

Board Meeting Minutes

Virginia Alcoholic Beverage Control Authority Board Meeting

ABC Headquarters – July 15, 2021 – 9:00am

Call Meeting to Order

Authority Board Chair Maria J.K. Everett called the Board Meeting to order at 9:13 am.

Chair's Remarks

Chair Everett welcomed everyone back in person to the new facility and a return to in-person Board meetings

Attendance

Board Chair Maria Everett
Board Vice-Chair Beth Hungate-Noland
Board Member Mark Rubin
Board Member Greg Holland
Board Member William Euille
Chief Executive Officer, Travis Hill
Deputy Secretary, Chris Curtis
Chief Government Affairs Officer, John Daniel
Chief Communications and Research Officer, Eddie Wirt
Chief Information Officer, Paul Williams
Chief Retail Operations Officer, Mark Dunham
Director of Finance, Doug Robinson
Director of Human Resources, John Singleton
Senior Legal Counsel, LaTonya Hucks-Watkins
Director of Internal Audit, Nannette Williams
Kathleen LaMotte, Administrative Assistant
Kristie Miles, Legal Assistant
James Flaherty, Attorney General's Office Representative

Approval of Minutes

Board Member Rubin moved to approve the minutes from the June 15, 2021 board meeting as presented. Vice-Chair Hungate-Noland seconded the motion and with all in agreement, the minutes were approved through a roll-call vote of 4-0 (Mr. Euille had not yet arrived to the meeting).

New Business

Approve recommendations of Real Estate Committee (REC)

Board Member Holland moved to accept the REC's recommendations for one relocation, Store 328 (Chesapeake). The REC also recommended two expansions, 316 (Dumfries) and 349 (Chesapeake). Board Member Rubin seconded the motion, and the Board adopted the recommendations of the REC on a roll-call vote 4 – 0. (Mr. Euille had not yet arrived to the meeting)

Audit Risk Assessment and Workplan

Nannette Williams referred to the materials previously provided to the Board and reported that:

- Every year the Authority's Internal Audit (IA) department must develop a workplan. This year leadership, management and supervisors completed a survey, copies of which are located in the materials supplied to the Board. Weighted average scores were assigned to the responses based on

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risk. Higher-scoring units may not have specific issues, but may have never been audited. The Finance, Retail, and Logistics divisions had the highest scores.

- An outside assessor completes the Payment Card Industry (PCI) assessment assisted by Authority staff.
- Finance is being audited currently by request. IA will also audit Licensing, Education Grants, and complete a review of the Authority Policy and Procedures to ensure all policies are adequate.
- IA will examine leases to review accuracy in preparation for new GASB standard.
- If there is time, IA will take a look at new processes at systems in the warehouse. IT Audits will include the Finance System (BAR software), Education, Physical Security, MIPS, POS, Sales Audit, HRMS, Warehouse.

Board Member Rubin asked how does the APA select what to audit? Ms. Williams responded that they always look at finance and payroll, large numbers that land on financial statements. The warehouse is not examined due to the bailment structure. The Authority provides their copies of internal audits and share information.

Vice-Chair Hungate-Noland asked about the audit points from APA that the Authority received in the last year. Ms. Williams replied that the Authority is gathering documentation to update the APA.

Board Member Rubin moved to approve the proposed Audit and Workplan, Vice-Chair Hungate-Noland seconded the motion, and the Board approved the Audit and Workplan on a roll-call vote of 4 – 0. (Mr. Euille had not yet arrived to the meeting)

Moved Into Closed Session

At 10:36, Board Chair Everett moved that the Board enter closed session pursuant to 2.2-37.11(A) (8) to receive legal advice from counsel concerning the Board's decision in the above-captioned hearing. Board member Holland seconded and the motion passed 4 – 0 on a roll-call vote. Attending the closed session in full were Maria Everett, Beth Hungate-Noland, Mark Rubin, Greg Holland, Chris Curtis, James Flaherty, Travis Hill, Kristie Miles and John Daniel. Mr. Euille joined the closed session while it was in progress.

Decision of May 12, 2021 Hearing

FS BEVERAGES, LLC FS BEVERAGES, LLC
21 BRENTWOOD CT
BASKING RIDGE, NJ 07920
Product Approval

ONE Virginia Plan

Mr. Hill provided background information on the Authority's Diversity Plan, reviewed purpose of ABC Diversity plan and the goals of the ONE Virginia task force and introduced Yolanda Avent.

Dr. Avent presented a slide deck, attached to these minutes as Appendix A.

Ms Avent reported that:

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- HB 1993 plans to position Virginia as a national leader in building a statewide strategy to advance diversity, equity, and inclusion (DEI) in our service, systems and operations.
- Stakeholders shared concerns about inconsistent policies and procedures in recruiting, hiring and promotion and removing barriers to having a diverse applicant pool.
- Some in listening sessions discussed if DEI was truly a problem, and Dr. Avent reviewed work on recognizing bias and microaggressions.
- The plan will be updated annually, and there is a quarterly check-in with the Governor's Office of DEI.
- The Authority should hire an HR Specialist who works specifically with recruiting underrepresented populations

Mr. Rubin asked if there has been any resistance to these efforts, and how the Authority is addressing that. Dr. Avent acknowledged that some people do question the need for DEI and don't feel there is a problem and feel that talking about these issues makes it a problem. The committee spent some work developing a common language and themes. Working as an extension of the Authority's mission, vision and values provides a skill set where inclusiveness is transparent and sustainable.

Mr. Rubin inquired about the proposal of including DEI in performance evaluations and what is being measured. Dr. Avent answered that possibilities are measuring competency areas such as did an employee attend their required training, or a check for understanding. The metrics and competencies are still being developed.

Mr. Hill advised that the Authority received an extension from Governor's office and the plan is due on August 1. Mr. Hill addressed Mr. Rubin's inquiry about pushback by advising that he shares with those who raise concerns that the goals are not to make any groups feel "less than" and inclusion is not tearing anyone down. Mr. Rubin advised the Authority must be conscious about listening to those concerns, acknowledge them and talk through them, a lot of people are having hard time with changes in society happening fast, change is more sustainable if happens slowly, if the Authority is not careful they may create a large barrier, and agreed talking about DEI as a skill set is a positive way to go.

The Board thanked Dr. Avent for her work. Dr. Avent commented that the Authority has an opportunity to create some best practices in the industry for supplier diversity and engaging employees and that she believes the foundation and leadership and vision is there for the Authority to be a leader in the industry.

Vice-Chair Hungate-Noland moved to approve the approach and direction of ABC's One Virginia plan, Board Member Rubin seconded the motion, and the motion carried on a unanimous roll-call vote of 5 – 0.

CIO Report:

Paul Williams referred the Board to his materials previously provided and reported that:

- IT's major projects are all executed as planned, but the staff are now doing clean-up and fixing gaps and issues.
- Five of six regional offices are migrated to the new phone system. The Authority's Board members may have an Authority phone available on their computer if they choose.
- The Authority will meet the planned date to remove from VITA services.
- IT has experienced a wave of resignations, and there is some concern that more may come after Labor Day. Recruitment continues for open positions.

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Board Chair Everett discussed that new devices create a lot of records, which must be maintained for discovery and FOIA. Mr. Williams discussed the cloud back-ups and storage.

GAO Report:

John Daniel reported that:

- The key legislative issue for the Authority at this time is the study regarding cocktails to go. So far there have been three stakeholder meetings, and the fourth is scheduled for next week. Mr. Daniel encouraged the Board to attend next meeting to hear presentations from vendor partners about the direction they believe the industry is heading in the future.
- The Authority's Legal Liaison office is hitting a good stride on working with Office of the Attorney General (OAG).
- The Opinion from the Norfolk Circuit Court on Skill Games case was included in the binder provided to the Board prior to the meeting.
- Another case regarding the Skill Games bill is still deciding on venue – a demur was filed by the OAG including the Norfolk Circuit Court's decision.

CAO Report:

John Singleton reported on behalf of Jerome Fowlkes:

- The Finance department is on track to close out the fiscal year. The APA Audit is progressing well with no issues to date. The Year-end Profit and Loss reports will be distributed to the Board prior to the August Board meeting.
- The Procurement Department received two resignations: a manager and officer. Human Resources is working to fill vacancies and looking to re-structure the department.

Vice-Chair Hungate-Noland asked about exit interviews, Mr. Singleton advised that currently a link to a survey is emailed, and the survey has a low rate of return. His team is working on revising exit interviews to be in-person or telephonic. The Authority is examining exit survey data and completing a deeper dive into why people are leaving the organization.

- The selection for the new Enterprise tracking vendor selection is wrapping up and going well
- HR continues to work on the compensation study with Mercer. The Board will receive a closed-session briefing this afternoon on the study. HR will bring in some temporary staff to assist with this project so Authority employees may continue their day-to-day obligations.
- Recruitment continues for the Assistant Director of HR role. Many great candidates applied for this position.

CCRO Report:

Eddie Wirt reported that:

- A new Internal newsletter, The Shaker (attached to these minutes as Appendix B) was shared with the Board. This newsletter will contain information regarding Public Safety, Public Health, Economy, Industry, and Legislative updates. This will be distributed monthly to keep employees abreast of industry trends.
- The Virtual YADAPP conference kick-off happens next week, the Board was sent an email from Abby Pendleton.

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- Eight nominations will be sent to Stateways Magazine for potential awards.
- The Board will review and approve annual reports for both Virginia Office for Substance Abuse Prevention (VOSAP), Virginia Institutions of Higher Education Substance Use Advisory Committee (VHESUAC) well in advance of early December deadlines
- The Authority's Annual Report should be completed within the next 45 days, then will await auditing of the Authority's financial statements. Those will then be inserted and given to Board for review.
- FOIA requests and press releases in the past month were provided to the Board in their advance packet. There was nothing out of the ordinary.
- The Authority KPI report shows the employee turnover rate is trending negatively. As John Singleton discussed, more research will be done regarding the employee turnover rate. Online transaction numbers are hovering between pre-pandemic and middle of the pandemic levels. On demand-delivery launched this week with five pilot stores.

CROO Report:

Mark Dunham reported that:

- Through May 13th, year-over-year retail sales increase is up roughly 2% compared to last year or ½ % above plan.
- Warehouse out of stock (OOS) continue to be an issue. Last board meeting the Authority was at 227 OOS and are currently at 232. Suppliers continue to struggle with product availability due to glass, driver and manufacturing capacity issues.
- Last week the Authority had over 300 stores below 97% in stock, this is a new peak and directly related to supplier supply chain issues.
- Daily call outs since the last board meeting have improved from 64 down to 24 as of July 11th. Effective July 1, the Authority implemented a new attendance point system in retail which is aiding in these numbers. Partial store closing in July is averaging less than two a day. In the past 30-days the Authority had only one full day closing.
- On Demand delivery with Door Dash (Same Day Delivery) launched a five-store pilot in Richmond on Monday, July 12. The Authority will monitor the pilot over the upcoming weeks and once comfortable expand to 10-stores in Richmond.
- The Authority continues work with vendors on testing outbound processes in the new Warehouse. We have run into communication issues between our warehouse management system provider, Manhattan, and the material handling system provider causing delays in testing. The timeline is extremely tight to meet our August go live deadline.
- Freight Way Warehouse inventory levels have roughly \$21.2 million of the \$44 million target to begin outbound shipping.
- Interviews continue for the Director of Supply Chain.

Resolution for Chris Curtis

Travis Hill read a resolution honoring Chris Curtis upon his retirement as the Deputy Secretary to the Board, attached to these minutes as Exhibit C.

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Board Member Rubin moved to approve the resolution and recognize Mr. Curtis, Board Member Euille seconded, and the motion passed on a unanimous roll-call vote of 5 – 0.

Certification for Closed Sessions

Upon the Board's return from Closed session at 3:50 am, Vice-Chair Hungate-Noland moved to certify that to the best of her knowledge nothing was discussed in the closed sessions but legal advice pursuant to 2.2-37.11(A)(8), and only public business matters lawfully exempted from open meeting requirements was discussed. Board Member Rubin seconded; the motion passed on a roll-call vote of 4-0. (Mr. Euille was not present for this vote.)

Board Vice-Chair moved to substantiate the Hearing office decision to uphold the decision of the Hearing officer in the matter of FS Beverages LLC, except for restriction 10, which is modified to require 1 DCJS certified security person from 6 to 10 on Thursday, Friday Saturday and Sunday; Board Member Holland seconded. With all in agreement, the motion passed in a roll-call vote of 3-1. (Mr. Euille was not present for this vote.)

CEO Update (Travis Hill)

Mr. Hill reported that:

- Chief Kirby is at the National Liquor Law Enforcement Association (NLLEA) conference, where he serves as Secretary/Treasurer.
- The Authority's Bureau of Law Enforcement (BLE) hopes to reinstitute Underage Buyer (UAB) operations within the next 30 – 60 days, these had been on hold due to the pandemic.
- Rodney Perkins will be the new ASAC in Northern Virginia, he will transfer from Chesapeake.
- The BLE is seeing an increase in the number of acts of violence throughout the state, nothing has risen to the summary suspension level, however it is keeping a lot of resources busy. A lot of reasonable measures letters are being generated.
- One lease was signed this last month, an expansion of the Lightfoot/Williamsburg store 048.
- The Authority has begun action on the salary increases, and it is appreciated by the employees, both retail and central office. It is hoped that these measures will increase employee engagement and decrease turnover.
- Same day shipping pilot has begun, there is a go/no-go decision to be made to expand the program in a week to review results prior to expanding the program statewide
- Mr. Hill met yesterday with the Richmond Times Dispatch editorial board, it was a productive meeting, there was a tour of the warehouse along with a discussion in the Board room afterwards.
- The builder continues to work to receive a final Certificate of Occupancy for the Warehouse. The temporary measures, including the 24-hour fire watch, are in place.
- The Authority is holding meetings on potential return to office parameters, leadership met Tuesday, the C-Suite will meet next week. Employees expressed a strong preference for work from home, the Authority is working on balancing business needs with employee desires.
- A new position will be posted next week for the Chief Transformation Officer.
- The Security Assessment is going through the PAC process.
- Family Day was a great success, looking at doing more of those types of events.

Old Business

None

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Comments from Board

Chair reminded of Upcoming Dates:

August 20 – Board Meeting

Ms. LaMotte will circulate a poll to select fall meeting dates.

Public Comments

None

Meeting Adjournment

At 4:03 pm, with no further business, Chair Maria Everett adjourned the meeting.



ABC Authority

2021-2025 Diversity, Equity and
Inclusion Strategic Plan





Dr. Yolanda Avent
Founder

Avent Diversity Consulting, LLC.

Pronouns: She, Her, Hers Prefer my name

Hello!

Favorite Quote:

“We must take sides. Neutrality helps the oppressor, never the victim. Silence encourages the tormentor, never the tormented” – Elie Wiesel

ONE Virginia Plan

[House Bill 1993](#) and the *ONE Virginia* Plan position the state as a national leader in building a statewide strategy to advance DE&I in our services, systems, and operations.

The intent behind the *ONE Virginia* Plan is to use the Inclusive Excellence framework to create collective impact, sustainable change, innovation, and productivity across state government and other sectors of the Commonwealth.

ABC Process

- Internal C-Suite Meetings
- Avent Diversity Consulting LLC partnership
- Needs Assessment
- Listening Sessions
- Departmental Trainings
- C-Suite and Leadership Team DEI Workshops
- Executive Coaching
- Employee Relations Consultations
- DEI Town Hall
- ONE Virginia Plan Task Force
 - Meetings and Retreats
 - Subcommittees
 - Final Recommendations
 - C-Suite Review
 - Board Review for Approval

Goal Areas

GOAL 1: **Access and Success:** Recruit and retain a diverse workforce.

GOAL 2: **Climate and Intergroup Relations:** Create and sustain an agency culture that affirms and respects diversity and employs inclusive practices throughout daily operations.

GOAL 3: **Training and Education:** Engage in learning the concepts of DE&I, and the importance of these concepts in completing the agency mission.

GOAL 4: **Infrastructure and Accountability:** Create and sustain an agency or departmental infrastructure that effectively supports progress and accountability in achieving diversity goals.

GOAL 5 :**Community Engagement:** Focus community engagement activities on those that provide measurable, direct, equitable, and sustained benefit to all of Virginia's diverse communities.

ONE Virginia Plan Framework

Goal

Objective

Strategies

Fiscal Impact/Resources

Anticipated Results

Impact

Timeframe

Metrics

Progress Notes

Task Force Talking Points

- Inconsistent Policies and Procedures
 - Recruitment
 - Hiring
 - Promotion
- Is DEI really a problem framework?
- Transparency in Decision Making Process
- Microaggressions/Bias
 - Race
 - Gender
 - Ability level
 - Age
 - Job level
- More widespread DEI Education
- Lack of Accountability for Problematic Behaviors

Points of Consideration

1. Funding
2. Prioritization of Goals
3. Suggestion: Make this the 2021-2025 DEI Plan. Refresh and reshape as needed along the way
4. ONE Virginia Plan due annually
5. Quarterly Check up due Governors ODEI Office
6. Human Resources can not be responsible for everything, may require additional resources for this department in the future to support the capacity of the plan

Goal 1: Access and Success Highlights

Recruit and Retain a diverse workforce

1. Salary Review
2. Recruitment and Hiring
3. HR positions
4. Community Partnerships
5. Inclusive Communication
6. Professional Development
7. Retention Programs

Goal 2: Climate and Intergroup Relations

Highlights

Create and sustain an agency culture that affirms and respects diversity and employee inclusive practices throughout daily operations.

1. Climate Survey
2. DEI Internal Campaign
3. DEI/Inclusive Excellence Council
4. Affinity Groups
5. DEI be included in performance evaluation process
6. DEI communication plan

Goal 3: Training and Education Highlights

Engage in learning the concepts of DE & I, and the importance of these concepts in the completing the agency mission.

1. Increased DEI Training opportunities for all employees
2. Specialized training for Managers and Supervisors
3. Specialized training for New Hires
4. Specialized training for all that participate in the recruitment and hiring process.
5. DEI Resources

Goal 4: Infrastructure and Accountability

Highlights

Create and sustain an agency or departmental infrastructure that effectively supports progress and accountability in achieving diversity goals

1. Compliance
2. ONE Virginia Plan Accountability
3. Education and Prevention Partnerships
4. Diversity in grant recipients
5. DEI Education for Grant recipients

Goal 5: Community Engagement Highlights

Focus community engagement activities on those that provide measurable, direct, equitable, and sustained benefit to all of Virginia' diverse communities.

1. Community Feedback
2. Language Access
3. Community Outreach
4. Supplier Diversity
5. Community Partnerships. Ex HBCUs, LGBTQ+ orgs, Veteran orgs, etc.

Questions?



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July 2021

The latest data, trends and best practices in all aspects of the alcohol industry compiled each month to ensure Authority-wide awareness

PUBLIC SAFETY

Public drinking may be allowed every weekend in Manassas

A request to allow public drinking every weekend in Old Town Manassas will go before the Manassas city council this week. If approved, the city's request will then go to the Virginia ABC.

Source: WTOP News

Michigan Liquor Control Commission offers safety tips for drinking during summer activities

Because many summer activities can become dangerous when alcohol is involved, the Michigan Liquor Control Commission urges citizens to remain safe while participating in summer gatherings and activities where alcohol may be consumed.

Source: Fox17 West Michigan

PUBLIC HEALTH

Alcohol beverage companies made an estimated \$17.5 billion on underage drinking in 2016, study says

An estimated \$17.5 billion of beer and liquor sales in the U.S. in 2016 was consumed by minors, accounting for about 45 percent of underage youth consumption. Researchers call on a need for tougher alcohol policies.

Source: CNN Health

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Researchers estimate that 54 percent of pregnancies that result in a live birth are exposed to at least one alcoholic drink during the nine-month gestation period, 12 percent are ever exposed to five or more drinks in a week and three percent are ever exposed to nine or more drinks in a week.

Source: Yale

Using Alcohol and Marijuana Together Exacerbates Negative Consequences in Young Adults | National Institute on Drug Abuse (NIDA)

Studies found that young adults drank more alcohol on days when they also used marijuana than on days when they only drank alcohol, and young adults reported more harms on days when they used both substances than on days when they only used one or the other.

Source: national Institute on Drug Abuse

ECONOMY

What are the Economic Consequences of Substance Abuse?

Industry costs for substance abuse are estimated at over \$100 billion annually, with much of the costs coming directly from reduced productivity in the workplace and lost employment.

Source: Boss Magazine

Was the Restaurant Revitalization Fund a Success?

The Restaurant Revitalization Fund was adopted by Congress in April 2021 to provide financial relief for eligible restaurants and related food and beverage service businesses. Applicants within the priority group received approximately \$18 billion in grants, with an average grant size of \$283,000.

Source: JD Supra, LLC

National Brands Dominate the IWSR Top-100 Spirits Brand Rankings

Baijiu, Soju and Shochu dominate the 2020 Top 100, but vodka brand Nemiroff is now the fastest-growing international spirits brand.

Source: Global Drinks Intel.

INDUSTRY

The world's top-selling ready-to-drink brands

Ready-to-drink sales skyrocketed 15.8 percent in 2020, with White Claw Hard Seltzer leading the charge, achieving a jaw-dropping 139.7 percent increase.

Source: The Spirits Business

Bacardi unveils new canned cocktails

Bacardi has expanded its offering of ready-to-drink canned cocktails by introducing three new flavors: Sunset Punch, Mojito and Rum Punch.

Source: The Spirits Business

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has been staggering, with sales volume in the U.S. growing 289 percent in compound annual growth rate between 2016 and 2020 and 78.9 percent last year alone.

Source: Penta

LEGISLATIVE

To-go cocktails will stick around in at least 20 states after the pandemic

Lawmakers in 14 states and the District of Columbia have approved measures allowing restaurants to sell cocktails to go permanently, with the biggest opposition to the new legislation coming from trade groups representing liquor stores.

Source: CNBC

New York Alcohol To Go Extension Stalled As Legislation Session Winds Down

The NY Senate and Assembly have separate bills that would extend the alcohol to go rule permanently or with a one year sunset provision, but the neither side could reach an agreement on one measure before session ended

Source: WSHU Public Radio

Forward to a Virginia ABC colleague

To submit articles for this newsletter, email education@VirginiaABC.com by the 5th of each month.



Virginia Alcoholic Beverage
Control Authority

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**Virginia Alcoholic Beverage Control Authority (ABC) Board of Directors Resolution
In Recognition and Profound Appreciation of Distinguished Service
by S. Christopher Curtis**

Duly Passed on July 15, 2021

WHEREAS, S. Christopher “Chris” Curtis is commended and celebrated for his service to Virginia ABC through a variety of roles during his career; and

WHEREAS, his career with Virginia ABC has spanned more than four decades, starting in 1976 when he was a store clerk while he pursued an undergraduate degree in political science at Virginia Tech; and

WHEREAS, Curtis served nearly 30 years with ABC’s Bureau of Law Enforcement, including serving as director until his retirement from law enforcement in 2005; and

WHEREAS, Curtis was the regional program director at the Pacific Institute for Research and Evaluation’s National Center for Alcohol Law Enforcement until 2012; and

WHEREAS, Curtis returned to Virginia ABC in 2012 to serve as Virginia ABC’s Deputy Secretary to the Board; and

WHEREAS, Curtis was a charter member of the National Liquor Law Enforcement Association and served as the organization’s president from 1996 to 1997; and

WHEREAS, the Center for Alcohol Policy recognized Curtis in 2018 with the Leadership in Alcohol Regulation Award for his experience in the fair and proper regulation of the alcohol industry, the promotion of public health and safety, and the support of a competitive business marketplace; and

WHEREAS, Curtis has extensive knowledge and experience in alcohol policy, regulation and enforcement and colleagues from across the country have often reached out to him for advice; and

WHEREAS, he has been a forward-thinker by scanning the horizon for potential issues and establishing parameters that were consistent, fair and enforceable and protected communities from alcohol-related harm; and

WHEREAS, while at Virginia ABC, he has been the person to go to with difficult questions that needed a fair and reasoned response, particularly when the answer involved a specific citation to the Code of Virginia; and

WHEREAS, Curtis used his experience and incredible personal acumen to benefit every aspect of Virginia ABC operations – serving on the product management, regulatory review and real estate committees as well as being a member of the C-suite; and

WHEREAS, Curtis has mentored many successful individuals and commanded the respect of others through his experience, expertise and demonstrated servant leadership; and

WHEREAS, he was called “Pappy” on occasion, not because of his distinguished appearance, but because he was a rare commodity in Virginia, like Pappy Van Winkle’s bourbon whiskey; and

WHEREAS, Curtis represents the best of Virginia ABC, serving in a key role during its transition to an authority, building on its past to create a better organization for the future; and

WHEREAS, Curtis has been a true asset to the entities that have benefitted from his loyal service and advisement and, for that reason, will always be “rounded to the 9s;” and

WHEREAS, with this retirement, people expect to finally learn what is really in that coffee cup Chris fills five times a day, yet those same people will be left wondering if this is his final retirement; now, therefore, be it

RESOLVED, that the Virginia ABC Board of Directors honors Chris Curtis’s contributions and accomplishments during his tenure with ABC, thanks him for his service, and wishes him well in his future endeavors.