



GOVERNOR'S WORKFORCE INVESTMENT BOARD

500 E. Third Street, Room 200
Carson City, Nevada 89713
Telephone (775) 684-3911 * Fax (775) 684-3908

MEETING MINUTES

Name of Organization: Governor's Workforce Investment Board
Aerospace and Defense Sector Council

Date and Time of Meeting: **Friday**, January 11, 2013
10:00 am

Place of Meeting: Department of Employment, Training & Rehabilitation (DETR)
2800 East St. Louis Avenue
Las Vegas, NV

Job Connect
Reno Town Mall
4001 South Virginia St
Reno, NV

This meeting will be conducted via videoconference and by telephone conference call. Members of the public may observe this meeting and provide comment at the addresses listed above or by calling the number and access code listed below.

1-877-810-9415
Access Code 4697842#

Council Members Present: Kenneth Witcher (Chair), Mr. Kenneth Thompson, Dr. Bobby McMasters, Dr. Lila Glaser, Dr. Maria Sheehan, Dr. James Kuzma, Thomas Wilcek, Tim McAllister

Council Members Absent: Steve Brooke, Colonel Barry Cornish, Lynn Clayton and Mark Francetic

Ex-officio Members Present: Leandra Copeland (DETR Research and Analysis Bureau Economist), Janice Greer (Southern Nevada Workforce Investment Board) and Lisa Myers (Northern Nevada Workforce Investment Board)

DETR Staff Present: Derita Hopkins (DETR-Workforce Solutions Unit), LeVerne Kelley (DETR-Workforce Solutions Unit) and Earl McDowell (Workforce Solutions Unit, Deputy Administrator)

Others Present: Madelin Arazoza (Workforce Connections), Byron Goynes (Workforce Connections), Will Lockheart (DETR- Business Services Representative), Evelyn McMasters, Sharon Morales (Latin Chamber of Commerce) and Patrick J. Sheets (Governor's Workforce Investment Board)

**Please note that all attendees may not be listed above*

AGENDA

- I. Welcome and Introductions Kenneth Witcher, Chair
Aerospace and Defense Sector Council

Mr. Kenneth Witcher, Chair of the Aerospace and Defense Sector Council, called the meeting to order at 10:00 a.m., introduced himself, welcomed the Council and thanked everyone for their attendance. Mr. Kenneth Witcher then asked for roll to be called.

- II. Roll call and Establishment of a Quorum Derita Hopkins, Administrative Assistant
Workforce Solutions Unit, DETR

Derita Hopkins called roll and it was established that a quorum was present. Mr. Jim New (Associate Dean for Truckee Meadows Community College) sat in as representative for Dr. Maria Sheehan

- III. Verification of Posting Derita Hopkins

Ms. Hopkins verified the meeting agenda was posted in accordance with the Nevada Revised Statute NRS 241.020 at locations throughout the State of Nevada.

- IV. **First Public Comment Session** Kenneth Witcher
Members of the public will be invited to speak before; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three minutes per person at the discretion of the chairperson.

For the first public comment session, Mr. Witcher invited members of the public to speak, stating any member of the public may now comment on any matter posted on this meeting agenda. He advised that the comments may be limited to three minutes at his discretion as the Council Chair. Mr. Witcher requested for anyone to speak from Las Vegas and anyone from Reno, Nevada. Ex-officio members Lisa Myers (Nevadaworks) and Leandra Copeland (DETR-Research and Analysis Bureau Economist) acknowledged their attendance. Again, Chair requested for any additional public comments, hearing none, Mr. Witcher turned to the next agenda item #V.

- V. ***Discussion/Possible Action** – Approval of the October 22, 2012, Meeting Minutes Kenneth Witcher

Mr. Witcher (Chair) asked for approval of the October 22, 2012, Meeting Minutes. A motion was made by Dr. Bobby McMasters for approval of meeting minutes. This motion was seconded by Mr. Kenneth Thompson, “ALL” in favor and none opposed. Motion carried.

- VI. ***Discussion/Possible Action** – Approval of the November 30, 2012, Meeting Minutes Kenneth Witcher

Mr. Witcher (Chair) asked for approval of the November 30, 2012, Meeting Minutes. A motion was made by Mr. Kenneth Thompson for approval of meeting minutes. This motion was seconded by Dr. James Kuzma, “ALL” in favor and none opposed. Motion carried.

- VII. **Discussion** – Briefing of the Governor’s Workforce Investment Board Meeting on January 10, 2013 and of the Compiled Aerospace & Defense Sector Council Member Survey Answers Kenneth Witcher

Mr. Witcher (Chair) informed the Council regarding the most recent Governor's Workforce Investment Board (GWIB) meeting that was held on January 10, 2013 and said it was very informative. He noted that we are going to have an overview briefing presented by Dr. James Kuzma (Principal for Rancho High School) later in today's meeting. Mr. Witcher advised the Council that he wants to start looking at the GWIB Aerospace and Defense Sector Council Subcommittees and acquire some focus areas with opportunities that were identified at the GWIB meeting. Next, he briefed the council about DETR Director Woodbeck Survey that went out to compile all responses regarding future job opportunities.

He brought up that any recommendations that the Council may have will be forwarded directly on to the GWIB for their consideration. Mr. Witcher advised the Council of their Roles and Responsibilities, which he pointed out is to mainly focus on identifying where the job opportunities exists in the workforce and streamlined areas that relates directly to the Aerospace and Defense Sector. He noted to the Council, that the streamline process would allow the State of Nevada to have a better and/or stronger workforce for future work opportunities to support our current industry. He referenced that the GWIB meeting provided opinionated agenda items, i.e., things we need to have happen or things that you are talking to your industry cohorts and peers that are saying, for example, *"These are ideas and thoughts and this is just one of those areas that we have struggled with forever in the State of Nevada."* He expressed because of the major support, a pretty good line to the ear of the boss with the GWIB; "we had the State of Nevada Senate Representation, State Representatives and City Councilmen representation from both the Northern Nevada and Southern Nevada Regions," our voice is being heard. He emphasized that the GWIB meeting made it clear that they are listening to the sector councils advice, a very exciting; briefing presented by CTE (Career and Technical Education) Director offered their support on multiple levels and wiliness to work directly with the various Sector Councils to establish more work opportunities for students leaving the high schools with a certificate of accomplishment that allows them to enter directly into the workforce. He mentioned to the council, because this information was previously discussed by the sector council; he felt that the GWIB Aerospace and Defense Sector Council are ahead of the game a little bit.

Next, Mr. Witcher (Chair) noted to the Council about the data driven briefing presented by Mr. William (Bill) Anderson (State of Nevada, Chief Economist) that placed the Aerospace and Defense Sector low in the State of Nevada. He mentioned this only means, if we matched the potential growth in the Aerospace and Defense Sector have some great work opportunities to increase what the industry is doing here in the State. He moved on to present some talking points for the Council to present to the GWIB for their upcoming meeting scheduled in March. He suggested for the council to submit some recommendations for future funding and/or policy type changes? Where does the Council want to begin focusing their energy? He solicited for the council to provide some helpful insight on adding to the industry additional areas in the job market. Mr. Witcher requested for the Council to review the combined responses from recent survey that was shared with the Council members and their peers in the industry. He requested for the Council not to go through it step-by-step, but rather focus on some key areas where job opportunities in our industry sector are needed today? He then asked for Mr. Tim McAllister (Zephyr Photonics, Vice President of Marketing) to comment to the council his concerns about skill sets required for qualified candidates. Mr. McAllister introduced himself to the Council and noted that the Silicon Valley office supports hiring for "highly skilled workforce" is a very expensive endeavor at this time. He confirmed that recruitment is significantly done outside of the State of Nevada, because of the skill sets required for employment. Dr. Bobby McMasters (Director of Workforce Education and Development) asked "What types of skills are required? What type of degrees? Mr. McAllister answered that they are looking for individuals with electrical background, designers, and mechanical engineers; focusing on mechanical packaging tests and Quality Assurance (QA).

Mr. Witcher presented the questions to the Council "Why don't we have the qualified workforce in the State of Nevada?" He noted, there could be many reasons, and some of them could be obviously outside of our control. But why don't we look on the Council? Why don't we take as a focus area to see if there's a problem with how to get a seventh grader into a certification program as a mechanical and/or

electrical engineer job (to acquire the necessary skill sets and obtain employment with Tim McAllister). Is that track very clear, or is it a problem, or is it fragmented, or are there challenges there?

Mr. Patrick Sheets (GWIB Representative for the Aerospace and Defense Sector Council) introduced himself to the Council and everyone in attendance. He informed the council that he was appointed by the Governor Brian Sandoval as a representative for the GWIB Aerospace and Defense Sector Council. He brought up what Mr. Kenneth Thompson said in reference with the CTE (Career and Technical Education) presentation was very interesting. The presentation graph listed all the study areas and those areas that were developing standards; however, there's no Aerospace and Defense industry sector listed. He suggested for the Council to reinforce what's being said; first by defining what goes into those sub areas of interest that supports the Aerospace and Defense industry sector. Mr. Witcher agreed that the Council needs to communicate this information to Mr. Mike Page and the individuals at CTE. Mr. Sheets advised the council that they can probably leverage a lot of out-of-state like Virginia, who is ripe with Aerospace and Defense to include Northern Virginia and the Pentagon; there's all kind of work opportunity that we could probably leverage to take to the CTE to implement into their process. Why aren't we leveraging our education system to help develop our workforce?

Next, Mr. Witcher noted to the Council that he already talked to Ms. Linda Montgomery – President of The Learning Center and Chair of the GWIB Information Technology (IT) Sector Council. He noted that there's work opportunity with the IT industry sector based on their briefing at the 01-10-13 GWIB meeting, looks like a lot of Cyber Security work opportunities. Tim McAllister agreed and noted to the Council that he have turned away several people because they have done something with a security background check that failed. He has heard a lot of candidates saying “Well, no one told me if I married a foreign national, I would lose my background security clearance;” we need to inform our seventh, eight and even ninth graders and educate them on problems they may have and/or possibly avoid in the workforce.

Mr. Sheets proposed to the Council to take a step further; provide a complete niche of training that needs to take place within our Aerospace and Defense Sector, because DSS – Defense Security Services, is very intricate and not easily understood. Therefore, you could actually train technicians who would make great security people as they grow and as other marketplace grow in the industry as well. Dr. James Kuzma (Principal of Rancho High School) conveyed to the Council (in his opinion) that “the high school students are not ready to commit to a career.” His review of the CTE programs is that we have magnet programs, we have all kinds of programs in our State and the gatekeeper always comes back to science and mathematics; the State of Nevada have a population that are reluctant to push themselves in that area. He noticed that students at CSN will purposely choose areas of study that do not have math and science in them. Those students believe that they can acquire good jobs without having the science and mathematics requirements. Nationwide the average failure rate in Algebra is currently at 50 percent of our CCSD students. During the first quarter, he had approximately 334 students failing Algebra. Therefore, in that regards; we need more focus on the idea of training students in math and science. He expressed; this is where it all needs to start with the Aerospace and Defense sector council. He mentioned that it is not too late to begin with the middle schools (sixth, seventh and eighth graders). Again, he expressed that he has approximately 334 freshmen failing math right now in Algebra, because they are just not ready yet. He advised the council (in his opinion) to seriously look more at simplifying the curriculum instead of doing a lot of training on things that you do not need to know with a math major. Mr. Witcher thanked Dr. James Kuzma for the exciting and vital information presented to the Council; he noted that we are looking for those kinds of ideas. He invited the council to make recommendations and everyone on the council review the final draft to make sure that we are in good shape. He reiterated that maybe the students do not understand the work opportunities are available in the Aerospace and Defense sector training. He suggested for the council to look at providing them with enough specific information at an early age that would prepare them for the workforce.

Finally, Mr. Witcher requested for the Council to review Question No. 2 “Are there any nationally portable, industry-recognized credentials that your industry users to validate specific skill sets from the entry level up through the most senior positions? Focus on typical jobs like mechanical engineers,

manufacturing design, UAS design creative, UAS operations, nuclear forensics and munitions truck driver, etc. He noted in order to grow in the Aerospace and Defense workforce; we need to define what does it take to become a certified munitions truck driver? Mr. Tim McAllister advised the council that usually there's a stumbling block when he try to hire guys that work on the range with acquiring there commercial driver's license (it's not an easy task). Again, Mr. Witcher suggested for the council to start thinking about putting together a Subcommittee or getting a focus area on what are the future work opportunities for the Aerospace and Defense sector council.

VIII. **Presentation** – Briefing of the Aerospace Program at Rancho High School.....
..... Dr. James Kuzma, Principal
Principal, Rancho High School, Clark County School District

Dr. James Kuzma (Principal of Rancho High School, CCSD) introduced himself to everyone and the GWIB Aerospace and Defense council. Dr. Kuzma began his presentation by telling of Rancho High School's historical background and how it became a magnet program. He explained that recently in the Clark County School District they have also developed some CTE (Career and Technical Education) programs that are offered in addition to magnet programs. Each magnet school tries to have a unique theme and at Rancho they have three programs – medical, aviation and biotech. Some students who are initially unsure what they would like to do are allowed to take classes in both magnets, where their regular classes are the normal curriculum and the elective classes focuses on their magnet theme. Dr. Kuzma explained the application and selection process for students. The school is currently having open house events and job shadow days for the current open enrollment period. Three hundred twenty five seats are offered to freshmen and about 100 of those seats are designated for the aviation program. For aviation, the first two years is the history of flight, fundamentals of flight, and the choice whether the student wants to be a private pilot, whether they want to go the aerospace engineering route, or whether they want to work on the airplane engines. Instructors are pilots themselves, CAD certified or an engineering instructor. For students that want to go into the aerospace engineering aspect, during the last two years of high school they are taught how to design and build planes. For students that want to go into the pilot aspect, during the last two years they have the opportunity to begin to put in their flight hours and obtain their license.

Dr. Kuzma spoke about some of the challenges he is seeing with the aviation program. One has been for students that want to take the private pilot route; oftentimes the one thing that prevents them comes to financial reasons. It's quite expensive and at this time costs an estimated \$14,000 to get all of the hours in to obtain your flight license. Rancho High School received a grant when the aviation program first opened, which has allowed subsidies to be given to students. However, after the subsidy it still costs a student about \$9,000. For students that cannot afford the remaining \$9,000, the school allows them to move into the engineering program or the maintenance track of the aviation program. A second challenge has been that the students in the aviation program have tended to mostly be male. Female students have not been as greatly attracted to the program; however, they have had some really smart girls participate.

Last year Governor Sandoval supported the school's participation in a national real world design challenge, which greatly motivated the students. Governor Sandoval has also been encouraging the unmanned aerial vehicle and the school would like to be a center of excellence for that. The school would also like to maintain cultural diversity and find funding to help students otherwise unable to do so pay for their flight training and licensing. He then explained to the council another challenge with Rancho High School Aviation Program is that approximately 80 percent of their students are Hispanic students and enrollment with the Aviation program are extremely low with the Hispanic students. He mentioned that most of their students derived from JD Smith and Roy Martin middle schools happen to be mostly Hispanic students. Therefore, we need to reach out to the Hispanic Community and/or the Latin Chamber of Commerce (some sort untapped resources) that would encourage the Hispanic students to participate and enroll in the Magnet School Aviation program. In addition, he emphasized another challenge with regards to "low enrollment" in the aviation program is that 70 percent of Rancho High School students receive free and reduced lunch. He encourages the council to explore an alternative method that would attract the low income students who may not be able to afford the \$9,000 curriculum fee. He mentioned when you tell a student "You're going to be able to fly a plane before you can drive your car," adduce a

challenge, because they may not have the required funds made readily available to participate with the Magnet Aviation Program.

IX. ***Discussion/Possible Action** – Next Steps Based Upon Survey Data.....Kenneth Witcher

Mr. Witcher informed the council that he would like to get a subcommittee established on the training aspect regarding the next steps based upon survey data. A lot of work can be done and then the council can discuss putting a subcommittee together on future growth, particularly UAS.

X. ***Discussion/Possible Action** – Future Speaker Sequence.....Kenneth Witcher

Mr. Witcher requested for the Council to volunteer on future speaker sequence for upcoming GWIB Aerospace and Defense Sector Council Meetings. He encouraged the council to volunteer and take the last ten minutes to have all of the Sector Council members kind of share what kind of things that we can generate some of the synergy that provides a more educated, quicker, more responsive workforce. He invited anyone interested making a presentation in March to forward an email request. He also requested recommendations from non-council member speakers.

XI. ***Discussion/Possible Action** – Need a Vice-Chair Appointed.....Kenneth Witcher

Mr. Witcher welcomed anyone from the GWIB Aerospace and Defense Sector Council to accept the roles and responsibilities as the Vice-Chair.

XII. ***Discussion/Possible Action** – Future Agenda and/or Recommendations.....Kenneth Witcher

In addition to making recommendations for future speakers, Mr. Witcher requested for the Council to provide any future agenda and/or recommendations for next scheduled meeting. He suggested that maybe, if it's just taking small things like the CDL and addressing that item and making a recommendation. He presented a topic to the council regarding acquiring some of the "On-the-Job" training funds associated with the individuals coming from the Part 65 program.

XIII. ***Discussion/Possible Action** – Future Meeting Schedule.....Kenneth Witcher

The next GWIB Aerospace and Defense Sector Council meeting is scheduled for Friday, March 22, 2013, at 10:00 a.m. The meeting will be held at the DETR, 2800 East St. Louis Avenue, via videoconferencing at the Reno Town Mall conference room.

XIV. **Second Public Comment Session**.....Kenneth Witcher

Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier; however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name. Each comment will be limited to three (3) minutes.

For the second public comment session, Mr. Witcher invited members of the public to speak, stating any member of the public may now comment on any matter posted on this meeting agenda.

Odalys Carmona introduced herself as the DETR Youth Liaison for the Workforce Solutions Unit department and presented a few youth topics to the council. She informed the Council that the Governor's Youth Council submitted their revised strategic plan in alignment with the eight sector councils by adopting the Sector Councils as the knowledge base for youth training programs at the Governor's Youth Level. She informed the Council that the youth council has a meeting scheduled during this week to discuss mapping out the process of the CCSD Job Bank and a possibility that DETR will be taking over the Clark County School District Student Job Bank, and all the jobs will be advertised through our Governor's Youth website. She expressed that they will be working closely with the Nevada Job Connect to streamline the transition with posting the youth jobs directly to the Governor's Youth Website. Odalys noted to the council that she will be visiting Rancho High School at the end of this month. She brought up to the council from reviewing the Hispanic Business Weekly; there was an

interesting article with regards to STEM skills and the gap in diverse workers. She informed the council that the article stated that the STEM workforce is basically 27 percent women, 7 percent Hispanics and African Americans. She recommended for the council to focus on “how” do we increase those percentages and/or how do we reach out to both the parents and student and provide them with awareness of the open job positions? She spoke about her conversation with Dr. Enrique Murillo at the California State University of San Bernardino. Dr. Enrique Murillo started what he called the STEM conferences over three years ago. They are called LEAD (it’s Leaders within the Latino Community) and the acronym LEAD means Latino Education and Advocacy Days. He has spent three years working with the Spanish televisions to create vignettes and the majority of the Hispanic culture watches Telenovela. Therefore, Mr. Murillo came up with a soap opera in Spanish which have about 20 spots that they air focusing mainly with regards to STEM education. She then informed the council by having this information aired, via Telenovia; they have an increase in STEM education awareness at the local high schools in California more than 45 percent throughout the state, because the parents are being educated right along with the children.

A second public comment was presented by Mr. Byron Goynes with Workforce Connections. He provided an update to the council on National Job Shadow Day with the Aerospace and Defense Sector. He expressed to the council that they are still in need of a business to host students. He informed the council that they a school, Legacy High School, which is interested in Aerospace and Defense. In addition, he noted that the Workforce Connection group have reached out to a couple of companies here in town; one of them is Bigelow in North Las Vegas. He revealed to the council the Workforce Connection group has submitted a tour request to Creech Air Force Base. Today they will reach out to The Public Affairs Office located at the Thunderbirds because of the need and students who are interested in the aviation workforce. He informed the council that Linda Montgomery, Chair of GWIB Information Sector Chair and Economic Business Systems in IT will be hosting a number of students (from Mojave High School) at The Learning Center. It was mentioned in a previous discussion with Linda Montgomery that there is females in the IT business; therefore, a majority of those students on that job shadow will be females the Learning Center visit will provide some helpful insight within the IT industry sector. For the record, he expressed that the Workforce Connection are listening to what the different Sector Councils are saying, and trying to align their job shadows with the perfect match. He welcomed any assistance that the Council will render to procure a location.

Another public comment was presented by Ms. Sharon Morales, Assistant Director for the Latin Chambers of Commerce and Community Foundation. Ms. Morales informed the council she would love to have the opportunity to be able to engage with the council. She currently have some funding for Workforce Connections and is willing to with providing occupational field training, on the job training, and any assist with paying for educational services, tutoring, credit retrieval and just being able to provide the support. And I actually currently had the opportunity to go to your school. I met with one of the counselors, because I do have several youths that do attend your school.

A fourth public comment was presented to the council by Ms. Janice Greer, Business Services Manager with Workforce Connections. She complimented Principal Dr. James Kuzma of Rancho High School. She stated, “I know you were a little bit remiss in mentioning demographics, but to provide you an with idea of the current workforce, the Workforce Connections as the Southern Nevada Workforce Investment Board, there is approximately 50 percent of our population are Hispanic employees. She expressed her appreciation for Dr. Kuzma passion and urgency to provide specific training and skill sets for the Hispanic students. She then reinforces the fact that their agency can now identify the current Workforce opportunities, as the training and employment provider for oversight and they can help develop those programs amongst their funded partners. For example, the Latin Chamber Community Foundation put in place programs that can have a short-term training that would allow individuals to obtain certification and/or that will prepare them for job readiness. She expressed to the council as an “ex-officio” member, she look forward to working with everyone in that capacity. Thank you so much.”

The fifth public comment was presented by Mr. Will Lockheart, Business Services Representative for Nevada Job Connect. He informed the council that he writes contracts that are incentives for employers

to hire individuals. One of them is \$2,000. It's paid monthly, \$500 per month for four months. He advised the council that Nevada Job Connect currently offer the "On-The-Job-Training" type contract that the sector council was talking about. He informed the council that they work with employers to bring them together with the employees; the applicants that we have at the Job Connects. He specified to the council that he writes many of the business incentives contracts, and they are presently open to doing that right now. He concluded with the recommendation to start that program here in the State of Nevada.

XV. Motion for Adjournment..... Kenneth Witcher

A motion for adjournment of this meeting was made by Dr. Bobby McMasters. This motion was seconded by Dr. James Kuzma. Motion carried. The meeting was adjourned at 11: 20 a.m.

**Denotes items on which the Governor's Workforce Investment Board Aerospace and Defense Sector Council may take action. Agenda items may be taken out of order. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised under public comment until the matter has been specifically included on an agenda.*

GOVERNOR'S WORKFORCE INVESTMENT BOARD
AEROSPACE AND DEFENSE SECTOR COUNCIL

Kenneth Witcher-Chair, Mark Francetic, Lynn Clayton, Steve Brooke, Colonel Barry Cornish, Colonel Kenneth Thompson, Dr. Lila Glaser, Dr. Maria Sheehan, Thomas Wilczek, Dr. James Kuzma, Bobby McMasters, Tim McAllister.

Notice: *Persons with disabilities who require special accommodations or assistance at the meeting should notify Derita Hopkins, DETR, Workforce Solutions Unit, between the hours of 8:00 a.m. through 5:00 p.m. ,in writing at 2800 E. St. Louis., Las Vegas, Nevada 89104; or call (702) 486-0523; or fax (702) 486-6426 on or before the close of business Thursday, January 10, 2013.*

Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting: DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 E. Third St., Carson City, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; BLASDEL OFFICE BUILDING, 209 East Musser St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd, Building A, Unit 1, Reno, NV; WORKFORCE CONNECTIONS, 7251 W. Lake Mead Blvd, Las Vegas, NV; CHILDREN'S CABINET, 1090 S. Rock Blvd, Reno, NV. This agenda was also posted on DETR's Web site at www.nvdeetr.org. In addition, the agenda was mailed or e-mailed to groups and individuals as requested.