

APPROVED



MassVentures

## Minutes

### Compensation Committee Meeting

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#### Date and Time

Wednesday July 24, 2024 at 8:30 AM

#### Location

Join Zoom Meeting

[https://us02web.zoom.us/j/88983039783?](https://us02web.zoom.us/j/88983039783?pwd=djhUMjNRZytUQnIFOHFZMmJHZ3M5Zz09&from=addon)

[pwd=djhUMjNRZytUQnIFOHFZMmJHZ3M5Zz09&from=addon](https://us02web.zoom.us/j/88983039783?pwd=djhUMjNRZytUQnIFOHFZMmJHZ3M5Zz09&from=addon)

Meeting ID: 889 8303 9783

Passcode: 821825

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#### Committee Members Present

J. Griffin (remote), M. James (remote), M. Valanzola (remote), R. Jarquin (remote), W. Asher (remote), Y. Hao (remote)

#### Committee Members Absent

*None*

#### Committee Members who arrived after the meeting opened

M. Valanzola

#### Guests Present

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C. Hipwood (remote), J. Madison (remote)

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## I. Opening Items

### A. Record Attendance

### B. Call the Meeting to Order

Y. Hao called a meeting of the Compensation Committee Committee of MassVentures to order on Wednesday Jul 24, 2024 at 8:02 AM.

W. Asher made a motion to Go into executive session to discuss confidential matters related to compensation of MassVentures' employees.

J. Griffin seconded the motion.

The committee **VOTED** to approve the motion.

#### Roll Call

W. Asher Aye

M. James Aye

M. Valanzola Absent

R. Jarquin Aye

Y. Hao Aye

J. Griffin Aye

M. Valanzola arrived at 8:06 AM.

## II. Compensation Committee

### A. Review Compensation Structure

Mr. Hipwood provided an overview of the compensation structure for MassVentures' employees and provided recommendations related to variable compensation for fiscal year 2024 and compensation goals and targets for fiscal year 2025. Discussion ensued.

### B. Vote on compensation recommendations

Y. Hao made a motion to Approve recommendation as presented for fiscal year 2024 variable compensation, merit raise for base compensation, and variable compensation targets for fiscal year 2025 including compensation committee discretion for additional bonus based on fund performance.

R. Jarquin seconded the motion.

The committee **VOTED** to approve the motion.

#### Roll Call

Y. Hao Aye

W. Asher Aye

R. Jarquin Aye

M. James Aye

J. Griffin Aye

**Roll Call**

M. Valanzola Aye

**III. Closing Items**

**A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:32 AM.

Respectfully Submitted,  
W. Asher