, might have something different to
24 add.

25 And I did bring up -- you asked about Annette

1 La Greca. I don't know her personally. My wife
2 works in the neuroscience department. She told me
3 that she's just a rock's -- one of the rock stars
4 at the university.

5 And in fact, when you -- I'm not used to in my
6 field looking at 50-something page bios and -- but
7 she is obviously well written in directly in our
8 field, in children and families, racial and ethnic
9 differences and the reasons why.

10 And I just thought, apart from what Dr.
11 Neimand said earlier which I do understand, we have
12 representatives of institutions. We don't really,
13 you know, that would be an area that I thought that
14 she was incredibly accomplished and an interesting
15 person if not to get involved in the Board, maybe
16 to get involved with the Trust in some other
17 capacity.

18 As a -- whether it's a consultant or just, you
19 know, associating with the University of Miami as
20 well on those things because again, she just has a
21 stellar background in what we do.

22 DR. BAGNER: Yes, thank you, Ken for that.
23 Yeah, to reiterate she is really the -- a lead
24 expert in the field of children's mental health.
25 And in particular, she brings expertise to -- she's

1 done a lot of research on natural disasters.

2 So, you know, she's written a lot about how
3 kids did after Hurricane Andrew for example, and
4 other related natural disasters. So, I think
5 especially as it relates to the pandemic, I think
6 that she would bring an important voice as well.

7 MR. TROWBRIDGE: And if I recall when we were
8 doing the interviews, the last round for at large,
9 we had a long discussion about the fact that Dr.
10 Esilene (ph) is leaving the Board with this sort of
11 medical expertise and the University of Miami
12 connections, so it's just a nice thought.

13 MS. LEICHTER: Well, that's why I was kind of
14 looking more at Dr. Abraham for medical.

15 MR. TROWBRIDGE: Yeah.

16 MS. LEICHTER: I mean, not to say that La
17 Greca isn't, but --

18 MR. TROWBRIDGE: Sure.

19 MS. LEICHTER: But she seems more like a
20 psychologist background. Not to say we shouldn't
21 bring them both in, but yes. I had the same
22 thought as you, Mark.

23 MR. TROWBRIDGE: Frightening.

24 DR. BAGNER: Well, I'm hearing a lot of
25 enthusiasm. If you do the math -- I did the math

1 real quickly while folks were talking, so it would
2 be the difference between 30 minutes an interview
3 versus 45 minutes.

4 Of course, it doesn't account for a little
5 break in between each one. But I would be
6 certainly open to bring all six in for an
7 interview.

8 JUDGE PRESCOTT: I agree.

9 MR. TROWBRIDGE: I agree, and I think, you
10 know, the difference of the time frame is
11 inconsequential even if we run a little bit late.
12 The other thing I would say is, we can look down
13 the pipeline of the Board in general and see other
14 future openings that may be coming, and we also
15 recommend for other seats.

16 So, the more folks I think we see in an
17 interview, we become more familiar with really
18 great candidates we wouldn't normally have
19 interaction with.

20 So, see it as an opportunity to talk with some
21 folks one on one, that then we can utilize maybe in
22 a future Board seat that opens.

23 DR. BAGNER: All right. Thank you, Mark. So,
24 I'm hearing no objections to bringing in six?

25 MR. TROWBRIDGE: No.

1 MS. LEICHTER: No.

2 MS. FERRADAZ: No objections.

3 JUDGE PRESCOTT: No objections.

4 MR. TROWBRIDGE: No.

5 MS. FERRADAZ: I just --

6 DR. BAGNER: Great.

7 MS. FERRADAZ: -- have a question for
8 clarification. So, I don't believe there's anyone
9 on the list who has a finance background. Are we
10 okay with that?

11 MR. TROWBRIDGE: Yeah, we brought in two I
12 think within the last two years. Both Matthew and
13 I also think we brought in Javier.

14 MS. LEICHTER: Exactly.

15 MR. TROWBRIDGE: Both have very strong finance
16 backgrounds, but that's a great reminder in terms
17 of that.

18 DR. NEIMAND: What time are the interviews
19 going to be? I don't have it on my calendar, and I
20 want to make sure to have it on my calendar.

21 DR. BAGNER: Two to five p.m. on March --
22 Monday, March 1st.

23 DR. NEIMAND: Okay.

24 JUDGE PRESCOTT: Two to five?

25 DR. BAGNER: And I -- am I correct in that we

1 could do all that remote or do we need to have
2 members of the committee at least a quorum in
3 person?

4 MS. LEICHTER: I think the county attorney was
5 supposed to look that up because --

6 MR. TROWBRIDGE: But that was a different
7 requirement.

8 MS. LEICHTER: I think for the --

9 MR. TROWBRIDGE: In a standing meeting.

10 MS. LEICHTER: I think for the interviewees
11 it's okay, but I'm not sure for us. I think it has
12 to be a meeting.

13 MR. HAJ: No. My understanding Mr. Chair, is
14 that it's a similar format we're doing today that
15 we're going to have the Board quorum, but the board
16 members we're interviewing, the potential board
17 members we're interviewing to do it virtually.

18 MR. TROWBRIDGE: We'll be wanting to then have
19 a consistency in terms of the interviews, so all
20 six would be on Zoom. Nobody coming in person, no
21 hybrid, just for consistency's sake.

22 MR. HAJ: If that's the will of the Board.

23 DR. BADNER: Yeah.

24 MS. LEICHTER: I think that's fair.

25 DR. BAGNER: I agree with that. Yeah, the

1 last time we did this, we had a couple call in due
2 to circumstances, and I think that didn't really
3 level the playing field.

4 It was harder to get a sense for people that
5 called in. So, I think we're if we're going to do
6 remote for somebody, I agree that we should do
7 remote for all of them.

8 MS. LEICHTER: Should we see if they all want
9 to come in or just kind of be like, everyone be
10 remote to begin with?

11 DR. BAGNER: I would advocate for remote for
12 everyone so we're not putting anyone in a difficult
13 situation to feel pressured one way or the other.

14 MS. LEICHTER: And it makes it easier for
15 Muriel, I'm guessing too, so I'm all in. Because
16 then she'd have to call everyone and then if it's
17 good, and then go back, so okay.

18 DR. BAGNER: Yeah, I think it's very easy to
19 just bring people into the Zoom session in an
20 effort to maintain more social distance. I think
21 it's a good thing to just have them all remote in
22 on Zoom. Wonderful.

23 Well, is there any other comments? Thoughts?
24 Anyone we left out of this group that anyone feels
25 extremely strongly about that we should be

1 considering from the list?

2 MR. TROWBRIDGE: If you don't mind, I just had
3 one. I know that she only received three votes and
4 that was Dr. Maria Ramon-Coton.

5 I think what jumped off the page for me
6 besides the medical background, was the connection
7 to Nicklaus. Now which we've not typically had a
8 connection with like we had with some of the other
9 health systems.

10 So, just a point of reference there, so I know
11 Dr. Neimand I believe, voted for her along with
12 Steve Hope. So, it's just a thought. Let me thank
13 you for your candor.

14 DR. BAGNER: Thank you, for that, Mark.

15 MR. TROWBRIDGE: Let me thank you for your,
16 candor.

17 DR. BAGNER: Yeah, in truth I was really
18 looking forward to her application for the reasons
19 you stated. I personally, I wasn't very impressed
20 with her responses. I felt they were very brief
21 which led me to not select her.

22 But I agree that I actually also -- I have a
23 few physicians that I work closely with in my
24 research at Nicklaus and I tried to encourage them
25 to apply and they just -- they're very, very busy

1 and didn't feel like they could commit.

2 MR. TROWBRIDGE: Yeah. I have a feeling
3 someone else filled that out unfortunately, and
4 that happens in these worlds.

5 I recently met with their relatively new CEO
6 and made the pitch to Matt Love about that. It'll
7 be nice to see somebody, just knowing the work that
8 we do each day, some of the comments that we've
9 heard from other members of the nominating
10 committee. And so, you know, maybe that's good
11 feedback to go back.

12 We'll have other positions that open and
13 create maybe a little bit of stronger application.

14 MS. LEICHTER: Yeah. I also agree with that.
15 You're pulling me over, Mark.

16 JUDGE PRESCOTT: I met with Mr. Love and he
17 wants to have -- he wants Nicklaus to have a bigger
18 footprint in Miami-Dade County. He wants everybody
19 to know that that is the children's hospital.

20 MR. TROWBRIDGE: That is correct.

21 DR. NEIMAND: I had the same reaction. It was
22 the application that did not impress me, but the
23 other, I don't know, consideration I guess that I
24 had, we've had, doctors who are -- have been
25 volunteers for United Way, and historically they

1 have no time. And we've literally had to go to
2 Jackson for meetings and schedule them around their
3 schedules.

4 So, I was concerned about -- you know, that's
5 why at first, I was thinking Dr. Abraham because
6 he's retired. But then I asked staff who worked
7 with Patricia Ares-Romero, I mean, she's the chief
8 medical officer at Jackson, right?

9 Totally committed, phenomenal volunteer. One
10 meeting she couldn't make, she made sure she had
11 all her -- she was reviewing applications. Made
12 sure all her scores were in. I mean, totally
13 dedicated.

14 She's also a psychiatrist and is very, very
15 concerned about mental health issues, et cetera and
16 so I was like, okay, this is somebody who will be
17 there.

18 MR. TROWBRIDGE: Agreed. And as I said, there
19 will be other opportunities, but I just wanted to
20 make that -- that note because of the conversation
21 and I'm glad that Judge Prescott had that as well.
22 Because I think -- that's great news for all of us
23 in the community, especially a hospital that has a
24 footprint like Nicklaus does.

25 MS. LEICHTER: I'm okay with passing her up

1 this time, and then like you said, maybe giving
2 them that feedback that next time there's an at
3 large position or even a, well, gubernatorial is
4 different, but an at large position that someone
5 could take a little bit more time in filling out
6 the application so we can have a little bit more
7 insight on the person.

8 MR. TROWBRIDGE: I mean, that's what we have
9 to go on.

10 MS. LEICHTER: Exactly.

11 MR. TROWBRIDGE: So, at the end of the day --

12 DR. BAGNER: Right. Yeah, and thank you.

13 JUDGE PRESCOTT: Mr. Chair, can I ask this
14 question?

15 DR. BAGNER: Of course.

16 JUDGE PRESCOTT: As Mr. Trowbridge had
17 mentioned about keeping applications, keeping those
18 in mind, do we have the mechanism whereby we can
19 ask them on the form, the applicants, that you were
20 not selected this time but do you have any
21 objections to us maintaining your application for
22 the next time around, so they don't have to
23 resubmit?

24 DR. BAGNER: We do. We always send out their
25 Board a letter that says, "Thank you for your

1 interest and we will keep you in mind." But we
2 also do -- when we did this round, we sent it to
3 people who applied last time and say, we -- you
4 don't have to redo it.

5 We'll just resubmit -- update, and you can
6 resubmit so you don't have to go through the work
7 of filling out the application.

8 DR. BAGNER: All right. Thank you, Judge.
9 Although in this case, we want her to -- we would
10 her to fill it out a little bit differently next
11 time, but I agree -- I agree with all the
12 sentiments about Nicklaus children.

13 So, as I said I work closely with them in my
14 research and they not only are they a children's
15 hospital, but they also serve a large number of
16 underserved children, particularly in their primary
17 care clinics which is where I have worked with
18 them.

19 So, I think it would be great to have their
20 voice on our Board at some point. Any other
21 questions, comments, thoughts?

22 MR. HOFFMAN: Yeah, I was going to say that I
23 was actually surprised at how poorly some of the
24 applications were filled out. I did notice and Dr.
25 Ramon-Coton -- it was fine. It was good answers,

1 but it was really light and again, we can talk
2 about why that might have been her time allocation.

3 But I thought so many of them -- and maybe we
4 should just look at our application process. I
5 know it's online, but I was just really surprised
6 that so many people submitted without a resume of
7 some sort or any other type of information or
8 letter that told a little bit more about
9 themselves.

10 And some of the answers to the -- maybe we
11 ought to look at the questions, but some of the
12 answers to the stock questions were pretty, you
13 know, stock or not really that good. And I'm not
14 saying good from a quality point of view, just that
15 people weren't answering the questions.

16 So, maybe for the future, but in particular
17 it's not always indicative, but it's nice to, you
18 know, see a biographical history of somebody and
19 some of the -- our applicants didn't have anything
20 except -- and some of them didn't even have their
21 current information filled out correctly or
22 completely.

23 So, I was really surprised at that. And
24 again, I know we get a wide of variety and it's
25 widely advertised, but I would have expected from

1 some of the quality people that we got, a little
2 more care and attention or supplemental materials.

3 DR. BAGNER: Thank you, Ken. Do we know -- is
4 there a -- on the application if it's specified
5 they need to include some sort of resume or CV? It
6 does? Muriel's shaking her head yes.

7 Maybe that -- maybe we have to make sure that
8 that's being included. I don't know if there's a
9 way on the website of ensuring every piece is
10 entered before it's submitted.

11 MR. HOFFMAN: But if that's the case, then we
12 shouldn't have circulated 32 applications if we had
13 ten incomplete ones, so.

14 DR. BAGNER: Yeah, so maybe in the future we
15 just circulate those that are complete and ensure
16 that up front we're getting -- we're making sure
17 that applicants know if it is indeed incomplete.

18 MS. LEICHTER: Mr. Chair? I have to excuse
19 myself. I know you have quorum without me. I have
20 a work obligation at four o'clock. So, I'm going
21 to leave assuming we're interviewing six people on
22 March 1st from two to five.

23 Can someone -- I'm sure I'll learn if that's
24 different, but that's -- I got to go. I was trying
25 to wait to do the vote, but I know you have quorum,

1 so I'm -- thank you, everybody and I will see you
2 on the first.

3 DR. BAGNER: Thank you, Marissa for coming.

4 MS. LEICHTER: Well, sorry. I'm like triple
5 booked today and I came just in case there was no
6 quorum.

7 DR. BAGNER: Thank you for coming.

8 MS. LEICHTER: And now I'm going to do my
9 training in the Children's Trust office.

10 DR. BAGNER: So, I think the only other thing
11 that I wanted to bring up was just to go over our
12 interview questions. I believe there's a -- is
13 there a tab for those? Yes, great.

14 So, these were the interview questions that we
15 had last time around that we came up with. So, any
16 feedback on whether or not we want to just keep
17 what we have? If we want to edit them or change
18 them in any way?

19 MR. TROWBRIDGE: I think we generally have
20 time and we usually ask for all five and then
21 there's some follow up. But I would say if you're
22 going to prioritize them, I think question number
23 three is probably question number two just in terms
24 of, you know, major issues. That was the one that
25 was a little bit of a stumper for folks if they

1 hadn't done their homework. So, I would like to --

2 DR. BAGNER: You mean number two?

3 MR. TROWBRIDGE: Well, question two says
4 "major issues handling," instead of asking them
5 what they know about us first because I think a lot
6 of folks get a little squeamish about, you know,
7 anything critical.

8 And I think the ones we picked were the ones
9 that, you know, were pretty straight forward with
10 that, so. I don't think they're prioritized. I
11 just think they're -- and we usually get to all of
12 them, so.

13 DR. BAGNER: Right. I agree actually. I felt
14 like that was -- I mean, it did highlight if they
15 did their research or not, or how much they know
16 about us, but I do see the benefit of seeing moving
17 number three to number two and switching those
18 around. Other folks agree with that change?

19 MR. HOFFMAN: Yeah.

20 MR. TROWBRIDGE: And I want to go back to
21 Mary's comment because I think now that we're
22 actually going to be talking to a couple of
23 physicians and she made the comment about time
24 which I think is quite relevant. Maybe we ask or
25 question about time and commitment because --

1 MS. DONWORTH: Well, I thought we had in the
2 past asked about the question.

3 MR. TROWBRIDGE: Yeah, it's just not there.
4 So, I think it's a good --

5 MS. DONWORTH: You know, maybe if it's not a -
6 -

7 MR. TROWBRIDGE: Because it's not just all
8 board meeting. We require you to serve on at least
9 one committee and some of us, you know, we have
10 working in Ad Hoc Committees and seasonal
11 committees so, just time --

12 DR. BAGNER: I wonder if number four seems a
13 bit -- could be somewhat redundant to number one,
14 right, because I think if they have served on a
15 Board maybe we could use that as an example, number
16 one or try to integrate that into number. And then
17 number four -- and then we could add one on time
18 commitment.

19 MR. TROWBRIDGE: I think that's great.

20 DR. BAGNER: You folks agree with that?

21 MR. TROWBRIDGE: And you know if David
22 Lawrence was doing these interviews, he'd want to
23 know what book you were reading.

24 DR. BAGNER: That's right.

25 MR. TROWBRIDGE: I'm sure he did that back in

1 the day, right?

2 MR. HOFFMAN: That's the first question.

3 MR. TROWBRIDGE: Number one. Be prepared.

4 DR. BAGNER: So, maybe we could say for number
5 one, what unique qualities or abilities would you
6 bring to the Trust such as experience serving on a
7 Board or volunteering in an agency?

8 Do you folks agree with that? Because I think
9 sometimes we've got the four and then they say,
10 well as I said already and they refer back --

11 MR. TROWBRIDGE: No. I figured that, but I
12 would still make it a second question.

13 DR. BAGNER: You would still make it a
14 separate question.

15 MR. TROWBRIDGE: I'd put them together.

16 DR. BAGNER: Okay.

17 MS. DONWORTH: Yeah, it would make it seem
18 that's the only --

19 MR. TROWBRIDGE: Shorten the number four but
20 put it in number one. Have you served or --

21 DR. BAGNER: Okay.

22 MR. TROWBRIDGE: -- you have any experience.
23 I mean, we're a very different Board in the sense
24 that most people don't serve on public boards, and
25 so there's not just the time commitment to serve on

1 the board.

2 It's a much more strict conflict of interest
3 policy. You have to take trainings. You have to
4 work in the sunshine. A lot of people serve on a
5 Board like mine in the chamber. I've worked with,
6 like, an organization like Steve runs, things like
7 that, so.

8 MR. HOFFMAN: Are we trying to scare them off?

9 MR. TROWBRIDGE: No, but they should know.

10 MR. HOFFMAN: Sure.

11 MR. TROWBRIDGE: Right?

12 MR. HOFFMAN: Absolutely.

13 MR. HAJ: Well Mr. Chair, another question we
14 need to add, and we can either put it on this list
15 or we can ask in advance that they're not able to
16 serve on two county boards.

17 So, they got to know in advance that they're
18 unable to serve on two county boards. So, we can
19 screen them ahead of time, or we can add it.

20 MR. TROWBRIDGE: I would have Muriel ask that
21 that way we don't lose --

22 MR. HOFFMAN: Yeah, that should probably had
23 been on our application, "Are you on another county
24 board?" But we should find --

25 DR. BAGNER: Yeah, that's an easy question to

1 ask.

2 MR. TROWBRIDGE: And Jim, is it any county
3 board or is it -- because there are advisory boards
4 and then there are -- can we clarify that because
5 sometimes you serve -- like, I was on the parks
6 advisory board years ago. Would that create that
7 conflict that we were just an advisory board?

8 DR. BAGNER: We'll check with the attorneys.

9 MR. TROWBRIDGE: Yes. I'm sure they will
10 clarify it.

11 DR. BAGNER: Okay, great. And Muriel, yeah,
12 if you could ask that question maybe when you
13 schedule their interviews just to clarify if they
14 serve on any other county boards.

15 So, I'm hearing we'll move number four to
16 number two and try to reduce it a bit. And Mark
17 was your suggestion to talk about commitments,
18 integrating that into that question or having a
19 fifth question about a time commitment?

20 MR. TROWBRIDGE: I think a separate question.
21 It gives it some standing.

22 DR. BAGNER: So, would we want that --

23 MR. TROWBRIDGE: Think about, like, September.
24 September you've also got two required TRIM
25 meetings. I mean, I just think it's very important

1 to have that commitment upfront because all of us
2 serve on the board proper and then we've done now,
3 it's our second nominating committee meeting for a
4 single at large seat and there's interviews to
5 come.

6 And I think Mary's absolutely right, you know.
7 A lot of the busiest people end up applying for
8 these opportunities. And so, you know, I don't
9 think it's a disqualifier, but it should be at
10 least on the record.

11 DR. BAGNER: Sure.

12 MR. TROWBRIDGE: And I'll do my best not to
13 scare anybody, Ken.

14 DR. BAGNER: Okay. So, Mary, I don't know if
15 you're -- are you on that form there?

16 MS. DONWORTH: Yes.

17 DR. BAGNER: Okay. So, we'll move number four
18 to two and then we'll add for -- right before five
19 we'll add another question. Do we want to ask a
20 question of "Are you aware of the time commitment"
21 or do we want to just make it a statement, "Here's
22 the time commitment for a role on the Trust?"

23 I mean, sometimes in truth, Mark, I think that
24 -- those questions came up when we asked them what
25 questions you have for us. I think sometimes

1 candidates ask, "What would the time commitment be?
2 What kind of commitment would it involve?"

3 MS. DONWORTH: I mean, you can also ask "Given
4 your busy schedule, how have you been able to
5 consistently make time for the commitments that
6 you've made to other organizations" and just see
7 how they respond to that.

8 DR. BAGNER: Or we could say exactly what you
9 said Mary, and just say given your busy schedule
10 how would you prioritize time, the large amount of
11 time that would be a part of being a member of this
12 Board; something like that?

13 JUDGE PRESCOTT: If I may. If they're
14 informed of, you know, what they'll need to do
15 aside from the monthly meetings, the committees --
16 because I know when I first started on this, I was
17 on a committee that I never was able to meet. They
18 placed me in a committee, and it took place when I
19 was in court all the time, you know?

20 So, now that I'm on this one, I can juggle
21 this better but the other one was earlier in the
22 day that I couldn't take off.

23 MR. TROWBRIDGE: Yeah.

24 JUDGE PRESCOTT: So, if they knew, you know,
25 what kind of requirements, you know, you'll be on a

1 committee and you have to participate in that
2 committee and things of that nature.

3 DR. BAGNER: Right. So, we could say that --

4 MS. JEANTY: -- that too.

5 DR. BAGNER: Yeah, we could say that the, you
6 know, the board meeting is, -- obviously is a
7 requirement, the Thursday at four o'clock. I'm
8 sorry, the Monday's -- usually they're on Monday's
9 right, at four o'clock?

10 MR. TROWBRIDGE: Uh-huh.

11 DR. BAGNER: It would be a requirement and
12 then there are other committees that meet at
13 different -- on different days.

14 MR. TROWBRIDGE: Uh-huh.

15 DR. BAGNER: Great. Well, any other
16 questions, comments, thoughts about the interview
17 process?

18 MR. HAJ: Mr. Chair, I just have one more
19 comment. Since Mr. Hope will be leaving us and he
20 was the treasurer and the finance chair, the
21 treasurer position needs to be advertised to the
22 Board to apply.

23 So, we have the letter to go out by the end of
24 the week, and we would hope to bring it back by
25 March 1st if all the board members were interested

1 in the finance committee chair/treasure position.

2 DR. BAGNER: Okay, great. So, do we need to
3 hold the vote now on approving that or would that
4 wait until the March 1st meeting?

5 MR. HAJ: No. I'll send out the memo. We'll
6 gain interest, see who's interested and get it to
7 the nominating committee before the meeting. And
8 then if it's just a smaller list we can take action
9 at the meeting in March.

10 DR. BAGNER: Great.

11 MR. HAJ: March 1st.

12 DR. BAGNER: Perfect. So, maybe to make room
13 for that and make room for some breaks, Muriel,
14 maybe when we schedule these interviews, we could
15 do them, like, for 20 minutes each. And then
16 that'll give a little time in between each one and
17 then also some time at the end to then vote on or
18 at least discuss candidates for the finance chair
19 position.

20 MR. HOFFMAN: Jim, just a point of
21 clarification. Is Steve with us through the next
22 board meeting or we just say goodbye at the next
23 board meeting?

24 MR. HAJ: Steve is with us -- his last board
25 meeting will be April.

1 MR. HOFFMAN: Okay, good.

2 MR. HAJ: We'll confirm the deadlines. I
3 thought it was -- yeah.

4 DR. BAGNER: Okay, great. Anything -- any
5 other comments? Okay. Well, with that can I have
6 a motion to adjourn?

7 MR. TROWBRIDGE: So, moved.

8 MS. DONWORTH: Second.

9 DR. BAGNER: Okay, wonderful. Well, thank you
10 all for your time. Thank you to those of you who
11 came in person to the meeting, and I look forward
12 to seeing you all on the first.

13 MR. TROWBRIDGE: Do you extraneously object?

14 DR. NEIMAND: Thank you all for a very well-
15 organized systematic meeting that accomplished a
16 great deal.

17 DR. BAGNER: Thank you.

18 MR. HOFFMAN: All right.

19 DR. BAGNER: All stay safe everyone. Thank
20 you. Nice to see you all.

21 MS. DONWORTH: Okay.

22 MR. HOFFMAN: Thanks.

23 MS. DONWORTH: Bye, everybody.

24 MR. TROWBRIDGE: Bye. Bye, Ken.

25 MR. HOFFMAN: Bye. Bye, Mark.

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MR. TROWBRIDGE: Take care, everybody.
(Whereupon, at 3:53 p.m., the meeting was
adjourned.)

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CERTIFICATE OF TRANSCRIBER

The above and foregoing transcript is a true and correct typed record of the contents of the file, which was digitally recorded in the proceeding identified at the beginning of the transcript, to the best of my ability, knowledge, and belief.

Signed this 11th day of March 2021.



Brenda Saliba, Transcriptionist