



Meeting of the MNAA Management, Audit & Compliance (“Management”) Committee

August 9, 2023

BNA

Call to Order

August 9, 2023

Public Comment

Tennessee Code Annotated, Title 8, Chapter 44, Part 1

MNAA Policy ID: 33-007, Public Comment Policy, effective July 13, 2023

No Public Comment Requests Received by Monday, August 7, 2023 @ 9 pm

Approval of Minutes

Meeting of the MNAA Management, Audit & Compliance (“Management”) Committee

July 12, 2023

Chair's Report

Jimmy Granbery

Management Committee Chair

Items for Approval

August 9, 2023 – None

Information Items

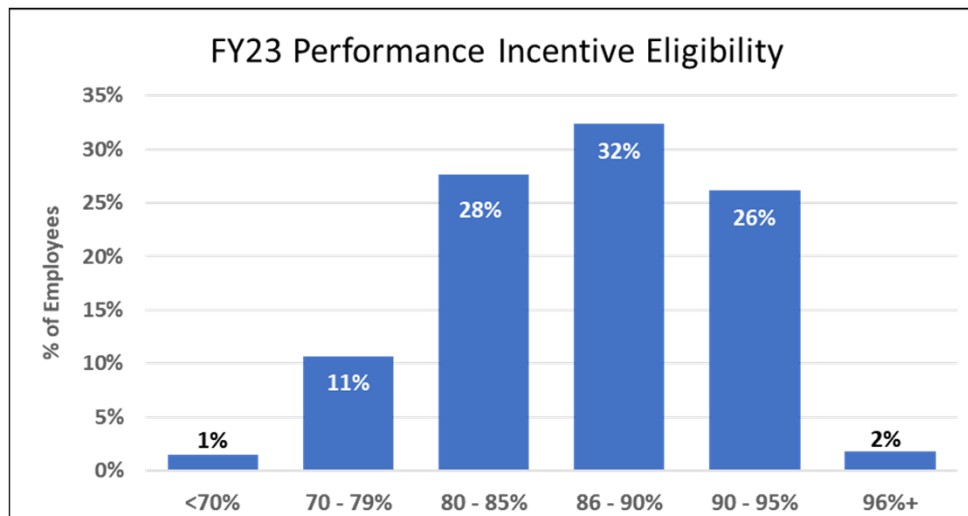
August 9, 2023

- FY23 Employee Performance Results
- FY23 CEO Performance Results
- Executive Session

Information Items

Douglas E. Kreulen, A.A.E.
President and CEO

- FY23 Discretionary Employee Performance Incentive payout planned for September/October 2023
 - Based on MNAA financial performance, individual job performance, completion of strategic goals and personal objectives, and values (RISE)
- 337 employees qualify for Performance Incentive
- FY23 Performance Incentive payout ~ \$2.2M (*budget = \$3.0M*)



FY23 Employee Performance Results

CEO & CFO Recommendation:

- Management Committee concurrence with Performance Incentive payout in September/October 2023

- FY23 Discretionary CEO Performance Incentive based on CEO contract approved July 2022, and KPI's approved August 2022
 - **Financial Performance (50% - CFO input)**
 - Operating Revenue: \$252.2M (*\$20.9 > budget*)
 - Operating Expenses: \$125.1M (*\$18.1 < budget*)
 - Fiscal Responsibility
 - Senior Debt Coverage: 18.93 (*> 1.5 target*)
 - Sr/Subordinate Debt Coverage: 7.68 (*> 1.25 target*)
 - Days Cash on Hand: 1,209 days (*> 650-day target*)
 - Pension Funding: 99.7% (*> 90% target*)
 - OPEB Funding: 145.2% (*> 90% target*)
 - **Operational Performance (50% - CSO input)**
 - Passenger Satisfaction: 90% (*= 90% target*)
 - Strategic Goals: 89% (*= 80-90% target*)

FY23 CEO Performance Results

- Based on FY23 KPI's, CEO eligible for 104% of performance incentive

Executive Session

August 9, 2023



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Meeting Adjourned