



MassVentures

MassVentures FY 2020 Compensation Committee

Amended on October 5, 2020 at 2:40 PM EDT

Date and Time

Tuesday October 13, 2020 at 10:00 AM EDT

Location

Join Zoom Meeting

<https://us02web.zoom.us/j/82009934214?pwd=MEIFU04wNUJMYURCVFUzWVdtNFJRdz09&from=msft>

Meeting ID: 820 0993 4214

Passcode: 943751

One tap mobile

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+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

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Agenda

	Purpose	Presenter	Time
I. Opening Items			10:00 AM
A. Record Attendance			1 m
B. Call the Meeting to Order			
II. Compensation Committee			10:01 AM
A. Review Compensation Structure and Committee Process	Discuss	Charlie Hipwood	5 m
The current compensation structure consisted of three components: Base Compensation, Incentive Compensation and Benefits. The objectives of this meeting are to evaluate the performance of the staff for consideration of changes to the			

Base Compensation and Incentive Compensation; set new individual goals for FY20 Incentive Compensation; and discuss any other compensation issues the Committee considered appropriate.

B. Review of Staff Member Performance Discuss Charlie Hipwood 15 m

The Committee will discuss the individual performance of the MassVentures employees. In the case of the investment staff, the Committee reviews summaries detailing their performance and accomplishments during the year as well as the performance evaluation report. The performance and accomplishment summaries are prepared by the staff and the performance evaluation report is prepared by Mr. Hipwood.

C. Discuss Incentive Compensation Discuss Charlie Hipwood 10 m

The Incentive Compensation plan seeks to evaluate the staff performance against a combination of team and individual performance measures. The target compensation amount for expected performance is 15% of salary. Based on the relative performance of those expectations, staff can earn anywhere from 0% to 30% of their salary.

D. Vote on Changes to Compensation Package Vote Damon Cox 10 m

III. Other Business

IV. Closing Items

A. Adjourn Meeting Vote