



# MassVentures

## Compensation Committee

Amended on September 7, 2021 at 1:00 PM EDT

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### Date and Time

Wednesday September 8, 2021 at 8:00 AM EDT

### Location

Join Zoom Meeting

<https://us02web.zoom.us/j/89660318844?pwd=V3NibWpSZGMxcTdZUkZEZGJ5dXY5dz09&from=addon>

Meeting ID: 896 6031 8844

Passcode: 043468

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>8:00 AM</b>
A. Record Attendance			1 m
B. Call the Meeting to Order			
<b>II. Compensation Committee</b>			<b>8:01 AM</b>
A. Review Compensation Structure and Committee Process	Discuss	Charlie Hipwood	9 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 FY21 Incentive Compensation; and discuss any other compensation issues the Committee considered appropriate.			
B. Review of Staff Member Performance	Discuss	Charlie Hipwood	20 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			

	<b>Purpose</b>	<b>Presenter</b>	<b>Time</b>
<p>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.</p>			

<b>C. Discuss Overall Compensation</b>	Discuss	Charlie Hipwood	15 m
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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.

<b>D. Vote on Changes to Compensation Package</b>	Vote	Damon Cox	15 m
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### **III. Other Business**

### **IV. Closing Items**

<b>A. Adjourn Meeting</b>	Vote		
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