

## **AUGUST 31, 2022 CALLED BOARD MINUTES**

A called meeting of the Bristol Tennessee Essential Services Board of Directors was held on Wednesday, August 31, 2022 at 9:00 am for the purpose of Succession Planning.

### **Call to Order**

Chairman Downs called the meeting to order at 9:02.

### **Board Members Present**

Erin Downs, Vince Turner, David Akard III, Larry Clarke and Doug Harmon

### **Others Present**

Tara Ellis, Vice President of People Operations

### **CEO Candidates**

Ms. Ellis was asked to present some thoughts from employees. After she shared employee feedback, she left the meeting.

After much discussion on the different candidates, a motion was made by Mr. Clarke and seconded by Mr. Harmon to make an offer to Clayton Dowell as the next CEO of BTES. A vote was taken:

Erin Downs, yes  
Larry Clark, yes  
Doug Harmon, yes  
Vince Turner, no  
David Akard, yes

The Board called Tara Ellis back in and she was asked to prepare an offer letter. Chairman Downs called Clayton Dowell and asked him to come to the board room.

Clayton was informed of the Board's decision in selecting him as the next CEO of BTES. Clayton Dowell accepted the position. He will assume interim duties on November 11, 2022, and full-time duties on January 1, 2023.

Dr. Mike Browder was then asked to come to the board room, the Board informed Dr. Browder that Clayton Dowell has accepted the position of CEO of BTES. The Board confirmed the timeline of Dr. Browder's retirement of December 31, 2022.

Chairman Downs adjourned the meeting at 11:31 AM.

Respectfully Submitted,



David Akard III, Secretary