MINUTES OF THE
MARKETING & OPERATIONS COMMITTEE MEETING OF THE
CONVENTION CENTER AUTHORITY OF THE
METROPOLITAN GOVERNMENT OF NASHVILLE &
DAVIDSON COUNTY

The Marketing & Operations Committee Meeting of the Convention Center Authority of the Metropolitan Government of Nashville and Davidson County (CCA) was held on January 26, 2012 at 8:55 a.m. in Room 212 at the Nashville Convention Center, Nashville, Tennessee.

MARKETING & OPERATIONS COMMITTEE MEMBERS PRESENT: Mark Arnold, Mona Lisa Warren and Marty Dickens, ex-officio

MARKETING & OPERATIONS COMMITTEE MEMBERS NOT PRESENT: Ken Levitan and Luke Simons

OTHERS PRESENT: Bill Martin, Nina Ridley, Tony Holt, Derek Schujahn, Larry Atema, Debbie Frank, Charles Robert Bone, Holly McCall, Natasha Blackshear, Charles Starks and Harriett Royer

Mona Lisa Warren, Chair of the Marketing & Operations Committee, opened the meeting for business and noted there was not a quorum present and that any information presented would be for informational purposes only.

Debbie Frank provided an update on the art project.

Bill Martin, Cushion Employer Services, provided a status update on the compensation & benefit study (Attachment #1).

With no additional business a motion was made to adjourn, with no objection the Marketing & Operations committee of the CCA adjourned at 9:31 a.m.
Respectfully submitted,

Charles L. Starks
Executive Director
Nashville Convention Center

Approved:

Mona Lisa Warren, Chair
Marketing & Operations Committee
Of January 26, 2012
**Convention Center Authority**

**Marketing & Operations Committee**

January 26, 2012

---

**Agenda**

- About Cushion
- Meeting Summary
- Project Plan and Phases
  - Timetables
  - Desired Outcomes
- Meeting Schedule
  - Formal
  - Informal
- Q & A
- Contact Cushion

---

**About Cushion**

- Business Focus: Human Resources Management Solutions Practice
- How Long: Founded in 1996
- Location: Headquartered in Nashville, TN
- Services Offered:
  - HR Compliance and Effectiveness Solutions
  - Employee Benefits Management and Administration Solutions
  - Talent Management Solutions

---

**Meeting Summary**

- Initial Meeting with CCA Team
- Board Chair
- Finance Chair

---

**Compensation Study Phases**

1. Position Analysis
2. Market Position
3. Competitive Strategy
4. Compensation Strategy
5. Validation Process
6. Positioning Strategy
Questions and Answers

Cushion Contact Information
- Bill Martin (bmartin@cushioncorp.com)
- Nina Ridley (nridley@cushioncorp.com)
- Derek Schujahn (dschujahn@cushioncorp.com)
- Tony Holt (aholt@cushioncorp.com)

- By Telephone: 615-742-9998

Convention Center Authority
Marketing & Operations Committee

January 26, 2012