



GUAM VISITORS BUREAU

50th ANNIVERSARY · 1963 - 2013

REGULAR BOARD MEETING
GVB MAIN CONFERENCE ROOM, 4:00PM
THURSDAY; December 27, 2012

Board of Directors Present:

Chairman Monte Mesa
Eduardo "Champ" Calvo
Judy Flores
Hope A. Cristobal

Therese Arriola
Carol Tayama
Jennifer Camacho
Nathan Taimanglo

Board of Directors Present Telephonically:

Board of Directors Absent:

V. Chairman Mark Baldyga
Bruce Kloppenburg

Rizk Saad
N. Oscar Miyashita

GVB Management and Staff Present:

Joann Camacho
Laurette Perez
Meriza Peredo
Brian Borja

Nathan Denight
Nadine Leon Guerrero
Mark Manglona
Regina Nedlic

Rose Cunliffe
Debi Phillips
Felix Reyes
Gina Kono

Guests:

Regine Biscoe Lee (Senator Tina Muna Barnes office)

❖ **Proceedings:**

Meeting called to order at 4:10 p.m. by Chairman Monte Mesa.
Review of the previous Regular Board minutes dated December 13, 2012.

- **Motion made by Director Tayama, seconded by Director Taimanglo, to approve the minutes of December 13, 2012.**

Motion approved (subject to correction).

❖ **Chairman's Report:**

- Chairman Mesa thanked the Board for their active participation this year.
- Chairman Mesa reported on the 5 year strategic plan updating the Board that Management Board members and stakeholders have been able to review and give feedback.
- Chairman Mesa encouraged further review and questions on marketing initiatives, agenda items and details that Committees need to address. These will be reviewed separately and will continue to be refined as they receive more feedback

- ◆ **General Manager's Report:**

Source: Guam Customs Forms Compiled by the Guam Visitors Bureau.

GVR Board of Directors Meeting
December 27, 2012 - Tumon, Guam | GVR Main Conference Room
8:00 AM - 12:00 PM

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GVR Board of Directors Meeting
December 27, 2012 – Tumon, Guam I GVR Main Conference Room
8:00 AM – 12:00 PM

Loreal – 270 pax

IGSB Board of Directors Meeting
December 27, 2012 - Turren, Guam IGSB Main Conference Room

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GVS Board of Directors Meeting
December 27, 2012 – Tumon, Guam | GVS Main Conference Room
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GVB Board of Directors Meeting
December 27, 2012 – Tunnun, Guam (GVB Main Conference Room)

Discussion:

- Chairman Mesa noted that the Morgan Stanley CD is still different from the original \$2.5 million.
- L. Perez reported it is only if withdrawn.
- Chairman Mesa reported the Legislature wanted to make sure that the appropriations for Special Projects or pass through are all line items by DOA when issued to GVB and verify if any accounts identified need to be honored.
- Director Cristobal reported all are current except for one account, which GVB's waiting on billings from them.

❖ **Report of the Board Committees:**

A. **Administration/Government Relations:**

B. **Executive Committee:**

C. **Japan Marketing:**

D. **Korea Marketing:**

E. **Existing Markets:**

F. **New Market Development:**

G. **Destination Management:**

H. **Membership Management:**

I. **Research:**

J. **Cultural Heritage & Community Outreach:**

K. **Sports & Events:**

❖ **EXECUTIVE SESSION:**

Discussion occurred regarding the annual performance reviews and salaries for the positions of General Manager and Deputy General Manager. A grid was reviewed that outlined comparable wages for the GM and DGM positions at various GovGuam agencies. The question was raised as to whether bonuses or incentives could be included as a form of compensation but it was not clear if this is possible. There was general consensus that both the GM and DGM had performed at a high level and should be compensated at a level that matches that of GIAA and that this compensation should be retroactive to the beginning of FY2013 (October 2012). The Directors thanked the GM and DGM for their excellent performance and for "raising the bar."

❖ **OLD BUSINESS:**

❖ **NEW BUSINESS:**

- Motion made by Director Calvo, seconded by Director Arriola to adopt the same base salary of GIAA's General Manager and Deputy General Manager and make applicable to Guam Visitors Bureau's General Manager and Deputy General Manager retro active to the beginning of FY2013, with the concurrence of the Vice Chairman's oral approval as he was tasked to review evaluations and recommend management compensation.

Motion approved.

- Director Arriola made a motion, seconded by Director Calvo for Deputy General Manager J. Nathan Denight to be Acting General Manager of the Bureau upon the departure of current General Manager Joann Camacho, effective on January 1, 2013.

Motion approved.

❖ **ANNOUNCEMENTS:**

- GM Camacho informed the Board that Bill 519 has been signed into law regarding the 4 positions requested by Management.

❖ **ADJOURNMENT:**

- Motion made by Chairman Mesa, seconded by Director Calvo to adjourn the meeting. Meeting adjourned at 5:17p.m.

Motion approved.



Ms. Theresa C. Arriola, Secretary of the Board of Directors

Board Minutes prepared by Meriza Peredo, Executive Secretary