HBMA Board of Directors Minutes
January 21, 2008

Present:

- Ken Goodin, President
- Randy Roat, President Elect
- Jackie Willett, Secretary
- Scott Everson, Treasurer
- Sherri Dumford, Past President
- Bill Carns, Director
- Julie Demerath, Director
- Andy Kokosa, Director
- Patrick Lukacs, Director
- Holly Louie, Director
- Barry Reiter, Director
- Don Rodden, Director

(Note: Because this was a called meeting of the Board for Executive Session no ISAM individuals participated in the call)

I.   Call to Order and Roll Call
        The President reminded all Board Members of the confidentiality of Executive Session.

II.   ISAM Performance Satisfaction Survey and Bonus Structure
        Scott informed the Board Members that the purpose of the call was to:
- Analyze the newly adapted ISAM performance evaluation structure and thus the evaluations that were submitted;
- Discuss the continued need and progress being made to refine the Survey process;
- Discuss the economic issue in regard to developing a formula/formulas which could be reflective in the form of a bonus structure for ISAM.

III.   Action Items/Decisions:
   a.   Survey results are to be forwarded to Brad.
   b.   Bonus calculation for 2007 will not include a "satisfaction" component.
   c.   Bonus calculation for 2007 will not include expenses for SPS meeting.
   d.   Develop an appropriate scoring system for the refined survey together with "satisfaction bonus" calculation feature .

Executive Session concluded at 12:00 Central Time and was followed by the President's request to enter into Regular Session for the purpose of discussing one action item that needed approval.

IV.   Ken and Andy explained that the previously approved budget amount of $16,000.00 for HBMA Branding Project/Marketing appeared inadequate based on review of the actual contract recently received.
   ⇒ Andy made a motion that an additional $4000.00 be approved for the HBMA Branding Project.
   ⇒ Randy seconded
   ⇒ All approved.

V.   Meeting was adjourned at 12:15 p.m. Central Time.