

From: Kam Washburn <wash@mutualdata.com>

Date: April 21, 2020 at 1:23:20 PM EDT

To: Dan Schiffer <schifferdan@gmail.com>

Cc: jordan leaming <jleaming@icloud.com>, Greg Ward <greg.wardii@cmsenergy.com>, Joe Brehler <jbrehler@sprynet.com>, John Shaski <jashaski@yahoo.com>, DK Groh <debbie.groh@aol.com>, Victor Celentino <vcelentino@ingham.org>

Subject: Re: Rob Benstein

Fellow Board Members,

Understanding that I do not have a vote in this matter, I still strongly agree with Mr Schiffer's recommendation to make Rob permanent. In the time that I have served on the Board it has become readily apparent to me of not only Robs qualifications and expertise to lead this organization, he also possess that innate quality of doing so in a very calm and low key manner, with the Board always in mind and informed. I can't think of a more trying time, short of an all out war, to test someone's leadership ability, and Rob has passed the test with flying colors(yes, pun intended). I believe making him permanent would demonstrate the Boards confidence in him and his continued success directing this operation in what I believe will be a protracted recovery.

Thank you to all Board Members for taking this issue under advisement and let's remove "Acting" from Robs job title.

Kam Washburn

Sent from my iPhone

On Apr 21, 2020, at 9:20 AM, Dan Schiffer <schifferdan@gmail.com> wrote:

Board members,

I suggest we consider offering Rob Benstein our acting interim CEO/Pres the full position of CEO/Pres.

In other words, suspend our search and offer the position to Rob.

I suggest we as a board agree to this and create a resolution that would say.....

""""""We the Board agree that Rob Benstein current Capital Regional Airport acting interim CEO/Pres be recognized for his unwavering devotion to the Capital Regional Airport.

We as the Board appreciate Rob Benstein's accepting our earlier request to be acting interim CEO/Pres after the sudden departure of previous CEO/Pres.

While performing the duties of interim CEO/Pres the unprecedented Covid 19 Virus and resulting circumstances of the total Country emergency shut down, only allowing essential services to operate and unprecedented and emergency management of the entire airport operations including emergency financial complications massive reductions of normal revenue, emergency Federal regulations, safety & management of staff during the National Pandemic, Rob Benstein has adjusted to these continually changing conditions maintaining his excellent leadership.

Rob Benstein has overseen the application and will be managing additional Federal grant funds intended to keep the airport operating a specific levels.

Based upon these extraordinary circumstances and Rob Bernstein's performance we the Board offer to Rob Benstein the full time position of CEO/Pres under contract for 1 year with the option for renewal based upon board approval. "**"***

This is just a draft resolution in order to make my point of the need to offer Rob Benstein this full time title & position. The actual resolution wording can be cleaned up.

Board members, let it be understood that under no circumstances has Rob contacted me or requested the above.

This in my opinion, is fitting and proper for the board to offer this recognition and this position title to Rob....in fact I personally would be embarrassed as a board member if Rob had to come to us and ask for this. If you were to ask Rob if wanted this recognition he would probably humbly say he doesn't need it.

In my opinion if we continue to accept Rob's performance and not give him the Boards confidence by suspending our CEO/Pres search and offering him the position, we will be taking advantage of Rob.

I believe Rob is performing a good job under extreme conditions and as an employer it's our duty to recognize our only employees service.

Can you imagine the position we would be in, if a person like Rob with his aviation/airport experience hadn't agreed to step into the position....can you imagine what it would be like if we lost Rob now. This is a horrible time to be attempting to find a new CEO/Pres.....and we are so fortunate to have a employee of Rob Benstein's caliber.

I believe we as a board, should if we agree to this, create the resolution and show it to Rob and if accepts it, we would vote on it at next Board meeting.

We are already compensating him at CEO/Pres level...however, if desired we could discuss, if under the circumstances, whether he may deserve additional compensation.

If this is something we agree as a board, I would appreciate our chairman or his delegation to Vice Chair, to follow thru with the completion of this resolution.

Thanks

Dan Schiffer
schifferdan@gmail.com
Sent from my iPad