



COMMONWEALTH CASINO COMMISSION

Commonwealth of the Northern Mariana Islands

P.O. Box 500237

Saipan, MP 96950

Tel: 1 (670) 233-1857/58

Fax: 1 (670) 233-1856

Website: www.cnmicasinocommission.com

Email: info@cnmicasinocommission.com



Minutes

April 22, 2021

I. PRELIMINARIES:

A. Call to Order

Chairman Edward DeLeon Guerrero called the meeting to order at 10:03 am on Thursday, April 22, 2021 at the Commission's 2nd Floor Main Conference Room at the Springs Plaza in Gualo Rai, Saipan. The meeting was also on video conference.

B. Roll Call

Commissioners present at the meeting were: Edward DeLeon Guerrero (Chairman), Rafael Demapan (Vice Chairman), Ramon Dela Cruz (Secretary), Mariano Taitano (Treasurer) and Diego Songao (Public Affairs).

C. Adoption of Agenda

Commissioner Taitano made a motion to adopt the agenda, seconded by Commissioner Songao. The motion was put to a vote and unanimously approved.

D. Adoption of Minutes: February 24, 2021 and March 25, 2021

Commissioner Dela Cruz made a motion to adopt the minutes of the February 24, 2021 meeting and the March 25, 2021 meeting. The motion was seconded by Commissioner Taitano, was put to a vote and unanimously approved.

II. PUBLIC COMMENTS

Assistant Attorney General Michael Ernest, the CCC's Legal Counsel, shared that on Tuesday, April 20, 2021, he sent an email to the Chairman and Vice Chairman regarding the proposed Order that the Commission will be considering in today's (April 22, 2021) meeting. He asked that the contents of the email be considered as public comments including the document that the Commission will be considering during the meeting. He noted that it is not known whether it was taken as a remark of Counsel in the action. He then stated that before sending the email, he spoke to the opposing Counsel who did not seem to dispute as he was also copied in the email.

Counsel Ernest stated that the concern is that the regulations state that finding a violation is only required as a preponderance of the evidence standard. He explained that for any normal violation, finding that a violation occurred has a low threshold. However, 4CMC 2314(h) of the law states that the license shall not be suspended or revoked absent finding of clear and convincing evidence. He noted that he and the Executive Director would like to ask the Commission to amend its Order or reconsider any decision it may have made regarding the burdens of proof, and to make the findings on the clear and convincing evidence standard, which is higher than the preponderance of evidence standard.

Counsel Ernest elaborated that in an abundance of caution, he and the Executive Director would ask that all findings be made at the higher standard as opposed to just the finding that a suspension is proper. He noted that he does not believe it to be controversial and that it would not be difficult to make the findings on a clear and convincing evidence standard. He added that the finding of clear and convincing evidence already exists to support every finding in the proposed

Order and that he would even go as far as to say that it's beyond a reasonable doubt, given that admissions were made. He commented that he does not know if the Commission is going to be entertaining further argument during its April 22, 2021 regular meeting.

The Chairman stated that the Commissioners have yet to vote on the proposed Order. He informed Counsel Ernest that the Commission will enter into executive session for about fifteen minutes to discuss his concerns with Assistant Attorney General John Lowrey, who serves as the Commissioners' counsel, before voting on the Order under V. Old Business, Section B of the meeting agenda.

The Chairman inquired with IPI's Counsel, Mr. Tiberius Mocanu, who the gentleman was sitting next to him. Mr. Mocanu replied that his name is Mr. Michael Mascio.

Mr. Ray Yumul, in his public comment, identified himself as the CEO of IPI, and explained that he asked Mr. Mascio to join the April 22, 2021 meeting. He disclosed that Mr. Mascio is going to assist IPI in looking into aspects of the casino gaming facility and in working on future plans including the reopening of the casino, if it gets to that point. He informed the Commission that there have been two recent resignations in the company particularly Mr. Donald Browne and Mr. Donavan Hallmark, who have both resigned. He explained that as a result of Mr. Hallmark's departure, he asked Mr. Mascio to attend the Commission meeting to get caught up to speed. He further noted that Mr. Mascio is still currently licensed by the Commission, as well as Mr. Tao Xing who are both present. Mr. Yumul stated that his presence is only to provide information that may be needed, and that he understands that he is currently not licensed by the Commission. He added that IPI is open to any request for information that the Commission or the Director and his staff may need.

III. REPORTS:

A. Report by the Chairman

Chairman DeLeon Guerrero announced that in today's (April 22) meeting, the Commission will be issuing the final Orders on the five enforcement actions which were consolidated, as indicated under Old Business Item B. He added that the Election of Commission Officers is also on the agenda for the term of May 1, 2021 to April 30, 2022. He noted that although Commissioners serve six year terms, the composition of the members is voted on annually. He added that also on the agenda is a proposed amendment to the casino regulations which would effectively abolish the junket program.

The Chairman reported that the Commission's present budget situation is critical. He stated that the CCC's annual budget relies largely on the Regulatory Fee Fund as the legislature only appropriates \$1 of the General Fund to the Commission. The Chairman stressed that because of the delayed payment of the Regulatory Fee, the Commission's ability to continue its operations is threatened. As stated in previous meetings, IPI has not paid the regulatory fee which was due since October 1, 2020, he said.

The Chairman disclosed that the Commission submitted a request for funding assistance to the Governor in the amount of \$3.1M from the federal American Rescue Plan, in addition to the regular annual budget request for Fiscal Year 2022. He noted that the Commission was not granted the amount requested as evident in the budget report that was released on April 1, 2021. The Chairman elaborated that there are four volumes in the FY2022 Budget. Volume I represents General Fund appropriations, Volume II is for Federal Funds, Volume III is autonomous agencies and Volume IV is the American Rescue Plan which includes specific new federal programs. He added that in Volume IV, the Commission stands to receive only \$1,000 which is insufficient funding.

The Chairman advised the Executive Director to start considering the need to furlough employees, which should likely be discussed further in the May regular monthly meeting. The

Chairman stated that the greatest concern is that there is only one casino licensee and unfortunately, it seems unable to complete the IGF on time and has requested yet an extension. He noted, however, that the licensee has not responded to the Governor's letter which stipulated certain conditions for the granting of an extension. The Chairman elaborated that these are serious concerns that the Commission must take a deeper look into.

B. Report by the Acting Executive Director

Mr. Vicente B. Babauta, Manager of the Division of Enforcement & Investigations and currently the Acting Executive Director of the Commission, shared the following report:

- **CCC Budget:** For the month of March 2021, the Commission's total expense was \$164,840.00.
 - 75.36% Personnel Wages and Benefits
 - 14.98% Board and Other Compensation
 - 9.66% Office Rental and Other Operational Costs

He noted that the current head count of FTEs is 40 inclusive of the Legal Counsel.

- **Funding Request Letter to the Governor (ARPA):** The Acting Director reported that on March 30, 2021, the Commission sent a letter to Governor Ralph Torres, Lieutenant Governor Arnold Palacios and Secretary of Finance David Atalig expressing the Commission's financial challenges. The letter referenced the American Rescue Plan Act (ARPA) which the Commission requested financial assistance from in the amount of \$3,190,000.00. The amount would cover the Commission's personnel and operational costs. The Acting Director stated that the Commission is in receipt of the Governor's FY2022 Budget Proposal, Volume IV ARPA, which would grant the Commission only \$1,089.00 in funding. He said that the Commission remains hopeful that its request for funding can still be considered during the second-round submission of the ARPA expenditure plan. He noted that this matter will continue to be monitored and the Commission will continue its diligence in exploring other funding options.
- **Notice of Non-Compliance of the IGF Implementation Schedule:** Acting Director Babauta reported that on February 26, 2021, Governor Torres sent a letter to IPI in response to their request for an extension of the Initial Gaming Facility's (IGF) construction deadline. The Governor, in his response, put forth several conditions for IPI to meet and required a response from IPI, and the submission of certified documents within 60 days. The Acting Director pointed out that the Commission has yet to receive information about IPI's compliance with the Governor's requests and asked that an update on the matter be provided during IPI's presentation.
- **CCC Administrative Action Update on the COVID-19 Vaccination:** The Acting Director provided the Commission an update of its March 16, 2021 Memorandum and the imposition of the mandatory vaccination for all Commission employees. He announced that as of meeting date, the Commission is 100% in compliance with the vaccinations as required by Commission Order No. 2021-001 and in line with the Governor's Directive 2021-002.
- **IPI Unpaid Payroll and Severance Pay of Off-Island Employees:** The Acting Director reported that during the last meeting, the Commission requested an updated listing of IPI's repatriated employees who still have unpaid wages or severance pay. He asked that IPI provide an update during their presentation as the Commission has yet to receive the listing. Commissioner Dela Cruz reiterated that he had requested for this information since the Commission's February meeting and he has yet to receive a response or submission from IPI.

- **MOU between the Commission and the Department of Finance:** Acting Director Babauta shared that the drafting of an MOU between the CCC and DOF was put to a halt due to the financial challenges that the Commission is facing. He noted that the Commission will evaluate its personnel and financial resources before it can make a final decision on the matter, adding that the willingness to assist remains but most likely only at a limited capacity.

IV. MISCELLANEOUS MATTERS:

A. Casino Licensee - Imperial Pacific International (CNMI), LLC ("IPI") - Updates:

1. Imperial Pacific Resort & Hotel ("IPR"). Update on the construction project.

When asked by the Chairman, Mr. Tao Xing reported that the construction activities at the IPR has completely ceased.

2. Status on the receivership.

Mr. Tao announced that the receivership has been put on hold due to a new settlement on the US Department of Labor (USDOL) case which was also placed on hold. The Chairman asked which Attorney is representing IPI on the matter, to which Mr. Tao replied Michael Dotts.

The Chairman inquired on the date of the next set of required deliverables by IPI. Mr. Tao replied that to his knowledge, a report is filed on a weekly basis. The Chairman asked if IPI is prepared to have available a specific list of inventory items should the receivership take effect. Mr. Tao answered that they would definitely have to make it available should it come down to that but for now, he said the focus is to ensure that they work on the settlement with USDOL to avoid the receivership stage.

3. IPI Personnel: (Please see Exhibit 1)

- a) Status of Employee Payroll
- b) Status of unpaid payroll & severance pay for employees already off-island

Ms. Redie Dela Cruz, HR Director, reported on the status of the employees' payroll by stating that IPI is currently up to date with its payroll distribution for the active employees who are working during the casino's closure. She noted that there are some exceptions for employees whose hours were audited. The findings of the audit are going through final review to determine if the hours will be paid out by April 23, 2021 or May 7, 2021.

Ms. Dela Cruz informed the Commission that with regards to the unpaid payroll and severance pay for employees who are already separated and are off-island, she will break down her report based on several segments beginning with the benefits payout. She explained that benefits payout include severance (if applicable), paid time off, unused hours, reimbursements such as outbound subsistence, airfare and relocation costs, if applicable pursuant to the employment contract. Ms. Dela Cruz reported that as of July 2020, IPI has not been able to pay out any benefits to separated employees due to a lack of funding. She noted that since March 2020, IPI has not generated any income, which puts a limitation on their funding.

The Chairman asked Ms. Dela Cruz if she had any information on when IPI would be able to make the payments. She replied no and elaborated that IPI is working on a plan to start making installment payments as they won't be able to make a one-time payment. She disclosed that the plan is currently being written up for the board's consideration and approval. She pointed out that this plan ties in with the construction deadline extension

request to the Governor and USDOL matters. Once a decision is made, IPI will provide the necessary documentation to the Commission.

The Chairman inquired when the Commission should expect to see IPI's proposed payment plan. Ms. Dela Cruz informed the Chairman that the plan is being finalized to be included in the five-year construction deadline extension request. She noted that she only has a ball park figure of how many employees are owed, the total amount owed in benefit obligations and gross pay amount. She added that her report on those amounts needs to be reviewed and blessed by the IPI Board but she does not know the timeframe of when that will happen. She assured the Chairman that once the plan is given the green light, she will share it with the Commission. Mr. Tao interjected to inform the Commission that the plan should be ready to share with the Commission in a week's time. The Chairman asked Mr. Tao who exactly is IPI referring to in mentioning approval by the board. Mr. Tao replied that the board is from Hong Kong and their names are listed in the annual report. The Chairman commented that one of the names mentioned is the IPI Chairlady but she had claimed in one of the depositions that she had no knowledge about any IPI CNMI or its operations. Mr. Tao replied that the information would have to be clarified with the Chairlady's attorney. The Chairman shared that the Commission has had several meetings with the Chairlady and in one of them, she explained that she had no knowledge and no participation in the Community Benefit Fund (CBF). The Chairman commented that he does not understand the why IPI CNMI is reporting to a board in which the Chairperson is not involved.

Commissioner Dela Cruz reminded Ms. Dela Cruz that since February 2021, he has asked IPI for the listing of separated off island employees and the amounts owed to them. He once again requested for the information. Ms. Dela Cruz stated that she will make that listing available to the Commission once she gets approval from the board.

Acting Director Babauta asked for clarification on the number of CW1 employees who have departed, as reflected in the HR Dashboard. Ms. Dela Cruz explained that she listed 49 employees, noting that they have confirmed this number through leave request forms and physical headcounts in the employee dormitories. Commissioner Taitano asked Ms. Dela Cruz to explain the 18 unknown employees, to which she answered that these employees have been categorized as unknown because IPI has no documentation of their departure and they were not living in the employee dormitory, so physically locating them has been a challenge.

Vice Chairman Demapan asked for the status of the Mongolian workers. Ms. Dela Cruz disclosed that there are 105 Mongolian workers who are scheduled to leave on May 1, 2021 through Asiana Airlines. Vice Chairman then asked if there are any other nationals besides the Mongolian workers that remain on island and are scheduled to leave. Ms. Dela Cruz responded that there are a few teams who have some individuals remaining on island, such as the Taiwanese and the Turkish. She noted that she isn't sure what the situation is with the Turkish workers, but stated that she is aware that the Taiwanese workers have refused to leave the island.

Chairman DeLeon Guerrero asked if the last round of Turkish worker who left were paid out their benefits in full, as he is aware of a situation in which an IPI representative met these workers at the airport before departure to have them sign a waiver. He detailed that this waiver offered the individual \$250 up front and in exchange, the workers agree to sign the waiver stating that they are not owed any payments from IPI. The Chairman asked Ms. Dela Cruz if she had any knowledge of who authorized that the waiver letters be presented to the departing employees. Ms. Dela Cruz noted that she heard of the incident, and can confirm that it was not a member of HR Division. She added that she was told that the matter had been resolved and that the waivers were withdrawn.

Legal Counsel Ernest asked who possibly could have drawn up the document, to which Ms. Dela Cruz replied she does not know. The Chairman asked her if she is aware of whose money was used to pay the \$250, to which Ms. Dela Cruz replied no. The Chairman asked Ms. Dela Cruz to find out whose money it was and report back to the Commission.

B. IPI Financial Matters.

Mr. Tao informed the Commission that Ms. Frances Mafnas, Treasury Director of IPI, will not be reporting in today's meeting as she is out sick. The Chairman asked Mr. Tao if he had any updates on the financial matters and he replied that there are none.

The Chairman asked Mr. Tao for the status of IPI's audit and if he was aware that it should have been completed by this time. Mr. Tao responded that to his knowledge, the annual audit report is still under a final review. The Chairman reminded him that there is a deadline for its completion and for the submission of a copy to the Commission.

The Chairman divulged that the Commission has received the audit report for the corporate office which continues to make reference to the \$500M loan facility and the \$350M that IPI has access to. He asked Mr. Tao to find out why the audit details this information and yet IPI is not using the funding to pay its employees, the license fee, the regulatory fee, the Orders, and in complying with the required payroll reserve. Mr. Tao replied that he does not have all the information, but on the surface, it seems that there are requirements attached to the disbursement of the money. He offered to get more information and report back to the Commission.

The Chairman asked Mr. Tao if he has read the corporate annual report, to which he replied yes. The Chairman noted that the report makes reference to potential fines from the Commission and that IPI is ready and willing to pay. Mr. Tao stated that to his knowledge, the report is still being finalized and once done, they will submit the final version to the Commission. The Chairman then requested for an update on the accounts receivables, to which Mr. Tao replied there is no update to report.

Chairman DeLeon Guerrero mentioned that in March 2021, the Chinese government criminalized owning, investing, and/or hiring anyone to work in a casino off-shore. He asked if IPI has looked into updating their business plan in order to avoid committing a criminal act. Mr. Tao stated that part of their plan is to promote their business in different markets including Korea and Japan.

C. Other Miscellaneous Matters.

V. OLD BUSINESS:

- A. Governor's letter to IPI dated February 26, 2021, regarding Notice of Non-Compliance of the Initial Gaming Facility Implementation Schedule. Requirements for submission of Compliance and Certification documents.**

The Chairman reiterated that IPI has requested from the Governor an extension on the deadline to complete the construction of the IGF. In the Governor's response to IPI, the extension was granted with certain conditions including the submission of some documents to support their request. The Chairman asked Mr. Tao if he knows who is working on the getting the documents together. Mr. Tao answered that they have a team which involves multiple departments to include operations, construction, and payroll. He noted that they anticipate to have the package ready in a week and offered to provide a copy to the Commission. The Chairman informed Mr. Tao that if IPI does not comply with the conditions by the end of June, they may be in material breach of the Casino License Agreement (CLA).

B. Consideration and Adoption of CCC Order 2021-002 Final Order in Enforcement Actions 2020-001 (consolidated) and 2020-003 (consolidated).

The Chairman stated that the Commission will enter into executive session for about 15 minutes for the purpose of discussion on the proposed Order.

Commissioner Dela Cruz made a motion to enter into executive session, seconded by Commissioner Songao.

Counsel Ernest mentioned that in previous actions, IPI had requested and stipulated that the matters be consolidated. He asked if IPI is going to again insist that two votes be taken, or if the recused member can be present for consideration on both Orders. Attorney Mocanu responded that he had no objections with the Commissioners meeting as a whole for the discussion.

The motion was put to a roll call vote with all members voting yes. Executive session began at 11:00 am.

Chairman DeLeon Guerrero called the regular meeting back to order at 11:21 am.

The Chairman shared that the CCC Executive Director though his Counsel requested to make some changes into the standard of review to replace any reference of preponderance of evidence to clear and convincing evidence in the proposed Commission Order. Based on the previous draft of the Order, the recommendation would affect sections 5, 6,7, 9, 10, 11,12, 13, 17, 18, 19, 20, 21 and 22.

Commissioner Dela Cruz made a motion to replace the term preponderance of evidence to clear and convincing evidence in sections 5, 6,7, 9, 10, 11,12, 13, 17, 18, 19, 20, 21 and 22 of Commission Order No. 2021-002. The motion was seconded by Commissioner Taitano, was put to a vote and unanimously approved.

Commissioner Dela Cruz made a motion to adopt Commission Order No. 2021-002, the Final Order in Enforcement Actions 2020-001 (consolidated) and 2020-003 (consolidated), with the noted amendments. The motion was seconded by Vice Chairman Demapan and was put to a roll call vote with all members voting yes. Commission Order No. 2021-002 was adopted with amendments.

The Chairman provided below a brief summary of the enforcement actions:

- 1. Complaint No. 20-001: Non-payment of Community Benefit Fund**
- 2. Complaint No. 20-002: Non-payment of Annual Casino License Fee due by August 12, 2020**
- 3. Complaint No. 20-003: Violation of Commissioner Order 2020-003 Minimum Working Capital Requirements**
- 4. Complaint No. 20-004: Violation of Commission Order 2020-004 Non-payment of accounts over 89 days**
- 5. Complaint No. 20-005: Non-payment of Casino Regulatory Fee when due**

The Chairman also provided a brief summary of the Consolidated Final Order, which requires IPI to perform certain actions, suspends IPI's gaming license until it meets certain conditions with a minimum duration of six months, requires IPI to pay certain penalties within six months, and makes various declarations regarding IPI's operations. The following details were provided and outlined:

Actions	Task	Timing
-002	Pay Annual License Fee	Immediate
-003	Comply with Order 2020-003 Obtain financial capacity	Before Suspension Lift Before Suspension Lift
-004	Comply with Order 2020-004	Immediate
-005	Pay Casino Regulatory Fee	Immediate

Suspension	Duration
-001	6 months
-002	Until payment of Annual License Fee
-003	Until compliant with Order 2020-003
-004	Until compliant with Order 2020-004
-005	Until Casino Regulatory Fee is fully paid

Penalties	Amount	By
-001	\$100,000	6 months
-002	\$1,500,000	6 months
-003	\$1,500,000	6 months
-004	\$2,000,000	6 months
-005	\$1,500,000	6 months

Total Penalties: \$6,600,000

Declarations	
-002	Failing to pay Annual License Fee is an unsuitable method of operation
-003	Failure to comply with Order 2020-003 is an unsuitable method of operation
-004	Failure to comply with Order 2020-004 is an unsuitable method of operation IPI is not "solvent" as used in the area of financial accounting
-005	Failing to pay Casino Regulatory Fee is an unsuitable method of operation

VI. NEW BUSINESS:

- A. Consideration and Adoption of Commission Order prohibiting the issuance of new or renewal licenses for junket operations pending a review of part 2600 by the Commission, and directing the Executive Director not to process any applications for junket licenses until directed by the Commission.

Commissioner Dela Cruz asked the Acting Director how many junkets are currently licensed. Counsel Ernest responded that there are 8 active licenses, of which 5 will expire September 2021 and 3 will expire next September or October 2022. He noted that the first paragraph of the order needs to be amended to reflect the correct information.

Commissioner Taitano made a motion to adopt Commission Order No. 2021-003 with the amendments noted. The motion was seconded by Commissioner Dela Cruz, was put to a vote and unanimously approved.

- B. Adoption for publication for public comment amendments to modify or delete the Junket Programs in Part 2600 of the Regulations.

The Chairman stated that there is a proposed language for the amendment to the regulations as provided by the Executive Director through the Legal Counsel. He explained that this addresses section 175-10.1-2655 and provides for a Sunset Provision, which would mean that the provisions of this part will no longer be operative by October 1, 2022. He noted that the amendment states that no new license shall be granted and no license previously granted shall be renewed.

Commissioner Dela Cruz made a motion to adopt for publication for public comment a Sunset Provision under section 175-10.1-2655 of the Casino Regulations. The motion was seconded by Commissioner Taitano.

Discussion: The Chairman provided a brief history of how the Commission came about in allowing a junket program. He stressed that the Commission has been involved with this industry since day one. He stated that all the regulatory training attended by the Commissioners and Commission staff recommended against junkets in this jurisdiction and that there was actually no mention of junkets in the initial casino regulations. He explained that after some time, the Commission was approached by IPI who requested that a junket program be entertained. Several months after that, IPI requested that a rolling program be introduced and implemented for rolling rebates and commissions. The Commission, at the time, understood the importance of having a junket program as it played a major role in reducing IPI's direct accounts receivables for its VIP patrons by allowing the junket operators to be guarantors of the gaming credits. However, the Chairman noted that the Commission has been very disappointed in IPI's performance with the program since the departure of former CEO Mark Brown and then Manager of Compliance Chuck McDonald. He stated that since then, no one at IPI has demonstrated any knowledge or interest in the junket program.

The Commission had pleaded with different groups including the CFO and the new Compliance Officer at IPI, to have someone designated to work with the junket operators, but to no avail. The Chairman stated that at one point, he considered an immediate moratorium on junkets because of the apparent neglect of the program. The Chairman disclosed that Governor Torres recently sent a letter to the Commission requesting that a sunset be placed on the junket program as it is threatening the tourism industry. He said there is a fear that the Chinese Government will place the CNMI on the blacklist of countries as an unapproved destination. Mr. Tao stated that IPI will submit its feedback in writing, noting that the junket operations made contributions in promoting and supporting the gaming industry.

The motion to adopt for publication for public comment Section 175-10.1-2655, Sunset Provision, in the Casino Regulations was put to a vote and unanimously approved.

- C. Election of Officers for the Commonwealth Casino Commission: Chairman, Vice Chairman, Secretary, Treasurer, and Public Affairs/Media Relations (Term of Office: May 1, 2021-April 30, 2022).

Commissioner Taitano made a motion to maintain the current set of officers for the Term of Office beginning May 1, 2021 to April 30, 2022. The motion was seconded by Commissioner Dela Cruz, was put to a vote and unanimously approved. The composition of the Board remains as follows:

1. Edward C. DeLeon Guerrero - Chairman
2. Rafael S. Demapan - Vice Chairman
3. Ramon M. Dela Cruz - Secretary
4. Mariano Taitano - Treasurer
5. Diego M. Songao - Public Affairs/Media Relations

The Chairman called for a recess at 11:52 am and announced that the regular meeting will reconvene at 2:00 pm.

The Chairman called the meeting back to order at 2:06 pm on Thursday, April 22, 2021. All Commissioners were present.

D. Other New Business Matters - None.

VII. EXECUTIVE SESSION:

Commissioner Dela Cruz made a motion to enter into Executive Session to consult with Legal Counsel, to hear reports by the CCC's Compliance, Audit and Enforcement Divisions, and to discuss personnel matters. The motion was seconded by Vice Chairman Demapan and was put to a roll call vote with all Commissioners voting yes. Executive session began at 2:08 pm.

- A. Consult with Legal Counsel
- B. Report by the CCC Divisions (Compliance, Audit and Enforcement)
- C. CCC Personnel Matters

Commissioner Taitano made a motion to exit from executive session, seconded by Commissioner Dela Cruz. The motion was put to a vote and unanimously approved. Chairman DeLeon Guerrero called the public meeting back to order at 3:05 pm.

The Chairman summarized that during the Executive Session, the Commission had the opportunity to consult with its Legal Counsel regarding the numerous issues currently affecting IPI. He added that the Commissioners also received reports from the different divisions of the CCC and briefly discussed personnel matters and the issue of furlough.

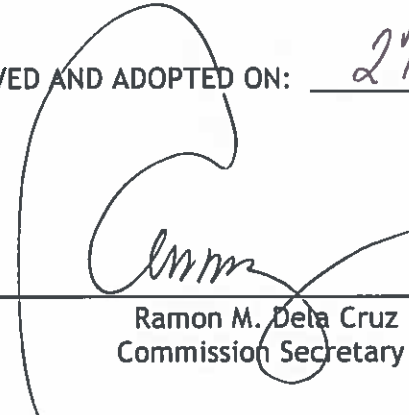
VIII. ADJOURNMENT

Commissioner Dela Cruz made a motion to adjourn the meeting, seconded by Commissioner Taitano. The motion was put to a vote and unanimously approved. Meeting was adjourned at 3:06 pm on Thursday, April 22, 2021.

Prepared by:  Date: 5/21/2021
Elicia San Nicolas, Executive Secretary

And  Date: 5/21/2021
Ruth Ann P. Sakisat, Executive Assistant

APPROVED AND ADOPTED ON: 27th day of May, 2021.

 Date: 5/27/2021
Ramon M. Dela Cruz
Commission Secretary



HR Dashboard

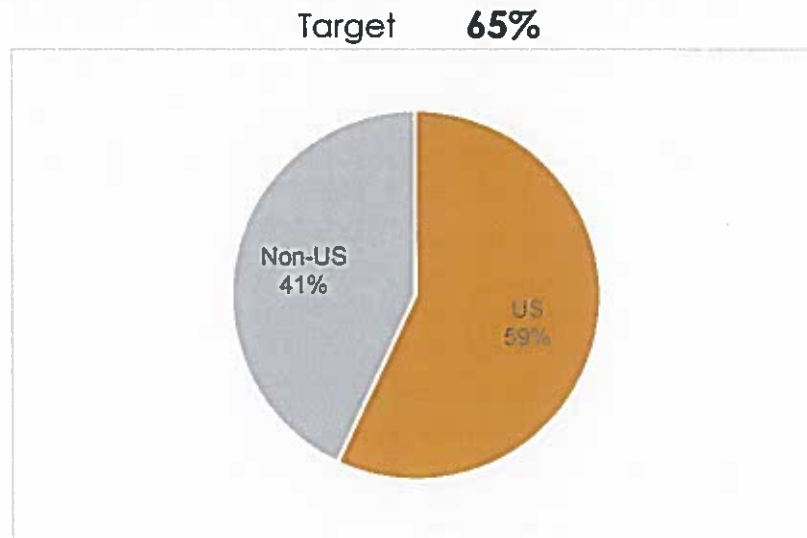
as of 4.20.2021

Snapshot

Headcount

US	US	251	Total 586
	US Permanent Resident	79	
	FAS Resident	14	
Non-US	EAD	23	
	CW	219	

Resident Employment Objective



Employment Status

Operations	553		Construction	33	
	Active	58		Active	11
	Furlough/Leave	495	Furlough/Leave	22	
CW Departure	On-island	152			
	Off-island	49			
	Unknown	18			



HR Dashboard

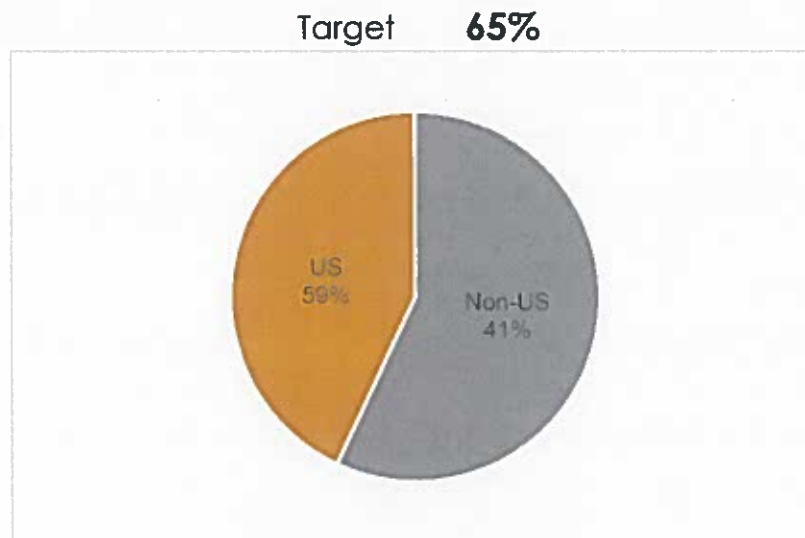
as of 4.6.2021

Snapshot

Headcount

US	US	255	Total 588
	US Permanent Resident	76	
	FAS Resident	14	
Non-US	EAD	23	
	CW	220	
	H-2B	0	

Resident Employment Objective



Employment Status

Operations	552		Construction	36	
	Active	71		Active	9
	Furlough/Leave	481		Furlough/Leave	27