



Mecklenburg County ABC Board

DIRECTORS

MONIFA DRAYTON Chairman
MARCUS KIMBROUGH
BEVERLY THORPE
JAY NEAL
WILHELMENIA REMBERT

Keva Walton, Chief Executive Officer

November 18, 2025

Dear Chairman Jerell,

On October 31, 2025, the Board of Directors of the Mecklenburg County Alcohol Beverage Control (ABC) convened to conduct the annual performance review of Chief Executive Officer Mr. Keva Walton. Based on unanimous feedback from both board members and direct reports, the Board approved a 4% merit increase, bringing Mr. Walton's baseline compensation to \$270,634.94.

Throughout the evaluation year, Mr. Walton demonstrated bold, innovative leadership that directly advanced the Board's mission and community impact. Under his guidance, Mecklenburg ABC achieved significant milestones, including:

- **\$2,180,000** in grant funding awarded to support over 50 local organizations
- **\$10,485,823** distributed to both the City of Charlotte and Mecklenburg County
- **\$1,103,770** allocated to the Charlotte Mecklenburg Library

The formal evaluation, completed by eight respondents (50% Board of Directors, 50% direct reports), revealed consistent top-tier ratings across all performance domains:

Leadership & Vision:

Mr. Walton received high marks for strategic leadership, with 88% of respondents rating him as either "consistently" or "above average" in setting long-term goals, executing vision, and guiding the organization through change. His ability to remain goal-focused and deliver results aligned with Mecklenburg ABC's mission was affirmed by 100% of respondents.

Accountability & Ethics:

Personal and programmatic accountability emerged as core strengths. All respondents rated Mr. Walton in the top two tiers for accepting responsibility, supporting high performance, and avoiding blame-shifting. Notably, 100% of respondents gave the highest possible rating for ethical leadership, citing his unwavering adherence to moral principles and organizational values.

Innovation & Initiative:

Mr. Walton's forward-thinking approach was especially lauded, with 87.5% rating him as "consistently" innovative in identifying and executing new ideas that modernize operations. His initiative in addressing challenges proactively and efficiently was also recognized, with 100% of respondents placing him in the top two performance tiers.

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Relationship Building & Inclusion:

Mr. Walton's ability to cultivate strong internal and external partnerships was affirmed by 87.5% of respondents who cited his consistent engagement with key stakeholders. His leadership demonstrated creating a culture of belonging was also highly rated, with 100% acknowledging his commitment to a healthy work environment.

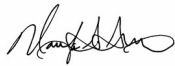
Community Engagement & Financial Stewardship:

As a community connector, he was recognized for his sustained collaboration with nonprofits, and public institutions demonstrating his effectiveness. Financial stewardship was also strong, with respondents affirming his ability to manage resources responsibly and drive profitability across ABC retail and mixed-beverage operations.

The evaluation results reflect Mr. Walton leads with bold vision, integrity, and measurable impact. His strengths in innovation, ethics, accountability, and community engagement position Mecklenburg ABC for continued success and trust across stakeholders. These findings affirm his alignment with the organization's mission and his capacity to lead through complexity with clarity and purpose.

In closing, we as members of the board of directors continue to remain in full support of Mr. Walton and his leadership of this great organization.

Sincerely,

A handwritten signature in black ink, appearing to read 'Monifa D. Drayton', with a stylized flourish at the end.

Monifa D. Drayton, MPA

Chair