



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

May 14, 2025

Call to Order

May 14, 2025

Public Comment

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

MNAA Policy ID: 33-007, Public Comment Policy, effective November 27, 2024

No Public Comment Requests Received by Monday, May 12, 2025, 9:00 am

Approval of Minutes

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

November 13, 2024

Chair's Report

Nancy Sullivan, P.E.

Management Committee Chair

Information Items

May 14, 2025

- 2025 Affirmative Action Program (AAP) Update

Information Item

Randy Dorsten, MBA, SPHR
AVP, Human Resources

MNAA Affirmative Action Plan (AAP) Requirement Status

- Based on our federal contractor status, BNA has annually prepared three sets of AAP's:
 - Minorities and Women AAP (EO 11246)
 - Individuals with Disabilities (IWD's) AAP (Section 503)
 - Protected Veterans (VEVRAA) AAP (Vietnam Era Veterans' Readjustment Act of 1974)
- EO 11246 was entered by President Johnson in 1965, and was rescinded by EO 14173 entered on January 21, 2025
- EO 11246 intent was to provide equal employment opportunity & prohibit employment discrimination because of race, creed, color, or national origin.
 - Required contractors to take affirmative action
 - Influenced the hiring of minorities and women through goal setting, not quotas
- Implementation of EO 14173 eliminates obligation for contractors to develop an AAP regarding race and gender; going forward BNA will focus on the two sets of AAP's below:
 - Section 503 (Individuals with Disabilities (IWD's)) AAP's
 - VEVRAA (Protected Veterans) AAP's
- Note: EO 14173 does not change existing law but implies the current Administration may target organizations that promote DEI programs and activities

2025 BNA AAP Key Takeaways, Summary & Next Steps

Key Takeaways:

- No Indicators for Hiring, Termination and Promotions
- Exceeded 7% goal for Individuals With Disabilities (IWDs) (MNAA = 7.4%)
- Excelled at hiring Protected Veterans (MNAA = 16.4%) (DOL Goal = 5.2%)
- Women achieved the highest level of promotions in Job Group 1A (Administration) (5 of 8 - 62.5%)
- Focus Areas for 2025: Minority Service Workers & Male Promotions

Summary:

- IWD Utilization – goals set, continue IWD outreach – good IWD hiring
- VEVRAA – goal set, continue Protected Veteran outreach – very strong Protected Veteran hiring

Next Steps:

- Host BNA campaigns to encourage current workforce to identify disability (remove stigma)
- Continue partnerships and outreach with various Veteran Groups like Operations Stand Down and MTSU Charlie and Hazel Daniels' Veterans' Center

Items for Approval

May 14, 2025

- MNAA 55th Anniversary – MNAA Resolution 2025-11
- MNAA Disadvantaged Business Enterprise (DBE), Airport Concessions Disadvantaged Business Enterprise (ACDBE) and Small, Minority & Woman-Owned Business Enterprise (SMWBE) Programs - - Discussion Only, approval deferred

Items for Approval

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

MNAA 55th Anniversary

MNAA Resolution No. 2025-11

A RESOLUTION

of the Board of Commissioners of the Metropolitan Nashville Airport Authority

RECOGNIZING and CELEBRATING the

55th ANNIVERSARY

*Of the Establishment of the
Metropolitan Nashville Airport Authority (MNAA)*

- Whereas,* the city of Nashville opened Berry Field on its current site on June 12, 1937 and since World War II continued the ownership and operation of what is now known as Nashville International Airport® until 1970, utilizing taxpayer funds to subsidize its operations and general obligation bonds to finance improvements; and
- Whereas,* over time, visionary civic and business leaders across the community, most notably led by John Childress Tune, came to recognize the critical importance of a modern airport to the economic prosperity of Nashville and Middle Tennessee, that the path to a great airport required a new governing structure and operating model that would allow the airport to operate as a business in pursuit of the common good and without relying on city finances; and
- Whereas,* 55 years ago, on June 5, 1970, the Metro Council, the legislative authority of the Metropolitan Government of Nashville-Davidson County, following upon the enabling legislation passed in the Tennessee General Assembly on February 3, 1970, authorized the creation of the Metropolitan Nashville Airport Authority (MNAA), via resolution 70-872, as a self-sufficient public corporation to replace the city's Department of Aviation; and
- Whereas,* the primary functions of the Airport Authority are to manage, operate, finance and maintain Nashville International Airport® (BNA®), John C. Tune Airport® (JWN®), and other properties under the control of the authority. The Airport Authority is a self-supporting, self-financing public agency that operates the airports without benefit of any local tax dollars and is managed as a private market-driven business with a public purpose; and
- Whereas,* from its inception the Airport Authority has been led by a Board of Commissioners, a volunteer group of community leaders, charged with establishing the broad

- Resolution 2025-11
- Staff Recommendation: Management Committee recommend that the Board of Commissioners approve Resolution 2025-11
- NOTE: Board photo following May 21st Board Meeting



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Meeting Adjourned