



**Regular Meeting of the Board of Directors  
July 11, 2023  
Minutes**

The Regular Meeting of the Board of Directors (Board) of the Las Vegas Convention and Visitors Authority (LVCVA) was held on July 11, 2023, at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109. This meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

---

**Board of Directors (Board)**

*Present unless otherwise noted*

<b>Commissioner Jim Gibson, Chair</b>	Ms. Jan Jones Blackhurst
<b>Mr. Anton Nikodemus, Vice Chair</b>	Commissioner Michael Naft
<b>Mayor Pamela Goynes-Brown, Secretary.....absent</b>	Mayor Michelle Romero
<b>Mr. Scott DeAngelo, Treasurer</b>	Ms. Mary Beth Sewald..... <i>virtual</i>
Councilman Cedric Crear	Mr. Steve Thompson
Mayor Carolyn Goodman..... <i>absent</i>	Councilman Steve Walton
Mr. Brian Gullbrants..... <i>absent</i>	Councilman Brian Wursten

---

LVCVA Executive Staff present	Steve Hill, CEO/President
	Caroline Bateman, General Counsel
	Ed Finger, Chief Financial Officer
	Brian Yost, Chief Operating Officer
	Kate Wik, Chief Marketing Officer
	Lisa Messina, Chief Sales Officer
	Lori Nelson-Kraft, Senior Vice President of Communications
	Nadine Jones, Senior Vice President of People & Culture

---

**OPENING CEREMONIES – CALL TO ORDER**

Chair Jim Gibson called the meeting to order at 9:01 a.m.

Caroline Bateman, General Counsel, acknowledged that all Board members were present, except for Members Anton Nikodemus, Carolyn Goodman, Brian Gullbrants, and Pamela Goynes-Brown.

Vice Chair Nikodemus entered the meeting at 9:05 a.m.

The Pledge of Allegiance was performed.

**COMMENTS FROM THE FLOOR BY THE PUBLIC**

There were no comments from the floor by the public.

**APPROVAL OF AGENDA AND MINUTES**

**APPROVAL OF  
THE AGENDA  
AND MINUTES**

**Member Michael Naft moved, and it was carried by unanimous vote of the voting members, to approve the July 11, 2023 Regular Meeting of the Board of Directors agenda, and to approve the minutes of the June 13, 2023 Regular Meeting of the Board of Directors.**

## **BOARD NOMINATIONS**

Pursuant to NRS 244A.603(1)(g)(2), the following nominees have been submitted by the Nevada Resort Association for the term of July 1, 2023 – June 30, 2025.

***In accordance with NRS 244A.603, only elected Board Members may vote on the possible appointment of the following nominees:***

Mr. Brian Gullbrants – Wynn Resorts  
Mr. Anton Nikodemus – MGM Resorts International

Chair Gibson informed the Board that the Nevada Resort Association nominated Brian Gullbrants and Anton Nikodemus as its representatives on the LVCVA Board.

**Member Michael Naft moved, and it was carried by unanimous vote of the voting public elected members of the Board, to approve the Nevada Resort Association's appointment of Brian Gullbrants and Anton Nikodemus to the LVCVA Board.**

Chair Gibson clarified that the votes to be counted should reflect only the votes of the public sector members of the Board.

Steve Hill, Chief Executive Officer (CEO)/President clarified that Member Gullbrants was absent from this meeting.

***Oath of Office was administered to the newly appointed Member of the Board by  
The Honorable Judge Danielle Chio.***

## **PRESENTATIONS**

### **Presentations by the LVCVA Staff**

Brian Yost, Chief Operating Officer, delivered a presentation on the Las Vegas Convention Center (LVCC) building updates including Jam On It Amateur Athletic Union (AAU) West Coast National Championships, Ultimate Fighting Championship (UFC) International Fight Week, Champs Trade Show, and the Association of Woodworking and Furnishing Suppliers (AWFS) tradeshow. Mr. Yost presented special events updates including the National Basketball Association's (NBA) Summer League and the recent announcement of the NBA's first ever in-season tournament taking place in Las Vegas.

Lisa Messina, Chief Sales Officer, introduced the new members of the LVCVA's Business Sales department as follows: John Watson, National Sales Manager; David Sargent, Senior Director of Trade Show and Convention Sales; Mai Lim, Director of Intermediary Sales; and Rebecca DeLuca, Vice President of Destination Sales.

Ms. Messina provided information on the Business Sales Department's efforts in traveling to attend events and meetings to represent Las Vegas and drive business to the destination.

Kate Wik, Chief Marketing Officer, delivered a presentation highlighting LVCVA marketing efforts including a recent global activation for the Formula 1 (F1) Silverstone race. She detailed the signage, television, digital and social programming, media activations and earned media coverage, and ancillary events related to the race.

Member Cedric Crear asked if the costs of the activations were incremental, or if they were included in the original F1 sponsorship, to which Ms. Wik clarified that the costs are on top of the F1 partnership agreement and that each race has its own promoter, but since F1 is embedded with Silverstone, F1 was of great support to the LVCVA for the activations related to the Silverstone race. Member Crear asked for clarification on how F1 supported the LVCVA at Silverstone, to which Ms. Wik responded it was by way of media signage area discounts and bonus assets.

Member Crear inquired on additional costs to the LVCVA as a result of the Silverstone activations, and whether they were included as part of the Board-approved budget, to which Ms. Wik confirmed.

Member Crear asked if activations would be incorporated into the next 10 races leading up to the Las Vegas race, to which Ms. Wik responded that the LVCVA strategically chose the Silverstone race for these activations due to its iconic status, attendance, and its timing as it relates to the Las Vegas race.

Member Crear asked what the cost of the Silverstone activations was to the LVCVA, to which Ms. Wik answered that property partners donated packages and talent, and the signage cost to the LVCVA was about \$500,000.

Member Crear commended Ms. Wik on the comprehensive efforts related to the F1 Silverstone race, to which Ms. Wik commented that it was a strategic, as the United Kingdom is the largest international source of visitation outside of North America and is not fully recovered.

Steve Hill, Chief Executive Officer (CEO)/President, commented on the marketing emphasis that will be placed on visitation from the U.K. and its feeder markets in an effort to surpass 2019 statistics.

Mr. Hill provided an update on The Boring Company's progress on the connections for Encore Las Vegas and Westgate Las Vegas Resort & Casino to The Vegas Loop at Las Vegas Convention Center.

Mr. Hill updated the Board on Sequence B of the Las Vegas Convention Center Phase Three Renovation Project and ongoing budget conversations with the Construction Manager at Risk, Hunt-Penta.

Mr. Hill discussed legislative efforts in bringing Major League Baseball to Las Vegas, thanked those involved, and commented on the potential for either litigation or a referendum to challenge the recently passed law. Mr. Hill outlined the contracting efforts, approvals processes, potential bonds issuances, and the development of transferable tax credits related to the moving of the Oakland A's to Las Vegas. Mr. Hill also commented on the potential creation of jobs and return on investment as a result of bringing Major League Baseball to Las Vegas.

#### **LVCVA STAFF REPORTS AND REQUESTED ACTIONS**

ITEM 1. **Special Events Update**

Silvia Bellot, Senior Director of Race Operations for the Las Vegas Grand Prix, delivered a presentation on cargo and freight operations related to the F1 Las Vegas Grand Prix, including sea, air, and road freight, broadcast center, safety & medical car, and outbound operations.

Mr. Yost thanked the Clark County Department of Aviation for their support in planning for the volume of cargo and commercial air traffic related to the F1 Las Vegas Grand Prix.

Member Crear inquired on the coordination with University Medical Center (UMC) and Valley Health Systems and their involvement with the F1 events, to which Mr. Yost confirmed that Dr. Scherr, Medical Director for Clark County Fire Department, has direct contact with each participating hospital and is holding regular meetings with their directors of emergency operations as well as their administration.

Terry Miller of Miller Project Management noted that Elite Medical Center will be the partner medical facility for the event.

Shannon McCallum and Daniel Rush of the Las Vegas Super Bowl Host Committee's Hotels & Housing Subcommittee, presented an overview of the hotel and housing impact of the upcoming Super Bowl event in Las Vegas, including the mission, responsibilities, membership, and current initiatives of the Hotels & Housing Subcommittee.

Member Crear noted the lack of representation from Downtown Las Vegas hotel community in the membership of the Hotels & Housing Subcommittee, to which Mr. Rush explained that members from the Downtown Las Vegas hotel community are represented on other subcommittees of the NFL Super Bowl Host Committee.

Member Crear asked for clarification as to why Downtown Las Vegas hotels were not represented in the Hotels & Housing Subcommittee, to which Mr. Yost explained that each committee's membership is a function of the size and mission of that subcommittee, and provided the example of the Events Committee's heavy representation from Downtown Las Vegas properties due to the number of Super Bowl events expected to be held in Downtown Las Vegas. Mr. Yost stated that the National Football League (NFL) was the group to choose which hotels they would contract with, and the hotels represented on the Hotels & Housing subcommittee have NFL contracts and are therefore members of the subcommittee. Mr. Yost outlined the Request for Proposals (RFP) process and parameters associated with that RFP in terms of peak number of room nights, room rates, etc., and noted that all hotels in the destination were invited to participate.

Ms. McCallum discussed NFL requirements on hotel room nights, locations, and current number of contracted room nights. Mr. Rush outlined the hotel contract process, noting that there are 28 hotels currently contracted by the NFL, and several others in negotiations. Mr. Rush explained that those contracts are all being managed directly between the NFL and the individual properties, not through the Hotels & Housing Subcommittee, and contracted blocks will be assigned by the NFL to its partners, sponsors, teams, etc. Mr. Rush noted that the goal is to have all the blocks contracted by September 1, 2023.

This was an information item and did not require Board action.

ITEM 2.

**Position Sports Sponsorship Agreement - Las Vegas, Nevada – November 2023-2026**

Mr. Yost provided a breakdown of the requested annual expenditures and provided background on the Hall of Fame Series events and format of the sessions, and requested that the Board consider: 1) Authorizing the CEO/President to execute a Sponsorship Agreement with Position Sports, in the amount of \$1,048,000 for the Hall of Fame Series Las Vegas to be held at T-Mobile Arena in Las Vegas, NV, in November 2023-2026; and 2) Authorizing any residual unexpended balances from this approved expenditure to revert to available general funds.

Vice Chair Nikodemus disclosed that he is employed by MGM Resorts International, wherein he serves as the President/Chief Operating Officer of City Center and Cosmopolitan of Las Vegas. Vice Chair Nikodemus stated that Agenda Item 2 relates to a sponsorship agreement with Position Sports for the Hall of Fame Series in Las Vegas to be held at T-Mobile Arena and that his employer MGM Resorts, is a co-owner and operator of T-Mobile Arena, and that the independence of judgment of a reasonable person in his situation may be materially affected regarding the proposed expenditure and agreement by his employment with MGM Resorts, and would therefore be abstaining from deliberating or voting upon Agenda Item 2.

**Fiscal Impact**

FY 2023: \$262,000 Expenditure

FY 2024: \$262,000 Expenditure

FY 2025: \$262,000 Expenditure

FY 2026: \$262,000 Expenditure

**Treasurer DeAngelo moved, and it was carried by unanimous vote of the voting members, with the exception of Vice Chair Nikodemus who abstained, to: 1) Authorize the CEO/President to execute a Sponsorship Agreement with Position Sports, in the amount of \$1,048,000 for the Hall of Fame Series Las Vegas to be held at T-Mobile Arena in Las Vegas, NV, in November 2023-2026; and 2) Authorize any residual unexpended balances from this approved expenditure to revert to available general funds.**

ITEM 3. **Electrical and Lighting Supplies – NEDCO Supply Company**

Mr. Yost informed the Board that in 2022 the LVCVA conducted competitive procurements for both electrical and lighting supplies, with the lowest, most responsible and responsive bidder being NEDCO Supply Company. Mr. Yost stated that the LVCVA contracted with NEDCO Supply Company for electrical and lighting supplies separately, and the combined aggregate amount of electrical and lighting supplies has exceeded the CEO/President's Signature Authority. Mr. Yost clarified that this request is to combine the two contracts and noted that this will be bid out again in 2026 in a competitive manner. Mr. Yost requested that the Board consider: 1) Authorizing the CEO/President to execute agreements with NEDCO Supply Company for electrical and lighting supplies for the period from July 1, 2023, through December 31, 2026, in the amount of \$900,000; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

Fiscal Impact

FY 2024: \$250,000

FY 2025: \$250,000

FY 2026: \$250,000

FY 2027: \$150,000

**Treasurer DeAngelo moved, and it was carried by unanimous vote of the voting membersto approve the following : 1) Authorizing the CEO/President to execute agreements with NEDCO Supply Company for electrical and lighting supplies for the period from July 1, 2023, through December 31, 2026, in the amount of \$900,000; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds..**

ITEM 4. **Interlocal Agreement for the Safe Strip Initiative – Las Vegas Metropolitan Police Department**

Mr. Hill indicated that the proposed expenditure would be used to supplement the Las Vegas Metropolitan Police Department's budget to ensure the safety of pedestrian overpasses and requested that the Board consider authorizing him to execute an interlocal agreement with the Las Vegas Metropolitan Police Department, in the amount of \$150,000, for the Safe Strip Initiative.

Fiscal Impact

Per Fiscal Year - \$150,000 Expenditure (Subject to Budgetary Approval)

**Vice Chair Nikodemus moved, and it was carried by unanimous vote of the voting members, to authorize the CEO/President to execute an interlocal agreement with the Las Vegas Metropolitan Police Department, in the amount of \$150,000, for the Safe Strip Initiative.**

ITEM 5. **Insurance Policies – FM Global**

Ed Finger, Chief Financial Officer (CFO), detailed the coverages included in the approval request for property and builders risk policies and requested that the Board consider: 1) Authorizing him to execute the following insurance policies with FM Global - Property insurance in the amount of \$1,253,744 for the policy period August 1, 2023, through August 1, 2024, and Builder's Risk insurance for the Las Vegas Convention Center District (LVCCD) Phase 3 renovation project in the amount of \$553,000 for the construction period of approximately January 1, 2024, through December 31, 2025; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

Fiscal Impact

FY 2024: \$1,287,515 Expenditure

FY 2025: \$ 380,979 Expenditure

FY 2026: \$ 138,250 Expenditure

**Vice Chair Nikodemus moved, and it was carried by unanimous vote of the voting members, to: 1) Authorize the CFO to execute the following insurance policies with FM Global - Property insurance in the amount of \$1,253,744 for the policy period August 1, 2023, through August 1, 2024, and Builder's Risk insurance for the LVCCD Phase 3 renovation project in the amount of \$553,000 for the construction period of approximately January 1, 2024, through December 31, 2025; and 2) Authorize any residual unexpended balances from this authorization to revert to available general funds.**

ITEM 6. **2023 Revenue Bond Resolution**

Mr. Finger provided information on previous approvals for the financing program of the LVCCD Phase 3 Renovation Project and detailed the tentative bond sale date, tax structure, and interest rate range. Mr. Finger stated that the LVCVA received a bond rating in the AA-category from Standard & Poor's, and an A3 rating from Moody's, and stated that the proposed bond issue was included as part of the LVCVA's approved 2024 budget. Mr. Finger requested that the Board consider: 1) Approval and adoption of Resolution 2023-01 (Bond Resolution) providing for issuance of Las Vegas Convention and Visitors Authority, Nevada, Convention Center Expansion and Renovation Revenue Bonds, Series 2023A/B (Bonds) in the maximum combined principal amount of \$150,000,000, 2) Authorizing the Chair of the Board to sign the Bond Resolution; 3) Authorizing the CEO/President or the CFO to arrange for the sale of the Bonds and to execute agreements necessary for issuance; 4) Authorizing the utilization of Bank of America Merrill Lynch (BoFA Securities, Inc.) for underwriter services related to the Bonds sales, with costs to be paid from bond proceeds; and 5) Authorizing the CFO and the Finance Department to complete all other necessary measures to fulfill the requirements of the Bond Resolution.

Fiscal Impact

FY 2024: \$ 1,150,000 Estimated costs of issuance (paid from bond proceeds) which includes underwriter costs of approximately \$750,000.

**Vice Chair Nikodemus moved, and it was carried by unanimous vote of the voting members to: 1) Approve and adopt Resolution 2023-01 (Bond Resolution) providing for issuance of Las Vegas Convention and Visitors Authority, Nevada, Convention Center Expansion and Renovation Revenue Bonds, Series 2023A/B (Bonds) in the maximum combined principal amount of \$150,000,000, 2) Authorize the Chair of the Board to sign the Bond Resolution; 3) Authorize the CEO/President or the CFO to arrange for the sale of the Bonds and to execute agreements necessary for issuance; 4) Authorize the utilization of Bank of America Merrill Lynch (BoFA Securities, Inc.) for underwriter services related to the Bonds sales, with costs to be paid from bond proceeds; and 5) Authorize the CFO and the Finance Department to complete all other necessary measures to fulfill the requirements of the Bond Resolution.**

---

## **COMMITTEES**

7. **Compensation Committee Report and Recommendations**

Compensation Committee Chair Anton Nikodemus informed the Board that the Compensation Committee met on June 26, 2023, to discuss items A-E below.

**Item A. Executive Salary & Bonus Range Review**

Nadine Jones, Senior Vice President of People & Culture, informed the Board that Item A pertains to using benchmarks as outlined in the LVCVA's Compensation Philosophy for recommendations of base salary ranges, and does not establish actual pay rates for executives.

Ms. Jones detailed the comparison entities used as benchmarks for marketing, sales, operations, and administrative positions, discussed the comparison process, and shared the specific destination marketing organizations used for comparison.

Ms. Jones illustrated the methodology applied by utilizing the CEO/President role as a sample calculation and shared the proposed salary ranges for executive officers that were approved by the Compensation Committee for recommendation to the Board, reflecting the midpoint as compared to the market average. Ms. Jones noted that there were no proposed changes to the incentive bonus structure.

Member Sewald disclosed that she is employed by the Vegas Chamber wherein she serves as the President and CEO. Ms. Sewald stated that the proposed executive class salary and bonus range modifications may affect LVCVA Senior Vice President of Communications Lori Nelson-Kraft, who serves as a Board Member for the Vegas Chamber and thus exercises a supervisory function over Ms. Sewald in her official capacity. Ms. Sewald stated that the independence of judgment of a reasonable person in her situation may be materially affected by her position with the Vegas Chamber and would therefore be recusing herself from voting or deliberating on Agenda Item 7A.

Member Crear asked for clarification on previous versus current and proposed executive salary ranges, how often the salary ranges are reviewed, and if salary range reviews are also conducted for non-executive positions.

Ms. Jones stated the executive salary range reviews are conducted on an annual basis, and mid-manager position salary ranges are reviewed with benchmarks on certain key positions every year to gain market insight.

Ms. Jones explained that salary ranges are moving in terms of market averages and detailed the proposed mid-rate salary rate percentages for specific executive positions.

Mr. Hill clarified that Board Policy designates Board approval of salary ranges of Ambassadors who report directly to the CEO/President and the Board delegated the determination of all other Ambassador salary ranges to Staff.

Member Crear emphasized the Board's responsibility to ensure the timely review of all position salary ranges to which Ms. Jones confirmed that benchmark key positions are reviewed annually.

Member Crear commented on his experience regarding the review of frontline and executive employees, with mid-management positions being "left behind", to which Compensation Committee Chair Nikodemus described the philosophy of the LVCVA's compensation program and the Compensation Committee's responsibility to ensure adherence to that philosophy, rather than a granular review of every Ambassador.

Ms. Jones confirmed that mid-ranges are also moving this year.

Compensation Committee Chair Nikodemus stated that the Compensation Committee unanimously approved Agenda Item 7A for recommendation to the Board and requested that the Board consider approving the salary and bonus ranges of executive officers who report to the Board or the CEO/President.

**Compensation Committee Chair Nikodemus moved, and it was carried by unanimous vote of the voting members, with the exception of Member Sewald who abstained, to approve the salary and bonus ranges of executive officers who report to the Board or the CEO/President.**

**Item B. General Counsel's Annual Performance Evaluation and Review of Fiscal Year 2024 Goals and Objectives**

Ms. Bateman described her experiences during her four-year tenure with the LVCVA and thanked Legal Department staff for its support.

Ms. Bateman referenced a list of accomplishments that was distributed to the Board and highlighted operational and strategic projects accomplishments including improving efficiencies of Legal Department responses, Nevada Administrative Code regulation and legislative projects related to special events commercial advertising, and other government affairs accomplishments.

Ms. Bateman outlined her proposed fiscal year 2024 operational and strategic projects goals.

Compensation Committee Chair Nikodemus stated that the Compensation Committee unanimously approved a 5% merit increase and a 20% bonus for Ms. Bateman, which would place her salary at 4% above the market average in terms of base pay.

Compensation Committee Chair Nikodemus requested that the Board consider approving the General Counsel's proposed FY 2024 goals as recommended by the Compensation Committee and approving the Compensation Committee's recommendation of a 5% merit increase and a 20% bonus for Counsel Bateman based on overall performance, market data, and accomplishment of FY 2023 goals.

**Compensation Committee Chair Nikodemus moved, and it was carried by unanimous vote of the voting members to approve General Counsel's proposed FY 2024 goals and to approve a 5% merit increase and a 20% bonus for Counsel Bateman based on overall performance, market data, and accomplishment of FY 2023 goals.**

**Item C. CEO/President's Annual Performance Evaluation and Review of Fiscal Year 2024 Goals and Objectives**

Mr. Hill referenced a handout provided to the Board regarding the FY 2023 accomplishments and clarified that the accomplishments presented were a collaborative effort from several entities.

Mr. Hill highlighted the following FY 2023 accomplishments: records set in RevPar, Average Daily Rate (ADR), gaming revenue, and visitor spend; occupancy rates; award-winning advertising campaigns; social media growth; extended destinations occupancy levels; international visitation; destination sales and room nights; Las Vegas Convention Center show attendance and new shows; sports and events; LVCC renovation progress; improvement of access to and around Las Vegas; air service development; LVCVA culture; sustainability efforts; improvement of guest experience; and awards received.

Member Jan Jones Blackhurst inquired on the status of the Interstate 15 (I-15) widening project and the status of the high-speed rail train connecting Las Vegas to California, to which Mr. Hill answered that he is working with stakeholders regarding preliminary grassroots efforts on the widening of I-15, and that Brightline has not received federal funding for the high-speed train, but should do so within the next few months.



Compensation Committee Chair Nikodemus stated that Compensation Committee unanimously approved a 7.5% merit increase and a 40% bonus for Mr. Hill, which would put his salary at 4% below the market average in terms of base pay.

Member Sewald congratulated Mr. Hill on his successes, specifically on his efforts regarding bringing Major League Baseball and the A's to Las Vegas.

Member Jones Blackhurst commended on the culture change achieved by Mr. Hill and the creation of an "extraordinary" leadership team.

Compensation Committee Chair Nikodemus requested that the Board approving a 7.5% merit increase and a 40% bonus for Mr. Hill based on overall performance, market data, and the accomplishment of the FY 2023 goals.

**Compensation Committee Chair Nikodemus moved, and it was carried by unanimous vote of the voting members to approve a 7.5% merit increase and a 40% bonus for the CEO/President based on overall performance, market data, and accomplishment of FY 2023 goals.**

Item D. Review of the LVCVA's Rewards and Recognition Policy

Ms. Jones stated that Staff recommends a minor update to remove the Customer Service Excellence program from the LVCVA's Rewards and Recognition Policy (Policy) as the program is not currently active and stated that the remainder of the Policy is unchanged. Ms. Jones requested that the Board consider approving the annual review and proposed revisions of the LVCVA's Rewards and Recognition Policy providing special awards for ambassadors.

Compensation Committee Chair Nikodemus confirmed that the Compensation Committee unanimously approved the revision to the Policy.

Fiscal Impact

FY 2024: \$125,000 Expenditure

**Compensation Committee Chair Nikodemus moved, and it was carried by unanimous vote of the voting members to approve the proposed revision of the LVCVA's Rewards and Recognition Policy.**

Item E. Compensation Committee Annual Charter Review and Performance Evaluation

Ms. Jones stated that Staff has no recommended revisions to the Compensation Committee Charter (Charter), and that Staff believes that the Compensation Committee fulfilled all of its responsibilities pursuant to its Charter.

Compensation Committee Chair Nikodemus confirmed that the Compensation Committee fulfilled its responsibilities in accordance with its Charter and unanimously approved recommendation to the Board to: 1) Approve the annual review of the Compensation Committee Charter and any proposed changes; and 2) Approve the Compensation Committee's evaluation of its annual performance pursuant to the Committee Charter.

**Compensation Committee Chair Nikodemus moved, and it was carried by unanimous vote of the voting members to: 1) Approve the annual review of the Compensation Committee Charter and any proposed changes; and 2) Approve the Compensation Committee's evaluation of its annual performance pursuant to the Committee Charter.**

Chair Gibson thanked Mr. Hill for his work and leadership, and thanked Compensation Committee Chair Nikodemus for his leadership.

---

**COMMENTS FROM THE FLOOR BY THE PUBLIC**

Mr. Daniel Braisted acknowledged the time spent by Mr. Finger reviewing his ideas and summarized his observations at the recent Vegas Chamber Expo.

E.T. Snell provided thoughts about the roads between Las Vegas and Barstow including warning signs, lighting, “wake-up” bumps on the road, and proposed an eight-lane superhighway built with prison labor. Mr. Snell provided information on his non-profit organization, American Families Justice Center, and requested the Board’s support on the eight-lane superhighway.

Shaundell Newsome, Vegas Chamber Board Trustee, commended Mr. Hill on his efforts regarding diversity, equity, and inclusion, and his assistance in providing opportunities to small businesses. Mr. Newsome shared information on the Small Business Task Force, the EDGE Program, and the Las Vegas Entrepreneur Accelerator.

**ADJOURNMENT**

Chair Gibson adjourned the meeting at 11:02 a.m.

Respectfully submitted,

Date Approved: August 8, 2023

---

Silvia Perez  
Executive Assistant to the Board

---

James B. Gibson  
Chair