

AWCI BOARD OF DIRECTORS TELECONFERENCE MEETING

January 22, 2026

Meeting conducted via GoTo Webinar

President David Lindow called the meeting to order at 8:08 p.m. Eastern Standard Time

Roll Call of Officers and Directors

David Lindow, President

Michael Blaszczyk, Vice President

Patrick Mont, Secretary & IAB Chairman

Phil Stoller, REC Chairman

Christopher Wheeler, Director

Alena Diaz, Director

Mike Creasy, Parliamentarian, not present.

Justin Shiver, Affiliate Chapter Chairman, not present

Old Business

01.22.25.22 Scott Walters made a motion seconded by Alena Diaz to accept the minutes as presented from December 11, 2024 board meeting

This motion passed unanimously.

New Business

01.22.25.23 Scott Walters made a motion seconded by Christopher Wheeler to amend the AWCI 303 Employee Paid Time Off Policy to reflect the following:

303 Paid Time Off

Paid time off covers vacation days, Sick days and any regular work time that Employee is away from the office not on company business.

3 days of Bereavement pay will be paid by AWCI for immediate family members.

Employee shall be entitled to a maximum of twenty (20) Paid Time Off (PTO) days during each of the first two calendar years of employment by the employer, excluding the eight (8) recognized holidays. This is subject to change from time to time by the Employer. P.T.O. may be taken in ½ day increments. Starting in 2024, PTO can be carried over in the amount of 10 days only per calendar year, this can also be requested as a cash payment upon requesting it in writing to the BOD. If the cash out option is chosen it will be reflected in the last paycheck of the year. The payout formula will be the employee's annual salary divided by 2080 which is full time hours for a year.

The motion passed unanimously.

01.22.25.24 Scott Walters made a motion seconded by Philip Stoller to adjourn the meeting

The motion passed unanimously.

The meeting adjourned at 8:35 p.m.

Patrick Mont