

**American Dahlia Society
Minutes – Board Meeting
November 11, 2018**

The meeting was called to order at 4:06 pm EDT by President Brad Freeman.

Present

Board members present were: Brad Freeman, Charles Miehm, Ken Jensen, Terry Schroeder, Don Dramstad, Harry Risetto, Ron Miner, Drew Brant, John Morton, Ray Phillips, Lou Paradise, Linda DeRooy Holmes-Cook, Claudia Biggs, Bob Schroeder, Alan Fisher, Art Haskins, Rosemary Freeman, Nick Weber, Martin Kral, Roger Walker, Sharon Swaney.

Remembrances

Since today is Veteran's Day, Brad thanked all on the board for their service to the country and to remember our veterans today.

Minutes

Linda DeRooy Holmes-Cook moved, and Alan Fisher seconded to approve the minutes from the April 20-22 Spring Planning Meeting, as submitted. The motion passed.

OFFICERS REPORTS

President

Don Dramstad thanked the Central States Dahlia Society for hosting this year's National Show and thanks to all for attending.

Treasurer

Charles Miehm provided the following report. As of 11/11/2018, there is \$45,175.91 in the Lake City Bank. There is \$29,842.72 in the Wells Fargo account that Charles just set up. There is \$63,035.46 in the Vanguard account and \$74,900.38 in the Ameriprise account. Total funds available is \$212,954.47. The restricted/designated funds are \$61,407.08. Charles met with Mac in October and picked up all the records since 1998. He is familiarizing himself with everything there and the tax return, 990M, for 2017/2018. He has received the paperwork for adding the President's and Secretary's signature on the Wells Fargo account. All payments should come to Charles. For membership, he would like societies to use the excel spreadsheet form, sending a copy of the form to Membership Chair and form and payment to Charles. He will then let Membership know he has received the check. Sharon asked him to look at the membership information on the website and let her know of any changes. It was suggested to send the membership information to ADS Reps and Presidents. Also put a notice on the front page of the website that there are some changes and to look at the membership information. Having the Regional VPs to follow up also. There is a new person, Cammi Waggoner who is taking over the ADS Store; Cammi and Charles will work together regarding the funds from the store. **Harry Risetto moved, and Alan Fisher seconded to approve the Treasurer's Report, subject to audit. The motion passed.**

REGIONAL VICE PRESIDENTS

Mid Atlantic Conference

Charles Miehm reports the growing season is over for the Mid-Atlantic Region.

Several growers in the Washington area had not frosted as of Thursday, Nov 8 and were still cutting very nice blooms. That has changed and now all are frosted. Even with the dreadful

summer we had the 3 societies staged 6 shows with great participation and good results. The NCDS annual show was held September 29 & 30th in Wheaton MD. The show was smaller than in past years due to the weather. This year was a case of too much rain and poor growing conditions. Thanks to Dana Miller and Jim Thomas who came down from Philly and provided a real boost to the number of entries.

NCDS dug the plants at the Mid Atlantic Trial Garden in Derwood MD on Sunday, October 28. And John Spangenberg is completing the report. The trial entries which were not returned to the originator were destroyed per ADS rules. Those participating in the chopping of the tubers seemed to enjoy doing so. GPDS is basking in the afterglow of their successful national show. Their Fall Quarterly meeting is being held November 10 at Longwood. The Gettysburg Dahlia Society is having an end of year party and meeting Sunday, November 11 in Gettysburg, PA.

They are searching for a replacement for me as regional VP since I have moved to the ADS Treasurer position.

Midwest Dahlia Conference

Randy Foith reports the Midwest Dahlia Conference is in the throes of early winter weather. It's good to know that most of the MDC digging is over for 2018. The board is planning to meet this early winter for some needed direction options. We have received some bad news from the St. Louis DS. After so many great years they were forced to end their existence. They and others are struggling with aging leadership. Another topic and dilemma for the MDC Board to battle with.

The Midwest Show this year was wonderful. The West Michigan DS is in full planning mode for hosting the 2019 National/Midwest Show next Labor Day weekend. Check your calendars for that weekend. On to the Dahlia Catalog's and ordering those special tubers for the 2019 season.

North Atlantic Conference

Ed Bonci reports the NADC has completed another challenging growing season. The Summer saw hot temperatures with little rain and then very wet conditions, just in time for digging up the tubers. Bloom qualities and quantities were very good throughout the conference despite the trying conditions. Last weekend, The Eastern Trial garden at Eisenhower Park on Long Island was dug up by a hearty group, led by trial garden director Mike Shukofsky and Jay Hexam. Long time MIDS and LIDS member Joe Bonomo's presence was missed at the Long Island and Connecticut shows. Joe and his wife recently joined Tom and Lydia Cleere as the latest transplants to sunny Florida. As many of you know, Joe was a competitive grower as well as show chairman for LIDS. We wish him and his wife well! Joyce Sterling of The Rhode Island Dahlia Society is holding a judging seminar this month for anyone interested. She plans to hold several more; details to follow.

Holiday parties on tap for the month of December are as follows: RIDS Dec 2, MIDS Dec 3, CDS Dec 9, LIDS Dec 13

Pacific Northwest Conference

Mark Oldenkamp reports the 2018 growing season for PNDC growers and exhibitors seems to have been positive. Most everyone is busy harvesting their tubers for winter storage and future sharing. Spring tuber sales will be more successful with plenty of stock making it through the winter. Many are placing orders for new varieties they wish to try.

PNDC elected new officers at the Conference show at Douglas County in September. Larry Smith from Portland accepted the role of President with support from Bob Chibante as Vice President, Phil Newton as Recording Secretary, Elva Sellens handling Membership and Treasurer duties and Mark Oldenkamp continuing as ADS Regional Vice President. Cheryle Hawkins will continue as newsletter editor. This leadership team recognizes that a thorough review of our history and future in the context of healthy changes will be a top priority. A bylaws revision will likely be part of this process. One driver for this review is the reality of trying to support our member clubs in Canada as well as Oregon and keeping expectations of our clubs reasonable, while looking for ways to be supportive through conference affiliation. I am optimistic that good change can be the outcome.

The Canby Trial Garden results were submitted as part of the 2018 ADS trial garden process. Thanks to the many judges that helped get all the entries scored and to the respectable number of entries that received passing scores. Plans are already underway for the 2019 season with reservation instructed to be published in the December *Bulletin*.

Several members from the Conference attended the National show in Philadelphia and I expect several will be headed to Grand Rapids for the 2019 National Show.

Pacific Southwest Dahlia Conference

John Morton reports

Southern States Conference

Ray Phillips reports there were a total of three SS shows and one exhibition (Tennessee's show weekend conflicted with the national show schedule), so the members decided to do an exhibition of blooms instead of an ADS sanctioned show. Although there were fewer blooms this year due to weather events (13" rain) and others, the shows were represented with blooms of surprising quality. Even at the national show I heard many of the same weather-related complaints, but a good show was had by all.

We are expecting a killing frost tonight here in the South, so are looking forward to a good harvest of tubers soon. The frost has already hit the mountains of North Carolina, so several SS representatives went to the home of Jack Leatherwood on Wednesday and Thursday, November 7th and 8th to help divide his leftover tubers for SS societies to share. Of the 35 large totes full of tubers we divided 17 and separated them by names. There was some hard work done by those involved, Wednesday - Jay Borton, Buddy Dean, Ed and Kathy Whitfield, and Ray and Pat Phillips. Thursday - Allen Haas, Buddy Dean, Ed and Kathy Whitfield, Ray and Pat Phillips. We had a great time working and playing in the tubers, the fellowship was great.

Federation of Northwest Dahlia Growers

Brad Freeman reports this will be his last report as the Regional Vice President of the Federation of Northwest Dahlia Growers. At our Annual Meeting in October, Drew Brant of the Kitsap County Dahlia Society was elected to fill the remainder of my term as Regional Vice President. Drew is an active dahlia grower and exhibitor and is involved with the local and regional dahlia organizations in the Pacific Northwest. He will be a welcome addition to the ADS Executive Board.

A Micro Dahlia Section will be added to the Horticultural Sections at all Federation dahlia shows starting in 2019. The Micro Dahlia Section will, initially, include both fully double and open center micro dahlias. Prizes will be awarded to the best single entry and the best triple entry. As more micro dahlias are introduced then separate sections for fully double and open center micro dahlias will be considered in the future

COMMITTEE REPORTS

Advertising

Alan Fisher stated he would be willing to fill in as Advertising Chair until a permanent replacement can be found.

Bulletin

Linda DeRooy Holmes-Cook reports they are well on our way to having the December *Bulletin* completed. It looks like it will be mailed on schedule this year, by the first of December. We have received over 60 show reports from ADS Affiliates. Although we have designed a template (Excel format) for Show Chairs to use for their reports, only about half of them use them, making it necessary for me to reformat and do follow-up in order to get clarification on their award winners from many clubs. I also received 4 reports via USPS mail, and these all needed to be totally entered by hand. Donna Lane, from NEDS and Rhode Island DS had offered to help with proofreading. She was a great help when the *Bulletin* proof was ready to review. I wish I had other helpers. The December *Bulletin* and the Show Reports, as well as the duties of Advertising/Marketing have required a tremendous amount of time this year - well over 100 hours and counting. It really is difficult for one person to do all this work. Minimally, we must have someone step up to chair Marketing/Advertising. Brad has written an article in the December *Bulletin*, calling for someone to take on that job. I would ask that anyone on the Executive Board who knows of someone who might want to do this PLEASE notify Brad at your earliest convenience. It doesn't make sense that, with the full plate I already have in December, just getting the *Bulletin* and the Show Reports Booklet out, that I should also take on the task of marketing and advertising. It is untenable. It might also be nice to have help with the Show Reports booklet.

I had a long talk with Dave Hines last week, about the possibility of incorporating more color in future bulletins. He has ordered a new piece of equipment that may make that a reality, with a minimum in price increase. I think we need to follow up with him to get some idea of what the costs would be. He has some ideas that we should follow up on.

Classification

Lou Paradise reports the Classification Committee had requests to change the classification of 22 cultivars for the 2018 growing season. There were enough votes for about 1/3 of the cultivars, 8, to change classification for the 2019 season. They will, of course, be listed in the 2019 CHD. We already have 19 change requests for next year. Also changed in the 2019 CHD are cultivars that are known to be "micro" dahlias. Because this is a 5-year trial, we have suspended the traditional reclassification route for these micros to expedite their reclassification for the trial. The 2019 Classification Book is complete and sent to the printer. Once again, we waited many days past the reporting deadline of Oct. 10th hoping to get a 100% return. Again, this did not happen. There were eleven societies that did not turn in a report for various reasons. Some did not have shows, some lost data and one disbanded. Even so, there are more cultivars listed in the 2019 CHD, 1845. We will be working on the Cream of the Crop and the Fabulous Fifty next. We hope to have this completed in the next several weeks.

Congratulation to Richard and Danielle Parshall on winning the Stanley Johnson award for CLEARVIEW DANIEL.

The winner of the Stanley Johnson photo contest this year is Ryan Barry and he has decided to accept the cash award instead of the framed cover. I sent the necessary information to Mac so that a check can be sent to Ryan.

After many years of service to the Classification Committee, we unfortunately lost John Thiermann. His replacement is Charles Craig; welcome Charles.

Finance

Harry Rissetto reports no significant developments since the Annual Meeting In September. There have not been any developments on recovering money from the scam. There was not an envelope included in the September *Bulletin* to give members a year off. Harry will recommend putting an envelope in next year. He hopes to discuss the focus areas for the envelope at the spring meeting. The overall finances of the ADS are in good shape. Mac Boyer and Charles Miehm have virtually completed the Treasurer transition. Mac is relieved. Thanks to Charles.

Garden

Alan Fisher reports that in preparing for winter, he wrote an article on fall dahlia care, including simple instructions for handling tubers, for novice growers. The article is now on the web site in the public section. I plan to have something for the March issue relevant for spring for novice growers and those looking for garden enjoyment rather than purely exhibition. He has talked to someone about growing dahlias in containers. Steve Nowatarski used to do a "Garden Dahlia of the Year". This is not something that is a good fit for him. If someone else wants to work on it, he would be glad to help get that going. Will be a good discussion at the Spring Planning Meeting as to whether we want to continue that or not. Sharon Swaney commented that the Container Garden page is one of the most hit pages on the website so there is a lot of interest.

Historian

Brad announced we have new historians, Dan and Paula Pinholster, in Georgia where our repository is. He will talk to them to determine how they want to make the transition. Harry stated he has been in contact with the Cherokee Library. He received two boxes of old bulletins from Brent Grant and will go through them to supplement the collection at the Cherokee Library. They also have a copy of our second 50-Year Book to put in their archives. Nick asked if there was a copy of the 50-year book at the National Agricultural Library at Beltsville. Harry stated that there was not one there but he would make one available to Nick so he could send it to them.

Image

Claudia Biggs reports she is working diligently on 2019 ADS New Introduction DVD. She has about 70 photos so far, with a lot of work still to do. Right now, she has about 74 photos.

Insurance

Cheryl Shores reports she received 1 check for insurance for the 2019 year.

Judging Accreditation

Bob Schroeder reports there is not much action in the judging program currently. The Judging Chairs have not been including the Candidates. He would like to have all clubs to be sure to include Candidates in their report. He will be sending out the request to all club/conference judging chairs for their annual report. He will once again wait until after the holidays to start collecting the information and have it ready for the June *Bulletin*. I agree with Alan on the judging seminars to be held at the national shows. I think if a booklet is produced and given to clubs/conferences wanting to hold a show will solve many problems faced by the committees. Having the information easily available on the web site could also help.

Membership

Elva Sellens was not present. There had been discussion earlier about having societies using the membership form, sending a copy of the form to both Elva and Charles, including the payment with the form that goes to Charles (Treasurer).

National Exhibition

Art Haskins reports there are shows set for 2019, 2020 and 2022. It is unlikely that we will find a society that can put together a show for 2021, so we likely will need to look at a regional show.

New Society Coordinator

Rosemary Freeman reports she has had no further requests for information on starting a new society.

Photography

Martin Kral reports he is still waiting for submissions to the Photo Contest. He has received four to date.

Policy

Ron Miner reports he has Policy updates on his to-do list.

Public Relations

Brad Freeman reported this position will be open after the end of the year, so will be looking for a new person to fill that position. Brad will talk about The Year of the Dahlia

Research and Education

Nick Weber reports Ron has an extensive and up-to-date report on the virus activity. Nick has not received anything specific from Kristine. He will contact her to see how far along the genome activity has gotten with the species dahlias.

Seedling Bench Evaluation

Roger Walker reports the report has been sent to The *Bulletin* and to the website.

Special Awards

Jerry Landerholm reports Special Awards has been provided information on the winners of the Derrill Hart, Lynn Dudley, Evie Gullikson and Stanley Johnson Medals. Jerry will be sending these medals to the engraver and will start working on the congratulatory letters. He will be relying on his capable assistants across the continent to make the medal presentations when possible. My helper/partners and I agree, this personalizes the ADS's medal and awards program. Special Awards thanks all who have performed this service in the past. Moving forward, we have the expectation we will continue to involve ADS people in making these presentations whenever possible.

He reports he has somewhat less than a two-year supply of ADS Bronze Medals; one hundred, to be exact. He will be in contact with the General Secretary regarding how many she has remaining. It may be getting time to reorder. I might mention the price of silver is currently relatively low. Perhaps we should consider purchasing additional ADS Silver Medals if we can gain the benefit of making a combination order. Minimum orders are generally 250 medals. This number could be satisfied with the ADS Bronze Medal order. Since the Silver Medals use the same die-set, we've had luck in the past purchasing additional Silver Medals in much smaller quantities. Before asking our supplier for pricing, I believe it's appropriate to ask the Board if there is consensus that our Bronze Medal program and Silver Medal award program are retaining the value we believe they've had in the past. Some local societies have discontinued their medal exchange programs and conversely, some newer societies are joining in.

One consideration is the cost of postage. My experience is that currently one medal mails for \$3.50. That is higher than the cost of the medals. For your information, the Bronze Medals were last-priced at \$2.32 each and the Silver at \$30.00 each. The price (spot price per ounce) of silver is lower than when we last purchased Silver Medals in 2017. My expectation is that we

can get them for less than \$30.00 each. If we can receive an enticing quote, I would ask that any purchase receive approval from a simple majority of the Executive Board, in order to streamline the process.

Trial Garden

Ron Miner reports Following is a summary of the Trial Garden results. Special thanks to Jerry Zierdt for working with Sharon to get the pictures up on the website this year.

Our ADS originators have done it again this year! Another crop of excellent new cultivars were submitted and evaluated in our Trial Gardens for the 2018 season. Pictures of many of those entries can be found on the ADS website, www.dahlia.org. Derrill W. Hart Medals and an Evie Gullikson Medal are awarded to the cultivars that perform best in three or more of the gardens. The Medal winners for 2018 are:

AA/A	KA'S Khaleesi	Kristine Albrecht
B	Allen's Arctic Fox	Allen Manuel
B	Hollyhill Tangelo	Ted and Margaret Kennedy
M	Clearview Jennae	Dick and Danielle Parshall
BA/MB/P	20th Ave Morning Mist	Rich Gibson
ST/NX	Dancin' Queen	Nicholas Gitts
WL	Sandia Isa	Steve and Sandy Boley
OC	Kelsey Betelgeuse	Colin Walker

Congratulations Medal Winners! Rich Gibson is new to the group (Welcome!); everyone else has been there before. Each of the winners scored in more than the minimum of three required to be eligible for their Medals. It is remarkable that Allen's Arctic Fox scored in each of our eight Trial Gardens! Notice, too, the scores on KA's Khaleesi. We can't wait to see that one in person! The operation and maintenance of the ADS Trial Gardens are voluntary efforts and we would like to thank Trial Garden Directors, the local society volunteers, and the ADS judges who make the evaluation of these fine new cultivars possible.

Don Dramstad reports he received the Trial Garden certificates and they are in the mail for Terry's signature and emblem. She will get them to Marilyn for distribution.

Virus Update

Ron Miner reports most of the tests on vendor samples are complete; only the DMV/DCMV tests are not. Professor Pappu has been aiming at mid-November to complete those latter DNA tests. Tomato Spotted Wilt Virus (TSWV) and Tobacco Streak Virus (TSV) were basically the only viruses detected. Forty percent of the samples tested had virus. Individual results varied from **2% to 68%** of the samples with virus.

The vendors identified whether the samples were submitted to confirm either that plants with questionable foliage had virus or that plants with clean foliage were actually clean. Over half of the plants with questionable foliage had virus; less than one-third the plants with good foliage had virus. Ron is not familiar with most of the vendors that participated. I do know that some of the suppliers with the best results aggressively use an "if in doubt, throw it out" strategy and/or an aggressive insect control strategy.

Website

Sharon Swaney reports as the dahlia season winds down, the information on the website ramps up. Much of the National Show results and all the trial garden information has been recently added to the site. Classification changes for 2018 are available on the site in the members only area and changes/additions to the Online Classification Guide will be done soon. Thanks to all who have provided information. Sharon continues to work on the new site and still is planning

for a January release. She hopes to make the new site more informative and relevant to casual visitors, so she may be asking board members to write a paragraph or two in their area of expertise. She also hopes to have a changing feature story for the site. Changing information drives more visitors to the site. She appreciates all the contributions, both old and new, to the site. As she works on the new site, she is trying to document who is responsible for what information. She may have a new helper, or two, and will be ready to announce this in the future. Harry Risetto is still writing fun and informative "Dahlia Flashes" and Sharon sends them out to our newsletter email list via Constant Contact. Our goal is to send a message no more than once per week and at least once per month. Linda DeRooy Holmes-Cook, Facebook Group Administrator, reports Our membership in the ADS Facebook Group is up to 2550. Sharon asked about a rule for putting Advertisers on the website. There was discussion about how this should work. Linda has a table showing which months advertisers have signed up for this year. Sharon, Harry and Linda will refine the rules offline, after the conference call.

ADS Reps Coordinators

Ken Jensen reports the weather in his area is becoming a bit colder. He did try to get some Canadian plants in the virus testing project, but due to a 2-week hold up for inspection at Sea-Tac airport, the leaves were not viable. They will try again next season.

OLD BUSINESS

Year of the Dahlia

Brad Freeman stated that the 2019 Year of the Dahlia is now live on the National Garden Bureau website, where you can see the information that is available. Brad has information that will be in the December *Bulletin* and will get information on the ADS website. ADS Brad encourages local societies to make this a big deal with local garden centers and nurseries. It is important for societies to take advantage of this opportunity. There is a flyer on the National Garden Bureau and on the ADS websites that local societies can use. Goal is to have two versions; one that is generic with ADS information and one with space for local society information.

International Membership

Harry Risetto suggested putting a discussion about International membership for the Spring Planning Meeting as we will need to make a bylaw change if this is adopted. Harry will work with Sharon to make sure PayPal is active and can accept payments from international societies. At the meeting if the international membership is accepted, we will need to determine the price. We will need to get the bylaw change proposal in the June *Bulletin*. Harry will work on the proposed language.

NEW BUSINESS

Transitions

We have a couple of new Regional Vice Presidents. For the Federation of Northwest Dahlia Growers, Drew Brant and for the Mid Atlantic Conference, Dana Miller. **Alan Fisher moved, and Bob Schroeder seconded to approve both as Regional Vice Presidents. The motion passed.**

We are going through a period of transition. We have a new president, new second vice president, new treasurer, new historians, new store manager. Brad reminded us to have some patience as we go through this transition and the new people learn their positions. There are some things that need to be sorted out. We also need to figure out the new organizational structure that was adopted with the bylaw changes in 2018. We have an executive committee

that can work on things between board meetings and conference calls. We need to determine how this will work. We need to have the vice presidents more involved with the work of the committees under their prevue. One thing we need to do is to find a better way to communicate. Yahoo Groups is not working for us. Sharon Swaney and Mark Oldenkamp have come up with an alternative that we will likely institute.

Future National Shows

Brad stated he is concerned as there are no national shows booked from 2023 forward. It is difficult for local societies to put on a national show. It is important to find ways to encourage local societies or regional groups to take this on. Harry Risetto suggested it might be worthwhile to talk to the dozen larger societies, with Regional Vice Presidents and Art Haskins to talk with them and see if they can come up with ideas. It takes about four to five years to put on a show. There was discussion about the possibility of doing a national show every other year instead of annually. Harry Risetto has discussed it with other plant societies and they are having the same problem with lower attendance, due to cost and age and some are getting cynical due to the cost. We will explore some ideas over the next year to try to promote this. As a stop gap for 2021, Art Haskins feels we should look at a regional show as we need to have an annual meeting. We need to get more information out to more people, how to organize a national show. Some of the requirements are not known by the societies and they are unsure how to find that information. It would be nice to have a small pamphlet, like the Team Leader Booklet. Have a front page with all the requirements to put on a national show. When shown the responsibilities they have and what the ADS has, they may be more inclined to host a national show. Wording of the information will be important. Can bring things up to date. There was discussion of putting together an Ad hoc committee of Ken, Art, Rosemary, Jerry, Wes Bowers, Dean Thomas. They could look at the information in the policy manual, update them and put the information in a booklet form. Once we get a booklet done, we can go to societies and ask them to help us with this, giving them information that is current and relevant and selling some societies on hosting a national show. Several years ago, there was a booklet that was passed from one show to the next.

Open Positions

Brad stated we have a few holes in our executive board. He wrote a "Help Wanted" ad giving information about the duties needed. We need to look at all of us to help find individuals to fill the position. It would be good to get information about those who are interested so the executive board can make a decision.

Spring Planning Meeting

Our next planning meeting will be on May 3 to 5 in Red Deer, Alberta. Ken is talking to hotels and will provide information. There will be Beef and Bowl on Saturday night at the bowling alley. A bus tour to the mountains on Monday was suggested as a possibility. Reminder that passports are needed. The best city to fly into is probably Calgary. Red Deer is about halfway between Calgary and Edmonton, but Calgary will likely be cheapest.

Student Practicum

Martin Kral present information about two 7th year students from the University of Chipingo who are interested in coming up to do a practicum. This, however, is not an official program. They both have a lot of training in propagation and horticultural activities. They want to stay for four months. They need to have a local nursery or dahlia farm to work with, so they are employed for the entire time of their stay. They then would need to have a place to live. The only dahlia farm in the area is Swan Island and maybe Lobaugh's or Dan's Dahlias. Most dahlia growers are smaller, family businesses. The ADS should consider whether we want to take this on as an ADS project with a stipend to help defray expenses. It is felt they would need to have health

insurance. It could be a biology department at a university as well. Martin contacted Swan Island who indicated they would be interested, but they would not be able to provide lodging. Two questions: is there anyone in the states who is interested in having them work and would be willing to take them and what is our commitment. A location would be the first step. This could lead us into a closer working relationship with Mexico. It is a short time to work all this out but would be a positive thing to do if we can work it out. Get back to Martin Kral or the ADS Execs if you have any additional thoughts.

Our next conference call will be February 10, 2019 at 4 pm EST. We should have plans firmed up for the spring planning meeting.

Ken Jensen moved, and Charles Miehm seconded that the meeting be adjourned at 5:35 Eastern Standard Time.

Respectively Submitted,

Terry Schroeder
ADS Secretary