MassVentures

Minutes

Compensation Committee Meeting

Date and Time
Monday June 15, 2026 at 9:00 AM

Location
https://us02web.zoom.us/j/83383474618?pwd=SoRVVBQHC3eCAfJ8JQcDZCA573hUdF.1&from=addon

Meeting ID: 833 8347 4618
Passcode: 009205

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Committee Members Present
B. Shim (remote), E. Paley (remote), M. Cowan (remote), R. Jarquin (remote)

Committee Members Absent
M. James

Guests Present
C. Hipwood (remote), L. Kramer (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

E. Paley called a meeting of the Compensation Committee Committee of MassVentures to order on Monday Jun 15, 2026 at 9:02 AM.

II. Compensation Committee

A. Review Compensation Structure

Mr. Hipwood provided an overview of compensation structure for FY '26. Discussion ensued.

B. Overall and Individual Performance Review

Mr. Hipwood provided an overivew of MassVentures and individual staff performance for FY '26. Discussion ensued.

C. Recommendation for Changes in Compensation

Mr. Hipwood provided his recommendation for changes to FY '27 compensation and compensation structure. Discussion ensued.

D. Vote on recommendations for the Board of Directors

M. Cowan made a motion to recommend approving changes in FY '27 compensation and compensation structure.
E. Paley seconded the motion.
Discussion will occur during executive session of the Board of Directors due to confidential information related to staff compenstation.
The committee **VOTED** to approve the motion.

Roll Call

R. Jarquin	Aye
B. Shim	Aye
M. Cowan	Aye
E. Paley	Aye
M. James	Absent

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 9:20 AM.

Respectfully Submitted,

R. Jarquin