

**Circular Action Alliance**  
**Colorado Board Meeting Minutes**  
**Meeting #11 – January 22, 2024 (12:30 – 2:00 p.m. MT / 2:30 – 4:00 p.m. ET)**

| Item | Substance  | Action  |
|------|--|---|
| 1.   | Call to Order and Agenda Review                            | N. Menezes called the meeting to order at 12:35 pm. MT. Attendees were thanked for their continued participation in the continuing discussion of the draft Needs Assessment report.   |
| 2.   | Antitrust Admonishment                                     | An antitrust compliance reminder was provided by legal counsel.   |
| 3.   | Consent Agenda<br><i>Approval</i>                          | <b>The draft minutes of the January 17, 2024 (Meeting #10) were adopted without objection.</b>  |
| 4.   | Needs Assessment Updates<br><i>Discussion and Approval</i> | Edits to the draft elements in the Needs Assessment Report made with Board Member input after the last meeting were highlighted. Colorado Board members engaged in discussion about adjustments to various draft elements, including references in the proposed materials recyclable list, and assumptions and examples referenced in scenario modelling.<br><br>It was noted that the Colorado Producer Responsibility Board is meeting on January 24, that the Project Team will focus on making further adjustments to the draft elements in the Needs Assessment report based on their feedback, and that a public release communication will be issued once the Needs Assessment report is submitted.<br><br><b>Motion to allow Project Team to submit the Needs Assessment Report. Moved by M. Craig. Seconded by A. Schenck. Unanimously carried after brief discussion.</b><br><br><i>Attendance Notes:</i><br>M. Craig joined at 12:45 p.m. MT<br>A. Schenck left the meeting at 12:48 p.m. MT, and re-joined at 12:53 p.m. MT |
| 5.   | Colorado Executive Director Search<br><i>Discussion</i>    | Representatives from Korn Ferry joined the call to discuss prospective candidates for the Colorado Executive Director and sought feedback from Board Members on core skills and capabilities needed to be successful in the role. Korn Ferry is in the process of screening candidates and will use this feedback to come back with some top candidates for consideration with a goal to conduct the first round of interviews starting in late February. Colorado Board members were reminded about maintaining the confidentiality of candidate information in the search process.<br><br><i>Attendance Notes:</i><br>A. Schenck left the Meeting at 1:01 p.m. MT<br>M. Marchun left the Meeting at 1:53 p.m. MT<br>Ani Dunn, Angela Catullo, John Kuper, Sarah Bugay from Korn Ferry joined the meeting at 1:34 p.m. MT and left the Meeting at 1:55 p.m. MT.  |
| 7.   | Executive Session  | The Board entered Executive Session at 1:56 p.m. MT to discuss meeting practices. All but board members and counsel left the Meeting. No decisions were made in Executive Session.<br><br><i>Attendance Notes:</i><br>A. Steinberg left the Meeting at 2:06 p.m. MT.  |
| 8.   | Adjournment  | Following the Executive Session, there was no further business to discuss. The meeting adjourned at 2:09 p.m. MT.   |

**Attendees:**

| Voting Members     |               |               |   |
|--------------------|---------------|---------------|---|
| General Mills      | Neil Menezes  | Voting Member | Y |
| Mars, Incorporated | Eadaoin Quinn | Voting Member | Y |
| Clorox             | Melissa Craig | Voting Member | Y |
| PepsiCo            | Andy Wright   | Voting Member | Y |

|                          |                               |                                       |   |
|--------------------------|-------------------------------|---------------------------------------|---|
| Swire                    | Mike Bernier                  | Voting Member                         | Y |
| Walmart                  | Alex Schenck                  | Voting Member                         | Y |
| <b>Nonvoting Members</b> |                               |                                       |   |
| Mary Marchun             | Colorado Beverage Association | Nonvoting Member                      | Y |
| John Hewitt              | Consumer Brands Association   | Nonvoting Member                      | Y |
| <b>Project Team</b>      |                               |                                       |   |
| Ron Soreanu              | Project Team                  | CAA Project Lead                      | N |
| Shane Buckingham         | Project Team                  | EPR Program Planning Lead             | Y |
| Peter Hargreave          | Project Team                  | Colorado Program Manager              | Y |
| Jeff Meyers              | Project Team                  | Senior Strategic Advisor              | Y |
| Olivia Barker            | Project Team                  | Director Communications & Recruitment | N |
| Betsy Dorn               | Project Team                  | Policy Advisor (Colorado)             | Y |
| Sue Towle                | Project Team                  | Board and Project Administrator       | Y |
| <b>Legal Counsel</b>     |                               |                                       |   |
| Andrew Steinberg         | Venable LLP                   | Legal Counsel                         | Y |
| <b>Invited Guests</b>    |                               |                                       |   |
| Ani Dunn                 | Korn Ferry                    | Recruitment Consultant                | Y |
| John Kuper               | Korn Ferry                    | Recruitment Consultant                | Y |
| Angela Catullo           | Korn Ferry                    | Recruitment Consultant                | Y |
| Sarah Bugay              | Korn Ferry                    | Recruitment Consultant                | Y |

### **Antitrust Compliance**

Circular Action Alliance is subject to federal, state, and international antitrust/competition laws and has a policy of strict compliance with these laws, without exception.

These antitrust laws prohibit competitors from engaging in actions that could result in an unreasonable restraint of trade.

Consequently, competitors must avoid discussing certain topics when they are together, meeting virtually, or at any other time: prices, fees, rates, profit margins, discounts, promotions, rebates, or other terms or conditions of sale; pricing strategies, methods, trends, plans, or timing of price changes; salaries, costs, and other factors that affect pricing; the hiring or recruitment of other members' employees; allocation of markets or customers or division of territories; topics that may lead participants to not deal with or to boycott a particular supplier, customer, or third party; reductions of output; bid-rigging; or any other anti-competitive topics or actions.

Failure to comply with these antitrust laws will not be tolerated in any manner.