



January 31, 2025

The Honorable Councilmember Kenyan McDuffie
John A. Wilson Building
1350 Pennsylvania Avenue, NW, Suite 506
Washington, DC 20004

RE: Performance Oversight Prehearing Questions

Dear Chairperson McDuffie:

In response to the Committee on Business and Economic Development's FY2024 Performance Oversight prehearing questions related to the Washington Convention and Sports Authority t/a Events DC, I respectfully submit the following information.

Thank you for the opportunity to provide these responses to your questions regarding Events DC's FY2024-FY2025Q1 performance.

Sincerely,

A handwritten signature in blue ink that reads "Angie M. Gates". The signature is fluid and cursive, with the first name "Angie" being particularly prominent.

Angie M. Gates
President and Chief Executive Officer

Racial Equity

1. Describe any programs or policies where Events DC has had success in building racial equity during Fiscal Year 2024 and Fiscal Year 2025 to date.

The mission of Events DC is to create unique experiences that result in jobs, economic impact, and lasting memories for residents, tourists, and guests. We do that by creating events that entertain, employ, serve as an economic engine, and elevate everyone. Events DC's opportunities to address racial inequity include the following:

- I. EMPLOYMENT:** We are committed to a comprehensive approach to ensuring that the workforce of Events DC reflects the diversity of the District. We participate in hiring events focused on employing District residents from marginalized communities, including women, BIPOC residents, veterans, and returning citizens. We have partnered with the Executive Office of the Mayor, the Department of Employment Services and the Office of Ward 4 Councilmember Janeese Lewis-George to successfully employ District residents. We have also hosted hiring events, including the Events DC Public Safety Talent Affair and the Events DC Entertainment and Sports Arena (ESA) Talent Affair.

In addition to providing meaningful career pathways for employees to join the hospitality industry and invest in their long-term success. Events DC has created the Events DC Academy. The Events DC Academy gives returning citizens, marginalized communities, seniors (legacy residents or legends) and veterans a structured and hands on learning experience that combines practical on-the-job training with formal classroom instruction. The Academy offers a well-rounded educational experience that combines theoretical knowledge with hands-on training, preparing participants for successful careers in the field of hospitality while meeting the workforce needs within the District.

Events DC has created a workplace culture that nurtures talented people of color, including the early identification of diverse talent through our STRIVE Internship program. While many of our staff identifies as African American, we continue to focus on attracting and retaining talent that reflects the full diversity of the District, providing them opportunities to grow and succeed within our organization.

- II. COMMUNITY GRANTS:** The Community Grants program provides an opportunity to further racial equity through the work of Events DC. The Community Grants program supports youth-focused nonprofit organizations across all eight wards, creating opportunities for young people to access sports, arts, and other enrichment programs. These grassroots organizations are a critical tie to the communities we serve. Acting as a partner to these organizations supports their operational sustainability and enables them to deliver on their mission. In FY24, we provided \$625,000 in grants to 103 organizations, including Life Pieces to Masterpieces, Inc., Latin American Youth Center, The Fishing School, Rainbow History Project, Art Enables, Oye Palaver Hut, and many more. Additionally, the first round of FY25 community grantees is in the process of receiving awards.

Applications for the second round of grants closed on February 1, 2025. A full list of FY24 community grantees can be found in Attachment Q20 – Contracts List.

III. ECONOMIC IMPACT: Events DC will continue to be highly intentional in our procurements and partnerships to ensure we leverage opportunities to support local and small DC entrepreneurs and creative talent as well as sponsoring and creating events that celebrate DC’s unique and diverse heritage. We have continued to grow our support of local events and content producers that bring attention to the District’s rich traditions as well as generate opportunities for entrepreneurs of color to grow and support their businesses. Events DC has taken over management and production of programming previously produced by Cultural Tourism DC, and now hosts WalkingTown DC, with guided tours in neighborhoods in all eight wards, the African American Heritage Trail, and Passport DC. Further, Events DC maintains a marketing partnership with the Greater Washington Hispanic Chamber of Commerce and a strategic partnership with the DC Jazz Festival.

Events DC’s Office of Contracts and Procurement Services (OCPS) works to increase our spending with District Certified Business Enterprises (CBEs) and Small Business Enterprises (SBEs) through:

- Utilizing the Department of Small and Local Business Development (DSLBD) website to find certified SBEs and CBEs;
- Soliciting in the CBE/SBE sheltered market when two or more small businesses are identified on DSLBD’s website;
- Sending solicitations to DSLBD to send to the SBE/CBE community;
- Posting Solicitations over \$100,000.00 in the *Washington Informer* and *Washington Post*; and
- Referring DC small businesses to DSLBD to become certified.

OCPS regularly attends events and programs with local SBEs and CBEs, including:

- DSLBD District Connect;
- DSLBD Small Business Expo;
- Government Procurement Conference;
- Greater Washington Hispanic Chamber of Commerce Small Business Event; and
- Fort Meyer Construction Small Business Roundtable.

These efforts to increase opportunities for CBEs and SBEs to partner with Events DC through procurements represent an ongoing commitment to address racial equity and provide opportunities for local and small DC entrepreneurs and creative talent.

2. **In the context of Events DC and its mission, describe three areas, programs, or initiatives where Events DC has the greatest opportunity to address racial inequity.**

Events DC's Community Grants Program, event sponsorships, and District resident focused hiring efforts referenced in our response to Question 1 are examples of Events DC's successful efforts to build racial equity in the District over the past year. These programs represent our ongoing commitment to investing in community programming that celebrates the District's full diversity of culture and heritage, creates opportunities for talented people of color to access career pathways at Events DC and opens doors for entrepreneurs and creatives of color to partner with us on procurements and events.

Additionally, Events DC requires implicit bias training for all staff, a three-part series of conversations and exercises to facilitate transparent conversations among team members about bias and the harm created by acting on stereotypes and prejudices.

- 3. What barriers does your Events DC face when trying to: (1) make progress toward racial equity or (2) better understand racial inequity within the agency's context and operations (if any)? How does your Events DC's spending address existing racial inequities (grant disbursement, procurement/contracting, etc.)?**

Our Events DC team is deeply committed to fostering racial equity and better understanding racial inequity within our agency's context and operations. One of the barriers we encounter is ensuring consistent engagement and open dialogue across a diverse workforce, as well as addressing ingrained systemic inequities within long-standing processes. While these challenges require ongoing effort, we view them as opportunities for growth and collaboration.

In FY24, we took an important first step by offering emotional intelligence training for our staff. This initial training focused on helping team members better understand and manage emotions, improve communication, and foster inclusivity. Moving forward, we plan to expand these efforts to include cultural competency training, further equipping staff with the tools to navigate and address diverse perspectives and experiences.

By building on these foundational efforts and fostering an environment of accountability and openness, we are committed to advancing racial equity and ensuring that our operations reflect the values of inclusivity and equity.

With respect to our procurement processes, Events DC tracks its contract spending with Certified Business Enterprises (CBEs) to ensure we are meeting or exceeding our local business contracting goals. For FY 2024 Events DC spent \$20.8 million with SBE companies, which was 105% of our SBE contracting goal.

4. Please provide data on the racial diversity among leadership and at all staff grade levels. How does retention differ by race across levels? How does pay differ by race within levels?

Please see the charts below for data on racial diversity among leadership and at all staff grade levels.

<i>Staff Demographics (10/1/23 – 9/30/24)</i>		
Race/Ethnicity	Regular FT and Regular PT Employees (without leadership)	% Race/Ethnicity
American Indian/Alaskan Native	1	0.36%
Asian	9	3.20%
Black or African American	204	72.60%
Hispanic or Latino	16	5.69%
Not specified	22	7.83%
Two or more races	4	1.42%
White	25	8.90%
Total	281	100.00%

<i>Leadership Demographics (10/1/23 – 9/30/24)</i>		
Race/Ethnicity	Leadership	% Race/Ethnicity
American Indian/Alaskan Native	0	0.00%
Asian	1	4.55%
Black or African American	13	59.09%
Hispanic or Latino	0	0.00%
Not specified	3	13.64%
Two or more races	0	0.00%
White	5	22.73%
Total	22	100.00%

**Average Staff Salary by Race, FY24 data
(10/1/23-9/30/24)**

Race/Ethnicity	Regular FT and Regular PT Employees (without leadership)	Average Salary (FY24)
American Indian/Alaskan Native	1	
Asian	9	
Black or African American	204	
Hispanic or Latino	16	
Not specified	22	
Two or more races	4	
White	25	
Total	281	

**Average Leadership Salary by Race, FY24 data
(10/1/23-9/30/24)**

Race/Ethnicity	Leadership	Average Salary (FY24)
American Indian/Alaskan Native	0	
Asian	1	
Black or African American	14	
Hispanic or Latino	0	
Not specified	3	
Two or more races	0	
White	4	
	22	

5. Last year, Events DC identified its grants program and employment as areas of racial equity. What concrete steps did Events DC take in the past year towards racial equity in those areas?

I. EMPLOYMENT: We have taken the following steps to build racial equity in employment:

Expanding Recruitment Channels

To attract a more diverse talent pool, Events DC broadened our recruitment strategies by:

- **Partnering with Diverse Networks:** Collaborated with organizations, job boards and professional groups.
- **Developing Pipeline Programs:** Create internships, apprenticeships, and fellowship opportunities to establish a strong talent pipeline.
- **Community Outreach:** Engage with local organizations and grassroots initiatives to reach candidates who may not traditionally have access to traditional networks.

Structuring Inclusive Job Descriptions

Inclusive job descriptions are critical to attracting diverse candidates. Events DC achieves this by:

- **Focusing on Essential Qualifications:** Highlight skills and experiences over rigid degree or certification requirements to broaden the applicant pool.
- **Demonstrating a Commitment to Diversity:** Explicitly communicate the organization's dedication to diversity, equity and inclusion in job postings.
- **Promoting Accessibility:** Ensure that job descriptions and application processes are accessible to individuals with disabilities by adhering to web accessibility standards.

Shadow Experience at Events DC (Planned for 2025)

In 2025, Events DC will launch a **Shadow Experience Program** to enhance career development and foster cross-functional understanding. This program will allow employees to shadow and mentor one another across different departments, offering exposure to new areas of the business. By promoting collaboration and providing structured opportunities for learning, this initiative will support career growth, retention, and a deeper sense of inclusivity within the organization.

II. GRANTS: During FY 2024 we received the highest number of grant applications in our Community Grants Program history. The Events DC Board of Directors authorized a funding increase to our Community Grants Program (up from \$500,000 per year), and we awarded \$625,000 in community grants to 103 District-based non-profit organizations that focus on youth sports, cultural arts and performing arts across all eight wards. Our community engagement team made significant efforts to advertise and promote the Community Grant Program as well as to provide assistance and resources to applicants to ensure their best chance of success in the application process (for our program but also for other grant programs). These efforts included:

- Posting grant application in Spanish on the Events DC website
- Producing and distributing flyers in English and Spanish
- Holding a virtual informational session in Spanish
- Outreach to Spanish-speaking nonprofit organizations and hospitality partners
- Conducting two in-person informational sessions (one each at the Convention Center and the R.I.S.E. Demonstration Center)
- Responding to specific applicant questions during and after informational sessions
- Holding two Resource Fairs (one each at the Convention Center and the R.I.S.E. Demonstration Center) featuring organizations such as JP Morgan Chase, Spur Local, DC Arts and Humanities Collaborative, Serve DC, and DMPED so that potential applicants could learn about other grant programs and grant assistance resources.

General Questions

- 6. Please provide a current organizational chart of Events DC, including the number of vacant, frozen, and filled full-time equivalents (“FTEs”) in each division or subdivision, as well as the names and titles of all senior personnel. Please include the date when the information was collected. Additionally, please provide the following:**
- a. An explanation of the roles and responsibilities of each division and subdivision, including specific programs and projects administered by each division. Please also explain the administrative organization within each division and provide the number of personnel allocated to each division; and**
 - b. A narrative explanation of any changes made during the previous year.**

Please see Attachment Q6 – Organizational Chart

7. Please provide a list of Event DC's current board members and executive board. For each member, please provide the following:
- Name;
 - Seat type;
 - Whether the member is a District resident and if so, the Ward they live in;
 - Whether the member is also a member of the executive board;
 - When the member's term started and expires; f. Who the member replaced in the event they are a recent appointee; and
 - Attendance record for calendar year 2024 and 2025, to date.

Member Name	Appointment Date	Term Expires	Seat Type	Residing Ward
Leif Dormsjo, <i>Chair</i>	6/25/2024	5/16/2026	Business Finance/Economic Development/Construction	Ward 3
Cherrie Doggett, <i>Vice Chair</i>	10/3/2014	5/16/2025	Business Finance	Ward 3
Monica Ray, <i>Secretary</i>	11/14/2024	5/16/2028	Economic Development	Ward 8
Jay Haddock Ortiz, <i>Treasurer</i>	1/26/2007	5/16/2026	Tourism/Hotel Industry	Ward 6
Nina Albert	10/16/2023	<i>Ex officio</i>	<i>Ex officio</i>	Ward 5
Alan Bubes	5/5/2015	5/16/2027	Business Finance/Restaurant Industry	Ward 2
Marisa Flowers	11/14/2024	5/16/2027	Business Finance	Ward 5
Solomon Keene	2/22/2013	<i>Ex officio</i>	<i>Ex officio</i>	Ward 5
Brian Kenner	10/29/2019	5/16/2027	Business Finance/Economic Development	Ward 1
Glen Lee	6/28/2022	<i>Ex officio</i>	<i>Ex officio</i>	
George T. Simpson	1/10/2018	5/16/2028	Business Finance/Construction	Ward 4

CY24 Washington Convention and Sports Authority Board of Directors Attendance Record

Board Member	1/11/24	2/8/24	3/6/24	3/14/24	4/11/24	5/9/24	6/13/24	7/18/24	9/12/24	10/10/24	11/14/24	12/12/24
Nina Albert		Present				Present	Present	Present	Present	Present		Present
Denise Rolark Barnes	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present		
John Boardman	Present	Present	Present		Present	Present	Present	Present				
Alan Bubes			Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Cherrie Doggett	Present		Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Leif Dormsjo								Present	Present	Present	Present	Present
Marisa Flowers											Present	Present
Solomon Keene	Present	Present	Present	Present	Present	Present		Present	Present		Present	Present
Brian Kenner			Present	Present			Present		Present	Present	Present	Present
Glen Lee	Present	Present	Present		Present	Present	Present		Present		Present	Present
Jay Haddock Ortiz	Present	Present	Present	Present	Present	Present	Present		Present	Present	Present	Present
Moncia Ray											Present	Present
George Simpson	Present	Present	Present	Present	Present	Present	Present	Present	Present		Present	Present

CY25 Washington Convention and Sports Authority Board of Directors Attendance Record

Board Member	1/16/2025
Nina Albert	
Alan Bubes	Present
Cherrie Doggett	Present
Leif Dormsjo	Present
Marisa Flowers	Present
Solomon Keene	Present
Brian Kenner	Present
Glen Lee	Present
Jay Haddock Ortiz	Present
Moncia Ray	Present
George Simpson	Present

8. Please provide a current Schedule A for Events DC, which identifies all employees by title/position, current salary, fringe benefits, and program. This Schedule A should also indicate whether the positions are continuing/term/temporary/contract and whether they are vacant or frozen positions.
 - a. For each vacant position, please state how long the position has been vacant, and provide the status of Events DC's efforts to fill the position, as well as the position number, the title, the program number, the activity number, the grade, the salary, and the fringe associated with each position. Please also indicate whether the position must be filled to comply with federal or local law, and whether there are impediments to Events DC's ability to fill those vacancies.
 - b. For each filled position, please provide the employee's length of service with Events DC. Please provide any available information on turnover rates and/or trends identified by Events DC.

Please see Attachment Q8 – Schedule A

9. **Please list all employees detailed to or from Events DC, if any. For each employee identified, please provide the name of the agency from/to which the employee is detailed, the reason for the detail, the date of the detail, and the employee's projected date of return.**

Events DC has no employees detailed to or from Events DC.

10. Did Events DC conduct annual performance evaluations of its employees in FY24 or FY25, to date? Who conducted the evaluations? What are the performance measures by which employees are evaluated? What steps are taken to ensure that all employees are meeting individual job requirements? What steps are taken when an employee does not meet individual job requirements?

Events DC conducts performance evaluations each year including FY2024 and FY2025. The performance year coincides with our fiscal year, which begins on October 1st and concludes on September 30th of the following year. At the start of the fiscal year, each employee receives a goal planning document that outlines the core competencies applicable to the employee's job and the performance and developmental goals to be achieved/completed for the fiscal year including details regarding that goal, and measures of success and achievement. At the mid-point in the performance year (each March), employees and supervisors have a dedicated opportunity to discuss the employee's performance to date. Each employee completes a mid-year self-evaluation, and their supervisor completes a mid-year performance evaluation for the employee. This mid-year performance review is the time to provide the employee with feedback and input to help them meet their goals, as well as offer them help and support to achieve goals. At the end of the fiscal year, employees complete another self-evaluation, and the final year-end appraisal is completed by their supervisor. The supervisor will meet with the employee to go through their final appraisal and provide final feedback and input on the employee's performance for the fiscal year.

Events DC staff receive performance management tools, resources, and online and in-person training, including how to: complete performance documentation; engage staff; and deliver performance reviews.

When an employee does not meet performance expectations, they are placed on a Performance Improvement Plan (PIP), with details and resources on how to improve the deficient performance areas.

11. What is Events DC's current remote work policy?

Events DC's Workplace Flexibility Policy is designed to support work-life balance while ensuring operational effectiveness. The policy offers eligible employees flexible options such as flextime, hybrid work schedules (one day remote per week), and compressed workweeks. Employees must collaborate with their departmental leadership to determine the arrangement that aligns with their role and responsibilities, as well as the organization's needs. Participation in any of these options is subject to eligibility requirements, manager approval, and the nature of the position.

12. Please complete the following chart about the residency of new hires in FY 24, and FY 25, to date:

<i>Position Type</i>	<i>Total Number</i>	<i>Number of District Residents</i>
Continuing*	38	17
Term		
Temporary	22	11
Contract		

** This includes full-time and part-time employees*

13. Please provide the Committee with the following:

- a. A list of all employees who received or retained cellphones, personal digital assistants, or similar communications devices at Events DC expense in Fiscal Year 2024 and Fiscal Year 2025, to date;**

Please see Attachment Q13 – Employee Communication Devices

- b. A list of all vehicles owned, leased, or otherwise used by Events DC and to whom the vehicle is assigned, as well as a description of all vehicle accidents involving Events DC's vehicles in Fiscal Year 2024 and Fiscal Year 2025, to date;**

Events DC does not use any District government issued vehicles; however, the Authority does own and operate the following vehicle:

- 2010 Global Electric Motorcars (GEM) vehicle. The vehicle is street-legal and has been registered as an automobile through the District Department of Motor Vehicles. As a fully electric-powered vehicle, it is flexible and capable of safely operating in a variety of environments.

The 2010 GEM vehicle has never been involved in an accident.

- c. A list of travel expenses, arranged by employee, for Fiscal Year 2024 and Fiscal Year 2025, to date, including the justification for travel and description of activities**

Please see Attachment Q13 – Employee Travel

- d. A list of employee bonuses or special award pay, raises, and step increases granted in Fiscal Year 2024 and Fiscal Year 2025, to date; and**

Please see Attachment Q13 – Employee Bonuses

- e. A list of the total overtime and workers' compensation payments paid in Fiscal Year 2024 and Fiscal Year 2025, to date, including the number of employees who received overtime and workers' compensation payments, in what amounts, and for what reasons.**

	Overtime	Workers' Compensation
Number of Employees	194	5
Total Amount	\$1,590,384.84	\$54,693.16

14. Regarding the use of communication devices:

- a. Please describe procedures that are in place to track which individuals or units are assigned mobile devices (including, but not limited to smartphones, laptops, and tablet computers) and how the usage of these devices is monitored.**

Events DC employs a structured process to track the assignment and usage of mobile devices, including smartphones, laptops, and tablets. Requests for mobile devices are initiated through an IT ticketing system, Zendesk, ensuring a centralized and traceable workflow. Each request is logged with details about the individual or unit to whom the device is assigned.

To maintain accountability and accurate inventory management, regular reviews of device allocation reports are conducted. These reviews help monitor the number and distribution of devices across the organization. Furthermore, device usage is closely examined through monthly billing statements provided by carriers. These statements are analyzed to identify trends, detect anomalies, and ensure compliance with organizational practices regarding device usage.

To enhance oversight, additional measures such as asset tagging, periodic audits, and integration with mobile device management (MDM) software are implemented. MDM solutions enable real-time tracking, remote management, and enforcement of security protocols, ensuring that devices are utilized efficiently and securely.

- b. How does Events DC limit the costs associated with its mobile devices?**

Events DC employs several industry best practices to manage and limit costs related to mobile devices effectively. Utilizing Mobile Device Management (MDM) software helps monitor, control, and optimize device usage. This ensures that devices are used efficiently and in compliance with organizational policies. Events DC implements a proactive approach to cost management by regularly monitoring mobile device usage and reviewing account holders. This process ensures that accounts belonging to departed employees are promptly deactivated, preventing unnecessary charges and maintaining operational efficiency. Events DC also negotiates enterprise agreements with carriers to secure volume discounts, bundled services and flexible plans.

- c. For Fiscal Year 2024 and Fiscal Year 2025, to date, what was the total cost including, but not limited to, equipment and service plans for mobile communications and devices?**

FY 2024: \$193,994.14

FY 2025: \$47,572.53

15. For Fiscal Year 2024 and Fiscal Year 2025, to date, please list any purchase card spending by Events DC, including the employee making each expenditure and the general purpose for each expenditure.

WF Purchase Card Owner	Title/Position	Purchase Card Limits	Total Spent by Card Owner
FY2024			
Andrea Lennon	Director, Contracts and Procurement	\$5,000.00	\$7,169.11
Gerald Wilson	Vice President Public Safety	\$5,000.00	\$2,561.00
Gerald Green	Contracts & Procurement Manager	\$3,000.00	\$3,750.00
Latice Moore	Executive Assistant	\$5,000.00	\$235.60
Jeffrey Hunter	Head Groundskeeper	\$5,000.00	\$2,442.59
Michel S Pinnick	Director Service Desk Infrastructure	\$5,000.00	\$23,291.22
Reginald L. Smith	VP and Deputy General Counsel	\$10,000.00	\$3,007.39
Ralph Morton	Senior VP, Managing Director SED	\$10,000.00	\$8,442.42
Jinhee Kim	Chief Creative Officer	\$5,000.00	\$6,326.00
Sabrina Carter	Senior Director of Human Capital	\$8,000.00	\$11,118.28
Dania Jolley	Deputy Chief of Staff	\$5,000.00	\$9,716.32
Bruce Walker	Senior VP, Creative Services	\$5,000.00	\$2,289.54
Shayne Wells	Senior VP, Communication Affairs	\$5,000.00	
Levern Hamer	Program Coordinator, Public Affairs	\$5,000.00	\$2,608.65
Kristin Galemore	Director, IT Program Management & Special Projects	\$5,000.00	
Jacquie White	Manager, Office of Executive VP & COO	\$5,000.00	\$1,268.11
Jessica Moxey	Administrative Assistant	\$5,000.00	\$1,037.03
FY24 TOTAL			\$85,263.26
FY2025			
Andrea Lennon	Director, Contracts and Procurement	\$5,000.00	\$79.26
Gerald Wilson	Vice President Public Safety	\$5,000.00	\$252.00
Gerald Green	Deputy Director, Contracts and Procurement	\$5,000.00	\$1,500.00
Michel S Pinnick	Director Service Desk Infrastructure	\$5,000.00	\$618.19
Levern Hamer	Program Coordinator Public Affairs	\$5,000.00	\$7,860.37
Reginald L. Smith	VP and Deputy General Counsel	\$10,000.00	\$780.00
Bruce Walker	Senior VP, Creative Services	\$5,000.00	\$5,916.59
Shayne Wells	Senior VP, Communications Affairs	\$5,000.00	\$2,115.76
Kristin Galemore	Director, IT Program Management & Special Projects	\$5,000.00	\$6,590.09
Sabrina Carter	Senior Director of Human Capital	\$8,000.00	\$4,323.71
Dania Jolley	Deputy Chief of Staff	\$5,000.00	\$736.04
FY25 TOTAL			\$30,772.01

- 16. Please provide a chart showing Events DC's approved budget, revised budget (after reprogramming, etc.) and actual spending, by division, for Fiscal Year 2024 and Fiscal Year 2025, to date. Include a description and explanation for any variance between fiscal year appropriations and actual expenditures.**

Please see Attachment Q16 – Original and Revised Budgets

17. For Fiscal Year 2024 and Fiscal Year 2025, to date, please identify any special purpose revenue funds maintained, used, or available for use by Events DC. For each fund identified, please provide:

- a. The revenue source name and code;**
- b. Legal authority for the fund (i.e. D.C. Code or DCMR citation);**
- c. A description of the program that generates the funds;**
- d. The amount of funds generated by each source or program;**
- e. Expenditures of funds, including the purpose of each expenditure; and**
- f. The current fund balance.**

Events DC does not maintain, use, or have available any special purpose revenue funds.

18. For Fiscal Year 2024 and Fiscal Year 2025, to date, please list all intra-District transfers to or from Events DC. For each transfer, include all the following details:

- a. The program and activity codes and names in the sending and receiving agencies' budgets;**
- b. Funding source (i.e., local, federal, SPR);**
- c. Description of memoranda of understanding ("MOU") services;**
- d. Total MOU amount, including any modifications;**
- e. Whether a letter of intent was executed for Fiscal Year 2024 or Fiscal Year 2025, and if so, on what date;**
- f. The date of the submitted request from or to the other agency for the transfer;**
- g. The dates of signatures on the relevant MOU; and**
- h. The date funds were transferred to the receiving agency.**

Please see Attachment Q18 – Intra-District Transfers.

19. Please list any additional intra-District transfers planned for Fiscal Year 2025, including the anticipated agency(ies), purposes, and dollar amounts.

None at this time.

20. Please list each contract, procurement, lease, and grant (“contract”) awarded, entered into, extended, or option years exercised, by Events DC during Fiscal Year 2024 and Fiscal Year 2025, to date. For each contract, please provide the following information, where applicable:

- a. The name of the contracting party;**
- b. The nature of the contract, including the end product or service;**
- c. The dollar amount of the contract, including amount budgeted and actually spent;**
- d. The status of deliverables;**
- e. The term of the contract;**
- f. The Certified Business Enterprise status;**
- g. Whether the contract was competitively bid;**
- h. The name of Events DC’s contract monitor and the results of any monitoring activity; and**
- i. The funding source.**

Please see Attachment Q20 – Contract List

21. Please list all MOU entered into by Events DC during Fiscal Year 2024 and Fiscal Year 2025, to date, as well as any MOU currently in force. For each, indicate the date entered and the termination date.

Agency	Purpose	Date Entered	Termination Date
CAB	Contract appeals	1/5/2010	N/A
DMPED	Possessory Interest Tax at ESA	12/28/2020	10/5/2037
DMPED	Federal Tourism Grant Program	10/1/2023	9/30/2024
DMPED	Operation of Gateway DC and R.I.S.E. Demonstration Center	10/1/2022	9/30/2025
DCFEMS	DCFEMS trainings at RFK	10/1/2020	9/30/2025
DDOT	Transportation Management at Events DC Venues	1/1/2023	9/30/2027
OCA	Administrative jurisdiction of Carnegie Library	5/1/2011	4/30/2110
OCTFME	202Creates Partnership and Festival Sponsorships	10/18/2024	9/30/2025
OCTO	Internet and Wi-Fi access points at various Authority venues	10/1/2022	9/30/2025

22. Please list the ways, other than MOU, in which Events DC collaborated with analogous agencies in other jurisdictions, with federal agencies, or with non-governmental organizations in Fiscal Year 2024 and Fiscal Year 2025, to date.

Events DC partners with numerous organizations in furtherance of our mission, including the following:

- Events DC has agreements with several marketing partners as required by DC Code § 10-1202.08a, including Destination DC, the DC Chamber of Commerce, and the Greater Washington Hispanic Chamber of Commerce.
- Events DC is also a part of the Hospitality Alliance which includes Destination DC, the Restaurant Association of Metropolitan Washington (RAMW) and the Hotel Association of Washington, DC, and regularly collaborates with various Business Improvement Districts (BIDs) in the City on events, activations and economic development activities.
- Events DC has an ongoing cultural exchange with Rio de Janeiro to strengthen the connection between the United States and Brazil, to help grow international tourism in Washington, DC, and showcase the District's vibrant and unique culture.
- Events DC staff have participated in several trade missions in partnership with the DC Chamber of Commerce, the Greater Washington Hispanic Chamber of Commerce and the Greater Washington, DC Black Chamber of Commerce, including trips to Italy, Singapore, Dubai, Uruguay and Argentina.
- Events DC and its employees are also members of various industry groups and professional associations including the Professional Convention Management Association (PCMA), the International Association of Venue Managers (IAVM), the International Association of Exhibitions and Events (IAEE), the Event Service Professionals Association (ESPA), and the International Association of Convention Centres (AIPC), in which members from around the world collaborate and share best practices on various hospitality industry, venue management and other related management topics.

- 23. Please identify all recommendations identified by the Office of the Inspector General, D.C. Auditor, or other federal or local oversight entities during the previous 3 years. Please provide an update on what actions have been taken to address these recommendations. If the recommendation has not yet been implemented, please explain why.**

Events DC has not received any recommendations during the previous three years from the Office of the Inspector General, D.C. Auditor, or other federal or local oversight entities. However, in connection with the FY 2022 audit, the District's auditor, McConnell Jones, recommended certain cybersecurity improvements which have been implemented.

24. Please describe any anticipated spending pressures for Fiscal Year 2025. Please include a description of the pressure, the estimated amount, and any proposed solutions.

None at this time.

- 25. Please list all capital projects in the financial plan and provide an update on all capital projects under Events DC's purview in Fiscal Year 2024 and Fiscal Year 2025, to date, including the amount budgeted, actual dollars spent, and any remaining balances. In addition, please provide the following:**
- a. An update on all capital projects begun, in progress, or concluded in Fiscal Year 2023, Fiscal Year 2024, and Fiscal Year 2025, to date, including the amount budgeted, actual dollars spent, and any remaining balances;**
 - b. An update on all capital projects planned for Fiscal Year 2025 through Fiscal Year 2030; and**
 - c. Whether the capital projects begun, in progress, or concluded in Fiscal Year 2023, Fiscal Year 2024, or Fiscal Year 2025, to date, have an impact on the operating budget of Events DC. If so, please provide an accounting of such impact.**

Please see Attachment Q25 – Capital Projects

26. Please provide a list of all budget enhancement requests (including, but not limited to, capital improvement needs), for Fiscal Year 2024 and Fiscal Year 2025, to date. For each, please include a description of the need and the amount of funding requested.

As an independent authority, Events DC does not use the District's financial system (SOAR) and does not use the District's budget enhancement process.

27. Please list, in chronological order, every reprogramming in Fiscal Year 2024 and Fiscal Year 2025, to date, which had an impact on Events DC, including those which moved funds into, out of, and within Events DC. For each reprogramming, please list the date, amount, rationale, and reprogramming number, and indicate whether a reprogramming impacted Events DC's ability to carry out a directive or recommendation of the Committee. Please also include the program, activity, and CSG codes for the originating and receiving funds. Finally, provide the revised, final budget for Events DC after reprogramming for Fiscal Year 2024.

As an independent authority, Events DC does not use the District's financial system (SOAR) and does not use the District's budget reprogramming process.

28. Please list each grant or sub-grant received by Events DC in Fiscal Year 2024 and Fiscal Year 2025, to date. List the date, amount, and purpose of the grant or sub-grant received. Additionally, provide the following:

- a. Whether any FTEs are dependent on grant funding and, if so, how many; and**
- b. A description of the terms of this funding, and, if it is set to expire, what plans, if any, are in place to continue funding.**

Grant	Subaward from DMPED of tourism grant from Department of Commerce's Economic Development Administration (EDA)
Date	Funds received October 1, 2024
Amount	\$3,500,000
Purpose	To develop and administer a competitive large event grant program to select multiple not for profit organizations hosting events in the District of Columbia that will attract domestic and/or global visitors to the District of Columbia and can demonstrate the positive economic impact of their event
FTEs	Events DC is permitted to use up to 5% of the funding for administrative costs, however, no FTEs are dependent on this grant funding
Terms	Grant program must comply with EDA's grant requirements; funds must be spent by September 30, 2025; one time funding

29. Please describe any grant Events DC is, or is considering, applying for in Fiscal Year 2025.

None at this time.

30. Please list any pending lawsuits that name Events DC as a party. Please identify any lawsuits that could potentially expose the District to significant financial liability and/or result in a change to Events DC practices, and please include the current status of the litigation. Please provide the basis and extent of each claim, regardless of its likelihood of success. For those identified, please include an explanation of the issues involved in each case.

The Authority is named as a defendant in the following action. It should be noted, however, that because the Authority has a legal existence separate from the District as provided by D.C. Code § 10-1202.01(a), lawsuits brought solely against the Authority do not necessarily expose the District.

Popol v. Washington Convention and Sports Authority, No. 2024-CAB-002185 (District of Columbia Superior Court). The Authority was sued by Popol, an exhibitor at an event in the Walter E. Washington Convention Center, alleging he was injured when a temporary light fixture being installed by an Authority contractor fell and struck him. He seeks \$3 million in damages. The Authority has obtained indemnity from the contractor, which has assumed the defense.

- 31. Please list all settlements entered into by Events DC, or by the District on behalf of Events DC, in Fiscal Year 2024 or Fiscal Year 2025, to date. Include the parties' names, the amount of the settlement, and, if related to litigation, the case name and a brief description of the case. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g., administrative complaint, etc.).**

Johnson v. Events DC, et al, No. 2022-CA-004302-B (District of Columbia Superior Court). Johnson alleges she was injured after falling from a wheelchair operated by an Authority employee at the Walter E. Washington Convention Center and sued for \$300,000 in damages. The Authority referred the claim to its general liability insurer for indemnity and defense. The case was settled and dismissed with prejudice on March 19, 2024.

- 32. Please list and describe any ongoing investigations, audits, or reports on Events DC or any employee of Events DC, including, but not limited to, personnel complaints, or any investigations, studies, audits, or reports on Events DC or any employee of Events DC that were completed during Fiscal Year 2024 and Fiscal Year 2025, to date, along with Events DC's compliance or non-compliance with any recommendations.**

Annual Financial Audits. From October 2023 to January 2024, the District's independent auditor, McConnell & Jones LLP, conducted its annual audit of the Authority's FY 23 financial statements. From October 2024 to January 2025, McConnell & Jones LLP conducted the Authority's annual independent audit of FY 24 financial statements.

The Office of the District of Columbia Audit. In June and July of 2024, the Office of the District of Columbia Auditor, conducted its annual Sufficiency Certification of the Authority's FY2025 projected revenues and reserves, as required by D.C. Code § 10-1203.05(b).

- 33. Please provide the total number of administrative complaints or grievances filed against Events DC in Fiscal Year 2024 and Fiscal Year 2025, to date, broken down by source. Please describe the process utilized to respond to any complaints and grievances received and any changes to Events DC policies or procedures that have resulted from complaints or grievances. As it relates to a constituent challenging Events DC's response to grievances, please indicate:**
- Whether a formalized process is in place to request a hearing;**
 - If so, whether the decision is appealable; and**
 - If there is a formalized hearing process, whether that process is described on Events DC's website.**

Fiscal Year	Number of Grievances
FY 2024	1
FY 2025	0

There was one grievance filed in FY2024. The grievance was filed by a member of the AFSCME collective bargaining unit and the process for filing a grievance is outlined in the union contract.

A formalized process is detailed in the collective bargaining agreement and consists of "steps." If there is no resolution between the parties after following the steps outlined, there is a formal process for the case to be heard in front of an arbitrator.

The information regarding complaints and grievances is not stored on the Events DC website, however each member of the union is provided with a collective bargaining agreement to reference.

34. Please describe Events DC's procedures for investigating allegations of sexual harassment or misconduct committed by or against its employees. Please list and describe any allegations received by Events DC in Fiscal Year 2024 and Fiscal Year 2025, to date, and whether those allegations were resolved.

The Authority has policies in place to address both sexual harassment and misconduct. In addition, in accordance with DC Code § 1-546.01 et seq., the Authority has designated a Sexual Harassment Officer (SHO) to accept, review, investigate, track, and report sexual harassment complaints. The procedural methodology for handling such allegations as they arise is as follows:

- (1) Employees may bring allegations of sexual harassment and/or misconduct to any member of the organization's management or senior leadership team with whom they are comfortable.
- (2) All management and senior leadership team members are required to report any allegations of sexual harassment and/or misconduct to the Human Resources Department and the SHO immediately upon receipt of notice of such allegations. This includes turning over any notes, names of possible witnesses and/or documentation received when Complainant brought forth the allegation. Management and senior leadership team members are required to maintain confidentiality regarding the facts and circumstances surrounding the complaint.
- (3) Human Resources/SHO will interview the management or senior leadership team member reporting the claim, review all relevant documents and develop a list of possible witnesses for interview, including the Complainant and alleged perpetrator.
- (4) All relevant witnesses are interviewed by Human Resources/SHO and any pertinent documents, social media, pictures, videos, etc. are reviewed.
- (5) Human Resources/SHO drafts a detailed report including recommendations and takes required action necessary as the result of its investigation.
- (6) Human Resources/SHO closes the loop with the Complainant, alleged perpetrator, as well as relevant management or senior leadership team members.
- (7) Allegations related to Human Resources are handled in the same manner as above, except that the Office of General Counsel leads the process.
- (8) Events DC conducts mandatory annual sexual harassment training.

In FY24, the Authority received three allegations involving potential sexual harassment and one allegation involving potential misconduct. Those allegations are as follows:

FY 2024

1. **Complaint:** A male employee complained to Human Resources that he was uncomfortable with a female employee who continuously hugged him each time she encountered him.

Resolution: The female employee was informed her hugs were unwanted and made the male recipient of the hugs uncomfortable. She was further counseled regarding the consequences of sexual harassment in the workplace. The conversation was followed up in writing.

2. **Complaint:** A female employee alleged that while she was reaching for something on the floor in her cubicle, a male employee touched her shoulder and rubbed her back inappropriately.

Resolution: The male employee was counseled by Human Resources, received a memo to file, and was referred to Events DC's Sexual Harassment and Harassment Policy and FAQs. The male employee did apologize to his colleague twice on the day of the event, when she called the incident to his attention.

3. **Complaint:** A female employee reported to her supervisor that she received a very explicit text message from a male peer after she declined his invitations to take her out. Employee and her supervisor reported the incident to Human Resources and provided a copy of the text message from the male employee's cell phone number.

Resolution: The male employee was terminated.

- a. **Has Events DC identified a primary and alternate sexual harassment officer ("SHO") as required by Mayor's Order 2023-131 ("Sexual Harassment Order")? If not, why not? If yes, please provide the names of the primary and alternate SHOs.**

- Primary SHO: Monica Bullock
- Secondary SHO: Tawana Parker

- b. **Has Events DC received any requests from staff in an otherwise prohibited dating, romantic, or sexual relationship for a waiver of the requirements of provisions of the Sexual Harassment Order? What was the resolution of each request? If a waiver has been granted, are there limitations on the scope of the waiver?**

Events DC has not received any requests of this nature from staff.

- 35. Please provide the number of FOIA requests received by Events DC during Fiscal Year 2024 and Fiscal Year 2025, to date. Please include the number of requests which were granted, partially granted, denied, or pending. Please also provide the average response time, estimated number of FTEs required to process requests, and the estimated number of hours spent responding to these requests.**

	FY 2024	FY 2025 to date
Number of FOIA requests received	13	0
Number of FOIA requests granted	4	0
Number of FOIA requests partially granted	4	0
Number of FOIA requests denied	5	0
Number of FOIA requests pending	0	0
Average response time	15 days	N/A
Estimated number of FTEs	2	N/A
Estimated number of hours spent responding	40	N/A

- a. For FOIA requests disposed of because no records or Events DC records containing the requested information exist, please describe the nature of the request.**

- Request from local television news reporter for leasing and seating records pertaining to Capital One Arena. Events DC does not possess such records.
- Request from construction workers advocacy group for payroll records pertaining to RFK Stadium demolition project. Events DC does not possess such records.
- Request from local newspaper reporter for certain employee texts/emails pertaining to a specified matter. The requested records do not exist.

- 36. Please provide a list of all studies, research papers, reports, and analyses that Events DC prepared, or contracted for, during Fiscal Year 2024 and Fiscal Year 2025, to date. Please state the status and purpose of each and attach a copy.**

Events DC has not published any studies, research papers, reports or analyses in FY 2024 or FY 2025 to date. However, we have taken a proactive approach to internally assess the condition of our facilities.

37. Please list all reports or reporting currently required of Events DC by the District of Columbia Code or Municipal Regulations. Please indicate whether Events DC complies with these requirements, and if not, why (e.g., the purpose behind the requirement is moot, etc.).

Report	Authority	Compliance
SBE contracting reports	DC Code § 2-218.53(b)	Y
Events DC Annual Operating Budget	DC Code §§ 10-1202.06(b) and (d)	Y
Events DC Annual Report	DC Code § 10-1202.06(e)	Pending
Annual financial audit	DC Code § 10-1202.06 (f)	Y
Events DC Multiyear Financial Plan	DC Code § 10-1202.06(g)	Y
Energy Benchmarking Report	DC Law 17-250	Y
Annual emissions permit compliance certification	40 CFR § 70.4; 20 DCMR § 305	Y
Notice of Board of Directors Meetings	DC Code § 2-576	Y

38. Please describe how Events DC solicits feedback from customers.

- a. Please explain what Events DC has learned from this feedback, including specific examples; and**
- b. Explain how Events DC has changed its practices due to such feedback.**

Events DC uses three formal tools to solicit feedback from convention center users:

- Questionnaire surveys sent to organizers of selected convention center events;
- Questionnaire surveys sent to companies exhibiting in selected convention center events; and
- Questionnaire surveys taken by random guests willing to complete these surveys.

Each survey includes Likert-scaled questions soliciting a rated response to certain metrics as well as the opportunity for respondents to provide a brief narrative explaining their scoring.

At the end of the fiscal year the responses are evaluated using Net Promoter Score analysis. Each business unit's metric with the lowest-rated Net Promoter Score is selected as the challenge goal metric for the next fiscal year. We have found that addressing the lowest-rated metric for a business unit tends to raise all performance scores for that unit.

We frequently see many business units reporting similar Net Promoter Scores for comparable metrics. This gives us insight into scores that may indicate a consistent area that needs to be addressed across all business units. For example, one year we learned that the speed, frequency of advance communication with our customers needed to be addressed by most of our business units. We concentrated our improvement efforts in these areas across all business units and realized improvement in overall satisfaction as well as the specific metrics.

39. Please attach copies of the required annual small business enterprise (“SBE”) expenditure reports for Events DC for Fiscal Year 2023, Fiscal Year 2024, and Fiscal Year 2025, to date.

- a. D.C. Official Code § 2-218.53(b) requires each District agency to submit supplemental information with their annual SBE expenditure report, including a description of the activities Events DC engaged in to achieve their fiscal year SBE expenditure goal and a description of any changes Events DC intends to make during the next fiscal year to achieve their SBE expenditure goal. Has Events DC submitted the required information for Fiscal Year 2024? If so, please provide a copy as an attachment. If not, please explain.**

Yes, Events DC has submitted the required FY 2024 expenditure reports to DSLBD. Please see Attachment Q39 – DSLBD Expenditure Reports. DSLBD has not yet begun accepting submissions of the FY 2024 supplemental information, however the supplemental information Events DC will submit when permitted is below.

DSLBD SBE Expenditure Narrative

FY2024

To achieve Events DC’s fiscal year 2024 SBE expenditure goal, Events DC engaged in the following activities:

- Issuing Task Orders from the DC Supply Schedule;
- Utilizing the Department of Small and Local Business Development (DSLBD) website to find certified SBEs and CBEs;
- Soliciting in the SBE/CBE sheltered market if there were two or more SBEs/CBEs identified on the DSLBD’s portal to provide the goods and/or services;
- For solicitations that exceeded \$250K, ensuring that the 35% subcontracting plan was in place;
- Sending solicitations to DSLBD to send to the SBE/CBE community;
- Posting Solicitations over \$100,000 in the Washington Informer and Washington Post;
- Referring DC small businesses to DSLBD to become certified; and
- Participating in events and programs with local SBEs and CBEs, to engage with existing and meet potential SBEs and CBEs, including:
 - DSLBD District Connect;
 - DSLBD Small Business Expo;
 - Government Procurement Conference;
 - Greater Washington Hispanic Chamber of Commerce Small Business Event; and
 - Fort Meyer Construction Small Business Roundtable.

In fiscal year 2025 to achieve Events DC’s SBE expenditure goal, Events DC intends to engage in the activities listed above and explore new opportunities to engage and connect with CBEs and SBEs.

40. Please provide a copy of Events DC’s Fiscal Year 2024 performance plan. Please explain which performance plan objectives were completed in Fiscal Year 2024 and whether they were completed on time and within budget. If they were not, please provide an explanation.

The primary key performance indicators for the Authority include: (i) the number of events hosted in our venues (including the number of citywide conventions)*; (ii) number of Citywide conventions; (iii) attendance; (iv) venue occupancy; (v) confirmed room nights attributed to convention center events, and (vi) direct economic impact. The following table compares our average for FY 2014 – 19 and FY 19, which are our benchmarks; our actual numbers for FY 20 through 24; and our estimated hotel room night and economic impact for FY 24, as these are lagging indicators that are still being tabulated:

	Number of Events	Number of Citywides	Total Attendance	Occupancy	Total Room Nights	Economic Impact
Average FY 2014 – 2019	193	17	1,274,026	68.5%	375,183	\$375,807,585
FY 2019	151	18	1,066,175	70.9%	379,950	\$375,361,399
FY 2020	57	10	569,534	48.5%	151,891	\$165,449,023
FY 2021	24	1	118,119	32.5%	10,812	\$12,209,161
FY 2022	95	15	439,219	54.0%	236,267	\$238,973,335
FY 2023	117	19	702,110	60.7%	315,268	\$361,204,565
FY 2024	114	18	677,702	59.7%	394,899*	\$494,282,715**

***Citywide:** A convention center event with a forecast pickup of 2,500 or more sleeping rooms in District hotels on the night of greatest contracted hotel occupancy during the event.

****Estimate based on actual number plus forecast number for events that have not reported final numbers.**

Personnel

41. Is Events DC operating under a full or partial hiring freeze? If so, why?

Events DC is not operating under a hiring freeze.

- 42. Please separately list each Events DC employee whose salary was \$100,000 or more in Fiscal Year 2024 and Fiscal Year 2025, to date. Please provide the name, position number, position title, program number, activity number, salary, and fringe for each. In addition, please state the amount of any overtime or bonus pay received by each employee on the list.**

Please see Attachment Q42 – Salaries Over \$100,000

- 43. Please list, in descending order, Events DC's top 25 overtime earners during Fiscal Year 2024 and Fiscal Year 2025, to date. For each, please state the employee's name, position number, position title, program number, activity number, salary, fringe, and the aggregate amount of overtime pay earned.**

Please see Attachment Q43 – Top Overtime Earners

44. Please provide each collective bargaining agreement that is currently in effect for Events DC employees and include the bargaining unit and the duration of each agreement.

Events DC has three collective bargaining units:

Bargaining Unit	Agreement Term
The American Federation of State, County and Municipal Employees, AFSCME Local 2290	10/01/2023 – 09/30/2027
International Brotherhood of Electrical Workers, IBEW Local 26	10/01/2022 – 09/30/2027
International Union of Operating Engineers, IUOE Local 99	04/01/2024 – 03/31/2029

Please see Attachment Q44 – Collective Bargaining Agreements for copies of the agreements.

45. Does Events DC conduct employee satisfaction surveys or otherwise solicit such information from employees? If so, please explain how such information is collection and evaluated, including whether responses are anonymous and/or confidential. Please explain what steps are taken to ensure that all employees are comfortable in the work environment.

Events DC values ensuring the comfort and feedback of our workforce. It is important for us to foster a company culture where employees feel comfortable providing evaluations. We use various collection methods such as online surveys, verbal responses, and written feedback. The surveys are conducted anonymously to encourage honest feedback, and the information gathered is reviewed by a designated team to ensure privacy.

Following our signature employee engagement events, we prioritize engaging all attendees with satisfaction surveys to ensure every voice has an opportunity to be heard. We utilize a diverse mix of survey formats, including open-ended responses for thoughtful reflection, rating scales for quick and measurable feedback, and multiple-choice questions to pinpoint specific trends and preferences. This multi-faceted approach guarantees a well-rounded view of our events and experiences. The designated team analyzes the feedback to identify trends and areas for improvement, and follow-up actions are taken based on the insights gained from the surveys.

We are adopting new approaches by implementing additional methods to obtain regular feedback through different sessions with departments and new hires, allowing them to voice concerns directly to management. By embracing these diverse feedback methods, we are not just collecting data; we are nurturing a culture of teamwork, innovation and growth, all while ensuring that our team's comfort and input remain at the heart of our efforts.

46. Please provide the total number of complaints or grievances from employees or former employees that Events DC received or was made aware of in Fiscal Year 2024 and Fiscal Year 2025, to date, including, but not limited to, matters concerning program implementation and work environment.

Fiscal Year	Number of Grievances
FY 2024	1
FY 2025	0

- 47. Please provide a list of any additional training or continuing education opportunities made available to Events DC employees. For each, provide the subject of the training, the names of the trainers, and the number of Events DC employees who participated. Please discuss whether Events DC accepts requests from employees to engage in training opportunities.**

Training is a priority at Events DC. Training and development is crucial because it allows employees to acquire new skills and knowledge, enhance their current skills and experience and leads to improved productivity as well as fosters a culture of continuous learning. Events DC embodies a learning environment and encourages employees to participate in the corporate offerings provided as well as supports employees who identify programs of learning that they are specifically interested in. The organization wide training programs offered in FY24 are as follows:

Training Title	Facilitator (s)	Number of Attendees
<ul style="list-style-type: none">• Performance Management• Adapting and Preparing for Change in the Workplace• How to Give Performance Feedback Workshop	Monica Bullock, Senior Director, Employee Relations & Performance Services Tawana Parker, Manager Performance Services	218
<ul style="list-style-type: none">• Sexual Harassment/Harassment Prevention	Michael Jacobs, ESQ	141
<ul style="list-style-type: none">• Emotional Intelligence	Urban Equity, LLC	239
<ul style="list-style-type: none">• Supervisory Training	Urban Equity, LLC	19
<ul style="list-style-type: none">• Resume Writing	Urban Equity, LLC	39

In addition to the organization-wide in person training opportunities, Events DC has provided all full and part time employees access to a free LinkedIn Learning account which offers a variety of online courses in business, technology, creative and other topics. Each department also has a dedicated training/staff development budget that can be used to cover the cost of job-specific continuing education courses. Events DC also has a tuition reimbursement program that allows eligible employees to be reimbursed the cost of tuition and fees for courses taken at an accredited institution (undergraduate, graduate and certificate programs).

48. Please discuss any training deficiencies Events DC identified during Fiscal Year 2024 and Fiscal Year 2025, to date, and any plans Events DC has to address those deficiencies.

One opportunity for additional employee training has been with respect to our performance management process and system. Performance management is a cornerstone of Events DC's commitment to operational excellence, and we have consistently prioritized ensuring our workforce is fully engaged, trained, and equipped to complete evaluations accurately and on time. Our goal is to provide comprehensive annual performance management training tailored to both leadership and staff, emphasizing clarity, consistency, and efficiency in the process.

Recognizing the importance of timely completion of performance evaluations, in the last year we've introduced proactive measures such as online tools, individualized one-on-one training sessions, and onboarding orientations to familiarize new hires with the performance management process. Additionally, we provide accessible FAQs and continually develop creative training topics centered on performance feedback, communication, and setting clear expectations.

These ongoing efforts have further strengthened our established practices, ensuring timely and accurate performance reviews, which remain a critical component of our organizational success and employee engagement strategy.

Agency Operations

49. Please list each new program implemented by Events DC during Fiscal Year 2024 and Fiscal Year 2025, to date. For each initiative, please provide:

- a. A description of the initiative;**
- b. Funding required to implement the initiative and the source of such funding; and**
- c. Any documented results of the initiative.**

Events DC significantly increased its support and promotion of events in the District, regionally and nationally. During FY 24 we developed or sponsored the following events that took place in our venues: the Krewe of Pyros Mardi Gras Ball; Met Fest; The District Cup; the Chocolate City Criterium; the F1 Go-Kart Experience; and Le Diner en Blanc. In conjunction with Destination DC we secured a branding and sponsorship opportunity for the District as the official tourism partner of the US Open. We also continue to work with Destination DC to promote tourism visitation for DC Jazzfest, Theatre Week, and the Home Rule Festival, as well as for the USA vs. Colombia, USA vs. Scotland and Capital City Africa Cup soccer matches.

In partnership with the DowntownDC BID Events DC continued its sponsorship of the summer KidsWorld and added a sponsorship of the BID's Summer Flicks outdoor movie series at Franklin Park. We also sponsored the summer residency of world-famous domino artist Lily Hervesh at the National Building Museum.

Events DC launched the Events DC Academy in FY 24. This program provides returning citizens, individuals from marginalized communities, seniors (legacy residents or legends), and veterans with a structured hands-on learning experience that prepares them for successful careers in hospitality and meets the workforce needs of District hospitality and service providers. The Academy consists of five programs: Workforce Development, Apprenticeships, Internships, Scholarships and Business Incubators. We established strategic partnerships with our internal service providers and District organizations such as the Carlos Rosario International Career Center, DC Central Kitchen, DOES, the Hotel association of Washington, Howard University, the Restaurant Association of Washington DC, the University of the District of Columbia and others to facilitate apprenticeship training programs, a management training program and a brand ambassador apprenticeship.

Our Community Grant Distribution program received the highest number of grant applications in its history. Our Board authorized a funding increase to the program and we awarded \$625,000 in grants to 103 District-based non-profit organizations that focus on youth sports, cultural arts and performing arts across all eight wards, with particular emphasis on programs benefitting residents of Wards 5, 7 and 8. We are on track to disburse \$750,000 during FY 2025, in addition to the \$1 million of supplemental funding earmarked for youth extracurricular activities provided by the District as set forth in the FY 2025 Budget Support Act.

In FY 2025 we will also be distributing approximately \$3.5 million for a large event grant program. This program will provide funding to multiple non- profit organizations hosting events in the District of Columbia that will attract domestic and/or global visitors to the District of Columbia and can demonstrate the positive economic impact of their event.

With the exception of the youth extracurricular grants and the large event grants, all Events DC initiatives are funded through the approved fiscal year budget. No additional funding was required.

50. Please explain the impact on Events DC of any legislation passed at the federal level during Fiscal Year 2024 and Fiscal Year 2025, to date, which impacted Events DC operations. If regulations are the shared responsibility of multiple agencies, please note.

None.

51. Please list all regulations to which Events DC is subject at the federal level. Please explain how Events DC complies with those regulations and explain any non-compliance or lapses in compliance.

As an independent authority that is engaged in commerce, employment, venue management, real estate development and many other business aspects, Events DC is subject to a variety of federal regulations applicable to most businesses, including but not limited to employment regulations (e.g., regulations applicable to the FLSA, FMLA, EEO, ADA, OSHA, ERISA etc.), environmental regulations, IRS regulations, and INS regulations, among others.

Events DC operates in compliance with all applicable federal regulations. With respect to employment regulations in particular, to ensure compliance, Events DC has adopted personnel policies that incorporate the necessary provisions of these regulations. These policies are applied consistently and fairly across all employees. Key measures include:

- posting visible notices in the workplace to inform employees of their rights.
- conducting regular training sessions for managers and employees to ensure understanding of compliance requirements.
- implementing processes and tools to monitor adherence to regulations and promptly address any updates or changes in federal laws.

As of Fiscal Year 2025, Events DC has no known instances of non-compliance or lapses in compliance. We remain committed to maintaining a culture of integrity and compliance to support our workforce and organizational success.

52. Please list all regulations for which Events DC is responsible for oversight or implementation in the District. Please list by chapter and subject heading, including the date of the most recent revision.

Events DC is not a regulatory entity. As an independent authority, Events DC has promulgated the regulations listed below. However these regulations apply only to Events DC and not to the public or other District agencies.

Topic	DCMR Citation
Events DC Bylaws	19 DCMR 101 et seq.
Events DC Personnel Regulations	19 DCMR 200 et seq.
Events DC Procurement Regulations	19 DCMR 300 et seq.
Events DC Booking Regulations	19 DCMR 400 et seq.
Events DC Ethical Code	19 DCMR 501 et seq.

53. Please identify any statutory or regulatory impediments to Events DC's operations.

None at this time, however Events DC intends to update its bylaws and procurement regulations during FY 2025.

54. Please identify all electronic databases maintained by Events DC, including the following:

- a. A detailed description of the information tracked within each system;**
- b. The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and**
- c. Whether each system is publicly accessible, in whole or in part.**

Events DC does not maintain any wholly-owned electronic databases. Instead, we leverage Software as a Service (SaaS) products to manage and process our data. This SaaS-based approach allows us to efficiently manage resources while leveraging the expertise of leading technology providers.

55. Please provide a detailed description of any new technology acquired by Events DC in Fiscal Year 2024 and Fiscal Year 2025, to date, including the cost and its purpose. Please explain if there have been any issues with implementation.

Events DC's technology enhancements in Fiscal Year 2024 and Fiscal Year 2025 to date include the following:

- Mobile App Development. Events DC acquired a mobile application specifically designed to support **Passport DC** and **WalkingTown DC** initiatives. This mobile application enhances user engagement by providing streamlined access to event information, navigation, and resources for participants.

The application was developed to improve the user experience during these events by offering interactive maps, event schedules, and real-time updates, fostering greater community participation and convenience.

The deployment of the mobile application was seamless, with no reported issues during its implementation. This reflects the effective planning and execution efforts undertaken by Events DC. By leveraging this technology, Events DC demonstrates its commitment to utilizing innovative tools to support its community-focused initiatives.

Cost: \$175,000

- WiFi Expansion. Events DC successfully launched public WiFi at The Fields at RFK Campus, enhancing connectivity for visitors, athletes, event organizers, and the community overall. This investment aligns with our commitment to providing a seamless digital experience across our venues, ensuring guests can stay connected while enjoying all RFK has to offer. The rollout included high-speed access points strategically placed to deliver reliable coverage, all supported by state of the art fiber. This initiative not only improves fan engagement and operational efficiency but also positions The Fields at RFK as a tech-forward destination for sports and community events.

No issues reported.

Cost: \$247,000

- Cybersecurity Enhancements. Events DC successfully implemented a Zero Trust cybersecurity infrastructure, enhancing the security of its digital assets while ensuring seamless operations across its venues. By adopting a "never trust, always verify" approach, we integrated multi-factor authentication, micro-segmentation, and continuous monitoring to safeguard sensitive data and critical systems. This

proactive strategy significantly reduces the risk of cyber threats, protecting both internal operations and external interactions. The rollout was marked by a phased implementation, staff training, and collaboration with industry-leading security tools, ensuring a smooth transition without disruption. As a result, Events DC now operates with a more resilient and adaptive security framework.

No issues reported.

Cost: \$184,000

56. Please describe any efforts by Events DC in Fiscal Year 2024 and Fiscal Year 2025, to date, to improve the transparency of Events DC operations.

Events DC has implemented a range of initiatives in Fiscal Year 2024 and Fiscal Year 2025, to date, to enhance transparency and engage its stakeholders effectively. These efforts include:

1. Public Access to Governance and Meetings:

- a. Ensured public access to monthly meetings of the Authority's Board of Directors through both livestreaming and in-person attendance, with full recordings of past meetings available on the Authority's website for on-demand viewing. [Link to recordings](#)
- b. Hosted quarterly public community meetings, as well as special meetings as necessary, with stakeholders of the RFK Stadium Campus community to discuss operations and activities that may impact them.

2. Community Engagement and Communication:

- a. Maintained regular communication with community stakeholders through various channels, including email, virtual town halls, monthly event calendars, and community newsletters. These efforts ensure stakeholders receive timely event information, operational updates, and have the opportunity to provide feedback and ask questions.
- b. Conducted outreach to Advisory Neighborhood Commissioners, the Mayor's Office of Community Relations and Services, DC Council Constituent Services, and DC Council Communications staff to share information about Events DC activities and events, such as the Community Grant Program, Day of Play at RFK, and Safeway Feast of Sharing.

3. Inclusive and Accessible Programs:

- a. Facilitated virtual and in-person informational sessions for the Events DC Community Grant Program, including the organization's first Spanish-language session, to ensure greater accessibility and inclusivity in the program's participation.

4. Policy Transparency and Training:

- a. Streamlined internal policies to ensure they are easily accessible to employees, providing clarity and consistency in processes.
- b. Conducted regular training sessions, leadership forums, and town halls to engage employees, share organizational goals and updates, and foster open communication internally.

5. Technology and Information Accessibility:

- a. Leveraged digital platforms to enhance operational transparency, including livestreaming meetings, maintaining an online repository of governance materials, and utilizing dashboards to share real-time updates on key initiatives.

The following are some additional transparency efforts the Authority continues to implement:

- A full calendar of events at our venues is available here:
<https://eventsdc.com/events>
- A full calendar of permits at the Fields at RFK is available here:
<https://eventsdc.com/venue/fields-rfk-campus/calendar>
- A full list of Community Grant recipients is available here, including a Spanish language version the application:
<https://eventsdc.com/community/community-grants>
- Current procurement opportunities can be accessed here:
<https://eventsdc.com/about/procurement>
- Ongoing enhancements to our website to add augmented and virtual-reality capabilities, hi-resolution video, and social media streaming capabilities, all of which allow the Authority to better communicate and provide information to customers, visitors, community members, and other stakeholders;
- Publishing regularly scheduled meetings of the Authority's Board of Directors in the D.C. Register and Office of Open Government Public Body Meetings Calendar;
- Operating social media platforms such as Facebook, X (formerly Twitter), Instagram, and LinkedIn to communicate and share information to and engage with stakeholders and the public at-large;
- Attending regular meetings of Advisory Neighborhood Commissions and Community and/or Civic Associations where the Authority has venues or hosts events; and
- Participating in annual performance and budget oversight hearings before the Council of the District of Columbia.

57. Please list the top five priorities for Events DC and provide a detailed explanation for how Events DC expects to achieve or work toward those priorities in Fiscal Year 2025.

Events DC's top priorities for Fiscal Year 2025 include:

1. Revising the Events DC Rolling Five-Year Capital Plan and Ten-Year Outlook of our major venues to update the forecasts, costs and expenses for the convention center and the Entertainment and Sports Arena and include new estimates for the DC Armory and the Festival Grounds at RFK Campus. Our core event business remains the events that we host in the venues we own and/or operate; we must continually reinvest in our venues to ensure that we meet the evolving needs of our customers and guests.
2. Continuing Support of the Gallery Place/Chinatown Task Force by creating compelling activations and events, in partnership with the DowntownDC BID or other organizations, that draw visitors to downtown DC and the Gallery Place/Chinatown area. Our recent support of the Downtown DC Holiday Market 2024 and the CityCenter DC Holiday Tree Lighting Celebration are examples of the activities we are developing.
3. Securing a Naming Rights sponsor for the Entertainment and Sports Arena that will increase long-term revenue generation for the venue, serve as a marketing tool for Events DC and contribute to community programs fostering change in the neighborhood.
4. Securing one new international or destination-driven event that will be presented in the District during FY 2026, leveraging the District's position as a top destination for travelers.
5. Upgrade the infrastructure of the Festival Grounds that will improve the marketability of the Festival Grounds for premiere festivals, concerts and special events.

Funding for all proposed programs is included in Events DC's approved budget for FY 2025.

a. How did Events DC address its top five priorities last year?

Events DC's top five priorities identified for Fiscal Year 2024 were as follows:

1. Develop a new sports business partnership/opportunity for the RFK Campus. While long-term plans are dependent on resolution of the Federal lease and consensus on the District's plan for developing the campus, we will identify and economically assess sports partnership opportunities that can

temporarily activate one of our currently underutilized RFK Campus assets, with the intention to bring that opportunity online during FY 25.

Actions Taken: We undertook preliminary discussions with executive leadership of several professional sports teams which currently do not have a permanent home venue, to determine interest in activating temporary short- and medium-term installations in dormant and underutilized areas. The discussions were promising, and we performed due diligence and reported our recommendations to the Board of Directors. We received direction to continue due diligence and, if appropriate, develop a formal project proposal for the Board's review and approval. We expect to complete the due diligence, planning, market research and financial evaluation during FY 25 and if the findings warrant, present the proposal to the Board at the appropriate time.

2. Conduct a convention center expansion assessment. The convention center is the primary revenue generating asset for Events DC and is the only convention center within its competitive set that has not added additional revenue-generating event space since its opening in 2003. The Authority's financial health depends on a fully optimized convention center growing its market and revenue. We anticipate this assessment will take up to six months to complete; given the lengthy development time for major real estate projects, and with current uncertainty about the downtown event marketplace, it is essential that we objectively assess the available options and begin planning the next stage of the convention center's success.

Actions Taken: Events DC has started the assessment process, which began with understanding the most up to date condition of its assets, including the Convention Center. As a next step, Events DC is assessing the Convention Center's market position to determine the need and breadth of any upgrades or expansion. We expect the assessment process to proceed in multiple phases from visioning through program development and budgeting, prior to commencing any design and construction. Events DC believes this information will help determine the best path forward to remain competitive in the Conventions, Meetings, Sports, and Creative industry.

3. Secure an event growth opportunity for the Entertainment and Sports Arena. While we value our relationship with our major tenant at the ESA, we must diversify the arena's event portfolio as a matter of prudent business practice. We will secure at least one event growth opportunity that will be nurtured into a reliable annual event that is well-received and anticipated by the community and will generate revenue for Events DC.
4. Develop one annual off-peak Events DC "signature" event. Each of our venues has a peak booking season and an off-peak booking season based on the market segments the venue serves. We will identify, develop, or secure a second Events DC "signature" event for launch in FY 2025 during an appropriate off-

peak season, in addition to our signature Because They're Funny Comedy Festival. Our new event will engage all eight wards and will attract out-of-town visitation that generates new hotel room stays and restaurant sales.

Actions Taken for Priorities 3 and 4: Several of our top priorities focused around securing or developing new event business opportunities that would activate our venues, Downtown/Chinatown public spaces, or other communities. We successfully activated new Events DC signature events such as the Krewe of Pyros Mardi Gras Ball, which has become an annual event generating economic impact during the off-peak winter season, at the convention center; Met Fest at the Entertainment and Sports Arena; The District Cup polo match as part of our Passport DC program; the Chocolate City Criterium and Le Diner en Blanc at the RFK campus; Clipper Ship Fleet Week at The Wharf; the F1 Go Kart Experience at Union Market; summer activations with the DowntownDC BID including KidsWorld, A Night with Prince in the Park, and the residency of domino artist Lily Hevesh at the National Building Museum.

5. Develop Events DC Academy. The continuing post-pandemic challenges of recruiting qualified District residents for hospitality industry jobs demonstrate the continuing need for proactive workforce development and training. We will leverage Events DC's unique position in the Hospitality Alliance to establish a program that trains District residents for meaningful employment in the events and creative industries and provides paths to employment after successfully completing the program, offering five participant workforce scholarships to the initial class.

Actions Taken: We have developed the Events DC Academy, a training and mentoring program that provides residents, including returning citizens, marginalized community members, seniors (legacy residents or legends), and veterans, with a structured hands-on learning experience that prepares them for successful hospitality careers and meets the workforce needs of District hospitality and service providers. During FY 25 we hosted ten hospitality interns; partnered with our Service Partners and partnering labor unions to facilitate apprentice training programs at the convention center and Entertainment and Sports Arena; launched a seven-week hospitality management training program; launched an apprenticeship program with Casa Innovation (Brazil), sponsoring a Brazilian hospitality professional to serve as a brand ambassador for Events DC and the District; and established strategic partnerships with many organizations including Carlos Rosario International Career Center, CECAP (Creative Economy Career Access Program), DC Central Kitchen, DOES, the Hotel Association of Washington, Howard University, the Restaurant Association of Metropolitan Washington, the University of the District of Columbia and other organizations. We anticipate graduating our first formal cohort this year.

58. Please identify any legislative requirements that Events DC lacks sufficient resources to properly implement. Please identify any statutory or regulatory impediments to your agency's operations or mission.

None at this time, however Events DC intends to update its bylaws and procurement regulations during FY 2025.

59. Please describe Events DC's current legislative priorities, whether consideration by the Committee is warranted, and if Events DC foresees introducing additional measures for the Council's consideration during Fiscal Year 2025.

Events DC does not have any planned legislation for the Committee's consideration at this time; however Events DC does intend to update its bylaws and procurement regulations in FY 2025.

Agency Program

60. Please list each new program implemented by Events DC during Fiscal Year 2024 and Fiscal Year 2025, to date. For each initiative, please provide:

- a. A description of the initiative;**
- b. Funding required to implement the initiative; and**
- c. Any documented results of the initiative.**

Please see response to Question 49.

61. What are Events DC’s key performance indicators (“KPIs”) and what has been your agency’s performance (for each of these KPIs) in Fiscal Year 2023, 2024, and 2025 to date?

The primary key performance indicators for the Authority include: (i) the number of events hosted in our venues (including the number of citywide conventions)^[1]; (ii) number of Citywide conventions; (iii) attendance; (iv) venue occupancy; (v) confirmed room nights attributed to convention center events, and (vi) direct economic impact. The following table compares our average for FY 2014 – 19 and FY 19, which are our benchmarks; our actual numbers for FY 20 through 24; and our estimated hotel room night and economic impact for FY 24, as these are lagging indicators that are still being tabulated:

	Number of Convention Center Events	Number of Citywides	Total Convention Center Attendance	Convention Center Occupancy	Total Convention Center Room Nights	Economic Impact
Average FY 2014 – 2019	193	17	1,274,026	68.5%	375,183	\$375,807,585
FY 2019	151	18	1,066,175	70.9%	379,950	\$375,361,399
FY 2020	57	10	569,534	48.5%	151,891	\$165,449,023
FY 2021	24	1	118,119	32.5%	10,812	\$12,209,161
FY 2022	95	15	439,219	54.0%	236,267	\$238,973,335
FY 2023	117	19	702,110	60.7%	315,268	\$361,204,565
FY 2024	114	18	677,702	59.7%	394,899 ^[2]	\$494,282,715 ^[3]

^[1] **Citywide:** A convention center event with a forecast pickup of 2,500 or more sleeping rooms in District hotels on the night of greatest contracted hotel occupancy during the event.

^[2] Estimate based on actual number plus forecast number for events that have not reported final numbers.

^[3] Estimate includes estimated economic impact for Sports and Entertainment Division events

62. What KPIs have been removed (or changed) since 2020? List each specifically and explain why it was dropped or changed.

In FY 24 we added economic impact totaling \$102,518,678 for certain Sports and Entertainment Business Development events.

63. What are the top five priorities for Events DC? Please provide a detailed explanation for how the agency expects to achieve or work toward these priorities in Fiscal Years 2024 and 2025.

Please see response to Question 57.

64. Last year, Events DC stated it wanted to conduct a Convention Center Expansion Assessment, please provide the Committee with an update on this assessment and its findings.

Events DC has started the assessment process, which began with understanding the most up to date condition of its assets, including the Convention Center. As a next step, Events DC is assessing the Convention Center's market position to determine the need and breadth of any upgrades or expansion. We expect the assessment process to proceed in multiple phases from visioning through program development and budgeting, prior to commencing any design and construction. Events DC believes this information will help determine the best path forward to remain competitive in the Conventions, Meetings, Sports, and Creative industry.

65. What investments have Events DC made to the Walter E. Washington Convention Center in the past two fiscal years and what upgrades are planned for Fiscal Year 2025?

Projects that have taken place over the past two fiscal years and that will continue in FY 2025 include:

1. **Roof replacement project:** This project is the complete replacement of the entire roof at the Walter E. Washington Convention Center. When completed the project will have replaced the original roof at the Center with a new roof and warranty of 25 years. In addition, the project has been strategically performed to include portions of work preparing Events DC to own one of the largest solar arrays in the city. Finally, the project increases Events DC's ability to maintain business continuity at the highest levels for our customers.
2. **Bathroom renovations project:** The project completely renovates all original public facing restrooms at the Walter E. Washington Convention Center. The project directly impacts guest satisfaction and experience and continues to position our primary venue as the preeminent convention location with the best and most up to date amenities.
3. **Switchgear upgrades:** This project upgrades existing and original electrical infrastructure with newer, safer, more efficient, and readily available electrical systems to provide continuous energy for the Walter E. Washington Convention Center. Outside of best practices for these systems, this project increases Events DC's ability to maintain business continuity.

For a complete list of Events DC's capital projects please see Attachment Q25 – Capital Projects.

66. How many events did Events DC host in Fiscal Year 2024?

Events DC had a total of 417 events at its various venues in FY 2024. Please see the chart below.

- a. Has that number returned to pre-pandemic levels? If not, what is Events DC's strategy to achieve these levels and what steps have been taken already?**

For FY24, citywide events, in-block hotel room pickup, event revenue, and economic impact paced at or above FY19 levels. The number of events, attendance, and occupancy remain below FY19 levels. This is primarily due to a decrease in public exhibitions (ticketed or free) that occupied one or more exhibit halls (the convention center's occupancy is driven by rental events occupying exhibit halls). The total number of events is also impacted by a continued decline in business-to-business single-day events; the loss of these events does not significantly impact occupancy, attendance, or revenue.

We are continuing our efforts to book new business for the convention center, and more importantly, to develop bookings into long-term relationships and regular repeat business. While we expect to continue recovering business, we are working to adjust our efforts to reflect changing industry trends and other market forces.

- b. Please provide annualized data for the last six Fiscal Years.**

Comparing FY 24 to FY 19 (the last full fiscal year before the pandemic), we see the following KPIs:

	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 24 % of FY 19
Events: Convention Center	151	57	21	95	117	114	75.5%
Events: St Elizabeths East	418	161	96	233	206	206	49.3%
Events: RFK - Armory Campus	37	32	71	120	113	97	262.2%
TOTAL EVENTS:	606	250	188	448	436	417	68.8%
Number of Citywides	18	10	1	15	19	18	100.0%
Convention Center Attendance	1,066,175	569,534	118,119	443,096	702,051	677,702	63.6%
Total Convention Center Hotel Rooms	363,338	151,891	10,812	216,852	315,268	394,899*	108.7%
Convention Center Occupancy	70.9%	48.5%	32.5%**	54.0%	60.7%	59.7%	84.2%
Convention Center Event Operating Revenue	\$22,725,439	\$10,810,411	\$4,654,872	\$16,973,286	\$22,896,850	FMD	100.8%
Direct Economic Impact	\$375,361,399	\$169,021,480	\$12,209,161	\$238,973,335	\$361,204,565	\$407,033.178*	108%

**Estimate based on actual number plus forecast number for events that have not reported final number.*

***Includes DGS licensing of exhibit halls for the District's COVID-10 Alternate Care Facility, October 1, 2020 – March 31, 2021. For event activity only, the occupancy percentage was 13.3%.*

c. Please provide the Committee with the five largest activations of each Fiscal Year at each Events DC-operated property.

The five largest activations by recorded attendance for each Events DC operated venue during FY 24 were:

	Event	Attendance
Walter E. Washington Convention Center		
1*	Awesome Con	47,032
2	OTAKON	45,000
3	National Book Festival	38,251
4	Association of the United States Army	35,971
5	Capitol Hill Classic Volleyball Tourney	31,325
Entertainment and Sports Arena		
1	District of Columbia Public School Commencement Ceremonies	17,696
2	Coastal Athletic Association Basketball Championships	8,373
3	Las Vegas Aces vs Washington Mystics	3,425
4	Chicago Sky vs Washington Mystics	3,420
5	WNBA Hold vs Washington Mystics	3,337
Gateway DC Pavilion **		
1	TSM Dear Summer BBQ 2024	1,787
2	United Planning Organization Staff Retreat	330
3	Serve DC Spirit of Service Awards	106
R.I.S.E. Demonstration Hall		
1	DC Health WIC Appreciation Event	175
2	UPO Workforce Institute Graduation Ceremony	165
3	DC Department of Human Services COO Meeting	158
4	Girl Scout 2024 Cookie Distribution	151
5	FSFSC's Jingle Bell Rock – MLK Parade and Wellness Fair – CM Robert White Youth Town Hall	140 ea
DC Armory		
1	Army Ten-Miler Expo	10,732
2	My School DC Education Festival	6,376
3	Sumo + Sushi	5,349
4	Life Fest 2024	4,000
5	DC Bar Exam	2,245
Festival Grounds at RFK Campus		
1	Project GLOW	37,659
2	National Cannabis Festival	16,443

3	DPW Truck Touch/DOEE Grand Prix	10,000
4	Police Unity Tour	2,000
5	Mega Clinic	1,123
RFK Lots		
1	Chocolate City Criterium	1,500
2	District of Columbia Household Hazardous Waste Collection and Drop-Off	992
3	District of Columbia Household Hazardous Waste Collection and Drop-Off	991
4	DMV Farmers Market/Flea Market	900
5	DMV Farmers Market/Flea Market	880

** The Washington Auto Show attendance is considered business confidential information and is not made publicly available without the written consent of the Washington Area New Automobile Dealers Association. The Washington Auto Show is the most attended event at the Walter E. Washington Convention Center.*

*** There were three licensed events at Gateway DC Pavilion in FY 24.*

67. Please provide an update on discussions and/or negotiations between Events DC and Monumental Sports and Entertainment (“Monumental”) regarding the Entertainment and Sports Arena (“ESA”).

Events DC and Monumental negotiated and finalized an amended and restated sublease for the ESA effective December 18, 2024.

- a. Relatedly, as the Washington Mystics play more games at Capital One Arena, what is the plan for Events DC to make up for the games no longer played at ESA?**

Although some Mystics games may be moved to Capital One Arena, Monumental will continue to hold a minimum number of publicly ticketed events at ESA, including Mystics games, Go-Go games and any other publicly ticketed Monumental events. In addition, Events DC intends to activate dates allocated for Events DC’s use. In FY 2025 we will once again host the Coastal Athletic Association’s men’s and women’s basketball tournaments and we are excited to host a new event – WWE NXT Vengeance Day -- this month, which is WWE’s first time back in the District in over a decade. We also have concerts planned for this month and in the spring, among other events. Monumental has also committed to partnering with us to continue to host community events and activities at the Arena. We remain committed to the Congress Heights community and will work to ensure the campus is activated and continues to thrive.

- b. What discussions have occurred about the long-term future of the Mystics and the ESA?**

The amended sublease between Events DC and Monumental requires the Mystics to play the majority of their home games at the Entertainment and Sports Arena. However, with the growth of women’s professional basketball and its increased popularity, the parties agreed the Mystics may play several games per year (including playoff games) at Capital One Arena if the ticket demand is expected to exceed capacity at the Entertainment and Sports Arena.

68. Please provide an update on the 2025 National Cherry Blossom Festival fundraising and matching grant program.

The agreement with the National Cherry Blossom Festival (NCBF) for the matching grant has been executed. Events DC will determine the amount of the grant and pay NCBF once NCBF confirms the total amount of corporate donations raised to qualify for the matching grant.

a. Please describe Events DC's involvement in supporting the Cherry Blossom Festival.

In addition to administering the matching grant required by the Fiscal Year 2025 Budget Support Act of 2024 (L25-0217, Title II, Subtitle L, Sec. 2112), Events DC is a primary sponsor of the National Cherry Blossom Festival, including presenting sponsor of the parade. Events DC partners with Festival organizers and other hospitality organizations to jointly promote and publicize NCBF's programs, activities, and events.

69. Last year, Events DC provided an update on Events DC's grant administration for the Washington Nationals Youth Baseball Academy in Ward 7. Was this grant funding one time? Please described how funds have been used.

The grant funding for the Washington Nationals Youth Baseball Academy was one time funding provided by the District in accordance with the Fiscal Year 2024 Budget Support Act of 2023 (L25-0050, Title VII, Subtitle H, Sec. 7073). The \$2 million grant funds were used for capital improvements to the Youth Baseball Academy including the following:

- Replacement of turf on the three fields;
- Replacement of AC units;
- Installation of new shade structures;
- Repairs and additions to the netting and padding systems;
- Installation of a Butler building for storage;
- Installation of a lightning detection system;
- Improvements to the public address system;
- Repair and replacement of damaged masonry and concrete; and
- Improvement and replacement of classroom and office space furniture and systems.

70. Please provide an update on Events DC's grant program to support historical research of the District of Columbia.

A grant agreement with the DC History Center has been executed and the \$300,000 grant payment to DC History Center was made on December 27, 2024.

71. During the Fiscal Year 2025 budget cycle, the Committee provided Events DC with funding for a grant program for youth extracurricular activities. Please provide an update on the grant and include:

- a. The name of the organization;**
- b. The type of programming that they provide;**
- c. Total of grant provided to each organization;**
- d. The ward the organization is based in;**
- e. The targeted age/grades of the participants in the programming; and**
- f. How much of the funding has been expended?**

Events DC has been working during the first quarter of Fiscal Year 2025 to develop the grant program for youth extracurricular activities. Events DC intends to use a portion of the funding to supplement Events DC's existing Community Grants Program, as it aligns with the purpose and goals of the Committee. The Events DC Community Grant Program provides financial support to qualifying non-profit organizations dedicated to supporting children through sports, performing arts or cultural arts in the District of Columbia. Applications for Cycle 2 of our Community Grant Program are due February 1, 2025, and grant awards are expected to be made by April 2025.

A portion of the funds will be used as an "opportunity fund" that will be used to attract and support youth focused sporting, cultural and STEM based events taking place in the District. Examples may include sports tournaments, "battle of the bands" events, STEM conferences/educational trips, esports events and dance/theater/musical productions, and other sports and cultural activities. The opportunity fund will serve as an incentive to bring events to DC by helping defray travel, venue and other event-related costs.

Additional funds will also be used to support local youth clubs, sports teams, and music/arts groups with certain operational costs such as uniforms, equipment and travel.

- 72. Is the project bringing kiosks to the sidewalk in the 1100 block of 9th St. NW still ongoing? Last year, Events DC stated 90% of funding for Phase 1 had been completed.**
- a. What is the status of activating each of the three kiosks? If any of the kiosks are still vacant, what is the plan to activate the remaining kiosks?**
 - b. For each of the three kiosks:**
 - 1. How much funding has been expended?**
 - 2. How was the funding spent?**
 - 3. Who is the current tenant, or if no current tenant, what is the anticipated timeline for a new tenant occupancy?**

Base construction of the four retail kiosks along the 9th Street side of the Walter E. Washington Convention Center is complete. Events DC has executed lease agreements with three tenants – The Gentlemen’s Closet, Brij Coffee and DC ChiPie. Through a competitive procurement process, Events DC is engaging a real estate leasing agent to help secure a tenant for the remaining unleased kiosk.

The Gentlemen’s Closet, a men’s clothing and accessories store, opened for business in May of 2023. Events DC is in the process of mobilizing its general contractor to fit-out Brij Coffee’s kiosk with a goal of completing the fit-out in May of 2025. DC ChiPie is actively seeking a ghost kitchen which will enable them to cook pizza off-site to sell at their kiosk. Events DC continues to work closely with DC ChiPie to facilitate their occupancy and opening in 2025.

Construction of the retail kiosks was included in the overall Streetscape project for the Convention Center. In addition to the kiosks, the project included installation of granite pavers, raised tree planter boxes, and the renovation of the streetlights around the entire building. The total budget for phase one of the Streetscape project is \$18.3 million. Approximately 99% of the funds have been expended to date. The remaining funds are anticipated to be spent this fiscal year.

- 73. The federal government just passed legislation allowing the District to have a new lease on the Robert F. Kennedy Memorial Stadium (“RFK”) campus. Please provide an update regarding the planning process and what level of involvement Events DC expects to have at each stage of the revitalization of this property.**

Currently, Events DC is focused on the demolition of RFK Stadium.

On May 2, 2024, the District of Columbia and the Department of Interior entered into an agreement governing the demolition of RFK Stadium (“Demolition Agreement”). As contemplated by the Demolition Agreement, on November 26, 2024 the National Park Service issued to Events DC an authorization letter allowing Events DC to commence demolition. Events DC then worked with its demolition contractor SMOOT on a remobilization plan and revised project schedule. SMOOT remobilized and began selective demolition to certain interior and exterior areas on January 13, 2025.

For the next several months, demolition activities will largely be confined to selective sections of the interior of the stadium and to the removal of sections of exterior cladding. SMOOT’s demolition plan then calls for breaching the stadium bowl to allow for the removal of demolished concrete from inside the stadium.

Demolition of the overall structure is expected to begin later this year and run through the 2026. Once the structural demolition is complete, SMOOT will begin site work to regrade the site and restore the site, which is expected to occur in late 2026.

In addition, Events DC entered into a Memorandum of Agreement with the National Park Service, the Advisory Council on Historic Preservation, and the District of Columbia State Historic Preservation Officer to comply with National Historic Preservation Act (“Section 106 MOA”). Events DC is continuing to work on obligations under the Section 106 MOA including developing an interpretive signage package for the site, developing an RFK Stadium oral history, and funding a study of the L’Enfant Plan and how the RFK site was envisioned and contemplated in the L’Enfant Plan.

Events DC has been coordinating with DMPED on the demolition plan and progress and will continue to support the City on the future redevelopment of the site.

74. Please provide an update on the current status of the infrastructure at the Skatepark at RFK campus. Does Events DC have plans to update it?

Events DC is reviewing the skate park infrastructure in connection with a larger effort to assess the condition of all our venues and will make a determination about the proper and best course forward to ensure the proper condition for the skate park.

75. The District is also hosting part of the FIFA Club World Cup soon. Please provide an update on the preparations that Events DC has taken to prepare for this event.

We have supported FIFA Club World Cup by connecting FIFA's marketing agency to iconic city locations to gather content that will support promotion of the event. We have also supported D.C. United as the host of the matches. We will continue to provide promotional and other support where needed and as FIFA's/D.C. United's planning process progresses.

76. WorldPride Washington, DC 2025 will be held this year. Please provide an update on preparations for the event. How will Events DC be supporting the District and other entities with the event?

Events DC was proud to provide significant planning support and a grant to the Capital Pride Alliance to help secure World Pride 2025 in the District. Events DC continues to make significant contributions as World Pride 2025 enters a critical planning stage. We are actively engaged on several World Pride Committees. These include:

- District Government WP 2025 Interagency Coordination Committee
- WP 2025 DC Leadership Stakeholders Committee
- World Pride / Capital Pride Alliance Committees
 - Arts & Culture
 - Creative Services Coordination
 - All-Team Committee
 - Nightlife
 - Marketing Strategy
 - Tech/Communications

Marque and signature World Pride events are taking place at Events DC venues across the city, including Nationals Park, RFK Stadium, the Convention Center and RFK Fields.

Events DC is committed to working with the DC Government, the World Pride/Capital Pride Alliance, Destination DC and other organizations to ensure the success of World Pride 2025.