

**MINUTES OF A REGULAR MEETING OF  
THE SPORTS AUTHORITY OF THE COUNTY OF  
KNOX AND THE CITY OF KNOXVILLE, TENNESSEE  
October 26, 2021 – 9:02 AM**

The meeting of the Board of Directors of The Sports Authority of the County of Knox and the City of Knoxville, Tennessee (the "Authority") was held at 9:02 AM on Tuesday, October 26, 2021, in the Community Room of the Knoxville Operations Center located at 3131 Morris Avenue, Knoxville, TN 37909.

Alvin Nance, Chair of the Sports Authority Board of Directors, called the meeting to order. The following Directors were present at the meeting, constituting a quorum, Richard Bass, Joan Cronan, Jeff Hagood, Tim Hill, Alvin Nance, Nikitia Thompson, and Rosalyn Tillman. No board member was absent. Also present at the meeting were Stephanie Welch, Chief Economic and Community Development Officer and Deputy to the Mayor of the City of Knoxville, Chris Caldwell, Chief Financial Officer and Deputy to the Knox County Mayor, Doug Kirchhofer, Chief Executive Officer of Boyd Sports, LLC, Mark Mamantov, attorney at Bass, Berry & Sims, PLC, R. Culver Schmid, Attorney at Baker, Donelson, Bearman, Caldwell, & Berkowitz, PC, Olamide Oso, Attorney at Baker, Donelson, Bearman, Caldwell, & Berkowitz, PC, and Kim Bumpas, President of Visit Knoxville. Phyllis Nichols, President of the Knoxville Area Urban League, and Drew McKenna, Founder of Knox Pro Soccer, were also in attendance as presenters. Members of the media and other visitors were also in attendance.

Approval of the September 28, 2021, Meeting Minutes

As the first order of business, Mr. Nance presented the minutes from the Tuesday, September 28, 2021, meeting for the Authority's review. Mr. Hill moved that the Authority approve the minutes pending the correction of Jim Snowden's name under the Project Oversight Committee section. Mr. Bass seconded the motion. The Authority approved the September 28, 2021, Meeting Minutes by a unanimous voice vote.

Recommendation from the Construction Consultant Selection Committee

Mr. Hill explained that the Construction Consultant Selection Committee met on October 13, 2021, and is comprised of Harold Cannon, City of Knoxville Engineering Director, Jim Snowden, Knox County Engineering Director, and himself. The committee issued a request for proposal (RFP) on September 28, 2021 and reviewed six responses. Respondents included: The Blackburn Development Group, Crowley and Company, LLC, LawlerWood, LLC, Management Solutions, LLC (MSLLC), Realty Trust Group (RTG), and Volkert, Inc. Pricing varied from \$240,000 to \$600,000. After careful consideration of all six proposals, the committee recommends that the Authority select LawlerWood to serve as its construction consultant for the multiuse stadium project. Mr. Hill gave special thanks to Mr. Cannon and Mr. Snowden for the tremendous assistance they provided to this effort. Mr. Hill further explained that, although the committee was given the authorization to make the selection, he felt that it would be best if the Authority decided as a group. Mr. Hill provided each member of the Authority with copies of the deal points.

Mr. Nance asked, given the wide range of fees in the proposals, if Mr. Hill was comfortable with the fees. Mr. Hill answered in the affirmative and explained that the RFP was structured so that 75% was weighted on projects and 25% was pricing. The committee took that into account and gave its recommendation accordingly.

Mrs. Thompson asked when LawlerWood would start working and if they would continue throughout the life of the project if the recommendation were approved. Mr. Hill explained that they would start work immediately. He went on to explain that LawlerWood's fees are hourly based with a "not-to-exceed" \$500,000 statement included. LawlerWood also agreed that if the public bodies did not approve for the project to go forward, all fees would be waived.

Mrs. Thompson asked if LawlerWood would provide the Authority with a point of contact. Mr. Hill stated that Executive Vice President W. Barry Brooke would be the Authority's point of contact.

Mr. Hagood moved that the Authority accept and approve the recommendation of the Construction Consultant Selection Committee to hire LawlerWood. Mr. Bass seconded the motion. Mr. Schmid asked that the motion include authorization for the chairman to enter into a contract with LawlerWood on behalf of the Authority to hire LawlerWood to serve as the Construction Consultant for the Authority. Mr. Hagood amended his motion to include the recommendation by Mr. Schmid. Mr. Bass seconded the amended motion. Mrs. Thompson requested clarity that, if approved, LawlerWood would begin work immediately but would waive the fees if the project does not complete the approval process. Mr. Hill answered in the affirmative. The Authority approved the amended motion by a unanimous voice vote.

Internship Committee Update

Mrs. Tillman reported that the Internship Committee held its second meeting on October 12, 2021, at the Visit Knoxville Visitor Center. Ten members were present including Authority members Alvin Nance, Jeff Hagood, Richard Bass, and herself. Stephanie Welch attended by phone. There were no non-committee members present. The meeting was publicly noticed as mandated by the Tennessee Sunshine Law. Mrs. Tillman explained that Kim Bumpas and her team researched eleven destinations that had sports authority boards that offered internship programs. Houston, TX, San Jose, CA, and Sioux Falls, SD have sports authorities that manage the marketing and promotion of events. Atlanta, GA, Tampa, FL, and Minneapolis, MN have sports authorities that are like the Knoxville – Knox County Sports Authority. Tampa and Minneapolis have the style of internship programs that resemble the type of program the committee seeks to build in that they partner with vendors to place interns into a variety of roles within various industries that expose the interns to varying levels of responsibility. They offer paid and unpaid

internships with classifications based on industry and skill level. Based on that information, Mrs. Bumpas will set up a meeting to speak with the sports authority in Tampa to get a deeper understanding of their program regarding funding, the number of interns that participate, as well as general information. The members of the internship committee would like the opportunity to speak with the Tampa Sports Authority to gain insight that could be used as steppingstones in building an internship program that would be meaningful to the community.

Mrs. Tillman also reported that Ms. Welch is researching areas of opportunity on the contractual level where an internship program could be activated with the developers. The Smokies organization has expressed strong interest in partnering with the Authority to fill positions within the internship program that it currently has in place. Ms. Welch will also speak with Denark and other construction partners. The interest is to have organizations that engage in the multiuse stadium project sign on to support an internship program for students in the community.

Mrs. Tillman expressed that the committee also discussed job shadowing as either an alternative or as a component of the internship program with the understanding that internships provide more meaningful opportunities to the student as well as to the host organization. The Authority's lack of funding and personnel are concerns as they pertain to the management and support of an internship program. The committee is actively researching ways to overcome those barriers.

Mrs. Tillman explained that a draft timeline for the committee is as follows:

- Speak with the Tampa Sports Authority
- November 4<sup>th</sup> – Meet to work through policies and discuss contractual agreements with Ms. Welch
- February 1<sup>st</sup> – Announce the Sports Authority Internship Program
- February 15<sup>th</sup> – Begin accepting participant applications
- March – Conduct interviews
- April & May – Make selections
- June 1<sup>st</sup> – Internships begin and last 6-8 weeks

Mr. Nance thanked Mr. Bass and Mr. Hagood for attending the meeting as well as Ms. Welch who was out of town but attended by phone. He also thanked Mr. Kirchhofer and Boyd Sports for the internship program they have in place and their willingness to participate in the program that the Authority is developing.

#### Presentation by the Knoxville Area Urban League

Mrs. Nichols thanked the Authority for the invitation to speak about the Knoxville Area Urban League's overall engagement with the multiuse stadium project as well as the DBE (disenfranchised business enterprise) engagement. Mrs. Nichols explained that the Urban League (KAUL) has an agreement with RR Land, LLC to perform duties to achieve diversity and inclusion recruitment in three project components regarding the stadium:

- Contract Engagement
  - Provide intentional efforts to include minority businesses and people of color in all phases of the construction of the stadium project
  - Make opportunities available for minority businesses to operate small businesses when the stadium opens
- Business Development
  - Build the capacity of small businesses and entrepreneurs to enable them to participate in the opportunities the stadium project will present
  - Provide training that will allow small businesses and entrepreneurs to develop their skills, knowledge, equipment, and other resources necessary to perform at a higher capacity
- Workforce Development and Employment
  - Implement workforce development initiatives that will educate and train individuals to meet the needs of the stadium project and current construction industry
  - Recruit and train workers for specific jobs available during and after the stadium project.

Mrs. Nichols continued to explain that the Urban League's partnership with RR Land exists to ensure minority disadvantaged business enterprise participation in the general contract and subcontract awards, employment opportunities, and opportunities to enhance diverse local business growth with a special emphasis on black-owned businesses in the East Knoxville community. The initiatives are designed to address the community's current and future needs. Since March, KAUL has focused on recruitment and expanding awareness of the opportunities the stadium project presents. KAUL has used its expertise and partners to assist with identifying and recruiting minority contractors, subcontracts, and supply chain businesses.

The Urban League hosts bi-weekly meetings with the DBE Project Management Team which consists of KAUL, Denark, Barton Malow, Pillars Development Group, and Compass Development. This team has developed a policies and procedures manual which is awaiting final approval and outlines the work that they are doing together. The team also developed an outreach campaign consisting of social media content, public service announcements, print, and radio collateral material. The print material is currently in its second printing. All the information has also been translated into Spanish to ensure engagement with Latino contractors and business owners. Flyers, brochures, and posters have been created and disseminated throughout the East Knoxville community and a landing page has been added to the KAUL website and can be found here: <https://www.thekaul.org/baseball/>. The knowledge and expertise gained from Barton Malow and Compass Development have been invaluable to our efforts and their assistance is greatly appreciated.

On August 15<sup>th</sup>, 40 companies had already submitted their business information with a specific interest in the stadium project. The Urban League held an event called Seize the Opportunity on August 30<sup>th</sup> for majority and minority companies which was designed as a matchmaking event to increase the capabilities of DBE companies and was attended by 115 individuals. Twelve capacity-building training sessions have been held at KAUL between May and September. The subjects of the training sessions include skills and knowledge that small businesses are lacking as well as some that were requested via survey.

- May – Cash flow forecasting, cash flow management, and strategies
- June – Three-part Building Better Business series
  - Financial statements
  - Accounts Receivables
  - Accounts Payables
- July
  - Two-part Bond Surety series
  - Recruited and distributed information at the block party hosted by the city
- September
  - Digital marketing training
  - Intro to Accounting
  - Construction
- October
  - SBA Surety Fund Training in partnership with Pellissippi State Community College
  - Blueprint reading, estimating, scheduling, and bidding
  - On October 6<sup>th</sup>, two Certified Professional Accountants began training the DBEs on financial statements.
  - On October 14<sup>th</sup>, the second Seize the Opportunity event was held and attended by seventy-seven individuals with four hundred views on Facebook Live.

Since March, KAUL has been meeting with the state and local workforce board as well as various skilled trade preparers such as TCAT (Tennessee College of Applied Technology) and Pellissippi State Community College to discuss options and strategies to train pre-apprentices in construction, intermediate two-year craftsmen, and journey-level apprentices. The Tennessee Department of Labor is assisting KAUL in becoming an approved sponsor for the proposed workforce training and has approved training slots for years one and two. KAUL construction training will be certified by the National Center for Construction Education and Research (NCCER) which has portable construction industry-recognized credentials.

Mrs. Nichols explained that the key performance indicators (KPIs) that KAUL is using to measure community impact are:

- The number of minority businesses and contractors that receive training
- The dollars spent with minority contractors and subcontractors
- The percentage of dollars spent with DBE suppliers and vendors
- The number of contracts awarded to minority DBE and professional service providers
- The number of temporary and permanent jobs created in the construction industry
- The number of counseling and training hours used for additional employment opportunities
- The number of jobs created outside the construction industry

Mrs. Nichols also stated that KAUL recognized that the businesses and entrepreneurs needed to be separated into tiers based on need in order to maximize participation and fit the needs of the community. The DBE Team and construction partners are working to define three tier levels and classify each participant as appropriate.

Mrs. Nichols explained that the mission of the Urban League is to ensure that the East Knoxville community benefits from this opportunity both in the short term and the long term. An opportunity of this magnitude has not presented itself since 1994. Knoxville is poised for a great deal of development. Training the local workforce and giving them the skills necessary to participate in the stadium project will put them into a position to take advantage of other opportunities that may become available in the future.

Mrs. Thompson asked if KAUL will drill down the DBE reporting data to show various attributes such as how many are owned by women, veterans, black-owned, etc. Mrs. Nichols answered that she is a proponent of that and that the data will definitely be disaggregated into Minority Business Enterprises (MBE), Woman Business Enterprises (WBE), Persons with Disabilities Enterprises (DSE), Service-Disabled Veteran Enterprises (SDVBE), and Small Business Enterprise (SBE). Franchises will not be counted.

Mrs. Thompson asked if the minority category will also be disaggregated by race/ethnicity since it is a wide-ranging category and considering where the project is located. Mrs. Thompson answered that the minority data will be disaggregated as well and added that KAUL's emphasis is unapologetically focused on the businesses and community in East Knoxville. The programs are open to everyone, but the focus is especially on assisting black-owned businesses that have not had these types of opportunities in the past, to prepare them well in advance so that when the bids do come out, they are ready and prepared for the opportunity.

Mrs. Thompson asked what the DBE percentage goal is for the project. Mrs. Nichols replied that in her view the goal percentage is the floor and not the ceiling and that the goal percentage is 15%. The goal of KAUL is to maximize the available opportunities beyond that. Mrs. Thompson asked if 15% was the total DBE goal. Mrs. Nichols replied in the affirmative.

Mr. Hill asked if 15% was a number taken from an industry standard and how they arrived at that number. Mrs. Nichols stated that she believed it is an industry standard and was a number that GEM Corporation, Boyd Sports, and KAUL agreed upon. She then asked Mr. Kirchhofer if that was correct. Mr. Kirchhofer replied in the affirmative and added that 15% was chosen as a reasonably attainable goal, but that the aspirational goals are beyond that.

Mrs. Tillman expressed her appreciation for the way KAUL is communicating, presenting, and assisting the community with taking advantage of the opportunities that this project will offer.

Mrs. Nichols made samples of the printed collateral available to the members of the Authority and invited them to visit the Urban League for more information. The Knoxville Area Urban League is located at 1514 East 5<sup>th</sup> Avenue and welcomes visitors with masks.

Mrs. Thompson expressed that she has attended some of the programs, has seen that they are well attended, and is glad that people are taking advantage of the offerings.

#### Presentation by One Knoxville Soccer

Mr. McKenna expressed that he is one of a handful of partners who are bringing professional soccer to Knoxville. Mr. McKenna presented a PowerPoint presentation explaining what One Knoxville Soccer (OKS) is and what they do. Mr. McKenna explained that soccer in America is much like baseball structurally but differs in that it is independently owned. Major League Soccer is soccer's equivalent to Major League Baseball. The United Soccer League (USL) is North America's largest professional soccer organization and holds the triple-A, double-A, and single-A standards. Knoxville is a double-A market. He explained that soccer is robust in the southeast US.

Successful clubs at the MLS level include:

- Nashville – building the largest soccer stadium in the country with 30,000 seats which will open in 2022
- Atlanta United – eighth highest attended worldwide
- Charlotte – paid \$325 million for franchise rights to start a team

Successful clubs at the USL level include:

- Memphis
- Birmingham
- Charlotte
- Charleston
- Louisville

Successful clubs at the USL League One level (Knoxville's level)

- Greensboro
- Statesboro, GA
- Chattanooga
- Raleigh

Mr. McKenna explained that eight clubs across the country currently or previously played in baseball-specific stadiums. High Point, NC, and Wichita, KS both built stadiums in a comparable way to how the stadium is proposed in Knoxville and are currently recruiting soccer clubs.

Mr. McKenna explained that although Knoxville is a League One market, One Knoxville Soccer has chosen to begin at the League Two level because it is important to grow with the community. OKS holds franchise rights with League Two and exclusivity with League One and USL Championship. OKS launched in February, plays its first League Two game in May 2022, and plans to be at League One by April 2023.

Mr. McKenna stated that "Together Through Soccer" is a phrase that helps define the OKS brand. OKS hosted Austin-East Boys Soccer Team's senior night at Regal Soccer Stadium and had 1,500 attendees. They won that night and have won every game since. They went on to win the state championship. OKS has also raised funds and donated to a series of local causes including Centro Hispano, The Shora Foundation, and the Change Center. One Knoxville Soccer will eventually open a 501(c)(3) to focus on dismantling the barriers to youth soccer in underprivileged areas:

- Full financial access to training – costs \$5,000 - \$8,000 per year
- Field space – very little field space in East or North Knoxville
- Aspirations – show youth that soccer is a great option professionally and gives access to scholarships

Mr. McKenna explained that based on a survey of 225 respondents, soccer is supported by those aged 25-40, college-educated, married, and starting families or have children. Local soccer could help Knoxville attract and retain young talent.

Mr. McKenna stated that One Knoxville Soccer has executed a memorandum of understanding (MOU) with and proposed a set of terms to Boyd Sports and is thrilled to be a part of the process.

Mr. Kirchhofer asked where One Knoxville Soccer will play in 2022 and 2023. Mr. McKenna replied that they are talking with the University of Tennessee about utilizing the 3,000-seat facility there, as well as Regal Soccer Stadium.

Mr. Hagood asked if players are paid. Mr. McKenna responded the League Two usually consists of semi-pro/amateur players who participate over the summer. At the League One level, fully professional payrolls for the team members of about \$500,000 are engaged which stays with the team as opposed to being paid by the league. That does not include administration.

Mr. Hagood also asked how big the team is. Mr. McKenna replied that there are 23 – 25 individuals who can be as young as fifteen to those who recently graduated college.

Mrs. Thompson stated that she is excited to have OKS in Knoxville. Having two college-aged soccer players, she understands that talent is spread equally while opportunities are not and that having OKS in East Knoxville could provide opportunities to that community. McKenna agreed and stated that the Emerald Youth Foundation and Austin-East High School deserve credit for building grassroots soccer clubs.

Mr. Hagood asked how many games would be played per year, what would ticket prices be and what typical attendance could be. McKenna stated that by 2024 a regular season would be a minimum of fourteen home games, but they could commit to up to twenty events within the stadium which could include exhibition games, play-offs, and local activations. Typical ticket prices would be \$20-\$25. The current average attendance is 2,750 for League One, but we hope to see 3,300 – 3,500.

Mr. Bass asked what months are included in the soccer season. Mr. McKenna stated that the soccer season significantly overlaps the baseball season and is April through October.

Mr. Nance asked if One Knoxville Soccer would be interested in participating in the internship program. Mr. McKenna answered in the affirmative.

Ms. Cronan stated that she loved the One Knoxville Soccer logo and the idea of them being able to play in Regal Soccer Stadium during the transition period.

Mrs. Tillman asked how OKS plans to engage young people to prepare them for opportunities in soccer. Mr. McKenna replied that OKS plans to get involved with youth soccer in the future. In the short term, OKS would like to engage with Soccer Shots. They are also talking with the Boys and Girls Club to offer weekly programming on-site.

#### Discussion of Timeline and Approval of Documents

Ms. Welch explained the following timeline:

- Next week – November agenda of the County Commission will include the approval of the interlocal agreement for the stadium construction
- November 5<sup>th</sup> – Interlocal agreement, development agreement, lease agreement, and summary of key terms available to Authority, City Council, and County Commission (tentative)
- November 8<sup>th</sup> – Joint workshop of County Commission and City Council - review all documents
  - Tentatively scheduled for 6 PM based on County Commission's work session
- November 10<sup>th</sup> – Sports Authority meeting and vote on the interlocal agreement

Ms. Welch explained that the team will be available to assist and answer any questions.

- November 10<sup>th</sup> – Knoxville-Knox County Planning Commission meeting at 1:30 PM - vote on the final plan for the site and land use
- November 15<sup>th</sup> – County Commission meeting at 5 PM – deliberate and vote on the interlocal agreement
- November 16<sup>th</sup> – City Council meeting at 6 PM – deliberate and vote on the interlocal agreement

Ms. Welch stated that the development agreement and the lease agreement will come back to the Authority after the approval of the interlocal agreement. The interlocal agreement formally creates a relationship between the City Council, County Commission, and the Authority and allows the Authority to move forward with negotiations on and approval of the development and lease agreements, and, after the first year, financing.

- December 14<sup>th</sup> – The Planning Commission's recommendation on land use goes before City Council.
- January 11<sup>th</sup> – City Council has the final vote on land use

Mrs. Bumpas explained that the November 10<sup>th</sup> meeting of the Sports Authority will be held at the Knoxville Museum of Art. Ms. Welch added that there will be other agreements that will come before the Authority as well. Mrs. Bumpas stated that she will Doodle poll the Authority for a December meeting date.

Mr. Mamantov stated that City Council and County Commission have been adamant that the Authority receive the main documents in final draft form. The Authority is encouraged to attend the joint workshop on November 8<sup>th</sup>. Questions will be permitted during the workshop. Mr. Schmid is reviewing the lease agreement and the development agreement. The private development agreement will be another document discussed during the workshop. That agreement would likely be between City Council, County Commission, and the Knoxville Community Development Corporation (KCDC). The Sports Authority would not be a party to it because the agreement involves a redevelopment area and partial incentives.

Mr. Nance asked if the economic impact study considered that the Authority would not be collecting all the incremental growth. Mr. Mamantov answered in the affirmative and explained that the CSL study focused on sales tax revenues. An assessment of the property taxes would require a meeting with the property tax assessor, John Whitehead, and his staff based on the scope of designs of the private development. That information was shared with County Commission and City Council.

## Public Forum

Mr. Nance explained the guidelines of the public forum portion of the meeting per the Authority's Public Forum Policy stating that each speaker will have five uninterrupted minutes to speak. Mrs. Bumpas served as the timekeeper.

### **Sam McKenzie, 15<sup>th</sup> District State Representative:**

Representative McKenzie thanked the Authority and expressed his full support of the multiuse stadium project. Rep. McKenzie explained that he attended the last game that was played at Bill Meyers Stadium and is glad to see baseball return to Knoxville. He also expressed support for public/private partnerships as the only real way to build this type of facility. He expressed that the multiuse stadium project is the largest project to come to Knoxville since the 1982 World's Fair and that projects of this size need to offer some advantages. He gave the example of Clarksville's Hancock Tire plant and LG facility, expressing that promises were made regarding pay rates that were not codified in an organized fashion which resulted in those promises not being kept. He also gave the example of the University of Tennessee Knoxville's revamp project, stating that a billion dollars has been spent but none of the money went to local minority contracts.

Rep. McKenzie encouraged the Authority to be intentional about the process, stating that Knoxville has a 16% African American population. He asked that the percentages be considered when looking at the project. He suggested that the DBE goal be adjusted to 15-16% African American participation with 20-25% total DBE participation. He also expressed that it was unfortunate that the \$13.5 million grant was released without asking for measurements or verification. He expressed that a community benefits agreement or memorandum of understanding is necessary to ensure that expectations will be met. Rep. McKenzie expressed the desire for a detailed monthly report showing the breakdown of DBE participation by ethnic group, gender, and veteran status. He does not want Knoxville to look back on this opportunity in the same way that it remembers the opportunity presented by the 1982 World's Fair with regrets that the people who are hurting the most did not benefit.

### **Sam Alexander, President of the Central Labor Council:**

Mr. Alexander stated that they are asking for a community benefits agreement that includes safe work environments, local hire, and oversight to prevent another situation like Britton Bridge. He explained that he represents labor unions which are often vilified but represent the working people, not just union members. He explained that the eight-hour workday, weekends, Labor Day, Family Medical Leave Act (FMLA), and many other benefits came from the push of labor. Agreements that benefit the community should be in writing. He explained that they will continue to push for a community development agreement on this project. He does not know who would sign it, but he hopes that the Authority cares.

### **Chris O'Keefe, Business Manager for Iron Workers Local 34:**

Mr. O'Keefe thanked the Authority and stated that as he was listening to the meeting, he felt that everyone was working together, that there were multiple moving parts, and that there are a lot of people who care. Mr. O'Keefe expressed that he does not understand why Boyd Sports will not do a community development agreement. It has been stated that \$15.50 will be the minimum pay rate, but he feels that should be in writing. He expressed that if there will be apprenticeships, a certified apprenticeship program registered with the State of Tennessee should be used. He questioned if apprenticeships are offered, what the pay for journeymen or workers will be. He stated that having these things in writing would support the show of good intent. He asked that the Authority support the request for a community benefits agreement and encourage those who make the decisions about that to support it as well.

### **Theotis Robinson, Jr.**

Mr. Robinson stated that the Authority has been tasked with deciding whether to build a baseball stadium and entertainment complex using public and private funding to finance the construction. As a former City Councilman, Mr. Robinson understands the far-reaching implications of such a decision. He explained that he believes the baseball stadium should be built in East Knoxville, just as he did 20 years ago, but with two caveats.

1. The stadium must come with substantial benefits for the East Knoxville community for which he has as yet not seen a plan. He stated that he believes Boyd Sports' utilization of the Knoxville Area Urban League to ensure minority participation during the construction phase of the project and beyond is useful. He stated that a meaningful apprenticeship program must involve labor unions to be successful and that Boyd Sports has not committed to that. He urged the Authority to encourage Boyd Sports to commit to a community benefits statement. He stated that given the fact that the stadium building site is on black legacy land where churches, schools, and hundreds of homes once stood, the goal set to include black contractors, workers, and entrepreneurs in the project is artificially low. It has been his experience that when expectations are set artificially low, low achievement soon follows.
2. The stadium must be financially feasible with minimal risk to the taxpayers. Public costs are now projected at \$75 million and, with the cost of construction rising, that number is expected to grow. He stated that although proponents have stated that taxes will not be increased, shifts in funding from existing budget lines are not precluded. He feels that it is incumbent upon the Authority to seek an independent unbiased financial analysis to assess the proposed financing plan. He recommended Dr. Harold Black who has agreed to perform this service with other experts in the field of public financing.

Mr. Robinson also asked that the Authority join him in wishing Representative Sam McKenzie a happy birthday.

Adjournment

The next meeting of the Sports Authority will be held on November 10, 2021, at the Knoxville Museum of Art. Mr. Nance adjourned the meeting at 10:19 AM.