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RENO-SPARKS CONVENTION AND VISITORS AUTHORITY
NOTICE OF PUBLIC MEETING
MEETING OF THE BOARD OF DIRECTORS
Thursday, August 27, 2026, at 10:00 a.m.
Reno-Sparks Convention and Visitors Authority
4065 S. Virginia Street, Board Room
Reno, Nevada

BOARD OF DIRECTORS:
Ms. Cortney Young, Chair

Councilwoman Charlene Bybee
Mayor Hillary Schieve
Mr. Greg Long
Mr. Richard Jacobs

Commissioner Clara Andriola
Mr. John Farahi
Mr. Glenn Carano
Mr. Ryan Bellows

THIS NOTICE AND AGENDA HAVE BEEN POSTED PER NRS REQUIREMENT, AT LEAST THREE BUSINESS DAYS BEFORE THE MEETING, IN ACCORDANCE WITH NRS 241.020, AT THE MEETING LOCATION AND AT THE FOLLOWING WEBSITES:

RSCVA Website: www.rscva.com/public-meetings   Online at http://notice.nv.gov/

This meeting is being live streamed and may be viewed by the public at the following link: www.rscva.com/public-meetings

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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. Pursuant to NRS 241.020(6), supporting material is made available to the general public at the same time it is provided to the Board. The designated contact to obtain support materials is Myrra Estrellado, 4065 South Virginia Street, Suite 100, Reno, NV (775) 827-7737.

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. CONSENT AGENDA

(All consent items may be approved together with a single motion, be taken out of order, and/or be heard and discussed individually. All consent agenda items pulled for discussion will be heard after approval of the remaining consent agenda items)

C1. Approval of the Agenda of the August 27, 2026, Regular Meeting of the Board of Directors

For Possible Action

C2. Approval of the Minutes of the June 25, 2026, Regular Meeting of the Board of Directors

For Possible Action

C3. Review and possible approval of the RSCVA Fiscal Year 2026-2027 Cvent Supplier Network Contract

RSCVA staff is recommending approval of the Fiscal Year 2026–27 Cvent Supplier Network invoice in an amount not to exceed $134,629. In addition, staff recommends approval of the following subsequent years through FY 2028-2029. Discounted pricing is reflected in a multi-year agreement. The contracted pricing for Year 1 (FY 2026-2027) is an amount not to exceed $134,629; Year 2 (FY 2027-2028): $137,306.67, Year 3 (FY 2028-2029): $140,121.15.

For Possible Action

C4. **Review, Discuss and Possible Action to approve Staff's Recommendation to Award** Johnson Controls, Inc. PWP-WA-2026-527 for the purchase and installation of a New Cooling Tower, to Replace Cooling Tower #3 for the Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program, NRS 332.195. (Sourcewell Contract #080824-JHN) In an amount not to exceed $853,575.00. (This includes a 10 % contingency)

For Possible Action

D. BOARD MATTERS

D1. **Review, Discuss and Possible Action to approve Staff's Recommendation to Award** Hussey Seating PWP-WA-2026-503 for the purchase and installation of a New Telescopic Bleacher System for the Reno Events Center by use of a Government Cooperative Purchasing Program. (Sourcewell Contract #081523-HSC) In an amount not to exceed $6,300,000.00. (This includes a 3.32% contingency)

The RSCVA Board of Directors is being asked to review, discuss, and may take possible action to award Hussey Seating PWP-WA-2026-503 for the purchase and installation of a telescopic bleacher system for the Reno Events Center in an amount not to exceed $6,300,00.00 Todd Vigil, Director, Project Development with Hussey Seating will provide a presentation on the schematics, renderings, cost breakdown, the schedule of values, and the construction timeline for the proposed bleacher system at the Reno Events Center.

For Possible Action

D2. For possible action - discussion and possible action on a ~~r~~esolution of intent of the Reno-Sparks Convention And Visitors Authority, proposing the issuance in the name and on behalf of Washoe County, Nevada, general obligation (limited tax) Reno-Sparks

Convention And Visitors Authority convention center bonds (additionally secured by pledged revenues) in the maximum aggregate principal amount of $25,000,000 for the purpose of financing convention center facilities; authorizing the publication of notices related thereto; and providing other matters properly related thereto. (Two-thirds Majority Vote Required)

For Possible Action

D3. Review, Discussion, and Possible Action to Approve the Revised Strategic Plan Priorities for Fiscal Year 26/27

Following previous Board review and discussion, OnStrategy and RSCVA staff have revised the proposed Fiscal Year 26/27 priorities to better align organizational priorities with CEO goals and strategic direction within the Board-approved Fiscal Year 2026-2028 Three-Year Strategic Plan. Staff will present the revised strategic priorities for Fiscal Year 26/27, including updates to areas of focus and performance measures. The Board of Directors is being asked to review and discuss the revised priorities and may take action to approve and/or approve with modifications.

For Possible Action

D4. Review, Discuss, and Possible Action to Recommend Award of Request for Proposal #2026-EXEC01, for the Reno-Sparks Convention and Visitors Authority – Government Affairs Representation to Wadhams Advisors.

The RSCVA Board of Directors will discuss, consider and may take possible action to award Request for Proposal #2026-EXEC01 for the RSCVA government affairs representative to Wadhams Advisors pursuant to the terms of the proposal submitted.

This item was presented to the Executive and Legislative Committee on August 21, 2026, and was approved in an advisory capacity for recommendation to the full RSCVA Board of Directors.

For Possible Action

D5. Mike Larragueta, President/CEO Evaluation for 2025-2026, Merit Increase and Bonus Determination

The RSCVA Board of Directors will discuss, consider and may take possible action to award a merit increase in the annual salary for the CEO as well as a bonus in an amount to be determined by the Board. The Executive and Legislative Committee has recommended: (i) a 5% merit increase to salary retroactive to July 1, 2026 ($16,537.45 annual salary increase); (ii) the award of a bonus in the amount of 10% of FY 25/26 base salary ($33,074.90 bonus amount) based on established performance criteria; (ii) the award of a discretionary bonus in the amount of 5% of FY 25/26 base salary ($16,537.45 bonus amount); and (iii) a one-time discretionary bonus in the amount of 10% of FY 25/26 base salary ($33,074.90 bonus amount) to recognize performance in FY 25/26, for a total recommended bonus of $82,687.25. The Board may utilize its discretion to approve a salary merit increase and/or bonus in amounts different than those recommended by the Committee.

This item was presented to the Executive and Legislative Committee on August 21, 2026, and was approved in an advisory capacity for recommendation to the full RSCVA Board of Directors.

For Possible Action

D6. Review and Discussion of President/CEO Employment Agreement and President/CEO Evaluation and Compensation Policy

The RSCVA Board of Directors is being asked to review, discuss, and may take possible action to recommend revisions to the President/CEO Employment Agreement and/or President/CEO Evaluation and Compensation Policy (Exhibit B to the President/CEO Employment Agreement) recommended by the Executive and Legislative Committee as the Board deems appropriate. The Committee has recommended: (i) incresing the base salary to $375,000 per year, retroactive to FY 25/26 to reflect a 5% merit increase and a market adjustment; and (ii) revising the bonus structure to provide for a bonus of up to 15% of base salary based on achievment of established performance criteria, and a discretionary bonus in the amount of up to 20% of base salary. The Board may utilize its discretion to approve adjustments to the President/CEO Employment Agreement different than those recommended by the Committee, with all revisions to the President/CEO Employment Agreement subject to the approval of the President/CEO.

This item was presented to the Executive and Legislative Committee on August 21, 2026, and was approved in an advisory capacity for recommendation to the full RSCVA Board of Directors.

For Possible Action

D7. Discussion and possible action to provide full-time RSCVA employees a five percent (5%) deferred compensation program match.

The Board is being asked to review, discuss, and possibly take action to approve a five percent (5%) deferred compensation match program for full time RSCVA employees.
The maximum projected liability associated with the Deferred Compensation Program is estimated at approximately $500,000 annually assuming full implementation and participation as authorized by the Board. These costs may vary based on employee participation, which is estimated to be less than the potential maximum.

For Possible Action

E. BOARD MEMBER ANNOUNCEMENTS, REPORTS, AND UPDATES

RSCVA Board Members may share announcements, reports, updates, and requests for information and future agenda items. This item is informational only, and no discussion among Board Members will take place on this item.

Informational Only

F. 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. 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.

G. ADJOURNMENT

For Possible Action

For information or questions regarding this agenda please contact:
The RSCVA Executive Office

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Reno-Sparks Convention & Visitors Authority
Meeting held Thursday, June 25, 2026, at 10:00am
4065 S. Virginia Street, Board Room
Reno, Nevada

The Reno-Sparks Convention & Visitors Authority Board of Directors met at 10:00 a.m. on Thursday, June 25, 2026. The meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

A. OPENING CEREMONIES

A1. Call to Order
Vice Chair Young called the meeting to order at 10:00 a.m.

A2. Pledge of Allegiance
Board Member Andriola led the pledge.

A3. Roll Call
The Clerk of the Board took roll call.

Board Members Present:
Cortney Young, RSCVA Vice Chair
Commissioner Clara Andriola, Board Member
Ryan Bellows, Board Member
Councilwoman Charlene Bybee, Board Member
Glenn Carano, RSCVA Board Member
John Farahi, RSCVA Board Member
Richard Jacobs, Board Member
Greg Long, RSCVA Board Member

Board Members Absent:
Mayor Hillary Schieve, RSCVA Chair

RSCVA Executive Staff Present:
Mike Larragueta, President & CEO
Robert Chisel, Financial Consultant
Christina Erny, Chief Marketing Officer
Renee McGinnes, Executive Director of Venue Sales and Events
Chad Peters, Executive Director of Facilities
Lori Tange, Executive Director of Human Resources
RSCVA Legal Counsel:
Benjamin Kennedy, Argentum Law
Molly Rezac, Ogletree Deakins
Board Clerk:
Myrra Estrellado, Administrative Office Manager & Board Clerk

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B. COMMENTS FROM THE FLOOR BY THE PUBLIC

Vice Chair Young opened the floor to public comment, there was none. Public comment was closed.

C. CONSENT AGENDA

C1. Approval of the Agenda of the June 25, 2026, Regular Meeting of the Board of Directors

C2. Approval of the Minutes of the May 28, 2026, Regular Meeting of the Board of Directors

C3. Review and Possible Approval of the RSCVA Fiscal Year 2026-2027 Property General Liability, Automobile, Umbrella, Workers' Compensation, Public Officials' Liability, Crime, and Internet Liability, and Associated Insurance Coverage

C4. Review, Discuss and Possible Action to Approve Staff's Recommendation to Award Johnson Controls Building Solutions Inc., for the Purchase and Installation of a New, York VSD Chiller Control for the Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program (Sourcewell Contract #080824-JHN) in an Amount Not to Exceed $280,500.00 (the Not to Exceed Amount Includes a 10% Contingency)

C5. Review, Discuss and Possible Action to Approve Staff's' Recommendation to Award Shaw Industries Inc., for the Purchase of New Ballroom Carpet for the Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program (Sourcewell Contract #061323-SII) in an Amount Not to Exceed $251,300.00 (the Not to Exceed Amount Includes an 8% Contingency)

On a motion made by Board Member Andriola, seconded by Board Member Bybee, it was resolved to approve Items C1, C2, C3, C4 and C5 on the consent agenda as presented. The motion was APPROVED by a vote 8-1-0. Motion carried.

D. PRESENTATIONS

D1. Presentation: Reno-Tahoe International Airport Authority, Hasaan Azam, Director, Air Service Development and Properties, Mark Berg, Chief Commercial Officer and Kirk Lovell, Air Service Consultant

Hasaan Azam, Director, Air Service Development and Properties, gave a presentation from the Reno-Tahoe International Airport Authority. He gave an industry overview, explained how the industry is affected by rising fuel prices, what changes can be expected in the airline industry, how it will affect the Reno-Tahoe Airport, and what the Airport Authority's strategic priorities are for the future. In response to Board Members' inquiries, he explained challenges that the Airport Authority faces in the airline industry and elaborated on airline operations.

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D2. Presentation: Public Relations Update, Nicolle Staten-Lowe, Senior Manager of Communications

Nicolle State-Lowe highlighted the strategy of the Communications Team to build credibility and strengthen community support for Reno-Tahoe. She gave an overview of the coverage and performance of public relations over the past year. She commented that media visits gave the most effective coverage. She also summarized the challenges the Team faces and the media opportunities ahead that will build visibility and credibility.

Board Member Farahi requested that sources for the reported numbers be included in the next presentation and inquired about how the Team is working with AI. Christina Erny responded that they use GuideGeek and Ahrefs and Madison AI.

Board Member Young left at 10:37am and returned at 10:38am.

D3. Reno-Sparks Convention and Visitors Authority Department Updates

Mike Larragueta provided department updates. He highlighted upcoming events and reviewed the budget for the month, comparing actual budget with the projected budget and the performance last year.

Items F1, F2, F3, F4 were discussed before E1 and E2.

Board Member Young left the meeting at 10:56am and returned at 10:57am.

Board Member Long left the meeting at 10:58am and returned at 11:00am

E. APPOINTMENT OF BOARD MEMBERS/ELECTION OF CHAIR

E1. RSCVA Board Appointment of Reno Tahoe Airport Authority's (RTAA) Board of Director's Seat Pursuant to NRS 244A 601(1)(d)(1)

On a motion made by Board Member Carano, seconded by Board Member Andriola, it was resolved to appoint Vice Chair Cortney Young as the RTAA Board of Director's Seat Pursuant to NRS 244A 601(1)(d)(1), beginning on July 1, 2026, for a term of two years. The motion was APPROVED by a vote 7-2-0. Motion carried.

Chair Young Chaired Item E1 but abstained from the vote.

E2. Election of the RSCVA Board Chair, Vice-Chair and Secretary/Treasurer

On a motion made by Board Member Farahi, seconded by Board Member Andriola, it was resolved to appoint Vice Chair Cortney Young as the RSCVA Board Chair. The motion was APPROVED by a vote 8-1-0. Motion carried.

On a motion made by Vice Chair Young, seconded by Board Member Carano, it was resolved to appoint Commissioner Clara Andriola as the RSCVA Board Vice Chair. The motion was APPROVED by a vote 8-1-0. Motion carried.

On a motion made by Board Member Andriola, seconded by Board Member Young, it was resolved to appoint Board Member Carano as the RSCVA Secretary/Treasurer. The motion was APPROVED by a vote 8-1-0. Motion carried.

F. BOARD MATTERS

F1. Review, Discussion, and Possible Action regarding an Extension Agreement for The Decker/Royal Agency and Good Giant, Visit Reno Tahoe's Public Relations Agencies

On a motion made by Board Member Long, seconded by Board Member Andriola, it was resolved to approve the Extension Agreement for The Decker/Royal Agency and Good Giant contract for one year, with no price increase, as presented. The motion was APPROVED by a vote 8-1-0. Motion carried.

F2. Review, Discussion and Possible Approval of an Interlocal Agreement with Travel Nevada in an Amount Not to Exceed $150,000

On a motion made by Board Member Carano, seconded by Board Member Bellows, it was resolved to approve the Interlocal Agreement with Travel Nevada in an amount not to exceed $150,000, as presented. The motion was APPROVED by a vote 8-1-0. Motion carried.

F3. A Resolution Concerning the Financing of Convention Center Facilities; Directing Notice to the Washoe County Debt Management Commission of a Proposal to Issue in the Name and on Behalf of Washoe County General Obligation (Limited Tax) Reno-Sparks Convention and Visitors Authority Convention Center Bonds Additionally Secured by Pledged Revenues in the Maximum Principal Amount of $25,000,000.00; and Providing Certain Details in Connection Therewith

Robert Chisel explained that Item F3 is for the bond that was approved in May, 2026, as part of the budget. He outlined the process and timeline until the issuance of the bond. The motion is to approve continuing the process of issuing the bond.

On a motion made by Board Member Andriola, seconded by Board Member Carano, it was resolved to approve the bond matter set forth in Item F3 and to make the necessary findings as is further set forth in the written resolution included in the meeting materials. The motion was APPROVED by a vote 8-1-0. Motion carried.

F4. Review, Discussion, and Possible Approval of the Reno-Sparks Convention and Visitors Authority FY2026-2027 President/CEO Goals

Board Member Farahi advised that, after reviewing the materials, he believes there is room for adjusting the President/CEO goals after the Strategic Plan for the next three to five years is in place.

Vice Chair Young agreed that the President/CEO goals and the Strategic Plan should be aligned, and having some flexibility in the goals is beneficial.

Mike Larragueta explained some of the background of setting the goals for the upcoming year and why some were different from last year.

On a motion made by Board Member Bybee, seconded by Board Member Jacobs, it was resolved to approve RSCVA FY2026-2027 President/CEO Goals, as presented. The motion was APPROVED by a vote 8-1-0. Motion carried.

Board Member Jacobs left the meeting at 11:16 am and returned at 11:19am.

G. BOARD MEMBER ANNOUNCEMENTS, REPORTS, AND UPDATES

In response to Board Member Farahi's inquiry, Mike Larragueta explained that there will be a presentation in August, 2026, on the Strategic Plan for the next three to five years.

H. COMMENTS FROM THE FLOOR BY THE PUBLIC

Vice Chair Young opened the floor to public comment, there was none. Public comment was closed.

I. ADJOURNMENT

Vice Chair Young adjourned the meeting at 11:34 am.
The meeting may be viewed at the following:
06/25/2026 RSCVA BOD Mtg https://www.youtube.com/watch?v=yXmonkFZF20

To: RSCVA Board of Directors

From: Amanda Flangas, Exec Director of Sales

Date: August 7, 2026

Subject: Review, discussion and possible action to approve the RSCVA Fiscal Year 2026-2027 Cvent Supplier Network Contract

Executive Summary

The Reno-Sparks Convention and Visitors Authority partners with Cvent, a global leader in event and hospitality technology, offering a comprehensive platform connecting suppliers with buyers to streamline processes, increase collaboration and deliver more impactful experiences. The Cvent Supplier Network (CSN) is a venue-sourcing marketplace where event planners search, compare and send RFP's to nearly 340,000 hotels and venues worldwide. In FY2025-26, Cvent provided to the RSCVA: 320 leads, representing 343,001 room nights, resulting in 62 definite contracts, 45,824 total room nights, representing $6,709,550 in group/convention business.

Background

The RSCVA partners annually with Cvent as part of its ongoing meetings and conventions sales and marketing strategy. Cvent's platform is an important component of the RSCVA's efforts to position Reno, Sparks and the surrounding region in front of meeting professionals who are actively searching for destinations and venues for conferences, conventions, corporate meetings, association events and other group programs.

The annual Cvent marketing investment includes a two Diamond Placement, Competitive Market Ads, Cvent Destination Intel, a CVB Copy Feature, Google Display Retargeting, Video Retargeting, and Cvent Supplier Network Productivity Tools. Collectively, these products and services are designed to increase destination visibility, strengthen the RSCVA's presence when planners are evaluating competing destinations, generate qualified leads, and support the sales team in managing and converting business opportunities.

The Two Diamond Placement provides enhanced visibility for the RSCVA within the Cvent Supplier Network, helping the destination stand out when meeting planners are researching potential locations. Competitive Market Ads provide additional opportunities to reach planners considering comparable destinations, while the CVB Copy Feature allows the RSCVA to communicate the destination's value proposition and meeting capabilities directly to potential customers.

Cvent Destination Intel and CSN Productivity Tools provide data and resources that support the RSCVA's sales team in identifying market opportunities, understanding planner activity and prioritizing qualified prospects. The digital advertising components, including Google Display Retargeting and Video Retargeting, extend the RSCVA's reach beyond the Cvent platform by re-engaging individuals who have demonstrated an interest in meeting in similar destinations, helping keep Reno-Sparks top-of-mind throughout the event-planning process.

The combination of marketplace exposure, targeted advertising, data intelligence and productivity tools provides an integrated approach to generating and nurturing meetings and conventions business. The program complements the RSCVA's direct sales efforts, destination marketing activities and relationships with local hotels, resorts and other industry partners.

Continued participation in the Cvent Supplier Network also helps ensure that Reno-Sparks remains visible and competitive in a marketplace where meeting planners increasingly rely on digital sourcing platforms to identify destinations and venues. The proposed FY2026-27 investment is therefore intended to maintain the RSCVA's established presence on the platform, continue generating qualified sales opportunities and support the organization's overall goal of increasing meetings, conventions, room nights and economic impact throughout the destination.

Fiscal Impact

Sufficient funds have been budgeted to cover the premium for Fiscal Year 2026-27. In previous years, this expense has been split evenly between Sales and Marketing.

Recommendation

RSCVA staff is recommending approval of the Fiscal Year 2026–27 Cvent Supplier Network invoice in an amount not to exceed $134,629. In addition, staff recommends approval of the following subsequent years through FY 2028-2029. Discounted pricing is reflected in a multi-year agreement. The contracted pricing for Year 1 (FY 2026-2027) is an amount not to exceed $134,629; Year 2 (FY 2027-2028): $137,306.67, Year 3 (FY 2028-2029): $140,121.15.

To: RSCVA Board of Directors

From: Chad Peters, Executive Director of Venue Operations
Amy Pickens, Project Manager

Cc: Cortney Young, RSCVA Board Chair

Date: August 27, 2026

Subject: Review, discuss and possible action to approve Staff's recommendation to award Johnson Controls, Inc. (PWP-WA-2026-527) for the purchase and installation of a new cooling tower, to replace cooling tower #3 for the Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program, NRS 332.195. (Sourcewell Contract #080824-JHN) In an amount not to exceed $853,575.00. (This includes a 10 % contingency)

Executive Summary

The purpose of this agenda item is to review staff's recommendations to award a proposal for the purchase and installation of a new cooling tower for the Reno-Sparks Convention Center, through a government cooperative purchasing program. The new cooling tower will be purchased from Johnson Controls, Inc., in the amount of $775,978, with a contingency in the amount of $77,597, for a total of $853,575. This will make the total contract for an amount not to exceed $853,575. The purchase will be through the use of a joinder to the Government Cooperative Purchasing Program (Sourcewell Contract #080824-JHN) as allowed under Nevada Revised Statutes NRS332.195. This item was approved in the Fiscal Year 2024 Capital Improvement Budget in the amount of $450,000 and is currently in the carryforward budget for fiscal year 2027.

Background

Cooling Tower #3 is at the end of its useful operational lifespan and requires immediate replacement. The current unit has experienced a significant increase in mechanical failures, declining energy efficiency, and rising maintenance costs.

As a critical component of the facility's central HVAC system, the cooling tower regulates indoor temperatures across 600,000 square feet of exhibit halls, meeting rooms, and public spaces. Ensuring a reliable climate control system is vital for maintaining guest comfort, securing future event bookings, and protecting the facility's reputation as a premier convention venue.

Recent physical assessments by an outside engineering company indicate that retrofitting or repairing the existing unit is no longer financially viable due to structural corrosion and the obsolescence of replacement parts. Transitioning to a modern, high-efficiency cooling tower will mitigate the risk of catastrophic system failure during peak event seasons, and lower facility utility consumption.

The installation of the tower will be completed in a manner to minimize impact on events at the Reno-Sparks Convention Center.

Fiscal Impact

The proposed Cooling Tower will be in an amount of seven hundred seventy-five thousand nine hundred seventy-eight dollars. ($775,978). Staff is also recommending a 10% contingency in the amount of seventy-seven thousand five hundred ninety-seven dollars ($77,597). This will make the total contract not to exceed eight hundred fifty-three thousand five hundred seventy-five dollars. ($853,575). The funds for this project were approved in the FY 2024 and FY 2026 Capital Budget and were carried forward into the approved FY 2027 budget.

Recommendation

RSCVA staff is recommending approval of the award of the purchase and installation of a new cooling tower to Johnson Controls, Inc. under the Sourcewell Contract #0808547-JHN as allowed pursuant to NRS 332.195 in the amount of $775,978 with a contingency of $77,597 for total not to exceed $853,575.

Proposed Motion

I move to award the proposal for the new cooling tower to Johnson Controls, Inc., in an amount not to exceed eight hundred fifty-three thousand five hundred seventy-five dollars ($853,575).

To: RSCVA Board of Directors

From: Robert Chisel, Finance-Consultant
Amy Pickens, Project Manager

Cc: Cortney Young, RSCVA Board Chair

Date: August 27, 2026

Subject: Review, discussion and possible action to approve Staff's recommendation to award Hussey Seating PWP-WA-2026-503 for the purchase and installation of a New Telescopic Bleacher System for the Reno Events Center by use of a Government Cooperative Purchasing Program. (Sourcewell Contract #081523-HSC) In an amount not to exceed $6,300,000. (This includes a 3.32% contingency)

Executive Summary

The purpose of this agenda item is to review staff's recommendations to award a proposal for the purchase and installation of a new telescopic bleacher system for the Reno Events Center, through a government cooperative purchasing program. The telescopic bleacher system, consisting of 4,481 seats, will be purchased from Hussey Seating in the amount of $6,090,672, with a contingency in the amount of $209,328, for a total of $6,300,000. This will make the total contract for an amount not to exceed $6,300,000. The purchase will be through the use of a joinder to the Government Cooperative Purchasing Program (Sourcewell Contract #081523-HSC) as allowed under Nevada Revised Statutes (NRS) 332.195. This item was approved in the Fiscal Year 2026-2027 Capital Improvement Budget in the amount of $6,300,000.

Background

The current bleacher infrastructure has been in service for 20 years, experiencing heavy utilization across athletic competitions, community assemblies, and concerts. A recent internal facility assessment revealed that the existing infrastructure is deteriorating past the point of cost-effective repair. Replacement parts for the legacy operating system are increasingly difficult to source, causing extended downtime during maintenance cycles. The age and design of the existing bleacher seating also creates concerns regarding guest comfort, as the older seats provide limited support and can be uncomfortable during extended events. Upgrading the seating would significantly improve the overall guest experience and provide a more comfortable environment for attendees. Additionally, the daily process of manually pulling the bleachers in and pushing them back out has become increasingly difficult and may present a potential safety hazard for staff responsible for their operation if there is further deterioration of the seats.

The modern telescoping configurations optimize square footage utilization, allowing for precise capacity scaling. Furthermore, improved sightlines, enhanced comfort options, and rapid-retraction capabilities allow the floor to transition swiftly between diverse event types, maximizing booking density.

The RSCVA received a proposal for a Telescopic Bleacher System that staff would like to purchase from Hussey Seating under the Sourcewell Contract #081523-HSC as allowed pursuant to NRS 332.195. Sourcewell serves government, education, and nonprofit organizations with a cooperative purchasing program that manages competitive solicitations that meet or exceed local requirements.

The installation of the seating will be completed in phases and in a manner to minimize impact on events at the Reno Events Center.

Fiscal Impact

The proposed Telescopic Bleacher System will be in an amount of six million ninety thousand six hundred seventy-two dollars. ($6,090,672). Staff is also recommending a 3.32% contingency in the amount of two hundred nine thousand three hundred twenty-eight dollars ($209,328). This will make the total contract not to exceed six million three hundred thousand dollars. ($6,300,000). This amount was included in the Fiscal Year 2026-27 Capital Fund budget. The following is the proposed payment schedule:

Payment Schedule

Dollar Amount	Due Date
$ 320,172.00	December 2026
$ 375,000.00	January 2027
$ 450,000.00	February 2027
$ 472,000.00	March 2027
$ 472,000.00	April 2027
$ 472,000.00	May 2027
$ 522,000.00	June 2027
$ 622,000.00	July 2027
$ 642,000.00	August 2027
$ 642,000.00	September 2027
$ 631,500.00	October 2027
$ 470,000.00	November 2027

Recommendation

RSCVA staff is recommending approval of the award of the Telescopic Bleacher System to Hussey Seating under the Sourcewell Contract #081523-HSC as allowed pursuant to NRS 332.195 in the amount of $6,090,672 with a contingency of $209,328 for total not to exceed $6,300,000.

Proposed Motion

I move to award the proposal for the telescopic bleacher system to Hussey Seating, in an amount not to exceed six million three hundred thousand dollars ($6,300,000.00).

RENO
EVENTS CENTER

CITY OF RENO

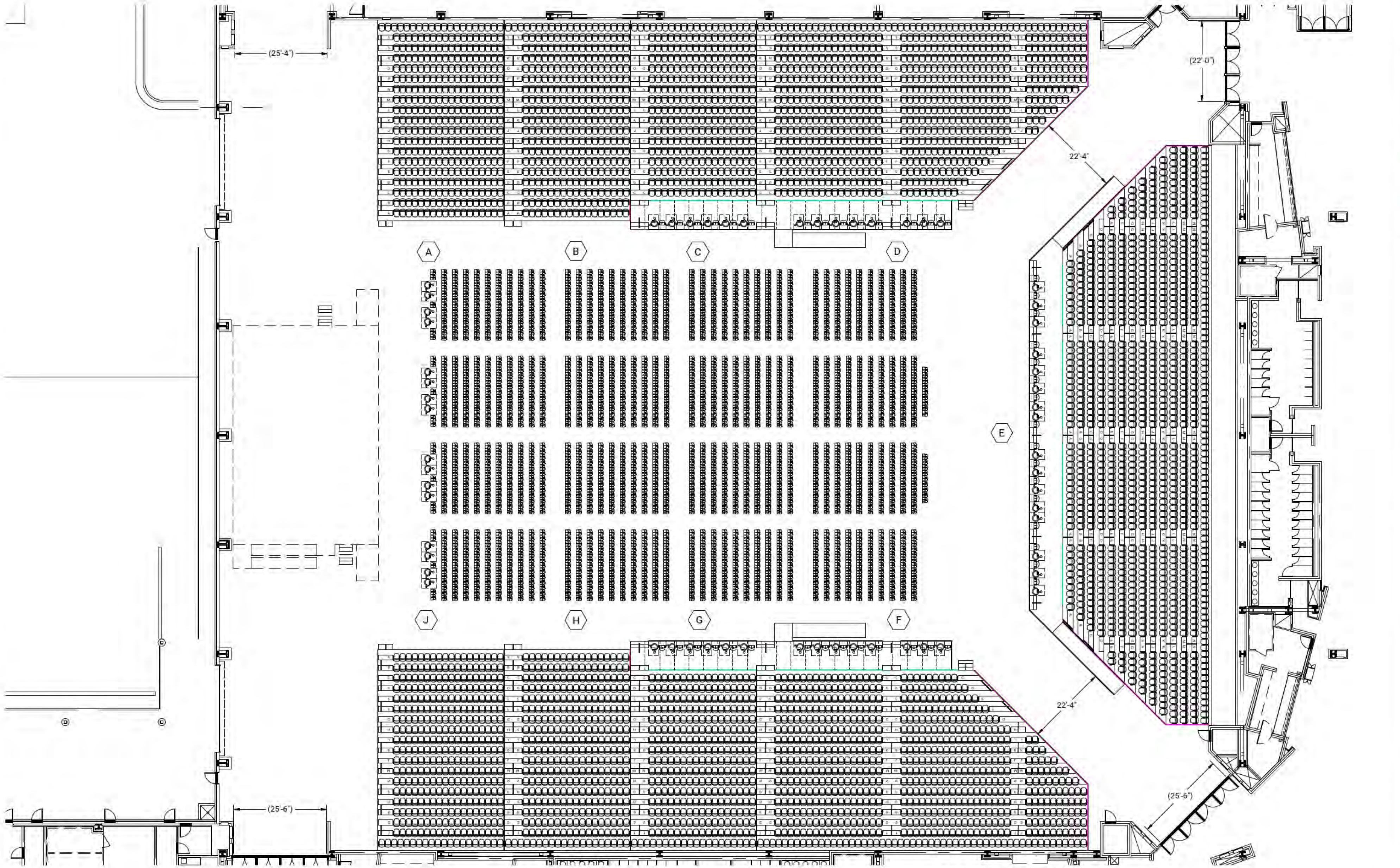
Reno Tahoe™

RE-SEATING RENO EVENT CENTER

Hussey SINCE 1835 husseyseating™
YOUR PARTNER FOR SEATING SOLUTIONS

EVENT CONFIGURATIONS

- **Full House**
- **¾ House**
- **½ House**
- **Fully Retracted**



MANIFEST PLAN - FULL HOUSE OPEN

PLAN OF SEATING
3/32" = 1'-0"

IMPORTANT NOTE REGARDING END RAILS:
ALL VERTICAL END RAILS NEED TO BE REMOVED TO ALLOW THE BLEACHER TO CLOSE.

FLOOR SEATING
(BY OTHERS)

OVERALL TOTAL: 2102

SUITE SEATING

OVERALL TOTAL: 270

ADA SEATING

OVERALL TOTAL: 60

TELESCOPIC SEATING

FORTE SEAT SUMMARY

TOTAL: 4211

husseyseating
39 DYER STREET EXT
NORTH BERWICK, ME 003906
TELEPHONE: (207) 676-2271

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO.
ORDER NUMBER

RAIL LEGEND:
- PRIMARY END RAIL
- SECONDARY END RAIL
- PRIMARY FRONT RAIL
- PROGRAMMING RAIL
- REAR RAIL
* * SOME LINES SHOWN MAY NOT PERTAIN TO THIS JOB

CHAIR TYPE & SUMMARY
FORTE - FOLD DOWN

COMPASS:
PLAN NORTH

PLATFORM KEY:

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF:
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE. PLEASE PROVIDE CORRECT CODE INFORMATION.

R	BY	DATE	DESCRIPTION
0	DFT / CHK	mm/dd/yy	ORIGINAL RELEASE

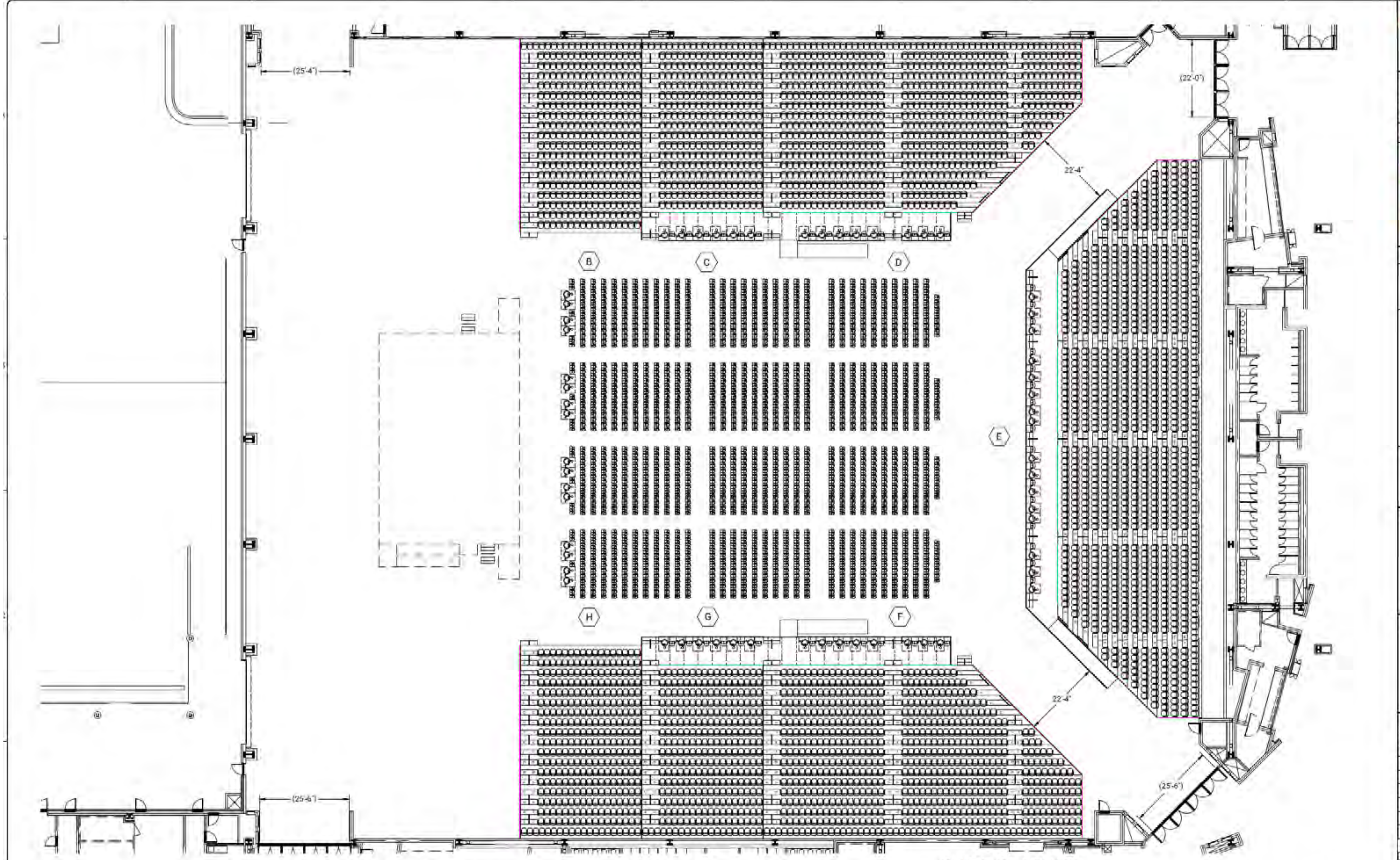
ORDER TYPE:
DIRECT

DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE:
MANIFEST PLAN
FULL HOUSE

FILE NAME:
ORDER NUMBER - REV

SHEET NO.: MP-01



MANIFEST PLAN - 3 QUARTER HOUSE OPEN

PLAN OF SEATING
3/32" = 1'-0"

IMPORTANT NOTE REGARDING END RAILS:
ALL VERTICAL END RAILS NEED TO BE REMOVED TO ALLOW THE BLEACHER TO CLOSE

FLOOR SEATING (BY OTHERS)

OVERALL TOTAL: 1648

SUITE SEATING

OVERALL TOTAL: 270

ADA SEATING

OVERALL TOTAL: 60

TELESCOPIC SEATING

FORTE SEAT SUMMARY

TOTAL: 3523

hussey seating

34 DYER STREET EXT
NORTH BERWICK, ME 03906
TELEPHONE (207) 676-2271

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO.
ORDER NUMBER

RAIL LEGEND:
- PRIMARY END RAIL
- SECONDARY END RAIL
- PRIMARY FRONT RAIL
- PROGRAMMING RAIL
- REAR RAIL

CHAIR TYPE & SUMMARY

FORTE - FOLD DOWN

COMPASS:

PLAN NORTH

PLATFORM KEY:

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF:
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE, PLEASE PROVIDE CORRECT CODE INFORMATION.

R	BY	DATE	DESCRIPTION
0	DFT / CHK	——	ORIGINAL RELEASE

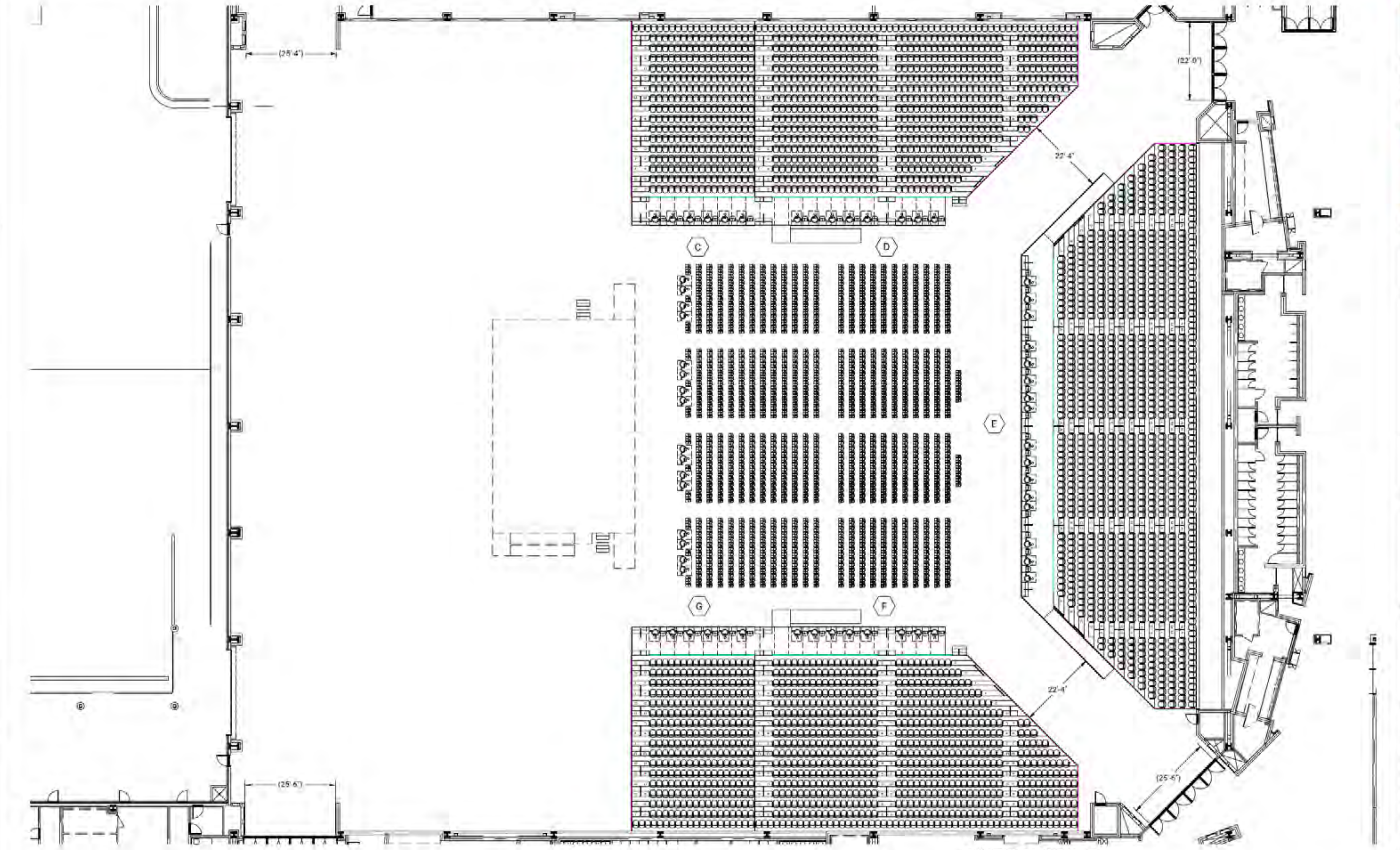
ORDER TYPE:
DIRECT

DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE:
MANIFEST PLAN
3 QUARTER HOUSE

FILE NAME:
ORDER NUMBER - REV

SHEET NO.:
MP-02



MANIFEST PLAN - HALF HOUSE OPEN

PLAN OF SEATING
3/32" = 1'-0"

IMPORTANT NOTE REGARDING END RAILS:
ALL VERTICAL END RAILS NEED TO BE REMOVED TO ALLOW THE BLEACHER TO CLOSE.

FLOOR SEATING (BY OTHERS)

OVERALL TOTAL: 1212

SUITE SEATING

OVERALL TOTAL: 270

ADA SEATING

OVERALL TOTAL: 60

TELESCOPIC SEATING

FORTE SEAT SUMMARY

TOTAL: 2871

husseyseating
38 DYER STREET EXT.
NORTH BERWICK, ME 03906
TELEPHONE: (207) 676-2271

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO.:
ORDER NUMBER

RAIL LEGEND:
- PRIMARY END RAIL
- SECONDARY END RAIL
- PRIMARY FRONT RAIL
- PROGRAMMING RAIL
- REAR RAIL
(*) SOME LINES SHOWN MAY NOT PERTAIN TO THIS JOB

CHAIR TYPE & SUMMARY
FORTE - FOLD DOWN

COMPASS:
PLAN NORTH

PLATFORM KEY:

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF:
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE PLEASE PROVIDE CORRECT CODE INFORMATION.

R	BY	DATE	DESCRIPTION
0	DFT CHK		ORIGINAL RELEASE

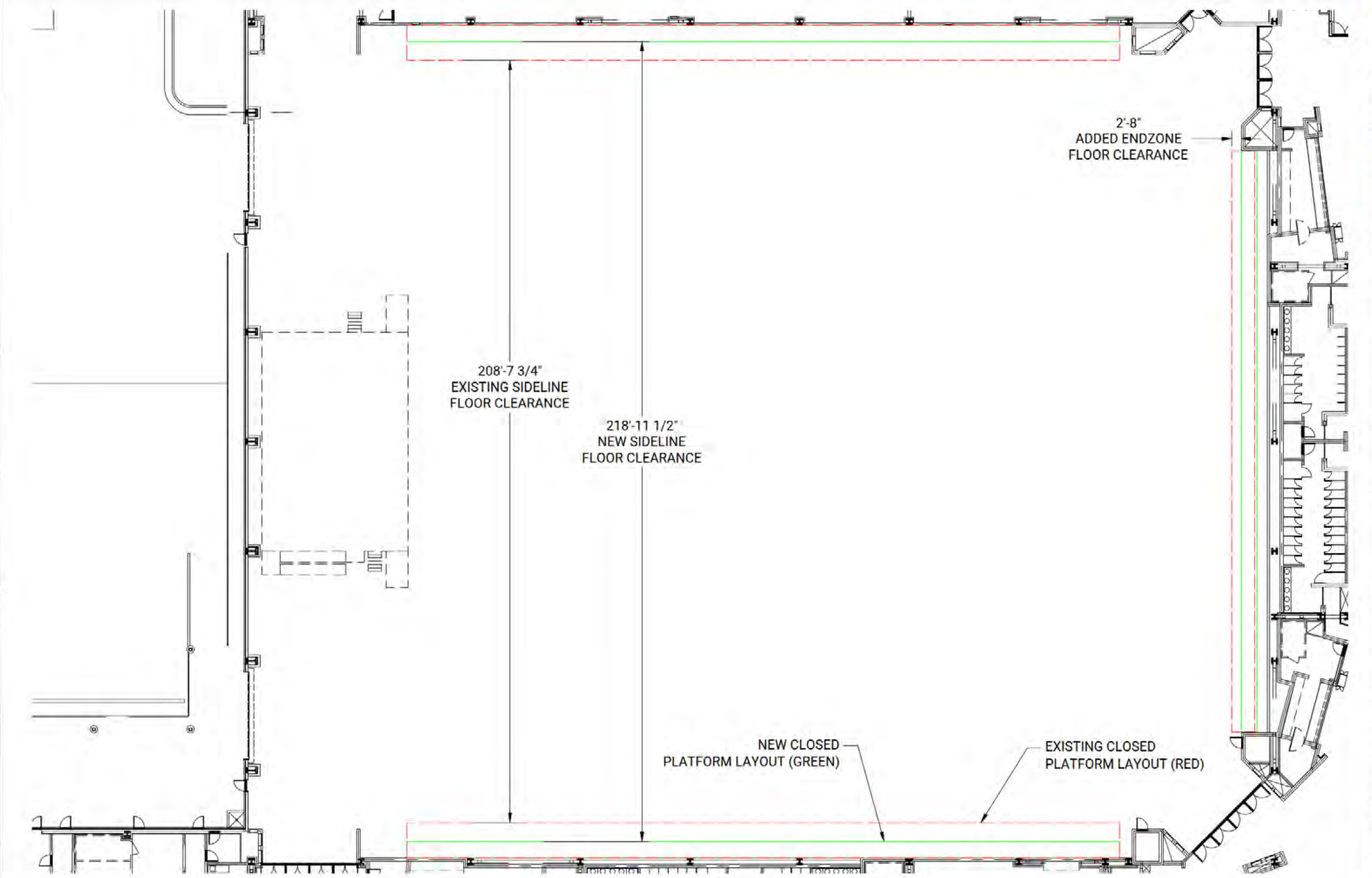
ORDER TYPE:
DIRECT

DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE:
MANIFEST PLAN
HALF HOUSE

FILE NAME:
ORDER NUMBER - REV

SHEET NO.
MP-03



CLOSED PLATFORMS - FLOOR CLEARANCE COMPARISON

PLAN OF SEATING
3/32" = 1'-0"

husseyseating
38 DYER STREET EXT
NORTH BERWICK, ME 003906
TELEPHONE (207) 676-2271

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO
ORDER NUMBER

RAIL LEGEND:

- PRIMARY END RAIL
- SECONDARY END RAIL
- PRIMARY FRONT RAIL
- PROGRAMMING RAIL
- REAR RAIL

CHAIR TYPE & SUMMARY

FORTE - FOLD DOWN

COMPASS:

PLAN NORTH

PLATFORM KEY:

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF:
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE, PLEASE PROVIDE CORRECT CODE INFORMATION

R	BY	DATE	DESCRIPTION
0	DFT / CHK		ORIGINAL RELEASE

ORDER TYPE:
DIRECT

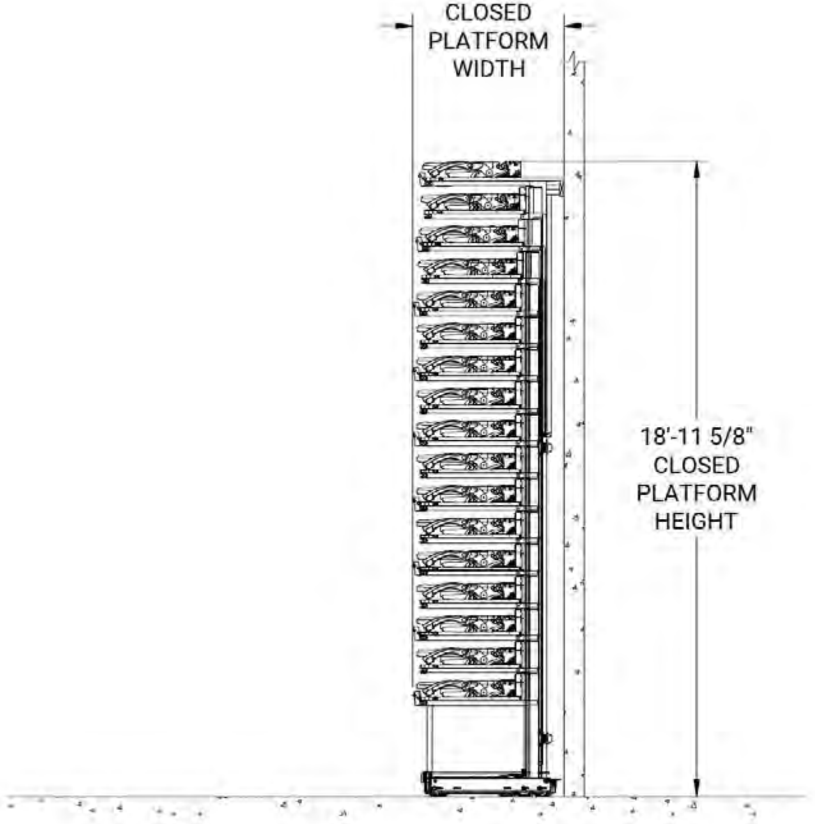
DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE:
CLOSED CONFIGURATION
FLOOR CLEARANCE

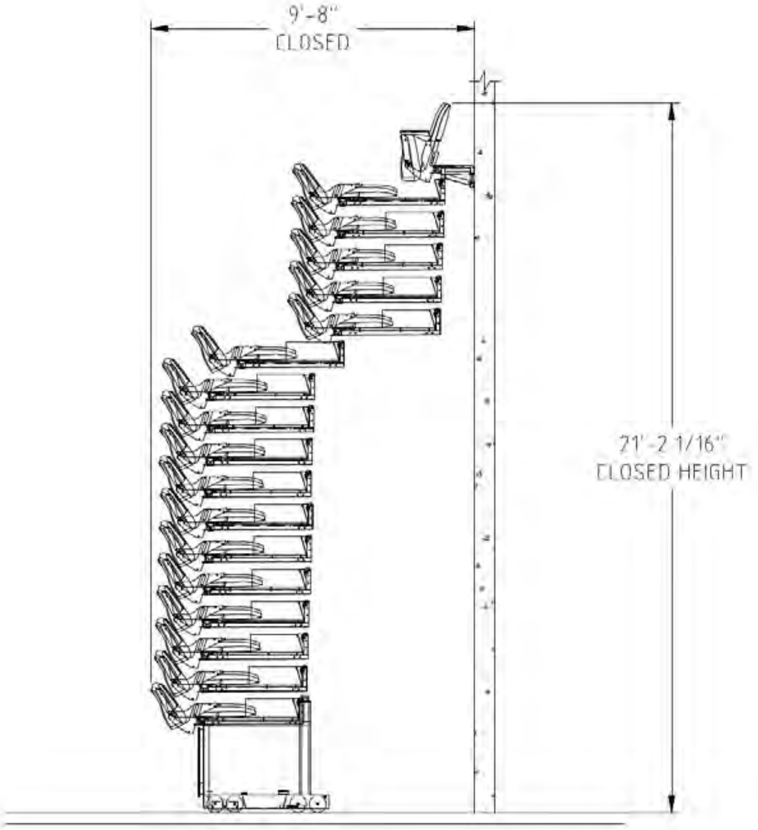
FILE NAME:
ORDER NUMBER - REV

SHEET NO.:
MP-04

COMPACT CLOSED POSITIONS GAINED MORE FLOOR SPACE WHEN RETRACTED



SIDELINE CLOSED - NEW LAYOUT



SIDELINE CLOSED - EXISTING LAYOUT

husseyseating
38 DYER STREET EXT.
NORTH BERWICK, ME 003906
TELEPHONE (207) 676-2271

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO
ORDER NUMBER

CHAIR TYPE & SUMMARY

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF:
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE, PLEASE PROVIDE CORRECT CODE INFORMATION.

R	BY	DATE	DESCRIPTION
0	DFT / CHK		ORIGINAL RELEASE

ORDER TYPE: DIRECT

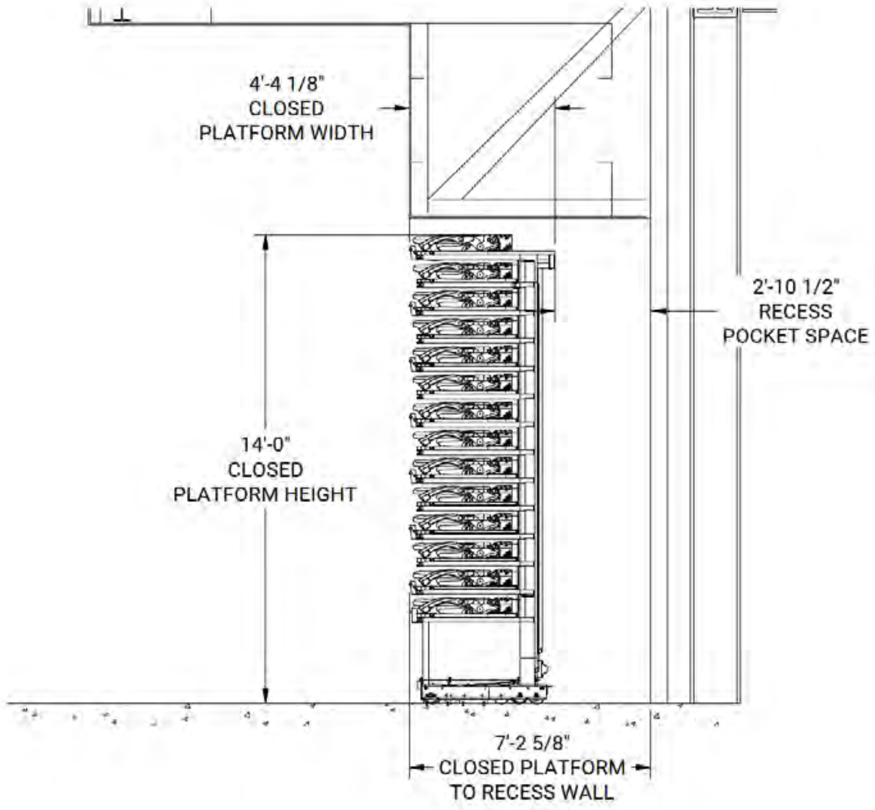
DRAWN BY: DFT CHECKED BY: CHK

SHEET TITLE: SECTION VIEWS ENDZONE

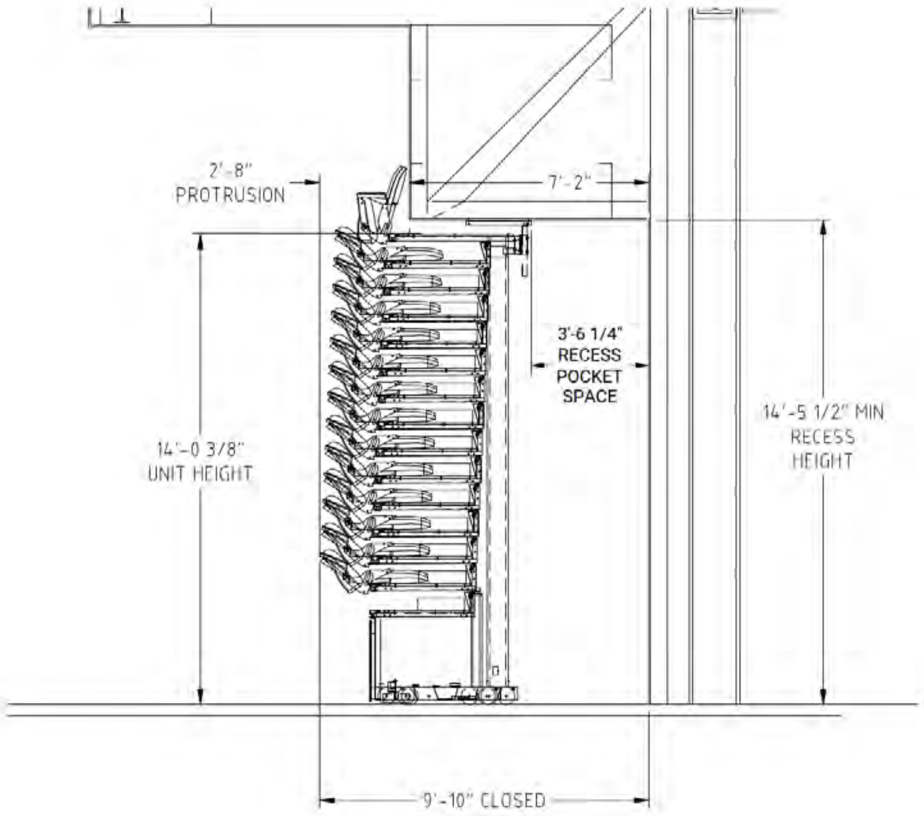
FILE NAME: ORDER NUMBER - REV

SHEET NO.: SC-04

COMPACT CLOSED POSITIONS GAINED MORE FLOOR SPACE WHEN RETRACTED



ENDZONE CLOSED - NEW LAYOUT



ENDZONE CLOSED - EXISTING LAYOUT

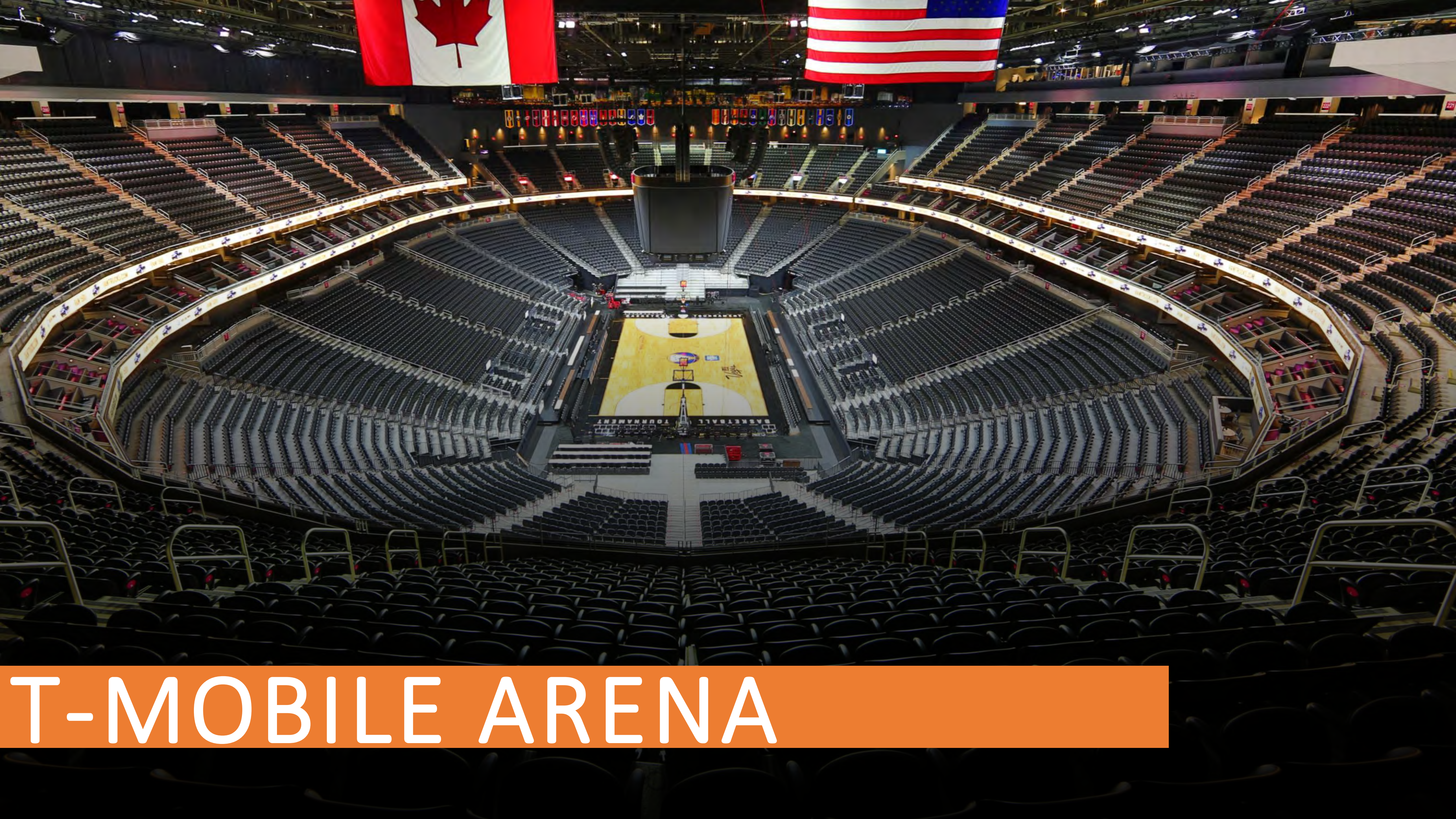
husseyseating

RENO
EVENT CENTER
RENO, NV
ORDER NUMBER
CHAIR TYPE & SUMMARY

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE, PLEASE PROVIDE CORRECT CODE INFORMATION.

R	BY	DATE	DESCRIPTION
0	DFT CHK		ORIGINAL RELEASE

ORDER TYPE: DIRECT
DRAWN BY: DFT
CHECKED BY: CHK
SHEET TITLE: SECTION VIEWS ENDZONE
FILE NAME: ORDER NUMBER - REV
SHEET NO. SC-06



T-MOBILE ARENA

COMPACT FORTE SEATS FOR TELESCOPIC SYSTEM

husseyseating™
YOUR PARTNER FOR SEATING SOLUTIONS
+ CAMATIC SEATING

CLARITY SEATS FOR THE SUITES

HUSSEY SINCE 1835 husseyseating™
YOUR PARTNER FOR SEATING SOLUTIONS
+ CAMATIC SEATING

BISMARCK EVENT CENTER


202
203
204
101
102
Moritz

BEFORE AND AFTER IMAGES

hussey seating
YOUR PARTNER FOR SEATING SOLUTIONS

EVENTUM

Event Ready. On Time. Every Time.

- **Next Generation Telescopic Platform**
- **Designed by the Global TP leader to deliver:**
  - More Operational Efficiency
  - Faster Conversions
  - Consistent Reliability
  - Simpler Serviceability
  - Quality. Durability. Safety. Performance
  - Breakthrough Technologies

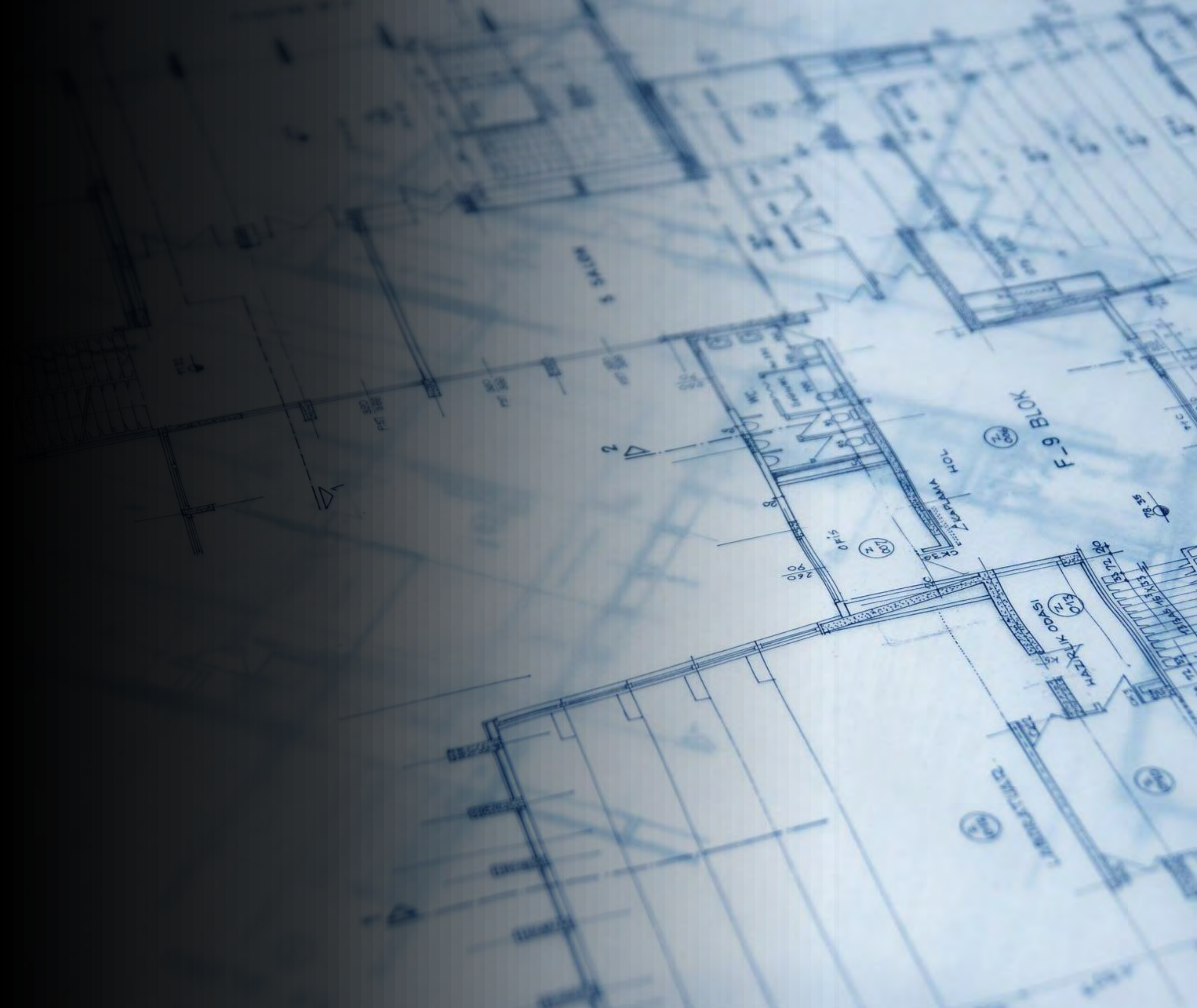
EVENTUM

Event Ready. On Time. Every Time.

Key New Design Enhancements – Next Generation

- ✓ Opens from back forward for greater efficiencies in opening and closing.
- ✓ Eliminate 95% of end rail bolted connects for increase safety & Operations.
- ✓ Steerable drive motors for ease and accuracy of opening and closing.
- ✓ Gas struts allow you to lift or lower 14 seats at a time from the aisle.
- ✓ Manual disengage drive motors to manually operate in case of power loss.
- ✓ Underlighting of telescopic included for ease of maintenance.
- ✓ Only Telescopic that has been ICC-ES Certified to pass or exceed all standards and codes.
- ✓ Fan enhancements include, increased deck thickness for solid feel, greatly reduce noise when walking on surface, increased seat comfort and options.
- ✓ Top sided fastening of components & hardware with modular frame construction makes upkeep and maintenance much easier with reduced cost.
- ✓ New drive motors can be relocated anywhere along the first row to account for imperfections in concrete and has adjustable pressure to apply into the floor for improved traction making it easier to operate.
- ✓ 16 additional key features not listed that improve operations, safety and maintenance.

SCHEDULE



CURRENT PHASING PLAN

YELLOW - OPTION 3

South End Zone

9/8/27 - 9/23/27
- Demo
- Build Back & Close for Trade Show

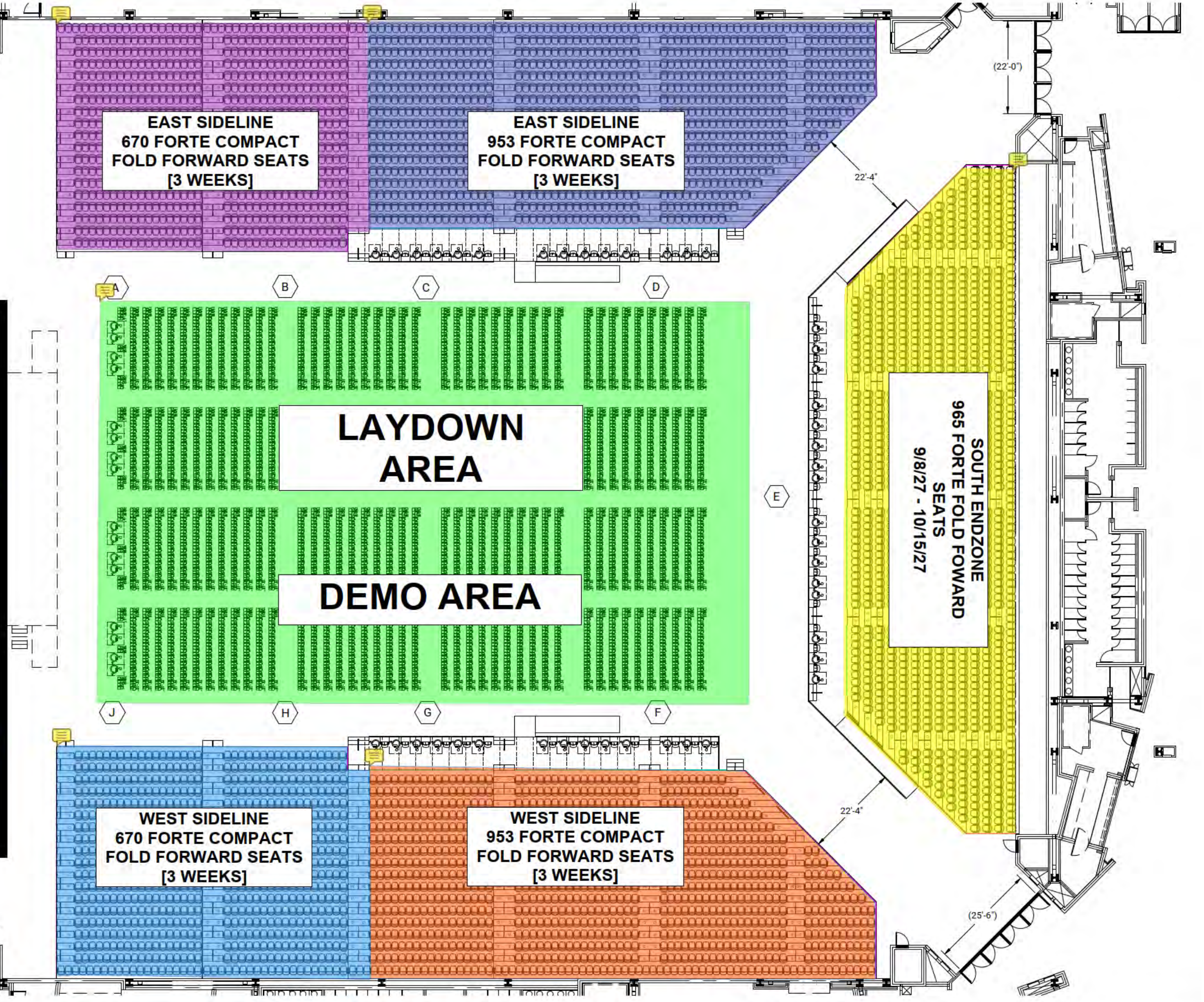
10/4 - 10/15
- Complete South End Zone

East Sideline
- Schedule Two (3) Week Blocks

West Sideline
- Schedule Two (3) Week Blocks

- Additional Lay Down Area Required

BLACK - Balcony mo



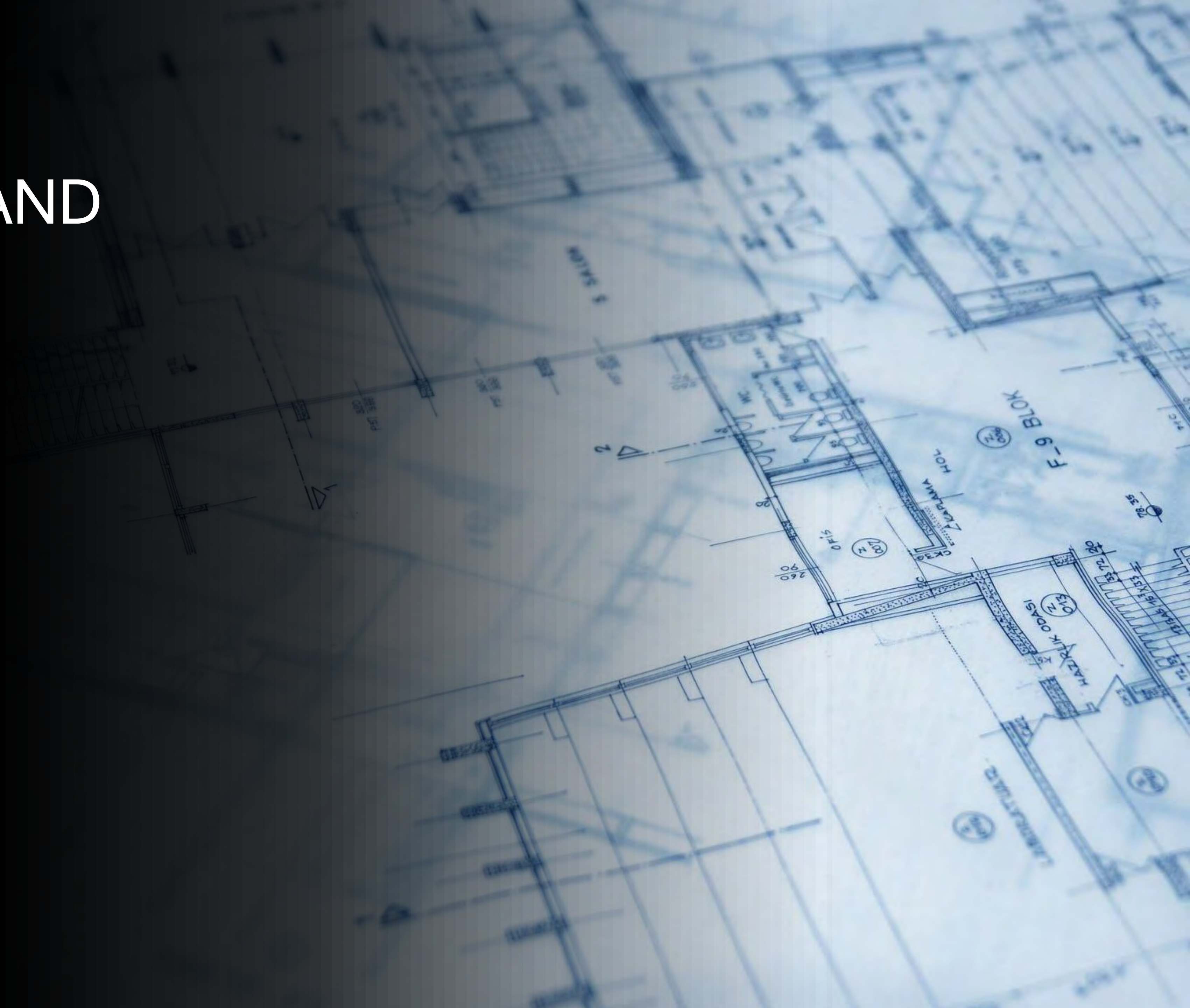
MANIFEST PLAN - FULL HOUSE OPEN

PLAN OF SEATING
3/32" = 1'-0"

ADA SEATING	
OVERALL TOTAL:	60

FORTE SEAT SUMMARY	
TOTAL:	4211

PRICE PROPOSAL AND GENERAL NOTES



Price Proposal

QTY	Description	Pricing
7	**Telescopic System Sections** Row and seat identification, polydeck walking surface, harness tie off connection points , inter-locking end rails to greatly reduce bolted connections, steerable drive motors for ease of opening and closing the system, protective steel end caps (no exposed plywood), side curtains, aisle steps, storage carts for guardrails and side curtains, configurations as per attached drawings, includes demo/disposal of existing system.	$3,977,294
4,211	**Forte Compact Fold Forward Seats** Row and seat identification, 1" back and seat bottom foam with an Upholstered marine grade vinyl, fold forward seats close or open from the aisle up to 12 seats at a time with the lift assist gas struts, cupholders, includes demo/disposal of existing seats on telescopic.	$1,827,574
270	**Clarity Seats in Balcony Suites** Row and seat identification, 2" back and seat bottom foam with upholstered marine grade vinyl fabric, aluminum beam mounted seat, 36" tall backs, standard polymer seat back and bottom covers, cupholders, Aisle lights, includes demo / disposal of existing seats.	$165,500
1	**New ADA portable decking required for new telescopic system**	$60,000
1	**Payment and Performance Bond**	$60,304
	TOTAL	**$6,090,672**

NOTES

TELESCOPIC PLATFORM

Proposed with a polydeck walking surface with fire rated surface.

Upgrade drive package with integral steerable power to open and close each section.

Removable end rails, intermediate steps, double hinged steel gap closures at the section breaks.

All exposed ends of the telescopic platforms to have side curtains.

FIXED SEATING BALCONY SEATING

Seats to be riser mounted where possible and when not possible to be floor mounted

Same seats as the telescopic but with upgraded seat foam package

GENERAL NOTES

Pricing is good for 60 days

Prevail wage rates included for all on site labor cost.

Payment terms to be monthly schedule of values.

Pricing is based on installation of the telescopic system being installed in the 3rd or 4th quarter of 2027

Builds Risk Insurance is included

Pricing is based on using Sourcewell

Recycling is not required

NOT INCLUDED IN OUR PROPOSAL

Sales tax & permits

Existing portable decks used for elevated ADA platforms to be re-used as detailed in attached drawing.

Other configurations not detailed in the attached drawings.

Folding Chairs

Sourcewell Contract Pricing

Sourcewell Cost Sheet Contract # 081523-HSC

Reno Event Center
Reno, Nevada

husseyseating
YOUR PARTNER FOR SEATING SOLUTIONS

Eventum/MXP -Telescopics

Row #	Category	Product Description	Unit of Measure	QTY	Catalog List Price	SubTotal	Bid Discount	Total Discounted	Disconted unit price
327	Telescopic Platform	MXP/Eventum Telescopic Platform w/ PolyDeck | Prevailing Wage	per gross seat	6082	$ 2,244.76	$13,652,605.99	71.62%	$3,874,609.58	$ 637.06
103	Telescopic Platform	11 5/8" rise add	per gross Seat	6082	$ 3.54	$ 21,530.28	71.62%	$ 6,110.29	$ 1.00
custom	Telescopic Platform -	LED Aisle Light	per step	271	$ 213.71	$ 57,915.41	71.62%	$ 16,436.39	$ 60.65
340	Telescopic Platform -	Rubber Gap Closures on Telescopic	each	110	$ 110.00	$ 12,100.00	71.62%	$ 3,433.98	$ 31.22
335	Telescopic Platform -	Portable Straight Stair Unit	per stair unit	2	$ 13,872.55	$ 27,745.10	71.62%	$ 7,874.06	$ 3,937.03
custom	Telescopic Platform -	Fire retardent D-Blaze added to Polydeck -	Per gross seat	6082	$ 8.12	$ 49,401.19	71.62%	$ 14,020.06	$ 2.31
136	Telescopic Platform -	Removable end rails (30",32",33" row Spacing)	per rail	100	$ 312.72	$ 31,272.00	71.62%	$ 8,874.99	$ 88.75
131	Telescopic Platform -	Removable front rails	per ft	229	$ 110.00	$ 25,190.00	71.62%	$ 7,148.92	$ 31.22
custom	Telescopic Platform -	Rail carts -	per cart	5	$ 9,300.00	$ 46,500.00	71.62%	$ 13,196.70	$ 2,639.34
258	Telescopic Platform -	End curtains 19 row +	per end	6	$ 10,861.00	$ 65,166.00	71.62%	$ 18,494.11	$ 3,082.35
350	Telescopic Platform -	Project Management - Complex DDD Projects	each	1	$ 25,000.00	$ 25,000.00	71.62%	$ 7,095.00	$ 7,095.00
					Subtotal	$14,014,426	71.62%	$ 3,977,294	$ 308.60

F.F Telescopic Seating

Row #	Category	Product Description	Unit of Measure	QTY	Catalog List Price	SubTotal	Bid Discount	Total Discounted	Disconted unit price
329	Telescopic Platform Chair	Quattro/ Forte Collection Telescopic Platform Chairs | Forward Fold Chair Operation	per net seat	4211	$ 890.27	$ 3,748,926.97	51.25%	$1,827,574.00	$ 434.00
					Subtotal	$ 3,748,927	51.25%	$ 1,827,574	$ 434.00

Forte/Quattro - Suite Seats

Row #	Category	Product Description	Unit of Measure	QTY	Catalog List Price	SubTotal	Bid Discount	Total Discounted	Disconted unit price
9	Fixed Seating	Clarity/ Quattro Classic S3.H.3.A	per chair	270	$ 571.90	$ 154,413.00	40.00%	$ 92,647.80	$ 343.14
91	Accessories Clarity/Quattro	Quilted IV back or seat	each	270	$ 19.35	$ 5,224.50	40.00%	$ 3,134.70	$ 11.61
97	Accessories Clarity/Quattro	Quattro/Clarity Armrest Cupholders	each	270	$ 5.53	$ 1,493.10	40.00%	$ 895.86	$ 3.32
Custom	Accessories Clarity/Quattro	Quattro/Clarity Beams	each	27	$ 950.00	$ 25,650.00	40.00%	$ 15,390.00	$ 570.00
Custom	Accessories Clarity/Quattro	Quattro/Clarity Brackets	each	150	$ 593.69	$ 89,053.50	40.00%	$ 53,432.10	$ 356.21
					Subtotal	$ 275,834	40.00%	$ 165,500	$ 167.68

Misc Items

Row #	Category	Product Description	Unit of Measure	QTY	Catalog List Price	SubTotal	Bid Discount	Total Discounted	Disconted unit price
		Allowance for new supports for existing ADA Decks	each	1				$ 60,000.00	$ -
		Payment and performance Bond	each	1				$ 60,303.00	$ -
					Subtotal			$ 120,303.00	

Final $ 6,090,672

ESTIMATED MONTHLY PROGRESS BILLINGS
(subject to change based on final schedule)

			Schedule of Values Billing 2026/2027											
Item #	Description of Work	Value	December	January	February	March	April	May	June	July	August	September	October	November
1	Telescopic South Endzone	$ 1,330,255	$ 86,723	$125,000	$150,000	$150,000	$150,000	$150,000	$200,000	$250,000	$250,000	$ 250,000	$ 250,000	$ 150,000
2	Telescopic West Sideline	$ 2,237,307	$ 86,723	$125,000	$150,000	$150,000	$150,000	$150,000	$150,000	$175,000	$175,000	$ 175,000	$ 175,000	$ 150,000
3	Telescopic East Sideline	$ 2,237,307	$ 86,423	$125,000	$150,000	$150,000	$150,000	$150,000	$150,000	$175,000	$175,000	$ 175,000	$ 175,000	$ 150,000
4	Fixed Forte Suite Seats	$ 165,500	$ -	$ -	$ -	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 11,500	$ -
5	ADA Decking Allowance	$ 60,000	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
6	Payment & Performance Bond	$ 60,303	$ 60,303	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 20,000	$ 20,000	$ 20,000	$ 20,000
	SubTotal	$ 6,090,672	$ 320,172	$375,000	$450,000	$472,000	$472,000	$472,000	$522,000	$622,000	$642,000	$ 642,000	$ 631,500	$ 470,000

To: RSCVA Board of Directors

From: Robert Chisel
Finance Consultant

Date: August 27, 2026

Subject: Discussion and possible action on a resolution of intent of the Reno-Sparks Convention And Visitors Authority, proposing the issuance in the name and on behalf of Washoe County, Nevada, general obligation (limited tax) Reno-Sparks Convention And Visitors Authority convention center bonds (additionally secured by pledged revenues) in the maximum aggregate principal amount of $25,000,000 for the purpose of financing convention center facilities; authorizing the publication of notices related thereto; and providing other matters properly related thereto. (Two-thirds Majority Vote Required)

Executive Summary

The Authority has approved the Fiscal Year 2027 budget. This budget includes the issuance of a $25,000,000 bond for capital improvements at the Reno-Sparks Convention Center. To continue in the process of issuing the bonds, the Board needs to adopt the attached resolution of intent to issue the bonds.

The proposed general obligation bonds (additionally secured by pledged revenues) are issued pursuant to NRS 244A.597 through 244A.655, NRS 350.020(3) and NRS 350.500 through 350.720 and are issued by the Authority in the name and on behalf of and in the name of Washoe County.

The Washoe County Debt Management Commission has adopted an approval resolution for the issuance of the bonds.

Background

The Authority's FY 2027 budget, approved by the Board on May 28, 2026, has the issuance of a $25,000,000 bond, with an estimated sale date of December 2026/January 2027. The bond proceeds are to fund capital improvements at the Reno-Sparks Convention Center. The proposed bond will be a ten-year issue with the first payment due in FY 2028.

On June 25, 2026, the Board adopted a notice resolution to the Debt Management Commission to request that the Washoe County Debt Management Commission adopts an approval resolution for the issuance of the Bonds.

On August 14, 2026, the Washoe County Debt Management Commission adopted an approval resolution for the issuance of the Bonds.

Additional steps required under NRS 350.020 and 350.500 through 350.720 must be followed by the Authority and a bond resolution and a bond ordinance must be adopted by the Authority and Washoe County before the Bonds may be issued.

Below is a tentative timeline of the coming milestones in the issuance of the new Bonds:

Date	Activity
08/30/26	Resolution of Intent published in the Reno Gazette Journal (begins 90-day petition period)
09/16/26	First notice of public hearing published in the Reno Gazette Journal
09/23/26	Second notice of public hearing published in the Reno Gazette Journal
09/30/26	Third notice of public hearing published in the Reno Gazette Journal
10/22/26	Board holds public hearing on proposed bonds
12/10/26	Board adopts Bond Resolution
12/15/26	Washoe County Commission adopts Ratification Ordinance
01/07/27	Bond Sale (Tentative)

Currently the Authority has one bond outstanding, a Series 2021A that was a refunding of earlier bonds used for the expansion and remodel of the Reno-Sparks Convention Center in 2000 to 2002. The Series 2021A Bonds are supported by pledged revenues which includes the proceeds of a 2% license tax imposed upon the rental of transient lodging within the County, General Room License Taxes (6%), and net Facilities Revenues. As of August 27, 2026, the outstanding principal on the debt is $38,345,000. The Series 2021A Bonds also feature a Revenue Stabilization Fund of $4,654,113, which is held by the bond trustee. The Stabilization Fund was created under a cooperative agreement between the Authority and the County.

Fiscal Impact

The issuance of the bonds is to result in proceeds to fund capital improvements at the Reno-Sparks Convention Center in the amount of $25,000,000. Debt service on the bonds will accrue through fiscal year 2037. After issuance, combined debt service on the 2021 bonds and the new bonds will be approximately $9.4 million in fiscal years 2028 through 2032, and will decline afterwards to approximately $5.6 million in fiscal years 2034 through 2037.

Recommendation

Staff recommends approval of this resolution and the Board authorizes and directs to publish in a newspaper of general circulation in the County the following:

1. The Notice of Adoption of Resolution of Intent on August 30, 2026.
2. The Notice of Public Hearing three times on September 16, September 23 and September 30, 2026.
3. Pursuant to NRS 350.020(3), approval of this Resolution requires a 2/3 majority vote of the Board.

Summary - a resolution of intent to issue general obligation (limited tax) Reno-Sparks Convention and Visitors Authority convention center bonds (additionally secured by pledged revenues).

RESOLUTION NO. _____

A RESOLUTION OF INTENT OF THE RENO-SPARKS CONVENTION AND VISITORS AUTHORITY, PROPOSING THE ISSUANCE IN THE NAME AND ON BEHALF OF WASHOE COUNTY, NEVADA, GENERAL OBLIGATION (LIMITED TAX) RENO-SPARKS CONVENTION AND VISITORS AUTHORITY CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) IN THE MAXIMUM AGGREGATE PRINCIPAL AMOUNT OF $25,000,000 FOR THE PURPOSE OF FINANCING CONVENTION CENTER FACILITIES; AUTHORIZING THE PUBLICATION OF NOTICES RELATED THERETO; AND PROVIDING OTHER MATTERS PROPERLY RELATED THERETO.

WHEREAS, the Board of Directors (the "Board") of the Reno-Sparks Convention and Visitors Authority, Nevada (the "Authority") proposes to issue in the name and on behalf of Washoe County, Nevada (the "County") up to $25,000,000 of general obligation (limited tax) Reno-Sparks Convention and Visitors Authority convention center bonds additionally secured by pledged revenues (the "Bonds") for the purpose of financing convention center facilities of the Authority, including, without limitation, buildings and other improvements at and in the vicinity of the Reno-Sparks Convention Center (the "Project"); and

WHEREAS, the Board proposes to issue the Bonds additionally secured by a pledge of the net revenues of the recreational facilities under the jurisdiction of the Authority and of proceeds of certain license taxes (room taxes) fixed and imposed by the County and the incorporated cities within the County and distributed to the Authority (the "Pledged Revenues"); and

WHEREAS, the Board has determined that the Pledged Revenues will at least equal the amount required in each year for the payment of interest and principal on such Bonds and that no increase in the rate of an ad valorem tax is anticipated to be necessary for the payment of interest and principal on such Bonds for the term thereof; and

WHEREAS, pursuant to NRS 350.020(3), the Board proposes to incur these general obligations without an election unless a petition requesting an election signed by 5% of the registered voters of the County is presented to the Board within 90 days after the publication of a notice of the adoption of this resolution of intent requiring the Board to submit to the qualified electors of the County for their approval or disapproval the following proposal (the "Proposal"):

> **GENERAL OBLIGATION (LIMITED TAX) RSCVA CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) PROPOSAL:**
>
> **Shall the Reno-Sparks Convention and Visitors Authority be authorized to incur in the name and on behalf of Washoe County, Nevada, a general obligation indebtedness (additionally secured by pledged revenues) by the issuance at one time, or from time to time, of the County's general obligation (limited tax) convention center bonds, in one series or more, in the aggregate principal amount of not exceeding $25,000,000 for the purpose of reconstructing, expanding, improving and equipping recreational facilities in the County, including, without limitation, buildings and other improvements at and in the vicinity of the Reno-Sparks Convention Center, and real property, structures, fixtures, furniture and equipment therefore and all appurtenances and incidental necessary, useful or desirable thereto, such bonds to mature commencing not later than five (5) years from the date or respective dates of the bonds and ending not later than thirty (30) years therefrom, payable from general (ad valorem) taxes (except to the extent pledged revenues and other monies are available therefor), and to be issued and sold at, above, or below par at an effective interest rate including any sale discount, as shall be determined at the time of the sale thereof, not exceeding the statutory maximum rate, if any, in effect at the time bonds are sold and otherwise to be issued in such manner, upon such terms and conditions, with such covenants and agreements, and with such other detail as the Board may determine, including at its option but not necessarily limited to provisions for the redemption of bonds prior to maturity without or with the payment of a premium?**

WHEREAS, pursuant to NRS 350.011 to 350.0165, inclusive, the Board has submitted the Proposal to the Debt Management Commission of Washoe County (the "Commission"); and

WHEREAS, the Commission has approved the Proposal; and

WHEREAS, NRS 350.020(3) provides that a public hearing must be held before issuing the Bonds.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE RENO-SPARKS CONVENTION AND VISITORS AUTHORITY, NEVADA:

Section 1. This resolution shall be known as and may be cited by the short title "2026 Resolution of Intent to Issue Convention Center Bonds" (this "Resolution").

Section 2. All action heretofore taken (not inconsistent with the provisions of this Resolution) by the Board and the officers of the Board directed:

(a) Toward the Project to be financed by the Bonds; and

(b) Toward the issuance of the Bonds to defray, in part, the cost thereof,

be, and the same hereby is, ratified, approved and confirmed.

Section 3. The Board and the officers of the Board be, and they hereby are, authorized and directed to publish this resolution of intent or to publish a notice of the adoption of the resolution of intent relating to the Board's Proposal to issue the Bonds in a newspaper of general circulation in the County, at least once, or at such other time as specified by the Authority's Finance Consultant (the "Finance Consultant") or designee.

Section 4. Such notice to issue the Bonds shall be published once in a newspaper of general circulation in the County in substantially the following form:

(Form of Notice of Adoption of Resolution of Intent for Publication)

NOTICE OF THE INTENT OF THE BOARD OF DIRECTORS OF THE RENO-SPARKS CONVENTION AND VISITORS AUTHORITY, TO ISSUE IN THE NAME AND ON BEHALF OF WASHOE COUNTY, NEVADA, GENERAL OBLIGATION (LIMITED TAX) RENO-SPARKS CONVENTION AND VISITORS AUTHORITY CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) IN THE MAXIMUM AGGREGATE PRINCIPAL AMOUNT OF $25,000,000

NOTICE IS HEREBY GIVEN that the Board of Directors (the "Board") of the Reno-Sparks Convention and Visitors Authority, Nevada (the "Authority"), by a resolution, passed, adopted, signed and approved on August 27, 2026, and designated in Section 1 thereof by the short title "2026 Resolution of Intent to Issue Convention Center Bonds" has made the following proposal (the "Proposal) for the issuance in the name and behalf of Washoe County, Nevada (the "County") General Obligation (Limited Tax) Reno-Sparks Convention and Visitors Authority Convention Center Bonds (Additionally Secured by Pledged Revenues) (the "Bonds") designated below:

GENERAL OBLIGATION (LIMITED TAX) RSCVA CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) PROPOSAL:

Shall the Reno-Sparks Convention and Visitors Authority be authorized to incur in the name and on behalf of Washoe County, Nevada, a general obligation indebtedness (additionally secured by pledged revenues) by the issuance at one time, or from time to time, of the County's general obligation (limited tax) convention center bonds, in one series or more, in the aggregate principal amount of not exceeding $25,000,000 for the purpose of reconstructing, expanding, improving and equipping recreational facilities in the County, including, without limitation, buildings and other improvements at and in the vicinity of the Reno-Sparks Convention Center, and real property, structures, fixtures, furniture and equipment therefore and all appurtenances and incidental necessary, useful or desirable thereto, such bonds to mature commencing not later than five (5) years from the date or respective dates of the bonds and ending not later than thirty (30) years therefrom, payable from general (ad valorem) taxes (except to the extent pledged revenues and other monies are available therefor), and to be issued and sold at, above, or below par at an effective interest rate including any sale discount, as shall be determined at

the time of the sale thereof, not exceeding the statutory maximum rate, if any, in effect at the time bonds are sold and otherwise to be issued in such manner, upon such terms and conditions, with such covenants and agreements, and with such other detail as the Board may determine, including at its option but not necessarily limited to provisions for the redemption of bonds prior to maturity without or with the payment of a premium?

The Proposal was approved upon the adoption of a resolution by the Debt Management Commission of Washoe County, Nevada.

The Board has determined that the Bonds will be issued for the purpose of financing convention center facilities of the Authority (as further described in the above Proposal) will be additionally secured by a pledge of net revenues of the recreational facilities under the jurisdiction of the Authority and of proceeds of certain license taxes (room taxes) fixed and imposed by the County and the incorporated cities within the County and distributed to the Authority (the "Pledged Revenues"). The Board has determined that the Pledged Revenues will at least equal the amount required in each year for the payment of the interest on and the principal of the Bonds, and that no increase in the rate of an ad valorem tax is anticipated to be necessary for the payment of the interest on and the principal of the Bonds for the term thereof.

Based upon this determination, the Board intends to incur these general obligations as set forth above without an election as provided in NRS 350.020(3), unless within ninety (90) days after the publication of this notice a petition or petitions requesting an election is presented to the Board signed by not fewer than five percent (5%) of the registered voters of the County. The number of registered voters is to be determined as of the close of registration for the last preceding general election.

At a meeting or meetings of the Board, the Board shall proceed to enact a resolution or resolutions authorizing the issuance of the Bonds. Such resolution or resolutions authorizing the issuance of the Bonds will be effective unless prior to 5:00 p.m. on November 30, 2026, a petition is presented to the Board asking for an election upon the question of whether or not the proposed general obligations shall be incurred. The petition for an election herein referred to may be presented to the Board at any time prior to the expiration of ninety (90) days after the publication of this notice. In the event such petition is presented, no such resolution or resolutions shall be effective except pursuant to an election called and held for such purpose and carried by a majority of the votes cast. In the event no such petition is presented, the Bonds will be authorized as described above. The resolution or resolutions authorizing the Bonds will, in addition, contain provisions for additionally securing the payment of the general obligations by pledging the Pledged Revenues to the payment of the Bonds.

The authority to issue the Bonds if conferred at the election or if conferred by the fact no petition is presented to the Board requesting such an election within ninety (90) days of the date of publication hereof shall be deemed to be a continuing authority and the Board shall be authorized to sell the Bonds at such time or times and upon such terms and conditions as it deems proper in accordance with the provisions of the Proposal and the laws of the State of Nevada.

All persons interested are hereby advised that further information regarding the projects to be financed by the Bonds, the Bonds and the Pledged Revenues, and all proceedings in the premises, are on file in the office of the Authority's Finance Consultant (the "Finance Consultant"), 4065 S. Virginia Street, Reno, Nevada 89502, and can be seen and examined by the interested persons during the regular office hours of the Finance Consultant.

The determination by the Board that the Pledged Revenues will at least equal the amount required in each year for the payment of interest and principal on the Bonds becomes conclusive on the last day for filing the petition, i.e., on November 30, 2026.

BY ORDER of the Board of Directors of the Reno-Sparks Convention and Visitors Authority, Nevada.

DATED August 27, 2026.
PUBLICATION DATE: August 30, 2026.

/s/ Glenn Carano
Secretary/Treasurer

(End of Form of Notice of Adoption of Resolution of Intent)

Section 5. The Authority's Secretary/Treasurer and other officers of the Authority are authorized and directed to publish a notice of public hearing three times, once each week for three consecutive weeks, the third publication to be made at least 10 days before the date of the public hearing described in the following notice, in a newspaper of general circulation in the County, at least as large as 5 inches high by 4 inches wide, in substantially the following form:

(Form of Notice of Public Hearing)

NOTICE OF PUBLIC HEARING ON THE INTENT OF THE BOARD OF DIRECTORS OF THE RENO-SPARKS CONVENTION AND VISITORS AUTHORITY, TO ISSUE IN THE NAME AND ON BEHALF OF WASHOE COUNTY, NEVADA, GENERAL OBLIGATION (LIMITED TAX) RENO-SPARKS CONVENTION AND VISITORS AUTHORITY CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) IN THE MAXIMUM AGGREGATE PRINCIPAL AMOUNT OF $25,000,000

NOTICE IS HEREBY GIVEN that the Board of Directors (the "Board") of the Reno-Sparks Convention and Visitors Authority, Nevada (the "Authority"), by a resolution, passed, adopted, signed and approved on August 27, 2026, and designated in Section 1 thereof by the short title "2026 Resolution of Intent to Issue Convention Center Bonds" has made the following proposal (the "Proposal) for the issuance in the name and behalf of Washoe County, Nevada (the "County") General Obligation (Limited Tax) Reno-Sparks Convention and Visitors Authority Convention Center Bonds (Additionally Secured by Pledged Revenues) (the "Bonds") designated below:

GENERAL OBLIGATION (LIMITED TAX) RSCVA CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) PROPOSAL:

Shall the Reno-Sparks Convention and Visitors Authority be authorized to incur in the name and on behalf of Washoe County, Nevada, a general obligation indebtedness (additionally secured by pledged revenues) by the issuance at one time, or from time to time, of the County's general obligation (limited tax) convention center bonds, in one series or more, in the aggregate principal amount of not exceeding $25,000,000 for the purpose of reconstructing, expanding, improving and equipping recreational facilities in the County, including, without limitation, buildings and other improvements at and in the vicinity of the Reno-Sparks Convention Center, and real property, structures, fixtures, furniture and equipment therefore and all appurtenances and incidental necessary, useful or desirable thereto, such bonds to mature commencing not later than five (5) years from the date or respective dates of the bonds and ending not later than thirty (30) years therefrom, payable from general (ad valorem) taxes (except to the extent pledged revenues and other monies are available therefor), and to be issued and sold at, above, or below par at an effective interest rate including any sale discount, as shall be determined at the time of the sale thereof, not exceeding the statutory maximum rate, if any, in effect at the time bonds are sold and otherwise to be

issued in such manner, upon such terms and conditions, with such covenants and agreements, and with such other detail as the Board may determine, including at its option but not necessarily limited to provisions for the redemption of bonds prior to maturity without or with the payment of a premium?

The Proposal was approved upon the adoption of a resolution of the Debt Management Commission of Washoe County, Nevada.

The Board has determined that the Bonds will be issued for the purpose of financing convention center facilities of the Authority (as further described in the above Proposal) will be additionally secured by a pledge of net revenues of the recreational facilities under the jurisdiction of the Authority and of proceeds of certain license taxes (room taxes) fixed and imposed by the County and the incorporated cities within the County and distributed to the Authority (the "Pledged Revenues"). The Board has determined that the Pledged Revenues will at least equal the amount required in each year for the payment of the interest on and the principal of the Bonds, and that no increase in the rate of an ad valorem tax is anticipated to be necessary for the payment of the interest on and the principal of the Bonds for the term thereof.

All persons interested are hereby advised that the Board will hold a public hearing on the Proposal on October 22, 2026, at 10:00 a.m. at the Board Room, 4065 S. Virginia Street, Reno, Nevada 89502. All persons are invited to attend and to be heard regarding the Proposal. Further information regarding the Proposal, the projects to be financed by the Bonds, the Bonds and the Pledged Revenues, and all proceedings, are on file in the office of the Authority's Finance Consultant (the "Finance Consultant"), 4065 S. Virginia Street, Reno, Nevada 89502, and can be seen and examined by the interested persons during the regular office hours of the Finance Consultant.

BY ORDER of the Board of Directors of the Reno-Sparks Convention and Visitors Authority, Nevada.
DATED August 27, 2026.
PUBLICATION DATES: September 16, 2026, September 23, 2026, and September 30, 2026.

/s/ Glenn Carano
Secretary/Treasurer

(End of Form of Notice of Public Hearing)

Section 6. The Bonds, in the event no petition is filed during the period allowed by NRS 350.020(3), shall be authorized by a resolution or resolutions to be adopted by the Board which will be effective after the expiration of the above specified period of publication.

Section 7. The authority to issue the Bonds designated in the Proposal as set forth in the notice shall be deemed and considered a continuing authority to issue and deliver the Bonds designated in such Proposal at one time or from time to time, in one series or in more than one series, all as ordered by the Board. Neither the partial exercise of the authority so conferred nor the lapse of time shall be considered as exhausting or limiting the full authority so conferred.

Section 8. The Finance Consultant or designee is hereby authorized to arrange for issuance and sale of the Bonds, in one or more series, in a total principal amount of not more than $25,000,000 at such time or times as determined by the Finance Consultant or designee, in accordance with Chapter 244A of NRS (the "Project Act") and NRS 350.500 to 350.720, inclusive (the "Bond Act").

Section 9. The Finance Consultant or designee is authorized to specify the terms of the Bonds, the method(s) of their sale, the series of the Bonds, the final principal amounts of the Bonds, the terms of their repayment and security therefor, and other details of the Bonds, and to advertise the Bonds for public sale, subject to the Project Act and the Bond Act and subject to ratification by the Board by the adoption of one or more bond resolutions specifying the bond terms and details and approving their sale (the "Bond Resolution").

Section 10. The officers of the Authority are hereby authorized to take all action necessary or appropriate to effectuate the provisions of this Resolution, including without limitation, if necessary: (i) assembling of financial and other information concerning the Authority, the Project and the Bonds in the forms specified by the Finance Consultant or designee.

Section 11. The Finance Consultant or designee shall, after arranging for the sale(s) of the Bonds, present the proposed terms of the sale(s) to the Board for its approval by adoption of the Bond Resolution(s).

Section 12. The officers of the Board be, and they hereby are, authorized and directed to take all action necessary or appropriate to effectuate the provisions of this Resolution.

Section 13. All resolutions, or parts thereof, in conflict with the provisions of this Resolution, are hereby repealed to the extent only of such inconsistency. This repealer shall not be constructed to revive any resolution, or part thereof, heretofore repealed.

Section 14. If any section, paragraph, clause or other provision of this Resolution shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause or other provision shall not affect any of the remaining provisions of this Resolution.

Section 15. This Resolution shall become effective and be in force immediately upon its adoption.

PASSED AND APPROVED by at least a two-thirds majority of the Board on August 27, 2026.

(SEAL)

____
President & CEO

Attest:

____
Secretary/Treasurer

STATE OF NEVADA)
) ss.
COUNTY OF WASHOE)

A. I am the duly chosen and qualified Secretary/Treasurer of the Reno-Sparks Convention and Visitors Authority, Nevada (the "Authority"), and in the performance of my duties as Secretary/Treasurer do hereby certify:

1. The foregoing pages constitute a true, correct and compared copy of a resolution adopted at a regular meeting of the Authority's Board of Directors (the "Board") held on August 27, 2026. The original of such resolution has been approved and authenticated by the signature of the President & CEO and myself as Secretary/Treasurer and has been recorded in the minutes of the Board kept for that purpose in my office, which record has been duly signed by such officers and properly sealed.

2. The members of the Board were present at the meeting on August 27, 2026, and voted on the resolution as follows:

Those Voting Aye:	________________________________
	________________________________
	________________________________
	________________________________
	________________________________
Those Voting Nay:	________________________________
Those Abstaining:	________________________________
Those Absent:	________________________________

3. All members of the Board were given due and proper notice of the meeting held on August 27, 2026.

4. Public notice of such meeting was given and such meeting was held and conducted in full compliance with the provisions of NRS 241.020. A copy of the notice of meeting (attached hereto as Exhibit A).

5. An affidavit of publication of the notice of intent set forth in the Resolution is attached hereto as Exhibit B.

6. An affidavit of publication of the notice of the public hearing is attached hereto as Exhibit C.

IN WITNESS HEREOF, I have hereunto set my hand on August 27, 2026.

____

Secretary/Treasurer

EXHIBIT A

(Attach Copy of Notice of Meeting)

EXHIBIT B

(Attach Affidavit of Publication of Notice of Intent)

EXHIBIT C

(Attach Affidavit of Publication of Notice of Public Hearing)

FY26/27 – 27/28

STRATEGIC PLAN

REORGANIZED BY CEO PRIORITIES

MISSION & VISION

FOUNDATION & DIRECTION

MISSION

Attract overnight visitors to Reno Tahoe while supporting the sustainable growth of our communities.

VISION

To be the preferred outdoor, gaming and event destination.

A NEW LENS ON THE FY26–28 PLAN

OVERVIEW

The Board approved an FY26–28 plan built around four Strategic Goals (Urban Core Revitalization, Venue Activation & Event Attraction, Visitor Access, and Organizational Sustainability & Performance). While these goals are still present, they have been reimagined to align with the President & CEO's FY27 priorities so leadership can effectively track progress by priority.

These revamped priorities were developed through a collaborative planning process that included input from the Executive Leadership Team, alignment with the CEO's strategic direction, and guidance from our strategic planning partner, OnStrategy. The goal was to identify the handful of initiatives that will have the greatest impact on advancing Visit Reno Tahoe's mission and long-term competitiveness.

While departments will continue delivering many projects throughout the year, these six priorities represent the organizational initiatives that will guide decision-making, resource allocation, and board oversight in FY27.

Each priority is designed to support our core mission of creating room-night demand while strengthening Reno Tahoe's long-term position as a destination to live, visit, invest, and host events.

FY26/27 PRIORITIES

FOCUS AREAS

#1
CREATE ROOM NIGHT DEMAND

#2
INVEST IN TECHNOLOGY AT VENUES

#3
IMPROVE AIR SERVICE

#4
EMBRACE AI & DIGITAL TRANSFORMATION

#5
INVEST IN EVENT DEVELOPMENT

#6
INVEST IN THE RENO-SPARKS CONVENTION CENTER

CREATE ROOM NIGHT DEMAND

Every major initiative, from destination development and sports tourism to downtown investment and sales expansion, should ultimately generate additional room nights, strengthen taxable room revenue, and grow the tourism economy.

PRIORITY #1

FY27 FOCUS

- Expand sports tourism positioning and support destination development, including new and existing venues, fields, and facilities.
- Grow destination demand through downtown activations, destination discovery tools, and enhanced visitor experiences.
- Expand sales capacity with new regional sales directors and business development resources.
- Support walkable convention district development and visitor infrastructure that extends stays.

LINKED KPIs

- CASH ROOM NIGHTS: 3.41M
- GROUP ROOM NIGHTS: 340K
- TOURISM ROOM NIGHTS: 759K
- ADR: $146.42
- TAXABLE ROOM REVENUE: $499.7M

PRIORITY #2

INVEST IN TECHNOLOGY AT VENUES

Modern, technology-enabled venues and visitor infrastructure improve competitiveness, elevate guest experiences, create operational efficiencies, and position Reno Tahoe for future growth.

FY27 FOCUS

- Modernize guest-facing technology, including digital signage, AI-powered trip planning, interactive experiences, electronic access, and wayfinding.
- Invest in venue infrastructure to improve connectivity, safety, accessibility, and customer experience.
- Expand operational technology including automated maintenance, security, parking, and building management systems.
- Continue targeted capital improvements across REC, RSCC, and NBS.

LINKED KPIs

- WI-FI 7 INSTALLED THROUGHOUT THE RSCC
- (4) LED VIDEO WALLS INSTALLED AT RSCC
- WAYFINDING QR CODES ADDED TO VISIT RENO TAHOE ADVERTISING IN VENUES
- RAISED TOP TIER OF WIRELESS FROM 10MB TO 25MB FOR ALL VENUES
- TOTAL CIP BUDGET: $37.3M

IMPROVE AIR SERVICE

A strong air service network is essential to growing visitation, supporting conventions and events, and maintaining Reno Tahoe's competitive position as a destination.

PRIORITY #3

FY27 FOCUS

- Launch targeted air-service marketing in priority markets.
- Work with RTAA, RASC & regional partners to pitch new nonstop routes to airlines
- Host at least one FAM with air-service decision-makers
- Expand existing routes while pursuing new nonstop opportunities
- Maintain healthy air service development fund to expand, retain, and attract new air service

LINKED KPIs

- NEW NASHVILLE NONSTOP FLIGHT STARTING OCT. 1
- AIR SERVICE MARKETING IN 6+ PRIORITY MARKETS
- AIR SERVICE FUND $1.75M

EMBRACE AI & DIGITAL TRANSFORMATION

Artificial intelligence is changing how visitors discover, plan, and experience destinations. Visit Reno Tahoe will responsibly integrate AI across marketing, operations, and visitor services while preparing the organization for long-term technological change.

PRIORITY #4

FY27 FOCUS

- Establish an enterprise AI strategy supporting tourism marketing, operations, and guest experience.
- Expand AI-powered trip planning, personalization, and destination discovery.
- Partner with AI providers to improve organizational efficiency across departments.
- Continue AI education, governance, and responsible implementation.
- Measure AI visibility as an emerging visitor acquisition channel.

LINKED KPIs

- AI CITATIONS BENCHMARK: 100 (JAN. 1, 2026 – JUNE 5, 2026, AVERAGE)

INVEST IN EVENT DEVELOPMENT

Strategic event development attracts new visitors, generates room nights, strengthens destination awareness, and fills periods of lower demand while creating experiences that benefit both visitors and residents.

PRIORITY #5

FY27 FOCUS

- Secure new signature events that generate room nights and elevate destination awareness.
- Grow long-term partnerships by building on successful first-year events.
- Support legacy events while expanding opportunities with existing venues and community partners.
- Continue investment in sports tourism and competitions that build long-term destination positioning.
- Prioritize Event Development Fund investments and dedicated staffing.

LINKED KPIs

- NUMBER OF EVENTS ACROSS VENUES: 362
- REC: 38 EVENTS / 10 CONCERTS (FY26 ACTUAL)
- SPORTING EVENTS: 11 EVENTS
- EVENT DEVELOPMENT FUND: $1M
- FUNDED SPECIAL EVENTS: 48

INVEST IN THE RENO-SPARKS CONVENTION CENTER

Maintaining a competitive convention center is essential to growing group business, supporting existing clients, and attracting future meetings and conventions that generate significant economic impact.

PRIORITY #6

FY27 FOCUS

- Advance capital improvements that enhance competitiveness and guest experience.
- Improve accessibility, transportation, wayfinding, and convention district connectivity.
- Partner with Aramark to elevate food service and customer experience.
- Continue modernization of meeting spaces, restrooms, parking, signage, and public areas.
- Develop a No Limits Concierge Program that will be offered as a service to groups.

LINKED KPIs

- EVENTS AT RSCC FY26: 261
- EVENTS AT RSCC FY27 TARGET: 245 (9 CONVENTIONS, 12 TRACK EVENTS)
- VENUES CLIENT SATISFACTION: 92.5%
- RSCC CIP BUDGET: $31M

SCORECARD

FY26–28 PERFORMANCE SCORECARD

KPI	FY26 ACTUAL	FY26 TARGET	FY27 TARGET	FY28 TARGET
CASH ROOM NIGHTS	3,412,510	3,138,287	3,232,435	3,329,408
TAXABLE ROOM REVENUE	$499,672,670	$441,665,462	$454,665,462	$468,562,887
AVERAGE DAILY RATE	$146.42	$140.43	$144.64	$148.98
DIRECT VISITOR SPEND (CY)	—	+3%	+3%	+3%
GROUP ROOM NIGHTS	340,479	282,523	307,569	316,796
TOURISM ROOM NIGHTS	758,863	687,223	711,459	732,853
NUMBER OF EVENTS AT VENUES	389	348	363	380
VENUES CLIENT SATISFACTION	93.7%	92%	92.5%	93%
AI CITATIONS	—	—	115 (average)	115 (average)
PAID MEDIA ENGAGEMENT RATE	15.7%	10%	10%	10%
EARNED MEDIA PLACEMENTS	302	215	230	235
COMMUNITY ENGAGEMENT ACTIVITIES	44	30	35	40
RESIDENT FAVORABILITY OF TOURISM	—	63%	65%	67%
HR POLICY UPDATES	—	6	6	8
EMPLOYEE SURVEY	1	2	2	3

RenoTahoe

FY27 TOP PRIORITIES & FOCUS

1 CREATE ROOM NIGHT DEMAND

- Expand sports tourism positioning and support destination development, including new and existing venues, fields, and facilities.
- Grow destination demand through downtown activations, destination discovery tools, and enhanced visitor & Focusexperiences.
- Expand sales capacity with new regional sales directors and business development resources.
- Support walkable convention district development and visitor infrastructure that extends stays.

2 INVEST IN TECHNOLOGY AT VENUES

- Modernize guest-facing technology, including digital signage, AI-powered trip planning, interactive experiences, electronic access, and wayfinding.
- Invest in venue infrastructure to improve connectivity, safety, accessibility, and customer experience.
- Expand operational technology including automated maintenance, security, parking, and building management systems.
- Continue targeted capital improvements across REC, RSCC, and NBS.

3 IMPROVE AIR SERVICE

- Launch targeted air-service marketing in at least 6 priority markets.
- Work with RTAA, RASC & regional partners to pitch new nonstop routes to airlines
- Host at least one FAM with air-service decision-makers
- Expand existing routes while pursuing new nonstop opportunities
- **Maintain healthy air service development fund to expand,** retain & attract new air service

4 EMBRACE AI & DIGITAL TRANSFORMATION

- Establish an enterprise AI strategy supporting tourism marketing, operations, and guest experience.
- Expand AI-powered trip planning, personalization, and destination discovery.
- Partner with AI providers to improve organizational efficiency across departments.
- Continue AI education, governance, and responsible implementation.
- Measure AI visibility as an emerging visitor acquisition channel.

5 INVEST IN EVENT DEVELOPMENT

- Secure new signature events that generate room nights and elevate destination awareness.
- Grow long-term partnerships by building on successful first-year events.
- Support legacy events while expanding opportunities with existing venues and community partners.
- Continue investment in sports tourism and competitions that build long-term destination positioning.
- Prioritize Event Development Fund investments and dedicated staffing.

6 INVEST IN THE RENO-SPARKS CONVENTION CENTER

- Advance capital improvements that enhance competitiveness and guest experience.
- Improve accessibility, transportation, wayfinding, and convention district connectivity.
- Partner with Aramark to elevate food service and customer experience.
- Continue modernization of meeting spaces, restrooms, parking, signage, and public areas.
- Develop a No Limits Concierge Program that will be offered as a service to groups

WADHAMS ADVISORS

Nevada Government Relations & Regulatory Law

wadhamsnv.com

PROPOSAL IN RESPONSE TO

RFP #2026-EXEC01

Government Affairs Representation

Submitted to

Reno-Sparks Convention & Visitors Authority

Submission Deadline: Thursday, July 23, 2026, 2:00 PM (PDT)

July 22, 2026

Amy Pickens, Project Manager
Reno-Sparks Convention & Visitors Authority
4590 S. Virginia Street
Reno, NV 89502

Re: Request for Proposal #2026-EXEC01 — Government Affairs Representation

Dear Ms. Pickens:

On behalf of Wadhams Advisors, I am pleased to submit this proposal in response to RFP #2026-EXEC01 for Government Affairs Representation. It has been our privilege to serve as the Reno-Sparks Convention and Visitor's Authority's ("RSCVA") government affairs representative, and we look forward to continuing that partnership through the next legislative cycle and beyond.

Wadhams Advisors was established in 2026 as the continuation of a long-standing Nevada government relations and regulatory law practice. Our founding partners bring more than 50 years of experience navigating Nevada's legislative and regulatory landscape — relationships, institutional knowledge, and a track record that no newly established firm can replicate. During the 2025 legislative session alone, our team represented 25 clients before the Nevada Legislature and state agencies.

Our work on behalf of the RSCVA during the 2025 session reflects the full scope of what effective government relations representation looks like: we introduced and enacted AB 114, a governance reform unanimously requested by the RSCVA Board; protected the RSCVA's operational interests during the complex multi-agency restructuring of the Nevada State Fairgrounds under AB 333; and actively monitored legislation with downstream implications for the RSCVA's stakeholder and funding systems.

As we have since day one with the RSCVA, we are fully prepared to enter into an agreement effective October 1, 2026, and to commit the resources necessary for the full representation of the RSCVA's legislative platform. The firm confirms its availability to extend services on a month-to-month basis should a special legislative session be called.

Enclosed is our complete response, including the signed RFP document, required proposer information, executive summary, and statement of qualifications. We welcome the opportunity to discuss our proposal with the Authority and to continue earning the RSCVA's confidence.

Respectfully submitted,

Jesse A. Wadhams
Founding Partner, Wadhams Advisors

Executive Summary

1. Firm Overview

Wadhams Advisors is a Nevada-based government relations and regulatory law firm delivering targeted, strategic counsel at the intersection of policy influence and regulatory compliance. The firm was established in 2026 as the continuation of its founding partners' long-standing Nevada practice, bringing together more than 20 years of experience representing clients before the Nevada Legislature, state agencies, and regulatory bodies. From gaming and insurance to healthcare, taxation, and tourism, the firm provides the specialized insight necessary to operate successfully within Nevada's complex regulatory and political landscape.

Wadhams Advisors is recognized as one of the most respected government relations and regulatory teams in the Silver State. The firm operates on a bipartisan basis with deep relationships across both chambers and both sides of the aisle. During the 2025 Regular Session of the Nevada Legislature — the most recent session prior to the firm's formal establishment — the principals represented 25 clients, reflecting the breadth and depth of the firm's portfolio.

The firm's client portfolio spans governmental and quasi-governmental entities, trade associations, insurance carriers, gaming operators, healthcare organizations, and private sector businesses across Northern and Southern Nevada. Unlike many firms, we do not measure our client relationships in number of sessions – we measure them in decades.

2. Ability to Enter Into a Contract and Devote Resources

Wadhams Advisors confirms its ability to enter into a contract with the RSCVA effective **October 1, 2026** through **July 2027**, with the agreement extending on a month-to-month basis thereafter should a special legislative session be called.

Jesse A. Wadhams will serve as lead contact and primary representative for the RSCVA, supported by founding partner James L. Wadhams. The firm is prepared to dedicate the personnel and relationships necessary for the full representation of the RSCVA's legislative platform, including participation in weekly conference calls with the RSCVA's CEO/President during session, proactive bill tracking and analysis, coalition coordination, and legislative drafting as needed.

3. Monthly Retainer and Fee Structure

Period	Monthly Retainer	Months	Subtotal
Off Session (July 1 – Oct 31) Interim between Regular Sessions	$2,000 / month	16	$32,000
On Session (Nov 1 – Jun 30) Regular Session + preceding 3 months	$5,000 / month	8	$40,000
24-Month Cycle Total		**24**	**$72,000**

No additional fees are anticipated. The retainer covers all legislative representation, bill tracking, stakeholder communication, coalition coordination, and session reporting. Out-of-pocket expenses, if any, will be discussed and agreed upon in advance.

Qualifications

1. Legislative and Political Acumen

Wadhams Advisors brings an unmatched combination of legislative fluency and regulatory depth to its government relations practice. The firm's principals have spent more than five decades building the relationships, institutional knowledge, and cross-aisle credibility necessary to move legislation in Nevada's unique political environment. Our institutional knowledge spans a generation. The firm operates on a bipartisan basis and maintains active working relationships with leadership in both chambers of the Nevada Legislature, the Governor's Office, and key executive agencies.

The firm's approach to legislative representation is proactive and intelligence-driven. Wadhams Advisors tracks the full universe of bills introduced each session, identifies those with potential impact on its clients, and develops tailored advocacy strategies — whether that means introducing client-specific legislation, building coalitions to advance or defend a bill, or engaging agency leadership to shape implementation before a bill is even enacted.

The firm has substantial experience representing governmental and quasi-governmental entities, Northern Nevada-based organizations, and industries whose regulatory frameworks are set at the state level. This experience gives Wadhams Advisors direct familiarity with the political and stakeholder considerations facing entities like the RSCVA — organizations whose funding, operations, and governance are all subject to legislative action.

Wadhams Advisors also brings one of the broadest ranges of client representation in Nevada government relations, including the state's largest chamber of commerce. This breadth means the firm is monitoring and reacting to legislation earlier — and across a wider spectrum of issues — than many other government relations consultants. When a bill is introduced that touches transportation, tourism, taxation, gaming, insurance, or economic development, Wadhams Advisors is already engaged, already informed, and already positioned to assess its implications for every client in its portfolio, including the RSCVA.

2. Experience Representing the RSCVA

Wadhams Advisors has represented the RSCVA across multiple legislative sessions, providing a full spectrum of advocacy services — from introducing and enacting client-driven legislation, to protecting the Authority’s operational and financial interests in complex multi-agency matters, to monitoring the broader legislative landscape for emerging threats and opportunities.

Prior Sessions — Foundational Legislative Work

In sessions prior to 2025, Wadhams Advisors worked on legislation regarding the transient lodging tax on short-term rentals — including VRBOs and Airbnbs — in the Tahoe Basin. The firm also worked on clarifying the application of the Commerce Tax to sales at conventions, directly benefiting the RSCVA's core constituency. Throughout multiple sessions, Wadhams Advisors has monitored and engaged on various proposals to increase taxes at the county level, protecting the RSCVA's stakeholders from undue tax burden.

2025 Legislative Session (83rd Session)

The 2025 Regular Session demonstrates the full scope of the firm's representation. The firm's work that session encompassed offensive legislative action, protective advocacy on a complex multi-agency matter, and proactive monitoring of the broader legislative landscape.

AB 114 — Governance Reform (NRS 244A.601)

When the RSCVA Board of Directors unanimously identified the need to modernize the governance structure of the board itself, Wadhams Advisors translated that direction into legislative action. Working with Assemblymember DeLong, the firm introduced and successfully enacted AB 114, which amended NRS 244A.601 to expand full-board participation in the appointment of the six industry-representative board members and to open Chair eligibility to all board members — not just the three government-appointed members. The policy reflected the Board's own vision for a more inclusive and representative governance structure, and Wadhams Advisors drove it from concept to enactment.

AB 333 — Nevada State Fairgrounds Land Transfer

AB 333 was a complex, multi-stakeholder piece of legislation that restructured the ownership and operational framework for state-owned fairgrounds property in Washoe County — the same land on which the RSCVA manages the Livestock Events Center. The bill terminated the longstanding Washoe County lease on the property and transferred operational responsibility to the State Department of Agriculture, potentially creating significant change to the RSCVA's established operational role at that facility.

Wadhams Advisors engaged directly with the Director of the State Department of Agriculture throughout the development and passage of the bill, ensuring that the RSCVA's interests were recognized and protected as the legislation took shape. The firm's involvement ensured that the RSCVA remained a central stakeholder in the transition rather than being sidelined.

SB 420 — Business Improvement District Law (Lake Tahoe Basin)

Wadhams Advisors actively monitored SB 420, which established a Business Improvement District framework applicable to the Lake Tahoe Basin — the region governed by the Tahoe Regional Planning Agency. The bill authorized BID assessments on resort hotels and other transient lodging businesses in the Basin, implicating the same taxpayer base that funds the RSCVA through the transient lodging tax. The firm tracked the bill's progress throughout the session and assessed its implications for the RSCVA's stakeholders and funding system, ensuring the Authority had timely intelligence on any developments requiring a more active response.

Looking Ahead: 2027 Session

Wadhams Advisors' ongoing engagement with the RSCVA means the firm is already monitoring Bill Draft Requests for the 2027 Regular Session with direct implications for the Authority. This early intelligence is not incidental — it is the product of the firm's deep familiarity with the RSCVA's interests and its broad presence across Nevada's legislative landscape. Among the BDRs currently being tracked:

BDR 19-41 (Senator Titus) and **BDR 19-58** (Assemblymember La Rue Hatch) — both addressing daylight saving time and Nevada's observance of time. The RSCVA Board took a formal position in 2025 opposing time change legislation, recognizing the significant economic risk to the Authority's stakeholders: a time shift that places Nevada out of alignment with California would suppress the drive-in gaming market and disrupt the golf and outdoor recreation calendar that draws visitors to the region. Wadhams Advisors is tracking both BDRs with that established Board position in mind.

BDR 18-134 (Department of Tourism and Cultural Affairs) — proposes revisions to the membership of the Commission on Tourism. Given the RSCVA's mission alignment with the Commission and its working relationship with the Department of Tourism and Cultural Affairs, any structural changes to that body have direct implications for the Authority's legislative relationships and policy alignment at the state level.

3. Lead Contact — Jesse A. Wadhams

Name	Jesse A. Wadhams
Position	Founding Partner, Wadhams Advisors
Education	J.D., Santa Clara University School of Law, 2001
Bar Admissions	Nevada; California; Washington, D.C.
Employment History	Wadhams Advisors, Founding Partner (2026–present) Black & Wadhams (2019–2026) Fennemore Law (2014–2019)
Lobbying & Legislative Experience	Registered Nevada lobbyist; represents clients before the Nevada Legislature and state agencies including the Division of Insurance, Department of Health and Human Services, Division of Minerals, Division of Environmental Protection, Gaming Control Board, and Tax Commission. Recognized as one of the top regulatory attorneys in Northern Nevada for 10 consecutive years by Nevada Business Magazine. Named Top Regulatory and Administrative Attorney by Best Lawyers (2026).
Criminal Record	None
Professional Record	None

4. Supporting Principal — James L. Wadhams

Jesse A. Wadhams is supported by founding partner **James L. Wadhams**, whose depth of Nevada experience provides the firm with institutional knowledge and access that few practices in the state can match. James L. Wadhams has practiced law in Nevada since 1975 and has represented agencies and clients in every Regular and Special Session since 1977. Jim concentrates in government relations, taxation, healthcare, and insurance law. He has served as the Nevada Commissioner of Insurance and as Director of the Nevada Department of Commerce, and was responsible for establishing the state's first industrial development bond program. His five decades of Nevada practice and executive agency leadership give Wadhams Advisors a perspective on Nevada government that extends well beyond any single legislative session.

5. Conflicts of Interest

Wadhams Advisors is not aware of any actual or potential conflict of interest between the interests of the RSCVA and those of the firm's other clients. The firm's client portfolio spans multiple industries and sectors, and no current client engagement presents a conflict with the RSCVA's legislative platform or mission. Should any potential conflict arise during the term of the engagement, the firm will promptly disclose it to the RSCVA.

Further, Wadhams Advisors does not legislatively represent any current appointing entity to the RSCVA in any capacity, including the City of Reno, Washoe County, City of Sparks, Reno-Tahoe Airport Authority, Nevada Resort Association or any member thereof, nor the Reno Sparks Chamber of Commerce. Wadhams Advisors will be solely focused on the interests of the RSCVA.

Wadhams Advisors is in full compliance with all external reporting requirements and ethics agreements. In addition, as a Nevada law firm, we are governed by the Rules of Professional Conduct adopted by the Nevada Supreme Court, including the rules governing diligence in representation, client communications, and conflicts of interest. These obligations are not merely contractual — they are professional duties enforceable by the State Bar of Nevada, and they reflect the standard to which Wadhams Advisors holds itself in every client engagement.

Proposer Information

Required per Section V and the Proposer's Checklist of RFP #2026-EXEC01.

A. Company Information

Company Name	Wadhams Advisors
Contact Name	Jesse A. Wadhams
Address	316 California Ave., #359
City, State, Zip Code	Reno, NV 89509

Telephone Number	775.544.7263
Facsimile Number	N/A
E-Mail	jaw@wadhamsnv.com

In compliance with this Request for Proposal and subject to all Terms and Conditions thereof, the undersigned offers and agrees, if Bid is accepted, to furnish any or all the items or services listed herein at the fees and terms stated. I also acknowledge receipt of 24 pages of this Request for Proposal.

Signature	
Print Name	Jesse A. Wadhams
Title	Founding Partner
Date	July 22, 2026

B. Company Background

Has your company ever failed to complete any contracts awarded to it?

No **Yes** ____

Has your company filed any arbitration request or lawsuits on contracts awarded within the last five years?

No **Yes** ____

Does your company now have any legal suits or arbitration claims pending or outstanding against it or any officers relating to the performance of a public contract?

No **Yes** ____

Does your company now employ any officers or principals who were with another Proposer when that company failed to complete a contract within the last five years?

No **Yes** ____

Has your company had a contract partially or completely terminated for default (cause) within the past five years?

No **Yes** ____

Has your company been found non-responsible on a government bid within the last five years?

No **Yes** ____

C. Insurance Information

To be issued upon Notification of Award.

Insurance Agent	*[Agent name]*
Telephone Number	*[Agent phone]*

D. Business License Information

Jurisdiction	State of Nevada
License Number	NV20201841837
License Expiration	7/31/2027
Name of Licensee (if different)	N/A

Jurisdiction	Carson City
License Number	BL-010432-2026
License Expiration	12/31/2026
Name of Licensee (if different)	N/A

E. Disclosure of Principals

Company Name	Wadhams Advisors
Address	316 California Ave., #359
City, State, Zip Code	Reno, NV 89509
Telephone Number	702.663.2833
Federal Tax ID Number	85-3295930

Names of Officers or Owners of Concern, Partnership, Etc.

Individual's Name	Jesse A. Wadhams
Official Capacity	Founding Partner

Individual's Name	James L. Wadhams

Official Capacity	Founding Partner

F. Exceptions

Does the Proposer take exception to any of the terms and conditions of this RFP and attachment thereto?

No ✓ **Yes** _____

Wadhams Advisors takes no exception to the terms and conditions of RFP #2026-EXEC01.

WADHAMS ADVISORS
300 S. CURRY ST., #5&6
CARSON CITY, NV 89701

August 24, 2026

Current legislative engagements for Wadhams Advisors include:

- Asurion Insurance Services
- Medical Transportation Management
- Northern Nevada National Association of Benefits and Insurance Professionals
- Nevada Association of Insurance & Financial Advisors
- Nevada Hospital Association
- Nevada Independent Insurance Agents
- Nevada Insurance Council
- Nevada Rural Electric Association
- Nevada State Board of Architecture, Interior Design and Residential Design
- Nevada Surplus Lines Association
- Novo Nordisk
- Pediatrix Medical Group
- Reno-Sparks Convention & Visitors Authority
- Vegas Chamber of Commerce

Additionally, during the 2025 Legislative Session, the Wadhams represented:

- Discovery Museum, Las Vegas
- General Motors
- Nevada Blind Children's Foundation
- Nevada Aviation Association
- Service Contract Association of America
- SourceWell
- Opportunity 180
- Upstart

702.663.2833
WWW.WADHAMSNV.COM

401 South Curry Street
Carson City, NV 89703

Phone: 775-882-4002
www.g3nv.com

ORIGINAL

G3
GRIFFIN COMPANY

Griffin Company Proposal Presented to:

Reno-Spark Convention & Visitors Authority

Government Affairs Representation
RFP# 2026-EXEC01

G3
GRIFFIN COMPANY

July 17, 2026

Amy Pickens
Project Manager
Reno-Sparks Convention & Visitors Authority
4590 South Virginia St.
Reno, NV 89502
apickens@visitrenotahoe.com
775-335-8839

Dear Amy,

The Griffin Company is excited for the opportunity to submit a proposal for Government Affairs Services for the Reno-Sparks Convention & Visitors Authority (RSCVA).

Submitting Firm Information:

The Griffin Company
401 S Curry St.
Carson City, NV 89703

John Griffin will serve as the contact person during the period of proposal evaluation.

John Griffin, john@g3nv.com, 775-412-7766

Sincerely,
John W Griffin
John Griffin

Table of Contents

V. PROPOSER INFORMATION

The following information must be completed, either typed or printed, and returned with the bid in accordance with the General Conditions contained herein.

A. Company Information

Company Name:	The Griffin Company
Contact Name:	John Griffin
Address:	401 S Curry St
City, State Zip Code:	Carson City, NV 89703
Telephone Number:	775-412-7766
Facsimile Number:	
E-Mail:	john@g3nv.com

In compliance with this Request for Proposal and subject to all Terms and Conditions thereof, the undersigned offers and agrees, if Bid is accepted, to furnish any or all the items or services listed herein at the fees and terms stated. I also acknowledge receipt of 24 pages of this Request for Proposal.

Signature:	John W Griffin
Print Name:	John Griffin
Title:	Partner
Date:	7/15/2026

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B. Company Background

Has your company ever failed to complete any contracts awarded to it?
No_X_ Yes___ (If yes, please provide details.)

Has your company filed any arbitration request or lawsuits on contracts awarded within the last five years? No_X_ Yes___ (If yes, please provide details.)

Does your company now have any legal suits or arbitration claims pending or outstanding against it or any officers relating to the performance of a public contract? No_X_ Yes___ (If yes, please provide details.)

Does your company now employ any officers or principals who were with another Proposer when that company failed to complete a contract within the last five years? No_X_ Yes___ (If yes, please provide details.)

Has your company had a contract partially or completely terminated for default (cause) within the past five years? No_X_ Yes___ (If yes, please provide details.

Has your company been found non-responsible on a government bid within the last five years? No_X_ Yes___ (If yes, please provide details.)

C. Insurance Information

To be issued upon Notification of Award

Insurance Agent:	Summer Haas
Telephone Number:	702-407-5605

D. Business License Information

Jurisdiction	NV, Carson City, City of Reno
License Number:	NV20151044504, BL-007273-2022, R132432A-LIC
License Expiration:	01/31/2027, 12/31/2026, 08/31/2026
Name of Licensee (if different):	

E. Disclosure of Principals

Company Name:	The Griffin Company
Address:	401 S Curry St
City, State Zip Code:	Carson City, NV 89703
Telephone Number:	775-882-4002
Federal Tax Id Number:	47-2877514

Names of Officers or Owners of Concern, Partnership, Etc.

Individual's Name:	JOHN GRIFFIN
Official Capacity:	SENIOR PARTNER

Individual's Name:	JOSH GRIFFIN
Official Capacity:	SENIOR PARTNER

Individual's Name:	MATT GRIFFIN
Official Capacity:	SENIOR PARTNER

Individual's Name:	CHELSEA CAPURRO
Official Capacity:	JUNIOR PARTNER

Individual's Name:	SCOTT GILLES
Official Capacity:	JUNIOR PARTNER

If further space is required, please attach additional sheet(s).

F. Exceptions

Does the Proposer take exception to any of the terms and conditions of this RFP and attachment thereto. Yes______No__X__. If yes, please indicate the specific nature of the exception or clarification in the space provided below. Attach additional sheet(s) if necessary.

N/A

Executive Summary

Firm Overview

The Griffin Company is a public policy and government affairs consulting firm focused on policy and regulatory issues on behalf of its clients. The firm provides guidance on government affairs and public policy matters at the local and state levels.

Our approach to government affairs is firmly rooted in the concepts of honesty, trust, and integrity. This is the foundation upon which meaningful and lasting relationships are built and from which effective communication may occur with policymakers. A framework is then in place for the education and advancement of client issues.

The Griffin Company consists of three senior partners: John Griffin, Matt Griffin, and Josh Griffin. Our associate partners include Chelsea Capurro and Scott Gilles. Tia White is also an integral part of the firm and helps with day-to-day operations and ensuring that every relevant issue is being tracked and monitored for our clients. During the regularly scheduled legislative sessions, we will also bring on new and eager team members to help with the heavy load and to learn about the legislative process.

The complexity of issues today often dictates that concerns do not fall neatly within the jurisdictional boundaries of local, state, or federal governments. More often than not, client issues affect and are affected by rules and regulations of various levels of government. Likewise, the politics associated with the relevant policymakers often spill over their jurisdictional boundaries. Consequently, a complete government affairs practice must be able to effectively navigate through all levels of government, both with the laws and regulations as well as with an understanding of and sensitivity to the politics associated with each issue. The partners of the Griffin Company provide to our clients the breadth of experience – local, state, and federal -- that enables a comprehensive approach integrating policy and relationships at all levels of government.

The Griffin Company has a reputation for representing the best of the best for over 30 years. From the largest gold mining company to the largest gaming operator in the U.S., our firm has successfully advanced the objectives of client companies. However, the firm has also led the way in representing new and "disruptive" companies such as Amazon, Tesla, Uber, and Nuro. Over the years, we have represented all major industries and issues, worked with Democrat and Republican controlled legislatures and governors, and have a vast breadth of policy expertise.

G3 GRIFFIN COMPANY

Proposed Fee Structure

The Griffin Company would perform the Scope of Work for a monthly fee of $7,500. The pricing is negotiable dependent upon services, the proposed pricing includes all items listed under the Scope of Work, including nominal administrative/office expenses and in-state travel costs. Out-of-State travel incurred specifically on the Authority's behalf will require prior approval to be reimbursed.

The term would become effective October 1, 2026 through July 31, 2027 and shall extend on a month-to-month basis until terminated by either Party with a written 30-day notice.

Qualifications

Griffin Company Successes

Throughout our team's long history in Nevada, we have worked and had success on many issues. One of the most notable achievements was during the 2015 Nevada Legislature in paving the way for Uber and other TNCs to operate legally in Nevada. In 2015, the Nevada Legislature was controlled by Republicans in both the Senate and Assembly. In what was originally an issue opposed by both Republicans and Democrats, the Griffin Company overcame all odds and passed bills that created a new industry in Nevada for Transportation Network Companies. This included setting up a new regulatory framework to ensure public safety, a brand-new insurance structure for drivers, industry fees to support the agencies regulating the companies, and a new tax put in place. It took countless hours of education, time, and perseverance to get Uber and other TNCs to operate legally in a state that was long controlled by the taxi industry. This issue required work with other key stakeholders, industry competitors, and a massive grassroots efforts to get riders and drivers engaged. This was also an issue that did not end on sine die as it required active engagement at the state and local levels (Nevada Transportation Authority, local jurisdictions, airports, etc.) as the new framework was implemented to ensure the law and its intent were followed.

Other successful endeavors include representing Tesla during the 2014 Special Session to bring their Gigafactory to Northern Nevada, successfully bringing Cabela's to Northern Nevada, passing a bill from a decades long battle on protecting patients from surprise hospital bills, modernizing of laws in the state to allow for autonomous vehicles, passing a first of its kind prescription drug transparency law, and assisting in the passage of the expansion to the Las Vegas Convention and Visitors Authority hall in the special session that also brought the Raiders to Las Vegas.

Most recently, the Griffin Company led the effort in passing legislation to help bring Major League Baseball to the Silver State. All these issues show not only the wide range of issues we work on, but also our ability to accomplish major policy changes for our clients regardless of who or what party is in the majority.

Griffin Company Team

Below is a list of the firm members who will be consulting on RSCVA issues and a brief bio. John Griffin will be the lead person for the RSCVA, he has no criminal record and has never been sued by a client or had his license to practice law suspended.

John W. Griffin, Esq. ***(LEAD)***

John W. Griffin is an experienced government relations attorney who has appeared before every level of state and local government on behalf of numerous clients. His focus is primarily in the areas of governmental relations/lobbying, administrative/regulatory matters, strategic planning, and land use planning.

John has successfully represented numerous client interests at the state level, having served as a registered lobbyist at the Nevada state legislature since 1999. He has represented clients in a broad range of issues, securing victories on transportation, development, health care, taxation, gaming, e-commerce, telecommunication, and technology matters. He has also secured approvals and regulatory victories on a broad spectrum of issues, having represented clients in front of almost every regulatory body in state government.

At the local level, John has represented the state's largest developers on various aspects of their developments. John has secured approvals for large-scale projects such as Cabela's, Walmart, Amazon, Switch, Tesla, Kroger, and large master planned communities.

Prior to graduating from the University of Nevada, Reno in 1995, John served an internship in the office of U.S. Senator Harry Reid in Washington, D.C. After graduating from the University of Utah College of Law in 1998, John served as an extern for the Honorable Howard D. McKibben, U.S. District Court Judge for the District of Nevada.

Chelsea A. Capurro

Chelsea is an experienced government affairs specialist that has been working with the Nevada Legislature since the 2009 Session. She graduated from the University of Nevada, Reno with a degree in Political Science. Post-graduation, Chelsea joined a local government affairs firm where she handled an expansive range of policy issues, including those related to health care, energy, non-profits, education, gaming, and mining. Her comprehensive scope of industry knowledge has allowed Chelsea to build relationships with many of Nevada's elected officials, state agencies, and businesses.

As a Partner in the firm, Chelsea assists clients understand Nevada's key policy issues, navigates through myriad regulatory agencies, and helps clients plan strategically to accomplish their goals.

Chelsea is fluent in Spanish and received her master's degree in business administration from the University of Nevada, Reno. She served on the Reno City Charter Committee and dealt with many local government issues and has also represented local governments in the past including the cities of Reno and Elko. She was appointed to the Jobs for Nevada's Graduates Board by former Governor Brian Sandoval where she works with leaders, educators, businesses, and politicians throughout the State to help kids succeed in high school and beyond. She enjoys spending time with her husband and 5 children and also volunteers her time as a catechism teacher for 5th and 6th graders at Our Lady of the Snows Catholic Church.

Tia White

As the Griffin Company's President of Operations, Tia oversees day-to-day office operations, facilitates team legal work, handles legislative bill tracking, and keeps clients informed on relevant issues. Tia's work with the Company began in 2011, and her extensive knowledge of political campaign finance and the Nevada Legislature has allowed her to play a vital role within the firm. She assists clients with reporting requirements, formulates policies and strategic plans, manages personnel, and handles the Company's purchasing and administrative operations.

Tia's experiences in business management, in addition to her strong relationships with various government offices, have given her a unique and valuable ability to assist clients. She is a Nevada native and earned her degree in Paralegal Studies. Tia enjoys spending time in the outdoors with her family; her favorite past time activities are gardening and reading.

Scope of Work

Our work with the RSCVA will encompass a comprehensive approach to legislative affairs, advocacy and strategic engagement in Nevada. We will focus on several key priorities to ensure the Authority's goals are met:

Monitoring Legislative, Local Government and Regulatory Developments:
Continuously track and analyze relevant legislative, local government, regulatory, and administrative developments in Nevada to identify opportunities and potential challenges. We will provide notes on relevant hearings and meetings and offer timely updates and strategic recommendations to the Authority to adapt to any changes.

Building Relationships with State Officials: We will leverage our extensive network to establish and strengthen relationships with key state officials, including legislators, regulators, local government and executive branch members.

Alliance Building with Stakeholders: We will identify and engage with other aligned industry groups, coalitions, and stakeholders in Nevada, including business & community leaders, and industry associations. Building these alliances will create a supportive environment for meaningful policy and regulatory change.

Representing Client's Objectives: Our firm will represent the Authority in all interactions with state and local government and relevant stakeholders. We will advocate for and against legislation, regulations, and policies affecting the industry. We will ensure that the Authority's strategic goals are clearly communicated and advanced.

Providing Background Information and Research for Hearings: In preparation for and during legislative, local government or regulatory hearings, Griffin Company will supply comprehensive background information, data, and research to support the Authority's positions. This includes preparing testimony, briefing materials, and detailed analyses to effectively inform policymakers.

Communication and Reporting: Upon request from the Authority, the Griffin Company will provide written or verbal updates to the RSCVA's Leadership and Policy Committee, in person or virtually.

Additional Information

The firm and its partners represent and have represented public and private companies, both Nevada-based and national corporations, trade associations, non-profits and public agencies. A list of all the existing clients represented by the Partners - John Griffin and Chelsea Capurro is listed below. We do not see a conflict between the RSCVA and our existing clients.

Current Clients

Amazon
American Resort Development Association
Athletics Investment Group (Oakland A's)
Bamboo Health
City of Reno
Desert Research Institute (DRI)
DISH Network
DirecTV
Health Services Coalition
Lime
Nevada Cannabis Association
Nevada Subcontractors Association
Proof
Reno Tahoe Airport Authority
Community Choice Financial
Uber
Vapor Technology Association
Vidler Water
Zillow

To: RSCVA Board of Directors

From: Cortney Young, Chair, Executive & Legislative Committee

Date: August 21, 2026

Subject: Executive & Legislative Committee Report & Recommendation for CEO Merit Raise and Bonus.

Executive Summary

The Executive & Legislative Committee recommends that RSCVA CEO Mike Larragueta receive a 5% merit pay increase and a 10% bonus based on goal completion, and a 5% discretionary bonus. In addition, due to the extraordinary performance in FY 25-26, the Executive & Legislative Committee recommends an additional 10% bonus.

Background

RSCVA President and CEO Mike Larragueta entered into his Employment Agreement with the RSCVA on April 25, 2024. Pursuant to that Employment Agreement, Mr. Larragueta prepared a self-evaluation memo and presentation, and the RSCVA Executive Staff and the Board of Directors completed an evaluation survey. The self-evaluation and the results of both surveys are attached.

On August 21, 2026, the Executive & Legislative Committee held a public meeting where Mr. Larragueta presented his accomplishments for Fiscal Year 2025-2026. The Committee reviewed his performance, complimenting him on an extremely successful year. Based upon that review, the Committee discussed both a merit pay increase and a bonus. A merit pay increase is a percentage adjustment to Mr. Larragueta's salary. After discussion, the Committee recommended a 5% merit pay increase, to be retroactive to July 1, 2026.

Pursuant to the CEO Evaluation Policy, Mr. Larragueta is entitled to a 10% Bonus based on the achievement of goals and a 5% discretionary Bonus. All Bonus amounts are expressed as a percentage of Mr. Larragueta's base salary for Fiscal Year 2025-2026. After a review of the accomplishments of the goals, the Committee noted that Mr. Larragueta and his team accomplished six of the nine stated goals. Of those six, it was also noted that Mr. Larragueta not only accomplished those goals but also exceeded every goal met significantly. For example, Mr. Larragueta exceeded performance expectations, with several goals achieved at

146%, 154%, and 156.9%, respectively. Moreover, the three goals that were not met were 99%, 96% and 96.9% of achievement. As such, the Committee felt that all goals were achieved, and the full 10% Bonus for goal achievement should be awarded. Based upon Mr. Larragueta's overall performance, the Committee also recommended the full 5% discretionary Bonus be awarded as well. In addition to the contractual bonuses, due to the exceptional performance in Fiscal Year 2025-2026, the Committee recommended an additional one-time bonus in the amount of 10%.

Proposed Motion

I move that, based upon Fiscal Year 2025-2026 performance, that CEO Mr. Larragueta receive a merit increase to his salary of 5%, retroactive to July 1, 2026, a 10% bonus for the achievement of his Fiscal Year 2025-2026 goals, a 5% discretionary bonus, and an additional 10% bonus for extraordinary achievement for this fiscal year.

FY 25 - 26

CEO GOALS & RESULTS

MIKE LARRAGUETA
AUGUST 27, 2026

RenoTahoe

GOAL #1

Group Room Night Goal

CEO GOALS

GOAL

Increase produced group room nights 8.2% over FY 24/25 Group Room Nights

FY 25/26 TARGET

- **282,523 Produced Group Room Nights for FY 25/26**
- **Each regional Director has an annual group room night goal between 14,000 – 28,000 totaling 144,699**
- **The Sports team has an annual group room night goal of 137,824**

GOAL WEIGHT	FINAL RESULTS
20%	340,479 120% OF GOAL ACHIEVED

RenoTahoe

GOAL #2

Leisure Room Night Goal

CEO GOALS

GOAL

Produce 675,470 cash hotel room nights

FY 25/26 TARGET

- **675,470 cash hotel room nights will be recorded by 11 hotel properties via tourism sales third-party channels**

GOAL WEIGHT	FINAL RESULTS
15%	758,863
	112% OF GOAL ACHIEVED

RenoTahoe

GOAL #3

Community Engagement

CEO GOALS

GOAL

30 Activities per year

FY 25/26 TARGET

Thirty (30) community activities per year, including but not limited to public service, speaking engagements, charitable in-kind contributions, tradeshow partnerships with charitable organizations and participation in quarterly stakeholder and community leadership meetings

GOAL WEIGHT	FINAL RESULTS
10%	44
	146% OF GOAL ACHIEVED

GOAL #4 OVERVIEW

Marketing

CEO GOALS

GOAL

1. Achieve Average Paid Media Engagement Rate of 10%
2. Increase Enhanced Website Engaged Sessions to Achieve 733,080 sessions
3. Achieve 215 Earned Media Placements

FY 25/26 TARGET

1. Achieve an average paid media engagement rate of 10.0% or higher by the end of the fiscal year
2. Achieve enhanced website engaged sessions of 733,080
3. Secure 215 or more earned media placements by the end of the fiscal year

GOAL WEIGHT

30%

10% PAID MEDIA ENGAGEMENT
10% WEBSITE ENGAGED SESSIONS
10% EARNED MEDIA PLACEMENTS

RenoTahoe

GOAL #4A

Marketing

CEO GOALS

GOAL

- Achieve Average Paid Media Engagement Rate of 10%

FY 25/26 TARGET

- Achieve an average paid media engagement rate of 10.0% or higher by the end of the fiscal year

GOAL WEIGHT

10%

FINAL RESULTS

15.69%

156.9% OF GOAL ACHIEVED

RenoTahoe

GOAL #4B

Marketing

CEO GOALS

GOAL

- **Increase Enhanced Website Engaged Sessions to Achieve 733,080 sessions**

FY 25/26 TARGET

- **Achieve enhanced website engaged sessions of 733,080**

GOAL WEIGHT

10%

FINAL RESULTS

723,557

99% OF GOAL ACHIEVED

RenoTahoe

GOAL #4C

Marketing

CEO GOALS

GOAL

- **Achieve 215 Earned Media Placements**

FY 25/26 TARGET

- **Secure 215 or more earned media placements by the end of the fiscal year**

GOAL WEIGHT	FINAL RESULTS
10%	332 154% OF GOAL ACHIEVED

RenoTahoe

CEO GOALS

GOAL #5

Facility Revenues

GOAL

Achieve $7,382,276 in total revenue for RSCC, NBS, REC, RSLEC

FY 25/26 TARGET

Combination of revenues attained by the M&C, Sports, Director of REC Operations and Venue sales and events team for the four venues

- **RSCC Budgeted Revenue: $2,993,638**
- **RSLEC Budgeted Revenue: $1,346,539**
- **REC Budgeted Revenue: $1,647,960**
- **NBS Budgeted Revenue: $1,394,409**

GOAL WEIGHT	FINAL RESULTS
15%	$8,203,064 111% OF GOAL ACHIEVED

RenoTahoe

CEO GOALS

GOAL #6

Staff Surveys

GOAL

Successfully oversee the development and execution of an employee satisfaction survey that includes a component for CEO feedback, ensuring insightful and actionable results to improve workplace culture and leadership effectiveness, and achieve an employee response rate of 75%

FY 25/26 TARGET

Staff Survey – 75% Response rate

GOAL WEIGHT	FINAL RESULTS
5%	72%
	3% BELOW TARGET GOAL

RenoTahoe

CEO GOALS

GOAL #7

Employee Survey Satisfaction Rate

GOAL

Maintain employee satisfaction rate of 96% based on survey results

FY 25/26 TARGET

Maintain a 96% employee satisfaction rate

GOAL WEIGHT

5%

FINAL RESULTS

93%

3% BELOW TARGET GOAL

RenoTahoe

GOALS SUMMARY

CEO GOALS

GOAL	% ACHIEVED	GOAL WEIGHT
1	120%	20%
2	112%	15%
3	146%	10%
4A	156.9%	10%
4B	99%	10%
4C	154%	10%
5	111%	15%
6	96%	5%
7	96.9%	5%

RenoTahoe

FY 25 - 26

YEAR IN REVIEW

MIKE LARRAGUETA
AUGUST 27, 2026

RenoTahoe

TODAY'S AGENDA

TODAY'S AGENDA

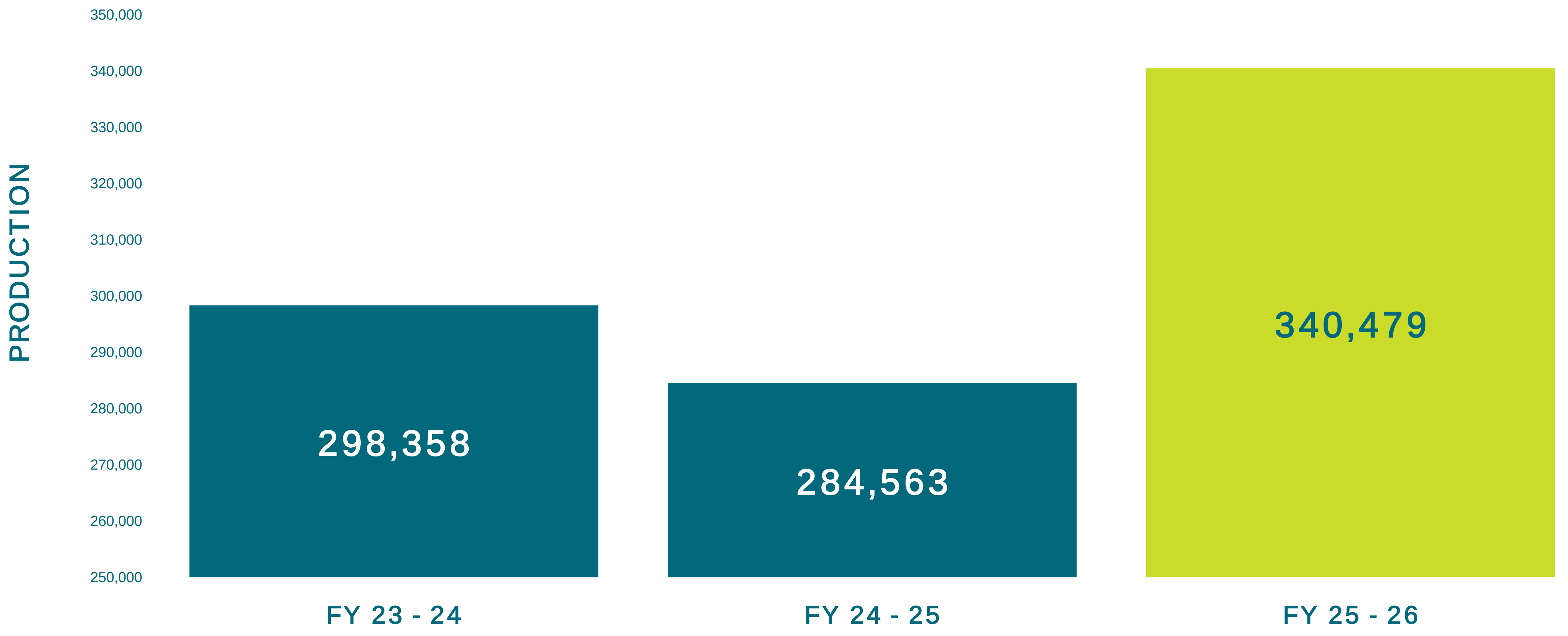
- PRODUCTION
- MARKETING
- EMPLOYEES
- BOARD COMMUNICATION, ENGAGEMENT & COLLABORATION
- CONTINUED SUCCESS
- NEW INITIATIVES & WINS

RenoTahoe

FY25 - 26 PRODUCTION

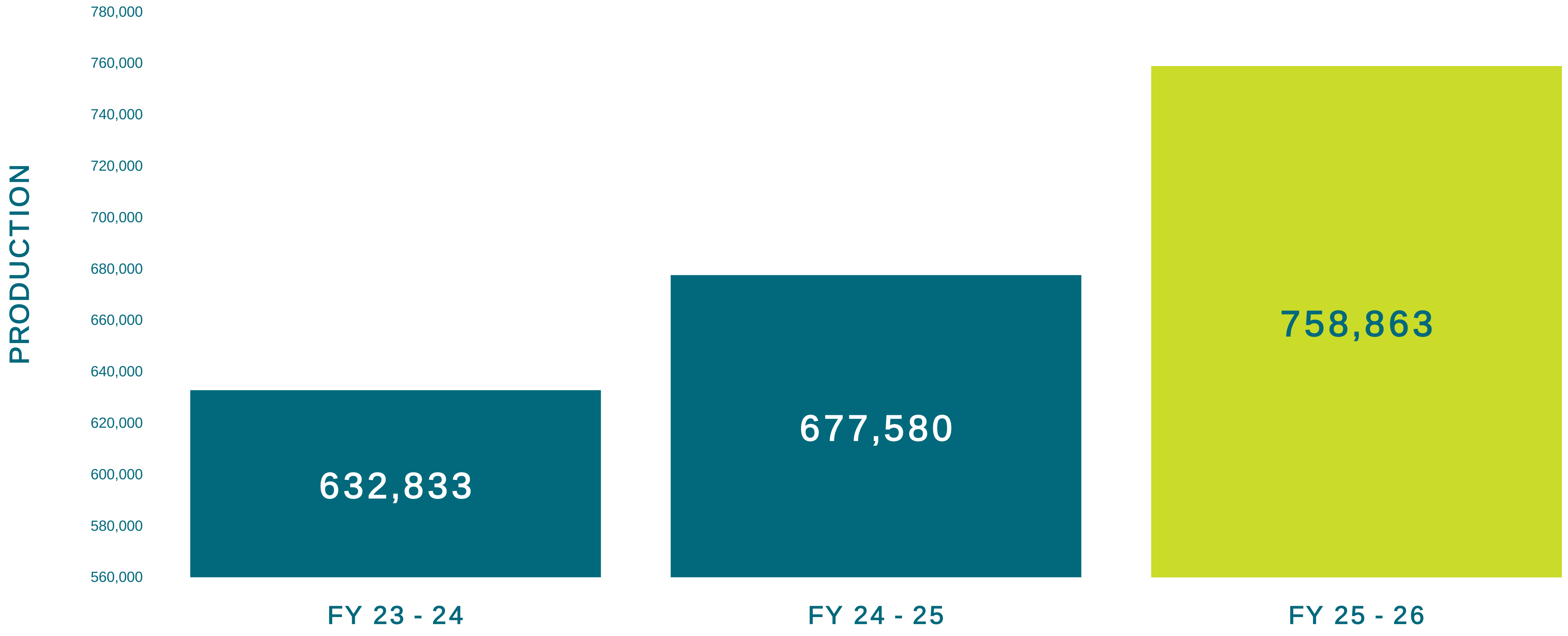
RenoTahoe

GROUP SALES



RenoTahoe

TOURISM SALES



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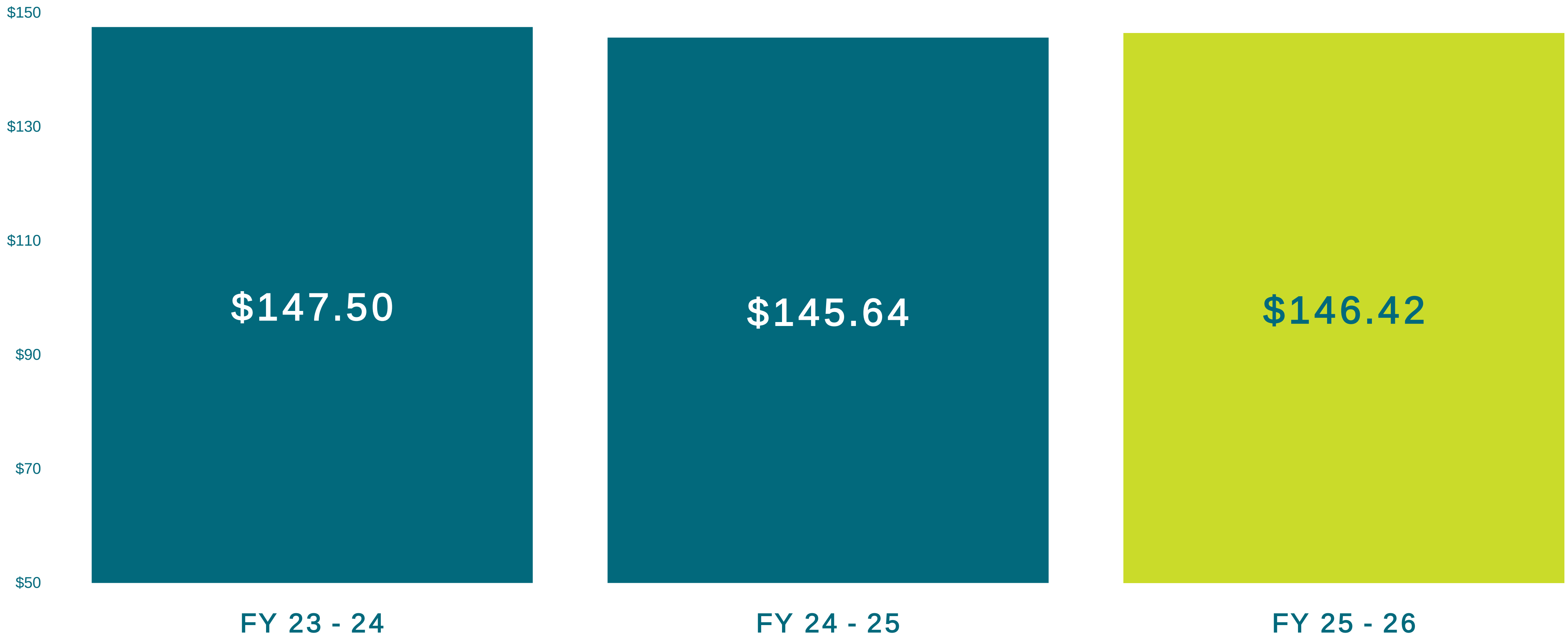
AVERAGE DAILY RATE (ADR)

PRODUCTION



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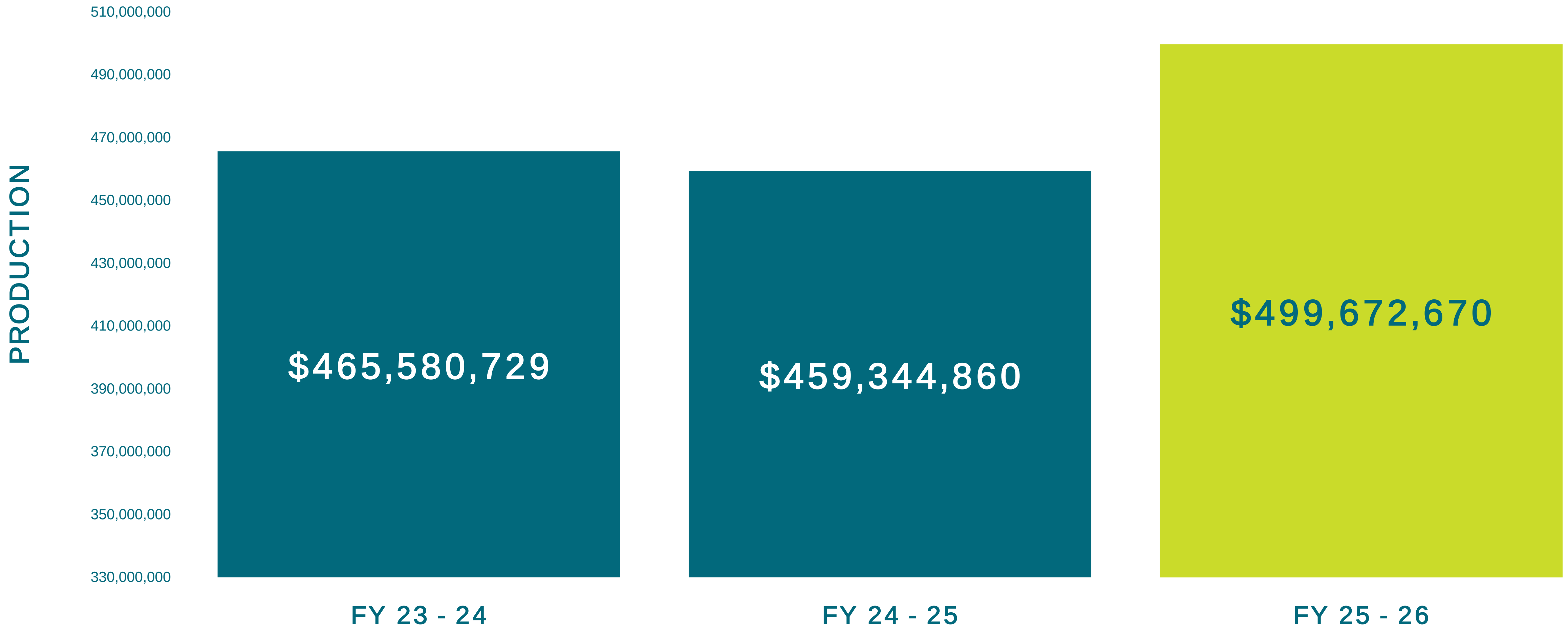
OCCUPANCY

PRODUCTION

RenoTahoe

TAXABLE ROOM REVENUE



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FY 25/26 RESULTS VS FY 25/26 BUDGET

PRODUCTION

TOURISM SALES ROOM NIGHTS

▲ 12.3%

OVER

758,863 RESULTS

675,471 BUDGET

GROUP SALES ROOM NIGHTS

▲ 20.5%

OVER

340,479 RESULTS

282,523 BUDGET

VISITOR COUNT

▲ 7.0%

OVER

4,107,048 RESULTS

3,836,612 BUDGET

OVERALL ROOM TAX REVENUE

▲ 13.1%

OVER

$499,672,670 RESULTS

$441,665,462 BUDGET

OVERALL ADR

▲ 4.0%

OVER

$146.42 RESULTS

$140.73 BUDGET

OVERALL OCCUPANCY

▲ 6.7%

OVER

66.5% RESULTS

62.3% BUDGET

FY 25/26 ACTUAL VS FY 24/25 ACTUAL

PRODUCTION

TOURISM SALES ROOM NIGHTS

▲ 12.0%

OVER

758,863	677,580
2026	2025

GROUP SALES ROOM NIGHTS

▲ 19.6%

OVER

340,479	284,563
2026	2025

VISITOR COUNT

▲ 6.7%

OVER

4,107,048	3,850,670
2026	2025

OVERALL ROOM TAX REVENUE

▲ 8.8%

OVER

$499,672,670	$459,344,860
2026	2025

OVERALL ADR

▲ 0.5%

OVER

$146.42	$145.64
2026	2025

OVERALL OCCUPANCY

▲ 5.2%

OVER

66.5%	63.2%
2026	2025

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ALL TIME RECORDS

PRODUCTION

AVERAGE DAILY RATE

▲ $133.06
MARCH

▲ $167.09
APRIL

▲ $152.71
MAY

April 2026 was the fourth highest month ever for ADR

CASH ROOMS

▲ 220,762
NOVEMBER

▲ 254,995
JANUARY

▲ 284,494
MARCH

▲ 315,326
APRIL

▲ 317,067
MAY

▲ 340,315
JUNE

June 2026 was the highest Cash Room Nights for any month since COVID

VISITOR COUNT

▲ 6.7%

OVER

UP OVER 250,000+

TAXABLE REVENUE BY MONTH

▲ $35,441,674
JANUARY

▲ $33,464,079
FEBRUARY

▲ $37,854,753
MARCH

▲ $52,687,617
APRIL

▲ $48,419,936
MAY

▲ $51,796,613
JUNE

TAXABLE REVENUE FY 25-26

▲ 4.3%

OVER

$499,672,670
FY 25 - 26

$478,422,494
FY 22 - 23

RenoTahoe. NO LIMITS

RENO-SPARKS CONVENTION CENTER (RSCC)

PRODUCTION

FY COMPARISON			
	FY2024/2025	FY2025/2026	DIFFERENCE
BUILDING REVENUE	$3,536,134	$4,011,719	▲ $475,585
WITH ARAMARK	$3,788,326	$4,633,538	▲ $845,212
OCCUPANCY	46.51%	51.82%	▲ 5.31%
ATTENDEES	261,318	262,184	▲ 866
# of EVENTS	163	216	▲ 53

BUDGET COMPARISON		
FY 25/26 BUDGET	ACTUAL	DIFFERENCE
$3,635,232	$4,633,538	▲ $998,306

RENO EVENTS CENTER (REC)

PRODUCTION

FY COMPARISON			
	FY2024/2025	FY2025/2026	DIFFERENCE
BUILDING REVENUE	$1,153,363	$1,593,876	▲ $440,513
WITH ARAMARK	$1,061,679	$1,602,468	▲ $540,789
OCCUPANCY	35.40%	47.80%	▲ 12.40%
ATTENDEES	95,384	113,063	▲ 17,679
# of EVENTS	30	35	▲ 5

BUDGET COMPARISON		
FY 25/26 BUDGET	ACTUAL	DIFFERENCE
$1,826,718	$1,602,468	▼ $224,250

NATIONAL BOWLING STADIUM (NBS)

PRODUCTION

FY COMPARISON			
	FY2024/2025	FY2025/2026	DIFFERENCE
BUILDING REVENUE	$371,369	$1,646,907	▲ $1,275,538
WITH ARAMARK	$384,304	$2,144,006	▲ $1,759,702
OCCUPANCY	37.07%	66.44%	▲ 29.37%
ATTENDEES	39,216	75,681	▲ 36,465
# of EVENTS	105	90	▼ 15

BUDGET COMPARISON		
FY 25/26 BUDGET	ACTUAL	DIFFERENCE
$1,500,301	$2,144,006	▲ $643,705

ADVERTISING & SUITE SPONSORSHIP REVENUES

PRODUCTION

BUDGETED	ACTUAL	DIFFERENCE
$260,000	$272,073	▲ $12,073

FY 24 - 25	FY 25 - 26	DIFFERENCE
$148,337	$272,073	▲ $123,736

2026 USBC CHAMPIONSHIPS ARAMARK F&B

PRODUCTION

$1,686,145	$1,877,507	▲$191,362
2023	2026	DIFFERENCE

OPERATIONAL ENHANCEMENTS IMPLEMENTED IN 2026

- Expanded concession and bar service hours
- Introduced lane-side mobile food & beverage delivery
- Adjusted pricing to improve guest value
- Implemented AI-powered Mashgin self-checkout

MARKETING

RenoTahoe

MARKETING ACHIEVEMENTS OVERVIEW

MARKETING

15.7%
PAID MEDIA ENGAGEMENT RATE
(+57% OVER GOAL)

458,890
PARTNER REFERRALS
(+24% YOY)

723,557
ENHANCED WEBSITE SESSIONS ON VISITRENOTAHOE.COM
(+4% YOY)

359,934
WEBSITE SESSIONS TO VENUES
(+51% YOY)

48
FUNDED SPECIAL EVENTS
(+4% YOY)

478,231
SOCIAL MEDIA COMMUNITY
(+32% YOY)

NO LIMITS BRAND VIDEO

RenoTahoe | NO LIMITS

LEISURE PAID MEDIA IMPACT

MARKETING

344.2M
VIEWS ON ADS

2.609M
CLICKS

424,327
PARTNER REFERRALS

321,409
OBSERVED VISITS – AD EXPOSED

$75.3M
ECONOMIC IMPACT

KEY MARKETS

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M&C PAID MEDIA IMPACT

MARKETING

15.3M
VIEWS ON ADS

2,130
INQUIRIES GENERATED

136,548
CLICKS

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PUBLIC RELATIONS ACHIEVEMENTS

NATIONAL

MARKETING

302

EARNED MEDIA PLACEMENTS (+59% YOY)

1.3K

BACKLINKS (+319% YOY)

4.9B

POTENTIAL REACH (+2% YOY)

PUBLIC RELATIONS ACHIEVEMENTS

LOCAL

MARKETING

466

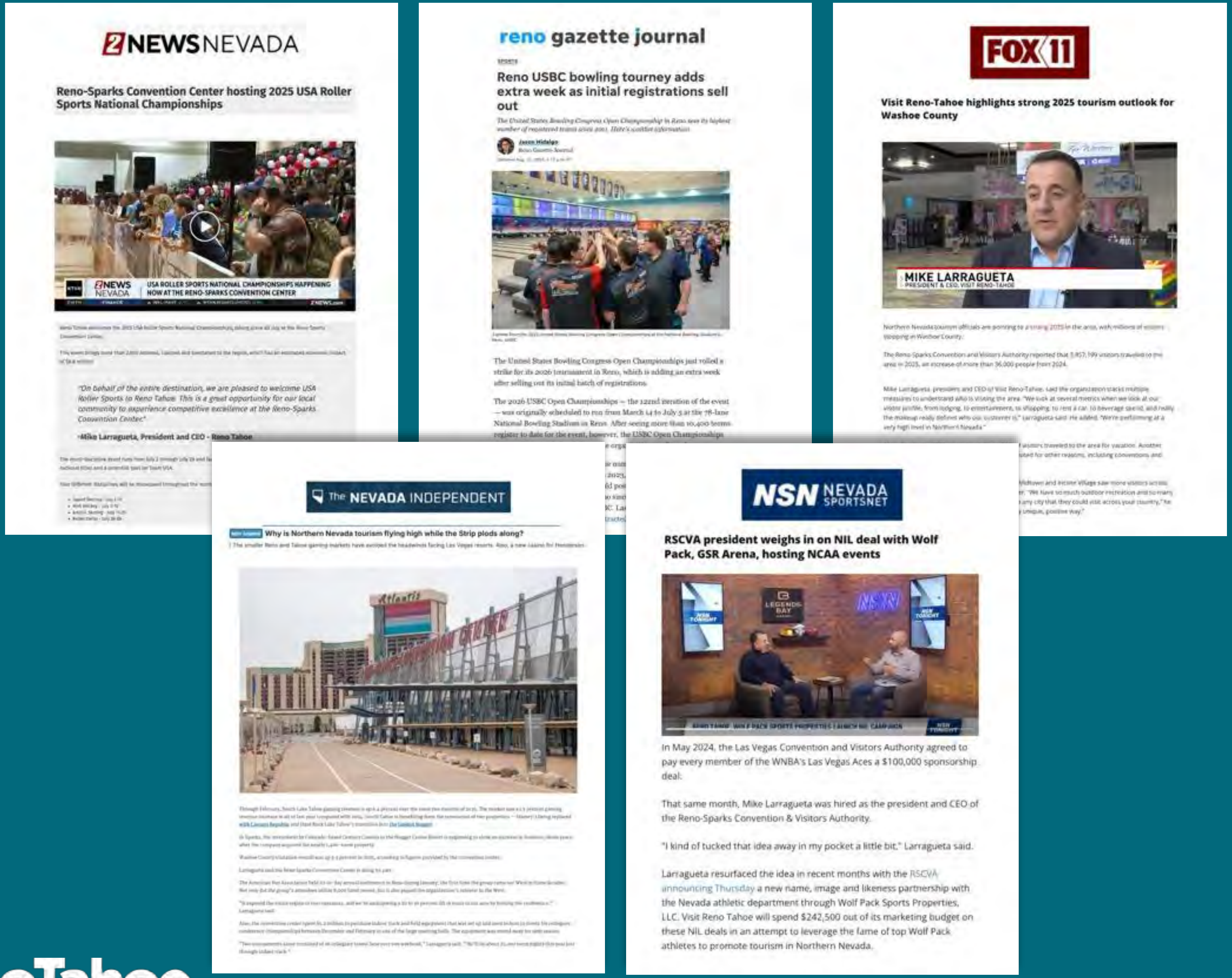
EARNED MEDIA MENTIONS

39

INTERVIEWS (+86% YOY)

132.5M

POTENTIAL REACH



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DESTINATION MARKETING AWARDS

MARKETING

- Best Webinar Award at HelmsBriscoe Annual Business Conference 2026
- Best CVBs winner in the Smart Meetings Platinum Choice Awards 2025
- Silver Spike in the 2025 PRSA Silver Spike Awards
    - Overall Campaign category for Reno Tahoe Creator Camp
- Bronze Spike in the 2025 PRSA Silver Spike Awards
    - Strategics & Tactics: Media Relations - Earned: Online, Print, Expert Positioning category for Reno Tahoe Indoor Track Launch
- Winner in the Smart Meetings 2026 Smart Women in Meetings
    - Industry Leaders category
- 3 Platinum MarCom Awards for Hit the Ground Running, Weekend Video by Morgan Oliver-Allen, and Reno Tahoe Creator Camp
- Gold Davey Award for VisitRenoTahoe.com
- W3 Award for VisitRenoTahoe.com
- Hermes Creative Awards for VisitRenoTahoe.com
- HSMAI Adrian Award for Reno Tahoe Creator Camp

HERMES CREATIVE AWARDS

RenoTahoe

MARKETING

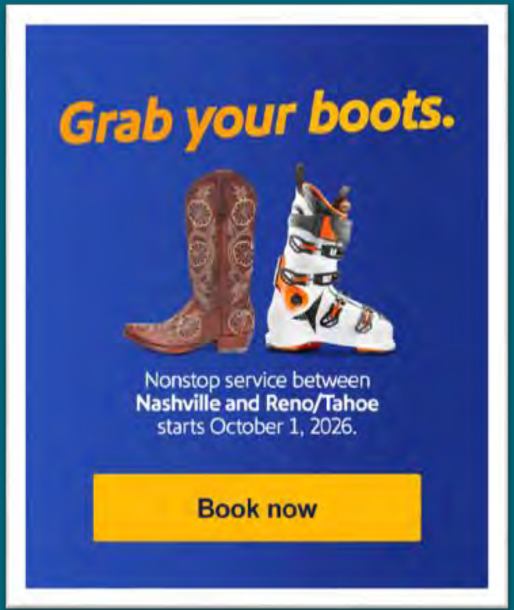
AIR SERVICE MEDIA CAMPAIGNS

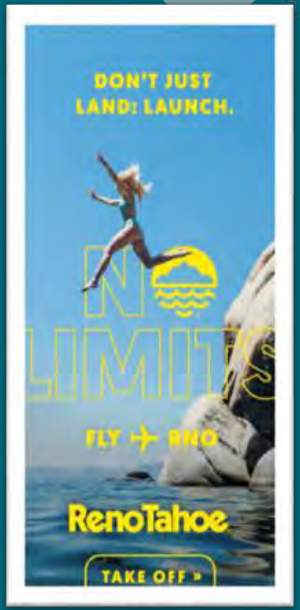
30.476M
VIEWS ON ADS

11,223
OBSERVED VISITS – AD EXPOSED

136,548
CLICKS

42%
ENGAGEMENT RATE ON META – INDUSTRY BENCHMARK: 2.5%





FLY MARKETS

San Diego • Phoenix • Chicago • Atlanta • Dallas • Austin

RenoTahoe

INSIDER'S ADVANTAGE PROGRAM

MARKETING

Our modern take on the "Show Your Badge" program. Convention, sports, and meeting attendees have access to business discounts while in town.

- Launched Feb. 2026
- Analytics show origin of device, top visited map points, and usage trends

53	6,300+	3
PARTICIPATING BUSINESSES	VISITOR MAP ENGAGEMENTS	CUSTOM EVENT MAPS
Offering exclusive discounts to visitors	330 general engagements + 6,000+ event-specific	USBC, VFW, ABA

RenoTahoe

COMMUNITY ENGAGEMENT

RenoTahoe

COMMUNITY ENGAGEMENT

COMMUNITY ENGAGEMENT

44

Community Engagements

- ✓ UNR GOVERNOR'S DINNER
- ✓ RTX CELEB GOLF FAM
- ✓ NLGA WELCOME RECEPTION
- ✓ AUTOMOBILE MUSEUM PODCAST
- ✓ CEREMONIAL SIGNING OF AB333
- ✓ CITY OF RENO PRESENTATION
- ✓ MEET WITH SENATOR CORTEZ MASTO'S OFFICE
- ✓ NBS OPEN HOUSE
- ✓ GSR GROUNDBREAKING
- ✓ LTVA PRESENTATION TO BOARD OF DIRECTORS
- ✓ RENO PRO SOCCER PRESS CONFERENCE
- ✓ INTERNATIONAL BOWLING FEDERATION OPENING CEREMONY
- ✓ RNO GROUND TRANSPORTATION CENTER GROUNDBREAKING
- ✓ UNR BUSINESS MARKETING TOURISM CLASS
- ✓ INTERNATIONAL BOWLING FEDERATION AWARDS CEREMONY
- ✓ MR. ROSE REPUBLICAN WOMEN ASSOCIATION PRESENTATION
- ✓ EDAWN LUNCHEON STRATEGIC INFRASTRUCTURE
- ✓ CHAMBER ALLIANCE RECEPTION
- ✓ RESTORE ANNOUNCEMENT AT NBS
- ✓ TRACK SEASON KICKOFF PRESS CONFERENCE
- ✓ SENATOR ROSEN TOURISM ROUNDTABLE
- ✓ BOBBY DOLAN DINNER
- ✓ EDAWN STATE OF THE ECONOMY LUNCHEON
- ✓ GUEST SPEAKER AT REED HIGH SCHOOL #1
- ✓ GUEST SPEAKER AT REED HIGH SCHOOL #2
- ✓ UNR SPORTS MANAGEMENT CLASS
- ✓ NIL PARTNER SUMMIT
- ✓ RNO CONCOURSE GROUNDBREAKING
- ✓ NATIONAL AUTOMOBILE MUSEUM SPEAKER SERIES
- ✓ WHAT DRIVES RENO PODCAST WITH PHIL MCDOUGAL
- ✓ AMERICAN LEGION WELCOME
- ✓ NEVADA WOMEN'S BASKETBALL COACH INTRODUCTORY PRESS CONFERENCE
- ✓ LODGING TAX FUNDING AND DISTRIBUTION PRESENTATION TO TRPA
- ✓ USBC DELEGATE WELCOME RECEPTION
- ✓ LIBERTY DOGS FACILITY TOUR AND BREAKFAST
- ✓ EDAWN BRAND VIDEO
- ✓ USBC CONVENTION HALL OF FAME RECEPTION
- ✓ MENDIVE ART SHOW JUDGING
- ✓ J RESORT NORTH EXPANSION GRAND REVEAL
- ✓ WOMEN IN ACHIEVEMENT LUNCHEON
- ✓ ROTARY CLUB PRESENTATION
- ✓ NATIONAL JUDICIAL COLLEGE TOUR
- ✓ UNR COLLEGE OF BUSINESS CLASS
- ✓ RENO+SPARKS CHAMBER LEADERSHIP CLASS GRADUATION

QUARTERLY STAKEHOLDER MEETINGS

COMMUNITY ENGAGEMENT

4 Stakeholder Meetings

Q4 (6/24/2026)
Presenters Nicolle Lowe presented a review on local, regional and National PR coverage and Brian Mann an overview into our NIL campaign.

Q3 (3/25/2026)
Future Partners review of the Visitor Profile Study, and Miles Partnership connecting these insights to the broader destination picture.

Q2 (12/18/2025)
Sales Production, Web Development/KPS3, Brand Development

Q1 (9/24/2025)
Good Giant and Decker/Royal presented on FY24/25 results.

RenoTahoe. NO LIMITS

EMPLOYEES

EMPLOYEES

EMPLOYEE SURVEY RESULTS

93%

SATISFACTION RATE

40%	45%	12%	1%
VERY HAPPY	HAPPY	SATISFIED	UNHAPPY

- Happy employees tend to be more engaged, productive, and committed to their work. They’re driven by a feeling of purpose and are more likely to take initiative and demonstrate creativity.
- Happy employees contribute to the happiness of customers and clients, produce high-quality work, complete more sales, and improve teamwork.

STAFF APPRECIATION EVENTS

EMPLOYEES

HOLIDAY PARTY 12/17/25 154 ATTENDEES

SUMMER PARTY 8/20/26 125 ATTENDEES EXPECTED

COSMIC BASEBALL

RenoTahoe

SPOTLIGHT AWARDS

EMPLOYEES

ALEX DENNE	JULY 25
CELESTE RODRIGUEZ	AUGUST 25
JULIAN PINSON	SEPTEMBER 25
ROBERT DOUGLAS	OCTOBER 25
ART JIMENEZ	DECEMBER 25
PINKY SURATOS	JANUARY 26
ERIC RAY	FEBRUARY 26
AILEEN MARTINEZ	MARCH 26
KRISTIN SPRACKLIN	APRIL 26

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BOARD COMMUNICATION, ENGAGEMENT & COLLABORATION

RenoTahoe

BOARD COMMUNICATION

BOARD MEMBER PARTICIPATION

- AMERICAN CENTURY CLASSIC
- GOVERNORS DINNER
- RSCVA EMPLOYEE SUMMER PARTY
- SPOTLIGHT AWARDS DINNER
- VETERANS GUEST HOUSE LUNCHEON
- NEVADA FOOTBALL
- NBS OPEN HOUSE
- INTERNATIONAL BOWLING FEDERATION OPENING CEREMONIES
- RSCVA HOLIDAY PARTY
- GOVERNORS CONFERENCE ON TOURISM
- ABA OPENING EVENT
- WILD SHEEP PRESS CONFERENCE
- CREATOR CAMP BURNER BLOCK PARTY

RenoTahoe. NO LIMITS

CONTINUED SUCCESS

RenoTahoe

AIRPORT ENTERTAINMENT

CONTINUED SUCCESS

- WELCOMING TRAVELERS WITH 17 SCHEDULED MUSICAL PERFORMANCES
- NEW SIGNAGE TO HEIGHTEN THE ARRIVAL AND DEPARTURE EXPERIENCE

RenoTahoe

INDOOR TRACK YEAR 2

CONTINUED SUCCESS

12
Completed Track Meets
▲ 4 from Season 1

7,983
Registered Athletes

3,461
Collegiate

4,522
Youth/High School/Masters

83
# of Competing Universities
▲ 33% from Season 1

7
Age Group Records Set
World (1) and American (6)

16,059
Room Nights
▲ 30% increase from Season 1

RenoTahoe

CONTINUED SUCCESS

RENO TAHOE CREATOR CAMP

Boosted destination visibility, changed perceptions of first-time visitors, attracted travel-focused creators, and generated social content promoting core offerings.

27
ATTENDEES

3 COUNTRIES | **14** STATES | **22** CITIES

12+
LOCAL PARTNERS

4
TRACKS

8
CREATORS

8,605,000+
CREATOR INSTAGRAM FOLLOWERS

RenoTahoe

2026 RENO TAHOE CREATOR CAMP STATS

CONTINUED SUCCESS

39,553
@RenoTahoe Engagements
Likes/Comments/Shares
(▲ 172% YOY)

352
Instagram Stories
(▲ 36% YOY)

68
Instagram Posts
(▲ 5% YOY)

648,102
@RenoTahoe
Instagram Views

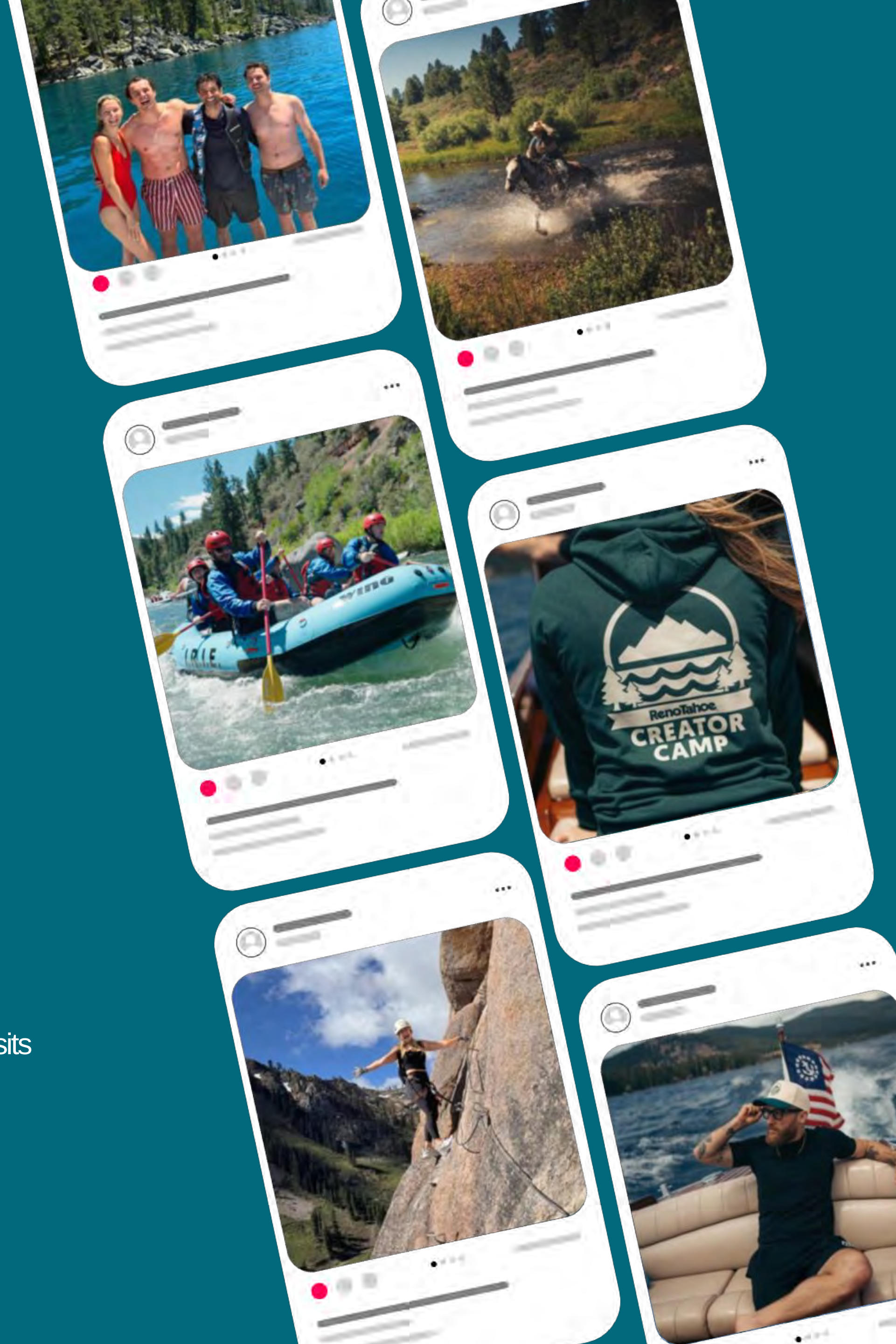
58D, 8H, 34M
@RenoTahoe
Watch Time

2,424
@RenoTahoe
New Followers

8.9M
Total Potential Reach

$1.72M
Influencer
Coverage Value

21,403
VisitRenoTahoe.com
Creator Camp Website Visits



RENO TAHOE CREATOR CAMP TESTIMONIALS

CONTINUED SUCCESS

This camp was beyond what I pictured! The adventures were magical and the care for the campers was incredible. The value far outweighed the cost, which is unheard of. If I could've signed up for the following year before leaving, I would have!
- Anonymous

Creator Camp was the highlight of 2026! I never got to go to summer camp as a kid and gave up on the dream of having that experience - this was even better! Adult summer camp in the beautiful mountains of Tahoe is truly an elite experience where you get to meet amazing creators that love what they do. This week pushed, me and I came out with so many amazing memories and so many ideas for my brand. I cannot wait for next year!
- Madison L.

What stood out most wasn't just the beautiful Reno Tahoe scenery, it was the people. Everyone was so welcoming, encouraging, and authentic. You could tell this wasn't about competing for views or followers; it was about building real friendships, making memories, and inspiring one another. We left feeling refreshed, grateful, and excited to stay connected with so many amazing people. That's what made this experience so special.
- Anonymous

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RENO TAHOE CREATOR CAMP

NEW INITIATIVES & WINS

RenoTahoe

BOARDS SERVED ON

NEW INITIATIVES

UNIVERSITY OF NEVADA HOTEL ADVISORY BOARD

TRAVEL NEVADA BOARD

HOT AUGUST NIGHTS BOARD

NORTHERN NV NOW BOARD

NEW INITIATIVES

UNSOLICITED PROGRAMS

24 FUNDED INITIATIVES

$43,742.11
TOTAL AMOUNT GIVEN

- Nevada Waterfowl Fundraising Dinner
- University of Nevada Reno
- Sierra Arts Foundation Dinner
- Keep Truckee Meadows Beautiful
- **Northern Nevada Children's Cancer Foundation**
- Veterans Guest House
- Sierra Arts Foundation
- Give Hope Foundation
- Renown Foundation
- City of Sparks Parks and Recreation
- Junior League of Reno
- Midtown Snowflakes
- Northern Nevada Family Respite Care
- Special Olympics Nevada
- Hot August Nights Foundation
- Nevada Veterans Memorial
- **Ty's Let'M** Buck - Fundraising Rodeo
- Next Generation Bull Riding – NV State Fair Youth Bull Riding Event
- Food Bank of Northern Nevada
- 100 Women
- **Nevada Women's Fund**
- Nevada Broadcasters Foundation
- Junior Achievement of Northern Nevada
- Nevada Military Support Alliance

SECURITY RFP

RFP was released to the public on March 5, 2026, and a mandatory pre-proposal meeting was held on March 13, 2026. On April 2, 2026, were due and five companies submitted proposals for review.

An Evaluation Committee consisting of five staff members reviewed and scored all proposals based on the following criteria, quality and completeness of the submitted proposal, experience, proposer's prior record of performance with similar engagements, proposer's general reputation for performance, and hourly bill rate. Each proposal was evaluated using a standardized point system to ensure fairness and transparency.

Based on the evaluation results, Allied Universal received the highest overall score and demonstrated the strongest combination of experience, service approach, cost-effectiveness, and demonstrated performance.

NIL PROGRAM: YEAR ONE AT A GLANCE

NEW INITIATIVES

11
ACTIVATIONS
ACROSS TOURISM, EVENTS, CONVENTIONS, CONTENT CREATION, AND COMMUNITY ENGAGEMENT

12
SPORTS
INCLUDING BAND AND CHEER

70+
UNIQUE ATHLETES
ACROSS ALL ACTIVATIONS

- RIB COOK OFF
- PACKED DAYS - FALL
- OFFBEAT FESTIVAL
- ABA NATIONAL CONV.
- SEAN YAMAGUCHI
- WESTERN LIGHTS FESTIVAL
- INT'L WOMEN'S DAY
- PACKED DAYS – SPRING
- NO LIMITS APPAREL
- NO LIMITS TRAINING CAMP

RenoTahoe

NEW INITIATIVES

NIL PROGRAM

TOURISM STORYTELLING

- Packed Days – Fall
- Packed Days – Sean Yamaguchi
- International Women's Day
- Packed Days - Spring

EVENT ENGAGEMENT

- ABA National Convention
- Western Lights Festival
- No Limits Training Camp @ Jam On It

ASSET CREATION/BRAND DEV.

- Reno Rib Cook-Off
- OffBeat Music Festival
- No Limits Apparel Shoot

NEW INITIATIVES

NASHVILLE NONSTOP FLIGHTS

INAUGURAL FLIGHT

OCTOBER 1

Visit Reno Tahoe is hosting an event in Nashville on October 2 that will include dignitaries, hotel partners, and other stakeholders from Reno as well as in-market media, meeting planners, and other Nashville market decision makers.

RenoTahoe

VETERANS OF FOREIGN WARS

NEW INITIATIVES

2026	2029
10,194 ROOM NIGHTS	9,800 ROOM NIGHTS
1,837 ROOMS ON PEAK	1,900 ROOMS ON PEAK

RenoTahoe

NEW INITIATIVES

DISABLED AMERICAN VETERANS

July 30 – August 9, 2029

7,875

ROOM NIGHTS

1,369

ROOMS ON PEAK

DAV®

KEEPING OUR PROMISE TO AMERICA'S VETERANS

RenoTahoe

WILD SHEEP FOUNDATION

NEW INITIATIVES

2026	2027
5,263 ROOM NIGHTS	6,309 ROOM NIGHTS
1,347 ROOMS ON PEAK	1,548 ROOMS ON PEAK

RenoTahoe

NEW INITIATIVES

NORTHERN CALIFORNIA VOLLEYBALL ASSOCIATION

April 9 - 28, 2026

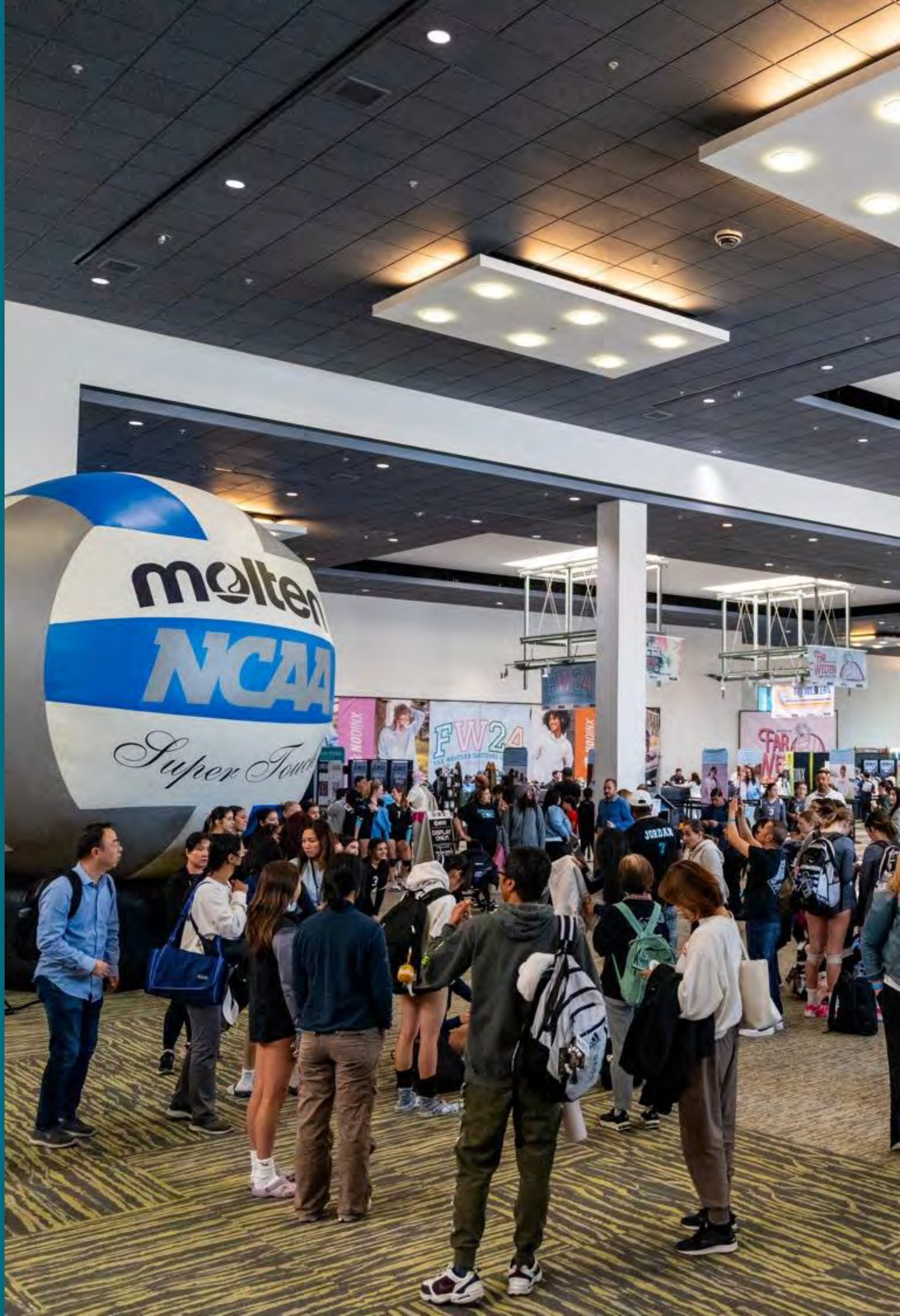
20,492

ROOM NIGHTS

2,148

ROOMS ON PEAK

RenoTahoe



NEW INITIATIVES

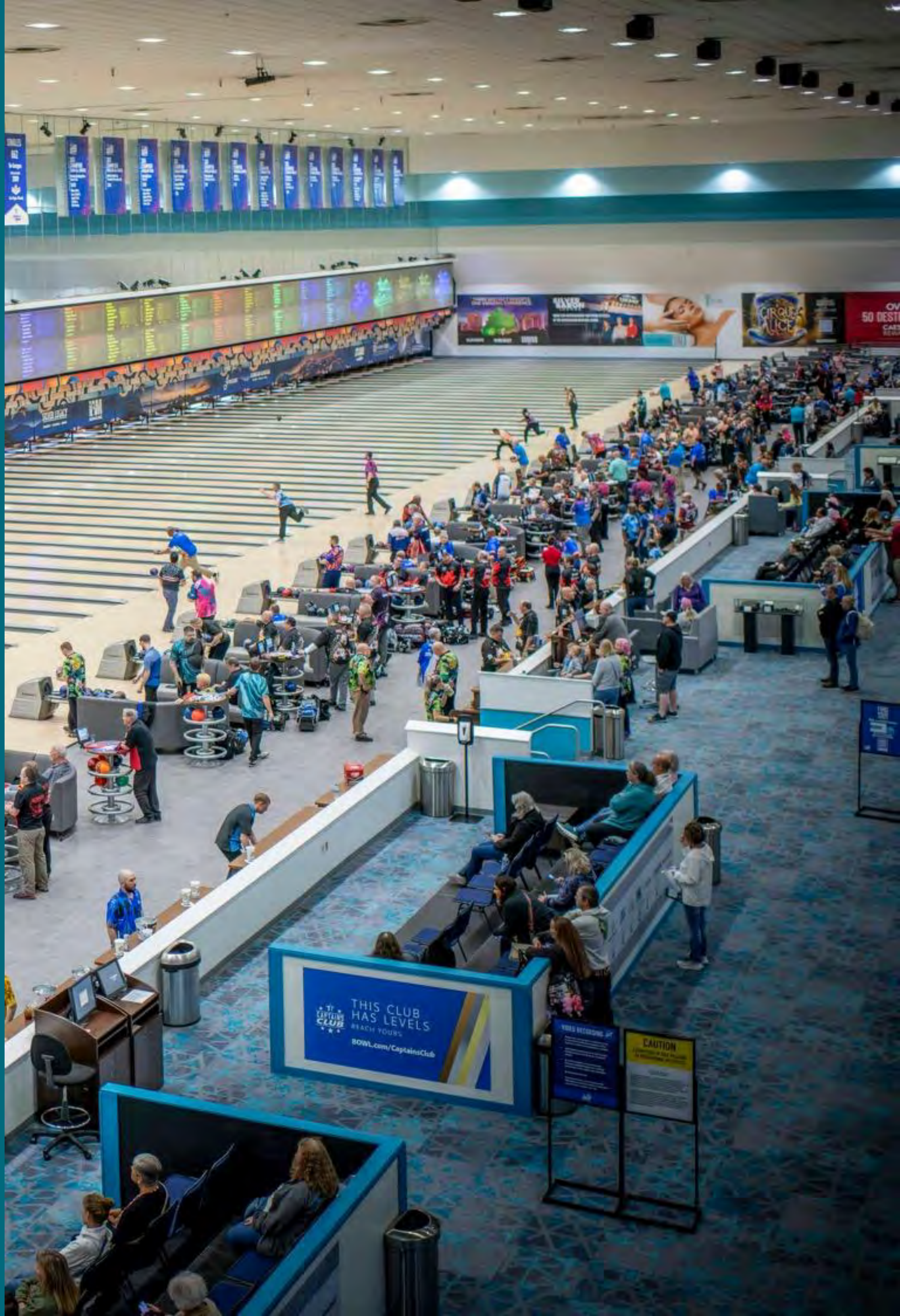
USBC OPEN CHAMPIONSHIP

55,000 BOWLERS

140,000 ROOM NIGHTS

$84M ECONOMIC IMPACT

RenoTahoe



USBC SOCIAL MEDIA VIDEO

RenoTahoe | NO LIMITS

USBC 3 YEAR EXTENSION

NEW INITIATIVES

2028 WOMEN'S CHAMPIONSHIPS
2029 OPEN CHAMPIONSHIPS
2032 OPEN CHAMPIONSHIPS
2033 WOMEN'S CHAMPIONSHIPS
2035 OPEN CHAMPIONSHIPS
2036 WOMEN'S CHAMPIONSHIPS
2038 OPEN CHAMPIONSHIPS

RenoTahoe

NEW INITIATIVES

REVEL RENO TAHOE

Marathon started at the summit of Mt. Rose Trailhead and ended at the RSCC. Course began at nearly 9,000 feet descending through the Humboldt-Toiyabe National Forest and ended at 5,500 feet on May 17. The Marathon was a USATF-certified Boston Marathon qualifying course.

1,416
REGISTER RUNNERS
73% OUT OF MARKET

2,000
ROOM NIGHTS

12
COUNTRIES

42
STATES

NEW INITIATIVES

VEGAS TO RENO "THE OTHER WAY" RACE

- FIRST TIME THE RACE IS REVERSING ITS COURSE STARTING IN RENO AND ENDING IN VEGAS
- OFF-ROAD FESTIVAL & PARADE AT J RESORT ON THURSDAY, AUG. 13 AND RACE STARTED AUG. 14 IN DAYTON
- JEREMY RENNER AS CELEBRITY PARADE MARSHAL
- RENNERVATION FOUNDATION AS CHARITY PARTNER

RENO OFFROAD FESTIVAL

RenoTahoe | NO LIMITS

NEW INITIATIVES

WORLD LONG DRIVE CHAMPIONSHIP

- WORLD LONG DRIVE CHAMPIONSHIPS | OCT. 14–17 AT WILDCREEK GOLF COURSE
- NEW THREE-YEAR PARTNERSHIP WITH CAESARS ENTERTAINMENT AND VISIT RENO TAHOE
- 30+ COUNTRIES REPRESENTED WITH INTERNATIONAL MEDIA AND SPECTATORS
- EVENT IS OPEN TO THE PUBLIC
- MEDIA PREVIEW PLANNED IN SEPTEMBER

CAPITAL IMPROVEMENTS

$32 MILLION IN CAPITAL IMPROVEMENTS

NEW INITIATIVES

RSCC

- RESTROOM REMODELING
- AIRWALL REPLACEMENT AND RESTORATION
- PURCHASE AND INSTALLATION OF NEW MEETING ROOM/CONCOURSE CARPET
- PURCHASE OF 10,000 NEW CHAIRS
- REMOVAL OF STEEL STRUCTURE FROM MAIN ENTRANCE, ADDITION OF NEW LEDS
- BALLROOM REMODEL
- NEW EXTERIOR PAINT
- REVITALIZATION OF EXTERIOR LANDSCAPING
- UPGRADED SOUND SYSTEM
- NEW INTERIOR FURNITURE
- NEW ELECTRONIC MEETING ROOM SIGNAGE

REC

- PURCHASE AND INSTALLATION OF A NEW TELESCOPIC BLEACHER SYSTEM
- REPLACEMENT OF INTERIOR FURNITURE
- PURCHASE AND INSTALLATION OF NEW DIGITAL SIGNAGE

RenoTahoe

NEW INITIATIVES

VENUE EFFICIENCIES

▲ **$1,724,138**

TOTAL OTHER INDIRECTS & NET LOSS

▲ **$300,000**

ADMINISTRATIVE AND MARKETING EXPENSES

▼ **$1,000,000**

TOTAL CONTRIBUTION FROM RSCVA TO NDA

▲ **$1,024,138**

TOTAL ANNUAL NET SAVINGS TO THE RSCVA

RenoTahoe

THANK YOU

RenoTahoe

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Date: May 14, 2025
To: Executive & Legislative Committee
From: Mike Larragueta, President/CEO
Subject: Fiscal Year 2025/26 **Approved** CEO **GOALS - REVISED**

Strategic Goals	CEO Goal	FY 25/26 Target	Weighting	Process
Goal #1: Group Room Night Goal	Increase produced group room nights 8.2% over FY 24/25 Group Room Nights	282,523 Produced Group Room Nights for FY 25/26. Each regional Director has an annual group room night goal between 14,000 – 28,000 totaling 144,699. The Sports team has an annual group room night goal of 137,824.	20%	Bonus calculated on following scale: If 282,523 room nights produced, full bonus for this goal awarded. If 274,047 to 282,522 room nights produced, 90% bonus for this goal awarded. If 265,825 to 274,046 room nights produced, 80% bonus for this goal awarded. If 257,850 to 265,824 room nights produced 70% bonus for this goal awarded.
Goal #2: Marketing	Achieve Average Paid Media Engagement Rate of 10%.	Achieve an average paid media engagement rate of 10.0% or higher by the end of the fiscal year.	10%	Engagement rate was at minimum 10.0% average at the end of the FY26. Engagement is defined as clicks on advertising, watching a video to completion, commenting on an ad, reacting to an ad (likes and saves) and sharing an ad. If an average paid media engagement rate of 8% is realized, a 75% bonus for this goal would be awarded.
	Increase Enhanced Website Engaged Sessions to Achieve 733,080 sessions.	Achieve enhanced website engaged sessions of 733,080.	10%	Enhanced website engaged sessions was at minimum 733,080 at the end of the FY26. Enhanced website engaged session is defined as 3 or more pages per session, partner referral, AI chat interaction, and itinerary builder completion. If enhanced website engaged sessions of 659,772 is realized, a 75% bonus for this goal would be awarded.

	Achieve 215 Earned Media Placements.	Secure 215 or more earned media placements by the end of the fiscal year.	10%	Earned media placements are at minimum 215. Earned media placements are defined as each appearance, in individual media outlets and/or online publications, of a particular narrative generated from public relations activities and community engagement activities. If 193 Earned Media Placements are realized, a 75% bonus for this goal would be awarded.
Goal #3: Leisure Room Night Goal	Produce 675,470 cash hotel room nights.	675,470 cash hotel room nights will be recorded by 11 hotel properties via tourism sales third-party channels.	15%	Bonus calculated on following scale: If 675,470 room nights produced, full bonus for this goal awarded. If 655,205 to 675,469 room nights produced, 90% bonus for this goal awarded. If 635,548 to 655,204 room nights produced, 80% bonus for this goal awarded If 616,481 to 635,547 room nights produced, 70% bonus for this goal awarded
Goal #4 Facility Revenues	Achieve $7,382,276 in total revenue for RSCC, NBS, REC, RSLEC	Combination of revenues attained by the M&C, Sports, Director of REC Operations and Venue sales and events team for the four venues. • RSCC Budgeted Revenue: $2,993,638. • RSLEC Budgeted Revenue: $1,346,539. • REC Budgeted Revenue: $1,647,960. • NBS Budgeted Revenue: $1,394,409.	15%	Bonus calculated on following scale: If $7,382,276 revenue produced, full bonus for this goal awarded. If $7,160,807 to $7,382,275 revenue produced, 90% bonus for this goal awarded. If $6,939,339 to $7,160,806 revenue produced, 80% bonus for this goal awarded. If $6,717,871 to $6,939,338 revenue produced 70% bonus for this goal awarded.

Goal #5 Community Engagement	30 Activities per year	Thirty (30) community activities per year, including but not limited to public service, speaking engagements, charitable in-kind contributions, tradeshow partnerships with charitable organizations and participation in quarterly stakeholder and community leadership meetings.	10%	Bonus given if goal achieved
Goal #6 Staff **Survey's**	Successfully oversee the development and execution of an employee satisfaction survey that includes a component for CEO feedback, ensuring insightful and actionable results to improve workplace culture and leadership effectiveness, and achieve an employee response rate of 75%.	Staff Survey – 75% Response rate	5%	Bonus given if goal achieved
Goal #7 Employee Survey Satisfaction Rate	Maintain employee satisfaction rate of 96% based on survey results.	Maintain a 96% employee satisfaction rate.	5%	Bonus given if goal achieved

FY 2025/2026 Group Room Night Goal

Goal #1: Increase group room night production 8.2% over FY 24/25

Criteria for the goal to be considered achieved: 282,523 produced group room nights for FY 25/26. Each Regional Director has an annual goal between 14,000 - 28,000 room nights, totaling 144,699. The Sports team has an annual group room night goal of 137,824.

FY 2024/2025 Group Room Night Goal	261,122
FY 2024/2025 Group Room Night Actual as of 3.31.25	251,596
FY 2024/2025 Group Room Night (Forecasted)	270,425
FY 2025/2026 Group Room Night Goal Recommendation	282,523

Justifications for FY 2025/2026 Group Room Night Goal Increase

Increased meetings & convention group room nights by territory are as follows:

Northeast	6% increase
Southeast	8% increase
Upper Midwest & Upper Plain States	19% increase
Lower Midwest & Lower Plain States	9% increase
Southwest	10% increase
S. California	7% increase
N. California	5% increase*

*(12,302 group room nights from legacy/annual accounts)

Increases:

- Indoor Track – Based on 2024-2025 track season actuals, the sports team will contract five (5) additional meets equating to 10,000 room nights for the upcoming 2025-2026 track season.

- Regional Directors of Convention Sales are seasoned and have great momentum. The director with the least seniority has been in position nearly two years and has been the most successful in surpassing her 2024-2025 goal.

- Annual legacy account, *Wild Sheep Foundation*, saw an increase of 2,000 room nights or an increase of 13% in YoY room night growth that will be accounted for in the 2025-2026 goals.

- Air service capacity for Reno Tahoe International Airport up 8.4%.

Decreases:

- Federal government per diem bookings are down 9% YTD, future bookings 20% below 2024.-hotelinvestmenttoday.com

- Overall U.S. room night volume is down 1% YoY and pacing 4% below 2024. -hotelinvestmenttoday.com

- Overall Hotel occupancy & revenues within +1% of 2024 levels. -STR

- U.S. RevPAR growth in 2025 forecasted to see .4% growth vs 1.4%. -Goldman Sachs

- Major Casino Hotel & Resort 2026 Group Budgets vs 2025
    - Resort #1 increase of 10%
    - Resort #2 flat 0% to 2% increase
    - Resort #3 flat 0%
    - Resort #4 flat 0%
    - Resort #5 No Comment

A measurable statistic is looking at group leads produced for pre-pandemic production in FY 18/19 versus forecasted FY 24/25. Total group leads for forecasted FY 24/25 represent 104% of group leads from FY 18/19.

Another measurable statistic is group room nights from leads for forecasted FY 24/25 versus group room nights from leads for pre-pandemic production in FY 18/19. Total group room nights from leads in forecasted FY 24/25 will represent 88% of group room nights from leads for FY 18/19.

Forecasted FY 24/25 group room night production should be 88% of FY 18/19 room night production due to a forecasted conversion rate of 35%, vs 30% for FY 18/19.

Summary & Recommendations for FY 2025/2026 Group Room Night Goal

• FY 2024/2025 Goal	261,122
• Air service capacity for RNO is up 8.4%	
• Avg industry increases per year is 3% or 7,834 RNT's	
• Recommending an 8.2% increase over FY24/25	21,412
• Major Hotel 2026 Group RNT's Budgets	2.5% Avg Increase
• Indoor Track Year-2, five (5) additional meets	+10,000
• Wild Sheep Foundation YoY RNT Increase	+2,000

Extracting the 12,000 RNT's (10,000 RNT's for indoor track & 2,000 RNT's for Wild Sheep) exceeds the FY 2024/2025 group room night goal by 3.6%.

FY 2025/2026 recommended Group Room Night Goal **282,523**

Marketing Goals

Goal: Achieve Average Paid Media Engagement Rate of 10%. (FY25 Goal was 5%)

Criteria for the goal to be considered achieved: Engagement rate was at minimum 10.0% average at the end of the FY26. Engagement is defined as clicks on advertising, watching a video to completion, audio completions, commenting on ads, reacting to an ad (likes, saves, etc.) and sharing an ad. If an average paid media engagement rate of 8% is realized, a 75% bonus for this goal would be awarded.

Rational: Under new leadership at the RSCVA, we set out to redefine marketing goals in FY25 to focus on strategies that drive measurable engagement rather than historical upper-funnel impression-based goals. Driving the brand forward requires us to focus on strategies that can drive awareness as well as support mid- to lower-funnel engagements and conversions.

Using national benchmarking as our baseline in FY25, we finalized our goal to achieve a 5% media engagement rate by the end of the fiscal year.

Forecasted actuals for FY25 will likely end around 17% with a major focus on engagement and lower funnel conversion. An increased focus on video engagement along with conversion centric optimizations within paid social (to support partner referral rate) contributed to our over delivery.

Using this goal, we can blend results across various engagement factors, allowing our teams to develop larger-scale, more impactful plans that include tactics such as OTA direct, strategic brand and sports partnerships.

As we look to balance strategies that drive awareness as well as mid- to lower-funnel campaigns, we recommend an engagement rate of 10% for FY26. This is up from FY25's goal of 5%. The recommended engagement rate percentage accounts for digital paid media opportunities, plus opportunities like large-scale brand partnerships and OTA buys that will likely not drive traffic to VisitRenoTahoe.com.

One of the most important outcomes for our advertising efforts is commanding attention. With information being so abundant, capturing headspace is crucial. Inspiring future travel begins by engaging interest and increasing affinity through meaningful engagements. These engagements occupy the headspace for longer periods and enhance recall when target audiences are ready to make their travel decisions.

Engagements will be tracked through various means, including channels (i.e., Meta, Google), third-party ad serving (Google Campaign Manager) and where necessary, vendor reporting. We believe the most effective KPI is media engagement rate, which takes total media engagements as defined above and divides them by the number of times our ads were seen (impressions). Having a rate versus specific quantities allows for flexibility with fluctuating budgets.

Goal #2: Increase Enhanced Website Engaged Sessions to Achieve 733,080 Sessions (Estimated 5% increase over FY24)

Criteria for the goal to be considered achieved: Enhanced website engaged sessions are at minimum 733,080 at the end of the FY26. Enhanced website engaged session is defined as 3 or more pages per session, partner referral, chat interaction, and itinerary builder completion. If enhanced website engaged sessions of 659,772 is realized, a 75% bonus for this goal would be awarded.

Rational:
Instead of solely focusing on partner referrals, this year we'll focus on a custom, enhanced engagement metric that would include referrals along with other engagement triggers specific to our website and its users. This gives us a more holistic look at the website's performance and modern traveler.

Enhanced engagement includes:

- 3 or more pages/session: Indicates an engaged user consuming more content than our average user.
- Partner referrals: Indicates an engaged user actively considering and planning to be in-market.
- Itinerary Builder Completion: Indicates an engaged user considering and exploring Reno Tahoe as a destination.
- Chat Interaction: Indicates an engaged user interacting with, considering and planning to be in-market.

We will track each of these four engagement triggers individually, but also roll them up into an overall enhanced engagement metric for the website.

In FY25 we are estimating by June 30th, there will be 698,158 engaged sessions. The new targeted number of engaged sessions anticipates a 5% increase year over year.

An engaged session is a session in which a user triggers any of the engagement events defined above. If a user were to trigger multiple engagement events within their session, that would still just be one engaged session.

Goal #3: Achieve 215 or more earned media placements by the end of the fiscal year. (Estimated flat over FY25)

Criteria for the goal to be considered achieved: Earned media placements are at minimum 215. Earned media placements are defined as each appearance, in individual media outlets and/or online publications, of a particular narrative generated from public relations activities and community engagement activities. If 193 Earned Media Placements are realized, a 75% bonus for this goal would be awarded.

RATIONALE:

When compared to the average number of Earned Media Placements from Fiscal Year 2017-2018 through Fiscal Year 2024-2025 (~184 stories placed), proposed goal of 215 Earned Media Placements represents an increase of 16.8%.

Reno Tahoe Fiscal Year Total Placements:

2017-2018: 156
2018-2019: 148
2019-2020: 309
2020-2021: 104
2021-2022: 202
2022-2023: 138
2023-2024: 205
2024-2025: Pacing for ~215

As quality of placements is emphasized and coverage is never guaranteed for public relations efforts, Earned Media Placements can fluctuate from year-to-year. With more of an emphasis on local PR and community engagement, the goal is attainable yet aggressive.

Tourism Sales Room Nights – FY25/26

Revised Goal
Produce 675,470 cash hotel room nights.

Criteria for the goal to be considered achieved:
675,470 cash hotel room nights will be recorded by 11 hotel properties via tourism sales third-party channels to include:

- Online Travel Agencies (OTA's)
- Retail Travel Agencies via Global Distribution Systems (GDS)
  - Includes all Washoe County Properties
- Tour Operators
- Receptive Operators
- Wholesalers
- Motor Coach Operators
- Retail Golf and Ski

Reporting Properties

- Atlantis Casino Resort Spa
- Circus Circus Hotel and Casino
- Eldorado Reno Resort Casino
- Grand Sierra Resort and Casino
- Hyatt Regency Lake Tahoe Resort Spa and Casino
- J Resort
- Nugget Casino Resort
- Peppermill Hotel Resort
- Renaissance Reno Downtown Hotel and Spa
- Silver Legacy Resort Casino
- Whitney Peak Hotel

Rationale:

- FY25 - 634,111 room nights goal.
- FY25 final room nights 696,699. **Revised to 677,580.**
  - Room nights based on actuals: July'24 – June'25
- FY26 goal of 675,470 room nights based on: **Rationale was to apply the decrease in hotel cash rooms and calculate the revised % of tourism rooms.**
  - 0.3% decrease being projected for FY26 final cash room nights for overall Washoe County. **The hotel budget for FY25/26 is 0.3% under actual for FY25/26.**
  - 26.6% of cash hotel room nights projected. **The revised percent is now 26.6% which lowered the goal.**

- Reno Tahoe continues to hold a strong presence within drive markets, making it an accessible destination for consumers considering value travel.
- Hotel partners are projecting a flat year, or single digit increase for convention room nights in 2026, thus increasing the room inventory and favorable rates available for third party channels to sell, therefore mitigating FIT/group declines.

Justifications:

- FY26 USBC Open Championship returns – some attendees will book "outside" the block
- Tariffs & inflation continue to be factors for consumers, creating demand for domestic travelers seeking value travel to outdoor destinations.
- Reno continues to be a growing city making it desirable destination for travelers to visit friends and family.
- Reno-Tahoe International Airport is projecting continuous passenger growth and expansion of nonstop flight routes.
- Discussions with third-party channel companies and hotel directors of sales.
- Slowdown of outbound international travel and cruise bookings.
- International inbound downturn due to tariffs and political climate.
    - Mexico office will continue to operate on a limited basis and continue to build upon the increased market share we have established in Guadalajara and surrounding areas.
    - Reno-Tahoe International Airport has:
        - Not reported significant flight reductions from Volaris Airlines.
        - Reported increase in Mexico origination passengers –

YTD June 2025 YOY % diff.

- Total international visitors are up 9.3%
- Mexican visitors are also up 9.3%
- Canadian visitors are up 8.9%

Source: Diio Fmi

Facility Revenues

Goal #1:

Achieve $7,382,276 in total revenue for RSCC, NBS, REC, RSLEC

Criteria for the goal to be considered achieved:
Combination of revenues attained by the venue sales and events team, to include rent, audio visual, IT, parking, labor, equipment rental, facility fees and other ancillary revenues.

- The RSCC Sales & Events Team has an annual goal of $2,928,638
- The RSLEC Sales & Events Team has a goal of $1,326,539.
- The REC Sales & Events Team has a goal of $1,562,690.
- The REC/NBS Events Team has a goal of $1,304,409.
- The Sponsorship and Sales Manager has an annual goal of $260,000.

Rational:

	FY 2026 Budget	FY 2025 Budget (Revised/Projections)	Difference	
	Total Facilities Revenues	Total Facilities Revenues	Total Facilities Revenues	Total Facilities Percentage
RSCC	$2,993,638	$3,093,461	$99,823	-3.22%
RSLEC	$1,346,539	$1,195,498	$151,041	12.63%
REC	$1,647,690	$1,036,385	$611,305	58.98%
NBS	$1,394,409	$340,309	$1,054,100	55.09%
	$7,382,276	$6,706,750	$1,716,623	25.6%

Budgeted Revenue Explanations:

RSCC:
40% of the convention center's revenues come from group room night conventions and sporting events (group room night events).
In FY 24/25 we had a total of 18 group room night events out of 210 total events.
In FY 25/26 we have 16 group room night events, with 3 considered citywide conventions and not having a rent requirement.

With additional track meets and the Venue Sales Team selling smaller events 12 months and in. We hope to get to a goal of 235 events to make up mos of this deficit.

The addition of the Sponsorship Sales Manager will bring in an additional $65,000 in revenue.

Room night convention bookings are budgeted based on the following criteria:

- Stakeholder hotel mix strategy
- Inflation/Recession
- Competition
- Inflated Expenses

We are forecasting $10,925 or 1% up from FY2025 and 3% or $99,823 down from projections for FY2025.

RSLEC:
The RSLEC is booked at capacity with 47 out of 52 weeks sold each year. (33 non-event days)
In FY 24/25 we will have 75 events at the RSLEC, with 17 group events.

We have lost USA BMX a room night group to another city ($62K) and a Hispanic Concert, Sin Fronteras ($76K) compared to FY23/24

In FY 25/26 we expect to have 75 events again with 16 group events on the books and forecasting lower than our FY2025 budget by $45,998 or 3% less, but up 12.63% from our revised projections due to some new room-night events (WCRHA Star Spangled Slide 2025, World Gay Rodeo Finals and Western Bison Conference 2025).
The Sponsorship Sales Manager will bring in an additional $20,000 in a mix of cash and trade.

REC:
There is opportunity at the REC.
In FY 24/25 we will have 40 events, with 9 concerts.

We had anticipated 19 concerts like FY23/24.

In FY 25/26 we are forecasting 45 events with 15 of those being concerts (6 of them will be RSCVA bought concerts). Those 6 additional concerts will add $600K+ to our revenues.

This is $134,880 (or 7.6%) less than FY24/25 Budget

The Venue Sales Team will continue to sell non-room night events 12 months and in, to add to the total of 45 events.

The addition of the Sponsorship Sales Manager will bring in $85,000 in new revenue based on the additional concerts.

NBS:

USBC will be holding a Championship Tournament in FY 25/26.

FY 24/25 Our revenues are expected to be $62,534 or 23% higher than budgeted.

We held 74 events in FY23/24 compared to 123 in FY24/25

FY 25/26 we are forecasting an increase from FY24/25 in revenue of $1,026,432 or 310%.

The Sports Sales Team and Venue Sales Team will book an additional 60 events in the shoulder months (61 total with USBC).

The addition of the Sponsorship Sales Manager will add $90,000 in cash and trade.

Community Engagement

Goal #1: 30 community activities per year

Criteria for the goal to be considered achieved: Thirty (30) community activities per year, including but not limited to public service, speaking engagements, charitable in-kind contributions, tradeshow partnerships with charitable organizations and participation in quarterly stakeholder and community leadership meetings.
Forty six (46) activities will be completed by the end of FY24/25.

Rational: Community engagement and improved communication is a pilar of the President and CEO's priorities and leadership. Educating and being visible in the local community is paramount to the RSCVA's continued success.

Goal #6

Staff Survey – 75% Response rate

Successfully oversee the development and execution of an employee satisfaction survey that includes a component for CEO feedback, ensuring insightful and actionable results to improve workplace culture and leadership effectiveness, and achieve an employee response rate of 75%.

Criteria for the goal to be considered achieved:

- Execution of an employee satisfaction survey, incorporating feedback on the CEO through an integrated or separate section.
- Ensure a strong participation rate of 75% by fostering open communication and promoting the survey across all levels of the organization.
- Analyze and summarize survey results, identifying key trends and areas for improvement.
- Share findings with stakeholders and establish a plan for addressing feedback to enhance employee satisfaction and leadership transparency.

Background:

Conducting a staff satisfaction survey, including a component for CEO feedback, is an important goal for the CEO and for the RSCVA as a whole.

This survey will provide insights into employee satisfaction and engagement levels. By understanding these sentiments, we can identify areas for improvement and implement strategies to enhance employee morale and retention.

By obtaining feedback from employees, we can identify inefficiencies and obstacles hindering productivity for the RSCVA. This will allow us to implement and enhance initiatives to allocate resources effectively.

A 75% response rate is 40% above the national average and demonstrates the extraordinary level of trust and commitment RSCVA employees have in the organization.

Goal #7

Staff Survey – Maintain a 96% employee satisfaction rate

Maintaining an employee satisfaction rate of 96% demonstrates leadership effectiveness and commitment to employee engagement.

Criteria for the goal to be considered achieved:

Survey results demonstrate a combined satisfaction and happiness rate of 96% or higher.

Background:
Happy and satisfied employees tend to be more engaged, productive, and committed to their work. They're driven by a feeling of purpose and are more likely to take initiative and demonstrate creativity.
Happy employees contribute to the happiness of customers and clients, produce high-quality work, complete more sales, and improve teamwork.

Jul-25	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
UNR Governor's Dinner	Mike	7/15/2025	
RTX Celeb Golf FAM	MIke	7/10/2025	
NLGA Welcome Reception	Mike	7/16/2025	Mike to welcome group and give opening remarks. Hosted at Edgewood Tahoe
3			

Aug-25	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Automobile Museum Podcast	Mike	8/7/2025	
Ceremonial Signing of AB333	Mike	8/6/2025	
City of Reno Presentation	Mike	8/13/2025	Present to City Council with Future Partners
3			

Sep-25	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Meet with Senator Cortez Masto's Office	Mike	9/24/2025	Cameron George and Trevor Dean from the Senator's Office
NBS Open House	Mike	9/25/2025	
GSR Groundbreaking	Mike	9/30/2025	
3			

Oct-25	**Community Engagement Tracking**		
Organization/Event Name	Employee	Date	Notes
LTVA Presentation to Board of Directors	Mike	10/9/2025	Event held at Tahoe Blue Events Center
Reno Pro Soccer Press Conference	Mike	10/16/2025	
International Bowling Federation Opening Ceremony	Mike	10/16/2025	Delivered opening remarks and welcomed group
RTIA Groundbreaking Ceremony for Transportation Ceremony	Mike	10/22/2025	
UNR Business Marketing Tourism Class	Mike	10/22/2025	UNR
International Bowling Federation Awards Ceremony	Mike	10/22/2025	
Mr. Rose Republican Women Association Presentation	Mike	10/29/2025	Tamarack Casino
7			

Nov-25	**Community Engagement Tracking**		
Organization/Event Name	Employee	Date	Notes
EDAWN Luncheon Strategic Infrastructure	Mike	11/6/2025	Hosted by the Atlantis
Chamber Alliance Reception	Mike	11/6/2025	Located at NoVi
ReStore Announcement at NBS	Mike	11/18/2025	
3			

Dec-25	**Community Engagement Tracking**		
Organization/Event Name	Employee	Date	Notes
Track Season Kickoff Press Conference	Mike	12/2/2025	RSCC - Indoor Track
1			

Jan-26	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Senator Rosen Tourism Roundtable	Mike	1/21/2026	
Bobby Dolan Dinner	Mike	1/29/2026	
2			

Feb-26	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
EDAWN State of the Economy Luncheon	Mike	2/5/2026	Located at Peppermill
Guest Speaker at Reed High School #1	Mike	2/6/2026	
Guest Speaker at Reed High School #2	Mike	2/6/2026	
UNR Sports Management Class	Mike	2/11/2026	Indoor Track
NIL Partner Summit	Mike	2/24/2026	Mackay Stadium
5			

Mar-26	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
RTIA New Concourse Groundbreaking	Mike	3/3/2026	
National Automobile Museum Speaker Series	Mike	3/3/2026	
What Drives Reno Podcast with Phil McDougal	Mike	3/16/2026	National Automobile Museum
American Legion Welcome	Mike	3/17/2026	Welcome the group as they site RSCC
Nevada Women's Basketball Coach Introductory Press Conference	Mike	3/27/2026	Lawlor Events Center
5			

Apr-26	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Lodging Tax Funding and Distribution Presentation to TRPA	Mike	4/10/2026	TRPA Offices Stateline, NV
USBC Delegate Welcome Reception	Mike	4/27/2026	Silver Legacy
Liberty Dogs Facility Tour and Breakfast	Mike	4/28/2026	
EDAWN Brand Video	Mike	4/29/2026	RSCC
USBC Convention Hall of Fame Reception	Mike	4/29/2026	Silver Legacy
5			

May-26	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Mendive Art Show Judging	Mike	5/6/2026	Mendive Middle School
J Resort North Expansion Grand Reveal	Mike	5/18/2026	J Resort
Women in Achievement Luncheon	Mike	5/21/2026	Reno Ballroom
3			

Jun-26	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Rotary Club Presentation	Mike	6/3/2026	Presentation
National Judicial College Tour	Mike	6/2/2026	
UNR College of Business Class	Mike	6/2/2026	Presentation
Reno+Sparks Chamber Leadership Class Graduation	Mike	6/10/2026	Presentation
4			

Totals for FY25/26
44

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RENO-SPARKS CONVENTION AND VISITORS AUTHORITY
NOTICE OF PUBLIC MEETING
MEETING OF THE BOARD OF DIRECTORS
Thursday, August 27, 2026, at 10:00 a.m.
Reno-Sparks Convention and Visitors Authority
4065 S. Virginia Street, Board Room
Reno, Nevada

BOARD OF DIRECTORS:
Ms. Cortney Young, Chair

Councilwoman Charlene Bybee	Commissioner Clara Andriola
Mayor Hillary Schieve	Mr. John Farahi
Mr. Greg Long	Mr. Glenn Carano
Mr. Richard Jacobs	Mr. Ryan Bellows

THIS NOTICE AND AGENDA HAVE BEEN POSTED PER NRS REQUIREMENT, AT LEAST THREE BUSINESS DAYS BEFORE THE MEETING, IN ACCORDANCE WITH NRS 241.020, AT THE MEETING LOCATION AND AT THE FOLLOWING WEBSITES:

RSCVA Website: www.rscva.com/public-meetings Online at http://notice.nv.gov/

This meeting is being live streamed and may be viewed by the public at the following link: www.rscva.com/public-meetings

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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. Pursuant to NRS 241.020(6), supporting material is made available to the general public at the same time it is provided to the Board. The designated contact to obtain support materials is Myrra Estrellado, 4065 South Virginia Street, Suite 100, Reno, NV (775) 827-7737.

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. CONSENT AGENDA

(All consent items may be approved together with a single motion, be taken out of order, and/or be heard and discussed individually. All consent agenda items pulled for discussion will be heard after approval of the remaining consent agenda items)

C1. Approval of the Agenda of the August 27, 2026, Regular Meeting of the Board of Directors

For Possible Action

C2. Approval of the Minutes of the June 25, 2026, Regular Meeting of the Board of Directors

For Possible Action

C3. Review and possible approval of the RSCVA Fiscal Year 2026-2027 Cvent Supplier Network Contract

RSCVA staff is recommending approval of the Fiscal Year 2026–27 Cvent Supplier Network invoice in an amount not to exceed $134,629. In addition, staff recommends approval of the following subsequent years through FY 2028-2029. Discounted pricing is reflected in a multi-year agreement. The contracted pricing for Year 1 (FY 2026-2027) is an amount not to exceed $134,629; Year 2 (FY 2027-2028): $137,306.67, Year 3 (FY 2028-2029): $140,121.15.

For Possible Action

C4. **Review, Discuss and Possible Action to approve Staff's Recommendation to Award** Johnson Controls, Inc. PWP-WA-2026-527 for the purchase and installation of a New Cooling Tower, to Replace Cooling Tower #3 for the Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program, NRS 332.195. (Sourcewell Contract #080824-JHN) In an amount not to exceed $853,575.00. (This includes a 10 % contingency)

For Possible Action

D. BOARD MATTERS

D1. **Review, Discuss and Possible Action to approve Staff's Recommendation to Award** Hussey Seating PWP-WA-2026-503 for the purchase and installation of a New Telescopic Bleacher System for the Reno Events Center by use of a Government Cooperative Purchasing Program. (Sourcewell Contract #081523-HSC) In an amount not to exceed $6,300,000.00. (This includes a 3.32% contingency)

The RSCVA Board of Directors is being asked to review, discuss, and may take possible action to award Hussey Seating PWP-WA-2026-503 for the purchase and installation of a telescopic bleacher system for the Reno Events Center in an amount not to exceed $6,300,00.00 Todd Vigil, Director, Project Development with Hussey Seating will provide a presentation on the schematics, renderings, cost breakdown, the schedule of values, and the construction timeline for the proposed bleacher system at the Reno Events Center.

For Possible Action

D2. For possible action - discussion and possible action on a ~~r~~esolution of intent of the Reno-Sparks Convention And Visitors Authority, proposing the issuance in the name and on behalf of Washoe County, Nevada, general obligation (limited tax) Reno-Sparks

Convention And Visitors Authority convention center bonds (additionally secured by pledged revenues) in the maximum aggregate principal amount of $25,000,000 for the purpose of financing convention center facilities; authorizing the publication of notices related thereto; and providing other matters properly related thereto. (Two-thirds Majority Vote Required)

For Possible Action

D3. Review, Discussion, and Possible Action to Approve the Revised Strategic Plan Priorities for Fiscal Year 26/27

Following previous Board review and discussion, OnStrategy and RSCVA staff have revised the proposed Fiscal Year 26/27 priorities to better align organizational priorities with CEO goals and strategic direction within the Board-approved Fiscal Year 2026-2028 Three-Year Strategic Plan. Staff will present the revised strategic priorities for Fiscal Year 26/27, including updates to areas of focus and performance measures. The Board of Directors is being asked to review and discuss the revised priorities and may take action to approve and/or approve with modifications.

For Possible Action

D4. Review, Discuss, and Possible Action to Recommend Award of Request for Proposal #2026-EXEC01, for the Reno-Sparks Convention and Visitors Authority – Government Affairs Representation to Wadhams Advisors.

The RSCVA Board of Directors will discuss, consider and may take possible action to award Request for Proposal #2026-EXEC01 for the RSCVA government affairs representative to Wadhams Advisors pursuant to the terms of the proposal submitted.

This item was presented to the Executive and Legislative Committee on August 21, 2026, and was approved in an advisory capacity for recommendation to the full RSCVA Board of Directors.

For Possible Action

D5. Mike Larragueta, President/CEO Evaluation for 2025-2026, Merit Increase and Bonus Determination

The RSCVA Board of Directors will discuss, consider and may take possible action to award a merit increase in the annual salary for the CEO as well as a bonus in an amount to be determined by the Board. The Executive and Legislative Committee has recommended: (i) a 5% merit increase to salary retroactive to July 1, 2026 ($16,537.45 annual salary increase); (ii) the award of a bonus in the amount of 10% of FY 25/26 base salary ($33,074.90 bonus amount) based on established performance criteria; (ii) the award of a discretionary bonus in the amount of 5% of FY 25/26 base salary ($16,537.45 bonus amount); and (iii) a one-time discretionary bonus in the amount of 10% of FY 25/26 base salary ($33,074.90 bonus amount) to recognize performance in FY 25/26, for a total recommended bonus of $82,687.25. The Board may utilize its discretion to approve a salary merit increase and/or bonus in amounts different than those recommended by the Committee.

This item was presented to the Executive and Legislative Committee on August 21, 2026, and was approved in an advisory capacity for recommendation to the full RSCVA Board of Directors.

For Possible Action

D6. Review and Discussion of President/CEO Employment Agreement and President/CEO Evaluation and Compensation Policy

The RSCVA Board of Directors is being asked to review, discuss, and may take possible action to recommend revisions to the President/CEO Employment Agreement and/or President/CEO Evaluation and Compensation Policy (Exhibit B to the President/CEO Employment Agreement) recommended by the Executive and Legislative Committee as the Board deems appropriate. The Committee has recommended: (i) incresing the base salary to $375,000 per year, retroactive to FY 25/26 to reflect a 5% merit increase and a market adjustment; and (ii) revising the bonus structure to provide for a bonus of up to 15% of base salary based on achievment of established performance criteria, and a discretionary bonus in the amount of up to 20% of base salary. The Board may utilize its discretion to approve adjustments to the President/CEO Employment Agreement different than those recommended by the Committee, with all revisions to the President/CEO Employment Agreement subject to the approval of the President/CEO.

This item was presented to the Executive and Legislative Committee on August 21, 2026, and was approved in an advisory capacity for recommendation to the full RSCVA Board of Directors.

For Possible Action

D7. Discussion and possible action to provide full-time RSCVA employees a five percent (5%) deferred compensation program match.

The Board is being asked to review, discuss, and possibly take action to approve a five percent (5%) deferred compensation match program for full time RSCVA employees.
The maximum projected liability associated with the Deferred Compensation Program is estimated at approximately $500,000 annually assuming full implementation and participation as authorized by the Board. These costs may vary based on employee participation, which is estimated to be less than the potential maximum.

For Possible Action

E. BOARD MEMBER ANNOUNCEMENTS, REPORTS, AND UPDATES

RSCVA Board Members may share announcements, reports, updates, and requests for information and future agenda items. This item is informational only, and no discussion among Board Members will take place on this item.

Informational Only

F. 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. 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.

G. ADJOURNMENT

For Possible Action

For information or questions regarding this agenda please contact:
The RSCVA Executive Office

P.O. Box 837, Reno, NV 89504
775-827-7618

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Reno-Sparks Convention & Visitors Authority
Meeting held Thursday, June 25, 2026, at 10:00am
4065 S. Virginia Street, Board Room
Reno, Nevada

The Reno-Sparks Convention & Visitors Authority Board of Directors met at 10:00 a.m. on Thursday, June 25, 2026. The meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

A. OPENING CEREMONIES

A1. Call to Order
Vice Chair Young called the meeting to order at 10:00 a.m.

A2. Pledge of Allegiance
Board Member Andriola led the pledge.

A3. Roll Call
The Clerk of the Board took roll call.

Board Members Present:	Board Members Absent:
Cortney Young, RSCVA Vice Chair	Mayor Hillary Schieve, RSCVA Chair
Commissioner Clara Andriola, Board Member	
Ryan Bellows, Board Member	
Councilwoman Charlene Bybee, Board Member	
Glenn Carano, RSCVA Board Member	
John Farahi, RSCVA Board Member	
Richard Jacobs, Board Member	
Greg Long, RSCVA Board Member	

RSCVA Executive Staff Present:
Mike Larragueta, President & CEO
Robert Chisel, Financial Consultant
Christina Erny, Chief Marketing Officer
Renee McGinnes, Executive Director of Venue Sales and Events
Chad Peters, Executive Director of Facilities
Lori Tange, Executive Director of Human Resources
RSCVA Legal Counsel:
Benjamin Kennedy, Argentum Law
Molly Rezac, Ogletree Deakins
Board Clerk:
Myrra Estrellado, Administrative Office Manager & Board Clerk

B. COMMENTS FROM THE FLOOR BY THE PUBLIC

Vice Chair Young opened the floor to public comment, there was none. Public comment was closed.

C. CONSENT AGENDA

C1. Approval of the Agenda of the June 25, 2026, Regular Meeting of the Board of Directors

C2. Approval of the Minutes of the May 28, 2026, Regular Meeting of the Board of Directors

C3. Review and Possible Approval of the RSCVA Fiscal Year 2026-2027 Property General Liability, Automobile, Umbrella, Workers' Compensation, Public Officials' Liability, Crime, and Internet Liability, and Associated Insurance Coverage

C4. Review, Discuss and Possible Action to Approve Staff's Recommendation to Award Johnson Controls Building Solutions Inc., for the Purchase and Installation of a New, York VSD Chiller Control for the Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program (Sourcewell Contract #080824-JHN) in an Amount Not to Exceed $280,500.00 (the Not to Exceed Amount Includes a 10% Contingency)

C5. Review, Discuss and Possible Action to Approve Staff's' Recommendation to Award Shaw Industries Inc., for the Purchase of New Ballroom Carpet for the Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program (Sourcewell Contract #061323-SII) in an Amount Not to Exceed $251,300.00 (the Not to Exceed Amount Includes an 8% Contingency)

On a motion made by Board Member Andriola, seconded by Board Member Bybee, it was resolved to approve Items C1, C2, C3, C4 and C5 on the consent agenda as presented. The motion was APPROVED by a vote 8-1-0. Motion carried.

D. PRESENTATIONS

D1. Presentation: Reno-Tahoe International Airport Authority, Hasaan Azam, Director, Air Service Development and Properties, Mark Berg, Chief Commercial Officer and Kirk Lovell, Air Service Consultant

Hasaan Azam, Director, Air Service Development and Properties, gave a presentation from the Reno-Tahoe International Airport Authority. He gave an industry overview, explained how the industry is affected by rising fuel prices, what changes can be expected in the airline industry, how it will affect the Reno-Tahoe Airport, and what the Airport Authority's strategic priorities are for the future. In response to Board Members' inquiries, he explained challenges that the Airport Authority faces in the airline industry and elaborated on airline operations.

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D2. Presentation: Public Relations Update, Nicolle Staten-Lowe, Senior Manager of Communications

Nicolle State-Lowe highlighted the strategy of the Communications Team to build credibility and strengthen community support for Reno-Tahoe. She gave an overview of the coverage and performance of public relations over the past year. She commented that media visits gave the most effective coverage. She also summarized the challenges the Team faces and the media opportunities ahead that will build visibility and credibility.

Board Member Farahi requested that sources for the reported numbers be included in the next presentation and inquired about how the Team is working with AI. Christina Erny responded that they use GuideGeek and Ahrefs and Madison AI.

Board Member Young left at 10:37am and returned at 10:38am.

D3. Reno-Sparks Convention and Visitors Authority Department Updates

Mike Larragueta provided department updates. He highlighted upcoming events and reviewed the budget for the month, comparing actual budget with the projected budget and the performance last year.

Items F1, F2, F3, F4 were discussed before E1 and E2.

Board Member Young left the meeting at 10:56am and returned at 10:57am.

Board Member Long left the meeting at 10:58am and returned at 11:00am

E. APPOINTMENT OF BOARD MEMBERS/ELECTION OF CHAIR

E1. RSCVA Board Appointment of Reno Tahoe Airport Authority's (RTAA) Board of Director's Seat Pursuant to NRS 244A 601(1)(d)(1)

On a motion made by Board Member Carano, seconded by Board Member Andriola, it was resolved to appoint Vice Chair Cortney Young as the RTAA Board of Director's Seat Pursuant to NRS 244A 601(1)(d)(1), beginning on July 1, 2026, for a term of two years. The motion was APPROVED by a vote 7-2-0. Motion carried.

Chair Young Chaired Item E1 but abstained from the vote.

E2. Election of the RSCVA Board Chair, Vice-Chair and Secretary/Treasurer

On a motion made by Board Member Farahi, seconded by Board Member Andriola, it was resolved to appoint Vice Chair Cortney Young as the RSCVA Board Chair. The motion was APPROVED by a vote 8-1-0. Motion carried.

On a motion made by Vice Chair Young, seconded by Board Member Carano, it was resolved to appoint Commissioner Clara Andriola as the RSCVA Board Vice Chair. The motion was APPROVED by a vote 8-1-0. Motion carried.

On a motion made by Board Member Andriola, seconded by Board Member Young, it was resolved to appoint Board Member Carano as the RSCVA Secretary/Treasurer. The motion was APPROVED by a vote 8-1-0. Motion carried.

F. BOARD MATTERS

F1. Review, Discussion, and Possible Action regarding an Extension Agreement for The Decker/Royal Agency and Good Giant, Visit Reno Tahoe's Public Relations Agencies

On a motion made by Board Member Long, seconded by Board Member Andriola, it was resolved to approve the Extension Agreement for The Decker/Royal Agency and Good Giant contract for one year, with no price increase, as presented. The motion was APPROVED by a vote 8-1-0. Motion carried.

F2. Review, Discussion and Possible Approval of an Interlocal Agreement with Travel Nevada in an Amount Not to Exceed $150,000

On a motion made by Board Member Carano, seconded by Board Member Bellows, it was resolved to approve the Interlocal Agreement with Travel Nevada in an amount not to exceed $150,000, as presented. The motion was APPROVED by a vote 8-1-0. Motion carried.

F3. A Resolution Concerning the Financing of Convention Center Facilities; Directing Notice to the Washoe County Debt Management Commission of a Proposal to Issue in the Name and on Behalf of Washoe County General Obligation (Limited Tax) Reno-Sparks Convention and Visitors Authority Convention Center Bonds Additionally Secured by Pledged Revenues in the Maximum Principal Amount of $25,000,000.00; and Providing Certain Details in Connection Therewith

Robert Chisel explained that Item F3 is for the bond that was approved in May, 2026, as part of the budget. He outlined the process and timeline until the issuance of the bond. The motion is to approve continuing the process of issuing the bond.

On a motion made by Board Member Andriola, seconded by Board Member Carano, it was resolved to approve the bond matter set forth in Item F3 and to make the necessary findings as is further set forth in the written resolution included in the meeting materials. The motion was APPROVED by a vote 8-1-0. Motion carried.

F4. Review, Discussion, and Possible Approval of the Reno-Sparks Convention and Visitors Authority FY2026-2027 President/CEO Goals

Board Member Farahi advised that, after reviewing the materials, he believes there is room for adjusting the President/CEO goals after the Strategic Plan for the next three to five years is in place.

Vice Chair Young agreed that the President/CEO goals and the Strategic Plan should be aligned, and having some flexibility in the goals is beneficial.

Mike Larragueta explained some of the background of setting the goals for the upcoming year and why some were different from last year.

On a motion made by Board Member Bybee, seconded by Board Member Jacobs, it was resolved to approve RSCVA FY2026-2027 President/CEO Goals, as presented. The motion was APPROVED by a vote 8-1-0. Motion carried.

Board Member Jacobs left the meeting at 11:16 am and returned at 11:19am.

G. BOARD MEMBER ANNOUNCEMENTS, REPORTS, AND UPDATES

In response to Board Member Farahi's inquiry, Mike Larragueta explained that there will be a presentation in August, 2026, on the Strategic Plan for the next three to five years.

H. COMMENTS FROM THE FLOOR BY THE PUBLIC

Vice Chair Young opened the floor to public comment, there was none. Public comment was closed.

I. ADJOURNMENT

Vice Chair Young adjourned the meeting at 11:34 am.
The meeting may be viewed at the following:
06/25/2026 RSCVA BOD Mtg https://www.youtube.com/watch?v=yXmonkFZF20

To: RSCVA Board of Directors

From: Amanda Flangas, Exec Director of Sales

Date: August 7, 2026

Subject: Review, discussion and possible action to approve the RSCVA Fiscal Year 2026-2027 Cvent Supplier Network Contract

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Executive Summary

The Reno-Sparks Convention and Visitors Authority partners with Cvent, a global leader in event and hospitality technology, offering a comprehensive platform connecting suppliers with buyers to streamline processes, increase collaboration and deliver more impactful experiences. The Cvent Supplier Network (CSN) is a venue-sourcing marketplace where event planners search, compare and send RFP's to nearly 340,000 hotels and venues worldwide. In FY2025-26, Cvent provided to the RSCVA: 320 leads, representing 343,001 room nights, resulting in 62 definite contracts, 45,824 total room nights, representing $6,709,550 in group/convention business.

Background

The RSCVA partners annually with Cvent as part of its ongoing meetings and conventions sales and marketing strategy. Cvent's platform is an important component of the RSCVA's efforts to position Reno, Sparks and the surrounding region in front of meeting professionals who are actively searching for destinations and venues for conferences, conventions, corporate meetings, association events and other group programs.

The annual Cvent marketing investment includes a two Diamond Placement, Competitive Market Ads, Cvent Destination Intel, a CVB Copy Feature, Google Display Retargeting, Video Retargeting, and Cvent Supplier Network Productivity Tools. Collectively, these products and services are designed to increase destination visibility, strengthen the RSCVA's presence when planners are evaluating competing destinations, generate qualified leads, and support the sales team in managing and converting business opportunities.

The Two Diamond Placement provides enhanced visibility for the RSCVA within the Cvent Supplier Network, helping the destination stand out when meeting planners are researching potential locations. Competitive Market Ads provide additional opportunities to reach planners considering comparable destinations, while the CVB Copy Feature allows the RSCVA to communicate the destination's value proposition and meeting capabilities directly to potential customers.

Cvent Destination Intel and CSN Productivity Tools provide data and resources that support the RSCVA's sales team in identifying market opportunities, understanding planner activity and prioritizing qualified prospects. The digital advertising components, including Google Display Retargeting and Video Retargeting, extend the RSCVA's reach beyond the Cvent platform by re-engaging individuals who have demonstrated an interest in meeting in similar destinations, helping keep Reno-Sparks top-of-mind throughout the event-planning process.

The combination of marketplace exposure, targeted advertising, data intelligence and productivity tools provides an integrated approach to generating and nurturing meetings and conventions business. The program complements the RSCVA's direct sales efforts, destination marketing activities and relationships with local hotels, resorts and other industry partners.

Continued participation in the Cvent Supplier Network also helps ensure that Reno-Sparks remains visible and competitive in a marketplace where meeting planners increasingly rely on digital sourcing platforms to identify destinations and venues. The proposed FY2026-27 investment is therefore intended to maintain the RSCVA's established presence on the platform, continue generating qualified sales opportunities and support the organization's overall goal of increasing meetings, conventions, room nights and economic impact throughout the destination.

Fiscal Impact

Sufficient funds have been budgeted to cover the premium for Fiscal Year 2026-27. In previous years, this expense has been split evenly between Sales and Marketing.

Recommendation

RSCVA staff is recommending approval of the Fiscal Year 2026–27 Cvent Supplier Network invoice in an amount not to exceed $134,629. In addition, staff recommends approval of the following subsequent years through FY 2028-2029. Discounted pricing is reflected in a multi-year agreement. The contracted pricing for Year 1 (FY 2026-2027) is an amount not to exceed $134,629; Year 2 (FY 2027-2028): $137,306.67, Year 3 (FY 2028-2029): $140,121.15.

To: RSCVA Board of Directors

From: Chad Peters, Executive Director of Venue Operations
Amy Pickens, Project Manager

Cc: Cortney Young, RSCVA Board Chair

Date: August 27, 2026

Subject: Review, discuss and possible action to approve Staff's recommendation to award Johnson Controls, Inc. (PWP-WA-2026-527) for the purchase and installation of a new cooling tower, to replace cooling tower #3 for the Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program, NRS 332.195. (Sourcewell Contract #080824-JHN) In an amount not to exceed $853,575.00. (This includes a 10 % contingency)

Executive Summary

The purpose of this agenda item is to review staff's recommendations to award a proposal for the purchase and installation of a new cooling tower for the Reno-Sparks Convention Center, through a government cooperative purchasing program. The new cooling tower will be purchased from Johnson Controls, Inc., in the amount of $775,978, with a contingency in the amount of $77,597, for a total of $853,575. This will make the total contract for an amount not to exceed $853,575. The purchase will be through the use of a joinder to the Government Cooperative Purchasing Program (Sourcewell Contract #080824-JHN) as allowed under Nevada Revised Statutes NRS332.195. This item was approved in the Fiscal Year 2024 Capital Improvement Budget in the amount of $450,000 and is currently in the carryforward budget for fiscal year 2027.

Background

Cooling Tower #3 is at the end of its useful operational lifespan and requires immediate replacement. The current unit has experienced a significant increase in mechanical failures, declining energy efficiency, and rising maintenance costs.

As a critical component of the facility's central HVAC system, the cooling tower regulates indoor temperatures across 600,000 square feet of exhibit halls, meeting rooms, and public spaces. Ensuring a reliable climate control system is vital for maintaining guest comfort, securing future event bookings, and protecting the facility's reputation as a premier convention venue.

Recent physical assessments by an outside engineering company indicate that retrofitting or repairing the existing unit is no longer financially viable due to structural corrosion and the obsolescence of replacement parts. Transitioning to a modern, high-efficiency cooling tower will mitigate the risk of catastrophic system failure during peak event seasons, and lower facility utility consumption.

The installation of the tower will be completed in a manner to minimize impact on events at the Reno-Sparks Convention Center.

Fiscal Impact

The proposed Cooling Tower will be in an amount of seven hundred seventy-five thousand nine hundred seventy-eight dollars. ($775,978). Staff is also recommending a 10% contingency in the amount of seventy-seven thousand five hundred ninety-seven dollars ($77,597). This will make the total contract not to exceed eight hundred fifty-three thousand five hundred seventy-five dollars. ($853,575). The funds for this project were approved in the FY 2024 and FY 2026 Capital Budget and were carried forward into the approved FY 2027 budget.

Recommendation

RSCVA staff is recommending approval of the award of the purchase and installation of a new cooling tower to Johnson Controls, Inc. under the Sourcewell Contract #0808547-JHN as allowed pursuant to NRS 332.195 in the amount of $775,978 with a contingency of $77,597 for total not to exceed $853,575.

Proposed Motion

I move to award the proposal for the new cooling tower to Johnson Controls, Inc., in an amount not to exceed eight hundred fifty-three thousand five hundred seventy-five dollars ($853,575).

To: RSCVA Board of Directors

From: Robert Chisel, Finance-Consultant
Amy Pickens, Project Manager

Cc: Cortney Young, RSCVA Board Chair

Date: August 27, 2026

Subject: Review, discussion and possible action to approve Staff's recommendation to award Hussey Seating PWP-WA-2026-503 for the purchase and installation of a New Telescopic Bleacher System for the Reno Events Center by use of a Government Cooperative Purchasing Program. (Sourcewell Contract #081523-HSC) In an amount not to exceed $6,300,000. (This includes a 3.32% contingency)

Executive Summary

The purpose of this agenda item is to review staff's recommendations to award a proposal for the purchase and installation of a new telescopic bleacher system for the Reno Events Center, through a government cooperative purchasing program. The telescopic bleacher system, consisting of 4,481 seats, will be purchased from Hussey Seating in the amount of $6,090,672, with a contingency in the amount of $209,328, for a total of $6,300,000. This will make the total contract for an amount not to exceed $6,300,000. The purchase will be through the use of a joinder to the Government Cooperative Purchasing Program (Sourcewell Contract #081523-HSC) as allowed under Nevada Revised Statutes (NRS) 332.195. This item was approved in the Fiscal Year 2026-2027 Capital Improvement Budget in the amount of $6,300,000.

Background

The current bleacher infrastructure has been in service for 20 years, experiencing heavy utilization across athletic competitions, community assemblies, and concerts. A recent internal facility assessment revealed that the existing infrastructure is deteriorating past the point of cost-effective repair. Replacement parts for the legacy operating system are increasingly difficult to source, causing extended downtime during maintenance cycles. The age and design of the existing bleacher seating also creates concerns regarding guest comfort, as the older seats provide limited support and can be uncomfortable during extended events. Upgrading the seating would significantly improve the overall guest experience and provide a more comfortable environment for attendees. Additionally, the daily process of manually pulling the bleachers in and pushing them back out has become increasingly difficult and may present a potential safety hazard for staff responsible for their operation if there is further deterioration of the seats.

The modern telescoping configurations optimize square footage utilization, allowing for precise capacity scaling. Furthermore, improved sightlines, enhanced comfort options, and rapid-retraction capabilities allow the floor to transition swiftly between diverse event types, maximizing booking density.

The RSCVA received a proposal for a Telescopic Bleacher System that staff would like to purchase from Hussey Seating under the Sourcewell Contract #081523-HSC as allowed pursuant to NRS 332.195. Sourcewell serves government, education, and nonprofit organizations with a cooperative purchasing program that manages competitive solicitations that meet or exceed local requirements.

The installation of the seating will be completed in phases and in a manner to minimize impact on events at the Reno Events Center.

Fiscal Impact

The proposed Telescopic Bleacher System will be in an amount of six million ninety thousand six hundred seventy-two dollars. ($6,090,672). Staff is also recommending a 3.32% contingency in the amount of two hundred nine thousand three hundred twenty-eight dollars ($209,328). This will make the total contract not to exceed six million three hundred thousand dollars. ($6,300,000). This amount was included in the Fiscal Year 2026-27 Capital Fund budget. The following is the proposed payment schedule:

Payment Schedule

Dollar Amount	Due Date
$ 320,172.00	December 2026
$ 375,000.00	January 2027
$ 450,000.00	February 2027
$ 472,000.00	March 2027
$ 472,000.00	April 2027
$ 472,000.00	May 2027
$ 522,000.00	June 2027
$ 622,000.00	July 2027
$ 642,000.00	August 2027
$ 642,000.00	September 2027
$ 631,500.00	October 2027
$ 470,000.00	November 2027

Recommendation

RSCVA staff is recommending approval of the award of the Telescopic Bleacher System to Hussey Seating under the Sourcewell Contract #081523-HSC as allowed pursuant to NRS 332.195 in the amount of $6,090,672 with a contingency of $209,328 for total not to exceed $6,300,000.

Proposed Motion

I move to award the proposal for the telescopic bleacher system to Hussey Seating, in an amount not to exceed six million three hundred thousand dollars ($6,300,000.00).

To: RSCVA Board of Directors

From: Robert Chisel
Finance Consultant

Date: August 27, 2026

Subject: Discussion and possible action on a resolution of intent of the Reno-Sparks Convention And Visitors Authority, proposing the issuance in the name and on behalf of Washoe County, Nevada, general obligation (limited tax) Reno-Sparks Convention And Visitors Authority convention center bonds (additionally secured by pledged revenues) in the maximum aggregate principal amount of $25,000,000 for the purpose of financing convention center facilities; authorizing the publication of notices related thereto; and providing other matters properly related thereto. (Two-thirds Majority Vote Required)

Executive Summary

The Authority has approved the Fiscal Year 2027 budget. This budget includes the issuance of a $25,000,000 bond for capital improvements at the Reno-Sparks Convention Center. To continue in the process of issuing the bonds, the Board needs to adopt the attached resolution of intent to issue the bonds.

The proposed general obligation bonds (additionally secured by pledged revenues) are issued pursuant to NRS 244A.597 through 244A.655, NRS 350.020(3) and NRS 350.500 through 350.720 and are issued by the Authority in the name and on behalf of and in the name of Washoe County.

The Washoe County Debt Management Commission has adopted an approval resolution for the issuance of the bonds.

Background

The Authority's FY 2027 budget, approved by the Board on May 28, 2026, has the issuance of a $25,000,000 bond, with an estimated sale date of December 2026/January 2027. The bond proceeds are to fund capital improvements at the Reno-Sparks Convention Center. The proposed bond will be a ten-year issue with the first payment due in FY 2028.

On June 25, 2026, the Board adopted a notice resolution to the Debt Management Commission to request that the Washoe County Debt Management Commission adopts an approval resolution for the issuance of the Bonds.

On August 14, 2026, the Washoe County Debt Management Commission adopted an approval resolution for the issuance of the Bonds.

Additional steps required under NRS 350.020 and 350.500 through 350.720 must be followed by the Authority and a bond resolution and a bond ordinance must be adopted by the Authority and Washoe County before the Bonds may be issued.

Below is a tentative timeline of the coming milestones in the issuance of the new Bonds:

Date	Activity
08/30/26	Resolution of Intent published in the Reno Gazette Journal (begins 90-day petition period)
09/16/26	First notice of public hearing published in the Reno Gazette Journal
09/23/26	Second notice of public hearing published in the Reno Gazette Journal
09/30/26	Third notice of public hearing published in the Reno Gazette Journal
10/22/26	Board holds public hearing on proposed bonds
12/10/26	Board adopts Bond Resolution
12/15/26	Washoe County Commission adopts Ratification Ordinance
01/07/27	Bond Sale (Tentative)

Currently the Authority has one bond outstanding, a Series 2021A that was a refunding of earlier bonds used for the expansion and remodel of the Reno-Sparks Convention Center in 2000 to 2002. The Series 2021A Bonds are supported by pledged revenues which includes the proceeds of a 2% license tax imposed upon the rental of transient lodging within the County, General Room License Taxes (6%), and net Facilities Revenues. As of August 27, 2026, the outstanding principal on the debt is $38,345,000. The Series 2021A Bonds also feature a Revenue Stabilization Fund of $4,654,113, which is held by the bond trustee. The Stabilization Fund was created under a cooperative agreement between the Authority and the County.

Fiscal Impact

The issuance of the bonds is to result in proceeds to fund capital improvements at the Reno-Sparks Convention Center in the amount of $25,000,000. Debt service on the bonds will accrue through fiscal year 2037. After issuance, combined debt service on the 2021 bonds and the new bonds will be approximately $9.4 million in fiscal years 2028 through 2032, and will decline afterwards to approximately $5.6 million in fiscal years 2034 through 2037.

Recommendation

Staff recommends approval of this resolution and the Board authorizes and directs to publish in a newspaper of general circulation in the County the following:

1. The Notice of Adoption of Resolution of Intent on August 30, 2026.

2. The Notice of Public Hearing three times on September 16, September 23 and September 30, 2026.

3. Pursuant to NRS 350.020(3), approval of this Resolution requires a 2/3 majority vote of the Board.

Summary - a resolution of intent to issue general obligation (limited tax) Reno-Sparks Convention and Visitors Authority convention center bonds (additionally secured by pledged revenues).

RESOLUTION NO. _____

A RESOLUTION OF INTENT OF THE RENO-SPARKS CONVENTION AND VISITORS AUTHORITY, PROPOSING THE ISSUANCE IN THE NAME AND ON BEHALF OF WASHOE COUNTY, NEVADA, GENERAL OBLIGATION (LIMITED TAX) RENO-SPARKS CONVENTION AND VISITORS AUTHORITY CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) IN THE MAXIMUM AGGREGATE PRINCIPAL AMOUNT OF $25,000,000 FOR THE PURPOSE OF FINANCING CONVENTION CENTER FACILITIES; AUTHORIZING THE PUBLICATION OF NOTICES RELATED THERETO; AND PROVIDING OTHER MATTERS PROPERLY RELATED THERETO.

WHEREAS, the Board of Directors (the "Board") of the Reno-Sparks Convention and Visitors Authority, Nevada (the "Authority") proposes to issue in the name and on behalf of Washoe County, Nevada (the "County") up to $25,000,000 of general obligation (limited tax) Reno-Sparks Convention and Visitors Authority convention center bonds additionally secured by pledged revenues (the "Bonds") for the purpose of financing convention center facilities of the Authority, including, without limitation, buildings and other improvements at and in the vicinity of the Reno-Sparks Convention Center (the "Project"); and

WHEREAS, the Board proposes to issue the Bonds additionally secured by a pledge of the net revenues of the recreational facilities under the jurisdiction of the Authority and of proceeds of certain license taxes (room taxes) fixed and imposed by the County and the incorporated cities within the County and distributed to the Authority (the "Pledged Revenues"); and

WHEREAS, the Board has determined that the Pledged Revenues will at least equal the amount required in each year for the payment of interest and principal on such Bonds and that no increase in the rate of an ad valorem tax is anticipated to be necessary for the payment of interest and principal on such Bonds for the term thereof; and

WHEREAS, pursuant to NRS 350.020(3), the Board proposes to incur these general obligations without an election unless a petition requesting an election signed by 5% of the registered voters of the County is presented to the Board within 90 days after the publication of a notice of the adoption of this resolution of intent requiring the Board to submit to the qualified electors of the County for their approval or disapproval the following proposal (the "Proposal"):

> **GENERAL OBLIGATION (LIMITED TAX) RSCVA CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) PROPOSAL:**
>
> **Shall the Reno-Sparks Convention and Visitors Authority be authorized to incur in the name and on behalf of Washoe County, Nevada, a general obligation indebtedness (additionally secured by pledged revenues) by the issuance at one time, or from time to time, of the County's general obligation (limited tax) convention center bonds, in one series or more, in the aggregate principal amount of not exceeding $25,000,000 for the purpose of reconstructing, expanding, improving and equipping recreational facilities in the County, including, without limitation, buildings and other improvements at and in the vicinity of the Reno-Sparks Convention Center, and real property, structures, fixtures, furniture and equipment therefore and all appurtenances and incidental necessary, useful or desirable thereto, such bonds to mature commencing not later than five (5) years from the date or respective dates of the bonds and ending not later than thirty (30) years therefrom, payable from general (ad valorem) taxes (except to the extent pledged revenues and other monies are available therefor), and to be issued and sold at, above, or below par at an effective interest rate including any sale discount, as shall be determined at the time of the sale thereof, not exceeding the statutory maximum rate, if any, in effect at the time bonds are sold and otherwise to be issued in such manner, upon such terms and conditions, with such covenants and agreements, and with such other detail as the Board may determine, including at its option but not necessarily limited to provisions for the redemption of bonds prior to maturity without or with the payment of a premium?**

WHEREAS, pursuant to NRS 350.011 to 350.0165, inclusive, the Board has submitted the Proposal to the Debt Management Commission of Washoe County (the "Commission"); and

WHEREAS, the Commission has approved the Proposal; and

WHEREAS, NRS 350.020(3) provides that a public hearing must be held before issuing the Bonds.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE RENO-SPARKS CONVENTION AND VISITORS AUTHORITY, NEVADA:

Section 1. This resolution shall be known as and may be cited by the short title "2026 Resolution of Intent to Issue Convention Center Bonds" (this "Resolution").

Section 2. All action heretofore taken (not inconsistent with the provisions of this Resolution) by the Board and the officers of the Board directed:

(a) Toward the Project to be financed by the Bonds; and

(b) Toward the issuance of the Bonds to defray, in part, the cost thereof,

be, and the same hereby is, ratified, approved and confirmed.

Section 3. The Board and the officers of the Board be, and they hereby are, authorized and directed to publish this resolution of intent or to publish a notice of the adoption of the resolution of intent relating to the Board's Proposal to issue the Bonds in a newspaper of general circulation in the County, at least once, or at such other time as specified by the Authority's Finance Consultant (the "Finance Consultant") or designee.

Section 4. Such notice to issue the Bonds shall be published once in a newspaper of general circulation in the County in substantially the following form:

(Form of Notice of Adoption of Resolution of Intent for Publication)

NOTICE OF THE INTENT OF THE BOARD OF DIRECTORS OF THE RENO-SPARKS CONVENTION AND VISITORS AUTHORITY, TO ISSUE IN THE NAME AND ON BEHALF OF WASHOE COUNTY, NEVADA, GENERAL OBLIGATION (LIMITED TAX) RENO-SPARKS CONVENTION AND VISITORS AUTHORITY CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) IN THE MAXIMUM AGGREGATE PRINCIPAL AMOUNT OF $25,000,000

NOTICE IS HEREBY GIVEN that the Board of Directors (the "Board") of the Reno-Sparks Convention and Visitors Authority, Nevada (the "Authority"), by a resolution, passed, adopted, signed and approved on August 27, 2026, and designated in Section 1 thereof by the short title "2026 Resolution of Intent to Issue Convention Center Bonds" has made the following proposal (the "Proposal) for the issuance in the name and behalf of Washoe County, Nevada (the "County") General Obligation (Limited Tax) Reno-Sparks Convention and Visitors Authority Convention Center Bonds (Additionally Secured by Pledged Revenues) (the "Bonds") designated below:

GENERAL OBLIGATION (LIMITED TAX) RSCVA CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) PROPOSAL:

Shall the Reno-Sparks Convention and Visitors Authority be authorized to incur in the name and on behalf of Washoe County, Nevada, a general obligation indebtedness (additionally secured by pledged revenues) by the issuance at one time, or from time to time, of the County's general obligation (limited tax) convention center bonds, in one series or more, in the aggregate principal amount of not exceeding $25,000,000 for the purpose of reconstructing, expanding, improving and equipping recreational facilities in the County, including, without limitation, buildings and other improvements at and in the vicinity of the Reno-Sparks Convention Center, and real property, structures, fixtures, furniture and equipment therefore and all appurtenances and incidental necessary, useful or desirable thereto, such bonds to mature commencing not later than five (5) years from the date or respective dates of the bonds and ending not later than thirty (30) years therefrom, payable from general (ad valorem) taxes (except to the extent pledged revenues and other monies are available therefor), and to be issued and sold at, above, or below par at an effective interest rate including any sale discount, as shall be determined at

the time of the sale thereof, not exceeding the statutory maximum rate, if any, in effect at the time bonds are sold and otherwise to be issued in such manner, upon such terms and conditions, with such covenants and agreements, and with such other detail as the Board may determine, including at its option but not necessarily limited to provisions for the redemption of bonds prior to maturity without or with the payment of a premium?

The Proposal was approved upon the adoption of a resolution by the Debt Management Commission of Washoe County, Nevada.

The Board has determined that the Bonds will be issued for the purpose of financing convention center facilities of the Authority (as further described in the above Proposal) will be additionally secured by a pledge of net revenues of the recreational facilities under the jurisdiction of the Authority and of proceeds of certain license taxes (room taxes) fixed and imposed by the County and the incorporated cities within the County and distributed to the Authority (the "Pledged Revenues"). The Board has determined that the Pledged Revenues will at least equal the amount required in each year for the payment of the interest on and the principal of the Bonds, and that no increase in the rate of an ad valorem tax is anticipated to be necessary for the payment of the interest on and the principal of the Bonds for the term thereof.

Based upon this determination, the Board intends to incur these general obligations as set forth above without an election as provided in NRS 350.020(3), unless within ninety (90) days after the publication of this notice a petition or petitions requesting an election is presented to the Board signed by not fewer than five percent (5%) of the registered voters of the County. The number of registered voters is to be determined as of the close of registration for the last preceding general election.

At a meeting or meetings of the Board, the Board shall proceed to enact a resolution or resolutions authorizing the issuance of the Bonds. Such resolution or resolutions authorizing the issuance of the Bonds will be effective unless prior to 5:00 p.m. on November 30, 2026, a petition is presented to the Board asking for an election upon the question of whether or not the proposed general obligations shall be incurred. The petition for an election herein referred to may be presented to the Board at any time prior to the expiration of ninety (90) days after the publication of this notice. In the event such petition is presented, no such resolution or resolutions shall be effective except pursuant to an election called and held for such purpose and carried by a majority of the votes cast. In the event no such petition is presented, the Bonds will be authorized as described above. The resolution or resolutions authorizing the Bonds will, in addition, contain provisions for additionally securing the payment of the general obligations by pledging the Pledged Revenues to the payment of the Bonds.

The authority to issue the Bonds if conferred at the election or if conferred by the fact no petition is presented to the Board requesting such an election within ninety (90) days of the date of publication hereof shall be deemed to be a continuing authority and the Board shall be authorized to sell the Bonds at such time or times and upon such terms and conditions as it deems proper in accordance with the provisions of the Proposal and the laws of the State of Nevada.

All persons interested are hereby advised that further information regarding the projects to be financed by the Bonds, the Bonds and the Pledged Revenues, and all proceedings in the premises, are on file in the office of the Authority's Finance Consultant (the "Finance Consultant"), 4065 S. Virginia Street, Reno, Nevada 89502, and can be seen and examined by the interested persons during the regular office hours of the Finance Consultant.

The determination by the Board that the Pledged Revenues will at least equal the amount required in each year for the payment of interest and principal on the Bonds becomes conclusive on the last day for filing the petition, i.e., on November 30, 2026.

BY ORDER of the Board of Directors of the Reno-Sparks Convention and Visitors Authority, Nevada.

DATED August 27, 2026.
PUBLICATION DATE: August 30, 2026.

/s/ Glenn Carano
Secretary/Treasurer

(End of Form of Notice of Adoption of Resolution of Intent)

Section 5. The Authority's Secretary/Treasurer and other officers of the Authority are authorized and directed to publish a notice of public hearing three times, once each week for three consecutive weeks, the third publication to be made at least 10 days before the date of the public hearing described in the following notice, in a newspaper of general circulation in the County, at least as large as 5 inches high by 4 inches wide, in substantially the following form:

(Form of Notice of Public Hearing)

NOTICE OF PUBLIC HEARING ON THE INTENT OF THE BOARD OF DIRECTORS OF THE RENO-SPARKS CONVENTION AND VISITORS AUTHORITY, TO ISSUE IN THE NAME AND ON BEHALF OF WASHOE COUNTY, NEVADA, GENERAL OBLIGATION (LIMITED TAX) RENO-SPARKS CONVENTION AND VISITORS AUTHORITY CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) IN THE MAXIMUM AGGREGATE PRINCIPAL AMOUNT OF $25,000,000

NOTICE IS HEREBY GIVEN that the Board of Directors (the "Board") of the Reno-Sparks Convention and Visitors Authority, Nevada (the "Authority"), by a resolution, passed, adopted, signed and approved on August 27, 2026, and designated in Section 1 thereof by the short title "2026 Resolution of Intent to Issue Convention Center Bonds" has made the following proposal (the "Proposal) for the issuance in the name and behalf of Washoe County, Nevada (the "County") General Obligation (Limited Tax) Reno-Sparks Convention and Visitors Authority Convention Center Bonds (Additionally Secured by Pledged Revenues) (the "Bonds") designated below:

GENERAL OBLIGATION (LIMITED TAX) RSCVA CONVENTION CENTER BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES) PROPOSAL:

Shall the Reno-Sparks Convention and Visitors Authority be authorized to incur in the name and on behalf of Washoe County, Nevada, a general obligation indebtedness (additionally secured by pledged revenues) by the issuance at one time, or from time to time, of the County's general obligation (limited tax) convention center bonds, in one series or more, in the aggregate principal amount of not exceeding $25,000,000 for the purpose of reconstructing, expanding, improving and equipping recreational facilities in the County, including, without limitation, buildings and other improvements at and in the vicinity of the Reno-Sparks Convention Center, and real property, structures, fixtures, furniture and equipment therefore and all appurtenances and incidental necessary, useful or desirable thereto, such bonds to mature commencing not later than five (5) years from the date or respective dates of the bonds and ending not later than thirty (30) years therefrom, payable from general (ad valorem) taxes (except to the extent pledged revenues and other monies are available therefor), and to be issued and sold at, above, or below par at an effective interest rate including any sale discount, as shall be determined at the time of the sale thereof, not exceeding the statutory maximum rate, if any, in effect at the time bonds are sold and otherwise to be

issued in such manner, upon such terms and conditions, with such covenants and agreements, and with such other detail as the Board may determine, including at its option but not necessarily limited to provisions for the redemption of bonds prior to maturity without or with the payment of a premium?

The Proposal was approved upon the adoption of a resolution of the Debt Management Commission of Washoe County, Nevada.

The Board has determined that the Bonds will be issued for the purpose of financing convention center facilities of the Authority (as further described in the above Proposal) will be additionally secured by a pledge of net revenues of the recreational facilities under the jurisdiction of the Authority and of proceeds of certain license taxes (room taxes) fixed and imposed by the County and the incorporated cities within the County and distributed to the Authority (the "Pledged Revenues"). The Board has determined that the Pledged Revenues will at least equal the amount required in each year for the payment of the interest on and the principal of the Bonds, and that no increase in the rate of an ad valorem tax is anticipated to be necessary for the payment of the interest on and the principal of the Bonds for the term thereof.

All persons interested are hereby advised that the Board will hold a public hearing on the Proposal on October 22, 2026, at 10:00 a.m. at the Board Room, 4065 S. Virginia Street, Reno, Nevada 89502. All persons are invited to attend and to be heard regarding the Proposal. Further information regarding the Proposal, the projects to be financed by the Bonds, the Bonds and the Pledged Revenues, and all proceedings, are on file in the office of the Authority's Finance Consultant (the "Finance Consultant"), 4065 S. Virginia Street, Reno, Nevada 89502, and can be seen and examined by the interested persons during the regular office hours of the Finance Consultant.

BY ORDER of the Board of Directors of the Reno-Sparks Convention and Visitors Authority, Nevada.
DATED August 27, 2026.
PUBLICATION DATES: September 16, 2026, September 23, 2026, and September 30, 2026.

/s/ Glenn Carano
Secretary/Treasurer

(End of Form of Notice of Public Hearing)

Section 6. The Bonds, in the event no petition is filed during the period allowed by NRS 350.020(3), shall be authorized by a resolution or resolutions to be adopted by the Board which will be effective after the expiration of the above specified period of publication.

Section 7. The authority to issue the Bonds designated in the Proposal as set forth in the notice shall be deemed and considered a continuing authority to issue and deliver the Bonds designated in such Proposal at one time or from time to time, in one series or in more than one series, all as ordered by the Board. Neither the partial exercise of the authority so conferred nor the lapse of time shall be considered as exhausting or limiting the full authority so conferred.

Section 8. The Finance Consultant or designee is hereby authorized to arrange for issuance and sale of the Bonds, in one or more series, in a total principal amount of not more than $25,000,000 at such time or times as determined by the Finance Consultant or designee, in accordance with Chapter 244A of NRS (the "Project Act") and NRS 350.500 to 350.720, inclusive (the "Bond Act").

Section 9. The Finance Consultant or designee is authorized to specify the terms of the Bonds, the method(s) of their sale, the series of the Bonds, the final principal amounts of the Bonds, the terms of their repayment and security therefor, and other details of the Bonds, and to advertise the Bonds for public sale, subject to the Project Act and the Bond Act and subject to ratification by the Board by the adoption of one or more bond resolutions specifying the bond terms and details and approving their sale (the "Bond Resolution").

Section 10. The officers of the Authority are hereby authorized to take all action necessary or appropriate to effectuate the provisions of this Resolution, including without limitation, if necessary: (i) assembling of financial and other information concerning the Authority, the Project and the Bonds in the forms specified by the Finance Consultant or designee.

Section 11. The Finance Consultant or designee shall, after arranging for the sale(s) of the Bonds, present the proposed terms of the sale(s) to the Board for its approval by adoption of the Bond Resolution(s).

Section 12. The officers of the Board be, and they hereby are, authorized and directed to take all action necessary or appropriate to effectuate the provisions of this Resolution.

Section 13. All resolutions, or parts thereof, in conflict with the provisions of this Resolution, are hereby repealed to the extent only of such inconsistency. This repealer shall not be constructed to revive any resolution, or part thereof, heretofore repealed.

Section 14. If any section, paragraph, clause or other provision of this Resolution shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause or other provision shall not affect any of the remaining provisions of this Resolution.

Section 15. This Resolution shall become effective and be in force immediately upon its adoption.

PASSED AND APPROVED by at least a two-thirds majority of the Board on August 27, 2026.

(SEAL)

____
President & CEO

Attest:

____
Secretary/Treasurer

STATE OF NEVADA)
) ss.
COUNTY OF WASHOE)

A. I am the duly chosen and qualified Secretary/Treasurer of the Reno-Sparks Convention and Visitors Authority, Nevada (the "Authority"), and in the performance of my duties as Secretary/Treasurer do hereby certify:

1. The foregoing pages constitute a true, correct and compared copy of a resolution adopted at a regular meeting of the Authority's Board of Directors (the "Board") held on August 27, 2026. The original of such resolution has been approved and authenticated by the signature of the President & CEO and myself as Secretary/Treasurer and has been recorded in the minutes of the Board kept for that purpose in my office, which record has been duly signed by such officers and properly sealed.

2. The members of the Board were present at the meeting on August 27, 2026, and voted on the resolution as follows:

Those Voting Aye:	______________________________
	______________________________
	______________________________
	______________________________
	______________________________
Those Voting Nay:	______________________________
Those Abstaining:	______________________________
Those Absent:	______________________________

3. All members of the Board were given due and proper notice of the meeting held on August 27, 2026.

4. Public notice of such meeting was given and such meeting was held and conducted in full compliance with the provisions of NRS 241.020. A copy of the notice of meeting (attached hereto as Exhibit A).

5. An affidavit of publication of the notice of intent set forth in the Resolution is attached hereto as Exhibit B.

6. An affidavit of publication of the notice of the public hearing is attached hereto as Exhibit C.

IN WITNESS HEREOF, I have hereunto set my hand on August 27, 2026.

____
Secretary/Treasurer

EXHIBIT A

(Attach Copy of Notice of Meeting)

EXHIBIT B

(Attach Affidavit of Publication of Notice of Intent)

EXHIBIT C

(Attach Affidavit of Publication of Notice of Public Hearing)

FY26/27 – 27/28

STRATEGIC PLAN

REORGANIZED BY CEO PRIORITIES

RenoTahoe

MISSION & VISION

FOUNDATION & DIRECTION

MISSION

Attract overnight visitors to Reno Tahoe while supporting the sustainable growth of our communities.

VISION

To be the preferred outdoor, gaming and event destination.

A NEW LENS ON THE FY26–28 PLAN

OVERVIEW

The Board approved an FY26–28 plan built around four Strategic Goals (Urban Core Revitalization, Venue Activation & Event Attraction, Visitor Access, and Organizational Sustainability & Performance). While these goals are still present, they have been reimagined to align with the President & CEO's FY27 priorities so leadership can effectively track progress by priority.

These revamped priorities were developed through a collaborative planning process that included input from the Executive Leadership Team, alignment with the CEO's strategic direction, and guidance from our strategic planning partner, OnStrategy. The goal was to identify the handful of initiatives that will have the greatest impact on advancing Visit Reno Tahoe's mission and long-term competitiveness.

While departments will continue delivering many projects throughout the year, these six priorities represent the organizational initiatives that will guide decision-making, resource allocation, and board oversight in FY27.

Each priority is designed to support our core mission of creating room-night demand while strengthening Reno Tahoe's long-term position as a destination to live, visit, invest, and host events.

FY26/27 PRIORITIES

FOCUS AREAS

#1
CREATE ROOM NIGHT DEMAND

#2
INVEST IN TECHNOLOGY AT VENUES

#3
IMPROVE AIR SERVICE

#4
EMBRACE AI & DIGITAL TRANSFORMATION

#5
INVEST IN EVENT DEVELOPMENT

#6
INVEST IN THE RENO-SPARKS CONVENTION CENTER

CREATE ROOM NIGHT DEMAND

Every major initiative, from destination development and sports tourism to downtown investment and sales expansion, should ultimately generate additional room nights, strengthen taxable room revenue, and grow the tourism economy.

PRIORITY #1

FY27 FOCUS

- Expand sports tourism positioning and support destination development, including new and existing venues, fields, and facilities.
- Grow destination demand through downtown activations, destination discovery tools, and enhanced visitor experiences.
- Expand sales capacity with new regional sales directors and business development resources.
- Support walkable convention district development and visitor infrastructure that extends stays.

LINKED KPIs

- CASH ROOM NIGHTS: 3.41M
- GROUP ROOM NIGHTS: 340K
- TOURISM ROOM NIGHTS: 759K
- ADR: $146.42
- TAXABLE ROOM REVENUE: $499.7M

INVEST IN TECHNOLOGY AT VENUES

Modern, technology-enabled venues and visitor infrastructure improve competitiveness, elevate guest experiences, create operational efficiencies, and position Reno Tahoe for future growth.

PRIORITY #2

FY27 FOCUS

- Modernize guest-facing technology, including digital signage, AI-powered trip planning, interactive experiences, electronic access, and wayfinding.
- Invest in venue infrastructure to improve connectivity, safety, accessibility, and customer experience.
- Expand operational technology including automated maintenance, security, parking, and building management systems.
- Continue targeted capital improvements across REC, RSCC, and NBS.

LINKED KPIs

- WI-FI 7 INSTALLED THROUGHOUT THE RSCC
- (4) LED VIDEO WALLS INSTALLED AT RSCC
- WAYFINDING QR CODES ADDED TO VISIT RENO TAHOE ADVERTISING IN VENUES
- RAISED TOP TIER OF WIRELESS FROM 10MB TO 25MB FOR ALL VENUES
- TOTAL CIP BUDGET: $37.3M

IMPROVE AIR SERVICE

A strong air service network is essential to growing visitation, supporting conventions and events, and maintaining Reno Tahoe's competitive position as a destination.

PRIORITY #3

FY27 FOCUS

- Launch targeted air-service marketing in priority markets.
- Work with RTAA, RASC & regional partners to pitch new nonstop routes to airlines
- Host at least one FAM with air-service decision-makers
- Expand existing routes while pursuing new nonstop opportunities
- Maintain healthy air service development fund to expand, retain, and attract new air service

LINKED KPIs

- NEW NASHVILLE NONSTOP FLIGHT STARTING OCT. 1
- AIR SERVICE MARKETING IN 6+ PRIORITY MARKETS
- AIR SERVICE FUND $1.75M

EMBRACE AI & DIGITAL TRANSFORMATION

Artificial intelligence is changing how visitors discover, plan, and experience destinations. Visit Reno Tahoe will responsibly integrate AI across marketing, operations, and visitor services while preparing the organization for long-term technological change.

PRIORITY #4

FY27 FOCUS

- Establish an enterprise AI strategy supporting tourism marketing, operations, and guest experience.
- Expand AI-powered trip planning, personalization, and destination discovery.
- Partner with AI providers to improve organizational efficiency across departments.
- Continue AI education, governance, and responsible implementation.
- Measure AI visibility as an emerging visitor acquisition channel.

LINKED KPIs

- AI CITATIONS BENCHMARK: 100 (JAN. 1, 2026 – JUNE 5, 2026, AVERAGE)

INVEST IN EVENT DEVELOPMENT

Strategic event development attracts new visitors, generates room nights, strengthens destination awareness, and fills periods of lower demand while creating experiences that benefit both visitors and residents.

PRIORITY #5

FY27 FOCUS

- Secure new signature events that generate room nights and elevate destination awareness.
- Grow long-term partnerships by building on successful first-year events.
- Support legacy events while expanding opportunities with existing venues and community partners.
- Continue investment in sports tourism and competitions that build long-term destination positioning.
- Prioritize Event Development Fund investments and dedicated staffing.

LINKED KPIs

- NUMBER OF EVENTS ACROSS VENUES: 362
- REC: 38 EVENTS / 10 CONCERTS (FY26 ACTUAL)
- SPORTING EVENTS: 11 EVENTS
- EVENT DEVELOPMENT FUND: $1M
- FUNDED SPECIAL EVENTS: 48

INVEST IN THE RENO-SPARKS CONVENTION CENTER

Maintaining a competitive convention center is essential to growing group business, supporting existing clients, and attracting future meetings and conventions that generate significant economic impact.

PRIORITY #6

FY27 FOCUS

- Advance capital improvements that enhance competitiveness and guest experience.
- Improve accessibility, transportation, wayfinding, and convention district connectivity.
- Partner with Aramark to elevate food service and customer experience.
- Continue modernization of meeting spaces, restrooms, parking, signage, and public areas.
- Develop a No Limits Concierge Program that will be offered as a service to groups.

LINKED KPIs

- EVENTS AT RSCC FY26: 261
- EVENTS AT RSCC FY27 TARGET: 245 (9 CONVENTIONS, 12 TRACK EVENTS)
- VENUES CLIENT SATISFACTION: 92.5%
- RSCC CIP BUDGET: $31M

FY26–28 PERFORMANCE SCORECARD

SCORECARD

KPI	FY26 ACTUAL	FY26 TARGET	FY27 TARGET	FY28 TARGET
CASH ROOM NIGHTS	3,412,510	3,138,287	3,232,435	3,329,408
TAXABLE ROOM REVENUE	$499,672,670	$441,665,462	$454,665,462	$468,562,887
AVERAGE DAILY RATE	$146.42	$140.43	$144.64	$148.98
DIRECT VISITOR SPEND (CY)	—	+3%	+3%	+3%
GROUP ROOM NIGHTS	340,479	282,523	307,569	316,796
TOURISM ROOM NIGHTS	758,863	687,223	711,459	732,853
NUMBER OF EVENTS AT VENUES	389	348	363	380
VENUES CLIENT SATISFACTION	93.7%	92%	92.5%	93%
AI CITATIONS	—	—	115 (average)	115 (average)
PAID MEDIA ENGAGEMENT RATE	15.7%	10%	10%	10%
EARNED MEDIA PLACEMENTS	302	215	230	235
COMMUNITY ENGAGEMENT ACTIVITIES	44	30	35	40
RESIDENT FAVORABILITY OF TOURISM	—	63%	65%	67%
HR POLICY UPDATES	—	6	6	8
EMPLOYEE SURVEY	1	2	2	3

FY27 TOP PRIORITIES & FOCUS

1 CREATE ROOM NIGHT DEMAND

- Expand sports tourism positioning and support destination development, including new and existing venues, fields, and facilities.
- Grow destination demand through downtown activations, destination discovery tools, and enhanced visitor & Focusexperiences.
- Expand sales capacity with new regional sales directors and business development resources.
- Support walkable convention district development and visitor infrastructure that extends stays.

2 INVEST IN TECHNOLOGY AT VENUES

- Modernize guest-facing technology, including digital signage, AI-powered trip planning, interactive experiences, electronic access, and wayfinding.
- Invest in venue infrastructure to improve connectivity, safety, accessibility, and customer experience.
- Expand operational technology including automated maintenance, security, parking, and building management systems.
- Continue targeted capital improvements across REC, RSCC, and NBS.

3 IMPROVE AIR SERVICE

- Launch targeted air-service marketing in at least 6 priority markets.
- Work with RTAA, RASC & regional partners to pitch new nonstop routes to airlines
- Host at least one FAM with air-service decision-makers
- Expand existing routes while pursuing new nonstop opportunities
- **Maintain healthy air service development fund to expand,** retain & attract new air service

4 EMBRACE AI & DIGITAL TRANSFORMATION

- Establish an enterprise AI strategy supporting tourism marketing, operations, and guest experience.
- Expand AI-powered trip planning, personalization, and destination discovery.
- Partner with AI providers to improve organizational efficiency across departments.
- Continue AI education, governance, and responsible implementation.
- Measure AI visibility as an emerging visitor acquisition channel.

5 INVEST IN EVENT DEVELOPMENT

- Secure new signature events that generate room nights and elevate destination awareness.
- Grow long-term partnerships by building on successful first-year events.
- Support legacy events while expanding opportunities with existing venues and community partners.
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6 INVEST IN THE RENO-SPARKS CONVENTION CENTER

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- Improve accessibility, transportation, wayfinding, and convention district connectivity.
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- Continue modernization of meeting spaces, restrooms, parking, signage, and public areas.
- Develop a No Limits Concierge Program that will be offered as a service to groups

WADHAMS ADVISORS

Nevada Government Relations & Regulatory Law
wadhamsnv.com

PROPOSAL IN RESPONSE TO

RFP #2026-EXEC01

Government Affairs Representation

Submitted to

Reno-Sparks Convention & Visitors Authority

Submission Deadline: Thursday, July 23, 2026, 2:00 PM (PDT)

July 22, 2026

Amy Pickens, Project Manager
Reno-Sparks Convention & Visitors Authority
4590 S. Virginia Street
Reno, NV 89502

Re: Request for Proposal #2026-EXEC01 — Government Affairs Representation

Dear Ms. Pickens:

On behalf of Wadhams Advisors, I am pleased to submit this proposal in response to RFP #2026-EXEC01 for Government Affairs Representation. It has been our privilege to serve as the Reno-Sparks Convention and Visitor's Authority's ("RSCVA") government affairs representative, and we look forward to continuing that partnership through the next legislative cycle and beyond.

Wadhams Advisors was established in 2026 as the continuation of a long-standing Nevada government relations and regulatory law practice. Our founding partners bring more than 50 years of experience navigating Nevada's legislative and regulatory landscape — relationships, institutional knowledge, and a track record that no newly established firm can replicate. During the 2025 legislative session alone, our team represented 25 clients before the Nevada Legislature and state agencies.

Our work on behalf of the RSCVA during the 2025 session reflects the full scope of what effective government relations representation looks like: we introduced and enacted AB 114, a governance reform unanimously requested by the RSCVA Board; protected the RSCVA's operational interests during the complex multi-agency restructuring of the Nevada State Fairgrounds under AB 333; and actively monitored legislation with downstream implications for the RSCVA's stakeholder and funding systems.

As we have since day one with the RSCVA, we are fully prepared to enter into an agreement effective October 1, 2026, and to commit the resources necessary for the full representation of the RSCVA's legislative platform. The firm confirms its availability to extend services on a month-to-month basis should a special legislative session be called.

Enclosed is our complete response, including the signed RFP document, required proposer information, executive summary, and statement of qualifications. We welcome the opportunity to discuss our proposal with the Authority and to continue earning the RSCVA's confidence.

Respectfully submitted,

Jesse A. Wadhams
Founding Partner, Wadhams Advisors

Executive Summary

1. Firm Overview

Wadhams Advisors is a Nevada-based government relations and regulatory law firm delivering targeted, strategic counsel at the intersection of policy influence and regulatory compliance. The firm was established in 2026 as the continuation of its founding partners' long-standing Nevada practice, bringing together more than 20 years of experience representing clients before the Nevada Legislature, state agencies, and regulatory bodies. From gaming and insurance to healthcare, taxation, and tourism, the firm provides the specialized insight necessary to operate successfully within Nevada's complex regulatory and political landscape.

Wadhams Advisors is recognized as one of the most respected government relations and regulatory teams in the Silver State. The firm operates on a bipartisan basis with deep relationships across both chambers and both sides of the aisle. During the 2025 Regular Session of the Nevada Legislature — the most recent session prior to the firm's formal establishment — the principals represented 25 clients, reflecting the breadth and depth of the firm's portfolio.

The firm's client portfolio spans governmental and quasi-governmental entities, trade associations, insurance carriers, gaming operators, healthcare organizations, and private sector businesses across Northern and Southern Nevada. Unlike many firms, we do not measure our client relationships in number of sessions – we measure them in decades.

2. Ability to Enter Into a Contract and Devote Resources

Wadhams Advisors confirms its ability to enter into a contract with the RSCVA effective **October 1, 2026** through **July 2027**, with the agreement extending on a month-to-month basis thereafter should a special legislative session be called.

Jesse A. Wadhams will serve as lead contact and primary representative for the RSCVA, supported by founding partner James L. Wadhams. The firm is prepared to dedicate the personnel and relationships necessary for the full representation of the RSCVA's legislative platform, including participation in weekly conference calls with the RSCVA's CEO/President during session, proactive bill tracking and analysis, coalition coordination, and legislative drafting as needed.

3. Monthly Retainer and Fee Structure

Period	Monthly Retainer	Months	Subtotal
Off Session (July 1 – Oct 31) Interim between Regular Sessions	$2,000 / month	16	$32,000
On Session (Nov 1 – Jun 30) Regular Session + preceding 3 months	$5,000 / month	8	$40,000
24-Month Cycle Total		**24**	**$72,000**

No additional fees are anticipated. The retainer covers all legislative representation, bill tracking, stakeholder communication, coalition coordination, and session reporting. Out-of-pocket expenses, if any, will be discussed and agreed upon in advance.

Qualifications

1. Legislative and Political Acumen

Wadhams Advisors brings an unmatched combination of legislative fluency and regulatory depth to its government relations practice. The firm's principals have spent more than five decades building the relationships, institutional knowledge, and cross-aisle credibility necessary to move legislation in Nevada's unique political environment. Our institutional knowledge spans a generation. The firm operates on a bipartisan basis and maintains active working relationships with leadership in both chambers of the Nevada Legislature, the Governor's Office, and key executive agencies.

The firm's approach to legislative representation is proactive and intelligence-driven. Wadhams Advisors tracks the full universe of bills introduced each session, identifies those with potential impact on its clients, and develops tailored advocacy strategies — whether that means introducing client-specific legislation, building coalitions to advance or defend a bill, or engaging agency leadership to shape implementation before a bill is even enacted.

The firm has substantial experience representing governmental and quasi-governmental entities, Northern Nevada-based organizations, and industries whose regulatory frameworks are set at the state level. This experience gives Wadhams Advisors direct familiarity with the political and stakeholder considerations facing entities like the RSCVA — organizations whose funding, operations, and governance are all subject to legislative action.

Wadhams Advisors also brings one of the broadest ranges of client representation in Nevada government relations, including the state's largest chamber of commerce. This breadth means the firm is monitoring and reacting to legislation earlier — and across a wider spectrum of issues — than many other government relations consultants. When a bill is introduced that touches transportation, tourism, taxation, gaming, insurance, or economic development, Wadhams Advisors is already engaged, already informed, and already positioned to assess its implications for every client in its portfolio, including the RSCVA.

2. Experience Representing the RSCVA

Wadhams Advisors has represented the RSCVA across multiple legislative sessions, providing a full spectrum of advocacy services — from introducing and enacting client-driven legislation, to protecting the Authority’s operational and financial interests in complex multi-agency matters, to monitoring the broader legislative landscape for emerging threats and opportunities.

Prior Sessions — Foundational Legislative Work

In sessions prior to 2025, Wadhams Advisors worked on legislation regarding the transient lodging tax on short-term rentals — including VRBOs and Airbnbs — in the Tahoe Basin. The firm also worked on clarifying the application of the Commerce Tax to sales at conventions, directly benefiting the RSCVA's core constituency. Throughout multiple sessions, Wadhams Advisors has monitored and engaged on various proposals to increase taxes at the county level, protecting the RSCVA's stakeholders from undue tax burden.

2025 Legislative Session (83rd Session)

The 2025 Regular Session demonstrates the full scope of the firm's representation. The firm's work that session encompassed offensive legislative action, protective advocacy on a complex multi-agency matter, and proactive monitoring of the broader legislative landscape.

AB 114 — Governance Reform (NRS 244A.601)

When the RSCVA Board of Directors unanimously identified the need to modernize the governance structure of the board itself, Wadhams Advisors translated that direction into legislative action. Working with Assemblymember DeLong, the firm introduced and successfully enacted AB 114, which amended NRS 244A.601 to expand full-board participation in the appointment of the six industry-representative board members and to open Chair eligibility to all board members — not just the three government-appointed members. The policy reflected the Board's own vision for a more inclusive and representative governance structure, and Wadhams Advisors drove it from concept to enactment.

AB 333 — Nevada State Fairgrounds Land Transfer

AB 333 was a complex, multi-stakeholder piece of legislation that restructured the ownership and operational framework for state-owned fairgrounds property in Washoe County — the same land on which the RSCVA manages the Livestock Events Center. The bill terminated the longstanding Washoe County lease on the property and transferred operational responsibility to the State Department of Agriculture, potentially creating significant change to the RSCVA's established operational role at that facility.

Wadhams Advisors engaged directly with the Director of the State Department of Agriculture throughout the development and passage of the bill, ensuring that the RSCVA's interests were recognized and protected as the legislation took shape. The firm's involvement ensured that the RSCVA remained a central stakeholder in the transition rather than being sidelined.

SB 420 — Business Improvement District Law (Lake Tahoe Basin)

Wadhams Advisors actively monitored SB 420, which established a Business Improvement District framework applicable to the Lake Tahoe Basin — the region governed by the Tahoe Regional Planning Agency. The bill authorized BID assessments on resort hotels and other transient lodging businesses in the Basin, implicating the same taxpayer base that funds the RSCVA through the transient lodging tax. The firm tracked the bill's progress throughout the session and assessed its implications for the RSCVA's stakeholders and funding system, ensuring the Authority had timely intelligence on any developments requiring a more active response.

Looking Ahead: 2027 Session

Wadhams Advisors' ongoing engagement with the RSCVA means the firm is already monitoring Bill Draft Requests for the 2027 Regular Session with direct implications for the Authority. This early intelligence is not incidental — it is the product of the firm's deep familiarity with the RSCVA's interests and its broad presence across Nevada's legislative landscape. Among the BDRs currently being tracked:

BDR 19-41 (Senator Titus) and **BDR 19-58** (Assemblymember La Rue Hatch) — both addressing daylight saving time and Nevada's observance of time. The RSCVA Board took a formal position in 2025 opposing time change legislation, recognizing the significant economic risk to the Authority's stakeholders: a time shift that places Nevada out of alignment with California would suppress the drive-in gaming market and disrupt the golf and outdoor recreation calendar that draws visitors to the region. Wadhams Advisors is tracking both BDRs with that established Board position in mind.

BDR 18-134 (Department of Tourism and Cultural Affairs) — proposes revisions to the membership of the Commission on Tourism. Given the RSCVA's mission alignment with the Commission and its working relationship with the Department of Tourism and Cultural Affairs, any structural changes to that body have direct implications for the Authority's legislative relationships and policy alignment at the state level.

3. Lead Contact — Jesse A. Wadhams

Name	Jesse A. Wadhams
Position	Founding Partner, Wadhams Advisors
Education	J.D., Santa Clara University School of Law, 2001
Bar Admissions	Nevada; California; Washington, D.C.
Employment History	Wadhams Advisors, Founding Partner (2026–present) Black & Wadhams (2019–2026) Fennemore Law (2014–2019)
Lobbying & Legislative Experience	Registered Nevada lobbyist; represents clients before the Nevada Legislature and state agencies including the Division of Insurance, Department of Health and Human Services, Division of Minerals, Division of Environmental Protection, Gaming Control Board, and Tax Commission. Recognized as one of the top regulatory attorneys in Northern Nevada for 10 consecutive years by Nevada Business Magazine. Named Top Regulatory and Administrative Attorney by Best Lawyers (2026).
Criminal Record	None
Professional Record	None

4. Supporting Principal — James L. Wadhams

Jesse A. Wadhams is supported by founding partner **James L. Wadhams**, whose depth of Nevada experience provides the firm with institutional knowledge and access that few practices in the state can match. James L. Wadhams has practiced law in Nevada since 1975 and has represented agencies and clients in every Regular and Special Session since 1977. Jim concentrates in government relations, taxation, healthcare, and insurance law. He has served as the Nevada Commissioner of Insurance and as Director of the Nevada Department of Commerce, and was responsible for establishing the state's first industrial development bond program. His five decades of Nevada practice and executive agency leadership give Wadhams Advisors a perspective on Nevada government that extends well beyond any single legislative session.

5. Conflicts of Interest

Wadhams Advisors is not aware of any actual or potential conflict of interest between the interests of the RSCVA and those of the firm's other clients. The firm's client portfolio spans multiple industries and sectors, and no current client engagement presents a conflict with the RSCVA's legislative platform or mission. Should any potential conflict arise during the term of the engagement, the firm will promptly disclose it to the RSCVA.

Further, Wadhams Advisors does not legislatively represent any current appointing entity to the RSCVA in any capacity, including the City of Reno, Washoe County, City of Sparks, Reno-Tahoe Airport Authority, Nevada Resort Association or any member thereof, nor the Reno Sparks Chamber of Commerce. Wadhams Advisors will be solely focused on the interests of the RSCVA.

Wadhams Advisors is in full compliance with all external reporting requirements and ethics agreements. In addition, as a Nevada law firm, we are governed by the Rules of Professional Conduct adopted by the Nevada Supreme Court, including the rules governing diligence in representation, client communications, and conflicts of interest. These obligations are not merely contractual — they are professional duties enforceable by the State Bar of Nevada, and they reflect the standard to which Wadhams Advisors holds itself in every client engagement.

Proposer Information

Required per Section V and the Proposer's Checklist of RFP #2026-EXEC01.

A. Company Information

Company Name	Wadhams Advisors
Contact Name	Jesse A. Wadhams
Address	316 California Ave., #359
City, State, Zip Code	Reno, NV 89509

Telephone Number 775.544.7263

Facsimile Number N/A

E-Mail jaw@wadhamsnv.com

In compliance with this Request for Proposal and subject to all Terms and Conditions thereof, the undersigned offers and agrees, if Bid is accepted, to furnish any or all the items or services listed herein at the fees and terms stated. I also acknowledge receipt of 24 pages of this Request for Proposal.

Signature

Print Name Jesse A. Wadhams

Title Founding Partner

Date July 22, 2026

B. Company Background

Has your company ever failed to complete any contracts awarded to it?

No **Yes** ____

Has your company filed any arbitration request or lawsuits on contracts awarded within the last five years?

No **Yes** ____

Does your company now have any legal suits or arbitration claims pending or outstanding against it or any officers relating to the performance of a public contract?

No **Yes** ____

Does your company now employ any officers or principals who were with another Proposer when that company failed to complete a contract within the last five years?

No **Yes** ____

Has your company had a contract partially or completely terminated for default (cause) within the past five years?

No **Yes** ____

Has your company been found non-responsible on a government bid within the last five years?

No **Yes** ____

C. Insurance Information

To be issued upon Notification of Award.

Insurance Agent	*[Agent name]*
Telephone Number	*[Agent phone]*

D. Business License Information

Jurisdiction	State of Nevada
License Number	NV20201841837
License Expiration	7/31/2027
Name of Licensee (if different)	N/A

Jurisdiction	Carson City
License Number	BL-010432-2026
License Expiration	12/31/2026
Name of Licensee (if different)	N/A

E. Disclosure of Principals

Company Name	Wadhams Advisors
Address	316 California Ave., #359
City, State, Zip Code	Reno, NV 89509
Telephone Number	702.663.2833
Federal Tax ID Number	85-3295930

Names of Officers or Owners of Concern, Partnership, Etc.

Individual's Name	Jesse A. Wadhams
Official Capacity	Founding Partner

Individual's Name	James L. Wadhams

Official Capacity	Founding Partner

F. Exceptions

Does the Proposer take exception to any of the terms and conditions of this RFP and attachment thereto?

No ✓ **Yes** _____

Wadhams Advisors takes no exception to the terms and conditions of RFP #2026-EXEC01.

WADHAMS ADVISORS
300 S. CURRY ST., #5&6
CARSON CITY, NV 89701

August 24, 2026

Current legislative engagements for Wadhams Advisors include:

- Asurion Insurance Services
- Medical Transportation Management
- Northern Nevada National Association of Benefits and Insurance Professionals
- Nevada Association of Insurance & Financial Advisors
- Nevada Hospital Association
- Nevada Independent Insurance Agents
- Nevada Insurance Council
- Nevada Rural Electric Association
- Nevada State Board of Architecture, Interior Design and Residential Design
- Nevada Surplus Lines Association
- Novo Nordisk
- Pediatrix Medical Group
- Reno-Sparks Convention & Visitors Authority
- Vegas Chamber of Commerce

Additionally, during the 2025 Legislative Session, the Wadhams represented:

- Discovery Museum, Las Vegas
- General Motors
- Nevada Blind Children's Foundation
- Nevada Aviation Association
- Service Contract Association of America
- SourceWell
- Opportunity 180
- Upstart

702.663.2833
WWW.WADHAMSNV.COM

401 South Curry Street
Carson City, NV 89703

Phone: 775-882-4002
www.g3nv.com

ORIGINAL

G3
GRIFFIN COMPANY

Griffin Company Proposal Presented to:

Reno-Spark Convention & Visitors Authority

Government Affairs Representation RFP# 2026-EXEC01

G3 GRIFFIN COMPANY

July 17, 2026

Amy Pickens
Project Manager
Reno-Sparks Convention & Visitors Authority
4590 South Virginia St.
Reno, NV 89502
apickens@visitrenotahoe.com
775-335-8839

Dear Amy,

The Griffin Company is excited for the opportunity to submit a proposal for Government Affairs Services for the Reno-Sparks Convention & Visitors Authority (RSCVA).

Submitting Firm Information:

The Griffin Company
401 S Curry St.
Carson City, NV 89703

John Griffin will serve as the contact person during the period of proposal evaluation.

John Griffin, john@g3nv.com, 775-412-7766

Sincerely,
John W Griffin
John Griffin

Table of Contents

V. PROPOSER INFORMATION

The following information must be completed, either typed or printed, and returned with the bid in accordance with the General Conditions contained herein.

A. Company Information

Company Name:	The Griffin Company
Contact Name:	John Griffin
Address:	401 S Curry St
City, State Zip Code:	Carson City, NV 89703
Telephone Number:	775-412-7766
Facsimile Number:	
E-Mail:	john@g3nv.com

In compliance with this Request for Proposal and subject to all Terms and Conditions thereof, the undersigned offers and agrees, if Bid is accepted, to furnish any or all the items or services listed herein at the fees and terms stated. I also acknowledge receipt of 24 pages of this Request for Proposal.

Signature:	John W Griffin
Print Name:	John Griffin
Title:	Partner
Date:	7/15/2026

1

B. Company Background

Has your company ever failed to complete any contracts awarded to it?
No_X_ Yes___ (If yes, please provide details.)

Has your company filed any arbitration request or lawsuits on contracts awarded within the last five years? No_X_ Yes___ (If yes, please provide details.)

Does your company now have any legal suits or arbitration claims pending or outstanding against it or any officers relating to the performance of a public contract? No_X_ Yes___ (If yes, please provide details.)

Does your company now employ any officers or principals who were with another Proposer when that company failed to complete a contract within the last five years? No_X_ Yes___ (If yes, please provide details.)

Has your company had a contract partially or completely terminated for default (cause) within the past five years? No_X_ Yes___ (If yes, please provide details.

Has your company been found non-responsible on a government bid within the last five years? No_X_ Yes___ (If yes, please provide details.)

C. Insurance Information

To be issued upon Notification of Award

Insurance Agent:	Summer Haas
Telephone Number:	702-407-5605

D. Business License Information

Jurisdiction	NV, Carson City, City of Reno
License Number:	NV20151044504, BL-007273-2022, R132432A-LIC
License Expiration:	01/31/2027, 12/31/2026, 08/31/2026
Name of Licensee (if different):	

E. Disclosure of Principals

Company Name:	The Griffin Company
Address:	401 S Curry St
City, State Zip Code:	Carson City, NV 89703
Telephone Number:	775-882-4002
Federal Tax Id Number:	47-2877514

Names of Officers or Owners of Concern, Partnership, Etc.

Individual's Name:	JOHN GRIFFIN
Official Capacity:	SENIOR PARTNER

Individual's Name:	JOSH GRIFFIN
Official Capacity:	SENIOR PARTNER

Individual's Name:	MATT GRIFFIN
Official Capacity:	SENIOR PARTNER

Individual's Name:	CHELSEA CAPURRO
Official Capacity:	JUNIOR PARTNER

Individual's Name:	SCOTT GILLES
Official Capacity:	JUNIOR PARTNER

If further space is required, please attach additional sheet(s).

F. Exceptions

Does the Proposer take exception to any of the terms and conditions of this RFP and attachment thereto. Yes______No__X__. If yes, please indicate the specific nature of the exception or clarification in the space provided below. Attach additional sheet(s) if necessary.

N/A

Executive Summary

Firm Overview

The Griffin Company is a public policy and government affairs consulting firm focused on policy and regulatory issues on behalf of its clients. The firm provides guidance on government affairs and public policy matters at the local and state levels.

Our approach to government affairs is firmly rooted in the concepts of honesty, trust, and integrity. This is the foundation upon which meaningful and lasting relationships are built and from which effective communication may occur with policymakers. A framework is then in place for the education and advancement of client issues.

The Griffin Company consists of three senior partners: John Griffin, Matt Griffin, and Josh Griffin. Our associate partners include Chelsea Capurro and Scott Gilles. Tia White is also an integral part of the firm and helps with day-to-day operations and ensuring that every relevant issue is being tracked and monitored for our clients. During the regularly scheduled legislative sessions, we will also bring on new and eager team members to help with the heavy load and to learn about the legislative process.

The complexity of issues today often dictates that concerns do not fall neatly within the jurisdictional boundaries of local, state, or federal governments. More often than not, client issues affect and are affected by rules and regulations of various levels of government. Likewise, the politics associated with the relevant policymakers often spill over their jurisdictional boundaries. Consequently, a complete government affairs practice must be able to effectively navigate through all levels of government, both with the laws and regulations as well as with an understanding of and sensitivity to the politics associated with each issue. The partners of the Griffin Company provide to our clients the breadth of experience – local, state, and federal -- that enables a comprehensive approach integrating policy and relationships at all levels of government.

The Griffin Company has a reputation for representing the best of the best for over 30 years. From the largest gold mining company to the largest gaming operator in the U.S., our firm has successfully advanced the objectives of client companies. However, the firm has also led the way in representing new and "disruptive" companies such as Amazon, Tesla, Uber, and Nuro. Over the years, we have represented all major industries and issues, worked with Democrat and Republican controlled legislatures and governors, and have a vast breadth of policy expertise.

G3
GRIFFIN COMPANY

Proposed Fee Structure

The Griffin Company would perform the Scope of Work for a monthly fee of $7,500. The pricing is negotiable dependent upon services, the proposed pricing includes all items listed under the Scope of Work, including nominal administrative/office expenses and in-state travel costs. Out-of-State travel incurred specifically on the Authority's behalf will require prior approval to be reimbursed.

The term would become effective October 1, 2026 through July 31, 2027 and shall extend on a month-to-month basis until terminated by either Party with a written 30-day notice.

Qualifications

Griffin Company Successes

Throughout our team's long history in Nevada, we have worked and had success on many issues. One of the most notable achievements was during the 2015 Nevada Legislature in paving the way for Uber and other TNCs to operate legally in Nevada. In 2015, the Nevada Legislature was controlled by Republicans in both the Senate and Assembly. In what was originally an issue opposed by both Republicans and Democrats, the Griffin Company overcame all odds and passed bills that created a new industry in Nevada for Transportation Network Companies. This included setting up a new regulatory framework to ensure public safety, a brand-new insurance structure for drivers, industry fees to support the agencies regulating the companies, and a new tax put in place. It took countless hours of education, time, and perseverance to get Uber and other TNCs to operate legally in a state that was long controlled by the taxi industry. This issue required work with other key stakeholders, industry competitors, and a massive grassroots efforts to get riders and drivers engaged. This was also an issue that did not end on sine die as it required active engagement at the state and local levels (Nevada Transportation Authority, local jurisdictions, airports, etc.) as the new framework was implemented to ensure the law and its intent were followed.

Other successful endeavors include representing Tesla during the 2014 Special Session to bring their Gigafactory to Northern Nevada, successfully bringing Cabela's to Northern Nevada, passing a bill from a decades long battle on protecting patients from surprise hospital bills, modernizing of laws in the state to allow for autonomous vehicles, passing a first of its kind prescription drug transparency law, and assisting in the passage of the expansion to the Las Vegas Convention and Visitors Authority hall in the special session that also brought the Raiders to Las Vegas.

Most recently, the Griffin Company led the effort in passing legislation to help bring Major League Baseball to the Silver State. All these issues show not only the wide range of issues we work on, but also our ability to accomplish major policy changes for our clients regardless of who or what party is in the majority.

G3
GRIFFIN COMPANY

Griffin Company Team

Below is a list of the firm members who will be consulting on RSCVA issues and a brief bio. John Griffin will be the lead person for the RSCVA, he has no criminal record and has never been sued by a client or had his license to practice law suspended.

John W. Griffin, Esq. ***(LEAD)***

John W. Griffin is an experienced government relations attorney who has appeared before every level of state and local government on behalf of numerous clients. His focus is primarily in the areas of governmental relations/lobbying, administrative/regulatory matters, strategic planning, and land use planning.

John has successfully represented numerous client interests at the state level, having served as a registered lobbyist at the Nevada state legislature since 1999. He has represented clients in a broad range of issues, securing victories on transportation, development, health care, taxation, gaming, e-commerce, telecommunication, and technology matters. He has also secured approvals and regulatory victories on a broad spectrum of issues, having represented clients in front of almost every regulatory body in state government.

At the local level, John has represented the state's largest developers on various aspects of their developments. John has secured approvals for large-scale projects such as Cabela's, Walmart, Amazon, Switch, Tesla, Kroger, and large master planned communities.

Prior to graduating from the University of Nevada, Reno in 1995, John served an internship in the office of U.S. Senator Harry Reid in Washington, D.C. After graduating from the University of Utah College of Law in 1998, John served as an extern for the Honorable Howard D. McKibben, U.S. District Court Judge for the District of Nevada.

Chelsea A. Capurro

Chelsea is an experienced government affairs specialist that has been working with the Nevada Legislature since the 2009 Session. She graduated from the University of Nevada, Reno with a degree in Political Science. Post-graduation, Chelsea joined a local government affairs firm where she handled an expansive range of policy issues, including those related to health care, energy, non-profits, education, gaming, and mining. Her comprehensive scope of industry knowledge has allowed Chelsea to build relationships with many of Nevada's elected officials, state agencies, and businesses.

As a Partner in the firm, Chelsea assists clients understand Nevada's key policy issues, navigates through myriad regulatory agencies, and helps clients plan strategically to accomplish their goals.

Chelsea is fluent in Spanish and received her master's degree in business administration from the University of Nevada, Reno. She served on the Reno City Charter Committee and dealt with many local government issues and has also represented local governments in the past including the cities of Reno and Elko. She was appointed to the Jobs for Nevada's Graduates Board by former Governor Brian Sandoval where she works with leaders, educators, businesses, and politicians throughout the State to help kids succeed in high school and beyond. She enjoys spending time with her husband and 5 children and also volunteers her time as a catechism teacher for 5th and 6th graders at Our Lady of the Snows Catholic Church.

Tia White

As the Griffin Company's President of Operations, Tia oversees day-to-day office operations, facilitates team legal work, handles legislative bill tracking, and keeps clients informed on relevant issues. Tia's work with the Company began in 2011, and her extensive knowledge of political campaign finance and the Nevada Legislature has allowed her to play a vital role within the firm. She assists clients with reporting requirements, formulates policies and strategic plans, manages personnel, and handles the Company's purchasing and administrative operations.

Tia's experiences in business management, in addition to her strong relationships with various government offices, have given her a unique and valuable ability to assist clients. She is a Nevada native and earned her degree in Paralegal Studies. Tia enjoys spending time in the outdoors with her family; her favorite past time activities are gardening and reading.

Scope of Work

Our work with the RSCVA will encompass a comprehensive approach to legislative affairs, advocacy and strategic engagement in Nevada. We will focus on several key priorities to ensure the Authority's goals are met:

Monitoring Legislative, Local Government and Regulatory Developments:
Continuously track and analyze relevant legislative, local government, regulatory, and administrative developments in Nevada to identify opportunities and potential challenges. We will provide notes on relevant hearings and meetings and offer timely updates and strategic recommendations to the Authority to adapt to any changes.

Building Relationships with State Officials: We will leverage our extensive network to establish and strengthen relationships with key state officials, including legislators, regulators, local government and executive branch members.

Alliance Building with Stakeholders: We will identify and engage with other aligned industry groups, coalitions, and stakeholders in Nevada, including business & community leaders, and industry associations. Building these alliances will create a supportive environment for meaningful policy and regulatory change.

Representing Client's Objectives: Our firm will represent the Authority in all interactions with state and local government and relevant stakeholders. We will advocate for and against legislation, regulations, and policies affecting the industry. We will ensure that the Authority's strategic goals are clearly communicated and advanced.

Providing Background Information and Research for Hearings: In preparation for and during legislative, local government or regulatory hearings, Griffin Company will supply comprehensive background information, data, and research to support the Authority's positions. This includes preparing testimony, briefing materials, and detailed analyses to effectively inform policymakers.

Communication and Reporting: Upon request from the Authority, the Griffin Company will provide written or verbal updates to the RSCVA's Leadership and Policy Committee, in person or virtually.

Additional Information

The firm and its partners represent and have represented public and private companies, both Nevada-based and national corporations, trade associations, non-profits and public agencies. A list of all the existing clients represented by the Partners - John Griffin and Chelsea Capurro is listed below. We do not see a conflict between the RSCVA and our existing clients.

Current Clients

Amazon
American Resort Development Association
Athletics Investment Group (Oakland A's)
Bamboo Health
City of Reno
Desert Research Institute (DRI)
DISH Network
DirecTV
Health Services Coalition
Lime
Nevada Cannabis Association
Nevada Subcontractors Association
Proof
Reno Tahoe Airport Authority
Community Choice Financial
Uber
Vapor Technology Association
Vidler Water
Zillow

RENO
EVENTS CENTER

CITY OF
RENO

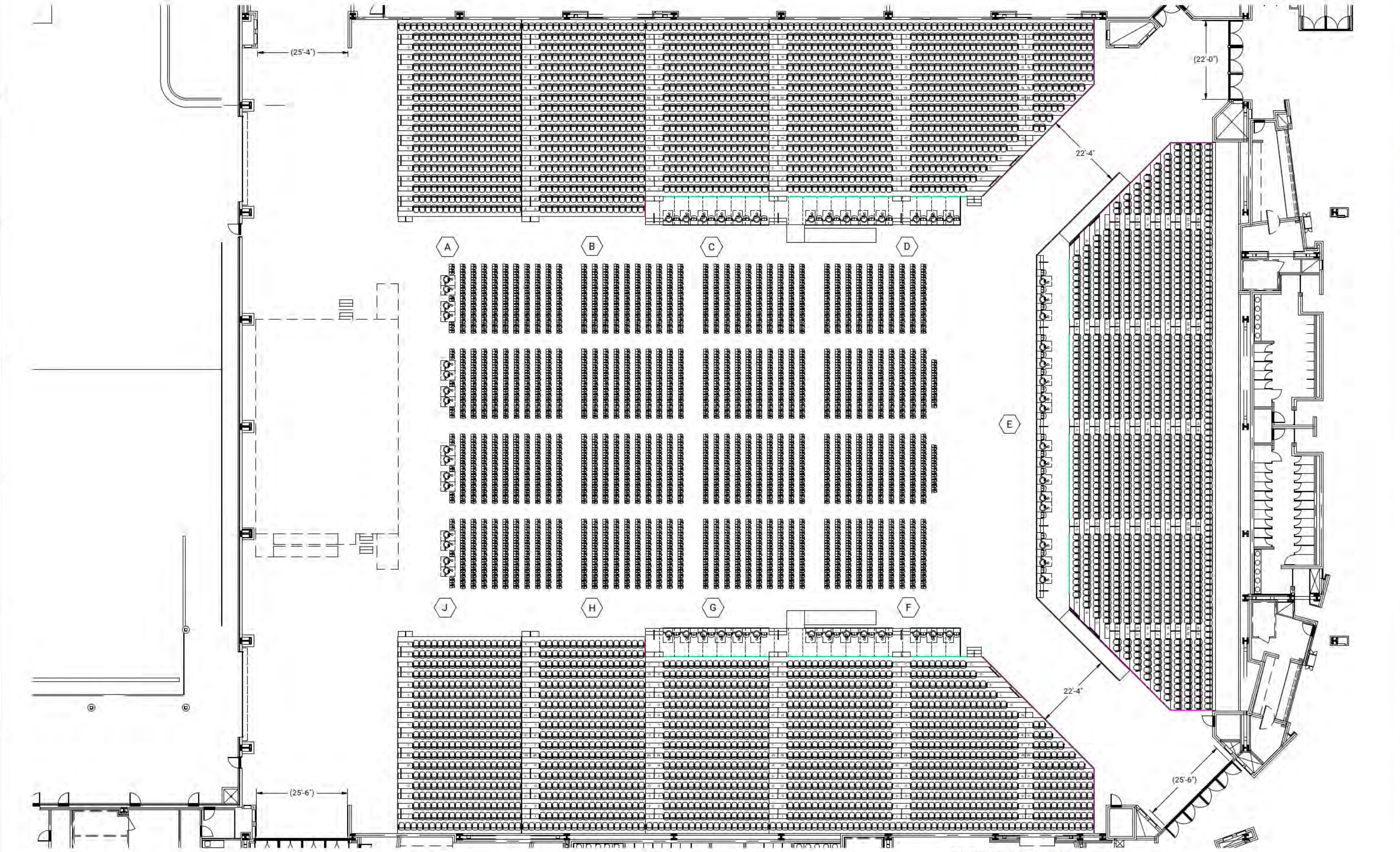
Reno
Tahoe™

RE-SEATING
RENO EVENT CENTER

HUSSEY SINCE 1835 husseyseating™
YOUR PARTNER FOR SEATING SOLUTIONS

EVENT CONFIGURATIONS

- **Full House**
- **¾ House**
- **½ House**
- **Fully Retracted**



MANIFEST PLAN - FULL HOUSE OPEN

PLAN OF SEATING
3/32" = 1'-0"

IMPORTANT NOTE REGARDING END RAILS:
ALL VERTICAL END RAILS NEED TO BE REMOVED TO ALLOW THE BLEACHER TO CLOSE.

FLOOR SEATING (BY OTHERS)
OVERALL TOTAL: 2102

SUITE SEATING
OVERALL TOTAL: 270

ADA SEATING
OVERALL TOTAL: 60

TELESCOPIC SEATING
FORTE SEAT SUMMARY
TOTAL: 4211

husseyseating
38 DYER STREET EXT
NORTH BERWICK, ME 003906
TELEPHONE: (207) 676-2271

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO.
ORDER NUMBER

RAIL LEGEND:
- PRIMARY END RAIL
- SECONDARY END RAIL
- PRIMARY FRONT RAIL
- PROGRAMMING RAIL
- REAR RAIL
* * SOME LINES SHOWN MAY NOT PERTAIN TO THIS JOB

CHAIR TYPE & SUMMARY
FORTE - FOLD DOWN

COMPASS:
PLAN NORTH

PLATFORM KEY:

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF:
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE, PLEASE PROVIDE CORRECT CODE INFORMATION.

R	BY	DATE	DESCRIPTION
0	DFT / CHK	mm/dd/yy	ORIGINAL RELEASE

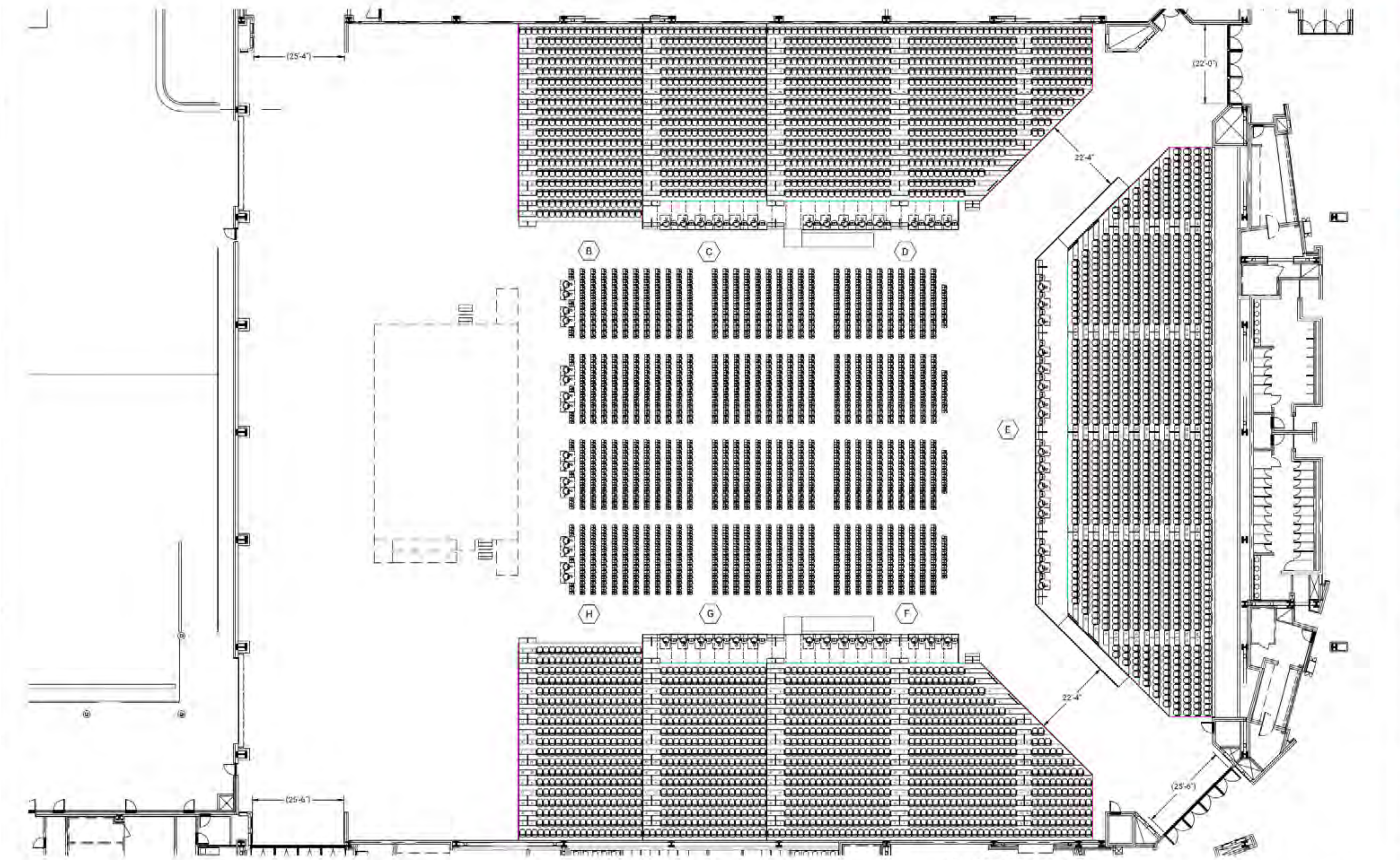
ORDER TYPE:
DIRECT

DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE:
MANIFEST PLAN
FULL HOUSE

FILE NAME:
ORDER NUMBER - REV

SHEET NO.: MP-01



MANIFEST PLAN - 3 QUARTER HOUSE OPEN

PLAN OF SEATING
3/32" = 1'-0"

IMPORTANT NOTE REGARDING END RAILS:
ALL VERTICAL END RAILS NEED TO BE REMOVED TO ALLOW THE BLEACHER TO CLOSE

FLOOR SEATING (BY OTHERS)
OVERALL TOTAL: 1648

SUITE SEATING
OVERALL TOTAL: 270

ADA SEATING
OVERALL TOTAL: 60

TELESCOPIC SEATING
FORTE SEAT SUMMARY
TOTAL: 3523

hussey seating
38 DYER STREET EXT
NORTH BERWICK, ME 03906
TELEPHONE (207) 676-2271

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO.
ORDER NUMBER

RAIL LEGEND:
- PRIMARY END RAIL
- SECONDARY END RAIL
- PRIMARY FRONT RAIL
- PROGRAMMING RAIL
- REAR RAIL

CHAIR TYPE & SUMMARY
FORTE - FOLD DOWN

COMPASS:
PLAN NORTH

PLATFORM KEY:

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF:
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE, PLEASE PROVIDE CORRECT CODE INFORMATION

R	BY	DATE	DESCRIPTION
0	DFT / CHK	——	ORIGINAL RELEASE

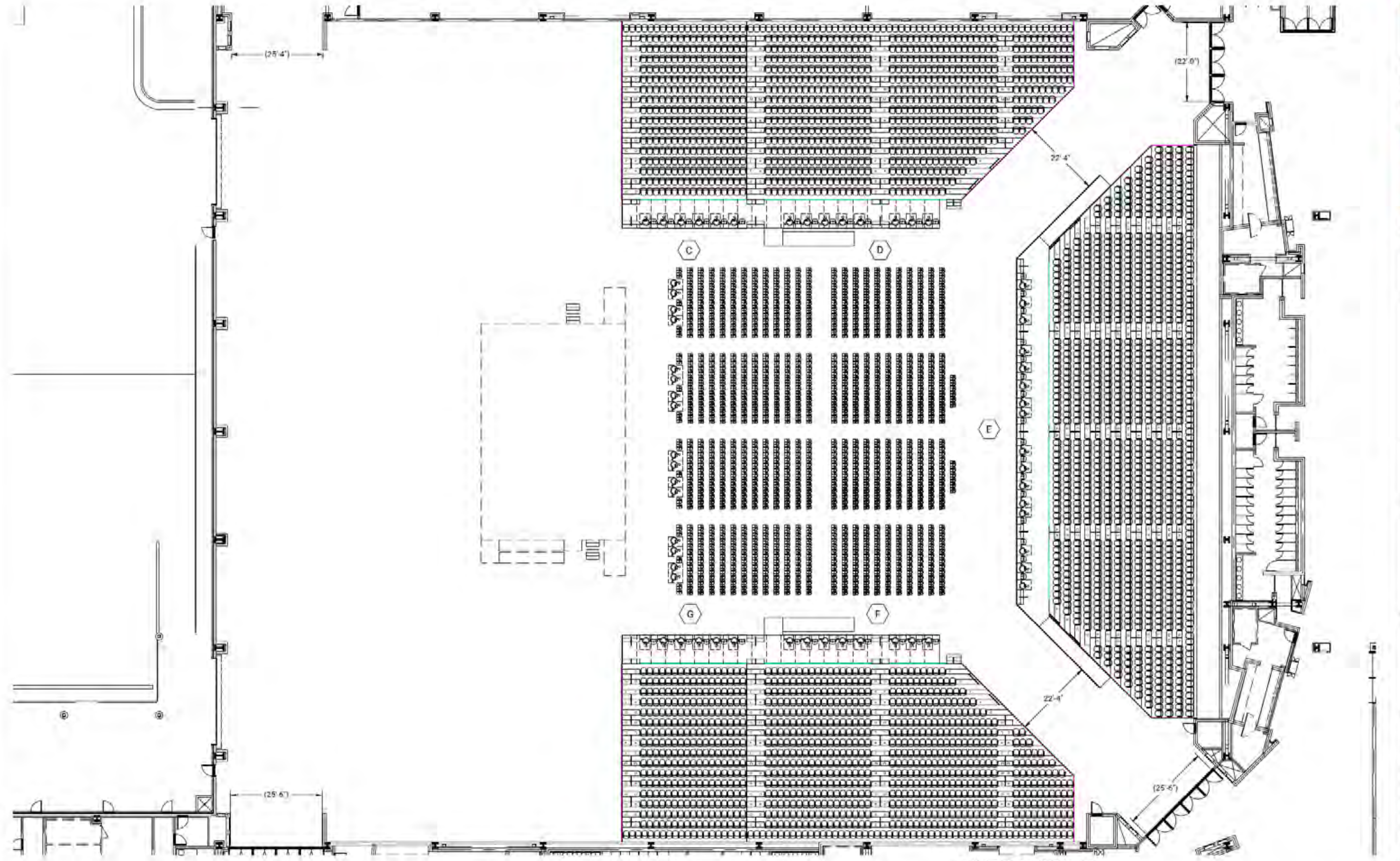
ORDER TYPE:
DIRECT

DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE:
MANIFEST PLAN
3 QUARTER HOUSE

FILE NAME:
ORDER NUMBER - REV

SHEET NO.:
MP-02



MANIFEST PLAN - HALF HOUSE OPEN

PLAN OF SEATING
3/32" = 1'-0"

IMPORTANT NOTE REGARDING END RAILS:
ALL VERTICAL END RAILS NEED TO BE REMOVED TO ALLOW THE BLEACHER TO CLOSE.

FLOOR SEATING
(BY OTHERS)

OVERALL TOTAL: 1212

SUITE SEATING

OVERALL TOTAL: 270

ADA SEATING

OVERALL TOTAL: 60

TELESCOPIC SEATING

FORTE SEAT SUMMARY

TOTAL: 2871

husseyseating
38 DYER STREET EXT.
NORTH BERWICK, ME 03906
TELEPHONE: (207) 676-2271

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO.:
ORDER NUMBER

RAIL LEGEND:
- PRIMARY END RAIL
- SECONDARY END RAIL
- PRIMARY FRONT RAIL
- PROGRAMMING RAIL
- REAR RAIL

CHAIR TYPE & SUMMARY
FORTE - FOLD DOWN

COMPASS:
PLAN NORTH

PLATFORM KEY:

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE PLEASE PROVIDE CORRECT CODE INFORMATION.

R	BY	DATE	DESCRIPTION
0	DFT CHK		ORIGINAL RELEASE

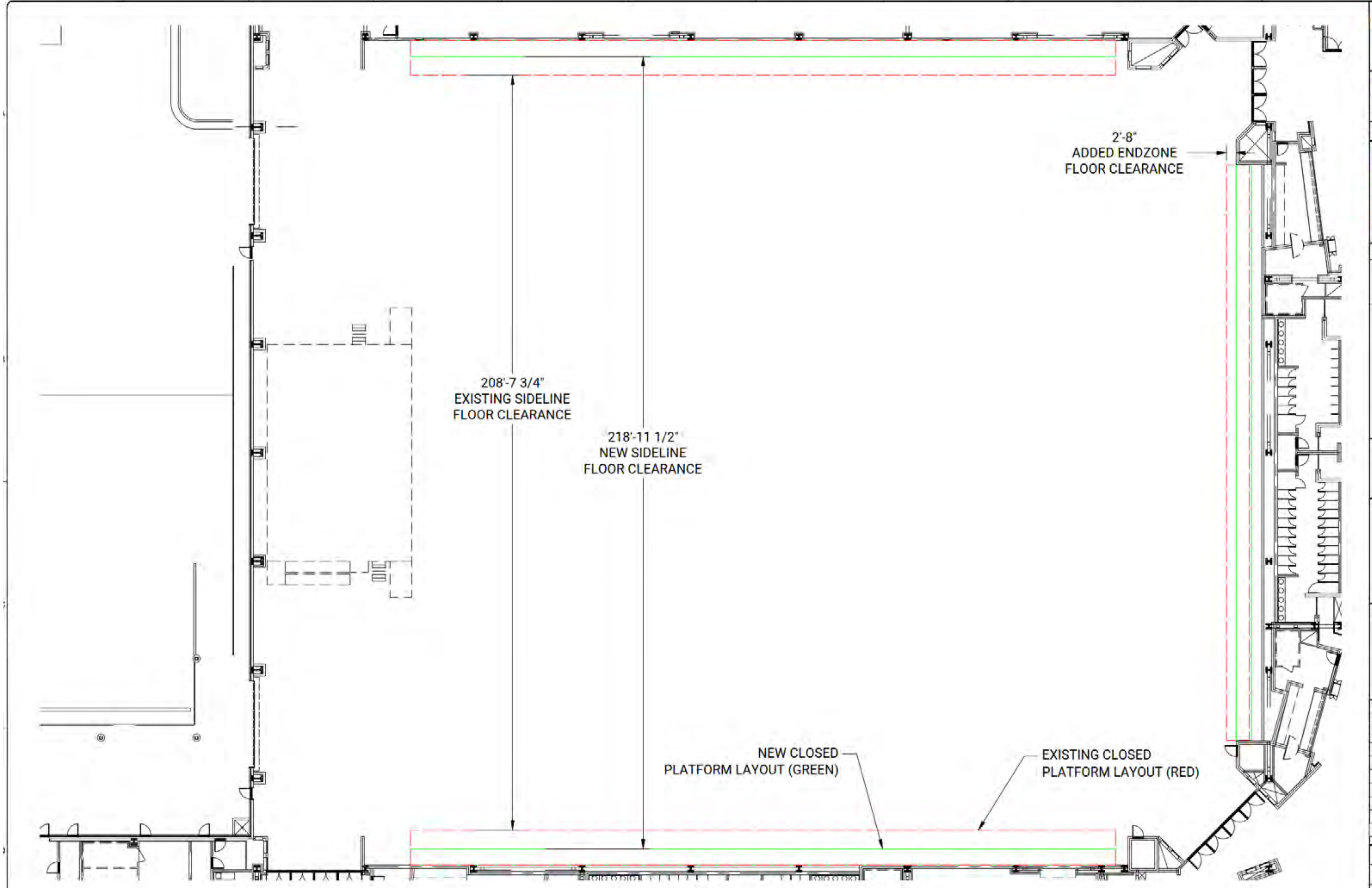
ORDER TYPE:
DIRECT

DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE:
MANIFEST PLAN
HALF HOUSE

FILE NAME:
ORDER NUMBER - REV

SHEET NO.
MP-03



CLOSED PLATFORMS - FLOOR CLEARANCE COMPARISON

PLAN OF SEATING
3/32" = 1'-0"

husseyseating
38 DYER STREET EXT
NORTH BERWICK, ME 003906
TELEPHONE: (207) 676-2271

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO.
ORDER NUMBER

RAIL LEGEND:
- PRIMARY END RAIL
- SECONDARY END RAIL
- PRIMARY FRONT RAIL
- PROGRAMMING RAIL
- REAR RAIL

CHAIR TYPE & SUMMARY
FORTE - FOLD DOWN

COMPASS:
PLAN NORTH

PLATFORM KEY:

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF:
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE, PLEASE PROVIDE CORRECT CODE INFORMATION

R	BY	DATE	DESCRIPTION
0	DFT / CHK		ORIGINAL RELEASE

ORDER TYPE:
DIRECT

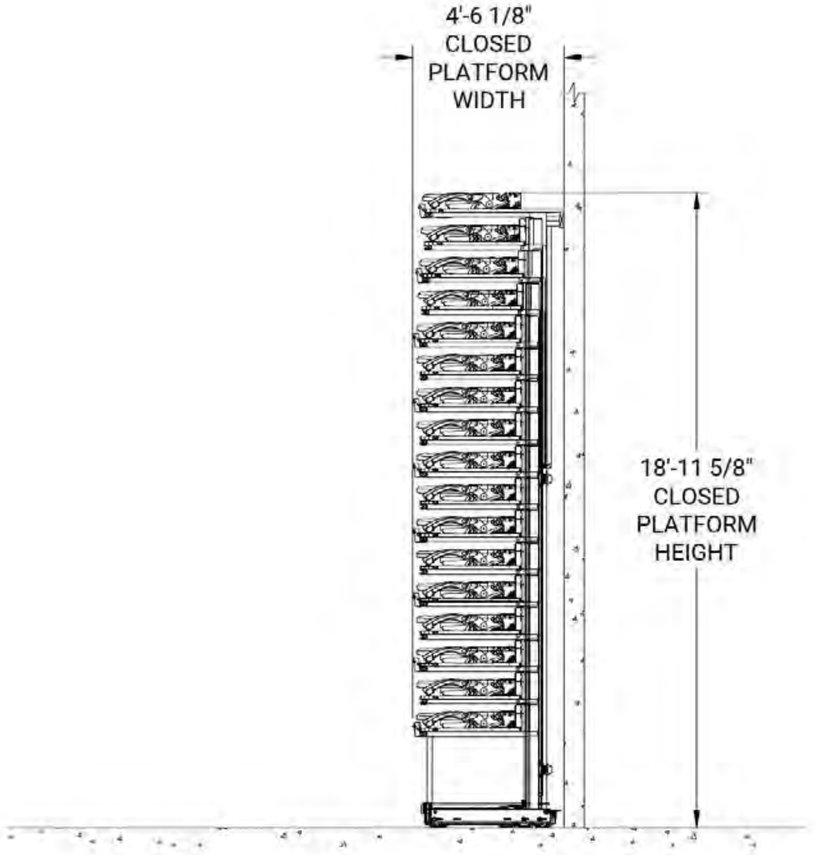
DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE:
CLOSED CONFIGURATION
FLOOR CLEARANCE

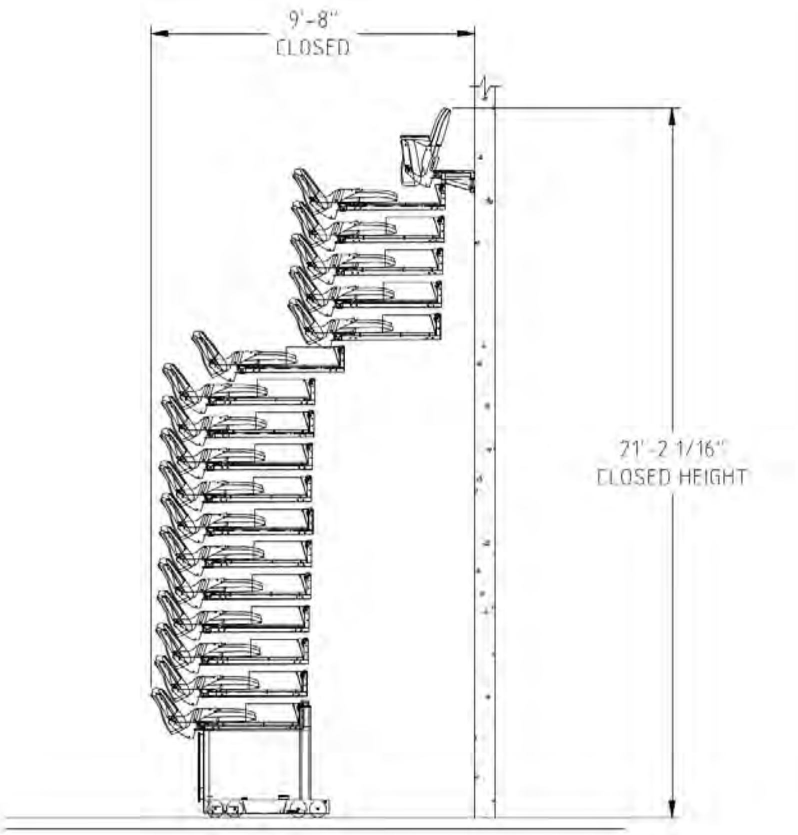
FILE NAME:
ORDER NUMBER - REV

SHEET NO.:
MP-04

COMPACT CLOSED POSITIONS GAINED MORE FLOOR SPACE WHEN RETRACTED



SIDELINE CLOSED - NEW LAYOUT



SIDELINE CLOSED - EXISTING LAYOUT

RENO
EVENT CENTER
RENO, NV

HUSSEY ORDER NO
ORDER NUMBER

CHAIR TYPE & SUMMARY

THE LAYOUT SHOW IS DRAWN PER HUSSEY SEATING CO.'S INTERPRETATION OF:
SEE "G-03"
IF THE APPLICABLE CODE IS DIFFERENT THAN STATED CODE. PLEASE PROVIDE CORRECT CODE INFORMATION.

#	BY	DATE	DESCRIPTION
0	DFT / CHK		ORIGINAL RELEASE

ORDER TYPE
DIRECT

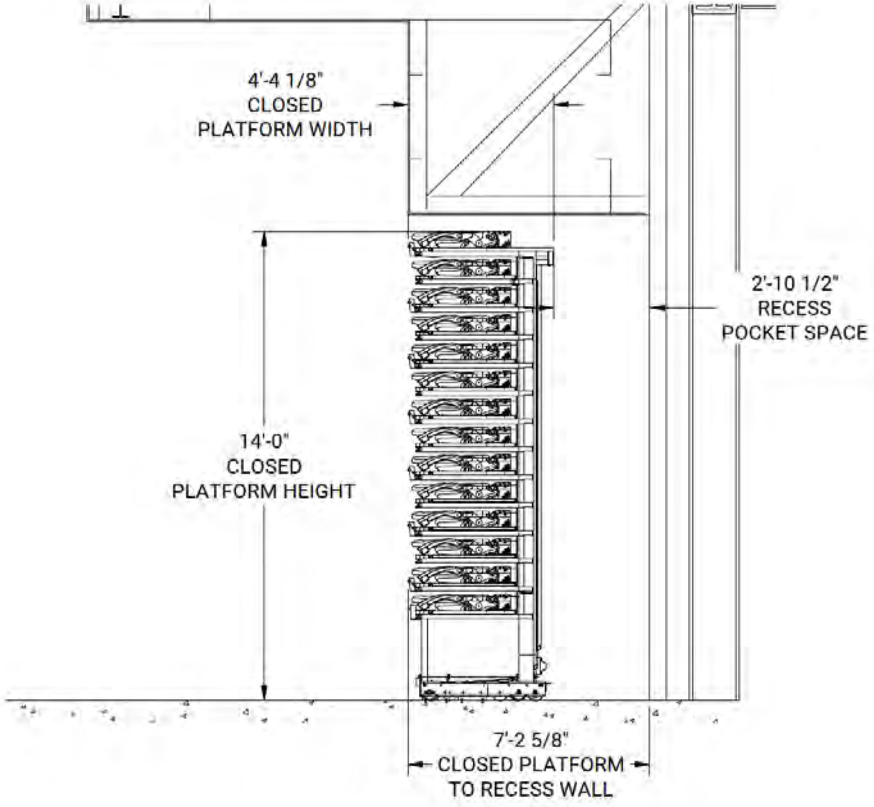
DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE:
SECTION VIEWS
ENDZONE

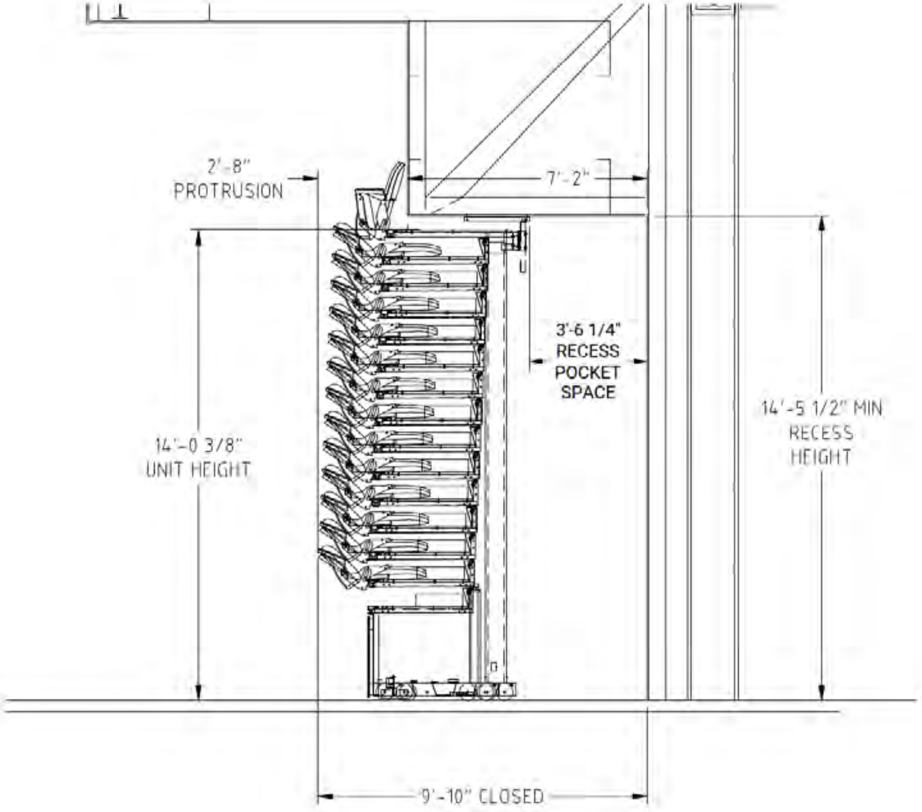
FILE NAME
ORDER NUMBER - REV

SHEET NO.: SC-04

COMPACT CLOSED POSITIONS GAINED MORE FLOOR SPACE WHEN RETRACTED



ENDZONE CLOSED - NEW LAYOUT



ENDZONE CLOSED - EXISTING LAYOUT

husseyseating

RENO
EVENT CENTER
RENO, NV

ORDER NUMBER

CHAIR TYPE & SUMMARY

SEE "G-03"

0 ORIGINAL RELEASE

ORDER TYPE: DIRECT

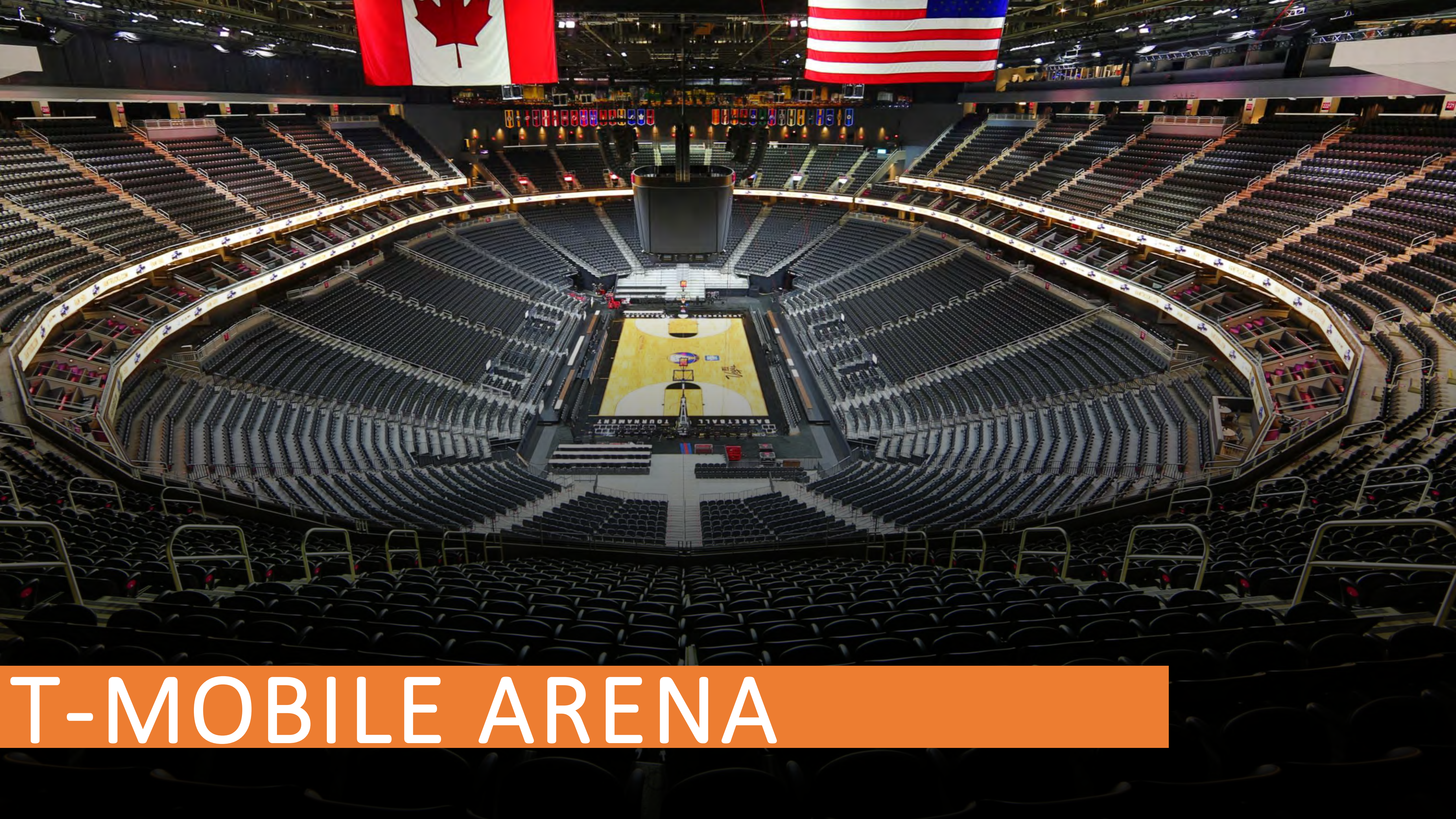
DRAWN BY: DFT
CHECKED BY: CHK

SHEET TITLE: SECTION VIEWS ENDZONE

FILE NAME: ORDER NUMBER - REV

SHEET NO. SC-06

T-MOBILE ARENA



COMPACT FORTE SEATS FOR TELESCOPIC SYSTEM

HUSSEY SINCE 1835 husseyseating™ YOUR PARTNER FOR SEATING SOLUTIONS + CAMATIC SEATING

CLARITY SEATS FOR THE SUITES

HUSSEY SINCE 1835 husseyseating™ YOUR PARTNER FOR SEATING SOLUTIONS + CAMATIC SEATING

BISMARCK EVENT CENTER


202
203
204
101
Moritz
102

BEFORE AND AFTER IMAGES

hussey seating
YOUR PARTNER FOR SEATING SOLUTIONS

EVENTUM

Event Ready. On Time. Every Time.

- **Next Generation Telescopic Platform**

- **Designed by the Global TP leader to deliver:**
  - More Operational Efficiency
  - Faster Conversions
  - Consistent Reliability
  - Simpler Serviceability
  - Quality. Durability. Safety. Performance
  - Breakthrough Technologies

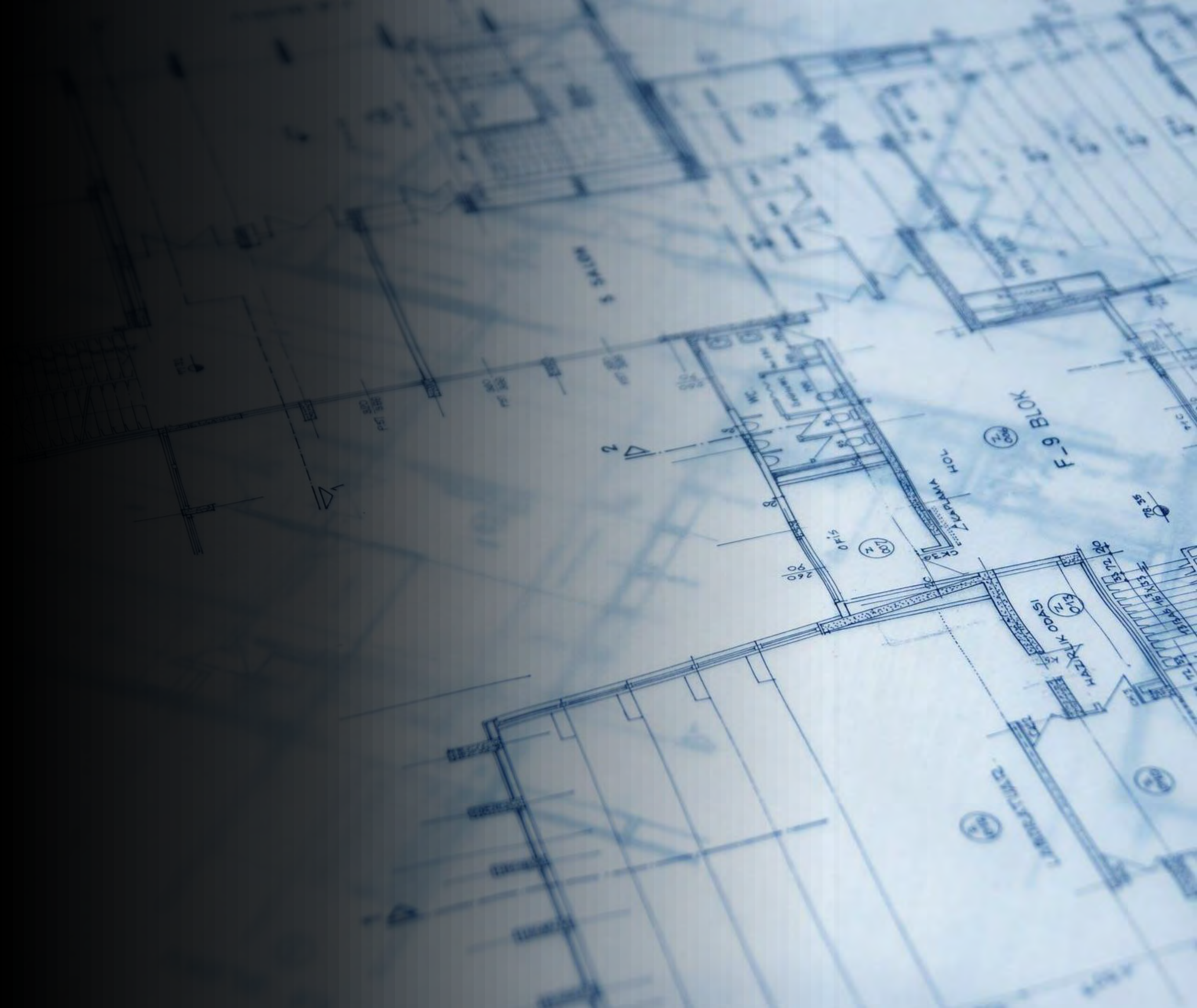
EVENTUM

Event Ready. On Time. Every Time.

Key New Design Enhancements – Next Generation

- ✓ Opens from back forward for greater efficiencies in opening and closing.
- ✓ Eliminate 95% of end rail bolted connects for increase safety & Operations.
- ✓ Steerable drive motors for ease and accuracy of opening and closing.
- ✓ Gas struts allow you to lift or lower 14 seats at a time from the aisle.
- ✓ Manual disengage drive motors to manually operate in case of power loss.
- ✓ Underlighting of telescopic included for ease of maintenance.
- ✓ Only Telescopic that has been ICC-ES Certified to pass or exceed all standards and codes.
- ✓ Fan enhancements include, increased deck thickness for solid feel, greatly reduce noise when walking on surface, increased seat comfort and options.
- ✓ Top sided fastening of components & hardware with modular frame construction makes upkeep and maintenance much easier with reduced cost.
- ✓ New drive motors can be relocated anywhere along the first row to account for imperfections in concrete and has adjustable pressure to apply into the floor for improved traction making it easier to operate.
- ✓ 16 additional key features not listed that improve operations, safety and maintenance.

SCHEDULE



CURRENT PHASING PLAN

YELLOW - OPTION 3

South End Zone

9/8/27 - 9/23/27
- Demo
- Build Back & Close for Trade Show

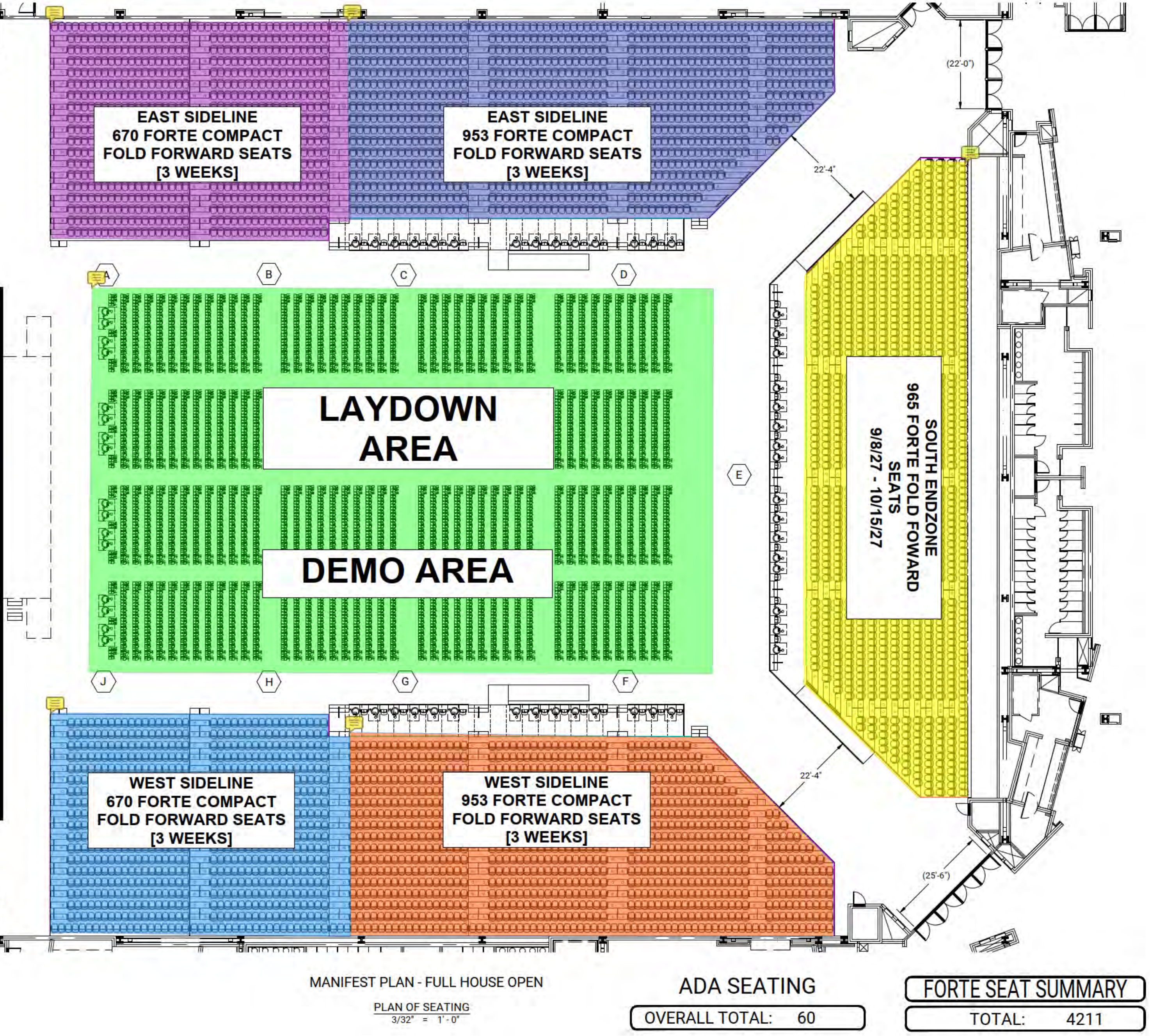
10/4 - 10/15
- Complete South End Zone

East Sideline
- Schedule Two (3) Week Blocks

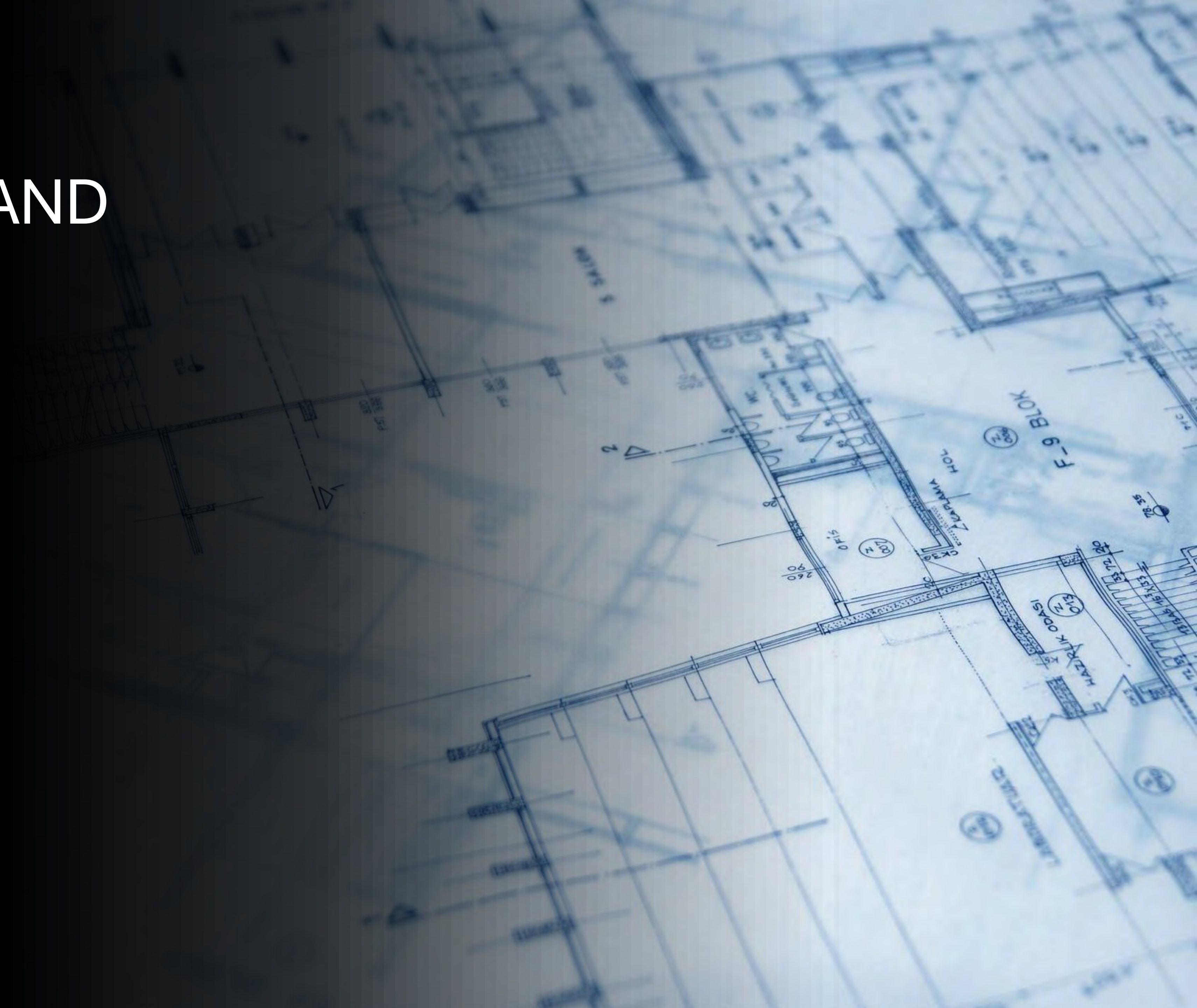
West Sideline
- Schedule Two (3) Week Blocks

- Additional Lay Down Area Required

BLACK - Balcony mo



PRICE PROPOSAL AND GENERAL NOTES



Price Proposal

QTY	Description	Pricing
7	**Telescopic System Sections** Row and seat identification, polydeck walking surface, harness tie off connection points , inter-locking end rails to greatly reduce bolted connections, steerable drive motors for ease of opening and closing the system, protective steel end caps (no exposed plywood), side curtains, aisle steps, storage carts for guardrails and side curtains, configurations as per attached drawings, includes demo/disposal of existing system.	$3,977,294
4,211	**Forte Compact Fold Forward Seats** Row and seat identification, 1” back and seat bottom foam with an Upholstered marine grade vinyl, fold forward seats close or open from the aisle up to 12 seats at a time with the lift assist gas struts, cupholders, includes demo/disposal of existing seats on telescopic.	$1,827,574
270	**Clarity Seats in Balcony Suites** Row and seat identification, 2” back and seat bottom foam with upholstered marine grade vinyl fabric, aluminum beam mounted seat, 36” tall backs, standard polymer seat back and bottom covers, cupholders, Aisle lights, includes demo / disposal of existing seats.	$165,500
1	**New ADA portable decking required for new telescopic system**	$60,000
1	**Payment and Performance Bond**	$60,304
	TOTAL	**$6,090,672**

NOTES

TELESCOPIC PLATFORM

Proposed with a polydeck walking surface with fire rated surface.

Upgrade drive package with integral steerable power to open and close each section.

Removable end rails, intermediate steps, double hinged steel gap closures at the section breaks.

All exposed ends of the telescopic platforms to have side curtains.

FIXED SEATING BALCONY SEATING

Seats to be riser mounted where possible and when not possible to be floor mounted

Same seats as the telescopic but with upgraded seat foam package

GENERAL NOTES

Pricing is good for 60 days

Prevail wage rates included for all on site labor cost.

Payment terms to be monthly schedule of values.

Pricing is based on installation of the telescopic system being installed in the 3rd or 4th quarter of 2027

Builds Risk Insurance is included

Pricing is based on using Sourcewell

Recycling is not required

NOT INCLUDED IN OUR PROPOSAL

Sales tax & permits

Existing portable decks used for elevated ADA platforms to be re-used as detailed in attached drawing.

Other configurations not detailed in the attached drawings.

Folding Chairs

Sourcewell Contract Pricing

Sourcewell Cost Sheet Contract # 081523-HSC

Reno Event Center
Reno, Nevada

Eventum/MXP -Telescopics

Row #	Category	Product Description	Unit of Measure	QTY	Catalog List Price	SubTotal	Bid Discount	Total Discounted	Disconted unit price
327	Telescopic Platform	MXP/Eventum Telescopic Platform w/ PolyDeck | Prevailing Wage	per gross seat	6082	$ 2,244.76	$13,652,605.99	71.62%	$3,874,609.58	$ 637.06
103	Telescopic Platform	11 5/8" rise add	per gross Seat	6082	$ 3.54	$ 21,530.28	71.62%	$ 6,110.29	$ 1.00
custom	Telescopic Platform -	LED Aisle Light	per step	271	$ 213.71	$ 57,915.41	71.62%	$ 16,436.39	$ 60.65
340	Telescopic Platform -	Rubber Gap Closures on Telescopic	each	110	$ 110.00	$ 12,100.00	71.62%	$ 3,433.98	$ 31.22
335	Telescopic Platform -	Portable Straight Stair Unit	per stair unit	2	$ 13,872.55	$ 27,745.10	71.62%	$ 7,874.06	$ 3,937.03
custom	Telescopic Platform -	Fire retardent D-Blaze added to Polydeck -	Per gross seat	6082	$ 8.12	$ 49,401.19	71.62%	$ 14,020.06	$ 2.31
136	Telescopic Platform -	Removable end rails (30",32",33" row Spacing)	per rail	100	$ 312.72	$ 31,272.00	71.62%	$ 8,874.99	$ 88.75
131	Telescopic Platform -	Removable front rails	per ft	229	$ 110.00	$ 25,190.00	71.62%	$ 7,148.92	$ 31.22
custom	Telescopic Platform -	Rail carts -	per cart	5	$ 9,300.00	$ 46,500.00	71.62%	$ 13,196.70	$ 2,639.34
258	Telescopic Platform -	End curtains 19 row +	per end	6	$ 10,861.00	$ 65,166.00	71.62%	$ 18,494.11	$ 3,082.35
350	Telescopic Platform -	Project Management - Complex DDD Projects	each	1	$ 25,000.00	$ 25,000.00	71.62%	$ 7,095.00	$ 7,095.00
					Subtotal	**$14,014,426**	**71.62%**	**$ 3,977,294**	**$ 308.60**

F.F Telescopic Seating

Row #	Category	Product Description	Unit of Measure	QTY	Catalog List Price	SubTotal	Bid Discount	Total Discounted	Disconted unit price
329	Telescopic Platform Chair	Quattro/ Forte Collection Telescopic Platform Chairs | Forward Fold Chair Operation	per net seat	4211	$ 890.27	$ 3,748,926.97	51.25%	$1,827,574.00	$ 434.00
					Subtotal	**$ 3,748,927**	**51.25%**	**$ 1,827,574**	**$ 434.00**

Forte/Quattro - Suite Seats

Row #	Category	Product Description	Unit of Measure	QTY	Catalog List Price	SubTotal	Bid Discount	Total Discounted	Disconted unit price
9	Fixed Seating	Clarity/ Quattro Classic S3.H.3.A	per chair	270	$ 571.90	$ 154,413.00	40.00%	$ 92,647.80	$ 343.14
91	Accessories Clarity/Quattro	Quilted IV back or seat	each	270	$ 19.35	$ 5,224.50	40.00%	$ 3,134.70	$ 11.61
97	Accessories Clarity/Quattro	Quattro/Clarity Armrest Cupholders	each	270	$ 5.53	$ 1,493.10	40.00%	$ 895.86	$ 3.32
Custom	Accessories Clarity/Quattro	Quattro/Clarity Beams	each	27	$ 950.00	$ 25,650.00	40.00%	$ 15,390.00	$ 570.00
Custom	Accessories Clarity/Quattro	Quattro/Clarity Brackets	each	150	$ 593.69	$ 89,053.50	40.00%	$ 53,432.10	$ 356.21
					Subtotal	**$ 275,834**	**40.00%**	**$ 165,500**	**$ 167.68**

Misc Items

Row #	Category	Product Description	Unit of Measure	QTY	Catalog List Price	SubTotal	Bid Discount	Total Discounted	Disconted unit price
		Allowance for new supports for existing ADA Decks	each	1				$ 60,000.00	$ -
		Payment and performance Bond	each	1				$ 60,303.00	$ -
					Subtotal			**$ 120,303.00**	

Final $ 6,090,672

ESTIMATED MONTHLY PROGRESS BILLINGS
(subject to change based on final schedule)

			Schedule of Values Billing 2026/2027											
Item #	Description of Work	Value	December	January	February	March	April	May	June	July	August	September	October	November
1	Telescopic South Endzone	$ 1,330,255	$ 86,723	$125,000	$150,000	$150,000	$150,000	$150,000	$200,000	$250,000	$250,000	$ 250,000	$ 250,000	$ 150,000
2	Telescopic West Sideline	$ 2,237,307	$ 86,723	$125,000	$150,000	$150,000	$150,000	$150,000	$150,000	$175,000	$175,000	$ 175,000	$ 175,000	$ 150,000
3	Telescopic East Sideline	$ 2,237,307	$ 86,423	$125,000	$150,000	$150,000	$150,000	$150,000	$150,000	$175,000	$175,000	$ 175,000	$ 175,000	$ 150,000
4	Fixed Forte Suite Seats	$ 165,500	$ -	$ -	$ -	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 11,500	$ -
5	ADA Decking Allowance	$ 60,000	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
6	Payment & Performance Bond	$ 60,303	$ 60,303	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 20,000	$ 20,000	$ 20,000	$ 20,000
	SubTotal	$ 6,090,672	$ 320,172	$375,000	$450,000	$472,000	$472,000	$472,000	$522,000	$622,000	$642,000	$ 642,000	$ 631,500	$ 470,000

HUSSEY SINCE 1835 husseyseating™

YOUR PARTNER FOR SEATING SOLUTIONS

FY 25 - 26

CEO GOALS & RESULTS

MIKE LARRAGUETA
AUGUST 27, 2026

RenoTahoe

CEO GOALS

GOAL #1

Group Room Night Goal

GOAL

Increase produced group room nights 8.2% over FY 24/25 Group Room Nights

FY 25/26 TARGET

- **282,523 Produced Group Room Nights for FY 25/26**
- **Each regional Director has an annual group room night goal between 14,000 – 28,000 totaling 144,699**
- **The Sports team has an annual group room night goal of 137,824**

GOAL WEIGHT	FINAL RESULTS
20%	340,479 120% OF GOAL ACHIEVED

RenoTahoe

GOAL #2

Leisure Room Night Goal

CEO GOALS

GOAL

Produce 675,470 cash hotel room nights

FY 25/26 TARGET

- **675,470 cash hotel room nights will be recorded by 11 hotel properties via tourism sales third-party channels**

GOAL WEIGHT

15%

FINAL RESULTS

758,863

112% OF GOAL ACHIEVED

RenoTahoe

CEO GOALS

GOAL #3

Community Engagement

GOAL

30 Activities per year

FY 25/26 TARGET

Thirty (30) community activities per year, including but not limited to public service, speaking engagements, charitable in-kind contributions, tradeshow partnerships with charitable organizations and participation in quarterly stakeholder and community leadership meetings

GOAL WEIGHT

10%

FINAL RESULTS

44

146% OF GOAL ACHIEVED

RenoTahoe

GOAL #4 OVERVIEW

Marketing

CEO GOALS

GOAL

1. Achieve Average Paid Media Engagement Rate of 10%
2. Increase Enhanced Website Engaged Sessions to Achieve 733,080 sessions
3. Achieve 215 Earned Media Placements

FY 25/26 TARGET

1. Achieve an average paid media engagement rate of 10.0% or higher by the end of the fiscal year
2. Achieve enhanced website engaged sessions of 733,080
3. Secure 215 or more earned media placements by the end of the fiscal year

GOAL WEIGHT

30%

10% PAID MEDIA ENGAGEMENT
10% WEBSITE ENGAGED SESSIONS
10% EARNED MEDIA PLACEMENTS

RenoTahoe

GOAL #4A

Marketing

CEO GOALS

GOAL

- Achieve Average Paid Media Engagement Rate of 10%

FY 25/26 TARGET

- Achieve an average paid media engagement rate of 10.0% or higher by the end of the fiscal year

GOAL WEIGHT	FINAL RESULTS
10%	15.69%
	156.9% OF GOAL ACHIEVED

RenoTahoe

GOAL #4B

Marketing

CEO GOALS

GOAL

- Increase Enhanced Website Engaged Sessions to Achieve 733,080 sessions

FY 25/26 TARGET

- Achieve enhanced website engaged sessions of 733,080

GOAL WEIGHT	FINAL RESULTS
10%	723,557
	99% OF GOAL ACHIEVED

RenoTahoe

GOAL #4C
Marketing

CEO GOALS

GOAL
- **Achieve 215 Earned Media Placements**

FY 25/26 TARGET
- **Secure 215 or more earned media placements by the end of the fiscal year**

GOAL WEIGHT	FINAL RESULTS
10%	332
	154% OF GOAL ACHIEVED

RenoTahoe

GOAL #5

Facility Revenues

GOAL

Achieve $7,382,276 in total revenue for RSCC, NBS, REC, RSLEC

FY 25/26 TARGET

Combination of revenues attained by the M&C, Sports, Director of REC Operations and Venue sales and events team for the four venues

- **RSCC Budgeted Revenue: $2,993,638**
- **RSLEC Budgeted Revenue: $1,346,539**
- **REC Budgeted Revenue: $1,647,960**
- **NBS Budgeted Revenue: $1,394,409**

CEO GOALS

GOAL WEIGHT

15%

FINAL RESULTS

$8,203,064

111% OF GOAL ACHIEVED

RenoTahoe

GOAL #6

Staff Surveys

CEO GOALS

GOAL

Successfully oversee the development and execution of an employee satisfaction survey that includes a component for CEO feedback, ensuring insightful and actionable results to improve workplace culture and leadership effectiveness, and achieve an employee response rate of 75%

FY 25/26 TARGET

Staff Survey – 75% Response rate

GOAL WEIGHT

5%

FINAL RESULTS

72%

3% BELOW TARGET GOAL

CEO GOALS

GOAL #7

Employee Survey Satisfaction Rate

GOAL

Maintain employee satisfaction rate of 96% based on survey results

FY 25/26 TARGET

Maintain a 96% employee satisfaction rate

GOAL WEIGHT	FINAL RESULTS
5%	93%
	3% BELOW TARGET GOAL

RenoTahoe

GOALS SUMMARY

CEO GOALS

GOAL	% ACHIEVED	GOAL WEIGHT
1	120%	20%
2	112%	15%
3	146%	10%
4A	156.9%	10%
4B	99%	10%
4C	154%	10%
5	111%	15%
6	96%	5%
7	96.9%	5%

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FY 25 - 26

YEAR IN REVIEW

MIKE LARRAGUETA
AUGUST 27, 2026

RenoTahoe

TODAY'S AGENDA

TODAY'S AGENDA

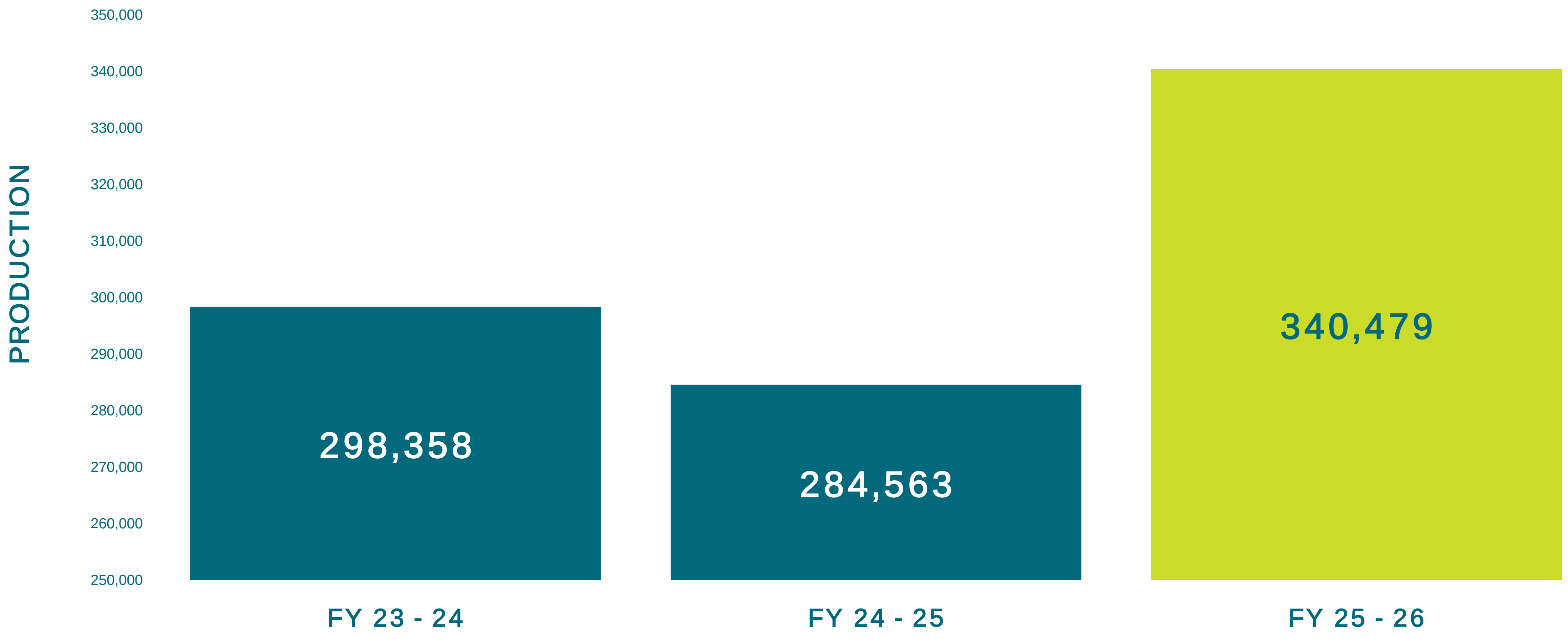
- PRODUCTION
- MARKETING
- EMPLOYEES
- BOARD COMMUNICATION, ENGAGEMENT & COLLABORATION
- CONTINUED SUCCESS
- NEW INITIATIVES & WINS

RenoTahoe

FY25 - 26 PRODUCTION

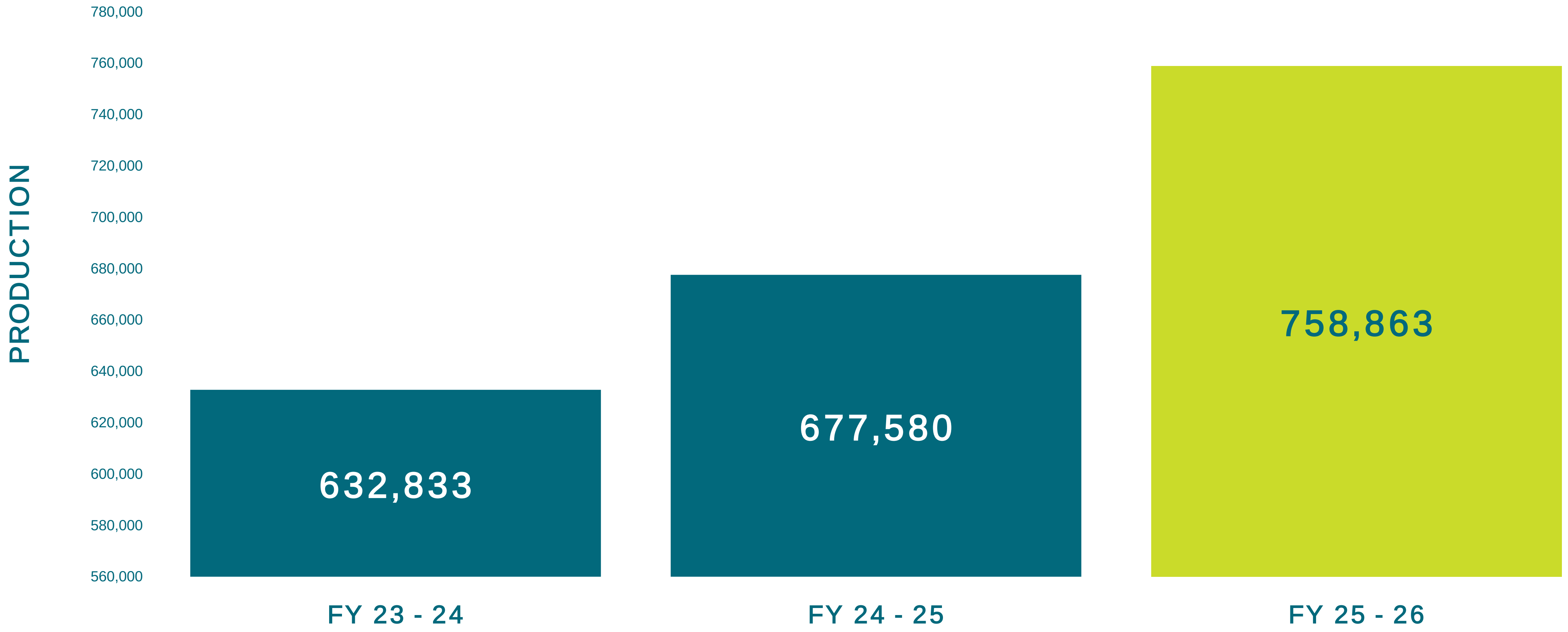
RenoTahoe

GROUP SALES



RenoTahoe

TOURISM SALES



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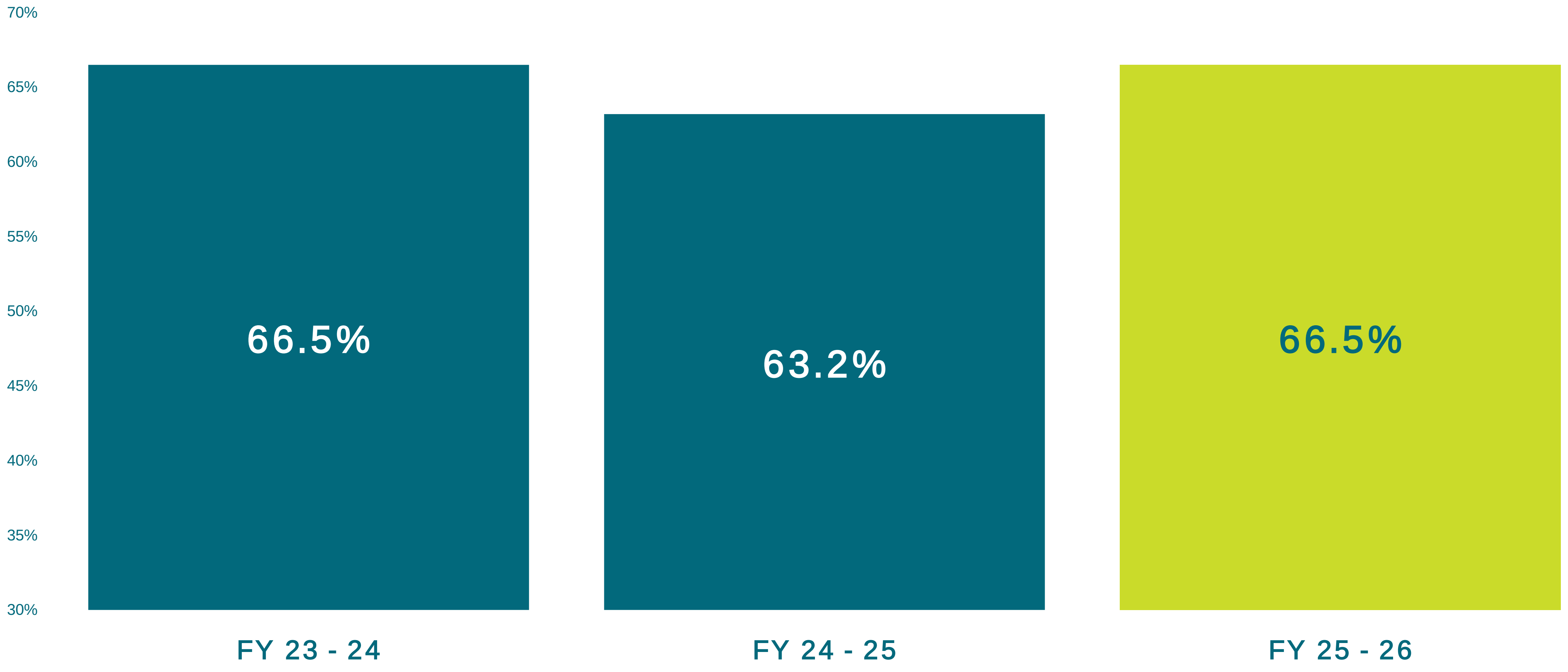
AVERAGE DAILY RATE (ADR)

RenoTahoe

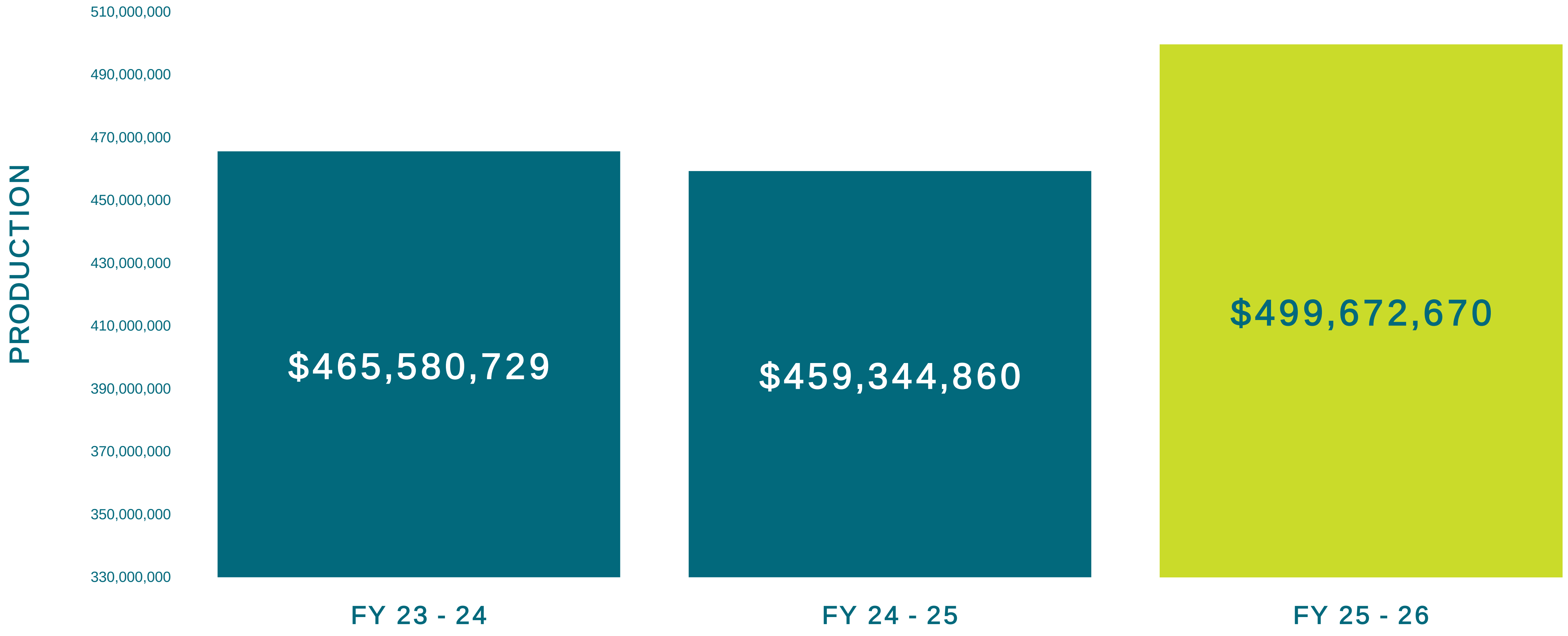
OCCUPANCY

PRODUCTION



RenoTahoe

TAXABLE ROOM REVENUE



FY 25/26 RESULTS VS FY 25/26 BUDGET

PRODUCTION

TOURISM SALES ROOM NIGHTS

▲ 12.3%

OVER

758,863 RESULTS | 675,471 BUDGET

GROUP SALES ROOM NIGHTS

▲ 20.5%

OVER

340,479 RESULTS | 282,523 BUDGET

VISITOR COUNT

▲ 7.0%

OVER

4,107,048 RESULTS | 3,836,612 BUDGET

OVERALL ROOM TAX REVENUE

▲ 13.1%

OVER

$499,672,670 RESULTS | $441,665,462 BUDGET

OVERALL ADR

▲ 4.0%

OVER

$146.42 RESULTS | $140.73 BUDGET

OVERALL OCCUPANCY

▲ 6.7%

OVER

66.5% RESULTS | 62.3% BUDGET

FY 25/26 ACTUAL VS FY 24/25 ACTUAL

PRODUCTION

TOURISM SALES ROOM NIGHTS

▲ 12.0%

OVER

758,863	677,580
2026	2025

GROUP SALES ROOM NIGHTS

▲ 19.6%

OVER

340,479	284,563
2026	2025

VISITOR COUNT

▲ 6.7%

OVER

4,107,048	3,850,670
2026	2025

OVERALL ROOM TAX REVENUE

▲ 8.8%

OVER

$499,672,670	$459,344,860
2026	2025

OVERALL ADR

▲ 0.5%

OVER

$146.42	$145.64
2026	2025

OVERALL OCCUPANCY

▲ 5.2%

OVER

66.5%	63.2%
2026	2025

ALL TIME RECORDS

PRODUCTION

AVERAGE DAILY RATE

▲ $133.06 MARCH
▲ $167.09 APRIL
▲ $152.71 MAY

April 2026 was the fourth highest month ever for ADR

CASH ROOMS

▲ 220,762 NOVEMBER
▲ 254,995 JANUARY
▲ 284,494 MARCH
▲ 315,326 APRIL
▲ 317,067 MAY
▲ 340,315 JUNE

June 2026 was the highest Cash Room Nights for any month since COVID

VISITOR COUNT

▲ 6.7%

OVER

UP OVER 250,000+

TAXABLE REVENUE BY MONTH

▲ $35,441,674 JANUARY
▲ $33,464,079 FEBRUARY
▲ $37,854,753 MARCH
▲ $52,687,617 APRIL
▲ $48,419,936 MAY
▲ $51,796,613 JUNE

TAXABLE REVENUE FY 25-26

▲ 4.3%

OVER

$499,672,670 FY 25 - 26

$478,422,494 FY 22 - 23

RenoTahoe. NO LIMITS

RENO-SPARKS CONVENTION CENTER (RSCC)

PRODUCTION

FY COMPARISON			
	FY2024/2025	FY2025/2026	DIFFERENCE
BUILDING REVENUE	$3,536,134	$4,011,719	▲ $475,585
WITH ARAMARK	$3,788,326	$4,633,538	▲ $845,212
OCCUPANCY	46.51%	51.82%	▲ 5.31%
ATTENDEES	261,318	262,184	▲ 866
# of EVENTS	163	216	▲ 53

BUDGET COMPARISON		
FY 25/26 BUDGET	ACTUAL	DIFFERENCE
$3,635,232	$4,633,538	▲ $998,306

RENO EVENTS CENTER (REC)

PRODUCTION

FY COMPARISON			
	FY2024/2025	FY2025/2026	DIFFERENCE
BUILDING REVENUE	$1,153,363	$1,593,876	▲ $440,513
WITH ARAMARK	$1,061,679	$1,602,468	▲ $540,789
OCCUPANCY	35.40%	47.80%	▲ 12.40%
ATTENDEES	95,384	113,063	▲ 17,679
# of EVENTS	30	35	▲ 5

BUDGET COMPARISON		
FY 25/26 BUDGET	ACTUAL	DIFFERENCE
$1,826,718	$1,602,468	▼ $224,250

NATIONAL BOWLING STADIUM (NBS)

PRODUCTION

FY COMPARISON			
	FY2024/2025	FY2025/2026	DIFFERENCE
BUILDING REVENUE	$371,369	$1,646,907	▲ $1,275,538
WITH ARAMARK	$384,304	$2,144,006	▲ $1,759,702
OCCUPANCY	37.07%	66.44%	▲ 29.37%
ATTENDEES	39,216	75,681	▲ 36,465
# of EVENTS	105	90	▼ 15

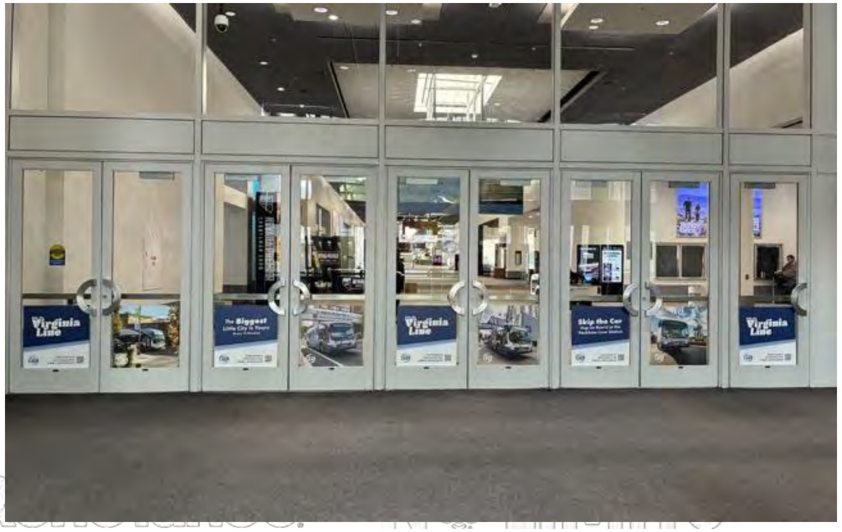
BUDGET COMPARISON		
FY 25/26 BUDGET	ACTUAL	DIFFERENCE
$1,500,301	$2,144,006	▲ $643,705

ADVERTISING & SUITE SPONSORSHIP REVENUES

PRODUCTION

BUDGETED	ACTUAL	DIFFERENCE
$260,000	$272,073	▲ $12,073

FY 24 - 25	FY 25 - 26	DIFFERENCE
$148,337	$272,073	▲ $123,736



2026 USBC CHAMPIONSHIPS ARAMARK F&B

PRODUCTION

$1,686,145	$1,877,507	▲$191,362
2023	2026	DIFFERENCE

OPERATIONAL ENHANCEMENTS IMPLEMENTED IN 2026

- Expanded concession and bar service hours
- Introduced lane-side mobile food & beverage delivery
- Adjusted pricing to improve guest value
- Implemented AI-powered Mashgin self-checkout

MARKETING

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MARKETING ACHIEVEMENTS OVERVIEW

MARKETING

15.7%
PAID MEDIA ENGAGEMENT RATE
(+57% OVER GOAL)

458,890
PARTNER REFERRALS
(+24% YOY)

723,557
ENHANCED WEBSITE SESSIONS ON VISITRENOTAHOE.COM
(+4% YOY)

359,934
WEBSITE SESSIONS TO VENUES
(+51% YOY)

48
FUNDED SPECIAL EVENTS
(+4% YOY)

478,231
SOCIAL MEDIA COMMUNITY
(+32% YOY)

NO LIMITS BRAND VIDEO

RenoTahoe | NO LIMITS

LEISURE PAID MEDIA IMPACT

MARKETING

344.2M
VIEWS ON ADS

2.609M
CLICKS

424,327
PARTNER REFERRALS

321,409
OBSERVED VISITS – AD EXPOSED

$75.3M
ECONOMIC IMPACT

KEY MARKETS

RenoTahoe

M&C PAID MEDIA IMPACT

MARKETING

15.3M
VIEWS ON ADS

2,130
INQUIRIES GENERATED

136,548
CLICKS

PUBLIC RELATIONS ACHIEVEMENTS

NATIONAL

MARKETING

302

EARNED MEDIA PLACEMENTS (+59% YOY)

1.3K

BACKLINKS (+319% YOY)

4.9B

POTENTIAL REACH (+2% YOY)

RenoTahoe

PUBLIC RELATIONS ACHIEVEMENTS

LOCAL

MARKETING

466

EARNED MEDIA MENTIONS

39

INTERVIEWS (+86% YOY)

132.5M

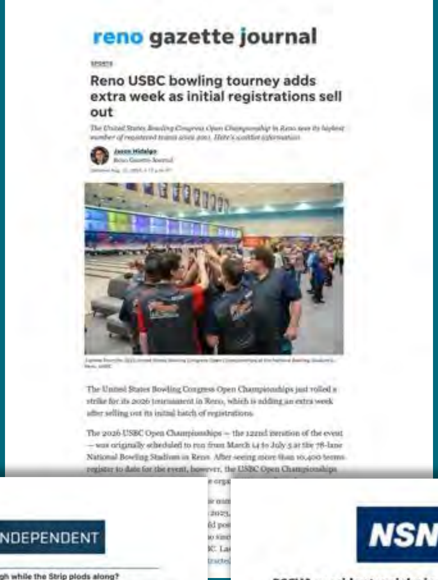
POTENTIAL REACH


2NEWS NEVADA

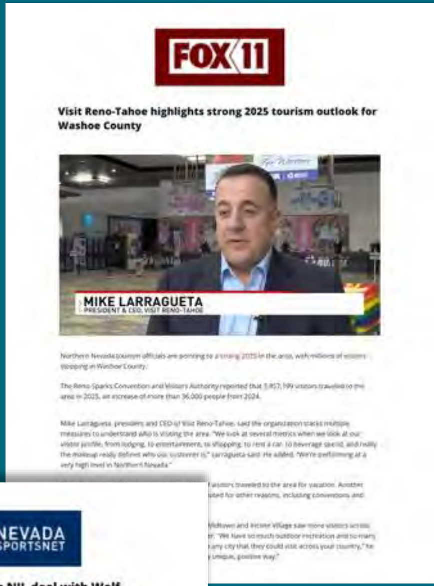
Reno-Sparks Convention Center hosting 2025 USA Roller Sports National Championships

"On behalf of the entire destination, we are pleased to welcome USA Roller Sports to Reno Tahoe. This is a great opportunity for our local community to experience competitive excellence at the Reno-Sparks Convention Center."

-Mike Larragueta, President and CEO - Reno Tahoe


reno gazette journal

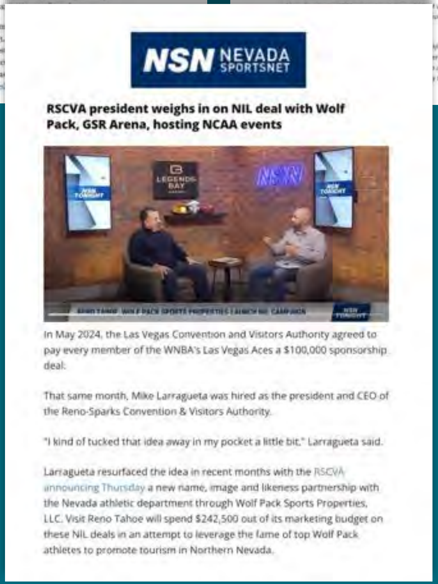
Reno USBC bowling tourney adds extra week as initial registrations sell out


FOX 11

Visit Reno-Tahoe highlights strong 2025 tourism outlook for Washoe County


The NEVADA INDEPENDENT

Why is Northern Nevada tourism flying high while the Strip plods along?


NSN NEVADA SPORTSNET

RSCVA president weighs in on NIL deal with Wolf Pack, GSR Arena, hosting NCAA events

In May 2024, the Las Vegas Convention and Visitors Authority agreed to pay every member of the WNBA's Las Vegas Aces a $100,000 sponsorship deal.

That same month, Mike Larragueta was hired as the president and CEO of the Reno-Sparks Convention & Visitors Authority.

"I kind of tucked that idea away in my pocket a little bit," Larragueta said.

Larragueta resurfaced the idea in recent months with the RSCVA announcing Thursday a new name, image and likeness partnership with the Nevada athletic department through Wolf Pack Sports Properties, LLC. Visit Reno Tahoe will spend $242,500 out of its marketing budget on these NIL deals in an attempt to leverage the fame of top Wolf Pack athletes to promote tourism in Northern Nevada.

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DESTINATION MARKETING AWARDS

MARKETING

- Best Webinar Award at HelmsBriscoe Annual Business Conference 2026
- Best CVBs winner in the Smart Meetings Platinum Choice Awards 2025
- Silver Spike in the 2025 PRSA Silver Spike Awards
    - Overall Campaign category for Reno Tahoe Creator Camp
- Bronze Spike in the 2025 PRSA Silver Spike Awards
    - Strategics & Tactics: Media Relations - Earned: Online, Print, Expert Positioning category for Reno Tahoe Indoor Track Launch
- Winner in the Smart Meetings 2026 Smart Women in Meetings
    - Industry Leaders category
- 3 Platinum MarCom Awards for Hit the Ground Running, Weekend Video by Morgan Oliver-Allen, and Reno Tahoe Creator Camp
- Gold Davey Award for VisitRenoTahoe.com
- W3 Award for VisitRenoTahoe.com
- Hermes Creative Awards for VisitRenoTahoe.com
- HSMAI Adrian Award for Reno Tahoe Creator Camp

HERMES CREATIVE AWARDS

RenoTahoe

AIR SERVICE MEDIA CAMPAIGNS

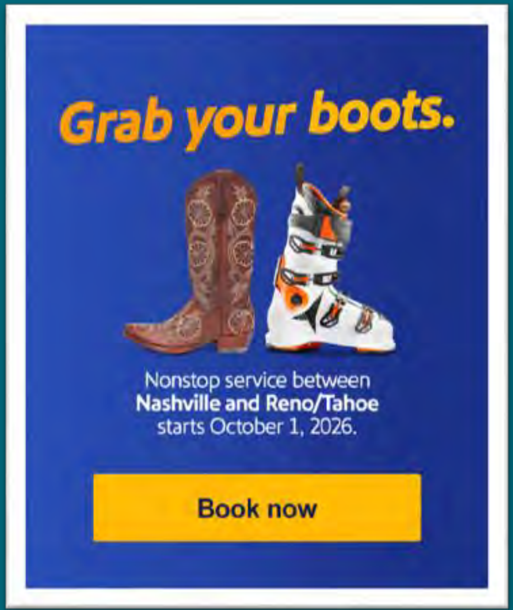
MARKETING

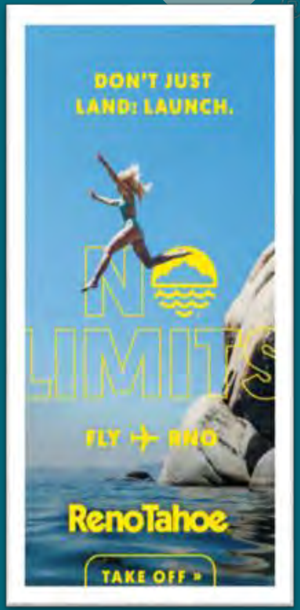
30.476M
VIEWS ON ADS

11,223
OBSERVED VISITS – AD EXPOSED

136,548
CLICKS

42%
ENGAGEMENT RATE ON META – INDUSTRY BENCHMARK: 2.5%





FLY MARKETS

San Diego • Phoenix • Chicago • Atlanta • Dallas • Austin

INSIDER'S ADVANTAGE PROGRAM

MARKETING

Our modern take on the "Show Your Badge" program. Convention, sports, and meeting attendees have access to business discounts while in town.

- Launched Feb. 2026
- Analytics show origin of device, top visited map points, and usage trends

53
PARTICIPATING BUSINESSES
Offering exclusive discounts to visitors

6,300+
VISITOR MAP ENGAGEMENTS
330 general engagements + 6,000+ event-specific

3
CUSTOM EVENT MAPS
USBC, VFW, ABA

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COMMUNITY ENGAGEMENT

RenoTahoe

COMMUNITY ENGAGEMENT

COMMUNITY ENGAGEMENT

44

Community Engagements

- ✓ UNR GOVERNOR'S DINNER
- ✓ RTX CELEB GOLF FAM
- ✓ NLGA WELCOME RECEPTION
- ✓ AUTOMOBILE MUSEUM PODCAST
- ✓ CEREMONIAL SIGNING OF AB333
- ✓ CITY OF RENO PRESENTATION
- ✓ MEET WITH SENATOR CORTEZ MASTO'S OFFICE
- ✓ NBS OPEN HOUSE
- ✓ GSR GROUNDBREAKING
- ✓ LTVA PRESENTATION TO BOARD OF DIRECTORS
- ✓ RENO PRO SOCCER PRESS CONFERENCE
- ✓ INTERNATIONAL BOWLING FEDERATION OPENING CEREMONY
- ✓ RNO GROUND TRANSPORTATION CENTER GROUNDBREAKING
- ✓ UNR BUSINESS MARKETING TOURISM CLASS
- ✓ INTERNATIONAL BOWLING FEDERATION AWARDS CEREMONY
- ✓ MR. ROSE REPUBLICAN WOMEN ASSOCIATION PRESENTATION
- ✓ EDAWN LUNCHEON STRATEGIC INFRASTRUCTURE
- ✓ CHAMBER ALLIANCE RECEPTION
- ✓ RESTORE ANNOUNCEMENT AT NBS
- ✓ TRACK SEASON KICKOFF PRESS CONFERENCE
- ✓ SENATOR ROSEN TOURISM ROUNDTABLE
- ✓ BOBBY DOLAN DINNER
- ✓ EDAWN STATE OF THE ECONOMY LUNCHEON
- ✓ GUEST SPEAKER AT REED HIGH SCHOOL #1
- ✓ GUEST SPEAKER AT REED HIGH SCHOOL #2
- ✓ UNR SPORTS MANAGEMENT CLASS
- ✓ NIL PARTNER SUMMIT
- ✓ RNO CONCOURSE GROUNDBREAKING
- ✓ NATIONAL AUTOMOBILE MUSEUM SPEAKER SERIES
- ✓ WHAT DRIVES RENO PODCAST WITH PHIL MCDOUGAL
- ✓ AMERICAN LEGION WELCOME
- ✓ NEVADA WOMEN'S BASKETBALL COACH INTRODUCTORY PRESS CONFERENCE
- ✓ LODGING TAX FUNDING AND DISTRIBUTION PRESENTATION TO TRPA
- ✓ USBC DELEGATE WELCOME RECEPTION
- ✓ LIBERTY DOGS FACILITY TOUR AND BREAKFAST
- ✓ EDAWN BRAND VIDEO
- ✓ USBC CONVENTION HALL OF FAME RECEPTION
- ✓ MENDIVE ART SHOW JUDGING
- ✓ J RESORT NORTH EXPANSION GRAND REVEAL
- ✓ WOMEN IN ACHIEVEMENT LUNCHEON
- ✓ ROTARY CLUB PRESENTATION
- ✓ NATIONAL JUDICIAL COLLEGE TOUR
- ✓ UNR COLLEGE OF BUSINESS CLASS
- ✓ RENO+SPARKS CHAMBER LEADERSHIP CLASS GRADUATION

QUARTERLY STAKEHOLDER MEETINGS

COMMUNITY ENGAGEMENT

4 Stakeholder Meetings

Q4 (6/24/2026)

Presenters Nicolle Lowe presented a review on local, regional and National PR coverage and Brian Mann an overview into our NIL campaign.

Q3 (3/25/2026)

Future Partners review of the Visitor Profile Study, and Miles Partnership connecting these insights to the broader destination picture.

Q2 (12/18/2025)

Sales Production, Web Development/KPS3, Brand Development

Q1 (9/24/2025)

Good Giant and Decker/Royal presented on FY24/25 results.

RenoTahoe. NO LIMITS

EMPLOYEES

RenoTahoe

EMPLOYEE SURVEY RESULTS

EMPLOYEES

93%

SATISFACTION RATE

40%	45%	12%	1%
VERY HAPPY	HAPPY	SATISFIED	UNHAPPY

- Happy employees tend to be more engaged, productive, and committed to their work. They're driven by a feeling of purpose and are more likely to take initiative and demonstrate creativity.
- Happy employees contribute to the happiness of customers and clients, produce high-quality work, complete more sales, and improve teamwork.

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STAFF APPRECIATION EVENTS

EMPLOYEES




HOLIDAY PARTY 12/17/25 154 ATTENDEES

SUMMER PARTY 8/20/26 125 ATTENDEES EXPECTED

COSMIC BASEBALL

SPOTLIGHT AWARDS

EMPLOYEES

ALEX DENNE	JULY 25
CELESTE RODRIGUEZ	AUGUST 25
JULIAN PINSON	SEPTEMBER 25
ROBERT DOUGLAS	OCTOBER 25
ART JIMENEZ	DECEMBER 25
PINKY SURATOS	JANUARY 26
ERIC RAY	FEBRUARY 26
AILEEN MARTINEZ	MARCH 26
KRISTIN SPRACKLIN	APRIL 26

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BOARD COMMUNICATION, ENGAGEMENT & COLLABORATION

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BOARD MEMBER PARTICIPATION

- AMERICAN CENTURY CLASSIC
- GOVERNORS DINNER
- RSCVA EMPLOYEE SUMMER PARTY
- SPOTLIGHT AWARDS DINNER
- VETERANS GUEST HOUSE LUNCHEON
- NEVADA FOOTBALL
- NBS OPEN HOUSE
- INTERNATIONAL BOWLING FEDERATION OPENING CEREMONIES
- RSCVA HOLIDAY PARTY
- GOVERNORS CONFERENCE ON TOURISM
- ABA OPENING EVENT
- WILD SHEEP PRESS CONFERENCE
- CREATOR CAMP BURNER BLOCK PARTY

CONTINUED SUCCESS

RenoTahoe

CONTINUED SUCCESS

AIRPORT ENTERTAINMENT

- WELCOMING TRAVELERS WITH 17 SCHEDULED MUSICAL PERFORMANCES
- NEW SIGNAGE TO HEIGHTEN THE ARRIVAL AND DEPARTURE EXPERIENCE

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CONTINUED SUCCESS

INDOOR TRACK YEAR 2

12

Completed Track Meets

▲ 4 from Season 1

83

# of Competing Universities

▲ 33% from Season 1

7

Age Group Records Set

World (1) and American (6)

7,983

Registered Athletes

3,461

Collegiate

4,522

Youth/High School/Masters

16,059

Room Nights

▲ 30% increase from Season 1

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CONTINUED SUCCESS

RENO TAHOE CREATOR CAMP

Boosted destination visibility, changed perceptions of first-time visitors, attracted travel-focused creators, and generated social content promoting core offerings.

27 ATTENDEES	12+ LOCAL PARTNERS	8 CREATORS
3 COUNTRIES · 14 STATES · 22 CITIES	4 TRACKS	8,605,000+ CREATOR INSTAGRAM FOLLOWERS

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2026 RENO TAHOE CREATOR CAMP STATS

CONTINUED SUCCESS

39,553
@RenoTahoe Engagements
Likes/Comments/Shares
(▲ 172% YOY)

352
Instagram Stories
(▲ 36% YOY)

68
Instagram Posts
(▲ 5% YOY)

648,102
@RenoTahoe
Instagram Views

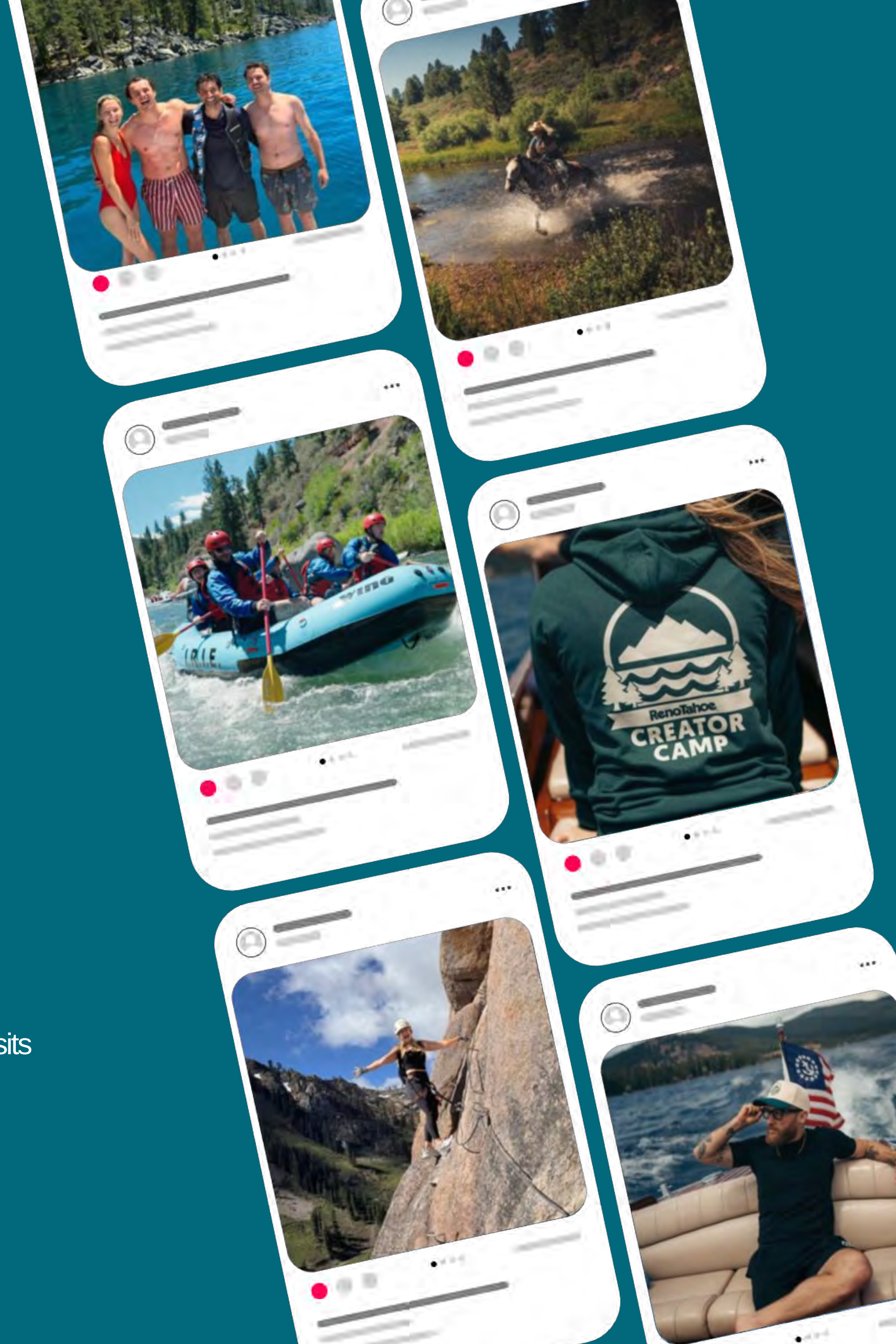
58D, 8H, 34M
@RenoTahoe
Watch Time

2,424
@RenoTahoe
New Followers

8.9M
Total Potential Reach

$1.72M
Influencer
Coverage Value

21,403
VisitRenoTahoe.com
Creator Camp Website Visits



RENO TAHOE CREATOR CAMP TESTIMONIALS

CONTINUED SUCCESS

This camp was beyond what I pictured! The adventures were magical and the care for the campers was incredible. The value far outweighed the cost, which is unheard of. If I could've signed up for the following year before leaving, I would have!
- Anonymous

Creator Camp was the highlight of 2026! I never got to go to summer camp as a kid and gave up on the dream of having that experience - this was even better! Adult summer camp in the beautiful mountains of Tahoe is truly an elite experience where you get to meet amazing creators that love what they do. This week pushed, me and I came out with so many amazing memories and so many ideas for my brand. I cannot wait for next year!
- Madison L.

What stood out most wasn't just the beautiful Reno Tahoe scenery, it was the people. Everyone was so welcoming, encouraging, and authentic. You could tell this wasn't about competing for views or followers; it was about building real friendships, making memories, and inspiring one another. We left feeling refreshed, grateful, and excited to stay connected with so many amazing people. That's what made this experience so special.
- Anonymous

RenoTahoe

RENO TAHOE CREATOR CAMP

RenoTahoe | NO LIMITS

NEW INITIATIVES & WINS

RenoTahoe

BOARDS SERVED ON

- UNIVERSITY OF NEVADA HOTEL ADVISORY BOARD
- TRAVEL NEVADA BOARD
- HOT AUGUST NIGHTS BOARD
- NORTHERN NV NOW BOARD

UNSOLICITED PROGRAMS

NEW INITIATIVES

24 FUNDED INITIATIVES

$43,742.11
TOTAL AMOUNT GIVEN

- Nevada Waterfowl Fundraising Dinner
- University of Nevada Reno
- Sierra Arts Foundation Dinner
- Keep Truckee Meadows Beautiful
- **Northern Nevada Children's Cancer Foundation**
- Veterans Guest House
- Sierra Arts Foundation
- Give Hope Foundation
- Renown Foundation
- City of Sparks Parks and Recreation
- Junior League of Reno
- Midtown Snowflakes
- Northern Nevada Family Respite Care
- Special Olympics Nevada
- Hot August Nights Foundation
- Nevada Veterans Memorial
- **Ty's Let'M** Buck - Fundraising Rodeo
- Next Generation Bull Riding – NV State Fair Youth Bull Riding Event
- Food Bank of Northern Nevada
- 100 Women
- **Nevada Women's Fund**
- Nevada Broadcasters Foundation
- Junior Achievement of Northern Nevada
- Nevada Military Support Alliance

SECURITY RFP

RFP was released to the public on March 5, 2026, and a mandatory pre-proposal meeting was held on March 13, 2026. On April 2, 2026, were due and five companies submitted proposals for review.

An Evaluation Committee consisting of five staff members reviewed and scored all proposals based on the following criteria, quality and completeness of the submitted proposal, experience, proposer's prior record of performance with similar engagements, proposer's general reputation for performance, and hourly bill rate. Each proposal was evaluated using a standardized point system to ensure fairness and transparency.

Based on the evaluation results, Allied Universal received the highest overall score and demonstrated the strongest combination of experience, service approach, cost-effectiveness, and demonstrated performance.

NIL PROGRAM: YEAR ONE AT A GLANCE

NEW INITIATIVES

11
ACTIVATIONS

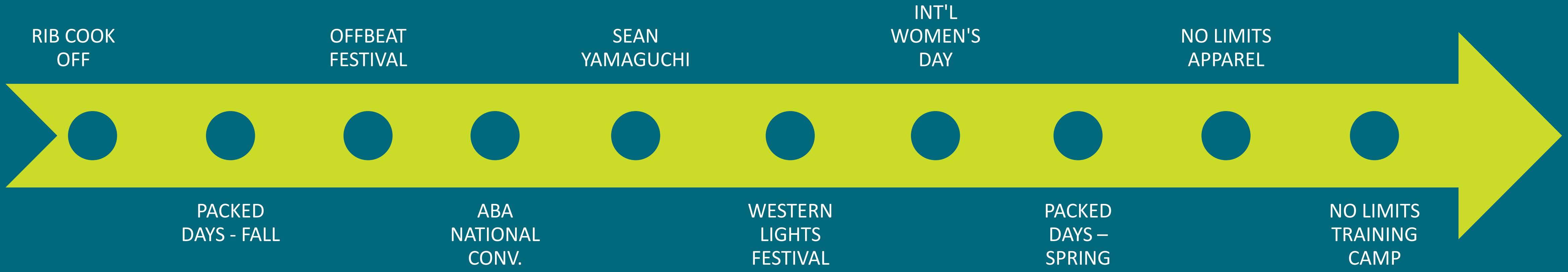
ACROSS TOURISM, EVENTS, CONVENTIONS, CONTENT CREATION, AND COMMUNITY ENGAGEMENT

12
SPORTS

INCLUDING BAND AND CHEER

70+
UNIQUE ATHLETES

ACROSS ALL ACTIVATIONS



RenoTahoe

NIL PROGRAM

NEW INITIATIVES

TOURISM STORYTELLING

- Packed Days – Fall
- Packed Days – Sean Yamaguchi
- International Women's Day
- Packed Days - Spring

EVENT ENGAGEMENT

- ABA National Convention
- Western Lights Festival
- No Limits Training Camp @ Jam On It

ASSET CREATION/BRAND DEV.

- Reno Rib Cook-Off
- OffBeat Music Festival
- No Limits Apparel Shoot

NASHVILLE NONSTOP FLIGHTS

NEW INITIATIVES

INAUGURAL FLIGHT

OCTOBER 1

Visit Reno Tahoe is hosting an event in Nashville on October 2 that will include dignitaries, hotel partners, and other stakeholders from Reno as well as in-market media, meeting planners, and other Nashville market decision makers.

RenoTahoe

VETERANS OF FOREIGN WARS

NEW INITIATIVES

2026	2029
10,194 ROOM NIGHTS	9,800 ROOM NIGHTS
1,837 ROOMS ON PEAK	1,900 ROOMS ON PEAK

RenoTahoe

NEW INITIATIVES

DISABLED AMERICAN VETERANS

July 30 – August 9, 2029

7,875

ROOM NIGHTS

1,369

ROOMS ON PEAK

KEEPING OUR PROMISE TO AMERICA'S VETERANS

RenoTahoe

NEW INITIATIVES

WILD SHEEP FOUNDATION

	2026	2027
ROOM NIGHTS	5,263	6,309
ROOMS ON PEAK	1,347	1,548

RenoTahoe

NEW INITIATIVES

NORTHERN CALIFORNIA VOLLEYBALL ASSOCIATION

April 9 - 28, 2026

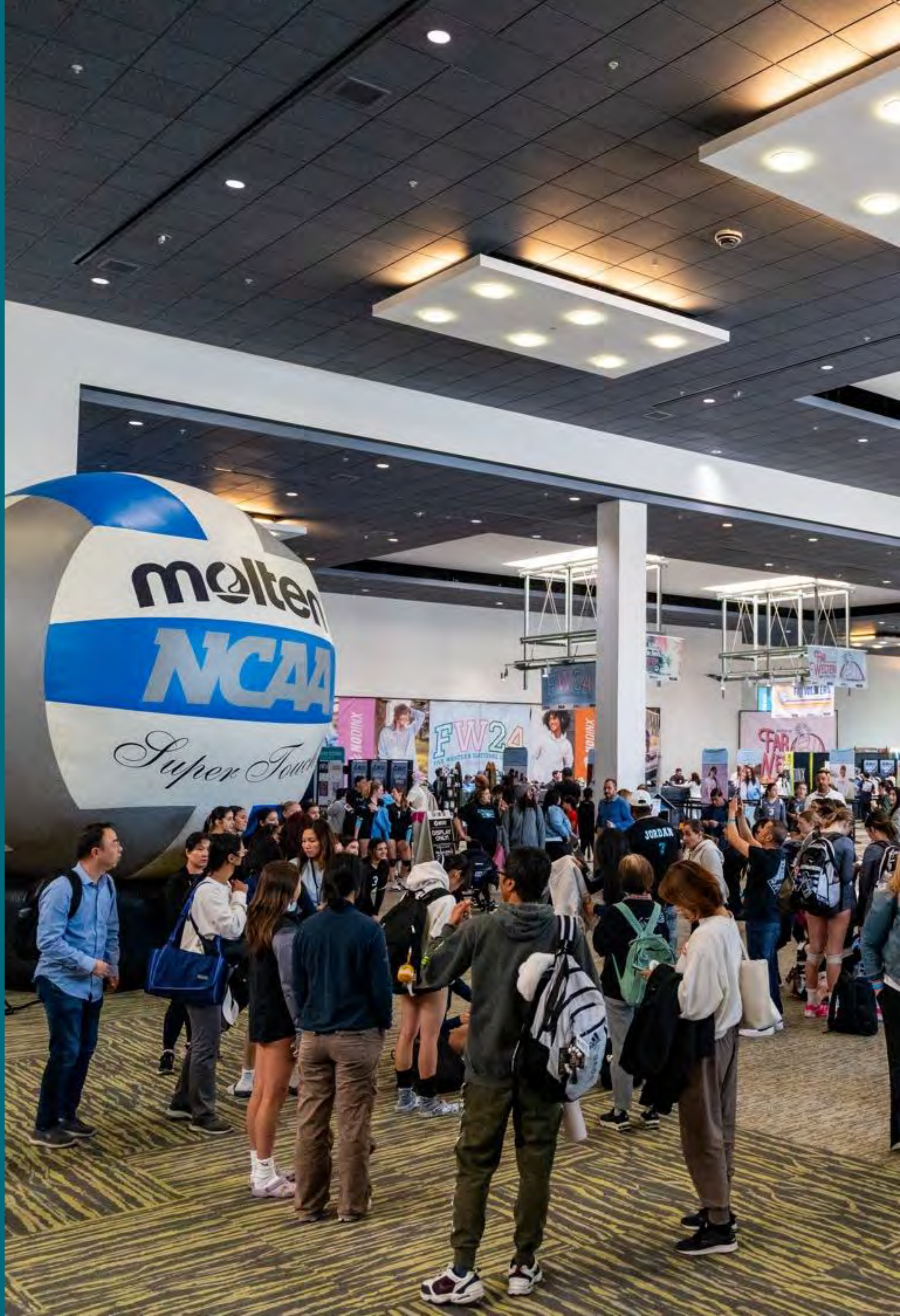
20,492

ROOM NIGHTS

2,148

ROOMS ON PEAK

RenoTahoe



NEW INITIATIVES

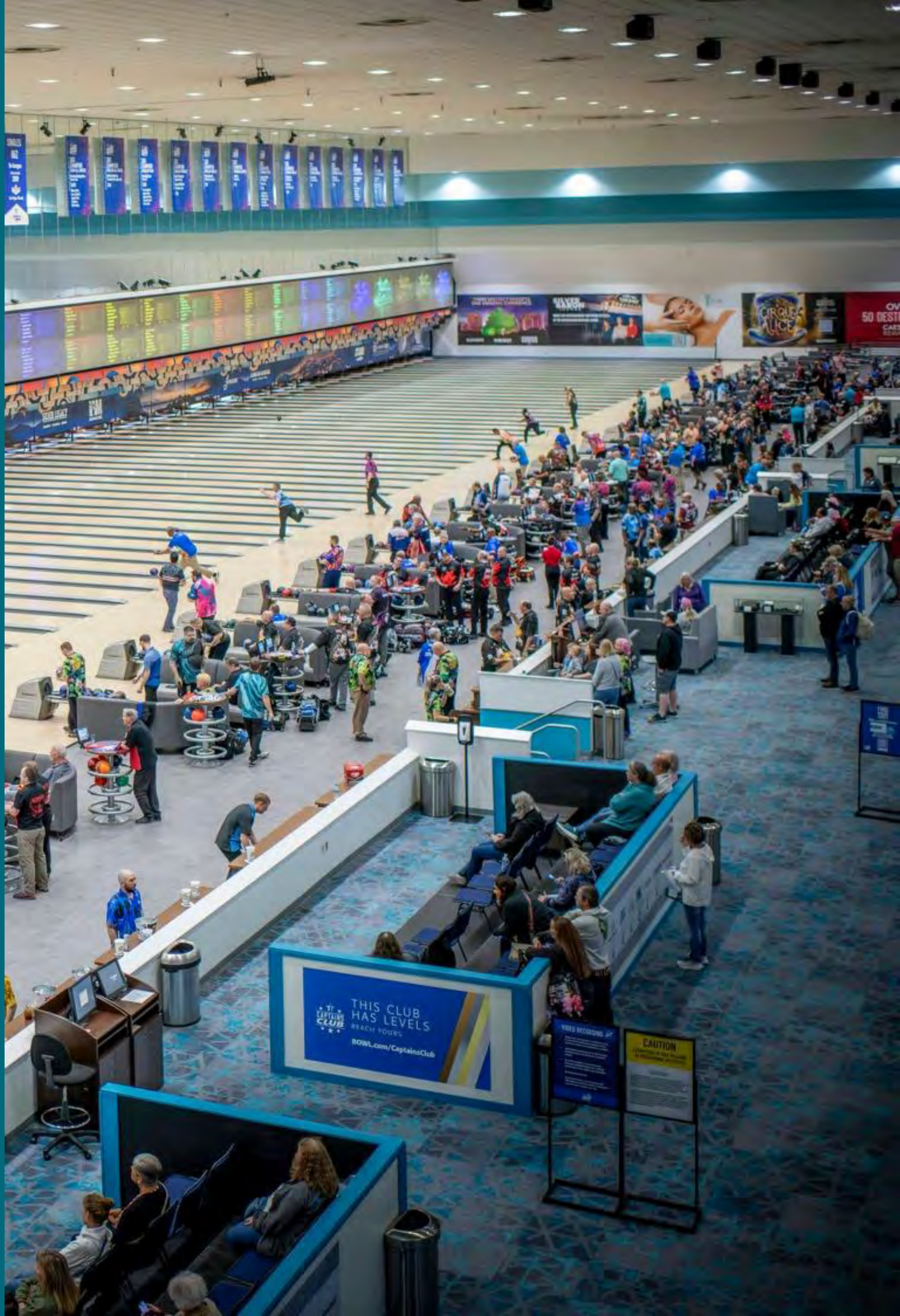
USBC OPEN CHAMPIONSHIP

55,000 BOWLERS

140,000 ROOM NIGHTS

$84M ECONOMIC IMPACT

RenoTahoe



USBC SOCIAL MEDIA VIDEO

RenoTahoe | NO LIMITS

USBC 3 YEAR EXTENSION

NEW INITIATIVES

2028 WOMEN'S CHAMPIONSHIPS

2029 OPEN CHAMPIONSHIPS

2032 OPEN CHAMPIONSHIPS

2033 WOMEN'S CHAMPIONSHIPS

2035 OPEN CHAMPIONSHIPS

2036 WOMEN'S CHAMPIONSHIPS

2038 OPEN CHAMPIONSHIPS

RenoTahoe

NEW INITIATIVES

REVEL RENO TAHOE

Marathon started at the **summit of Mt. Rose Trailhead** and ended at the **RSCC**. Course began at nearly **9,000 feet** descending through the Humboldt-Toiyabe National Forest and ended at **5,500 feet** on May 17. The Marathon was a USATF-certified Boston Marathon qualifying course.

1,416
REGISTER RUNNERS
73% OUT OF MARKET

2,000
ROOM NIGHTS

12
COUNTRIES

42
STATES

NEW INITIATIVES

VEGAS TO RENO "THE OTHER WAY" RACE

- FIRST TIME THE RACE IS REVERSING ITS COURSE STARTING IN RENO AND ENDING IN VEGAS
- OFF-ROAD FESTIVAL & PARADE AT J RESORT ON THURSDAY, AUG. 13 AND RACE STARTED AUG. 14 IN DAYTON
- JEREMY RENNER AS CELEBRITY PARADE MARSHAL
- RENNERVATION FOUNDATION AS CHARITY PARTNER

RENO OFFROAD FESTIVAL

RenoTahoe | NO LIMITS

WORLD LONG DRIVE CHAMPIONSHIP

NEW INITIATIVES

- WORLD LONG DRIVE CHAMPIONSHIPS | OCT. 14–17 AT WILDCREEK GOLF COURSE
- NEW THREE-YEAR PARTNERSHIP WITH CAESARS ENTERTAINMENT AND VISIT RENO TAHOE
- 30+ COUNTRIES REPRESENTED WITH INTERNATIONAL MEDIA AND SPECTATORS
- EVENT IS OPEN TO THE PUBLIC
- MEDIA PREVIEW PLANNED IN SEPTEMBER

CAPITAL IMPROVEMENTS

$32 MILLION IN CAPITAL IMPROVEMENTS

NEW INITIATIVES

RSCC

- RESTROOM REMODELING
- AIRWALL REPLACEMENT AND RESTORATION
- PURCHASE AND INSTALLATION OF NEW MEETING ROOM/CONCOURSE CARPET
- PURCHASE OF 10,000 NEW CHAIRS
- REMOVAL OF STEEL STRUCTURE FROM MAIN ENTRANCE, ADDITION OF NEW LEDS
- BALLROOM REMODEL
- NEW EXTERIOR PAINT
- REVITALIZATION OF EXTERIOR LANDSCAPING
- UPGRADED SOUND SYSTEM
- NEW INTERIOR FURNITURE
- NEW ELECTRONIC MEETING ROOM SIGNAGE

REC

- PURCHASE AND INSTALLATION OF A NEW TELESCOPIC BLEACHER SYSTEM
- REPLACEMENT OF INTERIOR FURNITURE
- PURCHASE AND INSTALLATION OF NEW DIGITAL SIGNAGE

RenoTahoe

VENUE EFFICIENCIES

NEW INITIATIVES

▲ $1,724,138

TOTAL OTHER INDIRECTS & NET LOSS

▲ $300,000

ADMINISTRATIVE AND MARKETING EXPENSES

▼ $1,000,000

TOTAL CONTRIBUTION FROM RSCVA TO NDA

▲ $1,024,138

TOTAL ANNUAL NET SAVINGS TO THE RSCVA

RenoTahoe

THANK YOU

RenoTahoe

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Reno, NV 89504 USA
t: 775.827.7600
VisitRenoTahoe.com

Date: May 14, 2025
To: Executive & Legislative Committee
From: Mike Larragueta, President/CEO
Subject: Fiscal Year 2025/26 **Approved** CEO **GOALS - REVISED**

Strategic Goals	CEO Goal	FY 25/26 Target	Weighting	Process
Goal #1: Group Room Night Goal	Increase produced group room nights 8.2% over FY 24/25 Group Room Nights	282,523 Produced Group Room Nights for FY 25/26. Each regional Director has an annual group room night goal between 14,000 – 28,000 totaling 144,699. The Sports team has an annual group room night goal of 137,824.	20%	Bonus calculated on following scale: If 282,523 room nights produced, full bonus for this goal awarded. If 274,047 to 282,522 room nights produced, 90% bonus for this goal awarded. If 265,825 to 274,046 room nights produced, 80% bonus for this goal awarded. If 257,850 to 265,824 room nights produced 70% bonus for this goal awarded.
Goal #2: Marketing	Achieve Average Paid Media Engagement Rate of 10%.	Achieve an average paid media engagement rate of 10.0% or higher by the end of the fiscal year.	10%	Engagement rate was at minimum 10.0% average at the end of the FY26. Engagement is defined as clicks on advertising, watching a video to completion, commenting on an ad, reacting to an ad (likes and saves) and sharing an ad. If an average paid media engagement rate of 8% is realized, a 75% bonus for this goal would be awarded.
	Increase Enhanced Website Engaged Sessions to Achieve 733,080 sessions.	Achieve enhanced website engaged sessions of 733,080.	10%	Enhanced website engaged sessions was at minimum 733,080 at the end of the FY26. Enhanced website engaged session is defined as 3 or more pages per session, partner referral, AI chat interaction, and itinerary builder completion. If enhanced website engaged sessions of 659,772 is realized, a 75% bonus for this goal would be awarded.

	Achieve 215 Earned Media Placements.	Secure 215 or more earned media placements by the end of the fiscal year.	10%	Earned media placements are at minimum 215. Earned media placements are defined as each appearance, in individual media outlets and/or online publications, of a particular narrative generated from public relations activities and community engagement activities. If 193 Earned Media Placements are realized, a 75% bonus for this goal would be awarded.
Goal #3: Leisure Room Night Goal	Produce 675,470 cash hotel room nights.	675,470 cash hotel room nights will be recorded by 11 hotel properties via tourism sales third-party channels.	15%	Bonus calculated on following scale: If 675,470 room nights produced, full bonus for this goal awarded. If 655,205 to 675,469 room nights produced, 90% bonus for this goal awarded. If 635,548 to 655,204 room nights produced, 80% bonus for this goal awarded If 616,481 to 635,547 room nights produced, 70% bonus for this goal awarded
Goal #4 Facility Revenues	Achieve $7,382,276 in total revenue for RSCC, NBS, REC, RSLEC	Combination of revenues attained by the M&C, Sports, Director of REC Operations and Venue sales and events team for the four venues. • RSCC Budgeted Revenue: $2,993,638. • RSLEC Budgeted Revenue: $1,346,539. • REC Budgeted Revenue: $1,647,960. • NBS Budgeted Revenue: $1,394,409.	15%	Bonus calculated on following scale: If $7,382,276 revenue produced, full bonus for this goal awarded. If $7,160,807 to $7,382,275 revenue produced, 90% bonus for this goal awarded. If $6,939,339 to $7,160,806 revenue produced, 80% bonus for this goal awarded. If $6,717,871 to $6,939,338 revenue produced 70% bonus for this goal awarded.

Goal #5 Community Engagement	30 Activities per year	Thirty (30) community activities per year, including but not limited to public service, speaking engagements, charitable in-kind contributions, tradeshow partnerships with charitable organizations and participation in quarterly stakeholder and community leadership meetings.	10%	Bonus given if goal achieved
Goal #6 Staff **Survey's**	Successfully oversee the development and execution of an employee satisfaction survey that includes a component for CEO feedback, ensuring insightful and actionable results to improve workplace culture and leadership effectiveness, and achieve an employee response rate of 75%.	Staff Survey – 75% Response rate	5%	Bonus given if goal achieved
Goal #7 Employee Survey Satisfaction Rate	Maintain employee satisfaction rate of 96% based on survey results.	Maintain a 96% employee satisfaction rate.	5%	Bonus given if goal achieved

FY 2025/2026 Group Room Night Goal

Goal #1: Increase group room night production 8.2% over FY 24/25

Criteria for the goal to be considered achieved: 282,523 produced group room nights for FY 25/26. Each Regional Director has an annual goal between 14,000 - 28,000 room nights, totaling 144,699. The Sports team has an annual group room night goal of 137,824.

FY 2024/2025 Group Room Night Goal	261,122
FY 2024/2025 Group Room Night Actual as of 3.31.25	251,596
FY 2024/2025 Group Room Night (Forecasted)	270,425
FY 2025/2026 Group Room Night Goal Recommendation	282,523

Justifications for FY 2025/2026 Group Room Night Goal Increase

Increased meetings & convention group room nights by territory are as follows:

Northeast	6% increase
Southeast	8% increase
Upper Midwest & Upper Plain States	19% increase
Lower Midwest & Lower Plain States	9% increase
Southwest	10% increase
S. California	7% increase
N. California	5% increase*

*(12,302 group room nights from legacy/annual accounts)

Increases:

- Indoor Track – Based on 2024-2025 track season actuals, the sports team will contract five (5) additional meets equating to 10,000 room nights for the upcoming 2025-2026 track season.

- Regional Directors of Convention Sales are seasoned and have great momentum. The director with the least seniority has been in position nearly two years and has been the most successful in surpassing her 2024-2025 goal.

- Annual legacy account, *Wild Sheep Foundation*, saw an increase of 2,000 room nights or an increase of 13% in YoY room night growth that will be accounted for in the 2025-2026 goals.

- Air service capacity for Reno Tahoe International Airport up 8.4%.

Decreases:

- Federal government per diem bookings are down 9% YTD, future bookings 20% below 2024.-hotelinvestmenttoday.com

- Overall U.S. room night volume is down 1% YoY and pacing 4% below 2024. -hotelinvestmenttoday.com

- Overall Hotel occupancy & revenues within +1% of 2024 levels. -STR

- U.S. RevPAR growth in 2025 forecasted to see .4% growth vs 1.4%. -Goldman Sachs

- Major Casino Hotel & Resort 2026 Group Budgets vs 2025
  - Resort #1 increase of 10%
  - Resort #2 flat 0% to 2% increase
  - Resort #3 flat 0%
  - Resort #4 flat 0%
  - Resort #5 No Comment

A measurable statistic is looking at group leads produced for pre-pandemic production in FY 18/19 versus forecasted FY 24/25. Total group leads for forecasted FY 24/25 represent 104% of group leads from FY 18/19.

Another measurable statistic is group room nights from leads for forecasted FY 24/25 versus group room nights from leads for pre-pandemic production in FY 18/19. Total group room nights from leads in forecasted FY 24/25 will represent 88% of group room nights from leads for FY 18/19.

Forecasted FY 24/25 group room night production should be 88% of FY 18/19 room night production due to a forecasted conversion rate of 35%, vs 30% for FY 18/19.

Summary & Recommendations for FY 2025/2026 Group Room Night Goal

• FY 2024/2025 Goal	261,122
• Air service capacity for RNO is up 8.4%	
• Avg industry increases per year is 3% or 7,834 RNT's	
• Recommending an 8.2% increase over FY24/25	21,412
• Major Hotel 2026 Group RNT's Budgets	2.5% Avg Increase
• Indoor Track Year-2, five (5) additional meets	+10,000
• Wild Sheep Foundation YoY RNT Increase	+2,000

Extracting the 12,000 RNT's (10,000 RNT's for indoor track & 2,000 RNT's for Wild Sheep) exceeds the FY 2024/2025 group room night goal by 3.6%.

FY 2025/2026 recommended Group Room Night Goal **282,523**

Marketing Goals

Goal: Achieve Average Paid Media Engagement Rate of 10%. (FY25 Goal was 5%)

Criteria for the goal to be considered achieved: Engagement rate was at minimum 10.0% average at the end of the FY26. Engagement is defined as clicks on advertising, watching a video to completion, audio completions, commenting on ads, reacting to an ad (likes, saves, etc.) and sharing an ad. If an average paid media engagement rate of 8% is realized, a 75% bonus for this goal would be awarded.

Rational: Under new leadership at the RSCVA, we set out to redefine marketing goals in FY25 to focus on strategies that drive measurable engagement rather than historical upper-funnel impression-based goals. Driving the brand forward requires us to focus on strategies that can drive awareness as well as support mid- to lower-funnel engagements and conversions.

Using national benchmarking as our baseline in FY25, we finalized our goal to achieve a 5% media engagement rate by the end of the fiscal year.

Forecasted actuals for FY25 will likely end around 17% with a major focus on engagement and lower funnel conversion. An increased focus on video engagement along with conversion centric optimizations within paid social (to support partner referral rate) contributed to our over delivery.

Using this goal, we can blend results across various engagement factors, allowing our teams to develop larger-scale, more impactful plans that include tactics such as OTA direct, strategic brand and sports partnerships.

As we look to balance strategies that drive awareness as well as mid- to lower-funnel campaigns, we recommend an engagement rate of 10% for FY26. This is up from FY25's goal of 5%. The recommended engagement rate percentage accounts for digital paid media opportunities, plus opportunities like large-scale brand partnerships and OTA buys that will likely not drive traffic to VisitRenoTahoe.com.

One of the most important outcomes for our advertising efforts is commanding attention. With information being so abundant, capturing headspace is crucial. Inspiring future travel begins by engaging interest and increasing affinity through meaningful engagements. These engagements occupy the headspace for longer periods and enhance recall when target audiences are ready to make their travel decisions.

Engagements will be tracked through various means, including channels (i.e., Meta, Google), third-party ad serving (Google Campaign Manager) and where necessary, vendor reporting. We believe the most effective KPI is media engagement rate, which takes total media engagements as defined above and divides them by the number of times our ads were seen (impressions). Having a rate versus specific quantities allows for flexibility with fluctuating budgets.

Goal #2: Increase Enhanced Website Engaged Sessions to Achieve 733,080 Sessions (Estimated 5% increase over FY24)

Criteria for the goal to be considered achieved: Enhanced website engaged sessions are at minimum 733,080 at the end of the FY26. Enhanced website engaged session is defined as 3 or more pages per session, partner referral, chat interaction, and itinerary builder completion. If enhanced website engaged sessions of 659,772 is realized, a 75% bonus for this goal would be awarded.

Rational:
Instead of solely focusing on partner referrals, this year we'll focus on a custom, enhanced engagement metric that would include referrals along with other engagement triggers specific to our website and its users. This gives us a more holistic look at the website's performance and modern traveler.

Enhanced engagement includes:

- 3 or more pages/session: Indicates an engaged user consuming more content than our average user.
- Partner referrals: Indicates an engaged user actively considering and planning to be in-market.
- Itinerary Builder Completion: Indicates an engaged user considering and exploring Reno Tahoe as a destination.
- Chat Interaction: Indicates an engaged user interacting with, considering and planning to be in-market.

We will track each of these four engagement triggers individually, but also roll them up into an overall enhanced engagement metric for the website.

In FY25 we are estimating by June 30th, there will be 698,158 engaged sessions. The new targeted number of engaged sessions anticipates a 5% increase year over year.

An engaged session is a session in which a user triggers any of the engagement events defined above. If a user were to trigger multiple engagement events within their session, that would still just be one engaged session.

Goal #3: Achieve 215 or more earned media placements by the end of the fiscal year. (Estimated flat over FY25)

Criteria for the goal to be considered achieved: Earned media placements are at minimum 215. Earned media placements are defined as each appearance, in individual media outlets and/or online publications, of a particular narrative generated from public relations activities and community engagement activities. If 193 Earned Media Placements are realized, a 75% bonus for this goal would be awarded.

RATIONALE:

When compared to the average number of Earned Media Placements from Fiscal Year 2017-2018 through Fiscal Year 2024-2025 (~184 stories placed), proposed goal of 215 Earned Media Placements represents an increase of 16.8%.

Reno Tahoe Fiscal Year Total Placements:

2017-2018: 156
2018-2019: 148
2019-2020: 309
2020-2021: 104
2021-2022: 202
2022-2023: 138
2023-2024: 205
2024-2025: Pacing for ~215

As quality of placements is emphasized and coverage is never guaranteed for public relations efforts, Earned Media Placements can fluctuate from year-to-year. With more of an emphasis on local PR and community engagement, the goal is attainable yet aggressive.

Tourism Sales Room Nights – FY25/26

Revised Goal
Produce 675,470 cash hotel room nights.

Criteria for the goal to be considered achieved:
675,470 cash hotel room nights will be recorded by 11 hotel properties via tourism sales third-party channels to include:

- Online Travel Agencies (OTA's)
- Retail Travel Agencies via Global Distribution Systems (GDS)
  - Includes all Washoe County Properties
- Tour Operators
- Receptive Operators
- Wholesalers
- Motor Coach Operators
- Retail Golf and Ski

Reporting Properties

- Atlantis Casino Resort Spa
- Circus Circus Hotel and Casino
- Eldorado Reno Resort Casino
- Grand Sierra Resort and Casino
- Hyatt Regency Lake Tahoe Resort Spa and Casino
- J Resort
- Nugget Casino Resort
- Peppermill Hotel Resort
- Renaissance Reno Downtown Hotel and Spa
- Silver Legacy Resort Casino
- Whitney Peak Hotel

Rationale:

- FY25 - 634,111 room nights goal.
- FY25 final room nights 696,699. **Revised to 677,580.**
  - Room nights based on actuals: July'24 – June'25
- FY26 goal of 675,470 room nights based on: **Rationale was to apply the decrease in hotel cash rooms and calculate the revised % of tourism rooms.**
  - 0.3% decrease being projected for FY26 final cash room nights for overall Washoe County. **The hotel budget for FY25/26 is 0.3% under actual for FY25/26.**
  - 26.6% of cash hotel room nights projected. **The revised percent is now 26.6% which lowered the goal.**

- Reno Tahoe continues to hold a strong presence within drive markets, making it an accessible destination for consumers considering value travel.
- Hotel partners are projecting a flat year, or single digit increase for convention room nights in 2026, thus increasing the room inventory and favorable rates available for third party channels to sell, therefore mitigating FIT/group declines.

Justifications:

- FY26 USBC Open Championship returns – some attendees will book "outside" the block
- Tariffs & inflation continue to be factors for consumers, creating demand for domestic travelers seeking value travel to outdoor destinations.
- Reno continues to be a growing city making it desirable destination for travelers to visit friends and family.
- Reno-Tahoe International Airport is projecting continuous passenger growth and expansion of nonstop flight routes.
- Discussions with third-party channel companies and hotel directors of sales.
- Slowdown of outbound international travel and cruise bookings.
- International inbound downturn due to tariffs and political climate.
    - Mexico office will continue to operate on a limited basis and continue to build upon the increased market share we have established in Guadalajara and surrounding areas.
    - Reno-Tahoe International Airport has:
        - Not reported significant flight reductions from Volaris Airlines.
        - Reported increase in Mexico origination passengers –

YTD June 2025 YOY % diff.

- Total international visitors are up 9.3%
- Mexican visitors are also up 9.3%
- Canadian visitors are up 8.9%

Source: Diio Fmi

Facility Revenues

Goal #1:

Achieve $7,382,276 in total revenue for RSCC, NBS, REC, RSLEC

Criteria for the goal to be considered achieved:
Combination of revenues attained by the venue sales and events team, to include rent, audio visual, IT, parking, labor, equipment rental, facility fees and other ancillary revenues.

- The RSCC Sales & Events Team has an annual goal of $2,928,638
- The RSLEC Sales & Events Team has a goal of $1,326,539.
- The REC Sales & Events Team has a goal of $1,562,690.
- The REC/NBS Events Team has a goal of $1,304,409.
- The Sponsorship and Sales Manager has an annual goal of $260,000.

Rational:

	FY 2026 Budget	FY 2025 Budget (Revised/Projections)	Difference	
	Total Facilities Revenues	Total Facilities Revenues	Total Facilities Revenues	Total Facilities Percentage
RSCC	$2,993,638	$3,093,461	$99,823	-3.22%
RSLEC	$1,346,539	$1,195,498	$151,041	12.63%
REC	$1,647,690	$1,036,385	$611,305	58.98%
NBS	$1,394,409	$340,309	$1,054,100	55.09%
	$7,382,276	$6,706,750	$1,716,623	25.6%

Budgeted Revenue Explanations:

RSCC:
40% of the convention center's revenues come from group room night conventions and sporting events (group room night events).
In FY 24/25 we had a total of 18 group room night events out of 210 total events.
In FY 25/26 we have 16 group room night events, with 3 considered citywide conventions and not having a rent requirement.

With additional track meets and the Venue Sales Team selling smaller events 12 months and in. We hope to get to a goal of 235 events to make up mos of this deficit.

The addition of the Sponsorship Sales Manager will bring in an additional $65,000 in revenue.

Room night convention bookings are budgeted based on the following criteria:

- Stakeholder hotel mix strategy
- Inflation/Recession
- Competition
- Inflated Expenses

We are forecasting $10,925 or 1% up from FY2025 and 3% or $99,823 down from projections for FY2025.

RSLEC:

The RSLEC is booked at capacity with 47 out of 52 weeks sold each year. (33 non-event days)

In FY 24/25 we will have 75 events at the RSLEC, with 17 group events.

We have lost USA BMX a room night group to another city ($62K) and a Hispanic Concert, Sin Fronteras ($76K) compared to FY23/24

In FY 25/26 we expect to have 75 events again with 16 group events on the books and forecasting lower than our FY2025 budget by $45,998 or 3% less, but up 12.63% from our revised projections due to some new room-night events (WCRHA Star Spangled Slide 2025, World Gay Rodeo Finals and Western Bison Conference 2025).

The Sponsorship Sales Manager will bring in an additional $20,000 in a mix of cash and trade.

REC:

There is opportunity at the REC.

In FY 24/25 we will have 40 events, with 9 concerts.

We had anticipated 19 concerts like FY23/24.

In FY 25/26 we are forecasting 45 events with 15 of those being concerts (6 of them will be RSCVA bought concerts). Those 6 additional concerts will add $600K+ to our revenues.

This is $134,880 (or 7.6%) less than FY24/25 Budget

The Venue Sales Team will continue to sell non-room night events 12 months and in, to add to the total of 45 events.

The addition of the Sponsorship Sales Manager will bring in $85,000 in new revenue based on the additional concerts.

NBS:

USBC will be holding a Championship Tournament in FY 25/26.

FY 24/25 Our revenues are expected to be $62,534 or 23% higher than budgeted.

We held 74 events in FY23/24 compared to 123 in FY24/25

FY 25/26 we are forecasting an increase from FY24/25 in revenue of $1,026,432 or 310%.

The Sports Sales Team and Venue Sales Team will book an additional 60 events in the shoulder months (61 total with USBC).

The addition of the Sponsorship Sales Manager will add $90,000 in cash and trade.

Community Engagement

Goal #1: 30 community activities per year

Criteria for the goal to be considered achieved: Thirty (30) community activities per year, including but not limited to public service, speaking engagements, charitable in-kind contributions, tradeshow partnerships with charitable organizations and participation in quarterly stakeholder and community leadership meetings.
Forty six (46) activities will be completed by the end of FY24/25.

Rational: Community engagement and improved communication is a pilar of the President and CEO's priorities and leadership. Educating and being visible in the local community is paramount to the RSCVA's continued success.

Goal #6

Staff Survey – 75% Response rate

Successfully oversee the development and execution of an employee satisfaction survey that includes a component for CEO feedback, ensuring insightful and actionable results to improve workplace culture and leadership effectiveness, and achieve an employee response rate of 75%.

Criteria for the goal to be considered achieved:

- Execution of an employee satisfaction survey, incorporating feedback on the CEO through an integrated or separate section.
- Ensure a strong participation rate of 75% by fostering open communication and promoting the survey across all levels of the organization.
- Analyze and summarize survey results, identifying key trends and areas for improvement.
- Share findings with stakeholders and establish a plan for addressing feedback to enhance employee satisfaction and leadership transparency.

Background:

Conducting a staff satisfaction survey, including a component for CEO feedback, is an important goal for the CEO and for the RSCVA as a whole.

This survey will provide insights into employee satisfaction and engagement levels. By understanding these sentiments, we can identify areas for improvement and implement strategies to enhance employee morale and retention.

By obtaining feedback from employees, we can identify inefficiencies and obstacles hindering productivity for the RSCVA. This will allow us to implement and enhance initiatives to allocate resources effectively.

A 75% response rate is 40% above the national average and demonstrates the extraordinary level of trust and commitment RSCVA employees have in the organization.

Goal #7

Staff Survey – Maintain a 96% employee satisfaction rate

Maintaining an employee satisfaction rate of 96% demonstrates leadership effectiveness and commitment to employee engagement.

Criteria for the goal to be considered achieved:

Survey results demonstrate a combined satisfaction and happiness rate of 96% or higher.

Background:
Happy and satisfied employees tend to be more engaged, productive, and committed to their work. They're driven by a feeling of purpose and are more likely to take initiative and demonstrate creativity.
Happy employees contribute to the happiness of customers and clients, produce high-quality work, complete more sales, and improve teamwork.

Jul-25	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
UNR Governor's Dinner	Mike	7/15/2025	
RTX Celeb Golf FAM	MIke	7/10/2025	
NLGA Welcome Reception	Mike	7/16/2025	Mike to welcome group and give opening remarks. Hosted at Edgewood Tahoe
3			

Aug-25	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Automobile Museum Podcast	Mike	8/7/2025	
Ceremonial Signing of AB333	Mike	8/6/2025	
City of Reno Presentation	Mike	8/13/2025	Present to City Council with Future Partners
3			

Sep-25	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Meet with Senator Cortez Masto's Office	Mike	9/24/2025	Cameron George and Trevor Dean from the Senator's Office
NBS Open House	Mike	9/25/2025	
GSR Groundbreaking	Mike	9/30/2025	
3			

Oct-25	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
LTVA Presentation to Board of Directors	Mike	10/9/2025	Event held at Tahoe Blue Events Center
Reno Pro Soccer Press Conference	Mike	10/16/2025	
International Bowling Federation Opening Ceremony	Mike	10/16/2025	Delivered opening remarks and welcomed group
RTIA Groundbreaking Ceremony for Transportation Ceremony	Mike	10/22/2025	
UNR Business Marketing Tourism Class	Mike	10/22/2025	UNR
International Bowling Federation Awards Ceremony	Mike	10/22/2025	
Mr. Rose Republican Women Association Presentation	Mike	10/29/2025	Tamarack Casino
7			

Nov-25	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
EDAWN Luncheon Strategic Infrastructure	Mike	11/6/2025	Hosted by the Atlantis
Chamber Alliance Reception	Mike	11/6/2025	Located at NoVi
ReStore Announcement at NBS	Mike	11/18/2025	
3			

Dec-25	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Track Season Kickoff Press Conference	Mike	12/2/2025	RSCC - Indoor Track
1			

Jan-26	**Community Engagement Tracking**		
Organization/Event Name	Employee	Date	Notes
Senator Rosen Tourism Roundtable	Mike	1/21/2026	
Bobby Dolan Dinner	Mike	1/29/2026	
2			

Feb-26	**Community Engagement Tracking**		
Organization/Event Name	Employee	Date	Notes
EDAWN State of the Economy Luncheon	Mike	2/5/2026	Located at Peppermill
Guest Speaker at Reed High School #1	Mike	2/6/2026	
Guest Speaker at Reed High School #2	Mike	2/6/2026	
UNR Sports Management Class	Mike	2/11/2026	Indoor Track
NIL Partner Summit	Mike	2/24/2026	Mackay Stadium
5			

Mar-26	**Community Engagement Tracking**		
Organization/Event Name	Employee	Date	Notes
RTIA New Concourse Groundbreaking	Mike	3/3/2026	
National Automobile Museum Speaker Series	Mike	3/3/2026	
What Drives Reno Podcast with Phil McDougal	Mike	3/16/2026	National Automobile Museum
American Legion Welcome	Mike	3/17/2026	Welcome the group as they site RSCC
Nevada Women's Basketball Coach Introductory Press Conference	Mike	3/27/2026	Lawlor Events Center
5			

Apr-26	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Lodging Tax Funding and Distribution Presentation to TRPA	Mike	4/10/2026	TRPA Offices Stateline, NV
USBC Delegate Welcome Reception	Mike	4/27/2026	Silver Legacy
Liberty Dogs Facility Tour and Breakfast	Mike	4/28/2026	
EDAWN Brand Video	Mike	4/29/2026	RSCC
USBC Convention Hall of Fame Reception	Mike	4/29/2026	Silver Legacy
5			

May-26	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Mendive Art Show Judging	Mike	5/6/2026	Mendive Middle School
J Resort North Expansion Grand Reveal	Mike	5/18/2026	J Resort
Women in Achievement Luncheon	Mike	5/21/2026	Reno Ballroom
3			

Jun-26	Community Engagement Tracking		
Organization/Event Name	Employee	Date	Notes
Rotary Club Presentation	Mike	6/3/2026	Presentation
National Judicial College Tour	Mike	6/2/2026	
UNR College of Business Class	Mike	6/2/2026	Presentation
Reno+Sparks Chamber Leadership Class Graduation	Mike	6/10/2026	Presentation
4			

Totals for FY25/26
44

DMO Executives Base Salary

Organization	Region	Approx. Annual Budget Range	Manages Convention Center/Properties	# of FTE	Base Salary	Bonus	Total Compensation	Retirement Contribution	Nontaxable Benefits	Public Source
Visit Spokane	West	$20M–$25M	Yes-1	25	$350,000 (est.)	Board-approved	$275,000–$350,000	Not publicly itemized	Not publicly itemized	Spokane PFD budget
Visit Omaha	Midwest	$20M–$25M	No	11	$330,000	Board-approved	$275,000–$350,000	Not publicly itemized	Not publicly itemized	MECA public budget
Visit Milwaukee	Midwest	$25M–$30M	No	55	$350,000	Board-approved	$330,000–$400,000	Not publicly itemized	Not publicly itemized	Wisconsin Center District public budget
Visit Tucson	West	$20–30M	No	40	$300,000	$35,000	335,000.00	$36,000	$19,000	IRS Form 990 — Part VII & Schedule J
Travel Portland	West	$30–40M	No	71	$330,000	$20,000	350,000.00	$28,000	$20,900	Metro regional government budget
Visit KC	Midwest	$20–30M	No	45	$310,000	$40,000	350,000.00	$38,000	$21,000	IRS Form 990 — Part VII & Schedule J
Visit Seattle	West	$30–40M	No	64	$350,000	$25,000	375,000.00	$31,200	$18,450	Visit Seattle Form 990
Reno Sparks Convention and Visitors Authority	**West**	**$45M**	**Yes- 3**	**136**	**$330,749**	**15%**	**379,500.00**	**Not publicly itemized**	**Not publicly itemized**	**IRS Form 990 (Part VII & Schedule J)**
LVCVA - Chief Sports Officer					$307,000	0-30%	399,000.00			
LVCVA - Chief Strategy Officer					$307,000	0-30%	399,000.00			
Meet Minneapolis	Midwest	$30–40M	Yes-1	60	$350,000	$50,000	400,000.00	$41,000	$22,000	IRS Form 990 — Part VII & Schedule J
Visit Salt Lake	West	$25M–$35M	Yes-1	82	$427,917	Board-approved	$400,000–$435,000	Not publicly itemized	Not publicly itemized	Salt Lake County budget
Choose Chicago	Midwest	$40–60M	No	63	$360,000	$50,000	410,000.00	$40,000	$22,000	IRS Form 990 — Part VII & Schedule J
Visit St. Louis	Midwest	$30–40M	No	50	$360,000	$55,000	415,000.00	$44,000	$23,500	IRS Form 990 — Part VII & Schedule J
Experience Scottsdale	West	$20–30M	No	38	$390,000	$30,000	420,000.00	$36,000	$17,500	Form 990
Greater Miami and Visitors Bureau	East	51.8M	No	70	$452,000.00	0.00	452,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Destination Cleveland	Midwest	$20–30M	No	55	$390,000	$65,000	455,000.00	$45,000	$23,000	IRS Form 990 — Part VII & Schedule J
LVCVA - CMO	West				$350,000	0-30%	455,000.00			
LVCVA - CSO					$350,000	0-30%	455,000.00			
San Diego Tourism Authority	West	$30–40M	No	74	$427,917	$50,000	477,917.00	$52,083	$23,760	SDTA Annual Report
Visit Indy	Midwest	$30–40M	No	55	$440,000	$60,000	500,000.00	$48,000	$26,000	IRS Form 990 — Part VII & Schedule J
Visit Phoenix	West	$25M–$30M	No	125	$475,000	25% target	593,750.00	Not publicly itemized	Not publicly itemized	City of Phoenix budget
Nashville Convention & Visitors Corp	South	49.3	No	177	$403,000.00	212,000.00	615,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Brand USA	National	$50–70M	No	40	$520,000	$100,000	620,000.00	$55,000	$28,000	IRS Form 990 — Part VII & Schedule J
San Francisco Travel Association	West	$30–40M	No	55	$546,940	$100,000	646,940.00	$32,816	$19,500	IRS Form 990 (Part VII & Schedule J)
Visit Orlando	South	$114M	No	110	$490,000	$171,000	661,000.00	$42,000	$24,000	IRS Form 990 — Part VII & Schedule J
Greater Boston Convention and Visitors Authority	East	45.7M	No	131	$577,000.00	97,000.00	674,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
New York City Tourism and Conventions	East	36.2M	No	119	$612,000.00	118,000.00	730,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
New Orleans and Company	South	61.0M	No	230	$409,000.00	371,000.00	781,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
LVCVA - CEO	West	$300M-$400M	Yes-1	455	$566,755	$240,603.00	807,358.00	$156k–$164k	Not publicly itemized	Clark County / LVCVA Board
Visit Denver	Midwest	$46.5M	No	83	$567,000	256000	823,000.00	Not publicly itemized	Not publicly itemized	City of Denver budget + Visit Denver annual report
Los AngelesTourism and Convention Board	West	69.2M	No	85	$526,000	$302,000.00	828,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Washington D.C. Convention and Visitors Bureau	East	53.2M	No	236	$597,000	$413,000.00	1,010,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Visit California	West	$70M+	No	55	$1,200,000	$150,000	1,350,000.00	$78,000	$32,500	IRS Form 990 — Part VII & Schedule J (public nonprofit filing)
California Travel and Tourism Commission	West	159.7M	No	82	$2,069,000	$0.00	2,069,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)

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LVCVA - CMO	West				$350,000	0-30%	455,000.00			
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DMO/CVB	PERS	Pension	401k/403b.403.c other
Visit Omaha	No	No	Yes
Visit Spokane	No	No	Yes
Visit Milwaukee	No	No	Yes
Visit Tucson	No	No	Yes
Travel Portland	No	No	Yes
Visit KC	No	No	Yes
Visit Seattle	No	No	Yes
Reno Sparks Convention and Visitors Authori	Yes	No	Yes
Meet Minneapolis	No	No	Yes
Visit Salt Lake	No	No	Yes
Choose Chicago	No	No	Yes
Visit St. Louis	No	No	Yes
Experience Scottsdale	No	No	Yes
Greater Miami and Visitors Bureau	No	No	Yes
Destination Cleveland	No	No	Yes
San Diego Tourism Authority	No	No	Yes
Visit Indy	No	No	Yes
Visit Phoenix	No	No	Yes
Nashville Convention & Visitors Corp	No	No	Yes
Brand USA	No	No	Yes
San Francisco Travel Association	No	Yes	Yes
Visit Orlando	No	No	Yes
Greater Boston Convention and Visitors Authority	No	Yes	No
New York City Tourism and Conventions	No	No	Yes
New Orleans and Company	Not available	No	Yes
LVCVA - CEO	Yes	No	Yes
Visit Denver	No	No	Yes
Los AngelesTourism and Convention Board	No	No	Yes
Washington D.C. Convention and Visitors Bureau	No	No	Yes
Visit California	No	No	Yes
California Travel and Tourism Commission	Yes	No	Yes

HR DMO's who responded	PERS	Pension	401k/403b.403.c other	# of FTE	CEO Base Salary	Budget
Visit Sacramento	No	Yes	Yes	33	$637,920,	$15M
Visit Richmond	No	No	Yes 401K	58	265,255	$6M
Visit San Antonio	No	No	Yes	85	500,000	$30M
Visit Atlantic City	No	No	Yes	35	$260,000	$9.6M
Visiti Detroit	No	No	Yes	90	$412,268	$21M
Visit Columbus	No	No	Yes	45	$584,340	$23.3M
Visit Austin	No	No	Yes, with a 50% annual match for execs 457F- CEO only/401k	75	745,000–$525,000	$29.4M
Visit Huntington Beach	No	No	Yes	25	$280,219	$7.4M
Visit Anaheim	No	No	Yes	95	$440,000–$470,000	$37.6M
Visit Bellingham	No	No	Yes	10	$128,600	$1.8M
See Monterey	No	No	Yes	40	294,903	$13.8M

Annual Budget Range

Organization	Region	Approx. Annual Budget Range	Manages Convention Center/Properties	# of FTE	Base Salary	Bonus	Total Compensation	Retirement Contribution	Nontaxable Benefits	Public Source
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Brand USA	National	$50–70M	No	40	$520,000	$100,000	620,000.00	$55,000	$28,000	IRS Form 990 — Part VII & Schedule J
Greater Miami and Visitors Bureau	East	$51.8M	No	70	$452,000.00	0.00	452,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Washington D.C. Convention and Visitors Bureau	East	$53.2M	No	236	$597,000	$413,000.00	1,010,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
New Orleans and Company	South	$61.0M	No	230	$409,000.00	371,000.00	781,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Los AngelesTourism and Convention Board	West	$69.2M	No	85	$526,000	$302,000.00	828,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Visit California	West	$70M+	No	55	$1,200,000	$150,000	1,350,000.00	$78,000	$32,500	IRS Form 990 — Part VII & Schedule J (public nonprofit filing)
Visit Orlando	South	$114M	No	110	$490,000	$171,000	661,000.00	$42,000	$24,000	IRS Form 990 — Part VII & Schedule J
California Travel and Tourism Commission	West	$159.7M	No	82	$2,069,000	$0.00	2,069,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
LVCVA - CEO	West	$300M-$400M	Yes-1	455	$566,755	$240,603.00	807,358.00	$156k–$164k	Not publicly itemized	Clark County / LVCVA Board
LVCVA - Chief Sports Officer					$307,000	0-30%	399,000.00			
LVCVA - Chief Strategy Officer					$307,000	0-30%	399,000.00			
LVCVA - CMO					$350,000	0-30%	455,000.00			
LVCVA - CSO					$350,000	0-30%	455,000.00			

	Base Salary	Bonus	COLA	Defered Comp	Severance	Vaction Hours Payout	Auto Stipend	Retention Bonus	Longevity Pay	Insurance Coverage	Reserved Sick Hours Bank	Executive Physicals	Golf Membership
Reno City Manager	$379,789.00	10% discretionary	-	1% match up to 5% annual salary	1 year	600	$500.00	-	1yr. PERS credit up to 5 years	100%	25% of unused into reserves	3,000 every two years	-
Washoe County Manager	$338,998.00	Discretionary	3.50%	-	6 months	-	$600.00	-	$1500-$5000	-	-	-	-
RTIA President & CEO	$400,000.00	10%	-	-	6 months	unlimited	$800.00	$40,000.00	-	-	-	-	-
EDAWN President & CEO	$375,000.00	10% no cap	-	-	6 months	440	$1,000.00	-	-	yes for CEO only	-	-	monthly dues
RSCVA President & CEO	$330,749.00	10% performance/ 5% discretionary	-	-	1 year	300	$500.00	-	-	employee	-	employee	-

Organization	Def Comp
City of Reno Fire	$1.00 for $1.00 up to 2.5% of EE biweekly pay
City of Reno Professional Group	$1.00 for $1.00 up to 5% of EE biweekly pay
City of Reno Admin Unit	$1.00 for $1.00 up to 5% of EE biweekly pay
City of Reno Supervisory Unit	$1.00 for $1.00 up to 5% of EE biweekly pay
City of Reno Non Supervisory Unit	$1.00 for $1.00 up to 5% of EE biweekly pay
City of Sparks- City Manager	100% match up to max contribution limit
City of Sparks- Executive Mgt.	100% match not to exceed 50% of max limit
City of Sparks- Mgt, Professonal & Technical	up to $150.00 match per pay period
Washoe County -Non Supervisory	None
Washoe County -Supervisory	None
RTC- Standard	1% match of annual base salary
RTC - Executive Director	7% match of annual base salary
TMWA	$1.00 for $1.00 up to 5% (after 1 year of service)

Deferred Comp Liability Scenarios

Annual Salary		Max Annual 5%	Max Biweekly 24	Current Annual	Current Biweekly
IRS Max Contribution in 2026	$24,500.00				
Employee #1	$83,550.29	$4,177.51	$ 174.06	$ 1,920.00	$ 80.00
Employee #2	$52,540.80	$2,627.04	$ 109.46	$ 1,440.00	$ 60.00
Employee #3	$87,125.00	$4,356.25	$ 181.51	$ 4,356.24	$ 181.51
Employee #4	$71,047.74	$3,552.39	$ 148.02	$ 840.00	$ 35.00
Employee #5	$69,701.13	$3,485.06	$ 145.21	$ 840.00	$ 35.00
Employee #6	$158,311.40	$7,915.57	$ 329.82	$ 7,915.68	$ 329.82
Employee #7	$121,633.73	$6,081.69	$ 253.40	$ 6,086.40	$ 253.60
Employee #8	$120,000.00	$6,000.00	$ 250.00	$ 6,000.00	$ 250.00
Employee #9	$239,200.00	$11,960.00	$ 498.33	$ 4,800.00	$ 200.00
Employee #10	$137,952.59	$6,897.63	$ 287.40	$ 2,880.00	$ 120.00
Employee #11	$101,178.03	$5,058.90	$ 210.79	$ 840.00	$ 35.00
Employee #12	$132,741.44	$6,637.07	$ 276.54	$ 840.00	$ 35.00
Employee #13	$118,478.95	$5,923.95	$ 246.83	$ 1,772.40	$ 73.85
Employee #14	$136,349.46	$6,817.47	$ 284.06	$ 1,200.00	$ 50.00
Employee #15	$330,749.90	$12,250.00	$ 510.42	$ 2,400.00	$ 100.00
Employee #16	$82,389.10	$4,119.46	$ 171.64	$ 8,400.00	$ 350.00
Employee #17	$85,184.97	$4,259.25	$ 177.47	$ 2,400.00	$ 100.00
Employee #18	$72,100.00	$3,605.00	$ 150.21	$ 3,600.00	$ 150.00
Employee #19	$66,969.31	$3,348.47	$ 139.52	$ 1,200.00	$ 50.00
Employee #20	$112,572.74	$5,628.64	$ 234.53	$ 5,628.72	$ 234.53
Employee #21	$44,574.40	$2,228.72	$ 92.86	$ 2,400.00	$ 100.00
Employee #22	$62,400.00	$3,120.00	$ 130.00	$ 2,304.00	$ 96.00
Employee #23	$108,212.52	$5,410.63	$ 225.44	$ 840.00	$ 35.00
Employee #24	$70,437.70	$3,521.89	$ 146.75	$ 1,560.00	$ 65.00
Employee #25	$43,700.80	$2,185.04	$ 91.04	$ 840.00	$ 35.00
Employee #26	$127,332.72	$6,366.64	$ 265.28	$ 3,600.00	$ 150.00
Employee #27	$75,982.83	$3,799.14	$ 158.30	$ 3,600.00	$ 150.00
Employee #28	$121,298.98	$6,064.95	$ 252.71	$ 960.00	$ 40.00
Employee #29	$85,257.30	$4,262.87	$ 177.62	$ 3,000.00	$ 125.00
Employee #30	$115,500.00	$5,775.00	$ 240.63	$ 4,800.00	$ 200.00
Employee #31	$100,940.00	$5,047.00	$ 210.29	$ 840.00	$ 35.00
Employee #32	$157,158.82	$7,857.94	$ 327.41	$ 7,200.00	$ 300.00
Employee #33	$77,250.00	$3,862.50	$ 160.94	$ 1,200.00	$ 50.00
		$174,203.69	$ 7,258.48	$ 98,503.44	$ 4,104.31

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement") dated for identification purposes as of the 25th day of April, 2024, is entered by and between the Reno-Sparks Convention and Visitors Authority, a political subdivision of Washoe County created pursuant to NRS Chapter 244A (hereinafter called "RSCVA"), and Mike Larragueta (hereinafter called "Employee").

WITNESSETH:

WHEREAS, RSCVA is a county fair and recreation board created pursuant to NRS Chapter 244A; and

WHEREAS, RSCVA desires to employ Employee as the President and CEO on the terms and conditions set forth herein and Employee desires to be employed by RSCVA on the terms and conditions set forth herein;

NOW, THEREFORE, Employee and RSCVA, each in consideration of the covenants and mutual agreements herein contained, hereby covenant and agree with each other as follows:

1. SERVICES AND EVALUATION

1.1 Services to be Performed. RSCVA hereby employs Employee, and Employee hereby accepts employment by the RSCVA, as RSCVA's President and Chief Executive Officer with full authority for the management of RSCVA's affairs, including and without limitation those duties, services and requirements set forth in **Exhibit A** attached hereto and incorporated herein by reference, and subject to the limitations specified by statute, ordinance, regulation, resolution action of RSCVA's Board of Directors or other governing documents of RSCVA. Employee agrees that during the term of this Agreement, Employee will devote his best efforts to RSCVA, and shall faithfully and to the best of Employee's skill and ability perform such executive, managerial or administrative duties as RSCVA may specify from time to time, and shall at times diligently and loyally serve and endeavor to further the interests of RSCVA. Employee acknowledges and understands RSCVA's Board of Directors shall be responsible for, without limitation, establishing policy for the direction and operation of the RSCVA.

1.2 Goals and Evaluation.

1.2.1 VP Sales Bonus for Fiscal Year 2023-2024. Employee has held the role of RSCVA Vice President of Sales since February 2017. As per RSCVA's Goals Program, the Vice President of Sales is eligible for an incentive bonus based upon achievement of predetermined and approved goals of up to 15% of the Vice President of Sales' salary, and additional Stretch Goal Bonus of 5% of the Vice President of Sales' salary (collectively referred to as "VP Bonus"). To the extent the goals previously set for Employee in his role as Vice

President of Sales are met for Fiscal Year 2023-2024, Employee shall be paid all or such portion of the VP Bonus as set forth in Goals Program for Employee.

1.2.2 Fiscal Year Goals. On or before the May 2024 Board Meeting, and on or before each May Board Meeting thereafter while employed as the RSCVA CEO, Employee shall present proposed goals to be achieved in Fiscal Year 2024-2025 (or subsequent Fiscal Years(s)) to the Board for approval. Once all relevant data is compiled for Fiscal Year 2024-2025 (or the relevant subsequent Fiscal Year), Employee's performance shall be evaluated by the RSCVA's Board of Directors as set forth in **Exhibit B**.

2. SALARY AND BENEFITS

2.1 Salary. RSCVA shall pay Employee during the term of this Agreement an annual salary of $315,000 (the "Salary") in equal installments, less all applicable tax withholdings, on the regularly scheduled paydays of RSCVA.

2.1.1 Salary Increases. Beginning July 1, 2025, Employee shall be eligible for yearly increases in the Salary in the sole discretion of RSCVA's Board of Directors after an evaluation is conducted as set forth in Exhibit B.

2.2 Bonus. Beginning with the evaluation conducted for Fiscal Year 2024-2025, Employee may be eligible for a cash bonus of up to 10% of the Salary based upon achievement of performance criteria and goals established by the Board of Directors and awarded at the sole discretion of the Board. In addition, beginning with the evaluation conducted for Fiscal Year 2024-2025, Employee may be eligible for a discretionary, non-mandatory cash bonus of up to 5% of the Salary to be awarded at the sole discretion of the Board.

2.3 Benefits. During the term of Employee's employment hereunder, Employee shall be eligible for following benefits. The parties acknowledge and agree that the benefits listed in this Section 2.3 are not guaranteed and may be modified or discontinued from time to time by RSCVA in its sole discretion with or without notice.

2.3.1 Insurance Coverage. Employee shall be eligible for those Employee benefits described in the approved RSCVA Employee benefits schedule, including, without limitation, eligibility to participate in and be covered by any policies of major medical insurance, dental insurance, vision insurance, short term disability insurance and life insurance (collectively "Fringe Benefits"), if any, maintained by RSCVA for the benefit of its Employees, if Employee shall be eligible under the terms of such Fringe Benefits plans. Nothing contained herein, however, shall be construed to require RSCVA to establish a Fringe Benefit plan not in existence on the date hereof or to require RSCVA to provide any benefit plan otherwise not available to other employees.

2.3.2 Public Employees Retirement System. Employee shall be entitled to participate in the State of Nevada Public Employees Retirement System ("PERS") at the percentage of the Salary (which specifically excludes any bonus compensation or other allowances hereunder) as determined by PERS.

2.3.3 Vacation Benefits and Sick Leave. Employee shall be entitled to receive vacation benefits and/or sick leave pursuant to RSCVA's HR Policy 500.509. Vacation and other leave need not be taken in consecutive days, but shall be taken on reasonable prior notice to RSCVA and at a time and manner not to interfere with the proper operation of the RSCVA's operations. Unused vacation and sick leave time may be carried over from year to year in accordance with RSCVA's policies and practices.

2.3.4 Auto Expense. RSCVA shall pay Employee a monthly automobile allowance of $600 per month.

2.3.5 Business Expense. RSCVA shall pay or reimburse Employee for all reasonable business and travel expenses incurred by Employee in performing the duties hereunder, as set forth in RSCVA's Travel Policies and Procedures (as may be amended from time to time) and subject to maintenance of appropriate documentation by Employee and review and approval by the Chairman or Vice-Chairman of RSCVA's Board of Directors. Business expenses shall be paid or reimbursed in accordance with RSCVA's customary practices.

2.4 Withholdings. All compensation and benefits to Employee hereunder shall be reduced by all federal, state, local and other withholdings and similar taxes and payments required by applicable law.

3. TERM AND TERMINATION

3.1 Employment Term.

3.1.1 Initial Term. In compliance with NRS 354.626(2)(e) (24 month max term), the first day of Employee's employment under this Agreement shall commence on April 25, 2024 (the "Effective Date") and shall continue until the second year anniversary date of the Effective Date of this Agreement, unless sooner terminated pursuant to Section 3.2.

3.1.2 Automatic Extension. On July 1, 2024, the Term of this Agreement shall be extended to June 30, 2026. On July 1st of each year thereafter (i.e., starting in 2025), the Term shall be extended for one (1) additional year, unless either party elects not to extend the Term, and notifies the other party of its election in writing prior to each such anniversary date. In the event the Agreement is not automatically extended, all compensation, benefits, and requirements of the Agreement shall remain in effect until the expiration of the Term of the Agreement, unless sooner terminated under the provisions of this Agreement.

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3.2 Termination

3.2.1 Termination Without Cause.

3.2.1.1 By RSCVA. Subject to the limitations found in NRS 281.122, RSCVA may terminate this Agreement without cause, at any time, upon ten (10) days written notice to Employee and paying Employee an amount equal to Employee's pro-rated Salary for an amount of time equal to the lesser of: (i) twelve (12) months; or (ii) the amount of time remaining in the then current Term (such lesser period referred to herein as the "Severance Period"). Employee shall also be entitled to the Fringe Benefits outlined in Section 2.3.1 above during the Severance Period. Payments pursuant to this section 3.2.1 shall be paid at the discretion of the RSCVA, either in a lump sum or in equal or near equal amounts on regular pay dates until the equivalent of twelve (12) months' Salary is paid. RSCVA shall determine, in its sole discretion, whether Employee shall be required to continue to perform the Services for RSCVA during that twelve (12) month period. RSCVA and Employee shall mutually agree upon any communications to be made to the public or internally with RSCVA's staff regarding any termination pursuant to this Section 3.2.1.1.

3.2.1.2 By Employee. Employee may terminate this Agreement without cause, at any time, upon one (1) month written notice. RSCVA's Board of Directors may, in its sole discretion, determine that Employee's notice period will be shorter than one (1) months, and Employee shall only be paid for the actual notice period determined RSCVA. RSCVA and Employee shall mutually agree upon any communications to be made to the public or internally with RSCVA's staff regarding any termination pursuant to this Section 3.2.1.2.

3.2.2 Termination for Cause.

3.2.2.1 Termination for Cause by RSCVA. In addition to any basis set forth herein, RSCVA may immediately terminate this Agreement upon the occurrence of any of the following events:

3.2.2.1.1 By majority vote of the Board of Directors for any act of dishonesty, fraud, or gross negligence in the performance of services herein, after giving Employee written notice of such act(s) and according Employee an opportunity to respond in writing or in person to RSCVA's Board of Directors. The written notice pursuant to this section shall be provided to Employee at least five (5) days prior to any meeting of the RSCVA's Board of Directors to consider Employee's conduct.

3.2.2.1.2 Employee commits any unethical conduct in violation of Section 4.3; or

3.2.2.1.3 Expiration of the Employment Term set forth in Section 3 or the Expiration of any renewal of the Employment Term; or

3.2.2.1.4 RSCVA finds that Employee has committed any material violation of any policy or procedure of RSCVA or Employee commits any material breach of any statutory or common law duty. Without limiting other violations that may be "material," the parties agree that any violation of the RSCVA's policies related to Equal Employment Opportunities, Harassment and/or Discrimination will be deemed to be a "material" violation;

3.2.2.1.5 Failure of Employee, after receiving thirty (30) days advance written notice from RSCVA, to cure any breach of the Agreement by Employee.

In the event Employee is terminated pursuant to this Section 3.2.2. Employee shall receive no further compensation beyond the termination date other than benefits accrued or required by law.

3.2.2.2 Termination for Cause by Employee. Employee may terminate this Agreement for cause after providing RSCVA with forty-five (45) days advance written notice to cure any material breach of the Agreement by RSCVA. Alternatively, Employee may terminate this Agreement for cause in the event RSCVA commits any material breach of any statutory or common law duty if that breach of statutory or common law duty materially relates to Employee's employment.

3.2.2.2.1 In the event Employee terminates this Agreement for cause pursuant to this Section 3.2.2.2, Employee shall receive the Severance payments as outlined in Section 3.2.1.1

3.2.3 Termination upon Death. This Agreement shall automatically terminate upon the death of Employee, and RSCVA shall not be obligated to pay the estate, family, heirs or any other person claiming under Employee any compensation or disability income for his services to RSCVA which would have been due to Employee after his death, other than the compensation or disability income which had accrued up to the date of death, if any.

3.2.4 Termination upon Disability

3.2.4.1 Definition. "Disability" shall have the same meaning as the definition of "Disability" pursuant to any policy of disability insurance carried by RSCVA for the benefit of Employee in force at the time of such Disability, or, if no such disability policy of insurance is then in force, "Disability" shall mean the inability of Employee to provide ninety percent (90%) of the average level of time and charges for services previously provided during a continuous three (3) month period ("Determination Period") by reason of illness, accident or other mental or physical infirmity reasonably expected to be of indefinite duration, at the end of which Determination Period Employee shall be deemed to be disabled. RSCVA and Employee shall agree on the date when the period of Disability begins. If RSCVA and Employee cannot agree, then RSCVA and Employee shall each designate a physician of choice and the two designated physicians shall designate a third physician. The three physicians shall then determine whether Disability exists within the meaning of this Agreement and when that Disability commenced. The determination of any two of three physicians shall bind RSCVA and Employee. All costs and expenses connected with the determination of Disability under this Agreement shall be borne equally by RSCVA and Employee.

3.2.4.2 Termination on Disability. In the event of Employee's disability, RSCVA shall continue to pay Employee his Salary computed at the rate in effect prior to the commencement of the Determination Period (as defined herein) during the Determination Period. If RSCVA finds Employee to be Disabled within the meaning of this Agreement, then subject to the provisions of Section 3.2.4.1, Employee's employment and the right to compensation may, at the direction of Board of Directors of RSCVA, terminate upon the expiration of the Determination Period; however, any commercially funded disability insurance benefit shall continue to the extent provided under such insurance contract notwithstanding such termination. If RSCVA finds Employee not to be Disabled within the meaning of this Agreement, then the employment of Employee shall continue without regard to the Disability.

4. DUTIES AND OBLIGATIONS OF EMPLOYEE

4.1 Extent of Services. Employee agrees that the duties and services to be performed by Employee shall be performed exclusively for RSCVA and that Employee serves at the direction and pleasure of the Board of Directors. Employee further agrees to perform such duties in an efficient, trustworthy and businesslike manner. Employee agrees not to render to others any service of any kind whether or not for compensation, or to engage in any other business activity whether or not for compensation, that is similar to or conflicts with the performance of Employee's duties under this Agreement, with the approval of the Chairman of RSCVA's Board of Directors.

4.2 Policies and Procedures. In addition to the terms herein, Employee agrees to be bound by RSCVA's policies and procedures as they may be amended by RSCVA from time to time. In the event the terms in this Agreement conflict with RSCVA's policies and procedures, the terms herein shall take precedence. Employee acknowledges having read RSCVA's policies, procedures and manuals and agrees to abide by the same, including but not limited to RSCVA's policy against Harassment, policy against Discrimination, and policy of prohibiting personal use of RSCVA's credit cards. Employee hereby acknowledges that a finding by RSCVA of a material breach of RSCVA's policies and procedures is cause for termination of this Agreement pursuant to Section 3.2.2.1.4. As provided in Section 3.2.2.1.4, without limiting other violations that may be "material," the parties agree that any violation of the RSCVA's policies related to Equal Employment Opportunities, Harassment and/or Discrimination will be deemed to be a "material" violation.

4.3 Ethical Conduct. Employee shall maintain the highest ethical standard. The parties agree that Employee shall perform the Services for RSCVA and shall conduct himself at all times in strict accordance with the ethical and professional standards of the Nevada State Ethics Commission and the provisions of the Nevada Ethics in Government Law. Should any of the aforementioned be violated RSCVA may terminate this Agreement by written notice of termination, which shall be effective immediately upon delivery to Employee.

4.4 Compliance with Laws. The parties agree that Employee shall perform the Services for RSCVA and shall conduct himself at all times in strict accordance with all applicable laws of the United States and the State of Nevada, all ordinances of the County of

Washoe, City of Reno, City of Sparks, and all rules, regulations, policies and criteria established by the RSCVA from time to time, relevant to Employee's performance of the Services.

5. INDEMNIFICATION

RSCVA shall indemnify, hold harmless and defend Employee against claims arising from acts or decisions made by Employee in good faith while performing the services for RSCVA to the fullest extent permitted by law, but not with respect to claims by RSCVA against Employee or with respect to claims successfully resolved against Employee for acts of fraud, intentional misconduct, gross negligence, criminal acts, ultra vires acts, or for violations of RSCVA's policies and procedures. Employee agrees to release and discharge RSCVA, and shall hold harmless and indemnify RSCVA for all liabilities, losses, demands, claims, accounts, actions and proceedings arising or resulting from Employee breaching this Agreement.

6. MISCELLANEOUS

6.1 Assignment. Except as otherwise provided herein, Employee may not and shall not assign any rights or delegate any duties under this Agreement.

6.2 Notices. All notices, demands, requests, and other communications required or permitted to be served on or given to either party by the other shall be in writing and shall be delivered personally or by United States mail, first class postage prepaid, certified or registered mail, return receipt requested. Notices shall be addressed as follows:

If to RSCVA:

RENO SPARKS CONVENTION
AND VISITORS AUTHORITY
P.O. Box 837
Reno, Nevada 89504
Attn: Chair of Board

With a required Copy to:
Ben Kennedy, Esq.
Argentum Law
6121 Lakeside Drive
Suite 208
Reno, NV 89511

If to Employee:

Mike Larragueta
On File At RSCVA

6.3 Confidentiality and Restrictive Covenants. Employee recognizes that by reason of performing services for RSCVA, Employee may acquire confidential information and trade secrets concerning the operation of RSCVA, the use or disclosure of which could cause RSCVA substantial loss and damages that could be readily calculated and for which no remedy at law would be adequate. Accordingly, Employee covenants and agrees with RSCVA that it will not at any time both during and after the term of this Agreement, directly or indirectly, disclose any secret or confidential information that it may learn, or, in performance of the services herein for or on behalf of RSCVA, use such information in a manner detrimental to the interests of RSCVA, except with the prior written consent of RSCVA or as such information is within the public domain or comes within the public domain without any breach of this Agreement. The term "confidential information" includes, without limitation, information not previously disclosed to the public or to the trade by RSCVA's management with respect to RSCVA or any products, facilities, methods, trade secrets and other intellectual property, software, source code, systems, procedures, manuals, confidential reports, financial information, business plans, prospects or opportunities with respect to RSCVA but shall exclude any information already in the public domain. Employee recognizes and agrees that all copyrights, trademarks, or other intellectual property rights in created works arising in any way from Employee's employment by RSCVA are the sole and exclusive property of RSCVA and agrees to not assert any such rights against RSCVA or any third-parties. Upon termination of this Agreement by either party for any reason, Employee will relinquish to RSCVA all documents, books, manuals, lists, records, publications or other writings, keys, credit cards, equipment, computer disks, and any other similar repositories of information or other articles that came into Employee's possession in connection with the employment for RSCVA and to maintain no copies or duplicates without the written approval of RSCVA's Board of Directors. Upon termination of this Agreement for any reason, to the extent it is applicable, Employee shall comply with NRS 281A.550. Employee shall not at any time during the Employment Term make or direct any personal investments in the hotel or hospitality industry based substantially upon information conveyed to Employee as the President or C.E.O. of RSCVA.

Employee further agrees that he will not solicit any Employee of the RSCVA to leave the employ of the RSCVA to work for the Employee or any third party, or hire any Employee of the RSCVA, without the prior written consent of the Board of Directors. Such consent shall be within the Board of Director's sole discretion.

6.4 Governing Law. All rights and obligations hereunder shall be governed and construed in accordance with the laws of the State of Nevada, without reference to conflicts of law principles.

6.5 Failure to Enforce. The failure to enforce at any time any of the provisions of this Agreement or to require at any time performance by the other party of any of the provisions hereof shall in no way be construed to be a waiver of such provisions or to affect either the validity of this Agreement (or any part hereof) or the right of either party thereafter to enforce each and every provision of this Agreement.

6.6 Captions. The captions contained in this Agreement are for convenience only and are not intended to limit or define the scope or effect of any provision of this Agreement.

6.7 Counterparts. This Agreement may be executed in any number of counterparts and each such counterpart shall be deemed to be an original, but all of which, when taken together, shall constitute on Agreement.

6.8 Severability. If any provision of this Agreement is held to be invalid or unenforceable by any judgment or decision of an administrative, arbitral or judicial tribunal, court or other body of a competent jurisdiction, the remainder of this Agreement shall not be affected by such judgment or decision, and the Agreement shall be carried out as nearly as possible according to its other provisions and intent.

6.9 Entire Agreement. This Agreement contains the entire understanding between Employee and RSCVA with respect to the subject matter of this Agreement and it supersedes any prior oral or written agreements and understandings between them. This Agreement may be modified only in writing signed by Employee and an authorized representative of the RSCVA.

6.10 Presumption. This Agreement or any section thereof shall not be construed against any party due to the fact that said Agreement or any section thereof was drafted by said party.

6.11 Separate Counsel. Each party has received or has had the opportunity to receive the independent advice of its attorney prior to the execution of this Agreement. It is understood and agreed that the undersigned have not been influenced to any extent whatsoever in making this Agreement by any representative, agent or Employee of an adverse party, or by any attorney, person or persons representing or employed by the undersigned, and that this Agreement is entered into freely, voluntarily and knowingly.

Dated this 4/25/2024 **day of April, 2024**.

"RSCVA"

RENO SPARKS CONVENTION AND VISITORS AUTHORITY

DocuSigned by:

By: Charlene Bybee

47448EC69EB744C...

Charlene Bybee, Chair

Its: Authorized Signatory

"EMPLOYEE"

DocuSigned by:

2D1B693C31AE4C7...

Mike Larragueta

EXHIBIT A

Position Description

RenoTahoe®

Position Title: President / CEO

Reports To: RSCVA Board of Directors
Department: Administration
FLSA Status: Exempt
Employment Status: Full Time

ABOUT

Reno Tahoe is a friendly, four-season resort destination – in a spectacular natural setting. Offering world-class attractions, recreational activities, and events, the region has an outstanding quality of life, to include a vibrant and diverse business community with national and international recognition as a premier, year-round Western destination for leisure and group/convention visitors.

POSITION SUMMARY

The President/CEO of the Reno-Sparks Convention and Visitors Authority (RSCVA) is responsible for developing and implementing the strategic plan which includes sales, marketing, and branding programs to promote Reno-Tahoe as a leisure and convention destination. The President/CEO will provide direct management of the senior executive team and reports to the RSCVA Board of Directors. The President/CEO will manage the day-to-day business of the RSCVA within the budgetary and policy constraints set by the RSCVA Board and in compliance with government regulations for public entities. The President/CEO represents the RSCVA in its relationships with local citizens, clients, government agencies, professional, and other similar groups.

JOB DUTIES AND RESPONSIBILITIES

- Works closely with the RSCVA Board to develop the vision and the strategic direction for the organization. Designs and executes initiatives to move the organization toward its vision while keeping the vision and the plan current.
- Builds and maintains strong collaborative relationships with the RSCVA's highly engaged and influential Board to ensure effective and cooperative organizational oversight. Attends all required meetings associated with the leadership of the organization and regularly reports the RSCVA's activities to the board.
- Partners with the RSCVA Board to ensure a highly functioning organization defined by a clear direction. Operates through effective financial and operational planning, a positive and professional culture of excellence, with a talented and motivated staff, and effective process systems.
- Oversees and manages the business and affairs of the RSCVA subject to the budget and policies approved by the Board. Reviews, coordinates, and submits to the Board all annual marketing plans, business plans, and operating budgets as required.
- Maintains accountability for the operational and fiscal integrity of the organization including budgets, financial revenue, expenses, expenditures, contractual commitments, and personnel policies.

- Provides oversight of the operations for the four convention and event facilities under the RSCVA including capital improvement, sales and marketing, safety, and technological innovations to improve the utilization of the center and event venues.
- Develops strong relationships with convention, gaming, hotel, and general hospitality communities as well as local and state government.
- Serves as a passionate spokesperson and industry advocate for tourism supporting the diverse assets of the region including arts and culture, outdoor recreation, and entertainment.
- Collaborates effectively with regional leaders to influence outcomes to advance the region. Adapts to changing political conditions and leadership. Provides advocacy support through subject-matter expertise for legislative resources that require attention.
- Provides oversight and leadership to the senior executive team of highly respected, dedicated, and skilled professionals. Sets a clear vision for a metrics-driven, goal-based team where expectations are supported by an internal culture of partnership, innovation, and customer service.
- Fosters a positive, professional culture of inclusiveness with a strong sense of purpose, collaboration, and accountability necessary to attract, retain, and develop top talent.
- Exhibits strong executive presence as reflected by behavior, appearance, demeanor, and humility as a highly visible leader for the organization and the Reno Tahoe region.
- Develops and supervises the implementation of an annual operating and marketing plan to promote and brand Reno Tahoe as a world-class, leisure and convention destination to local, state, regional, national, and international audiences.
- Regularly analyzes performance and results of all functional areas relative to the established goals and objectives.
- Builds a positive image of the RSCVA in relevant media as the organization's recognized spokesperson. Serves as final approval for official publications, news articles, and media coverage of the RSCVA.
- Provides long-range planning for destination resources, infrastructure, and strategic direction. Identifies major global trends influencing and affecting the local tourism community.
- Interprets research provided by outside resources on visitor profile and visitor attitudes and the effectiveness of the organization's strategic plan; makes changes to the plan as is appropriate to achieve RSCVA goals.
- Understands and abides by all departmental policies and procedures as well as the Codes of Ethics and Standards of Conduct. Complies with federal, state, local laws that govern business practices. Complies with all Department of the State of Nevada standards that apply to the position.
- Performs other duties as assigned or required.

PHYSICAL DEMANDS / WORKING CONDITIONS

- Frequently sits, walks, twists, uses hands to finger, handle, or feel objects, talks and hears.
- Occasionally stands, bends (at neck and waist), and reaches above & below shoulder level as needed.
- Simple grasping as well as repetitive use of hands and fine hand manipulation are needed to accomplish essential functions.

- Specific vision abilities required include close, distance, color, peripheral vision, depth perception, and the ability to adjust focus.
- May be exposed to various temperatures inside and outside of the facilities, airborne particles, and fumes.
-
- Noise level in the office is usually quiet, but during board meetings, airports, conferences or other locations where work may be done may be moderately loud to loud.
- Ability to travel frequently, including possible international travel.

JOB QUALIFICATIONS

- The ideal candidate will be an experienced, dynamic, and successful leader with a minimum of ten (10) years of multifunctional, results-driven, team-focused executive-level leadership experience with a regional, national, or global organization of similar scale and complexity, particularly those related to the travel, tourism, or hospitality industry, or related public-sector field.
- Bachelor's degree preferred. MBA, graduate degree, or industry designation such as CDME is desired.
- Proven track record of successfully managing and nurturing complex partnerships to achieve mutually beneficial goals and outcomes, and collaboration with leadership in community response to crisis.
- Demonstrates expertise in the field of conventions, trade shows, and events as well as extensive knowledge of the leisure travel visitor.
- Management experience with full P&L responsibility.
- An ability to build a destination marketing strategy to align with local economic sectors, particularly with high-growth, technology clusters with an appreciation for the role economic development plays within the community.
- Politically savvy with prior work experience with a government entity. Working knowledge and understanding of Nevada Open Meeting Laws preferred.
- Familiar with public administration, including budgeting, purchasing, expense allocation, and contracting.
- Exceptional gravitas, confidence, and communications skills to serve as the organization's principal external spokesperson.
- Operates with the highest level of integrity, intellectual agility, creativity, and vision.
- Relocation or current residency in region required.

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 15% of Salary but does not increase Salary, and shall be comprised of quantitative and qualitative components. The quantitative portion of the Bonus is up to 10% of Salary based upon achievement of performance criteria and goals established by the Board of Directors and awarded at the sole discretion of the Board, with an additional discretionary, non-mandatory qualitative bonus of up to 5% of Salary to be awarded at the sole discretion of the Board.

To: RSCVA Board of Directors

From: Lori Tange, Executive Director of Human Resources

Date: August 21, 2026

Subject: Discussion and possible action on an HR employee benefit to provide full-time RSCVA employees a five percent (5%) deferred compensation program match.

Executive Summary

The RSCVA is proposing an employee benefit that the Authority shall contribute One Dollar ($1.00) for each One Dollar ($1.00) deferred and invested by the employee in the RSCVA approved Deferred Compensation program, up to a maximum RSCVA contribution equal to five percent (5.0%) of the employees biweekly base wage not to exceed a total RSCVA contribution of one-half of the limit established by Federal Law for the Standard Limit for 457(b) plans.

Background

The RSCVA provides a Deferred Compensation benefit to support employees' long-term retirement savings. Currently, under the Nevada Deferred Compensation (NDC) Program, administered through Voya, there is no dollar-for-dollar contribution match.

The RSCVA will match employee contributions to the approved Deferred Compensation Program on a dollar-for-dollar basis, up to a maximum employer contribution equal to 5.0% of the employee's biweekly base wage. The employer match is also subject to an annual cap not exceeding one-half of the standard contribution limit established under federal law for Section 457(b) plans.

Fiscal Impact

The impact is anticipated to be within the approved Departments budget. The maximum projected liability associated with the Deferred Compensation Program is estimated at approximately $500,00 annually assuming full implementation and participation as authorized by the Board. These costs may vary based on employee participation, which is estimated to be less than the maximum.

Recommendation

It is recommended that the Board of Directors approve the RSCVA Deferred Compensation Program and adopt the corresponding Deferred Compensation Matching Contribution Policy.

This benefit is intended to encourage employee participation in retirement savings and enhance the overall employee benefits program. Approval of the program and policy supports employee retirement readiness, strengthens the organization's total compensation package, and promotes employee recruitment and retention.

POLICIES AND PROCEDURES		Page(s):	1 of 4
		Saved As:	HR Policy 600.606
Manual:	HUMAN RESOURCES	Formulated:	08/21/2026
Subject:	DEFERRED COMPENSATION	Reviewed:	
Governing Board Approval	Date:	Revised:	

SCOPE:

This policy applies to full-time employees eligible to participate in the RSCVA’s deferred compensation program.

PURPOSE:

The purpose of this policy is to establish a Deferred Compensation Program that provides eligible employees with an opportunity to supplement retirement income through voluntary salary deferrals and any employer contributions authorized by the Board of Directors. The Program is intended to support employee recruitment, retention, and financial security while complying with applicable federal and state laws.

POLICY:

The Human Resources Director shall administer the Deferred Compensation Program in coordination with the Finance Department and the Agency's designated plan provider.

The RSCVA reserves the right to augment, modify, curtail, reduce or eliminate the program.

ELIGIBILITY:

Eligible employees may enroll in the Deferred Compensation Program in accordance with plan enrollment procedures. Participation shall be voluntary unless otherwise provided by law or Board action.

EMPLOYEE CONTRIBUTIONS:

Employees may elect to contribute compensation through payroll deduction to the RSCVA’S authorized deferred compensation plan(s).

Contributions shall be subject to annual Internal Revenue Service limits and restrictions.

Employees are responsible for monitoring their contribution limits.

EMPLOYER CONTRIBUTIONS:

The Board may authorize employer contributions or matching contributions through annual budget approval or separate Board action.

The RSCVA may provide One Dollar ($1.00) for each One Dollar ($1.00) deferred and invested by the employee in the RSCVA approved Deferred Compensation program, up to a maximum RSCVA contribution equal to five percent (5.0%) of the employees biweekly base wage not to exceed a total RSCVA contribution of one-half of the limit established by Federal Law for the Standard Limit for 457(b) plans, and subject to

Unless otherwise approved by the Board:

- Employer contributions are not guaranteed.
- Employer contribution levels may be modified, suspended, or discontinued based on budgetary considerations.
- Participation in the Program does not create a vested right to future employer contributions.

Investment Responsibility

Employees shall direct the investment of their accounts from among investment options offered through the plan provider.

The RSCVA does not guarantee investment performance or account balances.

Vesting

Employee contributions are immediately 100 percent vested.

Employer contributions shall vest in accordance with the applicable plan document or Board-approved contribution program.

Separation from Employment

Distribution of deferred compensation benefits shall be governed by the applicable plan document and federal tax requirements.

Compliance

The Deferred Compensation Program shall operate in accordance with:

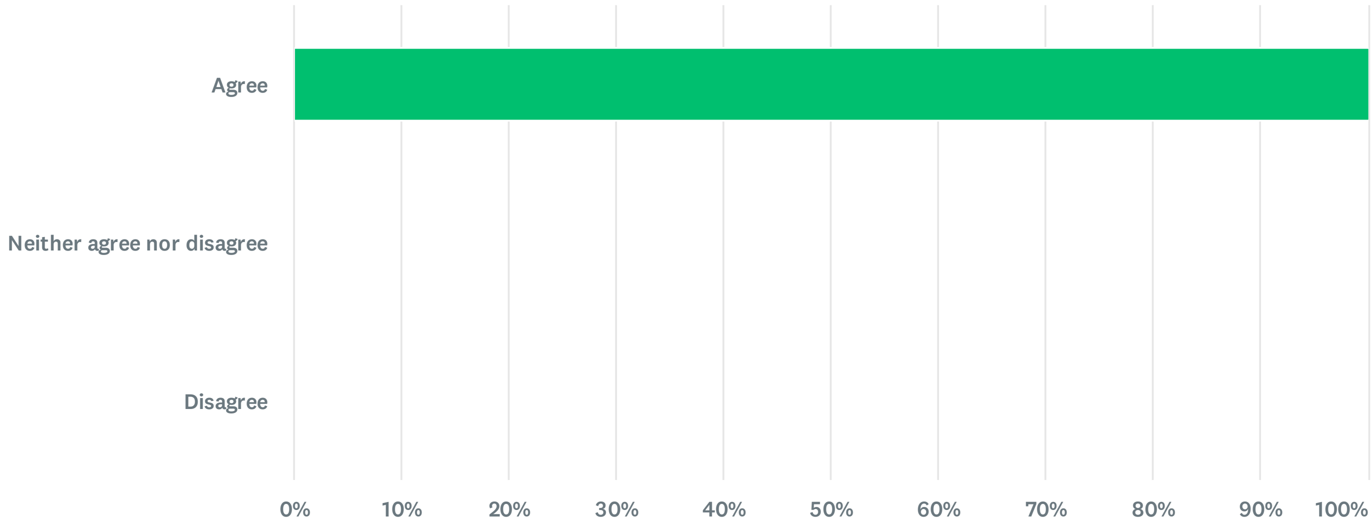
- Internal Revenue Code Section 457(b), if applicable;
- Internal Revenue Code Section 401(a), if applicable;
- Nevada Revised Statutes;
- Adopted plan documents;
- Applicable Board resolutions.

Authority to Amend

The Board reserves the right to amend, suspend, or terminate this policy and any associated employer contribution program at any time, subject to applicable law and contractual obligations.

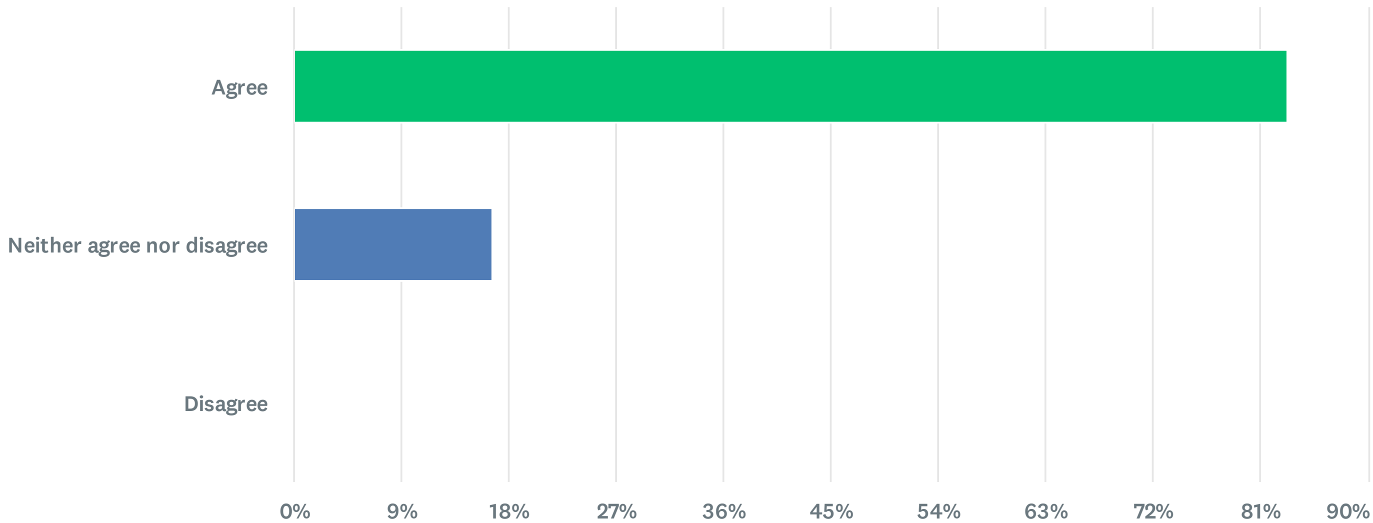
Q1 6 responses

Mike Larragueta has effectively developed a Strategic Plan that aligns with the mission and vision of the RSCVA.



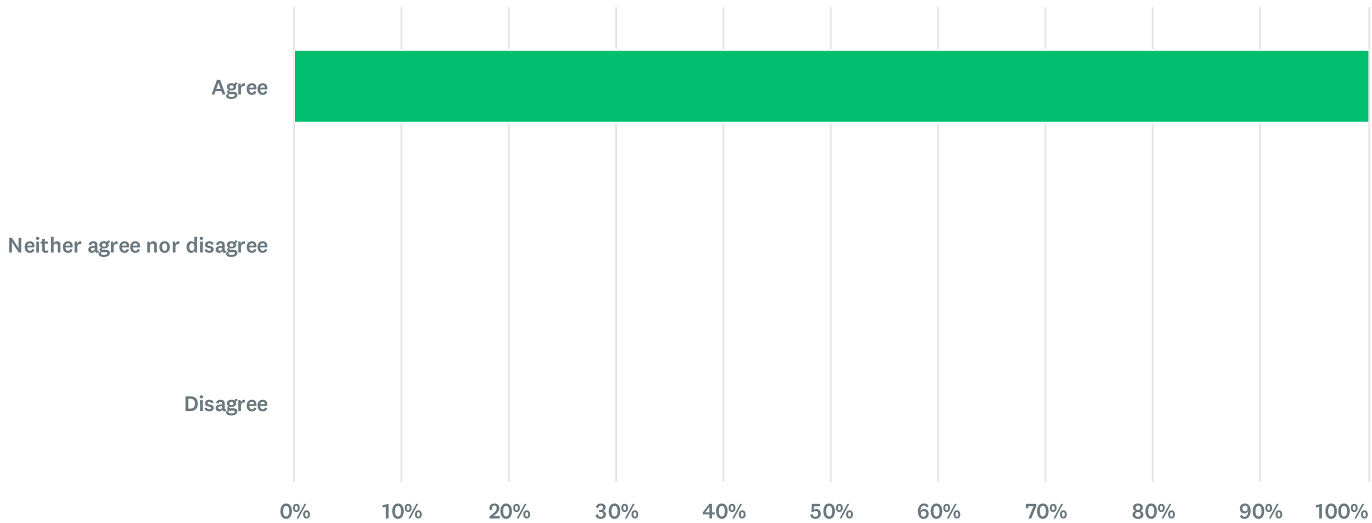
Q2 6 responses

Mike Larragueta provides effective leadership to guide teams in executing strategic initiatives that position RenoTahoe as a world-class destination



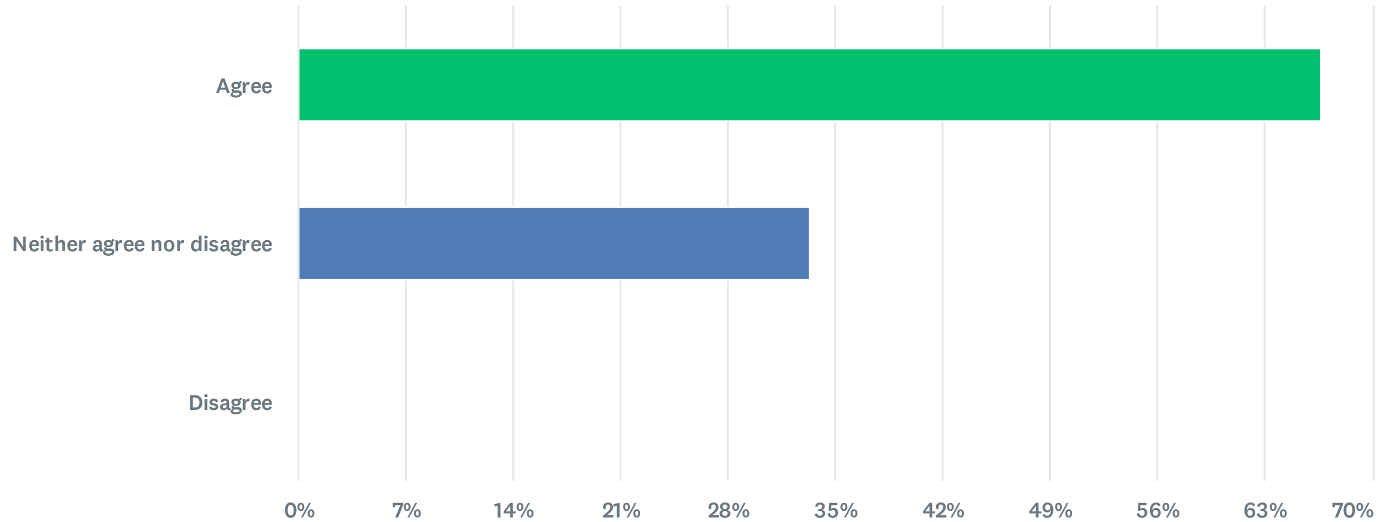
Q3 6 responses

Mike Larragueta effectively represents the Authority in his engagement with local clients, government agencies, professional organizations, and key stakeholders.



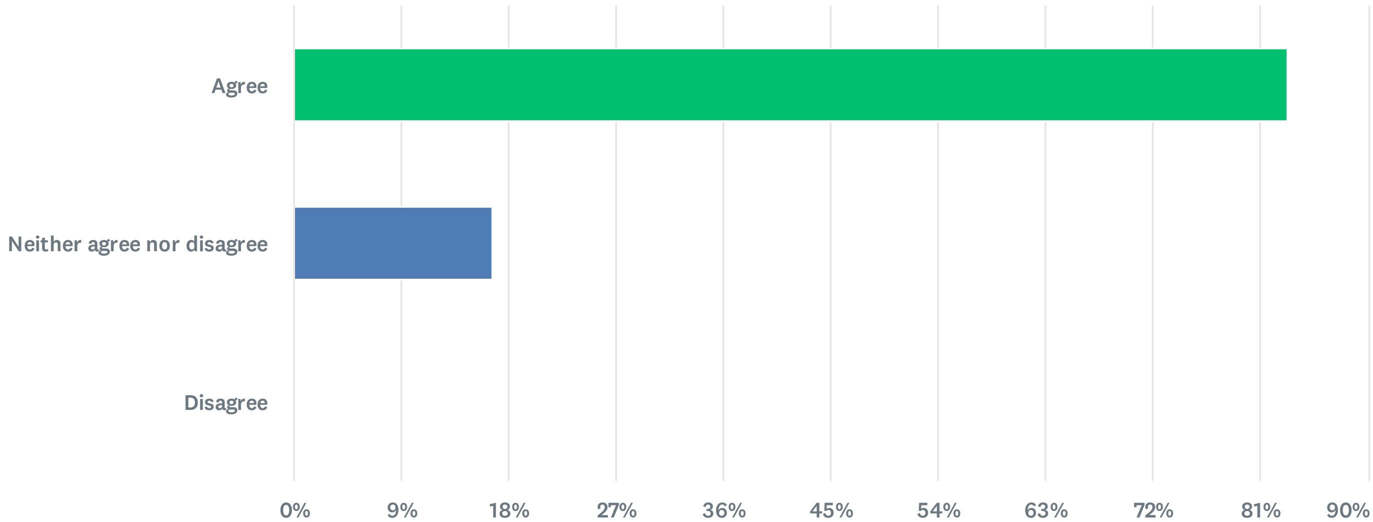
Q4 6 responses

Mike Larragueta ensures that long-range planning for destination resources and infrastructure are aligned with the organization's Strategic Plan and overall strategic direction.



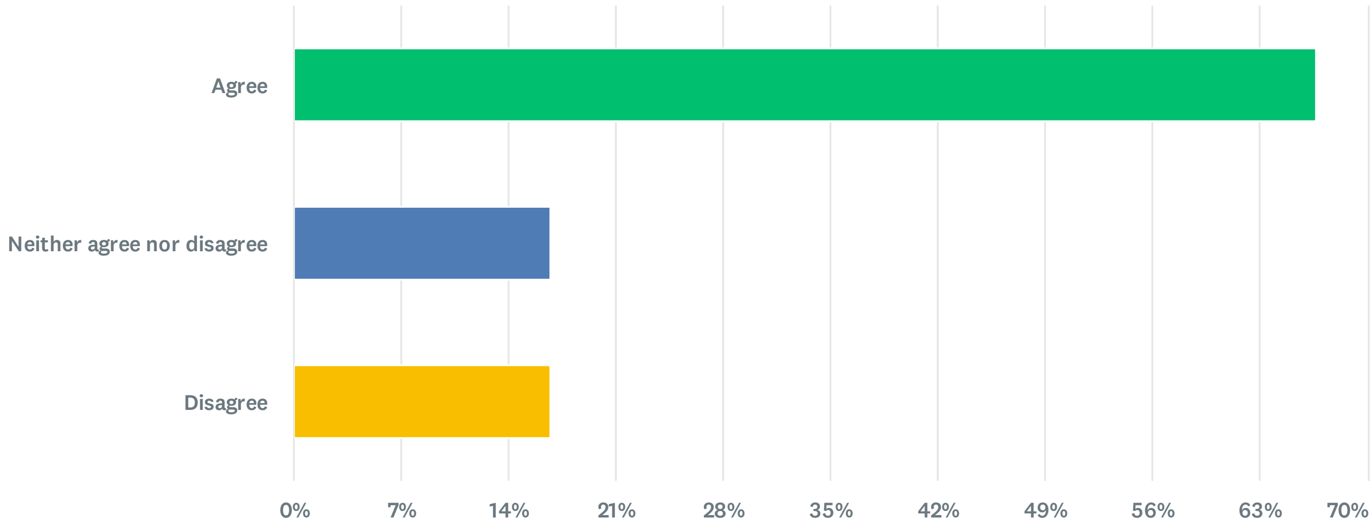
Q5 6 responses

Mike Larragueta manages the organization in alignment with the Strategic Plan by adapting to new information, changing conditions, and unforeseen challenges, while evaluating performance against key operational and financial targets.



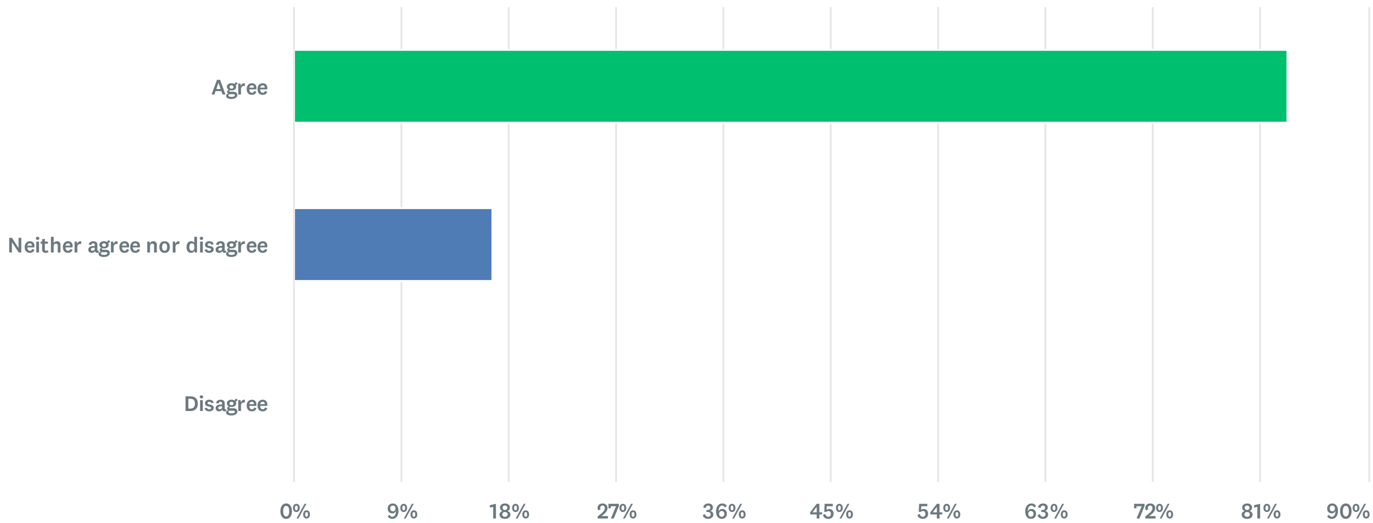
Q6 6 responses

Mike Larragueta communicates effectively with the Board and regional stakeholders to identify and pursue opportunities that enhance coordination and collaboration with the RSCVA.



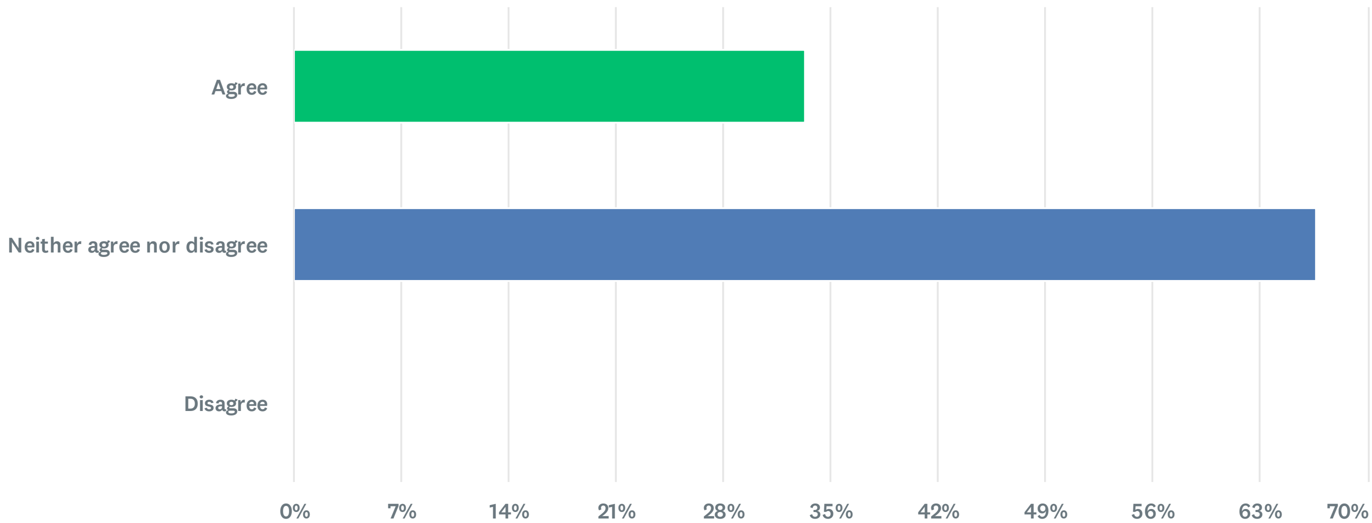
Q7 6 responses

Mike Larragueta ensures that the RSCVA consistently delivers high-quality service to its customers and takes meaningful action based on customer feedback



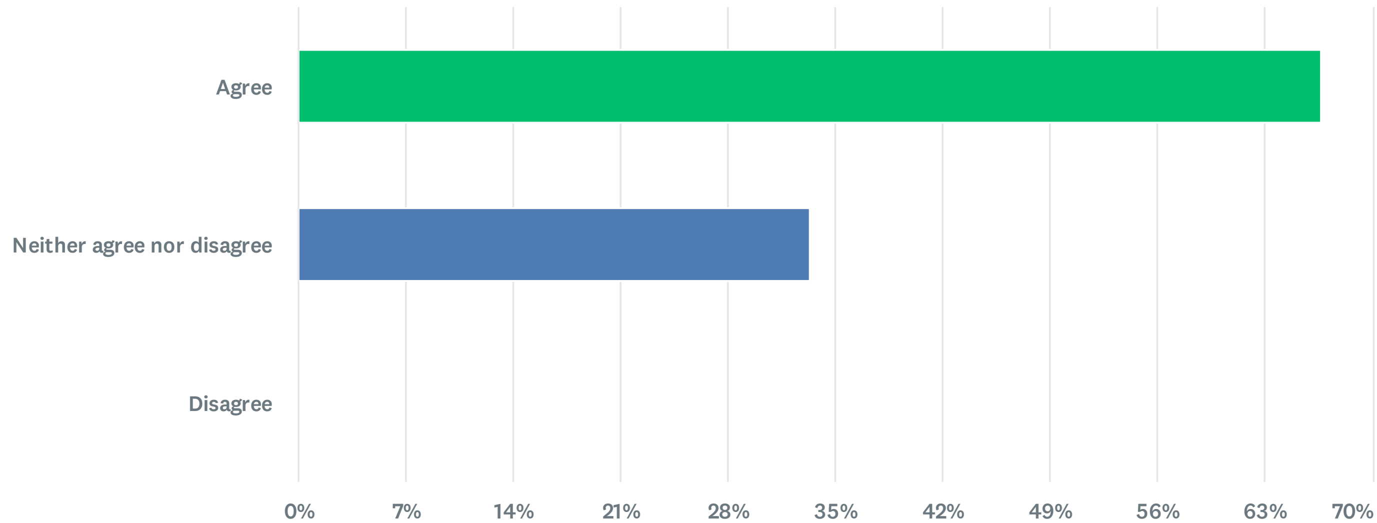
Q8 6 responses

Mike Larragueta develops new strategic goals, initiatives, and business that support the long-term benefit of the organization.



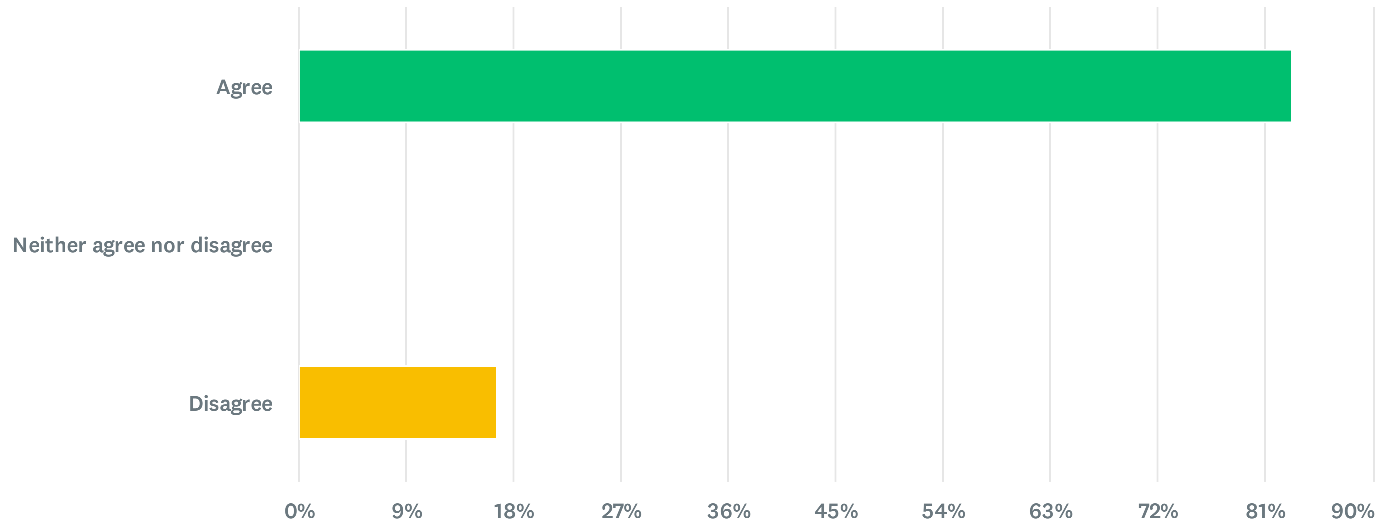
Q9 6 responses

Mike Larragueta advances the organization's vision and goals by prioritizing hotel room tax initiatives and driving the development of new room-night business.



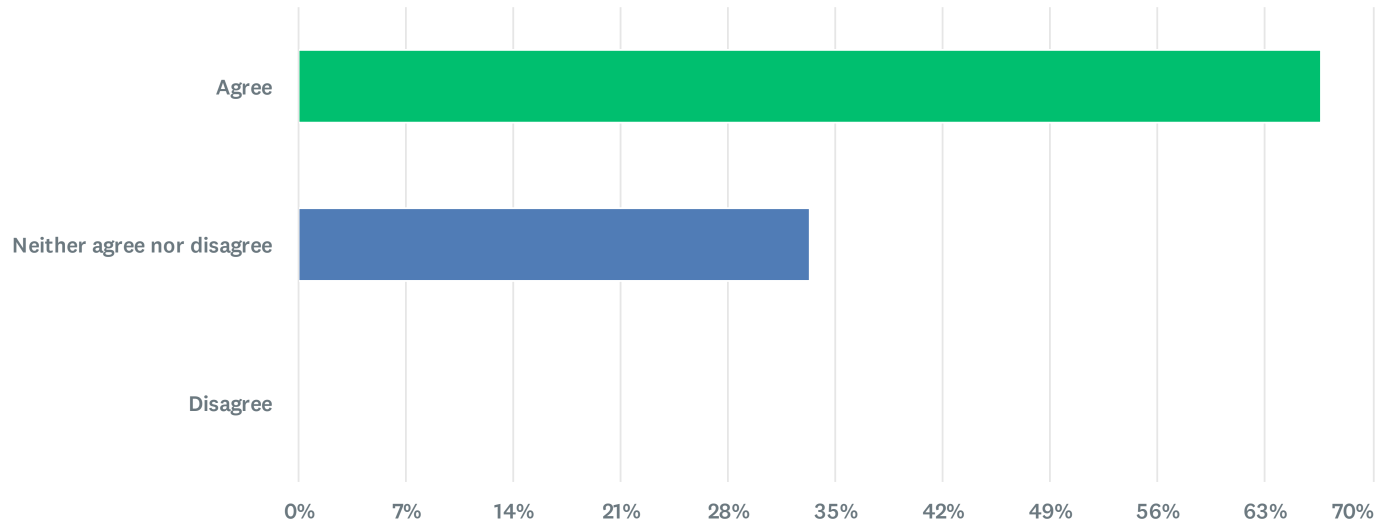
Q10 6 responses

Mike Larragueta demonstrates a leadership style that promotes collaboration, accountability, and a clear vision for the organization.



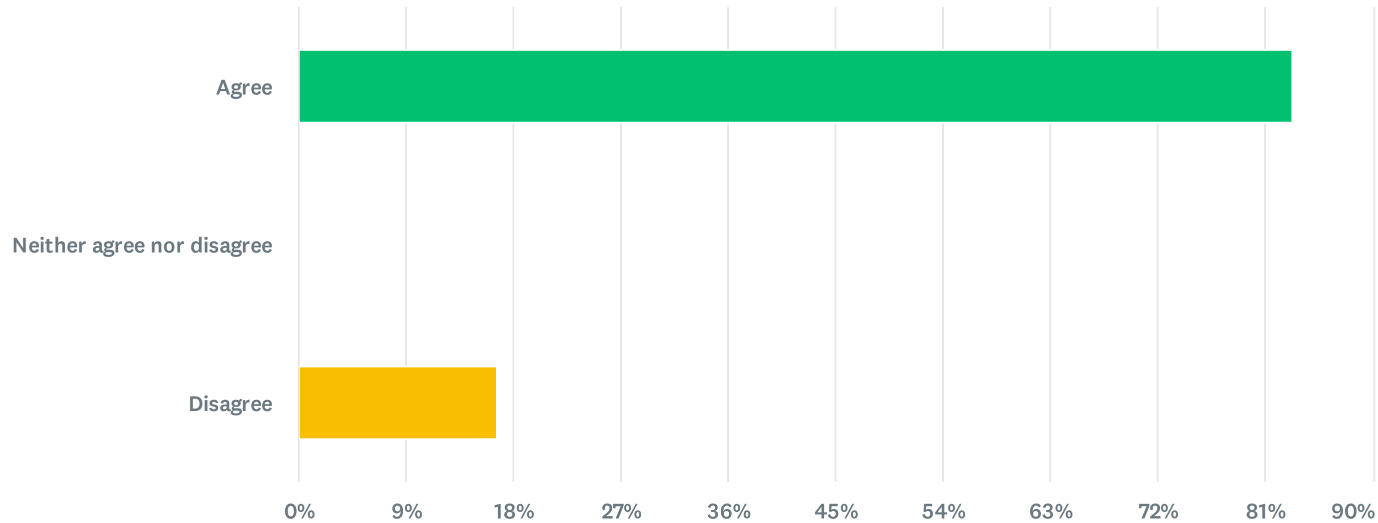
Q11 6 responses

Mike Larragueta manages his time effectively, balancing strategic priorities with timely decision-making and follow-through.



Q12 6 responses

Mike maintains consistent focus on organizational goals and avoids distractions that could hinder long-term progress.



Q13 In your view, how has Mike Larragueta made quality improvements and positively impacted the organization in his role as President/CEO of the RSCVA?

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	Mike has brought great stability and a morale boost to the RSCVA.	8/19/2026 8:05 PM
2	I think Mike has the community working together, he probably needs to bring Incline a little more into the fold	8/18/2026 11:02 AM
3	Mike's leadership of the team to continually broaden opportunities with data & analytics that drive creativity to attract the right target groups to increase revenue while prioritizing the investment of facility upgrades is critical to sustain both short term and long-term goals.	8/17/2026 7:45 AM
4	Retaining and increasing the Bowler conventions has produced important revenue. Having Sales bring in other new large groups such as ABA resulted in increased revenue. Quarterly stakeholder meetings has been a positive to connect with the community.	8/14/2026 6:40 PM
5	Mike is a very approachable leader. He is on the forefront of the organization and does not hide behind a closed door. His visibility in the community has benefited the organization by keeping the awareness going.	8/14/2026 4:38 PM

Q14 In your opinion, what areas of leadership or performance could Mike Larragueta focus on to enhance his effectiveness and impact within the organization?

Answered: 3 Skipped: 3

#	RESPONSES	DATE
1	Pursue key metrics and initiatives that best in class organizations are tracking and achieving.	8/19/2026 8:05 PM
2	the sports tourism bookings is where we are having great success with volleyball, softball, indoor track, we need more conventions to support air service	8/18/2026 11:02 AM
3	Senior staff retention has affected the organization negatively. Fiscal restraint is always important to protect against budget shortfalls and inflation.	8/14/2026 6:40 PM

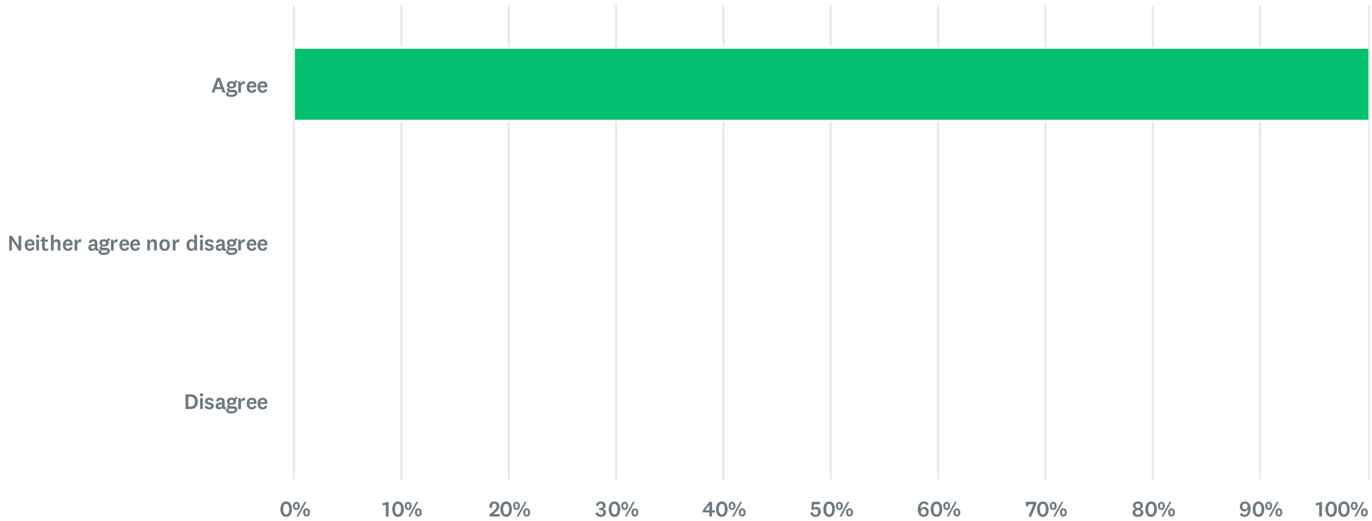
Q15 Other comments, if any:

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	the REC needs to have someone who can book business, concerts and conventions, and we need to get our monies worth out of the special event person from las vegas	8/18/2026 11:02 AM
2	Please keep up the good work through empowering staff to not only achieve the necessary goals but to stretch the limits to reach beyond the status quo. 100% effort with big rewards that highlight our incredible community assets!	8/17/2026 7:45 AM
3	We have had a good fiscal year and because of this I support a 5% merit raise as set in Mike's contract. I would support a bonus of 5% maximum	8/14/2026 6:40 PM
4	Mike has proved himself as CEO of the organization. He needs to keep the momentum going and not rest.	8/14/2026 4:38 PM

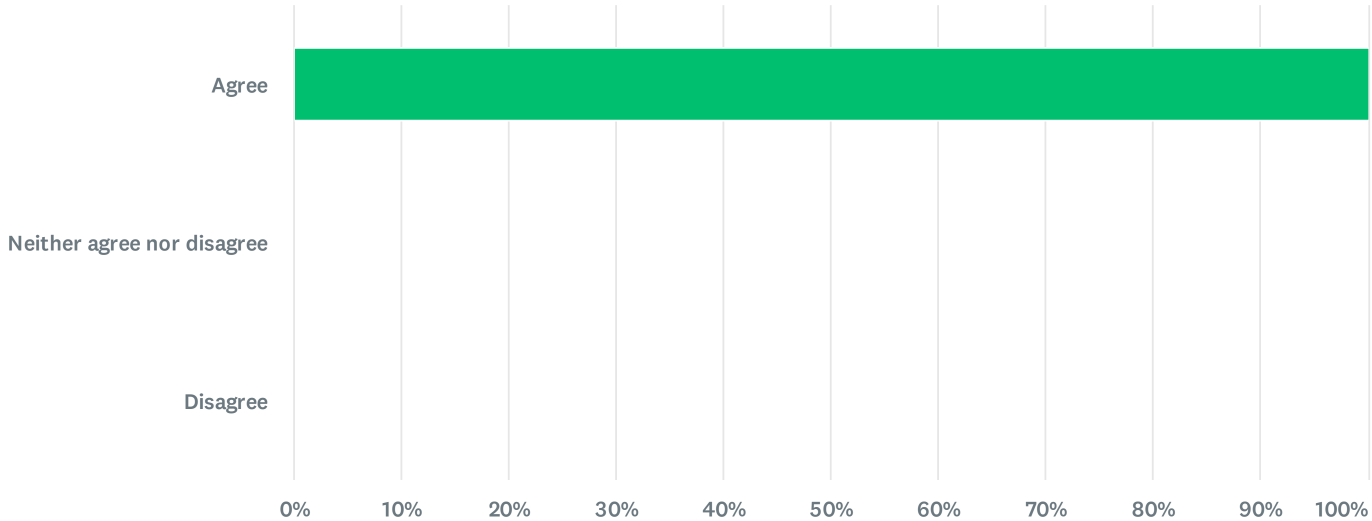
Q1 6 responses

Mike Larragueta consistently demonstrates effective leadership that supports the organization's mission and goals.



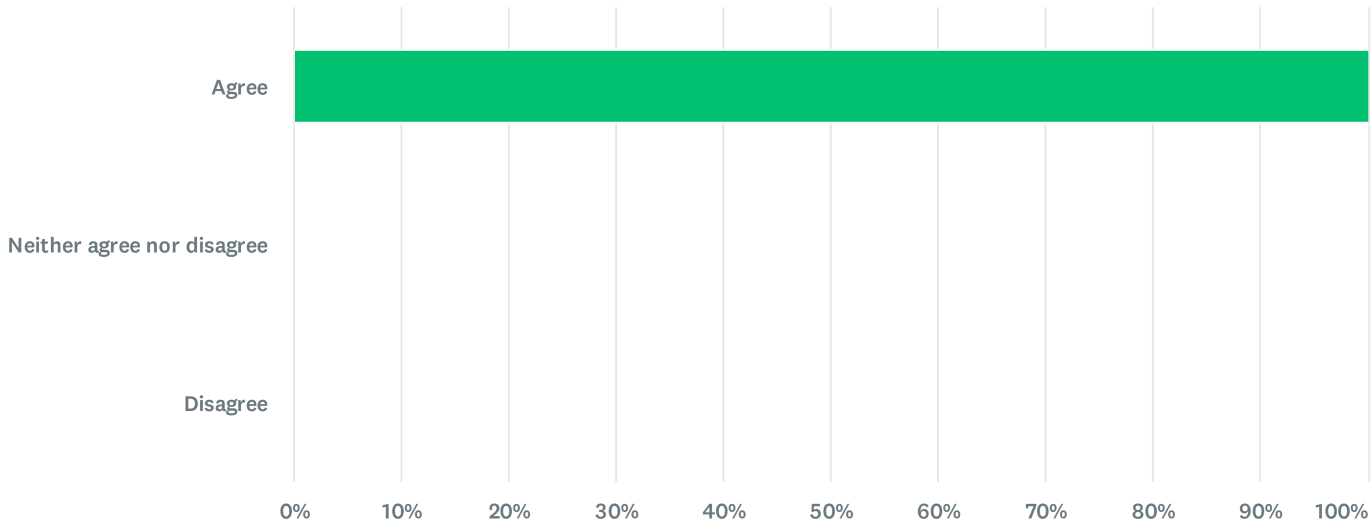
Q2 6 responses

Mike Larragueta effectively guides the team in setting goals and expectations aligned with the Strategic Plan.



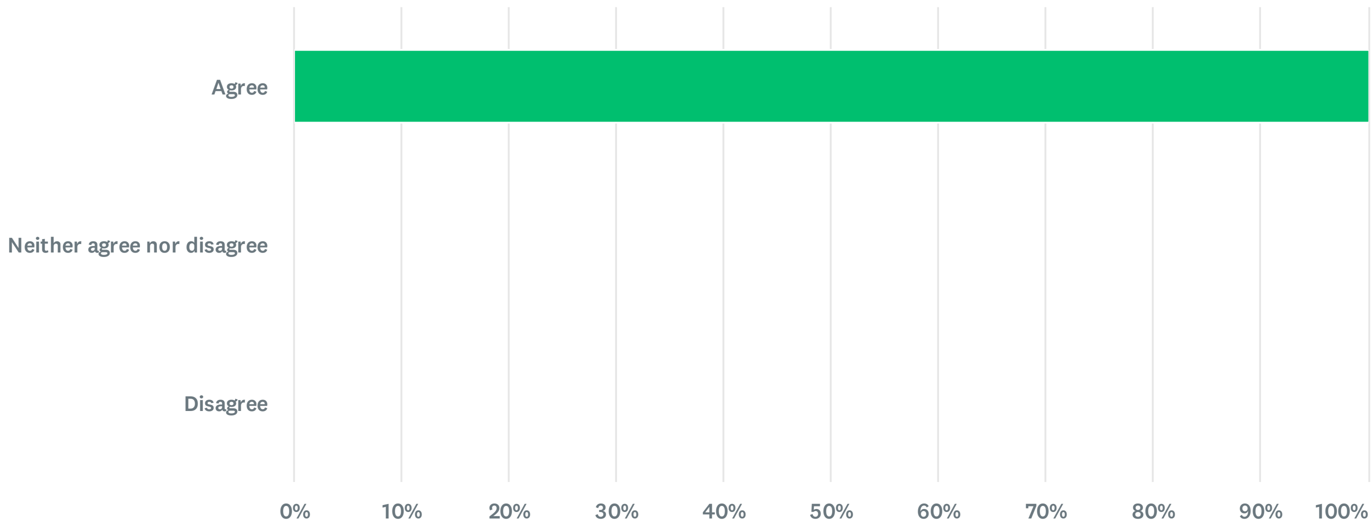
Q3 6 responses

Mike Larragueta provides me with sufficient responsibility and the authority needed to effectively accomplish my work.



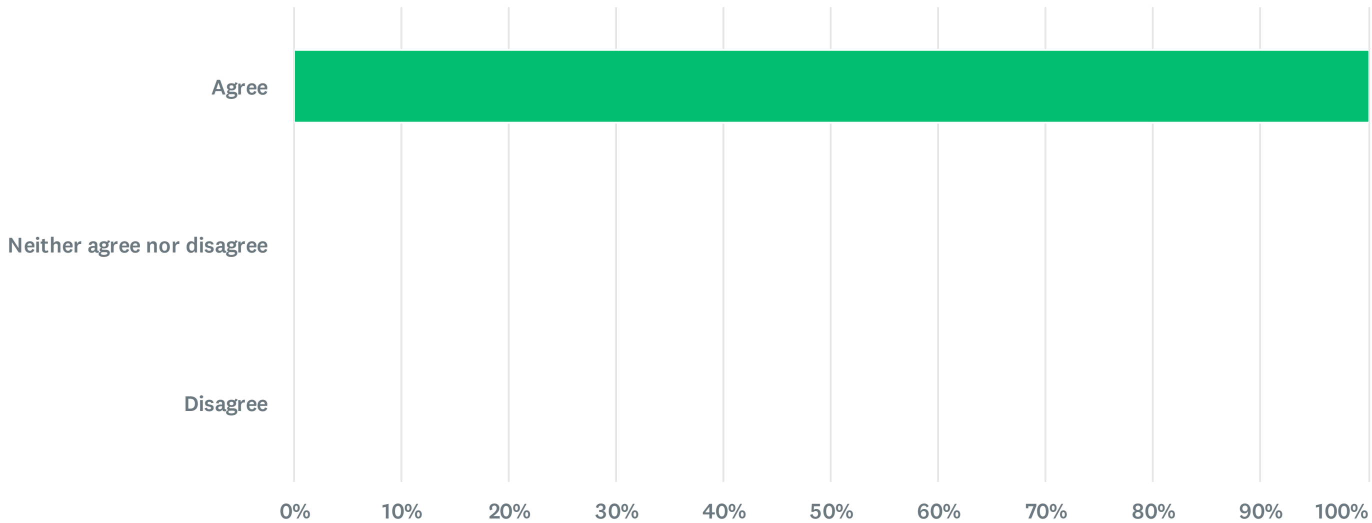
Q4 6 responses

Mike Larragueta listens, communicates well and provides effective, timely communication.



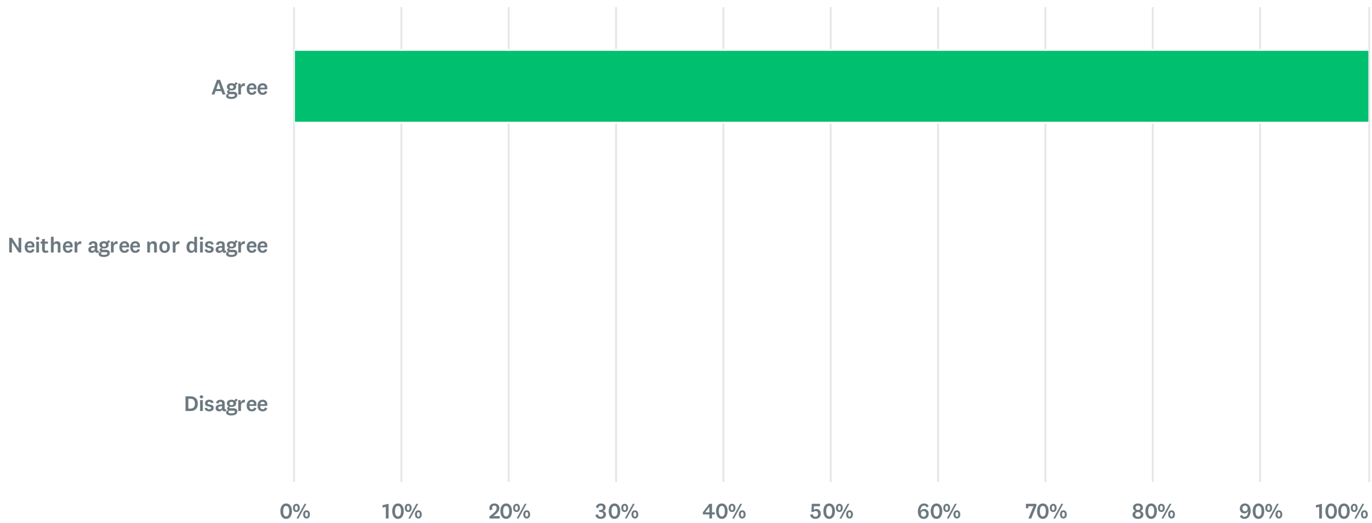
Q5 6 responses

Mike Larragueta builds respect and portrays the organization positively within various constituencies.



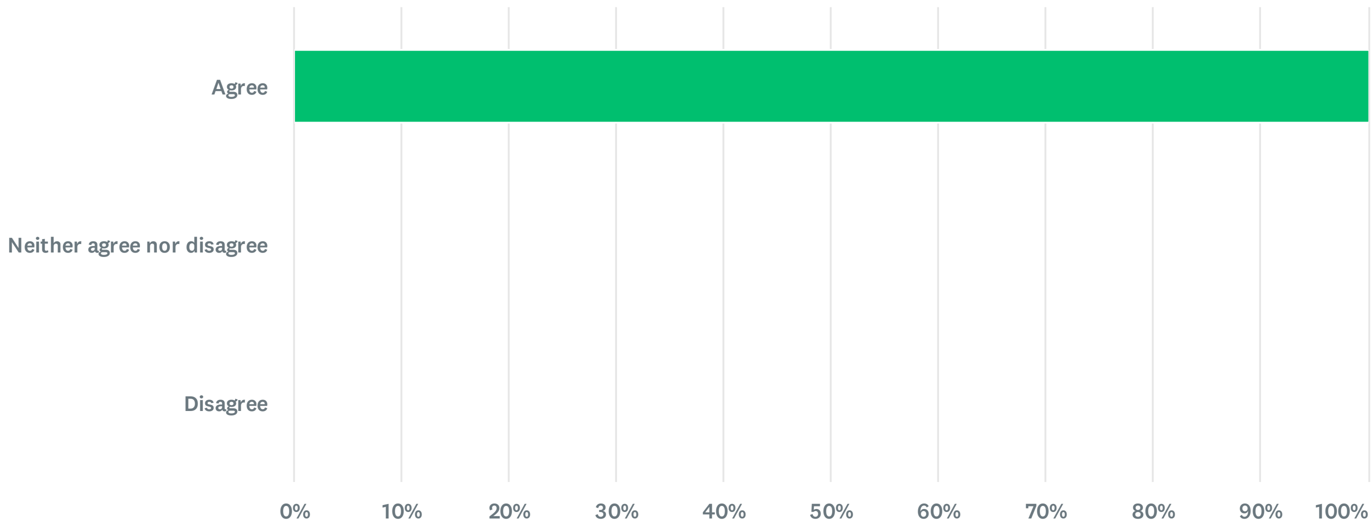
Q6 6 responses

Mike Larragueta fosters motivation and provides positive reinforcement to support and uplift the RSCVA team.



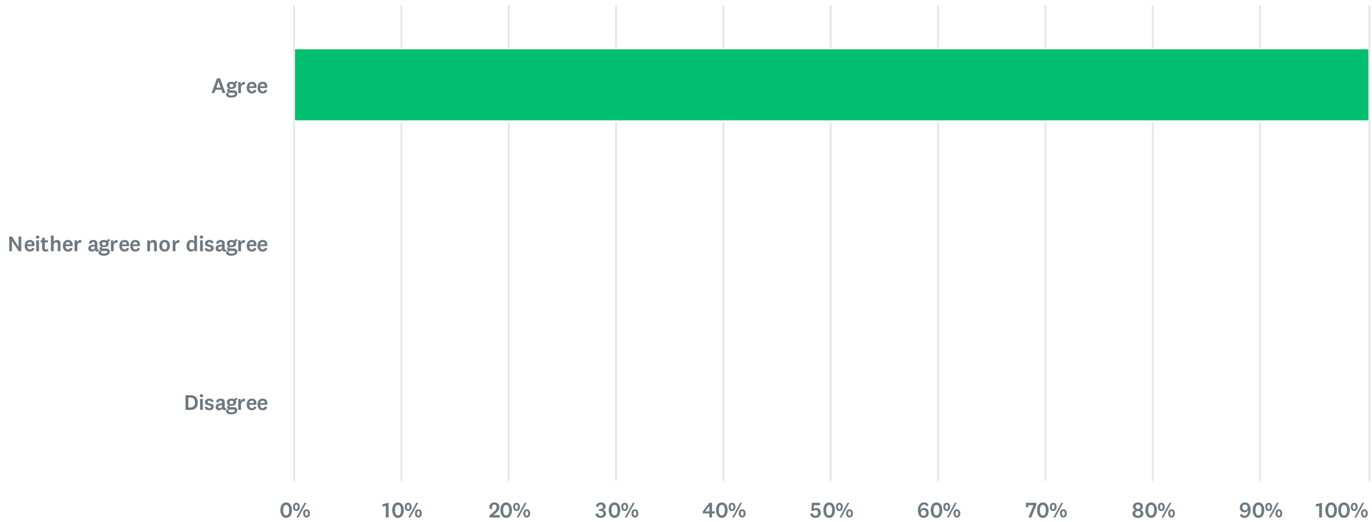
Q7 6 responses

Mike Larragueta maintains and utilizes a solid working knowledge of significant developments and trends within the industry.



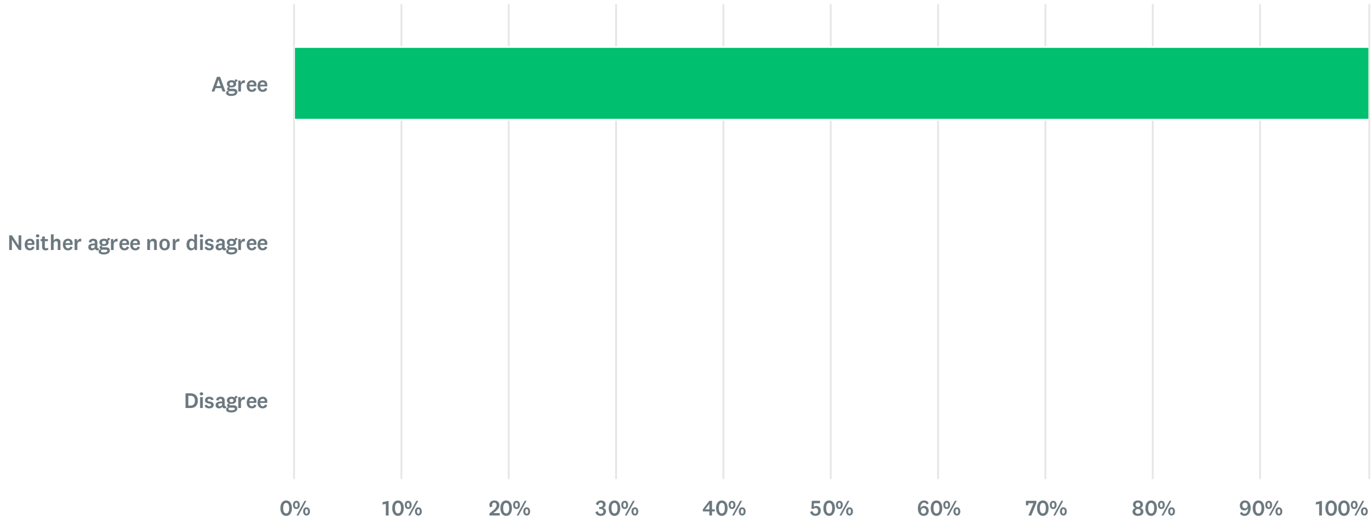
Q8 6 responses

Mike Larragueta establishes ambitious goals for organizational excellence and effectively initiates, maintains, and adapts programs that advance the organization's success.



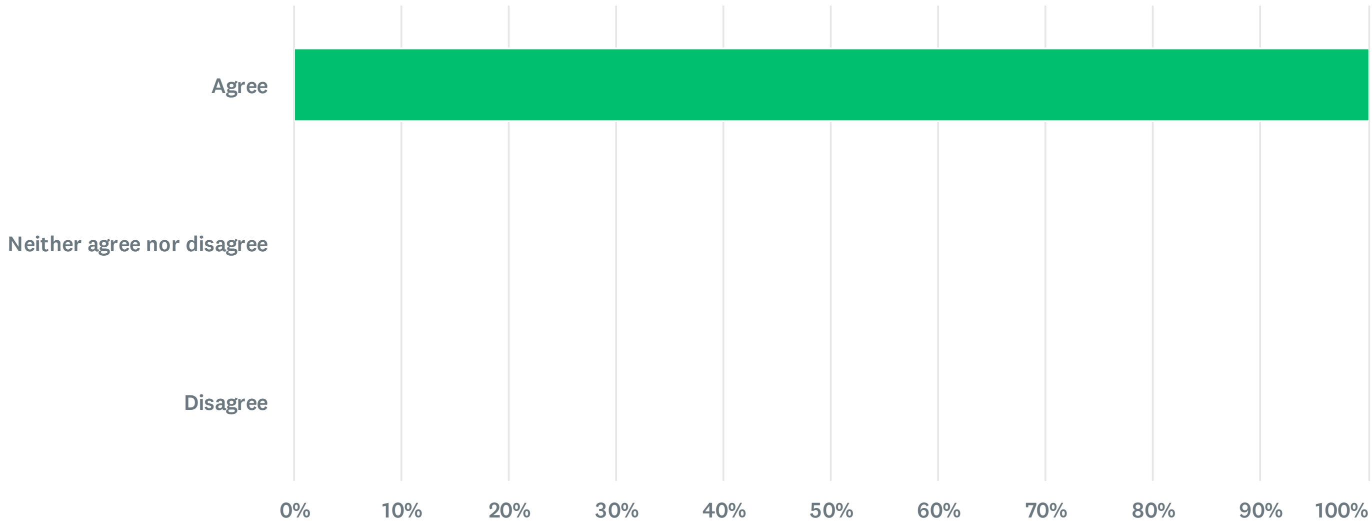
Q9 6 responses

Mike Larragueta adheres to RSCVA policies and procedures.



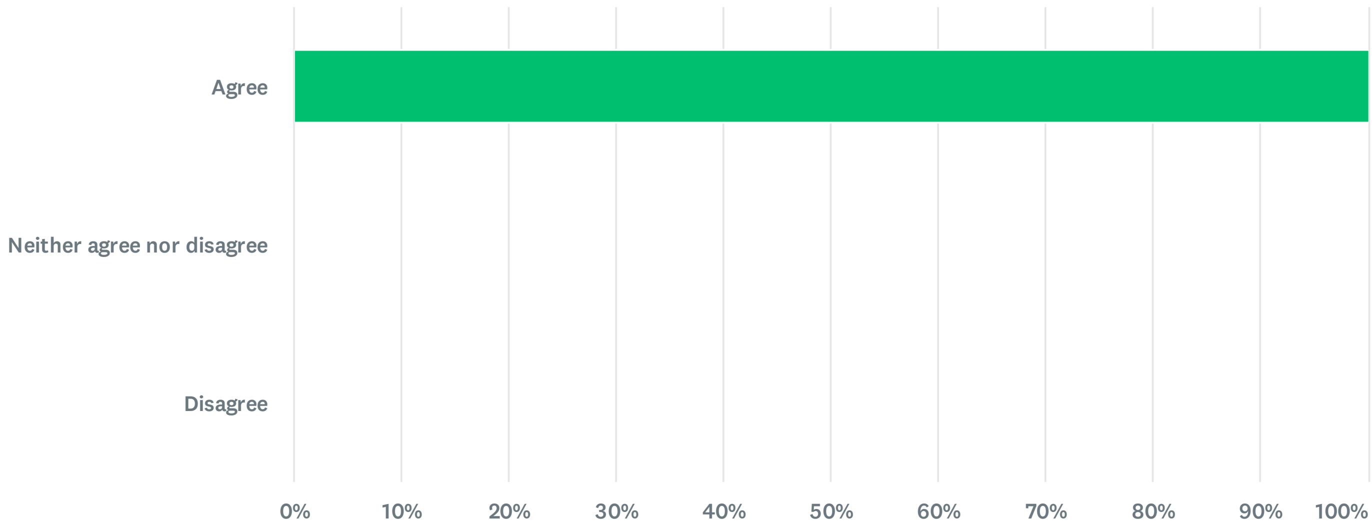
Q10 6 responses

Mike Larragueta demonstrates sound analysis and judgment in evaluating organizational progress and opportunities and proactively recognizes when change is necessary.



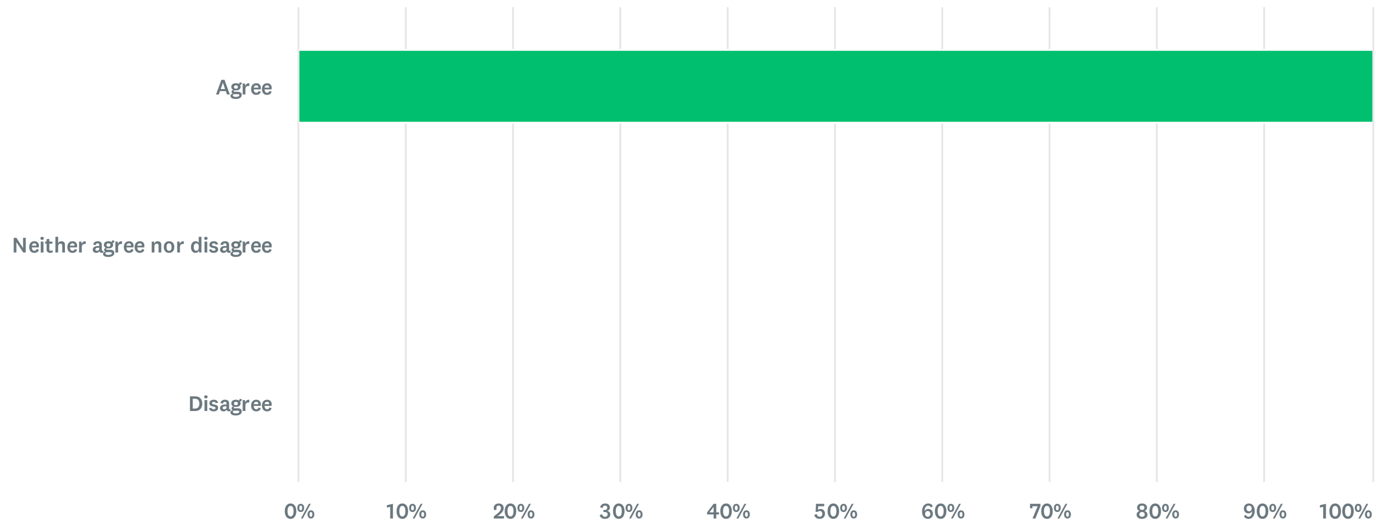
Q11 6 responses

Mike Larragueta recruits and retains diverse staff to address all the needs of the organization.



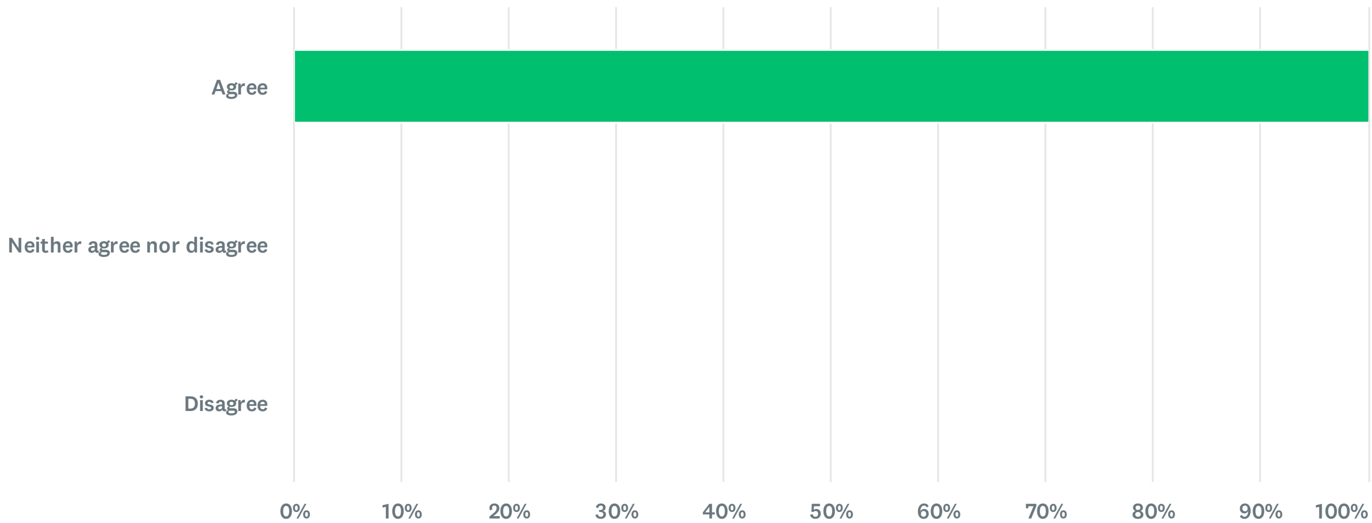
Q12 6 responses

Mike Larragueta has implemented impactful quality improvements that have strengthened the organization's performance and outcomes.



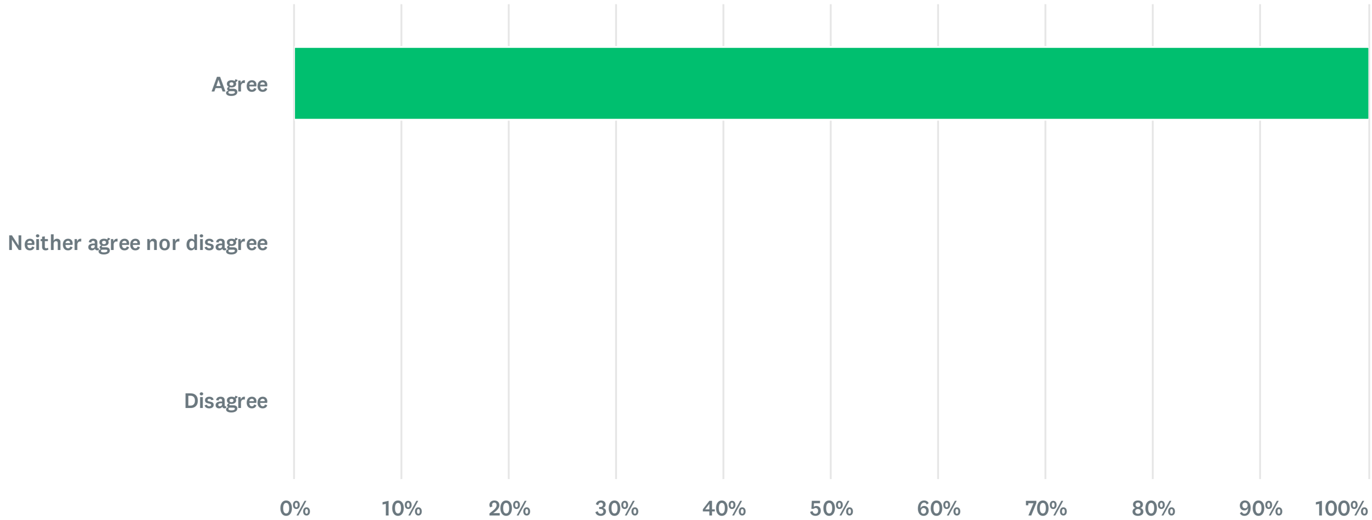
Q13 6 responses

Mike Larragueta has demonstrated effective leadership and skill in guiding departmental initiatives.



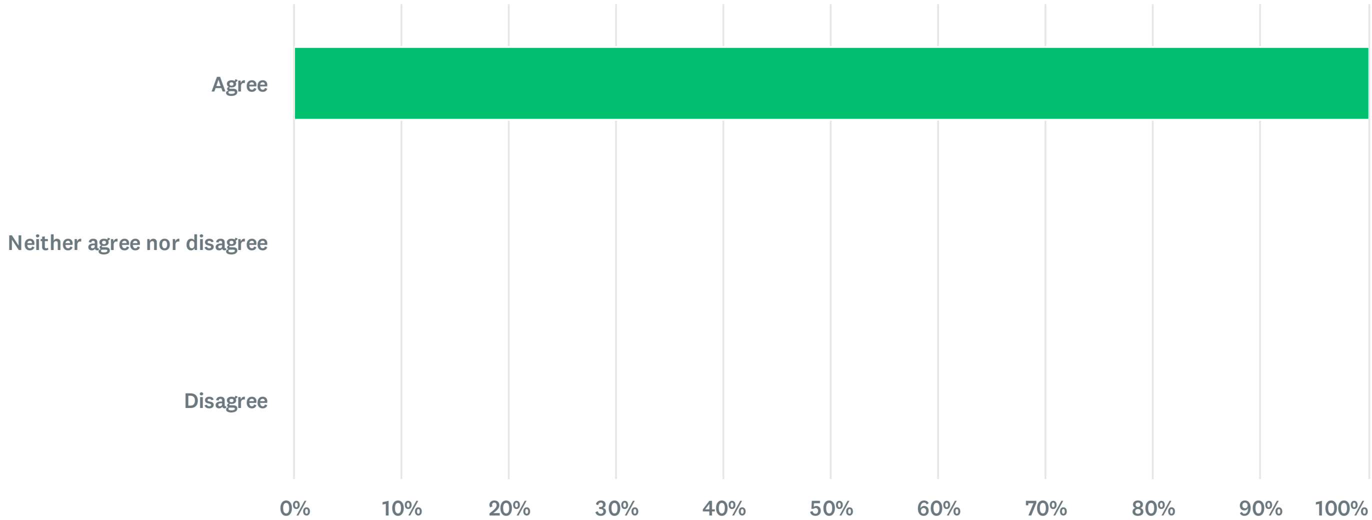
Q14 6 responses

Mike Larragueta is available and accessible to all employees.



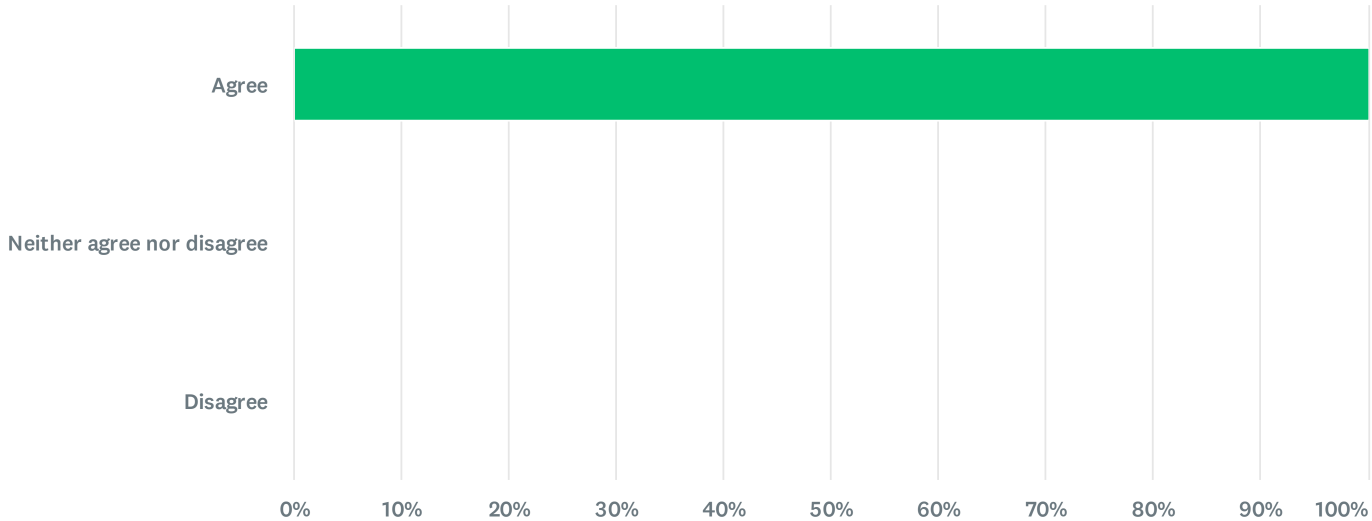
Q15 6 responses

Mike Larragueta provides leadership development opportunities to his employees.



Q16 6 responses

Mike Larragueta accepts constructive criticism and is open to new ideas and new approaches to solving problems.



Q17 I believe Mike Larragueta strong points as President/CEO of the RSCVA are::

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	I appreciate that he creates an environment where leaders are encouraged to think critically, challenge the processes of the past, and contribute ideas that can positively impact Visit Reno Tahoe's future.	8/12/2026 6:58 PM
2	Mike has a contagious passion and ambitious vision for the sustainable growth of Reno Tahoe. He is always bringing impactful new ideas to the table, and supports the ideas from his team. The team greatly respects Mike, and sees the impact he has created with the organization and destination.	8/12/2026 9:54 AM
3	Mike makes smart decisions that keep our organization on track. His ability to create solutions to complex problems in a collaborative way is essential and appreciated.	8/5/2026 12:05 PM
4	Mike believes in including all departments to have a say when discussing projects. He has built a very strong team and lets the team build their departments for which works best for the RSCVA to have such a strong team. Mike trusts his executive team to lead and provide him with the right information to best operate the organization.	8/4/2026 1:08 PM
5	collabrative and team focused. Mike will make a final decsion but prefers to work collectively as a team and hear all sides and views.	8/4/2026 9:05 AM

Q18 I believe Mike Larragueta could improve by:

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	One opportunity for Mike would be to create more opportunities for communication and connection across all levels of the organization. Company-wide meetings that bring together all team members would be a great way to share the company’s vision, direction, and future priorities.	8/12/2026 6:58 PM
2	Nothing comes to mind - Mike is open minded, listens and embraces learning new things.	8/12/2026 9:54 AM
3	Being more direct and consistent when upper-level leaders aren’t meeting expectations. Addressing issues sooner, setting firmer expectations, and tackling performance problems earlier could strengthen the organization even more.	8/5/2026 12:05 PM
4	Understanding some of the constraints in which some of the teams are dealing with, when it comes to labor and budget in the old facilities in which we operate.	8/4/2026 1:08 PM

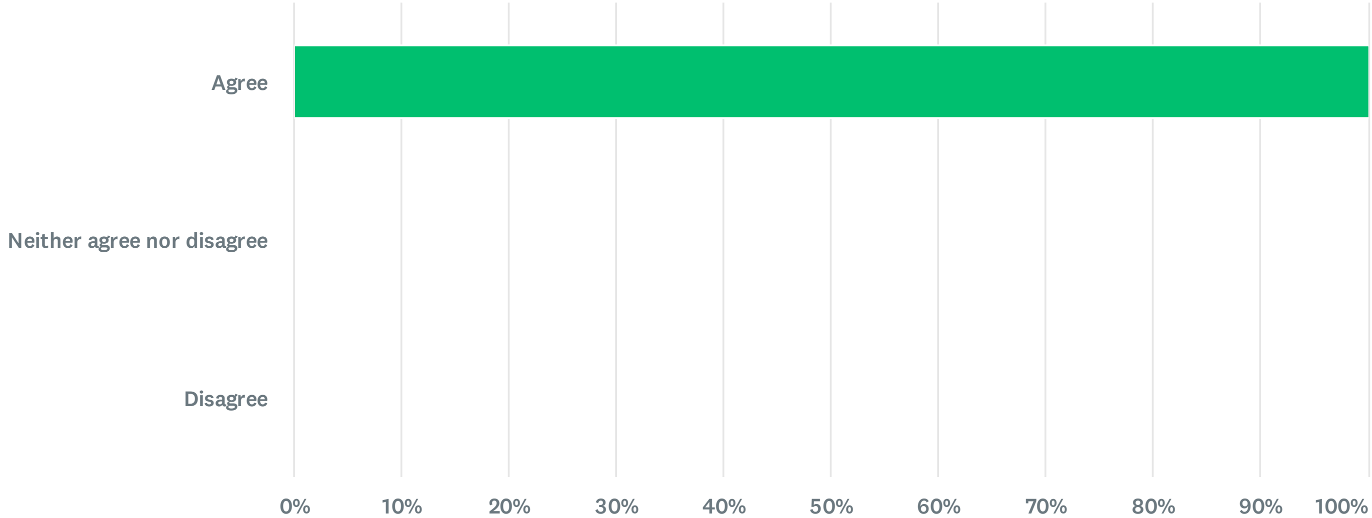
Q19 Other comments, if any:

Answered: 3 Skipped: 3

#	RESPONSES	DATE
1	Mike is an excellent leader with a strong vision for the future of Visit Reno Tahoe. He encourages collaboration, and thoughtful discussion, while challenging his leadership team to think differently and move beyond the norm.	8/12/2026 6:58 PM
2	Overall, Mike is a strong, steady, committed leader who brings clarity, direction, and a genuinely positive energy to our organization. It’s great working with him, and his leadership style makes the workplace feel stable and forward-moving. Mike's overall impact is overwhelmingly positive and appreciated.	8/5/2026 12:05 PM
3	I believe Mike is a great leader and I enjoy working for him, and our team, in this organization. I love coming to work.	8/4/2026 1:08 PM

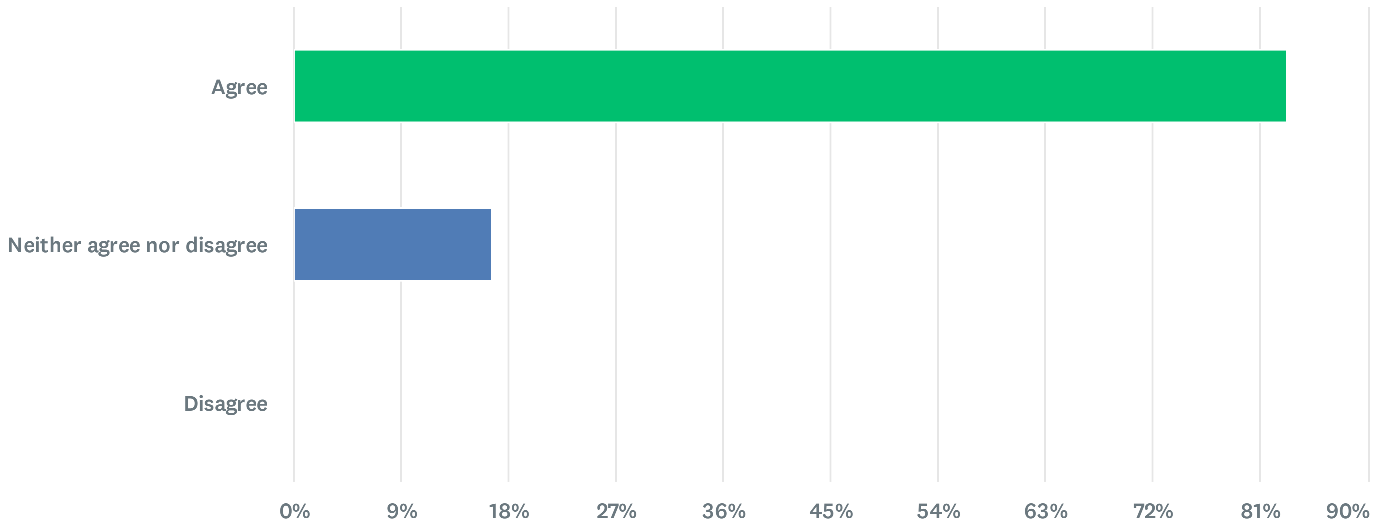
Q1 6 responses

Mike Larragueta has effectively developed a Strategic Plan that aligns with the mission and vision of the RSCVA.



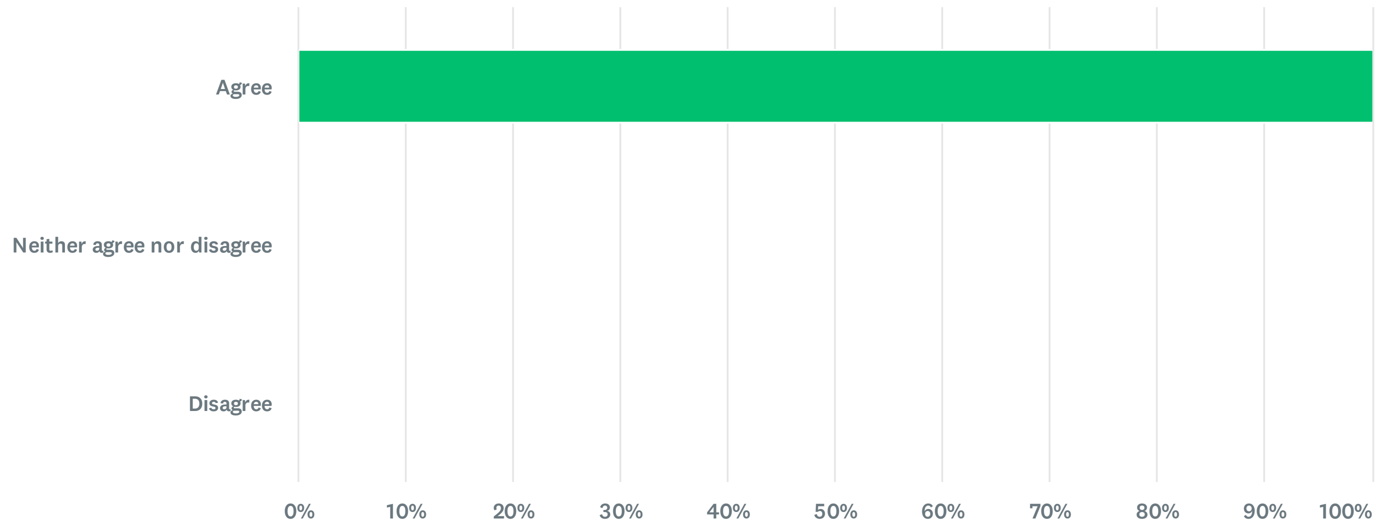
Q2 6 responses

Mike Larragueta provides effective leadership to guide teams in executing strategic initiatives that position RenoTahoe as a world-class destination



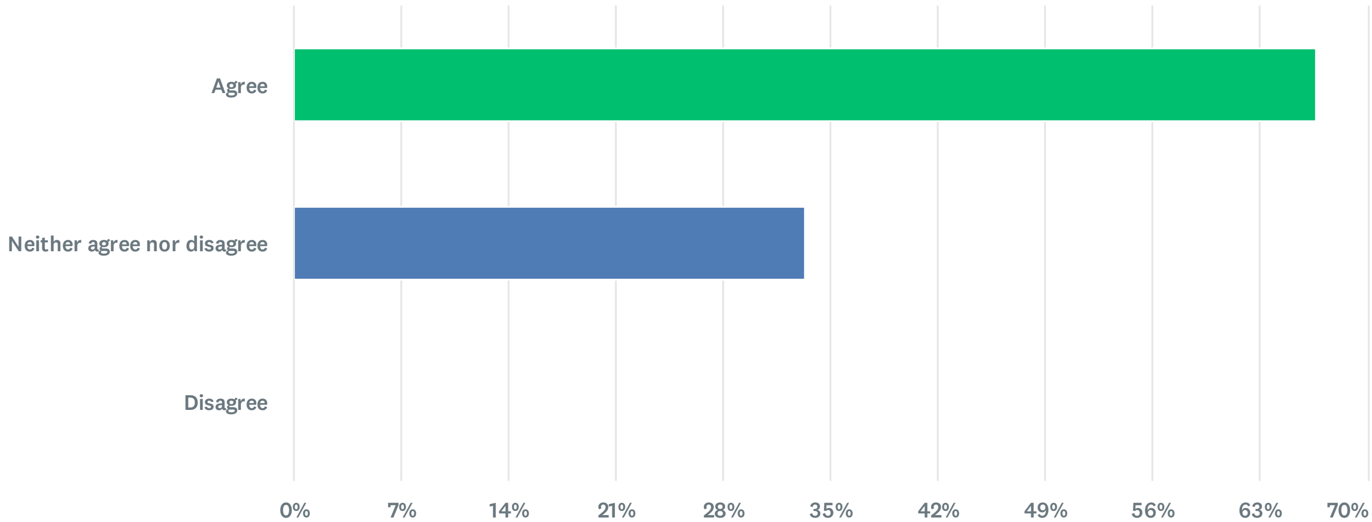
Q3 6 responses

Mike Larragueta effectively represents the Authority in his engagement with local clients, government agencies, professional organizations, and key stakeholders.



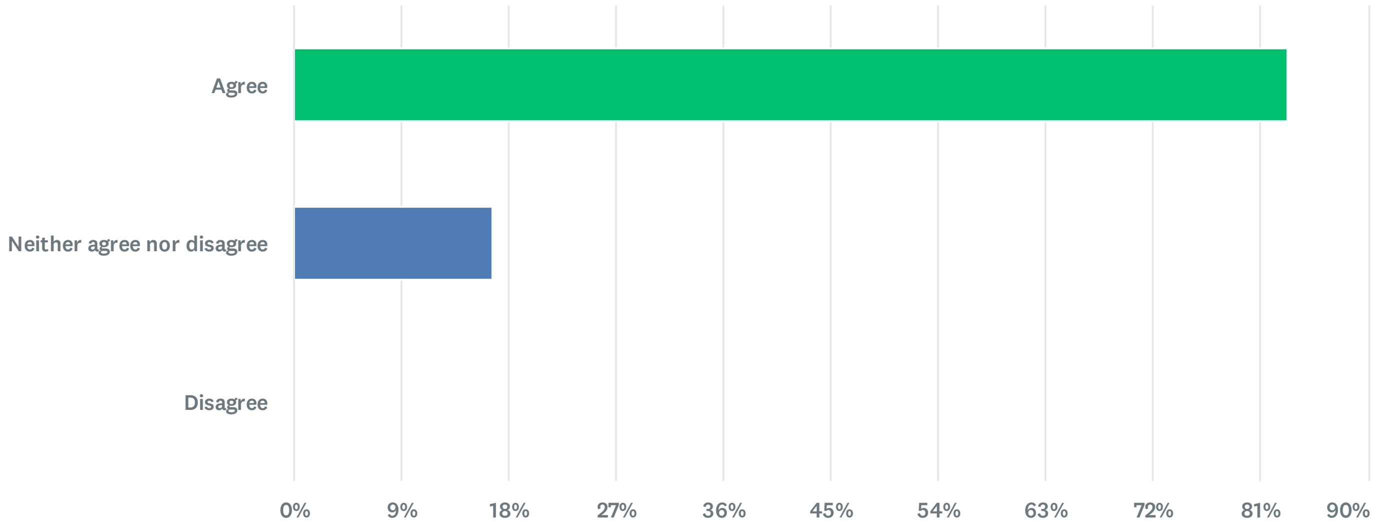
Q4 6 responses

Mike Larragueta ensures that long-range planning for destination resources and infrastructure are aligned with the organization's Strategic Plan and overall strategic direction.



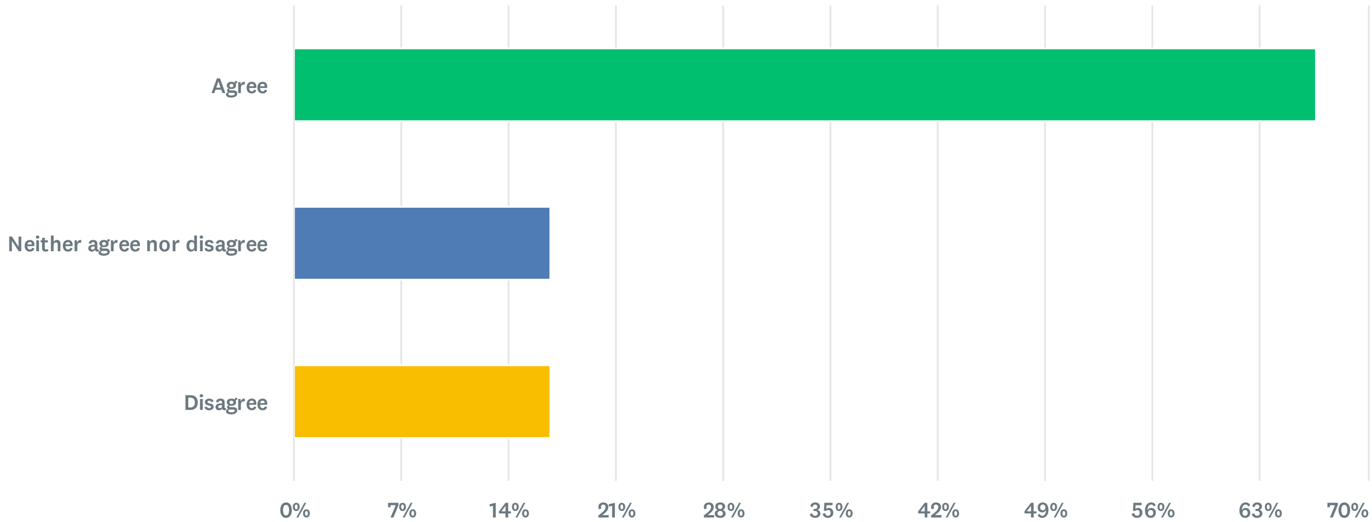
Q5 6 responses

Mike Larragueta manages the organization in alignment with the Strategic Plan by adapting to new information, changing conditions, and unforeseen challenges, while evaluating performance against key operational and financial targets.



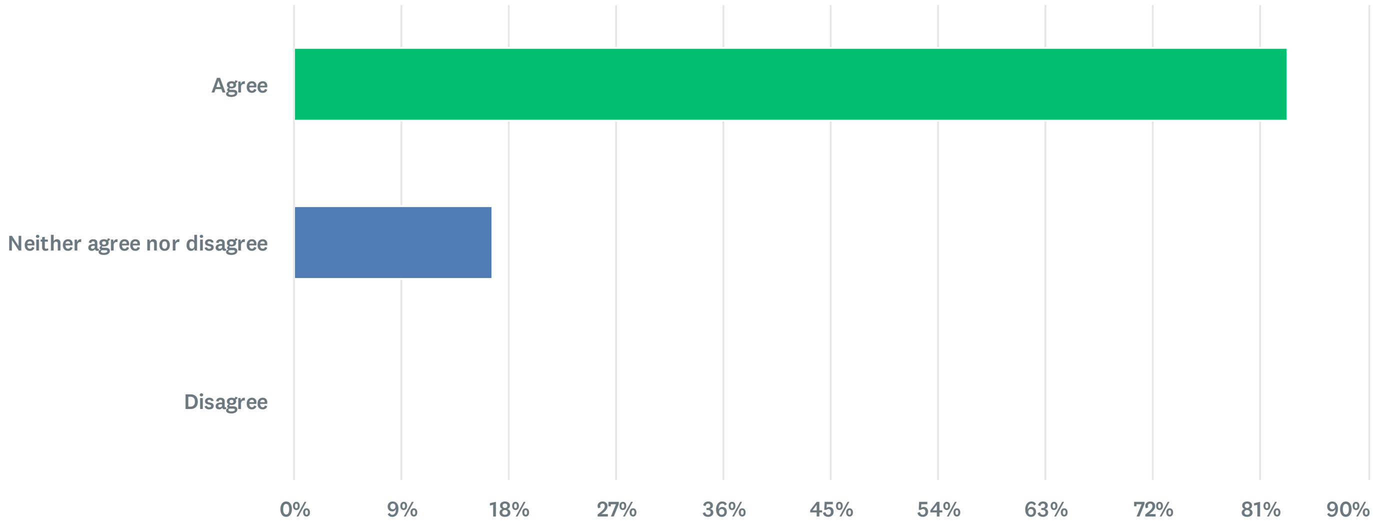
Q6 6 responses

Mike Larragueta communicates effectively with the Board and regional stakeholders to identify and pursue opportunities that enhance coordination and collaboration with the RSCVA.



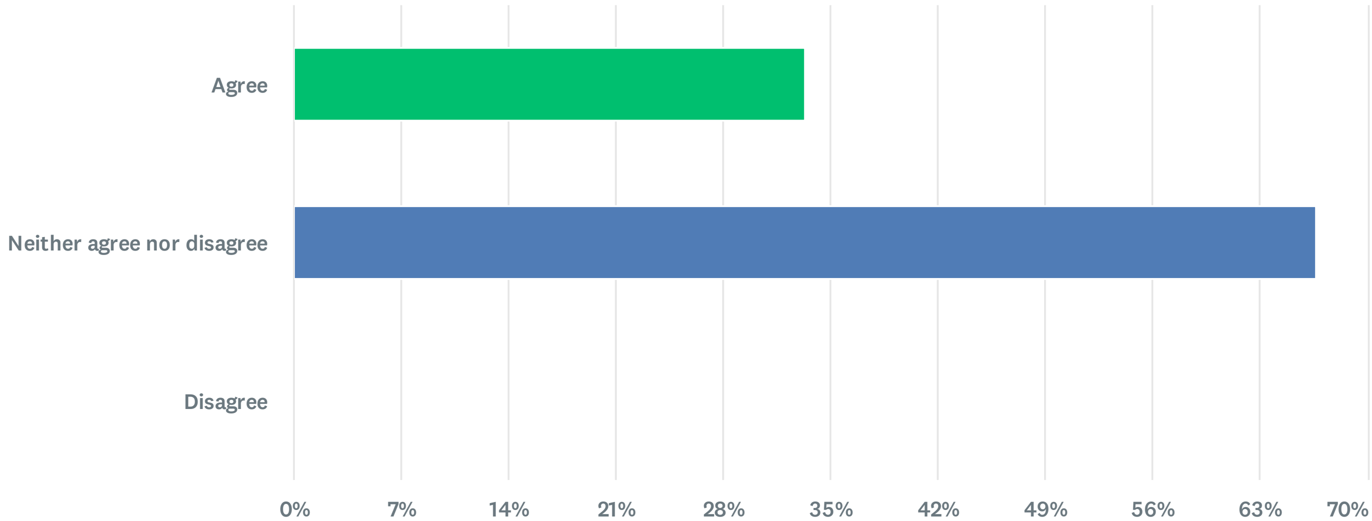
Q7 6 responses

Mike Larragueta ensures that the RSCVA consistently delivers high-quality service to its customers and takes meaningful action based on customer feedback



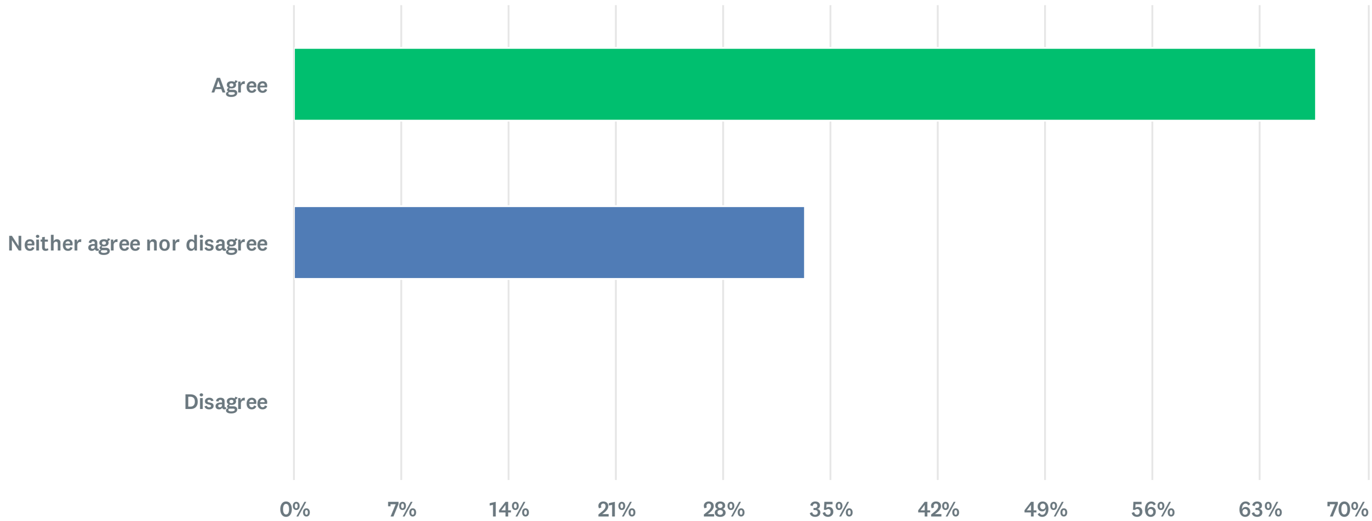
Q8 6 responses

Mike Larragueta develops new strategic goals, initiatives, and business that support the long-term benefit of the organization.



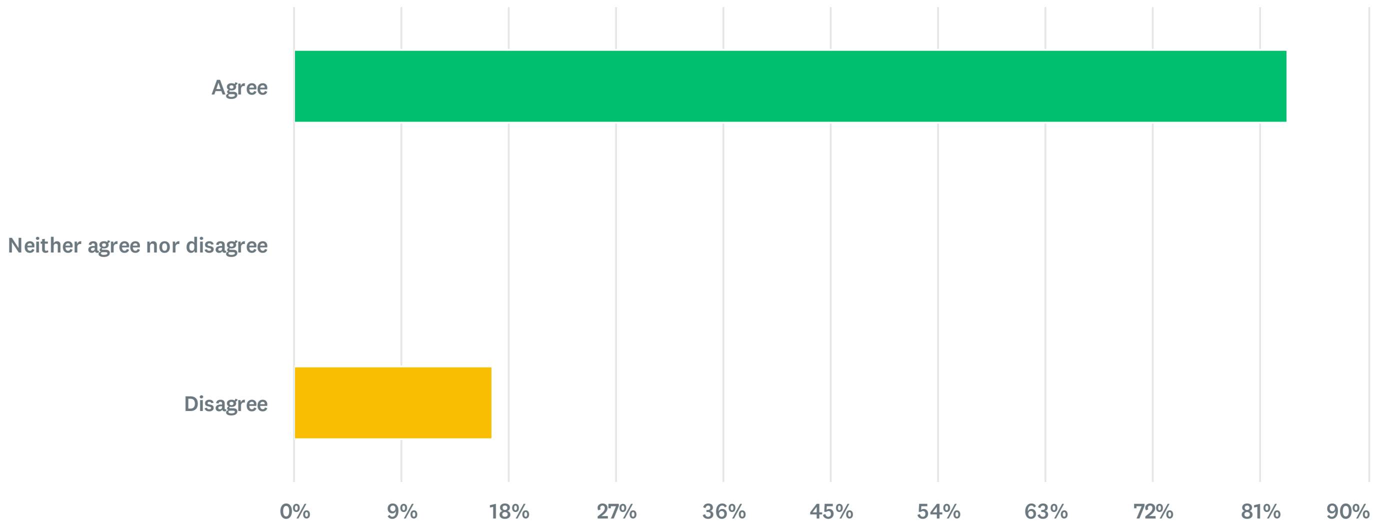
Q9 6 responses

Mike Larragueta advances the organization’s vision and goals by prioritizing hotel room tax initiatives and driving the development of new room-night business.



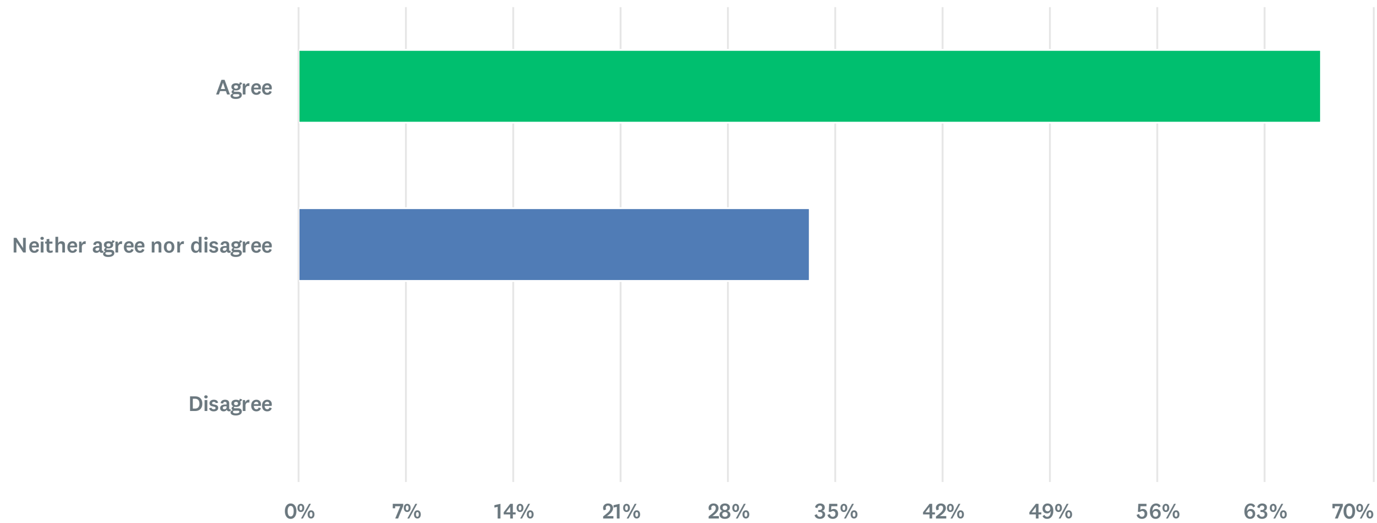
Q10 6 responses

Mike Larragueta demonstrates a leadership style that promotes collaboration, accountability, and a clear vision for the organization.



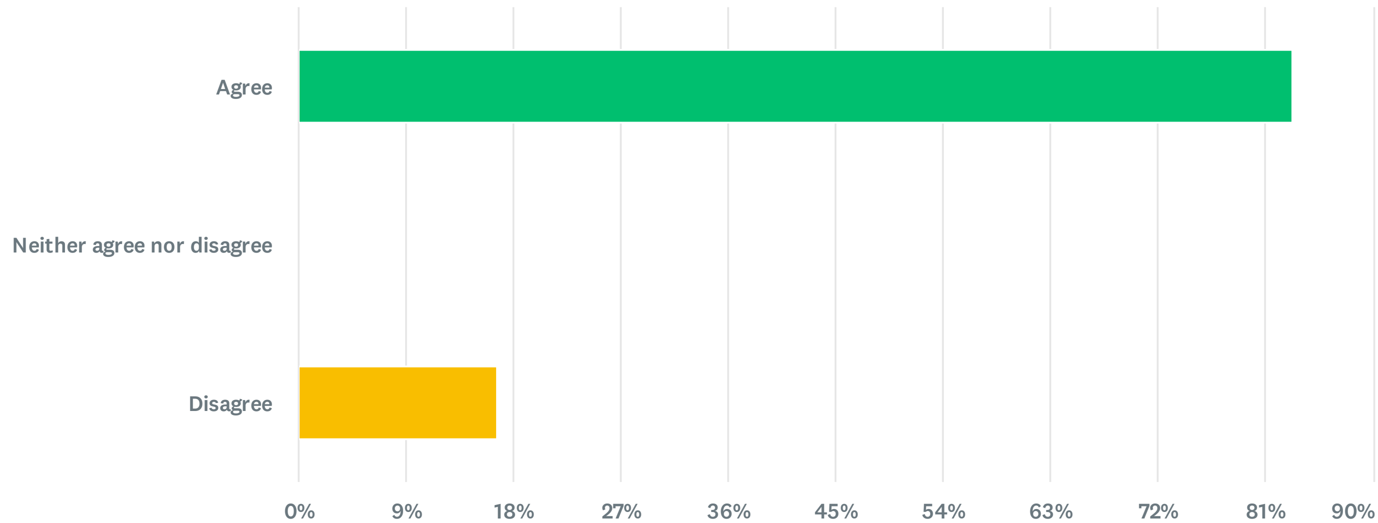
Q11 6 responses

Mike Larragueta manages his time effectively, balancing strategic priorities with timely decision-making and follow-through.



Q12 6 responses

Mike maintains consistent focus on organizational goals and avoids distractions that could hinder long-term progress.



Q13 In your view, how has Mike Larragueta made quality improvements and positively impacted the organization in his role as President/CEO of the RSCVA?

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	Mike has brought great stability and a morale boost to the RSCVA.	8/19/2026 8:05 PM
2	I think Mike has the community working together, he probably needs to bring Incline a little more into the fold	8/18/2026 11:02 AM
3	Mike's leadership of the team to continually broaden opportunities with data & analytics that drive creativity to attract the right target groups to increase revenue while prioritizing the investment of facility upgrades is critical to sustain both short term and long-term goals.	8/17/2026 7:45 AM
4	Retaining and increasing the Bowler conventions has produced important revenue. Having Sales bring in other new large groups such as ABA resulted in increased revenue. Quarterly stakeholder meetings has been a positive to connect with the community.	8/14/2026 6:40 PM
5	Mike is a very approachable leader. He is on the forefront of the organization and does not hide behind a closed door. His visibility in the community has benefited the organization by keeping the awareness going.	8/14/2026 4:38 PM

Q14 In your opinion, what areas of leadership or performance could Mike Larragueta focus on to enhance his effectiveness and impact within the organization?

Answered: 3 Skipped: 3

#	RESPONSES	DATE
1	Pursue key metrics and initiatives that best in class organizations are tracking and achieving.	8/19/2026 8:05 PM
2	the sports tourism bookings is where we are having great success with volleyball, softball, indoor track, we need more conventions to support air service	8/18/2026 11:02 AM
3	Senior staff retention has affected the organization negatively. Fiscal restraint is always important to protect against budget shortfalls and inflation.	8/14/2026 6:40 PM

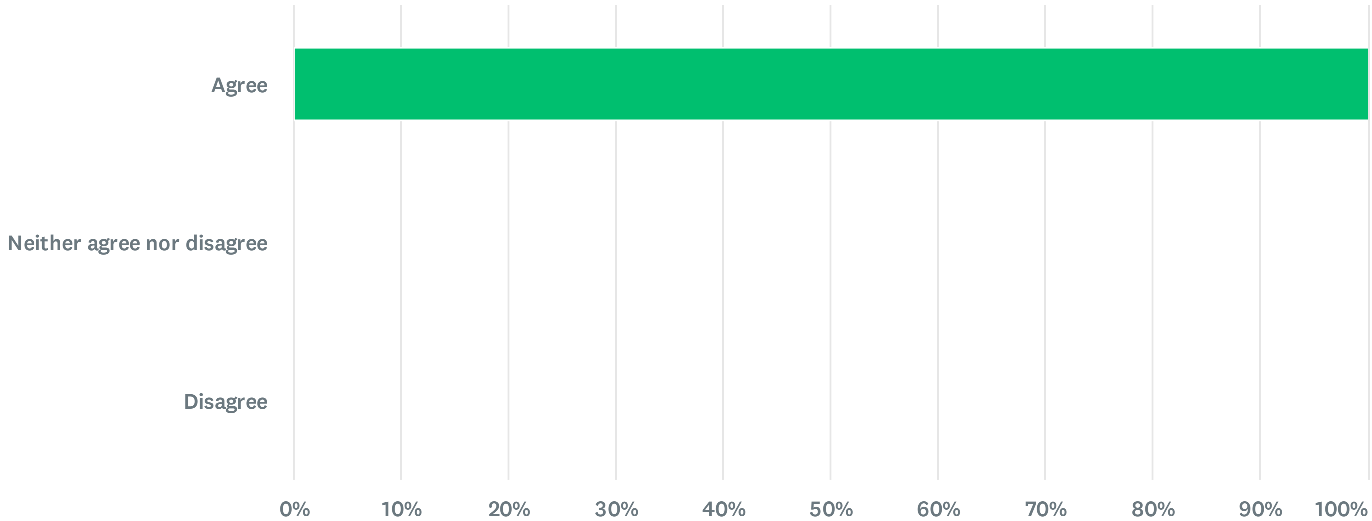
Q15 Other comments, if any:

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	the REC needs to have someone who can book business, concerts and conventions, and we need to get our monies worth out of the special event person from las vegas	8/18/2026 11:02 AM
2	Please keep up the good work through empowering staff to not only achieve the necessary goals but to stretch the limits to reach beyond the status quo. 100% effort with big rewards that highlight our incredible community assets!	8/17/2026 7:45 AM
3	We have had a good fiscal year and because of this I support a 5% merit raise as set in Mike's contract. I would support a bonus of 5% maximum	8/14/2026 6:40 PM
4	Mike has proved himself as CEO of the organization. He needs to keep the momentum going and not rest.	8/14/2026 4:38 PM

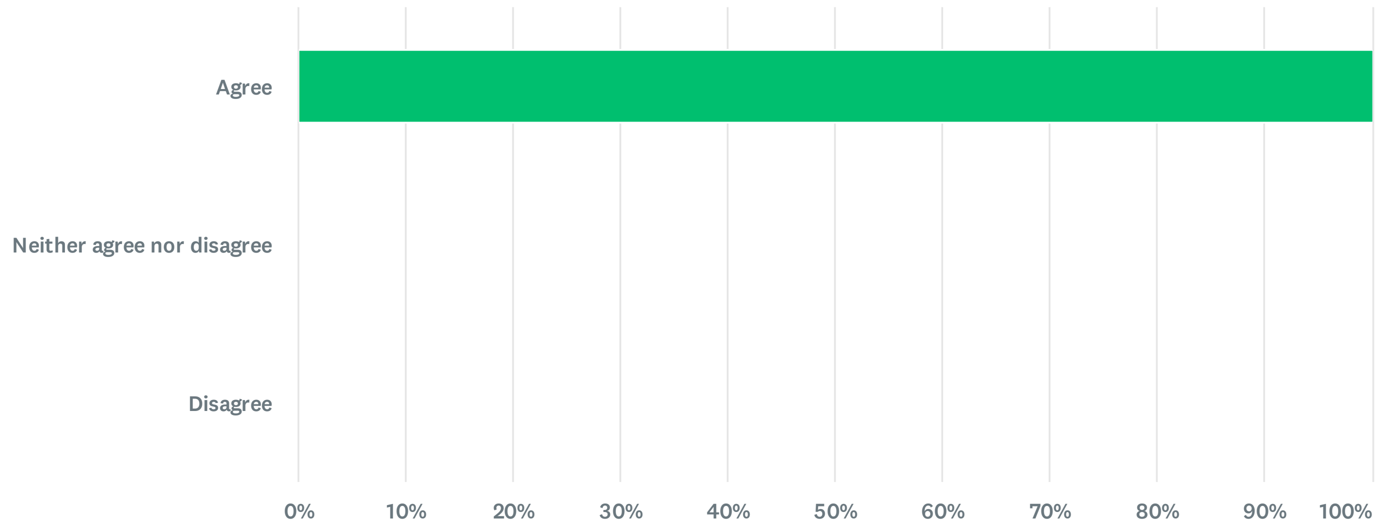
Q1 6 responses

Mike Larragueta consistently demonstrates effective leadership that supports the organization's mission and goals.



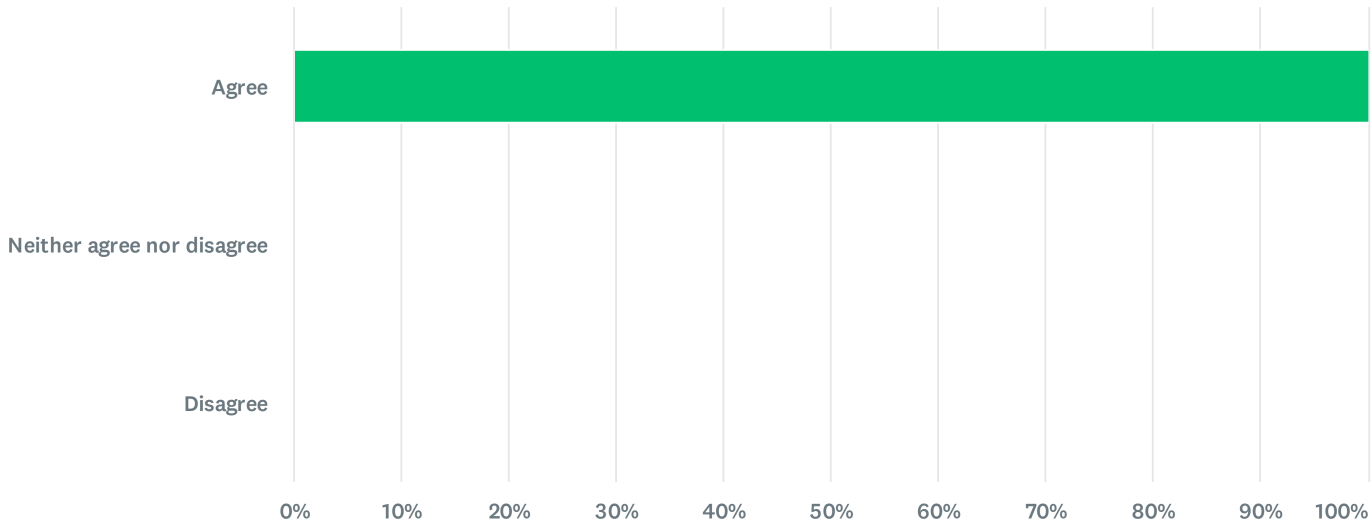
Q2 6 responses

Mike Larragueta effectively guides the team in setting goals and expectations aligned with the Strategic Plan.



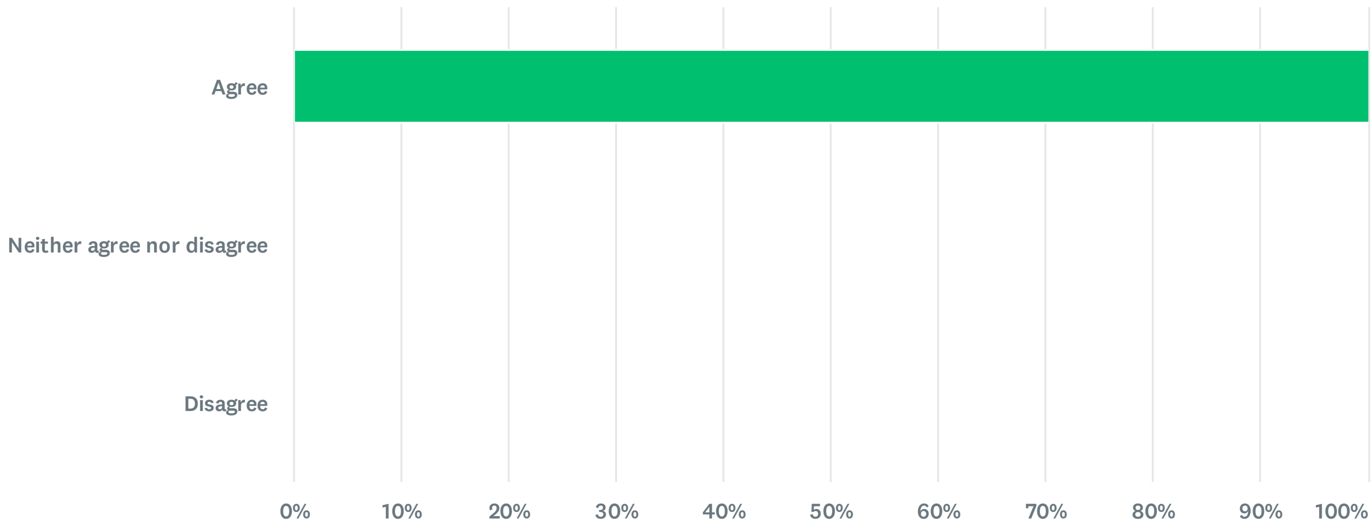
Q3 6 responses

Mike Larragueta provides me with sufficient responsibility and the authority needed to effectively accomplish my work.



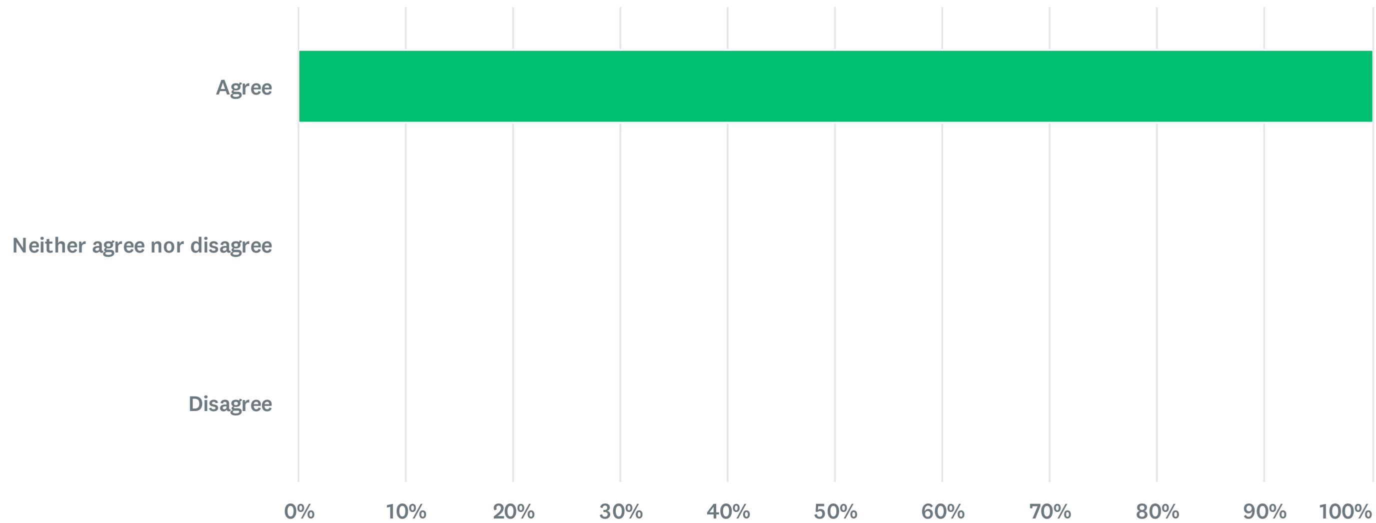
Q4 6 responses

Mike Larragueta listens, communicates well and provides effective, timely communication.



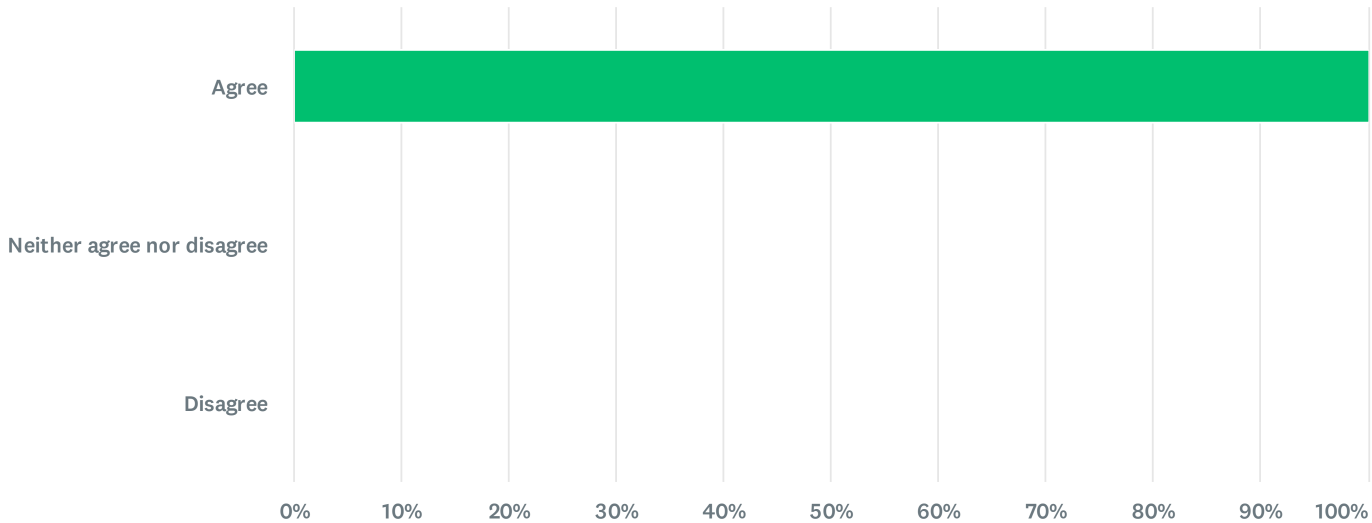
Q5 6 responses

Mike Larragueta builds respect and portrays the organization positively within various constituencies.



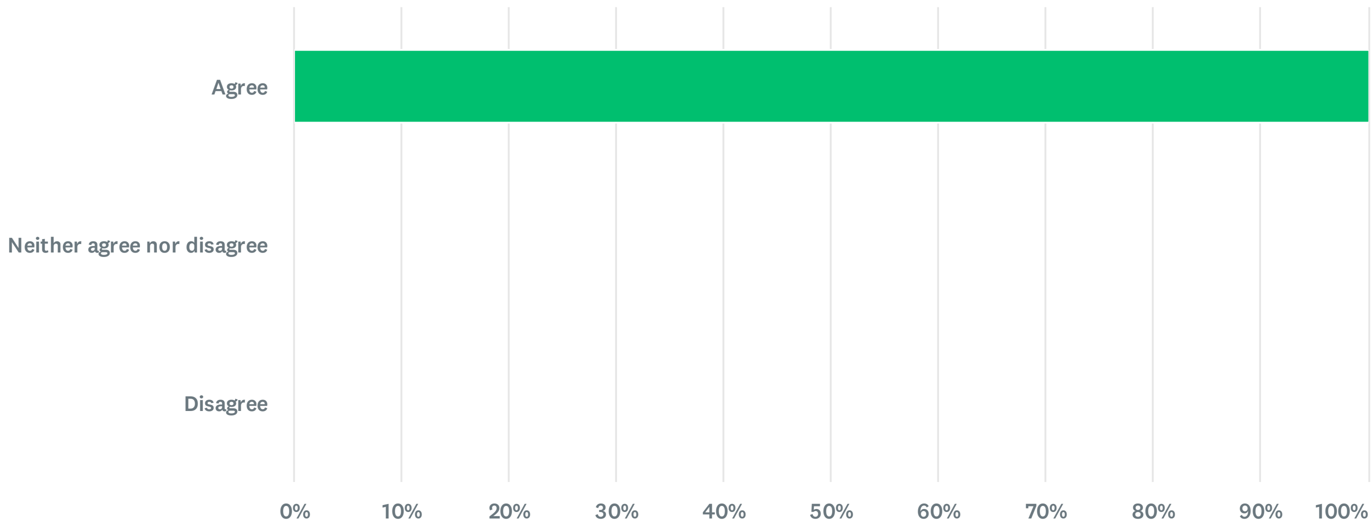
Q6 6 responses

Mike Larragueta fosters motivation and provides positive reinforcement to support and uplift the RSCVA team.



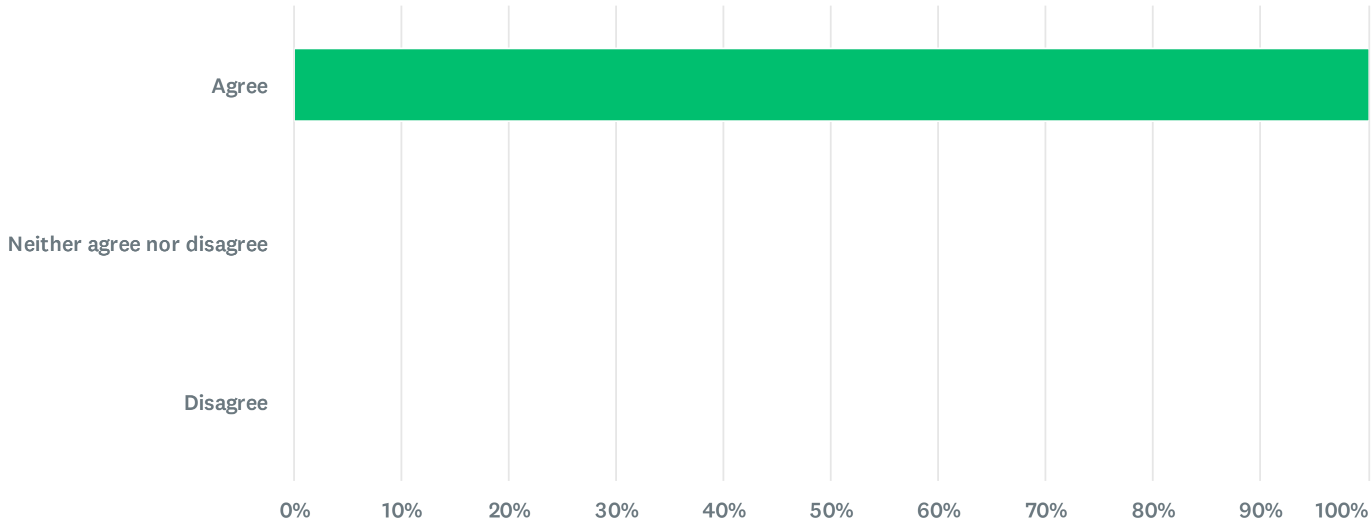
Q7 6 responses

Mike Larragueta maintains and utilizes a solid working knowledge of significant developments and trends within the industry.



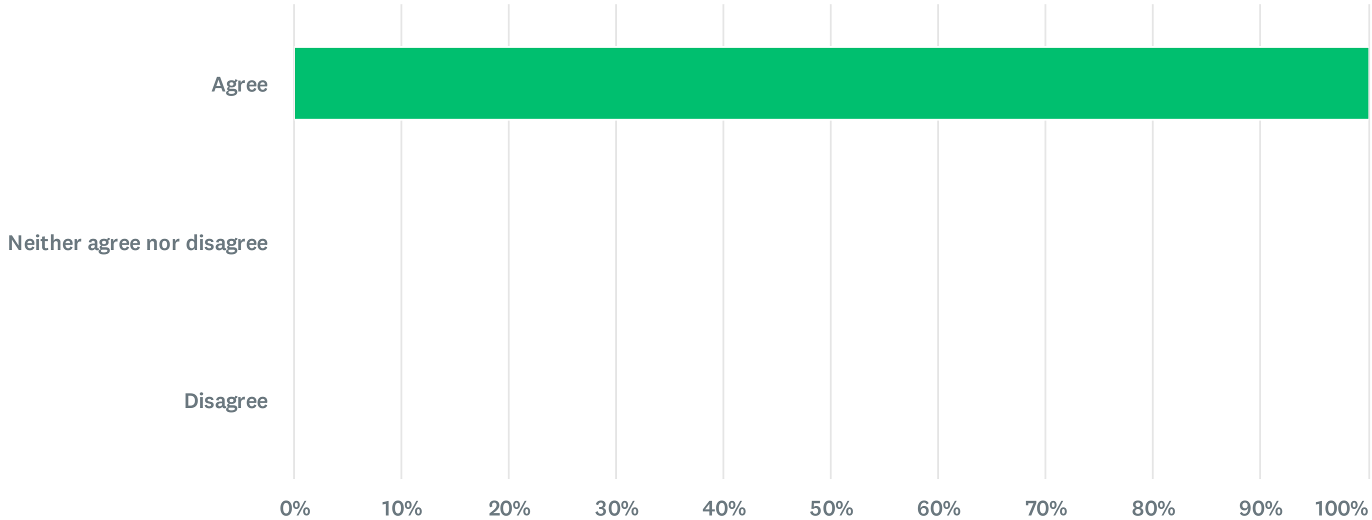
Q8 6 responses

Mike Larragueta establishes ambitious goals for organizational excellence and effectively initiates, maintains, and adapts programs that advance the organization's success.



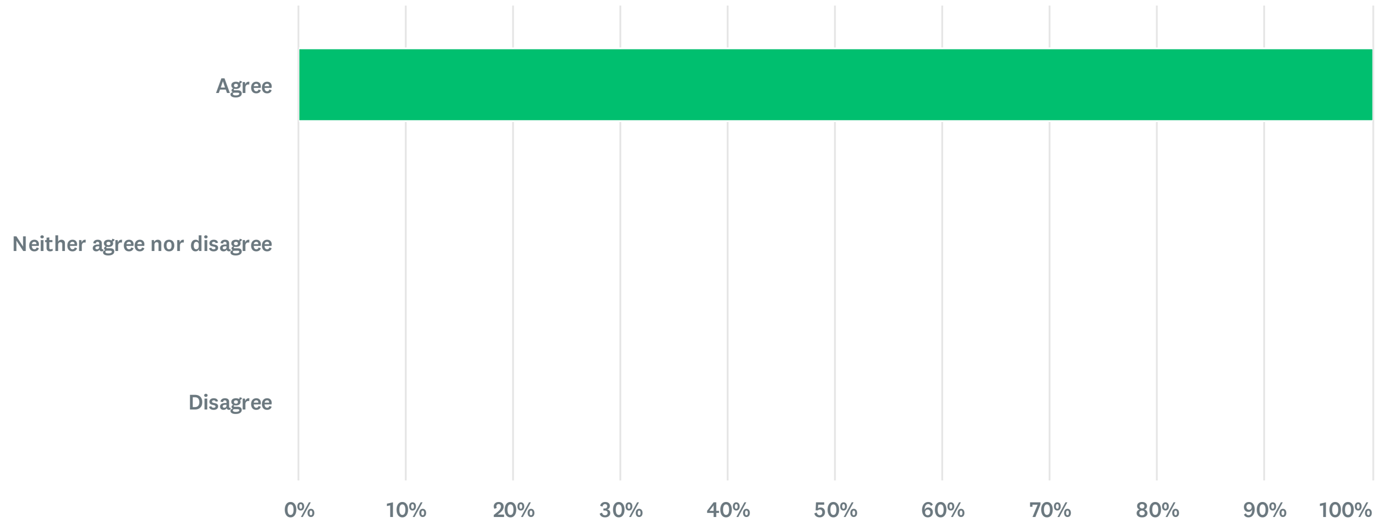
Q9 6 responses

Mike Larragueta adheres to RSCVA policies and procedures.



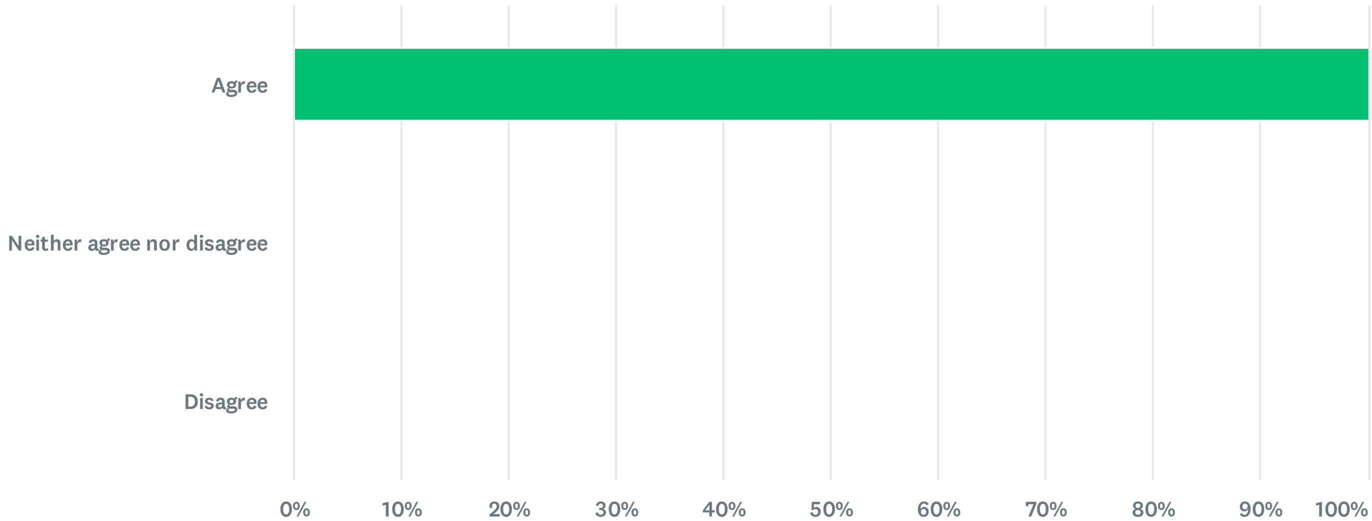
Q10 6 responses

Mike Larragueta demonstrates sound analysis and judgment in evaluating organizational progress and opportunities and proactively recognizes when change is necessary.



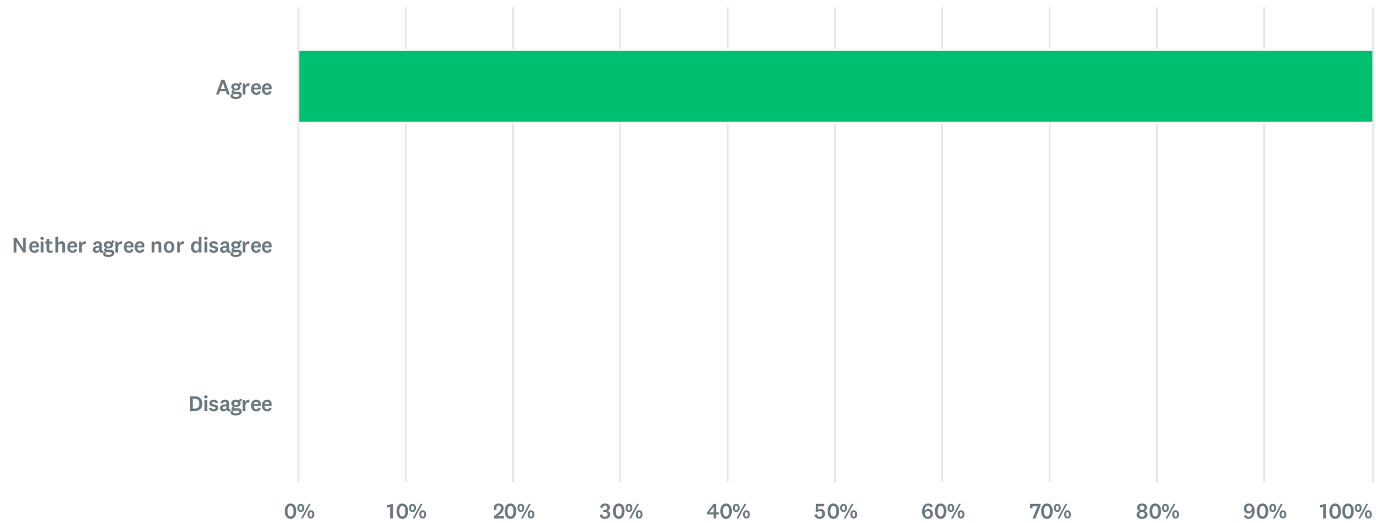
Q11 6 responses

Mike Larragueta recruits and retains diverse staff to address all the needs of the organization.



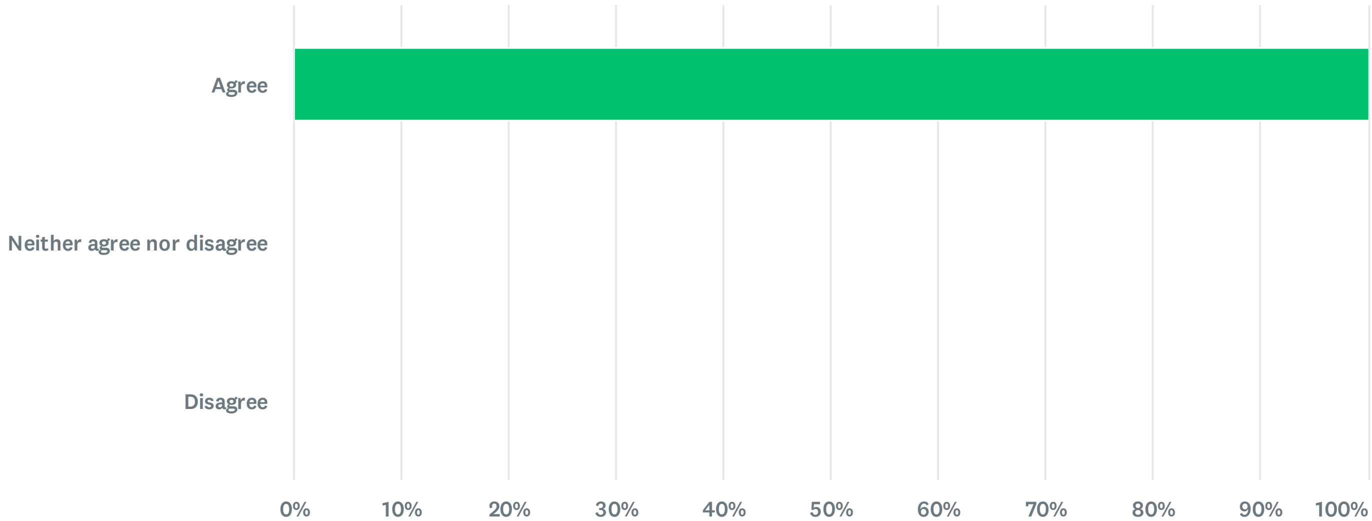
Q12 6 responses

Mike Larragueta has implemented impactful quality improvements that have strengthened the organization's performance and outcomes.



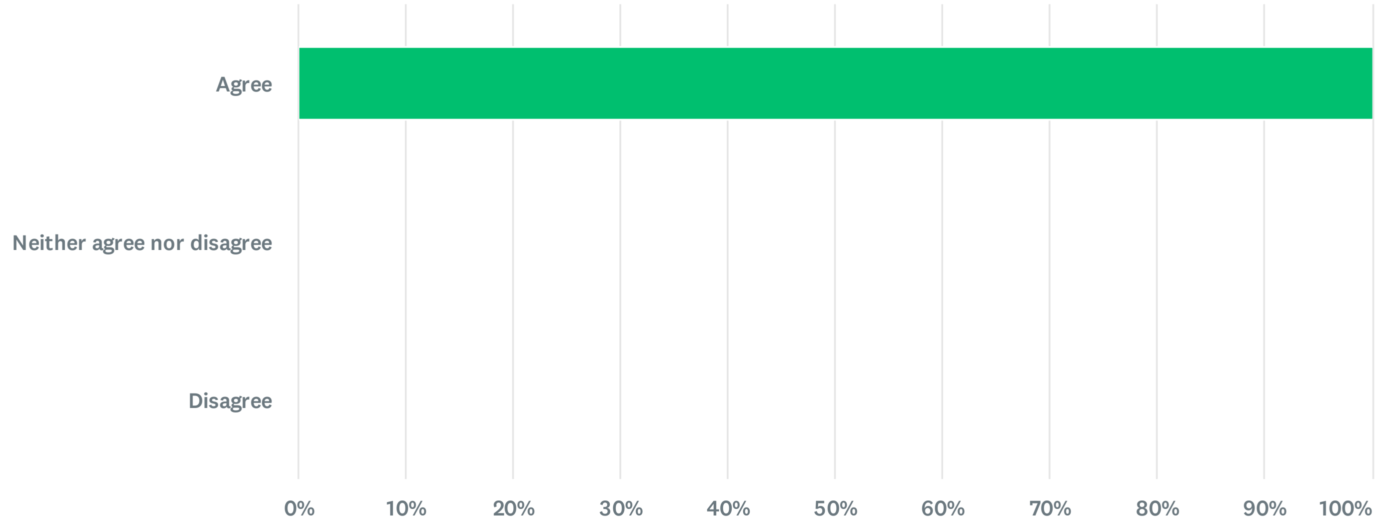
Q13 6 responses

Mike Larragueta has demonstrated effective leadership and skill in guiding departmental initiatives.



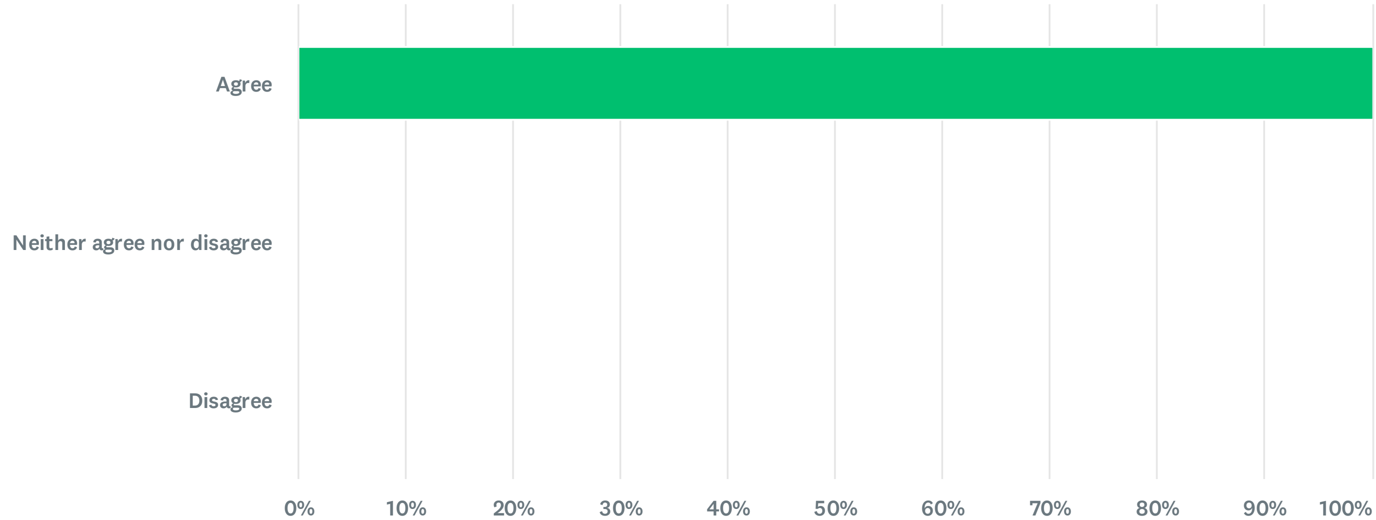
Q14 6 responses

Mike Larragueta is available and accessible to all employees.



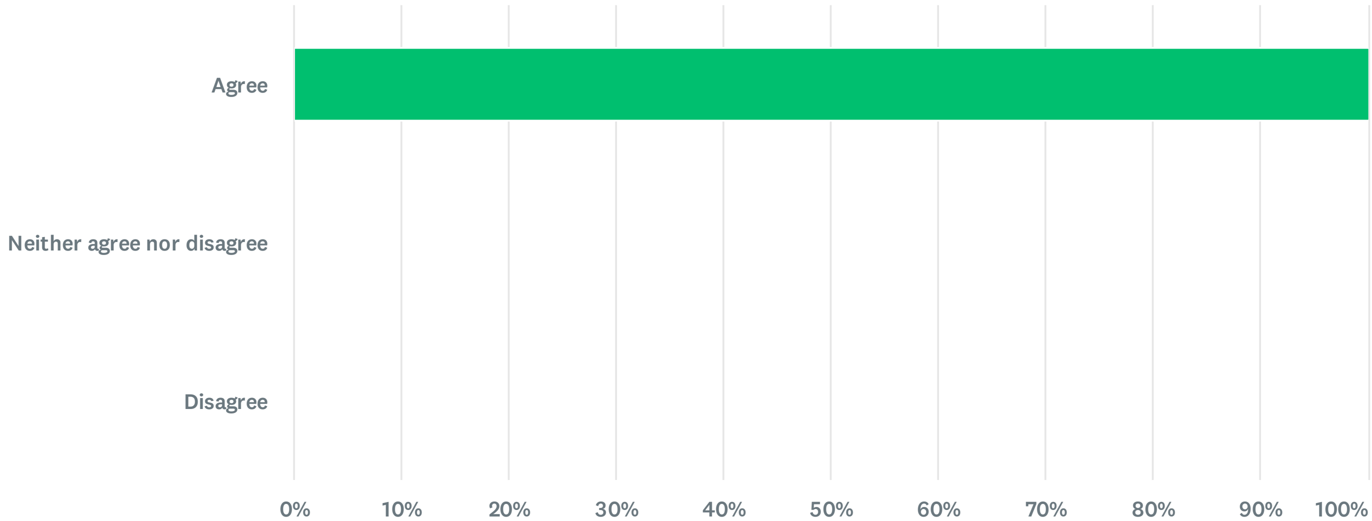
Q15 6 responses

Mike Larragueta provides leadership development opportunities to his employees.



Q16 6 responses

Mike Larragueta accepts constructive criticism and is open to new ideas and new approaches to solving problems.



Q17 I believe Mike Larragueta strong points as President/CEO of the RSCVA are::

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	I appreciate that he creates an environment where leaders are encouraged to think critically, challenge the processes of the past, and contribute ideas that can positively impact Visit Reno Tahoe's future.	8/12/2026 6:58 PM
2	Mike has a contagious passion and ambitious vision for the sustainable growth of Reno Tahoe. He is always bringing impactful new ideas to the table, and supports the ideas from his team. The team greatly respects Mike, and sees the impact he has created with the organization and destination.	8/12/2026 9:54 AM
3	Mike makes smart decisions that keep our organization on track. His ability to create solutions to complex problems in a collaborative way is essential and appreciated.	8/5/2026 12:05 PM
4	Mike believes in including all departments to have a say when discussing projects. He has built a very strong team and lets the team build their departments for which works best for the RSCVA to have such a strong team. Mike trusts his executive team to lead and provide him with the right information to best operate the organization.	8/4/2026 1:08 PM
5	collabrative and team focused. Mike will make a final decsion but prefers to work collectively as a team and hear all sides and views.	8/4/2026 9:05 AM

Q18 I believe Mike Larragueta could improve by:

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	One opportunity for Mike would be to create more opportunities for communication and connection across all levels of the organization. Company-wide meetings that bring together all team members would be a great way to share the company’s vision, direction, and future priorities.	8/12/2026 6:58 PM
2	Nothing comes to mind - Mike is open minded, listens and embraces learning new things.	8/12/2026 9:54 AM
3	Being more direct and consistent when upper-level leaders aren’t meeting expectations. Addressing issues sooner, setting firmer expectations, and tackling performance problems earlier could strengthen the organization even more.	8/5/2026 12:05 PM
4	Understanding some of the constraints in which some of the teams are dealing with, when it comes to labor and budget in the old facilities in which we operate.	8/4/2026 1:08 PM

Q19 Other comments, if any:

Answered: 3 Skipped: 3

#	RESPONSES	DATE
1	Mike is an excellent leader with a strong vision for the future of Visit Reno Tahoe. He encourages collaboration, and thoughtful discussion, while challenging his leadership team to think differently and move beyond the norm.	8/12/2026 6:58 PM
2	Overall, Mike is a strong, steady, committed leader who brings clarity, direction, and a genuinely positive energy to our organization. It’s great working with him, and his leadership style makes the workplace feel stable and forward-moving. Mike's overall impact is overwhelmingly positive and appreciated.	8/5/2026 12:05 PM
3	I believe Mike is a great leader and I enjoy working for him, and our team, in this organization. I love coming to work.	8/4/2026 1:08 PM

DMO Executives Base Salary

Organization	Region	Approx. Annual Budget Range	Manages Convention Center/Properties	# of FTE	Base Salary	Bonus	Total Compensation	Retirement Contribution	Nontaxable Benefits	Public Source
Visit Spokane	West	$20M–$25M	Yes-1	25	$350,000 (est.)	Board-approved	$275,000–$350,000	Not publicly itemized	Not publicly itemized	Spokane PFD budget
Visit Omaha	Midwest	$20M–$25M	No	11	$330,000	Board-approved	$275,000–$350,000	Not publicly itemized	Not publicly itemized	MECA public budget
Visit Milwaukee	Midwest	$25M–$30M	No	55	$350,000	Board-approved	$330,000–$400,000	Not publicly itemized	Not publicly itemized	Wisconsin Center District public budget
Visit Tucson	West	$20–30M	No	40	$300,000	$35,000	335,000.00	$36,000	$19,000	IRS Form 990 — Part VII & Schedule J
Travel Portland	West	$30–40M	No	71	$330,000	$20,000	350,000.00	$28,000	$20,900	Metro regional government budget
Visit KC	Midwest	$20–30M	No	45	$310,000	$40,000	350,000.00	$38,000	$21,000	IRS Form 990 — Part VII & Schedule J
Visit Seattle	West	$30–40M	No	64	$350,000	$25,000	375,000.00	$31,200	$18,450	Visit Seattle Form 990
Reno Sparks Convention and Visitors Authority	**West**	**$45M**	**Yes- 3**	**136**	**$330,749**	**15%**	**379,500.00**	**Not publicly itemized**	**Not publicly itemized**	**IRS Form 990 (Part VII & Schedule J)**
LVCVA - Chief Sports Officer					$307,000	0-30%	399,000.00			
LVCVA - Chief Strategy Officer					$307,000	0-30%	399,000.00			
Meet Minneapolis	Midwest	$30–40M	Yes-1	60	$350,000	$50,000	400,000.00	$41,000	$22,000	IRS Form 990 — Part VII & Schedule J
Visit Salt Lake	West	$25M–$35M	Yes-1	82	$427,917	Board-approved	$400,000–$435,000	Not publicly itemized	Not publicly itemized	Salt Lake County budget
Choose Chicago	Midwest	$40–60M	No	63	$360,000	$50,000	410,000.00	$40,000	$22,000	IRS Form 990 — Part VII & Schedule J
Visit St. Louis	Midwest	$30–40M	No	50	$360,000	$55,000	415,000.00	$44,000	$23,500	IRS Form 990 — Part VII & Schedule J
Experience Scottsdale	West	$20–30M	No	38	$390,000	$30,000	420,000.00	$36,000	$17,500	Form 990
Greater Miami and Visitors Bureau	East	51.8M	No	70	$452,000.00	0.00	452,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Destination Cleveland	Midwest	$20–30M	No	55	$390,000	$65,000	455,000.00	$45,000	$23,000	IRS Form 990 — Part VII & Schedule J
LVCVA - CMO	West				$350,000	0-30%	455,000.00			
LVCVA - CSO					$350,000	0-30%	455,000.00			
San Diego Tourism Authority	West	$30–40M	No	74	$427,917	$50,000	477,917.00	$52,083	$23,760	SDTA Annual Report
Visit Indy	Midwest	$30–40M	No	55	$440,000	$60,000	500,000.00	$48,000	$26,000	IRS Form 990 — Part VII & Schedule J
Visit Phoenix	West	$25M–$30M	No	125	$475,000	25% target	593,750.00	Not publicly itemized	Not publicly itemized	City of Phoenix budget
Nashville Convention & Visitors Corp	South	49.3	No	177	$403,000.00	212,000.00	615,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Brand USA	National	$50–70M	No	40	$520,000	$100,000	620,000.00	$55,000	$28,000	IRS Form 990 — Part VII & Schedule J
San Francisco Travel Association	West	$30–40M	No	55	$546,940	$100,000	646,940.00	$32,816	$19,500	IRS Form 990 (Part VII & Schedule J)
Visit Orlando	South	$114M	No	110	$490,000	$171,000	661,000.00	$42,000	$24,000	IRS Form 990 — Part VII & Schedule J
Greater Boston Convention and Visitors Authority	East	45.7M	No	131	$577,000.00	97,000.00	674,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
New York City Tourism and Conventions	East	36.2M	No	119	$612,000.00	118,000.00	730,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
New Orleans and Company	South	61.0M	No	230	$409,000.00	371,000.00	781,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
LVCVA - CEO	West	$300M-$400M	Yes-1	455	$566,755	$240,603.00	807,358.00	$156k–$164k	Not publicly itemized	Clark County / LVCVA Board
Visit Denver	Midwest	$46.5M	No	83	$567,000	256000	823,000.00	Not publicly itemized	Not publicly itemized	City of Denver budget + Visit Denver annual report
Los AngelesTourism and Convention Board	West	69.2M	No	85	$526,000	$302,000.00	828,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Washington D.C. Convention and Visitors Bureau	East	53.2M	No	236	$597,000	$413,000.00	1,010,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Visit California	West	$70M+	No	55	$1,200,000	$150,000	1,350,000.00	$78,000	$32,500	IRS Form 990 — Part VII & Schedule J (public nonprofit filing)
California Travel and Tourism Commission	West	159.7M	No	82	$2,069,000	$0.00	2,069,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)

Organization	Region	Approx. Annual Budget Range	Manages Convention Center/Properties	# of FTE	Base Salary	Bonus	Total Compensation	Retirement Contribution	Nontaxable Benefits	Public Source
Visit Omaha	Midwest	$20M–$25M	No	11	$330,000	Board-approved	$275,000–$350,000	Not publicly itemized	Not publicly itemized	MECA public budget
Visit Spokane	West	$20M–$25M	Yes-1	25	$350,000 (est.)	Board-approved	$275,000–$350,000	Not publicly itemized	Not publicly itemized	Spokane PFD budget
Experience Scottsdale	West	$20–30M	No	38	$390,000	$30,000	420,000.00	$36,000	$17,500	Form 990
Visit Tucson	West	$20–30M	No	40	$300,000	$35,000	335,000.00	$36,000	$19,000	IRS Form 990 — Part VII & Schedule J
Brand USA	National	$50–70M	No	40	$520,000	$100,000	620,000.00	$55,000	$28,000	IRS Form 990 — Part VII & Schedule J
Visit KC	Midwest	$20–30M	No	45	$310,000	$40,000	350,000.00	$38,000	$21,000	IRS Form 990 — Part VII & Schedule J
Visit St. Louis	Midwest	$30–40M	No	50	$360,000	$55,000	415,000.00	$44,000	$23,500	IRS Form 990 — Part VII & Schedule J
Visit Milwaukee	Midwest	$25M–$30M	No	55	$350,000	Board-approved	$330,000–$400,000	Not publicly itemized	Not publicly itemized	Wisconsin Center District public budget
Destination Cleveland	Midwest	$20–30M	No	55	$390,000	$65,000	455,000.00	$45,000	$23,000	IRS Form 990 — Part VII & Schedule J
Visit Indy	Midwest	$30–40M	No	55	$440,000	$60,000	500,000.00	$48,000	$26,000	IRS Form 990 — Part VII & Schedule J
San Francisco Travel Association	West	$30–40M	No	55	$546,940	$100,000	646,940.00	$32,816	$19,500	IRS Form 990 (Part VII & Schedule J)
Visit California	West	$70M+	No	55	$1,200,000	$150,000	1,350,000.00	$78,000	$32,500	IRS Form 990 — Part VII & Schedule J (public nonprofit filing)
Meet Minneapolis	Midwest	$30–40M	Yes-1	60	$350,000	$50,000	400,000.00	$41,000	$22,000	IRS Form 990 — Part VII & Schedule J
Choose Chicago	Midwest	$40–60M	No	63	$360,000	$50,000	410,000.00	$40,000	$22,000	IRS Form 990 — Part VII & Schedule J
Visit Seattle	West	$30–40M	No	64	$350,000	$25,000	375,000.00	$31,200	$18,450	Visit Seattle Form 990
Greater Miami and Visitors Bureau	East	51.8M	No	70	$452,000.00	0.00	452,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Travel Portland	West	$30–40M	No	71	$330,000	$20,000	350,000.00	$28,000	$20,900	Metro regional government budget
San Diego Tourism Authority	West	$30–40M	No	74	$427,917	$50,000	477,917.00	$52,083	$23,760	SDTA Annual Report
Visit Salt Lake	West	$25M–$35M	Yes-1	82	$427,917	Board-approved	$400,000–$435,000	Not publicly itemized	Not publicly itemized	Salt Lake County budget
California Travel and Tourism Commission	West	159.7M	No	82	$2,069,000	$0.00	2,069,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Visit Denver	Midwest	$46.5M	No	83	$567,000	256000	823,000.00	Not publicly itemized	Not publicly itemized	City of Denver budget + Visit Denver annual report
Los AngelesTourism and Convention Board	West	69.2M	No	85	$526,000	$302,000.00	828,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Visit Orlando	South	$114M	No	110	$490,000	$171,000	661,000.00	$42,000	$24,000	IRS Form 990 — Part VII & Schedule J
New York City Tourism and Conventions	East	36.2M	No	119	$612,000.00	118,000.00	730,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Visit Phoenix	West	$25M–$30M	No	125	$475,000	25% target	593,750.00	Not publicly itemized	Not publicly itemized	City of Phoenix budget
Greater Boston Convention and Visitors Authority	East	45.7M	No	131	$577,000.00	97,000.00	674,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Reno Sparks Convention and Visitors Authority	**West**	**$45M**	**Yes- 3**	**136**	**$330,749**	**15%**	**379,500.00**	**Not publicly itemized**	**Not publicly itemized**	**IRS Form 990 (Part VII & Schedule J)**
Nashville Convention & Visitors Corp	South	49.3	No	177	$403,000.00	212,000.00	615,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
New Orleans and Company	South	61.0M	No	230	$409,000.00	371,000.00	781,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Washington D.C. Convention and Visitors Bureau	East	53.2M	No	236	$597,000	$413,000.00	1,010,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
LVCVA - CEO	West	$300M-$400M	Yes-1	455	$566,755	$240,603.00	807,358.00	$156k–$164k	Not publicly itemized	Clark County / LVCVA Board
LVCVA - Chief Sports Officer					$307,000	0-30%	399,000.00			
LVCVA - Chief Strategy Officer					$307,000	0-30%	399,000.00			
LVCVA - CMO	West				$350,000	0-30%	455,000.00			
LVCVA - CSO					$350,000	0-30%	455,000.00			

DMO/CVB	PERS	Pension	401k/403b.403.c other
Visit Omaha	No	No	Yes
Visit Spokane	No	No	Yes
Visit Milwaukee	No	No	Yes
Visit Tucson	No	No	Yes
Travel Portland	No	No	Yes
Visit KC	No	No	Yes
Visit Seattle	No	No	Yes
Reno Sparks Convention and Visitors Authori	Yes	No	Yes
Meet Minneapolis	No	No	Yes
Visit Salt Lake	No	No	Yes
Choose Chicago	No	No	Yes
Visit St. Louis	No	No	Yes
Experience Scottsdale	No	No	Yes
Greater Miami and Visitors Bureau	No	No	Yes
Destination Cleveland	No	No	Yes
San Diego Tourism Authority	No	No	Yes
Visit Indy	No	No	Yes
Visit Phoenix	No	No	Yes
Nashville Convention & Visitors Corp	No	No	Yes
Brand USA	No	No	Yes
San Francisco Travel Association	No	Yes	Yes
Visit Orlando	No	No	Yes
Greater Boston Convention and Visitors Authority	No	Yes	No
New York City Tourism and Conventions	No	No	Yes
New Orleans and Company	Not available	No	Yes
LVCVA - CEO	Yes	No	Yes
Visit Denver	No	No	Yes
Los AngelesTourism and Convention Board	No	No	Yes
Washington D.C. Convention and Visitors Bureau	No	No	Yes
Visit California	No	No	Yes
California Travel and Tourism Commission	Yes	No	Yes

HR DMO's who responded	PERS	Pension	401k/403b.403.c other	# of FTE	CEO Base Salary	Budget
Visit Sacramento	No	Yes	Yes	33	$637,920,	$15M
Visit Richmond	No	No	Yes 401K	58	265,255	$6M
Visit San Antonio	No	No	Yes	85	500,000	$30M
Visit Atlantic City	No	No	Yes	35	$260,000	$9.6M
Visiti Detroit	No	No	Yes	90	$412,268	$21M
Visit Columbus	No	No	Yes	45	$584,340	$23.3M
Visit Austin	No	No	Yes, with a 50% annual match for execs 457F- CEO only/401k	75	745,000–$525,000	$29.4M
Visit Huntington Beach	No	No	Yes	25	$280,219	$7.4M
Visit Anaheim	No	No	Yes	95	$440,000–$470,000	$37.6M
Visit Bellingham	No	No	Yes	10	$128,600	$1.8M
See Monterey	No	No	Yes	40	294,903	$13.8M

Annual Budget Range

Organization	Region	Approx. Annual Budget Range	Manages Convention Center/Properties	# of FTE	Base Salary	Bonus	Total Compensation	Retirement Contribution	Nontaxable Benefits	Public Source
Visit Tucson	West	$20–30M	No	40	$300,000	$35,000	335,000.00	$36,000	$19,000	IRS Form 990 — Part VII & Schedule J
Visit KC	Midwest	$20–30M	No	45	$310,000	$40,000	350,000.00	$38,000	$21,000	IRS Form 990 — Part VII & Schedule J
Experience Scottsdale	West	$20–30M	No	38	$390,000	$30,000	420,000.00	$36,000	$17,500	Form 990
Destination Cleveland	Midwest	$20–30M	No	55	$390,000	$65,000	455,000.00	$45,000	$23,000	IRS Form 990 — Part VII & Schedule J
Visit Spokane	West	$20M–$25M	Yes-1	25	$350,000 (est.)	Board-approved	$275,000–$350,000	Not publicly itemized	Not publicly itemized	Spokane PFD budget
Visit Omaha	Midwest	$20M–$25M	No	11	$330,000	Board-approved	$275,000–$350,000	Not publicly itemized	Not publicly itemized	MECA public budget
Visit Milwaukee	Midwest	$25M–$30M	No	55	$350,000	Board-approved	$330,000–$400,000	Not publicly itemized	Not publicly itemized	Wisconsin Center District public budget
Visit Phoenix	West	$25M–$30M	No	125	$475,000	25% target	593,750.00	Not publicly itemized	Not publicly itemized	City of Phoenix budget
Visit Salt Lake	West	$25M–$35M	Yes-1	82	$427,917	Board-approved	$400,000–$435,000	Not publicly itemized	Not publicly itemized	Salt Lake County budget
Travel Portland	West	$30–40M	No	71	$330,000	$20,000	350,000.00	$28,000	$20,900	Metro regional government budget
Visit Seattle	West	$30–40M	No	64	$350,000	$25,000	375,000.00	$31,200	$18,450	Visit Seattle Form 990
Meet Minneapolis	Midwest	$30–40M	Yes-1	60	$350,000	$50,000	400,000.00	$41,000	$22,000	IRS Form 990 — Part VII & Schedule J
Visit St. Louis	Midwest	$30–40M	No	50	$360,000	$55,000	415,000.00	$44,000	$23,500	IRS Form 990 — Part VII & Schedule J
San Diego Tourism Authority	West	$30–40M	No	74	$427,917	$50,000	477,917.00	$52,083	$23,760	SDTA Annual Report
Visit Indy	Midwest	$30–40M	No	55	$440,000	$60,000	500,000.00	$48,000	$26,000	IRS Form 990 — Part VII & Schedule J
San Francisco Travel Association	West	$30–40M	No	55	$546,940	$100,000	646,940.00	$32,816	$19,500	IRS Form 990 (Part VII & Schedule J)
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Reno Sparks Convention and Visitors Authority	**West**	**$45M**	**Yes- 3**	**136**	**$330,749**	**15%**	**379,500.00**	**Not publicly itemized**	**Not publicly itemized**	**IRS Form 990 (Part VII & Schedule J)**
Visit Denver	Midwest	$46.5M	No	83	$567,000	256000	823,000.00	Not publicly itemized	Not publicly itemized	City of Denver budget + Visit Denver annual report
Nashville Convention & Visitors Corp	South	$49.3M	No	177	$403,000.00	212,000.00	615,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Brand USA	National	$50–70M	No	40	$520,000	$100,000	620,000.00	$55,000	$28,000	IRS Form 990 — Part VII & Schedule J
Greater Miami and Visitors Bureau	East	$51.8M	No	70	$452,000.00	0.00	452,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Washington D.C. Convention and Visitors Bureau	East	$53.2M	No	236	$597,000	$413,000.00	1,010,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
New Orleans and Company	South	$61.0M	No	230	$409,000.00	371,000.00	781,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Los AngelesTourism and Convention Board	West	$69.2M	No	85	$526,000	$302,000.00	828,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
Visit California	West	$70M+	No	55	$1,200,000	$150,000	1,350,000.00	$78,000	$32,500	IRS Form 990 — Part VII & Schedule J (public nonprofit filing)
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California Travel and Tourism Commission	West	$159.7M	No	82	$2,069,000	$0.00	2,069,000.00	Not publicly itemized	Not publicly itemized	IRS Form 990 (Part VII & Schedule J)
LVCVA - CEO	West	$300M-$400M	Yes-1	455	$566,755	$240,603.00	807,358.00	$156k–$164k	Not publicly itemized	Clark County / LVCVA Board
LVCVA - Chief Sports Officer					$307,000	0-30%	399,000.00			
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LVCVA - CMO					$350,000	0-30%	455,000.00			
LVCVA - CSO					$350,000	0-30%	455,000.00			

	Base Salary	Bonus	COLA	Defered Comp	Severance	Vaction Hours Payout	Auto Stipend	Retention Bonus	Longevity Pay	Insurance Coverage	Reserved Sick Hours Bank	Executive Physicals	Golf Membership
Reno City Manager	$379,789.00	10% discretionary	-	1% match up to 5% annual salary	1 year	600	$500.00	-	1yr. PERS credit up to 5 years	100%	25% of unused into reserves	3,000 every two years	-
Washoe County Manager	$338,998.00	Discretionary	3.50%	-	6 months	-	$600.00	-	$1500-$5000	-	-	-	-
RTIA President & CEO	$400,000.00	10%	-	-	6 months	unlimited	$800.00	$40,000.00	-	-	-	-	-
EDAWN President & CEO	$375,000.00	10% no cap	-	-	6 months	440	$1,000.00	-	-	yes for CEO only	-	-	monthly dues
RSCVA President & CEO	$330,749.00	10% performance/ 5% discretionary	-	-	1 year	300	$500.00	-	-	employee	-	employee	-

Organization	Def Comp
City of Reno Fire	$1.00 for $1.00 up to 2.5% of EE biweekly pay
City of Reno Professional Group	$1.00 for $1.00 up to 5% of EE biweekly pay
City of Reno Admin Unit	$1.00 for $1.00 up to 5% of EE biweekly pay
City of Reno Supervisory Unit	$1.00 for $1.00 up to 5% of EE biweekly pay
City of Reno Non Supervisory Unit	$1.00 for $1.00 up to 5% of EE biweekly pay
City of Sparks- City Manager	100% match up to max contribution limit
City of Sparks- Executive Mgt.	100% match not to exceed 50% of max limit
City of Sparks- Mgt, Professonal & Technical	up to $150.00 match per pay period
Washoe County -Non Supervisory	None
Washoe County -Supervisory	None
RTC- Standard	1% match of annual base salary
RTC - Executive Director	7% match of annual base salary
TMWA	$1.00 for $1.00 up to 5% (after 1 year of service)

Deferred Comp Liability Scenarios

Annual Salary		Max Annual	Max Biweekly	Current	Current
IRS Max Contribution in 2026	$24,500.00	5%	24	Annual	Biweekly
Employee #1	$83,550.29	$4,177.51	$ 174.06	$ 1,920.00	$ 80.00
Employee #2	$52,540.80	$2,627.04	$ 109.46	$ 1,440.00	$ 60.00
Employee #3	$87,125.00	$4,356.25	$ 181.51	$ 4,356.24	$ 181.51
Employee #4	$71,047.74	$3,552.39	$ 148.02	$ 840.00	$ 35.00
Employee #5	$69,701.13	$3,485.06	$ 145.21	$ 840.00	$ 35.00
Employee #6	$158,311.40	$7,915.57	$ 329.82	$ 7,915.68	$ 329.82
Employee #7	$121,633.73	$6,081.69	$ 253.40	$ 6,086.40	$ 253.60
Employee #8	$120,000.00	$6,000.00	$ 250.00	$ 6,000.00	$ 250.00
Employee #9	$239,200.00	$11,960.00	$ 498.33	$ 4,800.00	$ 200.00
Employee #10	$137,952.59	$6,897.63	$ 287.40	$ 2,880.00	$ 120.00
Employee #11	$101,178.03	$5,058.90	$ 210.79	$ 840.00	$ 35.00
Employee #12	$132,741.44	$6,637.07	$ 276.54	$ 840.00	$ 35.00
Employee #13	$118,478.95	$5,923.95	$ 246.83	$ 1,772.40	$ 73.85
Employee #14	$136,349.46	$6,817.47	$ 284.06	$ 1,200.00	$ 50.00
Employee #15	$330,749.90	$12,250.00	$ 510.42	$ 2,400.00	$ 100.00
Employee #16	$82,389.10	$4,119.46	$ 171.64	$ 8,400.00	$ 350.00
Employee #17	$85,184.97	$4,259.25	$ 177.47	$ 2,400.00	$ 100.00
Employee #18	$72,100.00	$3,605.00	$ 150.21	$ 3,600.00	$ 150.00
Employee #19	$66,969.31	$3,348.47	$ 139.52	$ 1,200.00	$ 50.00
Employee #20	$112,572.74	$5,628.64	$ 234.53	$ 5,628.72	$ 234.53
Employee #21	$44,574.40	$2,228.72	$ 92.86	$ 2,400.00	$ 100.00
Employee #22	$62,400.00	$3,120.00	$ 130.00	$ 2,304.00	$ 96.00
Employee #23	$108,212.52	$5,410.63	$ 225.44	$ 840.00	$ 35.00
Employee #24	$70,437.70	$3,521.89	$ 146.75	$ 1,560.00	$ 65.00
Employee #25	$43,700.80	$2,185.04	$ 91.04	$ 840.00	$ 35.00
Employee #26	$127,332.72	$6,366.64	$ 265.28	$ 3,600.00	$ 150.00
Employee #27	$75,982.83	$3,799.14	$ 158.30	$ 3,600.00	$ 150.00
Employee #28	$121,298.98	$6,064.95	$ 252.71	$ 960.00	$ 40.00
Employee #29	$85,257.30	$4,262.87	$ 177.62	$ 3,000.00	$ 125.00
Employee #30	$115,500.00	$5,775.00	$ 240.63	$ 4,800.00	$ 200.00
Employee #31	$100,940.00	$5,047.00	$ 210.29	$ 840.00	$ 35.00
Employee #32	$157,158.82	$7,857.94	$ 327.41	$ 7,200.00	$ 300.00
Employee #33	$77,250.00	$3,862.50	$ 160.94	$ 1,200.00	$ 50.00
		$174,203.69	$ 7,258.48	$ 98,503.44	$ 4,104.31

To: RSCVA Board of Directors

From: Cortney Young, Chair, Executive & Legislative Committee

Date: August 24, 2026

Subject: Executive & Legislative Committee Report & Recommendation for CEO Contract and Evaluation Policy Revisions

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Executive Summary

The Executive & Legislative Committee recommends that the RSCVA CEO Contract be revised to reflect a market adjustment to Base Salary to $375,000. In addition, the CEO Contract should be revised to provide for a 15% bonus for achieving Goals and a discretionary incentive compensation in the range of 0 to 20%. A redline draft of the proposed revisions is attached.

Background

The Executive and Legislative Committee reviewed and discussed information on salaries and benefits for similar roles at DMOs and CVBs across the country, as well as for local government positions. The Committee discussed and agreed that Mr. Larragueta was paid below market rate. Further, the Committee discussed and agreed that the salaries reflected for positions at DMOs are what should be considered in determining the market salary, but also noted that Mr. Larragueta manages multiple facilities (which other CEOs often do not). The Committee considered a variety of factors in determining that Mr. Larragueta's base salary was under-market. After significant discussion, the Committee recommended an additional approximately 8% market adjustment to a Base Salary of $375,000.

The Committee also discussed the Bonus structure and felt that the Bonus amounts currently in the Contract were low compared to the comparative positions. In addition, the Committee felt that the contract should allow the Board to provide incentive compensation for exceeding expectations, but the current Bonus structure focuses on meeting goals or penalizing for missing goals. The suggested revisions allow the Board and CEO to understand the minimum expectations tied to CEO performance without limiting the opportunity to provide incentive compensation for exceeding Board-set expectations. Therefore, the Committee recommends that the Bonus for the achievement of Goals be increased to 15%, and that the discretionary bonus be revised to be paid within a range of 0 to 20%. All Bonus amounts are expressed as a percentage of Mr. Larragueta's base salary for the relevant fiscal year.

Finally, the Committee noted that the Board may provide additional benefits, including deferred compensation matches, to RSCVA employees. The Committee felt that the contract should be revised to clarify that Mr. Larragueta may participate in any benefit that is provided to RSCVA employees, including but not limited to any deferred compensation match.

Proposed Motion

I move to revise the CEO Employment Agreement as set forth in the redlined Amended & Restated Amendment Agreement provided to the Board to increase the Base Salary to $375,000, increase the Bonus for the achievement of Goals to 15%, and increase the discretionary bonus to be a range from 0 to 20%, and to clarify that Mr. Larragueta may participate in any benefits provided to RSCVA employees, including but not limited to a deferred compensation match.

<ins>AMENDED AND RESTATED</ins> EMPLOYMENT AGREEMENT

THIS <ins>AMENDED AND RESTATED</ins> EMPLOYMENT AGREEMENT ("<ins>Agreement</ins>") dated for identification purposes as of the ~~25th~~ <ins>XXth</ins> day of ~~April~~<ins>XXX</ins>, 202~~4~~<ins>6</ins>, is entered by and between the Reno-Sparks Convention and Visitors Authority, a political subdivision of Washoe County created pursuant to NRS Chapter 244A (hereinafter called "<ins>RSCVA</ins>"), and Mike Larragueta (hereinafter called "<ins>Employee</ins>").

WITNESSETH:

WHEREAS, RSCVA is a county fair and recreation board created pursuant to NRS Chapter 244A; and

WHEREAS, RSCVA desires to employ Employee as the President and CEO on the terms and conditions set forth herein and Employee desires to be employed by RSCVA on the terms and conditions set forth herein;

NOW, THEREFORE, Employee and RSCVA, each in consideration of the covenants and mutual agreements herein contained, hereby covenant and agree with each other as follows:

1. SERVICES AND EVALUATION

1.1 Services to be Performed. RSCVA hereby employs Employee, and Employee hereby accepts employment by the RSCVA, as RSCVA's President and Chief Executive Officer with full authority for the management of RSCVA's affairs, including and without limitation those duties, services and requirements set forth in **Exhibit A** attached hereto and incorporated herein by reference, and subject to the limitations specified by statute, ordinance, regulation, resolution action of RSCVA's Board of Directors or other governing documents of RSCVA. Employee agrees that during the term of this Agreement, Employee will devote his best efforts to RSCVA, and shall faithfully and to the best of Employee's skill and ability perform such executive, managerial or administrative duties as RSCVA may specify from time to time, and shall at times diligently and loyally serve and endeavor to further the interests of RSCVA. Employee acknowledges and understands RSCVA's Board of Directors shall be responsible for, without limitation, establishing policy for the direction and operation of the RSCVA.

1.2 Goals and Evaluation.

1.2.1 ~~**VP Sales Bonus for Fiscal Year 2023-2024**. Employee has held the role of RSCVA Vice President of Sales since February 2017. As per RSCVA's Goals Program, the Vice President of Sales is eligible for an incentive bonus based upon achievement of predetermined and approved goals of up to 15% of the Vice President of Sales' salary, and additional Stretch Goal Bonus of 5% of the Vice President of Sales' salary (collectively referred to as "VP Bonus"). To the extent the goals previously set for Employee in his role as Vice~~

~~President of Sales are met for Fiscal Year 2023-2024, Employee shall be paid all or such portion of the VP Bonus as set forth in Goals Program for Employee.~~

1.2.~~1~~2 Fiscal Year Goals. On ~~or before the May 2024 Board Meeting, and on~~ or before each ~~May~~ June Board Meeting ~~thereafter~~ while employed as the RSCVA CEO, Employee shall present proposed goals to be achieved in the next Fiscal Year ~~2024-2025~~ ~~(or subsequent Fiscal Years(s))~~ to the Board for approval. Once all relevant data is compiled for the relevant Fiscal Year ~~2024-2025 (or the relevant subsequent Fiscal Year)~~, Employee's performance shall be evaluated by the RSCVA's Board of Directors as set forth in **Exhibit B**.

2. SALARY AND BENEFITS

2.1 Salary. Beginning July 1, 2026, the RSCVA shall pay Employee during the term of this Agreement an annual salary of $375,000~~315,000~~ (the "Salary") in equal installments, less all applicable tax withholdings, on the regularly scheduled paydays of RSCVA.

2.1.1 Salary Increases. **~~Beginning July 1, 2025,~~** Employee shall be eligible for yearly increases in the Salary in the sole discretion of RSCVA's Board of Directors after an evaluation is conducted as set forth in Exhibit B.

2.2 Bonus. ~~Beginning with the evaluation conducted for Fiscal Year 2024-2025,~~ Employee may be eligible for a cash bonus of up to ~~10~~15% of the Salary based upon achievement of performance criteria and goals established by the Board of Directors and awarded at the sole discretion of the Board. In addition, ~~beginning with the evaluation conducted for Fiscal Year 2024-2025,~~ Employee may be eligible for a discretionary, non-mandatory cash bonus of ~~up to 5~~a range between 0 and 20% of the Salary to be awarded at the sole discretion of the Board.

2.3 Benefits. During the term of Employee's employment hereunder, Employee shall be eligible for following benefits, and any additional benefits provided to all employees of the RSCVA. The parties acknowledge and agree that the benefits listed in this Section 2.3 are not guaranteed and may be modified or discontinued from time to time by RSCVA in its sole discretion with or without notice.

2.3.1 Insurance Coverage. Employee shall be eligible for those Employee benefits described in the approved RSCVA Employee benefits schedule, including, without limitation, eligibility to participate in and be covered by any policies of major medical insurance, dental insurance, vision insurance, short term disability insurance and life insurance (collectively "Fringe Benefits"), if any, maintained by RSCVA for the benefit of its Employees, if Employee shall be eligible under the terms of such Fringe Benefits plans. Nothing contained herein, however, shall be construed to require RSCVA to establish a Fringe Benefit plan not in existence on the date hereof or to require RSCVA to provide any benefit plan otherwise not available to other employees.

2.3.2 Public Employees Retirement System. Employee shall be entitled to participate in the State of Nevada Public Employees Retirement System ("PERS") at the percentage of the Salary (which specifically excludes any bonus compensation or other allowances hereunder) as determined by PERS.

2.3.3 Vacation Benefits and Sick Leave. Employee shall be entitled to receive vacation benefits and/or sick leave pursuant to RSCVA's HR Policy 500.509. Vacation and other leave need not be taken in consecutive days, but shall be taken on reasonable prior notice to RSCVA and at a time and manner not to interfere with the proper operation of the RSCVA's operations. Unused vacation and sick leave time may be carried over from year to year in accordance with RSCVA's policies and practices.

2.3.4 Auto Expense. RSCVA shall pay Employee a monthly automobile allowance of $600 per month.

2.3.5 Business Expense. RSCVA shall pay or reimburse Employee for all reasonable business and travel expenses incurred by Employee in performing the duties hereunder, as set forth in RSCVA's Travel Policies and Procedures (as may be amended from time to time) and subject to maintenance of appropriate documentation by Employee and review and approval by the Chairman or Vice-Chairman of RSCVA's Board of Directors. Business expenses shall be paid or reimbursed in accordance with RSCVA's customary practices.

2.4 Withholdings. All compensation and benefits to Employee hereunder shall be reduced by all federal, state, local and other withholdings and similar taxes and payments required by applicable law.

3. TERM AND TERMINATION

3.1 Employment Term.

3.1.1 Initial Term. In compliance with NRS 354.626(2)(e) (24 month max term), the first day of Employee's employment under this Agreement shall commence on ~~April 25, 2024~~July 1, 2026 (the "Effective Date") and shall continue until the second year anniversary date of the Effective Date of this Agreement, unless sooner terminated pursuant to Section 3.2.

3.1.2 Automatic Extension. On July 1, 2027~~4~~, the Term of this Agreement shall be extended to June 30, 2029~~6~~. On July 1st of each year thereafter (i.e., starting in 2025), the Term shall be extended for one (1) additional year, unless either party elects not to extend the Term, and notifies the other party of its election in writing prior to each such anniversary date. In the event the Agreement is not automatically extended, all compensation, benefits, and requirements of the Agreement shall remain in effect until the expiration of the Term of the Agreement, unless sooner terminated under the provisions of this Agreement.

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3.2 Termination

3.2.1 Termination Without Cause.

3.2.1.1 By RSCVA. Subject to the limitations found in NRS 281.122, RSCVA may terminate this Agreement without cause, at any time, upon ten (10) days written notice to Employee and paying Employee an amount equal to Employee's pro-rated Salary for an amount of time equal to the lesser of: (i) twelve (12) months; or (ii) the amount of time remaining in the then current Term (such lesser period referred to herein as the "Severance Period"). Employee shall also be entitled to the Fringe Benefits outlined in Section 2.3.1 above during the Severance Period. Payments pursuant to this section 3.2.1 shall be paid at the discretion of the RSCVA, either in a lump sum or in equal or near equal amounts on regular pay dates until the equivalent of twelve (12) months' Salary is paid. RSCVA shall determine, in its sole discretion, whether Employee shall be required to continue to perform the Services for RSCVA during that twelve (12) month period. RSCVA and Employee shall mutually agree upon any communications to be made to the public or internally with RSCVA's staff regarding any termination pursuant to this Section 3.2.1.1.

3.2.1.2 By Employee. Employee may terminate this Agreement without cause, at any time, upon one (1) month written notice. RSCVA's Board of Directors may, in its sole discretion, determine that Employee's notice period will be shorter than one (1) months, and Employee shall only be paid for the actual notice period determined RSCVA. RSCVA and Employee shall mutually agree upon any communications to be made to the public or internally with RSCVA's staff regarding any termination pursuant to this Section 3.2.1.2.

3.2.2 Termination for Cause.

3.2.2.1 Termination for Cause by RSCVA. In addition to any basis set forth herein, RSCVA may immediately terminate this Agreement upon the occurrence of any of the following events:

3.2.2.1.1 By majority vote of the Board of Directors for any act of dishonesty, fraud, or gross negligence in the performance of services herein, after giving Employee written notice of such act(s) and according Employee an opportunity to respond in writing or in person to RSCVA's Board of Directors. The written notice pursuant to this section shall be provided to Employee at least five (5) days prior to any meeting of the RSCVA's Board of Directors to consider Employee's conduct.

3.2.2.1.2 Employee commits any unethical conduct in violation of Section 4.3; or

3.2.2.1.3 Expiration of the Employment Term set forth in Section 3 or the Expiration of any renewal of the Employment Term; or

3.2.2.1.4 RSCVA finds that Employee has committed any material violation of any policy or procedure of RSCVA or Employee commits any material breach of any statutory or common law duty. Without limiting other violations that may be "material," the parties agree that any violation of the RSCVA's policies related to Equal Employment Opportunities, Harassment and/or Discrimination will be deemed to be a "material" violation;

3.2.2.1.5 Failure of Employee, after receiving thirty (30) days advance written notice from RSCVA, to cure any breach of the Agreement by Employee.

In the event Employee is terminated pursuant to this Section 3.2.2. Employee shall receive no further compensation beyond the termination date other than benefits accrued or required by law.

3.2.2.2 Termination for Cause by Employee. Employee may terminate this Agreement for cause after providing RSCVA with forty-five (45) days advance written notice to cure any material breach of the Agreement by RSCVA. Alternatively, Employee may terminate this Agreement for cause in the event RSCVA commits any material breach of any statutory or common law duty if that breach of statutory or common law duty materially relates to Employee's employment.

3.2.2.2.1 In the event Employee terminates this Agreement for cause pursuant to this Section 3.2.2.2, Employee shall receive the Severance payments as outlined in Section 3.2.1.1

3.2.3 Termination upon Death. This Agreement shall automatically terminate upon the death of Employee, and RSCVA shall not be obligated to pay the estate, family, heirs or any other person claiming under Employee any compensation or disability income for his services to RSCVA which would have been due to Employee after his death, other than the compensation or disability income which had accrued up to the date of death, if any.

3.2.4 Termination upon Disability

3.2.4.1 Definition. "Disability" shall have the same meaning as the definition of "Disability" pursuant to any policy of disability insurance carried by RSCVA for the benefit of Employee in force at the time of such Disability, or, if no such disability policy of insurance is then in force, "Disability" shall mean the inability of Employee to provide ninety percent (90%) of the average level of time and charges for services previously provided during a continuous three (3) month period ("Determination Period") by reason of illness, accident or other mental or physical infirmity reasonably expected to be of indefinite duration, at the end of which Determination Period Employee shall be deemed to be disabled. RSCVA and Employee shall agree on the date when the period of Disability begins. If RSCVA and Employee cannot agree, then RSCVA and Employee shall each designate a physician of choice and the two designated physicians shall designate a third physician. The three physicians shall then determine whether Disability exists within the meaning of this Agreement and when that Disability commenced. The determination of any two of three physicians shall bind RSCVA and

Employee. All costs and expenses connected with the determination of Disability under this Agreement shall be borne equally by RSCVA and Employee.

3.2.4.2 Termination on Disability. In the event of Employee's disability, RSCVA shall continue to pay Employee his Salary computed at the rate in effect prior to the commencement of the Determination Period (as defined herein) during the Determination Period. If RSCVA finds Employee to be Disabled within the meaning of this Agreement, then subject to the provisions of Section 3.2.4.1, Employee's employment and the right to compensation may, at the direction of Board of Directors of RSCVA, terminate upon the expiration of the Determination Period; however, any commercially funded disability insurance benefit shall continue to the extent provided under such insurance contract notwithstanding such termination. If RSCVA finds Employee not to be Disabled within the meaning of this Agreement, then the employment of Employee shall continue without regard to the Disability.

4. DUTIES AND OBLIGATIONS OF EMPLOYEE

4.1 Extent of Services. Employee agrees that the duties and services to be performed by Employee shall be performed exclusively for RSCVA and that Employee serves at the direction and pleasure of the Board of Directors. Employee further agrees to perform such duties in an efficient, trustworthy and businesslike manner. Employee agrees not to render to others any service of any kind whether or not for compensation, or to engage in any other business activity whether or not for compensation, that is similar to or conflicts with the performance of Employee's duties under this Agreement, with the approval of the Chairman of RSCVA's Board of Directors.

4.2 Policies and Procedures. In addition to the terms herein, Employee agrees to be bound by RSCVA's policies and procedures as they may be amended by RSCVA from time to time. In the event the terms in this Agreement conflict with RSCVA's policies and procedures, the terms herein shall take precedence. Employee acknowledges having read RSCVA's policies, procedures and manuals and agrees to abide by the same, including but not limited to RSCVA's policy against Harassment, policy against Discrimination, and policy of prohibiting personal use of RSCVA's credit cards. Employee hereby acknowledges that a finding by RSCVA of a material breach of RSCVA's policies and procedures is cause for termination of this Agreement pursuant to Section 3.2.2.1.4. As provided in Section 3.2.2.1.4, without limiting other violations that may be "material," the parties agree that any violation of the RSCVA's policies related to Equal Employment Opportunities, Harassment and/or Discrimination will be deemed to be a "material" violation.

4.3 Ethical Conduct. Employee shall maintain the highest ethical standard. The parties agree that Employee shall perform the Services for RSCVA and shall conduct himself at all times in strict accordance with the ethical and professional standards of the Nevada State Ethics Commission and the provisions of the Nevada Ethics in Government Law. Should any of the aforementioned be violated RSCVA may terminate this Agreement by written notice of termination, which shall be effective immediately upon delivery to Employee.

4.4 Compliance with Laws. The parties agree that Employee shall perform the Services for RSCVA and shall conduct himself at all times in strict accordance with all applicable laws of the United States and the State of Nevada, all ordinances of the County of Washoe, City of Reno, City of Sparks, and all rules, regulations, policies and criteria established by the RSCVA from time to time, relevant to Employee's performance of the Services.

5. INDEMNIFICATION

RSCVA shall indemnify, hold harmless and defend Employee against claims arising from acts or decisions made by Employee in good faith while performing the services for RSCVA to the fullest extent permitted by law, but not with respect to claims by RSCVA against Employee or with respect to claims successfully resolved against Employee for acts of fraud, intentional misconduct, gross negligence, criminal acts, ultra vires acts, or for violations of RSCVA's policies and procedures. Employee agrees to release and discharge RSCVA, and shall hold harmless and indemnify RSCVA for all liabilities, losses, demands, claims, accounts, actions and proceedings arising or resulting from Employee breaching this Agreement.

6. MISCELLANEOUS

6.1 Assignment. Except as otherwise provided herein, Employee may not and shall not assign any rights or delegate any duties under this Agreement.

6.2 Notices. All notices, demands, requests, and other communications required or permitted to be served on or given to either party by the other shall be in writing and shall be delivered personally or by United States mail, first class postage prepaid, certified or registered mail, return receipt requested. Notices shall be addressed as follows:

If to RSCVA:	If to Employee:
RENO SPARKS CONVENTION AND VISITORS AUTHORITY P.O. Box 837 Reno, Nevada 89504 Attn: Chair of Board	Mike Larragueta On File At RSCVA

With a required Copy to:
Ben Kennedy, Esq.
Argentum Law
6121 Lakeside Drive
Suite 208
Reno, NV 89511

6.3 Confidentiality and Restrictive Covenants. Employee recognizes that by reason of performing services for RSCVA, Employee may acquire confidential information and trade secrets concerning the operation of RSCVA, the use or disclosure of which could cause RSCVA substantial loss and damages that could be readily calculated and for which no remedy

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at law would be adequate. Accordingly, Employee covenants and agrees with RSCVA that it will not at any time both during and after the term of this Agreement, directly or indirectly, disclose any secret or confidential information that it may learn, or, in performance of the services herein for or on behalf of RSCVA, use such information in a manner detrimental to the interests of RSCVA, except with the prior written consent of RSCVA or as such information is within the public domain or comes within the public domain without any breach of this Agreement. The term "confidential information" includes, without limitation, information not previously disclosed to the public or to the trade by RSCVA's management with respect to RSCVA or any products, facilities, methods, trade secrets and other intellectual property, software, source code, systems, procedures, manuals, confidential reports, financial information, business plans, prospects or opportunities with respect to RSCVA but shall exclude any information already in the public domain. Employee recognizes and agrees that all copyrights, trademarks, or other intellectual property rights in created works arising in any way from Employee's employment by RSCVA are the sole and exclusive property of RSCVA and agrees to not assert any such rights against RSCVA or any third-parties. Upon termination of this Agreement by either party for any reason, Employee will relinquish to RSCVA all documents, books, manuals, lists, records, publications or other writings, keys, credit cards, equipment, computer disks, and any other similar repositories of information or other articles that came into Employee's possession in connection with the employment for RSCVA and to maintain no copies or duplicates without the written approval of RSCVA's Board of Directors. Upon termination of this Agreement for any reason, to the extent it is applicable, Employee shall comply with NRS 281A.550. Employee shall not at any time during the Employment Term make or direct any personal investments in the hotel or hospitality industry based substantially upon information conveyed to Employee as the President or C.E.O. of RSCVA.

Employee further agrees that he will not solicit any Employee of the RSCVA to leave the employ of the RSCVA to work for the Employee or any third party, or hire any Employee of the RSCVA, without the prior written consent of the Board of Directors. Such consent shall be within the Board of Director's sole discretion.

6.4 Governing Law. All rights and obligations hereunder shall be governed and construed in accordance with the laws of the State of Nevada, without reference to conflicts of law principles.

6.5 Failure to Enforce. The failure to enforce at any time any of the provisions of this Agreement or to require at any time performance by the other party of any of the provisions hereof shall in no way be construed to be a waiver of such provisions or to affect either the validity of this Agreement (or any part hereof) or the right of either party thereafter to enforce each and every provision of this Agreement.

6.6 Captions. The captions contained in this Agreement are for convenience only and are not intended to limit or define the scope or effect of any provision of this Agreement.

6.7 Counterparts. This Agreement may be executed in any number of counterparts and each such counterpart shall be deemed to be an original, but all of which, when taken together, shall constitute on Agreement.

6.8 Severability. If any provision of this Agreement is held to be invalid or unenforceable by any judgment or decision of an administrative, arbitral or judicial tribunal, court or other body of a competent jurisdiction, the remainder of this Agreement shall not be affected by such judgment or decision, and the Agreement shall be carried out as nearly as possible according to its other provisions and intent.

6.9 Entire Agreement. This Agreement contains the entire understanding between Employee and RSCVA with respect to the subject matter of this Agreement and it supersedes any prior oral or written agreements and understandings between them. This Agreement may be modified only in writing signed by Employee and an authorized representative of the RSCVA.

6.10 Presumption. This Agreement or any section thereof shall not be construed against any party due to the fact that said Agreement or any section thereof was drafted by said party.

6.11 Separate Counsel. Each party has received or has had the opportunity to receive the independent advice of its attorney prior to the execution of this Agreement. It is understood and agreed that the undersigned have not been influenced to any extent whatsoever in making this Agreement by any representative, agent or Employee of an adverse party, or by any attorney, person or persons representing or employed by the undersigned, and that this Agreement is entered into freely, voluntarily and knowingly.

Dated this ____ day of ~~April, 2024~~August, 2026.

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"RSCVA"

RENO SPARKS CONVENTION AND VISITORS AUTHORITY

By: ___________________________________
~~Charlene Bybee~~Cortney Young, Chair
Its: Authorized Signatory

"EMPLOYEE"

____
Mike Larragueta

EXHIBIT A

Position Description

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 as set forth below. Any Bonus paid does not increase Salary.

1. **Achievement of Goals.** A Bonus of up to 15% of Salary may be awarded based upon achievement of performance criteria and goals established by the Board of Directors.
2. **Discretionary Bonus.** A non-mandatory, fully discretionary Bonus in the range of 0 to 20% of Salary may be awarded in the sole discretion of the Board of Directors.

~~in the sole discretion of the Board of Directors. The Bonus is limited to a maximum of 15% of Salary but does not increase Salary, and shall be comprised of quantitative and qualitative components. The quantitative portion of the Bonus is up to 10% of Salary based upon achievement of performance criteria and goals established by the Board of Directors and awarded at the sole discretion of the Board, with an additional discretionary,~~

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~~non-mandatory qualitative bonus of up to 5% of Salary to be awarded at the sole discretion of the Board.~~

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement") dated for identification purposes as of the 25th day of April, 2024, is entered by and between the Reno-Sparks Convention and Visitors Authority, a political subdivision of Washoe County created pursuant to NRS Chapter 244A (hereinafter called "RSCVA"), and Mike Larragueta (hereinafter called "Employee").

WITNESSETH:

WHEREAS, RSCVA is a county fair and recreation board created pursuant to NRS Chapter 244A; and

WHEREAS, RSCVA desires to employ Employee as the President and CEO on the terms and conditions set forth herein and Employee desires to be employed by RSCVA on the terms and conditions set forth herein;

NOW, THEREFORE, Employee and RSCVA, each in consideration of the covenants and mutual agreements herein contained, hereby covenant and agree with each other as follows:

1. SERVICES AND EVALUATION

1.1 Services to be Performed. RSCVA hereby employs Employee, and Employee hereby accepts employment by the RSCVA, as RSCVA's President and Chief Executive Officer with full authority for the management of RSCVA's affairs, including and without limitation those duties, services and requirements set forth in **Exhibit A** attached hereto and incorporated herein by reference, and subject to the limitations specified by statute, ordinance, regulation, resolution action of RSCVA's Board of Directors or other governing documents of RSCVA. Employee agrees that during the term of this Agreement, Employee will devote his best efforts to RSCVA, and shall faithfully and to the best of Employee's skill and ability perform such executive, managerial or administrative duties as RSCVA may specify from time to time, and shall at times diligently and loyally serve and endeavor to further the interests of RSCVA. Employee acknowledges and understands RSCVA's Board of Directors shall be responsible for, without limitation, establishing policy for the direction and operation of the RSCVA.

1.2 Goals and Evaluation.

1.2.1 VP Sales Bonus for Fiscal Year 2023-2024. Employee has held the role of RSCVA Vice President of Sales since February 2017. As per RSCVA's Goals Program, the Vice President of Sales is eligible for an incentive bonus based upon achievement of predetermined and approved goals of up to 15% of the Vice President of Sales' salary, and additional Stretch Goal Bonus of 5% of the Vice President of Sales' salary (collectively referred to as "VP Bonus"). To the extent the goals previously set for Employee in his role as Vice

President of Sales are met for Fiscal Year 2023-2024, Employee shall be paid all or such portion of the VP Bonus as set forth in Goals Program for Employee.

1.2.2 Fiscal Year Goals. On or before the May 2024 Board Meeting, and on or before each May Board Meeting thereafter while employed as the RSCVA CEO, Employee shall present proposed goals to be achieved in Fiscal Year 2024-2025 (or subsequent Fiscal Years(s)) to the Board for approval. Once all relevant data is compiled for Fiscal Year 2024-2025 (or the relevant subsequent Fiscal Year), Employee's performance shall be evaluated by the RSCVA's Board of Directors as set forth in **Exhibit B**.

2. SALARY AND BENEFITS

2.1 Salary. RSCVA shall pay Employee during the term of this Agreement an annual salary of $315,000 (the "Salary") in equal installments, less all applicable tax withholdings, on the regularly scheduled paydays of RSCVA.

2.1.1 Salary Increases. Beginning July 1, 2025, Employee shall be eligible for yearly increases in the Salary in the sole discretion of RSCVA's Board of Directors after an evaluation is conducted as set forth in Exhibit B.

2.2 Bonus. Beginning with the evaluation conducted for Fiscal Year 2024-2025, Employee may be eligible for a cash bonus of up to 10% of the Salary based upon achievement of performance criteria and goals established by the Board of Directors and awarded at the sole discretion of the Board. In addition, beginning with the evaluation conducted for Fiscal Year 2024-2025, Employee may be eligible for a discretionary, non-mandatory cash bonus of up to 5% of the Salary to be awarded at the sole discretion of the Board.

2.3 Benefits. During the term of Employee's employment hereunder, Employee shall be eligible for following benefits. The parties acknowledge and agree that the benefits listed in this Section 2.3 are not guaranteed and may be modified or discontinued from time to time by RSCVA in its sole discretion with or without notice.

2.3.1 Insurance Coverage. Employee shall be eligible for those Employee benefits described in the approved RSCVA Employee benefits schedule, including, without limitation, eligibility to participate in and be covered by any policies of major medical insurance, dental insurance, vision insurance, short term disability insurance and life insurance (collectively "Fringe Benefits"), if any, maintained by RSCVA for the benefit of its Employees, if Employee shall be eligible under the terms of such Fringe Benefits plans. Nothing contained herein, however, shall be construed to require RSCVA to establish a Fringe Benefit plan not in existence on the date hereof or to require RSCVA to provide any benefit plan otherwise not available to other employees.

2.3.2 Public Employees Retirement System. Employee shall be entitled to participate in the State of Nevada Public Employees Retirement System ("PERS") at the percentage of the Salary (which specifically excludes any bonus compensation or other allowances hereunder) as determined by PERS.

2.3.3 Vacation Benefits and Sick Leave. Employee shall be entitled to receive vacation benefits and/or sick leave pursuant to RSCVA's HR Policy 500.509. Vacation and other leave need not be taken in consecutive days, but shall be taken on reasonable prior notice to RSCVA and at a time and manner not to interfere with the proper operation of the RSCVA's operations. Unused vacation and sick leave time may be carried over from year to year in accordance with RSCVA's policies and practices.

2.3.4 Auto Expense. RSCVA shall pay Employee a monthly automobile allowance of $600 per month.

2.3.5 Business Expense. RSCVA shall pay or reimburse Employee for all reasonable business and travel expenses incurred by Employee in performing the duties hereunder, as set forth in RSCVA's Travel Policies and Procedures (as may be amended from time to time) and subject to maintenance of appropriate documentation by Employee and review and approval by the Chairman or Vice-Chairman of RSCVA's Board of Directors. Business expenses shall be paid or reimbursed in accordance with RSCVA's customary practices.

2.4 Withholdings. All compensation and benefits to Employee hereunder shall be reduced by all federal, state, local and other withholdings and similar taxes and payments required by applicable law.

3. TERM AND TERMINATION

3.1 Employment Term.

3.1.1 Initial Term. In compliance with NRS 354.626(2)(e) (24 month max term), the first day of Employee's employment under this Agreement shall commence on April 25, 2024 (the "Effective Date") and shall continue until the second year anniversary date of the Effective Date of this Agreement, unless sooner terminated pursuant to Section 3.2.

3.1.2 Automatic Extension. On July 1, 2024, the Term of this Agreement shall be extended to June 30, 2026. On July 1st of each year thereafter (i.e., starting in 2025), the Term shall be extended for one (1) additional year, unless either party elects not to extend the Term, and notifies the other party of its election in writing prior to each such anniversary date. In the event the Agreement is not automatically extended, all compensation, benefits, and requirements of the Agreement shall remain in effect until the expiration of the Term of the Agreement, unless sooner terminated under the provisions of this Agreement.

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3.2 Termination

3.2.1 Termination Without Cause.

3.2.1.1 By RSCVA. Subject to the limitations found in NRS 281.122, RSCVA may terminate this Agreement without cause, at any time, upon ten (10) days written notice to Employee and paying Employee an amount equal to Employee's pro-rated Salary for an amount of time equal to the lesser of: (i) twelve (12) months; or (ii) the amount of time remaining in the then current Term (such lesser period referred to herein as the "Severance Period"). Employee shall also be entitled to the Fringe Benefits outlined in Section 2.3.1 above during the Severance Period. Payments pursuant to this section 3.2.1 shall be paid at the discretion of the RSCVA, either in a lump sum or in equal or near equal amounts on regular pay dates until the equivalent of twelve (12) months' Salary is paid. RSCVA shall determine, in its sole discretion, whether Employee shall be required to continue to perform the Services for RSCVA during that twelve (12) month period. RSCVA and Employee shall mutually agree upon any communications to be made to the public or internally with RSCVA's staff regarding any termination pursuant to this Section 3.2.1.1.

3.2.1.2 By Employee. Employee may terminate this Agreement without cause, at any time, upon one (1) month written notice. RSCVA's Board of Directors may, in its sole discretion, determine that Employee's notice period will be shorter than one (1) months, and Employee shall only be paid for the actual notice period determined RSCVA. RSCVA and Employee shall mutually agree upon any communications to be made to the public or internally with RSCVA's staff regarding any termination pursuant to this Section 3.2.1.2.

3.2.2 Termination for Cause.

3.2.2.1 Termination for Cause by RSCVA. In addition to any basis set forth herein, RSCVA may immediately terminate this Agreement upon the occurrence of any of the following events:

3.2.2.1.1 By majority vote of the Board of Directors for any act of dishonesty, fraud, or gross negligence in the performance of services herein, after giving Employee written notice of such act(s) and according Employee an opportunity to respond in writing or in person to RSCVA's Board of Directors. The written notice pursuant to this section shall be provided to Employee at least five (5) days prior to any meeting of the RSCVA's Board of Directors to consider Employee's conduct.

3.2.2.1.2 Employee commits any unethical conduct in violation of Section 4.3; or

3.2.2.1.3 Expiration of the Employment Term set forth in Section 3 or the Expiration of any renewal of the Employment Term; or

3.2.2.1.4 RSCVA finds that Employee has committed any material violation of any policy or procedure of RSCVA or Employee commits any material breach of any statutory or common law duty. Without limiting other violations that may be "material," the parties agree that any violation of the RSCVA's policies related to Equal Employment Opportunities, Harassment and/or Discrimination will be deemed to be a "material" violation;

3.2.2.1.5 Failure of Employee, after receiving thirty (30) days advance written notice from RSCVA, to cure any breach of the Agreement by Employee.

In the event Employee is terminated pursuant to this Section 3.2.2. Employee shall receive no further compensation beyond the termination date other than benefits accrued or required by law.

3.2.2.2 Termination for Cause by Employee. Employee may terminate this Agreement for cause after providing RSCVA with forty-five (45) days advance written notice to cure any material breach of the Agreement by RSCVA. Alternatively, Employee may terminate this Agreement for cause in the event RSCVA commits any material breach of any statutory or common law duty if that breach of statutory or common law duty materially relates to Employee's employment.

3.2.2.2.1 In the event Employee terminates this Agreement for cause pursuant to this Section 3.2.2.2, Employee shall receive the Severance payments as outlined in Section 3.2.1.1

3.2.3 Termination upon Death. This Agreement shall automatically terminate upon the death of Employee, and RSCVA shall not be obligated to pay the estate, family, heirs or any other person claiming under Employee any compensation or disability income for his services to RSCVA which would have been due to Employee after his death, other than the compensation or disability income which had accrued up to the date of death, if any.

3.2.4 Termination upon Disability

3.2.4.1 Definition. "Disability" shall have the same meaning as the definition of "Disability" pursuant to any policy of disability insurance carried by RSCVA for the benefit of Employee in force at the time of such Disability, or, if no such disability policy of insurance is then in force, "Disability" shall mean the inability of Employee to provide ninety percent (90%) of the average level of time and charges for services previously provided during a continuous three (3) month period ("Determination Period") by reason of illness, accident or other mental or physical infirmity reasonably expected to be of indefinite duration, at the end of which Determination Period Employee shall be deemed to be disabled. RSCVA and Employee shall agree on the date when the period of Disability begins. If RSCVA and Employee cannot agree, then RSCVA and Employee shall each designate a physician of choice and the two designated physicians shall designate a third physician. The three physicians shall then determine whether Disability exists within the meaning of this Agreement and when that Disability commenced. The determination of any two of three physicians shall bind RSCVA and Employee. All costs and expenses connected with the determination of Disability under this Agreement shall be borne equally by RSCVA and Employee.

3.2.4.2 Termination on Disability. In the event of Employee's disability, RSCVA shall continue to pay Employee his Salary computed at the rate in effect prior to the commencement of the Determination Period (as defined herein) during the Determination Period. If RSCVA finds Employee to be Disabled within the meaning of this Agreement, then subject to the provisions of Section 3.2.4.1, Employee's employment and the right to compensation may, at the direction of Board of Directors of RSCVA, terminate upon the expiration of the Determination Period; however, any commercially funded disability insurance benefit shall continue to the extent provided under such insurance contract notwithstanding such termination. If RSCVA finds Employee not to be Disabled within the meaning of this Agreement, then the employment of Employee shall continue without regard to the Disability.

4. DUTIES AND OBLIGATIONS OF EMPLOYEE

4.1 Extent of Services. Employee agrees that the duties and services to be performed by Employee shall be performed exclusively for RSCVA and that Employee serves at the direction and pleasure of the Board of Directors. Employee further agrees to perform such duties in an efficient, trustworthy and businesslike manner. Employee agrees not to render to others any service of any kind whether or not for compensation, or to engage in any other business activity whether or not for compensation, that is similar to or conflicts with the performance of Employee's duties under this Agreement, with the approval of the Chairman of RSCVA's Board of Directors.

4.2 Policies and Procedures. In addition to the terms herein, Employee agrees to be bound by RSCVA's policies and procedures as they may be amended by RSCVA from time to time. In the event the terms in this Agreement conflict with RSCVA's policies and procedures, the terms herein shall take precedence. Employee acknowledges having read RSCVA's policies, procedures and manuals and agrees to abide by the same, including but not limited to RSCVA's policy against Harassment, policy against Discrimination, and policy of prohibiting personal use of RSCVA's credit cards. Employee hereby acknowledges that a finding by RSCVA of a material breach of RSCVA's policies and procedures is cause for termination of this Agreement pursuant to Section 3.2.2.1.4. As provided in Section 3.2.2.1.4, without limiting other violations that may be "material," the parties agree that any violation of the RSCVA's policies related to Equal Employment Opportunities, Harassment and/or Discrimination will be deemed to be a "material" violation.

4.3 Ethical Conduct. Employee shall maintain the highest ethical standard. The parties agree that Employee shall perform the Services for RSCVA and shall conduct himself at all times in strict accordance with the ethical and professional standards of the Nevada State Ethics Commission and the provisions of the Nevada Ethics in Government Law. Should any of the aforementioned be violated RSCVA may terminate this Agreement by written notice of termination, which shall be effective immediately upon delivery to Employee.

4.4 Compliance with Laws. The parties agree that Employee shall perform the Services for RSCVA and shall conduct himself at all times in strict accordance with all applicable laws of the United States and the State of Nevada, all ordinances of the County of

Washoe, City of Reno, City of Sparks, and all rules, regulations, policies and criteria established by the RSCVA from time to time, relevant to Employee's performance of the Services.

5. INDEMNIFICATION

RSCVA shall indemnify, hold harmless and defend Employee against claims arising from acts or decisions made by Employee in good faith while performing the services for RSCVA to the fullest extent permitted by law, but not with respect to claims by RSCVA against Employee or with respect to claims successfully resolved against Employee for acts of fraud, intentional misconduct, gross negligence, criminal acts, ultra vires acts, or for violations of RSCVA's policies and procedures. Employee agrees to release and discharge RSCVA, and shall hold harmless and indemnify RSCVA for all liabilities, losses, demands, claims, accounts, actions and proceedings arising or resulting from Employee breaching this Agreement.

6. MISCELLANEOUS

6.1 Assignment. Except as otherwise provided herein, Employee may not and shall not assign any rights or delegate any duties under this Agreement.

6.2 Notices. All notices, demands, requests, and other communications required or permitted to be served on or given to either party by the other shall be in writing and shall be delivered personally or by United States mail, first class postage prepaid, certified or registered mail, return receipt requested. Notices shall be addressed as follows:

If to RSCVA:

RENO SPARKS CONVENTION
AND VISITORS AUTHORITY
P.O. Box 837
Reno, Nevada 89504
Attn: Chair of Board

With a required Copy to:
Ben Kennedy, Esq.
Argentum Law
6121 Lakeside Drive
Suite 208
Reno, NV 89511

If to Employee:

Mike Larragueta
On File At RSCVA

6.3 Confidentiality and Restrictive Covenants. Employee recognizes that by reason of performing services for RSCVA, Employee may acquire confidential information and trade secrets concerning the operation of RSCVA, the use or disclosure of which could cause RSCVA substantial loss and damages that could be readily calculated and for which no remedy at law would be adequate. Accordingly, Employee covenants and agrees with RSCVA that it will not at any time both during and after the term of this Agreement, directly or indirectly, disclose any secret or confidential information that it may learn, or, in performance of the services herein for or on behalf of RSCVA, use such information in a manner detrimental to the interests of RSCVA, except with the prior written consent of RSCVA or as such information is within the public domain or comes within the public domain without any breach of this Agreement. The term "confidential information" includes, without limitation, information not previously disclosed to the public or to the trade by RSCVA's management with respect to RSCVA or any products, facilities, methods, trade secrets and other intellectual property, software, source code, systems, procedures, manuals, confidential reports, financial information, business plans, prospects or opportunities with respect to RSCVA but shall exclude any information already in the public domain. Employee recognizes and agrees that all copyrights, trademarks, or other intellectual property rights in created works arising in any way from Employee's employment by RSCVA are the sole and exclusive property of RSCVA and agrees to not assert any such rights against RSCVA or any third-parties. Upon termination of this Agreement by either party for any reason, Employee will relinquish to RSCVA all documents, books, manuals, lists, records, publications or other writings, keys, credit cards, equipment, computer disks, and any other similar repositories of information or other articles that came into Employee's possession in connection with the employment for RSCVA and to maintain no copies or duplicates without the written approval of RSCVA's Board of Directors. Upon termination of this Agreement for any reason, to the extent it is applicable, Employee shall comply with NRS 281A.550. Employee shall not at any time during the Employment Term make or direct any personal investments in the hotel or hospitality industry based substantially upon information conveyed to Employee as the President or C.E.O. of RSCVA.

Employee further agrees that he will not solicit any Employee of the RSCVA to leave the employ of the RSCVA to work for the Employee or any third party, or hire any Employee of the RSCVA, without the prior written consent of the Board of Directors. Such consent shall be within the Board of Director's sole discretion.

6.4 Governing Law. All rights and obligations hereunder shall be governed and construed in accordance with the laws of the State of Nevada, without reference to conflicts of law principles.

6.5 Failure to Enforce. The failure to enforce at any time any of the provisions of this Agreement or to require at any time performance by the other party of any of the provisions hereof shall in no way be construed to be a waiver of such provisions or to affect either the validity of this Agreement (or any part hereof) or the right of either party thereafter to enforce each and every provision of this Agreement.

6.6 Captions. The captions contained in this Agreement are for convenience only and are not intended to limit or define the scope or effect of any provision of this Agreement.

6.7 Counterparts. This Agreement may be executed in any number of counterparts and each such counterpart shall be deemed to be an original, but all of which, when taken together, shall constitute on Agreement.

6.8 Severability. If any provision of this Agreement is held to be invalid or unenforceable by any judgment or decision of an administrative, arbitral or judicial tribunal, court or other body of a competent jurisdiction, the remainder of this Agreement shall not be affected by such judgment or decision, and the Agreement shall be carried out as nearly as possible according to its other provisions and intent.

6.9 Entire Agreement. This Agreement contains the entire understanding between Employee and RSCVA with respect to the subject matter of this Agreement and it supersedes any prior oral or written agreements and understandings between them. This Agreement may be modified only in writing signed by Employee and an authorized representative of the RSCVA.

6.10 Presumption. This Agreement or any section thereof shall not be construed against any party due to the fact that said Agreement or any section thereof was drafted by said party.

6.11 Separate Counsel. Each party has received or has had the opportunity to receive the independent advice of its attorney prior to the execution of this Agreement. It is understood and agreed that the undersigned have not been influenced to any extent whatsoever in making this Agreement by any representative, agent or Employee of an adverse party, or by any attorney, person or persons representing or employed by the undersigned, and that this Agreement is entered into freely, voluntarily and knowingly.

Dated this 4/25/2024 **day of April, 2024**.

"RSCVA"

RENO SPARKS CONVENTION AND VISITORS AUTHORITY

DocuSigned by:

By: Charlene Bybee

47448EC69EB744C...

Charlene Bybee, Chair

Its: Authorized Signatory

"EMPLOYEE"

DocuSigned by:

2D1B693C31AE4C7...

Mike Larragueta

EXHIBIT A

Position Description

Position Title: President / CEO

Reports To: RSCVA Board of Directors
Department: Administration
FLSA Status: Exempt
Employment Status: Full Time

ABOUT

Reno Tahoe is a friendly, four-season resort destination – in a spectacular natural setting. Offering world-class attractions, recreational activities, and events, the region has an outstanding quality of life, to include a vibrant and diverse business community with national and international recognition as a premier, year-round Western destination for leisure and group/convention visitors.

POSITION SUMMARY

The President/CEO of the Reno-Sparks Convention and Visitors Authority (RSCVA) is responsible for developing and implementing the strategic plan which includes sales, marketing, and branding programs to promote Reno-Tahoe as a leisure and convention destination. The President/CEO will provide direct management of the senior executive team and reports to the RSCVA Board of Directors. The President/CEO will manage the day-to-day business of the RSCVA within the budgetary and policy constraints set by the RSCVA Board and in compliance with government regulations for public entities. The President/CEO represents the RSCVA in its relationships with local citizens, clients, government agencies, professional, and other similar groups.

JOB DUTIES AND RESPONSIBILITIES

- Works closely with the RSCVA Board to develop the vision and the strategic direction for the organization. Designs and executes initiatives to move the organization toward its vision while keeping the vision and the plan current.
- Builds and maintains strong collaborative relationships with the RSCVA's highly engaged and influential Board to ensure effective and cooperative organizational oversight. Attends all required meetings associated with the leadership of the organization and regularly reports the RSCVA's activities to the board.
- Partners with the RSCVA Board to ensure a highly functioning organization defined by a clear direction. Operates through effective financial and operational planning, a positive and professional culture of excellence, with a talented and motivated staff, and effective process systems.
- Oversees and manages the business and affairs of the RSCVA subject to the budget and policies approved by the Board. Reviews, coordinates, and submits to the Board all annual marketing plans, business plans, and operating budgets as required.
- Maintains accountability for the operational and fiscal integrity of the organization including budgets, financial revenue, expenses, expenditures, contractual commitments, and personnel policies.

- Provides oversight of the operations for the four convention and event facilities under the RSCVA including capital improvement, sales and marketing, safety, and technological innovations to improve the utilization of the center and event venues.
- Develops strong relationships with convention, gaming, hotel, and general hospitality communities as well as local and state government.
- Serves as a passionate spokesperson and industry advocate for tourism supporting the diverse assets of the region including arts and culture, outdoor recreation, and entertainment.
- Collaborates effectively with regional leaders to influence outcomes to advance the region. Adapts to changing political conditions and leadership. Provides advocacy support through subject-matter expertise for legislative resources that require attention.
- Provides oversight and leadership to the senior executive team of highly respected, dedicated, and skilled professionals. Sets a clear vision for a metrics-driven, goal-based team where expectations are supported by an internal culture of partnership, innovation, and customer service.
- Fosters a positive, professional culture of inclusiveness with a strong sense of purpose, collaboration, and accountability necessary to attract, retain, and develop top talent.
- Exhibits strong executive presence as reflected by behavior, appearance, demeanor, and humility as a highly visible leader for the organization and the Reno Tahoe region.
- Develops and supervises the implementation of an annual operating and marketing plan to promote and brand Reno Tahoe as a world-class, leisure and convention destination to local, state, regional, national, and international audiences.
- Regularly analyzes performance and results of all functional areas relative to the established goals and objectives.
- Builds a positive image of the RSCVA in relevant media as the organization's recognized spokesperson. Serves as final approval for official publications, news articles, and media coverage of the RSCVA.
- Provides long-range planning for destination resources, infrastructure, and strategic direction. Identifies major global trends influencing and affecting the local tourism community.
- Interprets research provided by outside resources on visitor profile and visitor attitudes and the effectiveness of the organization's strategic plan; makes changes to the plan as is appropriate to achieve RSCVA goals.
- Understands and abides by all departmental policies and procedures as well as the Codes of Ethics and Standards of Conduct. Complies with federal, state, local laws that govern business practices. Complies with all Department of the State of Nevada standards that apply to the position.
- Performs other duties as assigned or required.

PHYSICAL DEMANDS / WORKING CONDITIONS

- Frequently sits, walks, twists, uses hands to finger, handle, or feel objects, talks and hears.
- Occasionally stands, bends (at neck and waist), and reaches above & below shoulder level as needed.
- Simple grasping as well as repetitive use of hands and fine hand manipulation are needed to accomplish essential functions.

RenoTahoe®

- Specific vision abilities required include close, distance, color, peripheral vision, depth perception, and the ability to adjust focus.
- May be exposed to various temperatures inside and outside of the facilities, airborne particles, and fumes.
-
- Noise level in the office is usually quiet, but during board meetings, airports, conferences or other locations where work may be done may be moderately loud to loud.
- Ability to travel frequently, including possible international travel.

JOB QUALIFICATIONS

- The ideal candidate will be an experienced, dynamic, and successful leader with a minimum of ten (10) years of multifunctional, results-driven, team-focused executive-level leadership experience with a regional, national, or global organization of similar scale and complexity, particularly those related to the travel, tourism, or hospitality industry, or related public-sector field.
- Bachelor's degree preferred. MBA, graduate degree, or industry designation such as CDME is desired.
- Proven track record of successfully managing and nurturing complex partnerships to achieve mutually beneficial goals and outcomes, and collaboration with leadership in community response to crisis.
- Demonstrates expertise in the field of conventions, trade shows, and events as well as extensive knowledge of the leisure travel visitor.
- Management experience with full P&L responsibility.
- An ability to build a destination marketing strategy to align with local economic sectors, particularly with high-growth, technology clusters with an appreciation for the role economic development plays within the community.
- Politically savvy with prior work experience with a government entity. Working knowledge and understanding of Nevada Open Meeting Laws preferred.
- Familiar with public administration, including budgeting, purchasing, expense allocation, and contracting.
- Exceptional gravitas, confidence, and communications skills to serve as the organization's principal external spokesperson.
- Operates with the highest level of integrity, intellectual agility, creativity, and vision.
- Relocation or current residency in region required.

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 15% of Salary but does not increase Salary, and shall be comprised of quantitative and qualitative components. The quantitative portion of the Bonus is up to 10% of Salary based upon achievement of performance criteria and goals established by the Board of Directors and awarded at the sole discretion of the Board, with an additional discretionary, non-mandatory qualitative bonus of up to 5% of Salary to be awarded at the sole discretion of the Board.

To: RSCVA Board of Directors

From: Lori Tange, Executive Director of Human Resources

Date: August 21, 2026

Subject: Discussion and possible action on an HR employee benefit to provide full-time RSCVA employees a five percent (5%) deferred compensation program match.

Executive Summary

The RSCVA is proposing an employee benefit that the Authority shall contribute One Dollar ($1.00) for each One Dollar ($1.00) deferred and invested by the employee in the RSCVA approved Deferred Compensation program, up to a maximum RSCVA contribution equal to five percent (5.0%) of the employees biweekly base wage not to exceed a total RSCVA contribution of one-half of the limit established by Federal Law for the Standard Limit for 457(b) plans.

Background

The RSCVA provides a Deferred Compensation benefit to support employees' long-term retirement savings. Currently, under the Nevada Deferred Compensation (NDC) Program, administered through Voya, there is no dollar-for-dollar contribution match.

The RSCVA will match employee contributions to the approved Deferred Compensation Program on a dollar-for-dollar basis, up to a maximum employer contribution equal to 5.0% of the employee's biweekly base wage. The employer match is also subject to an annual cap not exceeding one-half of the standard contribution limit established under federal law for Section 457(b) plans.

Fiscal Impact

The impact is anticipated to be within the approved Departments budget. The maximum projected liability associated with the Deferred Compensation Program is estimated at approximately $500,00 annually assuming full implementation and participation as authorized by the Board. These costs may vary based on employee participation, which is estimated to be less than the maximum.

Recommendation

It is recommended that the Board of Directors approve the RSCVA Deferred Compensation Program and adopt the corresponding Deferred Compensation Matching Contribution Policy.

This benefit is intended to encourage employee participation in retirement savings and enhance the overall employee benefits program. Approval of the program and policy supports employee retirement readiness, strengthens the organization's total compensation package, and promotes employee recruitment and retention.

RenoTahoe POLICIES AND PROCEDURES			Page(s):	1 of 4
			Saved As:	HR Policy 600.606
Manual:	HUMAN RESOURCES		Formulated:	08/21/2026
Subject:	DEFERRED COMPENSATION		Reviewed:	
Governing Board Approval		Date:	Revised:	

SCOPE:

This policy applies to full-time employees eligible to participate in the RSCVA’s deferred compensation program.

PURPOSE:

The purpose of this policy is to establish a Deferred Compensation Program that provides eligible employees with an opportunity to supplement retirement income through voluntary salary deferrals and any employer contributions authorized by the Board of Directors. The Program is intended to support employee recruitment, retention, and financial security while complying with applicable federal and state laws.

POLICY:

The Human Resources Director shall administer the Deferred Compensation Program in coordination with the Finance Department and the Agency's designated plan provider.

The RSCVA reserves the right to augment, modify, curtail, reduce or eliminate the program.

ELIGIBILITY:

Eligible employees may enroll in the Deferred Compensation Program in accordance with plan enrollment procedures. Participation shall be voluntary unless otherwise provided by law or Board action.

EMPLOYEE CONTRIBUTIONS:

Employees may elect to contribute compensation through payroll deduction to the RSCVA’S authorized deferred compensation plan(s).

Contributions shall be subject to annual Internal Revenue Service limits and restrictions.
Employees are responsible for monitoring their contribution limits.

EMPLOYER CONTRIBUTIONS:

The Board may authorize employer contributions or matching contributions through annual budget approval or separate Board action.

The RSCVA may provide One Dollar ($1.00) for each One Dollar ($1.00) deferred and invested by the employee in the RSCVA approved Deferred Compensation program, up to a maximum RSCVA contribution equal to five percent (5.0%) of the employees biweekly base wage not to exceed a total RSCVA contribution of one-half of the limit established by Federal Law for the Standard Limit for 457(b) plans, and subject to

Unless otherwise approved by the Board:

- Employer contributions are not guaranteed.
- Employer contribution levels may be modified, suspended, or discontinued based on budgetary considerations.
- Participation in the Program does not create a vested right to future employer contributions.

Investment Responsibility

Employees shall direct the investment of their accounts from among investment options offered through the plan provider.
The RSCVA does not guarantee investment performance or account balances.

Vesting

Employee contributions are immediately 100 percent vested.
Employer contributions shall vest in accordance with the applicable plan document or Board-approved contribution program.

Separation from Employment

Distribution of deferred compensation benefits shall be governed by the applicable plan document and federal tax requirements.

Compliance

The Deferred Compensation Program shall operate in accordance with:

- Internal Revenue Code Section 457(b), if applicable;
- Internal Revenue Code Section 401(a), if applicable;
- Nevada Revised Statutes;
- Adopted plan documents;
- Applicable Board resolutions.

Authority to Amend

The Board reserves the right to amend, suspend, or terminate this policy and any associated employer contribution program at any time, subject to applicable law and contractual obligations.