

**THE ILLINOIS STATE TOLL HIGHWAY AUTHORITY**

**MINUTES OF EXECUTIVE SESSION**

**OF**

**THE BOARD OF DIRECTORS**

**July 29, 2010**

On July 29, 2010 at approximately 12:40 p.m., upon a roll call vote, the Illinois Tollway's Board of Directors met in Executive Session pursuant to Section 2(c)(2) of the Act to discuss collective bargaining, and Section 2(c)(11) to discuss litigation matters. The Secretary called the roll and those Directors present were as follows:

Chair Paula Wolff  
Director Jim Banks  
Director Bill Morris  
Director George Pradel  
Director Jim Roof  
Director Maria Saldaña  
Director Carl Towns  
Director Tom Weisner

Also, present were the following:

Kristi Lafleur	Doug Kucia
Andrew Boron	Paul Kovacs
Mike Colsch	Tom Bamonte
Jeff Redding	Greg Stukel

**The Directors discussed SEIU negotiations.**

[Discussions relating to ongoing and/or upcoming collective bargaining negotiations redacted]

**The Directors discussed pending union grievances.**

[Discussion relating to union grievance redacted]

**The Directors discussed SEIU negotiations.**

[Discussion relating to ongoing and/or upcoming collective bargaining negotiations redacted]

**The Directors discussed pending litigation.**

[Discussion relating to litigation redacted]

**The Directors discussed status of the oases.** Staff then updated the Board on the status of the oases. Staff advised that court entered a judgment of foreclosure against Wilton. Wilton is now out of the picture. The foreclosure sale is scheduled for August 25, 2010. iStar is likely to be the only and winning bidder. The Tollway's understanding is the bidder will submit a bid, and the difference between the winning bid and the loan, which is approximately \$110 million, will have to be written off by iStar. The foreclosure does not affect the Tollway's rights under the Lease. The successor to Wilton has to abide by the Lease terms. After discussion with iStar's counsel, iStar's current plan is to transfer the Lease after the foreclosure sale to an iStar-related company. After iStar makes that transfer, any subsequent assignment of the Lease is subject to the Tollway's review and approval.

A Director asked if during this foreclosure process does iStar have the right to transfer the Lease to a third party without the Tollway's approval. Staff advised that iStar would have that right.

Staff inquired as to what rights the Tollway had regarding the iStar loan. Staff advised that there is no restriction for the sale of the iStar loan to another party.

Staff then noted that the second issue that has come up from the Receiver's report is that it appears that the project generated over \$4 million over the last year, in excess of rent and expenses. That suggests

that without the debt it appears the Oases are generating cash flow.

Staff advised the Tollway's audit team to look at the Oases now that U.S. Equities as Receiver has been running them for awhile and to audit the money going in and coming out. This will put the Tollway in a stronger position if it should have to negotiate Lease terms in the future.

A Director stated that the U.S. Equities is the property manager for all of the branches of the bank for which he works. If the situation changes and U.S. Equities is no longer court-appointed and takes a higher or different level of responsibility, Director Roof will recuse himself from this matter.

**The Directors discussed the status of the oases.** Staff then advised the Board that the Receiver, as part of the judgment of foreclosure, transferred the excess \$4 million to iStar to be applied to the loan. Although this is the bank's money, from a management perspective the cash flow could have been used toward the needs of the Oases, such as the parking lots, bringing in customers, and more tenants.

A Director asked if this was in the Lease. Staff stated that the Lease has performance requirements.

Staff advised that the Tollway can make a recommendation on what is the best expenditure of their money, but iStar and the Receiver can decide to take another approach as long as the facilities are in safe, working order.

A Director asked the remaining term of the Lease. Staff advised that there are 17 years left on the Lease.

There being no further business, Chair Wolff called for a motion to adjourn from Executive Session. Director Weisner moved to adjourn; seconded by Director Canham. The motion was approved unanimously.

Meeting adjourned at approximately 1:20 p.m.

Minutes taken by: \_\_\_\_\_

Dawn Sirianni  
Assistant Secretary

**THE ILLINOIS STATE TOLL HIGHWAY AUTHORITY**

**MINUTES OF EXECUTIVE SESSION**

**OF**

**THE BOARD OF DIRECTORS**

**August 26, 2010**

On August 26, 2010 at approximately 1:15 p.m., upon a roll call vote, the Illinois Tollway's Board of Directors met in Executive Session to discuss collective bargaining matters specific to Section 2(c)(1), 2(c)(2), 2(c)(6), 2(c)(11), and 2(c)(21) pursuant to the Open Meetings Act. The Secretary called the roll and those Directors present were as follows:

Chair Paula Wolff  
Director Bill Morris  
Director Jim Roof  
Director Carl Towns

Director Tom Canham  
Director George Pradel  
Director Maria Saldaña  
Director Tom Weisner

Also, present were the following:

Kristi Lafleur  
Andrew Boron  
Tom Bamonte  
Jim Wagner

Doug Kucia  
Paul Kovacs  
Greg Stukel

**The Directors discussed the release of revised Executive Session minutes.**

The Chair asked Directors to review the revisions and redactions to the Executive Session minutes from January 2010 through June 2010 for release. The Directors discussed the format that the released Executive Session minutes should use. It was decided to leave the bold header statement and to include the bracketed language to explain why the

section was redacted.

The Chair stated that the previous Executive Session minutes during her tenure, back to August 2009, were also being revised for consistency and would also be reviewed for release.

The Chair stated that the audio tapes of the Executive Session meetings are required to be kept for 18 months. A Director stated that since the tapes are available, the minutes should be a general review of what was discussed.

**The Directors discussed status of the oases.**

Staff stated that the foreclosure sale was changed to September 15, 2010. Staff has asked iStar why the date was changed, and was told it was changed because there is a long checklist and iStar needed more time. The Tollway has insisted that iStar re-publish the sale notice with the new date. Staff has asked iStar attorneys if iStar has any plans to transfer the property to any entity outside of the iStar corporate umbrella, and iStar stated that there are no current plans to do so. This is significant because the Lease gives the bank an opportunity to transfer the lease without Tollway approval during the foreclosure process. iStar plans to transfer the property from iStar corporate to an iStar affiliate. The Tollway will then take the position that that was iStar's only chance to transfer the property without Tollway approval. Any further transfer to a third party would be subject to Tollway approval.

Staff advised that the staff had met with ExxonMobil and 7-Eleven two weeks earlier. 7-Eleven is doing due diligence before 7-Eleven commits to ExxonMobil, and the 60 day time clock has not yet started.

**The Directors discussed pending litigation.**

[Discussion related to pending litigation redacted]

**The Directors discussed FOIA.**

Staff advised that the Tollway has a policy of not releasing Freedom of

Information Act (FOIA) requests for transponder histories without a subpoena. The Tollway received two FOIA requests for transponder histories. One, received in April, was sent to the Public Access Council (PAC), a unit of the Attorney General's office, to use a specific exemption not to release this information, and at this time the Tollway has not received a response. A second request was received in the last few weeks regarding a public official for two personal vehicles. This information was initially requested through the courts, and the court quashed the subpoena request. The requestor then submitted a FOIA. This request was submitted to the PAC, and the PAC directed the Tollway to release the information.

Staff advised that the Tollway customer base has grown to believe that this information will be kept private.

Staff stated that case law has shown that a lot can be kept private with respect to homes, but travel on public streets is public. It is unlikely that the courts will reverse the PAC. Staff feels the most effective way to deal with this would be to go to Springfield and have the legislature amend the Tollway Act or FOIA to provide that I-PASS transponder history records are not subject to FOIA. There is a privacy interest, a customer service issue and a safety issue involved. California has recently passed legislation providing for privacy of tolling records. A legislative amendment would probably take until next June to accomplish.

Staff advised that for the case at issue the Tollway could limit the released data to just the four days requested and make a strong case to the PAC that the Tollway feels that this decision is wrong. The Tollway could try to limit the scope of this ruling to just this one case, while trying to change the legislation at the same time.

A Director inquired if the agreement with customers could include a statement that the information would not be released. Staff advised that public agencies could not add language to a contract that would

circumvent FOIA. Another Director inquired if the Tollway could be sued for giving out the information. Staff advised that FOIA precludes agencies from being sued for complying with the FOIA.

The Board agreed that the Tollway should try to change the legislation, and that the information will be released under protest because the Tollway is required to release it under the law.

**The Directors discussed SEIU negotiations.**

Staff stated that a meeting with the leadership and executive committee of SEIU, at the union's request had occurred. SEIU voiced concerns regarding items other than bargaining negotiations, and appreciated being able to have the meeting. The next bargaining session is September 9, 2010.

**The Directors discussed a personnel matter.**

[Discussion relating to pending litigation redacted]

There being no further business, Chair Wolff called for a motion to adjourn from Executive Session. Director Morris moved to adjourn; seconded by Director Canham. The motion was approved unanimously.

Meeting adjourned at approximately 2:15 p.m.

Minutes taken by: \_\_\_\_\_

Dawn Sirianni  
Assistant Secretary



# THE ILLINOIS STATE TOLL HIGHWAY AUTHORITY

## MINUTES OF EXECUTIVE SESSION

OF

## THE BOARD OF DIRECTORS

September 30, 2010

On September 30, 2010 at approximately 1:05 p.m., upon a roll call vote, the Illinois Tollway's Board of Directors met in Executive Session pursuant to Sections 2(c)(1), 2(c)(2), 2(c)(11), and 2(c)(21) of the Open Meetings Act. The Secretary called the roll and those Directors present were as follows:

Chair Paula Wolff  
Director Bill Morris  
Director Jim Roof  
Director Carl Towns

Director Jim Banks  
Director George Pradel  
Director Maria Saldaña  
Director Tom Weisner

Also, present during some or all of the executive session were the following:

Kristi Lafleur  
Paul Kovacs  
Andrew Boron  
Jim Wagner  
Peter Foernssler

Doug Kucia  
Tom Bamonte  
Greg Stukel  
Arjana Jaupi

Staff reminded the Directors to complete the conflict of interest disclosure form.

**The Directors discussed FOIA received from SEIU.**

Staff stated that the Tollway has received a FOIA from SEIU requesting

Tollway memos for the past year to or from Tollway staff and /or Directors regarding communications with or about labor organizations or organizations which make political contributions. The FOIA is also requesting Board meeting minutes.

**The Directors discussed potential litigation.**

[Discussion relating to pending litigation redacted]

**The Directors discussed the Oases.**

Staff stated that the court has approved the transfer of the Wilton Lease to SFI, a subsidiary of iStar's parent company. In late October the court will discharge US Equities as Receiver. Several articles have appeared recently indicating that iStar, the parent company to SFI's managing partner firm, may file bankruptcy, as it is \$8.2 billion in debt. The Tollway Directors were advised by the General Counsel that if iStar files for bankruptcy, the Tollway will have the same Lease protections as were available to the Tollway under the Lease with Wilton, including the right to declare a default if SFI fails to meet the performance requirements of the Lease. There should be no operational changes anticipated because of the bankruptcy.

The Staff stated that iStar/SFI may want concessions, such as not to have to provide food service 24/7, and that they will likely want to revisit the required parking lot repairs. SFI has stated that they will be putting together a long-range plan. SFI is also looking at rebranding and finding ways to make the oases more profitable.

[Discussion relating to ongoing litigation redacted]

**The Directors discussed the release of the Executive Session minutes.**

The Chair asked the Board to read through the past Executive Session minutes for release at next month's Board meeting.

**The Directors discussed a litigation issue.**

[Discussion relating to ongoing litigation redacted]

**The Directors discussed personnel matters.**

[Discussion of personnel matters, including discipline, relating to specific employees of the Tollway redacted]

There being no further business, Chair Wolff called for a motion to adjourn from Executive Session. Director Morris moved to adjourn; seconded by Director Pradel. The motion was approved unanimously.

Meeting adjourned at approximately 2:40 p.m.

Minutes taken by: \_\_\_\_\_

Dawn Sirianni  
Assistant Secretary

**THE ILLINOIS STATE TOLL HIGHWAY AUTHORITY  
MINUTES OF EXECUTIVE SESSION  
OF  
THE BOARD OF DIRECTORS  
October 21, 2010**

On October 21, 2010 at approximately 12:35 p.m. upon a roll call vote, the Illinois Tollway's Board of Directors met in Executive Session pursuant to Section 2(c)(1) of the Open Meetings Act to discuss personnel matters, Section 2(c)(2) of the Act to discuss collective bargaining and Section 2(c)(11) litigation matters. The Secretary called the roll and those present were as follows:

Chair Paula Wolff	Director Bill Morris
Director George Pradel	Director Jim Roof
Director Maria Saldaña	Director Carl Towns
Director Tom Weisner	

Also, the following were present during some or all of the executive session:

Kristi Lafleur	Doug Kucia
Andrew Boron	Tom Bamonte
Dave Wilson	Mike Colsch
Jeffrey Redding	Jim Wagner
Brian Bottomley	Mark Bennett (outside counsel)
Thomas Conklin (outside counsel)	

**The Directors discussed union negotiations.**

[Discussion relating to ongoing and/or upcoming collective bargaining negotiations redacted]

**Directors discussed upcoming union negotiations.**

[Discussion relating to ongoing and/or upcoming collective bargaining negotiations redacted]

**The Directors discussed the a property litigation case.**

[Discussion relating to pending litigation redacted]

**The Directors discussed the Oases negotiation.** General Counsel stated that there was no real update to provide on the status of the Oases other than the information disclosed in an earlier report. Staff shared that ExxonMobil requested 7-Eleven be assigned the lease. The Tollway is working to have outside experts evaluate this issue.

**The Directors discussed threatened litigation.**

[Discussion relating to pending litigation redacted]

**The Directors discussed the pending litigation.**

[Discussion relating to pending litigation redacted]

**The Directors discussed a personnel matter.**

[Discussion relating to pending litigation redacted]

There being no further business, Chair Wolff called for a motion to adjourn from Executive Session at 2:37 p.m. Director Pradel moved to adjourn; seconded by Director Roof. The motion was approved unanimously.

Minutes taken by: \_\_\_\_\_

Tranece Artis

Board Secretary

The Illinois State Toll Highway Authority

**THE ILLINOIS STATE TOLL HIGHWAY AUTHORITY  
MINUTES OF EXECUTIVE SESSION  
OF  
THE BOARD OF DIRECTORS  
November 18, 2010**

On November 18, 2010 at approximately 12:41 p.m. upon a roll call vote, the Illinois Tollway's Board of Directors met in Executive Session pursuant to Sections 2(c)(1), 2(c)(2) and 2(c)(11) of the Open Meetings Act. The Secretary called the roll and those present were as follows:

Chair Paula Wolff	Director James Banks
Director Thomas Canham	Director Bill Morris
Director George Pradel	Director Jim Roof
Director Maria Saldaña	Director Carl Towns
Director Tom Weisner	

The following were present during some or all of the executive session:

Kristi Lafleur	Doug Kucia
Andrew Boron	Tom Bamonte
Jeffrey Redding	Jim Wagner
Tiffany Bohn	

**The Directors discussed labor negotiations.**

[Discussion relating to ongoing and/or upcoming collective bargaining negotiations redacted]

**The Directors discussed the pending litigation.**

[Discussion relating to pending litigation redacted.]

**The Directors discussed the pending litigation.**

[Discussion relating to pending litigation redacted.]

**The Directors discussed a personnel matter now in litigation.**

[Discussion relating to pending litigation redacted.]

There being no further business, Chair Wolff called for a motion to adjourn from Executive Session at 2:54 p.m. Director Canham moved to adjourn; seconded by Director Roof. The motion was approved unanimously.

Minutes taken by: \_\_\_\_\_

Tranece Artis  
Board Secretary  
The Illinois State Toll Highway Authority

**THE ILLINOIS STATE TOLL HIGHWAY AUTHORITY  
MINUTES OF EXECUTIVE SESSION  
OF  
THE BOARD OF DIRECTORS  
December 16, 2010**

On December 16, 2010 at approximately 12:50 p.m. upon a roll call vote, the Illinois Tollway's Board of Directors met in Executive Session pursuant to Section 2(c)(1) of the Open Meetings Act to discuss personnel matters, Section 2(c)(2) of the Act to discuss collective bargaining matters and Section 2(c)(11) to discuss litigation matters. The Secretary called the roll and those present were as follows:

Chair Paula Wolff  
Director Bill Morris  
Director Jim Roof  
Director Carl Towns

Director Thomas Canham  
Director George Pradel  
Director Maria Saldaña  
Director Tom Weisner

Also, the following were present during some or all of the executive session:

Kristi Lafleur  
Tom Bamonte  
Greg Stukel  
Jack Healy

Doug Kucia  
Mike Colsch  
Paul Kovacs  
Craig Green

**The Directors discussed lease negotiation.** Exxon Mobil is requesting that its lease with the Tollway be assigned to 7-Eleven, Inc. Staff indicated that per the lease, the Tollway has 60 days to review and respond to their request. Ideally, staff would like to respond to Exxon Mobil (EM) by the end of the month. Staff introduced Jack Healy and Craig Green from the consulting firm - McGovern & Green (M&G) to give an update on their evaluation of 7-Eleven, Inc. (7-Eleven) as a potential lessee.



M&G's evaluation included a review of the following: the sale and purchase agreement which is a **[sales price redacted]** all-cash deal; the methodology used by EM to select 7-Eleven; the environmental status of thirteen 7-Eleven sites; the list of entities owned by 7-Eleven, and the draft field and distribution agreements between EM and 7-Eleven. They also conducted background checks on the corporation, its subsidiaries and its executives, including the Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, Senior Vice President of Store Operations and the President of the Great Lakes Division.

M&G also: identified the major subcontractors of 7-Eleven; analyzed the 2008 and 2009 financial statements for 7-Eleven and its holding company; and reviewed 7-Eleven revenue projections and franchise selection process.

The results of M&G's evaluation were as follows: 7-Eleven, Inc is a subsidiary of 7-Eleven Japan, which is a subsidiary of Seven & I Holding. 7-Eleven has \$16 billion in sales, \$6 billion in assets and \$240 million in cash on hand. As of Feb. 28, 2010, Seven & I Holding had \$51 billion in sales, \$41 billion in assets and \$8 billion in cash on hand – making it one of the largest retailers in the world. 7-Eleven has 39,100 stores worldwide of which 8,200 stores are in North America. 7-Eleven's Great Lakes Division has 660 stores and operates 190 gas stations.

EM announced two weeks ago that 7-Eleven will purchase 183 EM stations in the United States. 7-Eleven Japan announced its intention to purchase, through McClain, 294 stores in Australia.

7-Eleven views the oases sites as high visibility or "billboard sites" and therefore will monitor them closely. As a franchisor, 7-Eleven gets paid out of the operating profit of the franchisees and, therefore, is very involved in the operation of the stores. Their involvement includes: visiting each store weekly, buying inventory and managing a customer

relations system that tracks sales by SKU (stock keeping unit) numbers sold each hour at each store. There will be 2 stores at each of the Tollway Oases. As a result, they can customize inventory for each store to maximize profitability. Their largest subcontractor will be McClain for their food services.

Although 7-Eleven, Inc. has not selected franchisees for the Tollway Oases locations, it has a rigorous selection process and is willing to include the Tollway staff in that process. Currently, the franchisees in the Great Lakes Division of 7-Eleven have over 90% minority ownership. 7-Eleven projects an internal rate of return of 11.3% over a 10 year period. 7-Eleven will: pay **[sales price redacted]** in cash; invest another \$4 million in improvements; and sell each of the oases franchises for \$2.2 million. They expect to improve the sales within the first year of the store opening by over 10% - from their perspective this is a conservative estimate despite the fact that they cannot sell liquor or hot foods at the Tollway Oases.

7-Eleven will train and hire most of the existing employees prior to the closing of the current Oases stores. They have several provisions in their purchase agreement on how to treat employees – especially those nearing retirement.

7-Eleven has environmental professionals on staff and they do not have any significant environmental issues on record in Illinois. They plan to negotiate a fixed contract with EM for environmental clean-up necessary to date. As outlined in the lease agreement, EM is responsible for the property's current state. 7-Eleven will have to do its own due diligence to determine the current state. At the end of the lease, 7-Eleven will have to return the area back to “as good” or “better” condition as when it was originally leased to EM.

No significant issues were discovered about the executives during the background checks. There have been several lawsuits against 7-Eleven in Illinois - most of them from the City of Chicago. M&G indicated that

these cases are most likely administrative matters (e.g. health code violations). Outside of the state, there are several lawsuits but none of them were deemed material to this transaction by M&G.

M&G indicated that the Tollway will have final approval of franchisees. The Tollway will have one point of contact with 7-Eleven despite the existence of multiple franchisees.

Directors asked M&G about the minority composition of the franchise owners. General Counsel said this question could be asked as a point of interest but there is no provision in the lease that would require them to provide that information or to use that information as a part of the franchisee selection. **Directors suggested that 7-Eleven be asked about the census breakdown of their franchisee owners as a point of interest.**

Directors expressed concern that 7-Eleven could depress the sales/profitability for other pavilion vendors at the oases.

Directors inquired about 7-Eleven's willingness to share the costs of repairing the pavement in the parking lots. M&G indicated that there is a provision in the purchase agreement that limits 7-Eleven's contribution to the repaving of the parking lots.

Staff indicated that concessions may be requested by US Equities and iStar on the lease of the Tollway Oases pavilions. Staff is reviewing the extent of concessions that can or should be made. The directors reminded the staff and Board that he would need to recuse himself from any vote related to US Equities.

Staff asked for the sense of the Board about honoring Exxon Mobil's request to assign their lease to 7-Eleven. Directors indicated that they are comfortable with the arrangement as presented but requested a written report from M&G detailing the results of their evaluation.

**Directors discussed negotiations with SEIU.**

[Discussion relating to ongoing and/or upcoming collective bargaining negotiations redacted]

There being no further business, Chair Wolff called for a motion to adjourn from Executive Session at 1:30 p.m. Director Morris moved to adjourn; seconded by Director Roof. The motion was approved unanimously.

Minutes taken by: \_\_\_\_\_

Tranece Artis  
Board Secretary  
The Illinois State Toll Highway Authority

**THE ILLINOIS STATE TOLL HIGHWAY AUTHORITY  
MINUTES OF EXECUTIVE SESSION  
OF  
THE BOARD OF DIRECTORS  
January 27, 2011**

On January 27, 2011 at approximately 12:30 p.m. upon a roll call vote, the Illinois Tollway's Board of Directors met in Executive Session pursuant to Section 2(c)(1) of the Open Meetings Act to discuss personnel matters, Section 2(c)(2) of the Act to discuss collective bargaining matters and Section 2(c)(11) to discuss litigation matters. The Secretary called the roll and those present were as follows:

Chair Paula Wolff	Director James Banks
Director Thomas Canham	Director Bill Morris
Director George Pradel	Director Jim Roof
Director Carl Towns	Director Tom Weisner

Also, the following were present during some or all of the Executive Session:

Kristi Lafleur	Doug Kucia
Tom Bamonte	Mike Colsch
Jeff Redding	Paul Kovacs

**Directors discussed negotiations with Service Employee International Union (SEIU).**

[Discussion relating to ongoing and/or upcoming collective bargaining matters redacted]

**Directors discussed personnel issue.**

[Discussion relating to pending litigation redacted]

**Directors discussed construction-related issue.**

[Discussion relating to pending litigation redacted]

**The Board met in Executive session without staff.**

The Executive Director (ED) asked the Directors whether they have questions about the performance goals sent to them prior to the meeting. None of them had questions.

**Directors discussed the Executive Director's performance goals.**

Directors commented that the performance goals presentation is a good framework and that timelines and more specific outcome measures should be incorporated in the document. Directors also suggested that the goals be reviewed with the ED in six months.

There being no further business, Chair Wolff called for a motion to adjourn from Executive Session at 1:30 p.m. Director Morris moved to adjourn; seconded by Director Roof. The motion was approved unanimously.

Minutes taken by: \_\_\_\_\_

Tranece Artis  
Board Secretary  
The Illinois State Toll Highway Authority

**THE ILLINOIS STATE TOLL HIGHWAY AUTHORITY  
MINUTES OF EXECUTIVE SESSION  
OF  
THE BOARD OF DIRECTORS  
February 24, 2011**

On February 24, 2011 at approximately 1:35 p.m. upon a roll call vote, the Illinois Tollway's Board of Directors met in Executive Session pursuant to Section 2(c)(1) of the Open Meetings Act to discuss personnel matters, Section 2(c)(2) of the Act to discuss collective bargaining matters and Section 2(c)(11) to discuss litigation matters. The Secretary called the roll and those present were as follows:

Chair Paula Wolff	Director James Banks
Director Thomas Canham	Director Bill Morris
Director George Pradel	Director Jim Roof
Director Maria Saldana	Director Carl Towns
Director Tom Weisner	

Also, the following were present during some or all of the Executive Session:

Kristi Lafleur	Doug Kucia
Tom Bamonte	Mike Stone

**Directors discussed an employee theft case.**

[Discussion relating to pending legal proceeding redacted.]

**Directors discussed labor negotiations with American Federation of State County and Municipal Employees (AFSCME) and Teamsters.**

[Discussion relating to upcoming and/or ongoing collective bargaining negotiations redacted]

**Directors discussed personnel issue.**

[Discussion relating to pending litigation redacted]

**Directors discussed the personnel issues with the ED.**

The Board met in Executive session without staff to discuss personnel issues.

There being no further business, Chair Wolff called for a motion to adjourn from Executive Session at 2:00 p.m. Director Morris moved to adjourn; seconded by Director Banks. The motion was approved unanimously.

Minutes taken by: \_\_\_\_\_

Tranece Artis  
Board Secretary  
The Illinois State Toll Highway Authority