

Darren Haar and Lisa Modrick

Recording and Memo Statements matched to December 10 meeting between Haar and Modrick

*Lisa's original notes evening of December 10, 2019 in Italics by Reconstructive Memory*

(Note: Recording is close to exact quotes with times and minutes)

(concerns of threatening statements in red) Lisa not aware of RECORDING

1:50 - DARREN: Greeting, (entering Chamber)

2:00 - DARREN: Big concerns at the Airport. Frustrated and talked to Patrick and Joel.

4:24 - DARREN: Starts talking about reason he wanted to meet

LISA: I don't know (what this is about)

5:05 - DARREN: Adults acting badly - I feel like we're there

6:13 - DARREN: It frustrates me - We have to get back to where we act like adults

6:40 - **DARREN: I'm not going to put up with it...**

*He then went on a permanent rant about how people need to act like adults. He won't tolerate child like behaviors.*

7:05 - DARREN: (Westjet) told Patrick he closed airport too soon (in previous storm)

*He told me that the Airport has to stay open for emergencies. That Westjet could have closed. Darren then added that Patrick may have kept the Airport open longer than it should have been. Then added that on another occasion, Westjet told Patrick that he closed the Airport too early. The decision is Patrick's.*

7:35 - DARREN: Don't send an email to 70 people...

8:00 - DARREN: We're serving 80,000, 100,000, 250,000 people

8:45 - LISA: Communication had already happened, Actually just did a Reply All (email)

*He wanted to reprimand me for sending an email to 70 people about airport conditions.*

*I said that I just pulled up an email and did a reply all in one of their group messages. That the message needed to be sent. There were dangerous conditions at the Airport and it needed a decision to close due to employees, public and runway safety.*

9:05 - DARREN: I don't often get frustrated - Don't come at the Board

9:40 - LISA: You've got a serious problem that needs to be addressed

10:25 - **DARREN: I've looked at all the records, I looked at what you've done**

**He stated that he looked into me**

10:30 - DARREN: I do dig and I don't see that, and I can do more digging

10:40 - **DARREN: I don't give a shit. I'm willing to die on this Hill...**

10:54 - DARREN: Is Patrick's bedside manner the best? Absolutely not.

11:05 - DARREN: (something more about the 100,000 or 250,000 people)

*He said that Patrick has built up the numbers. That he and a consultant are why the Airport has more flights. He referenced the number 250,000 many times. Not sure if he was talking about passenger loads.*

*I said that the Consulting company is Mead and Hunt. That while I was on the Board, we brought on this level of consulting and that it has been years in the making. It takes years and many partners to grow an Airport.*

*He continued with no one has come to him with any problems at the airport and that it is very successful with Patrick and Joel.*

11:47 - DARREN: (Talking over Lisa, again) I've looked into the records

*He started to talk "above me" and continued to say that it just didn't look like I had a reason for being there.*

11:55 - DARREN: From the day I came on the board, staff has been harassed. Children acting like children

12:10 - DARREN: References rumor he and Patrick are friends. Adults acting like children.. I'm done!

**12:15 - DARREN: It makes me embarrassingly mad**

**12:20 - DARREN: I had this conversation with them. I'm done! I'm not going to do it!**

12:35 - DARREN: When people are volunteers or employees/ volunteers or City Council, it gets confusing...stuff that comes from Lisa Modrick Council or Lisa Modrick Westjet that gets a little confusing

12:46 - LISA: References John Roberts who works in real estate and development and Council

12:58 - LISA: We all have jobs...

12:59 - DARREN: It gets a little confusing

*Darren's conversation started out by his statement that he is confused why I am working for Westjet and also on City Council?*

*I said that most Council members have jobs and are City Council Members.*

*He said, again, that it looks very confusing. I used an example that John Roberts is in Real Estate and Development Industry, and is a City Council member.*

*I said that this is the business and industry that I worked in for over 2 decades. I was President of my Company that had over 6 million dollars in sales annually. This was my business and I built my company on travel which included the Airport, travel experience, customer service, relationships and a very large customer base. I also had years of service on the Airport Board, and voted in as a 2 Term President. I said that this gives me a level of respect, experience and knowledge that I bring to my Employer and to the Airport*

13:30 - DARREN: People are recording Patrick while he's talking at the Board Meetings. It just looks bad.

13:45 - LISA: That's something to talk to the owners about

*He stated Westjet is not behaving like adults.*

*He wanted them to stop recording meetings and that it was behaving badly and not like adults. That the meetings are already recorded and they can get access to the recorded meetings.*

*I said he would need to talk to the owners about this.*

14:25 - DARREN: I heard thru the grapevine you told people we treat Westjet different, and we do

14:30 - LISA: I never said that

14:33 - DARREN: Ok, you never said that, fine

14:47 - LISA: Who treats Westjet differently?

14:50 - DARREN: The staff does

15:20 - LISA: I recommend you come to a Tenants meeting..

***I asked him if he has attended a GA or Tenant's Meeting. He said he is busy and that other Board Members are assigned.***

***I recommended that he, as the President of the Board, attend the Tenant Meeting that is following the Board Meeting on December 17. And to also attend a GA Meeting.***

15:37 - DARREN: People don't like change

***He commented that the only problem is people don't like change.***

16:15 - LISA Connect all the dots, look at all the dots that are connected

16:39 - LISA: But we have to listen to all players. You've got Mutiny on the Bounty right now

17:05 - DARREN: People don't like change

***He commented that the only problem is people don't like change.***

18:30 - DARREN: Looks like personal attacks and again, adults acting like adults...

18:47 - **DARREN: One thing I will not tolerate is adults not acting like adults**

18:54 - **DARREN: That is the only thing I will dictate that you will do!**

19:05 - DARREN: Airport is for all 250,000 people

20:10 - DARREN: I could go out there and spend hours on that field but I don't have the time

20:55 - **DARREN: This is not a threat, but I've talked to a handful of lawyers, there's things I want to change...**

21:55 - DARREN: You never threaten to sue...

22:35 - DARREN: Maybe we have a group of people who are Uber (very) afraid

24:00 - DARREN: I was embarrassed to be from here. Having grown up here, I'm trying to improve - Grew up really poor in Custer (reference to only opportunity to be Manager of Pizza Hut)

***He said he grew up in Custer poor. That he was always embarrassed for Rapid City. That he left here with the embarrassment for our City.***

***And he came back, and wants to get past his embarrassment by working for one thing only, and that is to make Rapid City better. That nothing else matters.***

**25:35 - DARREN: If we can't get to the point where we make something happen - You know what I'm going to do? I'm going to trigger something, there will be a lot of very embarrassed people**

25:50 - LISA: Embarrassing is not the solution

**25:56 - DARREN: And I'm not going to play games. So, if it means tipping the apple cart over, so adults can come in and reset it, and even if it means I walk away, I'm telling you, I have done a lot of digging, of what's supposed to be going on**

***He then went on a permanent rant about how people need to act like adults. He won't tolerate child like behaviors.***

26:20 - DARREN: Basically I'm going to trigger those...if I stick with the Board long enough to make sure appropriate action is taken, and just be done.

**28:10 - DARREN: I'm not fucking around anymore!**

**He made a comment with the word Fuck in it. I lost my focus for a moment as I wasn't expecting it.**

32:35 - DARREN: I run the Angel Fund....

*At one point he said something about his company Angel Fund.*

*Not sure why he started in on this subject, but I asked him why this company says it is Rapid City based, when it was registered in Brookings.*

*Caught off guard, he began explaining that there are special distributions that can only be done by the office in Brookings. He seemed to stutter now, and kept talking and it just didn't make any sense.*

33:25 - DARREN: I've been in nasty legal fights... refers to Dupont and legal fights

34:50 - DARREN: When you sue someone, it is the failure of failures

35:10 - DARREN: Refers to legal fight at Dupont, we took his home...

*He went on and on about Dupont and Billion Dollar companies and attorneys and all the experience he has using attorneys and knows how to do depositions and going into litigation.....*

*I just sat, looked at him (straight on from across the table) as he kept talking, and rambling on.*

**The whole time his body language was uncomfortable, he constantly looked away, and just kept talking. Sometimes he would squint his eyes real tight. Strained and acting like he was trying to stay in control.**

*I didn't have to say anything, nor was it necessary. He was building himself up with his own self worth and scattered accomplishments.*

37:45 - DARREN: I'm definitely working on that path

37:50 - LISA: Come to a Tenants meeting...

38:10 - DARREN: I'll have to check my calendar

*I recommended that he, as the President of the Board, attend the Tenant Meeting that is following the Board Meeting on December 17. And to also attend a GA Meeting.*

*He didn't think that he could, but would check on it. Didn't know why he should go to another meeting since this is a volunteer position, and the Board has not had any complaints. The only problem is with Westjet. I asked him as a leader and President of the Board, if he could connect with all the stakeholders and partners doing business at the Airport. There is a level of uncertainty and disconnect within the Airport Tenant Community and Airport Administration and Airport Board. My suggestion is to work together. There is a common goal, and we will continue to grow the Airport, and in turn those invested also have a reason to locate and hold Leases at the Airport, and employ and service the public. I stated as leaders this can be better, but we have to listen, be open and provide better communication.*

(Conversation turns to Vote Yes campaign for School Bond)

44:30 - LISA: My neighborhood just had a Xmas Party (talks about neighbors comments)

45:35 - **DARREN: In your neighborhood I agree...**

**He stated he knows where I live**

Rambling conversation for several minutes by both

(1:01:00 - Linda Rabe enters, talks about locking doors...)

***Linda Rabe then stepped into the room to tell Darren that they were locking the doors to the Chamber, as it was 5 pm, and it was time for the Chamber Christmas Mixer.***

***He said he would go out the side door when he was done.***

***How the meeting finally ended... It didn't end when Linda Rabe left. Darren wasn't done yet making his point. (Linda was already out of the building).***

1:04 - DARREN: Talks more about attorneys, everyone getting lawyered up...

**1:05 - DARREN: I'm telling you it's not a threat. Between you and me, if they don't act like adults, I've got a path that will make them all act like adults. None of them are going to like it. None of them!**

**1:06:00 - DARREN: It's gonna be real ugly. It will end all this shit, I'll tip the apple cart, I assure you no one is going to be happy.**

**He made a statement that concerns me. He made a personal threat. He said that if people don't stop playing games and don't act like adults, he would do something that everyone would regret. That he has a plan, and he hopes it doesn't come to that. Because if he uses his plan, everyone will be sorry.**

**Now, I was surprised by his statement. I felt it was threatening, and I knew I was done "listening" to his hour of nonsense. And, it really was a lot of words that had no purpose.**

1:06:30 - LISA: When you're in business you have it all on the line

1:07:55 - DARREN: FAA came back and said everything was clean

***He said something about the FAA, but it was not clear to me what he was talking about. I told him he would need to discuss with the owners.***

1:08:15 - DARREN: As City Council person you need to dig into this...

1:09:40 - Meet ends, talk about both working for what is best for Rapid City. Nothing more of substance discussed while leaving)

*We were both still in the Conference Room alone as all employees were gone. That is why I headed towards the exit of the Conference Room. It was time to end his conversation. I didn't need to be in an empty building with him with what he was saying)*

*He told me again, that he hoped he didn't have to use "his plan"*

*I stood up, ready to leave. We went out of the office thru the back door.*

*I told him I felt that if the train stayed on the rails with open communication, that great things were ahead for Rapid City Regional Airport. I thanked him and headed the opposite direction.*