

**BOARD OF TRUSTEES**

Shaun Carey, Chair  
Adam Kramer, Vice Chair  
Cortney Young, Treasurer  
Kitty Jung, Secretary  
Eddie Ableser, Trustee  
Mike Carrigan, Trustee  
Pascal Dupuis, Trustee  
Joel Grace, Trustee  
Brian Kulpin, Trustee



**PRESIDENT/CEO**  
Daren Griffin, A.A.E.

**CHIEF LEGAL COUNSEL**  
Jenn Ewan

**BOARD CLERK**  
Lori Corkery

**MINUTES**

**Board of Trustees Regular Meeting**  
**Thursday, February 12, 2026 | 9:00 AM**  
**Reno-Tahoe International Airport, Reno, NV**  
**Administrative Offices, Second Floor**

**1. INTRODUCTORY ITEMS**

The meeting was called to order at 9:02 a.m. Police Chief, Richard Duarte, was invited to lead the Pledge.

**Trustees Present:** Eddie Ableser  
Shaun Carey  
Mike Carrigan  
Pascal Dupuis  
Joel Grace  
Kitty Jung  
Adam Kramer  
Brian Kulpin  
Cortney Young

**Trustees Absent:** None

**2. PUBLIC COMMENT**

Mike Gillock of Southwest Airlines gave public comment.

**3. APPROVAL OF AGENDA (*For Possible Action*)**

**Motion:** Move to approve the agenda as presented

**Moved by:** Joel Grace

**Seconded by:** Brian Kulpin

**Aye:** Trustees Ableser, Carey, Carrigan, Dupuis, Grace, Jung, Kramer, Kulpin, Young

**Absent:** None

**Result:** Passed

#### **4. APPROVAL OF MINUTES**

##### **4.1 January 8, 2026, Board of Trustees meeting**

There being no corrections, the Minutes were approved as presented.

#### **5. PRESIDENT/CEO REPORT**

Interim President/CEO, Cris Jensen, announced that Southwest has new nonstop service between Reno and Nashville beginning October 1, 2026. He remarked on possible lapse of DHS funding and assured the Board that we are prepared if that happens. He reminded the Board that construction on the concourses will begin next week. And lastly, he presented two awards for the Ticketing Hall improvement project, one from the Truckee Meadows Chapter of the American Society Civil Engineers and another from Engineering News Record.

#### **6. BOARD MEMBER REPORTS AND UPDATES**

None.

#### **7. RECOGNITIONS AND ITEMS OF SPECIAL INTEREST**

None.

#### **8. CONSENT ITEMS (All consent items may be approved together with a single motion, be taken out of order, and/or be heard and discussed individually.)**

None.

#### **9. INFORMATION / POSSIBLE ACTION ITEMS**

##### **9.1 New Gen A&B public art locations update**

*Presenters: Annie Turner, Community Relations and Cultural Engagement Manager, and Holly Hayden, Public Art Consultant*

This presentation outlined the RTAA's plan for public art in the New Generation (New Gen) Concourses A & B. The plan includes 19 designated art locations across both concourses, supported by a budget of more than \$2 million. The art locations will feature wall-based, ceiling-based, sculptural, digital, and interactive installations. Four public calls for artists are planned, with themes reflecting regional identity (e.g., Lake Tahoe, Native American heritage, Burning Man, aviation). Installation for Concourse A artwork is scheduled for 2028, with the concourse opening early 2029.

##### **9.2 Concessions Program update**

*Presenter: Shawna Carpenter, Concessions Manager*

This presentation provided an update on the concessions program, outlining the current structure, performance, and future redevelopment plans. The airport currently manages 15 concession

agreements across food and beverage, retail, gaming, advertising, lounge, vending, and other services, including partnerships with small and ACDBE businesses. FY25 performance data and sales-per-enplanement benchmarks show program trends compared to peer airports. Looking ahead, the New Gen redevelopment will expand and reconfigure concessions to include 12 food and beverage locations, five (5) retail locations, an expanded lounge, repurposed retail spaces, and gaming areas. The plan includes revenue forecasts and a phased redevelopment schedule through 2029, aligned with the New Gen B project completion.

**9.3 Board Memo No. 02/2026-05 (For Possible Action)** Discussion and possible authorization for the Interim President/CEO to execute Amendment #3 to the Professional Services Agreement for consultant services with Paslay Management Group, L.P. dba Paslay Group, in the amount of \$950,000, increasing the total not-to-exceed amount to \$2,800,000  
*Presenter: Shawna Carpenter, Concessions Manager*

This item requests Board approval for Amendment #3 to the Professional Services Agreement with Paslay Group to provide ongoing concessions consulting services. The amendment would add \$950,000, increasing the total contract not-to-exceed amount to \$2.8 million, while maintaining the existing five-year term (with two one-year options) through January 2028. Services support renewal of all concessions contracts, space planning and concept development for New Gen Concourses A & B, the connector, and pre-security areas, including program strategy, solicitations, and construction coordination. The amendment aligns the consultant’s services with the Concourse Redevelopment schedule, the finalized construction and design documents, and the expanded scope of work that was not defined or available at the time of the original engagement.

After discussion, the Board took the following action:

**Motion:** Move to authorize the Interim President/CEO to execute Amendment #3 to the Professional Services Agreement for consultant services with Paslay Management Group, L.P. dba Paslay Group, in the amount of \$950,000, increasing the total not-to-exceed amount to \$2,800,000

**Moved by:** Joel Grace

**Seconded by:** Brian Kulpin

**Aye:** Trustees Ableser, Carey, Carrigan, Dupuis, Grace, Jung, Kramer, Kulpin, Young

**Absent:** None

**Result:** Passed

**9.4 Board Memo No. 02/2026-06 (For Possible Action)** Discussion and possible authorization for the Interim President/CEO to amend Professional Services Agreement (PSA), Amendment #2, with The Time Collector LLC, Public Art Consultant & Artist Liaison, in the amount of \$246,000, increasing the total contract amount to \$610,000 plus \$50,000 per diem Not to Exceed (NTE) for a grand total of \$660,100 through 2029  
*Presenter: Natalie Brown, Chief Marketing & Public Affairs Officer*

This item requests Board approval for Amendment #2 to the Professional Services Agreement with The Time Collector LLC to expand leadership support for the airport’s 1% for Art program. The amendment would increase the consultant’s fee by \$6,000 per month, adding \$246,000 over

three years and bringing the total contract to \$610,000 through July 2029. The expanded scope is needed due to staffing changes and significant oversight demands tied to 20+ public art installations totaling more than \$3 million as part of the MoreRNO construction program. The consultant will provide leadership-level oversight from concept through installation, ensuring projects are delivered on time, on budget, and aligned with best practices in airport public art administration.

After discussion, the Board took the following action:

**Motion:** Move to authorize the Interim President/CEO to amend Professional Services Agreement (PSA), Amendment #2, with The Time Collector LLC, Public Art Consultant & Artist Liaison, in the amount of \$246,000, increasing the total contract amount to \$610,000 plus \$50,000 per diem NTE for a grand total of \$660,100 through 2029

**Moved by:** Joel Grace

**Seconded by:** Brian Kulpin

**Aye:** Trustees Ableser, Carey, Carrigan, Dupuis, Grace, Jung, Kramer, Kulpin, Young

**Absent:** None

**Result:** Passed

**9.5 Board Memo No. 02/2026-07 (For Possible Action)** Review, discussion and possible authorization for RTAA staff to enter into a Professional Services Agreement with either ADK Consulting or DRH Global for the purposes of providing executive search services to recruit a new President/CEO for the Reno-Tahoe Airport Authority.

**Presenter:** *Emily Ellison, Chief People Officer*

This item asks the Board to review and authorize staff to enter into a professional services agreement with either ADK Consulting & Executive Search or DHR Global to recruit a new President/CEO. The selected firm would advise the Board on the position description and compensation, conduct the recruitment process, and present qualified candidates in alignment with the Board's timeline. The presentation outlines each firm's background, fee structure (28% of base salary for ADK; 30% of total first-year cash compensation for DHR), payment schedules, travel reimbursement terms, and candidate guarantees, followed by discussion and next steps in the procurement process.

After discussion, the Board took the following action:

**Motion:** Move to direct staff to enter into a professional services agreement with ADK Consulting for the purposes of providing executive search services to recruit a new President/CEO for the Reno-Tahoe Airport Authority

**Moved by:** Cortney Young

**Seconded by:** Kitty Jung

**Aye:** Trustees Ableser, Carey, Carrigan, Dupuis, Grace, Jung, Kramer, Kulpin, Young

**Absent:** None

**Result:** Passed

## 10. TRUSTEE COMMENTS AND REQUESTS

Trustee Grace asked how the change to the advertising policy would be handled. Mark Berg, Chief Commercial Officer, responded that they are still developing a plan and assured the Board they will be included in that process.

Trustee Young requested that the results of the audit done on the airport concessionaires and businesses be brought to the Board as an informational item.

Trustee Ableser requested an update on the progress of the policy for Trustees' use of outside counsel and the possibility of creating a policy for caucusing to prepare for Board meetings with staff. Chief Legal Officer, Jenn Ewan, responded that the Trustees' use of outside counsel policy is currently in draft form and is being reviewed by the Board Bylaws Temporary Committee. She also stated that the caucus policy will also be discussed by that Temporary Committee.

Trustee Kulpin requested an update from staff on Air Service. He then inquired about next steps with the CEO search process. Blake Astran with ADK stated that they will be conducting interviews with staff and Trustees to determine the qualifications and skill sets they would like to see in the next CEO.

## 11. CALENDAR OF UPCOMING MEETINGS AND EVENTS

DATE	EVENT
03/03/2026	NewGen A&B Groundbreaking
03/10/2026	Planning and Finance Committee Meetings
03/12/2026	Board of Trustees Regular Meeting
04/07/2026	Planning and Finance Committee Meetings
04/09/2027	Board of Trustees Regular Meeting
05/19/2026	Planning and Finance Committee Meetings
05/21/2026	Board of Trustees Regular Meeting

There was no discussion on this item.

## 12. PUBLIC COMMENT

There were no comments from the public.

## 13. ADJOURNMENT

The meeting was adjourned at 10:50 a.m.

