



MINNESOTA SPORTS FACILITIES AUTHORITY
Minutes of September 29, 2017 Meeting

U.S. Bank Stadium - Hyundai Club
401 Chicago Avenue, Minneapolis, MN 55415

1. CALL TO ORDER

Chair Vekich called the meeting of the Minnesota Sports Facilities Authority (“MSFA” or “Authority”) to order at 9:00 A.M.

2. ROLL CALL

Commissioners present: Michael Vekich, Tony Sertich, Barbara Butts Williams, Bill McCarthy and Laura Bishop.

3. APPROVAL OF PRIOR MEETING MINUTES

Chair Vekich confirmed that the Commissioners had received and reviewed the draft minutes of the MSFA’s prior meeting. Upon a motion duly made and seconded, the minutes of the August 25, 2017 Board meeting were unanimously approved and adopted as presented. See, Exhibit A.

4. BUSINESS

Executive Director’s Report

Mr. Evans reported on the recent decision to terminate the two contracts with Monterrey Security Consultants, Inc. (“Monterrey”) for 24-hour and event security services at U.S. Bank Stadium (“Stadium”). He reminded the Commissioners that in August 2014, the Authority entered into a ten-year agreement with SMG to operate the Stadium, and that pursuant to that agreement SMG is entitled to subcontract services. However, before SMG can enter into certain contracts, it must obtain the prior approval of the Authority. Mr. Evans explained that any contract with a term longer than SMG’s agreement with the Authority, any contract for more than \$50,000 per year, as well as any contract for telecommunications, utilities, insurance, concession, or security services requires that SMG obtain the Authority’s prior written approval.

In November 2015, SMG posted a *Request for Proposal* (“RFP”) relating to event/crowd management and 24-hour security at the Stadium. In March 2016, following a comprehensive five-month review process, Monterrey was selected by SMG and approved by the MSFA to be the Stadium’s security firm.

Mr. Evans reported that Monterrey served in that capacity until September 25, 2017, when SMG determined Monterrey was in default of its contractual obligations and terminated Monterrey's contracts after consultation with Chair Vekich and him.

Mr. Evans emphasized that the decision to terminate Monterrey was not based on safety violations at the Stadium but, rather, on a pattern of administrative misconduct; namely, Monterrey's failure to properly comply with contractual obligations and numerous violations of state licensing statutes and regulations. The security of the Stadium, and the safety of its employees and visitors, was never compromised due to Monterrey's administrative violations.

Mr. Evans stated that Monterrey's misconduct was first brought to light in June of this year when former Monterrey employees filed complaints with the Minnesota Board of Private Detectives and Protective Agents ("MBPDPA"), the agency that licensed Monterrey in the State of Minnesota. The MSFA and SMG first learned of those complaints when they were reported in the press. In consultation with the MSFA, SMG immediately directed its local law firm, Maslon LLP ("Maslon"), to commence an independent investigation of Monterrey's compliance and operating procedures at the Stadium. Mr. Evans reported that the MSFA was kept abreast of that four-month investigation through periodic meetings and weekly conference calls with Maslon, as well as daily conversations with SMG management. Maslon's final report was issued and delivered to the MSFA on September 25, 2017, and a copy was provided to each Commissioner.

Immediately following the termination of Monterrey, and after consultation with Chair Vekich, Mr. Evans reported that SMG entered into separate contracts with (i) G4S Secure Solutions ("G4S") to provide 24/7 security at the Stadium, and (ii) Whelan Event Staffing Services ("Whelan") to provide crowd management services during Minnesota Vikings' home games and Authority events at the Stadium. He explained that both firms had submitted proposals in response to SMG's initial RFP in 2015, and had been thoroughly vetted during that review process. Mr. Evans stated that shortly after Maslon's investigation commenced in June, SMG contacted G4S and Whelan in order to gauge their respective interest and capabilities, as well as their current staffing levels and licensing status with the MBPDPA.

Mr. Evans explained that in accordance with Section 2.3 of the Authority's 2014 *Management and Pre-Opening Services Agreement* with SMG, the Executive Director is expressly delegated the authority to act on behalf of the MSFA in such matters. Accordingly, following discussions with Chair Vekich, on September 25, 2017, he notified SMG that the MSFA approved the hiring of G4S and Whelan to provide security services at the Stadium.

Following Mr. Evans' report, Chair Vekich called on Patrick Talty, SMG General Manager, Jeff Spoerndle, Vice President of Whelan, and Kevin Stewart, General Manager of G4S, to address the Board. Mr. Talty spoke about both Whelan and G4S, and the ongoing activities by each firm to provide a seamless transition of security services at the Stadium. He noted that the transition was proceeding very smoothly, and expressed confidence that both firms will work diligently along with SMG to create a safe and secure environment consistent with the Stadium's "best in class" standards. He stated that

qualified Monterrey staff members were being encouraged and recruited to apply for open positions with Whalen and G4S, and he was pleased to report that many former Monterrey employees already had been hired. Those staff members have been through background checks and are undergoing rigorous training. Mr. Talty reported that Whalen and G4S were on schedule to be fully-staffed with licensed, properly trained employees for the Vikings' home game on October 1st. He noted that both firms have good relations with organized labor, and are committed to recruit and hire minorities, women and veterans, in order to meet and exceed the MSFA's equity hiring goals. Mr. Talty stated Whalen has a thorough knowledge of stadium security, as they held the contract for the Metrodome, and also are the security provider for three other NFL venues: the Kansas City Chiefs, Cincinnati Bengals and Miami Dolphins.

Mr. Talty praised G4S and noted that they are the largest security company in the world. They are well-versed in providing 24/7 security at major public facilities, and like Whalen have a contract with the Miami Dolphins. He then thanked the MSFA staff, Chair Vekich, and management of the Vikings for helping make the transition a smooth process. He mentioned that Louis King of Summit Academy OIC ("Summit") has been invaluable in helping recruit individuals to work at the Stadium. Finally, Mr. Talty commended the Minnesota Bureau of Criminal Apprehension ("BCA") for expediting background checks, as well as the MBPDPA for its work during the Monterrey investigation.

Mr. Spoerndle then addressed the Board and stated that Whalen has considerable experience in providing security services at numerous NCAA, MLB and NFL facilities. He stated that Whalen, along with G4S, recently hosted a three-day job fair at the Stadium, and that many prior Monterrey employees attended and applied for positions. He also thanked the BCA for its help with expeditiously conducting applicant background checks.

Mr. Stewart began his remarks by thanking the MSFA, the Vikings and SMG for providing G4S the opportunity to provide 24/7 security services at the Stadium. He stated that G4S' top priority is to protect all fans, guests and employees, and he is proud that G4S was entrusted with that responsibility. Mr. Stewart noted that G4S is the largest security company in the world with approximately 600,000 employees and over 700 offices (110 in the United States). G4S currently is holding training sessions for security officers, including a number of former Monterrey employees, and once that training is successfully completed they will be able to return to work at the Stadium.

Chair Vekich thanked both Mr. Spoerndle and Mr. Stewart for their remarks. He then asked how many people applied for open security positions, and how many of those applicants were extended offers of employment? Mr. Spoerndle stated that 400 people attended the job fair, and 350 were approved to work at the Stadium. Mr. Stewart stated that of the 28 people who applied, 25 were offered employment by G4S.

Commissioner Butts Williams stated that she has full confidence in both Whalen and G4S, and asked Mr. Spoerndle and Mr. Stewart what management strategies they have in place to ensure there will be superior customer service in the future. Mr. Spoerndle stated that Whalen has had great success at TCF Bank Stadium, where they have promoted a culture in which all employees are a "single unit". He stated

that he would like to engrain that philosophy in the minds of all current and new Whalen employees, and implement that culture at the Stadium. Mr. Talty stated that the "Skol Service Training Camp" has been revamped, and that all new staff, as well as former Monterrey employees who have been rehired, are required to attend. Mr. Stewart stated that he felt strongly about bringing back qualified former staff members and introducing them to the G4S culture. He stated that the most successful part of their recruiting operation is meeting with community groups and partners to help attract talent, including veterans, minorities and women.

Chair Vekich stated that one of the MSFA's top priorities is equity, and asked Mr. Talty, Mr. Spoerndle and Mr. Stewart to elaborate on their equity hiring practices. Mr. Talty stated that he has high expectations that both Whalen and G4S will continue to grow the Stadium's successful equity program by hiring minorities, veterans and women. He stressed the importance of working with communities throughout the Twin Cities, and strongly encouraged Whalen and G4S to continue working with Summit in order to find qualified candidates to expand the equity program. Mr. Spoerndle stated that Whalen believes in diversity and that reaching out to local community organizations is paramount to ensuring the continued success of the equity hiring program. He stated that the diversity rate at Whalen currently is 37%, and he is confident that the number will rise as they work with SMG.

Mr. Stewart stated that G4S also has a 37% diversity rate, and that they are hopeful that percentage will grow as they continue to fill positions with well-qualified candidates.

On behalf of the Board, Mr. Vekich thanked Messrs. Talty, Spoerndle and Stewart for their presentations, and noted that so far the transition had been so smooth it almost went unnoticed. He stressed that the Stadium was secure under Monterrey, and that it will continue to be secure with the addition of Whalen and G4S. Chair Vekich concluded by thanking the Vikings, SMG, the MSFA staff, and the BCA for all their work during the transition period.

5. PUBLIC COMMENT / DISCUSSION

Jerry Bahls addressed the Board on behalf of bird conservation groups, including the Audubon Chapter of Minneapolis, Minnesota Citizens for the Protection of Migratory Birds, and the Friends of Roberts Bird Sanctuary. Mr. Bahls stated that following discussions earlier in the year with Mr. Evans and former Chair Kathleen Blatz, Audubon Minneapolis began to recruit volunteers to serve as a "working group" that will develop a plan for a bird-safe Stadium. Once adopted, that plan will include a pilot test of specific retrofitting methods to be implemented during the 2019 spring bird migration season.

Mr. Bahls mentioned the working group will include representatives of bird conservation groups, architects and other interested persons, and he hoped the MSFA, SMG and Minnesota Vikings would have representatives available to participate as observers during the proceedings. Audubon Minneapolis currently is assembling a panel of national experts in the field of bird-building collisions and retrofit solutions to provide information about the most effective retrofitting options for the Stadium. He noted that each expert will come to Minneapolis to meet with the working group, tour the Stadium, and present information relative to their area of expertise during a series of public meetings, which are

expected to begin in November and continue through the Spring of 2018. Mr. Bahls stated that members of the expert panel will be available to answer questions as needed, as well as to review and comment on the draft retrofit plan before it is finalized in early 2019. He concluded by saying he would like to meet with Chair Vekich and Mr. Evans to discuss the process and composition of the working group, and to continue collaboration on the issue of bird safety.

Chair Vekich thanked Mr. Bahls for his comments and confirmed that he and Mr. Evans would be available to meet at a mutually convenient time.

6. ANNOUNCEMENT OF FUTURE MEETINGS

Chair Vekich announced that the October MSFA meeting is tentative, but will remain on the calendar until further notice. He stated the November 10, 2017 meeting may need to be rescheduled due to the observance of Veterans Day, and suggested that everyone periodically check the MSFA website for any updates and schedule changes.

Chair Vekich then suggested the Board establish its 2018 meeting schedule. He recommended that next year's Board meetings be held the third week of each month, and the Commissioners unanimously agreed with that recommendation.

7. FIRST ADJOURNMENT

Chair Vekich announced that a closed meeting of the Board would convene in the MSFA's office in ten minutes in order for the Commissioners to privately discuss legal matters with counsel. At 9:40 A.M., Commissioner Bishop made a motion to adjourn this portion of the meeting, which was seconded by Commissioner Sertich and unanimously adopted.

8. DISCUSS ATTORNEY-CLIENT PRIVILEGED MATTERS

The closed session of the Board meeting convened at 9:50 A.M. in the MSFA's conference room at the Stadium. In addition to all Board members, attendees included Mr. Evans, Dean Thomson and Jay Lindgren.

9. ADJOURNMENT OF CLOSED SESSION, REOPENING OF MEETING, AND FINAL ADJOURNMENT

The closed portion of the meeting concluded at 10:15 A.M. and the public meeting was reopened. There being no further business to come before the Board, Commissioner Butts Williams made a motion to officially adjourn the meeting, which was seconded by Commissioner Sertich and unanimously adopted. The meeting was adjourned at approximately 10:15 A.M.

Approved and adopted the 17th day of November 2017, by the Minnesota Sports Facilities Authority.



TONY SERTICH, Secretary/Treasurer



RICHARD G. EVANS, Executive Director



Exhibit A

MINNESOTA SPORTS FACILITIES AUTHORITY
Minutes of August 25, 2017 Meeting
U.S. Bank Stadium - Medtronic Club
401 Chicago Avenue, Minneapolis, MN 55415

1. CALL TO ORDER

Chair Vekich called the meeting of the Minnesota Sports Facilities Authority (“MSFA” or “Authority”) to order at 9:00 A.M.

2. ROLL CALL

Commissioners present: Michael Vekich, Tony Sertich, Barbara Butts Williams, Bill McCarthy and Laura Bishop.

3. ADOPTION OF AGENDA

Prior to approving the meeting agenda, Chair Vekich recommended that the Board defer consideration of the proposed amendment to the Summit Academy agreement until after the equity hiring report. There were no objections to that recommendation and the revised agenda was unanimously approved.

Chair Vekich congratulated Commissioner Butts Williams for recently being recognized as an AARP “50 over 50” leader within the Minnesota community. He explained that the honorees are breaking down the misconception that pushing oneself professionally and taking risks are solely the domain of the young. These business leaders aren’t in it for themselves, but are growing Minnesota’s economy while being good stewards of resources and talent. Chair Vekich stated that Commissioner Butts Williams is an extraordinary business, academic and community leader. She began her career over 45 years ago in business training and leadership development, rising quickly into key several leadership roles. She has impacted the lives of thousands of adult learners as well as organizational leaders. The Board and attendees joined in congratulating Commissioner Butts Williams’ on her accomplishments and well-deserved recognition.

4. APPROVAL OF PRIOR MEETING MINUTES

Chair Vekich confirmed that the Commissioners had received and reviewed the draft minutes of the MSFA’s prior two meetings. Upon a motion duly made and seconded, the meeting minutes from the

July 21, 2017 Board meeting and August 3, 2017 special Board meeting were unanimously approved and adopted as presented. See, Exhibits A and B.

5. **BUSINESS**

a. **Action Items**

i. **Approve Amendment to RSM Agreement**

Mr. Evans presented a background memorandum and stated the MSFA currently has a contract with RMS US, LLP (“RSM”) for information technology consulting services, and advisory services related to government and construction accounting and reporting. Mr. Evans explained that because the maximum fee under RSM’s existing contract has been met, the MSFA needs to amend the agreement to increase the contract amount by \$125,000. See, Exhibit C. Commissioner Sertich moved and Commissioner Butts Williams seconded the motion to approve the following recommendation, which was unanimously adopted:

The MSFA authorizes the Chair and Executive Director to execute an amendment to the contract with RSM US LLP for \$125,000.

ii. **Approve Contract for Aramark Cooking and Holding Agreement**

Mr. Evans stated that the cooking and holding equipment procurement proposal includes items that will be utilized throughout the Stadium, including both at general concession stands and in clubs. He explained that because the procurement contract exceeds \$250,000, Board approval is needed in order to accept the proposal from Stafford-Smith, Inc. See, Exhibit D. Following discussion, Commissioner McCarthy moved and Commissioner Bishop seconded the motion to approve the following recommendation, which was unanimously adopted:

The MSFA Board accepts the proposal and awards the contract for Stadium concessions cooking and holding equipment to Stafford-Smith, Inc. for a total value of \$273,700.46. The Board authorizes the Chair and Executive Director to enter into a contract with Stafford-Smith to purchase that equipment.

iii. **Approve Property Insurance Program**

Mary Fox-Stroman, MSFA Director of Finance, discussed the MSFA’s current property insurance program, as well as the property insurance program for the 2017-18 policy year, which begins September 18, 2017. See, Exhibit E.

Chair Vekich asked Ms. Fox-Stroman if the policy is the same as previous years, and Ms. Fox-Stroman confirmed that it is the same policy; however, the value has increased since construction of U.S. Bank Stadium (“Stadium”) is now complete. Following further discussion, Commissioner Bishop moved and Commissioner Sertich seconded the motion to approve the following recommendation, which was unanimously adopted:

The MSFA Executive Director, in consultation with the Chair, is authorized to finalize negotiations and execute contracts for the property insurance program at U.S. Bank Stadium for the period September 18, 2017 to September 18, 2018.

iv. Approve Use of MSFA Suites by SMG

Mr. Evans stated that the MSFA's Suite policy authorizes SMG to utilize the two Authority Suites at the Stadium for marketing purposes consistent with SMG's two-page memorandum dated August 14, 2017. See, Exhibit F. He noted that at the request of MSFA staff, SMG prepared those detailed procedures on how and when the Authority Suites may be used for (i) Minnesota Vikings games, and (ii) Authority events. See, Exhibit G. During the course of his remarks, Mr. Evans suggested a revision to the Authority's existing *Policy and Purpose for Usage of MSFA Suites by Authority Board Members, Staff and SMG*, to clearly state that alcoholic beverages will not be purchased or reimbursed by the Authority. See, Exhibit H. That proposal was unanimously accepted and adopted by the Board.

Chair Vekich noted that this is the strongest Suite use policy in the United States, and feels that the MSFA has addressed every concern raised by the Office of Legislative Auditor. He suggested that at a future meeting, the Board may wish to consider procedures for potentially allowing community groups to use the Suites during Authority events.

Following discussion, Commissioner Bishop moved and Commissioner Butts Williams seconded the motion to approve the following recommendation, which was unanimously adopted:

The Minnesota Sports Facilities Authority (1) approves the SMG Procedures regarding use of the Authority Suites (including sale of the Authority Suites for market rates during Authority Events); (2) publicly affirms the language in the Stadium Use Agreement that the Authority or its agents will not sell the Authority Suites (or the corresponding tickets) for Vikings events; and (3) confirms that alcoholic beverages may be served in the Authority Suites, but only by direct purchase by guests.

b. Report Items

i. Equity Program Update

Mr. Tittle, the MSFA's Equity Consultant, reported on the Stadium's equity hiring results for the first six months of calendar year 2017. See, Exhibit G.

Chair Vekich noted that the Stadium's equity program is a core value of the MSFA, and that the strong numbers from the first quarter show great progress. Commissioner McCarthy asked Jay Lindgren, MSFA counsel, if goals set forth in state statute were for Stadium construction or operations, and Mr. Lindgren replied that they address both, but originally mainly focused on construction. Commissioner McCarthy noted that the state recently raised the women-owned business and workforce goal to 20%, and inquired if that will affect the Stadium. Mr. Tittle responded by confirming that Human Rights Commissioner Lindsay did raise the goal from 6% to 20%, and it will be up the Board to decide if it wants to increase the MSFA goal.

Commissioner Butts Williams commented that the current equity hiring percentages are high, and she believes the MSFA and its partners are making good progress toward achieving/exceeding those goals. She asked Mr. Tittle how the MSFA and its partners can keep on track and sustain these results. Mr. Tittle stated that the best way to continue moving forward is to start strong with clear and concise requests for proposals (“RFP”), and ensure that the broader Twin Cities community is aware of and engaged in the Stadium’s capital improvement projects. Commissioner Butts Williams stated that the MSFA has set a high standard of equity within the NFL, and inquired if Mr. Tittle believed the Stadium can continue that reputation. Mr. Tittle stated that he believed the Stadium’s strong equity reputation will continue, and noted that Jenn Hathaway, MSFA Director of Communications, has been working diligently with vendors in the community, while also compiling equity data from Aramark and SMG to track their progress.

Commissioner Sertich asked Mr. Tittle if the women’s equity goal increasing from 6% to 20% affected the MSFA’s goals, and Mr. Tittle stated that the increase will not drastically impact the MSFA, but that the MSFA and its partners should take this change seriously and try their best to integrate the new standard into ongoing Stadium operations. Mr. Evans stated that when the MSFA issues an RFP, the MSFA staff publishes it in the *State Register*, and also advertises the opportunity with a list of approved contractors. Minority, veteran and women-owned companies can register as a Stadium vendor/supplier and, as such, will receive email notifications when an RFP has been posted. Mr. Evans commented that the MSFA staff is working diligently to sustain the Authority’s aggressive equity numbers.

Commissioner Bishop asked Mr. Tittle where the biggest gaps and opportunities are now, as the Stadium has transitioned from construction to operations. Mr. Tittle stated that the greatest opportunities are with guest experience and food-and-beverage jobs, and the most challenging gap is recruiting veterans. He noted that veteran status is self-identified so the numbers may not be as accurate, and suggested veterans need to be more heavily targeted. He is hopeful that the numbers will increase once the NFL season begins, but noted that event-day positions traditionally have a higher turnover rate, so the MSFA must keep its employment assistance firm (“EAF”) actively engaged.

Following Mr. Tittle’s report, the Board accepted and approved the equity hiring report as presented.

c. Action Items

Chair Vekich stated the Board would now consider the final action item on the meeting agenda.

v. Approve Amendment to Summit Academy Agreement

Mr. Evans stated that in July, the Board authorized the MSFA staff to negotiate a new agreement with Summit Academy OIC (“Summit”) to continue serving as the Authority’s EAF. During discussions with Summit he learned Summit had provided services to MSFA’s third-party partners at the Stadium (Aramark, SMG and Monterrey Security) between February and June 2017, but had not been compensated for that work. Accordingly, he was recommending that the total amount payable to Summit under the new agreement be increased by \$25,000. See, [Exhibit J](#).

Commissioner McCarthy thanked Summit and Louis King, its President and CEO, for all their work during the Stadium's construction. He noted that in the past, the MSFA paid Summit when workers were placed in jobs, and questioned what the increased contract amount will pay for since Mr. Tittle already is working with Aramark and SMG to recruit minorities, women and veterans. Mr. Evans stated that Summit, as the Authority's EAF, is an important partner in assisting Mr. Tittle, Aramark and SMG during the employee recruitment and hiring process. He noted that if the Board wishes to pay Summit based on specific performance standards, the MSFA can stage Summit's payments throughout the term of the agreement. Commissioner McCarthy stated that he believes the MSFA should only pay the EAF for work performed, as he wants to ensure that the Authority is spending money wisely and effectively.

Chair Vekich stated that the MSFA should add measurable milestones to the new Summit agreement. Commissioner Bishop agreed, and stated that such milestones and due diligence are needed and important, especially when there is a high turnover rate of employees. Commissioner Butts Williams commented that it is important that we maintain a close working relationship with the community, and feels that Summit has helped the MSFA do that in the past.

Chair Vekich then called on Louis King to address the Board. Mr. King stated that in the public equity hiring update meeting held last spring, the numbers showed that Summit had placed hundreds of workers in positions at the Stadium, thereby validating that Summit has substantially contributed to the success of the MSFA equity program. He stated that the foundation for Summit's work is now built, and they are committed to sustaining those equity numbers. Mr. King then thanked Commissioner Butts Williams for her comments and her efforts to maintain a strong working relationship with the community.

Following discussion, Commissioner Sertich moved and Commissioner Butts Williams seconded the motion to approve the following recommendation, which was unanimously adopted:

The MSFA authorizes the Executive Director, in consultation with the Chair, to negotiate and execute an agreement not to exceed \$125,000 covering the period July 1, 2017 – June 30, 2018 with Summit Academy OIC to serve as the MSFA's employment assistance firm.

b. Reports Items (continued)

ii. Executive Director Report

Mr. Evans reported that it has been a busy summer, as the Stadium hosted the X-Games, Guns N Roses and Coldplay, and now is preparing for the U2 concert in September and the upcoming Minnesota Vikings' season.

Mr. Evans provided an update on the status of the work being performed on the exterior metal panels on the Stadium, stating that the MSFA's primary interest is ensuring that the Stadium is a safe and secure structure for all guests. He noted that the MSFA has been working closely with the Stadium's designers, engineers and contractors to inspect and remediate any installation or fastening problems detected with the metal panels. It has been estimated that approximately 10% of the panels on the

exterior of the Stadium need to be repaired, and there currently are eight lifts and a sizeable crew working on that project. Mr. Evans stated the project seems to be on schedule and, hopefully, will be completed by mid-to-late September. He reiterated that the remediation work is under warranty, and that it will be completed at no cost to the public.

Mr. Evans reported that since moving from the construction phase to operations, there have been ongoing capital improvement projects at the Stadium, two of which are underway. He thanked the MSFA's Stadium partners for their work, and noted that while the capital procurement process sometimes seems tedious, it is critical that the procedures be followed.

In conclusion, Mr. Evans thanked Chair Vekich for his commitment, noting that he has quickly become a great addition to the MSFA. While acknowledging that the Chair position is part-time, Mr. Evans noted that Chair Vekich has been dedicating a great deal of time and energy on MSFA matters.

7. PUBLIC COMMENTS / DISCUSSION

1. Constance Peppin. Ms. Peppin addressed the Board regarding potentially retrofitting the Stadium's exterior glass to provide greater bird safety. Earlier this year, Ms. Peppin, along with Jerry Bahls, Anne Laughlin and Jim Sharpsteen met with the MSFA to discuss the two-year Audubon study taking place during the spring-fall bird migration seasons. She stated that she appreciates the MSFA's current efforts to deter bird collisions, including the change in lighting and the addition of blackout curtains for the NCAA Final Four Tournament in 2019.

2. Louis King. Mr. King stated that in listening to the Board's discussion, he wanted to continue assisting the MSFA as its EAF partner. He stated that minorities continue to grow in the workforce, and that structurally Summit has a strong relationship with the Twin Cities' minority communities, including a large social network in their neighborhoods. He believes that the MSFA's equity goals should not be set by Minnesota statute, since those numbers are a "thing of the past". He concluded by stating that by 2040, it is estimated that over 40% of the workforce will consist of people of color.

Chair Vekich thanked both Ms. Peppin and Mr. King for their comments.

8. ANNOUNCEMENT OF NEXT MEETING

Chair Vekich announced that the next MSFA meeting will be held September 29, 2017 at 9:00 A.M. at U.S. Bank Stadium in the Hyundai Club. He noted that because the September and October Board meetings are only a few weeks apart, there is a possibility the October meeting may be cancelled. He stated the MSFA will notify the public once a final decision has been made.

9. ADJOURNMENT

There being no further business to come before the MSFA, the meeting was adjourned at approximately 10:00 A.M.

Approved and adopted the 29th day of September 2017, by the Minnesota Sports Facilities Authority.

TONY SERTICH, Secretary/Treasurer

RICHARD G. EVANS, Executive Director