Purpose: To obtain updates on the 2020 RLC, make a decision about the 2020 Advisory Board and Treasurer Emeritus.

Accomplish: Obtain updates on the 2020 RLC, make a decision about the 2020 Advisory Board and Treasurer Emeritus.

Total Agenda Time: 2 hours 25 mins
Actual Meeting Time: 2 hours 15 mins

Agenda
I. Meeting Called to Order + Roll Call
II. Old Business
   A. Adoption of the Agenda
   B. REB Check-In
   C. Regional Leadership Conference
III. New Business
   A. Interviews
IV. Open Discussion
V. Vice Chair and Chair Positive Affirmations
VI. Meeting Adjournment
Meeting called to Order at: 7:31pm CST by Phoebe Ato

(= excused)

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<td>Joshua Virgin-Bryan</td>
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Quorum: No.

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Old Business

● Adoption of the Agenda

| Motion: “I move to adopt the REB Meeting Agenda titled 'REB Meeting Agenda [08-04-2020]” |
| Maker: Phoebe |
| Seconder: n/a |
| Status of Motion: PASSED by Executive Decision |

● REB Check-In - Phoebe
  ○ What is one thing we don’t know about you by looking at you?
    ■ Sarah: Youngest in her family.
    ■ Isabella: Likes opera music.
    ■ Nogaye: Was an ambidextrous when she was younger.
    ■ Esther: Does hair.
    ■ Aleye: Can do a cartwheel.
    ■ Shanae: Used to be a ballet dancer.
    ■ Ben: Used to act screenplays.
    ■ Karisma: Used to do ballet. Stopped when she started going to college.
    ■ Kimberly: Had braces for three years.
    ■ Dorothy: Is an aries.
    ■ Curtis: Won best roundhouse kick when he did karate.

● Regional Leadership Conference (RLC)- RLC Planning Committee
  ○ Dates
    ■ Wednesday August 26th
    ■ Thursday August 27th
    ■ Saturday August 29th
  ○ Theme
    ■ Leveraging the NSBE ecosystem
  ○ Registration is currently up on NSBE connect
    ■ Plan to email people if additional information is needed
  ○ Agenda Walkthrough
    ■ Membership agenda and working agenda is finished
      ● Colors will have to change to match theme
    ■ Working Agenda
      ● Wednesday - 3 Sessions
        ○ Opening session (entire REB) 8pm-8:10pm
        ○ State of the Region (Phoebe) 8:10pm-9pm

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- NSBE 101 or NSBE 201 9pm-10pm
  - Leaning to NSBE 101
  - RAB REB reached out to see who wants to lead this session
- Working to fill in zoom accounts
  - Not enough zoom accounts for everyone.
  - Aleye will send an email to REB on this to see if people are willing to volunteer their accounts.
- Thursday
  - General session 7pm-7:30pm
  - E-board management 7:30pm-8:30pm
    - Kweku reached out to Kwame to host this.
  - Zone breakouts 8:30pm-9:15pm
- Saturday
  - General Session 10am-10:20am
  - Functional Zone Presentations 10:20am-11:40am
  - Break from 11:40-12:40pm
  - Positionals 12:40am-2pm
  - Closing 2pm-3pm
    - May not take the whole hour.
- Membership agenda
  - Has the same information as the working agenda but just less.
- Questions
  - Karisma: Was wondering if positional training is 1 hours and 20 minutes?
    - Aleye: Yes.
  - Dario: Was transition time factored in? May want to add a five minute transition time for people to enter new rooms.
    - Aleye: Makes sense. Will put a note of that.
  - Nogaye: During the presentation, will we have a facilitator to help us know if people have questions/etc.?
    - Curtis: Hard to say for positional ones since the whole REB will be away. May have to ask for membership.
    - Aleye: Do people want a facilitator?
    - Phoebe: NEB said they are willing to give help as well as WHQ. Haven't asked for anyone’s agenda so not sure if this still stands. They can maybe help with positionals so this may be something the committee considers. Maybe not for everyone’s positionals though. It is a lot easier and keeps track of the meeting participants at the same time.
  - Kweku: On behalf of Karisma, should conference planning be separate from positional since it’s information about FRC?
    - Yetti: Conference planning chairs don’t usually do positionals.
    - Sarah: It’s more so for CPCs on helping chapters on how to get to a conference.
  - Phoebe: Is there an actual closing session/activity on Thursday night?

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Aleye: Doesn’t think there’s one right now but can fit it in if that’s something we want.
Curtis: There’s a space for closing activity but not sure exactly what it would be.
Phoebe: Want to know if the closing activity is a closing session or RLC activity for Kyra-Lee?
  ○ Curtis: Moreso a closing session.
  ○ Phoebe: Will present scripts to clarify since Curtis may not be clear of what Phoebe is asking.

Josh (via chat): The FRC kick off presentation is not a positional and should be a general session item.
  ● Aleye: Will talk about this in the next meeting and change it.

○ Presentations (Deadlines, practice time, etc.)
  ■ First draft of positionals and functionals were due yesterday Aug. 3rd.
  ■ Final draft due next Monday Aug. 10th.
  ■ Other presentations are expected to be finished by the 10th.
  ■ Presentation practice are August 11th 9pm and August 14th (time TBD)
    ● Sarah sent a when2meet for this.

○ RLC Script Phoebe (On behalf of Kyra-Lee) - RLC Script
  ■ General Session Wed. 8/26
    ● RLC Chair Welcome - Aleye
    ● State of the Region - Phoebe
    ● Dismissal - Phoebe
  ■ General Session Thursday 8/27
    ● Welcome - Ariella
      ○ Hype the crowd even though we’re virtual
    ● REB Introductions - Comm Zone
      ○ Move this to Wednesday
      ○ Don’t Rush Challenge maybe
    ● CMR Overview - Kyra-Lee
    ● Overview of the Day/Dismissal - Ariella
      ○ Do a One Fiyah
  ■ Nothing is asked for Thursday to close so it will be up to whoever for that.
  ■ General Session Saturday 8/29
    ● Welcome - Ben
      ○ Hype the crowd with One Fiyah, Mo Fiyah
    ● Activity Reports Overview - Curtis
      ○ Show how to do it
    ● Overview of the Day/Dismissal - Ben
      ○ Hype the crowd/announcements/etc.
  ■ General Session Saturday 8/29 Pt. 2
    ● Welcome - Nogaye
      ○ How were the sessions? Couple people share what they learned.

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• 2020 FRC Presentation - Shanae  
  o Present and answer questions.
• Conference Closing - Aleye  
  o Thank you, what you hope they got.
• Final Closing - Phoebe  
  o ONE FIYAH.

Questions
• Sarah: Can we move the “Meet the REB” to the first day. Maybe cut Phoebe’s State of the Region.
• Sarah: Do we need that much time for FRC? TORCH (projects for the year) can present and AEX (scholarships/GPA verification) is as well.  
  o Phoebe: Will make a note of that.
• Curtis: Should be a closing for Thursday night.  
  o Phoebe: Will make a note of that.

Motion: “I move to extend time on this discussion by ten minutes.”

| Maker: Sarah |
| Seconder: Kimberly |

Status of Motion: PASSED by Consensus

Comm Zone Update - Jalen
• Save the Date is out  
  o Happened this past Saturday.
• We have the link to register and now it will be included in future flyers.
• Jalen: Will be putting out trivia questions related to RLC this Thursday.  
  o Point to the audience what RLC is and what they will learn there.
  o This will happen every Thursday (about 3 trivia questions).
• Jalen: Will choose from quotes the REB sent which will go alongside past REB photos as a TBT series.  
  o Will be a visual of RLC and why people should go there.
• Agenda to be released on the website on August 17th.  
  o Dorothy: Has an 8 days and 2 days before countdown to RLC flyers.
• Jalen: Thank you email. Will share that slides are provided and etc.
• Questions: Are cameras necessary?  
  o Phoebe: Yes. This will be the first time a lot of them are seeing us.

New Business
• Interviews
  • 2020-2021 Advisors (Joshua Virgin-Bryan, Yetunde Ajayi-Obe, Dario Boyce)
    #StaySafe #StayHealthy #StayPositive *We will get through this together*
Sarah: Are we talking to all of them at once or a specific one.
- Phoebe: Would assume questions are addressed to all three.
- Sarah: Why do they all want to be advisors this year?
  - Yeti: Really excited when Phoebe said she wanted to be chair so interested to see how this year would go being that she led her committee well. Was a part of NSBE since she was 14 so this is her giving back to an organization that has been good to her.
  - Dario: Echoes what Yeti said. Working closely with Kyra-Lee, Phoebe, and Sarah, he was excited to see how the year would go. Even though he wasn't able to hold an actual position in NSBE, the mission is something that he was excited about being a part of. Giving his all to NSBE and seeing the benefits other people can get is what encouraged him to run for a second year as advisor.
  - Josh: Enjoys aspect of learning and giving us perspective. Has a goal and background to shape and prepare us to be executives and CEOs for our own business. Can use NSBE to teach us to prepare for that. It is an enjoyment and exciting opportunity for him. He's growing because he's changing the way he approaches things for our outstanding. Didn't matter to him who was on the board but didn't think Phoebe or Sarah would give him a choice in not coming back.

Jalen: What would be the biggest challenge in your positions you advise and how do you plan to overcome them with the person in the position?
- Josh: Advised a lot of positions before so positions don't really matter. Would say it's the person. The REB runs the show here so it's him being able to draw and reflect from his past experience and use it as a foundation for our goals. Chooses not to box us in in terms of not having to do everything that was done before. We need the space to grow.

Jalen: Biggest problems for REB members? How do they plan to tackle that?
- Dario: Cross-functional collaboration. He needs to be on other functional zone calls to know what the other conversations are about so that during the specific meeting, things are brought up in advance. This helps him as he navigates through the membership zone.
- Yeti: Balancing their workload. Not just NSBE but also being a student and we are students first. Finding the balance is difficult especially now since we’re in a new normal.
  - Comm zone is usually a forgotten zone. People tend to just request things and forget the com zone has a strategy. They are catering to the face of what we’re doing for the REB.
    - Them usually being an afterthought is difficult for the plan.
  - For zone chairs they are balancing a dual position and managing their boards. Trying to synchronize three different roles.
  - Being on the REB before as a zone chair and her day-to-day life helps her to navigate through being an advisor for her advisors.

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Kimberly: A lot of people compare the REB to another full-time job. I hope that’s not the case this year. However, how do you balance your professional lives, other commitments, your day to day to still prioritize yourselves?

- Dario: Start works early. Logs off work in the afternoon if he does not have any afternoon meetings. Then he will check emails to see if there’s anything to address at the moment. Make sure he rests before the evening meetings.
  - If he’s ever feeling overwhelmed, he goes to visit family.
  - He’s not going to the office anytime soon so for the rest of the year he’s okay.

- Yetti: This is a little difficult since she’s also three hours behind us.
  - Days are really long since she works on East Coast time.
  - Since we made schedules clear that makes it easier for her.
  - Keeps a group chat with Dario and Josh.
    - They make trade-offs for rising coverage.
  - Also prioritizes self-care to make sure she is sane and here for us. She’s a self-care coach.

- Nogaye: Seeing that they had experience on the REB, what are their strengths and weaknesses in terms of advising the REB?
  - Yetti: Strengths lie in positions she was exposed to. Being relatable.
    - None of her advisors were near her age so there was an experience gap between her REB so they lacked the understanding. Tried to communicate with more than the people she advises since there are multiple personalities. Would like to think she’s approachable.
    - Weakness is she’s more relaxed according to Desmond. Boundary between advisor and REB members sometimes gets blurred. Friends with past advice. Anything to do with Finance as well.
  - Dario: Strength is he likes to look at a situation from multiple different angles. This goes for positions he’s held or worked with very closely. To guide us to ensure we touch every part of what we want to do in our position.
    - Programs are probably his weaker area. Being an advisor for two positions in programs did give him some insights.
    - Weakness probably is he cares too much but tends to over commit too much on particular things.

Shanae: Knows there’s a lot of personality on our board. How do they plan to work with our personalities and encourage us to utilize our strengths as well to work as an REB?

- Yetti: We have to get to know each other on a personal level. We were not able to get the full transition meeting experience so that’s why it’s important now. This speeds up the process.
  - Don’t just capitalize on strengths. We are on the board to work together and challenge each other.

- Dario: As a board you tend to gravitate towards the people you relate to better. If you’ve gone a month without talking to someone on the board (not in your
  #StaySafe #StayHealthy #StayPositive *We will get through this together*
Curtis (question in chat): How do you plan to support the REB in self-care?

- Dario: Once he understands the person more than he can provide opportunities for them to cope. Talk through things outside of NSBE in 1:1s. Randomly text people in the week. Constant communication.
- Yetti: For this year because of circumstances and because she feels the relationship between the REB and RAB is rocky at the moment so she tends to just stick to NSBE business until the level of comfort and understanding personalities is reached.
  - Main motto is if you need her, reach out to her. Everyone she advises has her number. A good amount of us have reached out to her.
  - Mental wellness is important. As a person who’s been through a lot on the REB, she knows the good an advisor check-in can do. Does question our action items to ensure we are balancing our workload.
    ■ Keep up with your rest. Speak kindly to yourself.

Phoebe: How do you deal with an unmotivated advisee? Email levels are low. Not very interactive.

- Yetti: Check in. She won’t baby us but will check in. Suggest to reach out to zone lead and have a conversation with the admin zone to figure out the plan of action.
- Dario: There’s only so much reaching out one can do. Definitely have the conversation with the admin to see if something is up. Help is always there when you ask for it.

Kimberly: What would a perfect advisor-advisee relationship be like?

- Dario: Being cc’d on emails. Especially external emails. Being kept in the loop.
  - Coming to 1:1s with an agenda. The first couple of meetings may be the advisor setting up talking points but after that us coming in with discussion points to get feedback on.
  - Someone on top of their game of strategy and where they want to go in their position.
- Yetti: Open communication. Does not like to be blind-sided. If you tell her an idea, she will support you. Just tell her before so she can back you.

Shanae: Are you all happy in your role as advisors?

- Yetti: Happy in the role, just not the structure. It’s exhausting. Different from past years. So many emails.
- Dario: Happy for the most part. Happiness doesn’t really come until post FRC. The growth post FRC is what determines his happiness.

Sarah: What would be the best structure for the RAB? How would we go about implementing this between the REB and RAB?

- Yetti: Thinks the issue is that this is the least amount of advisors. Typical structure was each zone had an advisor. Last year’s structure provided a back-up
advisor. That worked well as well.

- **2020-2021 Treasurer Emeritus (Shena Marshall)**
  - Phoebe: Why do you (Shena) want this role?
    - Shena: Would like this role more for Sarah. Talks to her more often than her predecessor did. Sarah is receptive to her advice where she’s willing to learn and has her experience in the finance zone.
  - Kimberly: Being that you’ve had this position before, what were some challenges you faced as Treasurer and how can you implement those lessons you learned to Sarah?
    - Shena: Yes every position on the board is important but when a Treasurer fails, things don’t happen. You have to be on top of stuff as a Treasurer.
      - Always worked in emergency mode so wants future boards to not be emergency mode. Learned a lot from the NEB, the position, and her advisors so wants to relay the knowledge to Sarah.
  - Sarah: Difference from the Treasurer Emeritus position from being a resource?
    - Shena: Fine with being a resource to a point. We see someone as a resource but don’t respect their commitment. Guest helpers usually have to jump through hoops. As Emeritus, her time is her time.

- Phoebe: Are you comfortable advising zones outside of Finance?
  - Shena: Yes since she sits on the RAB. Whatever Desmond suggests, she’ll go with it. This challenges her as well. Programs and Finance does go hand in hand too. It’s not a stretch to help the Programs zone, maybe membership.

- Kimberly: How do you plan to prioritize your self-care in this role being in two zones, and support Sarah?
  - Shena: Attended most calls already. This isn’t super busy for her since when she was on the board, she worked, danced, went through grad school, and was an RA. She has her organizing methods like her calendar. Checks emails on commute. Good on time management and during COVID, she’s still self-caring.

- Curtis: Can you speak to what you’ll be doing for Programs?
  - Shena: She will be attending calls for more information. Desmond has assigned her to work closely with TORCH and AEX specifically.

- Ben: Being that you were in the position before, how would you advise navigating through the long drawn process of NSBE’s financial policies?
  - Shena: Believes processes are in place for a reason. Believes if you understand how they work and why they are there, then you’ll get why they exist.
    - Has found ways to jump through a few loopholes. Doesn’t suggest using them until absolutely necessary.

- Kimberly: Being that you were on the REB before, what are some takeaways from working with different personalities/cross-functional teams?
  - Shena: Very straightforward. Did but head with her personality and especially as Treasurer. Mellowed a lot compared to her first year on the board. Learned to just take strides. Learning how other people think is really good to know.

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○ Learn yourself and learn from other people. Make the compromise half-way.
○ It’s a learning curve and different for everyone based on your personality.

○ Discussion
  ■ Liked all of them.
  ■ Since we know them already, we had the reassurance of how they are as advisors.
  ■ Yetti always been the open relatable person.
  ■ Dario and Josh know all the information.
  ■ We’re all not sure of the Treasurer roles but Shena seems like she knows it.
  ■ Tone change from previous meetings. We heard a lot of what they said they’ll do/how they operate so make sure we hold them accountable.

○ Overview of E-business
  ■ (Appointments will take place via E-business)
  ■ Kweku: E-Business will now run exactly how we do motions here. Exact rules follow.
    ● Will send out the motions for advisor appointment, treasurer emeritus appointment, and communication policy.

● Open Discussion
  ○ Shanae: Apologies for the time zone issue on the FRC call. Sent out an action item for the REB due Wednesday.
    ■ Phoebe: Please put FRC calls on the calendar.
  ○ Jalen: Still have open spots for Motivational Mondays. Comment on the document or reach out to him.
  ○ Isabella: Please send calendar invites for RLC and FRC calls as well.
  ○ Kimberly: Let us know if you have any green and any other suggestions for REB introductions at RLC.
  ○ Dario: Remember to renew your membership.
  ○ Esther: Thoughts on combined FRCs with other regions?
    ■ Shanae: Is it just for career fairs?
    ■ Esther: Yes.
    ■ Shanae: Unless there are more opportunities for membership provided.
    ■ Kimberly: Being that Region I membership is small, competition does arise with other Regions. People might be fighting for jobs.
    ■ Jalen: Recruiters are used to spreading themselves to various conferences. So it might not be too different in the virtual world for the concern where opportunities/recruiters may be limited.
    ■ Kimberly: Do we know how many openings they want to fill at the conferences? This would be helpful.
    ■ Phoebe: Looking at the bright side, we have the companies from the Silicon valley coming. Also looking at the financial aspects.
    ■ Shanae: Can we ask the membership informally if they would like jobs from another Region?
      ● Shanae: Can ask this in an FRC presentation.

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Sarah: We can see the comparison in costs between combined and joined career fairs.
  ● Since it is virtual. It won’t be a hassle for us to get those companies not in our Region for us alone.

● Chair/ Vice Chair Positive Affirmation
  ○ Phoebe: Thank you everyone for joining the call tonight and participating.
    ■ Make sure you are keeping up with action items and resting.
    ■ Knows school is about to start up again so hopes we are having a great rest of our summers.

● Motion to adjourn the meeting:

Motion: “I entertain a motion to adjourn this meeting at 9:45pm CST.”
Maker: Karisma
Seconder: Esther

Status of Motion: PASSED by Consensus

Meeting Adjourned at: 9:45pm CST.

The next REB meeting will be on Tuesday August 18th, 2020 at 8:30pm EST.

Action Items

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<thead>
<tr>
<th>Action Items</th>
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<tr>
<td>Assigned to</td>
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<td>N/A.</td>
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Supporting Documents
N/A.

#StaySafe #StayHealthy #StayPositive *We will get through this together*