

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF THE CLUB AT COBBLE CREEK, INC.

A meeting of the board of directors of THE CLUB AT COBBLE CREEK, INC. (the "Club") was held on May 17, 2021 at 4:30. Those present and participating at the meeting:

Christine Collin, President
Pat Pitz, Vice President
Lisa Hylton, Treasurer
Randy Griffin, Director at Large
Betsy(Betty) Willy, Secretary

Approval of Agenda: The agenda was approved.

Approval of Minutes: May 10, 2021 minutes were approved unanimously.

Old Business:

Employee Handbook:

The board approved the handbook as corrected. Distribution to employees will begin after Madison has completed the index and inserts the Club Logo.

A power point summary of important points has been prepared to assist the board and managers in presenting the content to employees. Betsy Willy will schedule a date with managers to review the sections for which they will be responsible along with suggestions regarding presentation of the handbook to line personnel as soon as Madison has made her corrections.

Once this is completed, the managers will meet with their department's employees to review the handbook. The managers will collect signature sheets verifying the employee's receipt of the handbook. These will be placed in their respective personnel file.

It was agreed that each employee should receive a hard copy of the handbook for their review and reference.

Employee Discounts: The employee discounts will be applicable for tavern food and beverages, soft and hard goods from the ProShop with the exception of balls, tees and gloves. The amount of the discount will not be specified in the handbook, so that the board has the option to increase or decrease the amount without revising the handbook document.

Labor Law mandatory postings: Bulletin boards will be installed in the storage room in the clubhouse, the barn and the maintenance shed for the purpose of posting employee bulletins. Betsy Willy will ask Madison to arrange for this to be done.

Employee Dress Code: Employees who meet the public and members face to face will be encouraged to wear shirts with Club logo and nametags. The Club will provide the first two shirts with the employees to be responsible for replacements. These shirts can be accessed through the ProShop – Employees to see Kala for shirts Madison will order nametags.

General Manager Interviews: A zoom interview with a GM candidate was completed this week with a second interview scheduled for Tuesday next week. We will post the position with the PGA with Kala's assistance to further seek applicants who are fully qualified for the position. This posting is available to all PGA members, not just teaching professionals.

Tavern Pricing: Pat Pitz presented the completed revision of tavern liquor pricing and menu format. Thanks to Pat and David Whitney's hard work on inventory costs and research regarding competitive market pricing. Christine will include this information in the Board's Weekly blast email to the membership this week. This information will be posted on the tavern menus along with an explanation of the member discounts.

Happy Hour will be Fridays from 4-6pm. with the tavern open until 7pm.

Club Discount for members will normally be 15% and doubled to 30% for Friday Night Happy Hours. 30% discount applies to well drinks, specified wine choices and draft beer. All other drinks will be regular price minus member 15% discount. Tavern food is 15% off during happy hour. The 15% discount also applies to soft and hard goods in the ProShop with the exception of balls, tees and gloves. In addition, Kala will be posting holiday sales as they occur.

Tavern Hours: With new staff on board, it will be possible to post consistent tavern hours. Three new staff members are currently undergoing background checks and will begin working in the near future. See weekly update for posted hours. These hours will be expanded to accommodate the Couple's league on Monday evenings beginning June 7th and the Men's league on Tuesday evenings. The tavern will remain closed on Monday during the day for the present.

Long Range Planning Committee: Randy Griffin is moving forward with recruitment of members and organization of this committee.

Hannah Bass starts her full-time position as events coordinator Monday 5/24. She has been meeting with staff this week as she begins her orientation. Once she gets the lay of the land, she plans to move forward with an aggressive agenda. She will be calling on members to help coordinate interest groups as they are organized. She is responsible for External and Internal event planning and execution and marketing. She will also cross train to be able to help as needed in other departments.

New Business:

Couple's Golf League Opening Night: Couples' league begins Monday evening 6/7. In the past the club has provided a simple dinner following their play. This will be continued. The tavern

hours will accommodate the occasion and Madison/Hannah will be asked to organize the event to celebrate opening night.

Golf Demo Day: Kala Rusk has arranged for several golf vendors to be present May 19th on the driving range to demo their products and to take orders for clubs from members and public alike. The club receives a % of the sales. She is working with Pat Pitz and David Whitney to secure beer and a tent. There needs to be an attendant present with the beer keg to ensure that we are in compliance with our liquor license requirements.

Newcomers Party: The HOA's hospitality committee is planning a party in June for all new residents arriving during the past year. The Club has agreed to assist with financing the party. There are an estimated 100 new folks in our community. We were unable to hold a welcome party during the Covid year. The board will provide flyers with information regarding Club amenities and events. Board members will be present to speak to the group and answer questions. Madison will be asked to review current flyers and do any updates needed.

Important Upcoming Events include among others:

- Couples' invitational tournament June 12 & 13th. This tournament is already full.
- Scramble for the Scholarship scheduled July 2nd.
- July 4th Cart parade – there followed some discussion of ideas for the 4th celebration. Further planning for this event will be deferred to Hannah Bass

American Flag: Repair of the Flag display pole at the entrance to the development will be completed as soon as parts arrive. In the meantime, Sue Goldasich has volunteered to collect old tattered flags which residents wish to have destroyed in a respectful manner. She will place a collection box in the library for this purpose. These flags will be passed on to the American Legion for disposal. Deadline is July 2nd for this collection.

There being no further business, upon motion duly made, seconded and unanimously carried, the meeting was adjourned at 6:30pm.

Betsy Willy

Secretary

