

Questionnaire for the Candidate

The answers to the questions will be displayed at <https://blackstar.coop/>. This is your opportunity to inform the Member-Owners why they should vote for you for the Black Star Co-op Board of Directors. Please, limit answers to ~150 words per question. We will cut off responses exceeding this limit.

1. Why are you interested in serving on the Board of Directors of the Co-op?

Lifelong interest in craft beer, have always enjoyed my time at BlackStar, but also see that there are avenues where the Co-op experience can be improved and where I want to contribute my background and skills to increase and improve an already attractive setting and space, leading to greater exposure and favorable notoriety for the Co-op.

2. What goals would you like to see Black Star Co-op achieve in the next year? Five years?

Improved customer experience – continued website updates and enhancements (immediate), hire General Managers, expand tap list, menu (expand, brunch?), renovations (mostly indoor, but perhaps some on the patio also) (one year); continuity of employees and BOD members, unique programs to the Co-op, where we would have to develop such (similar to Barks and others), increased distribution of Black Star beers to brewpubs and stores in the area to the extent feasible and profitable (five years).

3. What qualities and past experience do you have for serving on the Black Star Co-op Board of Directors?

Technical (BSEE), business (MBA) and legal (JD) background, solid software skills, have designed web pages, managed IP and litigation for public companies and start-ups, avid traveler – 50 states and 20 countries, 9 of the 10 Canadian provinces, surveying and sampling beer offerings throughout, CBS Cicerone, previously TABC certified, plan to take the Certified Cicerone exam. Employed at NI since 2010, typically complete the Barks for Beers passport leading to visiting new breweries in the area and have visited most such in Central Texas (Boerne, New Braunfels, San Marcos, Johnson City, Taylor, San Antonio). Favorite styles are IPA's, Imperial Stouts, Porters and most beers that are Barrel Aged.

4. Name one way in which you'd like the Black Star Co-op Pub and Brewery to stand out from other local brewpubs.

Find a niche that becomes part of the identity and culture, whether it be a program (~Barks), a sport (soccer), a food menu (brunch?), unique tap list, weekly

events and specials, some sort of annual outdoor event that extends from the patio into the Co-op cul-se-sac, for example, something in early fall, "Black Star Blues," where we get a few blues bands to come out, play on the green and make that an annual event that folks can expect, would fit the more classic Austin vibe when it was more of a blues city (SRV, etc.).

5. What is your favorite Co-operative Principle and why?

3rd: Member Economic Participation --- working together to generate capital to improve the Co-op, leading to greater exposure, more customers enjoying an even better experience and workers/members sharing in same.

Declaration of Candidacy

I, Pete Smits, a member of the Black Star Co-op, hereby declare myself a candidate for the Black Star Co-op Board of Directors. I certify that I have already purchased, in full, my membership share and am therefore eligible to run in the 2024 election. In addition, I certify that, to the best of my knowledge, I can pass a TABC background check if required to do so. I acknowledge that I have read this packet and understand the commitments involved in being a Director.

I am also aware of the following:

- All candidates are required to attend at least one of the board meetings prior to **October 1st, 2023**. The September meeting will be held online, Sunday, **September 24th 2023**
- **October 1st, 2023, 11:59 p.m.** - Deadline for candidates' applications to be received via email at leadershipdevelopment@blackstar.coop. A confirmation of receipt will be sent out by the Leadership Development Committee. Please contact jeffrey.ouellette@blackstar.coop if you have not received a confirmation within two business days.
- Candidates' responses to "The Candidate's Questions" will be presented on <https://blackstar.coop/>.
- **November 1st, 2023** - Online voting will be made available to all members.
- **December 31st, 2023** - Close of the election.
- **January 1st, 2024** – Announcement of results and contacting of new Board members for seating at the January 2024 Board meeting

Signature: _____



Name: Pete Smits

Street Address: 4801 Gypsy Cove

City, State, Zip: Austin, TX 78727

Phone (preferred): (512) 619-5662

Email: Pete.Smits@ni.com

Conflict of Interest Statement

I affirm to the best of my knowledge that neither I, nor any of my affiliates (hereinafter defined), have any financial or other personal interest, direct or indirect, that is incompatible with the proper discharge of my possible fiduciary duties as a Director of Black Star Co-op or would tend to impair my independence, judgment, or action in performance of my duties as Director, except as described below. I further affirm to the best of my knowledge that neither I nor any of my affiliates is an officer or managing agent of any municipal, state, federal, or private granting or contracting entity that provides or receives funds or other benefits to or from Black Star Co-op, except as described below. As used herein, I understand the term "affiliate" to mean any relative, business, or professional partner, associate, or other person or entity (including without limitation any corporation or partnership in which I have a personal or financial interest) with whom I have any significant relationship.

Disclosure of possible conflicts:

None

As a candidate for the Black Star Co-op Board of Directors, I agree

PETE SMITS

Printed Name of Candidate

Pete Smits

Signature of Candidate

8-11-2423

Date