

RENO-SPARKS CONVENTION AND VISITORS AUTHORITY  
NOTICE OF PUBLIC MEETING  
**PERSONNEL COMMITTEE MEETING**  
**Thursday, August 16, 2018**  
**10:00 A.M.**

Reno-Sparks Convention and Visitors Authority  
4001 S. Virginia Street, Executive Boardroom  
Reno, Nevada

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**PERSONNEL COMMITTEE MEMBERS:**  
**Mr. Nat Carasali, Chairman**

Councilman Ed Lawson  
Mr. Rick Murdock

Mr. Vick Wowo

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THIS MEETING IS IN COMPLIANCE WITH THE NEVADA OPEN MEETING LAW AND HAS BEEN  
PROPERLY NOTICED AND POSTED AT THE FOLLOWING LOCATIONS:

Reno-Sparks Convention & Visitors Authority (RSCVA)  
Reno City Hall  
Sparks City Hall  
National Bowling Stadium  
RSCVA Website: [www.rscva.com/public-meetings](http://www.rscva.com/public-meetings)

Reno-Sparks Convention Center  
Washoe County Administration Bldg.  
Washoe County Courthouse  
Online at <http://notice.nv.gov/>

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Notice is hereby given that a quorum of the Reno-Sparks Convention and Visitors Authority Board of Directors may be present at the committee meeting. The committee meeting is not intended as an official meeting of the Reno-Sparks Convention and Visitors Authority Board of Directors and **no deliberation or action by the Reno-Sparks Convention and Visitors Authority Board of Directors will occur at the committee meeting.**

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Items on the agenda are for possible action by the Board of Directors unless stated otherwise. Items will not necessarily be considered in the order listed. The Board may combine two or more agenda items for consideration, may remove an item from the agenda or may delay discussion relating to an item on the agenda at any time. Support materials are made available when they are provided to the Board, or if provided during the meeting, support materials will be made available at the meeting at the same time as they are made available to the Board. Support materials are also available at the RSCVA administrative offices and at the scheduled meeting. The designated contact to obtain support materials is Corie Carlsen, 4001 South Virginia Street, Suite G, Reno, NV (775) 827-7618.

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**AGENDA**

**A. OPENING CEREMONIES**

Call to Order  
Pledge of Allegiance  
Roll Call

**B. COMMENTS FROM THE FLOOR BY THE PUBLIC**

Public comment is limited to three minutes. The public is encouraged to comment on all agenda items as well as issues not on the agenda during the Public Comment period, or on "action" items immediately before board discussion of such "action" items. Members of the public desiring to speak must complete a "Request to Speak" form and return it to the RSCVA clerk at the meeting. No action may be taken on a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action will be taken. Public comments may not be accepted after the Chairman closes any period for public comment.

**C. APPROVAL OF THE AGENDA**

For Possible Action.

**D. APPROVAL OF MINUTES OF PERSONNEL COMMITTEE MEETING**

For Possible Action.

**E. PRESENTATIONS – DISCUSSION AND POSSIBLE ACTION**

**E1. Phil DeLone, President/CEO Evaluation for 2017/2018**

The Personnel Committee will conduct the initial review of the RSCVA CEO, Phil DeLone. The Committee will discuss, consider and may take possible action to recommend a merit increase in the annual salary for the CEO.

For Discussion and Possible Action

**E2. Phil DeLone, President/CEO Review of Bonus Results for 2017-2018**

The Personnel Committee will discuss, consider and take possible action to recommend the bonus to be awarded to Phil DeLone for achievement of the CEO Goals for FY 2017-2018.

For Discussion and Possible Action

**F. COMMITTEE MEMBER COMMENTS REGARDING ITEMS FOR FUTURE MEETINGS**

For Possible Action

**G. COMMENTS FROM THE FLOOR BY THE PUBLIC**

Public comment is limited to three minutes. The public is encouraged to comment on all agenda items as well as issues not on the agenda during the Public Comment period, or on "action" items immediately before board discussion of such "action" items. Members of the public desiring to speak must complete a "Request to Speak" form and return it to the RSCVA clerk at the meeting. No action may be taken on a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action will be taken. Public comments may not be accepted after the Chairman closes any period for public comment.

**H. ADJOURNMENT**

For Possible Action.

Persons are invited to submit written remarks for all matters, both on and off the agenda. Written remarks presented for inclusion in the Board of Directors' minutes must be flat, unfolded, on paper of standard quality, and 8 ½ by 11 inches in size. Written remarks shall not exceed five (5) pages in length. The RSCVA will not accept for filing any submission that does not comply with this rule. On a case-by-case basis, the Board of Directors may permit the filing of noncomplying written remarks, documents, and related exhibits pursuant to NRS 241.035(1)(e). Board of Directors' meeting rooms are accessible to persons with disabilities. If special arrangements are required, please contact Corie Carlsen at 775-827-7618.

For information or questions regarding this agenda please contact:  
The RSCVA Executive Office  
P.O. Box 837, Reno, NV 89504  
775-827-7618



**RSCVA  
PERSONNEL/FINANCE  
COMMITTEE  
MEETING MINUTES  
JUNE 5, 2018**



P.O. Box 837  
Reno, NV 89504 USA  
t: 775.827.7600  
[VisitRenoTahoe.com](http://VisitRenoTahoe.com)

**Reno-Sparks Convention & Visitors Authority  
Personnel/Finance Committee Meeting Minutes  
June 5, 2018**

The Personnel Committee of the Reno-Sparks Convention & Visitors Authority held a Personnel Committee meeting at 10:00 p.m., June 5, 2018, at the Reno-Sparks Convention and Visitors Authority, 4001 S. Virginia Street, Reno, NV. The meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

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**A. OPENING CEREMONIES**

Chairman Nat Carasali called the meeting to order at 9:59 a.m.

**Committee Members Present:**

Chairman Nat Carasali  
Mr. Ed Lawson  
Mr. Rick Murdock  
Mr. Vick Wowo

A quorum of the members was present at roll call.

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**RSCVA Executive Staff, Legal and Other Counsel Present:**

Phil DeLone, President/Chief Executive Officer  
Jennifer Cunningham, Executive Vice President  
Sheri Nill, Director of Human Resources  
Michael Larragueta, Vice President of Sales  
Corie Carlsen, Board Clerk  
Molly Rezac, Legal Counsel  
Erica Olsen, CEO, OnStrategy

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**B. COMMENT FROM THE FLOOR BY THE PUBLIC**

None.

**C. APPROVAL OF THE AGENDA**

**MOTION:** Mr. Ed Lawson made a motion to approve the agenda for the Personnel Committee Meeting of June 5, 2018. Seconded by Mr. Rick Murdock. **Motion carried unanimously.**

**D. APPROVAL OF THE PERSONNEL/FINANCE COMMITTEE MEETING MINUTES OF OCTOBER 25, 2017**

**MOTION:** Mr. Rick Murdock made a motion to approve the agenda for the Personnel/Finance Committee Meeting of October 25, 2017. Seconded by Mr. Vick Wowo. **Motion carried unanimously.**

## **E. PRESENTATIONS – DISCUSSION AND POSSIBLE ACTION**

### **E1. Phil DeLone, President/CEO Goals & Objectives for FY 2018-2019**

Legal Counsel, Molly Rezac, discussed the materials presented in the Committee's packet. She stated that the Personnel Committee is charged with setting fiscal year goals for Mr. Phil DeLone, president and CEO of the RSCVA. Based upon the Strategic Plan and the CEO contract, the committee must approve the proposed 2018/19 goals as the new fiscal year begins July 1, 2018.

Mr. Rezac reminded the committee that the goals were finalized after the update of the Strategic Plan in at the last Personnel/Finance Committee held in October 2017. At that time the committee set four (4) goals for the next fiscal year. She stated that the committee packet included the draft of the FY 2018/19 CEO Goals. Mrs. Rezac finished by stating that she would take any questions after the preservation of said goals.

Phil DeLone, President/CEO of the RSCVA presented proposed goals and objectives for FY 2018-2019 for the committee to review and recommend to the Board for approval. Mr. DeLone and the staff of the RSCVA reviewed the four Strategic Priorities based on the Strategic Plan.

The Committee Members discussed the percentages for each Strategic Priority Item at length. Molly Rezac, Legal Counsel, reminded the committee that the purpose of this meeting was not to evaluate FY 2017/18. The purpose of this meeting is to recommend these proposed goals for FY 2018/19 if they are reasonable and in line with the Strategic Plan.

It was decided by the committee to approve each item one at a time.

Molly Rezac stated that, moving forward based on market conditions, the board could consider revising the Strategic Plan as part of the agenda for the Annual Board Retreat.

1. Strategic Priority #1 (Visitation Destination and Awareness)  
**MOTION:** Mr. Wowo made a motion, to approve Strategic Priority #1 as stated on the draft of FY 2018/19 CEO Goals. Seconded by Mr. Rick Murdock. **Motion carried unanimously.**
2. Strategic Priority #2 (Direct Room Night Growth)  
**MOTION:** Mr. Vick Wowo made a motion, to approve Strategic Priority #2 as stated on the draft of FY 2018/19 CEO Goals. Seconded by Mr. Rick Murdock. **Motion carried unanimously.**
3. Strategic Priority #3 (Facility Efficiency)  
**MOTION:** Mr. Rick Murdock made a motion, to approve Strategic Priority #3 as stated on the draft of FY 2018/19 CEO Goals. Seconded by Mr. Vick Wowo. **Motion carried unanimously.**
4. Strategic Priority #4 (Organizational Sustainability)  
**MOTION:** Mr. Rick Murdock made a motion, to approve Strategic Priority #4, with percentages changed from Leadership 15%, Organizational Health 5% and Financial Health 5% to Leadership 10%, Organizational Health 10% and Financial Health 5%. Seconded by Mr. Vick Wowo with proposed percentage changes. **Motion carried unanimously.**

## **F. COMMITTEE MEMEBRS COMMENTS REGARDING ITEMS FOR FUTURE MEETINGS**

Mr. Nat Carasali proposed a six-month update for the committee and that the Personnel/Finance Committee Meeting be held quarterly.

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

## **H. ADJOURNMENT**

Meeting adjourned at 10:54 a.m.



**PHIL DELONE,  
PRESIDENT/CEO  
EVALUATION FOR  
2017/2018**

# **RSCVA CEO Self-Evaluation**



P.O. Box 837  
Reno, NV 89504 USA  
t: 775.827.7600  
[VisitRenoTahoe.com](http://VisitRenoTahoe.com)

July 18, 2018

TO: RSCVA Board of Directors  
FR: Phil DeLone – President & CEO  
RE: 18-Month Annual Review

The Board of Directors of the RSCVA can be proud of the excellent leadership team and the fine collection of professional employees that has been assembled and soundly stands in place today serving this community.

After many past years of arguably tumultuous management, the RSCVA today has a professional, highly-functioning and experienced senior leadership team in place as a key core asset of the Authority. The RSCVA now enjoys a renewed polished stature in the Reno Tahoe community and is looked upon as a respected, approachable, valued and collaborative partner within the destination and amongst its hospitality industry stakeholders, and others.

With this has come a definitive change in the RSCVA's internal corporate culture and environment - from often one of chaos and distrust to now one of trust, collaboration, effectiveness, pride and mutual respect of others. RSCVA employees today have the opportunity to be themselves, and to be a respected and appreciated member of a professional team.

June 30, 2018 celebrates 18 months I have been active at the helm of the RSCVA. It is a delight and pleasure for me personally to serve the destination's hospitality industry and to deliver on the expectations of many diverse stakeholders and the general community at large.

The Marketing Department is finely tuned and efficiently led by Jennifer Cunningham, who also serves as an invaluable Executive Vice President for the organization. The Marketing team has successfully developed and launched an impressive and well received brand and ad campaign that exemplifies our destination's progression.

In Group and Convention Sales, Mike Larragueta has assembled a team of seasoned and experienced sales professionals. This past fiscal year the team exceeded group room night production expectations as set forth by the board-approved strategic plan. Rather than spend resources needlessly, this team was funded by simply reallocating corporate sponsorship funding that was arguably producing nothing for the destination's resorts other than non-measurable goodwill.

Today, the RSCVA enjoys measurable room night production from nine convention sales professionals in eight regional offices and others based here in Reno, too. Together, this robust team has secured at fiscal year-end 314,000 room nights of future group business sold on a quota this past year of 260,000 – hence exceeding the quota by 20%.



Further, under my leadership, the RSCVA secured the largest convention ever for Reno Tahoe with Interbike, the 66<sup>th</sup> largest tradeshow in North America, making Reno its home now for a minimum of the next five consecutive years, bringing 107,000 convention room nights to the destination during the period. This show alone produces 21 million dollars of local economic impact each year.

A long-overlooked market segment, Leisure Sales has been completely revamped and revitalized by Art Jimenez, the Executive Director of Tourism Sales who was recruited to the RSCVA 12 months ago. After a very successful 18-year career with the Las Vegas Convention & Visitors Authority (LVCVA) where he was the domestic tourism department head, Art's recruitment to the RSCVA brings best practices, knowledge, experience and quantifiable results that have not been recognized in this destination previously.

Under Art's direction the community is poised for continuing accomplishments in the domestic and international tourism markets. On the horizon the opening of China begins to bring our destination a new measurable tourism segment and opens northern Nevada to new achievements in an innovative market.

The financial and accounting acumen of the RSCVA has greatly improved with the recruitment of Director of Finance, Robert Chisel. Formerly the Director of Finance & Administration for the City of Reno, Robert brings a much higher caliber of financial management to the RSCVA team that previously was lacking. From best practices to monthly reporting, from compliance to long range financial planning, Robert has strengthened and improved this department greatly.

The Human Resources function at the RSCVA previously had a rocky history. Sheri Nill, Director of Human Resources has improved the department's functionality tremendously and has institutionalized for the RSCVA modern best practices of human resource management. Milestones of human resources, for now past employees, include the effective and holistic divestiture of Wildcreek Golf Course and the transition for people from historically public management, to now professional management of our buildings - via SMG.

Further, the benefit plan for employees has improved while saving the RSCVA \$100,000.00 annually by opening to public bid health brokerage services and our health plan.

Effective communications are essential today for any organization.

At the RSCVA internal and external communication has vastly improved. Through this office the RSCVA now provides four electronic newsletters regularly. The new CEO e-newsletter is published nearly monthly and distributed to hundreds of regional stakeholders briefing those about RSCVA activity and news. Distributed to thousands of clients, each month two additional new e-newsletters are emailed to the Convention client base, and the customers in the travel industry market segment. Casting a broader net, the RSCVA distributes a weekly newsletter to a database of 50,000 consumers.

Board members are now individually briefed monthly on pertinent issues, trends and opportunities facing the RSCVA and hospitality industry through regularly scheduled individual monthly Board Briefings. This is a newly institutionalized practice and has been embraced enthusiastically by board members and staff alike. Often, the focused briefings and the background and detailed information provided helps board members when faced with external communication challenges driven by media or others, while also providing a higher level of

familiarization and confidence in the activities of the RSCVA.

Employees are engaged by scheduled "all employee" meetings. I also lead smaller employee focus group roundtables. For the RSCVA employees it is important for them to feel informed and involved in our business while their ideas and comments are extremely useful for management.

I maintain an "open door" policy, in that every employee can feel welcomed and comfortable in visiting my office anytime – while I also "manage by walking around" – engaging all employees on their turf and in their offices, galvanizing the fact that I care about what they're doing and what they're contributing to our success as an organization.

Through personal outreach within the Reno Tahoe community I regularly meet with community leaders, business leaders, stakeholders and essential agencies. It is indispensable to have strong ties and good contacts within our region, and afar. City Council members of Reno and Sparks, Washoe County Commissioners, city, municipal and governmental managers are all touched throughout the year.

I brief both United States Senators from Nevada and the district's congressman throughout the year, too, on the RSCVA and its objectives. Business leaders and corporate managers are included also, amongst others on a long list.

The goal is to be accessible and to communicate that the RSCVA is part of the Reno Tahoe community fabric. I am here to be progressive and available to everyone and anyone.

I have successfully tackled several complex issues throughout the eighteen months that I have been at the helm of the RSCVA. Some include the complete divestiture of Wildcreek and its transfer to the School District and Washoe County which ideally will be recorded in September. This process took months of negotiations and scores of meetings within the community to accomplish.

From my original idea, conception, and research regarding professional management of our facilities, I then followed with competitive transparent bidding, vetting, negotiations and the eventual onboarding of SMG as the professional manager of Reno Tahoe's four distinct facilities. This shift for the RSCVA will prove to be an excellent long-term strategic move and benefit for the organization and its customers.

Through listening to its convention customers, I have conceptualized and been the chief advocate for the expansion of the Reno Sparks Convention Center (RSCC). This project will require the approval of the RSCVA Board of Directors, endorsement by the Nevada Resort Association and eventual approval by the Nevada State Legislature, ideally in the spring of 2019.

When completed, the RSCC will be positioned to serve Reno Tahoe well into the next decade or two. The expanded RSCC will be an asset that can meet and fulfill the growing expectations of our convention customers far into the future.

Upon joining the RSCVA eighteen months ago I was faced with prioritizing the capital improvements menu for the RSCC. Using prior experience, I believed the focus was to address the items needed most by convention customers - in the form of enhanced tradeshow hall(s) lighting, reliable high-speed internet service and new paint schemes, new carpet and new signage for an improved and appealing look. These objectives have been addressed or are underway now. Long overdue projects at the Reno – Sparks Livestock Events Center (the

RSLEC) have been undertaken, too.

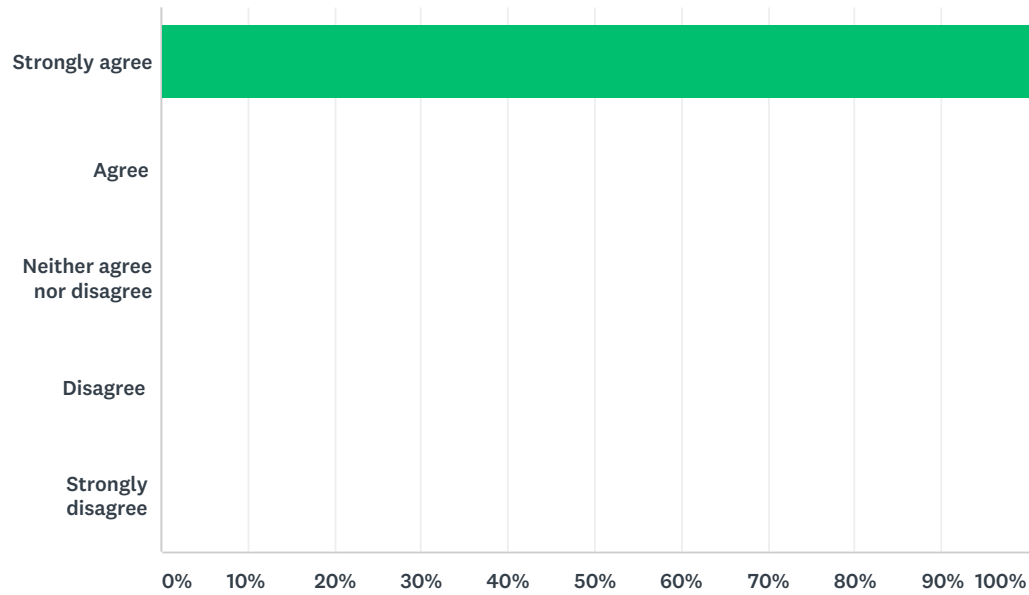
In summary, much has been accomplished in the last eighteen months since my onboarding with the RSCVA. We as a team still have much more to do. It is a delight and true pleasure to work with an excellent team and supportive Board of Directors here at the RSCVA that is working in step with one-another, working as one collective unit, and progressively moving our destination forward for the betterment of all.

-end-

# **Executive Staff Evaluation**

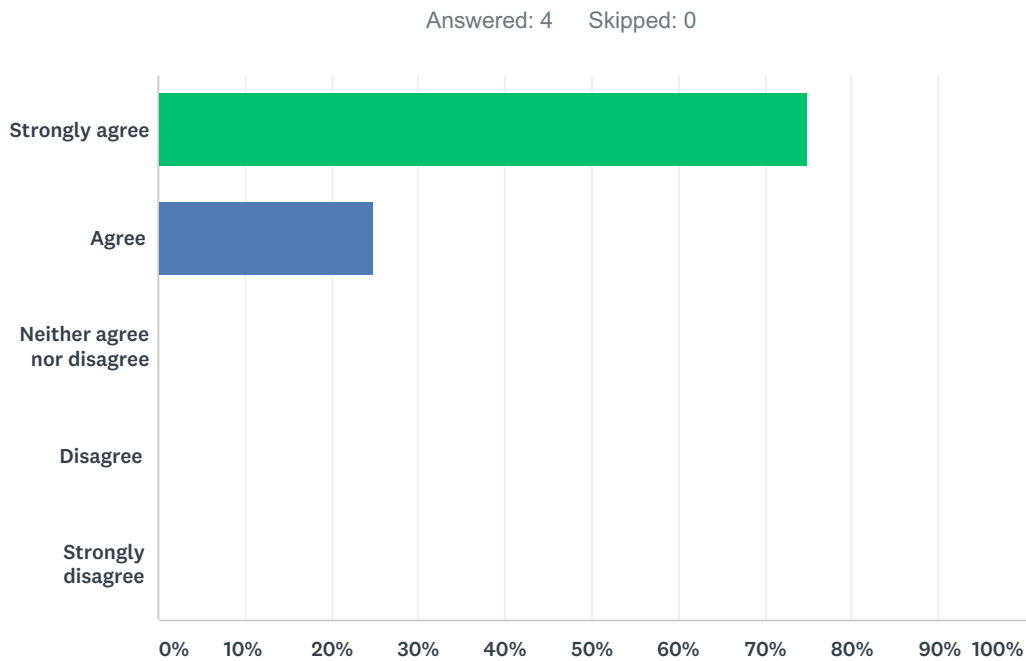
Q1 Phil DeLone demonstrates leadership for the organization.

Answered: 4    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	4
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4

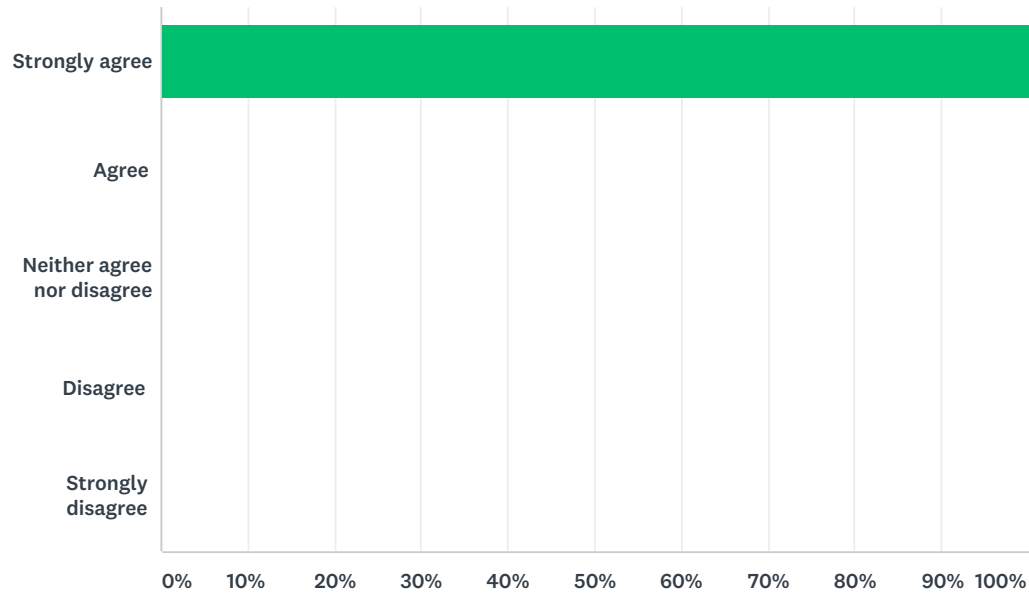
Q2 Phil DeLone guides the team in setting goals and expectations.



ANSWER CHOICES	RESPONSES	
Strongly agree	75.00%	3
Agree	25.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4

Q3 Phil DeLone gives me adequate responsibility and the authority to get things done.

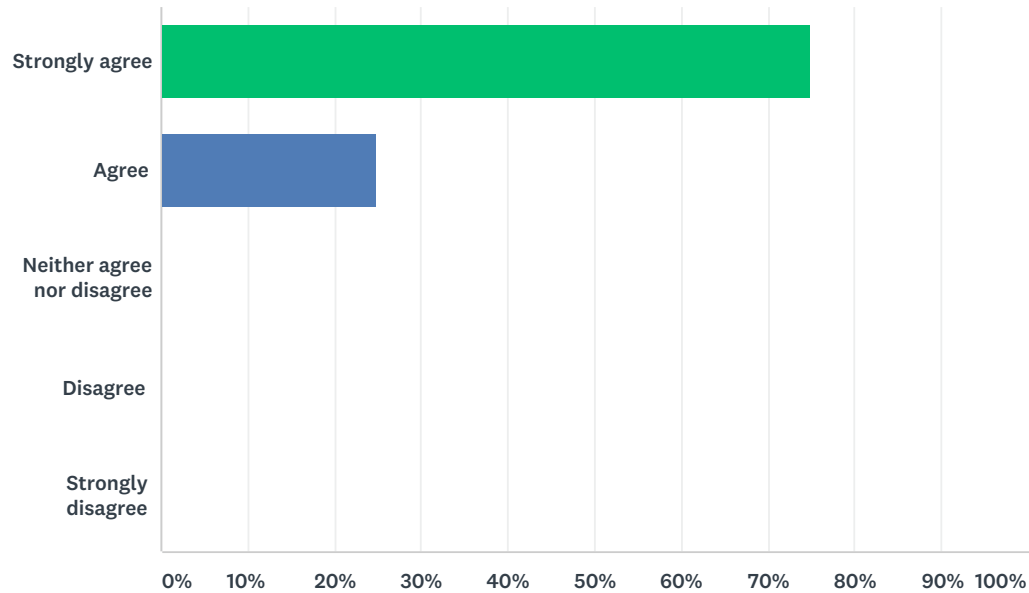
Answered: 4    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	4
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4

Q4 Phil DeLone listens, communicates well and provides effective, timely communication.

Answered: 4   Skipped: 0

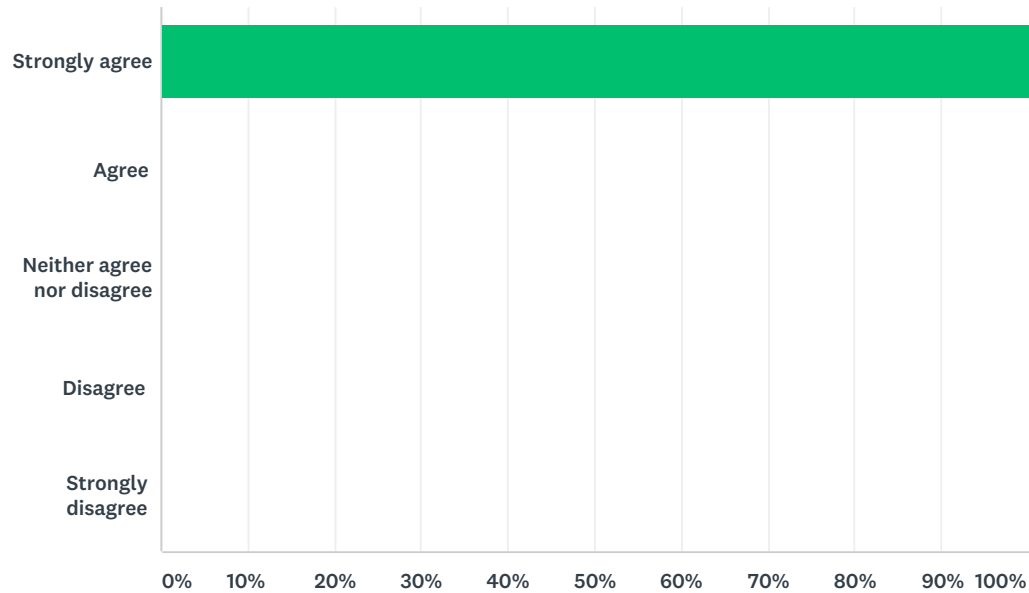


ANSWER CHOICES	RESPONSES	
Strongly agree	75.00%	3
Agree	25.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4



Q5 Phil DeLone builds respect and portrays the organization positively within various constituencies.

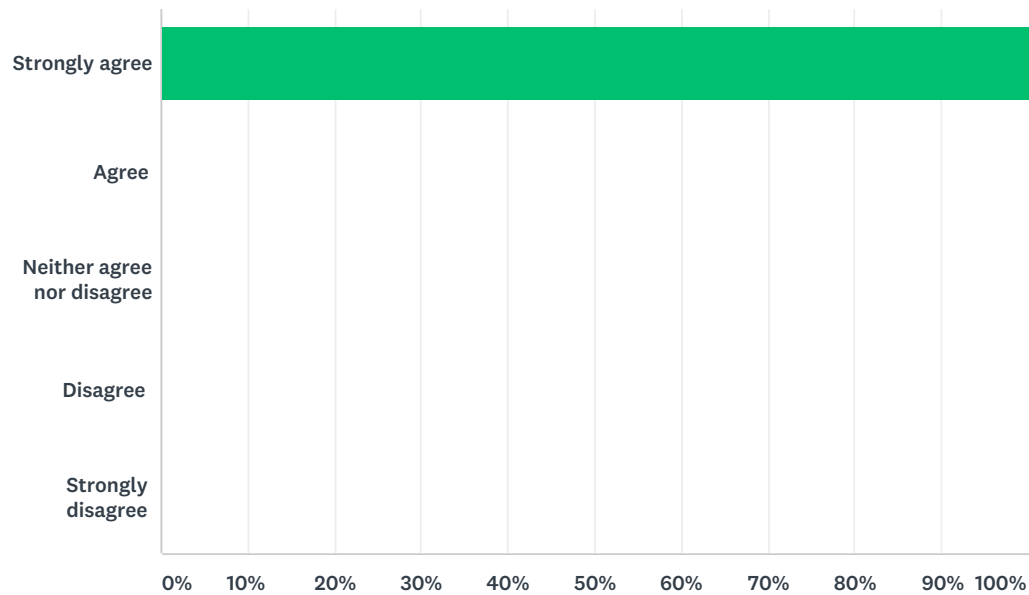
Answered: 4   Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		100.00%	4
Agree		0.00%	0
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4

Q6 Phil DeLone supports the overall movement and motivation of the organization.

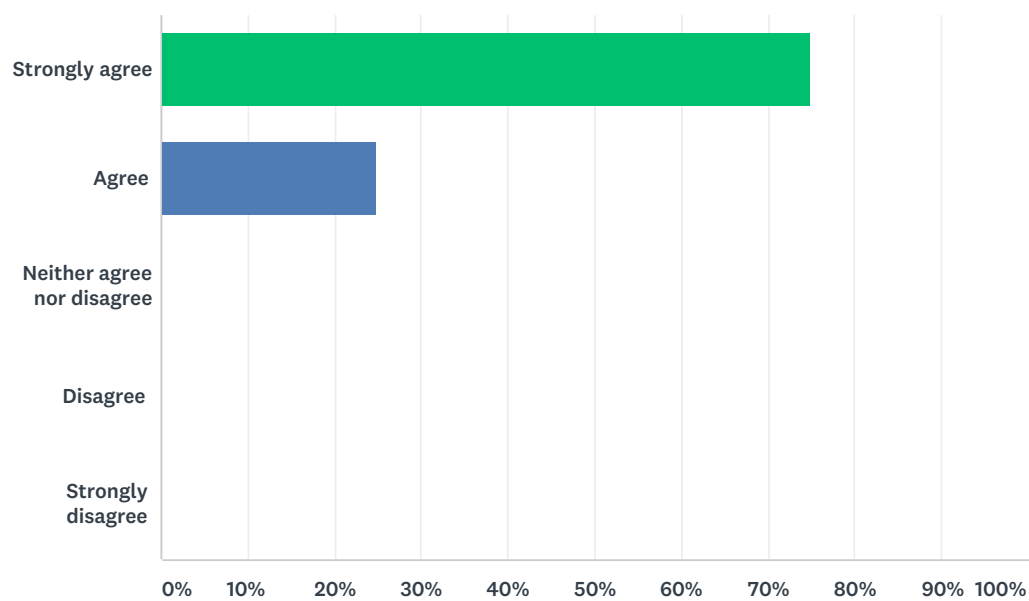
Answered: 4    Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		100.00%	4
Agree		0.00%	0
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4

Q7 Phil DeLone maintains and utilizes a solid working knowledge of significant developments and trends within the industry.

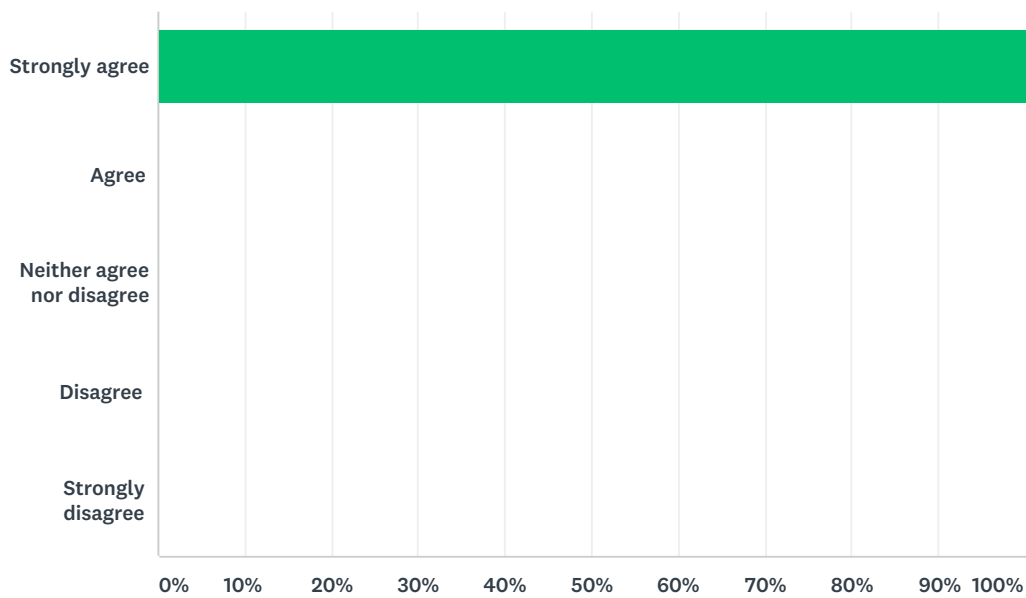
Answered: 4   Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		75.00%	3
Agree		25.00%	1
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4

Q8 Phil DeLone establishes ambitious goals for excellence and impacts and initiates, maintains, and adapts programs for the benefit of the organization.

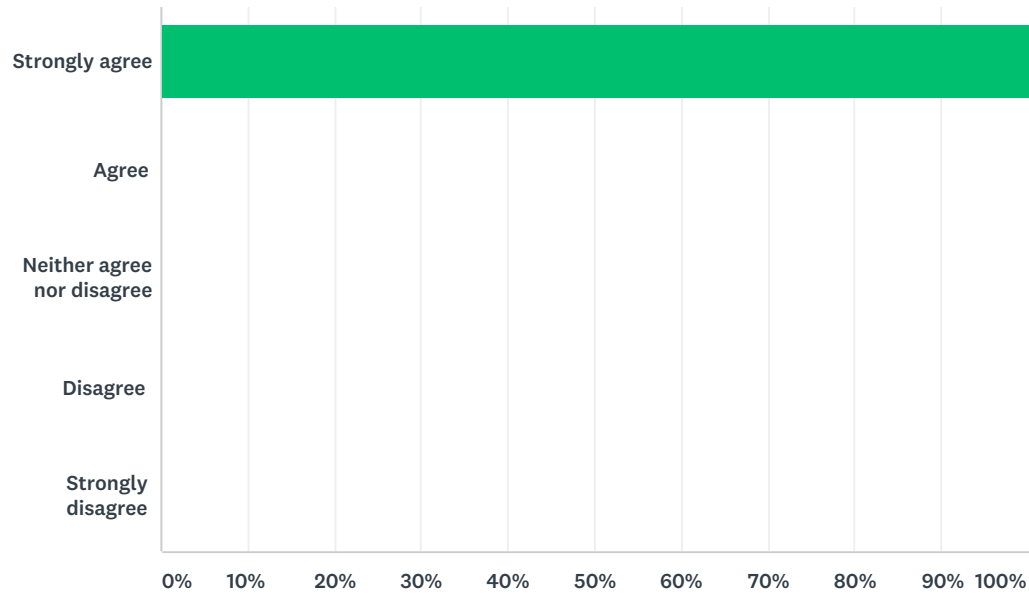
Answered: 4    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	4
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4

Q9 Phil DeLone demonstrates quality of analysis and judgment related to progress and opportunities, and needs for change.

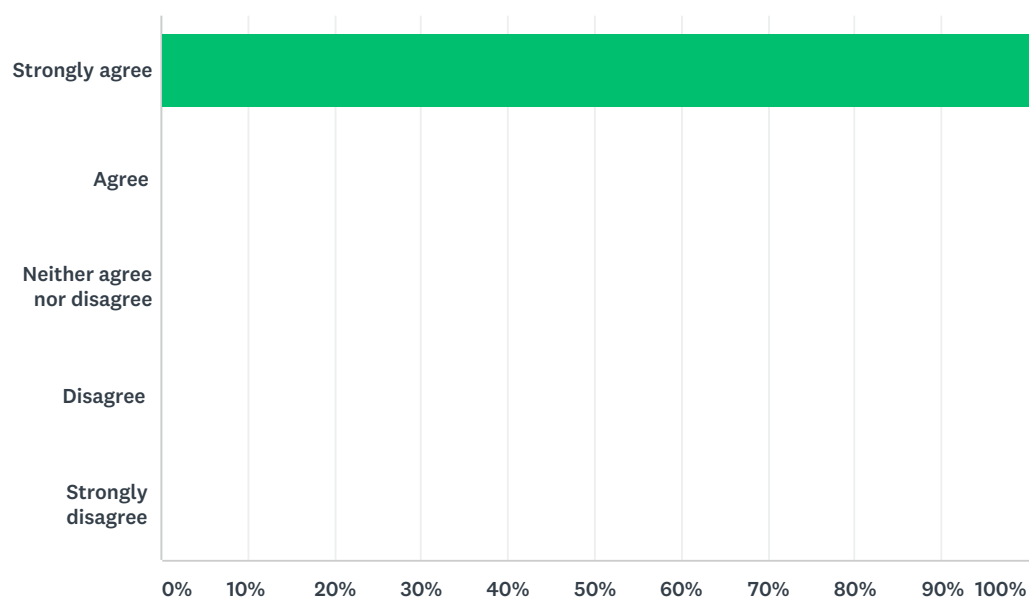
Answered: 4    Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		100.00%	4
Agree		0.00%	0
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4

Q10 Phil DeLone serves as an effective spokesperson and representative for the organization to its constituencies, including clients, members, government agencies, elected officials, and general public.

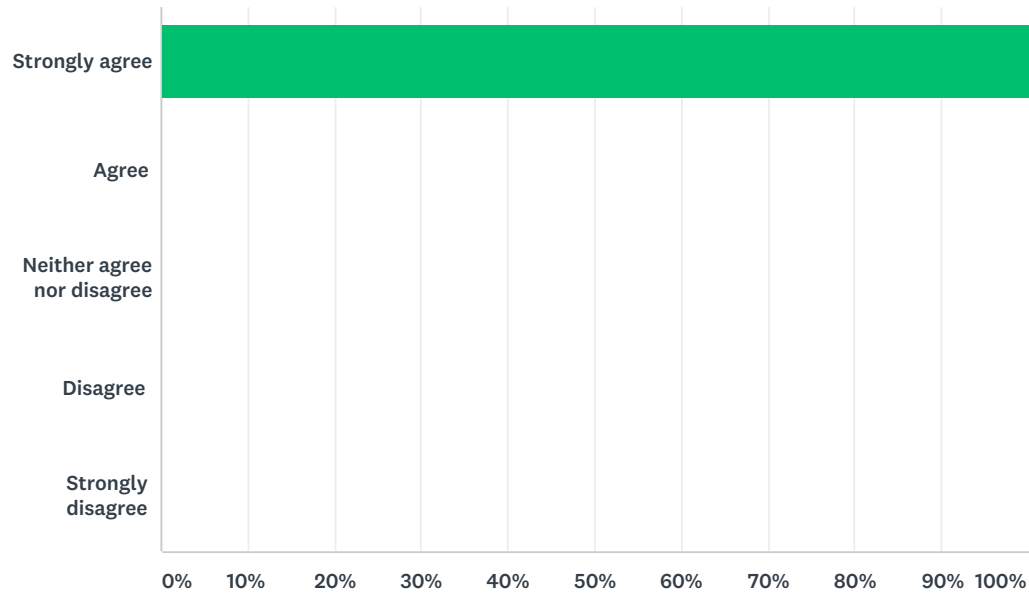
Answered: 4    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	4
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4

Q11 Phil DeLone recruits and retains diverse staff to address all the needs of the organization.

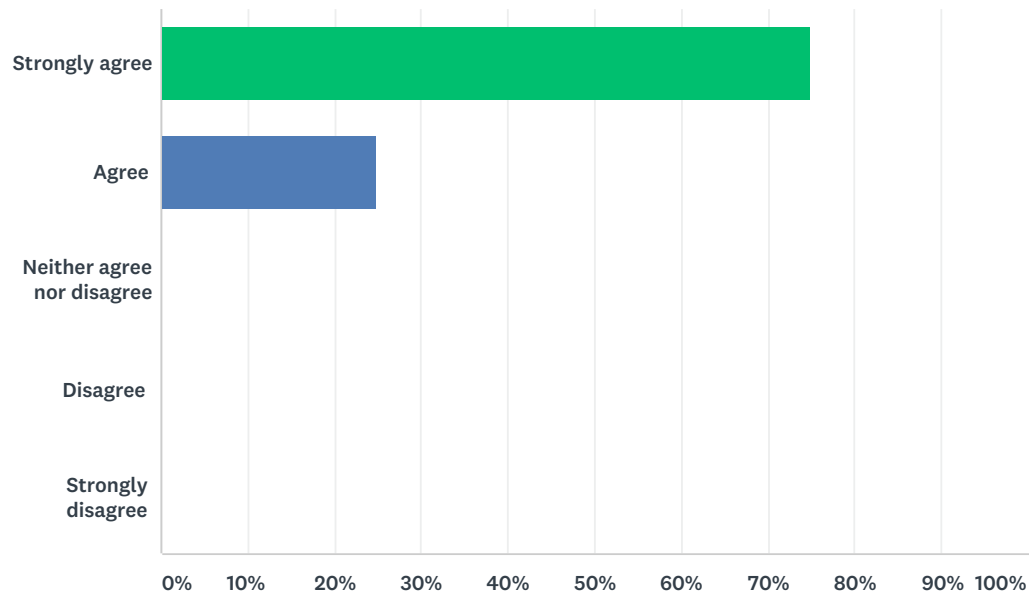
Answered: 4    Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		100.00%	4
Agree		0.00%	0
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4

Q12 Phil DeLone ensures that job descriptions are properly developed and that regular performance reviews are conducted for all employees.

Answered: 4   Skipped: 0

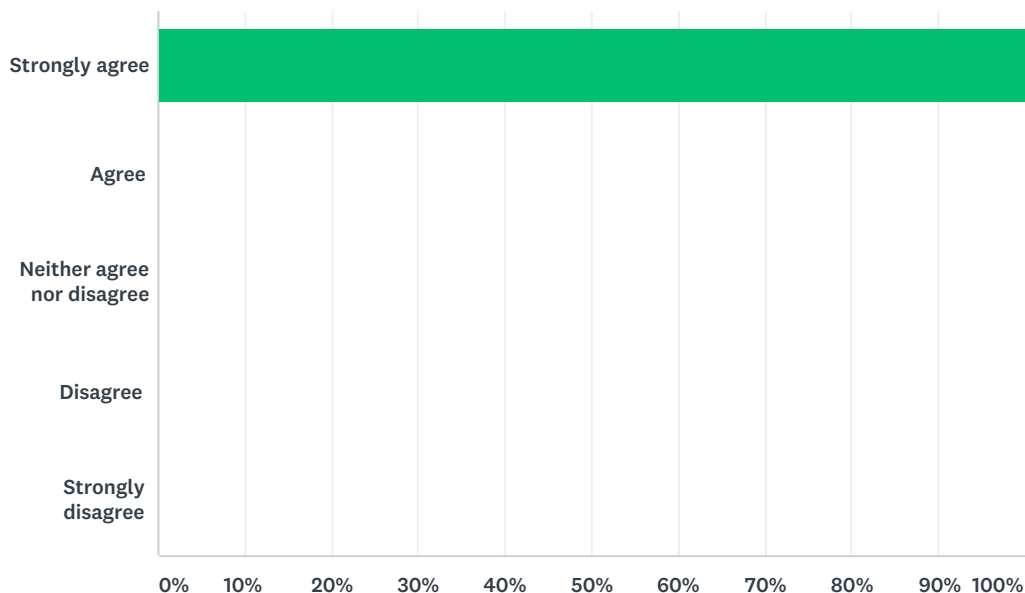


ANSWER CHOICES		RESPONSES	
Strongly agree		75.00%	3
Agree		25.00%	1
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4



## Q13 Phil DeLone has made quality improvements and the impact to the RSCVA has been positive.

Answered: 4 Skipped: 0

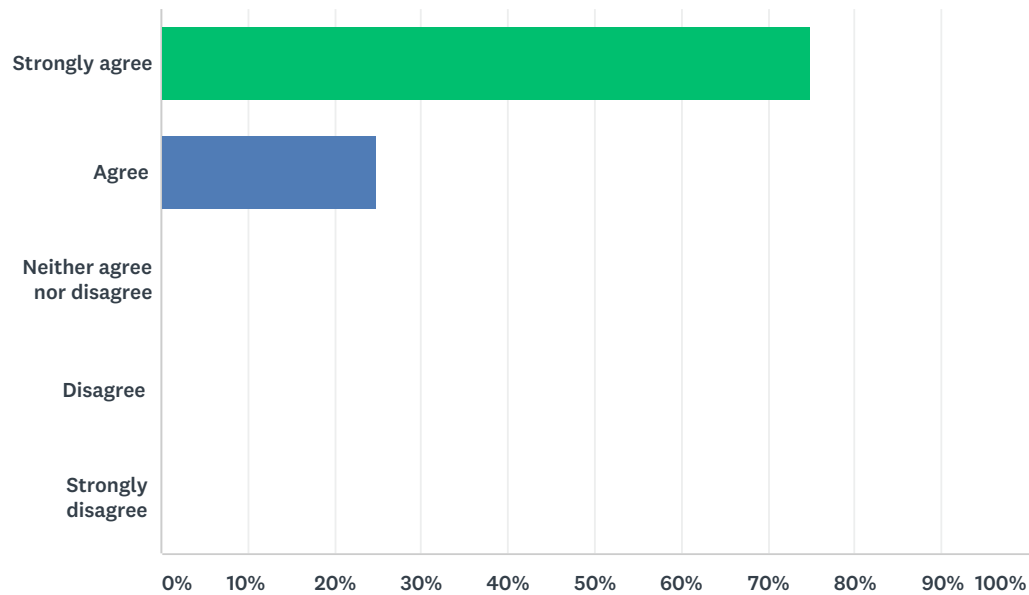


ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	4
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4

#	AN EXAMPLE OF SUCH QUALITY IMPROVEMENTS INCLUDE:	DATE
1	In his first 18 months his leadership of the organization has resulted in sales exceeding their goals, implementation of a new and highly regarded marketing plan, begun the divestiture of Wildcreek Golf Course, brought on board professional management, and provided for a higher level of professionalism in the organization.	7/23/2018 4:48 PM
2	The idea to hire a Digital Production Specialist, the requirement of having employees dress professionally.	7/23/2018 9:52 AM
3	Identifying critical staffing needs and making qualified hires. Improving policies, benefits and software programs to ensure productive workplace and retention.	7/20/2018 4:28 PM

Q14 Phil DeLone has demonstrated effective skills in program developments and community engagement.

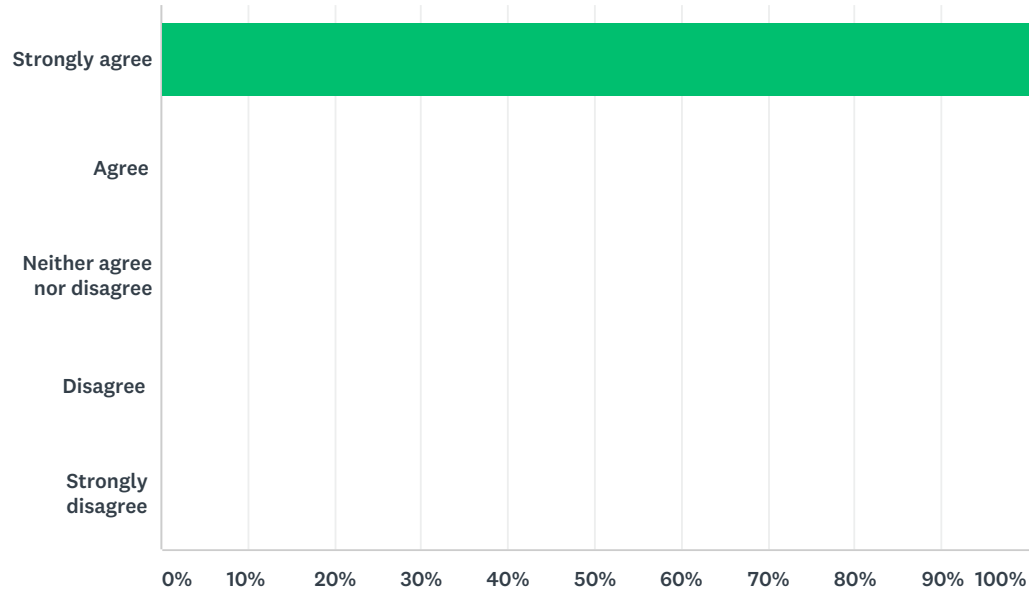
Answered: 4   Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		75.00%	3
Agree		25.00%	1
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4

Q15 Phil DeLone is available and accessible to the public, the board and employees.

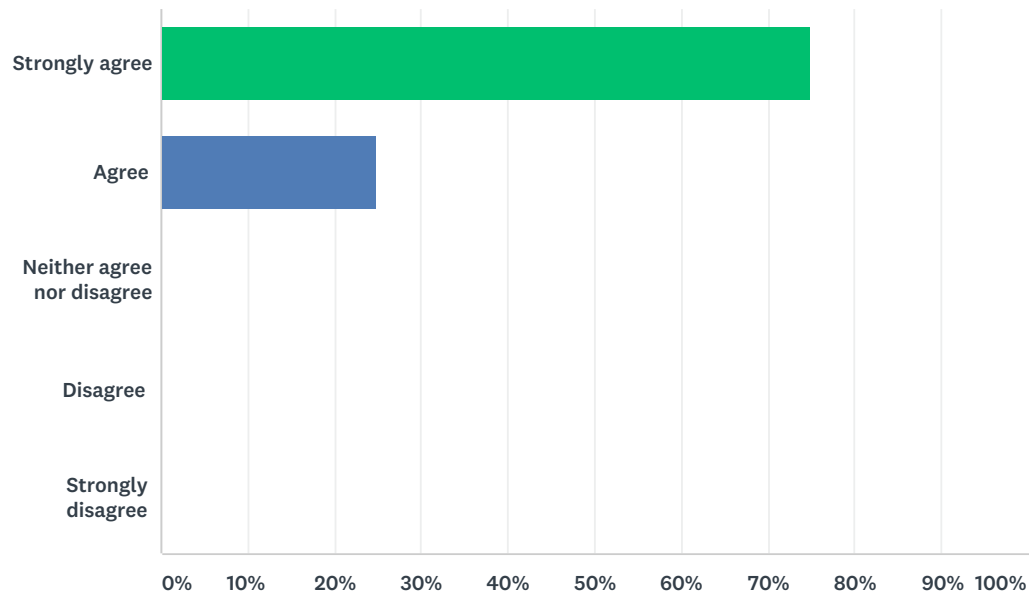
Answered: 4    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	4
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4

Q16 Phil DeLone provides leadership development and leadership succession planning opportunities to his employees.

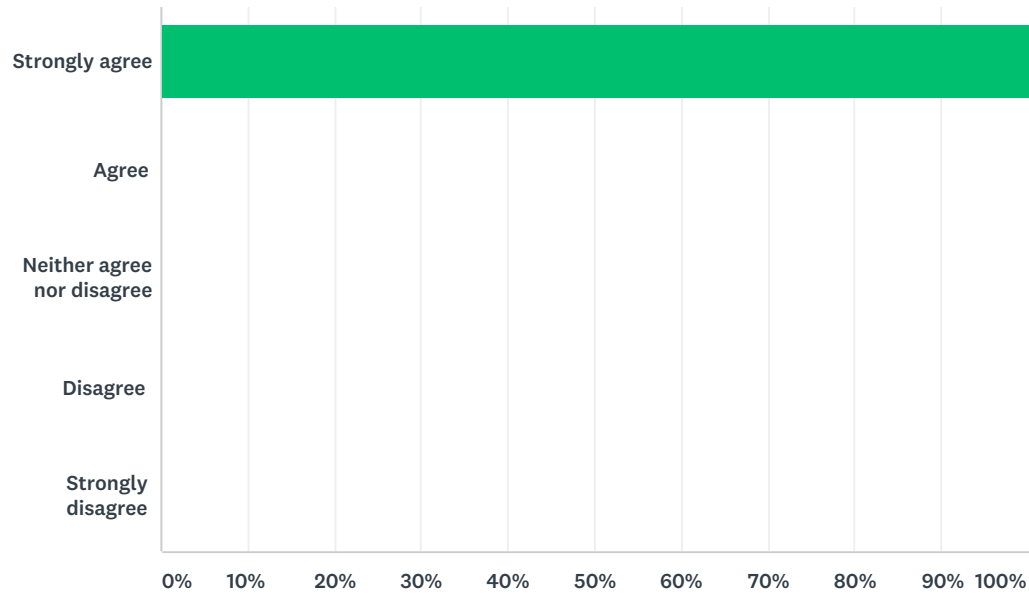
Answered: 4    Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		75.00%	3
Agree		25.00%	1
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4

Q17 Phil DeLone demonstrates a clear understanding of the organization's vision and goals.

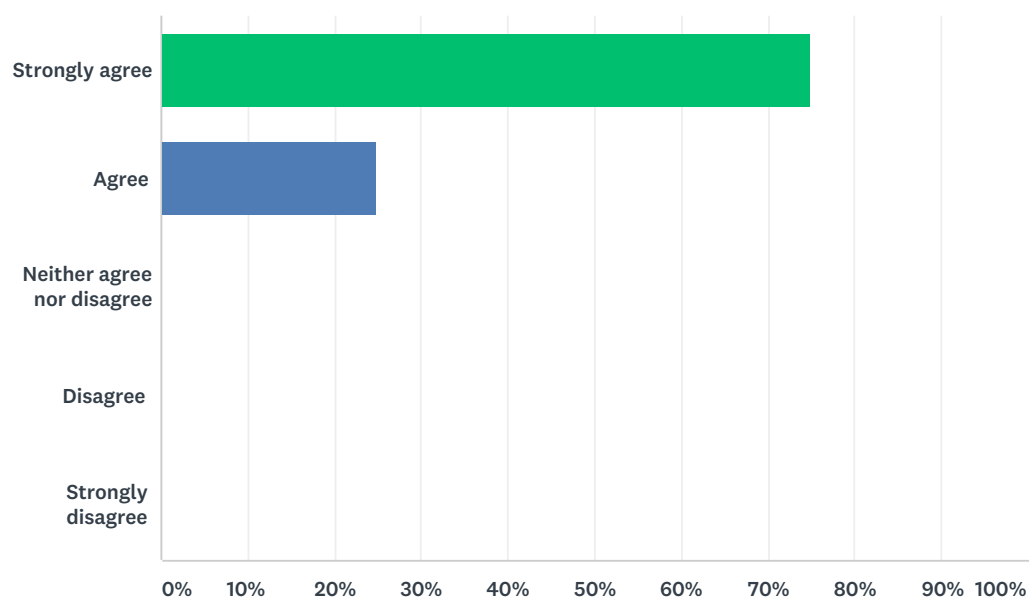
Answered: 4    Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		100.00%	4
Agree		0.00%	0
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4

Q18 Phil DeLone welcomes diverse opinions and feedback fro those who may have institutional knowledge, historic knowledge, or contrary opinions.

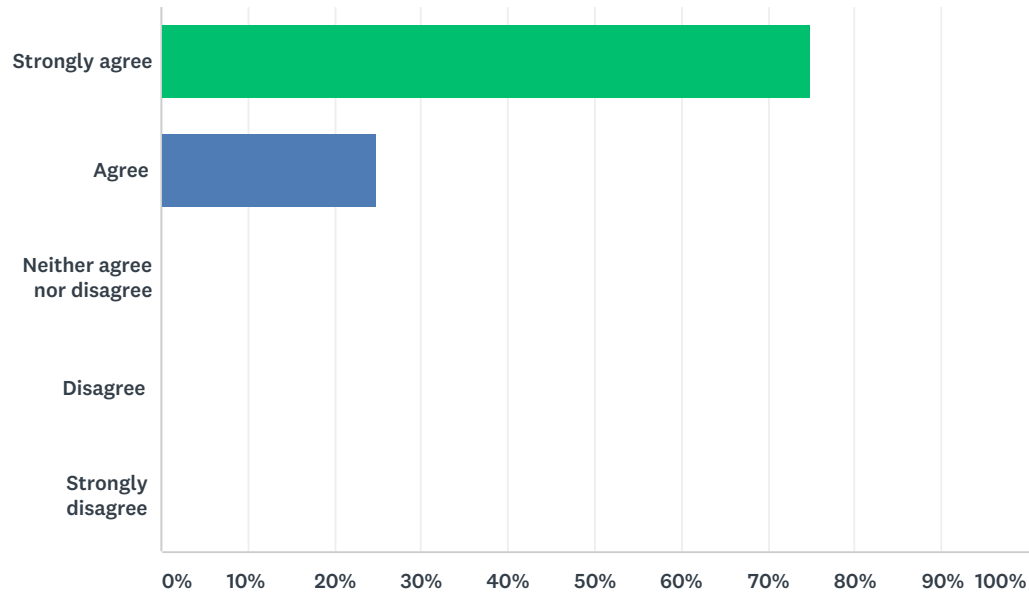
Answered: 4   Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	75.00%	3
Agree	25.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4

Q19 Phil DeLone accepts constructive criticism and is open to new ideas and new approaches to solving problems.

Answered: 4   Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		75.00%	3
Agree		25.00%	1
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			4

## Q20 I believe Phil DeLone's strong points as President/CEO of the RSCVA are:

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	-Integrity -Honesty -Transparency -Local knowledge -Engagement with stakeholders and the RSCVA board members	7/30/2018 10:04 AM
2	He is an extremely professional and driven leader who is also very approachable and considerate to the employees. This is a difficult balance to achieve, but Phil DeLone achieves it.	7/23/2018 4:48 PM
3	Strong understanding of the role of the RSCVA within the community; importance placed on keeping the board members informed; vision to continuously do better. He is very open to listening to other points of view and different perspectives before making a decision. Inclusive management style.	7/23/2018 9:52 AM
4	Knowledge and experience in the industry. Strategic thinking on critical decisions. Open door policy, accessible and approachable.	7/20/2018 4:28 PM



## Q21 I believe Phil DeLone could improve by:

Answered: 2   Skipped: 2

#	RESPONSES	DATE
1	-Balancing the level of his personal and professional interest in all facets of the organization such as Marketing and Tourism Sales	7/30/2018 10:04 AM
2	Frankly, I am not sure how much more could have been accomplished or improved upon. The amount of organizational change and improvements that have been made in such a short period is unprecedented. Being mindful that all of this has been implemented successfully, and well given the immensity of privatizing 50% of the staff.	7/20/2018 4:28 PM

## Q22 Other comments, if any:

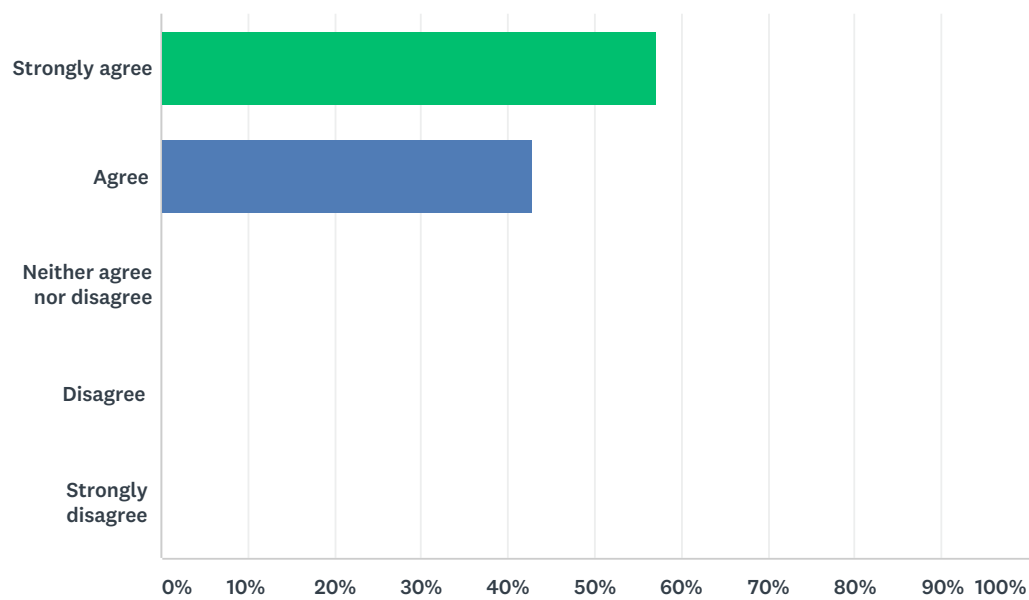
Answered: 3   Skipped: 1

#	RESPONSES	DATE
1	Mr. DeLone has done an excellent job in upgrading the RSCVA's position with the stakeholders, board members and the community.	7/30/2018 10:04 AM
2	Phil is doing an outstanding job. He has garnered respect for the organization and has improved the level of transparency at the RSCVA. Everyone in the organization has a clear understanding on what the Mission is and we all work as a team in achieving that Mission.	7/23/2018 9:52 AM
3	I appreciate the ability to work with a CEO that is knowledgeable, thoughtful, and accessible.	7/20/2018 4:28 PM

# **Board Evaluation**

Q1 Phil DeLone has developed the strategies and objectives for the Authority, including, but not limited to, updating the comprehensive strategic plan.

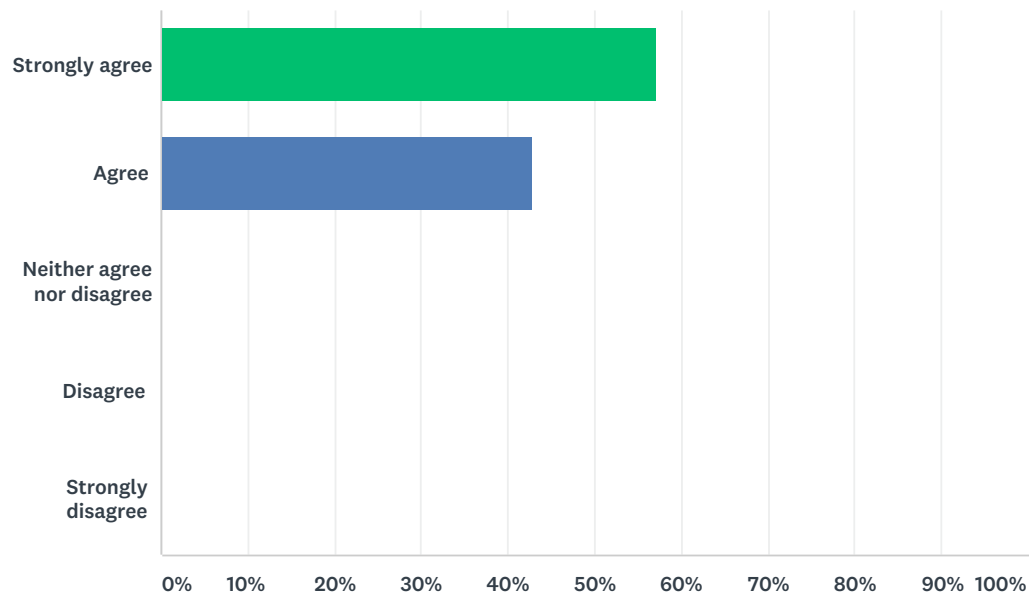
Answered: 7    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	57.14%	4
Agree	42.86%	3
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q2 Phil DeLone has built a solid Executive Management Team.

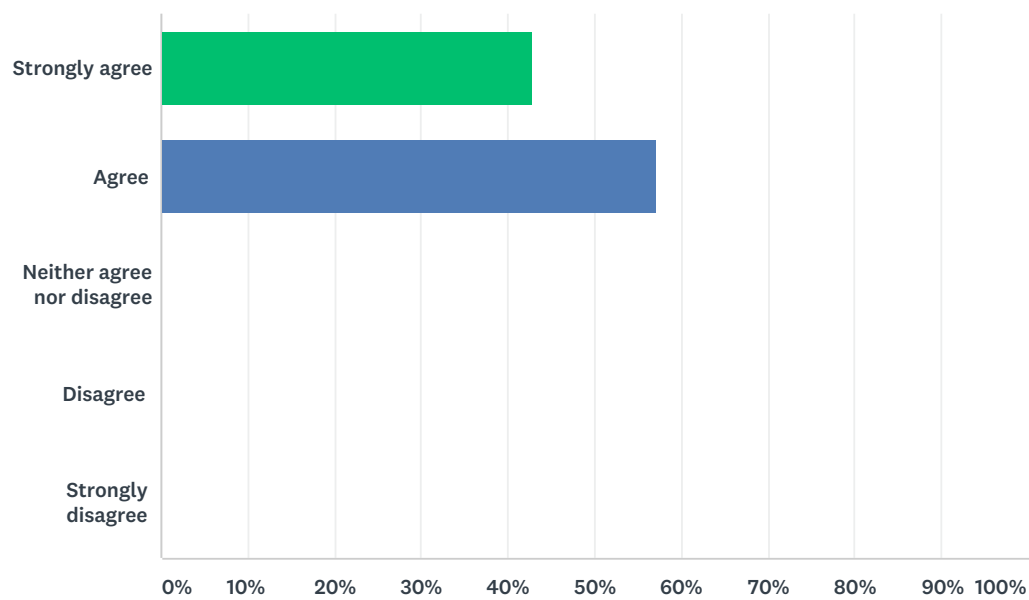
Answered: 7    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	57.14%	4
Agree	42.86%	3
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q3 Phil DeLone has provided direct management of a senior executive team to ensure the execution of board policy and strategic direction to brand the area as a world-class tourism destination.

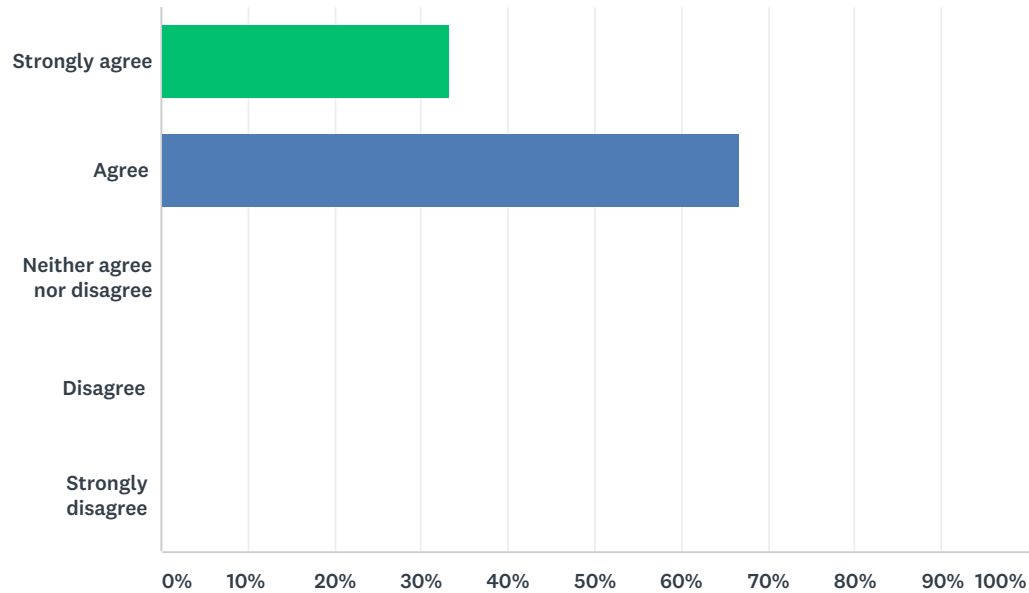
Answered: 7    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	42.86%	3
Agree	57.14%	4
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q4 Phil DeLone represents the Authority well in its relationships with local clients, government agencies, professional and other similar groups.

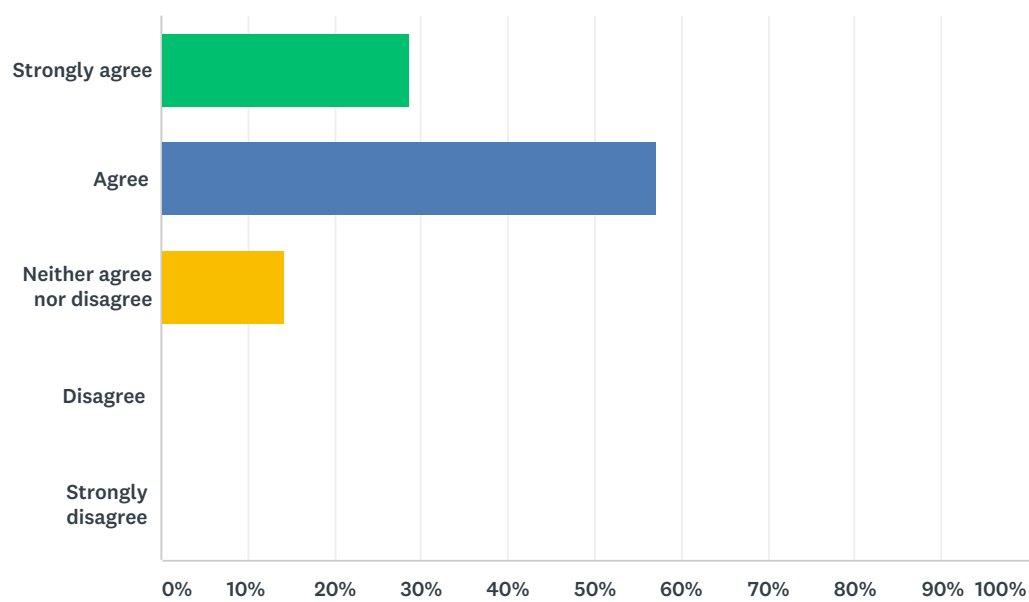
Answered: 6    Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	2
Agree	66.67%	4
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		6

Q5 Phil DeLone serves as the recognized spokesperson for issues of importance to the Authority and maintains a positive image of the Authority in the relevant media.

Answered: 7   Skipped: 0

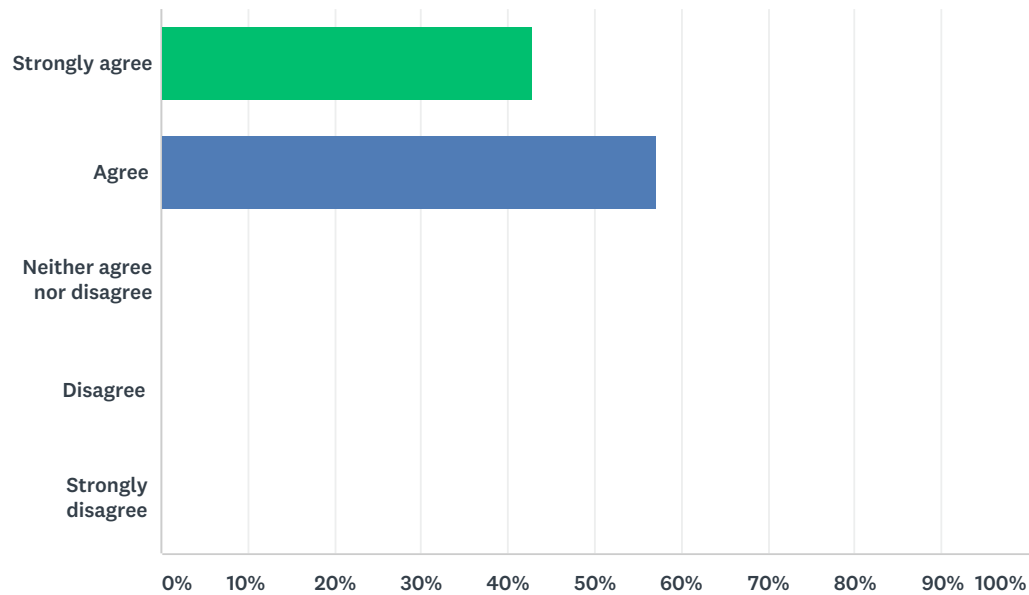


ANSWER CHOICES	RESPONSES	
Strongly agree	28.57%	2
Agree	57.14%	4
Neither agree nor disagree	14.29%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7



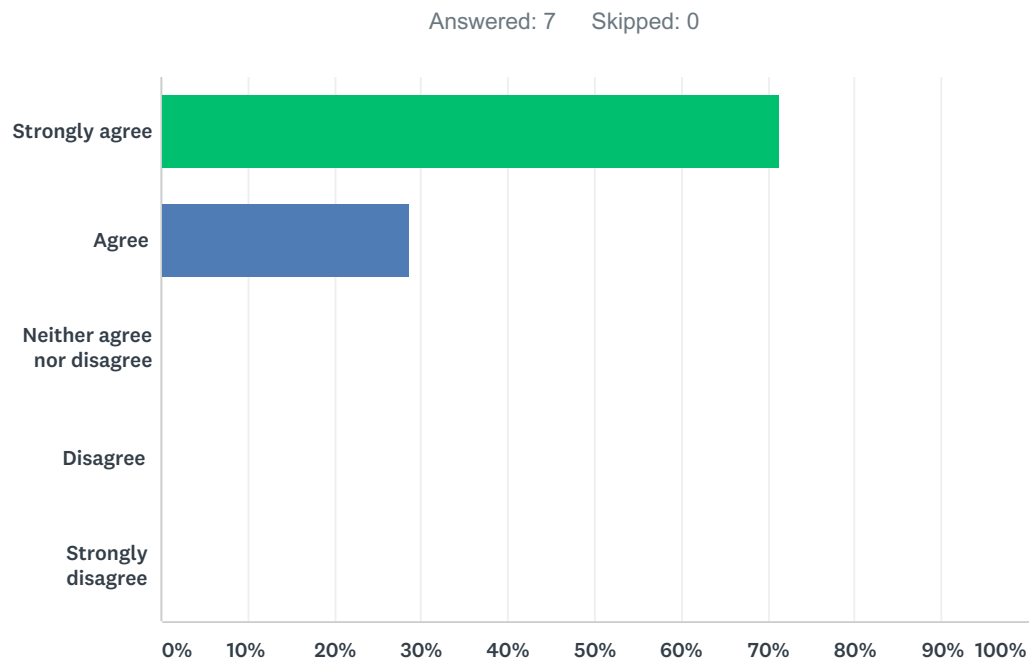
Q6 Phil DeLone provides long-range planning for destination resources, infrastructure, and strategic direction.

Answered: 7   Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		42.86%	3
Agree		57.14%	4
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			7

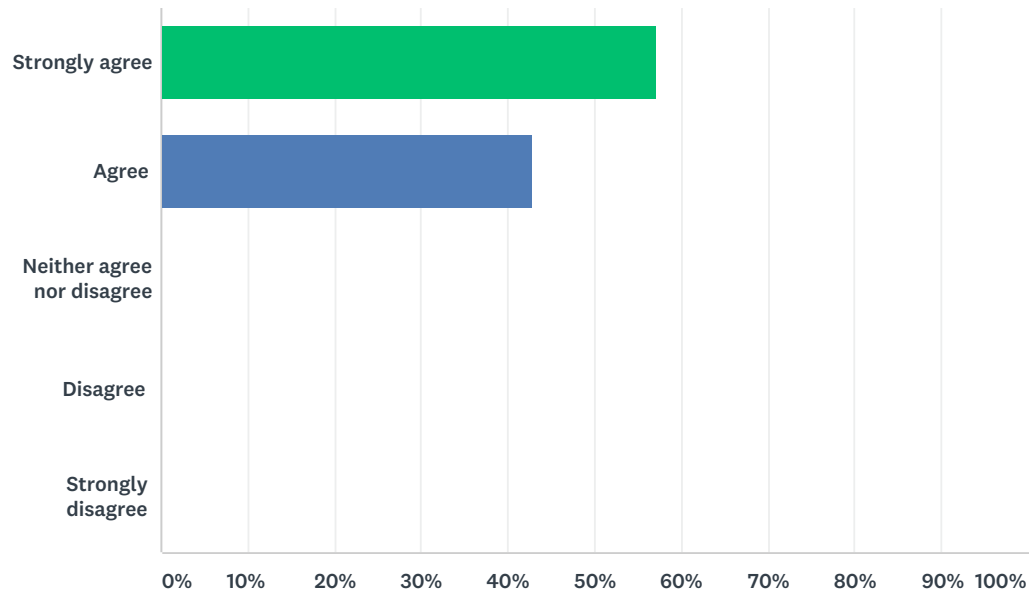
Q7 Phil DeLone manages the organization efficiently on a day-to-day basis, quickly adapts in response to new information, changing conditions, or unexpected obstacles, and measures organizational effectiveness against key operational and financial targets and resets strategies accordingly.



ANSWER CHOICES	RESPONSES	
Strongly agree	71.43%	5
Agree	28.57%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

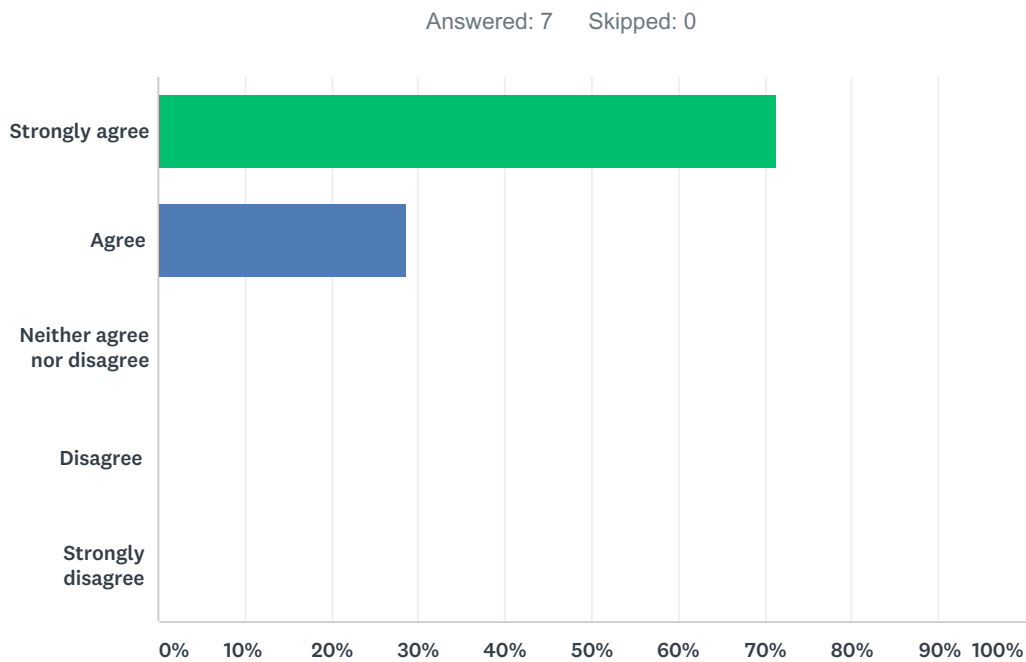
Q8 Phil DeLone effectively interfaces with stakeholders, business executives and other civic leaders, takes initiative to pursue opportunities that improve coordination of the RSCVA and important stakeholders, and understands consensus building and empowerment and stresses their usage community-wide.

Answered: 7    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	57.14%	4
Agree	42.86%	3
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

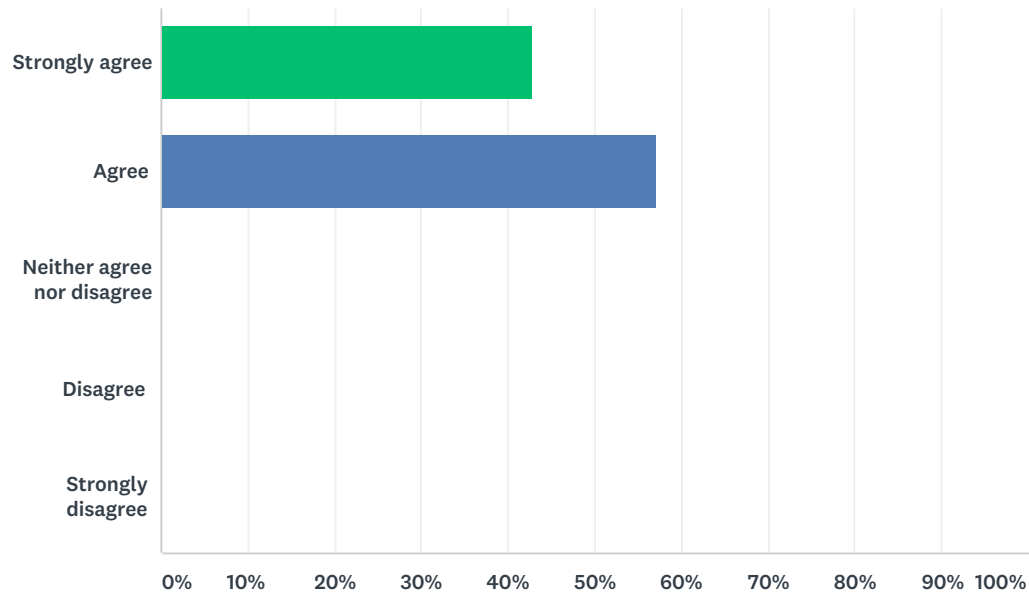
Q9 Phil DeLone keeps Board Members up-to-date on issues impacting the RSCVA, shares appropriate information, provides necessary information for the Board in the form of concise information packets and reports, and demonstrates responsiveness to Board requests for additional information.



ANSWER CHOICES	RESPONSES	
Strongly agree	71.43%	5
Agree	28.57%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q10 Phil DeLone places a high value on providing quality service to RSCVA customers, develops and implements strategies to identify and close gaps between expectations and quality of service provided, and encourages and acts on feedback from customers.

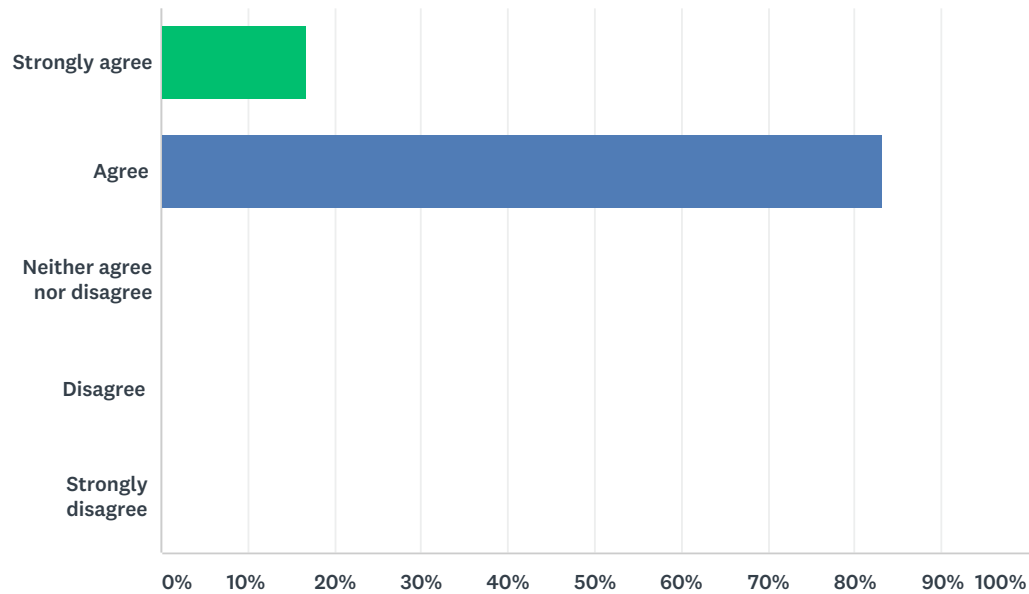
Answered: 7   Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	42.86%	3
Agree	57.14%	4
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q11 Phil DeLone maintains an active advocacy role in promoting the needs of the RSCVA and its mission, effectively maneuvers through a political environment to achieve results for the RSCVA, and integrates legislative activity with strategic objectives.

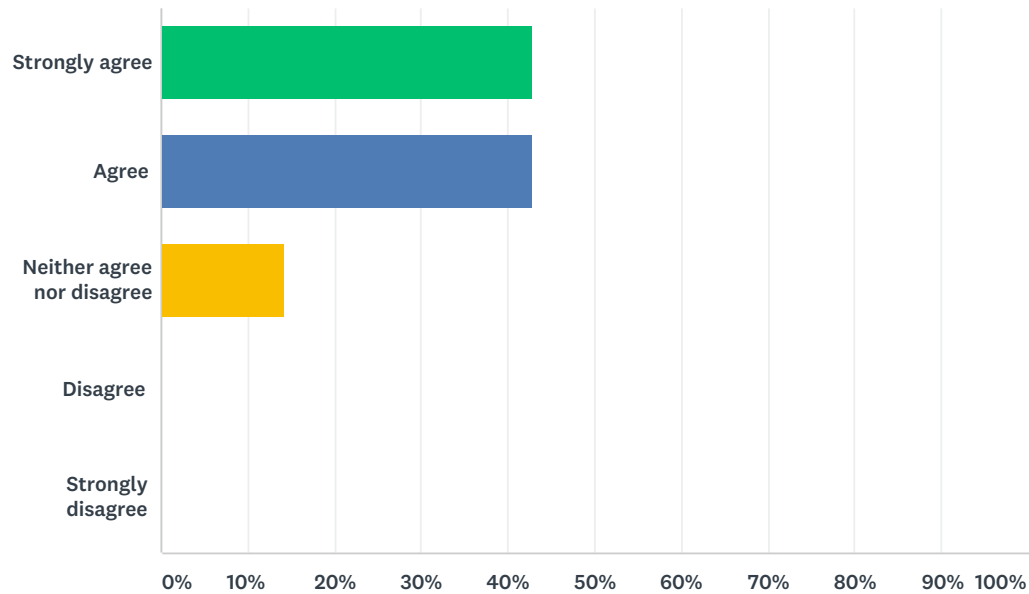
Answered: 6   Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	16.67%	1
Agree	83.33%	5
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		6

Q12 Phil DeLone is a respected community leader, represents the RSCVA at community functions and as a member of community organizations well, and aligns community involvement with strategic objectives.

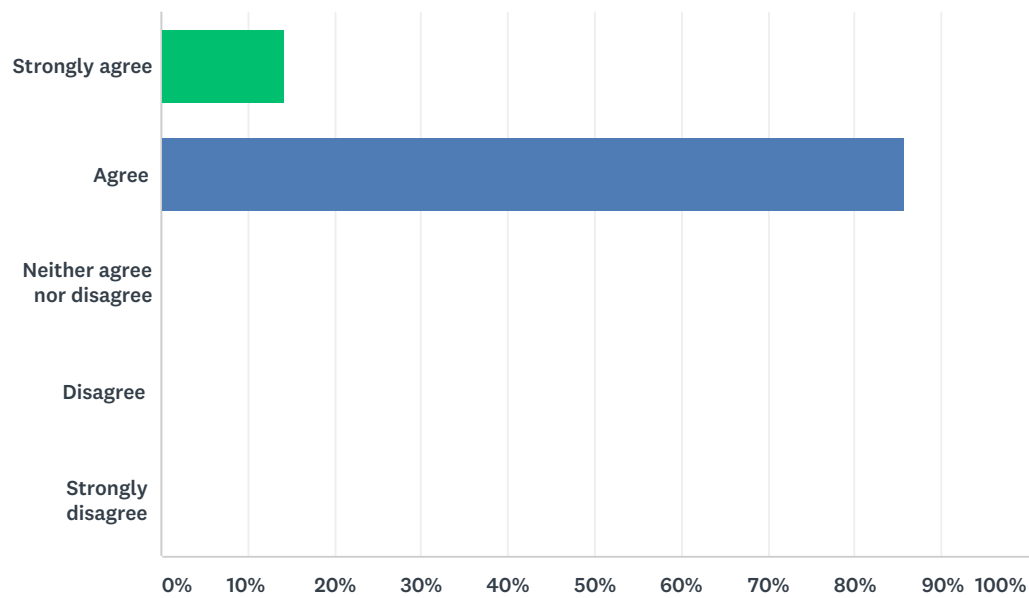
Answered: 7    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	42.86%	3
Agree	42.86%	3
Neither agree nor disagree	14.29%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q13 Phil DeLone develops and successfully implements projects as needed or assigned based on new information and changing conditions and integrates special projects with strategic objectives.

Answered: 7    Skipped: 0

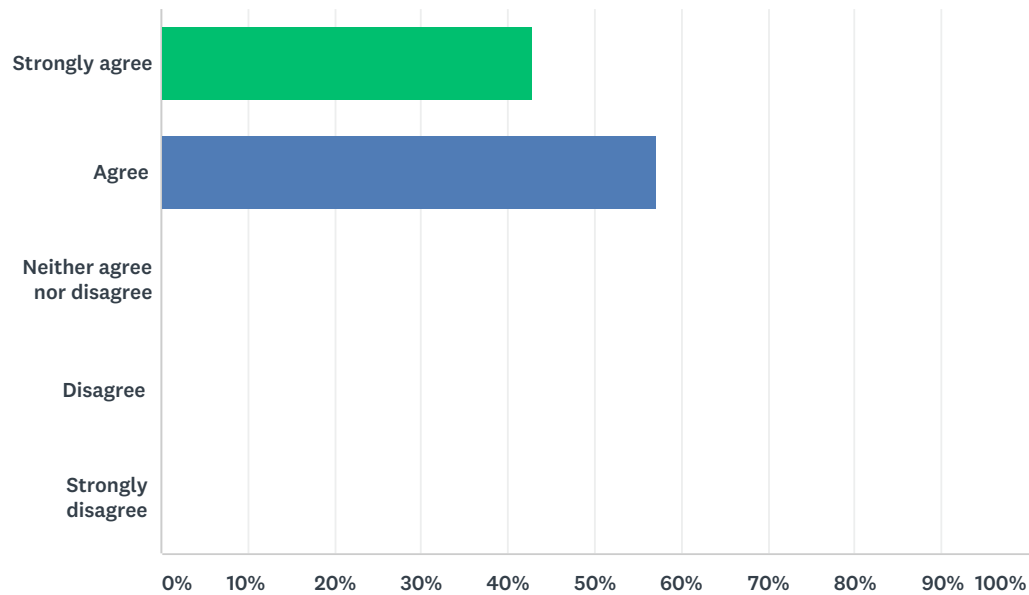


ANSWER CHOICES	RESPONSES	
Strongly agree	14.29%	1
Agree	85.71%	6
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7



Q14 Phil DeLone maintains and utilizes a solid working knowledge of significant developments and trends within the industry.

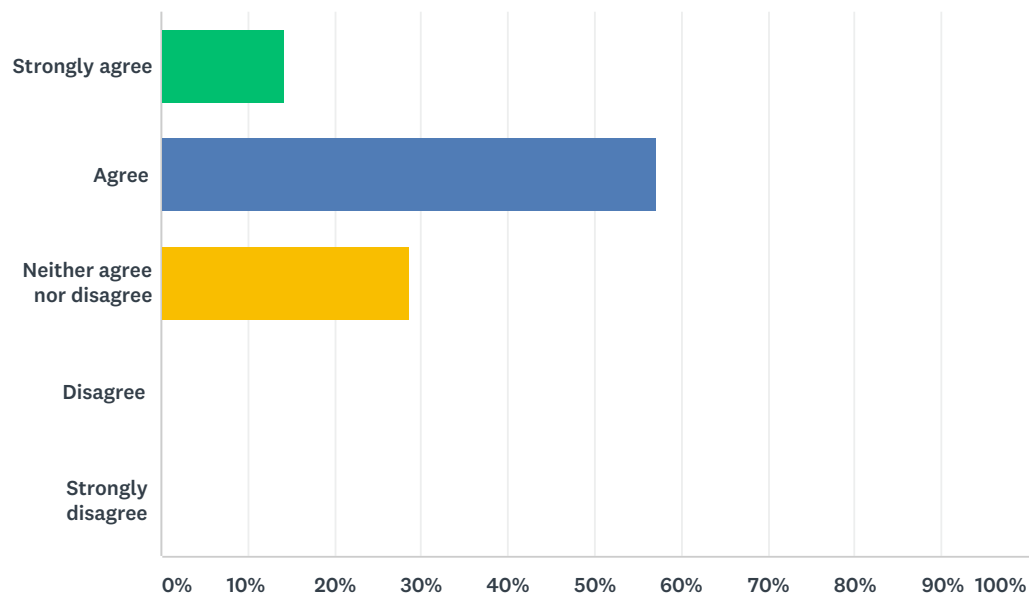
Answered: 7    Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		42.86%	3
Agree		57.14%	4
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			7

Q15 Phil DeLone establishes ambitious goals for excellence and impacts and initiates, maintains, and adapts programs for the benefit of the organization.

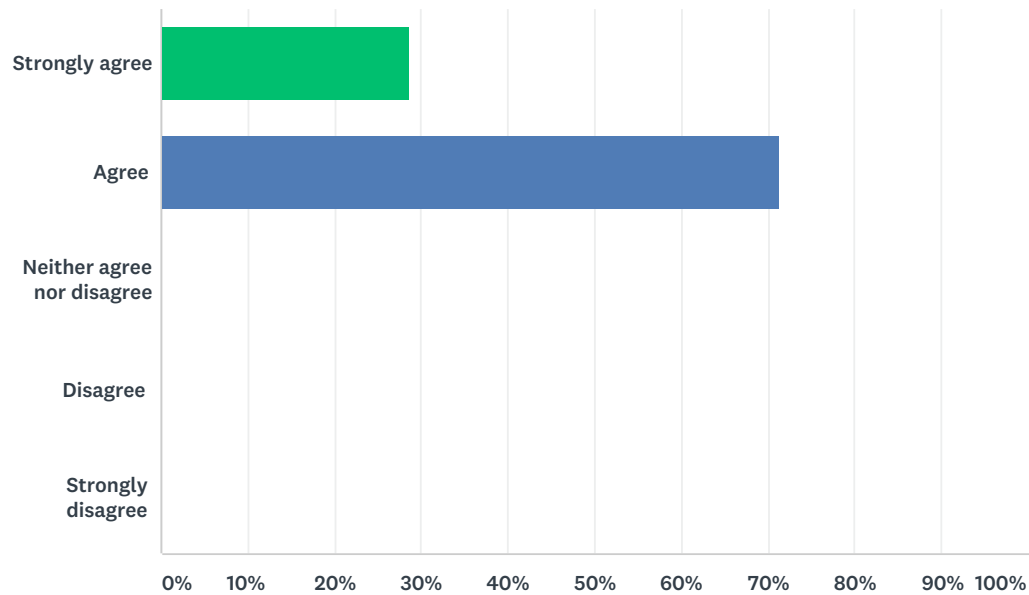
Answered: 7   Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	14.29%	1
Agree	57.14%	4
Neither agree nor disagree	28.57%	2
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q16 Phil DeLone demonstrates quality of analysis and judgment related to progress and opportunities, and needs for change.

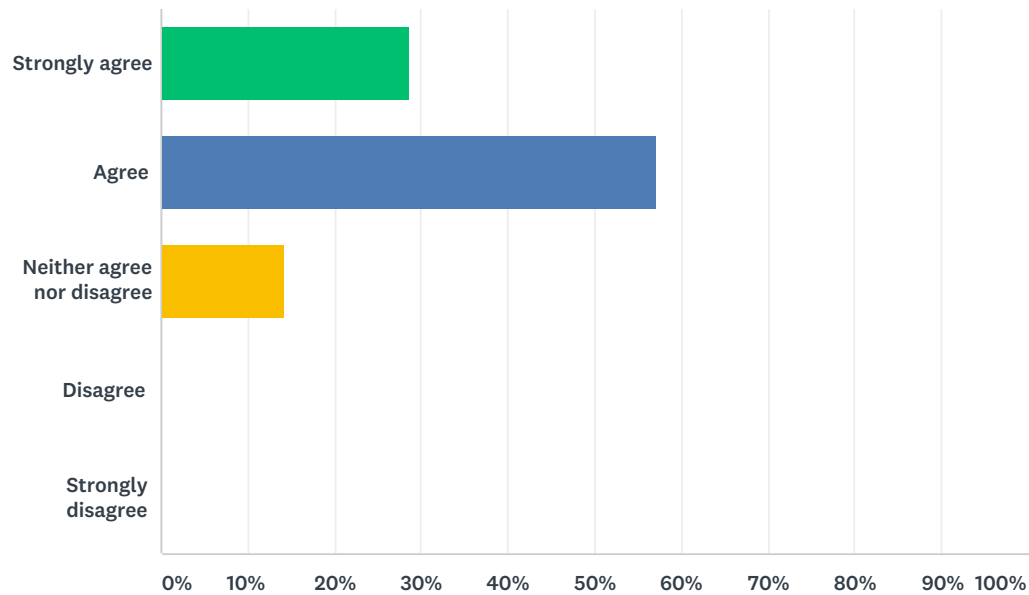
Answered: 7    Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		28.57%	2
Agree		71.43%	5
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			7

Q17 Phil DeLone recruits and retains diverse staff to address all the needs of the organization.

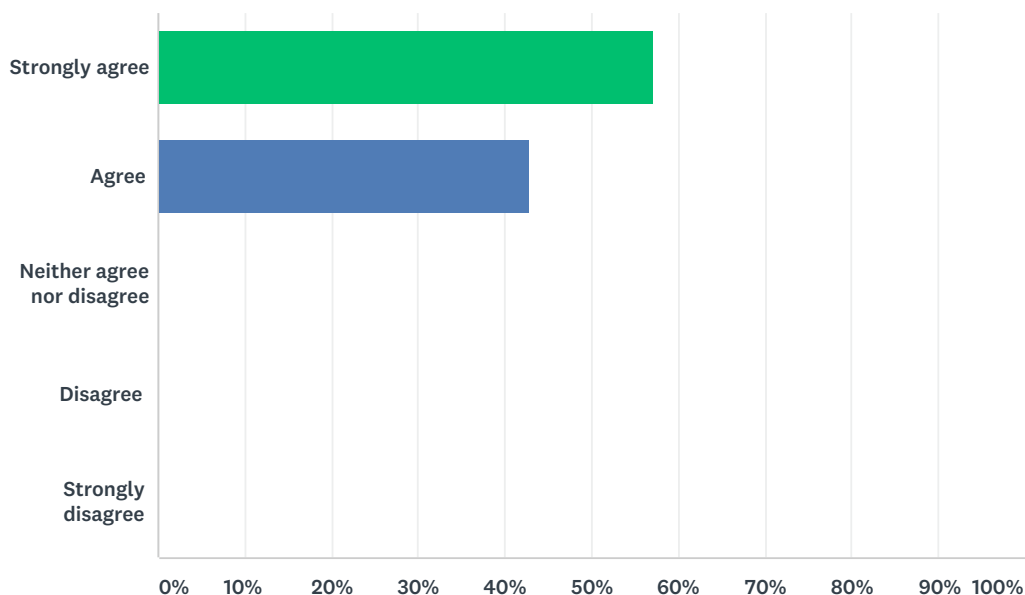
Answered: 7   Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		28.57%	2
Agree		57.14%	4
Neither agree nor disagree		14.29%	1
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			7

## Q18 Phil DeLone has made quality improvements and the impact to the RSCVA has been positive.

Answered: 7 Skipped: 0

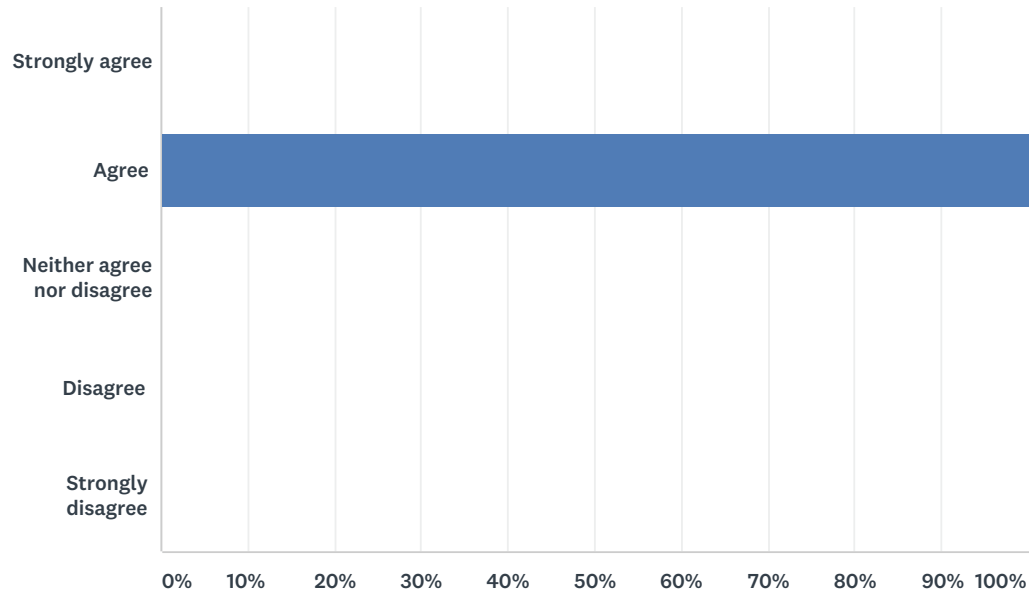


ANSWER CHOICES	RESPONSES	
Strongly agree	57.14%	4
Agree	42.86%	3
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

#	AN EXAMPLE OF SUCH QUALITY IMPROVEMENTS INCLUDE:	DATE
1	Wildcreek transaction, SMG outsourcing, various physical upgrades to RLEC and RSCC that were fairly inexpensive but were impactful	8/10/2018 3:35 PM
2	Monthly meetings.	8/10/2018 1:43 PM
3	Recruitment of new team members have significantly upgraded the strategic ability for the organization	8/9/2018 10:34 AM
4	Quality team building and accountability.	8/8/2018 7:19 PM
5	SMG decision	8/8/2018 4:31 PM
6	SMG	8/8/2018 3:28 PM

Q19 Phil DeLone has demonstrated effective skills in program development and community engagement.

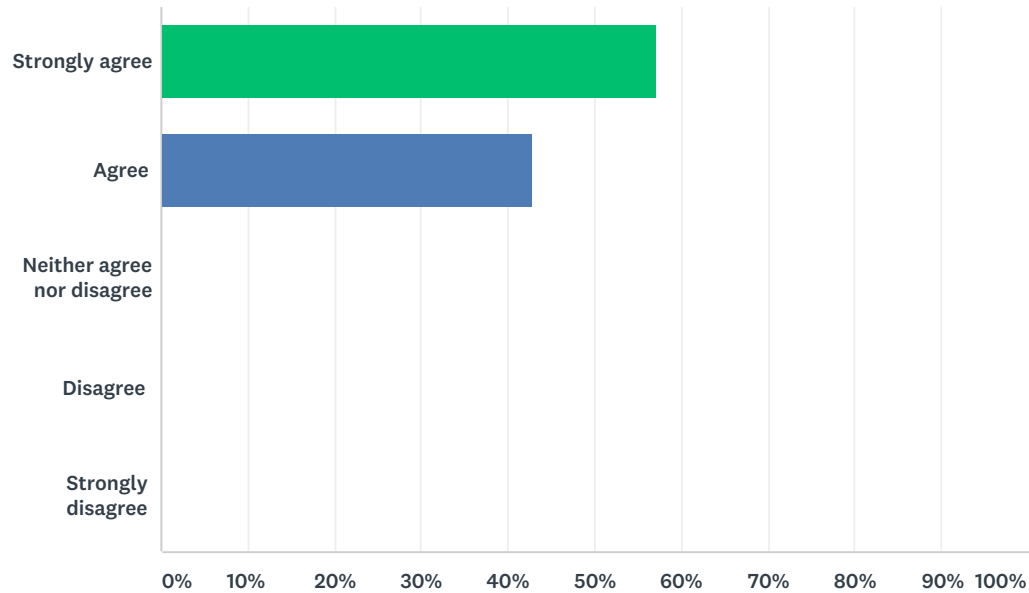
Answered: 7   Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	100.00%	7
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q20 Phil DeLone demonstrates a clear understanding of the organization's vision and goals.

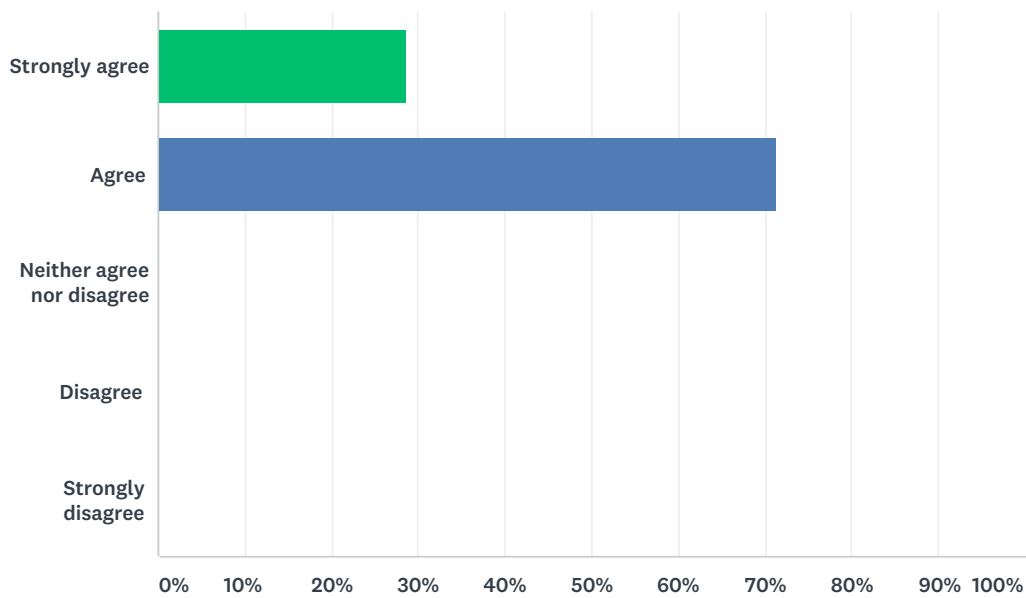
Answered: 7   Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	57.14%	4
Agree	42.86%	3
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q21 Phil DeLone welcomes diverse opinions and feedback from those who may have institutional knowledge, historical knowledge, or contrary opinions.

Answered: 7    Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		28.57%	2
Agree		71.43%	5
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			7



## Q22 I believe Phil DeLone's strong points as President/CEO of the RSCVA are:

Answered: 6   Skipped: 1

#	RESPONSES	DATE
1	Communication skills with his staff, Board of Directors, and his working peers. Observed and initiated some low cost improvements to the facilities like lighting, carpet, Wi-Fi, and fresh paint. Did a good job of coming in, assembling the team and defining the direction for that team.	8/10/2018 3:35 PM
2	Brings a confident presence to the position in the community, effective communicator and focuses on long term success for the RSCVA	8/9/2018 10:34 AM
3	Organized Professional Accoutability	8/8/2018 7:19 PM
4	Having a vision for the future of the RSCVA	8/8/2018 4:31 PM
5	Phil is a good leader and hires experts in the RSCVAs streams of business.	8/8/2018 3:28 PM
6	His ability to coordinate the Executive staff and the Board effectively. The pre-board meetings have not only been educational, but they have been able to help save some face within the public eye, by having the board and executive staff aligned.	8/2/2018 8:59 AM

## Q23 I believe Phil DeLone could improve by:

Answered: 5   Skipped: 2

#	RESPONSES	DATE
1	Stay focused on the sales efforts. Challenge the status quo in regards to goal setting and measuring the goals.	8/10/2018 3:35 PM
2	In a few meetings about the possible expansion of existing convention center believe he could have answered challenging questions more head on instead of referring to the doom and gloom if the expansion does not happen.	8/9/2018 10:34 AM
3	While this is not necessarily a noted need for improvement I believe the board would be served well by continually looking at, considering and reacting to future trends.	8/8/2018 7:19 PM
4	Phil could take a more active role with Board members, City of Reno and City of Sparks.	8/8/2018 3:28 PM
5	By becoming a more relevant figure within the community. Now with a 1.5 under his belt, it's time to start becoming the face of the RSCVA in the community. More appearances and more face time with other stakeholders within the community.	8/2/2018 8:59 AM

## Q24 Other comments, if any:

Answered: 5   Skipped: 2

#	RESPONSES	DATE
1	Keep up the good work Phil. There is some positive momentum that has been created. Let's get this organization performing to its' full potential.	8/10/2018 3:35 PM
2	It appears under Phil's leadership the RSCVA is in great position to continue to expand tourism in the area. As well as introduce Reno/Sparks to several new opportunities. Everything appears to be moving forward on a positive path.	8/9/2018 10:34 AM
3	I believe Phil has done an excellent job during his short term as CEO. The board seems to be running very smoothly and due to his leadership the RSCVA team seems poised to take advantage of an improving economy.	8/8/2018 7:19 PM
4	RSCVA is now on the right course to help Reno-Tahoe thrive.	8/8/2018 3:28 PM
5	N/A	8/2/2018 8:59 AM

# **Position Description**

## EXHIBIT A

### POSITION DESCRIPTION

#### Chief Executive Officer

#### Company:

The Reno Sparks Convention and Visitors Authority supports a leading four season resort destination in a spectacular natural setting that offers world class attractions, recreational activities and events. The region has an outstanding quality of life, to include a vibrant and diverse business community, and has been receiving significant recent national and international recognition as a premier year-round Western destination for leisure and group/convention visitors.

#### Reporting Relationship and Scope of Position:

The Chief Executive Officer (CEO) reports directly to the authority's board of directors. The CEO will provide oversight for the development and the implementation of the authority's strategic plan that includes marketing and branding programs to promote the region as a premier leisure and convention destination. The CEO will oversee a staff of approximately 100 Employees and a capital budget of \$42 million. This includes direct oversight across all functional areas of the authority including sales & marketing, facilities, operations, finance, IT and human resources.

#### Primary Responsibilities:

The CEO's specific responsibilities will include the following:

- Develop the strategies and objectives for the authority, including but not limited to, a comprehensive strategic plan to be submitted to the board of directors for approval.
- Assemble and provide direct management of a senior executive team across the authority to ensure the execution of board policy and strategic direction to brand the area as a world-class tourism destination. Provide oversight of staffing strategies, plans and programs required to attract, motivate, develop, reward and retain the best leadership team to meet the needs of the authority.
- Review, coordinate and submit to the board of directors all annual plans and operating budgets as required. Analyze overall operating results of the authority's multiple departments relative to plans, recognize achievement and ensure that appropriate steps are undertaken to correct underperformance.
- Provide direction and strategic leadership in the development and communication of the authority's operating policies and strategic goals. Organize and assign resources and staff to accomplish annual and long-range goals. Interface on a regular and frequent basis with the board of directors to ensure effective communication and execution of goals and objectives.

- Direct and participate in the planning process for future development and growth of tourism in the region, and periodically present such plans for review and approval by the board of directors. Develop operating budgets and present financial revenue and expense reports to the board of directors.
- Represent the authority as appropriate in its relationships with local clients, government agencies, professional and other similar groups, such as other convention visitor bureaus and tourism and travel industries.
- Serve as a spokesperson for issues related to tourism, convention, gaming and general hospitality communities with city and state government. Update and communicate with legislators on current issues to promote awareness of critical programs that require attention.
- Become the recognized spokesperson at the senior level on issues of importance to the authority to include maintaining a positive image of the authority in relevant media.
- Direct the preparation of official publications of the authority, both online and offline. Prepare, or direct the preparation of news articles reflecting news of the authority or the reporting of projects or activities.
- Provide leadership for the development of a world class sales function to include oversight of the sales effort, setting annual goals and effective measurements.
- Provide oversight for the development and implementation of strategic marketing and branding programs to promote the area as a leading leisure and convention destination. Provide tactical direction for all marketing and branding programs. Manage the future of the destination by planning, innovating, strategizing, evaluating alternatives and preparing for change.
- Provide long-range planning for destination resources, infrastructure, and strategic direction. Identify major global trends that will influence and affect the local tourism industry, developing and implementing programs to address and take advantage of such trends to the competitive advantage of the destination. Provide leadership in the marketing of the destination. Serve as a catalyst and facilitator for tourism infrastructure and destination development.
- Work as an integral member of the community leaderships and local gaming/tourism industry to ensure the sustainability of the local tourism industry. Act as tourism industry advocate by raising the awareness and profile of tourism locally in support of the industry. Liaise with all levels of government and other public entities at the local, state and national levels to represent the views of the industry on decisions affecting the tourism sector.

**Required Background:**

The successful candidate will ideally possess 10+ years of highly successful multifunctional executive management leadership experience gained within some segment of the hospitality, travel, tourism, and/or recreation and leisure industries. The executive must possess a proven track record of success making appropriate strategic business and leadership decisions that drive innovation, continuous improvement and profitable growth of an organization. To that end, strong management skills in budgeting and planning areas with a keen eye towards expense management and revenue generation are essential. The executive should have a successful track record of building, retaining, and managing an outstanding and highly collaborative management team and culture to include a high performing sales & marketing function. In addition, the successful candidate should demonstrate leadership in forging new business opportunities and processes. The executive's

RJ 12/8/16

experience will ideally include working with a Board of Directors and interfacing effectively with multiple internal and external constituents. In addition, the executive will ideally possess facility management experience that includes tenant occupancy, and public administration knowledge as well as a working knowledge of open meeting laws are also a plus.

**Personal Qualifications:**

Since this is a highly visible and demanding CEO position, the successful candidate must possess outstanding personal qualifications to include the following:

- A results oriented executive with the ability to achieve objectives and goals within a timeline set jointly with the board of directors.
- Proven change agent capabilities to include being a highly intelligent and strategic leader with an equally high EQ. This includes being highly focused and driven, yet empathetic and collaborative with outstanding listening skills.
- Hands-on leadership expertise without micromanaging. Included is the ability to be extremely flexible and adaptable with highly sophisticated relationship management skills across all levels of an organization.
- Politically savvy executive leadership skills with the ability to interface effectively with multiple constituents on an internal and external basis.
- Proven strong leadership and management skills, particularly with regard to motivation, team building, Employee development, creativity, and analytical ability.
- A high level of executive bearing with exceptional interpersonal skills to include strong verbal and written presentation abilities.
- Business oriented marketing demeanor and highly skilled in bringing concepts, services, and cooperative business models to the organization. Included is a high level of passion for the destination's offerings.
- A client-first approach, evidenced by speed of responsiveness, partnering skills and engaging personal qualities.
- Willingness to travel as necessary in order to successfully execute the requirements of the role.

**Education:**

Bachelor's degree from a four year college or university. MBA is preferred.

**Location:**

Western United States.

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# **CEO Evaluation and Compensation Policy**



## EXHIBIT B

### CEO Evaluation and Compensation

RSCVA's Board of Directors will evaluate the CEO's performance and determine if the CEO will receive a merit pay increase and/or a bonus.

**I. Definition of Roles:**

1. Board of Directors conducts the annual performance evaluation
2. Legal Counsel receives and compiles all evaluations responses
3. Executive Staff provides feedback to the Board of Directors on CEO leadership and management
4. Employee prepares self-evaluation and proposed goals for upcoming year.

**II. Evaluation Process.** The Employee will be evaluated in the following manner:

1. Feedback from Executive Staff will be solicited using an approved electronic format such as "Survey Monkey." Legal Counsel will compile the results of the Executive Staff survey and provide the same to the Board of Directors.
2. The Employee will prepare and provide a self-evaluation to the Board of Directors, together with any other requested information.
3. Each member of the Board of Directors will complete a written performance evaluation of Employee via approved electronic format such as "Survey Monkey." Legal Counsel will compile all evaluation responses and provide the compiled results to the Board of Directors.
4. After the above steps have been completed, the Board of Directors will conduct a complete evaluation of the Employee at a public meeting..

**III. Merit Pay Increase.** A percentage adjustment to Salary ("Merit Pay Increase") may be provided to the Employee in the sole discretion of the Board of Directors. Any Merit Pay Increase shall be in line with the average merit pay increase given to RSCVA staff.

**IV. Bonus.** A Bonus may be paid to the Employee in the sole discretion of the Board of Directors. The Bonus is limited to a maximum of 40% of Salary but does not increase Salary. The Bonus shall be calculated based upon achievement of the Board-approved Goals for the relevant time period.

72/12/8/16



**PHIL DELONE,  
PRESIDENT/CEO  
REVIEW OF BONUS RESULTS  
2017/2018**

# **Fiscal Year 2017-2018 CEO Goals and Results**



Date: August 1, 2018  
 To: Board of Directors  
 From: Phil DeLone, President/CEO  
 Subject: **Fiscal Year 2017/2018 CEO Goals**

Strategic Priorities	FY 17/18 Goals	% Weight	Process	FY17/18 Performance
<b>Strategic Priority #1: Visitation/Destination Awareness</b>				
VISITATION/DESTINATION AWARENESS – Change the perception of Reno-Tahoe through positioning the destination around outdoor activities, arts and culture, and innovative industries. Increase destination awareness and visitor growth by 2-7% from target markets (Bay Area, LA and Seattle).	1,245,000 total room nights from 3 target markets (Bay Area, LA Basin, Seattle)	15%	Bonus calculated on following scale: If 1,245,000 or more room nights achieved, full bonus for this goal awarded. If 1,220,000-1,244,999 room nights achieved, 75% bonus for this goal awarded.	1,251,000 Actual performance based the 2017 Visitor Origination Analysis, produced by OnStrategy, representing a 2.6% increase.
<b>Strategic Priority #2: Direct Room Night Growth</b>				
PRODUCED ROOM NIGHTS – The number of room nights booked in meeting, convention, sports, equestrian and non-USBC bowling. FY 2015/2016 room nights were 238,000.	Produce 260,000 Room Nights	35%	Bonus calculated on following scale: If 260,000 room nights produced, full bonus for this goal awarded. If 255,000 to 259,999 room nights produced, 90% bonus for this goal awarded. If 250,000 to 254,999 room nights produced, 80% bonus for this goal awarded. If 247,000 to 249,999 room nights produced 70% bonus for this goal awarded.	314,226 total group room nights produced, as of June 30, 2018.  NOTE: Performance includes 63,000 room nights representing 3 years of Interbike contracts.



CLIENT SATISFACTION – Maintain exemplary ratings on overall satisfaction and experience of meeting planners and event producers for all events booked via RSCVA sales staff, held at RSCVA facilities.	Establish Client Satisfaction benchmark	10%	Bonus given if goal achieved.	Benchmark established. Overall client satisfaction on a scale of 1-7. RSCC = 6.8 (13 surveys) RSLEC = 6.4 (13 surveys) NBS = 6.3 (13 surveys) REC = 7 (1 survey)
<b>Strategic Priority #3: Facility Efficiency</b>				
FACILITY MANAGEMENT – Realize the highest/best use of the facilities, in line with the RSCVA mission.	Board Approval of professional management contract for all facilities	15%	Bonus given if goal achieved.	Board approved SMG contract on March 22, 2018.
<b>Strategic Priority #4: Organizational Sustainability</b>				
LEADERSHIP	Build a solid Executive Management Team	15%	Bonus given if goal achieved.	100% retention of executive staff
ORGANIZATIONAL HEALTH – Provide overall organization health. Key indicators include: 1) internally-	Establish Employee Engagement	5%	Bonus given if goal achieved.	1) Employee benchmark established via an annual Employee Satisfaction Survey in November 2017. Average Employee



employee engagement & culture; 2) externally-community involvement and leadership.	benchmark			Satisfaction based on 10 questions, 1-5 scale = 4.3 (41 responses)  2) Total of 100 engagements including RTAA, EDAWN, TravelNevada, Reno-Sparks Chamber, City of Reno, City of Sparks, Washoe County, Incline Village, Washoe County School District, RASC, etc.
FINANCIAL HEALTH – Deliver on the Board approved fiscal year budget in adherence to RSCVA financial policies and increase overall facility efficiency	+/- 5% of fiscal year budget achieved	5%	Bonus given if goal achieved	By June 30, 2018, anticipated to be w/in 5% of approved budget.



# APPENDIX

## Contents:

- Visitor Origination Analysis Data
- Client Survey Data
- Employee Satisfaction Data
- Room Night Report
- Community Event Calendar
- RSLEC and RSCC Capital Expenditure Summary

# **Visitor Origination Analysis Data**



	2015 Reported	% of Market	Grossed Up*	2016 Reported	% of Market	Grossed Up**	2017 Reported	% of Market	Grossed Up***
Domestic Room Nights	1,942,076	51.0%	3,757,585	2,408,237	61.1%	3,906,257	2,364,625	57.5%	3,925,746
Canadian Room Nights	14,324	0.4%	27,714	16,093	0.4%	26,103	86,557	2.1%	143,702
International							27,931	0.7%	46,371
Total Identifiable Room Nights	1,963,458	51.68%	3,798,956	2,429,999	61.65%	3,941,556	2,479,113	60.23%	4,115,819
Unidentifiable - Process							275,421		
Unidentifiable - registration							26,875		
Unidentifiable	47,598	1.3%	-	318,480	8.0%	-	302,296	7.3%	
Total Recorded Room Nights (in VOA database)	2,003,998	52.8%	-	2,742,810	69.6%	-	2,781,409	67.6%	
Occupied Hotel Room Nights ( <b>not</b> in VOA database)	1,794,958	47.2%	-	1,198,746	30.4%	-	1,334,410	32.4%	
Total Occupied Hotel Room Nights	3,798,956	100.0%	-	3,941,556	100.0%	-	4,115,819	100.0%	

3.8%

4.4%

\*Divided Reported Room Nights by 51.7%

\*\*Divided Reported Room Nights by 61.7%

\*\*\*Divided Reported Room Nights by 60.2%

2017

2016

2015

			% change 16-17	AS REPORTED			% change 15-16			
MSA	Recorded Room Nights of Dataset	Grossed Up		MSA	Recorded Room Nights of Dataset	Grossed Up		MSA	Recorded Room Nights of Dataset	Grossed Up
San Francisco-Oakland-Hayward, CA	381,618	633,549	2.6%	San Francisco-Oakland-Fremont, CA	381,163	617,768	3.8%	San Francisco-Oakland-Fremont, CA	314,328	595,317
Sacramento--Roseville--Arden-Arcade, CA	234,103	388,649	0.6%	Sacramento-Arden-Arcade-Roseville, CA	238,273	386,180	8.8%	Sacramento-Arden-Arcade-Roseville, CA	187,467	355,050
Reno, NV	145,062	240,827	-14.4%	Reno-Sparks, NV	173,686	281,501	26.7%	Reno-Sparks, NV	117,278	222,117
San Jose-Sunnyvale-Santa Clara, CA	136,908	227,290	2.4%	San Jose-Sunnyvale-Santa Clara, CA	136,974	222,000	6.4%	San Jose-Sunnyvale-Santa Clara, CA	110,204	208,720
CA NONMETROPOLITAN AREA	104,554	173,577	-9.9%	CA Nonmetropolitan Area	118,889	192,689	17.6%	CA NONMETROPOLITAN AREA	86,533	163,888
NV NONMETROPOLITAN AREA	77,715	129,020	-7.1%	NV Nonmetropolitan Area	85,688	138,878	33.5%	NV NONMETROPOLITAN AREA	54,945	104,062
Los Angeles-Long Beach-Anaheim, CA	75,584	125,482	14.1%	Los Angeles-Long Beach-Santa Ana, CA	67,880	110,016	-1.4%	Los Angeles-Long Beach-Santa Ana, CA	58,922	111,595
Stockton-Lodi, CA	68,127	113,102	6.1%	Stockton, CA	65,743	106,553	13.7%	Stockton, CA	49,483	93,718
Las Vegas-Henderson-Paradise, NV	58,151	96,540	7.9%	Las Vegas-Paradise, NV	55,218	89,494	12.7%	Las Vegas-Paradise, NV	41,928	79,408
Vallejo-Fairfield, CA	50,061	83,109	1.0%	Vallejo-Fairfield, CA	50,755	82,261	12.6%	Vallejo-Fairfield, CA	38,571	73,051
Seattle-Tacoma-Bellevue, WA	46,722	77,566	-11%	Seattle-Tacoma-Bellevue, WA	53,932	87,410	30.6%	Seattle-Tacoma-Bellevue, WA	35,346	66,942
Modesto, CA	37,365	62,032	3%	Modesto, CA	37,001	59,969	13.1%	Modesto, CA	27,990	53,012
Santa Rosa, CA	35,571	59,054	-1%	Santa Rosa-Petaluma, CA	36,990	59,951	7.1%	Santa Rosa-Petaluma, CA	29,569	56,001
Portland-Vancouver-Hillsboro, OR-WA	34,155	56,703	-2.5%	Portland-Vancouver-Beaverton, OR-WA	35,885	58,160	-4.7%	Portland-Vancouver-Beaverton, OR-WA	32,214	61,010
OR NONMETROPOLITAN AREA	27,828	46,199	-4.2%	OR Nonmetropolitan Area	29,747	48,212	8.2%	OR NONMETROPOLITAN AREA	23,523	44,551
Riverside-San Bernardino-Ontario, CA	27,124	45,030	13%	Riverside-San Bernardino-Ontario, CA	24,494	39,699	8.0%	Riverside-San Bernardino-Ontario, CA	19,400	36,741
Phoenix-Mesa-Scottsdale, AZ	24,862	41,275	8%	Phoenix-Mesa-Scottsdale, AZ	23,533	38,141	2.2%	Phoenix-Mesa-Scottsdale, AZ	19,701	37,312
New York-Newark-Jersey City, NY-NJ-PA	24,225	40,217	14%	New York-Northern New Jersey-	21,826	35,374	-14.0%	New York-Northern New Jersey-	21,731	41,156
Chico, CA	22,650	37,603	-7.4%	Chico, CA	25,064	40,622	11.2%	Chico, CA	19,284	36,522
Redding, CA	22,241	36,924	-7%	Redding, CA	24,531	39,759	12.3%	Redding, CA	18,698	35,413
San Diego-Carlsbad, CA	21,341	35,430	16%	San Diego-Carlsbad-San Marcos, CA	18,853	30,556	-3.8%	San Diego-Carlsbad-San Marcos, CA	16,770	31,760
Fresno, CA	19,077	31,671	7%	Fresno, CA	18,285	29,635	1.6%	Fresno, CA	15,408	29,182
Yuba City, CA	17,572	29,172	-6%	Yuba City, CA	19,068	30,904	18.0%	Yuba City, CA	13,826	26,185
Boise City, ID	17,560	29,152	-5%	Boise City-Nampa, ID	18,955	30,721	19.4%	Boise City-Nampa, ID	13,302	25,739
Chicago-Naperville-Elgin, IL-IN-WI	17,372	28,840	6%	Chicago-Naperville-Joliet, IL-IN-WI	16,862	27,329	-20.7%	Chicago-Naperville-Joliet, IL-IN-WI	18,191	34,453
Subtotal of top MSAs	1,727,548	2,868,014		Subtotal of top MSAs	1,779,295	2,883,784		Subtotal of top MSAs	1,384,612	2,622,905
top MSAs of all room nights		73.1%				73.8%				69.8%

# **Client Survey Data**

## Facility Totals

Event Mgmt.	Catering/ Consesions	Audio Visual	Telecom/ Data Service	Service	Public Safety	Food/ Beverage	Overall
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### NBS

Total	6.87	6.05	6.66	6.8	6.81	6.85	5.81	6.66
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### RSLEC

Total	6.49	5.48	5.99		6.44	6.03	5.61	6.21
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### RSCC

Total	6.9	6.38	6.83	6.81	6.92	6.98	6.17	6.76
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### REC

Total	6.4	N/A	6.5	6.5	6.75	7	N/A	7
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TOTAL	6.67	5.97	6.50	6.70	6.73	6.72	5.86	6.66
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National Bowling Stadium

National Bowling Stadium			Pre-Event Planning				On-Site Services			Overall					
Event	Contact	Date	Event Mgmt.	Catering/Concessions	Audio Visual	Telecom/Data Service	Service	Public Safety	Food/Beverage	Overall	Attend.	Room Nights	1st Visit	Return	Contact
Waters Users Conference Party	Jane Townsend	1/19/2017	7				7			7	100	600	No	Yes	
Carol Lopez	Carol Lopez	1/21/2017	7	7	7		7	7	7	7	142		No	Yes	
Sands Regency PBA Regional	Gary Mage	1/27/2017	6	4			6	5	4	5	100	80	No	Yes	No
Greater Reno-Sparks Youth City	Cheryl Hicks	1/28/2017	7	1	7	7	7	7	1	7	150		No	Yes	No
Hot August Nights Volunteer Party	Kathy Schaffer	1/30/2017	7	7	7	7	7	7	7	7			No	Yes	No
Reno Indian Tournament, 2017	Gary Wood	3/3/2017	7		7	7	7	7	4.5	7	115	80	No	Yes	No
Storm Youth Championships	Gary Hulsenberg	3/24/2017	7		7	7	7	7		7	600	200	No	Yes	Yes
Sands Regency PBA Regional	Gary Mage	3/31/2017	7	5	6		6.4	6.5	5	6	120	30	No	Yes	No
Youth Annual Nevada State Tour.	Ronda Lethcoe	4/7/2017	7	7	7	7	7	7	7	7			Yes	No	
National Metering & Technology Serv.	Autumn Potter	4/12/2017	7	7	7		7	7	7	7			Yes	Yes	
West Lanes Bowl League Sweeper	Nancy Galano	4/29/2017	7				7	7	7	7	52		Yes	Yes	Yes
Manor Reno Winners Bowling	Steve Winters	5/21/2017	7				7	6.9	6	7	400	400	No	Yes	Yes
Briant Chun-Hoon Party	Briant Chun-Hoon	5/31/2017	7	7			7		7	7	24	3	Yes	Yes	Yes
Heckel/Wetzel Party	Tessa Heckel	6/17/2017	6.8	7	7		7		7	7			Yes	Yes	No
Reno Asian International Tour. 2017	Jim Mars	7/13/2017	7		7	7	7	7	5.1	7	350		No	Yes	No
Juice Plus Presentation	Leslie Lyles	7/25/2017	7		7		6.6	6.3		7	110	1	No	Yes	No
Reno Junior/Adult Invitational	Debbie Haggerty	7/28/2017	7		7	7	7	7					No	Yes	No
California Bowlers Tour	Gina Moura	8/4/2017	7		7	7	7	7		7	450		No	Yes	
SIR's Tournament, 15th Annual	Ray DiBasillio	8/14/2017	7		5.4	6	7	7	1	6	350	260	No	Yes	Yes
Charles Schwab Party	Rob Kirk	8/15/2017	7	7	7	7	7	7	7	7	160		Yes	Yes	No
Dueling Dragons Party	Toni Kozlowski	8/19/17	7		7	7	7	7		7	60	4	No	Yes	No
L & L Nursery Kingpin Party	Bart Formfeist	8/21/2017	7	7			7		7	7	55	300	No	Yes	No
Lava Lanes Sweepers, 2017	Debbie Gibson	8/26/2017	7	7			7	7	7	7	136		No	Yes	Yes
Camellia City 500 Club Tourn.	Linda Zimmerman	9/8/2017	7				7	7		7	210	77	No	Yes	No
City of Reno Military Sport Camp	April Wolfe	9/13/2017	7		7		7			7	50	50	No	Yes	Yes
California Narcotic Officer Assn.	Frank Hartig	9/20/2017	7	7			7		7	7	40		Yes	Yes	
USS Joseph Strauss Reunion Party	Vicki Broward	9/27/2017	7	7	7	7	7	7	7	7	80	240	No	Yes	No
L & L Nursery Party 2017	Bart Formfeist	10/4/2017	7		7		7			7	1280		No	Yes	No
Lido Match Club	Cathy LaFontaine	10/7/2017				5.8	7	7	N/A	6	180		No	Yes	Yes
Bowling for Rhinos Fundraiser Gala	Deborah Smith	10/28/2017	7		7		7	7		7			Yes	Yes	Yes
Military Retirement Party	James Richardson	11/4/2017	7	N/A	7	7	7	7	7	7	70		No	Yes	No

Molly & Melissa's Peanut Patrol, Inc.	Rick & Dolly Belzmar	11/4/2017	7	N/A	7	N/A	5.2	7	6	5	200		No	Yes	Yes
United Trustees Assoc. Party	Richard Meyers	11/5/2017	4.8	1	1	N/A	4.4	N/A	1.5	2	28		Yes	No	
Blue Key, UNR Fundraiser	Kenneth Ronquillo	12/1/2017	6.6	7	7	7	7	7	6	7	250		Yes	Yes	Yes
Special Olympics Area Bowling	Harry Mong	12/15/2017	6	6	6	6	6	6	6	6	400	4	No	Yes	No
Galena High School Winter Dance	Amanda Pippin	12/16/2017	7	N/A	N/A	N/A	7	7	N/A	7			Yes	Yes	No
Waters Users Conference Party	Jane Townsend	1/18/2018	7	N/A	7	N/A	7	N/A	N/A	7	100	650	No	Yes	Yes
Pins and Paws Fundraiser	Kristen Ivey	1/20/2018	7	7	7	N/A	7	7	7	7	200		No	Yes	Yes
NeoGraf Fun Night	Matt Getz	1/24/2018	7	7	7	N/A	7	N/A	7	7	25	420	No	Yes	No
Total			6.87	6.05	6.66	6.80	6.81	6.85	5.81	6.66	6487	2799			

Reno Livestock Event Center			Pre-Event Planning			On-Site Services			Overall							
Event	Contact	Date	Event Mgmt.	Catering/ Conses.	Audio Visual	Service	Public Safety	Food/ Bev.	Overall	Attend.	Exhibit.	Room Nights	1st Visit	Host Hotels	Return	Contact
UNR Board of Regents NV System of Higher Edu.	Linda Zimmerman	2/17/2017	6.6		5	4.2			5	400		16	No	No	Yes	No
The Motor Sport Lab Edu. Car-Control Clinic	Jenelle Zorman	2/19/2017	7	7	7	7			7	75		2	Yes	No	Yes	No
Western Nevada Regional Science & Engin. Fair	George Ocas	3/8/2017	7		7	7	7		7	200			No	No	Yes	No
T-Rex Planet	Harding Macdona	3/11/2017	7	7	7	7	7	7	7	3800		30	Yes		Yes	Yes
Biggest Little RAT-acular	Liz Carter	3/16/2017	7		7	7	7		7	34	34	100	Yes	No	Yes	Yes
Gem Faire, Inc.	Allen Von Volkenborgh	3/17/2017	7		6	6.25	5.6		5	1100	32	90	No	No	Yes	No
Arenacross 2017	Bill Heras	3/24/2017	6.2	7	4.75	7	7	7	7	6500	300		No	No	Yes	No
Nevada State High School Rodeo Assoc.	Beth Webb	4/21/2017	5.8		6.8	6.9	6	6.3	5	250			Yes	Yes	Yes	Yes
UNR Board of Regents NV System of Higher Edu.	Sarah Chuilicek	4/23/2017	5		5.6	7			7	175						
Comstock Arabian Assoc. Spring Fiesta Horse Show	Linda Zimmerman	5/5/2017														
Jackpot of Gems Show, 52rd Annual	Daniel Ellis	5/6/2017	7		7	7	7	5.2	6	1700	24	2242	No	No	Yes	Yes
C&J Livestock Let It Ride, Reno	Corral Stitser	6/1/2017	6.6	5	4.4	6.3		4.7	5	120			No	Yes	Yes	Yes
UNR Board of Regents NV System of Higher Edu.	Sarah Chuilicek	7/22/2017	4		4	4			4	75			No	No		
Antique Antics Tanner's Marketplace	Dan Clemente	10/7/2017	7		7	7			5	650	60	20	No	No	Yes	No
Blackjack Nationals 2017, USA BMX	Chris Luna	10/13/2017	7	7	7	7	7	7	7	3670	1	2185	No	No	Yes	No
Nevada Adworks Western Skies RV	Bill Burko	11/3/2017	7		7	7	6		7	300	1	50	No	No	Yes	No
Western States Hereford Association	Brian Gallagher	11/30/2017	5		5.3	5.7	4	3.8	7		400		No	No	Yes	No
Antique Antics, Magic of Santa Art & Craft Faire	Dan Clemente	12/2/2017	7			7			6	1100	95	20	No	No	Yes	No
Reno High, Sierra NV Classic Wresting Tourn.	Jeff Tomac	12/28/2017	7	6	6	7	7		6	3350	3	900	No	No	Yes	No
Nevada Adworks Western Skies RV	Teri Burko	1/5/2018	7			7	7		7				No	No	Yes	No
Antique Antics Tanner's Marketplace	Dan Clemente	1/27/2018	7			7	7		7	1017	65	68	No	No	Yes	No
UNR Board of Regents NV System of Higher Edu.	Linda Zimmerman	2/11/2018	6		5	5.7	4.5		6	600		30	No	No	Yes	Yes
UNR Board of Regents NV System of Higher Edu.	Linda Zimmerman	2/11/2018	6		5	5.7	4.5		6	600		30	No	No	Yes	Yes
Shrine Circus, 71st Annual	Howard Elsfelder	3/2/2018	6	5	4	4.1	4	3.9		2			No	No	Yes	No
Gem Faire, Inc.	Allen Von Volkenborgh	3/16/2018	6.4	6	N/A	6.4	N/A		6	1000	24	60	No	No	Yes	Yes
World of Wrestling Championship 2018	Jack Roller	4/6/2018	7	3.8	5.8	6.4	4		5	12,000	21		No	No	Yes	No
Jackpot of Gems Show, 53rd Annual	Daniel Ellis	4/28/2018	7	N/A	7	7	7	N/A	7	1400	27	16	No	No	Yes	Yes
Comstock Arabian Assoc. Spring Fiesta Horse Show	Linda Zimmerman	5/4/2018	6	N/A	6	6	4	N/A	6	150	70	40	No	No	Yes	Yes
RTC RIDE Roadeo Day	Mark Lih	4/15/2017	7						7				No	No	Yes	No
Truckee Meadows Quilt Guild		7/29/2017	7	1	7	7	7		7	589	17	3	No	No	Yes	
Just Between Friends Spring/Summer Sale	Vicki Dame	3/2/2017	6		6	7	7		6	1431	10		No	No	Yes	No
Total			6.49	5.48	5.99	6.44	6.03	5.61	6.21	42288	1184	5902				

Reno Sparks Convention Center			Pre-Event Planning				On-Site Services			Overall						
Event	Contact	Date	Event Mgmt.	Catering / Conses.	Audio Visual	Telcom/ Data	Service	Public Safety	Food/ Bev.	Overall	Attend.	Exhibit.	Room Nights	1st Visit	Return	Contact
Worldwide Distributors	Deb Hummond	1/26/17	7	7	7	7	6.4	7	6.9	7	1,600	720	3000	No	Yes	No
Reno Auto Show, 2017	Jim Monor	2/9/17	7	7	7	7	7	7	7	7				No	Yes	No
Intl. Tourism Marketing-Go West Summi	Bob Rebello	2/18/17	7	7	7	7	7	7	7	7	700		1175	Yes	Yes	Yes
Crossroads of the West, Gun Show	Rick Olcott	2/24/17	7		7		7	7	4.5	6	4,000	150		No	Yes	No
Siera Nevada Job Corps Graduation	Nar Schober	3/3/17	7		7		7	7		7	200			No	Yes	No
Ungerboeck Systems Trainig Program	Sam Wilson	3/7/17	6.8	6.6	7	7	6.7		6.4	6				Yes	Yes	No
ADDY Awards Show, 2017	Lacey Scott	3/10/17	6.4	6	6.2	6	6	7	6	6	235			No	Yes	Yes
Reno Expo 2017	Shirley Lockett	3/15/17	7		7		7	7	6	7	10,000	250	20	No	Yes	
SWANApalooza 2017	Pam Wike	3/25/17	6.2	6.8	6.6	6	6.6			6	1,200			No	Yes	No
RHA & NDOT Partnering Conference	Pat Miller	4/4/17	7	5.6			7		7	6	120	4	2	Yes	Yes	No
Amodei & Heller Town Hall	Ashley Torrey	4/17/17	7		7	7	7	7		7	400			No	Yes	Yes
State of Nevada-DPS Training Div. Grad.	Diane Siracusa	5/18/17	7		7	7	7	7		7				No	Yes	No
Crossroads of the West, Gun Show	Rick Olcott	5/19/17	7		7		7	7		7	2,500			No	Yes	No
Career College No. NV Graduation	Adrienne Santiago	6/16/17	7		7		7	7		7	1,300			No	Yes	Yes
Reno Antique Bottle Club		6/16/17	7	6.8			6.7	7	6.5	7				No	Yes	Yes
DSNNN iCan Shine Bike Camp	Sherry Christopher	6/18/17	7			7	7	7		7	100			Yes	Yes	No
WCSD	Vangie Russell	8/1/17	7	7	7	7	7	7	7	7	1,700			No	Yes	Yes
Worldwide Distributors	Deb Hummond	8/25/17	7	6.2	7	5.8	6.7	6.3	6.3	7	150	710	2510	No	Yes	No
Life Line Screening	Kathleen Lee	9/12/17	7											No	Yes	
Silver State 508	Robert Panzera	9/14/17	7		7		7	7		7	250		145	Yes	Yes	No
Siera Nevada Job Corps Graduation	Rocky Flannary	9/15/17	7		7		7	7			500	1		No	Yes	Yes
WCSD Health & Wellness Screening	Elise Compsten	9/15/17	6.4	5			7	7	3.6	6	750	40		Yes	Yes	Yes
WCSD Nevada Construction Career Day	Melissa Duvall	9/28/17	6.4	5.4	7	7	7	7	5.9	7	7,850	45		Yes	Yes	No
Crossroads of the West, Gun Show	Rick Olcott	10/6/17	7	N/A	7	N/A	7	7	4	6	2,500	70	50	No	Yes	No
Jr. ROTC Military Ball	CSM Lee Albin	12/2/17	7	7	7	N/A	7	7	6	7	2,000			No	Yes	Yes
Reno-Sparks Toy Run	Rick Eckhardt	12/3/17	7	7		N/A	7	7	6	7	600			No	Yes	Yes
TEDx UNR		1/24/18	7	2	3	7	7	7	4	7	1,300			No	Yes	Yes
Life Line Screening	Kathleen Lee	2/23/18	7				7	7		7				Yes	Yes	No
Golden State Qualifier (NCVA)	Donna Donagly	2/28/18	7	7	7	7	7	7	7	7				No	Yes	No
ADDY Awards Show, 2018	Lacey Scott	3/9/18	6	7	7	N/A	7	7	7	7	308			No	Yes	Yes
Reno High School Sr. Prom	Amy Beischel	3/10/18	7	7	7	N/A	7	7	7	7	800	N/A	N/A	No	Yes	Yes



Reno Expo 2018		3/14/18	7	6	7	N/A	7	7	7	7	6,000	200	12	No	Yes	No
Mary Kay - Career Conference	Renea Bhindrett	3/14/18	7	7	7	7		7	7	7	399	0	83	Yes	Yes	No
Siera Nevada Job Corps Graduation	Mark Huntley	3/30/18	7	N/A	7	N/A	7	7			350			No	Yes	Yes
Financial Wellness Fair	Micah Salerno	10/10/18	7	N/A	7	N/A	7	7	N/A	7	30	4		Yes	Yes	No
System of Care Retreat 2017	Katie Brubaker	11/3/18	7	7	7	7	7	7	6	6	100					
NACA West Regional Conference	Toire Vince	11/8/18	7	7	7	7	7	N/A	7	7	500	100	792	Yes	Maybe	No
Total			6.90	6.38	6.83	6.81	6.92	6.98	6.17	6.76	48,442	2294	7789			

Reno Event Center			Pre-Event Planning				On-Site Services			Overall						
Event	Contact	Date	Event Mgmt.	Catering/ Consesions	Audio Visual	Telecom/ Data Service	Service	Public Safety	Food/ Beverage	Overall	Attend.	Exhibit.	Room Nights	1st Visit	Return	Contact
Western Propane Gas Association	Summer Leon	5/15-19/17	7		7	7	7	7		7	548	466	1578	No	Yes	
L & L Nursery Marketplace	Bart Fornfiest	10/1-5/17	5.8	N/A	6	6	6.5	7	N/A	7	1600	302		No	Yes	No
Total			6.4	N/A	6.5	6.5	6.75	7	N/A	7	2148	768				

# **Employee Satisfaction Data**

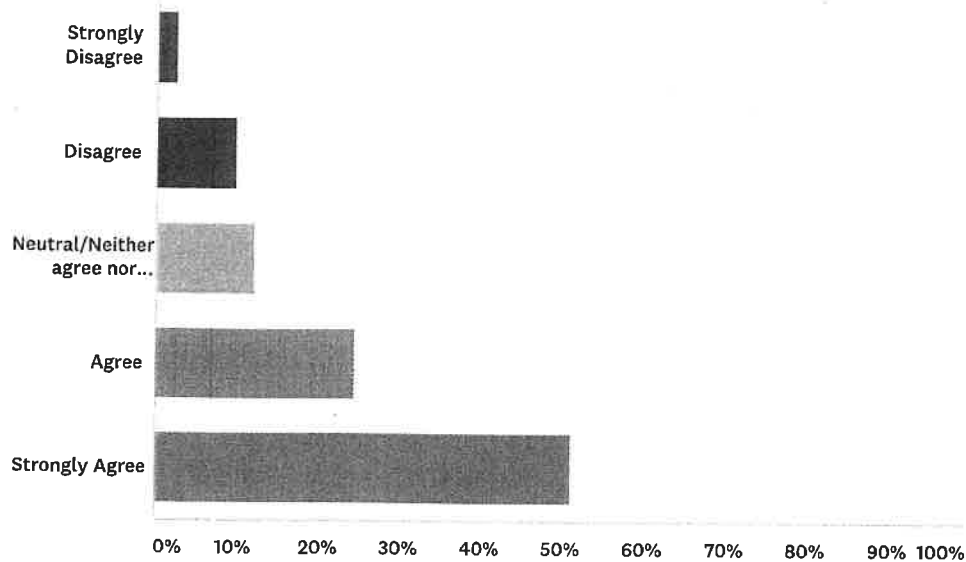
**Employee Satisfaction Survey - Scored Questions**

		Average Score	Key
Q1	I am satisfied that I have the opportunity to apply my talents and expertise.	4.1	5 Strongly Agree
Q2	I am committed to giving my best everyday	4.8	4 Agree
Q3	Communication between leaders and employees is good in my organization	3.8	3 Neutral
Q4	I am able to provide input regarding decisions affecting my work	4.3	2 Disagree
Q5	My Supervisor and I have a good working relationship	4.6	1 Strongly Disagree
Q6	My coworkers and I have a good working relationship	4.4	
Q7	As an employee I understand the mission and vision of the organizations	4.5	
Q8	My organization has a safe work environment	4.4	
Q9	I am satisfied with the culture of my workplace	3.8	
Q10	My organization is dedicated to diversity and inclusiveness	3.9	
		42.6	
	Mean Score	4.3	

## Employee Engagement Survey

**Q1 I am satisfied that I have the opportunities to apply my talents and expertise.**

Answered: 41 Skipped: 0



### ANSWER CHOICES

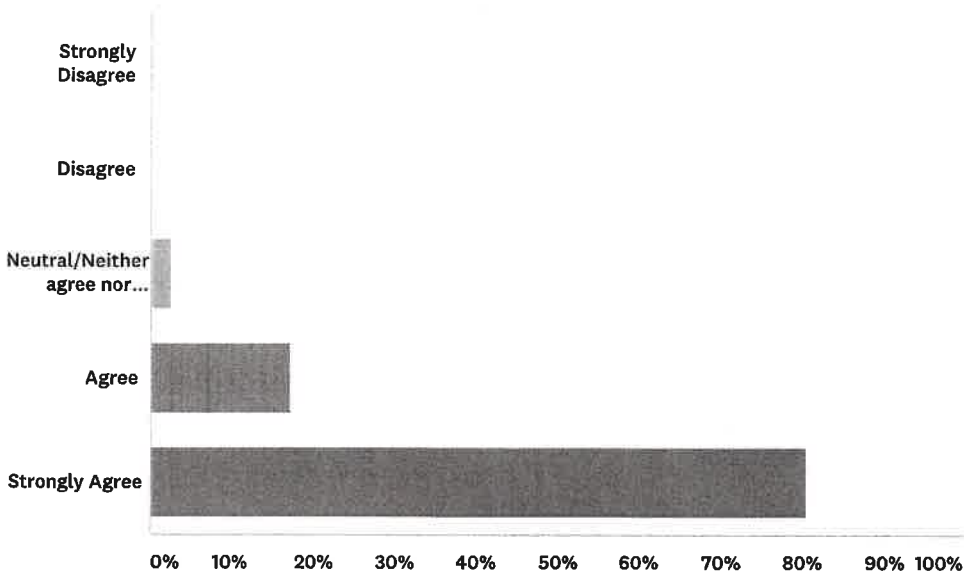
### RESPONSES

Strongly Disagree	1	2.44%	1
Disagree	2	9.76%	4
Neutral/Neither agree nor disagree	3	12.20%	5
Agree	4	24.39%	10
Strongly Agree	5	51.22%	21
TOTAL			41

Employee Engagement Survey

Q2 I am committed to giving my best effort at work each day.

Answered: 41 Skipped: 0

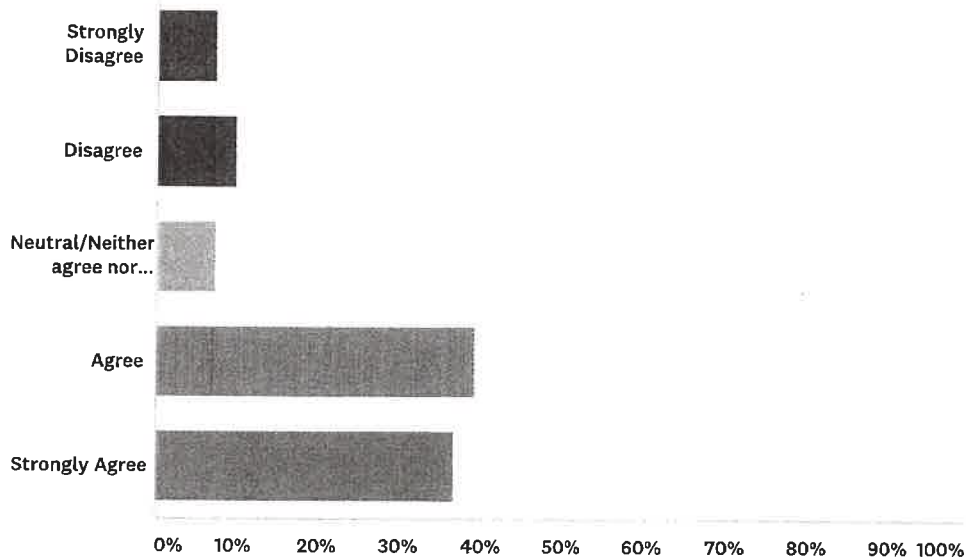


ANSWER CHOICES		RESPONSES	
Strongly Disagree	1	0.00%	0
Disagree	2	0.00%	0
Neutral/Neither agree nor disagree	3	2.44%	1
Agree	4	17.07%	7
Strongly Agree	5	80.49%	33
TOTAL			41

## Employee Engagement Survey

### Q3 Communication between leaders and employees is good in my organization.

Answered: 41 Skipped: 0



#### ANSWER CHOICES

Strongly Disagree

Disagree

Neutral/Neither agree nor disagree

Agree

Strongly Agree

TOTAL

#### RESPONSES

7.32%

9.76%

7.32%

39.02%

36.59%

3

4

3

16

15

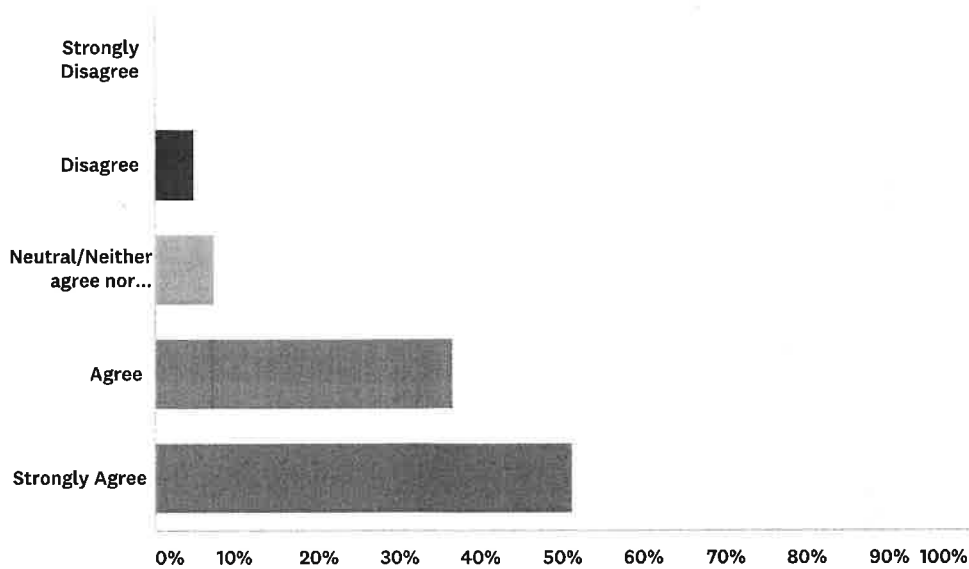
41

1  
2  
3  
4  
5

## Employee Engagement Survey

### Q4 I am able to provide input regarding decisions affecting my work.

Answered: 41 Skipped: 0



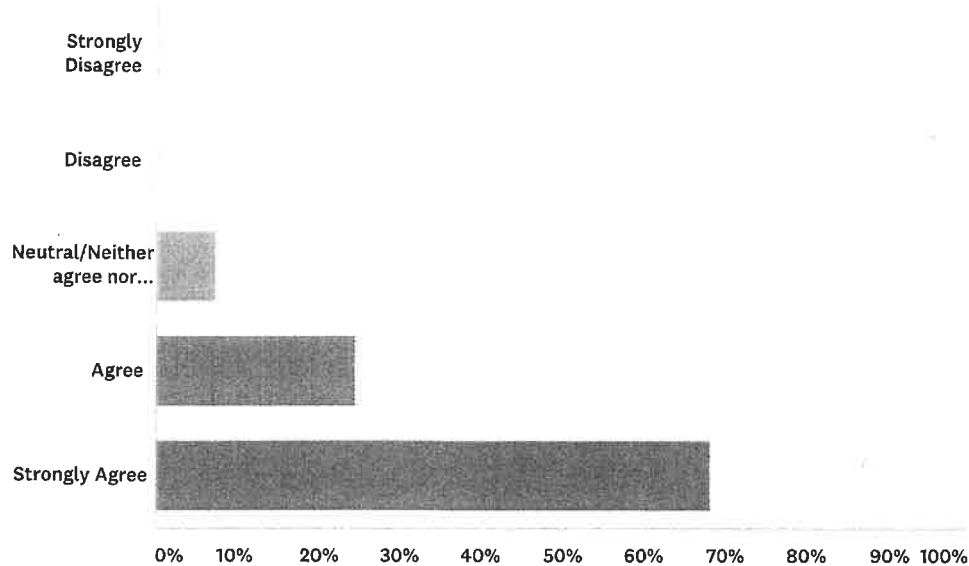
ANSWER CHOICES		RESPONSES	
Strongly Disagree	1	0.00%	0
Disagree	2	4.88%	2
Neutral/Neither agree nor disagree	3	7.32%	3
Agree	4	36.59%	15
Strongly Agree	5	51.22%	21
TOTAL			41



Employee Engagement Survey

Q5 My supervisor and I have a good working relationship.

Answered: 41 Skipped: 0

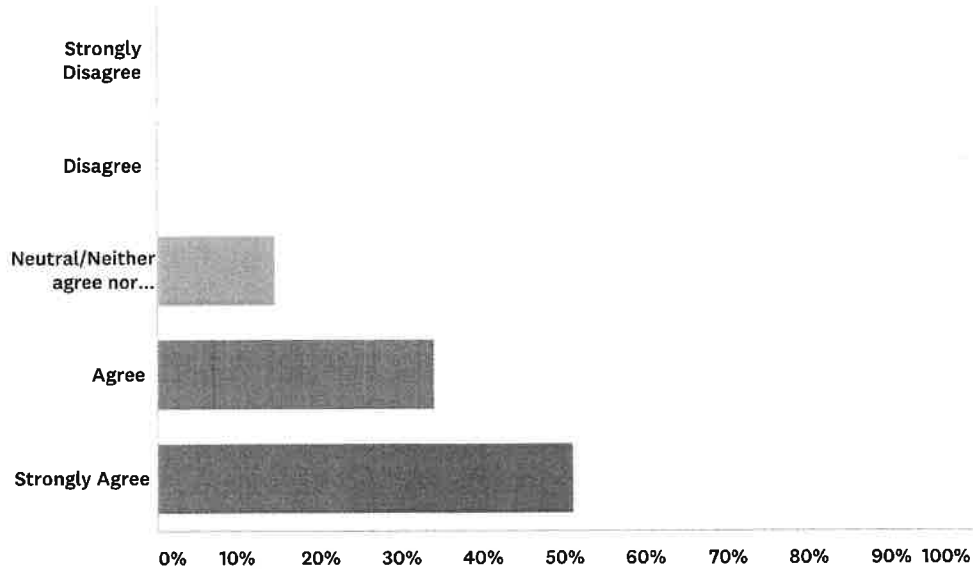


ANSWER CHOICES		RESPONSES	
Strongly Disagree	1	0.00%	0
Disagree	2	0.00%	0
Neutral/Neither agree nor disagree	3	7.32%	3
Agree	4	24.39%	10
Strongly Agree	5	68.29%	28
TOTAL			41

## Employee Engagement Survey

### Q6 My coworkers and I have a good working relationship.

Answered: 41 Skipped: 0



#### ANSWER CHOICES

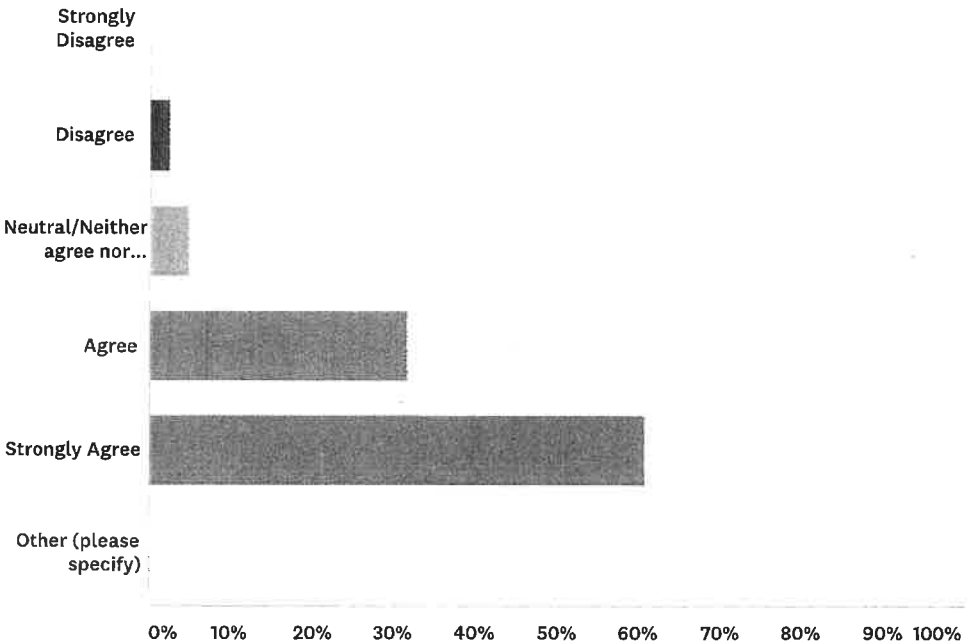
#### RESPONSES

Strongly Disagree	1	0.00%	0
Disagree	2	0.00%	0
Neutral/Neither agree nor disagree	3	14.63%	6
Agree	4	34.15%	14
Strongly Agree	5	51.22%	21
TOTAL			41

# Employee Engagement Survey

## Q7 As an employee I understand the mission and vision of the organization.

Answered: 41 Skipped: 0



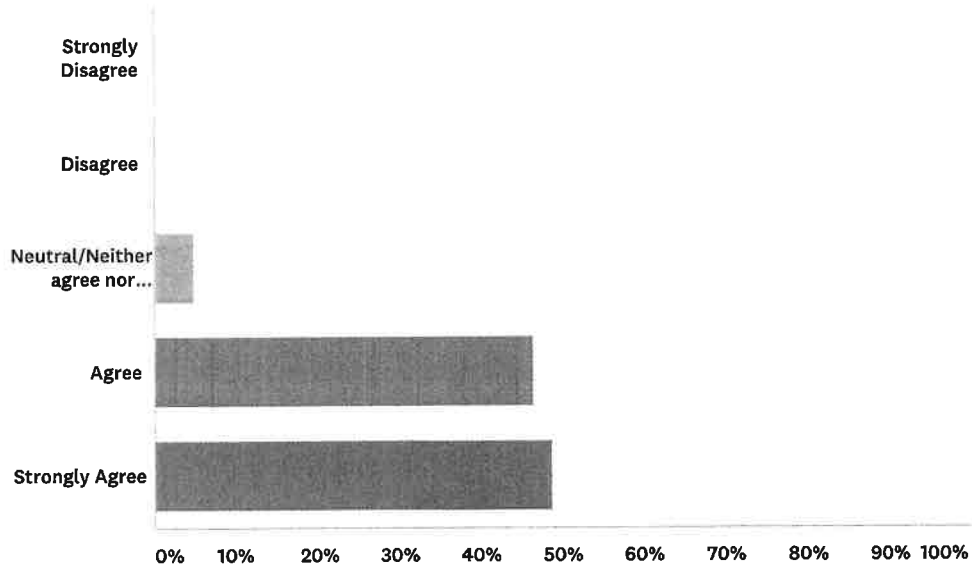
ANSWER CHOICES		RESPONSES	
Strongly Disagree		0.00%	0
Disagree	1	2.44%	1
Neutral/Neither agree nor disagree	2	4.88%	2
Agree	3	31.71%	13
Strongly Agree	4	60.98%	25
Other (please specify)	5	0.00%	0
TOTAL			41

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

## Employee Engagement Survey

### Q8 My organization has a safe work environment.

Answered: 41 Skipped: 0

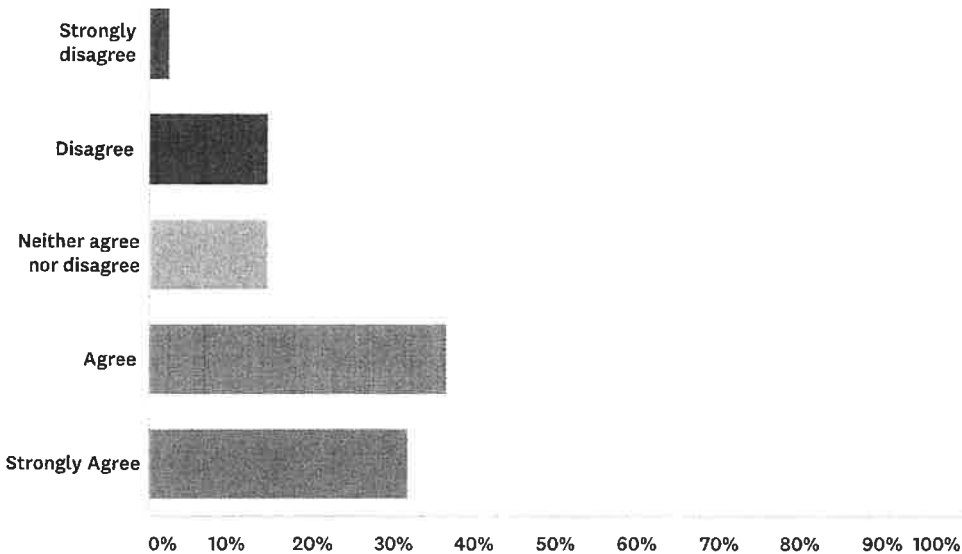


ANSWER CHOICES		RESPONSES	
Strongly Disagree	1	0.00%	0
Disagree	2	0.00%	0
Neutral/Neither agree nor disagree	3	4.88%	2
Agree	4	46.34%	19
Strongly Agree	5	48.78%	20
TOTAL			41

Employee Engagement Survey

Q9 I am satisfied with the culture of my workplace.

Answered: 41 Skipped: 0

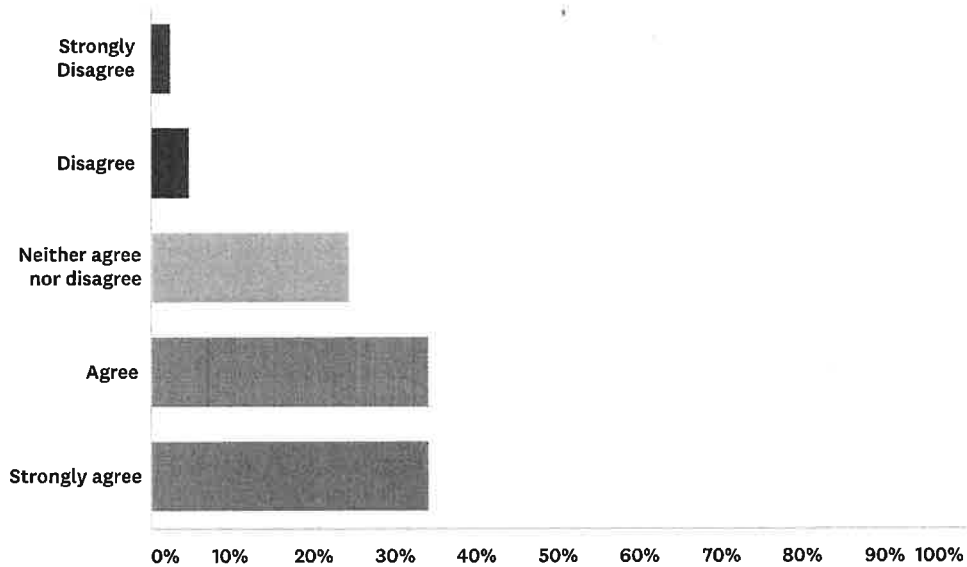


ANSWER CHOICES		RESPONSES	
Strongly disagree	1	2.44%	1
Disagree	2	14.63%	6
Neither agree nor disagree	3	14.63%	6
Agree	4	36.59%	15
Strongly Agree	5	31.71%	13
TOTAL			41

## Employee Engagement Survey

### Q10 My organization is dedicated to diversity and inclusiveness.

Answered: 41 Skipped: 0



#### ANSWER CHOICES

#### RESPONSES

Strongly Disagree	1	2.44%	1
Disagree	2	4.88%	2
Neither agree nor disagree	3	24.39%	10
Agree	4	34.15%	14
Strongly agree	5	34.15%	14
TOTAL			41

## Employee Engagement Survey

### Q11 Do you have any comments?

Answered: 14   Skipped: 27

#	RESPONSES	DATE
1	Just to keep moving forward with the goals of the RSCVA. I am very excited about the future of the company and am looking forward to being an integral part of it.	10/26/2017 3:52 PM
2	I personally feel that when it come to this company and its employees (from an executive level) we are no more than a number. Hard work, loyalty and the pursuit of excellence should be rewarded instead of overlook. Employees should be recognized for these attribute regardless of employment status i.e. casual, part time casual, part time or fulltime.	10/19/2017 3:04 PM
3	Communication within this organization is sorely lacking.	10/16/2017 2:20 PM
4	Really miss casual Friday!!! It adds a layer of friendliness/approachability in the workplace. After all, we're promoting a fun/not-stuffy destination!! :)	10/16/2017 10:02 AM
5	Can we consider eliminating vacation and sick time banks and replace with a PTO bank?	10/15/2017 7:46 AM
6	My finger's already bleeding so it's gonna be a good day.	10/14/2017 8:25 AM
7	I love my job, the direction we are heading, and the transformation of our city! We have a lot to be proud of!!!	10/13/2017 7:45 PM
8	I feel that communication could increase significantly to ensure that employees from every location understand their roles and what is expected. Policies and procedures do not seem clear for everyone. I also think that significant events, such as someone leaving the organization should be better communicated. There are some employees who feel that they are untouchable and use that to bully or take advantage of the rest of us. There is a sense of entitlement to many people here. I think there could be more focus on the needs of current employees since additions and changes can really affect the morale of the organization and not everyone feels valued.	10/13/2017 4:37 PM
9	We have a fantastic team!	10/13/2017 3:53 PM
10	No	10/13/2017 2:54 PM
11	The RSCVA has gone through so many positive changes in the past 2 years. I am happy to be part of a great company.	10/13/2017 1:41 PM
12	Overall, this is a wonderful place to work. It would be great if the practice of promoting from within was an even stronger part of our culture than it is.	10/13/2017 1:29 PM
13	There have been many changes internally with people leaving that has been disturbing. The closed doors (despite the talk of having an open-door policy), lack of apparent compassion with people leaving that have been here a long-time and suddenly decide to retire early, lack of exit interviews to find out what is happening, and a sense of their long-term prior commitment not mattering breaks down the comradery I think the RSCVA seeks most. People can be highly skilled but an organization retains excellent people when they FEEL appreciated and valued.	10/13/2017 12:26 PM
14	I have been a happy camper in the IT Dept. for almost 7 years now.	10/13/2017 11:53 AM

# **Room Night Report**



## FY17/18 YTD Room Night Report, as of May 2018

PRODUCED ROOM NIGHTS THROUGH APR	FY 17-18	FY 16-17	YTD TARGET	Y/Y%	ANNUAL GOAL
Gross Produced Room Nights	268,401	192,033	194,118	39.8%	260,000
Net Produced Room Nights	263,742	191,323	195,427	37.9%	260,000

Gross/Net Produced Total Room Nights for May 2018 were 33,333. In May 2017, Gross/Net Produced Total Room Nights were 24,471.

Forecast Total Room Nights Production for FY 17-18 is 305,000.

# **Community Event Calendar**

2018	Location	Date	Website Address	Contact Person	Phone	Email
January						
Reno Latin Dance Fest	Silver Legacy	Jan 4-7	http://www.renolatindancefest.com/			LatinDanceFest@gmail.com
USA Cycling Cyclocross Nationals	Rancho San Rafael	Jan 9-14	www.renocx.com	Coby Rowe	775-830-0310	coby@glaciercycling.com
UCS Spirit National Pole Vault Summit	Reno-Sparks Livestock Events Center	Jan 11-13	www.polevaultsummit.com			
Elevate the Stage	Reno Events Center	Jan 12-14	www.elevatethestage.com	Kayla Williams		kayla@knighteady.com
Reno Wine Walk	Downtown Reno	20-Jan	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
The Sheep Show	Reno Sparks Convention Center	Jan 18-20	www.wildsheepfoundation.org/convention			
Reno Beer Crawl	Downtown Reno	27-Jan	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
Eagles & Agriculture	Carson Valley	Jan 25-28	www.carsonvalleynv.org	Bill Chernock	775-782-8144	info@carsonvalleynv.org
TEDx University Of Nevada	Reno Sparks Convention Center	27-Jan	https://tedxuniversityofnevada.org/			
Greater Reno USBC Youth City Tournament	National Bowling Stadium	Jan 27-28	http://www.grsusbc.com/			
February						
Reno-Tahoe Senior Winter Games	Reno	Jan 30-Feb 14	reno.gov/seniorgames	Taryn Anderson	775-334-2366	AndersonTa@reno.gov
Reno Mardi Crawl	Downtown Reno	10-Feb	www.crawlreno.com	Ed Adkins	775-636-9135	renobarcrawls@gmail.com
The Devil Made Me Do It Saloon Crawl	Virginia City	10-Feb	http://www.visitvirginiacitynv.com/events/crawls.html		775-847-7500	info@storeycounty.org
Reno Run 4 Love	Downtown Reno	11-Feb	renorun4love.com	Desert Sky Adventures	775-470-5826	info@desertskyadventures.com
Brew HaHa	Nugget Casino Resort	16-Feb	www.nuggetcasinoresort.com			
Reno Wine Walk	Downtown Reno	17-Feb	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
Reno Beer Crawl	Downtown Reno	24-Feb	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
Alpenglow Sports Mountain Festival Winter	North Lake Tahoe	Feb 17-25	http://www.alpenglowsports.com/festival			
March						
Snowfest! North Lake Tahoe	N. Lake Tahoe	Mar 1-11	http://tahoesnowfest.org			info@TahoeSnowFest.org
Shrine Circus	Reno-Sparks Livestock Events Center	Mar 2-4	www.kerakshrine.com			info@kerakshrine.com
NCVA Girls Golden State Qualifier	Reno-Sparks Livestock Events Center	Mar 2-4	www.NCVA.com			
Big Sky Conference Basketball Championships	Reno Events Center	Mar 5-10	www.roadtoreno.com			
Monster Jam	Reno-Sparks Livestock Events Center	Mar 9-11	www.monsterjam.com			mscustomerrelations@feldinc.com
PBA Regional Non Champions Tournament	National Bowling Stadium	Mar 9-11	https://www.pba.com/Tours/Regional/West			
McKinney Cup USSA Far West Masters	Mt Rose Ski Tahoe	Mar 10-11	www.skirose.com			
Leprechaun Race, 6th annual	Midtown and Wells Ave District	11-Mar	http://www.race178.com/leprechaunrace/	Eric Lerude	(775) 825-3399	eric@race178.com
Reno Leprechaun Crawl	downtown Reno	17-Mar	www.crawlreno.com	Ed Adkins	775-636-9135	renobarcrawls@gmail.com
Rocky Mountain Oyster Fry	Virginia City	17-Mar	http://www.visitvirginiacitynv.com/events/rocky-mountain-oyster-fry.html		775-847-7500	info@storeycounty.org
Reno Wine Walk	Downtown Reno	17-Mar	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
Dublin Dirty - Irish Softball	Golden Eagle Regional Park	Mar 17-18	www.dublindirty.com	Neil and Jess Horning	775-851-4444	jess@liquidblueevents.com, neil@liquidblueevents.com
Storm Youth Championship	National Bowling Stadium	Mar 23-25	http://www.stormbowling.com/syc			
Reno Beer Crawl	Downtown Reno	24-Mar	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
April						
Flo Reno World Championships	Reno-Sparks Livestock Events Center	Apr 5-8	www.worldofwrestling-roller.com	Jack Roller		worldofwrestling@olp.net
WinterWonderGrass Tahoe	Squaw Valley   Alpine Meadows	Apr 6-8	www.winterwondergrasstahoe.com			

Biggest Little Half Marathon/10K/5K	Downtown Reno	14-Apr	https://www.desertskyadventures.com/biggest-little-half-marathon	Desert Sky Adventures	775-470-5826	info@desertskyadventures.com
USBC Women's Championships Tournament	National Bowling Stadium	Apr 19-30	https://www.bowl.com/womenschamp/			
Reno Wine Walk	Downtown Reno	21-Apr	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
90s Bar Crawl	Downtown Reno	21-Apr	https://www.facebook.com/events/279800265864234/	90s Bar Crawl		
NCVA Far Western National Qualifier	Reno-Sparks Convention Center, Reno Events Center	Apr 21-23	ncva.com			
Reno Earth Day	Idlewild Park	22-Apr	www.renoearthday.com	Anastacia Sullivan	775-391-7439	renoearthday@gmail.com
Reno Jazz Festival	UNR	Apr 26-28	http://www.unr.edu/rjf/	Peter Epstein	775-784-4278	jazz@unr.edu
NCVA Far Western National Qualifier	Reno-Sparks Convention Center, Reno Events Center	Apr 27-29	ncva.com			
Dine the District Food Tour	River Walk District	28-Apr	www.renoriver.org			
Reno Beer Crawl	Downtown Reno	28-Apr	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
Genoa Western Heritage Day	Genoa	28-Apr	visitcarsonvalley.org			
Cushing Crossing	Squaw Valley   Alpine Meadows	28-Apr	http://squawalpine.com/events-things-do/28th-annual-cushing-crossing			
AMSOIL Arenacross	Reno-Sparks Livestock Events Center	Apr 28-29	www.arenacross.com			mscustomerrelations@feldinc.com
Virginia City Grand Prix	Virginia City	Apr 28-29	www.vcgp.com/			info@vcgp.com
Downtown River Run (marathon)	Downtown Reno	29-Apr	www.downtownriverrun.com			

May

Reno Street Food - Food Truck Friday	Idlewild Park	every Fri, May 18-Sep 28, 4-9pm	www.renofoodtruckfriday.com	Steve Schroeder	775-825-2665	renostreetfood@gmail.com
Reno Ukulele Festival (10th annual)	Peppermill Resort	May 2-5	http://ukulele.cafe	Doug Reynolds	775-220-0995	playukemail@gmail.com
Comstock Arabian Association Spring Fiesta Horse Show	Reno-Sparks Livestock Events Center	May 4-6	www.comstockarabianassociation.com	Linda Zimmerman	775-721-4857	zephyrarabians@yahoo.com
Cinco de Mayo Festival	Grand Sierra Resort	May 5-6	www.cinodemayoreno.com	Jose Valencia	775-291-3651	bdbbq@aol.com; corrin@ckeck4marketing.com
Endurofest, Presented by IRC Tire	Wild West Motorsports Park	May 5-6	http://www.elevatedaction.com/endurofest	Matt Musgrove	925-858-0862	elevatedactionsports@gmail.com
Reno River Festival	Wingfield Park	May 12-13	www.renoriverfestival.com	Jess and Neil Horning	775-851-4444	jess@liquidblueevents.com, neil@liquidblueevents.com
NCVA Girls Power League Region Championship	Reno-Sparks Convention Center, Reno Events Center	May 12-13	http://ncva.com/girls/league-play/power-league/			
Hot August Nights Spring Fever Revival	downtown Reno	May 18-19	hotaugustnights.net	Mike Whan	775-356-1956 x0	info@hotaugustnights.net
Nitro Circus Live 10 Year Anniversary Tour	Greater Nevada Field	18-May	nitrocircus.com	Tiffany Clark		tiffany@nitrocircus.com
AMGEN Tour of California	Lake Tahoe	18-May	http://www.amgentourofcalifornia.com/host-cities			
Reno Wine Walk	Downtown Reno	19-May	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
Strange Brew Festival	Brewers Cabinet	19-May	http://strangebrewfestival.com/		(775) 348-7481	
Jog With Your Dog 5K and Fun Run	Wingfield Park	19-May	http://jwyd.itsyourrace.com/event.aspx?id=7427	Jennifer Odom	775-338-2993	jennifer.odom@cumulus.com
AAU Pacific District Girls Championship	Reno-Sparks Convention Center	May 19-20	jamonit.org			
Chili on the Comstock	Virginia City	May 19-20	http://www.visitvirginiacitynv.com/events/chili-on-the-comstock.html		775-847-7500	info@storeycounty.org
Senior Softball USA Rock-N-Reno Challenge Cup	Reno, Sparks, Carson City	May 23-Jun 4	seniorsoftball.com			
Reno Lantern Fest (postponed due to weather)	Wild West Motorsports Park	<del>26-May</del>	https://reno.thelanternfest.com/tickets?utm_source=website&utm_medium=root-site			help@thelanternfest.com
Reno Beer Crawl	Downtown Reno	26-May	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
Jam On It Memorial Day Tournament	Reno-Sparks Convention Center	May 26-28	jamonit.org			
De Truckin Delicious (food trucks and music)	LakeRidge Golf Course	31-May	https://www.facebook.com/events/813343828859908/			

June

Reno Street Food - Food Truck Friday	Idlewild Park	every Fri, May 18-Sep 28, 4-9pm	www.renofoodtruckfriday.com	Steve Schroeder	775-825-2665	renostreetfood@gmail.com
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Feed the Camel	McKinley Arts & Culture Center	every Wed, Jun 6-Aug 29; 5:00-8:30pm	https://www.facebook.com/Feed-The-Camel-256832417824677/	Melissa Williams	775-450-0062	feedthecamel@yahoo.com
39 North Marketplace (Farmers Market)	corner of Victorian Ave and 10 <sup>th</sup> St (dining district)	every Thu from Jun 7-Aug 16, 4-9pm	http://www.39northdowntown.com/39northmarketplace/	Angela Handler	775-690-2581	angela@39northdowntown.com
Senior Softball USA Rock-N-Reno Challenge Cup	Reno, Sparks, Carson City	May 23-Jun 4	seniorsoftball.com			
Reno-Tahoe Odyssey Relay Adventure Run	Reno, Lake Tahoe, Carson, VC	Jun 1-2	www.renotahoeodyssey.com	Eric Lerude	775-825-3399	eric@renotahoeodyssey.com
Street Vibrations Spring Rally	Downtown Reno	Jun 1-3	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com
Best in the West Beard Festival	Wingfield Park	2-Jun	https://www.facebook.com/BeardedSinnersNV/	Chris Battenberg	775-351-4073	chrisbattenberg5@yahoo.com
Reno Epic Crawl & Lightsaber Battle	Downtown Reno	2-Jun	www.crawlreno.com	Ed Adkins	775-636-9135	renobarcrawls@gmail.com
<del>Reno Craft Beer Week (cancelled)</del>	Reno, Sparks	<del>Jun 2-9</del>	www.renocraftbeerweek.com	Kurt Hoge	775-232-8838	info@renocraftbeerweek.com
<del>Backwash Home Brewers Competition (cancelled)</del>	Greater Nevada Field	1-Jun	http://www.backwashreno.org/	Kurt Hoge	775-232-8838	
America's Most Beautiful Bike Ride - Lake Tahoe	Stateline	3-Jun	www.bikethewest.com	Curtis Fong	800-565-2704	tgft@bikethewest.com
Nevada State Fair	Mills Park Carson City	June 7-10	http://www.nevadastatefair.org/home2.html		877-916-3247	info@NevadaStateFair.org
A Taste of the Comstock: Food, Whiskey and Single J	Virginia City	9-Jun	http://www.visitvirginiacitynv.com/events/taste-of-the-comstock.html		775-847-7500	info@storeycounty.org
The Biggest Little Invitational (craft beer festival)	Bartley Ranch	9-Jun	http://thebiggestlittleinvitational.com/	Dan Kulikowski	(775) 843-7467	
Hot August Nights at Squaw Valley	Squaw Valley	9-Jun	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
SuperCrawl - Rock Crawling World Championship	Wild West Motorsports Park	Jun 9-10	http://supercrawl.rocks	Jesse Haines	231-620-6867	jesse@jessehainesfab.com
Tough Mudder	Northstar California	Jun 9-10	https://toughmudder.com/events/2018-tahoe#tougher			
Squaw Valley Half Marathon	Squaw Valley	10-Jun	http://bigblueadventure.com/events/			
PRCA Xtreme Bulls	Reno-Sparks Livestock Events Center	14-Jun	www.xtremebulls.com or www.renorodeo.com			
Reno Rodeo	Reno-Sparks Livestock Events Center	June 14-23	www.renorodeo.com	George Combs	775-329-3877	george@renorodeo.com
The Great Eldorado BBQ, Brews and Blues Festival	Downtown Reno	Jun 15-16	www.eldoradoreno.com	Julia Taylor	775-786-5700	taylorj@eldoradoreno.com
Stewart Father's Day Powwow	Stewart Indian School Carson City	Jun 15-17	stewartindianschool.com	Denise Becker	775-687-8333	dmbecker@nic.nv.gov
Adventure Sports Week Tahoe	Lake Tahoe	Jun 15-24	https://adventuresportsweektahoe.com/	Todd Jackson	530-546-1019	info@adventuresportsweek.com
Athlex Youth Baseball Nationals	Golden Eagle Park	Jun 15-28	http://baseballnationals.com/reno/			
Reno Wine Walk	Downtown Reno	16-Jun	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
Cowgirl Saloon Crawl & Line Dancing Competition	Virginia City	16-Jun	http://www.visitvirginiacitynv.com/events/crawls.html		775-847-7500	info@storeycounty.org
Bob Feist Invitational Team Roping Week	Reno-Sparks Livestock Events Center	Jun 18-21	www.bfiweek.com	Kami Pederson	602-721-5027	kami@bobfeistinvtational.com
<del>Tour de Nez - cancelled</del>	Wingfield Park/Arlington Ave	<del>23-Jun</del>	www.tourdenez.com	Bubba Melcher		bubba@tourdenez.com
Reno Beer Crawl	Downtown Reno	23-Jun	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
Sierra Nevada Lavender & Honey Festival	Sparks Victorian Square	24-Jun	https://www.lavenderandhoneyfest.com/	Ann Louhela	775-690-2581	ann.louhela@wnc.edu
<i>Reno Arch celebration</i>	<i>downtown Reno</i>	<i>25-Jun</i>				
Midtown Art Walk: 10 Year Celebration	Midtown Reno	28-Jun	www.midtownartwalk.com	Craig Parish	775-240-3220	info@midtownartwalk.com
De Truckin Delicious (food trucks and music)	LakeRidge Golf Course	28-Jun	https://www.facebook.com/events/813343828859908/			
Bass Camp in the Park	Wingfield Park	30-Jun	http://www.basscampfest.com/			bass@basscampfest.com
Tipsyland Bar Crawl	Downtown Reno	30-Jun	http://crawlreno.com/event/tipsyland/	Ed Adkins	775-636-9135	renobarcrawls@gmail.com
ProWatercross - US Open of Watercross	Sparks Marina	June 30-July 1	www.prowatercross.com/sparks	AJ Handler	585-388-0049	info@prowatercross.com
Reno Art Fest	Downtown Reno	Jun 30-Jul 1	http://www.artechreno.org/reno-art-fest-2018/	CWB Events		info@cwbevents.com
24-Hour Mural Marathon	Circus Circus	Jun 30-Jul 1	www.circusreno.com			
Artown	Reno	Jun 30 - Jul 31	renoisartown.com	Beth Macmillan	775-322-1538	beth@renoisartown.com
Dragon Lights	Rancho San Rafael Park - May Aboretum	Jun 30-Aug 5	https://dragonlightsreno.com/			

July

Reno Street Food - Food Truck Friday	Idlewild Park	every Fri, May 18-Sep 28, 4-9pm	www.renofoodtruckfriday.com	Steve Schroeder	775-825-2665	renostreetfood@gmail.com
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Feed the Camel	McKinley Arts & Culture Center	every Wed, Jun 6-Aug 29; 5:00-8:30pm	<div>https://www.facebook.com/Feed-The-Camel-256832417824677/</div> <div>Melissa Williams</div> <div>775-450-0062</div> <div>feedthecamel@yahoo.com</div>			
39 North Marketplace (Farmers Market)	corner of Victorian Ave and 10 <sup>th</sup> St (dining district)	every Thu from Jun 7-Aug 16, 4-9pm	<div>http://www.39northdowntown.com/39northmarketplace/</div> <div>Angela Handler</div> <div>775-690-2581</div> <div>angela@39northdowntown.com</div>			
Reno Art Fest	Downtown Reno	Jun 30-Jul 1	<div>http://cwbevents.com/index.php/our-shows/reno-art-fes</div> <div>CWB Events</div> <div></div> <div>info@cwbevents.com</div>			
Artown	Reno	June 30 - July 1	<div>renoisartown.com</div> <div>Beth Macmillan</div> <div>775-322-1538</div> <div>beth@renoisartown.com</div>			
Dragon Lights	Rancho San Rafael Park - May Aboretum	Jun 30-Aug 5	https://dragonlightsreno.com/			
Star Spangled Sparks	Victorian Square	4-Jul	www.nuggetcasinoresort.com			
Fourth of July on the Comstock	Virginia City	4-Jul	<div>http://www.visitvirginiacitynv.com/events/4th-of-july.html</div> <div></div> <div>775-847-7500</div> <div>info@storeycounty.org</div>			
Biggest Little City Wing Fest	Downtown Reno	Jul 6-7	http://www.silverlegacyreno.com/			
Coors Light Boneyard Blast XII	Reno/Sparks	Jul 6-8	www.boneyardblast.com	Jess Horning	775-997-8000	jess@liquidblueevents.com
Lake Tahoe Shakespeare Festival	Sand Harbor State Park	Jul 6 - Aug 26	www.laketahoeshakespeare.com	Rae Mathews	775-832-1616	RMathews@tahoebard.com
American Century Championship	Edgewood Tahoe	Jul 10-15	www.tahoecelebritygolf.com			
<del>Reno Sculpture Fest</del> - cancelled	Reno City Plaza	<del>Jul 13-15</del>	renosculpturefest.org	Nancy Eklof	775-378-5559	NEklof@att.net; art@renoartworks.org;
Reno Chalk Art Festival	Atlantis Casino Resort Spa, West Parking Lot	Jul 13-15	https://www.atlantiscasino.com/landing-pages/chalk-art-festival-presented-by-atlantis			
Reno Superhero Crawl	Downtown Reno	14-Jul	www.superherocrawl.com	Matthew Goedert	415-218-1212	reindeer_games_reno@yahoo.com
Pops on the River	Wingfield Park	14-Jul	http://renophil.com/performances/pops-on-the-river-2/	Reno Phil	775-323-6393	
Triple Crown Sports 10U/12U World Series	Golden Eagle Park	Jul 16-21	triplecrownsports.com			
Wanderlust Squaw Valley	Squaw Valley   Alpine Meadows	Jul 19-22	wanderlust.com/festivals/squaw-valley			
Cowboy-Con Wild West Show and Cowboy Fast Draw Regional Competition	Grand Sierra Resort	Jul 19-29	https://www.cowboy-con.com/	Terry Robinson	775-354-7331	terry@trinityheartmediatv.com
Ragnar Trail Relay Run	Royal Gorge Cross Country Resort	Jul 20-21	https://www.runragnar.com/event-detail/trail/tahoe_ca			
Reno Wine Walk	Downtown Reno	21-Jul	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
Reno Basque Festival	Wingfield Park	21-Jul	www.renobasqueclub.org			
Lucas Oil Off Road Racing Series	Wild West Motorsports Park	21-Jul	www.LucasOilOffRoad.com			
One World Water Lantern Festival	Sparks Marina	21-Jul	http://waterlanternfestival.com/reno.php			
Donner Lake Triathlon	Donner Lake	Jul 21-22	www.donnerlaketri.com	Todd Jackson	530-546-1019	info@donnerlaketri.com
Night in the Country	Yerington	Jul 26-28	https://www.nightinthecountry.org/	Justin Aguilar	775-463-5114	justin@nightinthecountry.org
De Truckin Delicious (food trucks and music)	LakeRidge Golf Course	26-Jul	https://www.facebook.com/events/813343828859908/			
Reno Pride Rainbow Crawl	Downtown Reno	27-Jul	http://crawlreno.com/event/pride/	Ed Adkins	775-636-9135	renobarcrawl@gmail.com
Reno Junior/Adult Invitational Bowling Tournament	National Bowling Stadium	Jul 27-28	http://www.renojradult.net/			
Classical Tahoe	Incline Village	Jul 27-Aug 12	http://www.classicaltahoe.org/		775-298-0245	kirby@tahosummerfest.org
Northern Nevada Pride	Wingfield Park	28-Jul	www.northernnevadapride.org	Jeromy Manke	775-624-3720	center@ourcenterreno.com
Reno Beer Crawl	Downtown Reno	28-Jul	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
Barracuda Championship	Montreux Golf & Country Club	Jul 30-Aug 5	www.barracudachampionship.com	Chris Hoff	775-322-3900	Chris@barracudachampionship.com
USBC Senior Championships	National Bowling Stadium	Jul 31-Aug 3	https://www.bowl.com/seniorchamp/			

August

Reno Street Food - Food Truck Friday	Idlewild Park	every Fri, May 18-Sep 28, 4-9pm	<div>www.renofoodtruckfriday.com</div> <div>Steve Schroeder</div> <div>775-825-2665</div> <div>renostreetfood@gmail.com</div>			
Feed the Camel	McKinley Arts & Culture Center	every Wed, Jun 6-Aug 29; 5:00-8:30pm	<div>https://www.facebook.com/Feed-The-Camel-256832417824677/</div> <div>Melissa Williams</div> <div>775-450-0062</div> <div>feedthecamel@yahoo.com</div>			
39 North Marketplace (Farmers Market)	corner of Victorian Ave and 10 <sup>th</sup> St (dining district)	every Thu from Jun 7-Aug 16, 4-9pm	<div>http://www.39northdowntown.com/39northmarketplace/</div> <div>Angela Handler</div> <div>775-690-2581</div> <div>angela@39northdowntown.com</div>			
Dragon Lights	Rancho San Rafael Park - May Aboretum	Jun 30-Aug 5	https://dragonlightsreno.com/			
Lake Tahoe Shakespeare Festival	Sand Harbor State Park	Jul 6 - Aug 26	www.laketahoeshakespeare.com	Rae Mathews	775-832-1616	RMathews@tahoebard.com



Classical Tahoe	Incline Village	Jul 27-Aug 12	http://www.classicaltahoe.org/	Karen Craig	775-298-0245	kirby@tahosummerfest.org
Barracuda Championship	Montreux Golf & Country Club	Jul 30-Aug 5	www.barracudachampionship.com	Chris Hoff	775-322-3900	Chris@barracudachampionship.com
USBC Senior Championships	National Bowling Stadium	Jul 31-Aug 3	https://www.bowl.com/seniorchamp/			
Virginia City Official Hot August Nights Kickoff	Virginia City	Aug 3-4	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
Expecto Bar Crawl	Downtown Reno	4-Aug	https://www.facebook.com/events/1501171383328233/	EpicEventz		<a href="mailto:epiceventz@hotmail.com">epiceventz@hotmail.com</a>
Lake Tahoe Autumn Food & Wine Festival	Northstar California	Aug 7-9	www.tahoefoodandwine.com	Go Tahoe North	888-434-1262	info@gotahoenorth.com
Hot August Nights	Reno/Sparks	Aug 7-12	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
Hot August Nights Vintage Trailer Revival	Rancho San Rafael Park	Aug 7-12	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
Hot August Nights Auction Presented by Motorsports Auction Group	Reno-Sparks Convention Center	Aug 9-11	www.motorsportsauctiongroup.com			
Lake Tahoe Concours d'Elegance	Homewood, CA	Aug 10-11	www.laketahoekoncours.com	Neil Horning	775-851-4444	neil@liquidblueevents.com
Marlette 50K and 10 Miler	Nevada State Park/Spooner Backcountry	11-Aug	http://tahoetrailrunning.com/marlette-50k/	Todd Jackson	530-546-1019	todd@bigblueadventure.com
Ta-Hoe Nalu Paddle Festival	Kings Beach	Aug 11-12	www.tahoenalu.com	Ernie Brassard		ernie@tahoenalu.com
SIRS Senior Tournament	National Bowling Stadium	Aug 13-15	http://sirinc.org/bowling/			
Reno Greek Festival	St. Anthony's Greek Orthodox Church	Aug 17-19	http://renogreekfest.com/	Kiki Cladianos	(775) 825-5365	SaintAnthonyChurch@sbcglobal.net
Northern Nevada Dragon Boat Festival	Sparks Marina	18-Aug	www.gwndragonboat.com/Nevada	Aaron Soroka	416-997-2453	aaron@gwnevents.com
Reno Pirate Crawl	Downtown Reno	18-Aug	www.crawlreno.com	Ed Adkins	775-636-9135	renobarcrawls@gmail.com
Reno Wine Walk	Downtown Reno	18-Aug	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
Xterra Lake Tahoe 5K/10K Trail Run	Incline Village	19-Aug	www.bigblueadventure.com	Todd Jackson	553-908-1626	todd@bigblueadventure.com
Nevada Humane Society Duck Race & Festival	Wingfield Park	19-Aug	https://nevadahumanesociety.ejoinme.org/MyEvents/Ne vadaHumaneSocietyDuckRaces/tabid/969051/Default.as px			
Reno Beer Crawl	Downtown Reno	25-Aug	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
Reno Aloha Festival	Wingfield Park	Aug 25-26	www.renoalohafestival.com/	Jasmine Gunn	707-328-6189	signatureshaka@gmail.com
Virginia City Rodeo / Charreada	Virginia City	Aug 25-26	http://www.visitvirginiacitynv.com/events/the-way-it- was-rodeo.html		775-847-7500	info@storeycounty.org
Burning Man	Black Rock Desert	Aug 26-Sep 3	www.burningman.org			
Best in the West Nugget Rib Cook-Off	Victorian Square	Aug 29-Sep 3	www.nuggetribcookoff.com	Bobbie Beuchat	775-356-3309	Bobbie@nuggetresort.com
De Truckin Delicious (food trucks and music)	LakeRidge Golf Course	30-Aug	https://www.facebook.com/events/813343828859908/			
Numaga Indian Days Pow Wow	Hungry Valley	Aug 31-Sep 2	www.rsic.org	Stacey Montooth	775-329-2936	smontooth@rsic.org

September						
Reno Street Food - Food Truck Friday	Idlewild Park	every Fri, May 18- Sep 28, 4-9pm	www.renofoodtruckfriday.com	Steve Schroeder	775-825-2665	renostreetfood@gmail.com
Burning Man	Black Rock Desert	Aug 26-Sep 3	www.burningman.org			
Best in the West Nugget Rib Cook-Off	Victorian Square	Aug 29-Sep 3	www.nuggetribcookoff.com	Bobbie Beuchat	775-356-3309	Bobbie@nuggetresort.com
Numaga Indian Days Pow Wow	Hungry Valley	Aug 31-Sep 2	www.rsic.org	Stacey Montooth	775-329-2936	<a href="mailto:smontooth@rsic.org">smontooth@rsic.org</a>
Civil War Days	Virginia City	Sep 1-3	http://www.visitvirginiacitynv.com/events/civil-war- days.html		775-847-7500	info@storeycounty.org
The Great Depressurization	Downtown Reno	Sep 3-6	http://greatdepressurization.com/	Stephen Emmerich	530-412-3010	steve@freshbakin.com
Reno Tahoe International Film Festival (tentative)		Sep 6-9	https://www.rtiff.org/			
The Great Reno Balloon Race	Rancho San Rafael Park	Sep 7-9	www.renoballoon.com	Pete Copeland	775-826-1181	pete@renoballoon.com
International Camel & Ostrich Races	Virginia City	Sep 7-9	http://www.visitvirginiacitynv.com/events/international- camel-races.html		775-847-7500	info@storeycounty.org
Lake Tahoe Autumn Food & Wine Festival	Northstar California	Sep 7-9	http://www.gotahoenorth.com/events/annual-events/lake-tahoe-autumn-food-and-wine/			
Reno Running Fest	Downtown Reno	Sep 8-9	http://race178.com/reno-running-fest/	Eric Lerude		eric@race178.com
Tour de Tahoe - Bike Big Blue	Stateline	9-Sep	www.bikethewest.com	Curtis Fong	800-565-2704	tgft@bikethewest.com

Reno Snaffle Bit Futurity	Reno-Sparks Livestock Events Center	Sep 10-16	renosnafflebitfuturity.com			office@renosnafflebitfuturity.com	
National Championship Air Races	Stead Airport	Sep 12-16	www.airrace.org	Tony Logoteta, COO	775-972-6663	tlogoteta@airrace.org	
Reno Wine Walk	Downtown Reno	15-Sep	http://renoriver.org/features/wine-walk/			775-825-WALK	info@renoriver.org
Nevada's Best Taco Fest	Sands Regency	Sep 15-16	wild1029.com/wild-events/	John D. Murphy, Cumulus Radio		John.Murphy@cumulus.com	
Edible Pedal 100	Carson City, Gardnerville, Lake Tahoe	16-Sep	www.ediblepedal100.org	Don Iddings	775-393-9158	ride@ediblepedal100.org	
InterBike International Trade Show	Reno-Sparks Convention Center	Sep 18-20	https://www.interbike.com				
RenoCross	Rancho San Rafael Park	19-Sep	http://www.renocross.com/site/index.php	Coby Rowe	775-830-0310	coby@glaciercycling.com	
Nor Cal Summer Jubilee Tournament	National Bowling Stadium	Sep 21-22	http://www.norcalbowling.com/index.html				
Reno Beer Crawl	Downtown Reno	22-Sep	renobeercrawl.com			885-322-7373	renobeercrawl@gmail.com
Very Potter Crawl	Downtown Reno	22-Sep	http://crawlreno.com/event/potter/	Ed Adkins	775-636-9135	renobarcrawls@gmail.com	
Street Vibrations Fall Rally	Downtown Reno	Sep 26-30	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com	
De Truckin Delicious (food trucks and music)	LakeRidge Golf Course	27-Sep	https://www.facebook.com/events/813343828859908/				
Nevadafest 2018 - A Celebration of Nevada Craft Beer	Wingfield Park	29-Sep	nvfest.com	Jesse Kleinedler	810-348-8924	jesse@undertherosebrewing.com	
Genoa Candy Dance	Genoa	Sep 29-30	www.genoanevada.org				
Spartan Race: Tahoe Beast	Squaw Valley   Alpine Meadows	Sep 29-30	www.spartan.com				
Genoa Candy Dance	Genoa	Sep 29-30	www.genoanevada.org	Phil Ritger	775-782-8696		

October

Storm Festival of Bowling	National Bowling Stadium	Oct 4-Nov 4	https://www.visitrenotahoe.com/event-venues/national-bowling-stadium/storm-open-festival-bowling/			
Fastest Gun Alive World Championship	Fallon	Oct 4-7	www.cowboyfastdraw.com	Cal Eilrich	775.745.9727	quickcal@cowboyfastdraw.com
Holi Festival of Colors	Rancho San Rafael Regional Park	6-Oct	www.festivalofcolorsusa.com		801-787-1510	holifestivalofcolorsusa@gmail.com
Dine the District Food Tour	River Walk District	6-Oct	www.renoriver.org			
Hot August Nights Fall Frenzy	Baldini's Casino	6-Oct	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
The Eldorado Great Italian Festival	Downtown Reno	Oct 6-7	www.eldoradoreno.com	Julia Taylor	775-786-5700	taylorj@eldoradoreno.com
<del>Reno Celtic Celebration</del> - <b>cancelled</b>	Bartley Ranch	<del>Oct 6-7</del>	www.renoceltic.org			
World Championship Outhouse Races	Virginia City	Oct 6-7	http://visitvirginiacitynv.com		775-847-7500	info@storeycounty.org
Reno Bites Restaurant Week	Reno	Oct 8-14	renobitesweek.com	Natasha Bourlin, Clint Jolly	775-240-8749	info@renobites.com
Lake Tahoe Marathon+	Lake Tahoe	Oct 12-14	http://www.laketahoemarathon.com/		530-559-2261	leswright@sbcglobal.net
Redrun	Virginia City	13-Oct	http://redrunvc.com/		775-997-8000	jess@liquidblueevents.com
Pam Buckner Open	National Bowling Stadium	Oct 13-14	http://www.pambuckneropen.com/			
Southern Fare on the Square	Sparks Victorian Square	Oct 13-14	http://www.nuggetcasinoresort.com/events-en.html	Bobbie Beuchat	775-356-3309	Bobbie@nuggetresort.com
ULTRA4 National Championship	Wild West Motorsports Park	Oct 19-20	http://ultra4racing.com	Shannon Welch	949-295-2676	Shannon@ultra4racing.com
Reno Wine Walk	Downtown Reno	20-Oct	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
Reno Zombie Crawl	Downtown Reno	20-Oct	www.crawlreno.com	Ed Adkins	775-636-9135	renobarcrawls@gmail.com
HAN Foundation Fundraiser Dinner	Atlantis Casino Resort Spa	6-Oct	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
Grand Sierra Beer and Chili Festival	Reno	Oct 20-21	www.grandsierraresort.com/beerchilifest	Erin Wootan	775-789-2000	erin.wootan@grandsierraresort.com
Pumpkin Palooza 2018	Sparks Victorian Square	21-Oct	www.pumpkinpalooza.org/	Jackie Shelton	775-353-3599	jshelton@jax-marketing.com
Wrangler/Professional's Choice ACTRA National Finals	Reno-Sparks Livestock Events Center	Oct 21-27	www.actra.org	Mike Sweeney	559-816-9932	actrabusman@sbcglobal.net
Reno Beer Crawl	Downtown Reno	27-Oct	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
RiverWalk Merchants Assn Halloween Hallow	River Walk District	27-Oct	http://renoriver.org			
Nevada Day Parade (80th annual)	Carson City	27-Oct	www.nevadaday.com	Ken Hamilton	775-882-2600	nevadaday@nevadaday.com
Dirty Wookie 10K	The Brewer's Cabinet	28-Oct	desertskyadventures.com	Desert Sky Adventures	775-470-5826	info@desertskyadventures.com

November



Storm Festival of Bowling	National Bowling Stadium	Oct 4-Nov 4	https://www.visitrenotahoe.com/event-venues/national-bowling-stadium/storm-open-festival-bowling/			
RADFest (Reno Aerial and Dance Festival)	Reno	Nov 2-4	https://www.radfestrocks.com/	Sarah Sperber	413-539-8593	renoaerialfest@gmail.com
<i>National Election Day</i>	<i>nationwide</i>	<i>6-Nov</i>				
Off Beat Music Festival	Downtown Reno	Nov 8-10	http://www.offbeatreno.com/	Flip Wright	775-762-1875	flip@offbeatreno.com
International Gay Bowlers Organization Mid-Year Tour	National Bowling Stadium	Nov 9-11	http://igbo.org/			
Reno Onsie Crawl	Downtown Reno	17-Nov	www.crawlreno.com	Ed Adkins	775-636-9135	renobarcrawls@gmail.com
Reno Wine Walk	Downtown Reno	17-Nov	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
Reno's Wobble Before You Gobble 10K/5K	City Plaza	22-Nov	desertskyadventures.com	Desert Sky Adventures	775-470-5826	info@desertskyadventures.com
Scheels Turkey Trot	Sparks Marina	22-Nov	www.cityofsparks.us/event/turkey-trot	Francine Burge	775-353-7856	fburge@cityofsparks.us
Crafts for Christmas	Nugget Casino Resort	Nov 23-25	www.nuggetcasinoresort.com			
Reno Beer Crawl	Downtown Reno	24-Nov	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
Tahoe Film Fest	Incline, Northstar, Truckee	Nov 29-Dec 2	tahoeilmfest.org	Robert Roussel	530.448.1215	laketahoeilm@gmail.com
City of Sparks Hometowne Christmas Parade & Tree L	Downtown Sparks	Nov 30-Dec 1	http://www.cityofsparks.us/christmasparade	Francine Burge	775-353-7856	fburge@cityofsparks.us

December						
Sparks Annual Hometowne Christmas Celebration	Downtown Sparks	Nov 30-Dec 1	http://www.cityofsparks.us/christmasparade	Francine Burge	775-353-7856	fburge@cityofsparks.us
Tahoe Film Fest	Incline, Northstar, Tahoe City	Nov 29-Dec 2	tahoeilmfest.org	Robert Roussel	530.448.1215	laketahoeilm@gmail.com
Christmas on the Comstock Parade of Lights	Virginia City	2-Dec	http://www.visitvirginiacitynv.com/event-calendar/icalrepeat.detail/2017/12/02/2366/-/christmas-on-the-comstock.html		775-847-7500	info@storeycounty.org
The Grinch Made Me Do It Saloon Crawl	Virginia City	2-Dec	http://www.visitvirginiacitynv.com/event-calendar/icalrepeat.detail/2017/12/02/2366/-/christmas-on-the-comstock.html		775-847-7500	info@storeycounty.org
39 North Pole	Sparks Victorian Square	Dec 6-8	http://www.39northdowntown.com/39-north-pole/	Angela Handler	775-690-2581	Angela@39northdowntown.com
National Junior Olympic Cross Country Championships	Rancho San Rafael Regional Park	8-Dec	www.usatf.org	Arionne Allen		arionee.allen@usatf.org
Reno Wine Walk	Downtown Reno	15-Dec	http://renoriver.org/features/wine-walk/		775-825-WALK	info@renoriver.org
Reno Santa Pub Crawl	Downtown Reno	15-Dec	www.renosantacrawl.com	Matthew Goedert	415-218-1212	reindeer_games_reno@yahoo.com
Reno Beer Crawl	Downtown Reno	22-Dec	renobeercrawl.com		885-322-7373	renobeercrawl@gmail.com
Dec 27-31	Reno	Dec 26-31	www.renochamberorchestra.org	Chris Morrison	775-348-9413	info@renochamberorchestra.org

2019

April

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May						
Reno Ukulele Festival	Peppermill Resort	May 2-5	http://ukulele.cafe	Doug Reynolds	775-220-0995	playukemail@gmail.com
Reno River Festival	Wingfield Park	May 11-12	www.renoriverfestival.com	Jess and Neil Horning	775-851-4444	jess@liquidblueevents.com, neil@liquidblueevents.com
Northern Nevada Celtic Celebration	Bartley Ranch	May 18-19	www.renoceltic.org		775-378-0931	

June						
Street Vibrations Spring Rally	Downtown Reno	June 7-9	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com
Reno Rodeo (100th anniversary)	Reno-Sparks Livestock Events Center	June 20-29	www.renorodeo.com	George Combs	775-329-3877	george@renorodeo.com

The Great Eldorado BBQ, Brews and Blues Festival	Downtown Reno	Jun 14-15	www.eldoradoreno.com	Julia Taylor	775-786-5700	taylorj@eldoradoreno.com
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July

Biggest Little City Wing Fest	Downtown Reno	Jul 5-6	http://www.silverlegacyreno.com/			
Region 3 Championship and Last Chance Arabian Horse Shows	Reno-Sparks Livestock Events Center	Jul 6-14	http://www.arabianhorses3.org/championship-shows/			

August

Hot August Nights	Reno/Sparks	Aug 6-11	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
Lake Tahoe Autumn Food & Wine Festival	Northstar California	Aug 6-8	www.tahoefoodandwine.com	Go Tahoe North	888-434-1262	info@gotahoenorth.com
Burning Man	Black Rock Desert	Aug 25-Sep 2	www.burningman.org			
Best in the West Nugget Rib Cook-off	Victorian Square	Aug 28-Sep 2	www.nuggetribcookoff.com	Bobbie Beuchat	775-356-3309	Bobbie@nuggetresort.com

September

Great Reno Balloon Race	Rancho San Rafael Park	Sep 6-8	www.renoballoon.com	Pete Copeland	775-826-1181	pete@renoballoon.com
National Championship Air Races	Reno Stead Airport	Sep 11-15	www.airrace.org	Tony Logoteta, COO	775-972-6663	tlogoteta@airrace.org
Street Vibrations Fall Rally	Downtown Reno	Sep 25-29	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com
Genoa Candy Dance (100th anniversary)	Genoa	Sep 28-29	www.genoanevada.org	Phil Ritger	775-782-8696	

October

The Eldorado Great Italian Festival	Downtown Reno	Oct 12-13	www.eldoradoreno.com	Julia Taylor	775-786-5700	taylorj@eldoradoreno.com
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2020

June

Street Vibrations Spring Rally	Downtown Reno	Jun 5-7	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com
Reno Rodeo	Reno-Sparks Livestock Events Center	June 18-27	www.renorodeo.com	George Combs	775-329-3877	george@renorodeo.com

July

Region 3 Championship and Last Chance Arabian Horse Shows	Reno-Sparks Livestock Events Center	Jul 4-12	http://www.arabianhorses3.org/championship-shows/			
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August

Hot August Nights	Reno/Sparks	Aug 4-9	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
Lake Tahoe Autumn Food & Wine Festival	Northstar California	Aug 11-13	www.tahoefoodandwine.com	Go Tahoe North	888-434-1262	info@gotahoenorth.com

September

Best in the West Nugget Rib Cook-off	Victorian Square	Sep 2-7	www.nuggetribcookoff.com	Bobbie Beuchat	775-356-3309	Bobbie@nuggetresort.com
National Championship Air Races	Stead Airport	Sep 16-20	www.airrace.org	Tony Logoteta, COO	775-972-6663	tlogoteta@airrace.org
Street Vibrations Fall Rally	Downtown Reno	Sep 23-27	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com

2021

June

Street Vibrations Spring Rally	Downtown Reno	Jun 4-6	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com
Reno Rodeo	Reno-Sparks Livestock Events Center	June 17-26	www.renorodeo.com	George Combs	775-329-3877	george@renorodeo.com

August

Hot August Nights	Reno/Sparks	Aug 3-8	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
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September

National Championship Air Races	Reno Stead Airport	Sep 15-19	www.airrace.org	Tony Logoteta, COO	775-972-6663	tlogoteta@airrace.org
Street Vibrations Fall Rally	Downtown Reno	Sep 22-26	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com

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2022

June

Street Vibrations Spring Rally	Downtown Reno	Jun 3-5	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com
Reno Rodeo	Reno-Sparks Livestock Events Center	June 16-25	www.renorodeo.com	George Combs	775-329-3877	george@renorodeo.com

August

Hot August Nights	Reno/Sparks	Aug 2-7 <i>(tentative)</i>	www.hotaugustnights.net	Mike Whan	775-356-1956	info@hotaugustnights.net
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September

National Championship Air Races	Reno Stead Airport	Sep 14-18	www.airrace.org	Tony Logoteta, COO	775-972-6663	tlogoteta@airrace.org
Street Vibrations Fall Rally	Downtown Reno	Sep 21-25	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com

2023

June

Street Vibrations Spring Rally	Downtown Reno	Jun 2-4	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com
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September

National Championship Air Races	Reno Stead Airport	Sep 13-17	www.airrace.org	Tony Logoteta, COO	775-972-6663	tlogoteta@airrace.org
Street Vibrations Fall Rally	Downtown Reno	Sep 20-24	www.roadshowsreno.com	Randy Burke	775-329-7469	admin@roadshowsreno.com

# **RSLEC and RSCC Capital Expenditure Summary**

**RSCC and RSLEC FY17/18 Cap Ex Summary**

Fiscal Year	Facility	Title	Description	Status	Estimated Cost
2017/18	RSLEC	Administrative Office Repair	Repair the roof and perform asbestos abatement.	Completed	\$ 135,787
2017/18	RSLEC	Exhibit Hall Lighting	Replace the Exhibit Hall lighting with LED lighting.	Completed	\$ 15,185
2017/18	RSLEC	Lift	Replace lift that is no longer operable.	Completed	\$ 80,000
2017/18	RSLEC	Pavilion Lighting	Replace the Pavilion Hall lighting with LED lighting.	Completed	\$ 24,420
2017/18	RSLEC	Step Repair	Repair damaged and broken steps to the indoor Arena.	Completed	\$ 11,570
2017/18	RSLEC	Tables	Replace tables utilized by shows and events.	Completed	\$ 49,929
2017/18	RSCC	Asphalt Repairs	Repairs to joints in parking lot.	Completed	\$ 9,900
2017/18	RSCC	Joint Repair	Repair concrete joints in the facility	Completed	\$ 48,413
2017/18	RSCC	Projection Equipment	Replace outdated projection equipment	Completed	\$ 24,521
2017/18	RSCC	WiFi	Replace outdated Wifi system.	Completed	\$ 1,367,871
2017/18	RSCC	Master Plan Improvements	Design of masterplan improvements to the RSCC.	Completed	\$ 60,000
2017/18	RSCC	Re-roof Admin and East Hall	Reroof the Admin and East Hall to protect the structure.	In Process	\$ 1,000,000
2017/18	RSCC	Outside Lighting Retro	Retrofit existing parking lot C lights with LED lighting.	In Process	\$ 76,000

2017/18	RSCC	Carpet	Replace carpet, originally installed in 2002, that has reached end of life.	In Process	\$ 1,200,000
2017/18	RSCC	Painting	Painting of selected interior portions of the RSCC.	In Process	\$ 83,240
2016/17	RSCC	Asphalt Repairs	Parking Lot Repair	Completed	\$ 214,217
2016/17	RSCC	Lighting	Outside parking lot lights, Peckham lots.	Completed	\$ 64,838
2016/17	RSCC	Cameras	Update security cameras.	Completed	\$ 46,292
2016/17	RSCC	Flexible Seating	Additional flexible grandstand seating.	Completed	\$ 546,152
2016/17	RSLEC	Stalls	Replacement of temporary stalls	Completed	\$ 185,862
2016/17	RSLEC	Paving	Repave of Exhibit Hall parking lot.	Completed	\$ 631,815

\$ 5,876,012

**RSCVA Projected Revenues and  
Expenditures (Unaudited) For  
Fiscal Year 2018**

**Reno-Sparks Convention and Visitors Authority**  
**Projected Revenues and Expenditures (Unaudited)**  
**For Fiscal Year 2018**

Description	Final Budget	Projected	Difference	Difference %
<b>General Fund</b>				
Revenues				
Room tax (net)	\$ 39,480,256	\$ 39,821,724	\$ 341,468	0.9%
Interest earnings	\$ 54,000	\$ 79,462	\$ 25,462	47.2%
Rents and royalties	6,575,040	6,627,728	52,688	0.8%
Convention & Visitors Services	267,987	278,344	10,357	3.9%
Golf course operations	1,372,300	1,056,607	(315,693)	-23.0%
Other	788,867	791,264	2,397	0.3%
Total Revenue	<u>\$ 48,538,450</u>	<u>\$ 48,655,129</u>	<u>\$ 116,679</u>	<u>0.2%</u>
Expenditures				
General and Administrative				
Salaries and wages	\$ 1,257,939	\$ 1,216,672	\$ (41,267)	-3.3%
Employee benefits	675,673	662,199	(13,474)	-2.0%
Services and supplies	1,461,856	1,333,098	(128,758)	-8.8%
Capital outlay	98,750	93,803	(4,947)	-5.0%
Subtotal	<u>\$ 3,494,218</u>	<u>\$ 3,305,772</u>	<u>\$ (188,446)</u>	<u>-5.4%</u>
Facility Operations				
Salaries and wages	\$ 3,246,639	\$ 2,979,663	\$ (266,976)	-8.2%
Employee benefits	2,211,629	1,971,027	(240,602)	-10.9%
Services and supplies	5,656,225	5,577,046	(79,179)	-1.4%
Capital outlay	10,000	3,462	(6,538)	-65.4%
Subtotal	<u>\$ 11,124,493</u>	<u>\$ 10,531,198</u>	<u>\$ (593,295)</u>	<u>-5.3%</u>
Wildcreek Golf Operations				
Salaries and wages	\$ 568,983	\$ 546,672	\$ (22,311)	-3.9%
Employee benefits	421,095	407,482	(13,613)	-3.2%
Services and supplies	1,026,201	919,668	(106,533)	-10.4%
Subtotal	<u>\$ 2,016,279</u>	<u>\$ 1,873,822</u>	<u>\$ (142,457)</u>	<u>-7.1%</u>
Sales and Marketing				
Salaries and wages	\$ 2,940,141	\$ 2,885,860	\$ (54,281)	-1.8%
Employee benefits	1,424,642	1,392,979	(31,663)	-2.2%
Services and supplies	14,353,075	14,221,814	(131,261)	-0.9%
Subtotal	<u>\$ 18,717,858</u>	<u>\$ 18,500,653</u>	<u>\$ (217,205)</u>	<u>-1.2%</u>
Other				
Appropriations (IVCB)	\$ 1,644,801	\$ 1,570,768	\$ (74,033)	-4.5%
Subtotal	<u>\$ 1,644,801</u>	<u>\$ 1,570,768</u>	<u>\$ (74,033)</u>	<u>-4.5%</u>
Total Expenditures	<u>\$ 36,997,649</u>	<u>\$ 35,782,213</u>	<u>\$ (1,215,436)</u>	<u>-3.3%</u>
Transfers	\$ 16,075,000	\$ 16,075,000	\$ -	0.0%
Net Change in Fund Balance	<u>\$ (4,534,199)</u>	<u>\$ (3,202,084)</u>	<u>\$ 1,332,115</u>	<u>3.5%</u>