

MINUTES OF MEETING OF BOARD OF DIRECTORS
OF
NISWONGER FOUNDATION, INC.
Friday, May 5, 2017

A meeting of the Directors of the Niswonger Foundation Inc., a non-profit corporation organized under the laws of the State of Delaware (the "Foundation"), was held at Landair Logistics, Inc., in Greeneville, Tennessee Friday, May 5, 2017, at 9:00 a.m.

Board members Scott M. Niswonger, David Golden, Nikki Niswonger, John Tweed and Nancy Dishner, as well as staff members Kathy Odell, Richard Kitzmiller, Larry Neas and Amanda Carpenter, were present. Robin Shepherd and CeeGee McCord were also present. Scott M. Niswonger chaired the meeting.

The Chairman presented the minutes of the Foundation's February 9, 2017 Board Meeting for approval. After discussion and upon a motion made by Mr. Golden and seconded by Mrs. Niswonger, the minutes were approved. (A copy of the minutes is filed with the records of the Foundation.)

Larry Neas, Coordinator of Special Projects, and Amanda Carpenter, Literacy Specialist, presented an update on the Niswonger Foundation's Literacy Initiative Focused on Effectiveness (LIFE). This program is a successful pilot in three Greene County elementary schools: Ottway, Glenwood and Chuckey. Based on the success of this work, this literacy effort is being expanded to Hancock County Elementary School. Funding for this expansion is being provided through a \$450,000 grant from the Walmart Foundation.

The Chairman presented the financials for the Niswonger Foundation. An update was provided on investments and expenditures. After discussion and upon motions made by Mr. Tweed and seconded by Mr. Golden, the financial report was accepted. (Copies of the reports are filed with the records of the Foundation.)

Dr. Dishner presented one personnel change for Board consideration. The recommendation was to promote Dr. Richard Kitzmiller to the position of Vice President of the Niswonger Foundation, effectively immediately. She asked that he be provided an annual salary increase of \$5000 beginning July 1, 2017. Following discussion, and upon a motion made by Mr. Golden and seconded by Mrs. Niswonger, the Board voted to approve.

Dr. Dishner presented the proposed 2017-18 operating budget. After discussion, upon motion made by Mr. Tweed and seconded by Mrs. Niswonger, the 2017-18 operating budget was approved as presented. (A copy of the final budget is filed with the records of the Foundation.)

Dr. Dishner presented the program and partnership report; and the scholarship and leadership report and responded to questions. Highlights from these reports included:

1. The announcement that Law Loving, Coordinator of the Foundation's CareerConnect program received national recognition as a "Young Person of Promise" by America's Promise. As

