Reno-Tahoe Airport Authority

AGENDA
Board of Trustees Regular Meeting
Thursday, September 10, 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: 879 4699 4549

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. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

2. ROLL CALL

3. PUBLIC COMMENT

4. APPROVAL OF AGENDA *(for possible action)*

5. APPROVAL OF MINUTES

5.1 August 13, 2026, Board of Trustees meeting *(for possible action)*
5.2 July 7, 2026, Planning & Construction Committee meeting *(for possible action)*
5.3 July 7, 2026, Finance & Business Development Committee meeting *(for possible action)*

6. PRESIDENT/CEO REPORT

7. RECOGNITIONS AND ITEMS OF SPECIAL INTEREST

7.1 Board Memo No. 09/2026-41 *(non-action item)* Proclamation of Appreciation for Congressman Amodei

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

9. GENERAL BUSINESS

9.1 Parking Update at RNO

9.2 Board Memo No. 09/2026-42 *(for possible action)* Authorization for the President/CEO to execute a Professional Services Agreement with the Board-selected firm to modernize foundational governance documents and establish contemporary Board-CEO-staff interaction practices

9.3 Board Memo No. 09/2026-43 *(for possible action)* Authorization for the President/CEO to execute a Construction Contract for the Fire Suppression System Upgrades at the Reno-Stead Airport, with Gerhardt and Berry Construction Accepting the Base Bid & Bid Alternate 1 contingent on funding from the Washoe County Sherrif's Office, in the amount of $1,541,281

9.4 Board Memo No. 09/2026-44 *(for possible action)* Authorization for the President/CEO to award the elevator and escalator maintenance service agreement, with Kone, Inc., for an initial term of three (3) years, from October 1, 2026 through June 30, 2029, in the amount of $293,205, with an option for two (2) one-year extensions at the sole discretion of the RTAA that could extend the contract through June 30, 2031

9.5 Board Memo No. 09/2026-45 *(for possible action)* Authorization for the President/CEO to execute a Construction Contract with Resource Develop Company LLC, for the North Apron Deice Pad Tank Installation, in the amount of $617,973

9.6 Board Memo No. 09/2026-46 *(for possible action)* Authorization for the President/CEO to Execute a Construction Contract with Q&D Construction for the RNO Airfield Pavement Maintenance Project 2026 at Reno-Tahoe International Airport, accepting the Base Bid and Bid Alternates 1, 2, & 3, in the Amount of $1,110,000

9.7 Board Memo No. 09/2026-47 *(for possible action)* Authorization for the President/CEO, or his designee, to negotiate final terms and execute a fifty-year ground lease for a four-acre site located on the east side of the airfield at 601 South Rock Boulevard, between the Reno-Tahoe Airport Authority and South Rock LLC, for a minimum contract value of $8,363,520

9.8 Board Memo No. 09/2026-48 *(for possible action)* Discussion and possible action to approve, with or without revision, the President/CEO goals for Fiscal Year 2026-2027

10. BOARD MEMBER COMMENTS, REPORTS AND SPECIAL REQUESTS

11. FUTURE MEETINGS AND EVENTS

DATE	EVENT
10/6/2026	Board Caucus Meeting
10/8/2026	Board of Trustees Regular Meeting
11/10/2026	Board Caucus Meeting
11/12/2026	Board of Trustees Regular Meeting
12/8/2026	Board Caucus Meeting
12/10/2026	Board of Trustees Regular Meeting

12. PUBLIC COMMENT

13. ADJOURNMENT

Reno-Tahoe Airport Authority

MINUTES
Board of Trustees Regular Meeting
Thursday, August 13, 2026 | 9:00 AM
Reno-Tahoe International Airport, Reno, NV
Administrative Offices, Second Floor

1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

The meeting was called to order at 9:00 a.m. Trustee Kulpin was invited to lead the Pledge.

2. ROLL CALL

Trustees Present: Ronald Bath
Shaun Carey
Mike Carrigan
Garrett Gordon
Joel Grace
Adam Kramer
Brian Kulpin
Roy Tuscany
Cortney Young (via Zoom)

Trustees Absent: None

3. PUBLIC COMMENT

Public comment was heard from Jorge Veloz and Angela Christensen.

4. APPROVAL OF AGENDA *(for possible action)*

Moved by Shaun Carey, seconded by Joel Grace, to approve the agenda for August 13, 2026.
Aye: Bath, Carey, Carrigan, Gordon, Grace, Kramer, Kulpin, Tuscany, Young
Result: Passed

5. APPROVAL OF MINUTES

5.1 July 9, 2026, Board of Trustees meeting *(for possible action)*

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

6. PRESIDENT/CEO REPORT

CEO Jensen provided updates on operations at Reno-Stead Airport, noting the significant level of wildfire firefighting activity and expressing appreciation for the firefighters, flight crews, and Stead Airport team. He also discussed the Airport Authority's approach to federal immigration enforcement activities, emphasizing compliance with federal requirements while prioritizing the safety of the traveling public. Additional updates included the upcoming inaugural Nashville flight, preparations for Burning Man operations, and a positive update regarding the Authority's bond rating.

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

None.

9. GENERAL BUSINESS

9.1 RTAA Investment Portfolio review *(for discussion only)*
Presenter: Annette Gaston, PFM Asset Management

PFM Asset Management presented the Authority's monthly investment report, providing an overview of current economic and market conditions, portfolio performance, asset allocations, and the Authority's consolidated investment holdings. The presentation also included an update on the 2024 bond proceeds, the proposed investment plan for the 2026 bond proceeds, and recommended updates to the Investment Policy Statement to align investment provisions and allocation limits with applicable Nevada Revised Statutes.

9.2 Board Memo No. 08/2026-37 *(for possible action)* Authorization for the President/CEO to execute a Professional Services Agreement with six artists (William Louis, Seth Palmiter & Stacey Lindell, Daniel Miller, Valentina Castilla, Katia Huberman Azuela, Jinny Tomozy) for the design, fabrication, and installation of custom commissioned interior artwork in the new Police Station and Airport Authority Headquarters (HQ) at Reno-Tahoe International Airport for an amount not to exceed $20,000 each
Presenter: Holly Hayden, Public Art Consultant

Contractor Holly Hayden presented recommendations from the RTAA Art Advisory Committee for six artists to design and fabricate permanent commissioned artwork for the new Police Station and Airport Authority Headquarters. The presentation reviewed the proposed artwork locations and themes, the artists' qualifications, project timeline, and funding through the Authority's 1% for Art Program and Public Art Fund. The total cost of the six commissions will not exceed $120,000, with artwork expected to be completed and installed by summer 2027. Three RTAA police officers expressed their appreciation for being included from the outset in selecting the artwork for the police training room.

After discussion, the Board took the following action:

Moved by Joel Grace, seconded by Brian Kulpin, to authorize the President/CEO to execute Professional Services Agreements with artists William Louis, Seth Palmiter & Stacey Lindell, Daniel Miller, Valentina Castilla, Jinny Tomozy, & Katia Huberman Azuela for the design, fabrication, and installation of custom commissioned permanent artwork in the new Police Station and Airport Authority Headquarters (HQ) at Reno-Tahoe International Airport for an amount not to exceed $20,000 each
Aye: Bath, Carey, Carrigan, Gordon, Grace, Kramer, Kulpin, Tuscany, Young
Result: Passed

9.3 **Board Memo No. 08/2026-38** *(for possible action)* Authorization for the President/CEO to execute a new contract for Common Use Support services with ServiceTec International, Inc. for a total of $3,473,963
Presenter: Art Rempp, Chief Information Officer / IT Director

Staff presented a proposed five-year Common Use Support Agreement with ServiceTec International, Inc. to provide support for the Airport's SITA common use passenger processing system and related applications. The presentation reviewed the history and expanded use of the system, the proposed support coverage, ServiceTec's qualifications, and the associated costs. The proposed agreement totals $2,959,967 over five years, with an option to expand support from 21/7 to 24/7 coverage for an additional $513,996.

After discussion, the Board took the following action:

Moved by Joel Grace, seconded by Brian Kulpin, to authorize the President/CEO to execute a new agreement for Common Use Support services with ServiceTec International, Inc., for one year with an option for four one-year extensions for a total of $2,959,967 and an option for expansion of support from 21/7 to 24/7 for a total of $513,996 for a total potential contact value of $3,473,963 effective September 1, 2026 through August 31, 2031
Aye: Bath, Carey, Carrigan, Gordon, Grace, Kramer, Kulpin, Tuscany, Young
Result: Passed

9.4 **Board Memo No. 08/2026-39** *(for possible action)* Authorization for the President/CEO to execute a purchase agreement for the installation of a Remote VIPER Phone System for Airport Communications in preparation for becoming a Public Safety Answering Point (PSAP) with Intrado Life & Safety, Inc., in the amount of $490,221.44

Presenter: Ricardo Duarte, RTAA Chief of Police

Staff presented a proposal to replace the aging AirCom dispatch infrastructure with a Remote VIPER Phone System to support the Airport Police Department's connectivity with regional and federal law enforcement agencies and enhance public safety interoperability. The presentation reviewed the current system, the VIPER solution and services to be provided by Intrado Life & Safety, Inc., and the associated five-year cost of $490,211.44.

After discussion, the Board took the following action:

Moved by Joel Grace, seconded by Brian Kulpin, to authorize the President/CEO to execute a purchase agreement with Intrado Life & Safety, Inc. for the installation of a Remote VIPER Phone System for Airport Communications in preparation for becoming a Public Safety Answering Point (PSAP), in the amount of $490,221.44, under the terms and conditions set forth in the vendor's Quote Number 79627, Version 4, dated July 30, 2026 **Aye:** Bath, Carey, Carrigan, Gordon, Grace, Kramer, Kulpin, Tuscany, Young **Result:** Passed

9.5 **<u>Board Memo No. 08/2026-40</u>** *(for possible action)* Approval of **Resolution No. 578** dissolving the Finance & Business Development Committee and the Planning & Construction Committee as Permanent Committees of the RTAA Board of Trustees, approval of **Resolution No. 579** reinstating the Reno-Tahoe Airport Authority Board Caucus as a formal, publicly noticed meeting subject to Nevada's Open Meeting Law, and approval of **Resolution No. 580** reinstating the Reno-Tahoe Airport Authority Board Audit Committee and adopting the Audit Committee Charter
Presenter: Jenn Ewan, Chief Legal Officer

Staff presented proposed governance changes that would dissolve the Finance & Business Development Committee and Planning & Construction Committee as permanent Board committees, reinstate the Board Caucus as a formal, publicly noticed meeting subject to Nevada's Open Meeting Law, and reinstate the Audit Committee with an updated Audit Committee Charter. The presentation reviewed the purpose and structure of the Caucus and Audit Committee, including the Audit Committee's role in overseeing the Authority's internal audit function and independent auditors.

After discussion, the Board took the actions below.

Prior to voting on these items, Trustee Young lost internet connection and left the meeting.

Moved by Brian Kulpin, seconded by Joel Grace, to approve Resolution No. 578 to dissolve the Finance & Business Development Committee and the Planning & Construction Committee as Permanent Committees of the RTAA Board of Trustees, effective immediately **Aye:** Trustees Bath, Carey, Carrigan, Gordon, Grace, Kramer, Kulpin, Tuscany **Absent:** Trustee Young **Result:** Passed

Moved by Brian Kulpin, seconded by Joel Grace, to approve Resolution No. 579 to reinstate the RTAA Board Caucus as a formal, publicly noticed meeting subject to Nevada's Open Meeting Law (NRS Chapter 241), to be held on the Tuesday immediately preceding each regular monthly Board meeting, as the successor forum for informational presentations, staff briefings, deliberative discussions, and consent item designation **Aye:** Bath, Carey, Carrigan, Gordon, Grace, Kramer, Kulpin, Tuscany **Absent:** Trustee Young **Result:** Passed

Moved by Brian Kulpin, seconded by Joel Grace, to approve Resolution No. 580, reinstating the Reno-Tahoe Airport Authority Board Audit Committee as a standing committee of the Board of Trustees, effective immediately, and adopting the Audit Committee Charter dated August 2026. The Charter establishes a three-member committee of independent trustees appointed by the Board Chairman for one-year terms, chaired by the Board Treasurer, with the Chairman serving as a non-voting, ex-officio member. The Committee's core responsibilities include oversight of the RTAA's internal audit function, reviewing the work of the RTAA's independent auditors **Aye:** Bath, Carey, Carrigan, Gordon, Grace, Kramer, Kulpin, Tuscany **Absent:** Trustee Young **Result:** Passed

10. BOARD MEMBER COMMENTS, REPORTS AND SPECIAL REQUESTS

Trustee Tuscany thanked today's public comment speakers for coming forward and expressing their concerns. He requested that an item be placed on the September agenda to address this issue. CEO Jensen introduced the Board liaison concept that will be implemented in the coming weeks.

11. FUTURE MEETINGS AND EVENTS

DATE	EVENT
09/08/2026	TBD
09/10/2026	Board of Trustees Regular Meeting
10/06/2026	TBD
10/08/2026	Board of Trustees Regular Meeting
11/10/2026	TBD
11/12/2026	Board of Trustees Regular Meeting

12. PUBLIC COMMENT

There were no comments from the public.

13. ADJOURNMENT

The meeting was adjourned at 10:44 a.m.

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Joel Grace, Secretary

COMMITTEE MEMBERS
Joel Grace, Chair
Mike Carrigan, Vice Chair
Brian Kulpin, Member
Cortney Young, Member
Shaun Carey, Ex Officio
Staff Liaison
Gary Probert, Chief Planning & Infrastructure Officer

INTERIM PRESIDENT/CEO
Cris Jensen, A.A.E.

CHIEF LEGAL OFFICER
Jenn Ewan

BOARD CLERK
Lori Corkery

MINUTES
Planning & Construction Committee
Tuesday, July 7, 2026 | 9:00 AM
Reno-Tahoe International Airport, Reno, NV
Administrative Offices, Second Floor

1. INTRODUCTORY ITEMS

The meeting was called to order at 9:00 a.m.

Members Present: Joel Grace
Mike Carrigan
Brian Kulpin
Cortney Young

Members Absent: None

2. PUBLIC COMMENT

Dora Uchel-Martinez commented on indoor navigation technology for persons with disabilities.

For the record, we received comments in the form of written correspondence by email to our office prior to 4:00 p.m. on Tuesday, July 6, 2026. These comments were general in nature and/or not directly associated with an agenda item. A copy has been provided to the Committee and is included with these Minutes. These comments were received from: Catherine Nielsen, Executive Director, Nevada Governor's Council on Developmental Disabilities.

3. APPROVAL OF MINUTES

3.1 June 9, 2026, Planning & Construction Committee meeting

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

4. ITEMS FOR CONSIDERATION BY THE FULL BOARD ON JULY 9, 2026

4.1 **Board Memo No. 07/2026-32** *(for possible action)* Authorization for the President/CEO to Execute a Contract with PeopleSpace, Inc. for Furniture Procurement and Installation Services for the Headquarters Project at Reno-Tahoe International Airport in an Amount Not to Exceed $4,000,000

A presentation was given by Bryce Juzek, Manager of Engineering & Construction. As summarized, three qualified vendors were evaluated through a best-value selection process, with PeopleSpace, Inc. selected to provide furniture procurement, coordination, delivery, and installation services for the new headquarters. The presentation also outlined the project schedule, fiscal impact, and requested Board authorization for the President/CEO to execute a contract with PeopleSpace, Inc. in an amount not to exceed $4 million.

After discussion, the Committee took the following action:

Moved by Mike Carrigan, seconded by Brian Kulpin, to recommend that this item be presented to the full Board on July 9, 2026, for consideration and approval of the proposed motion: *"Move to authorize the Interim President/CEO to execute a contract with PeopleSpace, Inc. for furniture procurement and installation services for the Headquarters Project at Reno-Tahoe International Airport in an amount not to exceed $4,000,000."* **Ayes:** Trustees Carrigan, Grace, Kulpin, Young **Result:** Passed

5. INFORMATION, DISCUSSION AND/OR POSSIBLE ACTION ITEMS

5.1 MoreRNO Executive Summary
Presenter: Jackie Caulk, MoreRNO Program Director

Staff briefed the Committee on the MoreRNO project developments.

5.2 Capital Improvement Program Summary
Presenter: Gary Probert, Chief Planning & Infrastructure Officer

Staff briefed the Committee on the Capital Improvement project developments.

5.3 Administrative Award of Contracts (Expenditures)

There was no discussion on this item.

7. MEMBER COMMENTS, QUESTIONS AND REQUESTS

There were no comments from the Committee.

8. PUBLIC COMMENT

There were no comments from the public.

9. ADJOURNMENT

The meeting was adjourned at 9:23 a.m.

Nevada Governor's Council on Developmental Disabilities
406 E Second Street, Carson City, Nevada 89701
(775) 684-8619 * (775) 684-8626/Fax
www.nevadaddcouncil.org

Joe Lombardo
Governor

July 6, 2026

Dear Chair and Members of the Reno-Tahoe Airport Authority,

I am writing to encourage the Reno-Tahoe Airport Authority to consider implementing accessible indoor navigation technology, such as GoodMaps, as part of the airport's ongoing improvements.

This recommendation comes directly from the lived experience of a Nevadan who is blind and travels with a guide dog. She shared that while airport staff are consistently kind and willing to help, there are times when she must wait for assistance to navigate the airport or locate the guide dog relief area. During an emergency, waiting for assistance may not be an option. Everyone deserves the ability to move through public spaces as safely and independently as possible. Travel can be stressful for many individuals, but this level of stress can be particularly heightened when individuals are unable to navigate a space with ease.

Technology like GoodMaps provides spoken, turn-by-turn indoor navigation through a smartphone, allowing travelers who are blind or have low vision to independently locate gates, restrooms, baggage claim, exits, concessions, and service animal relief areas. It also offers an added layer of safety during emergencies by helping individuals navigate quickly without relying on staff availability.

The Nevada Governor's Council on Developmental Disabilities believes accessibility is most effective when it is intentionally built into our communities. Accessible wayfinding supports independence, informed choice, safety, and equal opportunity while benefiting many others, including older adults, first-time visitors, and families traveling through an unfamiliar airport.

As the airport continues to grow and invest in its future, I respectfully encourage the Board to consider accessible navigation technology as part of that vision and to engage travelers with disabilities in the planning process. Small investments in accessibility can have a lasting impact on creating a welcoming airport for everyone. If you have any questions or need assistance in understanding the needs of individuals with disabilities, please do not hesitate to contact us.

Thank you for your consideration.

Respectfully,
Catherine Nielsen, Executive Director
Nevada Governor's Council on Developmental Disabilities

COMMITTEE MEMBERS
Cortney Young, Chair
Adam Kramer, Vice Chair
Mike Carrigan, Alternate
Shaun Carey, Ex Officio
Staff Liaison
Randall Carlton, Chief Finance & Administration Officer

INTERIM PRESIDENT/CEO
Cris Jensen, A.A.E.

CHIEF LEGAL OFFICER
Jenn Ewan

BOARD CLERK
Lori Corkery

MINUTES
Finance & Business Development Committee
Tuesday, July 7, 2026 | 1:00 PM
Reno-Tahoe International Airport, Reno, NV
Administrative Offices, Second Floor

1. INTRODUCTORY ITEMS

The meeting was called to order at 1:00 p.m.

Members Present: Mike Carrigan
Adam Kramer (joined at 1:02 p.m.)
Cortney Young

The Clerk of the Board made an announcement for the record that it was brought to staff's attention this morning that the RTAA website showed the start time for this meeting as 1:30 p.m. However, the time was correctly stated on the agenda and was properly noticed. This is not considered an OML violation and the meeting may proceed as scheduled.

2. PUBLIC COMMENT

There were no comments from the public.

3. APPROVAL OF MINUTES

3.1 January 6, 2026, Finance & Business Development Committee meeting
3.2 March 10, 2026, Finance & Business Development Committee meeting
3.3 May 19, 2026, Finance & Business Development Committee meeting

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

4. ITEMS FOR CONSIDERATION BY THE FULL BOARD ON JULY 9, 2026

4.1 **Board Memo No. 07/2026-33** *(for possible action)* Authorization for the President/CEO, or his designee, to execute a permanent non-exclusive easement and right-of-way on 11.83 acres of land located on the western border of the Reno-Stead Airport for a one-time payment of $448,650 and a temporary construction easement on 9.46 acres for a monthly payment of $5,280 for the installation of waterlines associated with the OneWater Nevada Advanced Purified Water Facility at American Flat project, between the Reno-Tahoe Airport Authority and Truckee Meadows Water Authority and the City of Reno.

A presentation was given by Aurora Ritter, Commercial Business Development Director. As summarized, the easements allow construction across Reno-Stead Airport property following completion of FAA environmental review and appraisal requirements and are expected to generate approximately $496,170 in total revenue for the RTAA through a combination of a one-time easement payment and temporary construction easement fees.

After discussion, the Committee took the following action:

Moved by Mike Carrigan, seconded by Cortney Young, to recommend that this item be presented to the full Board on July 9, 2026, for consideration and approval of the proposed motion: *"Move to authorize the Interim President/CEO, or his designee, to execute a permanent non-exclusive easement and right-of-way on 11.83 acres of land located on the western border of the Reno-Stead Airport for a one-time payment of $448,650 and a temporary construction easement on 9.46 acres for a monthly payment of $5,280 for the installation of waterlines associated with the OneWater Nevada Advanced Purified Water Facility project, between the Reno-Tahoe Airport Authority and Truckee Meadows Water Authority and the City of Reno."* **Ayes:** Members Carrigan, Kramer, Young **Result:** Passed

4.2 **<u>Board Memo No. 07/2026-34</u>** *(for possible action)* Adoption of Resolution No. 577 relating to the Reno-Tahoe Airport Authority issuance of Airport Revenue Bonds, Series 2026A (AMT) and Series 2026B (NON-AMT), in the combined maximum aggregate principal amount of up to $375,000,000; approving certain documents and other matters related thereto

A presentation by Randall Carlton outlined the proposed financing plan for the Reno New Gen A&B terminal and Headquarters projects, including the $375 million airport revenue bond issuance, project and prior bond history, the current bond structure and benefits, feasibility analysis, projected debt service, airline rate impacts, financing timeline, and overall fiscal implications.

After discussion, the Committee took the following action:

Moved by Mike Carrigan, seconded by Cortney Young, to recommend that this item be presented to the full Board on July 9, 2026, for consideration and approval of the proposed motion: *"Move to adopt Resolution No. 577 relating to the issuance of Airport Revenue Bonds by the Reno-Tahoe Airport Authority, Series 2026A (AMT) and Series 2026B (Non-AMT), in the combined maximum aggregate principal amount of up to $375 million to finance all or a portion of the costs of MoreRNO capital improvements, capitalized interest on the bonds, fund any necessary debt service reserve, pay bond issuance costs, and approve certain documents and other matters related thereto."* **Ayes:** Members Carrigan, Kramer, Young **Result:** Passed

5. INFORMATION, DISCUSSION AND/OR POSSIBLE ACTION ITEMS

None.

6. MONTHLY ADMINISTRATIVE REPORTS *(provided for reference only)*

6.1 Administrative Award of Contracts (Expenditures)
6.2 Administrative Award of Contracts (Revenues)
6.3 Financial Reporting Package – May 2026

There was no discussion on these items.

7. MEMBER COMMENTS, QUESTIONS AND REQUESTS

There were no comments from the Committee.

8. PUBLIC COMMENT

There were no comments from the public.

9. ADJOURNMENT

The meeting was adjourned at 1:40 p.m.

President / CEO Report

All Board Members

Cris Jensen, President/CEO

September 2026

Reno-Tahoe Airport Authority

ECONOMIC DEVELOPMENT

Properties

Food & Beverage and Retail Concessions RFP Release
RFP #25/26-17 Food & Beverage and Retail Concessions was released on May 26, 2026, with proposals due on Monday, August 31, 2026. In accordance with NRS Chapter 332, RTAA is soliciting proposals from qualified concessionaires to design, develop, manage, and operate all food & beverage and retail concessions at Reno-Tahoe International Airport (RNO).

In addition to the full NGEM posting, advertisements and outreach notices were distributed through the Reno Gazette Journal (RGJ), RTAA's website, Airport Experience News (AXN), and Airports Council International-North America (ACI-NA). Please note that staff and trustees are now in the cone of silence with respect to not talking with interested parties about the solicitation. Please direct interested parties to Katelyn Duggan (RTAA Senior Buyer) at kduggan@renoairport.com.

GSE Storage / Ramp Space
Tenants operating ground service equipment (GSE), including ground service providers and airline partners, have been actively engaged as staff prepares for several upcoming projects that will affect ramp areas and associated GSE storage needs. The first coordinated relocation of GSE is scheduled for August 31, 2026, to accommodate crane hauling operations supporting the NewGen A&B project. Staff will continue working closely with tenants affected by the Mini-Warehouse C & D demolition to ensure all equipment is repositioned ahead of the final relocation phase in October, in advance of the start of NewGen A&B Phase 3.

RNO Land Development

Gateway Center (In front of Hyatt)
Staff and S3 Development (S3) continue negotiating the ground lease and S3 has begun its due diligence work. The lease is anticipated to be executed in the next two weeks.

Stellar Aviation Phase I Development
The RTAA issued Stellar and Notice to Proceed for their second 30,000sf box hangar which is the last component of their Phase I development, contingent upon the receipt of the City of Reno building permit. Stellar continues to work through plan comments provided by the City of Reno on their building permit application. Staff and Stellar have worked together to execute supplemental agreements required by other authorities also having jurisdiction (e.g. Site Improvement Agreement with the City of Reno, Water Service Agreement with Truckee Meadows Water Authority). Construction is expected to start in the next 30 days.

Stellar Aviation Phase II Development
The 50-year ground lease for Stellar's Phase II development was executed and became effective August 6, 2026. Staff and Stellar are preparing the required documents for the FAA Section 743 submittal which will determine if the FAA has oversight authority over this development project and will indicate the level of environmental review required. Staff anticipate that the required level will be a CATEX, but the FAA will provide confirmation.

RTS Land Development

RTS Site Readiness Assessment
Staff continue its work with Wood Rodgers (working group) on the assessment. The working group meets every 3 weeks to develop opportunities and constraints for the site. The working group has started engaging utility companies and various authorities having jurisdiction to start the discovery process related to water, power, sewer, etc. In addition to this work, Staff has contracted with a consultant to complete a market analysis that will help inform the development of the marketing strategy. Staff will provide a progress briefing to the Board in November.

O Block – Hangar Development
The foundation for the first row of hangars has been poured, and steel framework continues to go vertical. The developer has secured commitments for the purchase of all hangars located in this first row but due to delays in steel delivery the anticipated occupancy is now Winter 2026. The City of Reno building permit application has been submitted for the second hangar row, and the developer continues to work through City comments. The foundation will be poured upon receipt of the building permit. The electrical has been run for the access control gate. The required documentation for the FAA Section 743 review was submitted on July 23, 2026. The FAA response was received on August 17, 2026, and indicated that the FAA does retain oversight of the next phase of development and has determined the level of environmental review required to be a CATEX. Members of the Planning and Environmental teams are working with the developer on obtaining the required supplemental studies.

Utility Easement
The utility easement that was presented and approved by the Board at its July 2026 meeting for Truckee Meadows Water Authority and City of Reno in support of the OneWater Nevada project was executed and recorded on August 3, 2026, and Staff received the one-time payment for the permanent easement in the amount of $448,650.

AIR SERVICE DEVELOPMENT

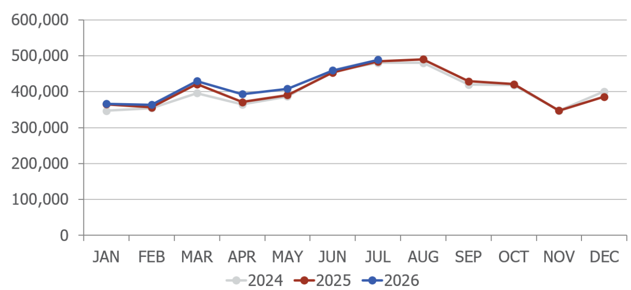
Airline Engagement & Meetings
Air service developments during the month included Southwest's upcoming launch of nonstop service to Nashville (BNA) on October 1, with inaugural event plans finalized and invitations distributed to key stakeholders and community partners. JSX also announced plans to transition its Las Vegas (LAS) service to year-round operations and introduce its new ATR aircraft into the RNO market, positioning Reno-Tahoe as one of the first markets to host the new aircraft type. Looking ahead to next summer, JetBlue confirmed plans to return its seasonal New York (JFK) service utilizing the earlier daytime schedule introduced this year.

Staff continued engagement with airline partners in August through a series of scheduled summer performance discussions. Calls were held with Frontier Airlines, JetBlue Airways, and Sun Country Airlines to review current performance, discuss market conditions, and align on upcoming priorities for RNO. Additional meetings are scheduled with Allegiant Air, JSX, Southwest Airlines, and United Airlines to continue these discussions, introduce RNO to prospective airline partners, and explore future opportunities for air service development.

Community Outreach
Staff continued community outreach efforts in August through collaboration with regional partners and industry stakeholders. Staff worked with the Reno-Sparks Convention and Visitors Authority (RSCVA) and collaborated for a prospective conference opportunity, including participating in planning discussions and preparing for a meeting with the prospective client to answer questions regarding RNO's air service and

airport capabilities. Staff also met with the RSCVA's Mexico sales team to discuss visitor trends and opportunities related to the Mexico market. Additionally, staff attended a Northern Nevada Development Authority (NNDA) event focused on the growth of data centers and their economic impact on Northern Nevada. Staff also completed the analysis of the 2026 RNO Corporate Travel Survey and distributed the results to survey participants, providing valuable insights into the region's business travel patterns and corporate travel demand.

July 2026 RNO Passengers
RNO served 488,663 passengers in July 2026, an increase of 0.9% versus the same period last year. In July 2026, RNO was served by ten airlines to 24 non-stop destinations. The total seat capacity was up 5.0%, and flights increased 2.9% when compared to July 2025.



Total Passengers Jul-26					
	Passengers 2024	Passengers 2025	% Diff.	Passengers 2026	YOY % Diff.
JAN	346,845	365,265	5.3%	366,191	0.3%
FEB	354,252	356,037	0.5%	363,764	2.2%
MAR	395,906	420,534	6.2%	429,267	2.1%
1st QTR	**1,097,003**	**1,141,836**	**4.1%**	**1,159,222**	**1.5%**
APR	364,374	370,758	1.8%	393,200	6.1%
MAY	386,391	390,729	1.1%	408,008	4.4%
JUN	457,524	453,113	-1.0%	459,286	1.4%
2nd QTR	**1,208,289**	**1,214,600**	**0.5%**	**1,260,494**	**3.8%**
JUL	479,858	484,244	0.9%	488,663	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%**		

Schedule Highlights:

- American Airlines (AA)
  - American Airlines is bringing in seasonal non-stop service to Los Angeles (LAX) for Burning Man August 28 through September 7. This flight will operate 1-3x daily.

- Delta Air Lines (DL)
  - Delta Air Lines seasonal non-stop service to Minneapolis (MSP) returned June 7 and continues through September 9. This flight operates daily.

- JetBlue Airlines (B6)
  - JetBlue Airlines seasonal non-stop service to New York City (JFK) returned June 11 and continues through September 8. This flight is at an earlier time slot than before (departs RNO around 7:30-8:00 AM) and operates daily.

- JSX Airlines (XE)
  - JSX Airlines seasonal non-stop service to Carlsbad (CLD) and Las Vegas (LAS) both returned June 11 and continues through September 28. Both flights operate 4x a week on Monday, Thursday, Friday, and Sunday.

- United Airlines (UA)
  - United Airlines is bringing in seasonal non-stop service to Newark (EWR) for Burning Man. This flight will operate once on August 30, and September 6-7.

- Southwest Airlines (WN)
  - o Southwest Airlines seasonal non-stop service to Dallas-Love (DAL) returned June 4 and continues through September 27. This flight operates as a daily from June 4 – August 3, then transitions into a Sunday only.
  - o Southwest Airlines seasonal non-stop service to Chicago-Midway (MDW) returned June 4 and continues through September 28. This flight started out as a daily then transitioned to 5x weekly.
  - o 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)
  - o Sun Country Airlines seasonal non-stop service to Minneapolis (MSP) returned May 21 and continues through November 29. This flight operates 2 times a week.

Reno-Tahoe Airport Authority

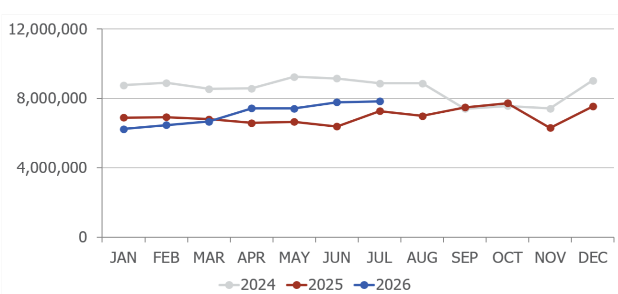
September 2026 RNO Flight Schedule			
Destination	**Airlines**	**Total Departures**	**Details**
Atlanta	Delta	21	1 Daily Flight, (No flights on Tue, Wed - Except on 2nd)
Austin	Southwest	16	1 Daily Flight (Mon, Thu, Fri, Sun)
Burbank	Southwest	45	1–2 Daily Flights
Chicago-Midway	Southwest	20	1 Daily Flight (No flights on Tue-Wed)
Chicago-O'Hare	United	30	1 Daily Flight
Dallas-Love	Southwest	4	1 Daily Flight on Sunday's
Dallas/Fort Worth	American	114	3–4 Daily Flights
Denver	Southwest	90	3 Daily Flights
	United	137	4–5 Daily Flights
Guadalajara	Volaris	22	1 Daily Flight (Mon–Fri)
Las Vegas	Frontier	51	1-2 Daily Flights
	Southwest	300	7–11 Daily Flights
Long Beach	Southwest	53	1–3 Daily Flights
Los Angeles	American	19	1-3 Daily Flights 1st week of Sept
	Delta	120	4 Daily Flights
	Southwest	34	1–2 Daily Flights
	United	65	2–3 Daily Flights
Minneapolis/Saint Paul	Delta	10	1 Daily Flight on Sept 1st-10th
	Sun Country	2	Service on Select Dates
Newark-EWR	United	2	Service on Select Dates
New York-JFK	JetBlue	9	1 Daily Flight on Sept 1st-9th
Phoenix	American	110	3–5 Daily Flights
	Southwest	74	2–3 Daily Flights
Portland	Alaska	90	3 Daily Flights
Salt Lake City	Delta	109	3–4 Daily Flights
San Diego	Alaska	60	2 Daily Flights
	Southwest	105	3–4 Daily Flights
San Francisco	United	169	4–7 Daily Flights
San Jose	Southwest	16	1 Daily Flight (Mon, Thu, Fri, Sun)
Seattle	Alaska	120	4 Daily Flights
	Multiple Airlines		

*Does not include Charter or JSX flights

8.28.2026

July 2026 RNO Cargo

RNO handled 7,844,235 pounds of air cargo in July 2026, an increase of 7.9% when compared to July 2025.



Total Cargo Volume in Pounds Jul-26						
	2024	**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%	6,469,635	2,934	-6.5%
MAR	8,545,646	6,808,411	-20.3%	6,668,031	3,024	-2.1%
1st QTR	**26,211,219**	**20,632,171**	**-21.3%**	**19,373,812**	**8,786**	**-6.1%**
APR	8,581,674	6,584,600	-23.3%	7,429,973	3,370	12.8%
MAY	9,253,876	6,654,959	-28.1%	7,424,159	3,367	11.6%
JUN	9,160,826	6,387,181	-30.3%	7,790,366	3,533	22.0%
2nd QTR	**26,996,376**	**19,626,740**	**-27.3%**	**22,644,498**	**10,270**	**15.4%**
JUL	8,878,130	7,270,009	-18.1%	7,844,235	3,557	7.9%
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%**			

OPERATIONS & PUBLIC SAFETY

Department	Event	07/2026	07/2025	07/2024
Joint Actions	Aircraft Alerts: ARFF, Ops, Police, Aircom Medicals: ARFF, Ops, Police, Aircom	1 25	2 41	3 19
Operations	Inspections Wildlife Incidents	88 13	111 9	129 6
Police	TSA Checkpoint Incidents Case Numbers Requested	16 13	12 9	7 12
Terminal Ops Compliance	Alarm Responses Inspections: Vehicle, Delivery, Employee Badge Actions	45 1019 1988	49 1191 1598	49 928 868
ARFF	Inspections: Fuelers/Facilities	0/0	0/0	0/0
Landside	Public Parking – Total Revenue Public Parking – Total Reservations Revenue Public Parking – Total Transactions Public Parking – Total Reservation Transactions Public Parking – Average $ Per Transaction Public Parking – Average $ Per Reservation Transaction Shuttle & Bus Trips Through GT Transportation Network Company Trips Taxi Trips Through GT	$1,890,511.24 $87,138.24 40,249 825 $46.97 $105.6 11,600 47,051 4,110	$1,922,680.43 $92,879.43 41,080 817 $46.80 $113.68 13,218 42,922 4,324	$1,525,638 44,493 $34.29 9,397 37,870 5,410

PLANNING & INFRASTRUCTURE

Airport Sustainability Advisory Committee

The Airport Sustainability Advisory Committee (ASAC) met on Thursday, June 25 at 3:30 PM for the first quarter meeting. Informational items included an educational presentation on how weather conditions can impact aircraft noise and an overview of the recent Nevada Green Business certification of the RNO terminal building. The next ASAC meeting will be held on Thursday, September 18, 2026.

RTS FAA Contract Tower Siting Analysis

On March 17, 2026, the RTAA was notified that the Reno-Stead Airport has been accepted as a candidate for the FAA Contract Tower Program. RTAA has seven (7) years from the date of acceptance to provide a control tower that has successfully completed an Operational Readiness Inspection. Staff immediately advertised a Request for Qualifications for consultants interested in providing services to potentially include a siting analysis, conceptual design for the preferred site (basis of design report), and environmental review, in accordance with NEPA, for future design and construction activities. Three (3) Statements of Qualifications for received by the April 27, 2026 deadline. The Selection Committee interviewed the top two (2) teams on Thursday, June 25, 2026 and unanimously selected one (1) team to move forward into the scoping process and contract negotiations. Once negotiations are complete, staff will bring the contract award before the RTAA Board of Trustees for discussion and consideration of possible approval.

PEOPLE & CULTURE

Time frame: 08/01/26 – 08/31/26

Open Positions	8
New Starts	2
Resignations/Terminations*	2
Promotions	2
**Termination refers to an employee leaving under any circumstances, good or bad.*	

Culture Club sponsored two events in August. First, a "90's Skate Night" was held at Roller Kingdom for employees and their families. Second, for the first time, Culture Club is sponsoring a Fantasy Football league for the upcoming season. With trophies and bragging rights at stake, this no buy-in, no gambling league is meant to enhance culture and bring employees together in the spirit of friendly competition.

People Operations Staff are involved in a newly formed "ADA Working Group" in response to the Federal government's new regulations regarding Title II of the Americans with Disabilities Act (ADA). The new ruling impacts State and local government entities including "special purpose districts and other commuter authorities." who are now required to ensure that services, programs, and activities comply with accessibility standards for web and mobile apps. While still in the exploratory phase, this group will provide training and guidance for the RTAA to ensure that we adhere to "Web Content Accessibility Guidelines (WCAG) moving forward.

MARKETING & PUBLIC AFFAIRS

Team Focus Areas
The Marketing and Public Affairs team supported multiple strategic priorities throughout August, including:

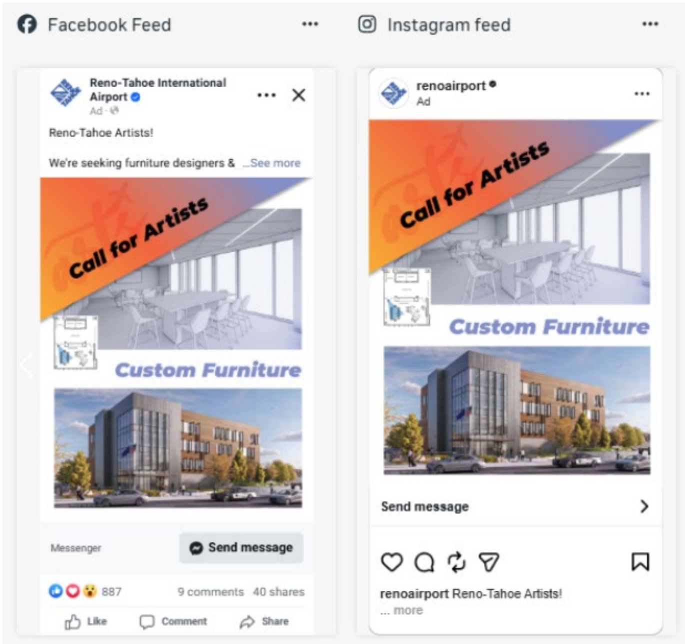
Top Strategic Initiatives

Initiative	RTAA Strategic Priority	Outcome
Fire Support	• Customer Experience • General Aviation • People	RTAA provided information dissemination (examples below) for two major wildfire events affecting RTAA employees, RTS GA users, RTS tenants, and community partners including: • News statements • Social media • Newsletter • Employee communications
Intergovernmental Relationship Building	• Facilities for the Future	• CEO Jensen provided an executive update to the Washoe County Board of County Commissioners highlighting the partnership with the county in firefighting, public safety, air service, and MoreRNO. • CEO Jensen hosted State Senator Angie Taylor and Assemblyperson Heather Goulding for a briefing and tour of MoreRNO construction. • CEO Jensen hosted both the Reno Mayoral candidates for executive briefings and tours of RNO.

Immigration Enforcement Activity	• Customer Experience • People • Safety and Security	RTAA responded to several inquiries regarding ICE activity at RNO. The team's strategic approach was deliberate and intended to balance the organization's obligations under our grant assurances with the broader communications environment. RTAA's communications strategy focused on maintaining trust with key stakeholders and partners by providing factual information through the following channels: • News statements • Employee and tenant FAQs, available in both English and Spanish • Updates to elected officials and appointing authorities RTAA continues to monitor the volume, tone and tenor of the news coverage and social media commentary and will adjust our strategy as appropriate to respond to significant narrative changes.
1% for Public Art Program	• Facilities for the Future • People • Customer Experience	• August Board meeting approved 6 local artists for HQ building (5 wall-based artworks, 1 police mural). Paperwork and onboarding have begun. • Publicly announced Jason Hoelscher as the HQ terrazzo artist. First floor medallion and entryway floor to be installed in October. • RFQ for HQ custom conference tables closed on August 27th

Other Noteworthy Items/Upcoming Events

- Staff is planning the 9/11 25th anniversary event for the firehouse.
- Planning is underway for the Nashville inaugural event on Oct. 1. Plans include a large news conference at the ski statue and a passenger-focused gate event. Working with RSCVA to support additional RSCVA events in Nashville.
- Planning for the State of the Airport Authority Address event is underway.
- Supporting the MoreRNO program for the ground boarding gates simulation on 10/14.


Facebook Feed
Instagram feed
Reno-Tahoe International Airport
Ad
Reno-Tahoe Artists!
We're seeking furniture designers & ...See more
Call for Artists
Custom Furniture
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9 comments 40 shares
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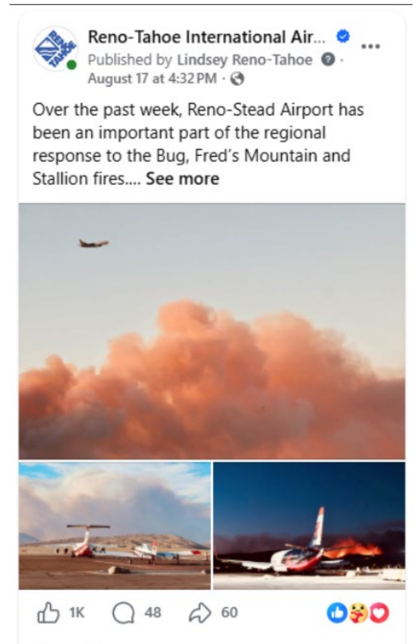
Reno-Tahoe International Air...
Published by Lindsey Reno-Tahoe
August 17 at 4:32 PM
Over the past week, Reno-Stead Airport has been an important part of the regional response to the Bug, Fred's Mountain and Stallion fires.... See more
1K
48
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Board Memorandum

09/2026-41

Date: September 10, 2026

Subject: Proclamation of Appreciation for Congressman Amodei

Presenter: Lindsay Anderson, Director of Government & Community Affairs

BACKGROUND

Congressman Mark Amodei has represented Nevada's Second Congressional District in the U.S. House of Representatives since September 2011, when he won a special election to fill the vacancy created by Dean Heller's appointment to the U.S. Senate. He has subsequently been reelected to seven successive Congresses and is currently serving in the 119th Congress, making him the longest-serving current member of Nevada's congressional delegation. During his tenure, Amodei has held influential assignments on the House Appropriations Committee and House Natural Resources Committee, positions particularly relevant to Nevada's federal lands, infrastructure, public safety, and economic interests. Since 2024, he has also served as Chairman of the Appropriations Subcommittee on Homeland Security. His congressional service builds on an extensive career in Nevada public service, including terms in the Nevada Assembly and Nevada Senate, where he served as President Pro Tempore. In February 2026, Amodei announced that he would retire at the conclusion of his current term, bringing to a close approximately 15 years of service in Congress.

DISCUSSION

Congressman Mark Amodei has been a consistent advocate for aviation infrastructure throughout Northern Nevada, supporting not only Reno-Tahoe International Airport but also the general aviation and rural airports that provide essential connections across his expansive district. His support has included Reno-Stead Airport, as an important center for aviation, firefighting, unmanned aircraft systems testing and economic development in Northern Nevada.

Congressman Amodei has worked with his counterparts in the US Senate to deliver millions of dollars to the RTAA including COVID relief funding, Community Project Funding for the Loop Road, Airfield Lighting, Snow Removal Equipment, and supported more than $33 million to support MoreRNO through the Bipartisan Infrastructure Law funding.

That support reflects the particular importance of aviation to Nevada's communities, where airports provide connections for business, emergency response, firefighting, medical transportation and general aviation across vast geographic distances. Amodei's district includes many of the state's rural airports, and federal aviation programs enacted during his tenure have directed significant infrastructure resources to facilities including Elko Regional, Battle Mountain, Ely/Yelland Field, Yerington, Fallon, Owyhee and Reno-Stead airports. His work on the House

Appropriations Committee, coupled with his longstanding relationships with the FAA and Department of Transportation, has given Northern Nevada's airports a strong advocate for continued federal investment in aviation safety, infrastructure and economic development.

Lastly, Congressman Amodei is one of our most frequent flyers. He has been flying back and forth to Washington DC almost every week for 15 years. He has gotten to know many of our frontline staff workers, TSA agents and parking attendants, often handing out candy and treats in the very early morning or late nights.

FISCAL IMPACT
N/a

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

STAFF RECOMMENDATION
Staff recommends that the Board present Congressman Amodei with this Proclamation in appreciation for his years of service and his support of the Reno-Tahoe International Airport and the Reno-Stead Airport.

Proclamation of Appreciation

Honoring Congressman Mark E. Amodei for His Service to Northern Nevada and Aviation

WHEREAS, Congressman Mark E. Amodei has represented Nevada's Second Congressional District in the United States House of Representatives since September 2011, providing nearly fifteen years of dedicated service to the people, communities, businesses, and institutions of Northern Nevada; and

WHEREAS, throughout his tenure in Congress, Congressman Amodei has been a steadfast advocate for Nevada's aviation system and has recognized the essential role airports play in connecting our communities, supporting economic development and tourism, enabling emergency response and wildland firefighting, and providing safe and reliable access to the region; and

WHEREAS, Congressman Amodei has consistently supported the Reno-Tahoe Airport Authority and **Reno-Tahoe International Airport**, using his position on the House Appropriations Committee and his relationships with federal agencies and leaders to advocate for critical investments in airport infrastructure, safety, security, and modernization; and

WHEREAS, his advocacy has helped advance transformative projects at Reno-Tahoe International Airport, including funding for the **MoreRNO New Gen A&B concourse modernization program**, improvements to the **Terminal Loop Road**, modernization of **Runway 8-26 lighting and airfield safety equipment**, and the acquisition of **snow-removal equipment** essential to keeping Northern Nevada connected during severe winter weather; and

WHEREAS, Congressman Amodei has also championed the important role of **Reno-Stead Airport**, a vital regional asset supporting general aviation, wildland firefighting, military and public-safety operations, unmanned aircraft systems, and economic development, while advocating for the continued strength of aviation throughout Northern Nevada; and

WHEREAS, Congressman Amodei has been more than an advocate from Washington, D.C.; he has been a **frequent and welcome visitor to Reno-Tahoe International Airport**, taking the time to tour projects, meet with Airport Authority leadership and employees, understand our priorities, celebrate our milestones, and see firsthand the work being accomplished on behalf of our region; and

WHEREAS, throughout those many visits and years of partnership, Congressman Amodei has treated the employees of the Reno-Tahoe Airport Authority with genuine **kindness, respect, humor, and appreciation**, taking an interest not only in our projects and priorities, but also in the people whose work keeps our airports operating every day; and

WHEREAS, the Reno-Tahoe Airport Authority Board of Trustees recognizes that federal investments are ultimately investments in people and communities, and Congressman Amodei's accessibility, partnership, and commitment to Northern Nevada have left a lasting mark on Reno-Tahoe International Airport, Reno-Stead Airport, and the aviation system we serve;

NOW, THEREFORE, BE IT PROCLAIMED, that the **Reno-Tahoe Airport Authority Board of Trustees**, on behalf of the entire Reno-Tahoe Airport Authority team, extends its sincere gratitude and appreciation to **Congressman Mark E. Amodei** for his distinguished service in the United States Congress; for his unwavering advocacy for Reno-Tahoe International Airport, Reno-Stead Airport, and Nevada's rural aviation communities; for his many years of partnership and friendship with the Airport Authority; and, most especially, for the generosity, good humor, and kindness he has consistently shown to the people who work here.

BE IT FURTHER PROCLAIMED, that Congressman Amodei leaves a lasting legacy at our airports—one visible in the infrastructure he helped advance, the federal partnerships he strengthened, and the people and communities he served—and that the Reno-Tahoe Airport Authority Board of Trustees offers its deepest thanks and best wishes as he concludes his remarkable tenure representing Nevada's Second Congressional District.

PROCLAIMED this 10th day of September 2026, by the Reno-Tahoe Airport Authority Board of Trustees.

Reno-Tahoe Airport Authority

Board Memorandum

09/2026-42

Date: September 10, 2026

Subject: Authorization for the President/CEO to execute a Professional Services Agreement with the Board-selected firm to modernize foundational governance documents and establish contemporary Board-CEO-staff interaction practices.

Presenters:

- **RTAA**: Cris Jensen, President & CEO
- **M2P Consulting Inc. (Prime) with FlashPoint Leadership (Subconsultant)**:
  - **Mitch Cole** (Engagement Lead, M2P)
  - **Krista Skidmore** (Project Lead & Training Program Architect, FlashPoint)
  - **Lucia Dini** (Project Coordinator, M2P)
  - **Zane Seals** (Project Manager, M2P)
- **Whitehouse Group Inc. (Prime) with GFT (1 of 2 Subconsultants)**:
  - **Amy Vargas**: Whitehouse Group-Organizational Systems Director: (Project Manager)
  - **Todd Brauer**: Whitehouse Group-COO: (Board Administration Lead)
  - **Josh Simmons**: Whitehouse Group-Associate: (Team Development Lead)
  - **Keith Chase**: GFT-Strategy Consultant: (Airport Authority Governance Lead)

BACKGROUND

The RTAA Board of Trustees is an appointed body providing strategic oversight of the RTAA at a pivotal moment in the organization's history. The RTAA is actively executing the MoreRNO capital program – the largest infrastructure investment in the airport's history, representing $1 billion in facility improvements – that demands cohesive, confident, and well-aligned leadership at every level. At the same time, the organization is welcoming its second CEO in six years, and a majority of Trustees are relatively new to the Board. Staff sees this as a rare and timely opportunity – one that invites us all to be intentional about how we work together, to establish shared expectations, and to build the kind of high-functioning Board-CEO-staff partnership that will carry the RTAA through this critical period and beyond.

To that end, per Board direction, staff issued RFP #25/26-18 and are bringing forward for the Board's consideration two firms whose services would accomplish two important objectives: first, to review and modernize the board's foundational operational documents – many of which haven't been updated in nearly two decades – and second, to establish clear, contemporary best practices that define how Trustees, the CEO and staff interact, communicate, and collaborate in service of the Board's strategic vision.

Staff acknowledges that it is generally customary practice to bring a single recommended firm before the Board for final authorization. However, given that the selected agency will work directly and closely with the Board itself and given that the RFP Review Committee's scoring of the two finalist firms was remarkably close, staff believes this engagement warrants the Board's direct participation in the selection. Presenting both finalists offers the Board the opportunity to hear from each firm firsthand and determine which is the strongest fit for the RTAA's needs and culture.

DISCUSSION

FIRM 1: BOARD ADMINISTRATION & OPERATIONS + TEAM DEVELOPMENT CONSULTING SERVICES:

M2P Consulting Inc. (Prime) with FlashPoint Leadership (Subconsultant)

M2P Consulting is a global, aviation-focused management consulting firm with over 25 years of experience supporting aviation organizations across operational, strategic, and governance matters. Operating from four offices across the Americas, Europe, and the Middle East, M2P's 100+ consultants have delivered 500+ projects for 100+ clients worldwide. M2P will serve as Prime Consultant for Board Administration and Operations, with FlashPoint Leadership serving as Subconsultant responsible for Team Development Consulting Services.

The assigned **M2P** team includes:

- **Mitch Cole** (*Engagement Lead*): 7+ years of management consulting experience in operating-model and governance design, decision rights, roles/responsibilities, KPIs, and operating procedures; led Terminal Operator program governance at Chicago O'Hare (ORD).
- **Andreas Haefner** (*Subject Matter Expert*): 13+ years in aviation organizational strategy, business-process redesign, and change management; previously built RTAA's own 2022 Digital Transformation Plan and IT Strategy.
- **Zane Seals** (*Project Manager*): 10 years leading process-improvement and transformation initiatives across public-sector and transportation organizations; certified PMI-CAPM and Six Sigma Yellow Belt.
- **Lucia Dini** (*Project Coordinator*): 4+ years in airport digital transformation and data-driven strategy; owns master schedule and deliverable tracking.

The assigned **FlashPoint** team includes:

- **Krista Skidmore** (*Project Lead & Training Program Architect*): CEO and Founder of FlashPoint Leadership, 25+ years in HR, talent management, and organizational development; certified SHRM-SCP, SPHR, and practitioner of Everything DiSC and The Five Behaviors.
- **Amy Savage** (*Facilitator & Project Co-Lead*): 20+ years in leadership development; developed 40,000+ leaders worldwide via the LPI and The Leadership Challenge.
- **John McGonigle** (*Facilitator & Project Co-Lead*): former Fortune 500 Executive Vice President (AT&T, T-Mobile, Sprint, Sony, Netflix, Samsung, Target, Microsoft); M.S. in Learning and Organizational Change from Northwestern University.
- **Joanna Sears** (*Project Manager*): 7 years administering the Leadership Practices Inventory

(LPI) and other leadership assessments.

M2P and FlashPoint: **Four-Phase Engagement & Deliverables**

1. **Discovery**

   a. **Interview & Survey Schedule**: Confirmed schedule for Trustee/Staff interviews, survey administration window, and Board meeting observation.
   b. **Discovery Findings Summary**: A jointly developed summary integrating document review, Trustee and Staff interviews, survey results, governance observations, and Board effectiveness themes into one comprehensive assessment that establishes the foundation for subsequent recommendations.

2. **Analysis & Design**

   a. **Discovery Findings Summary** (*continued*): Synthesized findings, key themes, and integrated recommendations that bridge Discovery into governance design and Board development recommendations based on Phase 1 discovery.
   b. **Draft Governance Documents**: Draft Bylaws, Code of Conduct, Board Operating Procedures, and governance recommendations prepared for Trustee review.
   c. **Team-Development Design**: Half-day DiSC workshop and DiSC management assessment tool/report to help Trustees and senior staff better understand styles and ways of working around communication, collaboration, and decision-making, providing a visual depiction of a team map.
   d. **Team-Development Design** (*continued*): A customized retreat framework and sustaining workshop framework aligned to Discovery findings and organizational priorities.

3. **Facilitation & Development**

   a. **Board-Approved Governance Documents**: Final Bylaws, Code of Conduct, Board Operating Procedures, and governance documents approved by the Board.
   b. **Trustee Onboarding Program**: A comprehensive onboarding experience that equips future Trustees with the knowledge, expectations, and governance practices necessary for effective Board service.
   c. **Board Retreat Facilitation**: Facilitated one-day Board retreat focused on strengthening trust, communication, collaboration, constructive dialogue, and governance effectiveness, utilizing The Five Behaviors Team Assessment.

4. **Implementation & Sustainability**

   a. **Half-Day Sustaining Workshop**: Half-day workshop leveraging the 4 Stages of Psychological Safety for Trustees and senior staff, combining tailored training and technology to ensure a deeper sense of inclusion and a greater appreciation for vulnerability.
   b. **Follow-Up Session Summary**: Summary of progress, governance effectiveness, Board development outcomes, and recommended next steps following implementation.

c. **Final Recommendations Report and Roadmap**: An integrated roadmap sequencing governance recommendations, Board effectiveness priorities, ownership, implementation milestones, and future governance review cadence.

Structured over a 14-week period beginning with a proposed Notice to Proceed on **September 21, 2026**, and concluding by the **end of calendar year 2026**.

The total not-to-exceed proposed cost is **$113,675** ($68,275 M2P / $45,400 FlashPoint).

FIRM 2: BOARD ADMINISTRATION, OPERATIONAL & TEAM DEVELOPMENT CONSULTING SERVICES:

Whitehouse Group Inc. (Prime) with GFT and Media Relations Group (MRG) (Subconsultants)

Whitehouse Group is a comprehensive government management consulting firm dedicated to helping public agencies optimize organizational performance, improve governance, and build the systems, strategies, culture, and workforce capabilities needed to deliver exceptional public service. Since 2008, Whitehouse Group has successfully managed contracts of varying size and complexity while consistently maintaining the personnel, resources, and financial capacity necessary to meet client expectations. GFT is a nationally recognized engineering firm with expertise and extensive knowledge of airport authorities, and MRG is a woman-owned DBE firm specializing in stakeholder engagement and graphic design.

The assigned Whitehouse Group team includes:

- **Amy J. Vargas, LCSW, SHRM-CP** (*Project Manager & Strategic Client Advisor*): 17 years with Whitehouse Group; specializes in organizational development, human resources, facilitation, and adult learning; will direct three integrated workstreams.
- **Todd A. Brauer, AICP, PTP** (*Board Administration Lead/President & COO*): 30+ years of experience helping public agencies solve complex transportation and organizational challenges; will serve as primary lead for Board Administration needs including Bylaws, Code of Conduct, and governing documents.
- **Nicholas A. Torres, AICP** (*Operational Reviews Lead*): 11 years with Whitehouse Group; specializes in performance improvement, operational improvement, and strategic planning for public transit authorities and their Boards.
- **Joshua A. Simmons** (*Team Development Lead/Deputy Project Manager*): former City Commissioner and Board Member of the Broward MPO; brings firsthand governance and public service experience to team development facilitation.
- **Keith Chase** (*Airport Authority Governance Advisory Lead, GFT Subconsultant*): 45 years of experience; former Pennsylvania Deputy Secretary for Aviation, Rail, and Ports; former Board member of the Susquehanna Area Regional Airport Authority (SARAA).
- **Alicia Gonzalez** (*Stakeholder Engagement Advisor, MRG Subconsultant*): 33+ years partnering with public-sector organizations to strengthen performance and stakeholder engagement.

Whitehouse Group proposes a four-phase engagement:

1. **Listen**

    a. **Board Administration and Operational Assessment Report**: A comprehensive assessment report produced following confidential interviews and surveys with Trustees and Staff, review of Board structure, bylaws, committees, and processes, and benchmarking against peer Airport Authorities.

2. **Collaborate**

    a. **Board Retreat Facilitation**: Interactive, in-person sessions to present findings, clarify roles and responsibilities between the Board and staff, and facilitate Board workshops and team sessions.
    b. **Board Retreat Deliverable**: Documented outcomes of the facilitated retreat, capturing decisions made, roles clarified, and next steps agreed upon by Trustees and senior staff.

3. **Analyze**

    a. **Updated Bylaws Document**: A fully revised Bylaws integrating the updated Code of Conduct, conflict-of-interest standards, and defined trigger events to ensure regular review.
    b. **Updated Code of Conduct Policy**: A revised Code of Conduct incorporated directly into the Bylaws, including conflict-of-interest requirements and communication protocols.
    c. **Board Operating Procedures**: Updated procedures aligning Board workflows with governance responsibilities, including a strategic communication plan for capital project updates, risks, and decisions.

4. **Implement**

    a. **Trustee Onboarding Program**: A structured, repeatable onboarding program that integrates future appointees into RTAA's operations, fiduciary duties, and governance standards, ensuring leadership continuity.
    b. **Facilitated Follow-Up Sessions**: Follow-up sessions, as needed, to measure progress against the goals established during the engagement.

Structured over a 20-week schedule from the **September 21, 2026** Notice to Proceed through approximately **February 2027**, with flexibility to align with RTAA’s priorities.

The total not-to-exceed proposed cost is **$85,500**, with value-added implementation support and coaching offered as a courtesy service post-project.

Finalists scores

The Review Committee independently evaluated all eight submissions. Following the individual reviews, the Committee convened in a formal session to discuss scoring rationale, align evaluation approaches, and deliberate on the selection of the two finalist firms. This level of diligence reflects RTAA’s commitment to a fair, transparent, and methodical procurement process, ensuring that the

Board receives a thoroughly vetted recommendation supported by documented, criteria-based scoring.

FIRM	SCORE
M2P/FlashPoint	224.80
Whitehouse/GFT/MRG	221.60

What the Board will hear

Both finalist firms (and their subconsultants) have been invited to present to the Board. Staff has advised each firm that their full written proposals were shared with the Trustees as part of this packet.

Each firm's 10-minute presentation will focus on the following key areas:

- Their proposed methodology for delivering the required services, including the anticipated schedule, timeline, major phases, and step-by-step processes.
- Their approach to reviewing, developing, and updating foundational operational documents, supported by specific examples from prior engagements that demonstrate relevant experience.
- How their team operates within the requirements of Nevada's Open Meeting Law, including how they address related considerations when working with boards and governing bodies. Firms should also describe the measures they use to protect anonymity and confidentiality in assessments, surveys, interviews, communications, and other sensitive information gathered during the engagement.
- How they facilitate discussions involving differing or opposing viewpoints.

Following the presentations, the Board will be asked to select one of the two finalist firms to perform this work.

OPTION	SUMMARY
1	Award to M2P Consulting Inc. (with FlashPoint Leadership)
2	Award to Whitehouse Group Inc. (with GFT and MRG)

STAFF RECOMMENDATION

Staff recommends that the Board hear presentations from both M2P Consulting Inc. (with FlashPoint Leadership) and Whitehouse Group Inc. (with GFT and MRG) at the September 10, 2026, Board Meeting, and thereafter authorize the President & CEO, or authorized representative, to negotiate and execute a Professional Services Agreement with the Board's preferred firm for Board Administration, Operational & Team Development Consulting Services, with funding from the General Revenue Fund.

This approach is strategically aligned with the RTAA's "People" strategic priority, which emphasizes investment in leadership development and the cultivation of collaborative, supportive working relationships across all organizational levels, including the Board of Trustees. The engagement of a firm providing both governance and team development services creates a synergistic framework: governance expertise establishes structural clarity and best practices for Board effectiveness, while team development services build the interpersonal trust and cohesion necessary to operationalize those governance improvements. This integrated approach directly supports the organizational stability and symbiotic Trustee-staff relationship required to successfully execute the MoreRNO capital program, navigate the current period of organizational transition, and provide long-term guidance on overall airport operations.

Board Discretion

The Board retains full discretion to provide direction on the path forward. Staff is prepared to provide additional information, analysis, or clarification regarding any option should the Board request it prior to or during deliberation.

FISCAL IMPACT

The fiscal impact of this item is dependent upon the firm selected by the Board. Funding source: general revenue fund.

FIRM	PROPOSED NOT-TO-EXCEED COST	FUNDING SOURCE
M2P Consulting Inc. + FlashPoint Leadership	**$113,675**	General Revenue Fund
Whitehouse Group Inc. + GFT + MRG	**$85,500**	General Revenue Fund

Pursuant to Resolution No. 557, the Interim President/CEO, or authorized representative, is authorized to approve Professional Services Agreements equal to or less than $250,000. The estimated contract amounts for both firms fall within that delegated authority threshold; accordingly, no separate Board approval of the contract execution(s) is required following the Board's selection. All expenditures will be consistent with RTAA's financial stewardship principles and subject to Board-approved budget authority.

RECOMMENDED MOTIONS (CHOOSE ONLY ONE)

Motion 1: *"Move to authorize the President/CEO, or authorized representative, to negotiate and execute a Professional Services Agreement with M2P Consulting Inc. and FlashPoint Leadership for Board Administration, Operational & Team Development Consulting Services, in an amount not to exceed $113,675, with funding from the General Revenue Fund."*

— OR —

Motion 2: *"Move to authorize the President/CEO, or authorized representative, to negotiate and execute a Professional Services Agreement with Whitehouse Group Inc., GFT, and Media Relations Group (MRG) for Board Administration, Operational & Team Development Consulting Services, in an amount not to exceed $85,500, with funding from the General Revenue Fund."*

Reno-Tahoe Airport Authority

Board Memorandum

09/2026-43

Date: September 10, 2026

Subject: Authorization for the President/CEO to execute a Construction Contract for the Fire Suppression System Upgrades at the Reno-Stead Airport, with Gerhardt and Berry Construction Accepting the Base Bid & Bid Alternate 1 contingent on funding from the Washoe County Sherrif's Office, in the amount of $1,541,281

Presenter: Dennis LeBaron, Facilities Project Manager II

BACKGROUND

This project is to upgrade the fire suppression systems for Hangars 5 and 6 at the Reno-Stead Airport (RTS) that were constructed in the 1960s and are currently served by an aging fire suppression system supported by a fire water storage tank and diesel-powered fire pump system. Hangar 5 was recently sold to the Washoe County Sheriff's Office (WCSO) by the Reno-Tahoe Airport Authority (RTAA), and Hangar 6 is still owned by the RTAA and currently leased to Tactical Air Support, Inc. The existing fire system relies on a 210,000-gallon water storage tank that was converted from a fuel-oil storage tank originally constructed in the 1940s. The diesel fire pump was replaced following a fire event in 2006 and is now approximately 20 years old, nearing the end of its useful service life.

A feasibility study completed by Ainsworth Associates Mechanical Engineers determined that the existing fire suppression infrastructure requires significant repairs and recommended transitioning to a direct connection to the municipal water service main. In 2023, Performance Based Fire Protection Engineering completed an National Fire Protection Assoication 409 Hangar Fire Risk Assessment that identified additional improvements necessary to meet current fire protection standards, including replacement of sprinkler piping, sprinkler heads, and the fire alarm system.

DISCUSSION

The Fire Suppression System Upgrades Project at Hangars 5 and 6 was developed to improve the fire protection infrastructure serving the facilities. The project includes extending a municipal fire water main to provide a new fire service connection to Hangar 5 and a future connection point at Hangar 6. The project also includes upgrades to the existing fire suppression and fire alarm systems within Hangar 5, which are being funded by the WCSO. Options for fire suppression and fire alarm improvements within Hangar 6 are currently being evaluated by the Commercial Business Department and will be addressed at a future date. Extending the municipal water main to Hangar 6 as part of this project will provide the infrastructure necessary to support those future improvements.

The project was originally bid earlier in 2026; however, the bids received exceeded the available project budgets for both the RTAA and WCSO. The project scope was subsequently reevaluated and revised to address the budget constraints and was rebid. The project was publicly advertised for the second time on August 12, 2026, through the Reno Gazette Journal (RGJ), the RTAA website, and the Nevada Government eMarketplace (NGEM). Bids were opened on August 19, 2026. Two (2) bids were received. A summary of the bid results is provided in Table 1 – Bid Tabulation.

Table 1 – Bid Tabulation

Scope	Engineer's Estimate	Q&D Construction	Gerhardt & Berry Construction
Water Main (Base Bid)	$875,972	$1,029,000	$908,281
Hanger 5 Fire Suppression (Bid Alt #1)	$733,062	$657,000	$633.000
Total Awarded	**$1,609,034**	**$1,686,000**	**$1,541,281**

Following evaluation of the bids, Gerhardt & Berry Construction was determined to be the lowest responsive and responsible bidder, with a total bid of $1,541,281.

The total project contract duration is ninety (90) calendar days. The Notice to Proceed will be issued for September 14, 2026, following final Board approval. The contractors construction schedule of the fire suppression system is anticipated to be complete in November 2026. The estimated schedule is summarized in Table 2 – Preliminary Schedule.

Table 2 – Preliminary Schedule

Activity	Date
Board Approval	September 10, 2026
Notice to Proceed	September 14, 2026
Construction	September 2026 – November 2026
Notice of Completion	November 17, 2026

FISCAL IMPACT

The costs associated with the Fire Suppression System Upgrades Project, including the construction contract with Gerhardt and Berry Construction, construction management services, contract administration, and owner's contingency, will initially be funded through the RTAA RTS Special Fund for Fiscal Year 2025–26. RTAA will execute the construction contract with Gerhardt and Berry Construction and will be reimbursed by the WCSO for costs associated with improvements benefiting Hangar 5.

Project costs will be allocated between RTAA and WCSO based on the facility improvements and shared infrastructure included in the project. WCSO will reimburse RTAA for the Hangar 5 fire suppression improvements, while RTAA will fund improvements associated with Hangar 6 and a proportionate share of the shared infrastructure serving both facilities. See Table 4 for amounts the RTAA will be reimbursed by the WCSO.

The overall anticipated budget for the Fire Suppression System Upgrades Project, including the RTAA-funded portion of construction, WCSO reimbursement for applicable work, project management, contract administration (Ainsworth), construction management (AtkinsRéalis), and owner's contingency, is estimated at $1,771,027. A detailed breakdown is provided below in Table 4 – Project Estimate at Completion.

Table 4 – Project Estimate at Completion

Scope	Total Project Cost	RTAA Share	WCSO Share
Contract Administration (Ainsworth)	$85,000	$85,000	$0
Construction Management (AtkinsRéalis)	$40,680	$20,340	$20,340
Construction (Gerhardt and Berry Construction)	$1,541,281	$521,242	$1,020,039
Other Direct Costs	$24,066	$12,033	$12,033
Owner's Contingency	$90,000	$40,000	$40,000
Estimate at Completion	**$1,771,027**	**$678,615**	**$1,092,412**

STRATEGIC PRIORITIES

Safety and Security
Facilities for the Future
General Aviation

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 for the Fire Suppression System Upgrades at the Reno-Stead Airport, with Gerhardt and Berry Construction Accepting the Base Bid & Bid Alternate 1 contingent on funding from the Washoe County Sherrif's office, in the amount of $1,541,281."

Reno-Tahoe Airport Authority

Board Memorandum

09/2026-44

Date: September 10, 2026

Subject: Authorization for the President/CEO to award the elevator and escalator maintenance service agreement, with Kone, Inc., for an initial term of three (3) years, from October 1, 2026 through June 30, 2029, in the amount of $293,205, with an option for two (2) one-year extensions at the sole discretion of the RTAA that could extend the contract through June 30, 2031

Presenter: Chris Cobb, Interim Chief Planning & Infrastructure Officer

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BACKGROUND

The Reno Tahoe Airport Authority (RTAA) is subject to the requirements of Nevada Revised Statute (NRS) 455C pertaining to the maintenance and operations of the elevators and escalators in order to maintain the required operating permits and ensure the safe and proper operation of the equipment. RNO owns six (6) escalators and fourteen (14) elevators. RTS has one elevator in the terminal and one "Wheel-O-Vator" wheelchair lift located in the Bureau of Land Management (BLM) Fire Base Facility.

The RTAA regularly solicits bids for the maintenance and repair of its elevators and escalators due to the complexity of this work and the specialized expertise required, which is not available through its in-house staff or staffing levels. These services are typically procured through multi-year contracts, with optional extensions for up to five years. Rebidding the maintenance and repair contract allows the RTAA to maintain competitive pricing and ensure it continues to receive cost-effective and reliable services.

DISCUSSION

The Elevator and Escalator Maintenance Service Agreement was publicly advertised on July 1, 2026, in the Reno Gazette Journal (RGJ), on the RTAA website, and through the Nevada Government eMarketplace (NGEM). Bid opening occurred on August 5, 2026, with bids received from three contractors as summarized in Table 1 – Bid Tabulation.

Table 1 – Bid Tabulation

	Kone Inc.	Koch Elev	TK Elev
Year 1	$76,365	$80,307	$162,144.09
Year 2	$106,656	$112,429.80	$222,678
Year 3	$110,184	$118,051.32	229,358.40

Contract Sum:	$293,205	$310,788.12	$614,180.49
Year 4 Option	$114,540	$123,953.88	$236,239.20
Year 5 Option	$119,172	$130,151.52	$243,326.28
Contract Sum with Option Years	$526,917	$654,893.52	$1,093,745.97

The initial Request for Bid for the service and maintenance of this equipment will be awarded to KONE, Inc. on October 1, 2026, and include the initial three-year contract with two (2) one-year renewal options to be awarded in subsequent years based on the performance of the contractor.

FISCAL IMPACT

This contract is budgeted in the FY 2026/2027 Building Maintenance Contracted Services Line Item account in the amount of $76,365.00.

STRATEGIC PRIORITIES

Safety and Security
People
Facilities for the Future
Financial Stewardship
Customer Experience

STAFF RECOMMENDATION

Staff recommends that the Board adopt the motion stated below.

PROPOSED MOTION

"Move to authorize the President/CEO to award the Elevator and Escalator Maintenance Service Agreement with KONE, Inc., for an initial term of three (3) years, from October 1, 2026 through June 30, 2029, in the amount of $293,295, with an option for two (2) one-year extensions at the sole discretion of the RTAA that could extend the Contract through June 30, 2031."

Reno-Tahoe Airport Authority

Board Memorandum

09/2026-45

Date: September 10, 2026

Subject: Authorization for the President/CEO to execute a Construction Contract with Resource Develop Company LLC, for the North Apron Deice Pad Tank Installation, in the amount of $617,973

Presenter: Chris Cobb, Interim Chief Planning & Infrastructure Officer

BACKGROUND

During periods of heavy snowfall, de-icing operations on the North Apron can generate runoff that is conveyed through the existing storm drain system. In 2014, the airport proactively installed a drainage piping system as part of an apron reconstruction project. With the addition of an underground storage tank, this system can capture aircraft deicing fluid (ADF) during significant snow events before it enters the storm drain system.

As part of the construction of the new concourses, and to improve future operational efficiency during snow events, underground storage tanks for the collection of ADF during periods of heavy snowfall were proposed for both the North and South Aprons. The South Apron storage tank was installed as part of the South Remain Overnight (RON) expansion, which supported construction of new Concourse A. The tank was included within the South RON project's scope.

The North Apron underground storage tank is located near the FedEx cargo operations area, well outside the limits of the NewGen A&B project. The North Apron tank is being delivered through the Reno-Tahoe Airport Authority's Capital Improvement Program, as approved by the Board of Trustees in May 2026.

To support construction in advance of winter deicing activities and to accommodate equipment lead times, the Reno-Tahoe Airport Authority has already purchased the 10,000-gallon storage tank and lift station and will supply them to the contractor for installation.

DISCUSSION

The North Apron Deice Pad Tank Installation consists of the installation of a 10,000-gallon underground storage tank, lift station, excavation, backfill, paving, and electrical wiring.

The North Apron Deice Pad Tank Installation was publicly advertised on July 15, 2026, in the Reno Gazette Journal (RGJ), on the RTAA website, and through the Nevada Government eMarketplace (NGEM). Bid opening occurred on August 5, 2026, with bids received from two contractors as summarized in Table 1 – Bid Tabulation.

Table 1 – Bid Tabulation

Scope	Resource Development Co.	Q&D Construction
Base Bid	$617,973.00	$766,000.00

Following evaluation of bids, Resource Development Company LLC was determined to be the lowest responsive and responsible bidder.

The contract provides a 15-calendar-day procurement period and a 30-calendar-day construction duration for completion of the Basis of Award. The estimated project schedule is shown in Table 2 – Preliminary Construction Schedule:

Table 2 – Preliminary Construction Schedule

Activity	Date
Board Approval	Sep 10, 2026
Procurement	Sep 17 – Oct 1, 2026
Construction	Oct 2 – Oct 31, 2026

FISCAL IMPACT

The costs associated with the North Apron Deice Pad Tank Installation including the construction contract with RDC, construction management/contract administration, and the Owner's Contingency will be funded through the Reno-Tahoe Airport Authority (RTAA) Capital Improvement Program for Fiscal Year 2026–27 and from savings in the RTAA CIP Airfield Pavement Maintenance from Fiscal Year 2025-26.

Table 3 – Funding Sources

Funding Source	Total Amount
FY26/27 CIP	$565,000
FY25/26 CIP	$170,000
Total	$735,000

The total project budget, including tank/lift station procurement, construction, construction management, contract administration, and owner's contingency, is estimated at $735,000, as summarized in Table 4 – Project Estimate at Completion.

Table 4 – Project Estimate at Completion

Contract Administration/ Construction Management	Tank/Lift Station	Construction	Permitting	Owner's Contingency	Estimate At Completion
$10,000	$ 85,015.09	**$617,973**	6,400	$15,000	$735,000

STRATEGIC PRIORITIES
Facilities for the Future

STAFF RECOMMENDATION
Staff recommends that the Board adopt the motion stated below.

PROPOSED MOTION
"Move to authorization the President/CEO to execute a Construction Contract with Resource Develop Company LLC, for the North Apron Deice Pad Tank Installation, in the amount of $617,973."

Reno-Tahoe Airport Authority

Board Memorandum

09/2026-46

Date: September 10, 2026

Subject: Authorization for the President/CEO to Execute a Construction Contract with Q&D Construction for the RNO Airfield Pavement Maintenance Project 2026 at Reno-Tahoe International Airport, accepting the Base Bid and Bid Alternates 1, 2, & 3, in the Amount of $1,110,000

Presenter: Bryce Juzek, Manager of Engineering & Construction

BACKGROUND

The Reno-Tahoe Airport Authority (RTAA) maintains an extensive airfield pavement system consisting of runways, taxiways, and aircraft aprons that support daily aircraft operations. Maintaining these pavements in good condition is essential to ensuring safe and reliable airfield operations, preserving pavement conditions, and extending the useful life of the existing infrastructure.

As part of RTAA's pavement management program, RDM International, Inc. completed the 2026 Airfield Pavement Management Program Update to evaluate the condition of the airfield pavement and identify areas requiring maintenance or repair. The assessment identified localized pavement deficiencies and recommended maintenance treatments to address existing deterioration and prevent further degradation of the pavement.

Based on the findings and recommendations of the RDM 2026 Pavement Management Program Update, RTAA developed the RNO Airfield Pavement Maintenance Project 2026. The project will address localized pavement deficiencies on Runway 17L and Taxiway Charlie through targeted maintenance and repairs, including joint and crack sealing, concrete spall repairs, and localized concrete panel replacement.

The proposed work is intended to address pavement deterioration before it progresses to more significant failures, helping preserve the condition and service life of the airfield pavement while reducing the potential for more extensive and costly rehabilitation in the future.

DISCUSSION

The RNO Airfield Pavement Maintenance Project 2026 will address localized pavement deficiencies on Runway 17L and Taxiway Charlie. The work includes pavement removal, joint and crack repairs, concrete spall repairs, and localized concrete pavement replacement. The project also includes contingent quantities for additional spall repairs, pavement removal and replacement, and joint and crack repairs that may be utilized as needed based on actual field conditions encountered during construction.

The project was previously advertised earlier in 2026; however, the bids received exceeded the available project budget. RTAA subsequently reevaluated the project scope and requirements, made adjustments to reduce the overall project cost while maintaining the priority pavement maintenance needs, and rebid the project.

The project was publicly advertised for the second time on August 19, 2026, through the Reno Gazette Journal, the RTAA website, and the Nevada Government eMarketplace (NGEM). Bids were opened on August 26, 2026, with two (2) bids received and only one being deemed responsive. A summary of the bid results is provided in Table 1 – Bid Tabulation.

Table 1 – Bid Tabulation

Scope	Engineer's Estimate	Q&D Construction
Base Bid	$963,210.00	$985,804.00
Bid Alternative No. 1	$70,000.00	$63,000.00
Bid Alternative No. 2	$50,000.00	$46,250.00
Bid Alternative No. 3	$18,000.00	$14,946.00
Total	$1,101,210.00	$1,110,000.00

Following evaluation of the bids, Q&D Construction was determined to be the lowest responsive and responsible bidder, with a total bid amount of $1,110,000. The bid is within the available project budget, and RTAA staff recommends awarding the construction contract to Q&D Construction.

The total project duration is approximately eighty-seven (87) calendar days. Following final Board approval, the Notice to Proceed is anticipated to be issued on September 30, 2026. Construction is anticipated to be completed in December 2026. The preliminary project schedule is summarized in Table 2 – Preliminary Schedule.

Table 2 – Preliminary Schedule

Activity	Date
Board Approval	September 10, 2026
Notice to Proceed	September 30, 2026
Construction	September 30 – December 8, 2026
Notice of Completion	December 9, 2026

FISCAL IMPACT

The RNO Airfield Pavement Maintenance Project 2026 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 & 2026–27.

The project budget encompasses the construction contract with Q&D Construction, construction management services with CME, contract administration with AtkinsRéalis, and contains an Owner's Contingency. The overall anticipated budget for RNO Airfield Pavement Maintenance Project 2026 is $1,488,606.

Table 4 – Project Estimate at Completion

Design/CA (AtkinsRéalis)	Construction Management (CME)	**Construction (Q&D Construction)**	Owner's Contingency	Estimate At Completion
$129,411	$199,195	**$1,110,000**	$50,000	$1,488,606

STRATEGIC PRIORITIES

Safety and Security
People
Facilities for the Future

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 Q&D Construction for the RNO Airfield Pavement Maintenance Project 2026 at Reno-Tahoe International Airport, accepting the Base Bid and Bid Alternates 1, 2, & 3, in the Amount of $1,110,000."

Reno-Tahoe Airport Authority

Board Memorandum

09/2026-47

Date: September 10, 2026

Subject: Authorization for the President/CEO, or his designee, to negotiate final terms and execute a fifty-year ground lease for a four-acre site located on the east side of the airfield at 601 South Rock Boulevard, between the Reno-Tahoe Airport Authority and South Rock LLC, for a minimum contract value of $8,363,520

Presenter: Aurora Ritter, Commercial business Development Director

BACKGROUND

The purpose of this action is to execute a 50-year ground lease (Lease) with South Rock LLC (South Rock) for the development of a general aviation (GA) corporate aircraft facility at the Reno-Tahoe International Airport (RNO).

In January 2019, the Reno-Tahoe Authority (RTAA) issued a Request for Proposals (RFP) for the purpose and with the intent of obtaining proposals from all interested respondents desiring to design, construct, finance, own, market, operate and maintain Fixed Base Operator (FBO) facilities, hangars, Maintenance, Repair and Overhaul Operator (MRO) facilities and/or other GA facilities at RNO. The RFP offered five parcels of land located on the east side of the RNO airfield that were offered in "as-is" condition for development and are identified as parcels A-1, A-2, B, C and D (Exhibit A). This site, identified as parcel B, was the only parcel offered that contained existing structures, including an approximately 20,000 square foot building and small outbuilding. As identified in the RNO Master Plan, the site's highest and best use is for GA development; therefore, demolition of the structures has always been anticipated. However, at the time the RFQ was issued, RTAA participation in the cost of redeveloping the site was not contemplated.

No development proposals for this site materialized as a result of this RFP and the RTAA has been marketing the site since this time through multiple channels, including broker meetings, developer meetings, and the RTAA website. A recurring concern has been the cost associated with demolishing the existing structures in addition to constructing the proposed improvements which include the reconstruction of the apron area and constructing a taxiway connector.

As part of the Fiscal Year (FY) 2026-2027 budget process, the Board approved a capital improvement request for the RTAA to demolish the existing structures located on this parcel. The demolition, which was intended to enhance the marketability of the site by allowing a prospective developer to focus on constructing the proposed improvements, including the ramp and apron, is planned for this current fiscal year.

Over the past couple of months, Staff has worked with South Rock LLC to identify a vacant parcel on which to construct a corporate hangar. These efforts culminated in the parties reaching mutually acceptable business terms for entering into a Lease.

DISCUSSION

On August 26, 2026, South Rock signed a Term Sheet (Exhibit B) outlining terms and provided a project concept plan to develop a GA corporate aircraft facility to include approximately 50,000sf of hangar space with associated ramp, parking, shop and office facilities (Exhibit C) for its own use.

The following terms have been negotiated as part of the term sheet, with further discussions to take place as part of the lease negotiations.

- Approximate Premises – 4 acres
- Condition of Property – "As-Is", subject to the existing building and support building being demolished by the RTAA.
- Lease Term – 50 Years
- Lease Commencement – Upon execution
- Anticipated Initial Tenant Capital Investment: $15M
- Base Land Rent – $1.00/SF/Year/NNN ($14,520 per month or $174,240 per year)
- Rent Commencement – upon first certificate of occupancy or 2 years, whichever is earlier, provided, however, in the event Lessee, despite diligent effort, has not received FAA NEPA approvals within such 2-year period, such period can be extended until the receipt of the FAA NEPA approvals
- Rent Rate Adjustment – Annual adjustment based upon the Consumer Price Index for All Urban Consumers U.S. City Average, All Items (CPI-U) and a Fair Market Value (FMV) adjustment set via appraisal every 10 years
- Security Deposit – $43,560 (equal to three (3) months' rent)

South Rock shall be responsible at its sole cost and expense for all other requirements (utilities, permit fees, impact fees, etc.) resulting from the proposed development.

The proposed ground lease includes a performance milestone requiring South Rock to properly submit and apply for approval of the Federal Aviation Administration (FAA) Environmental Review (NEPA), within six (6) months of the Commencement Date and requires the construction completion of the approved improvements within twenty-four (24) months from the date of a formal NEPA determination.

FISCAL IMPACT

The ground rent rate established via appraisal is $1.00 per square foot per year resulting in initial revenue of $14,520 per month or $174,240 per year. The proposed Lease would generate approximately $8,363,520 in gross revenue over the fifty (50) year term, not including annual and FMV rent rate adjustments.

As mentioned above, the rental rate will be adjusted annually via CPI and via appraisal every ten (10) years.

To encourage South Rock's capital investment in RTAA-owned property, a standard incentive is proposed:

1) Rent commencement upon first certificate of occupancy or 2 years, whichever is earlier, provided, however, in the event Lessee, despite diligent effort, has not received FAA NEPA approvals within such 2-year period, such period can be extended until the receipt of the FAA NEPA approvals.

The proposed incentive is a key component of the financial structure to mitigate some of the developer's up-front risk due to an uncertain FAA NEPA process and the development of land in As-Is condition. This incentive has been offered by the RTAA to other developers making capital investments on RTAA-owned land.

STRATEGIC PRIORITIES

Financial Stewardship
General Aviation

STAFF RECOMMENDATION

Staff recommends that the Board adopt the motion stated below.

PROPOSED MOTION

"Move to authorize the President/CEO, or his designee, to negotiate final terms and execute a fifty-year ground lease for a four-acre site located on the east side of the airfield at 601 South Rock Boulevard, between the Reno-Tahoe Airport Authority and South Rock LLC, for a minimum contract value of $8,353,520."

Exhibit A

Request For Proposals Parcels

Reno-Tahoe Airport Authority

Exhibit B
Term Sheet

Reno-Tahoe Airport Authority

RENO-TAHOE INTERNATIONAL AIRPORT
PROPOSED DEVELOPMENT TERMS
SOUTH ROCK LLC

Premises	Approximately ~4 acres of land located on the east side of KRNO Runway 35R and parallel taxiway C, south of Mill Street, commonly referenced as 601 South Rock Boulevard. Lessee accepts the Premises in As-Is Condition, subject to the existing building and support building being demolished by RTAA. The timing of the demolition is TBD.
Permitted Use	South Rock LLC is permitted to use the Premises for the purpose of developing a General Aviation corporate aircraft facility to include approximately 50,000sf of hangar space with associated ramp, parking, shop, and office facilities and for no other purpose. Lessee agrees that it will comply fully with General Aviation Commercial Minimum Standards (GAMS) and Rules & Regulations for Reno-Tahoe International Airport (KRNO), current version.
Ground Lease Term	50 years, no extensions
Anticipated Initial Tenant Capital Investment	$15M
Ground Rent & Rent Adjustments	$1/SF/YR ($14,520 per month or $174,240 per year) Annual adjustment based on Consumer Price Index for All Urban Customers (CPI-U) and Fair Market Value adjustment via appraisal every 10 years
Rent Commencement Date(s)	Upon issuance of Certificate of Occupancy or 2 years from the commencement date, whichever is earlier. In the event Lessee, despite diligent efforts, has not received FAA NEPA approvals within 2 years of commencement, Rent Commencement can be extended until the receipt of the FAA NEPA approvals.
Performance Milestones	Submittal to the FAA for its approval of the improvements (NEPA) to be submitted no later than 6 months from the commencement date. Construction of improvements completed within twenty-four (24) months from the date of a formal environmental process determination from the FAA (NEPA) and receipt of all required city, county, and state approvals.
Security Deposit	Equal to 3 months' rent, in the form of a Letter of Credit

lt

RENO-TAHOE INTERNATIONAL AIRPORT
SOUTH ROCK LLC PROPOSED TERMS

Utilities/Taxes/ Licenses/Assessments	Lessee is responsible for the cost of all utilities including electrical, water and potentially water rights, natural gas and telecom services. Lessee is responsible for all taxes, fees, licenses, assessments and any other services/utilities.
Performance and Payment Bonds	Lessee shall furnish to Authority performance and payment bonds with Lessee's contractor or contractors as principals, each bond in a sum not less than one hundred percent (100%) of the amount of the contract securing Lessee's completion of the work in accordance with the plans and specifications approved in writing by Authority. The bonds shall also guarantee the payment of wages of employees and benefits, subcontractor's contracts, materials, supplies and equipment used in the performance of work and shall protect Authority from liability, losses or damages arising therefrom.
Improvements	Lessee is responsible for the permitting, installation and cost of all Authority approved improvements, including but not limited to, the reconstruction of any airside improvements (ramp/apron, taxiway connector, etc.) that are required. All improvement shall be compliant with current Federal Aviation Administration Airport Circular requirements. Lessee shall comply with Authority's policies and procedures for review, modification, and approval of tenant improvement projects including Authority's Land Development Permit process. Improvements constructed, installed or erected on the Premises become part of Authority's property upon expiration or termination at which time all improvements revert to the Authority.
Maintenance and Repair	Lessee is solely responsible for complete maintenance and repair of Premises and improvements thereto, including, but not limited to regular ground maintenance (sweeping, weed and dust control, trash and debris pickup) and snow removal.
Mid-Term Refurbishment Requirements	During the Term, Lessee shall develop, fund, execute and complete, in consultation with and upon the approval of the Authority, a refurbishment program commencing after 2036 to extend the useful life of the new Improvements throughout the Term on, under and within the Leased Premises, such as, but not limited to, facility interior remodeling, painting, structural repairs, building system upgrades, Aircraft Apron reconstruction, hangar re-sheeting, new carpet, and overall facility Improvements. The Refurbishment Program shall not be less than five (5) percent of the value of the original investment and shall be implemented on a mutually agreeable schedule between the Authority and Lessee throughout the Term.

1B

RENO TAHOE INTERNATIONAL AIRPORT

SOUTH ROCK LLC

Broker Fees	Lessee and Authority hereby agree and acknowledge that there is no broker in this transaction.

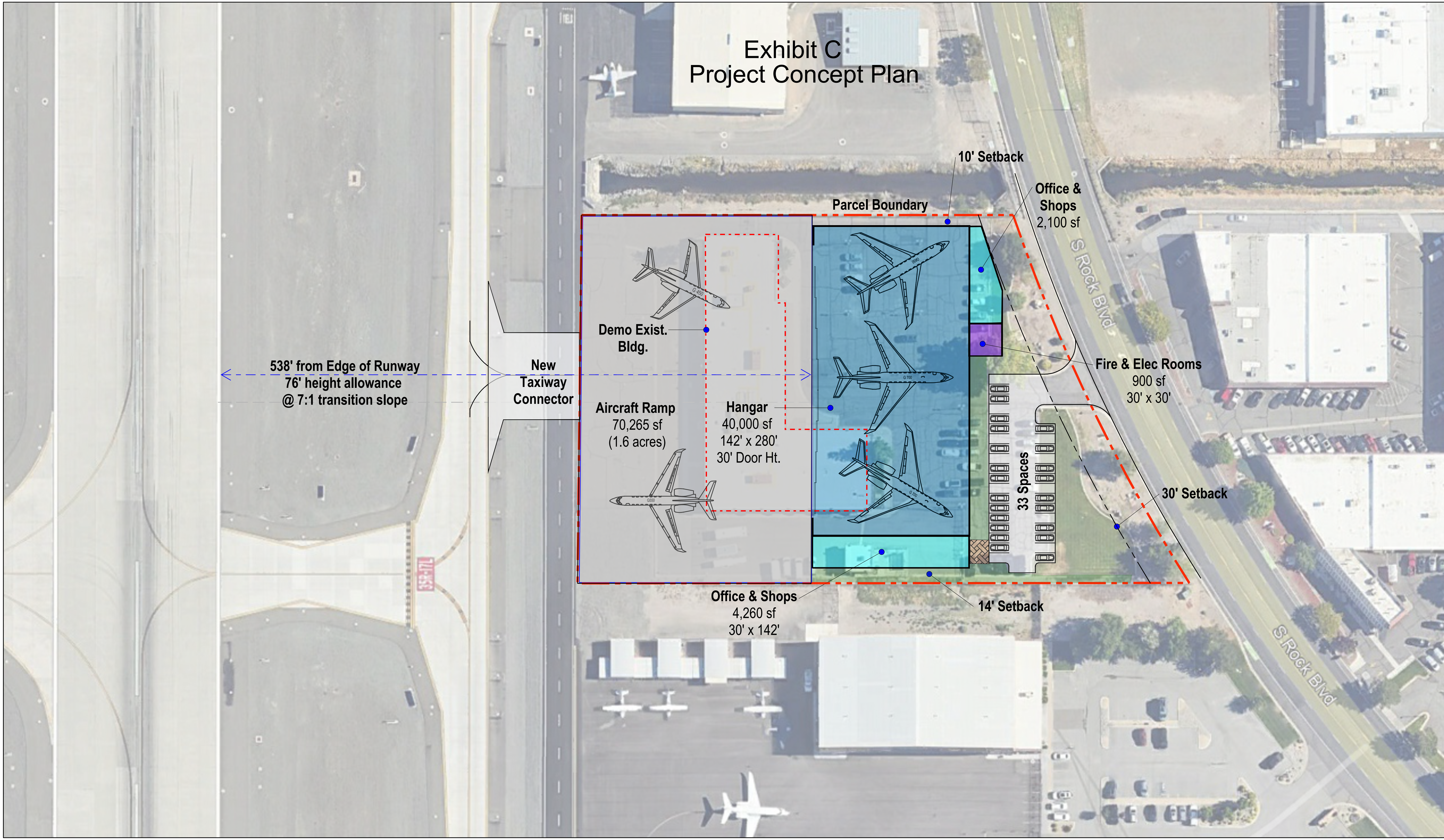
This Term Sheet is non-binding and merely expresses the terms the parties are prepared to incorporate into a Lease which will be binding only upon its signature by duly authorized representatives of both parties. If you agree with the terms please sign below.

ACKNOWLEDGED AND ACCEPTED:

SOUTH ROCK LLC

Kenneth Ambrose, Manager

Exhibit C
Project Concept Plan



South Rock LLC

Site Plan Option 1
RNO 601 S. Rock Boulevard

07-22-2026

HDg Architecture

Ambrose Group Inc Constructors 925.385.8055

Reno-Tahoe Airport Authority

Board Memorandum

09/2026-48

Date: September 10, 2026

Subject: Discussion and possible action to approve, with or without revision, the President/CEO goals for Fiscal Year 2026-2027

Presenter: Emily Ellison, Chief People and Culture Officer
Cris Jensen, CEO

BACKGROUND

Pursuant to Mr. Jensen's Executive Employment Agreement (Exhibit B attached), entered into as of July 9, 2026, the Board of Trustees is required to adopt annual performance goals that shall serve to inform their annual evaluation of the President/CEO's performance and award, if any, of an annual discretionary performance bonus.

DISCUSSION

In considering the organization's strategic priorities and current and future initiatives, and in consultation with the Executive Leadership Team and the Chair of the Board of Trustees, Exhibit A (attached) details proposed goals for RTAA's President/CEO for the performance period July 1, 2026 – June 30, 2027.

As proposed, there are three primary goals focused on facilities, finances, and stakeholders. Within each of those goals, several initiatives are proposed, representing a mix of qualitative and quantitative measures. A blend of qualitative and quantitative measures is recommended to provide Trustees flexibility in assessing the President/CEO's performance in the future. A goal set that lacks qualitative measures risks limiting Trustees to evaluate only those things that can be measured. Conversely, a goal set that lacks quantitative measures risks lack of clarity around expectations and creates the potential for inconsistent assessment of performance among evaluators.

Once finalized and adopted, these goals serve as the roadmap for the work of the President/CEO, Executive Team, and organizational leaders for the fiscal year ahead.

As this is the first year of the President/CEO's contract, this year represents the foundational or baseline year for goal setting and performance evaluation. At a future meeting of the Board of Trustees, staff will bring forward for consideration a recommendation regarding the process and tool to be utilized to evaluate the President/CEO's performance for the prior fiscal year, each September, as required by the Executive Employment Agreement.

In future years, Trustees can expect that each September, the President/CEO will provide a report detailing accomplishment of the goals set for the prior fiscal year. And typically, with the support of the Chief People and Culture Officer, Trustees will conduct a performance evaluation using the previously adopted evaluation tool and process, and make a determination regarding award, if any, of a discretionary annual performance bonus provided for by employment agreement.

FISCAL IMPACT

There is no fiscal impact relative to the action to approve, with or without revision, the President/CEO's goals for the FY 26-27.

STRATEGIC PRIORITIES

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

STAFF RECOMMENDATION

Staff recommends that the Board adopt the motion stated below.

PROPOSED MOTION

"I move that the Board of Trustees approves [with revisions as discussed] or [as presented] the President/CEO Goals for FY 26-27."

RTAA President/CEO Goals and Performance Measures FY26-27

GOAL #1: **Develop and Maintain Airport Infrastructure to Meet Current and Future Demand**	
Strategic Plan Priority Nos. 1, 2, 3, 4, 5, 6, 7 and 8	
1	**MoreRNO:** Oversee the progress of New Gen A&B, specifically, the construction progress of Concourse A and starting Concourse B, which includes walk-out gate operations. Achieve significant milestones including New Gen B construction start end of October 2026, New Gen A dry-in by mid-March 2027, and New Gen A tenant/interior buildout readiness by end of July 2027. Ensure New Gen A is on track for 70% completion of the first phase by end of FY27, and for the overall New Gen A&B project to be approximately 45% complete. Continue coordination efforts with AAAC and airline representatives to maintain their support for the project and work to mitigate operational disruptions to the greatest extent possible. Oversee progress of the RTAA Police and Administrative Offices (The HQ) for permanent power by end of October 2026, final inspections and substantial completion readiness by mid-June 2027, with building completion/move-in ready by end of July 2027. Ensure RTAA staff are ready to operate out of the new facility, with built-out moving plan and required coordination efforts. Oversee owner-required coordination on the Ground Transportation Center (GTC) in support of ConRAC Solutions maintaining project progression for ground transportation activities operating out of the first floor by mid-July 2027, and overall facility completion by end of June 2028.
2	**Strategic Parking Solution:** Utilize a comprehensive, data driven planning process to develop a strategic roadmap for enhancing and expanding parking capacity (short-, mid-, and long-term objectives). A key part in this process is to continue building upon the completed parking study, establish capacity benchmarks and compare actual demand and utilization against Walker's projections to determine the anticipated timeline for a future parking solution. Develop a planning level cost estimate and financial strategy that incorporates projected bond capacity, recommended parking rate adjustments, and the potential to designate incremental parking revenue toward a future Landside major capital project. The roadmap will identify key milestones for planning, design, funding, and construction and result in a recommendation to the Board of Trustees by the end of the fiscal year.
3	**Reno-Stead Airport (RTS) Master Plan and Land Development:** Support the master plan process related to potential development of aeronautical and non-aeronautical infrastructure and related facilities. Additionally, support development of the RTS Land Strategy, which includes completion of the site readiness assessment, market analysis, and development of the marketing strategy. The Site Readiness Study will provide critical insights into the following areas: • **Infrastructure Requirements:** Identify the water, sewer, stormwater, utility, and roadway infrastructure needed to support future development, including rough-order-of-magnitude cost estimates. • **Development Readiness:** Identify areas of property that are most viable for development within the next five years, as well as areas with longer-term development potential. • **Marketing Strategies & Master Plan:** Provide essential information to support the development and refinement of the Marketing Strategies of the land and the Reno-Stead Master Plan.

	The findings will provide a foundation for strategic discussions regarding how to approach infrastructure investment to enhance the Airports Marketing Strategies.
4	**New Capital Improvement Working Group:** Establish and implement a cross-functional Capital Improvement Working Group (CIPWG) to create a consistent, transparent, and financially sustainable process for identifying, evaluating, prioritizing, estimating, approving, funding, tracking, and managing changes to RTAA capital projects within the Capital Improvement Plan (CIP). The CIPWG will serve as a centralized coordination point among Planning, Engineering, Facilities, Finance, Operations, Procurement, Information Technology, and other affected departments. Its work will ensure that projects entering the CIP have an appropriate level of scope definition; preliminary cost, schedule, and cash-flow information; documented priority and business justification; an identified funding strategy; an assessment of operational impacts and support requirements; and defined accountability for project delivery, reporting, and decision-making. Specific objectives include: adopting a charter that defines the CIPWGs purpose, authority, membership, meeting cadence, project-sponsor responsibilities, decision-making protocols; creating a standardized project-intake and screening process to document each proposed project purpose, scope, strategic alignment, operational need, preliminary cost, schedule, risks, stakeholder impacts, anticipated operating costs, funding considerations, and recommended priority; implementing a formal change-management process for material changes in project scope, budget, schedule or priority.
GOAL #2: Maintain Financial Strength, Revenue Self-Sufficiency and Improve Oversight	
Strategic Plan Priority Nos. 3, 4, 5, and 8	
1	**Budget Performance:** Maintain disciplined operating-expense management throughout the fiscal year by monitoring monthly actual expenses against the approved budget, identifying and addressing unfavorable variances promptly, and achieving year-end operating expenses at or below 98% of the approved operating expense budget.
2	**Re-establish and operationalize the Board Audit Committee:** In accordance with Resolution No. 580 and the adopted Audit Committee Charter, ensure that the Committee is appropriately constituted, informed, supported and positioned to provide effective independent oversight of Internal Audit, financial reporting, internal controls and significant audit matters. Objectives include establishing Committee membership; on-boarding and orientation; implementing meeting and administrative procedures in compliance with Nevada Open Meeting Law; providing initial Internal Audit status briefing; obtaining approval of an annual risk-based Internal Audit Plan; implementing oversight and reporting protocols; establishing confidential reporting procedures and developing an annual work plan.
3	**Increase Operating Revenues:** Optimize airport revenues by the end of the fiscal year, including aeronautical and non-aeronautical revenues. Examples includes (a) targeted air service development initiatives, emphasizing the three core pillars of retaining, expanding, and attracting air service to enhance connectivity for both leisure and business travelers; proactively collaborate engagement with strategic partners (RSCVA, RASC, etc.) on coordinated marketing efforts for new destinations (e.g. BNA) and existing markets; (b) optimizing concession revenues through market solicitations for food/beverage, retail, gaming, lounge, and advertising programs, and (c) identification and implementation of new revenue streams. Monitor monthly revenue performance against a 3% growth target, ensuring alignment with adopted budget goals and making data-driven adjustments as needed to optimize growth.

<table>
<tr><th colspan="2">GOAL #3:
Further Strengthening Stakeholder Engagement</th></tr>
<tr><th colspan="2">Strategic Plan Priority Nos. 1, 2, 3, 5, 6, 7, and 8</th></tr>
<tr><td>1</td><td>Stakeholder and Community Engagement: Building on the Authority’s established reputation and strong network of community and stakeholder relationships, continue advancing proactive engagement and communications strategies that sustain momentum deepen existing connections and support major initiatives and long-term objectives, including:
Sustaining and strengthening the Community Outreach Committee as a structured, two-way communication channel with stakeholders representing industries and perspectives from across the catchment area
Deepening integrated outreach efforts for concessions, public art and other MoreRNO-related RFPs, building on established community trust and interest in the program
Continue executing an inclusive engagement plan for the Reno-Stead Airport master plan update that leverages existing government, community, business, and industry relationships to ensure broad and meaningful participation
Expanding on established relationships with elected officials and community leaders to sustain awareness of significant airport projects and seek ongoing feedback, including structured introductory engagements for the incoming CEO with senior business, civic, and regional leaders to build upon the Authority's existing profile and open communication channels
Further strengthening the RTAA’s well-established identity as the hometown airport for the full catchment area – including rural communities beyond the Reno, Sparks and Tahoe metropolitan footprint – by expanding the speakers bureau, sponsoring aligned community events and strengthening partnerships with rural changes of commerce and tourism agencies</td></tr>
<tr><td>2</td><td>Customer Experience: Remain committed to delivering and continuously elevating a high standard of service across the full traveler journey – from pre-arrival planning through on-campus departure and return. Leverage existing measurement tools and actively explore additional tools and methodologies that could deliver end-to-end experience metrics illustrating the full door to plane journey, providing a more complete and continuous picture of how passengers experience the airport at every touch point. Identify and implement customer-focused strategies and operational tactics that:
Before passengers arrive: Provide clear wayfinding, timely digital updates, and easy access to parking, ground transportation, airline and terminal information.
On campus: Minimize disruption during MoreRNO and other construction, support planning for partners and passengers alike and uphold a customer experience that reflects RTAA standards.</td></tr>
<tr><td>3</td><td>Sustaining and Strengthening Organizational Culture:
Execute initiatives focused on sustaining and strengthening organizational culture and continue to build on further leveraging of the THRIVE values in daily operations to reinforce them as a performance and decision-making framework. Specifically:
Implement redesigned onboarding and professional learning program and establish participation goals based on first year benchmarking.
Employee retention goal based on voluntary separations excluding retirements.
Implement changes to the CSP/Management performance evaluation system based on continuous improvement data gathered in first three years of use.
Maintain or improve organizational culture survey participation and scores.
Measure and establish a benchmark for Executive Team participation in culture supporting activities.
Leverage significant strategic milestones planned for the RTAA over the coming months and year to build sustained excitement, pride, and interest among employees.</td></tr>
</table>

4	**Board Governance and Team Development**: Collaborate with the Board, key staff, and the selected consulting firm to update core governance documents, including the Bylaws, Code of Conduct, and conflict-of-interest standards, while supporting the continued development of a cohesive, high-functioning Board and reinforcing strong Board–staff communication. Implement a Board liaison structure that pairs each Trustee with a designated staff member to streamline communication, deepen Board expertise in specific operational areas, and ensure the full Board receives comprehensive, organization-wide information about airport operations.
5	**Risk Management/Safety:** As the RTAA continues implementation of the MoreRNO program and other significant capital improvements, further strengthen a proactive and collaborative safety culture that places the safety of employees, contractors, tenants, stakeholders, passengers, and the public at the forefront of project planning and execution. Establish safety as a shared responsibility across the airport campus and reinforce expectations that operational continuity and project delivery are achieved without compromising safety. • Develop and execute a plan for initial and ongoing ICS training for RTAA Management. • Update and maintain safety plan to reflect impacts of MoreRNO construction, including the Terminal Evacuation Plan, and provide employees related training as appropriate • Implement a safety awareness campaign for employees, construction workers, passengers, and tenants

EXECUTIVE EMPLOYMENT AGREEMENT

This Executive Employment Agreement (the "**Agreement**") is made and entered into as of **July 9, 2026** (the "**Effective Date**"), by and between **Cris Jensen** (the "**Executive**") and Reno-Tahoe Airport Authority, a Nevada quasi-municipal corporation (the "**Employer**" or "**RTAA**"). Except as expressly provided in Section 4 with respect to Base Salary, all rights, obligations, benefits, and terms set forth in this Agreement apply prospectively from the Effective Date.

WHEREAS, the Employer desires to employ the Executive on the terms and conditions set forth herein; and

WHEREAS, the Executive desires to be employed by the Employer on such terms and conditions.

NOW, THEREFORE, in consideration of the mutual covenants, promises, and obligations set forth herein, the parties agree as follows:

1. Term. The Executive's employment with the Employer commenced on **June 2, 2026** (the "**Employment Start Date**"). This Agreement shall become effective as of the Effective Date and shall continue for a period of five (5) years, ending on **June 30, 2031**, unless earlier terminated in accordance with Section 5 (the "**Employment Term**")

1.1 Upon expiration of the Employment Term, the obligations of the Employer hereunder shall cease, and the Executive shall then be deemed to be an at-will employee of the Employer.

1.2 Notwithstanding the later Effective Date, the Executive's Base Salary, as set forth in Section 4, shall be deemed effective as of the Employment Start Date and shall apply retroactively to that date. All other compensation, benefits, rights, obligations, and terms of employment under this Agreement shall apply only prospectively from the Effective Date, except as expressly stated otherwise herein.

1.3 Notwithstanding the above and except as specifically set forth below, the parties recognize that Executive is an "AT WILL" employee and serves at the pleasure of the Board in accordance with the RTAA Bylaws of the Board. This means that both the Board and/or Executive can terminate Executive's employment for any reason or for no reason, subject to the requirements of Section 5, below.

2. Position and Duties.

2.1 Position. During the Employment Term, the Executive shall serve as the President/CEO of the Employer, reporting to RTAA Board of Trustees ("**Board**"). In such position, the Executive shall have such duties, authority, and responsibilities as shall be determined from time to time by RTAA Board of Trustees and in accordance with the RTAA Bylaws, subject to the limitations specified by statute, ordinance, regulation, resolution and action of the Board or other governing documents of Employer.

2.2 Duties. During the Employment Term, the Executive shall devote substantially all of the Executive's business time and attention to the performance of the Executive's duties hereunder and will not engage in any other business, profession, or occupation for compensation or otherwise which would conflict or interfere with the performance of such services either directly or indirectly without the prior written consent of the Board. Notwithstanding the foregoing, the Executive will be permitted to (a) with the prior written consent of the Board (which consent will not be unreasonably withheld or delayed) act or serve as a director, trustee, committee member, or principal of any type of business, civic, or charitable organization, and (b) purchase or own less than five percent (5%) of the publicly traded securities of any corporation; provided that, such ownership represents a passive investment and that the Executive is not a controlling person of, or a member of a group that controls, such corporation; provided further that, the activities described in clauses (a) and (b) do not interfere with the performance of the Executive's duties and responsibilities to the Employer as provided hereunder, including, but not limited to, the obligations set forth in Section 2 hereof. The key responsibilities for the President/CEO position are attached hereto as **Exhibit A**.

3. Place of Performance. The principal place of Executive's employment shall be the Employer's principal executive office currently located in **2001 E. Plumb St., Reno, NV 89502**; provided that, the Executive may be required to travel on Employer business during the Employment Term. The Executive may work remotely so long as doing so does not interfere with the Executive's responsibilities under this Agreement;

4. Compensation.

4.1 Base Salary. The Employer shall pay the Executive an annual base salary of **Four Hundred Thousand and no/100 dollars ($400,000.00)** in periodic installments in accordance with the Employer's customary payroll practices and applicable wage payment laws, but no less frequently than monthly. The Executive's annual base salary, as in effect from time to time, is hereinafter referred to as "**Base Salary**". The Executive shall be eligible for annual increases to the Base Salary, as determined in the sole discretion of the Board.

4.2 Annual Bonus.

(a) Annual Bonus Eligibility. Beginning with the Board's regular September 2027 meeting, and at the Board's regular September meeting each year thereafter during the Employment Term, the Executive shall be eligible for consideration for a discretionary, non-mandatory cash bonus (the "**Annual Bonus**"). The Annual Bonus shall not be prorated for any partial fiscal year, provided the Executive commenced employment by June 2, 2026.

(b) Discretion and Performance Criteria. Any Annual Bonus shall be awarded, if at all, in the sole discretion of the Board and shall be up to **ten percent (10%)** of the Executive's Base Salary in effect on the last day of the fiscal year being evaluated. The amount of any Annual Bonus shall be determined by the Board based on the Executive's achievement of performance criteria and goals established by the Board, in collaboration with the Executive. The Executive's performance shall be evaluated following the conclusion of each fiscal year at the Board's regular September meeting.

(c) Timing of Payment. Any Annual Bonus awarded shall be paid within thirty (30) days following the Board's determination at its September meeting and shall be subject to all applicable tax withholdings.

(d) Final-Year Bonus. If the Executive's employment remains active through June 30, 2031, the Executive shall remain eligible to be considered for an Annual Bonus with respect to the final fiscal year of employment, but only to the extent such bonus would otherwise have been earned based on fiscal-year performance and only if the termination is not for Cause. Any such bonus, if awarded, shall be paid at the same time as bonuses are paid to other eligible employees following the Board's September 2031 meeting. If the Executive is terminated for Cause, any unpaid Annual Bonus for a completed fiscal year shall be forfeited.

(e) Coordination With Termination Provisions. For the avoidance of doubt, the treatment of any Annual Bonus upon termination of employment shall be governed by Section 5, and this Section 4.2 shall be interpreted consistently with the definitions of "Accrued Amounts" and the provisions governing forfeiture or payment of earned but unpaid bonuses.

4.3 Retention Bonus. Executive shall be eligible for a retention bonus of Forty Thousand and no/100 dollars ($40,000) per year payable upon the completion of years four (4) and five (5) of this agreement, consistent with the following terms.

(a) For the purposes of this section, contract years correspond with the following dates:

(i) Year 1: July 9, 2026 – June 30, 2027

(ii) Year 2: July 1, 2027 – June 30, 2028
(iii) Year 3: July 1, 2028 - June 30, 2029
(iv) Year 4: July 1, 2029 - June 30, 2030
(v) Year 5: July 1, 2030 – June 30, 2031

(b) Upon fulfillment of each year of the contract, the Executive will accrue a retention bonus in the amount of $40,000.00.

(c) The total amount accrued in years one (1) through three (3) shall be payable to the Executive within thirty (30) days of fulfillment of year four (4) of this agreement.

(d) The amounts accrued for fulfillment of the agreement in year four (4) and year five (5) shall be payable to the Executive within thirty (30) days of fulfillment of year five (5) of this agreement.

(e) Any accrued but unpaid retention bonus shall be forfeited if the Executive separates employment for any reason prior to the fulfillment of any contract year.

(f) Retention bonus payments are subject to withholding as required by State and Federal law.

4.4 Transition Compensation. If the Board and the Executive agree that providing transition services (the "**Transition Services**") would benefit the Employer, the Board and the Executive shall mutually determine the duration of such transition period (the "**Transition Period**"). For purposes of this Section, "Transition Services" means temporary support to ensure continuity of operations, including knowledge transfer, onboarding or acclimating a successor, and assisting with the orderly transition of duties. As consideration for providing the Transition Services, the Employer shall pay the Executive a pro rata amount of the Executive's then-current Base Salary corresponding to the length of the Transition Period.

4.5 Fringe Benefits.

(a) Vehicle Expense. The Executive shall be entitled to a vehicle allowance of **eight hundred dollars ($800.00)** per month.

(i) The Executive shall be responsible for all expenses related to the vehicle, including without limitation fuel, maintenance, taxes, insurance, license fees, and registration. The vehicle shall be registered in the Executive's name, not the Employer's. Because the Executive owns and/or maintains the vehicle in the Executive's individual capacity and not as President/CEO of the Employer, the Employer assumes no liability with respect to the vehicle other than providing the monthly vehicle allowance set forth in this Section 4.3.

(b) Tuition Reimbursement. The Executive is eligible for tuition reimbursement for courses related to Executive's employment or development at Employer subject to the terms and conditions as outlined in Management Guidelines in effect at the time.

4.6 Employee Benefits. During the Employment Term, the Executive shall be entitled to participate in all employee benefit plans, practices, and programs maintained by the Employer, as in effect from time to time (collectively, "**Employee Benefit Plans**"), on a basis which is no less favorable than is provided to other similarly situated executives of the Employer, to the extent consistent with applicable law and the terms of the applicable Employee Benefit Plans. The Employer reserves the right to amend or terminate any Employee Benefit Plans at any time in its sole discretion, subject to the terms of such Employee Benefit Plan and applicable law.

(a) Medical, Dental, Vision, Long-term Disability Insurance, Flexible 125 Plan Coverage, Deferred Compensation, and other Benefits. The Executive shall be eligible to receive medical, prescription, dental, vision, and long-term disability insurance consistent in coverage and premiums with those offered to other Management employees.

(b) Life Insurance. The Executive shall be eligible for life insurance coverage as elected, up to a maximum amount of $575,000, or the insurance carrier's guaranteed issuance in effect at the time, whichever is greater.

(c) Nevada Public Employees Retirement System ("**PERS**") Contribution. The Employer shall pay one hundred percent (100%) of the Executive's retirement contributions to PERS, up to the annual salary cap established by PERS. Mandatory increases to PERS contributions will be implemented consistent with the terms and conditions outlined in Management Guidelines and in effect at the time.

(d) Post Employment Health Plan (PEHP). The Executive shall continue to participate in the Employer's PEHP program consistent with the provisions outlined in Management Guidelines and in effect at the time.

(e) Employer Contribution to Deferred Compensation Plan. The Employer offers a 457 deferred compensation plan to the Executive beginning on the first day of employment. The Employer shall make no contributions to the Deferred Compensation Plan.

(f) Workers' Compensation Insurance. The Executive is covered by Workers' Compensation Insurance as mandated by State law. Employer pays the full cost of this insurance.

(g) Employee Assistance Program. Executive and Executive's dependents are eligible for benefits through an Employee Assistance Program provider at the expense of Employer, subject to the terms in effect for other Management employees and any requirements imposed by Employer's benefits provider(s).

4.7 Vacation; Paid Time Off. During the Employment Term, the Executive shall be entitled to accrual of vacation time consistent with the Management Guidelines and based on total RTAA service. If vacation leave accrual exceeds 520 hours at the end of the last pay period of any fiscal year, Executive will be paid for all vacation leave over this amount at that time. The Executive shall receive other paid time off in accordance with the Employer's policies for executive officers as such policies may exist from time to time.

(a) Upon termination of employment for any reason, the Executive shall be paid for all unused, accrued vacation leave at the Executive's then applicable Base Salary, prorated to an hourly rate.

4.8 Sick Leave. Upon the Effective Date, and each pay period thereafter in which the Executive receives compensation, the Executive shall accrue 4.6 hours of sick leave. The Executive may use available sick leave immediately. Accrued but unused sick leave may be carried over to the following year, and such accrual is unlimited.

(a) Employees may take sick leave for:

(i) an employee's own mental or physical illness, injury, or health condition;

(ii) the mental or physical illness, injury, or health condition of the employee's family member; or

(iii) the diagnosis, care, or treatment of a mental or physical illness, injury, or health condition of the employee or the employee's family member, including preventive and diagnostic care;

(iv) any other reason provided for under State or Federal law or Management Guidelines as they are in effect from time to time.

(b) On termination of employment, for any reason, Executive shall forfeit any unused but accrued sick leave.

4.9 Holiday Leave. Executive shall be entitled to holiday pay for all holidays recognized by the RTAA for other employees in addition to vacation and sick leave. The specific Holidays shall be designated by Employer and may be subject to change.

(a) Upon termination of Executive's employment for any reason, with the exception of any accrued but unused Floating Holiday, Executive shall not be entitled to compensation for any Holiday that has not yet occurred as of the effective date of termination.

4.10 Long-Term Housing Transition Stipend. The Employer shall reimburse the Executive for reasonable relocation expenses (the "**Long-Term Housing Transition Stipend Expenses**") associated with securing new long-term housing in connection with the Executive's commencement of employment, up to a maximum aggregate amount of $15,000.00. Any such reimbursable expenses shall be paid within thirty (30) days after the Executive submits appropriate documentation, in accordance with the Employer's reimbursement policies.

(a) Reimbursement of Long-Term Housing Stipend Expenses. Should Executive resign or be terminated for Cause within twelve (12) months of the Employment Start Date, Executive will be required to repay, within ninety (90) days of such resignation or termination, the full amount of any Long-Term Housing Transition Stipend Expenses reimbursed to Executive pursuant to Section 4.10 of this Agreement.

4.11 Business Expenses. The Executive shall be entitled to reimbursement for all reasonable and necessary out-of-pocket business, entertainment, professional, and travel expenses incurred in connection with the performance of the Executive's duties hereunder, in accordance with the Employer's expense reimbursement policies and procedures. Such expenses, including professional dues and memberships, shall be paid or reimbursed upon the Executive's submission of appropriate documentation substantiating the expense. The Executive shall promptly submit all expenses for reimbursement and shall provide any documentation reasonably requested by the Employer. The Executive understands that failure to submit expenses timely or to provide required or requested documentation may result in denial of reimbursement.

4.12 Indemnification. In the event the Executive is made a party, or threatened to be made a party, to any action, suit, or proceeding, whether civil, criminal, administrative, or investigative (a "**Proceeding**"), other than any Proceeding initiated by the Executive or the Employer relating to any contest or dispute between them with respect to this Agreement or the Executive's employment hereunder, by reason of the fact that the Executive is or was a director or officer of the Employer or any affiliate, or is or was serving at the request of the Employer as a director, officer, member, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, the Executive shall be indemnified, defended, and held harmless by the Employer to the fullest extent applicable to any other officer or director of the Employer and to the fullest extent permitted by law. Such indemnification shall include all liabilities, losses, demands, claims, accounts, actions, and proceedings, and all related costs and expenses (including attorneys' fees), arising from acts or decisions made by the Executive while performing services for the Employer.

(a) Notwithstanding the foregoing, the Employer shall have no obligation to indemnify the Executive with respect to claims brought by the Employer against the Executive arising from acts of dishonesty, fraud, intentional misconduct, gross negligence, criminal acts, or ultra vires acts. In such circumstances, the Executive shall indemnify and hold harmless the Employer from all liabilities, losses, demands, claims, accounts, actions, and proceedings arising from the Executive's breach of this Agreement, fraud, or intentional illegal conduct.

(b) For purposes of this Agreement, *ultra vires acts*' means any actions taken by the Executive that exceed the legal, statutory, or organizational authority granted to the Executive, including actions outside the scope of the Executive's position or actions expressly prohibited by law, the Employer's governing documents, or directives of the Board.

5. Termination of Employment.

5.1 For Cause or Without Good Reason.

(a) The Executive's employment hereunder may be terminated by the Employer for Cause or by the Executive without Good Reason. If the Executive's employment is terminated by the Employer for Cause or by the Executive without Good Reason, the Executive shall be entitled to receive:

(i) any accrued but unpaid Base Salary and accrued but unused vacation, which shall be paid as follows:

(A) If the Executive's employment is terminated by the Employer for Cause, such amounts shall be paid immediately upon the Termination Date, in compliance with NRS 608.020;

(B) If the Executive terminates employment without Good Reason, such amounts shall be paid not later than seven (7) days following the Termination Date or, if earlier, within seven (7) days following the Executive's written demand for payment, in compliance with NRS 608.030.

(ii) any earned but unpaid Annual Bonus with respect to any completed fiscal year immediately preceding the Termination Date, which shall be paid on the otherwise applicable payment date; provided that, if the Executive's employment is terminated by the Employer for Cause, then any such accrued but unpaid Annual Bonus shall be forfeited;

(iii) reimbursement for unreimbursed business expenses properly incurred by the Executive, which shall be subject to and paid in accordance with the Employer's expense reimbursement policy; and

(iv) such employee benefits, if any, to which the Executive may be entitled under the Employer's employee benefit plans as of the Termination Date; provided that, in no event shall the Executive be entitled to any payments in the nature of severance or termination payments except as specifically provided herein.

Items 5.1(a)(i) through 5.1(a)(iv) are referred to herein collectively as the "**Accrued Amounts**".

(b) For purposes of this Agreement, "**Cause**" shall mean:

(i) the Executive's willful failure to comply with any valid and legal directive of the RTAA Board in conjunction with the Chief Legal Officer;

(ii) the Executive's willful dishonesty, unethical or illegal conduct (including violations of the ethical or professional standards of the Nevada State Ethics Commission or the Nevada Ethics in Government Law), or other misconduct that is injurious to the Employer or its affiliates;

(iii) the Executive's embezzlement, misappropriation, or fraud, whether or not related to the Executive's employment with the Employer;

(iv) the Executive's willful violation of established written policies or procedures of the Federal Aviation Administration (FAA) or any other applicable regulatory authority;

(v) the Executive's conviction of or plea of guilty or nolo contendere to a crime that constitutes a felony (or state law equivalent) or a crime that constitutes a misdemeanor involving moral turpitude (conduct that is inherently base, vile, or depraved, and contrary to the accepted rules of morality and the duties owed between persons or to society in general);

(vi) the Executive's material violation of the Employer's written policies, other governing documents, Bylaws, statutory requirements, codes of conduct, including written policies related to discrimination, harassment, sexual harassment, performance of illegal or unethical activities, and ethical misconduct;

(vii) the Executive's failure to cure a breach of this Agreement, if and to the extent the Employer elects to provide written notice and an opportunity to cure, and, where such notice is provided, the Executive fails to remedy the breach within thirty (30) days of receiving that notice;

(viii) the Executive's willful unauthorized disclosure of Confidential Information (as defined below);

(ix) the Executive's illegal use of narcotics or other controlled substances;

(x) the Executive's material breach of any material obligation under this Agreement or any other written agreement between the Executive and the Employer; or

(xi) the Executive's engagement in conduct that brings or is reasonably likely to bring the Employer negative publicity or into public disgrace, embarrassment, or disrepute.

For purposes of this provision, no act or failure to act on the part of the Executive shall be considered "willful" unless it is done, or omitted to be done, by the Executive in bad faith or without reasonable belief that the Executive's action or omission was in the best interests of the Employer. Any act, or failure to act, based on authority given pursuant to a resolution duly adopted by the Board or on the advice of counsel for the Employer shall be conclusively presumed to be done, or omitted to be done, by the Executive in good faith and in the best interests of the Employer.

Termination of the Executive's employment shall not be deemed to be for Cause unless and until the Employer delivers to the Executive a copy of a resolution duly adopted by the affirmative vote of not less than a majority of the Board (after reasonable written notice is provided to the Executive and the Executive is given an opportunity, together with counsel, to be heard before the Board), finding that the Executive has engaged in the conduct described in any of (i)-(xii) above. Except for a failure, breach, or refusal which, by its nature, cannot reasonably be expected to be cured, the Executive shall have ten (10) business days from the delivery of written notice by the Employer within which to cure any acts constituting Cause; provided however, that, if the Employer reasonably expects irreparable injury from a delay of ten (10) business days, the Employer may give the Executive notice of such shorter period within which to cure as is reasonable under the circumstances, which may include the termination of the Executive's employment without notice and with immediate effect.

(c) For purposes of this Agreement, "**Good Reason**" shall mean the occurrence of any of the following, in each case during the Employment Term without the Executive's written consent:

(i) a reduction in the Executive's Base Salary other than a general reduction in Base Salary that affects all similarly situated executives in substantially the same proportions;

(ii) any material breach by the Employer of any material provision of this Agreement; or

(iii) a material, adverse change in the Executive's authority, duties, or responsibilities (other than temporarily while the Executive is physically or mentally incapacitated or as required by applicable law).

The Executive cannot terminate employment for Good Reason unless the Executive has provided written notice to the Employer of the existence of the circumstances providing grounds for termination for Good Reason within 30 days of the initial existence of such grounds and the Employer has had at least 30 days from the date on which such notice is provided to cure such circumstances. If the Executive does not terminate employment for Good Reason within 30 days after the first occurrence of applicable grounds, then the Executive will be deemed to have waived the right to terminate for Good Reason with respect to such grounds.

5.2 <u>Without Cause or for Good Reason</u>. The Employment Term and the Executive's employment hereunder may be terminated by the Executive for Good Reason or by the Employer without Cause. In the event of such termination, the Executive shall be entitled to receive the Accrued Amounts, and the Executive shall be entitled to receive the following:

(a) <u>Severance Payment</u>. A lump sum severance payment equal to six (6) months of the Executive's then-applicable Base Salary, which shall be paid as follows:

(i) If the termination is initiated by the Employer without Cause, such payment shall be made within thirty (30) calendar days following the Termination Date;

(ii) If the termination is initiated by the Executive for Good Reason, such payment shall be made within thirty (30) calendar days following the Termination Date;

Provided, however, that in no event shall such payment be made later than two and one-half (2½) months after the end of the calendar year in which the Termination Date occurs.

(b) <u>Accrued Vacation Leave Payment</u>. A lump sum payment for all accrued but unused vacation leave, calculated at the Executive's then-applicable Base Salary rate, which shall be paid as follows:

(i) If the termination is initiated by the Employer without Cause, such payment shall be made immediately upon the Termination Date, or if administratively impracticable, no later than the next regular payday following the Termination Date, consistent with NRS 608.020;

(ii) If the termination is initiated by the Executive for Good Reason, such payment shall be made no later than the next regular payday following the Termination Date, or within seven (7) business days of the Executive's written demand for payment, whichever is earlier, consistent with NRS 608.030;

Provided, further, that in the event the Employer fails to make timely payment of accrued vacation leave as required by this Section 5.2(b), the Executive's wages shall continue at the same rate from the Termination Date until paid, for a period not to exceed thirty (30) days, as provided by NRS 608.030.

(c) If the Executive timely and properly elects health continuation coverage under the Consolidated Omnibus Budget Reconciliation Act of 1985 ("**COBRA**"), the Employer shall pay the monthly COBRA premium for such coverage for the Executive and the Executive's dependents. The Employer shall continue paying such premiums until the earliest of: (i) the six-month anniversary of the Termination Date; (ii) the date the Executive is no longer eligible to receive COBRA continuation coverage; and (iii) the date on which the Executive receives coverage from another employer or other source. Notwithstanding the foregoing, if the Employer's making payments under this Section 5.2(d) would violate the nondiscrimination rules applicable to non-grandfathered plans under the Affordable Care Act (the "**ACA**"), or result in the imposition of penalties under the ACA and the related regulations and guidance promulgated thereunder), the parties agree to reform this Section 5.2(d) in a manner as is necessary to comply with the ACA.

5.3 Death or Disability.

(a) The Executive's employment hereunder shall terminate automatically on the Executive's death during the Employment Term, and the Employer may terminate the Executive's employment on account of the Executive's Disability.

(b) If the Executive's employment is terminated during the Employment Term on account of the Executive's death or Disability, the Executive (or the Executive's estate and/or beneficiaries, as the case may be) shall be entitled to receive the following:

(i) the Accrued Amounts, which shall be paid in accordance with applicable Nevada law, including without limitation NRS 608.020, as follows:

(A) In the event of termination on account of Disability, all accrued but unpaid Base Salary and accrued but unused vacation leave shall be paid immediately upon the Termination Date, and all other Accrued Amounts shall be paid as soon as administratively practicable but no later than the next regular payroll date following the Termination Date; and

(B) In the event of termination on account of death, all accrued but unpaid Base Salary and accrued but unused vacation leave shall be paid to the Executive's estate or designated beneficiaries as soon as administratively practicable but no later than thirty (30) days following the date of the Executive's death, and all other Accrued Amounts shall be paid on the same schedule.

Notwithstanding any other provision contained herein, all payments made in connection with the Executive's Disability shall be provided in a manner which is consistent with federal and state law.

(c) For purposes of this Agreement, "**Disability**" shall mean a condition that entitles the Executive to receive long-term disability benefits through the Nevada Public Employees' Pension System (NVPERS), or if there is no such eligibility, the Executive's inability, due to physical or mental incapacity, to perform the essential functions of the Executive's job, with or without reasonable accommodation, for one hundred eighty (180) days out of any three hundred sixty-five (365) day period or one hundred twenty (120) consecutive days. Any question as to the existence of the Executive's Disability as to which the Executive and the Employer cannot agree shall be determined in writing by a qualified independent physician mutually acceptable to the Executive and the Employer. If the Executive and the Employer cannot agree as to a qualified independent physician, each shall appoint such a physician, and those two physicians shall select a third who shall make such determination in writing. The determination of Disability made in writing to the Employer and the Executive shall be final and conclusive for all purposes of this Agreement.

5.4 Notice of Termination. Any termination of the Executive's employment hereunder by the Employer or by the Executive during the Employment Term (other than termination pursuant to Section 5.3(a) on account of the Executive's death) shall be communicated by written notice of termination ("**Notice of Termination**") to the other party hereto in accordance with Section 20. The Notice of Termination shall specify:

(a) The termination provision of this Agreement relied upon;

(b) To the extent applicable, the facts and circumstances claimed to provide a basis for termination of the Executive's employment under the provision so indicated; and

(c) The applicable Termination Date.

5.5 Termination Date. The Executive's "**Termination Date**" shall be:

(a) If the Executive's employment hereunder terminates on account of the Executive's death, the date of the Executive's death;

(b) If the Executive's employment hereunder is terminated on account of the Executive's Disability, the date that it is determined that the Executive has a Disability;

(c) If the Employer terminates the Executive's employment hereunder for Cause, the date the Notice of Termination is delivered to the Executive;

(d) If the Employer terminates the Executive's employment hereunder without Cause, the date specified in the Notice of Termination, which shall be no less than 30 days following the date on which the Notice of Termination is delivered;

(e) If the Executive terminates the Executive's employment hereunder with or without Good Reason, the date specified in the Executive's Notice of Termination, which shall be no less than 14 days following the date on which the Notice of Termination is delivered; provided that, the Employer may waive all or any part of the 14 day notice period for no consideration by giving written notice to the Executive and for all purposes of this Agreement, the Executive's Termination Date shall be the date determined by the Employer.

5.6 Resignation of All Other Positions. On termination of the Executive's employment hereunder for any reason, the Executive shall be deemed to have resigned from all positions that the Executive holds as an officer or member of the Board (or a committee thereof) of the Employer or any of its affiliates.

6. Cooperation. The parties agree that certain matters in which the Executive will be involved during the Employment Term may necessitate the Executive's cooperation in the future. Accordingly, following the termination of the Executive's employment for any reason, to the extent reasonably requested by the Employer or the Board, the Executive shall cooperate with the Employer or the Board in connection with matters arising out of the Executive's service to the Employer; provided that, the Employer shall make reasonable efforts to minimize disruption of the Executive's other activities. The Employer shall reimburse the Executive for reasonable expenses incurred in connection with such cooperation and, to the extent that the Executive is required to spend substantial time (more than 20 hours in a month) on such matters, the Employer shall compensate the Executive at an hourly rate based on the Executive's Base Salary on the Termination Date.

7. Confidential Information. The Executive understands and acknowledges that during the Employment Term, the Executive will have access to and learn about Confidential Information, as defined below.

7.1 Confidential Information Defined.

(a) Definition.

For purposes of this Agreement, "**Confidential Information**" includes, but is not limited to, all information not generally known to the public, in spoken, printed, electronic, or any other form or medium, relating directly or indirectly to: practices, methods, policies, plans, documents, operations, strategies, agreements, contracts, terms of agreements, transactions, negotiations, pending negotiations, trade secrets, computer programs, computer software, operating systems, metadata, records, personnel information, internal controls, and security procedures of the Employer or its businesses, or of any other person or entity that has entrusted information to the Employer in confidence.

The Executive understands that the above list is not exhaustive, and that Confidential Information also includes other information that is marked or otherwise identified as confidential or proprietary, or that would otherwise appear to a reasonable person to be confidential or proprietary in the context and circumstances in which the information is known or used.

The Executive understands and agrees that Confidential Information includes information developed by Executive in the course of employment by the Employer as if the Employer furnished the same Confidential Information to the Executive in the first instance. Confidential Information shall not include information that is generally available to and known by the public at the time of disclosure to the Executive; provided that, such disclosure is through no direct or indirect fault of the Executive or person(s) acting on the Executive's behalf.

(b) Permitted disclosures. Nothing herein shall be construed to prevent disclosure of Confidential Information as may be required by applicable law or regulation, or pursuant to the valid order of a court of competent jurisdiction or an authorized government agency, provided that the disclosure does not exceed the extent of disclosure required by such law, regulation, or order. The Executive shall promptly provide written notice of any such order to Chairman of the Board.

(c) Notice of Immunity Under the Economic Espionage Act of 1996, as amended by the Defend Trade Secrets Act of 2016 ("DTSA"). Notwithstanding any other provision of this Agreement:

(i) The Executive will not be held criminally or civilly liable under any federal or state trade secret law for any disclosure of a trade secret that:

(A) is made (1) in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney; and (2) solely for the purpose of reporting or investigating a suspected violation of law; or

(B) is made in a complaint or other document filed under seal in a lawsuit or other proceeding.

(ii) If the Executive files a lawsuit for retaliation by the Employer for reporting a suspected violation of law, the Executive may disclose the Employer's trade secrets to the Executive's attorney and use the trade secret information in the court proceeding if the Executive:

(A) files any document containing trade secrets under seal; and

(B) does not disclose trade secrets, except pursuant to court order.

The Executive understands and acknowledges that the Executive's obligations under this Agreement with regard to any particular Confidential Information shall commence immediately upon the Executive first having access to such Confidential Information (whether before or after the Executive begins employment by the Employer) and shall continue during and after the Executive's employment by the Employer until such time as such Confidential Information has become public knowledge other than as a result of the Executive's breach of this Agreement or breach by those acting in concert with the Executive or on the Executive's behalf.

7.2 Intellectual Property. Executive recognizes and agrees that all copyrights, trademarks, or other intellectual property rights to created works arising in any way from Executive's employment by Employer are the sole and exclusive property of Employer and agrees to not assert any such rights against Employer or any third parties.

8. Non-Disparagement. The Executive agrees and covenants that the Executive will not at any time make, publish or communicate to any person or entity or in any public forum any defamatory or disparaging remarks, comments, or statements concerning the Employer or its businesses, or any of its employees, officers.

This Section 8 does not, in any way, restrict or impede the Executive from exercising protected rights to the extent that such rights cannot be waived by agreement or from complying with any applicable law or regulation or a valid order of a court of competent jurisdiction or an authorized government agency, provided that such compliance does not exceed that required by the law, regulation, or order. The Executive shall promptly provide written notice of any such order to Chairman of the Board.

9. Remedies. In the event of a breach or threatened breach by the Executive of Section 7 or Section 8 of this Agreement, the Executive hereby consents and agrees that the Employer shall be entitled to seek, in addition to other available remedies, a temporary or permanent injunction or other equitable relief against such breach or threatened breach from any court of competent jurisdiction, and that money damages would not afford an adequate remedy, without the necessity of showing any actual damages. The aforementioned equitable relief shall be in addition to, not in lieu of, legal remedies, monetary damages, or other available forms of relief.

10. Arbitration. Any dispute, controversy, or claim arising out of or related to this Agreement or any breach of this Agreement or the Executive's employment, whether the claim arises in contract, tort, or statute, shall be submitted to and decided by binding arbitration. Arbitration shall be administered exclusively by an impartial arbitrator in the State of Nevada and shall be conducted consistent with the rules, regulations, and requirements issued by the American Arbitration Association as well as any requirements imposed by Nevada law. Any arbitral award determination shall be final and binding upon the parties. Each party shall pay its own expenses for the arbitration, and the fees and expenses of the arbitration shall be shared equally. Employee expressly acknowledges and agrees that, through this Section 10, **EXECUTIVE FULLY UNDERSTANDS AND AGREES THAT EXECUTIVE IS GIVING UP CERTAIN RIGHTS OTHERWISE AFFORDED TO THEM BY CIVIL COURT ACTIONS, INCLUDING BUT NOT LIMITED TO THE RIGHT TO A JURY OR COURT TRIAL.**

11. Security.

11.1 Security and Access. The Executive agrees and covenants (a) to comply with all Employer security policies and procedures as in force from time to time ("**Facilities and Information Technology Resources**"); (b) not to access or use any Facilities and Information Technology Resources except as authorized by the Employer; and (iii) not to access or use any Facilities and Information Technology Resources in any manner after the termination of the Executive's employment by the Employer, whether termination is voluntary or involuntary. The Executive agrees to notify the Employer promptly in the event the Executive learns of any violation of the foregoing by others, or of any other misappropriation or unauthorized access, use, reproduction, or reverse engineering of, or tampering with any Facilities and Information Technology Resources or other Employer property or materials by others.

11.2 Exit Obligations. Upon (a) voluntary or involuntary termination of the Executive's employment or (b) the Employer's request at any time during the Executive's employment, the Executive shall (i) provide or return to the Employer any and all Employer property, including key cards, access cards, identification cards, computers, and smartphones and all Employer documents and materials belonging to the Employer and stored in any fashion, including but not limited to those that constitute or contain any Confidential Information, that are in the possession or control of the Executive, whether they were provided to the Executive by the Employer or any of its business associates or created by the Executive in connection with the Executive's employment by the Employer; and (ii) delete or destroy all copies of any such documents and materials not returned to the Employer that remain in the Executive's possession or control, including those stored on any non- Employer devices, networks, storage locations, and media in the Executive's possession or control.

12. Publicity. The Executive hereby irrevocably consents to any and all uses and displays, by the Employer and its agents, representatives and licensees, of the Executive's name, voice, likeness, image, appearance, and biographical information in, on or in connection with any pictures, photographs, audio and video recordings, digital images, websites, television programs and advertising, other advertising and publicity, sales and marketing brochures, books, magazines, other publications, and all other printed and electronic forms and media throughout the world, at any time during or after the Employment Term, for all legitimate commercial and business purposes of the Employer ("**Permitted Uses**") without further consent from or royalty, payment, or other compensation to the Executive. The Executive hereby forever waives and releases the Employer and its directors, officers, employees, and agents from any and all claims, actions, damages, losses, costs, expenses, and liability of any kind, arising under any legal or equitable theory whatsoever at any time during or after the Employment Term, arising directly or indirectly from the Employer's and its agents', representatives', and licensees' exercise of their rights in connection with any Permitted Uses.

13. Governing Law: Jurisdiction and Venue. This Agreement, for all purposes, shall be construed in accordance with the laws of Nevada without regard to conflicts of law principles. Except as otherwise provided in Section 10, any action (i) to compel arbitration, (ii) to enforce, confirm, or vacate an arbitration award, or **(iii)** for any other judicial relief expressly permitted under the Federal Arbitration Act or Nevada law, shall be brought exclusively in a state or federal court located in Washoe County, Nevada. The parties irrevocably submit to the exclusive jurisdiction of such courts for the limited purposes described in this Section 13 and waive any defense of inconvenient forum with respect to such proceedings.

14. Entire Agreement. Unless specifically provided herein, this Agreement contains all of the understandings and representations between the Executive and the Employer pertaining to the subject matter hereof and supersedes all prior and contemporaneous understandings, agreements, representations, and warranties, both written and oral, with respect to such subject matter. The parties mutually agree that the Agreement can be specifically enforced in court and can be cited as evidence in legal proceedings alleging breach of the Agreement.

15. Modification and Waiver. No provision of this Agreement may be amended or modified unless such amendment or modification is agreed to in writing and signed by the Executive and by Board Chair of the Employer. No waiver by either of the parties of any breach by the other party hereto of any condition or provision of this Agreement to be performed by the other party hereto shall be deemed a waiver of any similar or dissimilar provision or condition at the same or any prior or subsequent time, nor shall the failure of or delay by either of the parties in exercising any right, power, or privilege hereunder operate as a waiver thereof to preclude any other or further exercise thereof or the exercise of any other such right, power, or privilege.

16. Severability. Should any provision of this Agreement be held by a court of competent jurisdiction to be enforceable only if modified, or if any portion of this Agreement shall be held as unenforceable and thus stricken, such holding shall not affect the validity of the remainder of this Agreement, the balance of which shall continue to be binding upon the parties with any such modification to become a part hereof and treated as though originally set forth in this Agreement.

The parties further agree that any such court is expressly authorized to modify any such unenforceable provision of this Agreement in lieu of severing such unenforceable provision from this Agreement in its entirety, whether by rewriting the offending provision, deleting any or all of the offending provision, adding additional language to this Agreement, or by making such other modifications as it deems warranted to carry out the intent and agreement of the parties as embodied herein to the maximum extent permitted by law.

The parties expressly agree that this Agreement as so modified by the court shall be binding upon and enforceable against each of them. In any event, should one or more of the provisions of this Agreement be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provisions hereof, and if such provision or provisions are not modified as provided above, this Agreement shall be construed as if such invalid, illegal, or unenforceable provisions had not been set forth herein.

17. Captions. Captions and headings of the sections and paragraphs of this Agreement are intended solely for convenience, and no provision of this Agreement is to be construed by reference to the caption or heading of any section or paragraph.

18. Counterparts. This Agreement may be executed in separate counterparts, each of which shall be deemed an original, but all of which taken together shall constitute one and the same instrument.

19. Successors and Assigns. This Agreement is personal to the Executive and shall not be assigned by the Executive. Any purported assignment by the Executive shall be null and void from the initial date of the purported assignment. The Employer may assign this Agreement to any successor or assign (whether direct or indirect, by purchase, merger, consolidation, or otherwise) to all or substantially all of the business or assets of the Employer. This Agreement shall inure to the benefit of the Employer and permitted successors and assigns.

20. Notice. Notices and all other communications provided for in this Agreement shall be in writing and shall be delivered personally or sent by registered or certified mail, return receipt requested, or by overnight carrier to the parties at the addresses set forth below (or such other addresses as specified by the parties by like notice):

If to the Employer:

Reno-Tahoe Airport Authority
2001 E. Plumb Lane
Reno, NV 89502
Attn: Chief Legal Officer

If to the Executive:

3903 Hazy Swale Way
Sparks, NV 89436

21. Representations of the Executive. The Executive represents and warrants to the Employer that:

(a) The Executive's acceptance of employment with the Employer and the performance of duties hereunder will not conflict with or result in a violation of, a breach of, or a default under any contract, agreement, or understanding to which the Executive is a party or is otherwise bound.

(b) The Executive's acceptance of employment with the Employer and the performance of duties hereunder will not violate any non-solicitation, non-competition, or other similar covenant or agreement of a prior employer.

22. Withholding. The Employer shall have the right to withhold any amount payable hereunder any Federal, state, and local taxes in order for the Employer to satisfy any withholding tax obligation it may have under any applicable law or regulation.

23. Survival. Upon the expiration or other termination of this Agreement, the respective rights and obligations of the parties hereto shall survive such expiration or other termination to the extent necessary to carry out the intentions of the parties under this Agreement.

24. Acknowledgement of Full Understanding. THE EXECUTIVE ACKNOWLEDGES AND AGREES THAT THE EXECUTIVE HAS FULLY READ, UNDERSTANDS AND VOLUNTARILY ENTERS INTO THIS AGREEMENT. THE EXECUTIVE ACKNOWLEDGES AND AGREES THAT THE EXECUTIVE HAS HAD AN OPPORTUNITY TO ASK QUESTIONS AND CONSULT WITH AN ATTORNEY OF THE EXECUTIVE'S CHOICE BEFORE SIGNING THIS AGREEMENT.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

RENO-TAHOE AIRPORT AUTHORITY

By______________________________

Name: Adam Kramer

Title: Chairman of the RTAA Board of Trustees

EXECUTIVE

Signature: ________________________

Print Name: Cris Jensen

EXHIBIT A

PRESIDENT & CHIEF EXECUTIVE OFFICER KEY RESPONSIBILITIES

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. Specific responsibilities include but are not limited to:

- Oversee all administrative, operational, and financial affairs of the Authority in alignment with the Board's directives.
- Develop a strong collaborative working relationship with the Trustees, assist the Trustees in their policy-making duties and enable the Board of 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, optimizing 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 on 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 airports facilities or provide professional or other services.
- Foster a positive work culture, build and inspire a high-performing team, champion professional growth and organizational excellence.