

On **WEDNESDAY, APRIL 27, 2022 CHAIRMAN CARSON GOOD OF THE GREATER ORLANDO AVIATION AUTHORITY** met with Board Member Craig Mateer to discuss any concerns regarding the CEO transition period, thoughts on the South Terminal, suggestions and ideas on organizational structure, ideas for suggested standards and goals for the CEO and team, suggestions to improve small business programs, suggestions to improve employee benefits, and particular projects Mr. Mateer would be interested in spearheading. The meeting was held in Conference Room Earhart in the Aviation Authority Offices located on the third level of the Orlando International Airport, 1 Jeff Fuqua Blvd., Orlando, Florida. Chairman Carson Good called the meeting to order at 3:30 p.m. The meeting was posted in accordance with Florida Statutes.

Board members present,

Carson Good, Chair

Craig Mateer

Also present,

Dan Gerber, Interim General Counsel

Kevin Thibault, Chief Executive Officer

Mr. Mateer and Mr. Good discussed the following issues:

STC Construction

- Mr. Good asked if Mr. Mateer needed any updates on Terminal C construction. Mr. Good asked Mr. Thibault for an update. Mr. Thibault briefed Mr. Good and Mr. Mateer on construction and operational readiness.
- Mr. Good noted that an important goal is to improve the pay process for small business sub-contractors as the Terminal C construction ends and for future projects.
- Mr. Mateer stated that he liked that the opening date was selected responsibly.

Goals for the Chief Executive Officer

- Mr. Mateer and Mr. Good agreed that their mutual goal and the Board's joint goal is to support the entire GOAA team.
- Mr. Mateer stated that he favors the CEO and staff running the organization without unnecessary Board involvement. Mr. Mateer stated that when he brings up a concern at the Board, there is nothing personal intended, and that his concern is the action, not the person. Mr. Mateer's goal in raising issues is to support the CEO's and staff's performance. The discussion at the last Board meeting was no exception.
- Mr. Mateer would like an update on contracting procedures after Mr. Thibault has the chance to more fully integrate into the organization.
- Mr. Thibault discussed goals to streamline processes. Our customers expect that the airport system will work well. We need to respond to passenger demands with both quality and efficiency.
- Mr. Mateer added that GOAA needs to find more efficiencies and to hold vendors accountable for poor performance.
- Mr. Mateer and Mr. Thibault discussed multi-modal transportation systems and GOAA's leadership in those regional priorities.
- Mr. Good discussed matrices for determining the urgency and importance of the organization's priorities.

Board Efforts for Mr. Mateer to Lead

- Mr. Good asked Mr. Mateer if there are initiatives he would like to lead.
- Mr. Mateer's goal for the organization is to let staff do its job. The best thing the Board can do is to support staff, free from interference, including Board Members.
- Mr. Good noted that Mr. Mateer is one of the most-qualified people to serve on the Board, with experience in 250 airports world-wide. Mr. Good would like more input from Mr. Mateer on lessons learned at those airports. Mr. Mateer explained that his experience at other airports has shown him that it is dangerous for everyone if a Board member or other persons have undue access or influence and that everyone should work hard to be sure that doesn't happen at GOAA. Mr. Thibault asked about input on revenue diversification.
- Mr. Mateer noted that he is available to respond to questions from Mr. Thibault at any time, and that he believes Board members should not interfere operationally with airport staff. Mr. Mateer noted that the Board election is over and that he has no personal ill will toward Mr. Good or anyone. Mr. Mateer's concerns about Mr. Good's actions and his objection to Mr. Good being the chair were aired and the election held, and the Board needs to

work as a cooperative unit to help the staff run the organization.

- Mr. Mateer and Mr. Good agreed that the Board needs to work cooperatively. Lack of cooperation on the Board can distract staff from the work it is tasked to do. The Board needs to allow the staff to do the work required for the public.

Chairman Good adjourned the meeting at 4:24 p.m.

(Digitally signed on June 20, 2022)

/s/ Dan Gerber
Dan Gerber
Recording Secretary

/s/ M. Carson Good
M. Carson Good
Chair