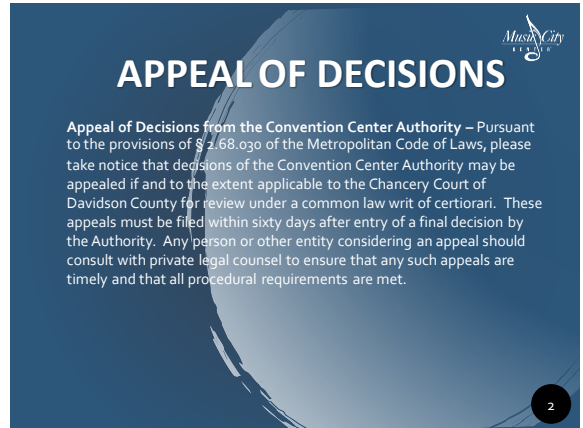




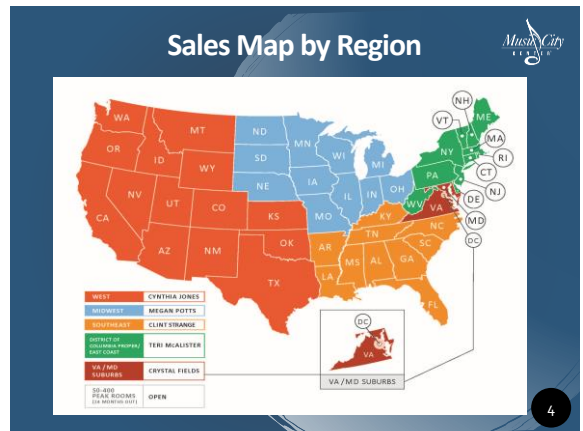
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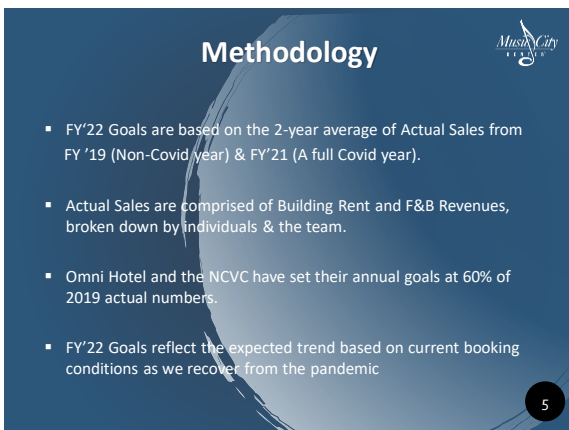
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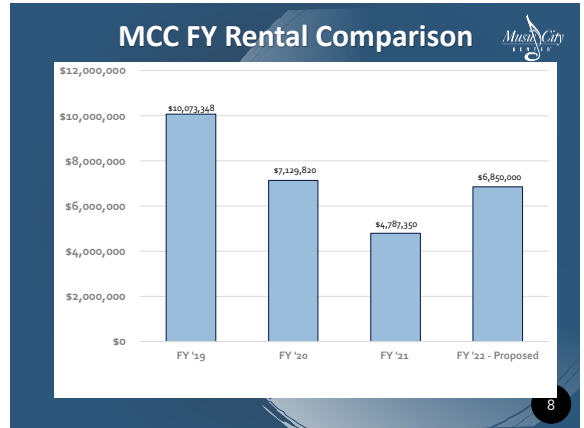


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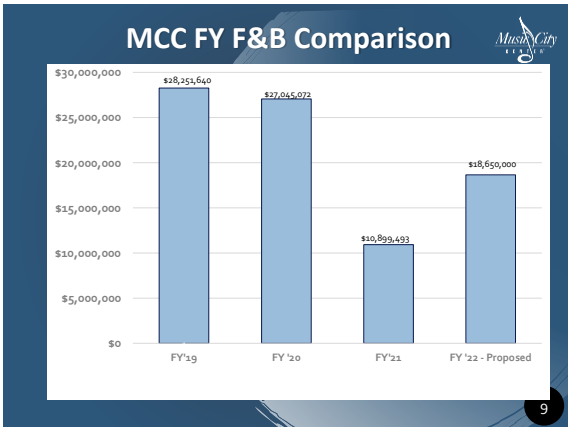
Challenges in FY'22

- Staffing** and overall service issues continue to pose a challenge
- Limited Hotel Room Blocks** Limited or reduced hotel room blocks throughout the city for MCC customers pose a challenge as we book meetings and conventions into the future.
- Pattern Shifts Required by Hotels** Pattern shifts required by hotels are meeting with resistance from meeting and event planners.
- Legislation** Any legislation that would make Nashville less competitive and threatens Nashville's image globally in the meeting and convention industry is a concern.
- New Hotels** New hotels entering the market with new meeting and ballroom space to challenge the MCC for small meetings, social and local events.

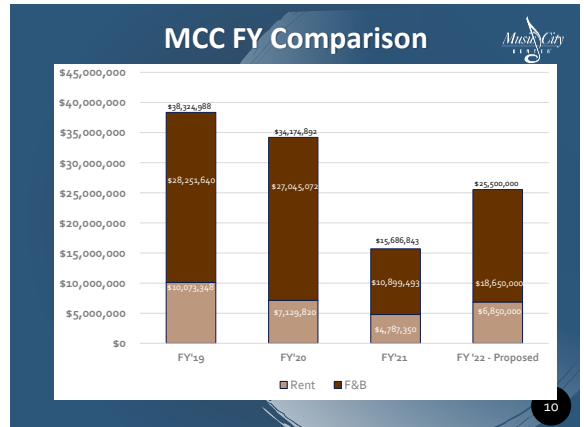
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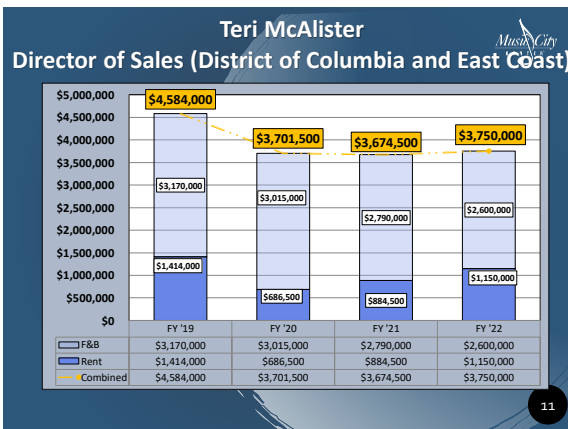
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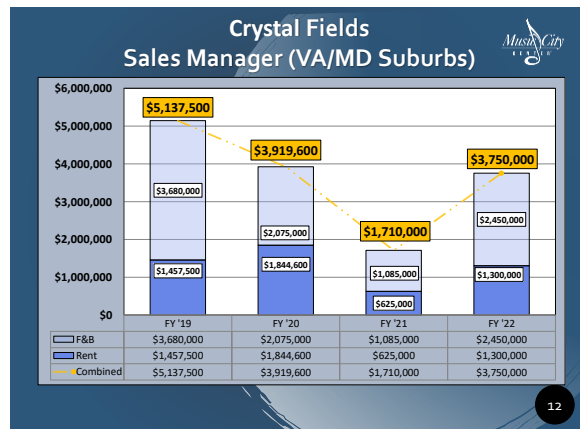
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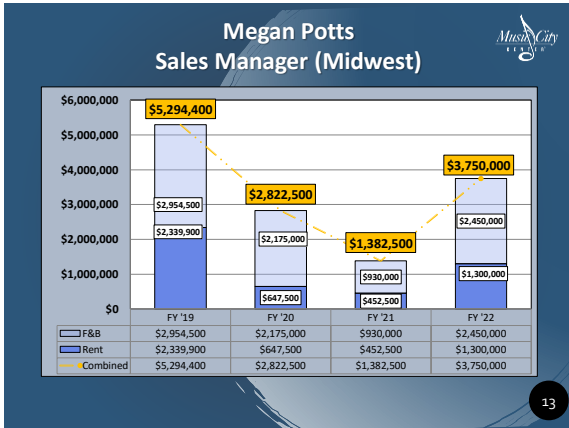
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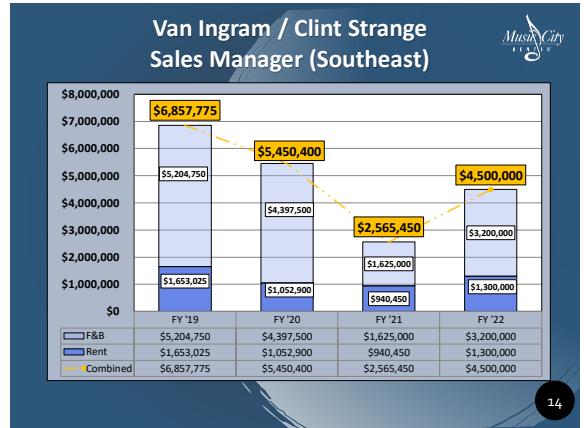
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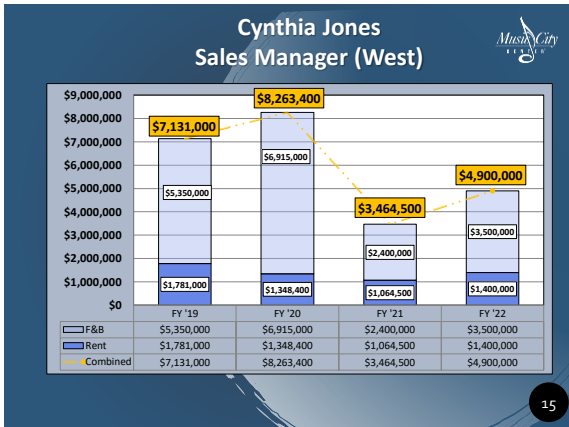
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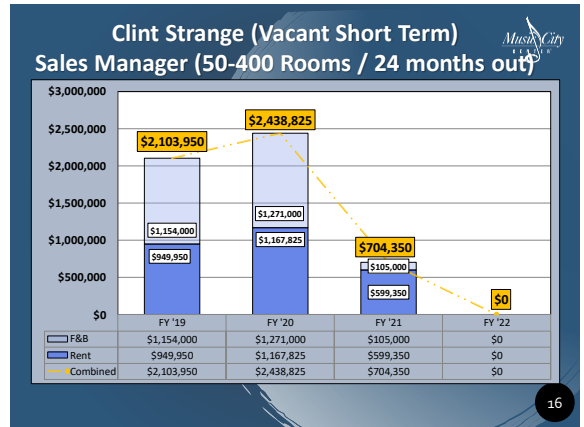
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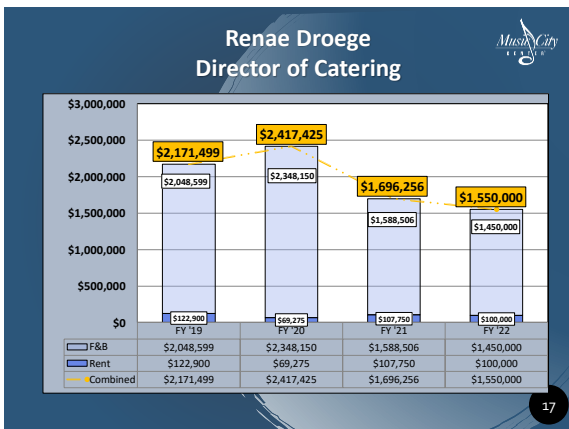
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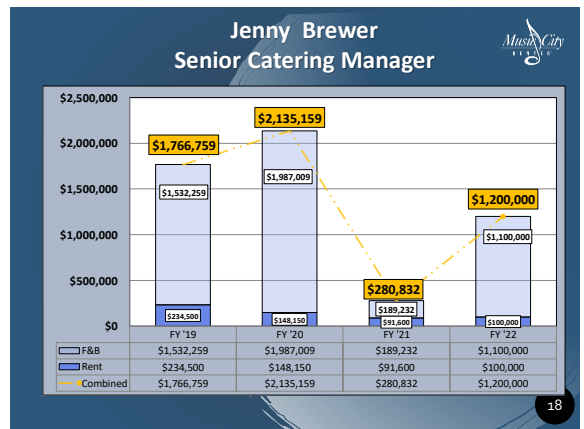
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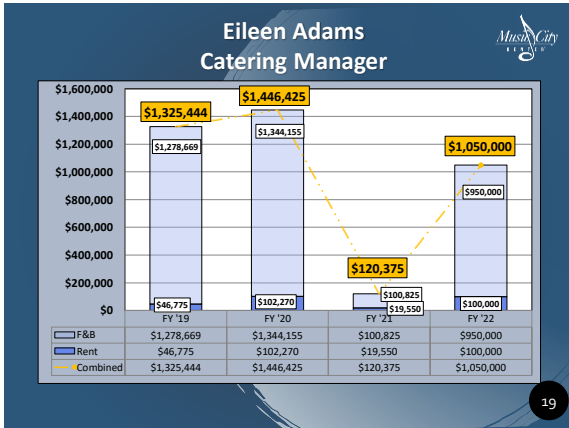
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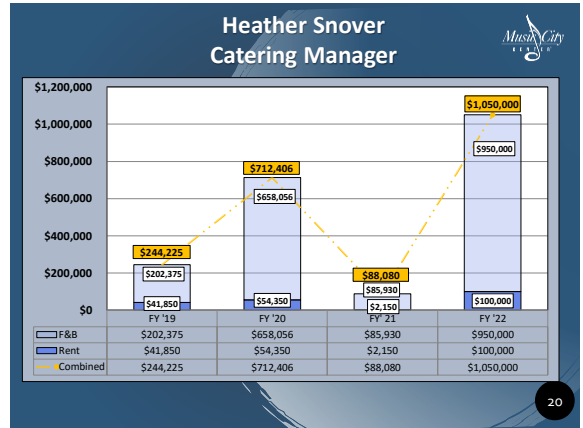
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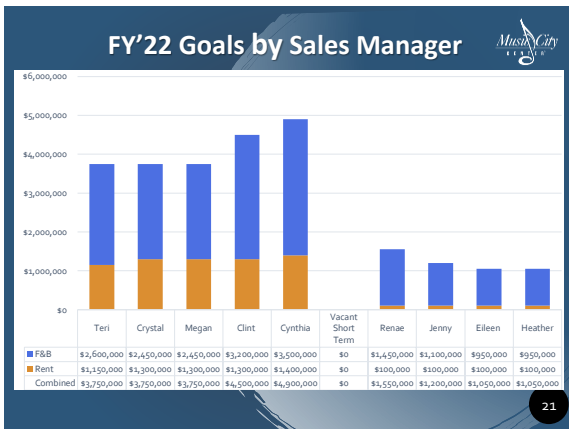
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Music City Center FY'22 Sales Department Incentive Plan

The incentive plan is based on a percentage of the sales manager's base salary. The scale by which the bonus plan is based coincides with the departmental goals of the sales department.

To activate the plan:

- The team and individual sales manager must achieve 90% of the MCC Rental and F&B combined goal for the incentive plan to be activated.
- Additions or deductions in building rental for previously contracted events will be added to or deducted from respective sales manager and team totals. Should the originally contracted F&B amounts not materialize those amounts will be deducted from the sales manager and team totals.
- Sales manager must be actively employed, in good standing, and been employed for a minimum of six (6) months by the end of the fiscal year when incentive is paid.

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Music City Center FY'22 Sales Department Incentive Plan

Once the plan is activated sales managers will be paid the following percentage of their base salary based on percentage of each goal obtained on the following chart:

% of Goal Achieved	MCC Rental	MCC F&B
90 - 94.9%	1%	1%
95 - 99.9%	2%	2%
100 - 104.9%	4%	4%
105 - 109.9%	6%	6%
110 - 119.9%	8%	8%
120% +	10%	10%

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