

Minutes of the MNAA Management Committee



Date: May 13, 2026

Location: Metropolitan Nashville Airport Authority
Tennessee Boardroom

Time: 10:06 a.m.

Committee Members Present:

Nancy Sullivan, Committee Chair and Jimmy Granbery

Committee Members Absent:

Joycelyn Stevenson, Committee Vice Chair

Other Board Members Present:

Bobby Joslin, Andrew Byrd, Glenda Glover,

MNAA Staff & Guests Present:

Doug Kreulen, Cindy Barnett, Lisa Lankford, Trish Saxman, Marge Basrai, Zach Blair, Kristy Bork, John Cooper, Kristen Deuben, Adam Floyd, Traci Holton, Eric Johnson, Lisa Leyva, Carrie Logan, Rachel Moore, Ted Morrissey, Stacey Nickens, Brandi Porter, Robert Ramsey, Chris Saunders, Puneet VEDI; and Charlotte Weatherington

I. CALL TO ORDER

Chair Sullivan called the meeting of the MNAA Management Committee to order at 10:06 a.m. pursuant to Public Notice posted on the BNA website at flynashville.com.

II. PUBLIC COMMENTS

Chair Sullivan stated there were no public comment requests received.

III. APPROVAL OF MINUTES

Chair Sullivan made for a motion to approve the March 11, 2026 Minutes of the Management Committee meeting and Commissioner Granbery seconded the motion.

Chair Sullivan asked Ms. Saxman for a roll call:

Chair Sullivan – Yes

Commissioner Granbery – Yes

The motion was passed with a vote of 2 to 0.

IV. CHAIR'S REPORT

Chair Sullivan had no Chair's report.

V. Items for Approval

None.

VI. INFORMATION ITEMS

1. 2026 Affirmative Action Program (AAP) Update

President Kreulen introduced John Cooper, EVP, Chief Administrative Officer, to brief the Commissioners on the 2026 Affirmative Action Program (AAP) Update. Mr. Cooper stated the results of the 2026 Affirmative Action Program are based on data pulled from calendar year 2025. Ogletree Deakins performed the study and per the Office of Federal Contract Compliance ("OFCCP") MNAA is required to maintain an AAP. However, due to revocation of Executive Order 11246 this is the first year in which analytics of Minorities & Women specifically for Hiring, Terminations and Promotions were not required. As a result, our main obligations are with Individuals with Disabilities (IWDs) and Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), Protected Veterans. According to Ogletree Deakins MNAA performed well in both of those categories. Representation for IWDs was 4.24% nearly identical to what we were last year and this was again a 7% goal. Mr. Cooper stated he would like to highlight that these are goals and not quotas. While this is 2.76% short of the 7% goal, Ogletree Deakins also noted that most organizations typically achieve 1-2%. MNAA is well above the benchmark of other organizations. We continue to excel in our VEVRAA, Protected Veterans, population with Veteran recruitment and retention and maintain 16% and that is well above the Department of Labor Goal of 5.1%.

Mr. Cooper stated going forward MNAA plans to increase the frequency of workforce surveys to self-identify as IWD from every three years to an annually. We also plan to strengthen our partnerships with Veteran organizations and also work force development groups across Middle Tennessee. We have successfully, consistently recruited and hired quality Veterans from these organizations.

Commissioner Granbery asked if MNAA worked with the Charlie Daniels Veterans Program and MTSU for advertising. President Kreulen replied yes, and other members of their staff reached out and they asked to put up a display. We let them know that they would need to participate in our advertising

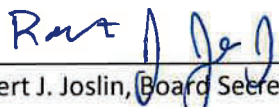
program. We cannot selectively just choose one individual organization to decorate our walls. We gave them some options.

President Kreulen stated we had another inquiry, not related to veterans, but related to tourism. Commissioner Ezell was at BNA yesterday, and one of the initiatives that the Real Estate Team is trying to work is sponsorships. The State of Tennessee may sponsor some displays to illustrate what is available to do in Tennessee. There are options to consider, whether or not they have the budget available to do so. Commissioner Granbery stated he will talk with him.

President Kreulen concluded the presentation.

VII. ADJOURN

There being no further business brought before the Management Committee, Chair Sullivan adjourned the meeting at 10:11 a.m.



Robert J. Joslin, Board Secretary