

BOARD OF TRUSTEES

Shaun Carey, Chair
Adam Kramer, Vice Chair
Cortney Young, Treasurer
Mike Carrigan, Trustee
Pascal Dupuis, Trustee
Joel Grace, Trustee
Brian Kulpin, Trustee



INTERIM PRESIDENT/CEO

Cris Jensen, A.A.E.

CHIEF LEGAL COUNSEL

Jenn Ewan

BOARD CLERK

Lori Corkery

AGENDA

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

Notice of Public Meeting

Meetings are open to the public and notice is given pursuant to [NRS 241.020](#).

This meeting will be livestreamed and may be viewed by the public at the following link:

Watch on Zoom: <https://us02web.zoom.us/j/87946994549>

Listen by Phone: Dial 1-669-900-6833

Webinar ID: 822 7558 3396

Accommodations

Members of the public who require special accommodations or assistance at the meeting are requested to notify the Clerk by email at lcorkery@renoairport.com or by phone at (775) 328-6402. Translated materials and translation services are available upon request at no charge.

Public Comment

Anyone wishing to make public comment may do by the one of the following methods:

- 1) In person at the Board meeting
- 2) By emailing comments to lcorkery@renoairport.com by **4:00 p.m. on the day before the meeting**. Comments submitted will be given to the Board for review and included with the minutes of this meeting.
- 3) Virtually by Zoom. You must have a computer or device with a working microphone. Use the information above to log into the Zoom meeting and use the "Chat" feature to submit a request to speak. When the Chair calls for public comment, your microphone will be turned on and you will be addressed to speak.

Public comment is **limited to three (3) minutes** per person. No action may be taken on a matter raised under general public comment.

Posting

This agenda has been posted at the following locations:

1. RTAA Admin Offices, 2001 E. Plumb
2. www.renoairport.com
3. <https://notice.nv.gov/>

Supporting Materials

Supporting documentation for this agenda is available at www.renoairport.com, and will be available for review at the Board meeting. Please contact the Board Clerk at lcorkery@renoairport.com, or (775) 328-6402 for further information.

1. INTRODUCTORY ITEMS

- 1.1 Pledge of Allegiance
- 1.2 Roll Call

2. PUBLIC COMMENT

3. AGENDA

- 3.1 Approval of the Agenda (*For Possible Action*)

4. MINUTES

- 4.1 Board of Trustees – Regular – February 12, 2026 (*For Possible Action*)

5. PRESIDENT/CEO REPORT

6. RECOGNITIONS AND ITEMS OF SPECIAL INTEREST

- 7. **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. Any items pulled from the consent agenda will be heard at the discretion of the Board Chair.)

- 7.1 Board Memo No. 03/2026-08 Authorization for the President/CEO to execute a Construction Contract with Spanish Springs Construction, Inc. for the Airfield Maintenance Yard Pavement Reconstruction Project – Phase 2 at Reno-Tahoe International Airport, accepting the Base Bid and Bid Alternate No. 1, in the amount of \$1,295,047 (*For Possible Action*)

Presenter: Dennis LeBaron, Facilities Project Manager

- 7.2 Board Memo No. 03/2026-09 Authorization for the President/CEO to execute a contract with Computer Projection Systems, LLC (dba CCS Presentation Systems) for Integrated Audio-Visual Equipment and Installation for the Headquarters Project at Reno-Tahoe International Airport, in the amount of \$940,000 (*For Possible Action*)

Presenter: Bryce Juzek, Senior Project Manager

8. GENERAL BUSINESS ITEMS

- 8.1 Election of Secretary

- 8.2 Board Memo No. 03/2026-10 Authorization for the President/CEO to execute a Professional Services Agreement for consultant services for the Design and Construction Administration of the Transportation Security Administration Offices at the Reno-Tahoe International Airport with Gensler Architecture, Design & Planning, P.C., in the amount of \$467,248, and authorize an Owner’s Contingency in the amount of \$50,000 (*For Possible Action*)

Presenter: Amanda Twitchell, Senior Project Manager

8.3 Bond financing update (*For Discussion Only*)
Presenter: *Randall Carlton, Chief Finance Officer*

8.4 Board Memo No. 03/2026-11 Board discussion with ADK Consulting, Inc. to finalize the process to be utilized for conducting an executive search for a President/CEO for the Reno-Tahoe Airport Authority including review of the position description, minimum qualifications, and compensation range; marketing materials for the recruitment; the steps of the interview process; candidate assessments, third-party background checks, and reference checks; stakeholders to be engaged and the method and timing of engagement; and, recruitment process timeline (*For Discussion Only*)

Presenter: *Emily Ellison, Chief People and Culture Officer, RTAA*
Rod Dinger, A.A.E., Senior Project Manager, ADK Consulting, Inc.
Blake Astran, J.D., Vice President Business Operations, ADK Consulting, Inc.

8.5 Board Memo No. 03/2026-12 Discussion and possible board action to approve and memorialize guidance provided to ADK Consulting, Inc. and staff during prior agendaized discussion of the process to be utilized for conducting an executive search for a President/CEO for the Reno-Tahoe Airport Authority (*For Possible Action*)

Presenter: *Emily Ellison, Chief People and Culture Officer, RTAA*

8.6 Board attendance update pursuant to Resolution No. 575 (*For Discussion Only*)
Presenter: *Jenn Ewan, Chief Legal Officer*

9. BOARD MEMBER COMMENTS, REPORTS AND SPECIAL REQUESTS

10. FUTURE MEETINGS AND EVENTS

DATE	EVENT
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
06/09/2026	Planning and Finance Committee Meetings
06/11/2026	Board of Trustees Regular Meeting

11. PUBLIC COMMENT

12. ADJOURNMENT

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.

Kitty Jung, Secretary

Interim President/CEO Report

To: All Board Members
From: Cris Jensen, Interim President/CEO
Date: March 2026

ECONOMIC DEVELOPMENT

Properties

Airport Experience Conference

Staff attended the Airport Experience (AX) Conference in Nashville in the last week of February, one of the largest conferences in the country focused exclusively on airport concessions. The conference provided a valuable opportunity to gain insight into current industry trends and best practices and connect with other airport commercial teams. Importantly, the event also served as a strategic platform to promote and generate interest in RNO's upcoming concession opportunities, including Retail, Food & Beverage, Lounge, and Advertising RFPs anticipated later this calendar year.

Cargo A & C Facilities

Staff continue to market vacant warehouse spaces in Cargo A and C, while staff negotiates replacement leases with existing Cargo A tenants following the recent transition of the Prologis facility to RTAA control. New leases will be market based, resulting in higher rental rates and full recovery of utilities and common area maintenance costs.

RTS Land Development

Dermody Properties New Development Framework

Staff and the Dermody team completed negotiations of the core agreements in late 2025, which was followed by review and approval of the Phase 1 lease agreements by Dermody's financial partners. Staff is waiting to receive the final execution documents from Dermody to process for final signature. Staff is also reviewing/negotiating less time-sensitive agreements (CC&Rs, latecomers, etc.) that will be finalized and executed following execution of the initial core documents (MDA termination, option agreement, etc.).

Dermody Properties Phase I Development

The Dermody team has received certificate of occupancy for and is actively marketing the first building and has indicated that there are no tenants identified, only speculative possibilities. Staff is working with the Dermody team to get an updated Building 2 construction schedule.

Dermody Properties Phase II Development

The Dermody team has hired and is working with their consultants to prepare the required documentation for the FAA required Categorical Exclusion (CatEx) for the portion of Moya Boulevard that will extend from Phase

I to access Phase II. Staff and the Dermody team recently met to discuss feedback received from the FAA ADO office. Staff subsequently met separately with the ADO office to receive guidance on the most appropriate path forward, which Staff shared with the Dermody team. The Dermody team is now addressing the additional requests and will work with Staff on an updated submittal.

O Block – Hangar Development

Work continues to bring needed utilities (power, gas and water) to the site of future hangar development on the O Block. Staff and the developer have met with representatives from Truckee Meadows Water Authority (TMWA) to gain alignment on the proper water line design to accommodate the full build out of the area, not just the proposed first phase. The developer intends to start grading hangar sites by the end of March.

AIR SERVICE DEVELOPMENT

New Route Announcement

Southwest Airlines is turning up the volume (and the heat) with a brand-new nonstop flight to Nashville International Airport (BNA) starting October 1, 2026!

Adding Nashville isn't just another route; it's a big milestone that shows Southwest's continued commitment to northern Nevada and gives our passengers an easy, one-flight ticket to one of the country's most in-demand destinations.

Airline Engagement & Meetings

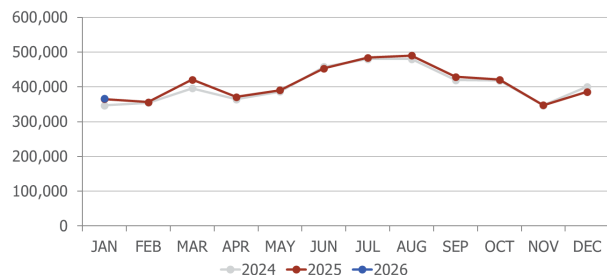
Staff met with United Airlines Network Planning to review RNO performance and discuss overall route health in February. Staff also conducted a headquarters visit with Alaska Airlines to review RNO performance and discuss potential new market opportunities. Staff also attended the Air Cargo Conference, where representatives from airports, air cargo carriers, and freight forwarders gathered to discuss market performance, industry trends, and early outlook expectations for 2026.

Community Outreach

Staff attended the State of the Economy event hosted by EDAWN to remain aligned with regional economic trends and development priorities. Staff also participated in a webinar in collaboration with the RSCVA for Maritz event planners, highlighting Reno Tahoe's accessibility and air service connectivity to key meetings and group travel decision makers.

January 2026 RNO Passengers

RNO served 366,191 passengers in January 2026, a increase of 0.3% versus the same period last year. In January 2026, RNO was served by 10 airlines to 22 non-stop destinations. The total seat capacity was up 1.5%, and flights decreased 2.4% when compared to January 2025.



Total Passengers					
Jan-26					
	Passengers		% Diff.	Passengers	YOY % Diff.
	2024	2025		2026	
JAN	346,845	365,265	5.3%	366,191	0.3%
FEB	354,252	356,037	0.5%		
MAR	395,906	420,534	6.2%		
1st QTR	1,097,003	1,141,836	4.1%		
APR	364,374	370,758	1.8%		
MAY	386,391	390,729	1.1%		
JUN	457,524	453,113	-1.0%		
2nd QTR	1,208,289	1,214,600	0.5%		
JUL	479,858	484,244	0.9%		
AUG	479,829	489,751	2.1%		
SEP	419,203	428,712	2.3%		
3rd QTR	1,378,890	1,402,707	1.7%		
OCT	418,241	420,541	0.5%		
NOV	346,927	347,609	0.2%		
DEC	400,626	385,607	-3.7%		
4th QTR	1,165,794	1,153,757	-1.0%		
TOTAL	4,849,976	4,912,900	1.3%	0	

Schedule Highlights:

- Delta Air Lines (DL)
 - Delta Air Lines seasonal non-stop service to Minneapolis (MSP) returns June 7 and continues through September 9. This flight will operate daily.
- JetBlue Airlines (B6)
 - JetBlue Airlines seasonal non-stop service to New York City (JFK) returns February 12 and continues through March 28.
 - JetBlue Airlines is bringing in 3 seasonal non-stop flights to Fort Lauderdale (FLL) for spring break, these flights will operate on Saturday only on March 14, 21, 28.
- JSX Airlines (XE)
 - JSX Airlines seasonal non-stop service to Carlsbad (CLD) and Las Vegas (LAS) both return June 11 and continue through September 28. Both flights will operate 4x a week on Monday, Thursday, Friday, and Sunday.
- United Airlines (UA)
 - United Airlines seasonal non-stop service to Houston-Intercontinental (IAH) returns February 14 and continues through March 28.
- Southwest Airlines (WN)
 - Southwest Airlines seasonal non-stop service to Dallas-Love (DAL) returns March 7 and continues through April 4. This flight will operate on Saturday's only.
 - Southwest Airlines announced new non-stop service to Nashville (BNA) starting on October 1. This flight will be 4x weekly, and will operate on Monday, Thursday, Friday, and Sunday.
- Sun Country Airlines (SY)
 - Sun Country Airlines seasonal non-stop service to Minneapolis (MSP) returns May 21 and continues through August 30. This flight will operate 2 times a week.



11 Airlines Connecting to 20+ Nonstop Destinations

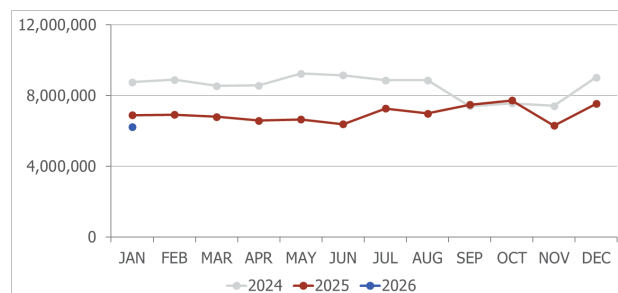
Reno-Tahoe Airport Authority			
March 2026 RNO Flight Schedule			
Destination	Airlines	Total Departures	Details
Atlanta	Delta	29	Daily. No flights on 3-4.
Austin	Southwest	26	Daily. No flights on Sat & 3.
Burbank	Southwest	46	Twice daily. Once on 2, Tue (No flight on 3), Wed (No flight on 4), Sat.
Chicago-O'Hare	United	31	Daily.
Dallas-Love	Southwest	4	Once on Sat.
Dallas/Fort Worth	American	124	Four daily.
Denver	Southwest	89	Three daily. Twice on Sun (except 1).
	United	110	Four daily. Three on Mon, Tue, Sat.
Fort Lauderdale	JetBlue	3	Once on 14, 21, 28.
Guadalajara	Volaris	22	Once on Mon-Fri.
Houston-Intercontinental	United	7	Once on Sat, Sun (No flight on 29).
Las Vegas	Frontier	28	Daily. No flights on 3-4, 10.
	Southwest	295	Eleven on Mon (except 2), Thu, Fri. Ten on 1, Tue, Wed (except 3-4).
	Spirit	62	Nine on 3-4. Seven on Sat (except 7), Sun (except 1). Six on 7.
Long Beach	Southwest	51	Twice daily. Once on Tue, Wed (except 3-4), Sat.
Los Angeles	Delta	124	Four daily.
	Southwest	24	Once on Mon, Thu, Fri, Sat, Sun. Once on 3-4.
	United	75	Three daily. Twice on Tue, Wed, 30. Once on Sat.
New York-JFK	JetBlue	30	Daily. No flight on 31.
Phoenix	American	122	Four daily. Three on 3, 7.
	Frontier	7	Once on Thu (except 5), Sun (except 1 and 8). Once on 2.
	Southwest	83	Three daily. Twice on Sat, Sun (Except 1), 3-4.
Portland	Alaska	61	Twice daily. Once on 18.
Salt Lake City	Delta	93	Three daily.
San Diego	Alaska	58	Twice daily. Once on 18, 24-25, 31.
	Southwest	76	Three daily. Twice on Tue, Wed. Once on Sat.
San Francisco	United	185	Six daily. Five on 31.
San Jose	Southwest	22	Once on Mon, Thu, Fri, Sat, Sun.
Seattle	Alaska	88	Three daily. Four on 18, Twice on 3-4, 7, 10-11, 14.
	Multiple Airlines		

*Does not include Charter or JSX flights

2.25.2026

January 2026 RNO Cargo

RNO handled 6,236,146 pounds of air cargo in January 2026, a decrease of 9.6% when compared to January 2025.



Total Cargo Volume in Pounds						
	2025		% Diff.	2026		YOY % Diff.
	Cargo in Pounds			Pounds	Metric Tons	
JAN	8,769,205	6,901,224	-21.3%	6,236,146	2,828	-9.6%
FEB	8,896,368	6,922,536	-22.2%			
MAR	8,545,646	6,808,411	-20.3%			
1st QTR	26,211,219	20,632,171	-21.3%			
APR	8,581,674	6,584,600	-23.3%			
MAY	9,253,876	6,654,959	-28.1%			
JUN	9,160,826	6,387,181	-30.3%			
2nd QTR	26,996,376	19,626,740	-27.3%			
JUL	8,878,130	7,270,009	-18.1%			
AUG	8,876,453	6,988,551	-21.3%			
SEP	7,402,906	7,488,397	1.2%			
3rd QTR	25,157,489	21,746,957	-13.6%			
OCT	7,565,778	7,738,183	2.3%			
NOV	7,420,506	6,314,147	-14.9%			
DEC	9,030,713	7,544,354	-16.5%			
4th QTR	24,016,997	21,596,684	-10.1%			
TOTAL	102,382,081	83,602,552	-18.3%	0		

OPERATIONS & PUBLIC SAFETY

Department	Event	01/2026	01/2025	01/2024
Joint Actions	Aircraft Alerts: ARFF, Ops, Police, Aircom	1	4	2
	Medicals: ARFF, Ops, Police, Aircom	41	41	32
Operations	Inspections	96	81	139
	Wildlife Incidents	8	2	3
Police	TSA Checkpoint Incidents	17	10	9
	Case Numbers Requested	15	16	22
Terminal Ops	Alarm Responses	42	53	64
	Inspections: Vehicle, Delivery, Employee	967	894	1187
Compliance	Badge Actions	1979	1326	882
ARFF	Inspections: Fuelers/Facilities	0/0	0/0	0/0
Landside	Public Parking – Total Revenue	\$,1608,140.00	\$1,372,245.00	\$1,372,091.00
	Public Parking – Total Reservations Revenue	\$88,159.48		
	Public Parking – Total Transactions	31,271	35,534	36,679
	Public Parking – Total Reservation Transactions	834		
	Public Parking – Average \$ Per Transaction	\$52.84	\$38.62	\$37.41
	Public Parking – Average \$ Per Reservation Transaction	\$105.71		
	Shuttle & Bus Trips Through GT	10,347	9,034	9,012
	Transportation Network Company Trips	40,006	32,891	28,409
	Taxi Trips Through GT	3,572	3,892	4,330

PLANNING & INFRASTRUCTURE

Please refer to the Monthly Project Status Reports which are posted with Planning & Construction Committee meetings agendas. Click [HERE](#) to view those agendas.

PEOPLE & CULTURE

Time frame: 02/01/26 – 02/28/26

Open Positions	11
New Starts	2
Resignations/Terminations*	3
Promotions	2
<i>*Termination refers to an employee leaving under any circumstances, good or bad.</i>	

In support of professional learning initiatives, People Operations continued a series of learning opportunities for employees with additional sessions on CPR/AED.

The Culture Club sponsored the RTAA’s annual Bowling League at the Grand Sierra Resort. In all there are nine teams of four and a healthy list of alternates. This is the fourth year of this popular activity that brings together teams from across the organization and fosters a strong sense of organizational Culture and teamwork. Oh, and it’s great fun!

As reported in January, the RTAA’s new recognition program was launched after the Town Hall meetings. Awardco is the platform, and employees have wholeheartedly embraced the opportunity to recognize peers, co-workers, and managers alike. The names of the award components are “I See You” (for shout outs), and “High Thrive” as a way to recognize someone for living one of the RTAA’s core values: Teamwork; Honesty; Respect; Innovation; Versatility; and Excellence. Participation results have been impressive! In the month since going live:

- 74% of our employees have logged onto the platform
- 140 employees have given at least one recognition
- 1,286 recognitions have been delivered in the platform to from a peer, co-worker, or manager.

Awardco also has a program to recognize employees for birthdays, service anniversaries, and life events.

MARKETING & PUBLIC AFFAIRS

Team Focus Areas

The Marketing and Public Affairs team’s early 2026 preparations enabled successful execution of key initiatives throughout February. The team maintained a focus on passenger experience through proactive communications during winter weather and TSA impacts, updates related to the start of concrete demolition outside B Concourse, and ongoing messaging about air service options and available routes (including the new nonstop to Nashville).

Top Strategic Initiatives




Initiative	RTAA Strategic Priority	Outcome
Air Service Support	<ul style="list-style-type: none"> • Air Service and Cargo • Customer Experience 	<ul style="list-style-type: none"> • The new Suitcase Stories air service ad campaign continues to introduce new characters representing priority markets for RNO. The campaign presents a holistic approach to promoting air service. See below. • The second year of incentive marketing supporting Southwest’s new Austin route is underway this month with some refreshed creative. See below.

Arts at the Airport	<ul style="list-style-type: none"> • Customer Experience 	<ul style="list-style-type: none"> • The current depARTures Gallery exhibit curated by the E.L. Cord Museum School instructors has been very popular and continues to receive high praise from travelers and staff. • Airport Art Advisory Committee jurors selected the finalist for the HQ terrazzo/outside entry RFQ. Staff will present the Committee's recommendation during the April Board meeting.
Applying for federal government grants	<ul style="list-style-type: none"> • Facilities for the Future • Financial Stewardship 	<ul style="list-style-type: none"> • Working to become qualified as an applicant and then a subsequent application for Reno-Stead Airport to enter the Federal Contract Tower Program. • Preparing Congressionally Directed Spending (earmark) requests for the FY27 budget cycle. • Advocating for the pending Airport Terminal Program grant program to support MoreRNO.

Other Noteworthy Items

- Beginning the week of March 2, RNO is supporting TSA employees impacted by the DHS funding delay, which will result in partial paychecks for officers. If funding is not restored by the week of March 16, officers will be required to work without pay.
- In conjunction with the City of Reno, we are planning for an event commemorating the arrival of a new Aircraft Rescue and Firefighting (ARFF) vehicle.
- Worked with RSCVA to promote the region's Olympic history and promote the local athletes participating in the games with a selfie station on the B Concourse. Over the course of three weeks, more than 2,000 images were taken of locals, visitors, and employees at the site.

New Suitcase Stories characters highlight RNO's priority markets

<p>RNO flies nonstop to ATL and, honestly, it's a vibe. More time for aquarium magic and epic murals. Book your trip.</p>  <p>Lock In That Flight Take off from RNO.</p>	<p>Your suitcase has been cooped up long enough. Get your wheels turning at RNO with a nonstop flight to Chicago. Book now.</p>  <p>Chicago, Here We Come Book your flight.</p>	<p>Turns out dreams of live music and boot scootin' are just one stop away. Book your flight from RNO to Nashville.</p>  <p>Book Your Trip To Nashville Just one stop.</p>
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Updated creative imagery for the Austin incentive marketing campaign



Reno-Tahoe International Airport

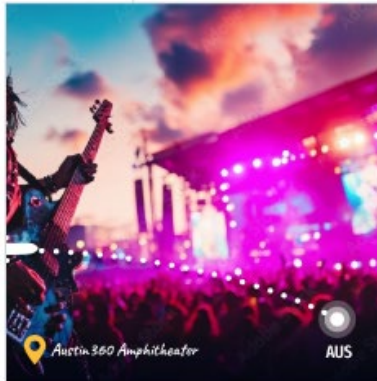
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124

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Board Memorandum

03/2026-08

Date: March 12, 2026

Subject: Authorization for the President/CEO to Execute a Construction Contract with Spanish Springs Construction, Inc. for the Airfield Maintenance Yard Pavement Reconstruction Project – Phase 2 at Reno-Tahoe International Airport, accepting the Base Bid and Bid Alternate No. 1, in the Amount of \$1,295,047

Presenter: Dennis LeBaron, Facilities Project Manager II

BACKGROUND

The Airfield Maintenance Yard Pavement Reconstruction Project – Phase 2 is a continuation of pavement rehabilitation improvements within the Airfield Maintenance Yard at the Reno-Tahoe International Airport (RNO). Phase 1 of the project, completed in 2019, reconstructed the eastern portion of the maintenance yard, which includes the vehicle fueling facility and is the primary access to the maintenance building bays.

Phase 2 will reconstruct the remaining western portion of the yard, which includes the deicing agent storage tank area, landscape shop area, secondary access to the maintenance bays, and the snow broom storage facility.

The existing pavement has exceeded its service life and exhibits surface distress and structural failure. These conditions affect maneuverability and snow removal operations within the yard. Reconstruction will restore pavement integrity and maintain safe and efficient maintenance activities.

DISCUSSION

The Phase 2 project scope includes reconstruction of approximately 6,900 square yards of pavement in the western portion of the Airfield Maintenance Yard at RNO. Work will include removal of existing pavement, concrete and gravel, and the construction of new aggregate base, asphalt cement (AC), concrete, and storm drain improvements. These improvements will restore pavement integrity, support airfield maintenance operations, maintain safe working environment, and provide efficient access during winter snow removal events and to other additional areas.

The project was publicly advertised on January 2, 2026, through the Reno Gazette Journal, the RTAA website, and the Nevada Government eMarketplace (NGEM). A non-mandatory pre-bid meeting was held on January 12, 2026, and bids were opened on February 3, 2026, with four bids received. Table 1 summarizes the bidders and total bid amounts.

Table 1 – Bid Tabulation

Scope	Engineer's Estimate	Spanish Springs Construction	FW Carson	Q&D Construction	Sierra Nevada Construction
Base Bid	\$1,158,856	\$1,208,767	\$1,547,852	\$1,380,648	\$1,382,623
Bid Alt #1	\$46,944	\$86,280	\$74,716	\$58,352	\$80,384
Total	\$1,205,800	\$1,295,047	\$1,622,568	\$1,439,000	\$1,463,007

The low, responsive, and responsible bidder is Spanish Springs Construction inc., with a bid amount of \$1,295,047. RTAA staff reviewed all bids for compliance with the bid requirements and recommends awarding the construction contract to Spanish Springs Construction inc.

The total project duration is Forty-Five (45) calendar days. The Notice to Proceed will be issued following final approvals. The preliminary schedule desires to issuing the Notice to Proceed on May 1, 2026, with construction of the Airfield Maintenance Yard completed in June 2026. The estimated schedule is summarized in Table 2 – Preliminary Schedule.

Table 2 – Preliminary Schedule

Activity	Date
Board Approval	March 12, 2026
Notice to Proceed	May 1, 2026
Construction	May 1 – June 15, 2026
Notice of Completion	June 17, 2026

FISCAL IMPACT

The Airfield Maintenance Yard Pavement Reconstruction Project – Phase 2 will be funded through the Airside Pavement Maintenance budget as part of the Reno-Tahoe Airport Authority (RTAA) Capital Improvement Program for Fiscal Year 2025–26.

The project budget encompasses the construction contract with Spanish Springs Construction, Inc., construction management services with CME, contract administration with AtkinsRéalis, and contains an Owner’s Contingency. The overall anticipated budget for Phase 2 is \$1,606,980.

Table 4 – Project Estimate at Completion

Scope Contract Administration (AtkinsRéalis)	Construction Management (CME)	Construction (Spanish Springs Construction)	Other Direct Costs	Owner’s Contingency	Estimate At Completion
\$34,200	\$179,771	\$1,295,047	\$7,962	\$90,000	\$1,606,980

STRATEGIC PRIORITIES

Safety and Security

People

Facilities for the Future

COMMITTEE COORDINATION

Planning and Construction Committee

STAFF RECOMMENDATION

Staff recommends that the Board adopt the motion stated below.

PROPOSED MOTION

“Move to authorize the President/CEO to execute a Construction Contract with Spanish Springs Construction, Inc. for the Airfield Maintenance Yard Pavement Reconstruction Project – Phase 2 at the Reno-Tahoe International Airport, accepting the Base Bid and Bid Alternate No. 1, in the amount of \$1,295,047.”

Board Memorandum

03/2026-09

Date: March 12, 2026

Subject: Authorization for the President/CEO to Execute a Contract with Computer Projection Systems, LLC (dba CCS Presentation Systems) for Integrated Audio-Visual Equipment and Installation for the Headquarters Project at Reno-Tahoe International Airport, in the amount of \$940,000

Presenter: Bryce Juzek, P.E. Senior Project Manager

BACKGROUND

The Headquarters (HQ) Project is a purpose-built, approximately 62,000 square foot Police and Administration facility approved by the RTAA Board on September 11, 2025, pursuant to Board Memorandum No. 09/2025-51 (GMP #3 for HQ). The project consolidates Airport Police and Administrative Offices into a single facility designed to support collaboration, operational efficiency, and long-term growth as part of the MoreRNO capital program.

As part of the facility build-out, integrated audio-visual (AV) systems are required to support conference rooms, operational briefing spaces, and a public boardroom within the building. The AV systems will provide standardized meeting room technology, digital room scheduling systems, and a fully integrated board room presentation and broadcast system to support police operations, administrative functions, and public meetings.

A formal Request for Proposals (RFP) was issued for integrated AV equipment, programming, and installation services, on December 4, 2025. Proposals were due January 14, 2026. RTAA received seven responsive proposals from qualified vendors. Proposals were reviewed by the selection committee on February 6, 2026. Four firms were shortlisted for interview:

- CCS Presentation Systems
- Innovative Communications Systems
- INA Display
- ITI Systems

Interviews were conducted on February 18, 2026. The selection committee consisted of three RTAA employees, with input from three Subject Matter Experts.

Based on the evaluation process, Computer Projection Systems, LLC doing business as CCS Presentation Systems, was determined to be the most qualified firm to provide the required services and deliver best overall value to the RTAA.

DISCUSSION

The integrated AV systems include standardized conference room technology and digital room scheduling systems throughout the facility. Meeting rooms will be equipped with integrated display systems, high-definition conferencing cameras, ceiling or table mounted microphones, and touch panel control interfaces allowing users to initiate and manage in-person and virtual meetings through a consistent and user-friendly platform. Digital scheduling panels located outside each conference room will provide real time availability and integrate with the Authority's calendaring system to improve space utilization and operational efficiency.

For the Police Department, these systems will support operational briefings, internal coordination, and training activities within the new Headquarters facility. For Administration, the systems will provide reliable and flexible collaboration tools to support daily meetings, executive functions, and organizational operations.

The public boardroom will include a fully integrated presentation and broadcast system consisting of a large-format LED video wall, distributed audio system, integrated microphones, multiple high-definition cameras, recording capability, and supporting equipment racks and servers. The system is designed to support in-person and hybrid public meetings, formal presentations, and public broadcasting requirements to ensure transparency and accessibility.

The scope of work includes final system coordination, equipment procurement, programming, installation, integration with RTAA's information technology infrastructure, testing, commissioning, and a one-year service agreement and warranty to ensure proper system performance following occupancy. Early engagement of the AV integrator allows coordination of infrastructure requirements--including power, data, mounting supports, and millwork interfaces--during construction and reduces the risk of rework or schedule impacts.

FISCAL IMPACT

This project is included in the RTAA Capital Improvement Program. Construction budget funds were approved in the RTAA's Fiscal Year 2024/25 budget, with the remaining portion programmed for inclusion in the Fiscal Year 2025/26 Capital Improvement Program budget process. It is anticipated that construction will be funded with Non-Alternative Minimum Tax (Non-AMT) Bonds.

The proposed contract amount of \$940,000 is included within the approved Headquarters Project Estimate at Completion (EAC) and does not increase the total project budget.

The current EAC for the Headquarters Project includes soft costs of \$19,626,954, covering design, administration, project management, furniture, fixtures and equipment (FF&E), contingency, and hard costs of \$59,213,519 for construction and long-lead equipment, for a total estimated project cost of \$78,840,473. A summary is provided in Table 1 – HQ Estimate at Completion.

Table 1 – HQ Estimate at Completion

Category	Description	Cost
Soft Costs	-	19,626,954
A/E Design	RS&H Nevada, Inc.	\$7,298,150
Pre-Construction Services	Clark/Sullivan	\$119,500
Construction Administration	RS&H Nevada, Inc.	\$1,999,061
Construction Management	Construction Materials Engineering	\$2,175,218
PMO / All Other	PMO / SMEs and FF&E/AV, etc.	\$6,911,486
Owner’s Contingency	TBD/Misc.	\$1,123,539
Hard Costs	-	\$59,213,519
HQ – Long Lead Equipment	Clark/Sullivan	\$1,351,269
HQ – Final	Clark/Sullivan	\$57,862,250
Total Estimate at Completion	-	\$78,840,473

STRATEGIC PRIORITIES

Safety and Security
 People
 Facilities for the Future
 Customer Experience

COMMITTEE COORDINATION

Planning and Construction Committee

STAFF RECOMMENDATION

Staff recommends that the Board adopt the motion stated below.

PROPOSED MOTION

“Move to authorize the President/CEO to execute a contract with Computer Projection Systems, LLC (dba CCS Presentation Systems) for integrated audio-visual equipment and installation for the HQ Project at Reno-Tahoe International Airport in an amount not to exceed \$940,000.”

Board Memorandum

03/2026-10

Date: March 12, 2026

Subject: Authorization for the President/CEO to execute a Professional Services Agreement for consultant services for the Design and Construction Administration of the Transportation Security Administration Offices at the Reno-Tahoe International Airport with Gensler Architecture, Design & Planning, P.C., in the amount of \$467,248, and authorize an Owner's Contingency in the amount of \$50,000

Presenter: Amanda Twitchell, Senior Project Manager – Architect Lead

BACKGROUND

The Transportation Security Administration (TSA) offices are currently located on the ground level of existing Concourse B. Concourse B will be demolished as a part of the New Gen A&B Project in May 2028, so the TSA offices need to be relocated.

Early in the Schematic Design phase of New Gen A&B, the Gensler developed plans incorporating the TSA offices into the ground level of new Concourse A. Based on value engineering exercises to bring the New Gen A&B project within budget, evaluations of the highest and best use of all potential locations, and conversations with the TSA regarding preferred locations, the decision was made to remove the TSA offices from the new concourses and design their space in the Reno-Tahoe Airport Authority (RTAA) Administrative Area.

In Spring of 2025, Paul Cavin Architects was selected to execute an Administrative Area Planning Study. The goal of the study was to evaluate the existing conditions of the space, identify modifications needed based on code and ADA requirements, identify opportunities and constraints of the space, and identify locations for potential tenants. One of the tenants that the study specifically focused on accommodating in the space was the TSA. In October 2025, Administrative Area Planning Study recommendations were presented to the Board and were accepted.

DISCUSSION

Since the project began as a part of the New Gen A&B Project, Gensler has familiarity with the scope of work and TSA requirements. In addition, Gensler has experience executing projects for the TSA at other airports.

Gensler will lead the design of the new TSA offices that consists of a tenant fit-out for approximately 5,000–7,000 SF of existing office space on Level 2 of the RTAA Administration area. The basic services include architectural and interior design for the office space, conference rooms, common areas, storage, and code-required signage, based on the program provided by TSA.

To execute the construction phase, Gensler and their subconsultants will need to perform Construction Administration (CA) Services. The CA Services include, but are not limited to, respond to Requests for Information (RFI), review of submittals, attendance at construction meetings, and site observation visits and reports.

FISCAL IMPACT

The project is funded by the FY26 Capital Improvement Program.

Table 1 – Design/CA Contract Summary

Description	Cost
Design	\$304,915
Construction Administration	\$162,333
Owner’s Contingency	\$50,000
Total	\$517,248

STRATEGIC PRIORITIES

Safety and Security
People
Facilities for the Future
Air Service and Cargo

COMMITTEE COORDINATION

Planning and Construction Committee

STAFF RECOMMENDATION

Staff recommends that the Board adopt the motion stated below.

PROPOSED MOTION

“Move to authorize the President/CEO to execute a Professional Services Agreement for consultant services for the Design and Construction Administration of the Transportation Security Administration Offices at the Reno-Tahoe International Airport with Gensler Architecture, Design & Planning, P.C., in the amount of \$467,248, and authorize an Owner’s Contingency in the amount of \$50,000.”

Board Memorandum

03/2026-11

Date: March 12, 2026

Subject: Board discussion with ADK Consulting, Inc. to finalize the process to be utilized for conducting an executive search for a President/CEO for the Reno-Tahoe Airport Authority including review of the position description, minimum qualifications, and compensation range; marketing materials for the recruitment; the steps of the interview process; candidate assessments, third-party background checks, and reference checks; stakeholders to be engaged and the method and timing of engagement; and, recruitment process timeline

Presenter: Emily Ellison, Chief People and Culture Officer, RTAA
Rod Dinger, A.A.E., Senior Project Manager, ADK Consulting, Inc.
Blake Astran, J.D., Vice President Business Operations, ADK Consulting, Inc.

BACKGROUND

The Board of Trustees awarded the contract for executive search services to recruit a new President/CEO for the Reno-Tahoe Airport Authority to ADK Consulting, Inc. at the February 12, 2026, meeting. The Professional Services Agreement (PSA) and Statement of Work (SOW) were executed in accordance with that action on February 24, 2026.

As is typical in executive search, the firm's proposal, upon which the contract was awarded, outlined the general services to be provided including search preparation and support, recruiting and screening of candidates, stakeholder engagement, interviewing support, and contract negotiations support. The way in which those services are delivered, and the timing of delivery, is customizable based on the needs of the hiring organization. This meeting functions as the search kickoff and ADK Consulting, Inc. will present recommendations to the Trustees on each of the search elements that are customizable for RTAA. Through discussion, Trustees will reach consensus on each of the items described in greater detail in the "discussion" section below to finalize the executive search process.

DISCUSSION

Kicking off the search process requires Board direction to the search firm on a variety of customizable search process elements. Each of those elements is explored in more detail below.

Finalize position description.

A [draft position description](#) is included in the support materials for review. Trustees are asked to consider whether it reflects appropriate and desired responsibilities, areas of focus, etc. for the role. While a need for editing or wordsmithing is not anticipated, Trustees with feedback of this nature

are encouraged to communicate it in writing to the RTAA staff liaison who will collect and compile feedback from all Trustees to provide to ADK.

Determine the minimum qualifications for the role.

Consistent with industry standards, ADK recommends the following minimum qualifications for this role.

- Bachelor's degree in aviation management, business administration, public administration, or a related field (advanced degree preferred).
- Extensive executive-level experience in airport management, transportation, or economic development.
- Deep understanding of FAA regulations, commercial aviation, and public administration.
- Proven track record in business development, strategic planning, and stakeholder engagement.
- Proven abilities in leadership demonstrating effective collaboration, empowering of others, and building trust among the team.
- Industry certifications and contributions are a plus.

Set the compensation range.

A [salary compensation benchmarking summary](#) is included in the support materials for review. Fifteen (15) airports of comparable operational scope, governance complexity, and enplanement activity are included in the analysis which indicates a recommended compensation range of \$333,283 - \$450,913 based on current compensation levels. The low end of the range is reflective of the 25th percentile of the full dataset, with salaries at or below this level found at airports that are smaller or less complex than RTAA or for leaders with less industry and/or executive experience. The high end of the range is reflective of the 75th percentile of the full dataset, with salaries at or above this level found at airports that are larger or more complex or for leaders with significant industry and executive experience. The midpoint of the range, \$392,098, represents the competitive market midpoint for proficient aviation executives and serves as a guidepost from which to determine pay positioning within the range. Consistent with industry standards, the potential for discretionary bonus is also recommended. Specific discretionary bonus parameters should be negotiated once a candidate is identified for hire.

Finalize draft marketing material.

A [draft marketing brochure](#) has been provided with the support materials for review. Trustees are asked to consider whether it reflects appropriate and desired responsibilities, areas of focus, etc. for the role. While a need for editing or wordsmithing is not anticipated, Trustees with feedback of this nature are encouraged to communicate it in writing to the RTAA staff liaison who will collect and compile feedback from all Trustees and provide it to ADK.

Determine the steps of the interviewing/hiring process to be utilized with candidates identified for this role. Provide direction regarding the method and timing of stakeholder engagement in the hiring process.

Given their extensive search experience and an understanding of past practice at RTAA, ADK recommends the following process be utilized for this search.

1. Stakeholder engagement to identify qualities to prioritize in hiring.
 - a. Search firm virtual outreach to specific internal and external stakeholders (recommended participants are considered in the next action item).
 - b. Anonymous survey of all employees.
2. Firm recruits and screens candidates; a pool of candidates (*initial long list*) is identified for the RTAA opportunity.
3. Individuals identified for the *initial long list* participate in ADK's video interviewing process; candidates that continue to be a strong match for the RTAA opportunity will be invited to move forward in the process and are considered *short list candidates*.
4. Individuals identified as *short list candidates* participate in virtual interviews with an advisory stakeholder panel comprised of the Interim CEO and the Chair of the Airline Airport Affairs Committee (AAAC). This panel provides advisory feedback to ADK on the candidates being considered for presentation to the Board.
5. ADK selects candidates for presentation to the Board of Trustees (*finalist candidates*).
6. *Finalist candidates* presented to Board of Trustees for consideration. ADK works with Trustees at this meeting to prepare for in-person finalist activities.
7. *Finalist pool* candidates participate in in-person screening activities:
 - a. Tour of RNO and RTS.
 - b. One-hour interview with the Board of Trustees.
 - c. One-hour presentation to the Board of Trustees.
 - d. Social engagement/candidate mixer.
8. Board deliberates reviewing candidates and making hiring selection.
9. Employment contract terms negotiated.
10. Employment contract approval.

The process used during the RTAA's 2020 search for a President/CEO is provided below for reference.

1. Stakeholder engagement to identify qualities to prioritize in hiring. All employees and thirty-four (34) specifically identified individuals participated.
 - a. Search firm outreach to specific internal and external stakeholders.
 - b. Anonymous survey of all employees.
2. Firm recruits and screens candidates.
3. Candidates presented to Board of Trustees (8).
4. Firm's leadership assessment is given and third-party background checks are conducted for candidates who will be interviewing with the Board.
5. Two days of virtual interviewing (4 candidates per day).
6. Board deliberation and decision to move four (4) candidates forward and invite for in-person candidate screening activities.
7. In-person candidate screening activities:
 - a. Tour of RNO and RTS.
 - b. Three one-hour interviews with small groups of three Trustees each.

- c. One-hour presentation to the Board of Trustees.
- d. Social engagement/candidate mixer.
8. Board deliberates reviewing candidates and making hiring selection.
9. Employment contract terms negotiated.
10. Employment contract approval.

Identify stakeholder groups who should be engaged in the hiring process.

Based on industry experience and understanding of stakeholder engagement during RTAA's 2020 search, ADK Consulting, Inc. recommends engaging the following mix of stakeholders during the recruitment phase of the search to identify qualities to prioritize in hiring. The recommended method of engagement is indicated in parentheses.

- RTAA Employees (survey)
- RTAA Executive Team and Directors (consultation)
- RTAA Union Leadership (consultation)
- Interim CEO (consultation)
- RTAA Police Chief (consultation)
- Current Trustees (individual consultations)
- Airline Representative, Chair of the AAAC (consultation)
- Representatives of local government from RSCVA (CEO), City of Reno (Mayor and Fire Chief), City of Sparks (Mayor), Washoe County Commission (Chair), and RTC – Regional Transportation Commission (Exec. Director) (consultation)
- Reno-Stead Airport Association, Chair (consultation)
- EDAWN – Economic Development Authority of Western Nevada, President/CEO
- Local gaming leader from RASC – Regional Air Service Corporation (consultation)
- Local construction leader (consultation)

Confirm the utilization of optional screening tools including assessments, third party background checks, and reference checks.

As proposed and contracted, ADK Consulting, Inc. conducts the Everything DiSC assessment, third-party background checks, and reference checks on finalist candidates invited to participate in in-person interviews. Given the direct cost of third-party background checks and resource investment required for other types of screening, administering these screenings on in-person, finalist candidates contains total search expenses.

Board preference for these screenings to occur earlier in the process, resulting in screening of non-finalist candidates, will result in additional per unit charges of \$300 per additional third-party background screening.

Approve tentative search process timeline (with target meeting dates).

The tentative timeline below is provided to prompt Trustee discussion regarding availability during the timeframes identified. Based on availability information shared during the discussion, the proposed timeline will be updated in real-time, during the meeting, with a final draft to be considered for adoption.

Proposed Search Timeline

March 12, 2026	Search kick-off with Board of Trustees.
March 13 – May 1, 2026	Collect initial stakeholder feedback on qualities to prioritize in recruiting and hiring. Simultaneously, engage in recruiting activities.
May 4 – 15, 2026	<i>Long-list candidates</i> identified; participate in one-way video interviewing and essay screening. <i>Short-list candidates</i> identified.
May 18 – 29, 2026	<i>Short-list candidates</i> interview virtually with advisory stakeholders.
June 1 – 12, 2026	<i>Finalist candidates</i> presented to Board of Trustees at potential special meeting ; ADK works with Trustees to prepare for in-person finalist activities.
June 15 – 26, 2026	In-person candidate engagements (special meeting).
June 29 – July 3, 2026	Board deliberation during special meeting ; action to make offer and negotiate employment contract terms.
June 26, 2026	Board Memo due for July 2026 Board of Trustees meeting.
July 20 – 24, 2026	Board consideration of tentative negotiated employment contract (special meeting).

FISCAL IMPACT

None

STRATEGIC PRIORITIES

Safety and Security
People
Facilities for the Future
Air Service and Cargo
Financial Stewardship
Customer Experience
General Aviation
Sustainability

COMMITTEE COORDINATION

None

STAFF RECOMMENDATION

N/A

PROPOSED MOTION

N/A

RNO Position Summary

Position Overview

The Reno Tahoe Airport Authority seeks an innovative, forward-thinking Chief Executive Officer (CEO) who will be a champion for growth and development of the region, Reno-Tahoe International and Reno-Stead Airport.

The CEO will be someone who embraces the value of collaboration, is transparent, values multi-dimensional perspectives, inspires, and empowers others. This leader will take initiative in identifying opportunities, finding solutions, and executing on programs that improve the quality of service, financial stability and sustainability, and the organization's benefit to the region. The CEO provides strategic leadership and oversight of all airport operations, including aeronautical activities and the commercial and industrial development of nonaeronautical properties. Reporting to the Airport Board, the CEO ensures the airport's regulatory compliance, while advancing economic growth and operational excellence.

About the Role

The CEO serves as the primary executive responsible for implementing Trustee/Board policies, overseeing financial and business management, ensuring safety, security, regulatory compliance, operational efficiency, and leading a high-performing workforce. The role requires a visionary leader who can balance regulatory compliance with strategic initiatives to enhance airport operational effectiveness, foster business development, and improve the overall passenger and tenant experience.

Key Responsibilities

- Oversee all administrative, operational, and financial affairs of the Trustees in alignment with the Trustee's directives.
- Develop a strong collaborative working relationship with the Trustees, assist the Trustees in its policy-making duties and enable the Trustees and its committees to make well-informed decisions by providing relevant information; share activities, opportunities, and risks to include options and potential consequences.
- Lead the development and implementation of both long- and short-term strategic initiatives and provide clear direction to the airport's staff, integrating and coordinating with all departments, to optimize tangible and intangible assets and assure the Board achieves its strategic vision and mission.

- Establish financial philosophies and strategies for responsible planning, operation, and sustainment of programs, facilities, and services to include securing financial resources and grants to meet demands.
- Continually, creatively, and persuasively works to attract new air service at Reno-Tahoe International Airport and ensure new and existing airline relationships and partnerships are well-maintained.
- Be a catalyst for economic development in the region and build partnerships that enhance awareness and support business recruitment and retention activities.
- Develop and implement policies, procedures, and strategic initiatives that ensure regulatory compliance, enhance operational efficiency, improve customer satisfaction, and strengthen economic sustainability.
- Proactively identify regulatory and legislative impacts to the airport system and educate and advocate for appropriate consideration and positive solutions.
- Nurture community relationships including with elected officials, business leaders, business partners, tenants, and neighbors of the airport.
- Negotiate agreements with airlines, tenants, vendors, service providers, consultants, concessionaires, and/or other businesses that operate at the Board's facilities or provide professional or other services.
- Foster a positive work culture, build and inspire high performing team, champion professional growth and organizational excellence.

Leadership Qualities and Style

- Visionary leadership with the ability to be forward thinking, drive strategic initiatives and long-term growth.
- Strong financial acumen and experience in budgeting, capital planning, and revenue generation.
- Excellent communication skills with the ability to engage stakeholders at all levels.
- Conscious leader, ethical character, collaborative, inspirational and empowering.
- Commitment to operational excellence, safety, and regulatory compliance.

Preferred Qualifications

- Bachelor's degree in aviation management, business administration, public administration, or a related field (advanced degree preferred).
- Extensive executive-level experience in airport management, transportation, or economic development.
- Deep understanding of FAA regulations, commercial aviation, and public-sector administration.
- Proven track record in business development, strategic planning, and stakeholder engagement.
- Proven abilities in leadership demonstrating effective collaboration, empowering of others, and building trust among the team.
- Industry certifications and contributions are a plus.



AIRPORT PRESIDENT & CEO COMPENSATION BENCHMARKING SUMMARY
for the Reno-Tahoe Airport Authority Board

Presented to: The Reno-Tahoe Airport Authority (RTAA) Board
Subject: Market Salary Percentiles – President & Chief Executive Officer
Prepared by: Doug Kuelpman, President/Chief Executive Officer
ADK Consulting & Executive Search
Date: February 23, 2026

The purpose of this benchmark information is to present market compensation benchmark data for the Airport Chief Executive Officer (CEO) position. This analysis is intended to inform the Board’s review of executive compensation competitiveness and alignment with peer airports of similar operational scope, governance complexity, and enplanement activity.

Market Salary Percentiles

Based on a comparative analysis of peer airport CEO compensation, the following salary percentiles have been developed:

<u>Percentile</u>	<u>Base Salary</u>
25th Percentile	\$333,283
50th Percentile (Median)	\$392,098
75th Percentile	\$450,913

Interpretation

- **25th Percentile:** Reflects compensation levels at smaller or less complex peer airports, or for incumbents with shorter tenure.
- **50th Percentile (Market Median):** Represents the competitive market midpoint and typical target for fully proficient CEOs.
- **75th Percentile:** Reflects highly competitive compensation levels associated with large, complex, or high-performing airports, or CEOs with extensive tenure and experience.

These percentiles will provide the Board with a market framework to evaluate pay positioning relative to recruitment, retention, and performance objectives.

Peer Airport Comparables

The following airports were utilized as comparables in developing the compensation percentiles. Peer selection considered similarities in annual enplanements, organizational complexity, air service levels, and governance structure.

- Asheville Regional Airport
- Birmingham–Shuttlesworth International Airport
- Gerald R. Ford International Airport (Grand Rapids)
- Greenville-Spartanburg International Airport
- Huntsville International Airport
- McGhee Tyson Airport (Knoxville)
- Louisville Muhammad Ali International Airport
- Piedmont Triad International Airport
- Rhode Island T. F. Green International Airport
- Reno-Tahoe International Airport
- Richmond International Airport
- Sarasota Bradenton International Airport
- Savannah/Hilton Head International Airport
- Spokane International Airport
- Tucson International Airport

These market percentiles are provided to support and inform the Board in the decision-making regarding CEO hiring range determination. We appreciate the opportunity to be of service to the RTAA and thank the Board for its partnership, engagement, and thoughtful stewardship throughout this process. Your commitment to ensuring that executive compensation remains competitive, equitable, and aligned with industry best practices is commendable. We look forward to working with you on your search for your new President & CEO.

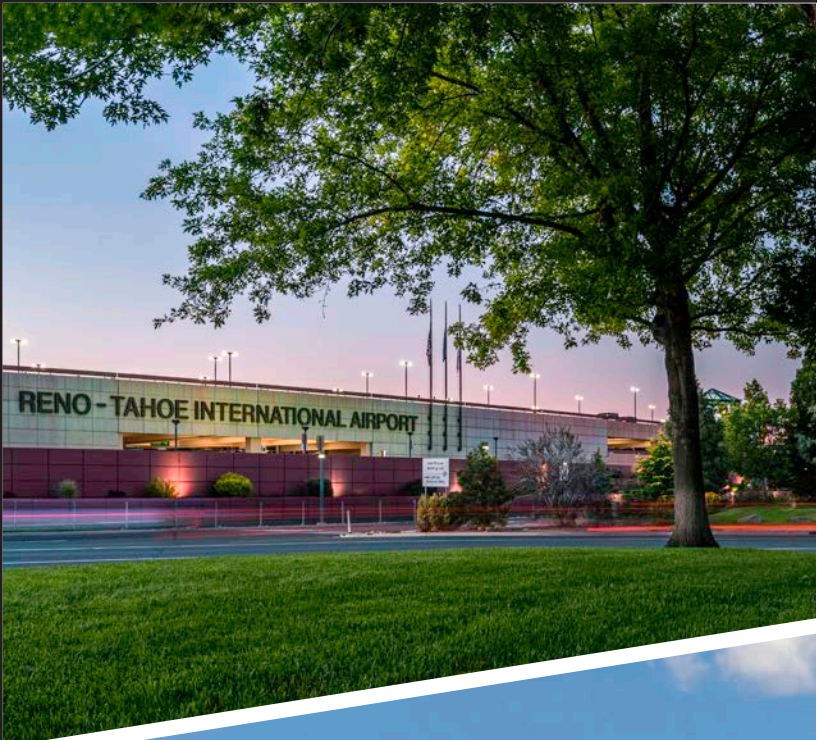


**Reno-Tahoe
International
Airport**

**Reno-Tahoe Airport Authority invites applications for
President & CEO**

**Reno-Tahoe International Airport (RNO) and Reno-Tahoe Stead (RTS)
Reno, NV**

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Organization

About the Reno-Tahoe Airport Authority

The Reno-Tahoe Airport Authority (RTAA) operates at the intersection of commerce, community, and connectivity, managing two vital aviation facilities that serve as powerful economic engines for northern Nevada. As owner and operator of both Reno-Tahoe International Airport (RNO) and Reno-Stead Airport (RTS), the RTAA connects a dynamic region to the world.

Governance and Financial Independence

The RTAA operates as a quasi-municipal corporation that is financially self-sufficient and independent from local government structures. The Authority maintains strong credit ratings of A3 (Moody's), A with stable outlook (S&P), and A+ with stable outlook (Kroll), reflecting its sound fiscal management.

Governed by a nine-member Board of Trustees appointed by the City of Reno (four members), City of Sparks (two members), Washoe County (two members), and the Reno-Sparks Convention and Visitors Authority (one member), the Authority represents the diverse voices of the region it serves. Board members serve staggered four-year terms, ensuring continuity and institutional knowledge. Critically, the RTAA receives no state or local tax revenue – operations are funded entirely through airport revenues, including tenant fees, concessions, parking, and rental car operations.

Reno-Tahoe International Airport (RNO): A Regional Powerhouse

RNO stands as one of the region's most significant economic assets, generating an estimated \$3.6 billion in annual economic impact. The airport served 4.9 million passengers in 2025 (the busiest year since 2008). As the 67th busiest commercial passenger airport in the nation, RNO functions like a small city, with approximately 3,000 employees (approximately 300 of whom work directly for the RTAA) working across various companies and operations.

Located just four miles southeast of Reno's central business district and less than an hour from world-class ski resorts and Lake Tahoe, RNO serves as the ultimate gateway to the region. The airport provides service through eleven commercial airlines, three cargo carriers, and offers 20+ nonstop destinations throughout the United States and Mexico (including a brand new nonstop to Nashville starting Oct. 1), with convenient one-stop connections to virtually anywhere in the world.

The Airport *(continued)*

The airport's cargo operations occupy approximately 25 acres and transported more than 102 million pounds of air cargo in 2024. This robust cargo infrastructure supports the region's thriving distribution and e-commerce sectors, including major operations from companies like Amazon, Walmart, and Tesla.

Reno-Stead Airport (RTS):

Aviation Innovation and Community Service

RTS encompasses over 5,000 acres and serves as a critical general aviation facility and reliever airport for RNO, hosting approximately 200 based aircraft. The airport supports military operations including the Nevada Army National Guard, and an FAA-designated UAS test range. From 1966-2023, RTS was home to the legendary Reno National Championship Air Races. The facility has also evolved to support emergency services, partnering with the Bureau of Land Management to develop air tanker firefighting capabilities – adding more than 9,000 feet of new runways and upgraded lighting systems.

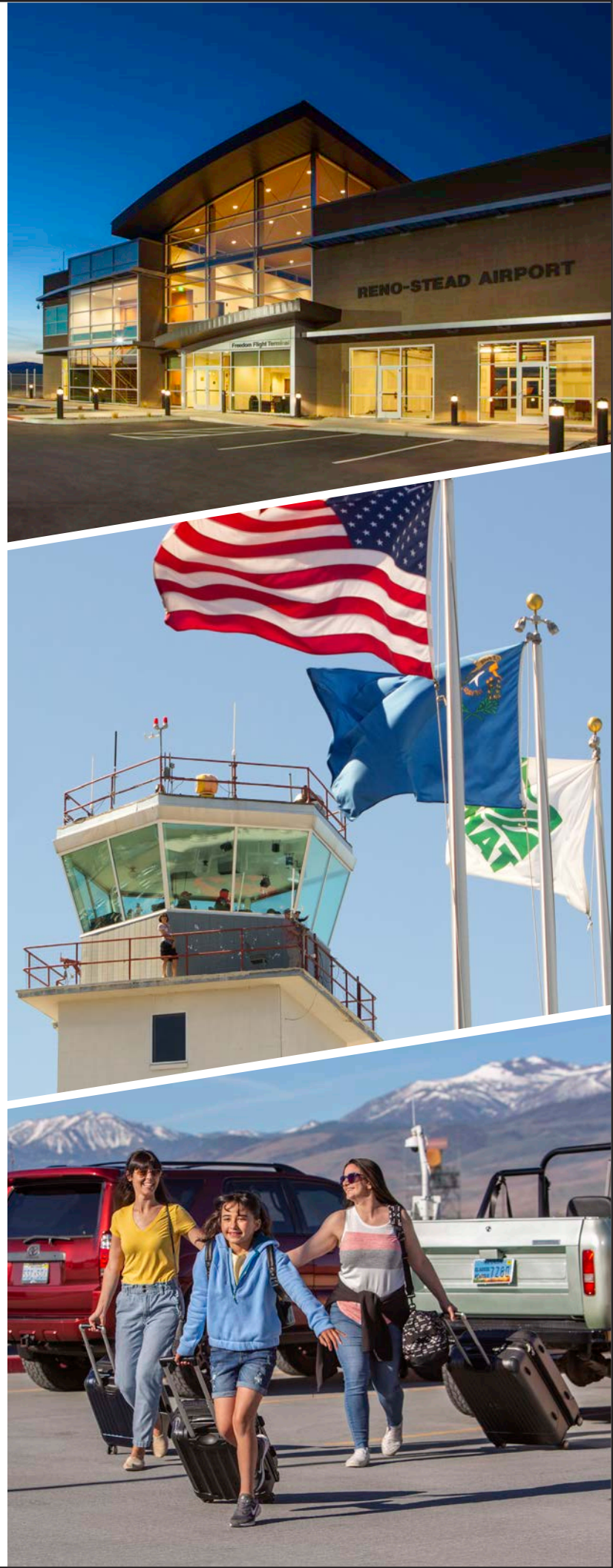
Building for the Future

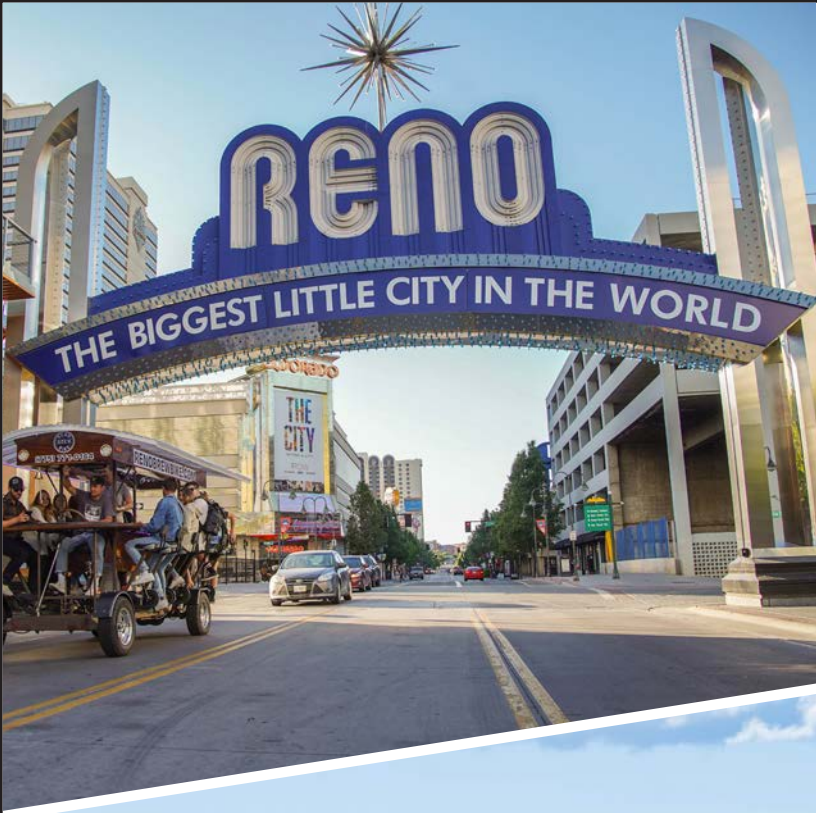
The RTAA is currently undertaking MoreRNO, a transformative billion-dollar infrastructure program – the largest in the airport's history – that includes two new concourses that are roughly double the size of the existing concourses, 100% gate replacement, a ground transportation center, and an expanded Ticketing Hall designed to support decades of regional growth. These investments, coupled with expanding air service and strategic partnerships with tourism and economic development organizations, position the RTAA as a forward-thinking authority ready to meet the evolving needs of one of America's fastest-growing regions.

The RTS Master Plan update is actively underway, with a completion date of late 2027. This comprehensive update will evaluate the evolving aviation needs, including general aviation, cargo, FBO and other aeronautical uses. The update will also address future opportunities for potential aeronautical and non-aeronautical development.

RTS offers transformative development potential with over 3,000 acres of developable land, including a master-planned airport-centric business park partnering with Dermody Properties for industrial and commercial development. RTAA owns approximately 37% of vacant industrial land in Washoe County and 60% of Reno's industrial/mixed-use-zoned land, positioning RTS as a premier economic development opportunity generating high-wage jobs while supporting regional growth.

The next President & CEO will lead an organization committed to safety, operational excellence, community engagement, and sustainable growth – an opportunity to shape the future of aviation in one of the nation's most dynamic markets.





The Community

Reno-Tahoe and Northern Nevada: A Region Experiencing Sustained Growth

Situated along the eastern slope of the Sierra Nevada and anchored by the Lake Tahoe Basin, Reno-Tahoe serves as the economic center of northern Nevada. The region combines steady population growth, economic diversification, and access to outdoor recreation, making it an increasingly attractive place to live and work.

Quality of Life and Environment

Reno-Tahoe is widely recognized for its access to outdoor recreation. The region averages approximately 300 days of sunshine per year, and residents are within an hour's drive of Lake Tahoe, which supports year-round recreation including skiing, hiking, boating, and cycling.

The Truckee River runs directly through downtown Reno, linking vibrant urban amenities with outdoor access. Multiple ski resorts, trail systems, and public lands are located within short driving distance, contributing to a lifestyle that balances professional commitments with recreation.

The thriving region's cultural offerings continue to expand, including the Nevada Museum of Art, performing arts venues, and annual events such as the Great Reno Balloon Race and the Reno Rodeo. The region's dining and hospitality sectors have grown alongside its population, reflecting broader demographic and economic shifts.

Population and Demographics

Reno is the largest city in northern Nevada, with an estimated population of approximately 280,000 residents as of 2024. The Reno-Sparks metropolitan statistical area exceeds 575,000 residents, placing it among the 100 largest metro areas in the United States.

Population growth in northern Nevada has been driven largely by domestic migration, particularly from neighboring Western states. The region's workforce reflects a mix of established industries and emerging sectors, supported by a growing base of skilled professionals and entrepreneurs.



**Reno-Tahoe
International
Airport**

The Community *(continued)*

Economic Diversification

Over the past two decades, Reno-Tahoe and northern Nevada have broadened their economic base well beyond gaming and tourism. The region now supports significant activity in advanced manufacturing, battery technology, data infrastructure, distribution, and logistics. The Tahoe Reno Industrial Center (TRIC) (one of the largest industrial parks in North America) is home to major operations for companies such as Tesla, Panasonic, Google, Switch, and UPS. Tesla's Gigafactory Nevada is one of the world's highest volume plants for electric motors, energy storage products, vehicle powertrains and batteries.

Nevada's tax structure – including no state personal income tax – continues to be a factor in corporate and residential relocation decisions. Combined with proximity to California markets and access to Interstate 80 and major rail corridors, northern Nevada functions as a key distribution hub for the western United States.

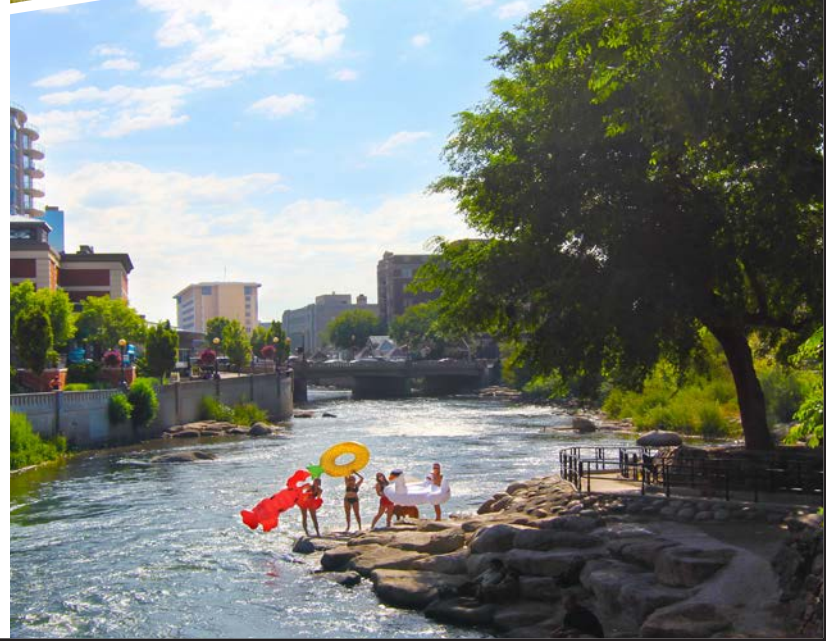
Education, Workforce and Aviation Pathways

The region's workforce development is supported by the University of Nevada, Reno, a Carnegie R1 research institution, and Nevada's flagship university. The university contributes research capacity in engineering, environmental science, mining, business, and health sciences, and provides a steady pipeline of graduates to regional employers.

Truckee Meadows Community College and Western Nevada College further expand technical and vocational training opportunities across Northern Nevada.

Complementing these efforts, organizations such as the George W. Gillemot Foundation are expanding access to aviation education, mentorship, and flight training for northern Nevada students. These initiatives are designed to reduce financial and informational barriers to entry and offer early exposure to aviation fundamentals in order to create clearer pathways from classroom to cockpit, maintenance hangar, air traffic control, or airport management.

For the airport's next President & CEO, these developments reflect a regional commitment to building a sustainable aviation talent pipeline. Leadership engagement with educational institutions, nonprofit partners, airlines, and industry stakeholders will be essential to aligning workforce development with future operational needs. The presence of emerging aviation education infrastructure offers a platform for strategic collaboration and long-term industry resilience within Reno-Tahoe and northern Nevada.





The Community *(continued)*

Regional Investment and Infrastructure Growth

Northern Nevada is currently experiencing significant public and private investment across multiple sectors.

The airport is undertaking its MoreRNO capital improvement program, a billion-dollar phased redevelopment initiative focused on modernizing facilities, replacing aging concourses, upgrading infrastructure, and improving passenger experience.

This airport modernization effort is occurring alongside major private-sector expansions. The Grand Sierra Resort has announced a substantial multi-phase redevelopment project that includes hotel tower renovations, arena improvements, and expanded entertainment amenities. Additional mixed-use and residential developments are underway throughout Reno and Sparks, reflecting continued demand for housing and commercial space.

Industrial expansion at TRIC and other employment centers in Storey and Washoe counties remains active, with ongoing facility construction and planned capacity increases from several major employers.

Collectively, these investments indicate sustained confidence in the region's economic trajectory and infrastructure needs.

Strategic Location and Connectivity

Reno-Tahoe's geographic position between Northern California and the Intermountain West provides logistical advantages for both commerce and travel. Interstate 80, Union Pacific rail lines, and regional highways connect Northern Nevada to West Coast ports and inland markets.

As the primary commercial airport serving the region, the airport plays a central role in supporting tourism, business travel, advanced manufacturing supply chains, and regional mobility.

Thank you for your interest in leading our airport into its next chapter of growth and service. We are seeking a visionary leader who can balance operational excellence with community partnership and strategic innovation. We look forward to welcoming candidates whose vision aligns with our commitment to excellence and community impact.

Additional information can be found at www.livability.com/nv/reno.



Position Overview

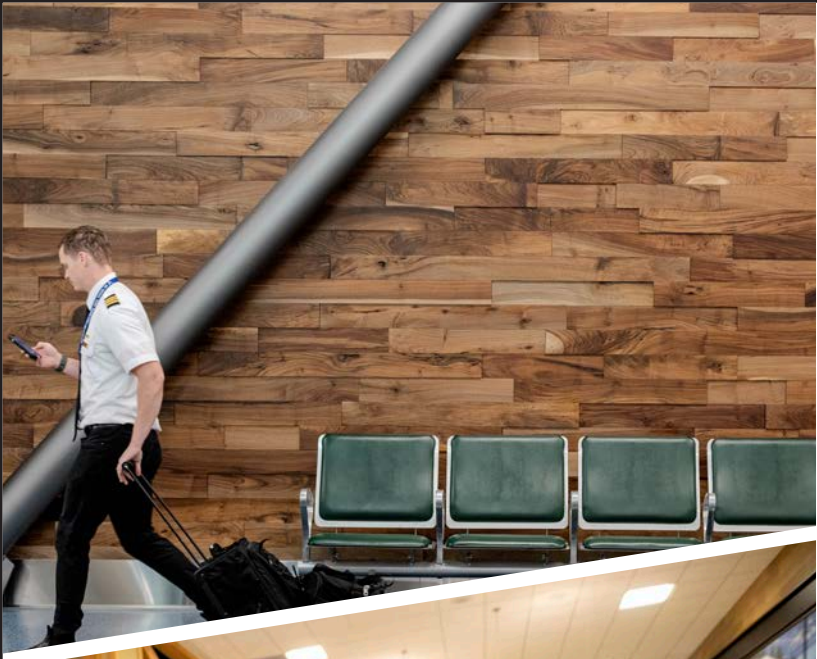
The Reno-Tahoe Airport Authority seeks an innovative, forward-thinking President & CEO who will be a champion for growth and development of the region, Reno-Tahoe International Airport and Reno-Stead Airport.

The President & CEO will be someone who embraces the value of collaboration, is transparent, values multi-dimensional perspectives, inspires, and empowers others. This leader will take initiative in identifying opportunities, finding solutions, and executing on programs that improve the quality of service, financial stability and sustainability, and the organization's benefit to the region. The President & CEO provides strategic leadership and oversight of all airport operations, including aeronautical activities and the commercial and industrial development of non-aeronautical properties. Reporting to the RTAA Board, the President & CEO ensures the airport's regulatory compliance, while advancing economic growth and operational excellence.

About the Role

The President & CEO serves as the primary executive responsible for implementing Trustee/Board policies, overseeing financial and business management, ensuring safety, security, regulatory compliance, operational efficiency, and leading a high-performing workforce. The role requires a visionary leader who can balance regulatory compliance with strategic initiatives to enhance airport operational effectiveness, foster business development, and improve the overall passenger and tenant experience.





Key Responsibilities

- Oversee all administrative, operational, and financial affairs of the Authority in alignment with the Trustee's directives.
- Develop a strong collaborative working relationship with the Trustees, assist the Trustees in their policy-making duties and enable the Trustees and its committees to make well-informed decisions by providing relevant information, share activities, opportunities, and risks to include options and potential consequences.
- Lead the development and implementation of both long- and short-term strategic initiatives and provide clear direction to the airport's staff, integrating and coordinating with all departments, to optimize tangible and intangible assets and assure the Board achieves its strategic vision and mission.
- Establish financial philosophies and strategies for responsible planning, operation, and sustainment of programs, facilities, and services to include securing financial resources and grants to meet demands.
- Continually, creatively, and persuasively work to attract new air service at Reno-Tahoe International Airport and ensure new and existing airline relationships and partnerships are well-maintained.
- Be a catalyst for economic development in the region and build partnerships that enhance awareness and support business recruitment and retention activities.
- Develop and implement policies, procedures, and strategic initiatives that ensure regulatory compliance, enhance operational efficiency, improve customer satisfaction, and strengthen economic sustainability.
- Proactively identify regulatory and legislative impacts to the airport system and educate and advocate for appropriate consideration and positive solutions.
- Nurture community relationships including with elected officials, business leaders, business partners, tenants, and neighbors of the airport including organizations that play vital roles in promoting and sustaining air service to the region.
- Negotiate agreements with airlines, tenants, vendors, service providers, consultants, concessionaires, and/or other businesses that operate at the Board's facilities or provide professional or other services.
- Foster a positive work culture, build and inspire high-performing team, champion professional growth and organizational excellence.

Leadership Qualities and Style

- Visionary leadership with the ability to be forward-thinking, drive strategic initiatives and long-term growth.
- Strong financial acumen and experience in budgeting, capital planning, and revenue generation.
- Excellent communication skills with the ability to engage internal and external stakeholders at all levels.
- Conscious leader, ethical character, collaborative, inspirational and empowering.
- Commitment to operational excellence, safety, and regulatory compliance.

Preferred Qualifications

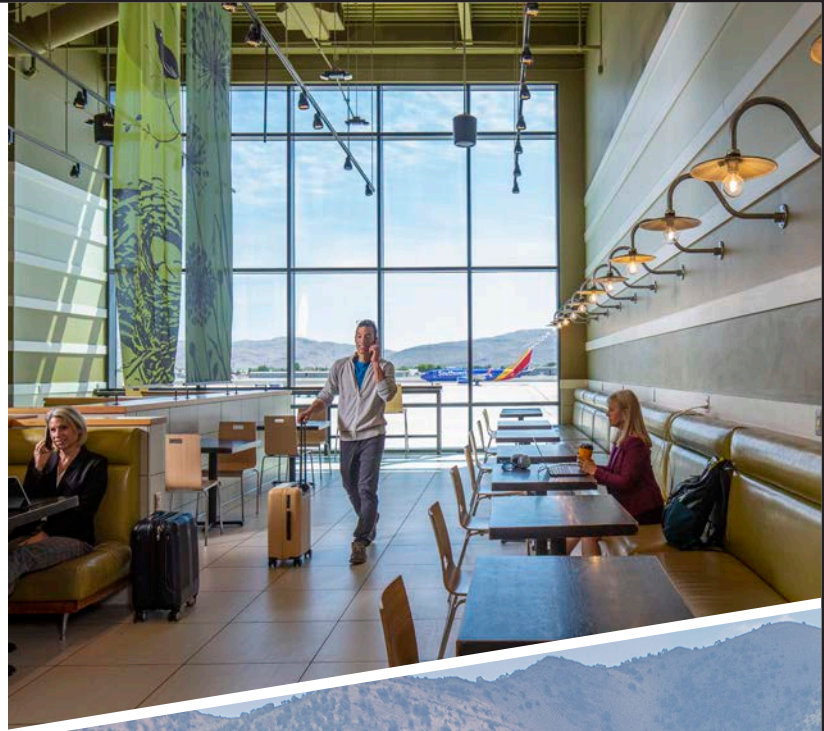
- Bachelor's degree in aviation management, business administration, public administration, or a related field (advanced degree preferred).
- Extensive executive-level experience in airport management, transportation, or economic development.
- Deep understanding of FAA regulations, commercial aviation, and public-sector administration.
- Proven track record in business and economic development, strategic planning, and stakeholder engagement.
- Proven abilities in leadership demonstrating effective collaboration, empowerment of others, and building trust among the team.
- Industry certifications and contributions are a plus.

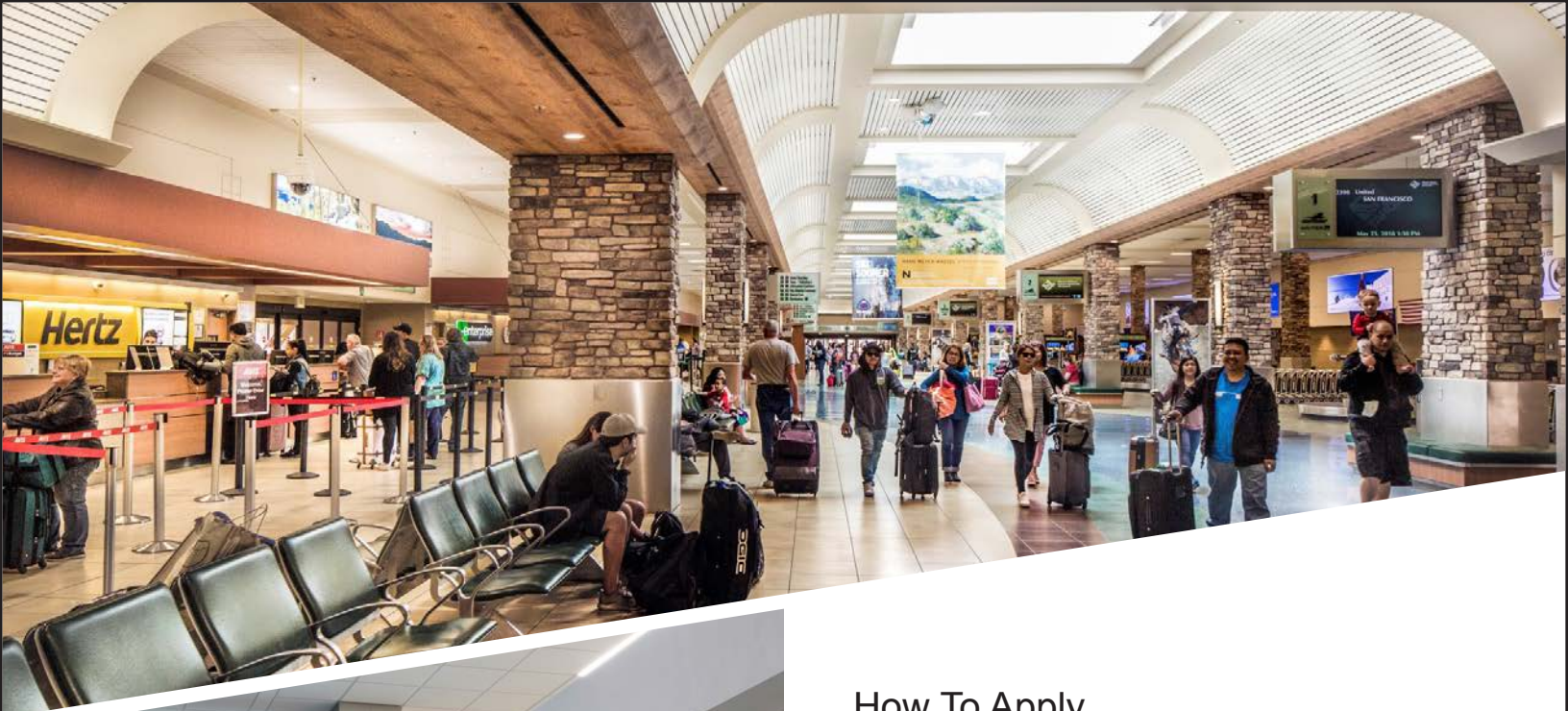
Salary and Benefits

TBD



**Reno-Tahoe
International
Airport**





How To Apply

To apply online, [click here](#).
Deadline for applications: TBD
The contact for this search is:
Rod Dinger, A.A.E.
rod@adkexecutivesearch.com

The RTAA is an organization that THRIVES by living our core values and by honoring the dignity of all individuals. With teamwork, respect, versatility and a focus on excellence, we serve our employees and our community with pride and passion. We are a drug-free workplace, and an equal opportunity employer committed to providing a healthy work environment.



Board Memorandum

03/2026-12

Date: March 12, 2026

Subject: Discussion and possible board action to approve and memorialize guidance provided to ADK Consulting, Inc. and staff during prior agenda discussion of the process to be utilized for conducting an executive search for a President/CEO for the Reno-Tahoe Airport Authority

Presenter: Emily Ellison, Chief People and Culture Officer

BACKGROUND

As is typical in executive search, the firm's proposal, upon which the contract was awarded, outlined the general services to be provided including search preparation and support, recruiting and screening of candidates, stakeholder engagement, interviewing support, and contract negotiations support. The way in which those services are delivered, and the timing of delivery, is customizable based on the needs of the hiring organization.

DISCUSSION

Separately agenda Trustees received an overview of the recommended search process and provided guidance to the search firm regarding the needs of the organization. The purpose of this item is to review a summary of that guidance discussion and then take action to approve related direction for staff and ADK Consulting, Inc. to execute the search process for a President/CEO for the Reno-Tahoe Airport Authority.

FISCAL IMPACT

None

STRATEGIC PRIORITIES

(NOTE: Please delete the ones that do not apply)

Safety and Security

People

Facilities for the Future

Air Service and Cargo

Financial Stewardship

Customer Experience

General Aviation

Sustainability

COMMITTEE COORDINATION

None

STAFF RECOMMENDATION

Staff recommends that the Board adopt the motion stated below.

PROPOSED MOTION

“Move to approve the execution of the executive search process for the next President/CEO of the Reno-Tahoe Airport Authority [as summarized -or- with modifications as discussed].