

**Executive Board Meeting**  
December 12, 2025 at 12:00 PM  
Hilton Garden Inn, Watertown

**In Attendance:** Cheryl Mayforth, Anne Garno, Rob Aiken, Rod Castillo, Jody Petit, and Matt Cooper.

Cheryl reviewed the agenda and introduced the guest speakers, Ryan Piche and Ben Cruz. She noted that there is one resolution for consideration, which is the approval of membership in the Greater Watertown Chamber. Cheryl also provided an update on the building, reporting that the roofing project has begun and that the elevator is currently out of service.

A general discussion followed.

- Ongoing challenges among engineering and construction firms in finding qualified applicants, particularly those with engineering degrees.
- Restaurant businesses are struggling with recruiting kitchen staff.
- Use of personality assessments post-hire to improve communication and employee relationships.
- Announcement of an Agriculture Conference scheduled for March in Watertown.
- Continued progress toward establishing the dairy plant on Old Rome Road outside Watertown.

Rod shared some of the work he has been doing on artificial intelligence (AI). He noted that many companies are not yet ready to adopt AI due to startup costs and a lack of staff with the knowledge needed to utilize it effectively. He also shared informational material on AI and how the workforce can be better prepared to work with evolving technologies. Please see the attached.

The meeting concluded with a note that Matt will be unable to attend the Board Meeting, and Rod will serve as Chair in his absence.

The full board meeting will be held at Hilton Garden Inn on December 18, 2025.

The meeting was adjourned.