



MassVentures

Compensation Committee

Published on August 29, 2022 at 8:28 AM EDT
Amended on September 4, 2022 at 5:20 PM EDT

Date and Time

Wednesday September 7, 2022 at 2:00 PM EDT

Location

Join Zoom Meeting

<https://us02web.zoom.us/j/89581475316?pwd=dmhWR0pqaEs0QUZrS3p1Ky84OExyZz09&from=addon>

Meeting ID: 895 8147 5316

Passcode: 760818

One tap mobile

+13017158592,,89581475316#,,,,*760818# US (Washington DC)

Agenda

	Purpose	Presenter	Time
I. Opening Items			2:00 PM
A. Record Attendance			1 m
B. Call the Meeting to Order			
II. Compensation Committee			2:01 PM
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 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 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.

	Purpose	Presenter	Time
C. Discuss Resolution to Review Overall Compensation Structure	Vote	Charlie Hipwood	15 m
D. Vote on Changes to Compensation Package	Vote	Samantha Asker	15 m

III. Other Business

IV. Closing Items

A. Adjourn Meeting	Vote
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