

2022



REGULAR MEETING OF THE

Board of Directors

Tuesday, July 12, 2022
Las Vegas Convention Center

www.lvcva.com



Board of Directors



JOHN MARZ
Chairman
Councilman
City of Henderson



ANTON NIKODEMUS
Vice Chair
President and COO CityCenter
Aria Resort & Casino/
Vdara Hotel & Spa



JIM GIBSON
Secretary
Commissioner
Clark County
Commission Office



SCOTT DEANGELO
Treasurer
EVP &
Chief Marketing Officer
Allegiant Travel Company



MICHELE FIORE
Councilwoman
City of Las Vegas



CAROLYN G. GOODMAN
Mayor
City of Las Vegas



**PAMELA GOYNES-
BROWN**
Councilwoman
City of North Las Vegas



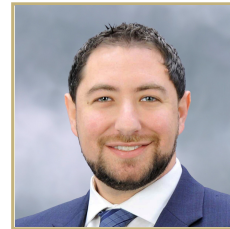
BRIAN GULLBRANTS
President
Wynn Resorts Las Vegas



JAN JONES BLACKHURST
Caesars Entertainment
Board of Directors
Chief Executive in Residence,
UNLV International
Gaming Institute



KIERNAN MCMANUS
Mayor
City of Boulder City



MICHAEL NAFT
Commissioner
Clark County
Commission Office



MARY BETH SEWALD
President and CEO
Vegas Chamber



STEVE THOMPSON
Executive Vice President
Operations
Boyd Gaming Corporation



BRIAN WURSTEN
Councilman
City of Mesquite



NOTICE OF PUBLIC MEETING AND AGENDA
REGULAR MEETING OF THE BOARD OF DIRECTORS
TUESDAY, JULY 12, 2022
9:00 A.M.

Las Vegas Convention Center – Board Room
3150 Paradise Road
Las Vegas, Nevada 89109

BOARD OF DIRECTORS:

Councilman John Marz, Chair
Mr. Anton Nikodemus, Vice Chair
Commissioner Jim Gibson, Secretary
Mr. Scott DeAngelo, Treasurer
Councilwoman Michele Fiore
Mayor Carolyn Goodman
Councilwoman Pamela Goynes-Brown

Mr. Brian Gullbrants
Ms. Jan Jones Blackhurst
Mayor Kiernan McManus
Commissioner Michael Naft
Ms. Mary Beth Sewald
Mr. Steve Thompson
Councilman Brian Wursten

THIS PUBLIC MEETING IS PROPERLY NOTICED AND POSTED AT THE FOLLOWING LOCATIONS:

Las Vegas Convention and Visitors Authority (LVCVA) – 1st Floor Administration Offices
3150 Paradise Road, Las Vegas, NV 89109

LVCVA Website: www.lvcva.com/agenda

Nevada Public Notice Website: <https://notice.nv.gov/>

*THE BOARD OF DIRECTORS (BOARD) MAY:
CONSIDER AGENDA ITEMS OUT OF ORDER;
COMBINE TWO OR MORE AGENDA ITEMS FOR CONSIDERATION; AND
REMOVE OR DELAY DISCUSSION ON ANY AGENDA ITEM AT ANY TIME.*

AGENDA

OPENING CEREMONIES

Call to Order
Roll Call
Pledge of Allegiance

COMMENTS FROM THE FLOOR BY THE PUBLIC

The first public comment period is limited to comments on items on the agenda. Items raised under this portion of the agenda cannot be deliberated or acted upon until the notice provisions of the Nevada Open Meeting Law have been met. If you wish to speak to the Board at this time, please step up to the podium and clearly state your name and spell your first and last name for the record. COMMENTS ARE LIMITED TO THREE (3) MINUTES IN LENGTH.

APPROVAL OF AGENDA AND MINUTES

Approval of the Agenda.
For possible action.

Approval of the Minutes from the June 14, 2022, Regular Meeting of the Board.
For possible action.

PRESENTATIONS

Presentations by the LVCVA Staff

LVCVA staff will deliver presentations on Operations, Marketing and Sales achievements, People and Culture, and General Government highlights.

This is an information item and does not require Board action.

LVCVA STAFF REPORTS AND REQUESTED ACTIONS

MARKETING DIVISION

1. **IMEX America – Las Vegas, Nevada – October 10-13, 2022**

That the Board consider authorizing the Chief Executive Officer (CEO)/President to: 1) Execute an agreement with the Ice Agency, in the amount of \$270,000, for design and construction of the LVCVA booth at the 2022 IMEX America global meetings and events expo (IMEX America); 2) Execute an agreement with IMEX America Ltd, in the amount of \$283,500, for exhibition booth space at IMEX America; and 3) Authorize any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

2. **Las Vegas Events – Event Approval - West Coast Conference Basketball Tournaments - Las Vegas, NV – 2023-2025**

That the Board consider: 1) Approving an expenditure in the amount of \$900,000 to Las Vegas Events (LVE) to fund the West Coast Conference Men's and Women's Basketball Tournaments, March 2-7, 2023, March 8-12, 2024, and March 7-11, 2025, at the Orleans Arena; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

OPERATIONS DIVISION

3. **Tourism Intelligence Analyst Cooperative Agreement – Las Vegas Metropolitan Police Department**

That the Board consider: 1) Authorizing the CEO/President to execute a one-year cooperative agreement with the Las Vegas Metropolitan Police Department, effective July 1, 2022 to June 30, 2023, with two (2) optional 2-year extensions, in the total amount of \$939,000, to fund the Tourism Intelligence Analyst within the Southern Nevada Counter Terrorism Center; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

GENERAL GOVERNMENT DIVISION

4. **Settlement Agreement - P2M Motorsports, LLC Litigation**

That the Board consider authorizing the CEO/President to execute settlement documents resolving the LVCVA's litigation against P2M Motorsports, LLC.

For possible action.

5. **Deferred Compensation 457 Plan Administration – Empower Retirement, LLC.**

That the Board consider authorizing the Chief Financial Officer to execute a Master Services Agreement with Empower Retirement, LLC, for plan administration services related to the Clark County Deferred Compensation Program.

For possible action.

6. **Insurance Policies**

That the Board consider: 1) Authorizing the Chief Financial Officer to execute insurance policies for the policy period from August 1, 2022, through August 1, 2023, as follows: Property Insurance - FM Global in the amount of \$1,019,667; Monorail Excess Liability - Mercer Insurance Group in the amount of \$363,650; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

COMMITTEES

7. **Compensation Committee Report and Recommendations**

The Compensation Committee met on July 11, 2022, to discuss items A-C. The Compensation Committee Chair will present a report to the Board of Directors.

The Compensation Committee Chair will present a report and give the Committee's recommendations, if any, to the Board of Directors.

Item A. General Counsel's Performance Evaluation and Review of Fiscal Year 2023 Goals and Objectives

That the Board consider: 1) Conducting the General Counsel's annual performance evaluation for fiscal year (FY) 2022; 2) Approving the General Counsel's proposed FY 2023 goals as recommended by the Compensation Committee; and 3) Approving compensation as recommended by the Compensation Committee, regarding compensation based on overall performance, market data, and accomplishment of FY 2022 goals.

For possible action.

Item B. CEO/President's Annual Performance Evaluation and Review of Fiscal Year 2023 Goals and Objectives

That the Board consider: 1) Conducting the Chief Executive Officer (CEO)/President's annual performance evaluation for FY 2022; 2) Approving the CEO/President's proposed FY 2023 goals as recommended by the Compensation Committee; and 3) Approving compensation as recommended by the Compensation Committee, regarding compensation based on overall performance, market data, and the accomplishment of the FY 2022 goals.

For possible action.

Item C. Compensation Committee Annual Charter Review and Performance Evaluation

That the Board consider: 1) Approving the annual review of the Compensation Committee Charter and any proposed changes; and 2) Approving the Compensation Committee's evaluation of its annual performance pursuant to the Committee Charter.

For possible action.

GENERAL GOVERNMENT DIVISION

8. **Executive Class Bonus Range Modifications**

That the Board consider approving a one-time modification of the bonus ranges for executive officers who report to the CEO/President for the fiscal year 2022 annual performance evaluations.

For possible action.

COMMENTS FROM THE FLOOR BY THE PUBLIC

This public comment period is for any matter that is within the jurisdiction of the Board. Items raised under this portion of the agenda cannot be deliberated or acted upon until the notice provisions of the Nevada Open Meeting Law have been met. If you wish to speak to the Board at this time, please step up to the podium and clearly state your name and spell your first and last name for the record. COMMENTS ARE LIMITED TO THREE (3) MINUTES IN LENGTH.

ADJOURNMENT

Persons are invited to submit written remarks for all matters, both on and off the agenda. Written remarks presented for inclusion in the Board's minutes must be flat, unfolded, on paper of standard quality, and 8½ by 11 inches in size. Written remarks shall not exceed five (5) pages in length. The LVCVA will not accept for filing any submission that does not comply with this rule. On a case-by-case basis, the Board may permit the filing of noncomplying [sic] written remarks, documents, and related exhibits pursuant to NRS 241.035(1)(e).

To submit ideas to the LVCVA, please visit <https://www.lvcva.com/who-we-are/meetings-and-minutes/>

The Board's meeting rooms are accessible to persons with disabilities. If special arrangements are required, please contact the Customer Safety Department at: 702-892-7400, which is a 24-hour Dispatch Control Center, or contact Silvia Perez in the Board Office at: 702-892-2802 or sperez@lvcva.com

Members of the Board may participate in this meeting via telephone conference call.

For information or questions regarding this agenda please contact:
Silvia Perez, Executive Assistant to the Board
3150 Paradise Road, Las Vegas, Nevada 89109
702-892-2802 or sperez@lvcva.com

Supporting materials for this meeting are available at 3150 Paradise Road, Las Vegas, NV 89109 or by contacting Silvia Perez at 702-892-2802 or sperez@lvcva.com

MINUTES

Regular Meeting of the Board of Directors

June 14, 2022



Regular Meeting of the Board of Directors June 14, 2022 Minutes

The Regular Meeting of the Board of Directors (Board) of the Las Vegas Convention and Visitors Authority (LVCVA) was held on June 14, 2022 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

Councilman John Marz, Chair	Mr. Brian Gullbrants
Mr. Anton Nikodemus, Vice Chairabsent	Ms. Jan Jones Blackhurst.....via phone
Commissioner Jim Gibson, Secretary	Mayor Kiernan McManus
Mr. Scott DeAngelo, Treasurer	Commissioner Michael Naft
Councilwoman Michele Fiore	Ms. Mary Beth Sewald
Mayor Carolyn Goodman	Mr. Steve Thompson
Councilwoman Pamela Goynes-Brown	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
	Lori Nelson-Kraft, Senior Vice President of Communications
	Kate Wik, Chief Marketing Officer
	Nadine Jones, Senior Vice President of People & Culture

OPENING CEREMONIES – CALL TO ORDER

Chairman John Marz 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 and Carolyn Goodman.

The Pledge of Allegiance was performed.

Member Goodman entered the meeting at 9:03 a.m.

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

Secretary Jim Gibson moved, and it was carried by unanimous vote of the voting members, to approve the June 14, 2022, Regular Meeting of the Board of Directors agenda, and to approve the minutes of the May 10, 2022 Regular Meeting of the Board of Directors, and the minutes of the May 23, 2022 Public Hearing on the Budget.

BOARD NOMINATIONS

Pursuant to Chapter 244A of the Nevada Revised Statutes (NRS), the following nominees have been submitted by the Vegas Chamber and the Nevada Resort Association (NRA) for the term of July 1, 2022 – June 30, 2024.

In accordance with NRS 244A.603(1)(g), only public sector Board Members may vote to appoint the nominees:

From the Vegas Chamber:

Scott DeAngelo – Allegiant Travel CompanyNRS 244A.603(1)(g)(1)

From the Nevada Resort Association:

Steve Thompson – Boyd Gaming Corporation.....NRS 244A.603(1)(g)(2)

Member Goodman moved and it was carried by unanimous vote of the voting public sector members, to approve Mr. DeAngelo as the Vegas Chamber nominee, and Mr. Thompson as the Nevada Resort Association nominee to serve as members of the Board of Directors for the terms ending June 30, 2024.

***Oath of Office was administered to the re-appointed
Members of the Board by the Honorable Judge Jacqueline Bluth.***

PRESENTATIONS

Presentations by the LVCVA Staff

Brian Yost, Chief Operating Officer, delivered a PowerPoint and video presentation on building updates including the following past and upcoming events at the Las Vegas Convention Center (LVCC): InfoComm 2022; Embedded Tech Convention USA; LightFair International; International Esthetics, Cosmetics, & Spa Conference; and Barrett Jackson Auto Auction.

Kate Wik, Chief Marketing Officer, discussed the recent launch of the LVCVA's evergreen advertising campaigns designed to drive destination visitation year-round. Ms. Wik described messaging, media partnerships, and branding, and shared clips from the *Live in Vegas* campaign.

Ms. Wik highlighted a new partnership with Amazon.com, utilizing banner creative to intersect Vegas in relation with specific summer or travel-related item searches; and a new digital advertising partnership with Vogue, Meta and the Met Gala in the digital coverage of the annual Met Gala event.

Ms. Wik provided information on earned media efforts, including features in National Geographic Traveler UK and the DailyHive.

Ms. Wik highlighted a recent integrated media campaign targeting c-suite decision-makers for consideration of their meeting and convention needs and shared a portion of a segment of a Sirius XM radio interview with Steve Hill, LVCVA Chief Executive Officer (CEO)/President.

Ms. Wik provided information on the advertising efforts for the extended destinations including Boulder City, Laughlin and Mesquite, and shared an ExtraTV segment focusing on those extended destinations. Ms. Wik provided descriptions of each of the extended destinations, its target audience, and shared its advertising assets.

Ms. Wik provided an update on the air service recovery of Las Vegas, including domestic and international capacity.

Mr. Hill expressed excitement for the anticipated first connection of The Boring Company's underground people mover from the Las Vegas Convention Center to Resorts World.

Mr. Hill commented on a recent meeting with Brightline and the Federal Railroad Administration and expressed optimism for the potential of a high-speed transportation project.

Member Michael Naft thanked Ms. Wik for highlighting the outlying areas of Clark County.

LVCVA STAFF REPORTS AND REQUESTED ACTIONS

MARKETING DIVISION

ITEM 1. International Marketing Representative Office Contracts

Fletch Brunelle, Vice President of Marketing, provided information on the LVCVA's global marketing efforts prior to the COVID-19 pandemic as they relate to the LVCVA's international offices, shared international visitation statistics and its impact on the Las Vegas economy, and requested that the Board consider authorizing the Chief Executive Officer (CEO)/President to execute one-year international marketing office agreements, effective July 1, 2022 through June 30, 2023, with two optional one-year extensions, as follows (with any residual unexpended balances from the contract authorizations to revert to available general funds):

- 1) Reach Global (Canada): \$1,860,000
- 2) Ad Nova Comunicación Estratégica (Mexico): \$1,890,000
- 3) Hills Balfour (United Kingdom): \$3,000,000
- 4) AVIAREPS Tourism (Germany): \$1,460,000

Fiscal Impact

FY 2023: \$2,600,000 Expenditure

FY 2024: \$2,740,000 Expenditure

FY 2025: \$2,870,000 Expenditure

Chair Marz noted the importance of the international marketplace in relation the recent announcement of a Formula 1 race in Las Vegas.

Member Goodman asked what cities the physical offices were in, to which Mr. Brunelle answered they were Toronto in Canada, Mexico City in Mexico, London in the UK, and Munich in Germany, all of which were the same physical office locations as pre-pandemic.

Secretary Gibson moved, and it was carried by unanimous vote of the voting members, to authorize the CEO/President to execute one-year international marketing office agreements, effective July 1, 2022 through June 30, 2023, with two optional one-year extensions, as specified above.

ITEM 2. Las Vegas Events Promotion Agreement – July 1, 2022 - June 30, 2023

Mr. Brunelle described the scope of the proposed agreement, and requested that the Board consider: 1) Authorizing the CEO/President to execute an Events Promotion Agreement with Las Vegas Events, Inc. (LVE) for fiscal year (FY) 2023 in the amount of \$6,528,275; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

Fiscal Impact

FY 2023: \$6,528,275 Expenditure

Secretary Gibson moved, and it was carried by unanimous vote of the voting members, to: 1) Authorize the CEO/President to execute an Events Promotion Agreement with LVE for FY 2023 in the amount of \$6,528,275; and 2) Authorize any residual unexpended balances from this authorization to revert to available general funds.

ITEM 3. **Las Vegas Events Update**

Dale Eeles of LVE presented the Board with a comprehensive recap of its activities during the third and fourth quarters of FY 2022 including Indian National Finals Rodeo, Downtown Hoedown, Cowboy Christmas, National Finals Rodeo, Cliff Keen Wrestling, World Series of Team Roping Finale, America's Party: New Year's Eve, Rock 'n' Roll Half Marathon, College Basketball Conference Championships, West Coast Basketball Conference, Mountain West Conference Championships, Mint 400, U.S. Bowling Congress Championships, and events in Laughlin and Mesquite. Mr. Eeles previewed LVE's planned FY 2023 first and second quarter activities including NBA Summer League, Downtown Rocks Summer Concert Series, Senior Softball Championships, Life is Beautiful, U.S. Hockey Hall of Fame, and Laughlin and Mesquite events.

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

OPERATIONS DIVISION

ITEM 4. **Soccer United Marketing Sponsorship Agreement – Las Vegas, Nevada - July 16, 2022**

Mr. Yost provided information on the participating teams and potential attendance, and requested that the Board consider: 1) Authorizing the CEO/President to execute a Sponsorship Agreement with Soccer United Marketing, LLC, in the amount of \$425,000, for an international soccer match to take place between Chelsea FC and Club America at Allegiant Stadium on July 16, 2022; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

Fiscal Impact

FY 2023: \$425,000 Expenditure

Treasurer Scott DeAngelo provided a recusal statement for Agenda Items 4 and 5, stating that he is employed by Allegiant Travel Company as its Executive Vice President and Chief Marketing Officer, and the proposed sponsorship agreements under Agenda Items 4 and 5 are related to international soccer matches taking place at Allegiant Stadium, of which his employer Allegiant Travel Company is contracted for the naming rights of Allegiant Stadium. Mr. DeAngelo stated that the independence of judgement of a reasonable person in his situation may be materially affected regarding the proposed sponsorship agreements, and as a result, will be abstaining on voting on or deliberating on the items.

Member Goodman moved, and it was carried by unanimous vote of the voting members with the exception of Treasurer DeAngelo who abstained, to: 1) Authorize the CEO/President to execute a Sponsorship Agreement with Soccer United Marketing, LLC, in the amount of \$425,000, for an international soccer match to take place between Chelsea FC and Club America at Allegiant Stadium on July 16, 2022; and 2) Authorize any residual unexpended balances from this authorization to revert to available general funds.

ITEM 5. **Anschutz Entertainment Group Sponsorship Agreement - Las Vegas, Nevada – July 2022**

Mr. Yost detailed the participating teams in each match, and requested that the Board consider: 1) Authorizing the CEO/President to execute a Sponsorship Agreement with Anschutz Entertainment Group in the amount of \$750,000, for two international soccer matches to be held at Allegiant Stadium - in July 2022 (Juventes versus Chivas and Real Madrid versus FC Barcelona); and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

Fiscal Impact

FY 2023: \$750,000 Expenditure

Member Mary Beth Sewald moved, and it was carried by unanimous vote of the voting members with the exception of Treasurer DeAngelo who abstained, to: 1) Authorize the CEO/President to execute a Sponsorship Agreement with Anschutz Entertainment Group in the amount of \$750,000, for two international soccer matches to be held at Allegiant Stadium - in July 2022; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

ITEM 6.

UFI – The Global Association of the Exhibition Industry 90TH UFI CONGRESS

John Schreiber, Vice President of Business Sales, provided background information on UFI and stats on its previous events, and requested that the Board consider: 1) Authorizing the CEO/President to execute all necessary contracts, in the amount of \$760,000, for the LVCVA to host the 90th UFI Global Congress which will take place November 1-4, 2023, at the Aria Resort & Casino; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

Fiscal Impact

FY 2024: \$765,000 Expenditure

(\$350,000) Anticipated Sponsorship Contributions

\$415,000 Total Anticipated LVCVA Net Expenditure

Secretary Gibson moved, and it was carried by unanimous vote of the voting members, to: 1) Authorize the CEO/President to execute all necessary contracts, in the amount of \$760,000, for the LVCVA to host the 90th UFI Global Congress which will take place November 1-4, 2023, at the Aria Resort & Casino; and 2) Authorize any residual unexpended balances from this authorization to revert to available general funds.

COMMITTEES

ITEM 7.

Las Vegas Convention Center District (LVCCD) Committee Report

LVCCD Committee Chair Gibson provided background on the LVCCD Committee, and the history of the previously approved Phase Three Renovation Plan.

Owner's Representative Terry Miller of Miller Project Management presented an update on the proposed revised scope of the LVCCD Phase Three Renovation project including the following: original planned scope; original planned projected costs; revised plan scope of work; remaining key elements of original plan; and renovation project schedule.

Ed Finger, Chief Financial Officer, detailed the financial components of the LVCCD Phase Three Renovation project, including the LVCCD Pro Forma and LVCVA debt service.

Member Pamela Goynes-Brown asked if there was opportunity for kiosks in the connecting halls, to which Mr. Yost answered that the LVCVA's food and beverage provider would provide pop-up food and beverage opportunities along the corridor as needed, and explained that the area may be used for show-related activities as well.

Mr. Hill informed the Board that the LVCVA's administrative offices will be moved to the east side of the South Hall during the construction, and detailed other construction activities that are not part of the renovation project. Mr. Hill commented on the previous \$540M estimate and the unpredictability of construction costs during today's economic climate. Mr. Hill indicated that the highest priority of the renovation is to provide customers with an experience similar to that of the LVCVA's West Hall.

LVCCD Committee Chair Gibson clarified that this matter would be back to the Board in the future and the Board will be fully apprised of any project developments.

Member Gullbrants asked what the plan was for the components that were deferred to future projects in the reduction of scope, to which Mr. Hill replied that most of the deferred components are located in South Hall, which is structurally in “great shape”, and stated that those components are generally deferred indefinitely.

Chair Marz thanked LVCCD Committee Chair Gibson and commented on the expectations of the LVCVA's clients, and the necessary upgrades to keep the LVCC competitive.

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

ITEM 8. **Compensation Committee Report and Recommendations**

Compensation Committee Vice Chair Mary Beth Sewald requested that Agenda Item 9 be heard with Agenda Item 8A, to which Chair Marz agreed.

Item A. Article 6 Revision Modifying the Collective Bargaining Agreement with Service Employees International Union (SEIU) Local 1107

The proposed modification of the Collective Bargaining Agreement with the SEIU will be presented to the board as a separate Public Hearing action item on the agenda.

Public Hearing on the Proposed Modification of the Collective Bargaining Agreement with Service Employees International Union (SEIU) Local 1107

Mr. Finger described the current five-year SEIU agreement, stating that the first three years were previously negotiated, and that years four and five required single-year negotiations. Mr. Finger detailed the fiscal impact of the proposed modification, and requested that the Board consider, pursuant to NRS 288.153: 1) Conducting a public hearing on the proposed modification to the Collective Bargaining Agreement (CBA) between the LVCVA and SEIU, effective July 10, 2022 to June 30, 2023, providing for an across the board increase in base wages of four percent (4%) and a one-time lump sum payment of \$2,250; and 2) Authorizing the CEO/President to execute the CBA modification.

Fiscal Impact

FY 2023: \$1.3 million Expenditure

[Chair Marz opened the Public Hearing on the proposed modification of the CBA between the LVCVA and SEIU Local 1107.](#)

There was no discussion of the proposed modification by any interested person.

Chair Marz closed the Public Hearing on the proposed modification of the CBA between the LVCVA and SEIU Local 1107.

Member Naft moved, and it was carried by unanimous vote of the voting members, to: 1) Approve the proposed modification to the CBA between the LVCVA and SEIU, effective July 10, 2022 to June 30, 2023, providing for an across the board increase in base wages of four percent (4%) and a one-time lump sum payment of \$2,250; and 2) Authorize the CEO/President to execute the CBA modification.

Item B. Compensation Philosophy and Executive Class Review

Mr. Finger outlined the Compensation Committee's responsibilities, including approving the salary and bonus ranges of executive officers who report to the Board or the CEO/President. Mr. Finger summarized the LVCVA's compensation philosophy; described the methodology for executive pay ranges, specifying the setting of pay range midpoints to market comparisons to Destination Marketing Organizations (DMO), local hospitality industry, convention centers and/or local governments. Mr. Finger illustrated the pay range setting methodology by using the CEO/President position as an example and summarized the history of previous movement of executive pay and bonus ranges. Mr. Finger requested that the Board consider: 1)

Approving changes to the LVCVA's general compensation philosophy; and 2) Approving the salary and bonus ranges of executive officers who report to the Board or the Chief Executive Officer (CEO)/President.

Member Sewald recused herself from voting on or discussing Agenda Item 8B, noting that she is employed by the Vegas Chamber, wherein she serves as the President & CEO. Agenda Item B contemplates revising the salary and bonus ranges of LVCVA executive officers that report to the Board CEO/President. The proposed revisions will affect Lori Nelson-Kraft, the LVCVA's Senior Vice President of Communications. Ms. Kraft also serves on the Vegas Chamber Board, and thus exercises a supervisory function over Vice Chair Sewald in her official capacity. Vice Chair Sewald noted 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 be recusing herself from voting on Agenda Item 8B.

Member Naft moved, and it was carried by unanimous vote of the voting members, to: 1) Approve changes to the LVCVA's general compensation philosophy; and 2) Approve the salary and bonus ranges of executive officers who report to the Board or the Chief Executive Officer (CEO)/President.

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

Nadine Jones, Senior Vice President of People & Culture, stated that the only notable recommended change to the policy was the amount of the ten-year tenure award and requested that the Board consider approving the proposed revisions of the LVCVA's Rewards and Recognition Policy providing special awards for ambassadors.

Fiscal Impact

FY 2023: \$150,000 Expenditure

Member Sewald disclosed that she is employed by the Vegas Chamber where she serves as the President & CEO. The Customer Service Excellence Program is conducted in partnership between the LVCVA and the Vegas Chamber. Vice Chair Sewald stated that the independence of judgement of a reasonable person in her situation would not be materially affected by her position with the Vegas Chamber and its participation in this event and would therefore be voting on the item.

Member Sewald moved, and it was carried by unanimous vote of the voting members, to approve the proposed revisions of the LVCVA's Rewards and Recognition Policy providing special awards for ambassadors.

Item D. Review and Approval of the LVCVA's Parental Leave Policy

Ms. Jones informed the Board that the Parental Leave Policy is a new policy for the LVCVA and provided details on its purpose – namely to provide those ambassadors who do not qualify for Family Medical Leave Act leave opportunities (or other State or Federal leave) the ability to take time off for parental responsibilities related to the birth or adoption of a newborn child. Ms. Jones requested that the Board consider approving a Parental Leave Policy effective June 1, 2022, providing Ambassadors time away from work for parental responsibilities related to the birth or adoption of a newborn child, when other State or Federal leave is not available.

Fiscal Impact

FY 2023: \$15,000 Expenditure

Member Sewald moved, and it was carried by unanimous vote of the voting members, to approve a Parental Leave Policy effective June 1, 2022, providing Ambassadors time away from work for parental responsibilities related to the birth or adoption of a newborn child, when other State or Federal leave is not available.

COMMENTS FROM THE FLOOR BY THE PUBLIC

Daniel Braisted expressed interest in the use of the flat surface from the Las Vegas Monorail station to the Las Vegas Convention Center, provided information on a recent medical equipment show, provided an update on the replacement of an exit sign on Interstate 15 and Sahara, and commented on other exit signs in Las Vegas.

Michael Garwood commented on his experience working at the recent 100th anniversary celebration of State Farm Insurance at Allegiant Stadium and commented on a recent comparison to Las Vegas on a BBC radio station.

Ed Uehling expressed excitement for future events in Las Vegas and provided thoughts on home-sharing and small businesses in Las Vegas.

ADJOURNMENT

Chair Marz adjourned the meeting at 10:47 a.m.

Respectfully submitted,

Date Approved: July 12, 2022

Silvia Perez
Executive Assistant to the Board

John Marz
Chair

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

BOARD OF DIRECTORS MEETING

AGENDA DOCUMENTATION

MEETING DATE:	JULY 12, 2022	ITEM NO. 1
TO:	BOARD OF DIRECTORS	
FROM:	H. FLETCH BRUNELLE VICE PRESIDENT OF MARKETING	<small>DocuSigned by:</small>  <small>1ED05A07D2D34D9...</small>
SUBJECT:	IMEX AMERICA – LAS VEGAS, NEVADA – OCTOBER 10-13, 2022	

RECOMMENDATION

That the Board of Directors consider authorizing the Chief Executive Officer (CEO)/President to: 1) Execute an agreement with the Ice Agency, in the amount of \$270,000, for design and construction of the Las Vegas Convention and Visitors Authority (LVCVA) booth at the 2022 IMEX America global meetings and events expo (IMEX America); 2) Execute an agreement with IMEX America Ltd, in the amount of \$283,500, for exhibition booth space at IMEX America; and 3) Authorize any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

FISCAL IMPACT

FY 2023:	\$625,000	Expenditure
	(\$140,000)	(Anticipated Sponsorship Contributions)
	\$485,000	Total Anticipated LVCVA Net Expenditure

BOARD ACTION:	
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DocuSigned by:

A0348F0DE947422...
STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

IMEX America is returning to Las Vegas for the 11th year and will be held at the Mandalay Bay Convention Center, October 10-13, 2022. IMEX America is an international show that will bring together travel buyers and meeting planners from the corporate, association, and third party markets. IMEX America is an appointment-based show, guaranteeing quality appointments for suppliers. IMEX America 2021 had a total attendance of 8,605 including 2,656 hosted buyers. Staff expects IMEX America to have stronger attendance as the meetings and events market emerges from the pandemic and international flights resume.

Las Vegas Convention and Visitors Authority Board of Directors Meeting
Agenda Documentation

Meeting Date: July 12, 2022

Subject: IMEX America – Las Vegas, Nevada – October 10-13, 2022

Organizations such as Meeting Professionals International (MPI), Professional Convention Management Association (PCMA), Corporate Event Marketing Association (CEMA), International Association of Exhibitions and Events (IAEE), SITE Global, and Destinations International will be supporting IMEX America in the form of sponsorships, educational programming, and continuing education certification. Third party and association management companies such as Experient, Maritz Travel, ConferenceDirect, and HelmsBriscoe will bring their premiere customers to the show.

The LVCVA will have an exhibition booth (LVCVA Booth) at IMEX America and anticipates 17 hotel partners and 11 service suppliers (collectively, the Partners) will exhibit within the LVCVA Booth exhibition pavilion. The Partners will provide sponsorship contributions to the LVCVA for the shared use of the LVCVA Booth. An additional 5 hotel groups, representing 25 hotels, will be exhibiting independently at the show. The LVCVA will support various marketing initiatives, including hosting approximately 25 meeting planners, and will co-sponsor industry member events including MPI and SITE Global. The 2021 IMEX show represented approximately \$14.8 million in overall economic impact.

EXPENDITURES:

Booth design and construction	\$ 270,000
IMEX America exhibit booth space	\$ 283,500
Booth Food and Beverage, activation, and promotional materials	\$ 35,000
Customer development event with meeting planner attendees	\$ 28,500
Sponsorship contribution for SITE Global's SITE Nite event	\$ 6,000
Sponsorship contribution for MPI's MPI Rendezvous event	<u>\$ 2,000</u>
Expenditures	\$ 625,000

REVENUE:

Estimated sponsorship contributions from Resort and Destination Attraction Partners for use of the LVCVA Booth for meetings	(\$140,000)
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This expenditure has been budgeted in the FY 2023 budget.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

BOARD OF DIRECTORS MEETING

AGENDA DOCUMENTATION

MEETING DATE:	JULY 12, 2022	ITEM NO. 2
TO:	BOARD OF DIRECTORS	
FROM:	H. FLETCH BRUNELLE VICE PRESIDENT OF MARKETING	DocuSigned by: <i>H Fletch Brunelle</i> 1ED6BA67D2D34D9...
SUBJECT:	LAS VEGAS EVENTS – EVENT APPROVAL WEST COAST CONFERENCE BASKETBALL TOURNAMENTS LAS VEGAS, NV – 2023-2025	

RECOMMENDATION

That the Board of Directors consider: 1) Approving an expenditure in the amount of \$900,000 to Las Vegas Events (LVE) to fund the West Coast Conference Men's and Women's Basketball Tournaments, March 2-7, 2023, March 8-12, 2024, and March 7-11, 2025, at the Orleans Arena; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

FISCAL IMPACT

FY 2023:	\$300,000	Expenditure
FY 2024:	\$300,000	Expenditure
FY 2025:	\$300,000	Expenditure

BOARD ACTION:	
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DocuSigned by:

Steve Hill

STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

The West Coast Conference (WCC) Basketball Tournament (Tournament) features 18 NCAA Division 1 men's and women's basketball games played over a five-day period. Twenty teams -10 men's and 10 women's- will compete to win their respective conference tournaments and secure bids to the NCAA Division 1 Men's and Women's tournaments.

The WCC includes the following universities: Gonzaga; Saint Mary's; Santa Clara; BYU; San Diego; San Francisco; Loyola Marymount; Pepperdine; Pacific; and Portland.


The Tournament is expected to draw more than 4,000 out-of-town visitors and generate an estimated total economic impact of \$7.6 million. ESPN / ESPN 2 will broadcast six Tournament games per year including the semi-finals and finals.

This event has been approved by the LVE Board of Directors and will be budgeted in future fiscal years.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

BOARD OF DIRECTORS MEETING

AGENDA DOCUMENTATION

MEETING DATE:	JULY 12, 2022	ITEM NO. 3
TO:	BOARD OF DIRECTORS	
FROM:	BRIAN YOST CHIEF OPERATING OFFICER	<small>DocuSigned by:</small>  <small>9EB0A1EA330F4A7...</small>
SUBJECT:	TOURISM INTELLIGENCE ANALYST COOPERATIVE AGREEMENT – LAS VEGAS METROPOLITAN POLICE DEPARTMENT	

RECOMMENDATION

That the Board of Directors consider: 1) Authorizing the Chief Executive Officer (CEO)/President to execute a one-year cooperative agreement with the Las Vegas Metropolitan Police Department, effective July 1, 2022 to June 30, 2023, with two (2) optional 2-year extensions, in the total amount of \$939,000, to fund the Tourism Intelligence Analyst within the Southern Nevada Counter Terrorism Center; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

FISCAL IMPACT

FY 2023:	\$170,000	Expenditure
FY 2024:	\$178,000	Expenditure
FY 2025:	\$187,500	Expenditure
FY 2026:	\$196,800	Expenditure
FY 2027:	\$206,700	Expenditure

BOARD ACTION:	
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STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

The Southern Nevada Counter Terrorism Center (SNCTC) provides tactical and strategic support to regional stakeholders on terrorism and crime. Comprised of staff from twenty-seven (27) different agencies, the SNCTC is a 24/7 all crimes and all hazards fusion center that responds to incidents within Clark County. The Counter Terrorism Section of the SNCTC provides an operational capability to identify and mitigate potential threats to Clark County.

Las Vegas Convention and Visitors Authority Board of Directors Meeting
Agenda Documentation

Meeting Date: July 12, 2022

Subject: Tourism Intelligence Analyst Cooperative Agreement – Las Vegas
Metropolitan Police Department

Since 2009, other than a two-year pause during the height of the COVID-19 pandemic, the Las Vegas Convention and Visitors Authority (LVCVA) has provided funding for an Intelligence Analyst within the SNCTC to serve as the official liaison between the private sector, including the destination's resort partners, and law enforcement investigators at local, state, and federal levels, to ensure the exchange of and response to the mutual flow of information. The Intelligence Analyst also completes threat assessments for major special events and periods of high visitor volume, provides regular reports to the resort community regarding local and federal investigations, and serves on industry panels within the Las Vegas Metropolitan Police Department's Homeland Security Division.

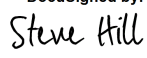
The LVCVA's funding of the Intelligence Analyst also provides membership on the SNCTC Board of Governors and ensures voting rights on all matters before the SNCTC Board.

The LVCVA's funding contribution towards the Intelligence Analyst shall be \$170,000 for the first year of the agreement with a 5% annual increase for any future optional extensions.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

BOARD OF DIRECTORS MEETING

AGENDA DOCUMENTATION

MEETING DATE:	JULY 12, 2022	ITEM NO. 4
TO:	BOARD OF DIRECTORS	
FROM:	STEVE HILL CHIEF EXECUTIVE OFFICER	<small>DocuSigned by:</small>  <small>A6348F0DE947422...</small>
SUBJECT:	SETTLEMENT AGREEMENT - P2M MOTORSPORTS, LLC LITIGATION	

RECOMMENDATION

That the Board of Directors consider authorizing the Chief Executive Officer (CEO)/President to execute settlement documents resolving the Las Vegas Convention and Visitors Authority's (LVCVA) litigation against P2M Motorsports, LLC.

For possible action.

FISCAL IMPACT

FY 2023: None

BOARD ACTION:	
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STEVE HILL
CEO/PRESIDENT


PURPOSE AND BACKGROUND

During its March 9, 2021 meeting, the Board of Directors (Board) authorized the CEO/President to initiate litigation against P2M Motorsports, LLC (P2M) to obtain a declaratory order nullifying a 2017 Confidentiality and Non-Disclosure Agreement (CNDA) between the LVCVA and P2M. Through pre-trial discussions, Staff has negotiated a preliminary settlement with P2M which, with the Board's approval, will include the following terms: P2M will agree that the CNDA is void and unenforceable; the parties will jointly stipulate to dismiss the litigation with prejudice; and the parties will be responsible for their own fees and costs associated with the litigation.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

BOARD OF DIRECTORS MEETING

AGENDA DOCUMENTATION

MEETING DATE:	JULY 12, 2022	ITEM NO. 5
TO:	BOARD OF DIRECTORS	
FROM:	ED FINGER CHIEF FINANCIAL OFFICER	<small>DocuSigned by:</small>  <small>93337CA3F0304C0...</small>
SUBJECT:	DEFERRED COMPENSATION 457 PLAN ADMINISTRATION – EMPOWER RETIREMENT, LLC.	

RECOMMENDATION

That the Board of Directors consider authorizing the Chief Financial Officer to execute a Master Services Agreement with Empower Retirement, LLC, for plan administration services related to the Clark County Deferred Compensation Program.

For possible action.

FISCAL IMPACT

FY 2023: None

BOARD ACTION:	
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STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND


The Clark County Deferred Compensation Program (Program) allows employees of political subdivisions in the County to voluntarily set aside income, while invested under the program, for retirement savings purposes. The Program, which has existed since 1979, has allowed participating parties, including the LVCVA, the University Medical Center of Southern Nevada, the Las Vegas Valley Water District, the Clark County Water Reclamation District, and others (Program Participants), to combine their income deferrals into the County plan.

Clark County issued a Request for Proposal for Program administration covering the following duties: recordkeeping/administration; communication/education; onsite education; investment advisory; investment management; and custodial trustee services. Upon recommendation of an ad-hoc committee comprised of representatives from four Program Participants, the County approved the appointment of Empower Retirement, LLC. To date, Empower's appointment has been approved by Clark County, the Clark County Water Reclamation District Board of Trustees, University Medical Center of Southern Nevada, and the Mount Charleston Fire Protection District.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

BOARD OF DIRECTORS MEETING

AGENDA DOCUMENTATION

MEETING DATE:	JULY 12, 2022	ITEM NO. 6
TO:	BOARD OF DIRECTORS	
FROM:	ED FINGER CHIEF FINANCIAL OFFICER	<small>DocuSigned by:</small>  <small>93337CA3F6364C0...</small>
SUBJECT:	INSURANCE POLICIES	

RECOMMENDATION

That the Board of Directors consider: 1) Authorizing the Chief Financial Officer to execute insurance policies for the policy period from August 1, 2022, through August 1, 2023, as follows: Property Insurance - FM Global in the amount of \$1,019,667; Monorail Excess Liability - Mercer Insurance Group in the amount of \$363,650; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

FISCAL IMPACT

FY 2023: \$1,383,317 Expenditure

BOARD ACTION:	
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STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

The Las Vegas Convention and Visitors Authority (LVCVA) insures against property, liability, workers compensation, automobile, public official errors and omissions, crime, cyber, and international travel risks. The cyber policy is renewed in March, all other policies have an August 1 through August 1 annual policy period.

FM Global has been LVCVA's property insurance carrier since 2010, and they provide coverage for the entire campus, with a liability policy limit of \$1 billion and a self retention of \$2 million.

Mercer insurance Group is the carrier for the Monorail's excess liability layer with a liability policy limit of \$2 million. The primary insurance coverage is placed through Western Management Group, the Monorail's operating and management firm.

Las Vegas Convention and Visitors Authority Board of Directors Meeting
Agenda Documentation
Meeting Date: July 12, 2022
Subject: Insurance Policies

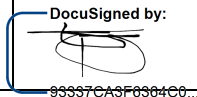
The LVCVA uses Kaercher Insurance (with Alera Group) to broker policy placement. Kaercher was awarded the LVCVA's insurance brokerage services by the Board in November 2014.

All of the other policies in the insurance program are below \$250,000 and are within the CEO's purchasing authority. The policy renewal requests are within the fiscal year 2023 Board-approved budgeted amounts, and carriers have a Best Key Rating of A-VII or stronger.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

BOARD OF DIRECTORS MEETING

AGENDA DOCUMENTATION

MEETING DATE:	JULY 12, 2022	ITEM NO. 7
TO:	BOARD OF DIRECTORS	
FROM:	ED FINGER CHIEF FINANCIAL OFFICER	
SUBJECT:	COMPENSATION COMMITTEE REPORT AND RECOMMENDATIONS	

RECOMMENDATION

The Compensation Committee met on July 11, 2022 to discuss Items A-C. The Compensation Committee Chair will present a report to the Board of Directors.

The Compensation Committee Chair will present a report and give the Committee's recommendations, if any, to the Board of Directors.

Item A. General Counsel's Performance Evaluation and Review of Fiscal Year 2023 Goals and Objectives

That the Board consider: 1) Conducting the General Counsel's annual performance evaluation for fiscal year (FY) 2022; 2) Approving the General Counsel's proposed FY 2023 goals as recommended by the Compensation Committee; and 3) Approving compensation as recommended by the Compensation Committee, regarding compensation based on overall performance, market data, and accomplishment of FY 2022 goals.

For possible action.

Item B. CEO/President's Annual Performance Evaluation and Review of Fiscal Year 2023 Goals and Objectives

That the Board consider: 1) Conducting the Chief Executive Officer (CEO)/President's annual performance evaluation for FY 2022; 2) Approving the CEO/President's proposed FY 2023 goals as recommended by the Compensation Committee; and 3) Approving compensation as recommended by the Compensation Committee, regarding compensation based on overall performance, market data, and the accomplishment of the FY 2022 goals.

For possible action.

Item C. Compensation Committee Annual Charter Review and Performance Evaluation

That the Board consider: 1) Approving the annual review of the Compensation Committee Charter and any proposed changes; and 2) Approving the Compensation Committee's evaluation of its annual performance pursuant to the Committee Charter.

For possible action.

Las Vegas Convention and Visitors Authority Board of Directors Meeting
Agenda Documentation
Meeting Date: July 12, 2022
Subject: Compensation Committee Report and Recommendations

FISCAL IMPACT

ITEMS A & B

FY 2022 & FY 2023: TBD

ITEM C

None

BOARD ACTION:	
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
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Steve Hill

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STEVE HILL
CEO/PRESIDENT

LAS VEGAS CONVENTION AND VISITORS AUTHORITY COMPENSATION COMMITTEE MEETING AGENDA DOCUMENTATION

MEETING DATE:	JULY 11, 2022	ITEM A
TO:	COMPENSATION COMMITTEE	
FROM:	ED FINGER CHIEF FINANCIAL OFFICER	DocuSigned by:  93337CA3F6364C0...
SUBJECT:	GENERAL COUNSEL'S PERFORMANCE EVALUATION AND REVIEW OF FISCAL YEAR 2023 GOALS AND OBJECTIVES	

RECOMMENDATION

That the Compensation Committee consider: 1) Conducting the General Counsel's annual performance evaluation for fiscal year (FY) 2022; 2) Approving the General Counsel's proposed FY 2023 goals for recommendation to the Board; and 3) Designating a recommendation to the Board regarding compensation based on overall performance, market data, and accomplishment of FY 2022 goals.

For possible action.

FISCAL IMPACT

FY 2022 and FY 2023: TBD

COMMITTEE ACTION:	
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
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STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

In accordance with the Board of Directors Policy 3.03, the CEO shall perform an annual evaluation of LVCVA's General Counsel and shall make a recommendation to the Compensation Committee regarding the compensation of LVCVA's General Counsel. Additionally, in accordance with the Committee's Charter responsibilities, the Committee is required to evaluate and recommend for Board approval the General Counsel's proposed goals for FY 2023.

The Compensation Committee then shall perform its evaluation and make its recommendation to the Board regarding the compensation, including merit pay and incentive bonus, of LVCVA's General Counsel at the Board of Directors July 12, 2022, regular meeting.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY COMPENSATION COMMITTEE MEETING AGENDA DOCUMENTATION

MEETING DATE:	JULY 11, 2022	ITEM B
TO:	COMPENSATION COMMITTEE	
FROM:	ED FINGER CHIEF FINANCIAL OFFICER	<small>DocuSigned by:</small>  <small>93337CA3F6364C0...</small>
SUBJECT:	CEO/PRESIDENT'S ANNUAL PERFORMANCE EVALUATION AND REVIEW OF FISCAL YEAR 2023 GOALS AND OBJECTIVES	

RECOMMENDATION

That the Compensation Committee consider: 1) Conducting the Chief Executive Officer (CEO)/President's annual performance evaluation for fiscal year (FY) 2022; 2) Approving the CEO/President's proposed FY 2023 goals for recommendation to the Board; and 3) Designating a recommendation to the Board regarding compensation based on overall performance, market data, and the accomplishment of the FY 2022 goals.

For possible action.

FISCAL IMPACT

FY 2022 and FY 2023: TBD

COMMITTEE ACTION:	
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STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

In accordance with the Board of Directors Policy 2.02, the Committee is required to conduct the annual review and evaluation of the CEO/President's performance. Additionally, in accordance with the Committee's Charter responsibilities, the Committee is required to evaluate the CEO/President's proposed goals for FY 2023.

The Compensation Committee then shall perform its evaluation and make its recommendation to the Board regarding the compensation, including merit pay and incentive bonus, of LVCVA's CEO/President at the Board of Directors July 12, 2022, regular meeting.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY COMPENSATION COMMITTEE MEETING AGENDA DOCUMENTATION

MEETING DATE:	JULY 11, 2022	ITEM C
TO:	COMPENSATION COMMITTEE	
FROM:	ED FINGER, CHIEF FINANCIAL OFFICER	<small>DocuSigned by:</small>  <small>93337CA3F6364C0...</small>
SUBJECT:	COMPENSATION COMMITTEE ANNUAL CHARTER REVIEW AND PERFORMANCE EVALUATION	

RECOMMENDATION

That the Compensation Committee: 1) Perform its annual review of its Charter and recommend any proposed changes to the Board; and 2) Evaluate its performance for the past year pursuant to the Compensation Committee Charter.

For possible action.

FISCAL IMPACT

None

COMMITTEE ACTION:	
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STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

The Compensation Committee Charter (Charter) requires that the Committee annually review and reassess its Charter and recommend any proposed changes to the Charter to the LVCVA Board of Directors.

The Charter also requires that the Committee evaluate its performance over the last year. The Chief Financial Officer will provide a brief report on the Committee's completion of its responsibilities under the Charter to assist with the evaluation.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY **COMPENSATION COMMITTEE CHARTER**

I. Purpose

The Las Vegas Convention and Visitors Authority ("LVCVA") Compensation Committee ("Committee") is a special committee of the Board of Directors. As set forth below, the Committee has the authority to recommend to the Board of Directors the compensation of the LVCVA's CEO and General Counsel, any modifications that the Committee may deem necessary or advisable related to compensation philosophy, and the executive and union compensation programs, and such other duties as the Board shall delegate.

The Committee reviews and approves goals and objectives relevant to the CEO's and General Counsel's compensation, evaluates their performance in light of such goals and objectives, and either as a committee or together with the other independent directors recommends their compensation to the Board for approval based upon such evaluation. The Committee decides how to conduct its evaluation, which may change from time to time. In performing its evaluation, it may use published forms and procedures. The Committee may also hire and use consultants of varied disciplines to assist in the evaluation.

II. Organization

1. *Charter.* At least annually, this charter shall be reviewed and reassessed by the Committee and any proposed changes shall be submitted to the Board of Directors for approval.
2. *Members.* The Chair of the Board shall appoint the members of the Committee. The Board must ratify any such appointment. The Committee shall be comprised of at least three (3) members. The Board of Directors may change committee members. The Chair of the Board of Directors shall also designate

a Committee Chair or the Committee can nominate and appoint the Chair of the Committee.

3. *Meetings.* In order to discharge its responsibilities, the Committee shall meet annually. Additional meetings may be scheduled at the call of the Chair as required.
4. *Agenda, Minutes and Reports.* The CEO shall be responsible for establishing the agendas for meetings of the Committee. An agenda, together with materials relating to the subject matter of each meeting, shall be sent to members of the Committee prior to each meeting. Minutes for all meetings of the Committee shall be prepared to document the Committee's discharge of its responsibilities. The Committee shall make reports to the Board of Directors and seek Board approval for the Committee's recommendations.

III. Responsibilities

The following shall be the principal responsibilities of the Committee:

1. *Compensation Philosophy and Program.* In consultation with the CEO, the Committee shall recommend to the Board for approval the LVCVA's general compensation philosophy, and oversee the development and implementation of executive compensation programs. The Committee shall review on a periodic basis the LVCVA's executive compensation programs and recommend to the Board any modifications that the Committee may deem necessary or advisable.
2. *CEO's and General Counsel's Compensation.* The Committee shall annually review and recommend for Board approval the LVCVA's goals and objectives relevant to the compensation of the CEO and General Counsel and shall evaluate the performance of the CEO and General Counsel in light of overall performance, including goals and objectives. Based on such evaluation, the Committee shall recommend to the Board for approval the compensation (including base salary, incentive compensation and benefits) of the CEO and General Counsel.

3. *Officer Compensation and Special Awards.* Annually, the Committee shall also review and recommend for Board approval title changes, salary and bonus ranges of executive officers or “E” level positions who report to the Chief Executive Officer. The Committee shall review annually management's policy related to rewards and recognition, including but not limited to, service awards and retirement gifts and make change recommendations to the Board.
4. *Benefit Plans and Union Contracts.* The Committee shall review and recommend for Board approval the terms of the LVCVA's non-salary benefit plans and review and recommend for Board approval all union contracts.
5. *Committee Performance Evaluation.* The Committee shall evaluate its own performance on an annual basis.
6. *Access to Consultants.* The Committee shall have the resources and authority to discharge its duties and responsibilities as described herein.
7. *Delegation.* Committee may delegate any of its responsibilities to a subcommittee comprised of one or more members of the Committee, the Board or members of management.
8. *Other Duties.* The Committee shall also carry out such other duties as may be delegated to it by the Board of Directors from time to time.

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IV. **Adoption**

The above and foregoing consisting of four (4) pages, including this page, were duly and regularly adopted as the Las Vegas Convention and Visitors Authority Compensation Committee Charter this _____ day of _____, 2022.

Chair
Compensation Committee


The above and foregoing consisting of four (4) pages, including this page, were duly and regularly adopted as the Las Vegas Convention and Visitors Authority Compensation Committee Charter this _____ day of _____, 2022.

Chair
LVCVA Board of Directors

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

BOARD OF DIRECTORS MEETING

AGENDA DOCUMENTATION

MEETING DATE:	JULY 12, 2022	ITEM NO. 8
TO:	BOARD OF DIRECTORS	
FROM:	ED FINGER CHIEF FINANCIAL OFFICER	<small>DocuSigned by:</small>  <small>93337CA3F0304C0...</small>
SUBJECT:	EXECUTIVE CLASS BONUS RANGE MODIFICATIONS	

RECOMMENDATION

That the Board of Directors consider approving a one-time modification of the bonus ranges for executive officers who report to the Chief Executive Officer (CEO)/President for the fiscal year 2022 annual performance evaluations.

For possible action.

FISCAL IMPACT

FY 2022: TBD

BOARD ACTION:	
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STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

Pursuant to Board Policies, the Board determines the appropriate compensation and benefits including, but not limited to, bonuses, for all Executive "E" level ambassadors who are direct reports to the CEO/President.

The Board will discuss and take possible action permitting a one-time modification of the existing Executive Class Bonus Ranges for the fiscal year 2022 annual performance evaluations.

2022 BOARD OF DIRECTORS REGULAR MEETING SCHEDULE



JANUARY

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FEBRUARY

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MAY

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AUGUST

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NOVEMBER

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DECEMBER

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- Regular meetings of the Las Vegas Convention and Visitors Authority (LVCVA) Board of Directors (Board) are scheduled for the second Tuesday of each month at 9 a.m., or at the call of the chair.
- All Board meetings of the LVCVA are open to the general public.
- Per NRS 354.596(4): The public hearing on the tentative budget must be held by the governing body not sooner than the third Monday in May and not later than the last day in May.
- Agendas and approved minutes of the Board meetings are posted on the LVCVA website at: www.lvcva.com/agenda.
- Most meetings are held at the Las Vegas Convention Center in the Board Room at 3150 Paradise Road, Las Vegas, Nevada 89109. Locations of meetings are subject to change.

REGULAR MEETINGS

January	11	May	10	September	13
February	8	June	14	October	11
March	8	July	12	November	8
April	12	August	9	December	13

COMMITTEE MEETINGS/OTHER

Marketing Committee Meeting – January 24
 Audit Committee Meeting – May 9
 Joint Meeting of the LVCCD Committee & Oversight Panel – May 11
 Public Hearing on the Budget – May 23
 Compensation Committee Meeting – June 13
 Compensation Committee Meeting – July 11



Committees of the LVCVA Board of Directors

AUDIT COMMITTEE

Mayor Kiernan McManus, Chair
Commissioner Michael Naft, Vice Chair
Councilwoman Pamela Goynes-Brown
Ms. Mary Beth Sewald
Mr. Steve Thompson
Councilman Brian Wursten

COMPENSATION COMMITTEE

Mr. Anton Nikodemus, Chair
Ms. Mary Beth Sewald, Vice Chair
Mr. Scott DeAngelo
Councilwoman Michele Fiore
Commissioner Michael Naft

POLICY COMMITTEE

Ms. Jan Jones Blackhurst, *Chair*
Councilwoman Pamela Goynes-Brown, Vice Chair
Mayor Carolyn Goodman
Mr. Brian Gullbrants
Mayor Kiernan McManus

LVCVA REPRESENTATIVES ON THE LAS VEGAS EVENTS BOARD OF DIRECTORS

Commissioner Jim Gibson
Mayor Carolyn Goodman

LVCCD COMMITTEE

Commissioner Jim Gibson, Chair
Mr. Anton Nikodemus, Vice Chair
Mayor Carolyn Goodman
Ms. Jan Jones Blackhurst
Councilman John Marz
Commissioner Michael Naft
Mr. Steve Thompson

MARKETING COMMITTEE

Mr. Scott DeAngelo, Chair
Mr. Anton Nikodemus, Vice Chair
Councilwoman Pamela Goynes-Brown
Mr. Brian Gullbrants
Ms. Jan Jones Blackhurst
Councilman John Marz
Ms. Mary Beth Sewald