

A photograph of the Las Vegas Convention Center at night, featuring its modern glass facade and illuminated interior. The image is framed by large, overlapping circular shapes in shades of purple, pink, and gold.

2022

LAS
Vegas[®]
CONVENTION AND
VISITORS AUTHORITY

Policy Committee Meeting

Thursday, December 8, 2022
Las Vegas Convention Center

www.lvcva.com



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Chairman
Councilman
City of Henderson



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President and COO CityCenter
Aria Resort & Casino/
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Chief Marketing Officer
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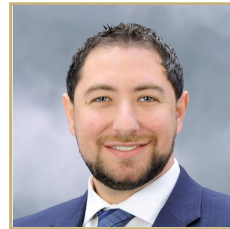
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Caesars Entertainment
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President and CEO
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Executive Vice President
Operations
Boyd Gaming Corporation



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Councilman
City of Mesquite



NOTICE OF PUBLIC MEETING AND AGENDA

POLICY COMMITTEE MEETING

THURSDAY, DECEMBER 8, 2022

9:00 A.M.

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

Policy Committee:

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

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 POLICY COMMITTEE (COMMITTEE) 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

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 Committee 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 29, 2021 Policy Committee Meeting.
For possible action.

LVCVA STAFF REPORTS AND REQUESTED ACTIONS

A. Review and Approval of Proposed Amendments to Board Policies

That the Committee review, and approve for recommendation to the Board of Directors, proposed amendments to Board Policies.

For possible action.

B. Policy Committee Charter Review and Evaluation of Committee

That the Committee perform its annual review of the Committee's Charter and evaluation of the Committee's performance.

For possible action.

SET NEXT MEETING DATE

The next Policy Committee meeting will be at the call of the Chair.

COMMENTS FROM THE FLOOR BY THE PUBLIC

This public comment period is for any matter that is within the jurisdiction of the Committee. 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 Committee 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 Committee'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 Committee 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/>

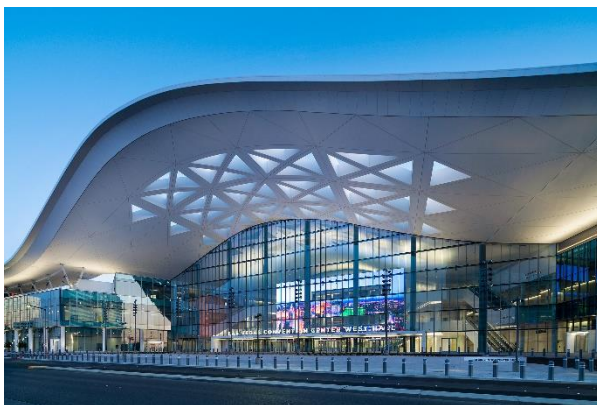
Committee meeting rooms are accessible to persons with disabilities. If special arrangements are required, please contact the Customer Safety Department at: 702-892-7400, which is a 24-hour Dispatch Control Center, or contact Silvia Perez in the Board Office at: 702-892-2802 or sperez@lvcva.com

Members of the Committee 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
Policy Committee Meeting
June 29, 2021



Policy Committee Meeting
Tuesday, June 29, 2021
Minutes

The Policy Committee Meeting of the Board of Directors of the Las Vegas Convention and Visitors Authority (LVCVA) was held on June 29, 2021, at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109. This meeting was properly noticed in conformance with the State of Nevada Executive Department Declaration of Emergency Directives 006 and 044, dated March 22, 2020 and April 19, 2021, respectively.

Policy Committee Members:

Present unless otherwise noted

Jan Jones Blackhurst, Chair
Pamela Goynes-Brown, Vice Chair
Mayor Carolyn Goodman
Mayor Kiernan McManus
Mr. Anton Nikodemus

LVCVA Executive Staff in Attendance

Steve Hill, CEO/President
Caroline Bateman, General Counsel
Ed Finger, Chief Financial Officer
Brian Yost, Chief Operating Officer
Lori Nelson-Kraft, Sr. VP of Communications
Kate Wik, Chief Marketing Officer
Stana Subaric, Senior Vice President of People & Culture
Constance Brooks, Vice President of Public Affairs and Diversity

OPENING CEREMONIES

Chair Jan Jones Blackhurst called the meeting to order at 10:30 a.m.

Caroline Bateman, General Counsel, acknowledged that all Committee members were present.

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
THE AGENDA &
MINUTES**

Vice Chair Pamela Goynes-Brown moved, and it was carried by unanimous vote of the voting members, to approve the June 29, 2021 Policy Committee Meeting agenda and the minutes from the October 3, 2019, Policy Committee Meeting.

LVCVA STAFF REPORTS AND REQUESTED ACTIONS

ITEM A. **Policy Committee Charter Review and Evaluation of Committee**

Ms. Bateman discussed the Committee's primary duty pursuant to its Charter, particularly to review and propose any recommended edits to Board Policies to the Board of Directors (Board).

Ms. Bateman stated that the Committee conducted two meetings during fiscal year 2020, where it proposed and recommended extensive changes to the Board Policies for approval by the Board. Ms. Bateman confirmed that in Staff's opinion, the Committee fulfilled its duties as prescribed in its Charter, and that Staff does not currently have any proposed edits to the Charter.

Member Carolyn Goodman asked if the time was appropriate to comment on the proposed changes to the Board Policies, to which Ms. Bateman replied that those comments would fall under Agenda Item B.

Member Anton Nikodemus moved, and it was carried by unanimous vote of the voting members, to approve the annual review of the Committee's Charter and the Committee's performance.

ITEM B. **Review and Approval of Proposed Amendments to Board Policies**

Ms. Bateman described the Board Policies review process including Staff consultation with Board and Committee members for their recommendations.

Ms. Bateman clarified the proposed changes to Board Policy 1.02, noting a slight edit to the statutory requirements for elected members from the City of Mesquite, and clarification on term limits for new private sector members fulfilling vacant positions.

Ms. Bateman explained that the proposed edit to existing Policy 1.03.1 was to clarify that any member elected to assume a vacant position on the Executive Committee of the Board, would still be allowed to fill two additional full terms in that position.

Ms. Bateman stated that the purpose of the proposed edits to Policy 1.03.2 includes a modified version of Robert's Rules regarding the biannual reorganization of the Board's Executive Committee in January of every odd-numbered year, allowing nominations from the floor.

Member Kiernan McManus inquired on the number of nominations allowed to be considered, to which Ms. Bateman confirmed there would be one at a time, with any discussion and subsequent voting on the nomination on the floor. Member McManus expressed concern with the process of closing nominations after one nominee and stated he was not in favor of that verbiage.

Member Goodman echoed Member McManus's concerns and suggested more openness in the process to allow opportunity for other nominees.

Chair Jones Blackhurst questioned what an alternative process would look like, to which Member Nikodemus clarified that the current process would allow for discussion regarding a first nominee, and a second nominee would be permitted, should the first nominee not attain sufficient votes. Member Nikodemus explained that the current process would be "cleaner" than discussing multiple nominees at one time.

Member Goodman asked if the opportunity would be provided to name a second possible candidate during the deliberation of the first candidate, to which Ms. Bateman clarified that a formal nomination would not take place during the Board's deliberation regarding the first candidate. Member Nikodemus explained that during the discussion regarding the first nomination, a Board Member may discuss why they don't believe the candidate on the floor is the best nominee and oppose that nomination.

Vice Chair Goynes-Brown asked if that opposition would need to be voiced, to which Member Nikodemus clarified that a member could either voice their opposition or simply vote in opposition.

Member McManus stated he understood the efficiency of the proposed process and reiterated his opinion on its limitations.

Chief Executive Officer (CEO)/President Steve Hill explained that the recommended process would allow a member to voice his or her opinion on a second potential nominee during the deliberation of a first nominee, and the Board would vote on the first nominee prior to contemplating the second potential nomination. Mr. Hill remarked on the uncertainty of how a motion would be made with multiple nominees, with the absence of rank choice voting.

Member Goodman reiterated her thoughts on the limitations of the recommended process, stating that a Member may not necessarily want to vote against a nominee on the floor, but may want to consider other options to discuss the attributes of the candidates and determine the most qualified nominee.

Chair Jones Blackhurst and Member Nikodemus clarified that a motion to vote can only contain one candidate, to which Member McManus described his experiences with City Council meetings in which multiple nominees have been considered during a vote. Member McManus restated that he understood the efficiency of the recommended process but is not comfortable with the democracy of it.

Ms. Bateman explained that if the voting process was reverted to the original Robert's Rules order, nominees would still have to be voted on individually. Ms. Bateman provided an example that if a member wanted to vote on a second nominee, they would still have to vote down on the first nominee, and that a second nominee wouldn't be able to be voted on, unless the first nominee is not approved.

Member Nikodemus clarified that the individual voting process would still take place if using the original Robert's Rules order, and the only difference would be the discussions that take place regarding candidates.

Member Goodman asked how one would be more open and cooperative with the proposed process, to which Mr. Hill explained that the process is subject to the Open Meeting Law, and noted that the only real change in the process was to allow the Chair of the Board the first right to make a nomination.

Member Goodman commented that if a member of the Board was interested in being nominated, they would likely call Board members to express interest and request support, to which Mr. Hill stated that Staff would discourage doing so with a quorum of the Board, and reiterated that the only change in the proposed process was to streamline the nomination process.

Member Goodman asked if there was any language in the Policy to bring back a nominee that was previously voted on but did not pass, to which Ms. Bateman confirmed there is nothing prohibiting it, either in the proposed modified rules or the original Robert's Rules.

Member Goodman asked Member McManus if his concerns were resolved, or if he would like further discussion, to which Member McManus confirmed he is concerned with the process possibly not bringing forth the best candidate. Chair Jones Blackhurst explained that Board Members would have an opportunity to voice their opinion on the possibility of a second candidate during the deliberation of the first candidate's nomination. Member Nikodemus confirmed the advocacy period for Board members would take place during the discussion period of the initial nomination, to which Member McManus stated that the initial nomination could include multiple candidates rather than just one.

Member Goodman asked what the process was for expressing the Committee's concerns in its recommendation of the Policies to the Board, to which Ms. Bateman responded that any changes approved at the Committee's meeting would be presented to the Board as the Committee's recommendation, and will be open to discussion by the Board, which could edit any of the proposed changes prior to approval of the final version of the Board Policies.

Member Nikodemus asked how Member McManus's concerns would be noted in the Committee's recommendation to the Board, to which Member Goodman stated that she too had concerns regarding Policy 1.03.2.

Chair Jones Blackhurst asked if the proposed policy changes should be voted on individually or as a whole, to which Ms. Bateman recommended voting on the proposed changes as a collected group, and that any items with dissenters would be noted during the presentation to the Board. Members Jones Blackhurst, Nikodemus and Goodman concurred.

Ms. Bateman described the proposed edits to Policy 1.04.3, changing the President/CEO's current signature authority of \$100,000 to \$250,000. Ms. Bateman referenced previous questions posed by Member Nikodemus during individual briefings with Staff and stated that the current signature authority of \$100,000 has been in place since 2006 and that there were 22 and 20 contracts in fiscal years 2020 and 2021, respectively, that would have fallen under the proposed \$250,000 signature authority.

Member Goodman voiced her opposition to the proposed change in amount, citing the current economic environment.

Chair Jones Blackhurst asked if Member Goodman knew what the current signing authority was at the City [of Las Vegas], to which Member Goodman replied it was \$100,000.

Member Nikodemus stated his questions to Staff pertained to the LVCVA's ability to be nimble in the current inflation and market environments and provided his thoughts that inhibiting that ability would be counteractive for the LVCVA to be progressive and dynamic, especially with the expansion project.

Member Goodman referenced the Board's responsibility of accountability, transparency and involvement, and shared her thoughts that the proposed edits were inappropriate at this time but may be considered in the future.

Chair Jones Blackhurst echoed Member Nikodemus's statements regarding the efficiency that the proposed edits would allow.

Ms. Bateman noted that the quarterly contracts report on any contract amendments or change orders in the amount of \$50,000 or more, would continue to be provided to the Board for its review.

Member McManus asked how often these changes occur in a given month, to which Ms. Bateman stated that unless significant changes occurred, it would be between the 20-22 number that was provided for fiscal years 2020 and 2021.

Member Nikodemus reiterated Ms. Bateman's comments that the contracts would still be reported to the Board, but the proposed change would allow nimbleness and flexibility of decision-making in the current competitive and dynamic environment.

Member McManus stated that it is the responsibility of the Board to approve contracts, and the proposed language would allow the President/CEO to exceed the approval at his discretion, to which Mr. Hill stated that the \$250,000 is the limit for the total for any contract. Member McManus stated that he didn't think the language reflected that.

Vice Chair Goynes-Brown clarified that nothing changed in the language of the Policy, other than the amount, to which Member Nikodemus agreed and repeated that it allows the CEO/President flexibility in contract approval, while still reporting contracts to the Board on a quarterly basis.

Member Goodman restated her thoughts on the Board's responsibility in approving contracts, to which Mr. Hill stated that the limit of his authority should recognize the span of control and the size of the organization and provided his thoughts on the appropriateness of the proposed change.

Member Goodman expressed concerns regarding the openness and transparency of the proposed process and referenced the management of the LVCVA's advertising contract process as an example and proposed the use of the consent agenda for approving routine items.

Member Goodman referenced the multiple requests to the Board regarding the Las Vegas Convention Center District expansion project, to which Mr. Hill clarified that the Board approved a \$1M signature authority for him, for items pertaining to that project.

Member Goodman requested her comments be noted when presenting the proposed change to the CEO/President's signature authority to the Board.

Ms. Bateman detailed that in reference to the 20-22 contracts from the past fiscal year that cost between the \$100,000 to \$250,000 figures, only three or four were sponsorships agreements and the majority were mainly from the Operations or Information Technology teams, where the original contract was under Mr. Hill's \$100,000 signature authority, with change orders having caused it to exceed that amount.

Ms. Bateman referenced frequent situations in which awaiting approval from the Board for sponsorship agreements created challenges for event organizers wanting to announce their Las Vegas event in a timely manner.

Member Nikodemus stated that the proposed increase in the CEO's Signature Authority from \$100,000 to \$250,000 is a reflection of the destination's progress from 2006 to present time, and keeping the current amount would possibly result in lost opportunities for the destination. Member Nikodemus repeated only the amount changed in the Policy verbiage, and there would still be accountability with the Board via the Quarterly Contracts Report.

Member Goodman thanked Member Nikodemus for his clarification.

Vice Chair Goynes-Brown expressed her trust in Staff on making decisions on appropriate sponsorship agreements.

Ms. Bateman explained that the proposed edits to Policy 1.04.5 included clarifications that the Las Vegas Events Board qualifies as a Board Committee for the purposes of the Board Policies, and additionally authorized the Board Chair to bring any matter related to a Board Committee, directly to the Board by placing the matter on the Board's agenda. Ms. Bateman indicated she did not anticipate this occurring often and stated that these items would still be considered by the full Board but wouldn't include the pertinent Committee's recommendation.

Ms. Bateman clarified that the proposed changes to Policy 1.04.6 reflect changes that the Compensation Committee made to its Charter to refine the sentence "Annually, the Board shall review the performance and compensation of the CEO and General Counsel, and the compensation ranges for other "E" level employees.", adding "who are direct reports to the CEO." at the end of that sentence.

Ms. Bateman referenced section 1.08.2 as a clarification that in the absence of the Chair, Vice Chair and Secretary of the Board, that the Treasurer would assume the responsibilities of Acting Chair for that meeting.

Ms. Bateman noted that the change to section 1.09 was a clerical change (capitalization).

Ms. Bateman stated that the proposed edit to section 1.10.01 was a clarification that the Board's Regular Meetings may be canceled or rescheduled at the Chair's discretion.

Ms. Bateman stated that Policy 1.12 includes a practice that has been enacted to include a consent agenda portion and noted that Staff has used Robert's Rules to determine what constitutes a practical consent agenda. Ms. Bateman defined these items as routine, procedural, and non-controversial items such as sponsorships that the Board has approved in years past, where the terms of the agreement or expenditure amounts have not significantly changed.

Chair Jones Blackhurst asked if the Board could still pull items from the consent agenda, to which Ms. Bateman confirmed it could.

Member Goodman suggested giving exact parameters regarding consent agenda items and asked what the purpose of implementing a consent agenda was, to which Mr. Hill informed that the previous two Board Chairs expressed a desire to eliminate the need to approve repetitive items every year. Mr. Hill stated that this has been instituted already, and the language is for documentation purposes, as it is not required to be included in the bylaws. Mr. Hill noted that the "reasonable person" standard is a significant standard in law and providing more exact parameters would require more extensive verbiage in the Board Policies, and stated he felt the language was appropriate given Board's ability to pull an item from the consent agenda should it be deemed unreasonable by the Board.

Member Goodman asked if the distribution of the agenda to the Board could be provided at an earlier time than it is currently, to which Mr. Hill answered that would not be possible, as meeting the current deadline is already challenging.

Member Goodman suggested reviewing the Opening Ceremonies portion of the agenda in the interest of time and expressed appreciation for the removal of Directors' Comments at the end of the agenda.

Ms. Bateman explained that the proposed edit to Policy 1.14 addresses the change to the Robert's Rules that were proposed for the reorganization and vacancy elections.

Ms. Bateman stated that the proposed edit to Policy 1.16 clarifies that contracts that are approved by Staff under the CEO/President's signature authority, would still need to be approved by Legal Counsel even if they are not being presented to the Board.

Ms. Bateman noted that the proposed edit to Policy 2.01.3 was for the purpose of matching the previously discussed changes that were made to the Compensation Committee's Charter regarding E-class employees.

Ms. Bateman noted that the proposed edit to Policy 2.01.11 was a clerical change to fill in a missing word.

Ms. Bateman outlined the current lease rate approval process and stated that the proposed change to Policy 2.01.16 requests an extension of the CEO/President's discretion to negotiate lease rates that alter from the standard rate, to include any LVCVA property or transportation system.

Member Goodman discussed the allocation of room tax dollars and expressed desire to keep the proposed language germane to LVCVA property with the suggestion of changing the proposed verbiage to "for LVCVA property and on-campus transportation systems." Member Goodman requested her comments on this item be noted in the presentation to the Board.

Mr. Hill clarified that the Las Vegas Monorail is an asset of the LVCVA that operates beyond its campus and described the type of operating agreements that are referenced in the proposed language, such as advertising pricing for the Las Vegas Monorail and the setting of ticket prices. Mr. Hill clarified that the proposed language would not permit the LVCVA to conduct any new capital transactions.

Member Goodman reiterated her desire to have her comments reflected on the record, to which Mr. Hill confirmed.

Member McManus expressed disagreement with the proposed language, stating that the first and second sentences in Policy 2.01.16 contradict each other, to which Ed Finger, Chief Financial Officer explained that the current verbiage allows the CEO/President to negotiate facility lease rates, but does not allow him to negotiate fees for LVCVA property and transportation systems in the same way.

Mr. Finger asked Member McManus whether his concern was expenditure or revenue based, to which Member McManus discussed his understanding of the process where a schedule of rates would be reviewed by the Board and the CEO/President would negotiate within those parameters. Mr. Hill clarified that the current process involves the Board approving the list price, and that he has the authority to negotiate, to which Member McManus agreed on the appropriateness of the policy but disagrees with the clarity of the verbiage used.

Ms. Bateman informed the Board that the proposed edit to Policy 2.01.19 was clarification language to allow the CEO/President to recommend proposed changes to the Charters of all Committees of the Board rather than limiting it to the Audit and Compensation Committees.

Ms. Bateman outlined the current approval process for property easements 2.01.21(j) and stated the proposed changes request authority for the CEO/President to execute easement agreements with other governmental entities or utility companies. Ms. Bateman provided examples of recent easement related to governmental entities and utilities companies.

Member Goodman expressed concern with the use of the word “execute” in the proposed edits of Policy 2.01.21(j) and requested that her comments be noted.

Ms. Bateman described challenges with the current approval process and language on Policy 3.04 regarding the use of outside Counsel, and stated the proposed edits request authorization for the CEO/President to allow exceeding of his signature authority for outside legal Counsel use, so long as the total spend for that fiscal year does not exceed budgetary limitations. Ms. Bateman confirmed the engagements would be reported on the Quarterly Contracts report.

Member Nikodemus asked if a foreseen budget overrun caused by need for outside Counsel would be brought before the Board for approval, to which Ms. Bateman confirmed that the Legal Department would work with the Finance team to bring any necessary augmentation requests before the Board for approval.

Member Goodman recommended more descriptive language in the “Board’s approved budget for the fiscal year” portion of Policy 3.04.

Chair Jones Blackhurst confirmed that the motion for this item would include that all noted comments from Committee members would be presented to the Board.

Ms. Bateman clarified that the motion should be as amended with Member Goodman’s slight alteration to the proposed verbiage on Policy 3.04

Member Nikodemus moved and it was carried by unanimous vote of the voting members, to approve for recommendation to the Board of Directors, the proposed amendments to Board Policies inclusive of comments articulated by Committee members.

Member Goodman acknowledged that she accidentally voted in opposition to the item and asked that the record reflect that she meant to vote in favor of the item.

SET NEXT MEETING DATE

The next meeting will be at the call of the Chair.

COMMENTS FROM THE FLOOR BY THE PUBLIC

There were not comments from the floor by the public.

ADJOURNMENT

Chair Jones Blackhurst adjourned the meeting at 11:34 a.m.

Respectfully submitted,

Date Approved: December 8, 2022


Silvia Perez
Executive Assistant to the Board

Jan Jones Blackhurst
Policy Committee Chair

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

POLICY COMMITTEE MEETING

AGENDA DOCUMENTATION

MEETING DATE:	DECEMBER 8, 2022	ITEM A
TO:	POLICY COMMITTEE	
FROM:	CAROLINE BATEMAN GENERAL COUNSEL	<small>DocuSigned by:</small>  <small>382257E0F6A14DD...</small>
SUBJECT:	REVIEW AND APPROVAL OF PROPOSED AMENDMENTS TO BOARD POLICIES	

RECOMMENDATION

That the Policy Committee review, and approve for recommendation to the Board of Directors, proposed amendments to Board Policies.

For possible action.

FISCAL IMPACT

None

COMMITTEE ACTION:	
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DocuSigned by:

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STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

The Policy Committee's Charter authorizes the Committee to evaluate amendments to the LVCVA's Board Policies and to recommend approval of such amendments to the Board of Directors.

Staff will present proposed amendments, if any, to the Board Policies it compiled through discussions with individual members of the Committee.

BOARD POLICIES

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

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PURPOSE OF BOARD POLICIES

Board policies are written rules, statements, principles, or directives for making decisions and taking action. Their purpose is to serve as a guide when the Board carries out its governance duties. They are not so specific as to eliminate management discretion within their delegated authorities. Policies also establish a standard and recommended way of acting in challenging situations. Board policies function as a protective mechanism for the organization and individuals when a decision is questioned and, by pointing to an approved policy, is the framework for explaining how a conclusion was reached. An adequate, functioning, and appropriate set of guiding policies is not a substitute for thinking and cannot eliminate mistakes, including simple oversights and poor judgment.

The CEO has the authority to formulate and implement policies, in addition to these Board Policies, to conduct the LVCVA's day-to-day business.

PREAMBLE

The nature and objectives of every organization materially affects its operations and related governing policies. Accordingly, this "Preamble" to the Policies summarizes the LVCVA mission and nature of its operations so that the Policies may be viewed in proper context.

Unlike a local municipality that provides water and sewer services to its citizens that have no alternative provider and virtually no promotion, advertising and public relations costs, LVCVA is a destination marketing organization that also operates one of the largest convention facilities in the world. The LVCVA competes for visitors with the largest and finest visitor destinations and convention facilities in the United States and around the world. As a marketing organization, it seeks and nurtures relationships that directly affect Clark County's revenues next month, next year, and for decades to come.

As the destination marketing organization for Clark County, Nevada, LVCVA's mission is to attract an ever-increasing number of visitors to Southern Nevada. The LVCVA is established by statute and is unlike a typical convention and visitor's bureau in that it is not a membership-based organization. Although the LVCVA is a political subdivision of the State of Nevada, the LVCVA Board is unique in that its 14 board members include 6 representatives from the private sector sharing the LVCVA's unique objectives. The LVCVA's Board oversees LVCVA's policies, internal and external audits, executive compensation, the Las Vegas Convention Center District, and, through a Chief Executive Officer referred to herein as the CEO, all other activities of the LVCVA. The activities that the CEO oversees directly within budgetary constraints and powers and duties delegated by the Board include, among others, marketing, operation of facilities, human resources, finance, and public affairs.

[Adopted November 14, 2017. Rev. October 8, 2019]

BOARD POLICIES
LAS VEGAS CONVENTION AND VISITORS AUTHORITY

ARTICLE I – INTERNAL ADMINISTRATION OF BOARD OF DIRECTORS

Policy 1.01 – Number of Members.

The Board shall consist of the number of members provided in Nevada Revised Statutes (NRS) 244A.603.

[Adopted November 9, 2004. Rev. October 11, 2005]

Policy 1.02 – Term of Office.

The Board members' terms of office shall be as follows:

1. Elected Members: coterminous with each elected member's term of office unless otherwise provided by NRS 244A.603;
2. Members appointed from the Business Sector: two (2) years; or in the event that the member is appointed to fill a vacancy, the remainder of the predecessor's term.

[Adopted November 9, 2004. Rev. October 11, 2005; Rev. October 8, 2019; Rev. July 13, 2021]

Policy 1.03 – Officers of the Board.

1.03.1 – Executive Committee

The officers of the Board shall be Chair, Vice-Chair, Secretary and Treasurer. The officers of the Board shall constitute the Board's Executive Committee. The officers of the Board shall all be members of the Board. The Board's Officers shall be comprised of two elected public sector Board members and two appointed business sector Board members.

Board officers may only serve for two (2) consecutive terms in any specific office. A term, for the purpose of this Section, shall comprise the period a Board member spends in an office after being elected during the biannual reorganization outlined under Term 1.03.2 and it shall not include the period a Board member spends in an office filling a prior vacancy in the office.

[NRS 244A.605, 244A.611. Adopted November 9, 2004. Rev. October 11, 2005; June 10, 2008; November 14, 2017; October 8, 2019; July 13, 2021]

1.03.2 – Reorganization of the Board; Officer Vacancies; Election Procedure

In January of each odd-numbered year, the Board shall undergo a reorganization by electing its officers. Officers elected during Board reorganizations shall hold office for the ensuing biennium or until their successors are elected and qualified. Officers elected during reorganizations shall serve in their respective positions for two (2) years.

Any vacancy among the Board Officers shall be filled by the Board at its first regularly scheduled meeting following the vacancy or during a special meeting at the call of the Chair or, in the event of a vacancy in the office of Chair, at the request of the CEO or 3 Board Members. The officers elected to fill any vacancies shall serve out the unexpired terms of their predecessors.

The Board's election of officers, both for the biannual reorganization and in the event of an officer vacancy, shall be conducted in accordance with the following modified Robert's Rules of Order:

- 1) The Board Chair, or the Board member serving in the capacity of Chair pursuant to Policies 1.07 and 1.08 (Authorized Chair), shall take officer nominations from the floor in the following order: Chair; Vice-Chair; Secretary; and Treasurer. Nominations shall be taken for one officer position at a time.
- 2) Once a Board member makes an officer nomination, the floor shall be closed for nominations. The Chair or Authorized Chair shall permit time for deliberation, if any, and call for the vote on the nominee. If a majority of the Board members present approve the nomination, the nominee is deemed elected and the election shall continue for the remaining officer positions, if any. If a majority of the Board does not approve the nominee, the Chair or Authorized Chair shall reopen the floor for nominations. The process outlined herein shall continue until the reorganization or vacancy fulfillment is complete
- 3) The sitting Board Chair, or Authorized Chair, shall preside over the election of all officers before, if applicable, turning the meeting over to the newly elected Chair.

All Board members may make nominations for any officer position and they may nominate themselves.

[NRS 244A.605, 244A.611. Adopted November 9, 2004. Rev. October 11, 2005; June 10, 2008; November 14, 2017; October 8, 2019; July 13, 2021]

Policy 1.04 – Responsibilities of Board Members; Board Committees.

1. *Board Policy Knowledge.* Each Board Member shall obtain and maintain a sound working knowledge of the Board Policies, his or her statutory responsibilities to the Board and the LVCVA, and all ethical requirements as public officers, by attending orientation with the General Counsel and the LVCVA's Executive Team, and requesting additional training through the CEO, as necessary, and/or consulting with the General Counsel.
2. *LVCVA Mission Oversight Powers and Duties.* The Board serves as the policy-making body for the LVCVA. The powers and duties of the Board are enumerated in statute and include the following:
 - a. Approval of the establishment, construction, purchase and/or other acquisition, reconstruction, improvement, extension and betterment of the LVCVA's exposition buildings and convention halls and related financing thereof;
 - b. The sale, lease, exchange, transfer, assign, or other disposal of the LVCVA's real and personal property, and any interest therein acquired;
 - c. The assignment, transfer, or licensure of trademarks, service marks and other intellectual property of the LVCVA and
 - d. The solicitation and promotion of tourism and gaming generally, including:
 1. The leasing of the LVCVA's facilities for conventions, expositions, trade shows, entertainment, sporting events, cultural activities or similar uses reasonably calculated to produce revenue for the LVCVA and to enhance the local economy.
 2. Advertising and promoting the entire Southern Nevada area including facilities under control of the LVCVA and the resources of the entire community or area, including tourist accommodations, transportation, sporting events, cultural activities, entertainment, and gaming. In its discretion, the Board may enter into contracts for advertising, including payment of a reasonable commission, with a private enterprise.
 3. Provide annual grants in cash or in kind to the chambers of commerce of the incorporated cities within the county which represent the residents of those cities, or other nonprofit groups or associations, as deemed necessary to solicit and promote tourism.

3. Delegation of Powers and Duties. The Board delegates to the CEO the authority to execute and amend individual agreements and financial transactions, or issue change orders, valued under \$250,000 including the value of subsequent amendments, if any, except that the Board must approve all acquisitions and dispositions of real property and the disposition of intellectual rights. When exercising such delegated authority ("CEO's Signature Authority"), the CEO's reasonable intentions must be to further the LVCVA's mission within applicable budget constraints.
4. Review of Delegated Powers and Duties. For contractual commitments that have a dollar value that is less than the CEO's Signature Authority, the Board shall inspect quarterly lists of such contractual commitments over \$50,000 for possible questions and comments.
5. Committees of the Board. Board Committees may be created including establishing the number of members and membership by Board action with the Committee Chair and members to be selected by the Board Chair, after first soliciting the other Board Members' interest in serving in the various capacities and considering their relevant expertise, and subject to ratification by the Board. Each established committee shall have a separate charter approved by the Board that summarizes the committee's duties and responsibilities. All Board members must participate in at least one Committee, including all board committees. For the purpose of each Board member's required participation on at least one Board Committee, participation on the Las Vegas Events Board shall qualify towards that requirement.

The Board Chair is authorized to bring any matter delegated to a Board Committee directly to the Board by placing the matter on the agenda of a Board meeting.

6. Performance and Compensation Reviews. Annually, the Board shall review the performance and compensation of the CEO and General Counsel, and the compensation ranges for other "E" level employees who are direct reports to the CEO. The Board shall consider the recommendations of the Compensation Committee in determining the appropriate compensation and benefits including, but not limited to, bonuses. The Board shall further annually review and approve the upcoming fiscal year goals for the CEO and General Counsel.
7. Hiring and termination of the CEO. The Board shall have sole authority for all decisions relating to the hiring and termination of the CEO.

8. Hiring and termination of the General Counsel. The Board shall have sole authority for all decisions relating to the hiring and termination of LVCVA's General Counsel. In making such decisions, the input and recommendation of the CEO will be considered. The Board may solicit and receive such other information as it deems appropriate for this purpose.
9. Approval of the Expense Reports of the CEO and General Counsel. The Board Treasurer or appropriately skilled Board Member designee (selection by the Chair) other than the Board Chair, shall review and approve the expense reports of the CEO and General Counsel.
10. Approval of Special Awards. The Board shall receive and approve recommendations from its Compensation Committee related to management's policy related to special awards, including but not limited to service awards and retirement gifts and approve the special awards policy. Prior Board approval is also required for any exceptions to the policy.
11. Las Vegas Convention Center District. The Board shall approve the strategic plans of the Las Vegas Convention District and all related development activities not delegated to the CEO or oversight panels appointed in accordance with laws and regulations.

[Adopted November 9, 2004. Rev. November 14, 2017; October 8, 2019]

Policy 1.05 – Board Travel

The purpose of Board Member travel is: (1) to help Board Members understand the methods and processes used in LVCVA promotions to better discharge the policy-making responsibilities imposed on them by statute; and (2) to conduct the business purposes of the LVCVA by representing the LVCVA and the Clark County destination. Direct observation is an effective method for acquiring such knowledge. Board Members are encouraged to attend at least one LVCVA event held in Clark County annually.

Board Members are further encouraged to attend one event outside of Clark County during their first term in office. The Board Chair, in consultation with the CEO, may request additional attendance by Board Members at events outside of Clark County when there is meaningful business purposes or relationship value from the Board Member's attendance. A Board Member who travels shall also report on the member's participation at the event attended outside of Clark County at the next regularly scheduled Board meeting.

Board Members shall adhere to the same travel and expense report policies as LVCVA's management, staff, and non-staff event participants. Such policies define and give examples and parameters of expenses that are reimbursable or not, incorporate the concept that business expenses must be reasonable, ordinary and necessary to LVCVA's mission, specify how to handle exceptions, and the nature and extent of required supporting documentation. Such policies also include the concept that travel is only authorized for a reasonable, typically minimum number, of persons necessary to carry out the business purpose and the route and mode of transportation must be consistent with scheduling needs. Such determinations typically consider the most direct, cost and time-efficient route, including, but not limited to, airfare and ground transportation availability and costs, alternate airports options, departure and travel times and their impact on work time, expediency, daily expenses, and similar measures of reasonable travel conditions.

[Adopted October 8, 2019]

Policy 1.06 – Responsibilities of the Chair of the Board.

The Chair shall:

1. Preside at all meetings of the Board and enforce the parliamentary rules.
2. Have the right to offer resolutions, and to discuss questions.
3. Have the power to vote on all matters.
4. Call special meetings of the Board whenever there is sufficient business to come before the Board, or upon written request of three (3) members of the Board.
5. Advise the CEO on agenda preparation for the meetings.
6. Sign all papers and documents as required by law or as authorized by action of the Board.
7. Have the power to administer oaths or affirmations to witnesses at personnel hearings.
8. Be an ex-officio member (non-voting) of any Board Committee.
9. Exercise such other powers as may be delegated to him/her by the Board.

[Adopted November 9, 2004. Rev. October 11, 2005; October 8, 2019]

Policy 1.07 – Responsibilities of the Vice Chair of the Board.

The Vice Chair shall, in the absence of the Chair, serve in the capacity and assume the duties of the Chair, taking action as appropriate to fulfill these responsibilities.

[Adopted November 9, 2004. Rev. October 11, 2005]

Policy 1.08 – Responsibilities of the Secretary and Treasurer of the Board.

1. The Secretary. The Secretary, through LVCVA Board staff, shall cause to be kept a full and accurate record of the proceedings of the Board.

The Secretary, through the General Counsel, shall be responsible to the Board for all matters pertaining to the care of the Board's records and documents.

The Secretary, through LVCVA Board staff, shall ensure that members of the Board are notified of meetings and that special meetings are called in conformance to law.

The Secretary shall call Board meetings to order in the absence of the Chair and the Vice-Chair, and serve in the capacity of the Chair and assume the duties of the Chair.

The Secretary shall perform any additional duties that the Board delegates or are required under NRS 244A.

2. The Treasurer. The Treasurer, through the LVCVA's CEO and Chief Financial Officer, shall ensure that LVCVA staff maintains permanent records of all monies received by and disbursed for and on behalf of the Board.

In the absence of the Chair, Vice-Chair, and Secretary, the Treasurer shall call Board meetings to order and serve in the capacity of, and assume the duties of, the Chair.

The Treasurer shall perform such other duties that the Board delegates or are required under NRS 244A.

[Adopted November 9, 2004. Rev. October 11, 2005; November 14, 2017; October 8, 2019; July 13, 2021]

Policy 1.09 – Statutes and Policies Governing Board Action.

1. The Board shall be governed by all applicable provisions of the law relating to "local government" and NRS 244A.597 *et seq.*, and by the Board Policies adopted herein.

2. Policies:

The Board shall provide authorization and guidelines for the CEO. Implementation of such policies is the responsibility of the CEO. The formulation and adoption of written policies, particularly in regard to the proper authorization of transactions, and performance evaluation of the CEO constitute two methods, among others, by which the Board shall provide direction for the operation of LVCVA.

The CEO shall make recommendations on Board Policy adoption and revision of existing Policies. The Board Policies shall be collected and compiled in a separate record and maintained by the office of the CEO.

3. Indemnification: LVCVA shall indemnify the Board and staff against any and all costs incurred in legal actions that may be filed against such individuals based upon their performance of duties on behalf of LVCVA. The LVCVA shall maintain a sufficient amount of errors and omissions, or similar coverage, insurance to protect and indemnify Board members.

[Adopted November 9, 2004. Rev. October 11, 2005; November 14, 2017; October 8, 2019]

Policy 1.10 – Types of Meetings.

The Board shall hold the following types of meetings:

1. Regular Meetings, which are held on the second Tuesday of each month at 9:00 a.m. The meeting may be cancelled, or another date set, at the discretion of the Chair.
2. Recessed Meetings, which may be held at the discretion of the Board.
3. Special Meetings, which may be called by the Chair whenever there is sufficient business to come before the Board (or in the event of a vacancy in the office of the Chair, at the request of the CEO), or upon written request to the Chair by three (3) members of the Board. Special Meetings are not official unless each member has been notified in writing of the time, place and purpose of the meeting by personal delivery of the notice at least three (3) working days before the meeting, or by notice deposited in the United States mails at least three (3) working days before the meeting, and posting notice as required by Nevada Open Meeting Law. Only those items of business contained in the notice of Special Meeting may be discussed and/or acted upon at such meeting.
4. Emergency Meetings, without notice, pursuant to Nevada Open Meeting Law.

5. Biennial Organization Meeting. At the first meeting in January of each odd-numbered year, the Board meets and organizes by electing one of its members Chair; another, Vice-Chair; and a third, Secretary/Treasurer.
6. Committee meetings, on call of Committee Chair on three (3) working days notice to Committee members, and posting notice as required by Nevada Open Meeting Law.
7. Budget meetings as required by the Nevada Revised Statutes.

[Adopted November 9, 2004. Rev. October 11, 2005; October 8, 2019]

Policy 1.11 – Meetings of the Board.

All meetings of the Board and Committees are open to the public, with the exception of meetings, pursuant to the Nevada Revised Statutes, that the Board may close to the public. It is the policy of the Board that members of the public shall have the right to be heard at Board meetings.

[Adopted November 9, 2004. Rev. October 11, 2005]

Policy 1.12 – Agenda.

Agendas for Board meetings shall be prepared by the CEO in consultation with the Board Chair. Agendas for Board Committee meetings shall be prepared by the CEO in consultation with the Chair of each respective Committee.

Each meeting agenda packet shall include supporting materials to provide Board members time to give prior consideration to items calling for action.

Any Board member who wishes to place an item on a Board or Committee agenda shall contact the office of the CEO.

The CEO may include a consent agenda portion to each Board meeting agenda. Items qualify for the consent agenda if they are of a routine, procedural, and non-controversial nature. Such items include, but are not limited to, recurring marketing and sales event sponsorships, for the present or future fiscal years, so long as the proposed expenditure is reasonably similar to the expenditure of previous years. The Board may remove an item from the consent agenda for discussion during the Board action portion of the meeting agenda.

[Adopted November 9, 2004. Rev. October 11, 2005; October 8, 2019; July 13, 2021]

Policy 1.13 – Quorum.

In all meetings of the Board or Board Committees, a simple majority of the members of the Board or Committee shall constitute a quorum for the transaction of business. Every motion and resolution of the Board shall be adopted by at least a majority of all the members of the Board or Committee present and constituting a quorum at each meeting.

[Adopted November 9, 2004. Rev. October 11, 2005; October 8, 2019]

Policy 1.14 – Parliamentary Procedure.

Unless otherwise provided in these Board Policies, Board and Committee meetings shall be conducted in compliance with Robert's Rules of Order, latest edition, with the exception that a second shall not be required for any motion to be put to a vote of the members, and the Board Chair, or in his/her place and stead, the Authorized Chair, may make a motion.

[Adopted November 9, 2004. Rev. October 11, 2005; October 8, 2019; July 13, 2021]

Policy 1.15 – Board and Committee Meeting Minutes; Recordings.

The minutes of all official meetings of the Board and Committees are to be recorded and filed in the Board Office.

Meeting minutes shall include: the date, time, and place of the meeting; those Board members who were present and those who were absent; the substance of all matters proposed, discussed, or decided and, at the request of any member, a record of each member's note on any matter decided by vote; the substance of remarks made by any members of the general public or the prepared written remarks of any members of the general public if inclusion in the minutes is requested; and any other information which a Board member requests included or reflected in the minutes.

The Board shall, for each of its meetings, whether public or closed, record the meeting on audiotape or another means of sound production. The Board may substitute its recording requirement by utilizing the services of a court reporter to transcribe its meetings. The Board shall retain a copy of the recording or transcription for at least one year following adjournment of the meeting.

[Adopted November 9, 2004. Rev. October 11, 2005; October 8, 2019]

Policy 1.16 – Procedures for Contracts and Agreements Presented to Board.

All contracts and agreements entered into in the name of LVCVA are required to have the approval (as to legality and form) of LVCVA's General Counsel before being presented to the Board for action, or, in the event the contractual value falls within the CEO's Signature Authority, before being presented to the CEO or his or her designee for execution. The LVCVA's consultants, advisors, and/or contractors, when acting as agents of the LVCVA, shall obtain approval from the CEO prior to entering into any contracts or agreements. Copies of all Board-approved contracts shall be lodged with the Secretary of the Board for safekeeping through the Board office.

[Adopted November 9, 2004. Rev. October 11, 2005; July 10, 2012; October 8, 2019; July 13, 2021]

Policy 1.17 – Public Expenditures.

1. Budget Requirements

No expenditures shall be approved by the Board for which provision has not been made in the Budget. This shall not preclude such change or amendment to the Budget as shall be lawful.

2. Grants to Entities

Annual grants for recreational purposes shall be used by such entities for capital improvements of recreation facilities.

[Adopted November 9, 2004. Rev. October 11, 2005; October 8, 2019]

BOARD POLICIES
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ARTICLE II – POWERS AND FUNCTIONS OF THE CEO

Policy 2.01 – Responsibilities of the CEO.

The CEO will formulate and implement policy in order to conduct LVCVA's day-to-day business within the budgetary and policy constraints set by the Board. The CEO shall also implement and administer all policies, plans and procedures approved by the Board. When necessary and appropriate, the CEO will bring policy recommendations and changes to the Board for approval.

Subject to any requirements set forth elsewhere in these Policies or under applicable law, the CEO shall:

1. Develop the operational objectives and annual business goals for the LVCVA and submit said objectives to the Board for approval, adoption or revision.
2. Manage and supervise the business and affairs of the LVCVA subject to the budget and policies approved by the Board. Implement the policies established by the Board.
3. Oversee management and operations of all departments of LVCVA, and make salary adjustments, bonus and salary range adjustments for all employees; provided that, the Board ultimately shall approve the compensation, bonus and salary range adjustments of LVCVA's General Counsel, after receiving the evaluation and recommendation of the CEO and Compensation Committee. The CEO shall recommend to the Board for approval all title changes and salary range adjustments for "E" level positions that report directly to the CEO.
4. Make recommendations to the Board regarding non-salary benefits that are obtained for LVCVA's employees.
5. Be responsible for establishing and adjusting car allowances for all LVCVA employees, except for the CEO.
6. Ensure that LVCVA policies are uniformly understood and administered by his/her subordinates.
7. Review, coordinate and submit to the Board all annual plans and operating budgets as required.

8. Take a leadership role in the promotion of the cultural aspects of the Las Vegas/Clark County community.
9. Analyze overall operating results of LVCVA departments relative to plans, recognize achievement and ensure that appropriate steps are undertaken to correct unsatisfactory conditions.
10. Provide leadership in maintaining and enhancing the good reputation of LVCVA, and its favorable reputation with clients, employees, colleagues and the public.
11. Establish the limits of subordinates regarding reimbursable expenses and other expenditures, contractual commitments, and all other internal operation and personnel policies not specified by the Board. Personnel policies related to General Counsel are at the sole discretion of the Board. (Rev. November 14, 2017)
12. Coordinate the efforts of all departments to ensure the most cost-effective delivery of service to the Las Vegas convention and travel industry.
13. Attend all regular, recessed and special meetings of the Board and Board Committees, whenever possible.
14. Unless otherwise directed by Board action, formulate and conduct any and all lobbying efforts on issues that relate to or affect LVCVA and/or the destination.
15. Prepare a draft agenda for each regular, recessed and special meeting of the Board and Board Committees, submit such draft to the Board Chair or Committee Chair, as applicable, for input and thereafter give notice of such meeting together with the time, place and location, as required by the Nevada Open Meeting Law.
16. Formulate and submit to the Board for approval building lease rates schedule for the Las Vegas Convention Center. Negotiate and execute all leases and fees for LVCVA property and transportation systems.
17. Establish and implement employee policies and procedures.
18. Recommend and implement an Investment Policy, as established by the Board, and submit to the Board an annual investment review as set forth in Section VI(C) of the Investment Policy at the annual budget meeting.
19. Recommend and submit for approval any changes to the Charters of Committees established by the Board.

20. Approve inter-fund budget transfers.
21. Make recommendations to the Board regarding the following items, all of which shall require prior Board approval, subject to such exceptions and/or additional approvals as may be set forth elsewhere in these Policies or under applicable law:
 - (a) Names of the organization or its facilities.
 - (b) Policies regarding minutes of Board meetings.
 - (c) Policies regarding Board meeting frequency and location.
 - (d) Bond covenants and other related documentation.
 - (e) Budget Transfers within the requirements of the Nevada Revised Statutes.
 - (f) The CEO's annual evaluation, the CEO's goals and the CEO's salary and benefits.
 - (g) Write-offs individually in excess of \$100,000. (Rev. 8/8/06)
 - (h) Collection distributions.
 - (i) Grants and grant funding guidelines.
 - (j) Real property related activities, including purchases, sales and permanent easements unless delegated to the CEO herein. The Board delegates authority to the CEO to negotiate and execute LVCVA property easements for other governmental entities and utility companies. (Rev. 7/13/21)
 - (k) Budget and Comprehensive Annual Financial Report(s).
 - (l) Debt service payments.
 - (m) Independent Audit Firms, in consultation with the Board's Audit Committee.
 - (n) Proposed Workers Compensation settlements over \$100,000. (Rev. 8/8/06)
 - (o) Any and all budget augmentations.

- (p) Any document or action required by law to be approved by the Board.

- 22. Perform such other duties as the Board may from time to time assign to the CEO.

[Adopted November 9, 2004. Rev. October 11, 2005; August 8, 2016; November 14, 2017; October 8, 2019; July 13, 2021]

Policy 2.02 – Compensation and Evaluation of CEO.

The Compensation Committee of the Board shall be responsible for performing the annual evaluation of the CEO, and the Board, based on a recommendation of the Compensation Committee, shall be responsible for determining the compensation and benefits of the CEO, including, without limitation, the CEO's bonus and goals.

[Adopted October 11, 2005. Rev. October 8, 2019]

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ARTICLE III – POWERS AND FUNCTIONS OF THE GENERAL COUNSEL

Policy 3.01 – Responsibilities of General Counsel.

Subject to any requirements set forth elsewhere in these Policies or under applicable law, LVCVA's General Counsel shall:

1. Act as the attorney the organization, and advise the Board, the CEO and other members of LVCVA staff regarding legal questions arising in the conduct of LVCVA's operations, and have primary responsibility for implementing of an effective legal compliance system under the oversight of the Board.
2. Make recommendations for Board policies, resolutions and other documents or procedures that are required for the Board and the LVCVA to comply with statutory and legal obligations.
3. Attend all regular, recessed and special meetings of the Board and Board Committees, whenever possible.
4. Assist the Board Chair, Committee Chairs, and the CEO in the preparation of agendas for meetings of the Board and Board Committees and the giving of notice required by the Nevada Open Meeting Law.
5. Review and approve as to form and legality all agreements, contracts, leases, bonds, insurance policies, instruments and other documents to which LVCVA proposes to become a party or otherwise bound.
6. Determine, in consultation with the CEO and professional advisers, as appropriate, necessary actions related to the LVCVA's intellectual property.
7. Manage all litigation and other legal proceedings involving the LVCVA and provide quarterly update reports to the Board Chair.
8. Inform the Board and the CEO of any proposed legislation or other legal matters that could reasonably be expected to have a material effect on the LVCVA.
9. Instruct Board Members regarding the Board Policies and statutory responsibilities, through an orientation with the LVCVA's executive team.

10. Manage the LVCVA's legal affairs generally, and make recommendations to the CEO regarding the hiring/firing, evaluation and compensation of any associate or outside counsel attorneys and other legal personnel.
11. Receive and address notifications of suspected violations of LVCVA's conflict of interest policy.
12. Make changes to LVCVA contracts with third parties when legally necessary. Any such changes shall not materially change the scope of the contract or change the monetary consideration under the contract. (Added November 14, 2017)
13. Consult with the LVCVA's Chief Financial Officer, who serves as risk manager of the LVCVA, and assist in the review of insurance policies and coverage, the acquisition of all insurance, and acquisition of risk mitigation products or processes.
14. Act as the LVCVA's primary records coordinator. Ensure compliance with the Nevada Public Records Act, the LVCVA's records retention policies, and the records retention and archiving requirements of the State of Nevada's Library, Archives, and Public Records Division.
15. Perform such other duties as the Board may from time to time assign to LVCVA's General Counsel.

LVCVA's General Counsel shall not engage in the private practice of law without the Board's prior approval, and then only upon such conditions as the Board may impose.

[Adopted October 11, 2005. Rev. November 14, 2017; October 8, 2019]

Policy 3.02 – Reporting Relationship of General Counsel.

The following provisions shall govern the reporting relationship of the LVCVA's General Counsel:

1. On a day-to-day basis, LVCVA's General Counsel shall report to the CEO and shall take direction from the CEO on strategic and business matters within the CEO's authority, consistent with requirements of law, these Policies and the current and future ethical standards of conduct adopted by the Supreme Court of Nevada applicable to lawyers licensed to practice law in Nevada.
2. In order to perform their obligations to LVCVA, Board members shall have complete and open access to LVCVA's General Counsel for legal advice regarding policies, statutory duties, and ethical obligations.

3. On a quarterly basis, unless required by these Board Policies to take place sooner, LVCVA's General Counsel shall report to the Board Chair regarding any material legal matters relating to LVCVA. These matters shall include, but are not limited to: (a) the status of any material legal proceedings to which LVCVA is a party or in which LVCVA is otherwise involved; (b) any significant issues or concerns relative to compliance with applicable legal requirements, including potential or ongoing material violations of law by, and breaches of fiduciary duty to LVCVA or violations of these Policies by, LVCVA or any of its Board Members, officers and/or employees; and (c) any matters of a legal nature which could result in a material risk of loss or liability to LVCVA.
3. If the LVCVA's General Counsel becomes aware of (a) any material violation of law, breach of fiduciary duty or violation of these Policies or (b) any other legal matter that may present an imminent substantial risk to LVCVA's interests, then LVCVA's General Counsel shall report such violation, breach or other matter to the Board Chair, or another member of the Board's Executive Team when General Counsel deems appropriate, as soon as is reasonably practicable.
4. To assure independence and candor, reporting by LVCVA's General Counsel under Items 1, 2, and 3 above shall be protected from any retaliation or interference in duties.

[Adopted October 11, 2005. Rev. November 14, 2017; October 8, 2019]

Policy 3.03 – Compensation and Evaluation of General Counsel.

The compensation of LVCVA's General Counsel is established by the Board. The CEO shall perform an annual evaluation of LVCVA's General Counsel, consistent with LVCVA's executive-level compensation program and practices, and based on such evaluation, the CEO shall make a recommendation to the Compensation Committee regarding the compensation of LVCVA's General Counsel. The Compensation Committee then shall perform its evaluation and make its recommendation to the Board regarding the compensation of LVCVA's General Counsel. The Board ultimately shall be responsible for approving the compensation of LVCVA's General Counsel after full consideration of such evaluation and recommendation. The Board may solicit and receive such other information as it deems appropriate for this purpose.

[Adopted October 11, 2005. Rev. October 8, 2019]

Policy 3.04 – Retention of Outside Legal Counsel.

LVCVA's General Counsel, after consultation with the CEO, shall be authorized to retain outside legal counsel, subject to ratification by the Board at its next meeting. At the conclusion of each significant legal action, LVCVA's General Counsel shall provide to the Board a summary of the important aspects of the legal action, including a report on the outcome of the legal action. Engagements of outside counsel to advise the Board, or by a Committee of the Board, for special investigations or independent advice should be made and structured to assure independence and direct reporting to the Board or the Committee.

LVCVA's General Counsel may utilize the services of Board-approved outside legal counsel firms in excess of the CEO's Signature Authority so long as the total expenditure for outside counsel does not exceed the Board's approved budget for the fiscal year.

[Adopted October 11, 2005. Rev. October 8, 2019; July 13, 2021]

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ARTICLE IV – INTELLECTUAL PROPERTY MANAGEMENT

Policy 4.01 – Ownership.

LVCVA always shall be identified as the owner of trademarks or service marks that LVCVA chooses to register, and LVCVA shall retain ownership of such marks.

[Adopted October 11, 2005]

Policy 4.02 – Registration.

LVCVA's General Counsel, with input from the CEO shall make the determination regarding whether particular trademarks and service marks should be registered with any state or the federal Patent and Trademark Office.

[Adopted October 11, 2005. Rev. November 14, 2017; October 8, 2019]

Policy 4.03 – Transfer.

Prior Board approval shall be required with respect to any permanent assignment, transfer, or license of trademarks, service marks and other intellectual property owned by LVCVA. Prior Board approval shall not be required if the license of such trademarks, service marks or other intellectual property is limited to integrated promotions and the CEO and General Counsel approve such license.

[Adopted October 11, 2005. Rev. August 8, 2006; November 14, 2017; October 8, 2019]

Policy 4.04 – Cease and Desist Letters.

LVCVA's General Counsel, after consultation with appropriate professional advisers, shall determine when cease and desist letters should be sent. Only LVCVA (including its General Counsel) or outside legal counsel to LVCVA shall be authorized to send cease and desist letters relating to LVCVA-owned trademarks, service marks and other intellectual property.

[Adopted October 11, 2005. Rev. November 14, 2017; October 8, 2019]

Policy 4.05 – Litigation.

Board notifications shall be required prior to instituting litigation to enforce LVCVA's intellectual property rights, Board notification is not required to file and prosecute an administrative action. In the rare case where such prior approval is impractical, and delay would prejudice LVCVA's interests, the CEO, with the concurrence of LVCVA's General Counsel, shall be authorized to initiate litigation, subject to ratification by the Board at the first Board meeting thereafter.

[Adopted October 11, 2005. Rev. November 14, 2017; October 8, 2019]

BOARD POLICIES
LAS VEGAS CONVENTION AND VISITORS AUTHORITY

ARTICLE V – PROCUREMENT AND DISPOSITION OF PROPERTY

Policy 5.01 – Procurement.

1. Real Property. Prior Board approval is required for any purchase or other acquisition of real property.
2. Goods, Services, and Public Works. Prior Board approval is required for any procurement of goods, services, (other than service provisions from regulated utility providers), or public works, for any contract or agreement, including amendments, over the CEO's Signature Authority.
3. Emergency Contracts. The CEO is authorized to approve the procurement of emergency contracts, in accordance with NRS 332.112. The CEO or LVCVA's General Counsel shall be required to notify the Board at the first Board meeting following the procurement of any such emergency contract.
4. Contingencies. The President/CEO is authorized to approve uses of Board-approved contingency amounts by change order, or otherwise.
5. Amendments. The President/CEO is authorized to make amendments to Board-approved contracts and agreements up to the CEO's Signature Authority. Any amendment that causes a contract or agreement to exceed the CEO's Signature Authority requires prior Board approval.
6. Authorization Basis. All contracts or agreements, combined with all related amendments, shall be aggregated by vendor to determine authorization levels.
7. Reporting of CEO-Approved Contracts, Change Orders, and Amendments. The CEO shall report to the Board quarterly all contracts, change orders, and amendments approved over \$50,000 under the CEO's Signature Authority.

[Adopted October 11, 2005. Rev. August 8, 2006; November 14, 2017; October 8, 2019]

Policy 5.02 – Disposition of Property.

1. Real Property. Prior Board approval shall be required for any disposition of real property.

2. Personal Property. Prior Board approval shall be required for any disposition of personal property having an actual or estimated fair market value that is over the CEO's Signature Authority.

[Adopted October 11, 2005. Rev. August 8, 2006; November 14, 2017; October 8, 2019]

BOARD POLICIES
LAS VEGAS CONVENTION AND VISITORS AUTHORITY

ARTICLE VI – CODE OF CONDUCT & CONFLICTS OF INTERESTS POLICY

Policy 6.01 – Code of Conduct & Conflicts of Interests Policy.

1. Purpose.

The public that LVCVA serves is entitled to fair, ethical and accountable government. To this end, the Board has adopted this Code of Conduct & Conflicts of Interests Policy in effort to ensure that: the LVCVA's Board Members, officers and employees comply with both the letter and spirit of the Nevada Code of Ethical Standards. On or before the date on which a Board Member swears or affirms his or her Oath of Office, the Board Member shall execute and file an acknowledgment, with the Commission on Ethics, of his or her statutory ethical standards.

[Adopted October 11, 2005. Rev. November 14, 2017; October 8, 2019]

2. Act in the Public Interest.

Recognizing that stewardship of the public interest must be their primary concern, LVCVA's Board Members, officers and employees shall work for the common good of the public that LVCVA serves and not for any private or personal interest, and they shall endeavor to ensure fair and equitable treatment of all persons, claims and transactions coming before the Board.

[Adopted October 11, 2005. Rev. October 8, 2019]

3. Compliance with Laws, Rules and Regulations.

In the performance of their duties, Board Members, officers and employees shall comply with the laws of the United States and the State of Nevada and all applicable rules, regulations, ordinances, codes and policies. If a Board Member, officer or employee has any question about the applicability or meaning of any such law, rule, regulation, ordinance, code or policy, he or she should consult with LVCVA's General Counsel or outside legal counsel retained by LVCVA, as appropriate.

[Adopted October 11, 2005. Rev. October 8, 2019]

4. Non-Disclosure of Confidential Information.

Except as required by law, no Board Member, officer or employee shall disclose any confidential information relating directly or indirectly to LVCVA or use any such confidential information for any purpose other than in connection with LVCVA business. This prohibition on disclosure of confidential information shall survive the termination of any Board Member's, officer's or employee's service. For purposes of this Policy 8.01, "confidential information" means information that is not subject to disclosure under the Nevada Public Records Law.

[Adopted October 11, 2005. Rev. October 8, 2019]

5. Conflicts of Interests.

The LVCVA's Board Members, officers and employees shall be governed by the Nevada Code of Ethical Standards in regard to conflicts of interests.

Board Members, officers, and employees shall not:

(a) Seek or receive any gift, service, favor, employment, engagement, economic opportunity, for themselves, or for any individual to whom they have a commitment in a private capacity, which may improperly influence a reasonable person in their position to depart from the faithful and impartial discharge of their duties.

(b) Use their position to secure or grant unwarranted privileges, preferences, exemptions, or advantages for themselves, any individual to whom they have a commitment in a private capacity, or any business entity in which they have a significant pecuniary interest.

(c) Participate in the negotiation or execution of contracts between the LVCVA and 1. any business entity in which they have a significant pecuniary interest; or 2. any individual to whom they have a commitment in a private capacity.

(d) Accept any salary, expense allowance, or other unlawful compensation, commission or personal profit from a private source, for themselves or any individual to whom they have a commitment in a private capacity.

(e) Use governmental time, property, equipment, or other facility to benefit a significant personal or pecuniary interest of themselves or any individual to whom they have a commitment in a private capacity unless the limited use of the governmental time, property, equipment, or other facility is de minimis in nature and does not interfere with the performance of their duties.

[Adopted October 11, 2005. Rev. October 8, 2019]

6. Disclosures and Recusals.

At the time the Board considers a matter, Board members shall disclose information regarding the following: the acceptance of gifts or loans from any parties to the matter; significant pecuniary interests in the matter; commitments in a private capacity to the interests of others involved in the matter; or representation or counseling provided to a private person for compensation before another agency in the matter ("Conflicts").

Board members shall recuse from voting, and shall not advocate the passage or failure of, any matter in which the independence of judgment of a reasonable person in their situation would be materially affected by any Conflicts.

Board members with questions about their ethical responsibilities, including disclosure and recusal requirements, shall consult with the General Counsel and, if necessary, request an advisory opinion from the Nevada Commission on Ethics.

[Adopted October 8, 2019]

7. Nepotism.

LVCVA Board Members, officers, and employees shall not hire any person within the third degree of consanguinity or affinity of an LVCVA employee who works in the following divisions/departments: Executive Division, the Finance, Information Technology, Purchasing and Security Departments.

Consanguinity is a blood relationship within a family. Affinity is a relationship by marriage, adoption, or domestic partnership. Relationships within the third degree of consanguinity or affinity include, but are not limited to, the following:

- (a) a person's spouse, child, parent, sibling, half-sibling or step-relative in the same relationship;
- (b) the spouse of such person's child, parent, sibling, half-sibling or step-relative; and
- (c) such person's in-laws, aunt, uncle, niece, nephew, grandparent, grandchild or first cousin.

Board Members, officers, and employees with questions about potential nepotism violations shall consult with the General Counsel prior to making any hiring decisions.

[NRS 281A.400; 281A.065. Nevada Administrative Code (NAC) 281A.310. Adopted October 11, 2005. Rev. June 10, 2008; October 8, 2019]

8. Financial Disclosure Statements.

Board Members who are subject to the requirements of Nevada law shall file statements of financial disclosure with the Nevada Secretary of State.

[Adopted October 11, 2005. Rev. November 14, 2017; October 8, 2019]

9. Accuracy of LVCVA Records.

With respect to any records that he or she creates in connection with the performance of his or her duties on behalf of LVCVA, each Board Member, officer and employee shall endeavor to ensure that such records, including travel and expense reports, are created in a truthful and accurate manner, reflecting the true nature of any transactions that they record. The making of false or misleading entries in any record is strictly prohibited. No Board Member, officer or employee shall make any payment or establish any account on LVCVA's behalf with the understanding that any part of such payment or account is to be used for a purpose other than as described by the supporting records. No Board Member, officer or employee shall use any fictitious entities, sales, purchases, services, loans or other financial arrangements for any purpose relating to LVCVA.

[Adopted October 11, 2005. Rev. October 8, 2019]

10. Retention of LVCVA Records.

The LVCVA shall retain records in compliance with all applicable laws, rules and regulations. All records that may be responsive to a subpoena or relevant to pending or imminent litigation or governmental investigation or audit shall be retained until LVCVA's General Counsel or outside legal counsel retained by LVCVA, as appropriate, instructs otherwise.

[Adopted October 11, 2005. Rev. October 8, 2019]

11. Interference with or Retaliation for Disclosure of Improper Governmental Action.

No Board Member, officer or employee shall directly or indirectly use or attempt to use his or her official authority or influence to intimidate, threaten, coerce, command, influence or attempt to intimidate, threaten, coerce, command or influence another Board Member, officer or employee in an effort to interfere with or prevent the disclosure of information concerning improper governmental action. For these purposes, use of "official authority or influence" includes taking, directing others to take, recommending, processing or approving any personnel action such as an appointment, promotion, transfer, assignment, reassignment, reinstatement, restoration, reemployment, evaluation or other disciplinary action.

[Adopted October 11, 2005. Rev. October 8, 2019]

12. Disciplinary Action for Violations.

Any person who violates the Nevada Code of Ethical Standards shall be subject to disciplinary action, including, without limitation, reprimand or dismissal, in addition to any applicable criminal, civil and administrative penalties.

[Adopted October 11, 2005. Rev. October 8, 2019]

Policy 6.02 – Notification of Violations.

Any Board Member, officer or employee who becomes aware of any violation or suspected violation of the Nevada Code of Ethical Standards shall report such alleged violation either in writing to LVCVA's General Counsel or, alternatively, through an anonymous report to the LVCVA work place hotline. As appropriate, LVCVA's General Counsel shall report such alleged violation to the Board Chair, the full Board, or a Committee designated by the Board to receive such reports, or the Chair of the Audit Committee, in addition to any other notification required by law. Any violation or suspected violation of Nevada Code of Ethical Standards involving LVCVA's General Counsel shall be reported directly to the Board Chair.

[Adopted October 11, 2005. Rev. October 8, 2019]

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

POLICY COMMITTEE MEETING

AGENDA DOCUMENTATION

MEETING DATE:	DECEMBER 8, 2022	ITEM B
TO:	POLICY COMMITTEE	
FROM:	CAROLINE BATEMAN GENERAL COUNSEL	DocuSigned by: <i>Caroline Bateman</i> 382257E6F8A14DD...
SUBJECT:	POLICY COMMITTEE CHARTER REVIEW AND EVALUATION OF COMMITTEE	

RECOMMENDATION

That the Policy Committee perform its annual review of the Committee's Charter and evaluation of the Committee's performance.

For possible action.

FISCAL IMPACT

None.

COMMITTEE ACTION:	
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DocuSigned by:
Steve Hill
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STEVE HILL
CEO/PRESIDENT

PURPOSE AND BACKGROUND

The Policy Committee's Charter (Charter) requires that the Committee annually review and reassess its Charter. Staff does not propose any amendments to the Charter.

The Charter also requires the Committee to evaluate its own performance on an annual basis.

LAS VEGAS CONVENTION AND VISITORS AUTHORITY

POLICY COMMITTEE CHARTER

I. Preamble

The Las Vegas Convention and Visitors Authority (“LVCVA”) Policy Committee (“Committee”) is a special committee of the Board of Directors. As set forth below, the Committee shall have the authority to recommend to the Board of Directors changes to the LVCVA Board Policies and such other duties as the Board shall delegate.

II. Organization

1. *Charter.* 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, with ratification from the Board, the members of the Committee. The Chair of the Committee may either be appointed and approved by the Board or nominated and approved by the Committee. The Board must ratify any such appointment. The Committee shall be comprised of at least four (4) members, two (2) of which are public officials and two (2) that are private industry members. The Board of Directors may change committee members. The Chair of the Board of Directors shall automatically be a member of the Committee.
3. *Meetings.* In order to discharge its responsibilities, the Committee shall annually establish a schedule of meetings. Additional meetings may be scheduled as required by the Committee Chair or upon the recommendation of the CEO. At a minimum, the Policy Committee will meet annually in order to make changes to policies that may affect the budget for the next fiscal year.
4. *Agenda, Minutes and Reports.* In consultation with the Committee Chair, the President 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. *LVCVA Board Policy Changes.* In a public meeting, the Committee shall consider, evaluate and approve/reject changes, deletions or additions to the LVCVA's Board Policies. The Committee will consider changes, deletions or additions to the LVCVA Board Policies recommended by the members of the Board of Directors, members of the Policy Committee, the CEO and Legal Counsel.
2. *Board Approval:* The Policy Committee will recommend to the Board of Directors for approval any and all changes, deletions or additions to LVCVA Board Policies.
3. *Oversight of Policies.* The Policy Committee shall oversee the development and implementation of all LVCVA Board Policies.
4. *Committee Performance Evaluation.* Annually, the Committee shall evaluate its own performance.
5. *Access to Consultants.* The Committee shall have the resources and authority to discharge its duties and responsibilities as described herein.
6. *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.
7. *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.

IV. **Adoption**

The above and foregoing consisting of three (3) pages, including this page, were duly and regularly adopted as the Las Vegas Convention and Visitors Authority Policy Committee Charter this ____ day of _____, 2022.

Chair
Policy Committee

The above and foregoing consisting of three (3) pages, including this page, were duly and regularly adopted as the Las Vegas Convention and Visitors Authority Policy Committee Charter this ____ day of _____, 2022.

Chair
LVCVA Board of Directors

2022 BOARD OF DIRECTORS REGULAR MEETING SCHEDULE



JANUARY

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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
 Meeting of the Oversight Panel for Convention Facilities in Clark County – October 12
 Audit Committee Meeting – November 7
 Policy Committee Meeting – December 8



Committees of the LVCVA Board of Directors

AUDIT COMMITTEE

Vacant, Chair

Commissioner Michael Naft, Vice Chair

Mayor 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

Commissioner Michael Naft

POLICY COMMITTEE

Ms. Jan Jones Blackhurst, *Chair*

Mayor Pamela Goynes-Brown, Vice Chair

Mayor Carolyn Goodman

Mr. Brian Gullbrants

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

Mayor Pamela Goynes-Brown

Mr. Brian Gullbrants

Ms. Jan Jones Blackhurst

Councilman John Marz

Ms. Mary Beth Sewald