MULLEN BOARD OF EDUCATION
November 9, 2026
Regular Board Meeting Agenda
7:00 PM

1. Call to order, roll call, and excuse board member absences.
2. Approval of the October 12, 2026 Board Meeting minutes.
3. Discuss, consider and take all necessary action to approve the payment to Hackel Construction for work completed through October 31, 2026 from the Special Building Fund.
4. Discuss, consider and take all necessary action to approve payment to Security First Bank from the Special Building Fund for payment on the lease purchase.
5. Discuss, consider and take all necessary action to approve the 2026-2027 Bobcat lease through Bobcat of North Platte.
6. Discuss, consider and take all necessary action to approve the claim from the Hooker County Tribune for____.
7. Approval of the following _____ claims: Payroll _____, General Fund _____, Lunch Fund _____, Special Building Fund _____, Depreciation Fund _____, and Activity Fund_____.
8. Public Comment
9. Discuss, consider and take all necessary action to approve the completion of the 2026 Audit for Mullen Public schools provided by MJK CPA PC.
10. Discuss, consider and take all necessary action to approve the depreciation fund purchase of a 2022 Chrysler Pacifica Minivan from Schalk Auto and the trade in of the 2017 Chevrolet Suburban.
11. Discuss, consider and take all necessary action to approve the completion of the 2026 Superintendent Evaluation for Chris Kuncl.
12. Administrative Reports
    - 12.a. Mr. Cribelli- Activities Director Report
    - 12.b. Mr. Mauler- Elementary Principal Report
    - 12.c. Mr. Kvanvig- 6-12 Principal Report
    - 12.d. Mr. Kuncl- Superintendent Report
13. Board Reports
14. Next Meeting -December 14, 2026 at 7:00 PM in the 6-12 LIbrary.
15. Adjournment

Please follow the board meeting at https://meeting.sparqdata.com/Public/Organization/393

The Mullen Board of Education reserves the right to go into Closed Session for purposes in accordance with LB 84-1410(1)

MULLEN BOARD OF EDUCATION
MINUTES
October 12, 2026

The regular meeting of the Mullen School Board was called to order at 7:00 p.m. by President Liza Simonson She announced that the Open Meetings Act is posted on the west wall. Board members in attendance were **Present:** Mike French, Dane Peterson, Casey Phillips, Liza Simonson, Michael Stichka, Patrick Wright.

Also present at the meeting were Chris Kuncl, Mike Kvanvig, Brett Mauler, Jessica Polt, Bo Cribelli, Kara Connealy, Jason Kraus, Brynne McCully, and Kalli Licking.

Motion by Dane Peterson, second by Michael Stichka to approve September 14, 2026, Board Hearing Minutes, Tax Request Hearing Minutes, the Regular Board Meeting minutes and the September 17, 2026, Special Meeting Minutes. Motion carried.
Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Michael Stichka: yes, Mike French: yes, Patrick Wright: yes
yes: 6, no: 0

Motion by Dane Peterson, second by Casey Phillips to approve payment to Harris Solutions for the Aptafund renewal for 2026-2027. Motion carried.
Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Michael Stichka: yes, Mike French: yes, Patrick Wright: yes
yes: 6, no: 0

Motion by Casey Phillips, second by Patrick Wright to approve payment for the 2026-2027 renewal of PowerSchool as the student information system. Motion carried.
Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Michael Stichka: yes, Mike French: yes, Patrick Wright: yes
yes: 6, no: 0

Motion by Dane Peterson, second by Mike French to approve payment to Hackel Construction for work completed up to October 1, 2026, using the special building fund. Motion carried.
Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Michael Stichka: yes, Mike French: yes, Patrick Wright: yes
yes: 6, no: 0

Motion by Casey Phillips, second by Michael Stichka to approve the claim from the Hooker County Tribune for $348.22. Motion carried.
Casey Phillips: yes, Dane Peterson: Abstain (With Conflict), Liza Simonson: yes, Michael Stichka: yes, Mike French: yes, Patrick Wright: yes
yes: 5, no: 0, Abstain (With Conflict): 1

Motion by Casey Phillips, second by Dane Peterson to Approval of the following October claims: Payroll $352,510.85, General Fund $81,218.26, Lunch Fund $6,855.13, Special Building Fund $198,938.87 and September Activity Fund $14,487.34. Motion carried.
Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Michael Stichka: yes, Mike French: yes, Patrick Wright: yes
yes: 6, no: 0

Public comment was offered at 7:17 PM. No Public Comment was given.

Motion by Dane Peterson, second by Casey Phillips to approve Superintendent Kuncl authority to purchase a minivan for transpiration needs up to $20,000. Motion carried.
Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Michael Stichka: yes, Mike French: yes, Patrick Wright: yes
yes: 6, no: 0

The National Honor Society students Jason Kraus, Kalli Licking, and Brynne McCully provided the board of education with a student body update on the climate and culture of the school through the eyes of the students. Kalli Licking, Jason Kraus, and Brynne McCully brought updates on their community work, the open-door mission trip in November, and a survey that they did about the new addition to the high school.

Mr. Bo Cribelli provided the school board with a detailed activities report.

Mr. Mauler provided the school board with a detailed principal report.

Mr. Kvanvig provided the school board with a detailed 6-12 principal report.

Mr. Kuncl provided the board of education with a detailed district report.

President Liza Simonson declared the meeting adjourned at 7:57 PM.

As soon as next month's meeting notice is posted on the Mullen Public Schools website, an agenda will be available for public inspection on both the school website and on the SPARQ meetings site.

_____
Chris Kuncl, Recording Secretary

Hackel Construction, Inc.
47407 808th Rd
Ord NE 68862
308-728-1222

License:

Progress Billing

Application: 6

Period: 10/29/2026

Owner: Mullen Public Schools
404 N Blaine Ave
Mullen NE 69152

Job Location: Mullen Locker Room Addition and Gym Link
404 N Blaine Ave
Mullen NE 69152

Engineer/Architect: JEO Architecture, Inc. Scottsbluff
120 E 16th St
Scottsbluff NE 69361

Application For Payment On Contract

Original Contract	2,637,000.00
Net Change by Change Orders	67,307.94
Contract Sum to Date	2,704,307.94
Total Complete to Date	2,682,943.14
Total Retained	12,633.32
Total Earned Less Retained	2,670,309.82
Less Previous Billings	2,388,795.01
Current Payment Due	281,514.81
Balance on Contract	33,998.12

Contractor's Certification of Work

The undersigned contractor certifies that, to the best of the contractor's knowledge, the work on the above named job has been completed in accordance with the plans and specifications to the level of completion indicated on the attached schedule of completion.

Contractor: _____ Date: 10/30/26

Architect/Engineer: _____ Date: _____

Owner : _____ Date: _____

Contractor's Certification:
The undersigned Contractor certifies, to the best of its knowledge, the following:
(1) All previous progress payments received from Owner on account of Work done under the Contract have been applied on account to discharge Contractor's legitimate obligations incurred in connection with the Work covered by prior Applications for Payment;
(2) Title to all Work, materials and equipment incorporated in said Work, or otherwise listed in or covered by this Application for Payment, will pass to Owner at time of payment free and clear of all Liens, security interests, and encumbrances (except such as are covered by a bond acceptable to Owner indemnifying Owner against any such Liens, security interest, or encumbrances); and
(3) All the Work covered by this Application for Payment is in accordance with the Contract Documents and is not defective.

PROGRESS BILLING

Application: 6

Period: 10/29/2026

Schedule of Work Completed

Description of Work	Scheduled	Changes	Contract	Previous	Current Comp.	Stored Mat.	Total Comp.	%	Balance	Retained
0 General Conditions	303,193.46		303,193.46	297,129.59			297,129.59	98.00	6,063.87	
0 Existing Conditions	25,875.00		25,875.00	25,875.00			25,875.00	100.00		
0 Concrete	295,601.75		295,601.75	295,601.75			295,601.75	100.00		
0 Masonry	178,940.00		178,940.00	178,940.00			178,940.00	100.00		
0 Metals	64,630.00		64,630.00	64,630.00			64,630.00	100.00		
0 Woods and Plastics	6,325.00		6,325.00	6,325.00			6,325.00	100.00		
0 Division 7	267,967.25		267,967.25	252,666.32			252,666.32	94.29	15,300.93	12,633.32
0 Openings	128,898.90		128,898.90	128,898.90			128,898.90	100.00		
0 Finishes	383,303.05		383,303.05	383,303.05			383,303.05	100.00		
0 Specialties	94,014.80		94,014.80	57,809.70	36,205.10		94,014.80	100.00		
0 Fire Suppression	44,390.00		44,390.00	44,390.00			44,390.00	100.00		
0 Plumbing	277,150.00		277,150.00	277,150.00			277,150.00	100.00		
0 HVAC	370,300.00		370,300.00	370,300.00			370,300.00	100.00		
0 Electrical	106,375.00		106,375.00	106,375.00			106,375.00	100.00		
0 Earthwork	43,413.65		43,413.65	43,413.65			43,413.65	100.00		
0 Exterior Improvements	14,422.15		14,422.15	14,422.15			14,422.15	100.00		
0 Utilities	32,199.99		32,199.99	32,199.99			32,199.99	100.00		
0 Change Order# 1		7,700.00	7,700.00	7,700.00			7,700.00	100.00		
0 Change Order# 2		-1,000.00	-1,000.00	-1,000.00			-1,000.00	100.00		
0 Change Order# 3		14,080.00	14,080.00	14,080.00			14,080.00	100.00		
0 Change Order# 4		19,646.00	19,646.00	19,646.00			19,646.00	100.00		
0 Change Order# 5		7,659.14	7,659.14	7,659.14			7,659.14	100.00		
0 Change Order# 6		10,022.80	10,022.80	10,022.80			10,022.80	100.00		
0 Change Order# 7		9,200.00	9,200.00	9,200.00			9,200.00	100.00		
Totals:	**2,637,000.00**	**67,307.94**	**2,704,307.94**	**2,646,738.04**	**36,205.10**		**2,682,943.14**	**99.21**	**21,364.80**	**12,633.32**

BOND DEBT SERVICE

HOOKER COUNTY SCHOOL DISTRICT 0001 IN THE STATE OF NEBRASKA
(MULLEN PUBLIC SCHOOLS)
LEASE PURCHASE BONDS, SERIES 2026
Private Placement, Non-Rated, BQ, 2033 Maturity, 5/7/28 Par Call
FINAL PRICING

Dated Date	05/07/2026
Delivery Date	05/07/2026

Period Ending	Principal	Coupon	Interest	Debt Service	Annual Debt Service
10/15/2026			48,081.38	48,081.38	
04/15/2027	345,000	4.050%	54,776.25	399,776.25	
08/31/2027					447,857.63
10/15/2027			47,790.00	47,790.00	
04/15/2028	355,000	4.050%	47,790.00	402,790.00	
08/31/2028					450,580.00
10/15/2028			40,601.25	40,601.25	
04/15/2029	370,000	4.050%	40,601.25	410,601.25	
08/31/2029					451,202.50
10/15/2029			33,108.75	33,108.75	
04/15/2030	385,000	4.050%	33,108.75	418,108.75	
08/31/2030					451,217.50
10/15/2030			25,312.50	25,312.50	
04/15/2031	400,000	4.050%	25,312.50	425,312.50	
08/31/2031					450,625.00
10/15/2031			17,212.50	17,212.50	
04/15/2032	415,000	4.050%	17,212.50	432,212.50	
08/31/2032					449,425.00
10/15/2032			8,808.75	8,808.75	
04/15/2033	435,000	4.050%	8,808.75	443,808.75	
08/31/2033					452,617.50
	2,705,000		448,525.13	3,153,525.13	3,153,525.13

Gmail Chris Kuncl <chris.kuncl@mullenpublicschools.org>

Fwd: Bobcat Lease

1 message

Pam Ginkens <pginkens@mullenpublicschools.org> Mon, Nov 2, 2026 at 8:17 PM
To: Chris Kuncl <chris.kuncl@mullenpublicschools.org>, Tyler Gracey <tyler.gracey@mullenpublicschools.org>

Pam Ginkens
Business Manager
Mullen Public Schools
(308) 546-2223

---------- Forwarded message ---------
From: **Josh Flint** <JoshFlint@cnebobcat.com>
Date: Mon, Nov 2, 2026 at 6:22 PM
Subject: Bobcat Lease
To: pginkens@mullenpublicschools.org <pginkens@mullenpublicschools.org>
Cc: Brandon Fletcher <BrandonFletcher@cnebobcat.com>

MPS –

Your lease with Bobcat of North Platte on your Bobcat T76 is due this month.

1 Year 250 hour lease for a 2026 Bobcat T76-2 - $9500

1 Year 250 hour lease for a 2026 Bobcat T66-2 - $8000

Please feel free to contact me with any questions or concerns.

I can switch you out at anytime this month as billing will take place the next – your actual due date is 11/26/2026

Thanks,

Josh Flint

Sales Representative

Bobcat North Platte

308-390-5474

Trade-In Negotiation

Customer Information

Customer: Mullen Pubolic Schools

Spouse:

Address: 404 Blaine St

City, State, Zip: Mullen, NE 69152

Phone: 308-546-2223

Email: chris.kuncl@mullenpublicschools.org

Sale Information

Salesperson: Joel Schalk - Schalk Auto

Transaction Date:

Stock #: 42100 Year: 2022

Make: Chrysler Model: Pacifica

VIN: 2C4RC1BGHNR168638

Mileage: 77,038 Color: black

Trade Information

Year: 2017 Make: Chevy Model: suburban

VIN: 1GNSKHEC1HR132295

Mileage: 168,172 Color: gold

Damage in Excess of $5,000? ◯ Yes ◯ No

Payoff Into To $

Associated Costs

Stk#	Stk#
Best Price 18,995	Best Price
Trade-In Value 995	Trade-In Value
Less Reconditioning	Less Reconditioning
New Trade Difference	New Trade Difference

Customer Agreement

I understand that I am liable and will pay on demand any higher difference and of the payoff of my trade-in vehicle. If payoff is lower than quoted, the difference will be applied to the contract.

Manager's Control

Stk# 42100

Retail 18,995

Trade Allowance 995

Difference 18000

Best Price or Net Difference

Customer Signature

Manager's Approval

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Mullen Public Schools
Activities Report - November 2026, as of 11/3/26
Bo Cribelli

Athletic Updates

Cross Country – Ady and Braylon had strong showings at the District Meet which qualified them for the State Meet in Kearney. Coach Janie Kuncl, and the student athletes on the cross country team represented the team, school, and community very well in Kearney.
Football – Finished the season with a record of 3-6. The coaches have begun meeting as a staff, and individually with student athletes and are already looking forward to next season.
Girls Golf – After a strong performance at the District meet Austin qualified for the State Meet in North Platte. This is the second consecutive year that Austin has represented herself, the girls golf program, Mullen Public Schools, and the community at the state level.
Volleyball – Currently holding a 30-2 record. Won the MNAC Tournament that was played October 15th and 17th. We hosted and won subdistricts on October 26th and 27th. Additionally, we hosted and won the district final game on October 31st. The volleyball team will compete in Lincoln at the State Tournament as the #2 seed.
Junior High – Girls and Boys Wrestling has started practice. The team consists of 6 girls and 18 boys. Girls and Boys Basketball will begin in early December.

Activities Update

FCCLA – Attended the District Leadership Conference on October 28th in North Platte.
FFA – Attended the National Convention in Indianapolis. Will attend Leadership Development Events on November 18th in Valentine and will hold a Turkey Trot on November 21st in Mullen.
Play Production – Competed on November 3rd in North Platte at the Maxwell Workshop. More competitions are scheduled including the Mullen Public Performance on November 24th.
Journalism – No new update at this time, students are capturing events, publishing articles, and working on the yearbook.

Supporting Student Athletes

As our fall seasons wrap up, it's a good time to reflect on what we can do to help our student-athletes be their best. The simplest answer is to **support them**.
Support certainly means showing up, but it goes beyond attendance. It also means providing positive encouragement and understanding the pressures our athletes face.
No athlete goes into a competition intending to make a mistake. Mistakes are part of athletics and the process of getting better. Athletes and coaches recognize those mistakes without needing to hear about them from the stands. Competition brings added excitement and anxiety for everyone involved, but especially for the athletes.
As we cheer on our teams, I encourage everyone to be mindful of how our words and actions affect our student-athletes. Let's make it our goal to encourage, uplift, and support them in a positive way, helping create an environment where they can compete with confidence and perform at their best.

Mullen Public Schools

Annual Computer Science & Technology Education Status Report

2025–2026 School Year

Mullen Public Schools recognizes the importance of preparing students with the computer science and technology skills necessary for success in an increasingly technology-driven world. The district is committed to providing students with opportunities to develop foundational computer skills, computational thinking, problem-solving abilities, digital literacy, and an understanding of emerging technologies.

Mullen Public Schools will continue to evaluate and improve its Computer Science and Technology curriculum to ensure students receive meaningful learning opportunities throughout their educational experience.

This report documents the district's Computer Science and Technology offerings, student participation, instructional capacity, and progress toward meeting Nebraska's Computer Science Education requirements.

Computer Science & Technology Opportunities

High School Computer Science (Grades 9–12)

Mullen Public Schools provides students with computer science and technology instruction through required coursework and elective opportunities.

Courses Required:

Course Name	NDE Course Code	Grade Level	Total Enrollment
Intro to Computer Science & Technology	**270415**	**9th**	**10**
Intro to Computer Science & Technology	**270415**	**10th**	**15**

District Implementation Plan:

- Review current high school course offerings to ensure alignment with Nebraska's computer science graduation requirements.
- Identify the courses and instructional hours that will satisfy the required computer science and technology credit.
- Monitor student enrollment and successful course completion.
- Evaluate opportunities to expand computer science electives based on student interest, staffing, and scheduling.

Middle School Computer Science (Grades 6–8)

Mullen Public Schools provides middle school students with opportunities to develop technology skills and explore computer science concepts.

Instruction may include:

- Computer applications and productivity tools.
- Keyboarding and digital literacy.
- Introduction to coding and computational thinking.
- Problem-solving and technology applications.
- Artificial intelligence awareness and responsible technology use.

Middle School Courses and Instruction:

Course Name	NDE Course Code	Grade Level	Total Enrollment
Keyboarding Applications Junior High	**033501**	**6th**	**15**
Keyboarding Applications Junior High	**033501**	**7th**	**16**
Keyboarding Applications Junior High	**033501**	**8th**	**16**

District Implementation Plan:

- Review current middle school curriculum for computer science standards alignment.
- Identify opportunities to increase coding and programming instruction.
- Continue building foundational skills that prepare students for high school computer science coursework.
- Evaluate student readiness and interest in additional computer science opportunities.

Elementary Computer Science (Grades K–5)

Mullen Public Schools will continue to identify opportunities for elementary students to develop foundational computer science and technology skills.

Instructional opportunities may include:

- Keyboarding and basic computer operations.
- Digital citizenship and online safety.
- Introduction to coding and computational thinking.
- Problem-solving and logical reasoning.
- Appropriate use of technology and artificial intelligence.
- Integration of technology into classroom instruction.

Elementary Computer Science Instruction:

Grade	Instructional Opportunities	Average Hours Per Year
Kindergarten	**Specials 1x/week**	**31 Hours**
1st	**Specials 1x/week**	**31 Hours**
2nd	**Specials 1x/week**	**34 Hours**
3rd	**Specials 1x/week**	**34 Hours**
4th	**Specials 2x/week**	**43 Hours**
5th	**Specials 2x/week**	**43 Hours**

Additional STEM Opportunities:

Mullen Public Schools provides additional opportunities for students to explore science, technology, engineering, and mathematics through extracurricular and enrichment activities.

- STEM Clubs for students in grades 4-6, led by middle and high school STEM instructors.

Teacher Certification & Instructional Capacity

Mullen Public Schools will evaluate its current staffing and instructional capacity to provide computer science and technology education.

Staffing Information:

• Elementary Computer Science educator: 1.0 FTE

• Middle School Business and Technology educator: 1.0 FTE

• High School Computer Science educator: 1.0 FTE

Professional Development Plan:

Mullen Public Schools will work to ensure teachers providing computer science instruction have access to appropriate professional development.

Planned areas of professional development include:

- Nebraska Computer Science and Technology Standards.
- Coding and programming instruction.
- Artificial intelligence literacy and responsible use.
- Digital citizenship and cybersecurity.
- Integration of technology into classroom instruction.
- Emerging computer science instructional resources.

Identified Professional Development Needs:

Student Progress and Measures of Success

Mullen Public Schools will monitor student progress using course enrollment, course completion, classroom assessments, student projects, and participation in computer science and STEM activities.

District Measures of Progress:

The district will monitor student development in the following areas:

1. Basic computer operations and keyboarding.
2. Digital citizenship and online safety.
3. Office productivity software.
4. Coding and computational thinking.
5. Problem-solving and logical reasoning.
6. Artificial intelligence literacy.
7. Responsible use of emerging technologies.

Reporting Period: 2025-2026 School Year
Presented to the Board of Education: November 2026
Submitted to the Nebraska Department of Education: November 2026

Administrative Report – November 2026

Regular Agenda Items:

8. Discuss, consider and take all necessary action to approve the 2025-2026 Mullen Public Schools Financial Audit and payment for their services. Overall, the audit went well, MJK was quite impressed. Overall, I believe Pam is doing a fantastic job with the books and I think MPS is in very good shape. The cost of the audit was $10,000. One thing to keep an eye on is the amount of money that we are supplementing in the lunch fund. **I recommend approval.**

9. Discuss, consider and take all necessary action to approve the purchase of a 2022 Chrysler Pacifica Minivan and the trade in of the broken down 2017 Chevrolet Suburban. I think this is a good deal, and it gets us another vehicle just in time for the Whitman route to begin which is today. **I recommend approval.**

10. Approve the completion of the Superintendent Evaluation. This is a formal acceptance that the evaluation has been completed. **I recommend/request approval.**

Non-Agenda Items

NFARE Conference in San Antonio- Artificial Intelligence was on full display with several of the breakouts on created policies and non-negotiables when it comes to A.I. It was a really good feeling that we had a presentation on A.I. with Dr. Knoell on October 16 to inform our staff on a lot of the topics that were talked about. Through talking to several vendors, I was able to provide Mrs. Walker with an elementary music connection which seems to be going very well for her. The Nebraska group attended a dinner and presentation on Goblins math which is an intervention-based model that also works a a math tutor. It was very impressive and it is something that we are going to look into to see if it fits MPS. One of my favorite presentations was over a dissertation on "Why Teachers Stay in Rural Schools" It was very interesting as I see how this fits MPS.

Move to Arizona- This was an adventure for us as we drove through a tornado and hailstorm in Santa Fe, the interstate to Flagstaff was flooded so we took the long way to Carefree. But overall, Trevor is in a great spot with a nice house and he really enjoys his roommates. 2600 miles later and a very scenic route, we returned home to Mullen.

Insurance increase- On October 30, we received the EHA rates for 27-28. The total rate increase is 12.9% along with the increase of the deductibles, which doubled. Last Monday, I attended a webinar and the reasons for increase were 1. Pharmaceutical costs, 2. High Claims Costs (claims over $100K), 3. Behavioral Health costs that are more acute and in-patient, and 4. A.I. coding causing higher rates of pay. Nonetheless, this is a significant increase to insurance that will impact everyone.

Teacher meeting with Supt- I have met with every teacher, and I have put together a summary of responses for you to view. These meeting provided some insight on what we can change to help our staff members.

NASB State Convention on November 18-20 in Omaha. I am the only one attending.

PARTICIPANT HANDOUT

Why Teachers Stay in Rural Schools

School culture and leadership practices

NREA PRESENTS NATIONAL FORUM TO ADVANCE RURAL EDUCATION

OCTOBER 19-21, 2026 SAN ANTONIO TX

Dr. Michael Eldridge | Superintendent, East Butler Public School District

meldridge@ebutler.esu7.org • 402-545-2081

Capture an idea from the findings, reflect on your school, and choose a practical next step.

Five conditions teachers described

FEEL KNOWN Relationships with colleagues, leaders, students, and families make a school feel connected.

ARE TRUSTED Autonomy, voice, and professional judgment matter.

FEEL SUPPORTED Leaders offer visible, predictable support when pressure rises.

BUILD ROOTS Connections to family, housing, and community help a teacher build a life.

BELONG Colleagues collaborate, notice needs, and care for one another.

The STAY framework

S	T	A	Y
Strengthen relationships	Trust professionals	Advance their growth	Your culture matters

SOMETHING I WANT TO REMEMBER