



**LUBBOCK
ECONOMIC
DEVELOPMENT
ALLIANCE™**

**NOTICE OF
LUBBOCK ECONOMIC DEVELOPMENT ALLIANCE, INC. ("LEDA")
BOARD OF DIRECTORS ANNUAL AND REGULAR BOARD MEETING**

WEDNESDAY, OCTOBER 22, 2025

LEDA Board Room, McDougal Companies Building, 1500 Broadway, Suite 501, Lubbock, Texas

LEDA Board meetings are available to all persons regardless of disability. If you require special assistance, please contact the LEDA office at 749-4500 or write 1500 Broadway, Suite 600, Lubbock, Texas 79401, at least 48 hours in advance of the meeting.

Note: On occasion the LEDA Board may consider agenda items out of order.

8:30 a.m. - LEDA Board convenes in Open Session and may immediately recess into Executive Session.

1. Annual Meeting

- a. Minutes
 - i. Consider approval of the minutes of the Annual Meeting on October 23, 2024.
- b. Board and Officer Appointments
 - i. Consider approval of the appointment of Chairman, Vice Chairman, and Officers for Lubbock Economic Development Alliance.
 - ii. Discuss and execute annual forms required for Board Members.

2. Regular Meeting – Executive Session

- a. The Board will hold an executive session in accordance with Texas Government Code Section 551.087 to (1) discuss or deliberate in regard to commercial or financial information that LEDA has received from business prospects seeking to locate, stay or expand, in the Lubbock area, or (2) to deliberate the offer of a financial or other incentive to business prospects described in (1) above. This will include the project and goals update and monthly activity reports from Director of Business Retention and Innovation Carolyn Rowley and Director of Business Recruitment Chris Rankin and reports related to financial, budget, audit, matters related to property and workforce training projects. Others may also participate in this report including, but not limited to, John Osborne, Jana Johnston, M'Lyn Hefner, Christine Allen, Erin Grigson, Sydney Coleman, Natalia Moore, Jorge Quirino, Morgan Finney, Ubong Okpon, Mayor Mark McBrayer, City Manager Mr. Jarrett Atkinson, members of City Council, and Brianna



Brown, Director of Business Development with the City of Lubbock.

- b. The Board will continue in executive session in accordance with Texas Government Code Section 551.072 to deliberate the purchase, exchange, lease or value of real property.
- c. The Board will continue in executive session in accordance with Texas Government Code Section 551.071 (1) and 551.07 (2) to discuss legal matters.
- d. The Board will continue in executive session in accordance with Texas Government Code Section 551.074 to deliberate the appointment, employment, goals, compensation, evaluation, reassignment of duties, discipline or dismissal of employee(s) or to hear a complaint or charge against an employee(s).

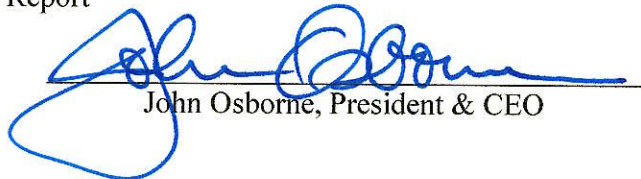
3. Regular Meeting – Open Session

- a. Minutes
 - i. Consider the approval of the minutes from the September 24, 2025 LEDA Regular Meeting of the Board of Directors.
- b. Financial Report
 - i. Consider approval of the LEDA September 2025 financial report.
- c. Appointment of Trustee of the LEDA 401(k) Plan
 - i. Consider a resolution removing Katy Christy as Trustee of the Lubbock Economic Development Alliance 401(k) Plan and appointing M'Lyn Hefner as Trustee.
- d. Purchase of Williamson Property
 - i. Consider a resolution ratifying the Purchase and Sale Agreement for 320 acres known as the Williamson Property.
- e. CEO Contract of Employment
 - i. Consideration of addendum to the 2021 employment contract of the CEO.
 - ii. Consideration of the 2025 employment contract of the CEO.
- f. Workforce Development
 - i. Presentation of project update and monthly activity reports.
 - ii. Consider a resolution to approve \$150,000 in economic development sales tax funding for a matching workforce grant that will be used to purchase high demand career and technical training equipment for South Plains area school districts.
 - iii. Consider a resolution to approve \$150,000 in economic development sales tax funding for a matching workforce grant that will be used to purchase high demand career and technical training equipment for South Plains College.
- g. Marketing and Communications
 - i. Presentation of project update and monthly activity reports.



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- ii. Consider a resolution approving a marketing contract with Madden Media for FY 2025-2026.
- h. Economic Development Projects
 - i. Consider action, if needed, including the adoption of resolutions to offer financial or other incentives to business prospects or other matters considered in Executive Session and ratification of Performance Agreements that have been approved by the Board.
- i. Architectural Review Committee
 - i. Update on recent meetings of the ARC.
- j. CEO Report
 - i. Employment Data – September 2025
- k. Chairman's Report



John Osborne, President & CEO

CERTIFICATE OF POSTING

This is to certify that a true and correct copy of the foregoing Agenda has been posted this 16th of October, 2025, at 4:30 o'clock pm on the City of Lubbock official Bulletin Board at 1314 Avenue K, as written notice of the date, place, and subjects of the Lubbock Economic Development Alliance.