

# DECISIONS BY COMMITTEE

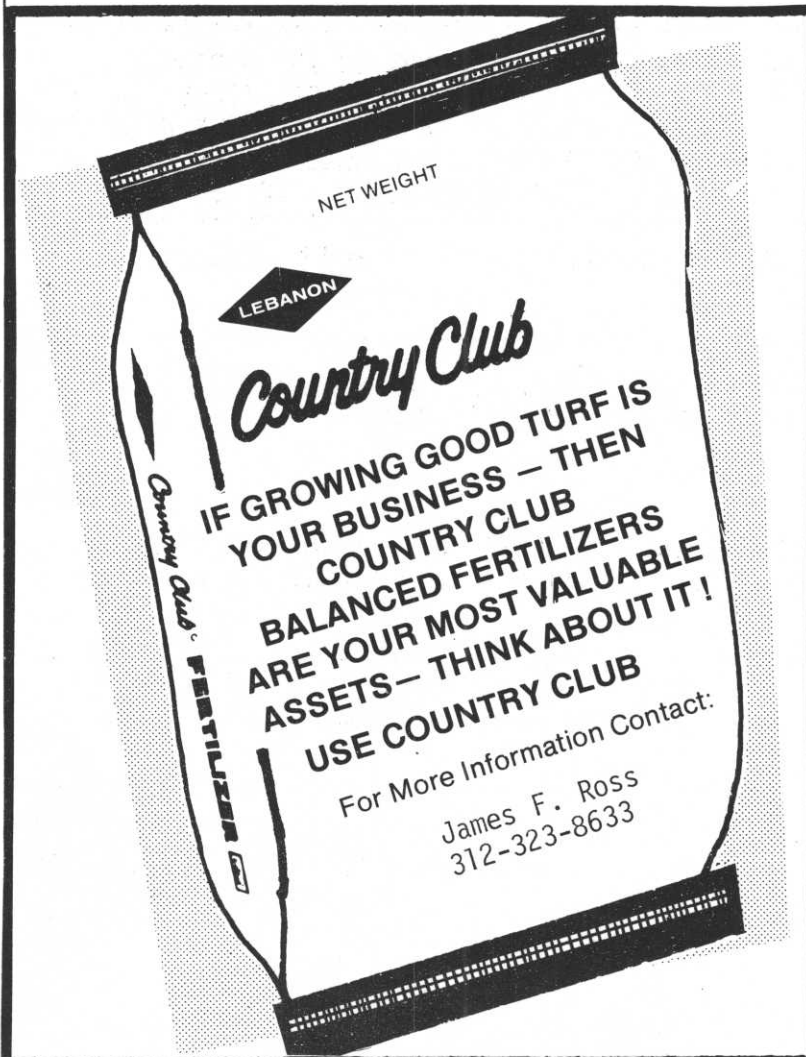
Committee decisions have been the butt of jokes since men have had committees, but they can be effective if the right groundwork has been laid.

Committees allow members with differing backgrounds and opinions to weigh alternatives and decide on the best solution. But without careful management, decision making groups can turn into battlegrounds.

Members should be guided to accept and offer opposing points of view, communicate clearly, feel free to disagree without malice, listen and use feedback to check comprehension of opposing thoughts, criticize ideas instead of people, accept criticism of their ideas, be able to risk offering new thoughts and reason logically and constructively.

Above all, make sure disagreements and bad feelings stay in the conference room. Don't take them back to the office.

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## NOMINATING COMMITTEE REPORT

The Nominating Committee is proud to present the following slate for this year's election:

- |                                |  |
|--------------------------------|--|
| President:                     | Dick DeSplinter  |
| Vice-President:                | Dennis Hendrickson<br>George Jenrich   |
| Treasurer:                     | Jim Lindblad<br>John Nylund  |
| Directors: (Two to be elected) | Kerry Glader<br>Don Lindblad<br>Jerry McCann<br>Orland Maenke<br>Randy Nelson<br>Steve Young |

Keith Scott  
Chairman Nominating Committee