

SPACE FLORIDA



**GOVERNANCE AND COMPENSATION COMMITTEE
MEETING
Agenda**

**Tuesday, June 21, 2022
9:00 a.m. EDT**

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

Agenda Items	Vote	
Call to Order		Rodney Cruise
Agenda <ul style="list-style-type: none"><li data-bbox="289 1178 574 1213">• Public Comments<li data-bbox="289 1247 646 1283">• Minutes April 25, 2022<li data-bbox="289 1316 662 1394">• Schedule for Board and Committee Meetings<li data-bbox="289 1421 760 1493">• Executive Performance Review Schedule<li data-bbox="289 1520 662 1591">• Discussion of Upcoming Agenda Topics	✓	Rodney Cruise Rodney Cruise Howard Haug Howard Haug Howard Haug
Closing Remarks/Adjournment		

Minutes April 25, 2022



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 April 25, 2022. The meeting was called to order at 9:00 a.m. EDT.

COMMITTEE MEMBERS PRESENT:

Rodney Cruise (Chair)
Mori Hosseini

SPACE FLORIDA STAFF PRESENT:

Frank DiBello
Howard Haug
Todd Romberger
Ron Lau
Sharon Spratt
Rhonda Rosa
Desiree Mayfield
Elizabeth Loving

Rodney Cruise thanked the committee members for attending and stated 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 January 13, 2022, which was seconded by Rodney Cruise, and approved unanimously.

The second item was a review of the proposed schedule for Space Florida Board and Committee meetings through the fall of 2024. The Committee made a recommendation to poll the full Board for any conflicts associated with the proposed schedule.

The third item for review by the committee was the Executive Annual Review of the President and CEO and EVP, Treasurer and Chief Investment Officer:

- Howard Haug described the new process for the committee.
- The committee asked Mr. Haug and Mr. DiBello to remain for an open discussion.
- The committee requested additional evaluation material from management including the performance rankings from the Vice President level and up and recommended the full board perform officer ratings.
- The committee discussed the benchmarking study from Harrington and Associates that was previously provided to the committee and board and stated the importance of appropriate organizational structure identification, securing of qualified personnel, scaling up and succession planning.

CLOSING REMARKS & ADJOURNMENT

The meeting adjourned at 9:28 a.m. (EDT)

Schedule for Board and Committee Meetings



Board of Directors Meeting Schedule

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2022						16 21 23 30	28		20 22 27 29	27		13 14 15
2023	12 26			4 11 12 13 27		21 27	11 12 26		26 27	11 12 26		12 13
2024	10 11 25			3 10 11 16 24		26 27	10 16 24		24 26	9 15 24		

Board of Directors Meeting
Audit & Accountability Committee
Investment Committee
Governance & Compensation Committee
Marketing Committee

Locations for Board Meetings:

Orlando	July 28, 2022	Orlando	July 26, 2023
Jacksonville	October 27, 2022	Tampa	October 26, 2023
Tallahassee	January 26, 2023	Tallahassee	January 25, 2024
Pensacola	April 27, 2023	Orlando	July 24, 2024
Boca/Miami	April 24, 2024	Daytona	October 24, 2024