

**SAN DIEGO CONVENTION CENTER CORPORATION  
AUDIT COMMITTEE MEETING  
OF THE BOARD OF DIRECTORS**

**Director Will Rodriguez-Kennedy, Chair  
Director Jeff Gattas**

**WEDNESDAY, DECEMBER 10, 2025, 10:00 A.M.  
111 W. Harbor Drive, Executive Boardroom  
San Diego, California 92101**

**AGENDA**

**Telephone number for members of the public  
to observe, listen, and address the meeting telephonically:  
(727) 731-7732 – No access code is needed.**

**The Executive Office elevator is currently out-of-service; however, members of the public who are mobility impaired may observe and/or provide public commentary for this meeting from the Administrative Conference Room located at Hall “E”, Mezzanine Level.**

**1. Call to order: Will Rodriguez-Kennedy, Chair**

**2. Non-Agenda Public Comment:**

This portion of the agenda provides an opportunity for members of the public to address the Board on items of interest within the jurisdiction of the Board that have not previously been before the Board. Pursuant to the Brown Act, no discussion or action shall be taken by the Board on items not posted on the agenda.

**3. Approval of Proposed Audit Committee Meeting Minutes of October 22, 2025**

**Recommendation:** Staff recommends approval of the Minutes from the October 22, 2025, Audit Committee meeting.

Receive Public Comment

**4. Chair’s Report**

**5. Action Item(s):**

**A. Recommendation to Authorize Approval of Employee Health and Welfare Benefits for PY 2026-2027 through Marsh & McLennan Agency, LLC**

**Recommendation:** Staff requests that the Audit Committee recommend the Board of Directors authorize Approval of Employee Health and Welfare Benefits for Policy Year 2026-2027 through Marsh McLennan Agency, LLC

Receive Public Comment

**6. Staff Updates:**

**A. Management Update – Rip Rippetoe**

Informational Items- No Discussion or Action-

Brief Comments or Questions from Committee Members Only

**B. Deputy CEO-CFO/Finance Update – Mardeen Mattix**

**(1) Review of Year- to-Date Financial Variances**

Informational Items- No Discussion or Action-

Brief Comments or Questions from Committee Members Only

**C. Human Resources Update**

**(1) SDCCC Fraud Complaints Update**

Informational Items- No Discussion or Action-

Brief Comments or Questions from Committee Members Only

**7. Urgent non-agenda items (must meet the requirements of Government Code, Section 54954.2)**

**8. Audit Committee Comment [Govt. Code §54954.2(a)(2)]**

Informational Item- No Discussion or Action-

Brief Comments or Questions from Board Members Only

**Adjournment**

This information is available in alternative formats upon request. To request an agenda in an alternative format, or to request a sign language or oral interpreter, or an Assistive Listening Device (“ALD”) for the meeting, please call Pat Evans at (619) 525-5131 at least two working days prior to the meeting to ensure availability. **Audio copies of Board of Director meetings are available upon request. Please contact Pat Evans at (619)525-5131 or [pat.evans@visitsandiego.com](mailto:pat.evans@visitsandiego.com) to request a copy.**

In compliance with Government Code section 54957.5, non-exempt written material that is distributed to the Board prior to the meeting will be available at the meeting or it may be viewed in advance of the meeting at the corporation’s offices at 111 West Harbor Drive, San Diego, CA. Materials distributed to the board after the posting of this agenda also will be available. Please contact Pat Evans at (619)525-5131 or [pat.evans@visitsandiego.com](mailto:pat.evans@visitsandiego.com) if you would like to pick up a copy of any material related to an item on this agenda.

**Agenda Item 3**

**MINUTES**

**SAN DIEGO CONVENTION CENTER CORPORATION  
AUDIT COMMITTEE  
OF THE BOARD OF DIRECTORS**

**Director Will Rodriguez-Kennedy, Chair  
Director Jeff Gattas**

**WEDNESDAY, OCTOBER 22, 2025, 10:00 A.M.  
111 W. Harbor Drive, Executive Boardroom  
San Diego, California 92101**

**BOARD MEMBERS  
PRESENT:  
BOARD MEMBERS  
ABSENT:**

Chair Will Rodriguez-Kennedy and Director Jeff Gattas

**STAFF PRESENT:**

Rip Rippetoe, Mardeen Mattix, Shannon Teem and Pat Evans  
(Recorder)

**ALSO PRESENT:**

Linda Hurley and Chai Saechao, Macias & Gini Audit  
Representatives

**1. Call to Order:**

Chair Will Rodriguez-Kennedy called the meeting to order at 10:11 a.m. in the Executive Boardroom of the San Diego Convention Center Corporation, 111 West Harbor Drive, San Diego, California.

Chair Rodriguez-Kennedy announced that since this meeting is being conducted on site with an open telephone line to the public, his first action is to perform a roll call to determine which Board members are present on this call.

Director Rodriguez-Kennedy- Present  
Director Gattas – Present

Chair Rodriguez-Kennedy noted that all the Committee members were present, and all votes taken at today's meeting will be recorded via roll-call vote.

2. **Non-Agenda Public Comment** – Chair Rodriguez-Kennedy requested public comment regarding any non-agenda items. Hearing none, the meeting proceeded.

3. **Approval of Minutes of June 25, 2025, Audit Committee Meeting:**

Chair Rodriguez-Kennedy inquired if any member of the public wished to comment on Agenda Item (3). No members of the public responded to the request for comment.

Commenting on the Corporation’s success in FY 2025, Chair Rodriguez-Kennedy stated: “I was significantly empowered (as Budget Committee Chair) by the Board Chair last year to beat the budget, and it looks like you all did that. So, I said at every meeting, I cut, I mean I demanded that staff come in and defend the budget, and it was a very aggressive year. Staff literally killed it. There were obviously a million things that staff does that were more important as to why we were successful that year, the sales strategy, the fact that we kind of had luck, not luck, but that we were structurally set up to be a year that we were better, the fact that we pulled in the Sodexo contract, you know, the fact that we pulled in the marshalling yard, which was a risk, that seems to be paying off, that was an amazing effort that you all were able to put together. I want to thank you for that, and I wanted to make sure that was on the record in terms of my remarks.”

**Directors Gattas and Rodriguez-Kennedy moved and seconded, respectively, to approve the minutes from the June 25, 2025, meeting.**

**Director Rodriguez-Kennedy - Aye**

**Director Gattas – Aye**

**Vote: Unanimous**

**AYES: 2**

**NAYS: 0**

**ABSTENTIONS: 0**

4. **Chairs Report:** None

5. **Action Item (s):**

**A. Recommendation to Authorize Review/Acceptance of Draft FY 2025 Audited Annual Financial Report**

Chair Rodriguez-Kennedy called for a staff report regarding Agenda Item (5.A). After staff submitted its report, Chair Rodriguez-Kennedy inquired if any member of the public wished to comment on Agenda Item (5.A). No members of the public responded to the request for comment.

**After presentations by staff and Audit Representatives, request for public comment and for Director discussion, Directors Gattas and Rodriguez-Kennedy moved and seconded, respectively, to recommend the Board Authorize Review/Acceptance of Draft FY 2025 Audited Annual Financial Report.**

**Director Rodriguez-Kennedy – Aye  
Director Gattas – Aye**

**Vote: Unanimous**

**AYES: 2**

**NAYS: 0**

**ABSTENTIONS: 0**

**6. Staff Updates:**

**A. Management Update:** Mr. Rippetoe thanked the staff for a successful FY 2025.

Mr. Rippetoe also stated: “37% of the people who come to a show now are the decision makers, which is an increase and is good because that means they are doing business, which means more exhibitors are going to do more and they all want more experiential events as generations are moving more and more towards experiencing what an exhibitor or company has to offer. That becomes even more important that we have the backbone with the WIFI 6, with the fiber, and all of those kinds of things. So, this is actually validating much of what we’ve talked about now. In terms of the mix of people who are actually showing up at shows, the Boomers, of course you would expect, are continuing to decline. They are now the number three group generationally on the floor, so there is only 21% of attendees that fit into the Boomer generation. The majority of people are GenX, which is 43%. Millennials are 31% and GenZ is 6%. Those are all going to continue to change because the GenZ working population overtook the Boomer population about eight or nine months ago, at the beginning of this year, which is a year earlier than a lot of people thought it would be. So as we see the traits of the generations and the decision makers and the experiential marketing, there’s going to be more and more opportunity, so when we do the strategy that we’ve already incorporated, that is going to show we are going to be ahead of the majority of, if not everyone, in the convention venue industry. So, again, the strategy is paying off, and the numbers and the demographics are showing it.

So, I thought that was worth mentioning and I will just inform the group that Friday will be my last day in the office again while I do another medical procedure and I will be back sometime in December.

**B. Deputy CEO-CFO/Finance Update:**

**(1) Review of Year- to-Date Financial Variances**

- Ms. Mattix reported that staff is still working on the draft financials for September but last month staff noticed that there is a little bit of leveling off on the activity of events; however, September proved us wrong.

- The trend continues to be different than how it has been for the last couple of years. We aren't exactly sure why. We've had a lot of smaller shows over the last couple of months instead of having the much larger shows, but the larger show revenues were up over thirty percent, so we didn't really have a loss or any stagnation. I think our sales teams and our partners continue to offer excellent services.
- Maren Dougherty, our Communications Director, and I were on site for the Twitch event over the weekend and that is such a different event from what we normally host and it was interesting to see the expectations of the younger GenZ crowd in terms of what they want and what they think is important compared to most of our more traditional business.
- This is definitely a year where the Corporation had a different mix of business. We will study events this year compared to last year and then we will look at upcoming business we have on the books and analyze how to optimize those opportunities and determine how to invest in the building based on our attendees' preferences and expectations.
- The reserves are flat from when we ended the year. We haven't spent down the reserves even though we have made a significant I-Bank debt payment.
- Our financial situation is looking very promising and solid, and it does look like FY 2026 is set up to be a stable year for the Corporation to rely on. That is the type of business we always try to achieve and book.

### **C. Human Resources Update**

#### **(1) SDCCC Fraud Complaints Update**

- Ms. Mattix reported that there has been no activity from a fraud complaint standpoint since the last meeting.

**6. Urgent non-agenda items** (must meet the requirements of Government Code, Section 54954.2) - **None**

**7. Audit Committee Comment: None**

There being no further business, the meeting adjourned at 10:40 a.m.

### **CERTIFICATION**

I, Will Rodriguez-Kennedy, Chair of the Audit Committee of the Board of Directors of San Diego Convention Center Corporation, Inc., do hereby certify that the foregoing is a true and correct copy of the minutes of the business transacted by the Audit Committee of the Board of Directors of the San Diego Convention Center Corporation, Inc. at a duly noticed meeting held on October 22, 2025.

---

Will Rodriguez-Kennedy, Chair

## Agenda Item 5.A

# SAN DIEGO CONVENTION CENTER CORPORATION M E M O R A N D U M

**TO:** Audit Committee

**FROM:** Mardeen Mattix, Deputy Chief Executive Officer & CFO

**DATE:** For the Agenda of December 10, 2025

**RE:** Recommendation to Authorize Approval of Employee Health and Welfare Benefits for PY 2026-2027 through Marsh & McLennan Agency, LLC

---

### **OVERVIEW**

The San Diego Convention Center Corporation (“SDCCC”) is preparing for its annual renewal of employee Health and Welfare Benefits for the plan year beginning March 1, 2026. This renewal covers medical, dental, vision, life, accidental death and dismemberment (AD&D), long-term disability, flexible spending accounts, and other voluntary benefits.

Marsh & McLennan Agency (“Marsh”) has served as SDCCC’s benefits broker since March 2018, with an option to extend through February 2026. SDCCC recommends exercising a one-year extension through February 2027 to support continuity as we enter the upcoming plan year.

### **OBJECTIVES OF HEALTH RENEWAL**

- **Maintain Comprehensive Coverage:** Continue offering a competitive, high-quality benefit package that supports employee health and retention.
- **Minimize Disruption:** Maintain current plan designs to reduce employee impact.
- **Financial Sustainability:** Balance competitive benefits through reasonable costs.

### **PROPOSED PLAN RENEWAL**

#### **1. Maintain existing Medical Plans**

Sharp’s PY 2026 – 2027 initial renewal had a one-year rate cap of 7.5% for the HMO and Point of Service (POS) plans as well as offered a negotiated rate cap of 15% for next year’s renewal. Total Sharp annual premiums are expected to increase by \$117,594.

The SIMNSA HMO plan, designed for Mexican Nationals, maintains a 4% premium increase, or \$8,295.

Recommendation: Renew all three medical plan options (Sharp HMO, Sharp POS, and SIMNSA HMO).

## **2. Maintain Dental Plans**

United Concordia's renewal for the DPPO plan was presented at 10.1% and negotiated down to a 7.0% increase (\$4,875 annualized cost increase). The DHMO plan renewal was 0%.

The SIMNSA Dental HMO plan will remain, catering to Mexican Nationals, with a 0% premium increase.

Recommendation: Renew all three dental offerings.

## **3. Rate Guarantees for Other Benefits**

- **Vision (EyeMed):** No rate increases guaranteed through **3/1/2030**.
- **Life, Disability, and Voluntary Plans:** No increase for policies through **3/1/2027**; includes the addition of a 100% employee-paid Hospital Indemnity Plan.
- **Employee Assistance Program (Aetna):** No increase with contract extension through **3/1/2027**.
- **COBRA (IGOE):** No cost increase.
- **Critical Illness (Aflac):** 100% employee-paid; no increase.
- **Flexible Spending (IGOE):** 100% employee-paid; no increase.
- **Pet Insurance (Nationwide):** 100% employee-paid; no increase.

## **FINANCIAL IMPACT**

The renewal of SDCCC's current medical, dental, and vision plans results in nearly \$1,400,000 in annual premium costs, a **net premium increase of approximately \$78,000** over the prior plan year.

In addition, Sharp has offered SDCCC a **\$10,000 premium credit** to offset future premium costs in the plan year.

## **EMPLOYEE ENROLLMENT AND COMMUNICATION**

***Enrollment Period:*** January 08 – 23, 2026.



**Employee Education:** Educational campaigns will ensure understanding of new options.  
**Enrollment Assistance:** Town halls, department meetings, one-on-one meetings, video, and a detailed benefits guide will be available.

## Financial Overview

### Status Quo Renewal

TOTAL OVERALL COST	#	2026 Renewal - Status Quo		
		CURRENT (2025)	INITIAL RENEWAL	NEGOTIATED RENEWAL
Medical Plans				
Sharp Medical	127	\$1,559,969	\$1,677,563	\$1,677,563
Premium Holiday				-\$10,000
SIMNSA	41	\$207,352	\$215,647	\$215,647
Net Medical Coverage	168	\$1,767,321	\$1,893,210	\$1,883,210
Change from Current - \$			\$125,889	\$115,889
Change from Current - %			7.1%	6.6%
Dental Plans				
UCCI Dental	152	\$80,709	\$87,734	\$85,584
SIMNSA DHMO	19	\$7,344	\$7,344	\$7,344
Net Dental Coverage	171	\$88,053	\$95,078	\$92,928
Change from Current - \$			\$7,025	\$4,875
Change from Current - %			8.0%	5.5%
Vision Plan	151	\$17,371	\$17,371	\$17,371
Change from Current - \$			\$0	\$0
Change from Current - %			0.0%	0.0%
Aetna EAP	449	\$7,112	\$7,112	\$7,112
Change from Current - \$			\$0	\$0
Change from Current - %			0.0%	0.0%
Hartford Life/Disability	206	\$60,891	\$60,891	\$60,891
Change from Current - \$			\$0	\$0
Change from Current - %			0.0%	0.0%
Combined Health Plans		\$1,940,748	\$2,073,662	\$2,061,512
Change from Current - \$			\$132,914	\$120,764
Change from Current - %			6.8%	6.2%
SDCC's Health Plan Costs		\$1,321,995	\$1,410,307	\$1,399,310
Change from Current - \$			\$88,312	\$77,315
Change from Current - %			6.7%	5.8%

### Recommendation

Staff requests the Audit Committee recommend the Board of Directors authorize renewal of all current benefit plan designs for a one-year term, effective March 1, 2026 – February 28, 2027, including the addition of a 100% employee-paid Hospital Indemnity Plan.

Staff further requests the Audit Committee recommend the Board of Directors extend the brokerage contract with Marsh & McLennan Agency through February 2027 to support this renewal cycle.

Mardeen Mattix  
Deputy Chief Executive Officer & CFO