



Established 1921

June 24<sup>th</sup>, 2020

Team.

It's been a rocky start, and I appreciate all of your patience. Sincerely. There's been a lot of change with all the new implementations that have been introduced; one of those being the implementation of the Zoom meetings.

It is my duty to lead in full transparency and with integrity, so that I can transfer those some qualities--outward to the team that helps us run this state day-to-day. With that being said, I have realized that I'm doing all of us a disservice to not create structure right off the bat with our meetings; and with this letter—I intend to break the mold, and be a better communicator with you all.

This memo is to set in place structured meeting times for all of our teams in the field starting this Monday June 29<sup>th</sup>, 2020. The structure will follow this format:

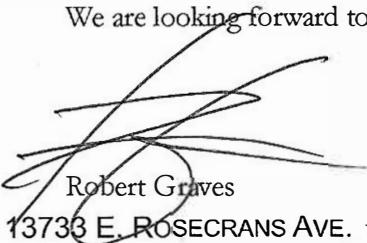
## MEETING MONDAYS

- Headquarters Team:
  - Every Monday
  - 0930 - 1100
- DSOs:
  - Every 1<sup>st</sup> & 3<sup>rd</sup> Monday
  - 1130 - 1230
- TCs:
  - Every 2<sup>nd</sup> & 4<sup>th</sup> Monday
  - 1130 - 1230
- SECs:
  - Every 1<sup>st</sup> & 3<sup>rd</sup> Monday
  - 1330 – 1500
- Leadership Collaboration:
  - Every 2<sup>nd</sup> & 4<sup>th</sup> Monday
  - 1330 – 1500

I will be sending Reoccurring Zoom meetings out that reflect this schedule. Please “ACCEPT” these meetings when they come into your inbox, so that the reminders go to your calendars, and the links will forever be attached to those reminders.

Please make sure you have the capability to use Zoom on these meeting days. If you do not have the tools needed, please reach out to me individually—and we'll make magic happen.

We are looking forward to building a strong foundation for the generation after us, with you all.



Robert Graves

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