

Jantzen Beach Moorage, Inc.
Executive Session
On December 21, 2010 at 6:30 p.m.

Executive session held after regular Board meeting to discuss confidential employee compensation matters.

- Insurance recommendations were sent via e-mail. Sher stated that the figures have changed per Roy.

Five scenarios need to be considered:

1. Pay as usual
2. JBMI pay the increase
3. Employee pay the increase
4. Employee pay the difference
5. Split the difference

60 days notice must be given to the employees of insurance benefit changes.

A Christmas bonus for 2010 will be provided.

- In January, JBMI would replace Sherre with a part-time person. A job description is under development and will obtain Kathy and Pam's input.

Roy will be asked to return employee personal financial information. Kathy will be asked to evaluate employees.

Respectively submitted by Michelle Tworoger