

SPACE FLORIDA



**GOVERNANCE AND COMPENSATION COMMITTEE  
MEETING  
Agenda**

**Tuesday 23 March 2021  
9:00 a.m. EDT**

By Teleconference  
Call-in Number: 866-528-2256  
Guest Code: 4875556#

Agenda Items	Vote	
Call to Order		Jesse Biter
<b>Agenda</b> <ul style="list-style-type: none"><li>• Public Comments</li><li>• <a href="#">Minutes September 17, 2020</a></li><li>• Updated Process Timeline- Performance Review of President and EVP Treasurer</li><li>• Discussion of Forthcoming Policy on Securities Trading</li></ul>	✓	Jesse Biter Jesse Biter Howard Haug Howard Haug
Closing Remarks/Adjournment		

# Minutes September 17, 2020



**Draft Minutes of a Regular Meeting of the Space Florida Governance and Compensation Committee**

*A Regular meeting of the Space Florida Governance and Compensation Committee was held by Teleconference on September 17, 2020. The meeting was called to order at 9:00 a.m. ET.*

**COMMITTEE MEMBERS PRESENT:**

Jesse Biter (Chair)  
Barbara Essenwine  
Mori Hosseini

**SPACE FLORIDA STAFF PRESENT:**

Frank DiBello  
Howard Haug  
Denise Swanson  
Jim Kuzma  
Sharon Spratt  
Elizabeth Loving  
Rhonda Rosa

**ALSO IN ATTENDANCE**

Judy Harrington

Jesse Biter thanked the committee members for attending and that the meeting is being conducted in accordance with the Sunshine and Public Record laws of Florida.

There were no public comments.

The first order of business was the approval of the prior Governance & Compensation Committee meeting minutes.

***Mori Hosseini made a motion to approve the Governance and Compensation Committee Minutes from June 22, 2020, which was seconded by Barbara Essenwine, and approved unanimously.***

Howard Haug reviewed the two updates to Space Florida's Compensation Philosophy and Guiding Pay Principles that is ready to be presented to the full board for approval.

***Barbara Essenwine made a motion to approve the updated Space Florida's Compensation Philosophy and Guiding Pay Principles to be presented to the full board at the next scheduled board meeting, which was seconded by Jesse Biter, and approved unanimously.***

Howard Haug reviewed the results of the Base Compensation Market Study & Performance Management Guidelines performed by Harrington and Associates to be presented to the full board at the next board meeting.

***Barbara Essenwine made a motion to approve the Base Compensation Market Study & Performance Management Guidelines to be presented to the full board at the next scheduled board meeting, which was seconded by Mori Hosseini and approved unanimously***

Howard Haug reviewed the proposed future Space Florida Board of Directors meetings and Committee meetings January 2021 through January 2022 to be presented to the full board at their next meeting.

*Mori Hosseini made a motion to approve the schedule for Space Florida Board and Committee meetings which was seconded by Barbara Essenwine and approved unanimously.*

**CLOSING REMARKS & ADJOURNMENT**

The meeting adjourned at 9:32 a.m. (ET)

DRAFT