



**LAKE LIMERICK COUNTRY CLUB, INC,**  
790 E. St. Andrews Drive, Shelton, WA 98584  
Phone (360) 426-3581, Fax (360) 426-8922, e-mail lakelim@hctc.com  
**BOARD OF TRUSTEES**  
**January 20, 2001**

President Darrell Winans called the meeting to order at 9:01 a.m.

**ROLL CALL:**

Trustees attending the meeting were, Vice President Scott Carey, Trustee Ruby Bailey, Secretary Esther Springer-Johannesen, Trustee Tom Taylor, Trustee Mary Lou Trautmann, Trustee Chuck Hancuff and Trustee Keith Smith.

Trustees absent were Trustee Gene Metz, and Trustee Don Cox, Treasurer Bill Buff

Also attending the meeting were Henry Yates for the Water Committee, George Duffin General Manager, Sheila Hedlund Employee, Rob Koenig, Georgia Koenig, Jack Betterley, Dave Kohler and Karen Kohler.

**APPROVAL OF MINUTES:**

**Motion** made by Tr. Scott Carey, seconded by Tr. Ruby Bailey, and carried by the Board as follows:

The Board of Trustees approved the minutes of December 16, 2000 as written.

**FINANCIAL REPORT: Bill Buff**

General Manager George Duffin reviewed the Financials and stated that we are in good condition to date

**Motion** made by Tr. Scott Carey, seconded by Tr. Mary Lou Trautmann, and carried by the Board as follows:

The Board of Trustees approved the December 2000 financial report as presented, with questions left open regarding social posting of supplies used on New Years Eve.

**IV. Consent Agenda**

**Motion** made by Tr. Scott Carey, seconded by Tr. Esther Springer-Johannesen, and carried by the Board as follows:

The Board of Trustees approves the January 20, 2001 Consent Agenda with the following additions:

1. Approve sale of Division 4, Lot 129 which was Quit Claimed to LLCC
2. Inn ~ Tables and Chairs

3. Water
4. Maintenance
5. Nominating Committee Report
6. General Manager Report {include item #25 regarding signs in discussion}

#### **ITEMS FROM THE CONSENT AGENDA:**

##### **Consent Agenda Item 1. Approve sale of Division 4, Lot 129**

**Motion** made by Tr. Scott Carey, seconded by Tr. Esther Springer-Johannesen, and carried by the Board as follows:

The Board of Trustees authorizes the sale of Lake Limerick Country Club, Inc. Division 4, Lot 129 for ½ the assessed value or \$3,750.00.

##### **Consent Agenda Item 2. Inn Committee ~ Tables and Chairs**

Ruby Bailey reported that the cost of the tables and chairs have increased by \$1.00 per chair and \$6.00 per table. Ruby and Esther have been working on getting the shipping done via Esther's company basically for cost. The order is on hold until the shipping rate and insurance can be determined.

##### **Consent Agenda Item 3. Water**

The Water Committee Capital Budget shows the tank painting cost to be \$8,500.00, Scott Carey asked if this could be done in house at the approximate cost of \$3,500.00. Henry Yates said he will bring this to the next Water Committee Meeting for discussion.

The question was asked if the water meter readings need to be done on a monthly basis, and if so how much time is spent each month to do the job. Henry stated that it takes 3 days to read all meters and should be done on a monthly basis for billing and monthly reporting to the state.

##### **Consent Agenda Item 4. Maintenance Committee Minutes**

Questions were asked concerning the air exchange system at the pro shop, an explanation was given regarding the system faults and it was stated that Lake Limerick Country Club, Inc. is going out for bids to do the necessary work on the unit.

The fire suppression unit at the pro shop has fallen below code and needs to be modified

The fairway camera on #9 will be replaced and put up higher so that it is not so easy to steal.

##### **Consent Agenda Item 5. Nominating Committee Report**

Tr. Mary Lou Trautmann, reported that she has 4 candidates running for the Board of Trustees and 3 candidates running for the Water Committee, the closing date for all nominations is February 10, 2001. Mary Lou also asked all trustees whose terms are expiring to report to her whether they are going to run for office again.

##### **Consent Agenda Item 6. General Managers Report**

1. Resolution 2000-02 Rob Wilson-Hoss says to go with the recommendation of our CPA.

**Discussion:** The Board discussed the Resolution to set up reserves at 5% distributed as follows: 1 ½ % to Lake/Dam, 1 ½ % to Maintenance, and 2% to General. It was decided that the Board did not want to be locked into the distribution as recommended and would not approve the resolution as this is not an IRS requirement.

2. Our health insurance will stay with Aetna, other bids were solicited and more will be solicited next year.

**Information only.**

3. The quit claim deed on lot 129 Division IV, owed \$1,020.67.

**See Consent Agenda Item #1**

4. Compliance with the new 4 (d) rule for threatened salmon and steelhead on the west coast. We must establish our own plan or join with Mason County in submitting a plan for approval. At our meeting with Rob Hoss is suggested it would be good if he spoke to the Squaxin tribe in our behalf.

**Discussion:** The Board would like to join with Mason County in submitting a plan for approval.

5. It was brought up by the greens committee that they take care of all items on the pro shop side of the road and maintenance take care of the clubhouse side of the road.

**Discussion:** It was decided that the Greens Crew will maintain all grounds around the pro shop as well as the restroom on #5.

6. The US Supreme court ruled in a 5 to 4 decision restricted the power of "The Clean Water Act", (wetlands) to control small bodies of water.

**Information only**

7. We will replace the camera set to watch golfers coming down the ninth fairway, it was stolen last year. We will place so it is very, very difficult to steal.

**See Consent Agenda Item #4**

8. We would like to place a camera in our corporation yard.

**Discussion:** The Maintenance Building area will need a surveillance camera some time down the road. There has been some questions raised about the amount of fuel being used, and that it could possibly be getting used for personal vehicles. Darrell Winans recommended that we set up a beginning and ending balance report with the suppliers which will then be compared to the gas logs to see if any discrepancies can be determined.

9. Division one lot 55 boundaries.

**Discussion:** The lot lines on this lot are not set correctly, George Duffin will check with the owner to determine his intent on correcting this matter.

10. We need to consider more safe guards regarding the dam and fish ladder area.

**Discussion:** The fact that this area can not be insured was discussed.

11. Problem with golfers trespassing looking for golf ball.

**Discussion:** Letters will be sent to both parties stating that Lake Limerick Country Club, Inc. Has no jurisdiction in this matter.

12. Register recommendation. Restaurant Manager - \$21,436, Bristol POS - \$24,133

**Discussion:** These new figures now include a system at the pro shop. The question was raised as to whether this system is really worth the cost, Ruby Bailey will revise and represent her report on the savings that can be expected from this system at the next Board meeting. George Duffin would like to see the system up and running by March 2001.

13. Increase our insurance to \$5,000,000 from \$2,000,000.

**Motion** was made by Tom Taylor, seconded by Esther Springer-Johannesen, and passed as follows:

To increase the Lake Limerick Country Club, Inc. Liability Insurance to \$4,000,000.00 with the added cost of \$1,238.00 per year.

14. Join the chamber of commerce at \$225.00.

**Motion** was made by Chuck Hancuff, seconded by Ruby Bailey and passed as follows:

To join the Chamber of Commerce at the cost of \$225.00 per year.

15. Employee handbook changes and additions.

**Discussion:** Recommended changes to the Employee handbook were distributed for review. A presentation will be given at the next meeting.

16. **INFORMATIONS ITEMS BELOW WILL NOT BE DISCUSSED UNLESS ASKED.**

17. Cascade Natural Gas Corporation to increase rates by 26 to 31%.

18. The Pro shop position was listed with the Northwest section of the PGA.

19. The new computer was installed on 12-22-00.

20. The owner of Temp Designs was killed in an auto accident due to a heart attack, thus we switched our service contract to Sunset Air.

21. We are in the process and probably have found a service to keep our web page up dated. (Conklin Corporation went out of business.)

22. The slicer in the kitchen needs to be replaced as it is not up to code.

23. We will bring the pro shop exhaust system up to code. We are working with A-1 fire safety system.

24. Club vehicles taken home by employees may not be used for personal use, per our insurance carrier.

25. David suggests the county take over the signs.

**Discussion:** The Board would like to find new volunteers to maintain the street signs at Lake Limerick as it is felt they are a very unique part of the community.

26. We had our first safety meeting on 1/10/01 in conjunction with our insurance carrier Duncan and Associates.

27. The Directors insurance rose from \$2,700 to \$5,940.

28. I spoke to Rob about using individual names on our web sight, said it was best we didn't. (Past due accounts etc.)

29. Steve Cox is doing fine.

30. I contacted Cheryl L Bergener of the division of drinking water to see about getting another employee certified.

31. Complaint by owner (Mrs. Green), on property of Bob Davis (Renters) about their dog.

## **OLD BUSINESS**

### **1. POS System**

See General Mangers Report, Item #12

### **2. Lake/Dam Minutes ~ New Rules**

The Lake/Dam Committee presented their new rules and registration forms, with changes in the order of the rules and wording as follows:

**LAKE LIMERICK COUNTRY CLUB, Inc.**  
**LAKE REGULATIONS AND RESTRICTIONS**

**LAKE USAGE**

- 1) Violation of any Federal, Washington State, Mason County or LLCC Lake Regulations/Restrictions may result in the suspension of member's boating privileges and/or the assessment of a fine. *<new item*
- 2) Members shall be responsible for their guests conduct. RELATIVES, FRIENDS', AND GUESTS' POWERED VESSELS, SHALL NOT BE PERMITTED.
- 3) Wind surfers and all persons being towed, shall wear an adequate approved floatation device.
- 4) Swimming, inner tubes, or a mattress type device SHALL NOT be allowed lakeside of buoy line during skiing hours.
- 5) Buoys are NOT to be used by swimmers as floatation devices or to tie up to.
- 6) Launching of a trailered boat from personal property is prohibited.
- 7) No parking of motor vehicles within 20 feet of the shoreline.
- 8) Overnight parking of cars, vessels and campers SHALL NOT be allowed at any community access areas.

**BOATING USAGE**

- 9) All member vessels (paddle, canoe, sail, fishing, ski, etc.) shall be identified with their division and lot numbers.
  - a. The numbers are to be 3 inches high and of a CONTRASTING COLOR.
  - b. The numbers are to be displayed on the hull (towards the stern), on the port **and** starboard sides. If they cannot be seen there, then they are to be displayed on the port **and** starboard sides of the windshield.
- 10) All members' vessels, which require Washington State Registration, must be registered with the State, and also, be registered with LLCC.
  - a. On INITIAL application for the LLCC watercraft tag, the original Washington State Registration must be presented. *<new item*
  - b. The LLCC watercraft tag shall be permanently attached to the vessel and be clearly visible, either on the port or starboard side. If it cannot be seen there, then displayed on the windshield.
  - c. Your LLCC registration shall be carried on board, at all times.
  - d. Being a new property owner, or having a new vessel is no excuse for non-registration, or the lack of your division and lot number.
  - e. All vessels with Washington State Registration and NO division/lot numbers or LLCC watercraft tag WILL BE ASKED TO LEAVE THE LAKE, unless actively fishing from that boat.
- 11) No motorized vessels or houseboats, over 19 feet in length, are allowed on the lake. Boat measurement will be from bow to transom along the longitudinal centerline of the vessel at deck level.
- 12) Use of personal watercraft (i.e. jet skis, and remote controlled towing devices, etc.) is prohibited.
- 13) Skiing means any person(s) being pulled by a Vessel on water skis, wake boards, and kneeboards.
- 14) Tubing means any person(s) being pulled by a Vessel on ski tubes.

15) Vessel Speeds on the lake Shall be as follows:

- a. Water skiing hours (from ~~4:00~~ 10:00 a.m. to 7:00 p.m. daily)
    1. Lakeside of buoy line
      - a. Boating 35 MPH Maximum *<was 30 mph*
      - b. Skiing 35 MPH Maximum *<was 30 mph*
      - c. Tubing 15 MPH Maximum *<was 8 mph*
    2. Shore side of buoy line 8 MPH Maximum *<was 6 mph*
  - b. All other times 8 MPH Maximum *<was 6 mph*
  - c. Bird Sanctuary, coves 3 MPH Maximum (NO WAKE)
- 16) Tow vessels shall have a responsible driver and responsible observer/flagger. Individual property owners shall be, at all times, responsible for verifying qualifications of driver/observer/flagger in his or her boat according to the Mason County ordinance.
- a. A red warning flag shall be used to denote a person in the water.
  - b. Vessels shall be operated in a counter-clockwise pattern.
  - c. Skiers wishing to "drop a ski" must do so at the buoy line. Dropping a ski in the ski lanes is strictly forbidden.
  - d. When a vessel is pulling more than one person, and one falls, the other person(s) is/are required to drop off immediately. Under no circumstances shall a vessel continue down the lake, leaving a person(s) in the water.
  - e. Vessels pulling a skier shall not go inside of the buoy line at any time. This includes starting or dropping off skiers.
- 17) Stunting, burning donuts (small circles), etc. is prohibited.
- 18) For personal safety, riding on a vessel deck, side, or standing while the vessel is under power, at speeds of 8 MPH, or greater is prohibited.
- 19) Vessels and skiers, exceeding 8 mph, shall remain lakeside of the buoy line and 100 feet from other vessels, skiers and swimmers.
- 20) All boats are responsible for their own wake.
- 21) All boats shall use visible lighting after sunset.

**Motion** was made by Scott Carey, seconded by Mary Lou Trautmann and passed as follows:

To approve the new Lake Rules and Registration forms as presented by the Lake/Dam Committee

The Lake/Dam Committee will be looking into getting new colored stickers for boats, everyone will need to re-register their boat each year.

It was suggested by Darrell Winans that the Lake/Dam Committee Meetings be moved to the Second Friday of each month so as to give the committee time to present any recommendations to the Board of Trustees.

#### **NEW BUSINESS:**

1. Re-listing of Lake Limerick Country Club, Inc. Lots for sale with John L. Scott Realty

**Motion** was made by Tom Taylor, seconded by Ruby Bailey and passed as follows:

All Lake Limerick Country Club, Inc. Lots available for sale, except for Division 4, Lot 43 which has been pulled from the market, will be listed with John L. Scott Realty at ½ of their current listing or "Best Offer".

**EXECUTIVE:**

1. Pro Shop Lease

The recommendation was made that Lake Limerick Country Club, Inc. take over the food operation at the pro shop and that Terry O'Hara operate the Pro Shop only on a one year contract.

**Motion** was made by Esther Springer-Johannesen, seconded by Mary Lou Trautmann and passed as follows:

To give a one year contract to Terry O'Hara to run the golf operations only for Lake Limerick Country Club, Inc. effective February 1, 2001.

The final draft of the contract will be presented as soon as possible, Board members will be notified of the completion and a phone/e-mail poll will be taken.

**Motion** was made by Scott Carey, seconded by Chuck Hancuff and passed as follows:

To have the food service at the pro shop operated by Lake Limerick Country Club, Inc.

**COMMENTS FROM MEMBERSHIP:** None

**CORRESPONDENCE:**

- ☞ Mr. Lawson's letter was referred to the Water Committee
- ☞ Ms. Campbell's letter regarding speed bumps will be responded to by Secretary Esther Springer-Johannesen
- ☞ A Thank you note was received from Suz Sirokman and Sheila Hedlund for the Employee Christmas Party and the Bonus

**ANNOUNCEMENTS:**

- Candidate's Night April 6, 2001 @ 6:00 p.m.
- Fishing Derby will be held April 29, 2001

**MOTION TO CONVENE TO CLOSED SESSION: NONE**

**MOTION TO RECONVENE TO OPEN SESSION: NONE**

**MOTION TO ACCEPT ALL CLOSED SESSION MOTIONS: NONE**

**MOTION TO ADJOURN MEETING:**

**Motion** made by Tr. Esther Springer-Johannesen, seconded by Tr. Scott Carey and carried by the Board as follows:

The board of trustees adjourns the meeting at 11:20 am.

Respectfully submitted, Esther Springer-Johannesen

Preliminary Minutes not approved by the Board of Trustees, for review only.

<b>DEPARTMENTS: OCT 1 - DEC 31, 2000</b>	<b>3 Months Actual</b>	<b>3 Month Budget</b>	<b>3 MONTH VARYENCE</b>
Administration Dept.	\$66,067.00	\$66,951.00	-\$884.00
Lake Management	\$249.47	-\$2,500.00	\$2,749.47
Maintenance and Parks	-\$27,287.23	-\$32,818.25	\$5,531.02
Security	-\$4,226.63	-\$5,250.00	\$1,023.37
Architectual	\$551.00	-\$450.00	\$1,001.00
Golf	-\$31,651.55	-\$29,731.13	-\$1,920.42
Restaurant and Lounge	-\$12,193.99	-\$8,376.25	-\$3,817.74
Social/Youth/ComSupport	-\$1,703.79	\$263.50	-\$1,967.29
<b>TOTAL:</b>	<b>-\$10,195.72</b>	<b>-\$11,911.13</b>	<b>\$1,715.41</b>
<b>WATER DEPARTMENT</b>	<b>-\$25,920.06</b>	<b>-\$42,051.76</b>	<b>\$16,131.70</b>



**UTILITIES 3 MO.**

	<b>ACTUAL</b>	<b>BUDGET</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>VARIENCE</b>
ADMINISTRATION	\$2,673.00	\$1,917.00	\$6,291.00	\$5,750.00	\$541.00
PARKS	\$457.00	\$425.00	\$961.00	\$1,275.00	-\$314.00
GOLF	\$171.00	\$250.00	\$382.00	\$750.00	-\$368.00
WATER	\$1,064.00	\$1,667.00	\$3,174.00	\$5,000.00	-\$1,826.00
					-\$1,967.00

**UTILITIES 3 MO.**

	<b>ACTUAL</b>	<b>BUDGET</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>VARIENCE</b>
ADMINISTRATION	\$2,673.00	\$1,917.00	\$6,291.00	\$5,750.00	\$541.00
PARKS	\$457.00	\$425.00	\$961.00	\$1,275.00	-\$314.00
GOLF	\$171.00	\$250.00	\$382.00	\$750.00	-\$368.00
WATER	\$1,064.00	\$1,667.00	\$3,174.00	\$5,000.00	-\$1,826.00
					-\$1,967.00



# Memorandum

**To:** Board of Trustees  
**CC:** George Duffin  
**From:** Sheila Hedlund  
**Date:** 1/8/01  
**Re:** Division 4, Lot 129

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## **Motion to determine status of Limerick Division 4, Lot 129:**

Attached please find a map and a copy of the Quit Claim Deed from Jack Addington.

Please determine if the Board would like to sell or keep this lot and let me know so that I can begin the proper procedures.

Thank you,

Sheila Hedlund  
Executive Administrative Assistant

**AFFIDAVIT**  
 No. 56222  
 WM. REAL ESTATE  
 EXCISE TAX  
 PAID 7.13

JAN 03 2001

-DORENE RAE *DR*  
 Treas., Mason County

After Recording Return To:  
 Robert D. Wilson-Hoss  
 Hoss and Wilson-Hoss  
 236 West Birch  
 Shelton, Washington 98584

DOCUMENT TITLE:	Quit Claim Deed
REFERENCE NUMBERS OF RELATED DOCUMENTS:	N/A
GRANTORS:	Addington, Jack L.
GRANTEES:	Lake Limerick Country Club
LEGAL DESCRIPTION:	Division 4, Lot 129
ASSESSOR'S PROPERTY TAX PARCEL NO.	32127 53 00129

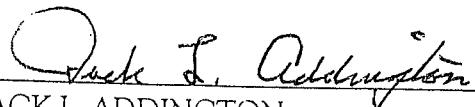
### QUIT CLAIM DEED

THE GRANTOR JACK L. ADDINGTON, a widowed man, for and in consideration of \$10.00 and other valuable consideration, grants conveys and quit claims to LAKE LIMERICK COUNTRY CLUB, a Washington not-for-profit corporation, all right, title, and interest to the following described real estate situated in the County of Mason, State of Washington, together with all after acquired title of the grantor therein:

Lot one hundred twenty-nine (129), Lake Limerick Division No. 4, Volume 6 of Plats, pages 190 to 195, both inclusive, records of Mason County, Washington.

Parcel No. 32127 53 00129

DATED this 22nd day of December, 2000.

  
 JACK L. ADDINGTON



# Lake Limerick Country Club Inc

## Accounts Receivable Open Invoice Report

Customer IDs 04-129 to 04-129

Inv #	Date	Description	Due Date	Original Amount	Activity to Date	Current Balance
04-129		LLCC				
48962	04/01/00	Dues Per Lot	05/01/00	84.00	0.00	84.00
51134	07/01/00	Dues Per Lot	07/31/00	84.00	0.00	84.00
53147	10/01/00	Dues Per Lot	10/31/00	90.00	0.00	90.00
53525	10/24/00	Lien Fee	11/23/00	150.00	0.00	150.00
53724	11/30/00	Attorney Fees	12/30/00	50.00	0.00	50.00
53837	12/19/00	Title Company Charge	01/18/01	134.88	0.00	134.88
56112	01/01/01	Water No Meter Fee	01/31/01	53.00	0.00	53.00
56113	01/01/01	Dues Per Lot	01/31/01	90.00	0.00	90.00
56668	01/08/01	Attorney Fees	02/07/01	266.13	0.00	266.13
		Customer Total		1002.01	0.00	1002.01
		Plus Finance Charges				18.66
		Net Balance Due				1020.67
		Report Total		1002.01	0.00	1002.01
		Plus Finance Charges				18.66
		Net Balance Due				1020.67

Quick Claim Deed

Washington State  
Society of  
Certified Public  
Accountants  
\*\*\*

D.R. GARDNER, C.P.A., P.S.  
CERTIFIED PUBLIC ACCOUNTANT  
P.O. BOX 57 601 RAILROAD AVENUE, SUITE 400  
SHELTON, WA 98584  
TELEPHONE (360) 426-8262  
FAX (360) 427-0597

National Society  
of Public  
Accountants  
\*\*\*  
Washington Assoc.  
Of Accountants  
\*\*\*  
David L. Myer, E.A.

cc EXEC.  
GEORGE

12-11-00

Donald R. Gardner, C.P.A.

December 8, 2000

Board of Directors  
Lake Limerick Country Club, Inc.  
790 E. St. Andrews Dr.  
Shelton, WA 98584

Dear Directors,

Last week I met with the Treasurer and new manager. One of the topics discussed was Lake Limerick Country Club resolution 2000 - 2002. I was asked to correspond to you and provide a few thoughts and ideas. Following are my comments:

- A.) The resolution refers to an "Internal Revenue Service, FASB-306.14" citation. This is not correct. The issue is from the American Institute of Certified Public Accountants (AICPA) not the Internal Revenue Service. The "FASB" is an acronym for the Financial Accounting Standards Board, an arm of the AICPA.
- B.) The purpose of the reserve fund and disclosure of "future" assets replacements is to inform the reader of the Lake Limerick Country Club financial that an exposure exists for the costs of replacement and maintenance.
- C.) There are no "set" amounts or percentages asked for by the FASB pronouncement. All disclosures and possible resulting actions are unique to each entity known as Common Interest Realty Associations (CIRC'S). The appropriate disclosures would evolve from discover and quantification of Lake Limerick Country Club assets and their associated future costs of major repairs and maintenance.
- D.) A suggestion is for the board to establish an adhoc committee to research and recommend to the board possible solutions and actions to meet the standards required in this disclosure. The act of projecting future repairs and maintenance will cause other planning considerations, so this committee ought to be informed and capable persons.

RECEIVED DEC 9 2000

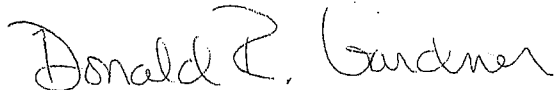
E.) One interim solution, which maybe entered in the future, it to resolve to use a portion of the current 5% assessment as a current collection of funds for this named purpose. One possible scenario:

Lakes %	1.5%
M&R %	1.5%
General %	<u>2.0%</u>
Total Assessment	<u>5.0%</u>

This can be readjusted or completely adjusted for unknown considerations provided by the adhoc committee.

Let me know if we can be of further service. We could provide some assistance to the committee. Until then, Happy Holidays.

Sincerely,



Donald R. Gardner, C.P.A.

DRG:jh



## Court narrows CWA reach over wetlands

The Clean Water Act does not authorize federal control over isolated wetlands not adjacent to navigable, or otherwise open water, according to a 5-4 ruling ([www.supremecourt.us.gov](http://www.supremecourt.us.gov)) by the Supreme Court that limits a 1986 Army Corps of Engineers rule asserting jurisdiction over such sites when they are used by migratory birds.

The action reverses earlier court rulings supporting the Corps' refusal to grant a dredge and fill permit sought by a group of Chicago suburbs that plans a landfill on an abandoned gravel pit that has since filled with water and become home to 121 bird species, including a great blue heron rookery.

In limiting the so-called Migratory Bird Rule, the majority concluded that permitting the Corps to claim jurisdiction over isolated ponds and mudflats falling within the rule's scope "would result in a significant impingement on the states' traditional and primary power over land and water use."

EPA chief Carol Browner decried the ruling for weakening the government's ability to protect wetlands and announced she had signed a final rule that closes a CWA loophole she said has harmed 20,000 acres of wetlands over the past two years. The new rule ([www.epa.gov/owow/wetlands/dredgedmat/dredmat.html](http://www.epa.gov/owow/wetlands/dredgedmat/dredmat.html)) modifies the definition of "discharge of dredged material" to include nonincidental fallback into waterways from mechanized earth-moving equipment to conduct land-clearing, ditching, channelization and instream mining.

## AWWA wants federal funds for arsenic

Banking on EPA finalizing a tougher arsenic standard of 10 micrograms/L, AWWA this week called on Congress "to ensure the rule's massive compliance costs will not stymie its public health benefits to the nation." While no official statements regarding the final rule had emerged from EPA by press time, AWWA Executive Director Jack Hoffbuhr said the tighter standard is expected to impact about 10 percent of the nation's public water systems and that AWWA will initiate efforts to procure adequate federal assistance for those communities hit hardest by the rule. "The rule strengthens public health protection, but at a significant cost," he said. "With some help from Congress, communities will be able to find the financial balance necessary to promote the health of the residents."

## Tacoma watershed plan gains ground

The Tacoma, Wash., Water Department's plan to obtain more water from King County's Green River moved forward last week with the issuance of a Final Environmental Impact Statement and Habitat Conservation Plan by the US Fish and Wildlife and National Marine Fisheries services. In issuing the documents for public review, USFWS (<http://pacific.fws.gov/news/2001-02.htm>) said the agencies' final approval will follow a "biological findings" study of how the project will affect animal and plant species in the watershed area.

The plan calls for Tacoma to begin diverting more water from the remote Green River watershed by 2004. Under the HCP, Tacoma would be allowed, if necessary, to harm, destroy or otherwise "take" certain federally protected species, including gray wolves, bald eagles, northern spotted owls, grizzly bears and salmon. In return, the city would be required to retain or improve healthy river and riverside ecosystems for listed and unlisted species.

Tacoma water chief Kenneth Merry ([www.ci.tacoma.wa.us/Water/quality/quality.htm](http://www.ci.tacoma.wa.us/Water/quality/quality.htm)) said he's hopeful the final takings permit will be issued by April. After that the utility will ask the Public Utility Board and Tacoma City Council for final approval. By the end of the year, bid and construction work could begin, he said.

"We're positive about the long-term outcome for this project, and pleased with the support we've gotten from federal agencies," Merry said. "They've raised no red flags on the work we've done so far." Merry said that while Tacoma currently has plenty of water, the city and region will eventually need the new Green River supply.

## Infrastructure Conference & Exhibition

March 11-14, 2001 Orlando, Florida

Ideas, improvements, and innovations for your water utility infrastructure

For information: [www.awwa.org/01infra](http://www.awwa.org/01infra) or 800-926-7337



# Fax Transmittal Cover Sheet

Pages Including Cover

## Pacific Coast Systems

2851 - 151 st. Place N.E. Redmond, WA 98052  
PH:(425) 827-5399 FAX: (425) 376-0555

DATE: 01/18/01

TO: George Duffin

Fax: 360-426-8922 Phone:

FROM: Brett Pytlík

RE: System Proposal

George,

Please find attached our final proposal for the installation of a Restaurant Manager System at the Club.

This proposal includes the third terminal, the additional installation costs for this and the agreed system discount.

What is NOT included is the following:

1. Tax. This is a proposal and we do not show tax on a proposal. Our final invoice will include local taxes due which I understand are 7.9% of the final balance due.
2. Travel for our Installation Team is not included. Travelling is billed at half the hourly rate so I estimate an additional 8 hours at \$40 per hour. ( One installer there and back and one trainer there and back)
3. Overnight Accommodation would be required for the trainer if you wanted them to stay till close down on the first day of go live and re-open the next day. Budget \$100.

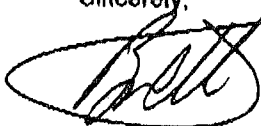
And that is everything I can think of.

George, we are a professional company and not a fly by night organization. Our proposals are true and accurate to the best of our ability and we are not trying to hide anything.

I am away Friday but will be back in the office on Monday. Please do not hesitate to contact me by voice mail on 425 827 5399 ext 108. I check this frequently and will get back to you promptly.

I really hope that the Board and yourself approve our proposal and I look forward to finding out your final decision next week.

Sincerely,



Brett Pytlík  
Vice President Sales & Marketing

# Fax Transmittal Cover Sheet

## Pacific Coast Systems

2851 - 151 st. Place N.E. Redmond, WA 98052  
PH:(425) 827-5399 FAX: (425) 376-0555

To: George Duffin

FROM: Brett Pytlik

Date: 12/19/2000

RE: System Proposal

George,

Thank you for talking with me yesterday and updating me on the current status at the Club.

I certainly understand your concern that you must not only choose the right product, but just as importantly, you need to be sure that the company supplying the system is solid, reliable and with an excellent service and support reputation.

Well, I am pleased to tell you that Pacific Coast Systems fits the bill exactly. We have been established in the Pacific North West for over 18 years and we have offices in Alaska, Hawaii, Oregon and Washington.

Through these offices we support well over 200 of the most prestigious businesses in the Pacific North West. With many Restaurants, from Anthony's Restaurant Group, Salya and Arnie's, to Red Robin, Mitzells and Seattle's famous Jazz Alley, to large Hotels and resorts such as the Hilton Waikaloa, Alyeska Resort, Westin Hotels, Seattle Hilton Hotel, Noble House Hotels, West Coast Hotels to name but a few.

Pacific Coast Systems is proud of its extensive install base and we urge you to call ANY of our customers who we know will tell you that they entrust their business in our hands and they feel safe doing so.

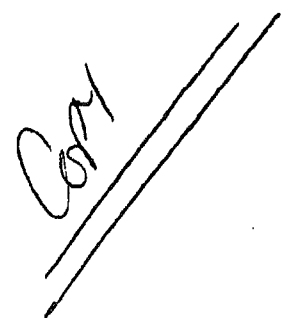
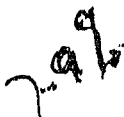
While writing, I just wanted to confirm that should you add an additional POS device, consisting of Terminal, Cash Drawer and Printer the additional cost would be \$3170. This includes the hardware and software license.

I genuinely understand the decision you are about to make is one that both you and the Club will have to live with for many years to come. I assure you of our total commitment to you and the Club and welcome you to call me at anytime to discuss our proposal or indeed anything you may need.

Wishing you and your team the compliments of the season,

Sincerely,

Brett Pytlik  
Vice President



# Fax Transmittal Cover Sheet

Pages Including Cover

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## Pacific Coast Systems

2851 - 151 st. Place N.E. Redmond, WA 98052  
PH:(425) 827-5399 FAX: (425) 376-0555

DATE: January 15<sup>th</sup> 2001  
Fax: 360 426 8922

TO: George Duffin  
Phone: 360 426 3581

FROM: Brett Pytlík

RE: Proposal

---

George,

Thank you for your call of today concerning our proposal to install our Restaurant Manager System at the Club.

Dealing firstly with the additional terminal, I have enclosed a copy of my fax of December 19<sup>th</sup> 2000 where I confirmed that an additional terminal would cost \$3170 which would include license fees, Cash Drawer and Printer.

As far as how to cable the Pro shop, I did speak with David, your onsite technician and he is looking onto the cost of running "Cat 5" data cable ( External quality) from the Club House to the Pro Shop. I understand that the distance is 320 feet or so.

As an alternative, we could provide a "wireless" network card and adapter, which would enable the Pro Shop terminal to connect wirelessly to the system without the difficulty of running cable across the road. The cost for this would be \$750. When you get the quote for cable, we can see which will be the best option for you.

We pride ourselves on our service and support and I am confident that you will be delighted with our Company. When we originally set our business charter, we never intended to be the cheapest system on the market. Any one can do that. Instead we decided to offer the best balance of price and service and support, and our ever growing list of satisfied customers tell us we have got it right.

In closing, although we do not ordinarily discount our systems, should you purchase the third terminal we are prepared to offer a 4% discount off the hardware and software element of our proposal. This provides approximately \$600 of discount based on the \$3170 plus \$11290 hardware and software part of our proposal

Thank you for your continued interest in our Company, its Products and Services,

Sincerely,

Brett Pytlík  
Vice President Sales & Marketing

<b>HARDWARE INSTALLATION</b>	
Includes termination and testing of network, installation of hardware and on-site support for the first day of live. Does not include pulling of cable, electrical or cabinetry work. Labor billed at \$80 per hour. Cable available at .40 per foot	
<b>TOTAL CABLING AND HARDWARE INSTALLATION</b>	<b>\$ 225.00</b>

<b>SOFTWARE INSTALLATION TRAINING AND SUPPORT</b>	
● Operational Consultations	
● Database Building	1
● Credit Authorisation Set Up and Training	1
● Management Training	1
● System Administration Training	
● Service Staff Training	0.5
● Live Support	1.5
Travel time for Installation Team billed @ 50% of daily rate.	
Estimated # of Days @ \$500 per day	5 \$ 2,500.00
Additional days as requested at \$500 per day	

<b>INVESTMENT SUMMARY</b>	
Total Hardware and Software	\$ 13,881.60
Software Installation Training and Live Support	\$ 2,500.00
Hardware Installation	\$ 225.00
<b>TOTAL SYSTEM INVESTMENT</b>	<b>\$ 16,606.60</b>

16609  
1312  
1150  
2152  
21455

# PACIFIC COAST SYSTEMS

## RESTAURANT MANAGER SUPPORT AND SERVICE AGREEMENT

Customer:  
LAKE LIMERICK COUNTRY CLUB

Equipment Location:  
Same

Buyer agrees to purchase and PCS agrees to furnish at the installation location, support and maintenance on the equipment listed in accordance with the attached terms and conditions.

Initial Term:

ADVANTAGE		EQUIPMENT	
Qty.	Description	Unit Charge	Total
1	Restaurant Manager Back Office Package (Includes Color P/C Workstation Host)	\$ 450.00	\$ 450.00
3	Oneac Power Conditioner	\$ 150.00	\$ 450.00
2	Color PC Workstation	\$ 300.00	\$ 600.00
3	Magnetic Card Reader	\$ 20.00	\$ 60.00
4	TU200 Impact Autocut Printer	\$ 175.00	\$ 700.00
2	Cash Drawer	\$ 40.00	\$ 80.00
	<b>Annual Hardware Maintenance</b>		<b>\$ 2,340.00</b>
	<b>Annual Software Maintenance</b>		<b>\$ 1,500.00</b>
	<b>Annual Credit Card Support</b>		<b>\$ 425.00</b>

(Annual rates include a 12% prepayment discount)

Group 1: Principle Period of Maintenance 24 Hours, 7 days a week

Group 2: Principle Period of Maintenance 8:00am - 6:00pm, Monday - Friday

Customer represents that he has read the attached terms and conditions, understands them and agrees to be bound thereby.

**PACIFIC COAST SYSTEMS**

**LAKE LIMERICK COUNTRY CLUB**

BY:

BY:

NAME:

NAME:

DATE:

DATE:

New 1/18/01

- Plus applicable State Sales Tax
- Plus Travel and Accommodations for on-site days.
- Plus Freight and Supplies
- (Travel Time is booked at 50% hourly rate)

<b>PAYMENT SCHEDULE</b>	
50% Deposit of System Price Upon Order	\$ 6,940.80
50% Upon Delivery of Equipment (plus sales tax)	\$ -
100% Installation Services Due Upon Completion	
90 Day Hardware and Software Support Warranty	

ACCEPTED AS PER ATTACHED SCHEDULES BY:

**Lake Limerick Country Club**

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

**PACIFIC COAST SYSTEMS**

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

Quotation valid for 30 days.

# BristolPOS BE CONNECTED

## FAX Cover Sheet

**SEATTLE**

(formerly Automated Retail Systems)  
1437 S. Jackson St. Seattle, WA 98144-2022  
PH: (206) 325-8922 • FAX: (206) 325-9127

**SPOKANE**

(formerly Automated Retail Systems)  
W. 222 Mission St Ste 119 Spokane, WA 99201-2347  
PH: (509) 325-9957 • FAX: (509) 325-9937

**IRVINE**

(formerly Smyth Systems)  
17062 Murphy Ave Unit A Irvine, CA 92614  
PH: (949) 252-8765 • FAX: (949) 252-8220

**LEXINGTON**

(formerly Cash Registers Inc)  
805-B Newton Circle Lexington, KY 40511  
PH: (859) 253-0834 • FAX: (859) 253-1212

**SACRAMENTO**

(formerly Quality Business Machines)  
2530 Bell St Sacramento, CA 95821-4617  
PH: (916) 488-8888 • FAX: (916) 484-6010

**SAN FRANCISCO**

(formerly Pacific Cash Register)  
200 Mason Circle Suite C  
PH: (925) 609-1800 • FAX: (415) 777-3922

**LONG BEACH**

3760 Kilroy Airport Way Ste 450 Long Beach, CA 90806  
PH: (562) 988-3660 • FAX: (562) 988-7911

**LOUISVILLE**

(formerly Cash Registers Inc)  
11340 Bluegrass Pkwy Louisville, KY 40298  
PH: (502) 266-6507 • FAX: (502) 266-6508

Date: ~~12/19/00~~ 1/18/01

To: George

Of: Lake Limerick C.C.

Receiver's FAX (360) 426-8922

Receiver's Phone (360) 426-3581

From: Bob Bevan

Branch: \_\_\_\_\_

Subject: Updated Proposal # of pages to follow 2

Please call if transmission is not complete

**Message:**

Hello George  
Here is the revised proposal increasing  
to 3 POS Terminals and the software pricing  
revisions. Please call me if you have any  
questions. Best Regards

Bob Bevan





Bob Bevan Senior Hospitality (Project Manager)

1/18/01

**Tek Vision W/ Aloha table Service**

LAKE LIMERICK COUNTRY CLUB

ATTN: Andreas Spaeth

Lake Limerick  
Shelton, WA. 98584

360-426-3581

**\*\*Pricing Valid 20 Days From Above Date\*\***

SPECIAL NOTES		FEATURE DESCRIPTION	Qty	Unit Price	Extension	Color
<b>Hardware</b>		Tek Vision 15 In Etched Glass CRT Touchscreen	3	\$756	\$ 2,269.13	
		Tek Vision P-200 4.2 gb HD, Notebook Size Pc	3	\$1,112	\$ 3,336.00	
		Cash Drawer	1	\$ 250.00	\$ 250.00	
Customer Provided		HP 1100C Printer	0	\$ 454.04	\$ -	
		Epson Parallel Thermal Printers	2	\$ 550.00	\$ 1,100.00	
		Epson Serial Impact Printer	2	\$ 400.00	\$ 800.00	
		5/8/16/ port network hub	1	\$ 247.18	\$ 247.18	
		3 com 33.6 sportster external modem	2	\$ 170.00	\$ 340.00	
		Power var .65 amp pwr cond	1	\$ 170.00	\$ 170.00	
		Power var 1.5 amp pwr cond	3	\$ 225.00	\$ 675.00	
		Power var 3.3 amp UPS/pwr conditioner	1	\$ 750.00	\$ 750.00	
		Tek Vision External Small 80 Key board	1	\$ 46.76	\$ 46.76	
Customer Provided		Acer File Server 120 mb ram, 9.2 gb hd, zip drive, Wnd ntws 44cd	0	\$ 1,430.89	\$ -	
Customer Provided		Tatung 15" monitor	0	\$ 190.00	\$ -	
Software		Norton anti virus	0	\$ 58.72	\$ -	
		Pc Anyware	0	\$ 151.92	\$ -	
Wireless Access		Wireless Access Hub and 1 wireless NIC for Cafe termnt	1	\$ 750.00	\$ 750.00	
		Aloha (3) term full service software	1	\$ 4,400.00	\$ 4,400.00	
		EDC + MX for Table service for (3) terminals	1	\$ 2,000.00	\$ 2,000.00	
		Delivery/Frequent Buyer software	1	\$ 1,200.00	\$ 400.00	
		Aloha (2) Accounts Receivable software	1	\$ 600.00	\$ 600.00	
		**** Connectors Only Customer to provide Cabling	1	\$ 200.00	\$ 200.00	
		Mandatory Support Services Yearly. (Incl.Phone Supt.& Upgrades)	1	\$ 1,000.00	\$ 1,000.00	
<b>SUB-TOTAL</b>					\$	19,334.05
Trade-in on Existing Register System					\$	(1,700.00)
<b>TOTAL Plus Actual Expenses</b>					\$	17,634.05

**FUTURE OPTIONS/NOTATIONS:**

Inventory Control (Plus Training)	0	\$ 1,295.00
Gift Cert Manager (plus training)	0	\$ 995.00

**Pricing Summary**

FINE DINING SYSTEM	PRICE
<b>SUB-TOTAL OF SOFTWARE &amp; HARDWARE*</b>	\$ 17,634.05
Programming Service (Inltal Custom Prog.)	\$ 1,200.00
Training Service POS ( 8 Hours )	\$ 700.00
Installation Service *	\$ 600.00
Go-Live Service * (Incl.8 Hours On-Site)	\$ 650.00
Additional Training hours billed at \$135.00 per hour	
Prepurchased Hrs @ \$75.00 Per Hour (Blocks of 5 Only)	\$ 375.00
<b>SUPPORT SERVICES TOTAL</b> detailed on Form ARS-SSC	\$ 3,525.00
Inbound Freight and Handling *	\$ 69.89
UCC-1 Handling Fee	N/A
* State Sales Tax	as applicable
<i>Note: Sales Tax Not applicable on a lease agreement</i>	
<b>TOTAL INVESTMENT PLUS TAX</b>	<b>\$ 21,228.94</b>

Sales Tax is not included and must be added to total

**FINANCIAL OPTIONS:****THREE YEAR LEASE - MO. LEASE PMT. Plus Tax**

Per Day

\$ 17.98 \$ 598.75

**FIVE YEAR LEASE - MO. LEASE PMT. Plus Tax**

\$ 14.04 \$ 421.18

\* Does not include annual maintenance

\* Lease Based Upon Approval

\* Rates are Subject to Change without Notice

\* \$75 Administrative Charge and Filing Fee

\* Two payments in advance required

**CASH**

\* 30% Down with Order

\* Balance on Delivery of Equipment

**CREDIT CARD**

\* Visa or Mastercard at Time of Order with Expiration Date

**Optional ANNUAL HARDWARE MAINTENANCE (Not Incl.)**

Tek Vision W/ Aloha table Service

Basic Rate \$ 1,497.61  
On-Site**ZONE CHART**

Zone 1 ( 0-25 miles ) 0%

Zone 2 ( 26-50 miles ) 13%

Zone 3 ( 51-75 miles ) 21%

Zone 4 ( 76-99 miles ) 29%

Zone 5 ( 100+ miles ) 37%

Each additional 25 miles over 100 increases by 8%

Zone Charges

Base Rate Times

21 %

Note: Walk-In, Depot, Printer Swap Prog., Help Desk Support Services Optional - Time &amp; Mail Cost

**TOTAL MAINTENANCE COST including Zone Charges**

\$ 1,812.10

**EQUIPMENT GUARANTEE****TERMINALS, CASH DRAWERS, and PRINTERS****90 Days**

This guarantee includes all parts and labor. The coverage is 8:30 am to 5 pm, Monday thru Friday.

**DISCLOSURE**

Clean power (dedicated circuits with isolated grounds) are required and the responsibility of the customer.

Cable and Cabling are the responsibility of the customer.

ARS will not physically modify your store (i.e. cut or drill holes in counter tops, walls or cabinets).

Note: Approx. 45-60 Days Delivery Schedule, Subj. to Change

Duncan & Associates

11001 Bridgeport Way SW

Lakewood, WA 98499

# FAX

Date: 1-16-01

Number of pages including cover sheet: 1

**To: GEORGE - LLCC**

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**Re: INSURANCE QUESTIONS**

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**Phone:**

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**Fax 360-426-8922**

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**CC:**

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**From: Duncan & Associates Ins.**

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**Kelly Rice CPIA**

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**11001 Bridgeport Way SW**

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**Lakewood, WA 98499**

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**Phone: 253-588-1195**

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**Fax 253-584-0226**

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**phone:**

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**REMARKS:**     Urgent     For your review     Reply ASAP     Please comment

Hi George,

The additional premium to raise the Umbrella limits to \$4,000,000 would be an annual increase of \$1,198 in premium. This could be adjusted at any time during the policy period and the premium would be pro-rated accordingly.

The additional premium to add the other food service to Lake Limericks' policy would be approx. \$287 annually for the food & liquor liability. The property would be best left on the pro shop policy but if you wanted to reimburse Terry for the kitchen equipment coverage it would be about \$150 annually.

Please let me know if you have any further questions.

Thanks,

Kelly Rice CPIA  
Sales Manager

## LAKE LIMERICK COUNTRY CLUB

### *HARASSMENT POLICY SEXUEL HARASSMENT*

#### **I PURPOSE AND SCOPE:**

LLCC will not permit or tolerate any form of harassment of any of its employees, vendors, customers, contractors or applicants for employment.

LLCC is committed to maintaining a work environment which is free from discrimination and where employees at all levels are free to devote their full attention and best efforts to the job. It is the policy of LLCC to provide a work environment that is free from harassment, whether committed by management personnel, non management personnel, or third parties, including without limitation vendors, customers or contractors. Accordingly, LLCC does not authorize and will not tolerate any form of harassment of or by any employee based on race, sex, religion, color, national origin, age or disability. The term "harassment" includes, but is not limited to, offensive language, jokes, or other verbal, visual or physical conduct based on an employee's race, sex, religion, color, national origin, age, disability, or any other protected group status which would make the reasonable person experiencing such harassment uncomfortable in the work environment, or which could interfere with a person's job performance.

#### **II EMPLOYEES COVERED BY THE POLICY:**

All employees of LLCC and it's member owners. This policy applies to conduct that occurs in the workplace, as well as to conduct that occurs during non-working hours or outside the workplace, if it has an effect at the workplace.

#### **III RESPONSIBILITY FOR ADMINISTRATION**

General Manager, Department heads and all employees.

#### **IV DEFINITION**

Harassment situations can generally be placed into one of two broad categories: quid pro quo situations or hostile working environment situations.

A quid pro quo situation involves, for example, a situation where employment (or a specific term of employment such a raise or a promotion, etc.) is conditioned upon submission to or rejection of sexual conduct with an employee or applicant. Actual or potential tangible economic losses are usually involved in this type of situation.

Hostile working environment situations occur when the employee has not suffered any tangible economic loss (such as demotion, suspension, discharge, etc.), but rather the

employee has been subjected to working environment with severe and or pervasive unwelcome conduct which the employee reasonably feels is offensive and or intimidating.

## V. SEXUAL HARASSMENT

### SEXUAL HARASSMENT MAY INCLUDE UNWELCOME:

Physical assaults (e.g., intentional physical conduct that is sexual in nature, such as touching, pinching, kissing, or brushing against another employee body)

Sexual advances, comments or requests for sex or sexual activities or dates regardless of whether they are accompanied by promises or threats.

Sexual displays or publications such as calendar or graffiti.

Other verbal, visual, or physical conduct of a sexual nature that has the purpose or effect of interfering with an individuals work performance, or creating an intimidating, hostile, or offensive work environment.

Other examples of harassment may include without limitation explicit sexual propositions sexual innuendo, sexual suggestive comments, sexual oriented "kidding" and "teasing" "practical jokes", jokes about gender specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching, or brushing against another's body; or reading or otherwise publicizing in the work environment materials that are sexually suggestive or reveling.

LLCC regards all such conduct which creates a hostile and offensive work environment as a violation of this policy. If an employee himself/herself in a situation which the employee believes to be harassment (either conscious or an un conscious nature), the employee must immediately bring the situation to the attention of an appropriate member of management as outlined in the procedure below.

## VI PROCEDURES

Employees, without fear of reprisal, must bring any form of harassment to **management's attention as well as to the attention of the appropriate Board member or members.**

If an employee is experiencing what he/she believes to be harassment, the employee should follow these steps.

1. Tell the alleged harasser that the behavior is offensive and unwelcome.
2. Tell the alleged harasser's supervisor and the appropriate member of the Board of Directors.

3. Make the appropriate supervisor (General Manager) aware of the alleged behavior and of the steps already taken by the employee to attempt to resolve the problem.
4. If the immediate supervisor is the alleged harasser, the employee should talk with that person's supervisor and if the general Manager to the Board of Directors.
5. At this point, when the employee has reported having been subjected to harassment on the job, a member of management and a Board member will promptly conduct as discreet and thorough n investigation as practicable.
6. Upon completion of the investigation, LLCC will determine the proper course of action. If an employee's complaint is found to have merit, appropriate corrective action shall be taken, commensurate with the seriousness of the particular offense, up to and including termination.
7. Even if the allegations of harassment are found to be meritless, it is a violation LLCC policy to retaliate against any employee for having asserted a complaint under this policy. If an employee feels that he/she has been retaliated against in violation of this policy he/she should follow the complaint procedure above.
8. Information developed during the investigation is to be held in strict confidence. Supervisors and other members of management are to investigate and discuss a claim of harassment only with those individuals who have a need to know about it ot who are needed to supply necessary background information.

## **LLCC HARASSMENT POLICY**

**I HAVE READ OR HAD READ TO ME THE LAKE LIMERICK HARASSMENT POLICY. I UNDERSTAND THAT VIOLATION OF SUCH POLICY MAY LEAD TO DISCIPLINARY ACTIONS UP TO AND INCLUDING TERMINATION.**

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**EMPLOYEE SIGNATURE AND TITLE**

---

**DATE**

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**SIGNATURE OF WITNESS**

---

**DATE**

#### **Eligible Employees (4)**

Non-seasonal, salaried, and hourly employees who have been employed by LLCC for three consecutive months, based on a 40-hour week have or other negotiated schedule. (based on a 36-hour week or other negotiated schedule.) (Note 40 hours is to close to overtime.).

#### **VACATION PAY (5)**

All full time employees will be granted five paid vacation days on the first day anniversary date of their employment. (We should consider giving long term part time employees vacation pay!).

#### **TERMINATION AND VACATION TIME (6)**

Unless dismissed with cause. (Remove this is a red flag)(accumulated vacation hours.)

#### **SCHEDULED REST BREAKS (7)**

The employee is entitled to two 15-minute break(s) during the workday. Although the employee may take breaks when the employee wish, the employee should make sure that some one remains in the department at all times.

#### **PAID REST BREAKS (8)**

Because the employee's rest breaks are considered working time , the breaks our paid. The breaks will be uninterrupted. (Federal and state law already say the breaks will be paid.)

#### **WORK WEEK SCHEDULE (9)**

(See the enclosed handout!)

The supervisor with approval of the General Manager will set the employees schedule. Schedules should be posted at least one week in advance and may be changed as dictated by circumstance. Lake Limerick will make every effort to accommodate its employees when necessary with their work schedules. Washington is a right to work state.

#### **TIME OFF TO VOTE Advance request (10)**



Before taking time off to vote, the employee must make a written request to the employee's supervisor for time off 10 days before voting day. The employee will be given the necessary time off to vote provided by both state and federal laws. The employee will notify their supervisor before leaving to vote

**SEXUAL HARRASSMENT POLICY NEEDS TO BE STATED (11)**

(We need a specific policy on this matter.)

**LIST OF COVERED PROVIDERS (12)**

The office will provide the employee with list of health care providers contracted by the club. (Get rid of the companies listed as they do and may change.)

**MANDATED BENEFITS PROVIDED BY INSURANCE CARRIER (13)**

(Get rid of this section.)

**COBRA/BENEFIT CONTINUATION COVERAGE (14)**

An employee upon separation from LLCC may continue theirs and their dependents insurance under COBRA. LLCC current health care provider as how to do this will contact them. (Get rid of the rest, as it is the insurance providers duty to contact these individuals.)

## Lake Limerick

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**From:** <Stiffknee47@aol.com>  
**To:** <lakelim@hctc.com>  
**Sent:** Saturday, January 20, 2001 8:31 AM  
**Subject:** RE: lake/dam 01-19-01

Dear Suz:

I am e-mailing a paragraph from the minutes of the meeting last evening as I am not through typing all of them. I understand the board will be voting on the boating regulations so I am sending that vote which pertains only to the regs.

Thank You,  
Stephanie Forsberg  
427-7369  
[d2431s@aol.com](mailto:d2431s@aol.com)

## Lake Limerick

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**From:** <Stiffknee47@aol.com>  
**To:** <lakelim@hctc.com>  
**Sent:** Saturday, January 20, 2001 8:41 AM  
**Subject:** motion of lake/dam 01-19-01

To all concerned:

The lake/dam committee met on 01-19-01 and a motion was made by Dave Kohler and seconded by Tim Reber to have the board act on the Proposed Lake Regulations and Restrictions that we presented to them in December. We the committee request the Regulations and Restrictions be approved as written.

Members attending last night were:

Rob and Georgia Koenig	Tim Reber	Georgia Mc Innis
Chuck Hancuff	Dave Chestnut	Tom Taylor
Stephen Warner	Rick Hamilton	Glen Backman
Dave and Karen Kohler	Bob Martin	
Chuck and Leanne Milligan	Duane and Deanne Landsverk	
Stephanie Forsberg		

Partial minutes respectfully submitted by Stephanie E. Forsberg

**LAKE LIMERICK COUNTRY CLUB, Inc.**  
**LAKE REGULATIONS AND RESTRICTIONS**

**LAKE USAGE**

- 1) Violation of any Federal, Washington State, Mason County or LLCC Lake Regulations/Restrictions may result in the suspension of member's boating privileges and/or the assessment of a fine. *new*
- 2) Members shall be responsible for their guests conduct. RELATIVES, FRIENDS', AND GUESTS' POWERED VESSELS, SHALL NOT BE PERMITTED.
- 3) Wind surfers and all persons being towed, shall wear an adequate approved floatation device.
- 4) Swimming, inner tubes, or a mattress type device SHALL NOT be allowed lakeside of buoy line during skiing hours.
- 5) Buoys are NOT to be used by swimmers as floatation devices or to tie up to.
- 6) Launching of a trailered boat from personal property is prohibited.
- 7) No parking of motor vehicles within 20 feet of the shoreline.
- 8) Overnight parking of cars, vessels and campers SHALL NOT be allowed at any community access areas.

**BOATING USAGE**

- 9) All member vessels (paddle, canoe, sail, fishing, ski, etc.) shall be identified with their division and lot numbers.
  - a. The numbers are to be 3 inches high and of a CONTRASTING COLOR.
  - b. The numbers are to be displayed on the hull (towards the stern), on the port **and** starboard sides. If they cannot be seen there, then they are to be displayed on the port **and** starboard sides of the windshield.
- 10) All members' vessels, which require Washington State Registration, must be registered with the State, and also, be registered with LLCC.
  - a. On INITIAL application for the LLCC watercraft tag (the original Washington State Registration must be presented.) *> new*
  - b. The LLCC watercraft tag shall be permanently attached to the vessel and be clearly visible, either on the port or starboard side. If it cannot be seen there, then displayed on the windshield.
  - c. Your LLCC registration shall be carried on board, at all times.
  - d. Being a new property owner, or having a new vessel is no excuse for non-registration, or the lack of your division and lot number.
  - e. All vessels with Washington State Registration and NO lot/division numbers or LLCC watercraft tag WILL BE ASKED TO LEAVE THE LAKE, unless actively fishing from that boat.

- 11) No motorized vessels or houseboats, over 19 feet in length, are allowed on the lake. Boat measurement will be from bow to transom along the longitudinal centerline of the vessel at deck level.
- 12) Use of personal watercraft (i.e. jet skis, and remote controlled towing devices, etc.) is prohibited.
- 13) Skiing means any person(s) being pulled by a Vessel on water skis, wake boards, and kneeboards.
- 14) Tubing means any person(s) being pulled by a Vessel on ski tubes.
- 15) Vessel Speeds on the lake Shall be as follows: *11 AM.*
- |  |                         |   |                         |
|--|-------------------------|---|-------------------------|
| a. Water skiing hours (from 10:00 AM to 7:00 PM daily) |                         |   |                         |
| 1. Lakeside of buoy line                               |                         |   |                         |
| a. Boating   | 35 MPH Maximum          | → | <i>30 Change</i>        |
| b. Skiing  | 35 MPH Maximum          |   |                         |
| c. Tubing  | 15 MPH Maximum          | → | <i>Change</i>           |
| 2. Shore side of buoy line                             | 8 MPH Maximum           |   |                         |
| b. All other times                                     | 8 MPH Maximum           |   | <i>all 8 NO (6) WRO</i> |
| c. Bird Sanctuary, coves                               | 3 MPH Maximum (NO WAKE) |   |                         |
- less wake & Dock Dmg*
- 16) Tow vessels shall have a responsible driver and responsible observer/flagger. Individual property owners shall be, at all times, responsible for verifying qualifications of driver/observer/flagger in his or her boat according to the Mason County ordinance.
- A red warning flag shall be used to denote a person in the water.
  - Vessels shall be operated in a counter-clockwise pattern.
  - Skiers wishing to "drop a ski" must do so at the buoy line. Dropping a ski in the ski lanes is strictly forbidden.
  - When a vessel is pulling more than one person, and one falls, the other person(s) is/are required to drop off immediately. Under no circumstances shall a vessel continue down the lake, leaving a person(s) in the water.
  - Vessels pulling a skier shall not go inside of the buoy line at any time. This includes starting or dropping off skiers.
- 17) Stunting, burning donuts (small circles), etc. is prohibited.
- 18) For personal safety, riding on a vessel deck, side, or standing while the vessel is under power, at speeds of 8 MPH, or greater is prohibited.
- 19) Vessels and skiers, exceeding 8 mph, shall remain lakeside of the buoy line and 100 feet from other vessels, skiers and swimmers.
- 20) All boats are responsible for their own wake.
- 21) All boats shall use visible lighting after sunset.

# LAKE LIMERICK BOATER REGISTRATION FORM

To be completed by the lot owner(s)

MEMBER(S) NAME: \_\_\_\_\_

MAILING ADDRESS: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_

DIV/LOT NUMBER: \_\_\_\_\_ BOAT LENGTH \_\_\_\_\_

BOAT MAKE/MODEL: \_\_\_\_\_

WA REGISTRATION #: \_\_\_\_\_

DESCRIPTION (COLORS): \_\_\_\_\_

BOATING INSURANCE: Yes \_\_\_\_\_ No \_\_\_\_\_ Name of Company: \_\_\_\_\_

I release and hold harmless, Lake Limerick Country Club, its agents, employees, and others associated with it, against any claim(s) that may be brought by the use of this vessel and/or user(s). This release and hold harmless agreement is regarding all claims relating in any way to the use of this vessel that may be brought on my behalf and on behalf of any other person(s) who will be using this vessel on the lake, and for all others who may have any claims through me or person(s) using this vessel in any way.

I agree that this release and hold harmless agreement shall apply to all vessel activities at any time and I shall be solely responsible for all family members and/or guests use of this vessel.

I have received a copy of the Lake Limerick boating rules and regulations and hereby agree to abide by them as written. I shall abide by all Federal Requirements, State Regulations and the Mason County Ordinances. I understand I am solely responsible for all family members and/or guests conduct.

\_\_\_\_\_  
Member's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Member's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Lake Patrol

\_\_\_\_\_  
Date

Form number \_\_\_\_\_

Copy given to owner \_\_\_\_\_

1-10-2001

TO:

LAKE LIMERICK  
BOARD OF TRUSTEES

This is for the January meeting. I can not come to it, so I thought I would write this.

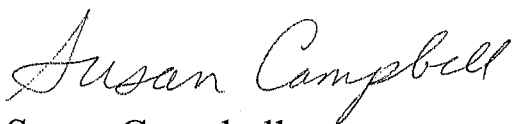
Please help us walkers!

I walk my dog (not on the golf course) frequently. I walk around the lake on St Andrews Dr.

I would like for LLCC to put it to the voters (or just go ahead and do it) to install speedbumps on St Andrews Dr., especially on the clubhouse side. And eventually the whole circle of St Andrews DR. I have heard complaints from other owners at Lake Limerick about the high speed of cars. So I am not alone on this thought.

Thank you.

Lake Limerick is a great place to live and walk.



Susan Campbell  
70 E Aycliffe Dr.  
427-2639



## BOARD OF TRUSTEES - LAKE LIMERICK COUNTRY CLUB

January 20, 2001

9:00 A.M.

- I. ROLL CALL:** Esther Springer-Johannesen  
**II. APPROVAL OF MINUTES:** BOT Minutes of December 16, 2000 Meeting  
**III. FINANCIAL REPORT:** Bill Buff  
**IV. CONSENT AGENDA:** (Committees)

Architectural Committee	Election Committee	Financial Advisory Committee
Greens Committee	Inn Committee	Lake/Dam Committee
Long Range Planning. Committee	Maintenance/Parks Committee	Nominating Committee
Security Committee	Water Committee	Youth Committee
	General Manager Report	

(Reminder: non-smoking meeting, we will break every hour)

### ITEMS FROM CONSENT AGENDA:

1. Approve Lot for Sale 4-129 Quit Claim Deed
- 2.

### V. OLD BUSINESS:

1. POS System
- 2.
- 3.

### VI. NEW BUSINESS:

- 1.
- 2.
- 3.

### EXECUTIVE:

1. Pro Shop Lease
- 2.

### VII. COMMENTS FROM MEMBERSHIP:

### VIII. CORRESPONDENCE:

### IX. ANNOUNCEMENTS:

### MOTION TO CONVENE TO CLOSED SESSION:

(The Motion must state Specifically the purpose for the closed session and must be referenced in the minutes)

**X. CLOSED SESSION:** (The closed session may only include matters dealing with personnel matters; legal counsel or communication with legal counsel; and likely or pending litigation of an owner to the association.)

### XI. MOTION TO RECONVENE TO OPEN SESSION:

### XII. MOTION TO ACCEPT ALL CLOSED SESSION MOTIONS:

(Motions or agreements made in closed session may not become effective unless the board, following the closed session, reconvenes in open meeting and votes in the open meeting on the closed session motions.)

### XIII. MOTION TO ADJOURN MEETING:



# BOARD MEETING

## JANUARY 20, 2001

### Managers Report

1. Resolution 2000-02 Rob Hoss says to go with the recommendation of our CPA. (Handout)
2. Our health insurance will stay with Aetna, other bids were solicited and more will be solicited next year.
3. The quick claim deed on lot 129 Division IV, owed \$1,020.67.
4. Compliance with the new 4 (d) rule for threatened salmon and steelhead on the west coast. We must establish our own plan or join with Mason County in submitting a plan for approval. A our meeting with Rob Hoss is suggested it would be good if he spoke to the Squaxin tribe in our behalf.
5. It was brought up by the greens committee that they took care of all items on the pro shop side of the rode and maintenance take care of the clubhouse side of the rode.
6. The US Supreme court ruled in a 5 to 4 decision restricted the power of "The Clean Water Act", (wetlands) to control small bodies of water.
7. We will replace the camera set to watch golfers coming down the ninth fairway, it was stolen last year. We will place so it is very, very difficult to steal.
8. We would like to place a camera in our corporation yard.
9. Division one lot 55 boundaries.
10. We need to consider more safe guards regarding the dam and fish latter area.
11. Problem with golfers trespassing looking for golf ball.
12. Register recommendation. Restaurant Manager - \$21,436, Bristol POS - \$24,133
13. Increase our insurance to \$5,000,000 from \$2,000,000. (\$3,276)
14. Join the chamber of commerce at \$140.00.
15. Employee handbook changes and additions.
16. **INFORMATIONS ITEMS BELOW WILL NOT BE DISCUSSED UNLESS ASKED.**
17. Cascade Natural Gas Corporation to increase rates by 26 to 31%.
18. The Pro shop position was listed with the Northwest section of the PGA.
19. The new computer was installed on 12-22-00.
20. The owner of Temp Designs was killed in an auto accident thus we switched our service contract to Sunset Air.
21. We are in the process and probably have found a service to keep our web page up dated. (Conklin Corporation went out of business.)
22. The slicer in the kitchen needs to be replaced as it in not up to code.
23. We will bring the pro shop exhaust system up to code. We are working with A-1 fire safety system.
24. Club vehicles taken home by employees may not be used for personal use, per our insurance carrier.
25. David suggests the county take over the signs.
26. We had our first safety meeting on 1/10/01 in conjunction with our insurance carrier Dunan and Associates.
27. The Directors insurance rose from \$2,700 to \$5,940.
28. I spoke to Rob about using individual names on our web sight, said it was best we didn't. (Past due accounts etc.)
29. Steve Cox is doing fine.
30. I contacted Cheryl L Bergener of the division of drinking water to see about getting another employee certified.
31. Complaint by owner (Mrs. Green), on property of Bob Davis (Renters) about their dog.

1-10-2001

TO:

LAKE LIMERICK  
BOARD OF TRUSTEES

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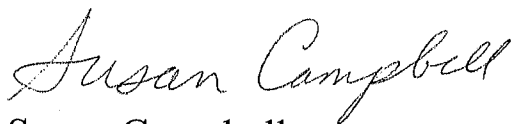
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Thank you.

Lake Limerick is a great place to live and walk.



Susan Campbell  
70 E Aycliffe Dr.  
427-2639



# Memorandum

**To:** Board of Trustees  
**CC:** George Duffin  
**From:** Sheila Hedlund  
**Date:** 1/8/01  
**Re:** Division 4, Lot 129

---

## **Motion to determine status of Limerick Division 4, Lot 129:**

Attached please find a map and a copy of the Quit Claim Deed from Jack Addington.

Please determine if the Board would like to sell or keep this lot and let me know so that I can begin the proper procedures.

Thank you,

A handwritten signature in cursive script that reads "Sheila".

Sheila Hedlund  
Executive Administrative Assistant

**AFFIDAVIT**  
 No. 50222  
 WM. REAL ESTATE  
 EXCISE TAX  
 PAID 713

JAN 03 2001

-DORENE RAE *DR*  
 Treas., Mason County

After Recording Return To:  
 Robert D. Wilson-Hoss  
 Hoss and Wilson-Hoss  
 236 West Birch  
 Shelton, Washington 98584

DOCUMENT TITLE:	Quit Claim Deed
REFERENCE NUMBERS OF RELATED DOCUMENTS:	N/A
GRANTORS:	Addington, Jack L.
GRANTEES:	Lake Limerick Country Club
LEGAL DESCRIPTION:	Division 4, Lot 129
ASSESSOR'S PROPERTY TAX PARCEL NO.	32127 53 00129

### QUIT CLAIM DEED

THE GRANTOR JACK L. ADDINGTON, a widowed man, for and in consideration of \$10.00 and other valuable consideration, grants conveys and quit claims to LAKE LIMERICK COUNTRY CLUB, a Washington not-for-profit corporation, all right, title, and interest to the following described real estate situated in the County of Mason, State of Washington, together with all after acquired title of the grantor therein:

Lot one hundred twenty-nine (129), Lake Limerick Division No. 4, Volume 6 of Plats, pages 190 to 195, both inclusive, records of Mason County, Washington.

Parcel No. 32127 53 00129

DATED this 22nd day of December, 2000.

  
 JACK L. ADDINGTON



assessed value \$ 7,500.00

DRIVE

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NEWS CONTENT IN THIS SECTION PREPARED BY

The Seattle Times



# LOCAL NEWS

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INGENCER

SECTION B

## New salmon crimes

### Federal rule goes into effect tomorrow

BY LYNDA V. MAPES  
*Seattle Times staff reporter*

A broad swath of the Northwest and California face a new reality as of tomorrow when a federal rule makes it a crime to harm or kill threatened salmon.

For the first time in the decades that fish advocates have warned of the decline of the region's signature fish, there will be teeth in the federal protections for Puget Sound chinook.

The so-called 4(d) rule shields 14 threatened West Coast populations of salmon and steelhead in all, including Puget Sound chinook.

Implementation of the rule has

been expected since last June, when it was first announced by the National Marine Fisheries Service. One of the biggest changes it brings is the potential for third-party lawsuits brought under the rule. Those suits can allege land-use practices harm or kill fish.

For farmers, the rule could mean a court injunction turning off their irrigation water, while a legal challenge is mulled.

For a developer, it could mean financial losses and, ultimately, project cancellations as building permits bog down in a morass of legal uncertainty.

"Our members are worried,"

said Tom McCabe of the Building Industry Association in Olympia. "It puts an indecisiveness in the marketplace."

Critics of the rule say they worry about "frivolous lawsuits" brought by environmental and neighborhood groups who use it as a vehicle to block growth.

"We'll see that, definitely," McCabe said.

Dean Boyer of the Washington State Farm Bureau called ESA lawsuits "a threat everyone is now going to have to live with, not only on the farm, but in urban areas. Anyone can bring a third-

PLEASE SEE *Salmon* ON B 2

## brates creative process

# New penalties will protect chinook

## SALMON

CONTINUED FROM B 1  
party lawsuit, and it doesn't have to be legit."

The federal government also now will have the authority, for the first time since Puget Sound chinook were listed for protection in March, 1999, to bring civil or criminal penalties against anyone harming or killing chinook.

But that doesn't mean region residents should expect the fish cops at their door tomorrow morning, according to Bob Turner, senior policy analyst for the National Marine Fisheries Service Northwest Regional Office.

Instead the feds can be expected to give some breathing room to jurisdictions, industries and individuals making a good-faith effort to comply with the law.

Similar rules have been in effect for steelhead in other parts of the state since last June and even longer elsewhere for other species.

"The world doesn't come to an end. There isn't a litigation Armageddon," Turner said. Instead, "the consciousness is raised."

But as soon as Thursday, fish advocacy groups may be filing a notice of intent to sue Puget Sound Energy and the Federal Energy Regulatory Commission.

The action is expected in response to dam operations that hurt salmon nests on the Skagit River last November and killed fish on the White River last September.

Enforcement of the rule is the middle step of a five-step process intended to protect plants and animals under the federal Endan-

*ESA lawsuits are a threat everyone is now going to have to live with, not only on the farm, but in urban areas. Anyone can bring a third-party lawsuit, and it doesn't have to be legit.*

DEAN BOYER

Washington State Farm Bureau

gered Species Act. First, the species is listed for federal protection. Second, its critical habitat is designated.

In this phase, the rule making it a federal crime to harm or kill a threatened species is implemented.

Next a recovery plan is issued, and finally the plant or animal is taken off the endangered-species list.

The entire process has no certain timetable. It can be decades from the time a species is listed for protection until it rebounds enough to come off the list.

Puget Sound chinook have a long way to go, before they are out of the federal emergency room.

The region's biggest and, to many, most beautiful and tasty salmon, chinook once thrived throughout Puget Sound.

Today only two of 13 stocks of Puget Sound chinook are considered healthy. But Mother Nature has been providing a boost to troubled runs: more abundant food supplies and favorable water temperatures in the ocean, combined with good stream flows and a lack of devastating floods have helped

salmon hatch, migrate and survive. Consider the Skagit River: only 400,000 baby salmon were counted in their out-migration from the

Skagit River in 1995 because of devastating floods that damaged salmon nests. But 4 million baby fish made the trip in 1996 and 7 million made it down river in 1997.

But even in good times, only a tiny fraction of baby salmon that hatch out of their nest grow to adults in the ocean and make it all the way back to their home river to spawn.

Chinook typically return from the sea four years later, so North-westerners saw some of the highest adult chinook returns in decades this summer.

But a combination of devastating blows to salmon — from development to logging, dams and overfishing — mean salmon will continue to decline toward extinction, unless the damage is reversed through recovery actions, no matter what Mother Nature does.

In a new approach to recovery, the feds are allowing governments and industries to craft their own solutions to the recovery problem. Those state and local salmon regulations can be deemed adequate ESA protection by the fisheries service. Anyone who follows those regulations is then safe from prosecution or lawsuit under the rule prohibiting harm to threat-

ened fish.

Several such local fixes are in the works. The Tri-County area is working on a plan covering storm-water management, road maintenance and development. The Washington Legislature adopted a logging law during the 1999 session which, when adopted into final rules, is expected to meet federal standards for ESA compliance.

The idea is to implement the ESA in a flexible manner. Environmentalists have been critical of that approach, arguing that strong federal medicine is the only thing that will cure damaged rivers and fish runs.

The feds argue the most effective approach is working out cooperative, local solutions.

It's harder to bring about change through prosecutions or lawsuits alleging harm to salmon habitat. That's because without hard evidence — a bunch of dried up salmon nests, for example, or salmon stranded in irrigation canals — those are tough cases to win.

Some of the most dramatic changes on the ground so far for salmon have not come about as a result of prosecutions under the rule but from a different part of the ESA altogether, which requires federal agencies to show they themselves aren't hurting salmon.

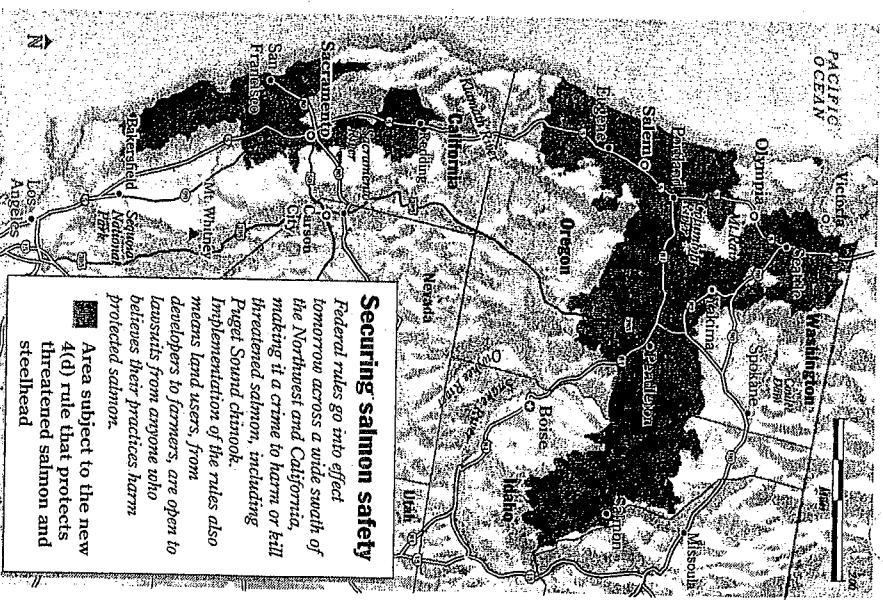
That has compelled federal dam operators to be more fish-friendly, shut down irrigation canals and required the construction of new fish screens all over farm country. Changes can also be expected in everything from dredging permits to highway projects.

The simple fact that it's now a crime to harm or kill protected Pu-

get Sound chinook also gives the rule a cutting edge. There is new urgency to salmon recovery if only through the potential threat of lawsuits and enforcement, said Curt Smith, Gov. Gary Locke's top fish adviser.

"We've done all the easy things," Smith said. "Now we are to the hard stuff. Deciding what we

will do with buffers along streams. Modifying people's behavior in how they treat areas around streams and wetlands." Fish advocates will be watching closely to see how much muscle the feds bring to salmon recovery now that the rule is in effect, said Kurt Beardlee of Washington Trout, a wild-fish advocacy group.



Source: The National Marine Fisheries Service

THE SEATTLE TIMES