NASB BOARD NOTES



A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership Innovation Vision Engagement #liveNASB #weLIVEhere

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IN THIS EDITION OF BOARD NOTES ...

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NEW FACES AT NASB

ADVANCING EDUCATION IN THE ERA OF AI THIS MONTH IN ... AND MUCH MORE!

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

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https://members.nasbonline.org/events

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.





Legislative Special Session Begins Thursday, July 25 ... See Page 3



Area Membership Meetings begin August 20



August 20 - North Platte

August 21 - Gering

August 22 - Valentine

August 27 - Kearney

August 28 - York

September 4 - Norfolk

September 11 - Nebraska City

September 24 - Omaha

September 25 - Fremont

Labor Relations Conference - October 2-3 - Lincoln



State Education Conference - November 20-22 - CHI Health Center Omaha

Delegate Assembly - November 22

New Board Member Workshops - December 2024

December 2 - Norfolk

December 3 - Kearney

December 4 - Gering

December 5 - North Platte

December 10 - York

December 11 - Omaha

LEG UPDATE: THE SPECIAL SESSION & NASB STATEMENT

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https://members.nasbonline.org/government-relations

SPECIAL SESSION SCHEDULE AND UPDATE BASED ON WHAT WE THINK WE KNOW ...

While the formal call from the Governor has not been made yet, the Special Session is scheduled to begin Thursday, July 25. Here is what we know.

The first three days (Thursday, Friday, and Saturday) will be reserved for bill introduction only.

Once the final bills have been introduced on Saturday, your NASB Legislation Committee will meet later that afternoon to analyze the bills and discuss our engagement strategy. Hearings start Monday morning and we'll be preparing testimony on any necessary bills that might impact local control, or the accountability, stability, purpose and/or uncertainty of the role of the locally elected school board member, and public education in Nebraska as a whole.

Hearings will continue through Tuesday, July 30, with debate to start sometime after.



NASB STATEMENT PRIOR TO THE SPECIAL SESSION ...

NASB has been approached by a number of media outlets and have declined comment until we had seen a more formalized plan. With the Governor's Press Conference unveiling "The Nebraska Plan to Cut Property Taxes: The Playbook" on Thursday, July 18, we have supplied the following thoughts to the media.

As the Governor's plan for property tax relief has not been formally presented, NASB will reserve final judgement until legislation is introduced. However, our membership, as locally elected leaders, will guide their decisions on the following key thoughts:

- Local control. School board members are elected locally and are in the best position to understand the needs of their communities and students. As such, we have concerns about the impact this plan will have on school boards to meet the unique needs of their individual communities. Roughly 79% of Nebraska school board members are serving at or within 100 miles of the district from which they graduated.
- Accountability. School board members are ultimately accountable to their constituents for the spending decisions they make. Moving this accountability to the State seems contrary to the notion of local control.
- **Purpose.** Each district has unique needs and priorities which are revealed during the budgeting process. It is unknown how the Governor's plan will impact districts' abilities to meet those considerations.
- **Stability.** While recognizing the recent investments in K-12 education, skepticism about the State's ability to honor its commitments is well founded and could be especially relevant in a recessive economic environment.
- **Uncertainty.** The recent change to state funding for community colleges is new and its impact is yet to be determined. It may be too early to use this as a model for success.

Reach out with questions, stay informed locally, at the state level, and through us over the next few weeks.

Thanks! Colby, John, Matt & Lindsey

Check out the latest version of the Open Meetings Act on NASB's GR page

AT THE BOARD TAB



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BOARD AGENDA ITEMS FOR YOUR MONITHLY MEET

https://members.nasbonline.org/board-leadership



Each month, this space reflects recommended regular board meeting agenda items to include in the upcoming board meeting agenda. Please contact Marcia at mherring@NASBonline.org if you have questions or recommendations for improving the Board Meeting Annual Calendar.



AUGUST BOARD AGENDA ITEMS

Please see the July 15 email from mherring@NASBonline.org and shiggins@NASBonline.org for the draft of the August Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608.



The NASB Board Leadership department facilitates membership and provides professional development for the board secretary, district and building administrative assistants, bookkeepers, and business managers. The **Nebraska Administrative Education Professionals (NAEP)** annual membership drive kicks off on August 1, 2024. Membership facts:

- NAEP Membership is made up of 270+ district/ESU secretaries, administrative assistants, bookkeepers, business managers, and other building office staff members who work with the Board of Education, and Superintendent/ESU Administrator
- NAEP members receive access to a discussion board to network and communicate with the entire NAEP community across the state, **document/resource** library and **shared Google folder** to support your day-to-day work demands, **NAEP member database** to contact and network with other members, etc.
- Annual NAEP State Convention to bring NAEP members from across the state together to learn, network, and collaborate. Convention is held in Kearney.
- Virtual "Table Talks" and networking opportunities are provided to allow members to connect regarding tips/tricks in addition to the discussion board throughout the year as well as virtual learning opportunities such as **Lunch and** Learns.
- Additional services are offered as member needs surface/are requested.

Interested in joining the NAEP membership, please contact: Katie Corfield, NASB Board Leadership Associate - kcorfield@NASBonline.org Marcia Herring, Director of Board Leadership - mherring@NASBonline.org



LESS THAN A MONTH FROM AREA MEMBERSHIP MEETINGS

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https://members.nasbonline.org/events/area-membership-meetings

August 20 - North Platte

August 21 - Gering

August 22 - Valentine

August 27 - Kearney

August 28 - York

September 4 - Norfolk

September 11 - Nebraska City

September 24 - Omaha

September 25 - Fremont

AGENDA

4:30 PM - Registration & Exhibitors

5:00 PM - Opening Session

5:15 PM - Legislative Update

5:50 PM - Break & Exhibitors

6:05 PM - Training Sessions #1

6:35 PM - Break & Exhibitors

6:50 PM - Training Sessions #2

7:20 PM - Dinner & Recognition

2024 AREA MEMBERSHIP MEETINGS

Leadership - Training - Recognition - Networking - Vision

North Platte - Gering - Valentine - Kearney - York - Norfolk - Nebraska City - Omaha - Fremont

Topics include: Legislative Update; How Does Nebraska Compare?; School Claims, Insurance Trends and High-Risk Activities;
Accountability and Stakeholder Engagement; Networks of Support: Inspiring Local Leadership;
Open Meetings, Option Enrollments, and Ouch, Title IX!; Support for Board and Superintendent Leadership Success

OPEN POSITIONS ON THE NASB BOARD & LEG COMMITTEE



https://members.nasbonline.org/board-of-directors









Your Name Here?

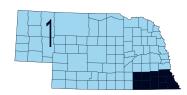
Your Name Here?

Your Name Here?

Your Name Here?

NOMINATION FORMS HAVE BEEN SENT ...

Nomination forms for seats on both the NASB Board of Directors and the NASB Legislation Committee have been emailed to each School Board Member, Superintendent/ESU Administrator and Secretary. These are great opportunities to expand your leadership horizons by serving on a statewide board committed to providing resources to school and ESU board members.



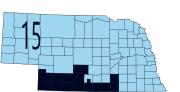
NASB Board of Directors

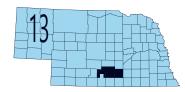
The following is a list of the seats that are up for election (or appointment*), as well as the current director. The deadline for nominations is August 30, 2024.

To see what Region you are in visit: https://members.nasbonline.org/board-of-directors

- Region 1 Neal Kanel
- Region 3 Renee Vokt
- Region 5 Tracy Casady*
- Region 7 Shavonna Holman*
- Region 9 Piyush Srivastav*
- Region 11 Jim Vlach
- Region 13 Marilyn Bohn
- Region 15 Allison Sandman
- Region 17 Michelle Reikofski
- Region 19 Amanda McGill Johnson*









NASB Legislation Committee

The following is a list of the seats that are up for election (or appointment*), as well as the current representative. To see what Seat you are in visit https://members.nasbonline.org/government-relations/legislation-committee-bylaws The deadline for nominations is August 30, 2024.

- Seat #2 Jane Erdenberger*
- Seat #4 Kathy Danek*
- Seat #6 Beth Morrissette
- Seat #8 Amanda McGill Johnson*
- Seat #10 Marla Grier
- Seat #12 Ryne Seaman
- Seat #14 Jim Vlach
- Seat #16 Dawn Lindsley

Any additional questions may be emailed to Sallie Horky at shorky@NASBonline.org

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https://www.ecs.org/

Earlier this month, NASB Executive Director, John Spatz, Association Executive Director and Director of Government Relations, Colby Coash, and NASB Board Member, Dr. Shavonna Holman, participated in the annual National Forum on Education Policy put on by the Education Commission of the States (ECS), in Washington D.C.

ECS is a membership organization that partners with education policy leaders to address issues by sharing resources and expertise. John serves a key role with this group, making sure Nebraska's school board members have a voice at the table. Created over 50 years ago, ECS serves both the people who develop and implement education policy and the students who directly benefit. At the Forum, many issues of common interest were addressed, such as education workforce shortages and early childhood issues.



The organization is led by a Governor as its chair, the vice chair is a legislator, and the political party of the chair and vice chair positions alternate every two years. The current Chair of ECS is Kansas Governor, Laura Kelly. ECS supports all 50 states and four territories – the District of Columbia, American Samoa, Puerto Rico, and the Virgin Islands. Each state appoints seven commissioners who help guide the work of ECS, and their own state's education agendas. Commissioners also have the authority to approve amendments to bylaws and provide strategic information to ECS staff regarding state education policy issues.

The key role ECS plays is to bring education leaders together from different backgrounds, states, and political views at annual gatherings to provide opportunities to interact, learn, and collaborate.

"The ECS Conference was truly inspiring! Three days of engaging sessions, thought-provoking speakers, and connecting with fellow education leaders from across the country left me energized. It's remarkable to see the collaborative effort towards crafting effective policies and eliminating those that hinder our students and public education. I left feeling even more motivated to contribute to this important work in my own community and hope to inspire my fellow Nebraska colleagues as well. The future of public education feels brighter thanks to the collective passion on display at the Forum." - Shavonna Holman, Ed.D., Omaha BOE & NASB Region Director

In Nebraska, the ECS representatives are: Governor Jim Pillen; Commissioner of Education Brian Maher; Senators Lynn Walz, Kathleen Kauth, and LuAnn Linehan; John Spatz, Executive Director, NASB; and Mike Baumgartner, Executive Director of the Nebraska Coordinating Commission for Higher Education.

ECS is the trusted source for comprehensive knowledge and resources on hundreds of education policy issues. It is a non-partisan organization that provides research of both sides of issues along with what is happening on the issue in other areas. ECS gives policy makers the information they need in shaping policy in their state on critical educational issues. While covering the full spectrum of education policy, Education Commission of the States dives deeply into key issues impacting all states.

To learn more, visit their website at http://www.ecs.org/



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https://members.nasbonline.org/about-us/nasb-staff

The last few months have seen some new faces join NASB. Get to know Nate, Kenna and Avary!



Nate Alspaugh - IT Specialist

Nate grew up and stayed in Lincoln his whole life and serves as NASB's formal IT Specialist. He currently attends classes at Southeast Community College studying computer information technology and has worked as a data/IT specialist in the workforce for five years. In his free time, he enjoys working on various multimedia and AV projects, computer language programming to automate work for hobbies, and playing competitive fighting videogames.



McKenna DeRiese - Board Leadership Administrative Assistant

Kenna works as an Administrative Assistant to the Board Leadership Team. She grew up in Lincoln and attended Lincoln Public Schools for K-12. She graduated from UNL in 2024 with a degree in Advertising, Public Relations, and Journalism with a minor in Education Studies. Kenna has had the privilege of working on the marketing team for various organizations such as the Down Syndrome Association of Nebraska and won the 2020 MLK Contributor Award for her work with Lincoln's MLK Youth Rally and March. She's a lover of dogs, drawing, and disposable cameras. When she's not working or writing, Kenna loves to read any book she can get her hands on, go on walks with her husband, Jack, and play with her daughter, Daphne.



Avary Pansing Brooks - Event Planning and Engagement Assistant

Avary is the Event Planning and Engagement Assistant to the Director of Member Engagement. She helps organize and implement events such as the State Education Conference, Area Membership Meetings, and the annual Membership Drive. She grew up in Lincoln and attended Lincoln Public Schools for K-12. She graduated from American University in Washington, DC, with a degree in Communications, Law, Economics, and Government. Avary has a professional background in policy, development, fundraising, and nonprofits. In her spare time, she loves to paint, go to parks with her dog, and go to movies.





ADVANCING EDUCATION IN THE ERA OF AI

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Prior to her election to the State Board of Education in November 2020, Patti Gubbels served on the Norfolk Board of Education, and was a member of the NASB Board of Directors, and the NASB Legislation Committee since 2016.

This summer the Nebraska Department of Education, the Educational Service Units, and the Educational Service Unit Coordinating Council partnered to present the Future Ready Nebraska-Advancing Education in the Era of Al Conference. Sessions included a variety of education and artificial intelligence topics such as "Re-imagining Teaching with Al," "Evidence of Learning +Al", "Best Resources for Teaching Digital Literacy", "Digital Ethics", and my favorite, "Information Literacy in the Age of Fake News."



The information literacy session resonated with me because of the prevalence of misinformation in the digital world. The session, presented by Dr. Kristen Mattson, emphasized the importance of arming students with thinking tools that help them determine if what they are seeing and reading digitally is real and accurate. Dr. Mattson identified five types of misinformation, explained why misinformation information is created or shared, and emphasized how misinformation intends to trigger emotions and influence actions.

Students need to learn to verify information before believing what they read or see digitally. The first step in managing information is to determine if a post, email, text, or article is misinformation and to identify what kind of misinformation it is. For example, Imposter Content is misinformation that presents as a legitimate business or entity and then asks for money or gift cards to remedy an issue. An example is the scam email message telling individuals their packages cannot be delivered by UPS and to call and provide a credit card number to reschedule delivery.

Fabricated Information is made up and is designed to deceive one into thinking it is real. Examples of this kind of misinformation occur when individuals intentionally post untrue information or generate AI images to look like individuals. Because AI is designed to be creative rather than accurate, generated facial images can be detected. which face is real.com is a website that identifies flaws to look for in AI generated faces.

One strategy for students to use to determine if what they read is fabricated misinformation, is lateral reading. Students can learn to evaluate the credibility of a source by comparing it with other sources that are related to the presented information. For example, researching multiple websites on a topic, looking for bias, directly asking a person quoted if the posted information is accurate, and checking citations, are elements of lateral reading.

Students also need to understand why individuals create misinformation. Is misinformation created to promote individual interests at the expense of others? Is it created to promote the interests of a group? Is misinformation created and shared in a genuine way based on what a person believes to be true? Or is the misinformation malicious and intended to provoke, damage, or hurt others?

Finally, misinformation is best managed when students understand their own psychology. Misinformation preys on emotions. Misinformation is designed to evoke emotions such as anger or curiosity and to draw individuals in. With frauds, the evoked emotion is fear used to gain acceptance of the information as true. Emotions lead to action. When we are angry, afraid or curious, we respond, accept invitations or demands without taking the time to think before we act. Students can learn to pause emotions before accepting or reposting misinformation, taking the bait, providing credit card information, or responding inappropriately.

Developmentally, if students see something they are likely to believe it. We need to help students understand, in the world of created misinformation, that "seeing is NOT believing." I will admit that this conference session provided me, as an adult, with new insights about the importance of verifying digital information, understanding motivations for generating false information, and considering how misinformation depends on manipulation of emotions to get desired human reactions.

As an education policy maker, the Al in Education Conference reminded me how important it is to adopt policies and incorporate content standards that include critical thinking and decision making, especially as they relate to digital information literacy.

Editor's Note: The opinions expressed in the column are those of Patti Gubbels and do not necessarily represent the Nebraska State Board of Education.

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... MEMBER ENGAGEMENT

Thank you to all of you that attended ALICAP Summer Workshops and Board Candidate Workshops. It's great to engage so many members in the Summer! Be sure and mark your calendar for the Area Membership Meeting closest to you. See you soon!

- Sharon -

... ADVOCACY & GOVERNMENT RELATIONS

Check out Page 3 for the latest on the Special Session, Town Halls, and more. Stay engaged and informed here over the next few weeks!

Call Colby & Matt with questions any time!

... GALLUP STRENGTHS

This month's theme is Learner.
Those with Learner in their Top 5
likely have a great desire to learn
and continuously improve. The
process of learning, rather than
the outcome, excites you. Find
ways to track the progress of
your learning and celebrate your
accomplishments.

Contact Shari to setup a Gallup retreat sbecker@NASBonline.org

... BOARD LEADERSHIP

Check out "At the Board Table" on page 4.

Marcia, Katie, Caden, Stacie, Ben, Stephanie & McKenna

... POLICY

Board members should be aware that public comment must now be allowed at each board meeting after the recent passage of LB43, introduced by Senators Sanders and Conrad. This applies to all regular and special meetings, and any work sessions or hearings where the board has a quorum. Boards can still determine the amount of time each person is given to speak and the total time allowed for public comment. When updated posters for the Open Meetings Act become available, the outdated ones should be replaced since a current copy of the laws must be posted.

Contact Jim to learn more!

... AWARDS OF ACHIEVEMENT

Individual award recipients, and boards earning a board award will be recognized at their local Area Membership Meeting. An email will be going out the beginning of August to confirm recipients for this year. Contact Kem with questions at

kloecker@NASBonline.org

... TECHNOLOGY

Welcome Grand Island Public Schools to Negotiations

Negotiations season is right around the corner! If you're looking for a refresher or a demonstration, reach out to Darjon!

Nicole will be at Administrator Days in Kearney this week! Stop by the Sparq booth and say hello!

> Welcome Sparq Meetings Subscribers:

Papillion La Vista Community Schools Creek Valley Public Schools Homer Community Schools

Darion - dmilller@NASBonline.org Nicole - nkobus@NASBonline.org www.sparqdata.com

... DATA ANALYTICS

With a new school year starting soon, your district may be considering whether to overhaul certain programs and curriculum. NASB's Data Analytics can help you to evaluate your standardized testing data in a meaningful way to provide an evidence-based foundation as to whether or not your current curriculum is underachieving. It's all about turning raw data into knowledge, then letting that knowledge guide your planning discussions.

Contact Jim to learn more!

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... ENERGY PURCHASING

Natural gas prices have trended slightly lower this summer but have generally traded in a holding pattern with quite stable inflation levels, jobs creation, gas storage levels, and projections of energy usage. Perhaps the big story in the coming months will be the hurricane season in the gulf, affecting not just offshore gas and oil platforms, but also the many Liquid Natural Gas export terminals now positioned along the coast. Our market consultants at NJUMP and CJUMP will continue to monitor gas markets for sudden purchasing opportunities.

Contact Jim to learn more!

... ALICAP & INSURANCE

ALICAP thanks to all 180+ school administrators and central office staff, who attended the Annual ALICAP Summer Safety Workshops! The ALICAP team appreciates everyone's time and focus for school safety. Let's make 24-25 a great year!

Thanks, Megan!



Paul Grieger Managing Director, Public Finance 402-392-7986 pgrieger@dadco.com



Cody Wickham Senior Vice President, Public Finance 402-392-7989 cwickham@dadco.com



Andy Forney Senior Vice President, Public Finance 402-392-7988 aforney@dadco.com

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D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

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- · Tax Anticipation / Construction Notes
- · Lease-Purchase Financing
- · QCPUF Bonds
- · Refinancing Bond Issues



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... FOUNDATION

The Nebraska Public Leadership Foundation (NPLF) has created a scholarship program for high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. In thousands of classrooms across Nebraska, teachers lead our students to discover new and important facts and ideas, the steppingstones that shape their future. NPLF supports the students who want to give to the overall mission of success for every student in Nebraska. Please consider helping today's student leaders become tomorrow's education leaders by donating to the NPLF Student Scholarship Program at www.nepublicleadership.org

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Engagement



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NebraskaBlue.com/HealthyHomeTeam



100 HIGH SCHOOLS SELECTED **EACH YEAR WILL GET:**

- → A \$500 grant to support health and well-being in their community
- A custom Team Spirit sign to hang at their gym or field (Our way of rooting for home teams across Nebraska!)

GOING THE DISTANCE FOR **OUR NEIGHBORS**

Plus: one applicant each year gets an extra \$5,000 to power their vision for a healthier community

Blue Cross and Blue Shield of Nebraska is an Independent Licensee of the Blue Cross Blue Shield Association, 50-219-2 (07-08-24)



YOUR NASB BOARD OF DIRECTORS & STAFF



Sandy Noffsinger - President Dundy County Stratton



Stacy Jolley - President-Elect Millard



Brad Wilkins - Vice President Ainsworth



Kim Burry - Past President **Bayard**

https://members.nasbonline.org/board-of-directors

YOUR NASB OFFICERS AND REGION DIRECTORS



Region 1 - Neal Kanel **HTRS**



Region 2 - Sarah Centineo **Bellevue**



Region 3 - Renee Vokt Elkhorn



Region 4 - Elizabeth Kumru Ralston



Region 5 - Shavonna Holman **Omaha**



Region 6 - Ricky Smith Omaha



Region 7 - Tracy Casady



Region 8 - Don Mayhew



Region 9 - Piyush Srivastav Lincoln



Region 10 - Ed Swotek Malcolm



Region 11 - Jim Vlach **Lyons-Decatur Northeast**



Region 12 - Lisa Wagner **Central City**



Region 13 - Marilyn Bohn **ESU 10**



Region 14 - Steve Koch Hershey



Region 15 - Allison Sandman Wauneta-Palisade



Region 16 - Suzanne Sapp **Ashland-Greenwood**



Region 17 - Michelle Reikofski **Osmond**



Region 18 - Susan Ernest Leyton

Ben Anderjaska

Board Leadership Data



Region 19 - Amanda McGill Johnson Millard



Director of Education

Shari Becker



IT Specialist Matt Belka

Communications & Advocacy



Megan Boldt **Associate Executive Director** Director of ALICAP



Craig Caples Director of Technology

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Leadership Search Service **Colby Coash Associate Executive Director**



Katie Corfield Board Leadership Online Survey Specialist

Director of Marketing,



McKenna DeRiese **Board Leadership Administrative Assistant**



Sharon Endorf Director of Member Engagement



Caden Frank Board Leadership Community Engagement Specialist



Marcia Herring **Director of Board Leadership**



Stacie Higgins **Board Leadership Specialist**



Jim Luebbe



Chief Operating Officer Avary Pansing Brooks

Sallie Horky



Business Manager Stephanie Summers



Lindsey Wooton Administrative Specialist

Executive Administrative

Kem Loecker

Assistant



Director of Policy Services



Event Planning & Engagement Assistant



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https://members.nasbonline.org/about-us/affiliate-members

YOUR 2024 PLATINUM AFFILIATES











































YOUR 2024 GOLD AFFILIATES































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ACCOUNTING

Watts and Hershberger, P.C.

ARCHITECTS

Alley Poyner Macchietto Architecture

BCDM Architects

PLATINUM LEVEL AFFILIATE

BVH Architecture

PLATINUM LEVEL AFFILIATE

Carlson West Povondra Architects

PLATINUM LEVEL AFFILIATE

Clark & Enersen

GOLD LEVEL AFFILIATE

CMBA Architects

PLATINUM LEVEL AFFILIATE

DLR Group

GOLD LEVEL AFFILIATE

AWARDS & PLAQUES

Awards Unlimited

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Navitas

GOLD LEVEL AFFILIATE

CONSTRUCTION SERVICES

914 Coatings

GOLD LEVEL AFFILIATE

BD Construction

GOLD LEVEL AFFILIATE

Boyd Jones

PLATINUM LEVEL AFFILIATE

Cheever Construction

GOLD LEVEL AFFILIATE

Hausmann Construction

PLATINUM LEVEL AFFILIATE

MCL Construction

GOLD LEVEL AFFILIATE

Project Control

Sampson Construction
PLATINUM LEVEL AFFILIATE

ENERGY SERVICES

Facility Advocates

PLATINUM LEVEL AFFILIATE

EQUIPMENT AND FURNITURE

Outdoor Recreation Products

PLATINUM LEVEL AFFILIATE

FINANCIAL SERVICES

Ameritas Investment Company

D.A. Davidson & CO.

PLATINUM LEVEL AFFILIATE

Nebraska Liquid Asset Fund

PLATINUM LEVEL AFFILIATE

Northland, (First National Capital Markets)

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