



# COMPENSATION COMMITTEE MEETING

MONDAY, JUNE 26, 2023





## Board of Directors

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**JIM GIBSON**

*Chair*

Commissioner  
Clark County  
Commission Office



**ANTON NIKODEMUS**

*Vice Chair*

President and COO CityCenter  
Aria Resort & Casino/  
Vdara Hotel & Spa



**PAMELA GOYNES-BROWN**

*Secretary*

Mayor  
City of North Las Vegas



**SCOTT DEANGELO**

*Treasurer*

EVP &  
Chief Marketing Officer  
Allegiant Travel Company



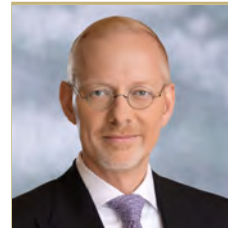
**CEDRIC CREAR**

Councilman  
City of Las Vegas



**CAROLYN G. GOODMAN**

Mayor  
City of Las Vegas



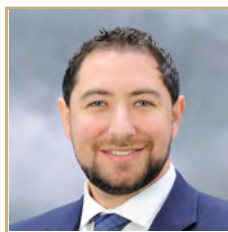
**BRIAN GULLBRANTS**

COO  
Wynn North America



**JAN JONES BLACKHURST**

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



**MICHAEL NAFT**

Commissioner  
Clark County  
Commission Office



**MICHELLE ROMERO**

Mayor  
City of Henderson



**MARY BETH SEWALD**

President and CEO  
Vegas Chamber



**STEVE THOMPSON**

Executive Vice President  
Operations  
Boyd Gaming Corporation



**STEVE WALTON**

Councilman  
City of Boulder City



**BRIAN WURSTEN**

Councilman  
City of Mesquite



## NOTICE OF PUBLIC MEETING AND AGENDA

### COMPENSATION COMMITTEE MEETING

MONDAY, JUNE 26, 2023

9:00 A.M.

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

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#### Compensation Committee:

Mr. Anton Nikodemus, Chair

Ms. Mary Beth Sewald, Vice Chair

Mr. Scott DeAngelo

Mr. Brian Gullbrants

Commissioner Michael Naft

Mayor Michelle Romero

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

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

LVCVA Website: [www.lvcva.com/agenda](http://www.lvcva.com/agenda)

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

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*THE COMPENSATION 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.*

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## 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 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 July 11, 2022, Compensation Committee Meeting.

For possible action.

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

A. **Executive Salary and Bonus Range Review**

That the Committee consider approving for recommendation to the Board of Directors (Board) the salary and bonus ranges of executive officers who report to the Board or the Chief Executive Officer (CEO)/President.

For possible action.

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

That the Committee consider: 1) Conducting the General Counsel's annual performance evaluation for fiscal year (FY) 2023; 2) Approving the General Counsel's proposed FY 2024 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 2023 goals.

For possible action.

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

That the Committee consider: 1) Conducting the CEO/President's annual performance evaluation for FY 2023; 2) Approving the CEO/President's proposed FY 2024 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 2023 goals.

For possible action.

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

That the Committee consider conducting its annual review of the LVCVA's Rewards and Recognition Policy providing special awards for ambassadors and recommending approval of the proposed revisions to the Board.

For possible action.

E. **Compensation Committee Annual Charter Review and Performance Evaluation**

That the 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.

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## **SET NEXT MEETING DATE**

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

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## **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 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/>

The Committee'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](mailto: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](mailto: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](mailto:sperez@lvcva.com)

**MINUTES**  
**Compensation Committee Meeting**  
**July 11, 2022**



## COMPENSATION COMMITTEE MEETING

July 11, 2022

### Minutes

The Compensation Committee Meeting of the Board of Directors of the Las Vegas Convention and Visitors Authority (LVCVA) was held on July 11, 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.

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#### Compensation Committee Members:

*Present unless otherwise noted*

**Mr. Anton Nikodemus, Chair**

**Ms. Mary Beth Sewald, Vice Chair**

Mr. Scott DeAngelo

Councilwoman Michele Fiore.....*via telephone*

Commissioner Michael Naft

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#### LVCVA Executive Staff in Attendance

Steve Hill, CEO/President

Caroline Bateman, General Counsel

Ed Finger, Chief Financial Officer

Brian Yost, Chief Operating Officer

Kate Wik, Chief Marketing Officer

Lori Nelson-Kraft, Senior Vice President of Communications

Nadine Jones, Senior Vice President of People & Culture

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#### **OPENING CEREMONIES**

Chair Anton Nikodemus called the meeting to order at 10:00 a.m.

Caroline Bateman, General Counsel, acknowledged that all members of the Committee were present either in person or telephonically.

**FLAG SALUTE**     The Pledge of Allegiance was performed.

#### **COMMENTS FROM THE FLOOR BY THE PUBLIC**

There were no comments from the floor by the public.

#### **APPROVAL OF AGENDA AND MINUTES**

##### **APPROVAL OF THE AGENDA AND MINUTES**

**Vice Chair Mary Beth Sewald moved, and it was carried by unanimous vote of the voting members, to approve the July 11, 2022, Compensation Committee Meeting agenda and the June 13, 2022, Compensation Committee meeting minutes.**

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

### **ITEM A. General Counsel's Performance Evaluation and Review of Fiscal Year (FY) 2023 Goals and Objectives**

Ed Finger, Chief Financial Officer, outlined the Compensation Committee Charter's provisions regarding the Committee's annual review and approval of the goals of the Chief Executive Officer (CEO)/President and General Counsel. Mr. Finger explained that the CEO/President would provide his observations on the General Counsel's performance following her presentation.

Ms. Bateman thanked Legal Department Staff for its efforts in the FY 2022 successes of the Department, provided the attached handout, and delivered a PowerPoint presentation discussing her FY 2022 accomplishments including the following operational and strategic project accomplishments: ensuring the LVCVA's compliance with legal requirements; revising policies and procedures; defending and protecting the interests of the LVCVA and the destination; managing the Legal Department budget; improving efficiency of the Legal Department responses; delivering necessary legal support for key event agreements, managing legal efforts related to the 10-acre Riviera land sale, executing operations and advertising of the Las Vegas Monorail and the Vegas Loop at the Las Vegas Convention Center; and preparing marketing and advertising agency contracts.

Ms. Bateman outlined her FY 2023 operational and strategic initiatives goals including the following: ensuring legal compliance; improving Legal Department efficiency; defending and protecting the interests of the LVCVA; effectively managing the Legal Department budget; and delivering necessary legal support for the LVCVA's strategic goals and initiatives.

Member Michael Naft requested clarification on the budget reduction as it pertains to outside counsel, to which Ms. Bateman explained that the reduction of spend on outside counsel was a result of the hiring of LVCVA Assistant General Counsel Theresa Haar, as well as fewer large projects requiring specialized outside legal counsel such as the previous year's Las Vegas Monorail purchase.

Vice Chair Sewald commended Ms. Bateman on her work and inquired on how Ms. Bateman's role compares to that of other roles, to which Ms. Bateman described the LVCVA's proactive approach as compared to other agencies' defense strategies, and the difference in scopes of work and collaboration methods. Ms. Sewald asked Ms. Bateman what lessons she learned during FY 2022, to which Ms. Bateman responded that she learned about the need for delegation to both external and in-house counsel and the importance of improving the efficiency of Department responses.

Member Scott DeAngelo recommended maintaining measurements of incremental revenue achieved through the support of General Counsel or the prevention of incurred costs due to Legal Department efforts and commended the Legal Department's shrewdness in protecting public safety while keeping the destination thriving.

Chair Nikodemus described the ever-changing dynamics of the Las Vegas destination and commended Ms. Bateman on her collaboration efforts to move forward during and after the COVID-19 pandemic.

Mr. Hill commented on the volume of work performed by Ms. Bateman, the diverse nature of topics encountered by the LVCVA's Legal Department as a transactional practice, and the challenges with maintaining consistency when discussing topics such as force majeure with several different clients.

Mr. Hill noted improvement in the efficiency of responses from the Legal Department despite a large volume of work.

Mr. Hill outlined the LVCVA's management of pay, including merit increases of up to 6%, with a target 5%, and explained that the LVCVA is looking to pro-rate merit increases annually for ambassadors hired below the mid-point of their pay range, to ensure ambassadors are at the midpoint of their range by their fifth year of service.

Mr. Hill noted that Ms. Bateman's situation would require a 7% merit increase to allow her to be at 60% of mid-point of her pay range in her third year of service.

Mr. Hill recommended that the Committee consider: 1) Approving a 7% merit increase and 20% compensation bonus for General Counsel based on overall performance, market data, and accomplishment of FY 2022 goals.

Fiscal Impact

FY 2022 & FY 2023: TBD

**Vice Chair Sewald moved, and it was carried by unanimous vote of the voting members to approve a 7% merit increase and 20% compensation bonus for General Counsel based on overall performance, market data, and accomplishment of FY 2022 goals.**

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

Mr. Hill thanked the Board, local governments, LVCVA customers, resort partners, and LVCVA Staff for their collaboration in the success of accomplishments throughout the fiscal year.

Mr. Hill delivered a PowerPoint presentation discussing FY 2022 accomplishments including the following: breaking gaming and room tax revenue records; generating strong ad awareness, favorability and intent to travel; promoting extended destinations; successful online travel agent (OTA) partnerships; leading the nation in meeting and convention recovery; improved sustainability and guest experience; bringing a Formula 1 race to Las Vegas; being awarded the 2024 National Football League (NFL) Super Bowl; executing a successful NFL Draft; improved destination access via the Vegas Loop, Las Vegas Monorail, air service, and Interstate-15; and workforce diversity.

Mr. Hill presented FY 2023-2027 goals including the following: driving domestic and international leisure travel demand; filling 15 million square feet of meeting space; full development of sports and events; renovating the convention center to provide a "West Hall experience" in the North and Central Halls; and improving access to and around the Las Vegas destination.

Member Naft thanked Mr. Hill for his presentation and commented on the benchmarks and accomplishments that were met against the backdrop of a challenging environment including the recovering economy, health restrictions, impacts to transportation due to fuel costs, and materials and staffing shortages.

Member Naft referenced first-time partnerships including F1, Super Bowl, and Allegiant Stadium, emphasized the importance of measuring success through the light of recovery, and credited Mr. Hill and his Staff for the accomplishments.

Vice Chair Sewald echoed Member Naft's sentiments regarding the challenging circumstances, expressed appreciation for Mr. Hill and his Staff's efforts, and emphasized the importance of sustainability impacts and commended Mr. Hill for those efforts.

Member Michele Fiore described her hands-on experiences while traveling with LVCVA Staff, expressed appreciation for those sales efforts, and commended Mr. Hill on his accomplishments.

Member DeAngelo echoed the Committee members' comments and stated that the Las Vegas destination is performing "way better" than competing destinations, while the LVCVA CEO/President is being compensated far less than his counterparts.

Chair Nikodemus described the evolution of the LVCVA's development the destination into a "category of one", commended Mr. Hill on his leadership, and congratulated Mr. Hill on his accomplishments.

Mr. Finger referenced his June 13, 2022, presentation to the Compensation Committee pertaining to observations that Mr. Hill is approximately 15% below his peers from a total compensation perspective.

Chair Nikodemus recommended a 10% merit increase for the CEO/President based on overall performance and accomplishments of his FY 2022 goals.

**Vice Chair Sewald moved, and it was carried by vote of the voting members, to approve a 10% merit increase based on overall performance and accomplishment of the CEO/President's FY 2022 goals.**

Chair Nikodemus noted the Board's ability to be flexible in awarding bonuses and expressed desire to extend that flexibility in awarding bonuses to the CEO/President and the LVCVA's executive-level staff who reports directly to the CEO/President.

Chair Nikodemus stated that he recommended Staff add an item to the July 12, 2022, Regular Meeting of the Board of Directors agenda, to address a possible modification of the bonus ranges for the e-class employees for this year.

Mr. Finger reminded Chair Nikodemus that the Committee has the authority to award both a merit increase and an incentive bonus to the CEO/President, to which Chair Nikodemus recommended a 50% incentive bonus for the CEO/President.

**Member Scott DeAngelo moved, and it was carried by vote of the voting members, to: Approve the award of a 50% incentive bonus for the CEO/President based on overall performance and accomplishment of FY 2021 goals.**

ITEM C. **Compensation Committee Annual Charter Review and Performance Evaluation**

Mr. Finger outlined the Compensation Committee Charter's requirements and stated that the Committee met its requirements related to the Compensation Philosophy and Program, review of the performance of the CEO/President and General Counsel, review of title changes and salary and bonus ranges, review of Awards and Recognition Policies, benefits plans and union contracts. Mr. Finger stated that the Charters requires an annual review of the Charter, noted that it was last modified in July 2021, and stated that Staff does not believe that the Charter requires further modification. Mr. Finger requested that the 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.

**Member DeAngelo moved, and it was carried by unanimous vote of the voting members to: 1) Approve recommend no proposed changes of its Charter to the Board; and 2) Approve its effective performance for the past year pursuant to its Charter.**

**SET NEXT MEETING DATE**

*The next Compensation Committee will be at the Call of the Chair.*

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**COMMENTS FROM THE FLOOR BY THE PUBLIC**

There were no comments from the floor by the public.

**ADJOURNMENT**

Chair Nikodemus adjourned the meeting at 11:16 a.m.

Respectfully submitted,

Date Approved: June 26, 2023

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Silvia Perez  
Executive Assistant to the Board of Directors

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Anton Nikodemus  
Compensation Committee Chair

**LAS VEGAS CONVENTION AND VISITORS AUTHORITY  
COMPENSATION COMMITTEE MEETING  
AGENDA DOCUMENTATION**

<b>MEETING DATE:</b>	<b>JUNE 26, 2023</b>	<b>ITEM A</b>
<b>TO:</b>	<b>COMPENSATION COMMITTEE</b>	
<b>FROM:</b>	<b>NADINE JONES SENIOR VICE PRESIDENT, PEOPLE &amp; CULTURE</b>	DocuSigned by: <i>Nadine Jones</i> B327EB49FEB0D483...
<b>SUBJECT: EXECUTIVE SALARY &amp; BONUS RANGE REVIEW</b>		

**RECOMMENDATION**

That the Compensation Committee consider approving for recommendation to the Board of Directors (Board) the salary and bonus ranges of executive officers who report to the Board or the Chief Executive Officer (CEO)/President.

For possible action.

**FISCAL IMPACT**

FY 2024: None

<b>BOARD ACTION:</b>	
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*Steve Hill*  
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**STEVE HILL**  
**CEO/PRESIDENT**

**PURPOSE AND BACKGROUND**

The Compensation Committee's Charter requires that the Committee review and recommend to the Board for approval, title changes and salary and bonus ranges of executive level positions directly reporting to the Board or the CEO/President.

The executive level salary and bonus ranges are attached for the Committee's review and recommendation of approval to the Board.



Effective 7/9/2023


## Executive Class Wage Program

Grade	Title	Base Wage Range			Bonus Range	
		Min	Mid	Max	Min	Max
E-5	Chief Executive Officer/President	\$400,000	\$480,000	\$560,000	0%	40%
E-4	Chief Marketing Officer Chief Sales Officer	\$267,000	\$320,000	\$374,000	0%	30%
E-3	Chief Financial Officer Chief Operating Officer General Counsel	\$203,000	\$244,000	\$284,000	0%	20%
E-2	Senior Vice President of Communications	\$164,000	\$197,000	\$230,000	0%	20%

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## COMPENSATION COMMITTEE MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 26, 2023	<b>ITEM B</b>
<b>TO:</b>	COMPENSATION COMMITTEE	
<b>FROM:</b>	NADINE JONES SENIOR VICE PRESIDENT, PEOPLE & CULTURE	<small>DocuSigned by:</small>  <small>8327EB49FB0D483...</small>
<b>SUBJECT:</b>	GENERAL COUNSEL'S ANNUAL PERFORMANCE EVALUATION AND REVIEW OF FISCAL YEAR 2024 GOALS AND OBJECTIVES	

#### **RECOMMENDATION**

That the Compensation Committee consider: 1) Conducting the General Counsel's annual performance evaluation for fiscal year (FY) 2023; 2) Approving the General Counsel's proposed FY 2024 goals for recommendation to the Board of Directors (Board); and 3) Designating a recommendation to the Board regarding compensation based on overall performance, market data, and accomplishment of FY 2023 goals.

For possible action.

#### **FISCAL IMPACT**

FY 2024: TBD

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**

In accordance with the Board of Directors Policy 3.03, the CEO/President shall perform an annual evaluation of the LVCVA's General Counsel and shall make a recommendation to the Compensation Committee regarding the compensation of the 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 2024.

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 11, 2023, regular meeting.

**LAS VEGAS CONVENTION AND VISITORS AUTHORITY  
COMPENSATION COMMITTEE MEETING  
AGENDA DOCUMENTATION**

<b>MEETING DATE:</b>	<b>JUNE 26, 2023</b>	<b>ITEM C</b>
<b>TO:</b>	<b>COMPENSATION COMMITTEE</b>	
<b>FROM:</b>	<b>NADINE JONES SENIOR VICE PRESIDENT, PEOPLE &amp; CULTURE</b>	DocuSigned by: <i>Nadine Jones</i> B327EB49FB0D483...
<b>SUBJECT:</b>	<b>CEO/PRESIDENT'S ANNUAL PERFORMANCE EVALUATION AND REVIEW OF FISCAL YEAR 2024 GOALS AND OBJECTIVES</b>	

**RECOMMENDATION**

That the Compensation Committee consider: 1) Conducting the Chief Executive Officer (CEO)/President's annual performance evaluation for fiscal year (FY) 2023; 2) Approving the CEO/President's proposed FY 2024 goals for recommendation to the Board of Directors (Board); and 3) Designating a recommendation to the Board regarding compensation based on overall performance, market data, and accomplishment of FY 2023 goals.

For possible action.

**FISCAL IMPACT**

FY 2024: TBD

<b>BOARD ACTION:</b>	
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*Steve Hill*  
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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 2024.

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 11, 2023, regular meeting.

**LAS VEGAS CONVENTION AND VISITORS AUTHORITY  
COMPENSATION COMMITTEE MEETING  
AGENDA DOCUMENTATION**

<b>MEETING DATE:</b>	<b>JUNE 26, 2023</b>	<b>ITEM D</b>
<b>TO:</b>	<b>COMPENSATION COMMITTEE</b>	
<b>FROM:</b>	<b>NADINE JONES SENIOR VICE PRESIDENT PEOPLE &amp; CULTURE</b>	DocuSigned by: <i>Nadine Jones</i> B327EB49EB0D483...
<b>SUBJECT: REVIEW OF THE LVCVA'S REWARDS AND RECOGNITION POLICY</b>		

**RECOMMENDATION**

That the Compensation Committee consider conducting its annual review of the Las Vegas Convention and Visitors Authority's (LVCVA) Rewards and Recognition Policy providing special awards for ambassadors and recommending approval of the proposed revisions to the Board of Directors (Board).

For possible action.

**FISCAL IMPACT**

FY 2024: \$125,000 Expenditure

<b>BOARD ACTION:</b>	
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*Steve Hill*  
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**STEVE HILL**  
**CEO/PRESIDENT**

**PURPOSE AND BACKGROUND**

Pursuant to the Compensation Committee Charter, the Committee is charged with annually reviewing the LVCVA's policy related to rewards and recognition and recommending any changes to the policy to the Board.

Staff requests the Committee's approval of the attached policy for recommendation to the Board.



# AUTHORITY MANUAL

<b>POLICY TITLE</b>	Rewards and Recognition Policy
<b>ORIGINATION DATE</b>	September 11, 2018
<b>REVISION DATE</b>	<del>June 13/2022</del> TBD

## **PURPOSE**

The purpose of this policy is to ensure our ambassadors feel valued and acknowledged for their service to the organization and understand their job is imperative to the success of the LVCVA. Rewards and recognition are a part of our culture, as is excellent customer service, and at the LVCVA, we are proud to demonstrate our commitment. The LVCVA's efforts increase ambassador engagement and fosters synergy and ownership assisting the LVCVA in realizing our objectives.

## **POLICY**

The LVCVA will acknowledge and reward our ambassadors through formal and informal methods as follows:

- Express, on a daily basis, gratitude to one another by saying thank you
- Publicly acknowledge superior performance, service and attitude
- Establish programs designed to honor achievement and further our culture and goals
- Establish a total reward structure to include equitable, competitive compensation and incentives

## **METHODS OF REWARD AND RECOGNITION**

**Service Awards:** An annual celebration honoring tenured ambassadors with management in attendance.

Ambassadors will receive a pin, commemorative certificate and service award.

- Service Awards in increments of 5 years:
  - 5-year award valued up to \$150
  - 10-year award valued up to \$250
  - 15-year award valued up to \$350
  - 20-year award valued up to \$450
  - 25-year award valued up to \$550
  - 30-year award valued up to \$650
  - 35-year award valued up to \$850
  - 40-year award valued up to \$1000

**Ambassador of The Quarter:** A recognition program that is focused around performance and the LVCVA core values. Ambassadors are recognized for exceeding expectations and going above ~~&and~~ beyond in demonstrating LVCVA core values. Recognized ambassadors receive:

- A Recognition Award – the type of award will vary but not to exceed approved budget resources
- Commemorative certificate

~~**Customer Service Excellence:** A Las Vegas Metro Chamber of Commerce program designed to recognize valuable ambassadors who make a difference in the everyday work environment. All ambassadors who receive an Ambassador of The Quarter nomination are invited to attend a quarterly event with the Chamber and will receive a certificate, pin and photo at the event.~~

**Hospitality Hero:** This recognition event is in conjunction with National Travel and Tourism week. Ambassadors are nominated by the LVCVA. In addition, the ambassador is recognized at a board meeting, receiving a plaque and certificate followed by an ambassador celebration.

**Commemoration of Special Events:** On occasion, all ambassadors may be provided with branded apparel or other branded items to commemorate a special event or organizational achievement.

**\*\*All recognition and rewards are subject to fiscal year budget parameters.\*\***

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY COMPENSATION COMMITTEE MEETING AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	<b>JUNE 26, 2023</b>	<b>ITEM E</b>
<b>TO:</b>	<b>COMPENSATION COMMITTEE</b>	
<b>FROM:</b>	<b>NADINE JONES SENIOR VICE PRESIDENT, PEOPLE &amp; CULTURE</b>	DocuSigned by: <i>Nadine Jones</i> B327EB49FB0D403...
<b>SUBJECT:</b>	<b>COMPENSATION COMMITTEE ANNUAL CHARTER REVIEW AND PERFORMANCE EVALUATION</b>	

## **RECOMMENDATION**

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

For possible action.

## **FISCAL IMPACT**

None

<b>BOARD ACTION:</b>	
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*Steve Hill*  
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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. The Charter is attached for review.

The Charter also requires that the Committee evaluate its performance over the last year. The Senior Vice President of People & Culture 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.

...

#### 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 8<sup>th</sup> day of April, 2021.

  
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 13<sup>th</sup> day of April, 2021.

  
Chair  
LVCVA Board of Directors

# 2023 BOARD OF DIRECTORS REGULAR MEETING SCHEDULE



## JANUARY

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## FEBRUARY

S	M	T	W	T	F	S
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26	27	28				

## MARCH

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## APRIL

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## MAY

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## JUNE

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## JULY

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## AUGUST

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## SEPTEMBER

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## OCTOBER

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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](http://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	10	May	9	September	12
February	14	June	13	October	10
March	14	July	11	November	14
April	11	August	8	December	12

### COMMITTEE MEETINGS/OTHER

Audit Committee Meeting – March 13  
 Marketing Committee Meeting – April 27  
 Public Hearing on the Budget – May 31  
 Compensation Committee Meeting – June 26



# COMMITTEES OF THE LVCVA BOARD OF DIRECTORS

## **AUDIT COMMITTEE**

Commissioner Michael Naft, Chair  
Mayor Michelle Romero, Vice Chair  
Mayor Pamela Goynes-Brown  
Mr. Steve Thompson  
Councilman Steve Walton  
Councilman Brian Wursten

## **COMPENSATION COMMITTEE**

Mr. Anton Nikodemus, Chair  
Ms. Mary Beth Sewald, Vice Chair  
Mr. Scott DeAngelo  
Mr. Brian Gullbrants  
Commissioner Michael Naft  
Mayor Michelle Romero

## **LVCCD COMMITTEE**

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

## **LVCVA REPRESENTATIVES ON THE LAS VEGAS EVENTS BOARD OF DIRECTORS**

Commissioner Jim Gibson  
Mayor Carolyn Goodman

## **MARKETING COMMITTEE**

Mr. Scott DeAngelo, Chair  
Mr. Brian Gullbrants, Vice Chair  
Councilman Cedric Crear  
Ms. Jan Jones Blackhurst  
Mr. Anton Nikodemus  
Ms. Mary Beth Sewald

## **POLICY COMMITTEE**

Ms. Jan Jones Blackhurst, Chair  
Mayor Pamela Goynes-Brown, Vice Chair  
Councilman Cedric Crear  
Commissioner Jim Gibson  
Councilman Steve Walton  
Councilman Brian Wursten

