

Allegiant Stadium Community Benefits Oversight Committee

CLARK COUNTY, NEVADA

Committee Members

Ken Evans - **Chairman**

Lynn Littlejohn

Peter Guzman

Don Webb

Rose Davis

Monica Ford

Rebecca Fountain

VIA TELECONFERENCE ZOOM CALL

1:00 PM

The Allegiant Stadium Benefits Oversight Committee met in full in full conformity with Nevada open meeting laws. The meeting took place via teleconference (ZOOM) on Thursday, the 29th day of October, 2020 at the hour of 1:00 p.m. The meeting was called to order at the hour of 1:00 p.m. by Chairman Evans and on the roll call, the following members were present, constituting a quorum of the members thereof:

Chairman and Members:

Ken Evans

Peter Guzman

Rebecca Fountain

Don Webb

Monica Ford

Lynn Littlejohn

Rose Davis

Also Present:

Christopher Sotiropulos – committee administrator

ITEM NO. 1 Call to Order, Roll Call and Establish Quorum

DISCUSSION: At this time, Chairman Evans called the roll and confirmed quorum was present.

Chairman Evans closed Agenda Item No. 1.

ITEM NO. 2 Public Comment

No public comments were made at this time.

Chairman Evans closed Agenda Item No. 2.

ITEMS NO. 3 Approval of Agenda with the Inclusion of Any Emergency Items and Deletions of Any Items (For possible action)

FINAL ACTION: The agenda for the meeting was approved (motion to approve was set forth by Peter Guzman and seconded by Rebecca Fountain).

Chairman Evans closed Agenda Item #3

ITEM NO. 4 Approval of Minutes from September 10, 2020 Meeting of the Las Vegas Stadium Community Benefits Plan Oversight Committee (For possible action)

DISCUSSION: There was no discussion for any items pertaining to previous meeting minutes.

FINAL ACTION: The approval for the minutes was approved (motion to approve was set forth by Peter Guzman and seconded by Monica Ford). Rose Davis abstained from the approval of the minutes as she was not in attendance for that meeting.

Chairman Evans closed agenda Item #4

ITEM NO. 5 Chairman's and Committee Member Comments

DISCUSSION: Chairman Evans opened this portion with comments that despite pandemic challenges, he was pleased to see that construction was completed and he was very pleased with transition efforts being made by the master operator and concessionaire.

There were no additional comments by any committee members.

Chairman Evans closed Agenda Item #5

ITEM NO. 6 Discussion Regarding Future Benefits Oversight Committee Meetings, Scheduling, and Expectations for Reports and Submissions (For possible action)

DISCUSSION: Chairman Evans opened this part with discussing the potential meeting schedule for 2021. Committee administrator Christopher Sotiropoulos displayed 4 dates (last Thursday of the months of January, April, July, and October) for the members to discuss. There was also a question of future meeting location and what would be appropriate.

Chairman Evans was open to the suggestion of hosting at the stadium as well as other members. Don Webb did bring up the fact that these are public meetings and taking that into consideration in terms of venue. Rose Davis agreed with other committee members and did not see any issues with the proposed dates.

Ken Evans made a motion to approve the 2021 Meeting Dates as laid out (January 28th, April 29th, July 29th, and October 28th all at 1pm). As meetings dates got closer, due to pandemic concerns, there would be modifications as deemed necessary. This was moved to accept by committee member Monica Ford, seconded by Rebecca Fountain, and approved by the committee.

Chairman Evans made a comment regarding the intentional action that he did not include an agenda item for a report by Mortenson/McCarthy. Their final report on their numbers will come at the January meeting instead.

Chairman Evans closed Agenda Item #6

ITEM NO. 7 Receive a Community Benefits Plan Progress Update and Discussion with Representative from ASM Global (formerly AEG Facilities) regarding a) Ongoing Outreach Efforts and b) Ongoing Plans to Meet the Requirements of the Community Benefits Plan during Operations Phase for Alleghiant Stadium (For possible action).

DISCUSSION: Neumiia Duncan-Reed from ASM Global opened up the presentation for ASM about their community initiatives. She introduced Katrina Dorsey on behalf of ASM who would be leading the committee through their presentation (see Appendix A).

Katrina gave a brief overview of herself and previous employment experiences and why is excited to be in the position to oversee and implement the community benefits plan.

As it relates to Procurement, the slide discusses the vendor database that ASM manages to collect information on local businesses. There is also information about the different events/ways ASM plans to educate businesses about the business needs for the stadium. Lynn inquired about the invitation process for the event ASM plans to hold. Katrina clarified it would be an invitation only event and it would be based on the information ASM has in their database. Certain nuances are still being worked out. Lynn asked how many firms/businesses are in the repository. Katrina responded that there are about 400 firms in their repository. Rose Davis asked about the 400 businesses to see if there was intelligence to see categories they are lacking in. Katrina acknowledged this is being done internally to try and see what areas could be targeted for future projects/procurements opportunities.

Katrina discussed about participation on different councils and the development of the Community Advisory Board. Chairman had a question about the Community Advisory Board. He would like to know more about what it intends to do. Katrina addresses this by mentioning this was something done in Oakland and it is a group that looks at initiatives used to serve underserved youth. Example of things that could be done are scholarships and internship programs. There will also be very unique programs that would be beneficial in Las Vegas.

In terms of workforce diversity, ASM plans to roll out initiatives to target many diverse areas within Las Vegas and educate and promote all the job opportunities Allegiant Stadium as to offer. Similar to workforce diversity, for career development internship programs are being developed to provide as many opportunities at Allegiant Stadium.

Katrina fielded questions and comments from the committee at the end of the presentation:

- Rose Davis had a comment about Katrina and her attendance at one of her board meetings. There was exceptional feedback at her presence, and it created many connections that demonstrate a serious commitment about ASM Global to the community benefits plan.
- Lynn Littlejohn had a comment about thinking about broadening the pool outside the repository and trying to get as many vendors as possible and looking to additional outlets to getting more vendors involved.

Chairman Evans closed agenda Item #7

ITEM NO. 8

Receive a Community Benefits Plan Progress Update and Discussion with Representative from Levy Restaurants regarding Master Concessionaire a) Ongoing Outreach Efforts and b) Ongoing Plans to Meet the Requirements of the Community Benefits Plan during Operations Phase for Allegiant Stadium (For possible action).

DISCUSSION: Spyros Gravas and Michelle Spicer from the Silver and Black Hospitality Team gave the presentation on behalf of the master concessionaire. Spyros opened up with comments about how the Pandemic has very much impacted their business and the decrease in what their normal day to day business looks like in the stadium. Many of the initiatives will come into effect once business starts picking up. Please see Appendix B for the presentation.

As it relates to workforce and business diversity initiatives, technology was heavily used in the recruitment process. Once the pandemic subsides, recruitment efforts will be enhanced to meet the needs of the stadium. Spyros also talked about management and Apprenticeship programs that will be rolled out in the future.

Spyros went through the metrics from S&BH. Please see the slide in Appendix B that has the exact figures. In total, the numbers have exceeded the numbers from the Community Benefits Plan. Even though the hours are well below what normally would occur, the percentages are an encouraging sign.

The SEEDS program is a partnership between S&BH and the Irenic Group. The concept aims to recruit and train individuals to work in a unique concession stand (Battle Born Burgers). It aims to create meaningful opportunities within the stadium for underserved communities in the Las Vegas Area. S&BH also continues to engage with Non-Profit organizations. To see the list, please refer to Appendix B. There is also the Hannah Davis Community Dev. Corporation which also assist with many of the initiatives within the stadium.

In terms of the small businesses and WMBE participation, S&BH has been garnering interest for over 2 years. For a list of current vendors that meet these criteria for small business and WMBE, please refer to Appendix B. In total there are 36 that fulfill the criteria. The list will continue to grow and business accelerates. More opportunities will be forthcoming to recruit additional vendors to operate out of the stadium.

Chairman Evans made a comment about the possibility that firms not selected may not have been communicated to. Spyros acknowledges he believes they have been communicated to but encourages anyone to reach out directly to him if there is anyone who did not receive proper notification. Lynn wanted to see if Spyros has information as to why the 360 vendors were not chosen. She explained it would be helpful to understand what those barriers were. Spyros went into detail about what those barriers ended up being (meeting the appropriate criteria, insurance requirements, and having a business that made sense in the stadium that would be viable). Chairman Evans requested that S&BH give a synopsis as to the reason why the 360 vendors were not selected.

Rose Davis made a comment about the sensitivity about the hospitality industry and concerns about some businesses not being able to mass produce items in a stadium. She was curious if there are plans over the course of 30 years to assist the partners and help these vendors to succeed in this setting. Spyros mentioned they are absolutely committed to seeing partners to grow and mentioned the impact not just in Allegiant Stadium but in their venues all over Las Vegas. It is in the mutual benefit of all groups to work together.

Spyros took questions and comments from the committee at the end of the presentation. There were no further questions or comments from the group.

Chairman Evans closed Agenda Item #8

ITEM NO. 9 Discussion Regarding the Format, Content and Timing of Quarterly Community Benefit Plan Reports to be Provided by LV Stadium Events Company, LLC

Pursuant to Section 2.6 of the Community Benefits Plan during Operations Phase for Allegiant Stadium. (For possible action)

DISCUSSION: Chairman Evans mentioned there would be nothing on this item and that scheduling was handled earlier in the meeting. Don Webb mentioned there was a good benchmark for reporting and the two entities (concessionaire and operator) have been doing a fine job thus far.

Chairman Evans closed Agenda Item #9

ITEM NO. 10 Update by Community Benefits Plan Oversight Committee Members and Discuss Response to Public Inquiries and Requests for Information Related to Allegiant Stadium Regarding Participation by Interested Parties during Operations (& Concessions) Phase for Allegiant Stadium. (For possible action).

DISCUSSION: There were no public inquiries needing the attention of this committee. Chairman Evans encouraged the committee members to reach out to the administrator (Mr. Sotiropoulos) if there are specific areas the committee needs to address at future meetings.

Chairman Evans closed Agenda Item #10

ITEM NO. 11 Public Comment

There were no public comments at this time.

Chairman Evans closed Agenda Item No. 11.

ITEM NO. 12 Adjournment (For possible action)

Chairman Evans thanked the group and congratulating committee members Littlejohn and Webb for the completion of the stadium.

FINAL ACTION: The adjournment for the meeting was approved (motion to approve was set forth by Don Webb and seconded by Peter Guzman).

The meeting was ended at 2:10pm.

APPENDIX A



COMMUNITY BENEFITS PLAN OVERSIGHT COMMITTEE MEETING

October 29, 2020

A photograph of Allegiant Stadium at night. The stadium's facade is illuminated with white lights, and the words 'allegiant stadium' are visible on the right side. The stadium is set against a dark night sky.

allegiant stadium

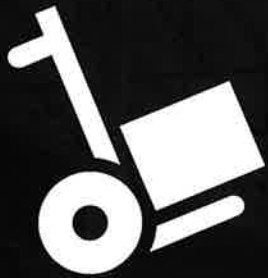
ASM GLOBAL COMMUNITY AFFAIRS MANAGER: **KATRINA DORSEY**

- Hometown: San Antonio, TX
 - M.A. in Sport Management from CSULB
- Formerly: Community Relations Coordinator for San Antonio Spurs
- Experience includes:
 - CSR and Community Relations
 - Event Management
 - Non-Profit fundraising

“We have a platform to advocate and deliver one-of-a-kind opportunities and experiences for underrepresented populations”



ENGAGING LAS VEGAS



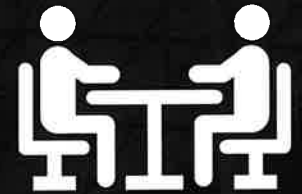
SUPPLIER
DIVERSITY



COMMUNITY
ENGAGEMENT



WORKFORCE
DIVERSITY



CAREER
DEVELOPMENT

PROCUREMENT: SUPPLIER DIVERSITY

- Gridiron Pitch Event (Q1, 2021)
- ASM Supplier Saturdays (Quarterly, 2021)
- Local Diverse Business Registration Campaign (Ongoing)
- Continued participation in community events –
 - WBEC West: Platinum Supplier Showcase

Interested local, small, and WMBE vendors can register here:
<https://www.allegiantstadium.com/connect-with-us/contact-us>

Local Small and WMBE Participation (3.1)

COMMUNITY ENGAGEMENT

- Western Regional Minority Supplier Development Council: Supplier Diversity Best Practices Virtual Forum
- Community Advisory Board Development
 - Infrastructure Development
 - Active Interview Phase

ASM invites community members to alert ASM Global of additional partnership opportunities: vendors@allegiantstadium.com

WORKFORCE DIVERSITY

- As events begin to return:
 - Work with onsite partners for opportunity matching with target populations
 - Expanding partnerships with Local Chambers
 - Host Job Fairs

Those interested in applying can visit: <https://allegiant-stadium-careers.com/>

CAREER DEVELOPMENT

- Working with onsite partners to determine opportunities for staff/career development
- Starting to build our Internal Internship program



THANK YOU

ASM Global is fully committed to carry out the intent of the Community Benefits Plan with a goal to promote the greatest possible participation by all segments of the local community in the economic opportunities available in connection with the operation of Allegiant Stadium.



APPENDIX B

SILVER & BLACK
LAS VEGAS HOSPITALITY EST. 2020

SILVER & BLACK HOSPITALITY COMMUNITY BENEFITS PLAN UPDATES



October 2020, Initiatives updates on Community Benefits Plan

WORKFORCE & BUSINESS DIVERSITY INITIATIVES

Recruitment Platform

Given the pandemic market condition and restrictions, S&BH shifted to virtual recruitment and onboarding platform on June 10th, 2020. This enabled online career fair, screening, interviewing and hiring of approximately 35% of our workforce total needs (over 500 recruits)

Management in Training and Mentorship

Design and develop programs for minority teammates to support career path and development in the course of 2021

Apprentice Programs

Design and develop programs In Mixology, Culinary, Concessions and Premium Operations in the course of 2021

Funding for Training Opportunities

Through the SEEDS program, Irenic Group and S&B Hospitality will jointly allocate 3% of the proceeds to a dedicated training and career development fund.

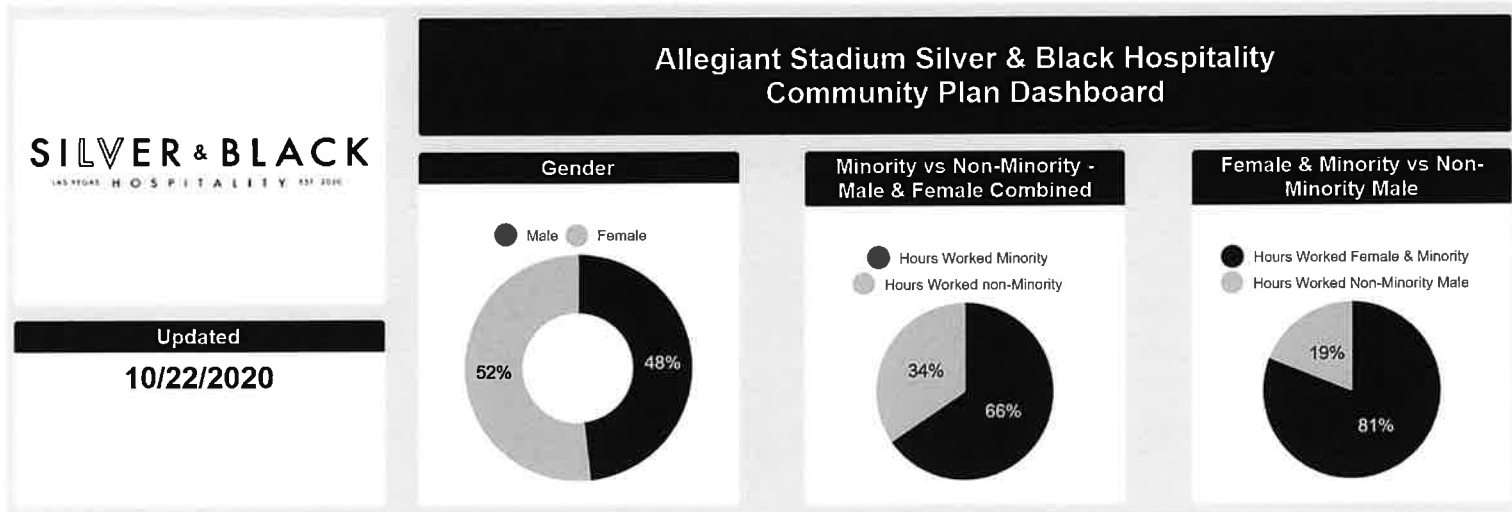
Career Fairs

S&BH plans on participating in career fairs that prioritize minority communities, and partnering with organizations such as Workforce Development, Latin Chamber, Urban League and NAACP. When COVID restrictions allow we will expand our VIRTUAL JOB FAIRS into in person events

WORKFORCE & BUSINESS DIVERSITY METRICS

Workforce Diversity Statistics from Event Dates 09/13 through 10/11

Statistics represent 8,200 work hours, during 5 events between 9/13 and 10/11, without fans, and limited business activity



Goal:

“Developer’s contracts with any concessionaire and any stadium manager overseeing operations shall require such contractors to set a workforce participation target of not less than a combined total of fifty-five percent (55%) work hours on days in which an event takes place, including setup and tear down, shall be performed by minority and female workers”

Current Result 81% Vs. Goal of 55%

COMMUNITY PARTNERSHIPS & ENGAGEMENT

SEEDS Program

Levy and Irenic Consulting Group, LLC have formed a partnership, SEEDS-Las Vegas, Ltd., a Nevada non-profit, to recruit and train individuals in need to work at a unique food and beverage concession stand, Battle Born Burgers, at Allegiant Stadium. S&BH Vice President is an active Board Member of SEEDS.



**Social Enterprise for
Excellence and
Directing Success**

Non for Profit Groups

S&BH is engaging in partnership with several local Nonprofit Groups, providing financial support and career opportunities (see list to the right)

Hannah Brown Community Dev. Corporation

Is a non-profit organization and a partner to both SEEDS and S&BH, assisting deserving individuals pursuing a college education

Non Profit Organization Partnership list 2020

Albion SC Las Vegas
American Society of Civil Engineers - UNLV
Student Chapter
Arbor View High School Band Boosters
Blue Star Mothers
Couples for Christ FFL aka Missionary Families of
Christ
Desert Pines
Desert Reign Inc
DISH community development
Eyes in the Sky Booster Club
Girl Scouts of Southern Nevada
Greater Harvest Outreach Ministries
I9 Sports
Las Vegas Irish Rugby Football Club
Living Grace Homes, Inc
Nellis Lodge #46, Free & Accepted Masons of
Nevada
Nevada Prince Hall Masonic Foundation - Phillip
E. Bell, Jr # 5
NOCS
NTTR Booster Club
Omega Psi Phi - Beta Mu Mu Chapter
Omega Psi Phi Charities dba Uplift Foundation of
Nevada
St. Francis de Sales School
UNLV Army ROTC
Vegas Sports Foundation
Zeta Phi Beta Sorority Psi Theta Zeta Chapter

SMALL BUSINESS & WMBE PARTICIPATION

A Partnership Sourcing Program was implemented in April 2020

We began a dedicated vendor sourcing program in April 2020 to seek out small and WMBE vendors with whom to partner in stadium hospitality operations . We received above 400 applications among which, to date, 36 fulfill all the business and WMBE criteria to be vetted

Collaboration with Local Organizations

To expand our sourcing network suppliers and vendors, we continue the search for community organizations representing Targeted Groups. Also we will seek to host informational forums to better communicate our mission, the process, and qualifying steps for these organizations. Our next step will be to host an on line forum with related local organizations and exchange on the subject and the process

Identified Local WMBE

Café Lola	Women Owned
Abuelas Tacos	Women Owned
Tacos El Gordo	Minority
Fusion Grille	Minority
Homies CinnamonRolls	Minority Owned
FUKU Burger	Minority
Prickly Pear Trading Co	Women Owned
BBQ Mexicana	Women Owned

SILVER & BLACK HOSPITALITY COMMUNITY BENEFITS PLAN UPDATES



THANK YOU