

# MEMO

Attachment J



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**Date:** January 15, 2021  
**To:** Board of Directors  
**From:** Roni Luckenbill, CEO  
**Subject:** 2020 Year-End Report of the Ends

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The attached 2020 Year-End Management Report (Attachment K) is the Ends report and includes the CEO interpretation and evidence of compliance with a reasonable interpretation of all aspects of the Ends policy.

According to the board's monitoring schedule, Policy 1.0, Ends, is to be monitored at the January board meeting. A copy of the Monitoring worksheet (Attachment L) is included. You are asked to take a few minutes to review the year-end management report and complete the monitoring worksheet, and return to Cheryl Drinnen, no later than January 28.

