

**VISIT BATON ROUGE  
PERSONNEL COMMITTEE MINUTES  
November 19, 2019**

A scheduled meeting of the Personnel Committee was held on Tuesday, November 19, 2019 at 359 Third Street.

Present were:

Scott Michelet  
Mary Stein  
Norman Chenevert

Absent:

Donna Collins Lewis

Present but not participating in formal actions:

Paul Arrigo, Staff  
Lauralyn Maranto, Staff  
Chuck Elkins, Legal Counsel

Scott Michelet called the meeting to order and opened the meeting for public comment.

Chuck Elkins reviewed Paul Arrigo's Amended and Restated Employment Agreement and Performance Objectives and Incentive Payment Addendum for January 1, 2020 – December 31, 2020.

A motion was made by Mary Stein, seconded by Scott Michelet to recommend to the Board of Directors at its December 12, 2019 board meeting the following Resolution:

**RESOLUTIONS OF PERSONNEL COMMITTEE OF THE BOARD OF DIRECTORS  
OF  
VISIT BATON ROUGE  
NOVEMBER 19, 2019**

**BE IT RESOLVED** by the Personnel Committee (the "Committee") of the Board of Directors (the "Board") of Visit Baton Rouge ("VBR") that it is the recommendation of the Committee to the Board that for purposes of the calendar year 2020 incentive compensation addendum (the "2020 Incentive Addendum") to be offered to the President & CEO of VBR pursuant to Paragraph 6.2 of that certain Amended and Restated Employment Agreement dated effective January 1, 2020 by and between VBR and its President & CEO (the "2020 Employment Agreement"):

- (A) The "Room Nights Booked" goal and the lower room nights booked threshold shall be 80,000 room nights and 76,000 room nights respectively; and

(B) The "Tax Revenue" goal and the lower tax revenue threshold shall be \$5,445,000 and \$5,172,750 respectively.

**BE IT FURTHER RESOLVED** by the Committee that it is the recommendation of the Committee to the Board that the Base Salary of the President & CEO, as such term is defined in Paragraph 6.1 of the 2020 Employment Agreement, be set at the sum of One Hundred Seventy-Nine Thousand, Five Hundred and NO/100 Dollars (\$179,500.00) for the calendar year 2020.

**BE IT FURTHER RESOLVED** by the Committee that it is the recommendation of the Committee to the Board that the Chair of the Board be authorized and directed to execute and deliver to the President & CEO the 2020 Employment Agreement and the related 2020 Incentive Addendum reflecting the changes set forth in the prior resolutions and any other changes or modifications to such agreements that the Chair deems appropriate and in the best interest of VBR.

Motion carried.

There being no further business, the meeting adjourned.