

**ELKO CONVENTION & VISITORS AUTHORITY  
SPECIAL SESSION BOARD OF DIRECTORS MEETING  
TUESDAY, MAY 3, 2022  
ELKO CONFERENCE CENTER  
RUBY MOUNTAIN 1B ROOM 8:30 A.M. PST  
MINUTES**

The Chair and/or Vice Chair reserve the right:

1. To change the order of agenda items; and
2. Recess the meeting and continue at another specific date and time.

1. Roll call

ECVA Board Members Present: Dave Zornes

Toni Jewell  
Delmo Andreozzi  
Chip Stone  
Matt McCarty

ECVA Staff/Contractors:

Amber Merz  
Dede Barker, *Pray Solutions*

Candidates:

Steve Burrows  
R. Todd Neely

Public/Visitors:

Jolene Stone  
Kim Longley  
Tom Lester  
Cheryl Garcia  
Doris Toothman  
Janet Petersen

2. Call to order and Pledge of Allegiance

Board of Directors Chairman, Dave Zornes, called the meeting to order at 8:31 am and led attendees in the Pledge of Allegiance.

3. Public Comments- **Non- Action Item**

Pursuant to N.R.S 241.020, 2(c) (3), this time is devoted to comments by the general public, if any, and discussion of those comments. No action may be taken upon a matter raised under this item on the agenda until the matter itself has been specifically included on a successive agenda and identified to be an action item.

Dave began by talking about the entire process. He explained the ECVA Board has hired Dede of Pray Solutions to lead the recruiting process. Dede and Pray Solutions handled advertising the availability of the position, accepting the applications as well as screening them. They have done phone interviews prior to this and have narrowed it down to the 3 most qualified candidates. After they complete all three interviews, they would discuss their thoughts and vote for their choice. He stated that a unanimous decision was not required, just a majority vote. If after they completed these interviews, they did not feel any of these candidates were right for this position they could and should choose not to offer it to anyone it would be posted again. He then introduced Dede and asked if she had anything she would like to say before they began.

Dede said she felt they had a great pool of candidates today. She referenced the sheet of interview questions they each had and let them know that below each question it listed a name. this is the person who should ask the question.

4. **NEW BUSINESS:**

**4A-0503-22** Interviews with final ECVA Executive Director candidates Steve Burrows, Todd Neely and Jolene Stone; discussion and selection of ECVA Executive Director and all related matters – **For Possible Action (public comment)**

**8:45 AM Steve Burrows**

Dave Zornes welcomed Steve Burrows and thanked him for his application. Introductions were made around the room.

Dave then let everyone know he had a statement he would be reading to each candidate prior to their interview. He began by reading this statement.

It's important for the Board of Directors to consider the future of the ECVA and the direction they aspire to proceed in as the organization continues to recover from the impacts of the Covid-19 Pandemic. Facilities upkeep, personnel recruitment & development, and financial oversight are the 3 key areas that come to mind. Today we hope to find the person who can lead the organization to succeed in this next phase.

Dede of Pray Solutions welcomed Steve and told him he would be asked a total of 11 questions today. After which he will be given the opportunity to ask the board any question he had. She told him they had a total of 60 minutes between each interview so they would like to keep each interview to 45 minutes. She stated that it was essential they stay on schedule, if the first interview is over by even one minute it would delay the schedule of each interview following.

1. *Please provide us with a brief summary of your work history, highlighting experience relevant to this role. (DeDe Barker)*

Steve began by thanking them for having him. He then went into detail about his work experience. He spoke about beginning his career at a Christian Camp & Retreat Center in Jiggs called Cowboy's Rest, spending a decade there as Program Director where he managed a seasonal staff of about 30. He spoke about his various duties including lead vision-caster for the organization where he was in charge of developing the annual camp curriculum and setting their directional focus for each season, hiring, training, scheduling, and managing his seasonal staff and the various activities and programs they had at the camp. From Cowboys Rest he transferred to Print'N Copy Center where he was a Project Coordinator. The part of that job he enjoyed the most was being able to collaborate with clients and develop marketing strategies to meet their needs. He was able to work on political campaigns, as well as help design and develop mass mailers, vehicle decals, flyers, and other signage. He feels the most valuable thing he gained from this job was familiarity with the way Elko runs and all of the business connections he made. From there he moved to Northeastern Nevada Regional Hospital where he is currently the Director of Marketing & Community Relations and in charge of his department of one. He spoke about his current role at NNRH where he is in charge of coordinating designing and implementing large-scale events, both for community outreach and employee engagement. Some of them take place right here in this room such as the Health & Fitness Fair. Others include the Drive-Thru Flu Shot Clinic, the Sensory-Sensitive Santa Experience, and the Hospital Company Picnic. He is also responsible for managing all hospital communications, both internal and external, including crisis response, and serves as hospital spokesperson and liaison with the media, both local and national.

2. *Why are you interested in this position? Where does Elko fit into your career plans? Where do you see yourself in 3 to 5 years? (Chair David Zornes)*

Steve stated that Elko is his home. It is where he has been for almost 30 years and where he wants to raise his children. He wants to see the community thrive and contribute to that. He went on to speak about how the ECVA sets the tone for how the community is perceived by the rest of the country and the world and how he would love to potentially be a part of that. He referenced his cover letter where he talks about the impact the Convention Center made on him as a kid, how the ECVA is where people come for significant events in their lives and how he would like to help maintain this legacy going forward.

3. *What opportunities do you see for promoting the ECVA facilities as well as the Elko area as a tourism destination? (Vice-Chair Toni Jewell)*

Steve began by saying he has really enjoyed watching the various new marketing videos the ECVA has put out recently but he feels there is an opportunity for growth with new marketing. Steve talked about how eager people are to travel and meet since things are opening up, he sees opportunity in hybrid events. He also feels there is an opportunity for the ECVA to capitalize on the various interest groups. He said they just had to find one and focus on it, such as a comic book event. Salt Lake City has a great Comic-Con, why doesn't Elko take advantage of that and host something of their own. He went on to list a few other ideas he had such as a dog show, truck show, or something for the outdoorsman.

4. *Discuss a specific accomplishment of yours in a previous position which indicates you will thrive in this position. (Director Delmo Andreozzi)*

Steve spoke about the Health Fair telling the board in 2016 before he joined the NNRH team that participation numbers were around 150 people. He is proud to have helped the hospital partner with Ruby Radio, bring the event to the ECVA and grow community participation to over 1,100.

5. *What would you look to accomplish in your first 90 days on the job? (Director Matt McCarty)*

He feels he would be asking a lot of questions, and meeting one on one with staff to find out what their roles are within the organization as well as their opinions on how things can run more smoothly. He spoke about the Mining Expo and how he would do his best to support staff in the production of this event while trying to learn the ins and out. From there he will familiarize himself with their strategic plan for the upcoming fiscal year and if possible, familiarize himself with the ECVAs' digital capabilities as he feels the future is in hybrid events and would like to begin exploring the opportunities available to them here.

6. *If we're sitting here a year from now celebrating what a great year it's been for you in this role, what did we achieve together? (Director Chip Stone)*

They would be celebrating a fantastic Mining Expo, successful Festival of Trees, and all of the important annual events. They will be celebrating a better overall sense of staff morale and unity. He would also like to be looking back at an increased digital footprint.

7. *How would you describe your management style? (Chair David Zornes)*

He spoke about being a firm believer in servant leadership. Managers should lead from the front and never ask their team to do something if they wouldn't do it themselves. He likes to make sure his expectations are very clear, set practical attainable goals, and then step back and allow the team to reach those goals without being a micromanager.

*8. There are always aspects of roles which are less desirable than others. What are some job duties you dislike and how do you approach them? (Vice-Chair Toni Jewell)*

He spoke about having to do paperwork, expenditures, and prepare reports for their corporate office as a part of his current job. He stated that these were aspects of his job he did not always enjoy but his approach was just to set a time, buckle down and get them done.

*9. Give me an example of a time you had to work with or around someone who was difficult to get along with. What was your approach and the outcome? (Director Delmo Andreozzi)*

As a manager at Cowboys Rest, they had their share of difficult employees, but he can think of one instance where the issue was a lack of communication. He went on to explain that all employees shared responsibilities including the not-so-fun work like cleaning and washing dishes. There was one employee to who this was not communicated properly prior to employment, so they would get very upset when it was their turn to do the dishes or other not-so-fun jobs. This situation also taught him about how quickly a bad attitude can spread. Whenever this employee would have to do any of these jobs, get upset, and then get a bad attitude they would complain to all of their coworkers, and it turned into a situation where they had 5 councilors quit right before camp opened. He went on to talk about how this taught him the importance of being clear with expectations and not avoiding having a difficult conversation before it becomes a bigger issue.

*10. What is the largest budget you have previously managed? What is your approach to budget development and oversight? (Director Matt McCarty)*

He went over the two budgets he currently manages. First is the marketing and advertising budget which is just around \$200,000 annually. They have multiple competing priorities with local advertising vendors and digital vendors. The approach is to be strategic, to have an annual calendar so that you can see how you are deploying all of the marketing dollars as well as the ROI. The other budget he gets to manage is their contributions budget which is about \$100,000 annually with further expenditures in some special situations. He then explained how the process for expending those funds is a little different as they do have to apply to receive charitable contributions from this committee.

*11. Here are your two minutes to shine. Tell us why you are the best candidate for this position. (Director Chip Stone)*

Steve stated that he would bring integrity, and a strong work ethic, he will do his best every day and give his best to the community. He will bring enthusiasm, cheer, transparency, and honesty to the position. He spoke about his desire to learn and grow with the staff and his love for the community and the convention center.

*12. What questions do you have for us? (Chair David Zornes)*

Steve said most of his questions were answered in their previous discussions his only real question was where the board would like to see the ECVA in one year.

Dave spoke about his desire to hold another board retreat and continued strategic planning sessions as they move forward.

Matt spoke about the many challenges facing them one of his main concerns being the conference Center refinance and strategic planning.

Chip spoke about his desire to see the staff and Executive Director working in harmony.

Toni agreed with all of the other board members' statements and stated that this was her last term on the board. She spoke about how she would like to see more community involvement and wishes she was able to be more involved.

Delmo spoke about the challenges the community faced when trying to build the Convention Center, and thinks they have an opportunity to capitalize on these challenges.

Further discussion took place.

Dave thanked Steve for his time and wished him luck. He explained that per Nevada Open Meeting Law, Steve was welcome to stay for the remaining interviews and let him know that the board anticipates voting and making a final decision later this morning.

Dede stated she would let Steve know either way by the end of the day.

Dave asked all board members to please complete evaluation forms for each candite.

Delmo disclosed that he was on the governing board at the hospital, Century 21 was involved in the sale of Steve's family home, and he has known him for many years. He does not feel this affects his ability to make a fair and impartial decision.

Matt disclosed that he has known Steve for years and the Terraces have received charitable funds from the hospital foundation. He does not feel this affects his ability to make a fair and impartial decision.

***Dave Zornes called for a 20-minute break at 9:20 am***

### **9:45 AM Todd Neely**

Dave Zornes welcomed Todd Neely and thanked him for his application. Introductions were made around the room. Dave then read through his statement.

It's important for the Board of Directors to consider the future of the ECVA and the direction they aspire to proceed in as the organization continues to recover from the impacts of the Covid-19 Pandemic. Facilities upkeep, personnel recruitment & development, and financial oversight are the 3 key areas that come to mind. Today we hope to find the person who can lead the organization to succeed in this next phase.

Dede of Pray Solutions welcomed Todd and told him he would be asked a total of 11 questions today. After which he will be given the opportunity to ask the board any question he had. She told him they had a total of 60 minutes between each section, and they would like to keep each

interview to 45 minutes. She stated that it was essential they stay on schedule, if the first interview is over by even one minute it would delay the schedule of each interview following.

1. *Please provide us with a brief summary of your work history, highlighting experience relevant to this role. (DeDe Barker)*

Todd began by telling the board he was born and raised in Nevada and was a BYU graduate. He then spoke about his various industry training and experience including completion of the Hyatt Hotels Corporate Training Program, a promotion to corporate hotel sales for all of Hyatt HI, becoming the national sales manager for Hilton Hotels, he opened the MGM Grand, founding and serving as president and CEO of his own \$18M trade show company, Xpert Exposition Services, selling and then becoming Vice President of National Sales for the Expo Group with annual revenue of over \$15M.

2. *Why are you interested in this position? Where does Elko fit into your career plans? Where do you see yourself in 3 to 5 years? (Chair David Zornes)*

He spoke about coming to Elko all throughout his childhood, hunting and fishing in this area, and how he always knew he would retire here. He then spoke about how he felt this was the perfect opportunity as he is not ready to retire yet but feels it is a good time to slow down and relocate to the area.

3. *What opportunities do you see for promoting the ECVA facilities as well as the Elko area as a tourism destination? (Vice-Chair Toni Jewell)*

Todd talked about the draw Elko had because of the variety of activities it has to offer. He talked about how Elko is in the ideal location between Reno and Salt Lake, as well as their position within Cowboy Country Territory and how they could use this to bring in large events.

4. *Discuss a specific accomplishment of yours in a previous position which indicates you will thrive in this position. (Director Delmo Andreozzi)*

He spoke about how his experience in past positions such as growing a small nothing office to a \$32 million company as well as building and selling his own \$18million company gave him an advantage. He feels he knows how to work well with all of the people around him and work with everyone's strengths and weaknesses.

5. *What would you look to accomplish in your first 90 days on the job? (Director Matt McCarty)*

Todd talked about sitting down with all employees within the first 90 days to get an understanding of how they work, and what their responsibilities and roles are. He then spoke about the Mine Expo, a unique big event that is where his expertise is. He talked about the contacts he has with Source 1 and GES and how excited he would be to work on events like this in Elko. He would like to get really involved so he could see how it is run and how it can be improved. Next, he would start working with sales and going over the budget for 2022/23 as he knows the fiscal year starts July 1. He also spoke about meeting with hotels, motels, and other lodging properties to see what they feel is going right and what is going wrong so he knows where he can make improvements.

6. *If we're sitting here a year from now celebrating what a great year it's been for you in this role, what did we achieve together? (Director Chip Stone)*

He spoke about how he feels this goes back to everything he said in the previous answer. He feels it will have a lot to do with the fiscal year 2022/23 budget, as well as a 13-month rolling forecast.

*7. How would you describe your management style? (Chair David Zornes)*

Todd talked about having a collaborative management style, explaining he first wants to understand what each person does and how they work in their roles for the organization. He also makes sure they know he has an open-door policy.

*8. There are always aspects of roles that are less desirable than others. What are some job duties you dislike and how do you approach them? (Vice-Chair Toni Jewell)*

He spoke about how the marketing world was changing very quickly now, he didn't dislike it, he just felt that it was moving so quickly he hadn't had a chance to learn the landscape.

*9. Give me an example of a time you had to work with or around someone who was difficult to get along with. What was your approach and the outcome? (Director Delmo Andreozzi)*

He spoke about his experience working in all kinds of environments all over the United States. He then spoke about situations where it comes to dealing with issues from an employee, he spoke about how he has learned to always have a second person in the room to mitigate the situation and help in case of a he-said-she-said issue. He has learned over the years that some people need to be managed differently, some need more hands-on management, and some do not.

*10. What is the largest budget you have previously managed? What is your approach to budget development and oversight? (Director Matt McCarty)*

Todd stated the largest budget he has ever managed was a budget of over \$150 million. The budget he was most involved in managing was when he was running his own business and it went from nothing to about \$18 million. He explained that he oversaw every aspect of managing this budget.

*11. Here are your two minutes to shine. Tell us why you are the best candidate for this position. (Director Chip Stone)*

Todd spoke about the past 30 years of experience he has in the hospitality industry. He feels having that experience gives him an edge over someone who had maybe worked with budgets but doesn't understand the complexities and how much work goes into bringing in big events and promoting tourism.

Dave asked Todd if he felt he would have any troubles adjusting from being the boss to having to answer to a board of directors.

Todd explained he did not feel he would at all. He felt this was not a step down in any way. He went on to talk about how in starting your own company you may be the boss but you also have to clean the floors and the toilets too.

*12. What questions do you have for us? (Chair David Zornes)*

Todd asked about the distribution of tax revenue.

Matt McCarty spoke about how funds are received from room tax, ad Valorem, facility rental, etc. he then explained how funds are restricted to general, marketing, and capital funds.

Todd asks where the board wants to see Elko in the next 3 to 5 years.

Dave spoke about hoping to see the continued support of the airport and that they do not lose the airlines.

Delmo spoke about hoping to see the ECVA as a regional collaborative partner in the future.

Chip spoke about the need for events to sustain the area. He went on to talk about the potential new events center and the new performing arts center the school district built.

Further discussion took place.

Dave thanked Todd for his time and wished him luck. He explained that per Nevada Open Meeting Law, Todd was welcome to stay for the remaining interviews and let him know that the board anticipates voting and making a final decision later this morning.

Dede stated she would let Todd know either way by the end of the day.

Dave reminded all board members to please complete evaluation forms for each candidate.

***Dave Zornes called for a 20-minute break at 10:25 am***

**10:45 AM Jolene Stone** via Teams

Introductions were made around the room and Dave Zornes began by reading his statement: It's important for the Board of Directors to consider the future of the ECVA and the direction they aspire to proceed in as the organization continues to recover from the impacts of the Covid-19 Pandemic. Facilities upkeep, personnel recruitment & development, and financial oversight are the 3 key areas that come to mind. Today we hope to find the person who can lead the organization to succeed in this next phase.

Dede of Pray Solutions welcomed Jolene and told her she would be asked a total of 11 questions today. After which she will be given the opportunity to ask the board any question she had. She told her they had a total of 60 minutes scheduled between each interview so they would like to keep each interview to 45 minutes. She stated that even though this was the last of the three interviews today it was essential they stay on schedule and not go over their time block.

*1. Please provide us with a brief summary of your work history, highlighting experience relevant to this role. (DeDe Barker)*

Jolene spoke about living in the area for the last 11 years, during this time she has been in the tourism and hospitality industry. She went on to talk about working the last 6 years in a management role and all of the knowledge she has gained.

2. *Why are you interested in this position? Where does Elko fit into your career plans? Where do you see yourself in 3 to 5 years? (Chair David Zornes)*

Jolene talked about her desire to grow professionally and advocate for the community, and how she believes in the potential of Elko and wants to show others what it has to offer.

3. *What opportunities do you see for promoting the ECVA facilities as well as the Elko area as a tourism destination? (Vice-Chair Toni Jewell)*

Jolene spoke about her desire to see events produced from the ECVA level, not just outside organizations coming to the ECVA for support. She also would like to see what opportunities are out there as far as sporting events, she suggested gymnastic events as well as wrestling tournaments.

4. *Discuss a specific accomplishment of yours in a previous position which indicates you will thrive in this position. (Director Delmo Andreozzi)*

Jolene spoke about how her biggest accomplishment was opening an 84-room non-flag hotel in Elko and going on to make it a community staple all while exceeding revenue goals in under 18 months. During this time she never had a single bad review, all 5/5 and 10/10.

5. *What would you look to accomplish in your first 90 days on the job? (Director Matt McCarty)*

Jolene spoke about her 90-day plan beginning with connecting with and learning about the team member one on one. she talked about familiarizing herself with the strategic plans. She felt implementing management team member meetings each morning as they navigate their way forward would be a good idea. She would also like to find ways for the ECVA to be involved in the community more.

6. *If we're sitting here a year from now celebrating what a great year it's been for you in this role, what did we achieve together? (Director Chip Stone)*

Jolene told the board she would hope they were celebrating the launch of some new ECVA-managed events, they would have achieved and hopefully exceeded their revenue goals. She hopes they are celebrating new beginnings after 2022 as well as new staff and all of their achievements.

7. *How would you describe your management style? (Chair David Zornes)*

She described herself as a manager who likes to oversee and coach. She doesn't like to micromanage will if it is necessary.

8. *There are always aspects of roles that are less desirable than others. What are some job duties you dislike and how do you approach them? (Vice-Chair Toni Jewell)*

She explained that the duties she likes the least are disciplinary or having to enforce rigid performance plans but she has found the best way to tackle these is with kindness and head-on. She also stated she feels it is necessary to put steps in place to allow for success.

9. *Give me an example of a time you had to work with or around someone who was difficult to get along with. What were your approach and the outcome? (Director Delmo Andreozzi)*

She described several times as a front desk manager where she had difficulty with staff members and their expectations. Jolene gave examples including situations where the staff members didn't feel she was being the "cheerleader" they expected her to be in the beginning. She spoke about how these situations have taught her how to have serious conversations with staff as well as how to communicate better about expectations while also asking questions to ensure everyone is understanding the situation.

*10. What is the largest budget you have previously managed? What is your approach to budget development and oversight? (Director Matt McCarty)*

Jolene told them the largest budget she has managed is the one she is currently managing which is a little over 3 million. She spoke about how she feels history is the greatest teacher, looking into how funds were managed and why as well as looking out for anomalies.

*11. Here are your two minutes to shine. Tell us why you are the best candidate for this position. (Director Chip Stone)*

Jolene spoke about knowing that she could lead a team of individuals in a collaborative effort to create the best possible community service for Elko, and her understanding of the duties and requirements needed to be the ECVA Executive Director. She then spoke about how much she loves being in Elko and how she would love to see and be a part of making Elko flourish and grow.

*12. What questions do you have for us? (Chair David Zornes)*

Jolene asked where they would like to see the ECVA in the next 2-to 3 years.

Dave spoke about wanting to be more involved and collaborative as a board, be more involved in the day-to-day operations with the ECVA and he would really like to have regular board retreats.

Matt agreed with Dave, speaking about his hopes that the board and executive director can be more collaborative going forward. He went on to talk about the potential for several new board members in the next year and his hopes for them.

Chip spoke about his hopes for the ECVA staff, hoping they are able to grow the team and work on employee morale.

Toni spoke about how she is one of the board members who will not be here next year, and how much she enjoyed her time with the ECVA and board but wishes she would have had more time to be involved.

Delmo spoke about his hope to see the Convention Center become more of an anchor for the community and how he feels this would be an opportunity to redefine what they can do as an asset to the community.

Jolene asked how they would describe the relationship between the Executive Director and Board of Directors.

Dave discussed how he has only recently come to realize that the relationship needs to be more involved and closer with the staff as a whole.

Matt described the relationship as cooperative, encouraging, and directive. He explained the Directors job is to oversee staff and daily operations, while the board has fiscal responsibility and has the final say on how things happen. He feels they need to have someone in this position who can communicate and collaborate with the board effectively.

Chip stated that it should be supportive, the board should be there to be supportive in their role to the director in all ways he then spoke about the need to have another board retreat.

Toni explained she was not continuing on the board because she feels didn't contribute to the best of her abilities. Feels the board needs more involvement with the director and to provide more support.

Delmo stated he feels the board's role is to create policy and the director's role is to execute it to the best of their ability. He went on to talk about how they serve at best a few hours a month.

Dave thanked Todd for his time and wished him luck. He explained that per Nevada Open Meeting Law, Todd was welcome to stay for the remaining interviews and let him know that the board anticipates voting and making a final decision later this morning.

Dede stated she would let Todd know either way by the end of the day.

Dave reminded all board members to please complete evaluation forms for each candite.

***Dave Zornes called for a 5-minute break at 11:30 am***

Matt began by disclosing that he was Jolene's direct supervisor for 7 years. He referenced her application and spoke about how she had listed him as a reference. He explained that he was not aware she was going to do that and of course did not provide one but does understand why she listed him based on their work history. He went on to say he was able to remain impartial in this process.

Delmo thanked Dede, Dave, and Chip for their work up to this point, he spoke about how much work must have gone into narrowing things down to these three great candidates.

Dave suggested that begin their discussion by talking about each candidate in order of their interview.

Delmo spoke about steves energy, passion, and knowledge about organizing events, marketing, and digital platforms. He appreciated the desire to grow the facility in all aspects as well as his ideas about hybrid events. He felt the only shortfall was his lack of experience with a sizable budget.

Toni agreed with Delmos sentiments, she spoke about Steve's great communication skills and how well he presented himself. She spoke about how she would really like to hear more about his thoughts on hybrid events.

Chip stated he thought Steve had a lot of great aspects, he thought if Steve was given the position he would stay with the ECVA long term. He spoke about the learning curve, stating he felt Steve would have no problem learning all that he needed and growing into the position. He then spoke about how he did like the desire he has to work with the ECVA's current staff.

Matt began by speaking about how difficult it is to be interviewed by a board at an open meeting, and his experience doing so. He stated it is just as difficult to share feelings about candidates you have interviewed in an open meeting. He went on to talk about how great Steve's energy was, agreeing with Delmo's statements on the matter. He spoke about his lack of experience managing a large budget and talked about another concern of his being Steve's strength as a leader. He went on to say how he loves what was said about being a servant leader but doesn't know if Steve will be able to say no. He spoke about knowing from his interactions with Steve that he is a very compassionate person and how he worries he may find it difficult to reprimand or say no to staff because of this, Matt went on to state that he has never observed him in a situation like this so it may not be an issue at all.

Dave spoke about Steve's phone interview versus today stating he came across much better in person and how he was very impressed. He then spoke about how Steve didn't have the experience with budgets but there was room to grow.

Discussion took place.

Delmo stated Todd had the most relative experience of anyone he has ever seen. He spoke about how he felt Todd had a very commanding presence over the room. Delmo continued to speak about how Todd has 30 years of experience in all relevant fields, including managing budgets. He spoke about his potential areas of concern being that Todd is not from Elko and this position may be a bit of regression for him based on his previous positions.

Toni spoke about how Todd presented himself. She disagreed with Delmo's thoughts on his commanding presence stating that he seemed very nervous to her and she didn't see him making eye contact or even looking at the Board. She went on to say he is probably overqualified for this position.

Chip spoke about his impression that Todd is eager to move to and get settled in the Elko area. He talked about all of the relevant experience and skills Todd has stating he would be able to come in without any real learning curve and he could do great things for the ECVA and Elko as a whole. Chip then spoke about how they were not likely to find anyone else with his skills/experience willing to come here at these compensation levels. He stated that Todd may only stay five years but someone with his skills could take Elko to places we never dreamed of in less time than that.

Matt spoke about how he does feel Todd has a lot to offer the ECVA and Elko. He talked about how he does worry that the private to public transition would be especially difficult for Todd with all his experience. He is also not sure about putting someone who isn't a local in the position, he spoke about how he doesn't know if Todd knows enough about the area from hunting and fishing here over the years to really say whether or not he actually can live here.

Dave stated that Todd came across very different in his phone interview versus how he came across today as well. He spoke about how he felt Todd was much more confident over the phone than he was in person. Dave talked about his feelings prior to meeting this morning and how Todd was originally the top pick but he is not sure where he stands now. Dave let the board know he did speak with some of Todd's references and they all had great things to say. Dave then spoke about how he thinks the question about management style was one of the most important they asked today and he did really like Todd's answer. He went on to talk about his experiences hiring people from out of the area and how it can be difficult to know who will work out or not.

He stated that he did get the feeling that Todd would fit in well in Elko, he could see him being very happy here long term.

Delmo stated he did feel Todd's lack of knowledge and expertise regarding modern technology or the digital world was a bit shocking, he then stated that this could be because he has always hired people to manage these fields for him.

Further discussion took place.

Delmo stated he did not hear Jolene speak about events that happen here which he felt was a bit of a missed opportunity. He spoke about how he did feel she made a great point about the ECVAs role within the community. He felt her other answers were a bit vague.

Chip spoke about he found it worrisome when she said she didn't know where she would be in 3-5 years and the comment she made about how she never thought she would love Elko the way she does.

Toni agreed with Delmo and Chip's comments. She spoke about how she felt Jolene did have great experience in the hospitality industry which is a positive.

Matt spoke about he felt she was the most direct and concise, as well as very engaged with the board. He liked that she was clearly taking notes based on their discussion and had notes to refer to as they were asking questions. He stated the comments about not knowing where she would be in 3-5 years as well as the comment about being surprised by how much she liked Elko was concerning. He then stated that based on his knowledge of Jolene and working with her in the past he felt he could impart some personal knowledge. Matt spoke about how Jolene relocated to Elko because of her husband's career and in the beginning, she would speak about missing the area they came from. Over the last 10-11 years she has done a great job of growing her own career and has made Elko her home. He spoke about how involved she is in the community through various organizations as well as being a part of the ECVAs Marketing and Lodging Committees. He stated that he does not see Jolene retiring at the ECVA should she get the job, she may retire in Elko but he also wouldn't be surprised if she were to relocate.

Dave spoke about Jolene's experience and how he felt she would have great knowledge of facilities and staff management. He explained if he had a management position available at one of his hotels she would be a great fit but he does feel it would be a bit of a stretch to put her in this position.

Further discussion took place.

Dave stated he would now like to begin comparing and contrasting the three candidates.

Matt began by stating he felt they needed to think about what direction they wanted to see the ECVA go in. If they want the ECVA to manage and hold more large events like the Mine Expo, Todd is the clear choice. If they want to bring in more business and events managed by outside organizations he feels Jolene would be the person to go with and if they are interested in the world of hybrid events they should choose Steve. Matt stated they need to be aware of the fact that the ECVA is not capable of taking on another event like the Mine Expo with the current staff, the staff they have is already stretched too thin. If they choose to go with Todd they will have to bring on more employees.

Delmo spoke about how he had been thinking the person in that chair will become the face of the ECVA and Elko, this is a very hard decision. He feels it comes down to choosing a person based on whether or not their vision aligns with what they want for the future of Elko. He feels each candidate has something different to offer. He spoke about how Todd's contacts and his years of experience and skills in this field blew him away. He then stated that he felt Steve's energy and passion were contagious. Delmo then stated that Steve Burrows and Todd Neely were his top choices.

Toni stated that Steve was her choice. She spoke about how he presented himself and how he stood out to her based on his passion for Elko and the ECVA. She felt he was the clear choice because the only area he lacked was one that he could easily learn.

Chip stated that his first choice was Todd based on his experience and knowledge. He felt Todd has the tools to take Elko to the next level. Chip then spoke about how Steve was his second choice, he has a great personality and drive, presents himself very well and he agreed that Steve could easily learn in all of the areas he was lacking. He then stated that he does feel Todd is the best choice and he has no doubts he can come in and do the job well.

Dave stated he felt Steve had the best knowledge of technology and the best personality, he also feels Steve would be easy for the staff to work for and get along with. He feels Todd has the contacts, tools, knowledge, and experience to come in and do the job. He then spoke about how Todd and Jolene both have a lot of experience in HR. Dave referenced his score card and spoke about how Todd had the highest overall score, Jolene second, and Steve last. Dave then stated that even though Steve scored lowest based on his evaluation scorecard Todd and Steve are his top 2 choices.

Dave then asked the other board members if they had to eliminate one of the candidates from the running who would it be.

Matt stated that he was probably the minority but he ranked Todd the lowest and would eliminate him. He explained that Todd did have the most event management and convention experience but he did not feel that was what they needed for Elko.

Delmo stated that he feels the bottom candidate is Jolene

Toni stated that based on her evaluation form score Todd is the lowest but based on her instincts Jolene is her bottom choice and who she would eliminate.

Dave asked if anyone in the public section had comments.

Kim Longley felt it was not appropriate to comment on anyone who could potentially be her new boss.

Tom Lester stated he did not have anything to say about the candidates. He then spoke about how he wanted them to consider the new events center Rusty Barr is planning to build and explained that the ECVA and its staff are responsible for bringing events and tourism to Elko as a whole not just for filling their own facilities.

Dave stated that based on phone interviews alone he would have probably eliminated Steve but after today he tied for the top position with Todd. He asked if the board would like to continue discussions or list their top candidates.

Matt spoke about how he feels Steve would represent Elko and the ECVA well, how his experience working with the hospital's charitable foundation would translate well into collaboration with charities and other organizations through the ECVA's various events and he has the experience and knowledge of planning and producing events.

Delmo spoke about how he initially felt Todd was the best choice and how he had the highest score based on the evaluation form. He then stated he has thought about it and feels that Steve is the best fit and would represent the ECVA well.

Chip stated that based on his form Todd is the clear winner. He talked about how Steve was his top choice at one point but he has come to realize that Todd could walk into the position and do the job on day one. He also feels that Todd's contacts and ability to bring new, big events to the area is invaluable. Chip stated that he had no doubt that Steve could do the job and would be able to learn what he needed to but he feels what Todd has to offer is more valuable.

Dave spoke about how this was a very difficult decision, what good candidates Steve and Todd were and what they had to offer. He stated that Todd has the experience and knowledge and feels that counts. He then stated that Steve has the bigger learning curve of the two so he feels Todd has to be his top pick.

Further discussion took place.

***Matt McCarty motioned for Pray Solutions to extend an offer to Steve Burrows for the position of Executive Director of the Elko Convention & Visitors Authority, understanding that his lack of experience would be taken into consideration when negotiating salary. Delmo Andreozzi seconded the motion.***

***Matt McCarty amended his motion adding that should negotiations with Steve Burrows prove unsuccessful they authorize Pray Solutions to extend an offer to Todd Neely. Delmo Andreozzi stated that his second stood. Motion passed 4/1 with Chairman Zornes voting against.***

#### **5. Public Comments – Non-Action Item**

None at this time.

#### **6. Board Comments – Non-Action Item**

The board thanked staff and public for coming to the meeting today.

#### **7. Adjournment**

***Meeting adjourned at 12:56 pm.***

  
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David Zornes- Chairman of the Board