

Minutes of the Special Meeting of the Administration, Personnel and Audit Committee of the Board of Commissioners of the Lake Charles Harbor and Terminal District held at 1:00 P.M., Thursday, November 20, 2025, in the Board Room of the Port of Lake Charles located at 1611 West Sallier Street, Lake Charles, Louisiana.

In attendance were:

- Kevin D. Guidry, Chairman
- Mary Jo Bayles, Committee Member
- John Cradure, Committee Member
- Jonathan Johnson, Committee Member
- Cheyenne Boudreaux, Committee Member
- Julie M. Miller, Committee Member
- Randy Oakley, Committee Member

Absent:

None

Also Present:

- Richert Self, Deputy Executive Director
- Jon Ringo, Executive Counsel

Mr. Guidry called the meeting to order at 1:13 p.m.

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1. Executive Session concerning consideration and appropriate action regarding the Executive Director and Executive Counsel Performance Evaluation process.
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Mr. Guidry asked for a motion to enter into Executive Session. Ms. Miller offered a motion to enter into Executive Session. Ms. Bayles seconded the motion and it carried unanimously. The Committee entered into Executive Session at 1:13 p.m.

The Committee returned from Executive Session at 1:40 p.m.

Mr. Cradure offered a motion to recommend to the full Board at the November 20, 2025 Regular Meeting to adopt Resolution 2025 – 048 to approve an evaluation rating of “Far Exceeds Expectations” for the year 2025 and a salary adjustment. Also effective June 1, 2026, the Executive’s contract term shall be extended to May 31, 2029. All other terms shall remain in full effect.

Regarding the Executive Counsel, the motion also recommends to approve an evaluation rating of "Far Exceeds Expectations" for the year 2025 and a salary adjustment. All other terms of the Executive Counsel's contract shall remain in full effect. Mr. Johnson seconded the motion and it carried unanimously.

Mr. Guidry asked for a motion to adjourn. Ms. Miller offered a motion to adjourn. Ms. Bayles seconded the motion and it carried unanimously. The meeting adjourned at 1:41 p.m.

This minute entry is made to document the presence of a quorum of the Committee. No other minutes are required or necessary.

All discussions held on the above items were recorded on the FTR Gold program, and saved on the District's mail file servicer in the District's office.

Kevin D. Guidry, Chairman

ATTEST:

Randy Oakley, Committee Member

John Cradure, Committee Member

Jonathan Johnson, Committee Member

Julie Miller, Committee Member

Mary Jo Bayles, Committee Member

Cheyenne Boudreaux, Committee Member