

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**Special Meeting of the Board of Trustees**

Monday, December 29, 2025 | 9:00 AM

-- Virtual Only --

1. CALL TO ORDER AND ROLL CALL

Chair Carey called the virtual meeting to order at 9:00 a.m.

Trustees Present:

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

2. PUBLIC COMMENT

There were no comments from the public.

3. INFORMATION / POSSIBLE ACTION ITEMS

3.1 Discussion and possible action to appoint Cris Jensen as Interim Chief Executive Officer, and direct staff to draft an interim employment agreement accordingly, effective January 26, 2026, to serve until a new President/CEO is appointed, but for no longer than eight (8) months, or through September 25, 2026, with the same employment terms currently in place for the Chief Executive Officer with the exception of contract provisions providing for: an annual salary of \$325,000; car allowance of \$600 per month; payment of annual management achievement incentives for which the employee would otherwise be eligible; payment of a retention incentive of up to 10% of the employee's annual salary determined at the Board's sole discretion.

This item was presented by Emily Ellison, Chief People and Culture Officer. During discussion, it was requested that the start date for Mr. Jensen be changed from January 26, 2026, to February 1, 2026. After discussion, the Board took the following action:

Motion: Move to appoint and execute an employment agreement with Cris Jensen as Interim Chief Executive Officer, effective February 1, 2026, to serve until a new President/CEO is appointed, but for no longer than eight (8) months or through September 25, 2026, with the same employment terms currently in place for the Chief Executive Officer, as applicable and with the exception of contract provisions providing for: an annual salary of \$325,000; car allowance of \$600 per month; payment of annual management achievement incentives for which the employee would otherwise be eligible; and payment of a retention incentive of up to 10% of the employee's annual salary determined at the Board's sole discretion

Moved By: Adam Kramer

Seconded By: Brian Kulpin

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

Result: Passed

3.2 Discussion and possible action to direct staff to immediately solicit proposals from qualified executive search firms specializing in airport President/CEO recruitments to begin the search process for a new President/CEO.

This item was presented by Emily Ellison, Chief People and Culture Officer. After discussion, the Board took the following action:

Motion: Move that the Board direct staff to immediately solicit proposals from qualified executive search firms specializing in airport President and Chief Executive Officer recruitments, so that the permanent recruitment process may begin without delay

Moved By: Adam Kramer

Seconded By: Joel Grace

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

Result: Passed

4. GENERAL TRUSTEE COMMENTS AND QUESTIONS

Trustee Kulpin commented that Board has broad experience across many businesses and community roles and hopes that each Board member has the opportunity to bring that valuable expertise to this process. Chair Carey acknowledged Trustee Kulpin's many years of experience with the airport authority and assured him that this is a matter for the full Board to decide.

Trustee Kulpin requested staff to share the Nevada Revised Statute that pertains to the search for a public CEO so everyone is aware and understands the process. Jenn Ewan, Chief Legal Officer, responded that NRS 241.015(5)(d) is the statute that relates to subcommittees of the Board being subject to Open Meeting Law, and NRS 241.030(4)(d) is the statute that prohibits a closed meeting for the discussion of the appointment of any person to public office or as a member of a public body. Ms. Ewan stated those statutes will be shared with the Board.

5. PUBLIC COMMENT

There were no comments from the public.

6. ADJOURNMENT

Chair Carey adjourned the virtual meeting at 9:52 a.m.



Kitty Jung, Secretary