

On **FRIDAY, JANUARY 7, 2022**, THE **GREATER ORLANDO AVIATION AUTHORITY** met for a special session in the Carl T. Langford Board Room of the Aviation Authority offices in the main terminal building at the Orlando International Airport (OIA), One Jeff Fuqua Boulevard, Orlando, Florida. Chairman Good called the meeting to order at 1:00 p.m. The meeting was posted in accordance with Florida Statutes and a quorum was present. *[Live Streaming from Orlando, FL]*

Authority members present,

M. Carson Good, Chairman
Mayor Buddy Dyer, Vice Chair
Mayor Jerry Demings, Treasurer
Dr. John Evans
Craig Mateer
Tim Weisheyer
Belinda O. Kirkegard

Also present,

Phillip N. Brown, Chief Executive Officer and
Secretary
Kathleen Sharman, Chief Financial Officer
Yovannie Rodriguez, Chief Administrative Officer
Thomas W. Draper, Chief of Operations
Carolyn Fennell, Senior Director of Public
Affairs
Dan Gerber, Interim General Counsel
Anna Farmer, Manager, Board Services and Recording
Secretary

For individuals who conduct lobbying activities with Aviation Authority employees or Board members, registration with the Aviation Authority is required each year prior to conducting any lobbying activities. A statement of expenditures incurred in connection with those lobbying instances should also be filed prior to April 1 of each year for the preceding year. Lobbying any Aviation Authority Staff who are members of any committee responsible for ranking Proposals, Letters of Interest, Statements of Qualifications or Bids and thereafter forwarding those recommendations to the Board and/or Board Members is prohibited from the time that a Request for Proposals, Request for Letters of Interests, Request for Qualifications or Request for Bids is released to the time that the Board makes an award. Lobbyists are now required to sign-in at the Aviation Authority offices prior to any meetings with Staff or Board members. In the event a lobbyist meets with or otherwise communicates with Staff or a Board member at a location other than the Aviation Authority offices, the lobbyist shall file a Notice of Lobbying (Form 4) detailing each instance of lobbying to the Aviation Authority within 7 calendar days of such lobbying. Lobbyists will also provide a notice to the Aviation Authority when meeting with the Mayor of the City of Orlando or the Mayor of Orange County at their offices. The policy, forms, and instructions are available in the Aviation Authority's offices and the web site. Please contact the Chief Administrative Officer with questions at (407) 825-7105.

Before the meeting began, Chairman Good asked Mr. Weisheyer to bring the invocation.

Mrs. Kirkegard arrived at 1:04 p.m.

PRESENTATION

1. Mr. Gerber informed the Board that Korn Ferry would be presenting data related to competitive airport Chief Executive Officer (CEO) terms of employment. He further stated that the information will be used to gauge the Board's willingness to accept certain terms broadly, including compensation, which would then be used during contract discussions with the selected candidates. He went on to say the goal is to have enough guidance from the Board to be able to have good faith discussions with the candidates before the final selection meeting on January 19, 2022. Next, Mr. Gerber addressed the current CEO's employment package.

Using visual aids (copy on file); Mr. Bell and Mr. Schumacher presented competitive benchmarking information for the Board to consider relating to key CEO employment terms. After their presentation, Mr. Gerber sought guidance from the Board on the following terms: moving allowance, auto allowance, base compensation, bonus opportunities, and benefits. Discussion on these terms ensued, and the Board was in consensus that negotiation

discussions should be held broadly, based around the data provided, and be brought back to the Board for specific numbers.

Mayor Dyer recommended a sub-committee to come up with recommendations to the Board on a bonus system.

The Chairman called for a recess at 1:46 p.m.; reconvened the meeting at 1:49 p.m.

CONSIDERATION OF RECRUITED CANDIDATES' QUALIFICATIONS AND APPROVAL OF FINAL CANDIDATES

2. Chairman Good asked each Board member to provide observations from their meetings with each of the candidates. He started by first thanking the candidates for offering their many gifts, talents, and experiences; he further stated they were rightfully CEOs in their own realm and have done magnificent jobs.

Each Board member shared what they learned from each candidate and stated their top candidates to advance to the next phase of the recruitment process.

Mayor Dyer – Yaft, Lyttle, Thibault, Fisher
Mayor Demings – Rodriguez, Lyttle, Yaft, Thibault
Mr. Mateer – Lyttle, Thorpe, Thibault, Fisher
Dr. Evans – Thibault, Thorpe, Yaft, Lyttle
Mr. Weisheyer – Thibault, Fisher, Thorpe, Lyttle
Mrs. Kirkegard – Lyttle, Thibault, Yaft, Thorpe
Chairman Good – Lyttle, Thibault, Fisher. Chairman stated he was on the fence between Yaft and Thorpe.

Mr. Gerber read the candidate counts:

Mr. Thibault 7
Mr. Lyttle 7
Mr. Fisher 4
Mr. Thorpe 4
Ms. Yaft 4

Upon motion by Mr. Weisheyer, second by Mrs. Kirkegard., vote carried to advance Mr. Thibault and Mr. Lyttle to the next round.

Chairman Good asked if there was any discussion on the three candidates tied with four votes. Mrs. Kirkegard recommended advancing Ms. Yaft to bring gender diversification. Mayor Demings seconded the motion; Mr. Weisheyer opposed the basis of the motion. He stated that diversification should not be required to move forward.

Mayor Dyer recommended the Board members list on paper the two candidates they wish to advance. Mrs. Kirkegard asked about the motion made; Mr. Gerber stated there was a point of order raised before the vote, which he is going to recognize. He then advised the Board to write the names of two candidates they wish to advance; he stated this would be a test ballot.

Mr. Gerber read the ballots:

Mr. Mateer – Thorpe, Fisher
Mayor Demings – Thorpe, Yaft
Mayor Dyer – Yaft, Fisher
Mr. Weisheyer – Fisher, Thorpe
Dr. Evans – Yaft, Thorpe
Chairman Good – Fisher, Yaft
Mrs. Kirkegard – Yaft, Thorpe

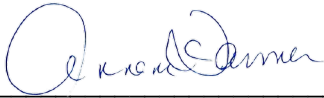
Mr. Brown read the summary:

Thorpe 5
Fisher 4
Yaft 5

Chairman Good asked if anyone would like to make a motion on who to move forward. Upon motion by Mayor Dyer, second by Mr. Weisheyer, vote carried to advance Mr. Thorpe and Ms. Yaft to the next round.

ADJOURNMENT

3. There being no further business to be considered, Chairman Good adjourned the meeting at 2:45 p.m.



Anna Farmer
Manager, Board Services

(Digitally signed on March 16, 2022)



Thomas W. Draper
Acting Chief Executive Officer