

Subject to corrections, additions or deletions

**COMPENSATION COMMITTEE**  
of Connecticut Innovations, Incorporated  
Minutes – Regular Meeting  
October 21, 2024

A regular meeting of the **Compensation Committee of Connecticut Innovations, Incorporated** was held through Microsoft Teams on October 21, 2024.

1. **Call to Order:** There being a quorum present, the Compensation Committee meeting was called to order at 9:30 a.m.

2. **Roll Call of Members and Guests Present:**

Compensation Committee members present: Michael Cantor, Chairperson; Valarie Gelb and John Pavia

Staff present: Matt McCooe and Phil Siuta

3. **Approval of Minutes:**

Mr. Cantor asked the Compensation Committee members to consider the minutes from the May 16, 2024, regular meeting and the August 29, 2024, special meeting.

**Upon a motion made by Valarie Gelb, and seconded by John Pavia, the Compensation Committee members voted in favor of adopting the minutes from the May 16, 2024, regular meeting and the August 29, 2024, special meeting as presented.**

4. **Review of the CI Board Approved Incentive Compensation Plan and Related Materials:**

Mr. Siuta provided the Committee with an overview of the Connecticut Innovations Board Approved Incentive Compensation Plan, the Key Metrics for FY 2024 and the TEconomy Report: Independent Compensation Report.

A discussion ensued.

5. **Acton Item: Approval of the Incentive Compensation for Senior Management as presented:**

Mr. Siuta provided an overview of the Incentive Compensation for Senior Management to the Committee for approval.

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A discussion ensued.

**Upon a motion by Valarie Gelb, seconded by John Pavia, the Compensation Committee members voted in favor of approving the Incentive Compensation to the Senior Management as presented.**

**6. Other Business**

No other business

**7. Adjournment:**

**There being no further business to discuss, upon motion by Valarie Gelb, seconded by John Pavia, the Compensation Committee members voted in favor of adjourning the October 21, 2024, meeting at 9:53 a.m.**

Respectfully submitted,

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Michael Cantor, Chairperson  
Compensation Committee