

**VLCT EMPLOYMENT RESOURCE AND BENEFITS TRUST, INC.
BOARD OF DIRECTORS MEETING (with PACIF Board)
FRIDAY, DECEMBER 5, 2025
VLCT OFFICES, MONTPELIER, VERMONT and via ZOOM
10:00 a.m. to 1:30 p.m. – lunch at noon**

ZOOM Link: <https://us06web.zoom.us/j/85104528245>

AGENDA

1. PACIF Board Meeting
2. Call to Order
3. Approval of the Agenda
4. Consent Agenda
 - a. Approval of October 7, 2025 Minutes
5. Staff and Financial Reports
 - a. Organization Update [Phil]
 - b. 3rd Quarter Financials [Seth]
 - c. 3rd Quarter Claims & UI Renewal Review [Kelley]
6. VLCT Administrative Support Service Agreement and 2026 Addendum [Seth]
7. 2026 Proposed Budget [Phil]
8. Board Governance [Charles]
 - a. Conflict of Interest Policy & Forms
 - b. Election of Officers
 - c. Committee Appointments
9. Executive Session (not anticipated)
10. Other Business
11. Adjournment