

THE SPORTS AUTHORITY OF THE
METROPOLITAN GOVERNMENT OF NASHVILLE & DAVIDSON COUNTY

BOARD OF DIRECTORS | MEETING MINUTES
THURSDAY, MARCH 26, 2026 | 10:30AM | NISSAN STADIUM ~ PRESS BOX

ATTENDEES

BOARD MEMBERS: Jad Duncan (Vice-Chair), Aaron McGee (Treasurer/Secretary), Kim Adkins, Victoria Crawford, Tiffany Degrafinreid, Jon Glassmeyer, Dan Hogan, Monchiere' Holmes-Jones, Kendell Poole, Russ Pulley, Adam Sansiveri, Victor Wynn

STAFF: Monica Fawknotsen (President), Valda Barksdale, Brandon Little, Melissa Wells, Joshua Thomas (Metro Legal), Sam Keen (Metro Legal)

Visitors: Adolpho Birch, Justin Bradford (Special Olympics TN), Danny Butler (Preds), Kyle Clayton (Preds), Bradley Crafton (Metro Finance), Debbie Crosby (MNPS), Kellen DeCoursey (Titans), Adam English (Sounds), John Gromos (TBA), Kate Guerra (Titans), Ryan Harbour (Nashville Soccer Club), Heather Hill (Cumming Group), Carly Mesch (Special Olympics TN), Karzan Mohamad-Ali (Cumming Group), Jacob Murphy (Cumming Group), Shannon Myers (Titans), Burke Nihill (Titans), Don Twining (Cumming), Eric Wooden (Preds)

Call to Order

Vice Chair Duncan called the meeting of the Sports Authority Board of Directors to order, welcomed all to Nissan Stadium, including new board members, and thanked the Titans for hosting.

Public Comment Period Pursuant to TN Open Meetings Act, Tenn. Code Ann. § 8-44-101

There were no sign-ups for Public Comment.

Consider Approval of February 19, 2026, Board of Directors Meeting Minutes

Vice Chair Duncan asked if there were questions or comments pertaining to the February 19, 2026, board meeting minutes. There being none,

Upon a motion made by Director Glassmeyer and seconded by Director Holmes-Jones, the Board of Directors unanimously approved the February 19, 2026 meeting minutes

President's Report

President Fawknotsen gave an overview of the agenda, introduced and welcomed the new board members appointed by Mayor Freddie O'Connell. *Jon Glassmeyer*, a former board member who served from 2019-22, is an IT Project/Business Manager representing School Board District 3. *Kendell Poole* is the Principal of K. Poole Strategic Relations and represents School board District 4. *Adam Sansiveri* is the Senior Regional Managing Director at Alliance Bernstein representing State Senate District 20. *Victor Wynn* is the Executive Pastor & Minister of Worship at Temple Church, representing State Senate District 17.

Annual Ethics Training

Metro Legal Attorney Sam Keen shared that the Metro Department of Law is mandated by the Metro Charter to supervise all legal work for Metro and its respective boards and committees. Metro Law provides advice during Metro meetings, outside of meetings and represents its clients in lawsuits or litigation for matters relevant to Metro, in this case, the Sports Authority. The three pillars of Metro Legal are:

1. Conflicts of Interest (Disclose & Recuse) - Both direct and indirect conflicts of interest can undermine public trust and fairness. A Direct Conflict of Interest occurs when you stand to materially benefit from a specific outcome where the outcome could be influenced by your decision. An Indirect Conflict of Interest occurs when your personal or material interests, or the personal or material interests of a close associate, could potentially influence your decision or desire to reach a particular outcome. Such conflicts should always be disclosed and managed appropriately to avoid even the appearance of impropriety. You should always recuse yourself when faced with a direct conflict of interest.

A sample script for an Indirect Conflict of Interest would state: *Mr. Chair, before we begin discussion on this item, I wish to make a voluntary disclosure for the record. I have a personal relationship with (name of organization) who is a party to this matter. Specifically, I serve on (name of organization) with their (title). I have carefully reviewed this with legal counsel and evaluated my own impartiality. I can confirm that I have no direct or indirect financial interest in the outcome of this vote. I believe I can remain objective and base my decisions solely on the merits presented today. Therefore, I intend to participate in the discussion and vote.* A sample script for a Direct Conflict of Interest would state: *Mr. Chair, I am recusing myself from this item due to a conflict of interest. To ensure the integrity of the process and avoid any appearance of impropriety, I will be leaving the room during the presentation, discussion, deliberation, and vote on this matter. I request that the minutes reflect my recusal and departure from the meeting for this matter.* Director Hogan questioned whether he would be required to disclose his association with a board that he serves on alongside a Titans' executive each time a vote is presented pertaining to the Titans. Legal Counsel Attorney Keen stated yes, if the entity will benefit from your vote, however there will be no need to recuse yourself. **Director Hogan made a standard disclosure that he serves on a board with Nashville Predators Chief Strategy Officer Kyle Clayton and Titans Chief External & League Affairs Officer Adolpho Birch.** Legal Counsel Thomas emphasized that when in doubt, reach out to himself or Legal Counsel Sam Keen. Director Pulley asked for clarity on how a Sports Authority board member would actually "materially" benefit simply by serving on a board with employees of the Sports Authority's facilities. Counsel Keen stated it is best to make the disclosure to avoid the appearance of impropriety.

2. Gifts and Benefits (Don't Take Them) – Metro general ethics ordinance provides (among other things) that all Metro Employees shall not accept nor solicit any benefit that might reasonably tend to influence them to act improperly in the discharge of their official duties. Limited exceptions include but are not limited to: awards of trifling value publicly presented in recognition of public service; gifts unrelated to a person's position as a Metro employee; Meals, beverages, food, promotional items, or hand-produced items of a value of up to \$25 from a single source in any calendar year. Free or discounted admissions, tickets, access to events or travel expenses from any single source of an aggregate value in any calendar year of up to \$100 or tickets of a face value in excess of \$100 if the event is generally recognized as an annual fund-raising benefit sponsored by a non-profit organization.

3. Transparency (The More, The Better) – The TN Public Records Act provides that public records are open for inspection by any citizen of Tennessee except as otherwise provided by law. “Records” includes all documents, papers, letters, maps, books, electronic data, sound recordings, emails, text messages, etc. President Fawcnotson noted that it is a good practice to avoid “reply-all” to emails from Sports Authority staff where other board members are copied.

TN Open Meetings Act (TOMA) declares that all meetings of any governing body are declared to always be a public meeting and open to the public, except as otherwise provided. “Meeting” is when two or more members of a governing body, with the authority to make decisions for or recommendations to a public body, meet and make a decision or deliberate toward a decision. Public notice must be given for all meetings. Director Pulley asked what the repercussions are when a board member violates TOMA. Legal Counsel Thomas stated that the Sports Authority could possibly be sued and the decision made on the matter would subsequently be invalidated plus deliberations on the matter would have to be restarted. He also reminded the board that the Legal Training Manual provided on SharePoint Link is a helpful resource regarding roles and responsibilities of board members. Counsel Keen reiterated that when in doubt, reach out to himself or Legal Counsel Thomas.

Special Events Update

- A. Sports Authority Industry Playbook - Brandon Little, Sports Authority Special Events Coordinator and Debbie Crosby, Metro Nashville Public Schools (MNPS), Career Based Learning Coordinator shared highlights of the inaugural Metro Sports Authority Playbook program. A partnership between MNPS, Metro Sports Authority and its facilities, the school program is designed and developed to give MNPS Academy Program students an inside look at the business of sports and entertainment. The event was launched on February 26 and was hosted by the Nashville Predators at Bridgestone Arena. Seventeen students from Antioch High School Hospitality and Tourism Management Academy Pathway were given a tour of Bridgestone Arena followed by several learning sessions including Events, Game Presentation, Ticket Sales, Corporate Partnerships and the Preds Community Foundation & GUIDER Board. Industry Playbook allows the students to take what they are learning in the classroom and apply those skills in the real world while also being exposed to careers they may not have known existed. MNPS has twelve different Academies and Pathways within their schools, and the goal is to align the students’ curriculum studies with the various career opportunities within the facilities. The number of students participating will vary based on each facility’s accommodation capacity. It is anticipated that the next Industry Playbook program will be hosted by NSC at GEODIS Park in April.
- B. Special Olympics Tennessee - Justin Bradford, VP of Brand Strategy & Communications and Carly Mesch, Development Operations Manager shared an overview of the following programs:
 - i. Music City Polar Plunge 2026 Campaign – Held in Nissan Stadium Lot R, the Plunge consistently fundraises over \$100k with 250+ plungers annually. Music City Polar Plunge teams include community organizations, law enforcement and corporate organizations which are held in various cities throughout Tennessee. The event is an opportunity to raise funds for support and awareness of Special Olympics training opportunities, competition, free health

screenings as well as leadership opportunities for those with intellectual and development disabilities.

- ii. Nashville Selected as Host of 2034 Special Olympics USA Games – The National, quadrennial games are a bid event with endorsements from TN State and Nashville Davidson County legislators. Vanderbilt University & Music City Center will serve as the main sports venue hosts with Bridgestone Arena and Nissan Stadium being potential sites for Opening Ceremonies. \$100M is the estimated economic impact value for the week-long event. Over 4,000 Special Olympics athletes will participate with +10,000 volunteers on site to serve.

- C. Rock n’ Roll Running Series at Nissan Stadium April 25 & 26 – The series 26th annual running event combines a marathon, half marathon, 5K and other distances with live music, local culture and a post-race concert. The event uses two of the Sports Authority’s Civic Use Civic Event Days as defined in the lease agreement between the Authority and Cumberland Stadium. The series will utilize Nissan Stadium parking lots E, F, G, H, J, K, M, P, R, and T.

Cumming Group Project Management Update

Heather Hill, VP, Project Management reported that the Cumming Group serves as owners’ representatives for the Sports on Authority on three different projects. In overseeing construction of the New Nissan Stadium, they work closely with the Titans, their design team, project managers and contractors to ensure that the facility adheres to the design, budget and schedule approved by the Sports Authority board. Karzan Mohamad-Ali, Senior Project Manager on the construction project reported that the Cumming Group has a dedicated team that is on the site daily and the quality culture on the job is very high. The firm also coordinates other projects that impact the new stadium and works with Metro Business Assistance Office (BAO) to monitor the Disadvantage Business Enterprise (DBE) progress. It is anticipated that the project will reach the 25% goal set for dollars being paid to DBE firms on the project. Currently the stadium is at about 70% completion.

Jacob Murphy, Project Manager reported that the Cumming Group also oversees two projects currently underway at First Horizon Park:

- For the Facility Assessment project, a contract was awarded to Venue Solutions Group in January 2026. VSG completed the on-site assessment on February 19 which included a comprehensive review of the facility across all major building systems and disciplines. A rough draft of their findings is expected in early April, and they will present preliminary findings to the board at the April 16 board meeting followed by submission of the final report in late April.
- For the Scoreboard Repair & Replacement project Uber Displays was awarded the project in February 2026 at a fee not to exceed \$2.6M. The contract scope of work includes the main and left field scoreboard as well as updates to the control room. The goal is to present a contract to the Sports Authority sometime in April or May with work to be completed before the Sounds 2027 season.

Nissan Stadium/Titans Host Report & Monthly Progress Update

Burke Nihill, CEO, shared a video promoting the Titans’ upcoming football season, new branding and modified uniforms. The announcement was made in March at the Pinnacle with a 50-piece orchestra before a crowd of over 7k. Some the of the new uniform features include the three stars honoring the three Grand

Divisions of Tennessee and the word “WE” representing the team’s “We Over Me” mentality. Mr. Nihill also reported that San Francisco 49ers former defensive coordinator Rober Saleh joined the Titans as the new head coach for the 2026 season. Nineteen new players from across the NFL have also joined the team. Additionally, he reported that in conjunction with a new partnership, the training facility is now named Vanderbilt Health Football Center. Also, a partnership with Habitat for Humanity utilized over \$5M in funds through the One Community Homefield Initiative to provide 12 families with a new home. Titans player Jeffery Simmons volunteered to pay one of the family’s mortgage for a full year.

Kellen DeCoursey, Titans Project Executive, reported that construction for the Seigenthaler Pedestrian Bridge Connector is in its early stages and the Titans will report back to the board as design and scheduling developments progress. Regarding construction for the new stadium, Mr. DeCoursey reported that underground utilities have been installed on 2nd Street, the pump station is well underway, significant progress on the enclosure and interior finishes are being made. Also, the Titans participated in a luncheon celebrating National Association of Women in Construction which was held in February.

Adolpho Birch, Chief External & League Affairs Officer, reported that the Titans are on track to reach the 25% participation by DBE (Disadvantaged Business Enterprises) firms on the construction project. Currently there are 64 WBE (Women-Owned Business Enterprise), 57 MBE (Minority-Owned Business Enterprise) and 31 SBE (Small Business Enterprise). Total payments equal \$1.1B with \$191M paid to DBE firms.

John Gromos, Principal in Charge, Tennessee Business Alliance reported that over 6,800 workers have been engaged on the project accounting for over 4.8M hours. The project is now averaging over 2,000 workers per day. There was one new recordable safety incident. The current TRIR (Total Recordable Incident Rate) is 0.65; the goal is 0.5 which is best in class. National industry rate average is 1.6-1.7 and in Tennessee it is 1.9. Mr. Gromos also reported that sustainability efforts remain on track to achieve LEED Gold certification. The current Actual Diversion Rate is 91.15%. Director Hogan inquired about the process for calculating “near misses” to which Mr. Gromos indicated it is based on an incident that could have resulted in an injury or a mishap. They are tracked and seen as a learning opportunity to implement additional training and/or change of processes to avoid potential mishaps in the future.

Shannon Meyers, CFO, reminded the board that under the current lease the Sports Authority reimburses the Titans for Capital Expenditure (CapEx) cost to ensure the building is in compliance with state law, that it is safe and reliable, and that the building follows NFL rules and regulations. The Titans cover the cost upfront and submit a quarterly reimbursement request for completed projects. CPS Solutions, on behalf of the Sports Authority, reviews all reimbursement requests to ensure they are compliant with the lease terms. The maximum CapEx funding is \$42M; less than 10% has been spent to date. Ms. Meyers referenced the CapEx Memo noting the ongoing NFL mandated project for a Universal Camera System estimated to cost \$438K. The cameras will be transferred to the new stadium.

Adjourn

The next board meeting is scheduled for April 16 at Bridgestone Arena with the Finance Committee meeting prior to at 9:30 a.m.

Respectfully submitted, Valda Barksdale, Metro Nashville Sports Authority

YouTube Link: <https://www.youtube.com/watch?v=CHZQhiR6mMs>