



Jensen

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Board of Trustees
Meeting of March 13, 2012
MINUTES

The regularly scheduled meeting of the Clermont County Convention and Visitors Board of Trustees was held at Red Lobster on March 13, 2012. Chairwoman Inabnitt called the meeting to order at 12:14 pm.

In Attendance: Mrs. Inabnitt, Mrs. Sims, Mr. Ackermann, Mr. Carter, Mr. Clingman, Mr. Kennedy, Mr. Sutton, Mrs. Creager-Mason.

Secretary's Report: Mr. Ackermann presented the meeting minutes from November 29, 2011. Mrs. Inabnitt motioned to approve the minutes as presented. Mrs. Sims seconded. Motion passed.

Treasurer's Report: Mr. Carter presented the draft financial statements of February 29, 2012. After some discussion, Mrs. Inabnitt motioned to accept the February financial statements as presented Mr. Ackermann seconded. Motion passed.

Chairman's Report: Mrs. Inabnitt reported that an urgent plea had come from Clermont County Protective Services, for needs of children for Christmas of 2011. Mrs. Inabnitt reported that \$2,000 had been spent in the last 3 weeks of December 2011 towards the purchases of clothing and toys for children in protective custody and at the homeless shelter. There was agreement that it was worthy of the efforts and expenses given.

Executive Director's Report: Mrs. Creager-Mason presented written notes. Mrs. Creager-Mason gave additional details on the Reds Rookie Success League that is moving the program from Mason to Batavia. She further indicated that the Reds will be doing substantial improvements to the Cincinnati Clermont College baseball fields.

Mrs. Creager-Mason recommended that expenses derived by attendance to the ESTO Conference by board members be approved. After some discussion, the amount of \$7,500 to cover registrations, and travel related expenses of 3 members of the Board of Trustees was recommended. Mrs. Inabnitt, Mrs. Sims, Mr. Sutton tentatively agreed to attend. Mr. Carter motioned to approve the recommendation. Mr. Kennedy seconded. Motion passed.

Mrs. Creager-Mason reported that the Executive Committee had approved up to \$15,000 be allocated for a new roof at the offices of the CVB.

Mrs. Creager-Mason requested all board members interested in attending the April 14th Dinner for the Yellow Ribbon Support Foundation please RSVP as soon as possible.

Other Business: Mrs. Creager-Mason reported that Mrs. Inabnitt had brought to her attention there was some unfinished business in regards to CVB policies. Mrs. Creager-Mason reported that no action had been taken on the Anti-Nepotism policy that was considered for approval at the April 20, 2010 meeting. Mrs. Creager-Mason explained that during the April 20th meeting, it was requested that the Mrs. Creager-Mason

contact the agent for the Directors and Officers Liability insurance for their opinion on such a CVB policy prior to a vote. Mrs. Creager-Mason noted that to date, a vote had never taken place on the new CVB policy.

For the purpose of updating new Board Members on this subject, Mrs. Inabnitt noted that full board approval was given for the hiring of all current employees that are family members of Mrs. Creager-Mason. She further stated that they had been hired some time ago, and that they are "grandfathered in" and would not be losing their jobs as a result of this new policy.

Mrs. Creager-Mason reported that the insurance agent stated the new CVB policy would not be excluded from coverage. However noted that if there were ever a claim as a result of the policy, it would perhaps be excluded from insurance coverage.

Mrs. Creager noted that legal council had been sought, and it was determined that an employee of the CVB could not be hired or terminated based on the fact that they are related to another employee.

There was some discussion, and slight modification to the policy that was presented on April 20, 2010. Mr. Carter motioned to approve the modified Anti Nepotism Policy dated March 13, 2012. Mr. Kennedy seconded. Motion passed. See attached policy.

The Policy reads as follows:

March 13, 2012

POLICY STATEMENT

In accordance with Clermont County Convention and Visitors Bureau's (referred hereafter as the "CVB") Equal Employment Opportunity policy, persons considered for employment or promotion will be selected on the basis of training, experience and other characteristics which best suit the individual to the job to be performed, subject to the following guidelines:

Guidelines:

- 1. Two (2) members of an immediate family should not be permanently employed by the CVB. This refers to relationships in which the degree of closeness between individuals might cause problems within the CVB or make carrying out the CVB's philosophy of fair play in providing Equal Employment Opportunity to all qualified individuals difficult.*
- 2. In general, the term "immediate family" includes the following: wife, husband, mother, father, brother, sister, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandmother, grandfather, granddaughter, grandson, aunt, uncle, stepmother, stepfather, stepson, and stepdaughter. It might also include others living within the same household or otherwise so closely identified with each other as to cause difficulty.*
- 3. In the event of the marriage of two employees that creates a situation as described above, the employees involved will decide among themselves which one will voluntarily relinquish their position.*
- 4. The Board of Trustees must approve any exceptions to this policy.*

NOTE: This policy does not apply to employees of record as of the effective date of this policy.

The meeting was adjourned at 1:25 pm.

Don Ackermann
Secretary
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