

COMPENSATION COMMITTEE
of Connecticut Innovations, Incorporated
Minutes – Special Meeting
September 9, 2025

A special meeting of the **Compensation Committee of Connecticut Innovations, Incorporated** was held through Microsoft Teams on September 9, 2025.

1. **Call to Order:** There being a quorum present, the Compensation Committee meeting was called to order at 11:00 a.m.

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

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

Staff present: Phil Siuta

3. **Approval of Minutes:**

Mr. Cantor asked the Compensation Committee members to consider the minutes of the May 23, 2025, 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 23, 2025, meeting.

4. **Review of Board approved ranges for salary increases, incentive compensation, and retention payments for the fiscal year ending June 30, 2026:**

Mr. Siuta reviewed the Board approved ranges with the committee, and a discussion ensued.

5. **Action Item:**

Approval of the Annual salary increase for Senior Management:

Upon a motion by John Pavia, seconded by Valarie Gelb, the Compensation Committee members voted in favor of approving the salary increases for 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 September 9, 2025, meeting at 11:18 a.m.

Respectfully submitted,

Michael Cantor

Michael Cantor (Nov 17, 2025 10:57:47 EST)

Michael Cantor, Chairperson
Compensation Committee

9_9_2025 Final Minutes

Final Audit Report

2025-11-17

Created:	2025-11-14 (Eastern Standard Time)
By:	Lisa Day (lisa.day@ctinnovations.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAN_tH9PkILyTu4x3iXqfq08eF1s8I_dME

"9_9_2025 Final Minutes" History

-  Document created by Lisa Day (lisa.day@ctinnovations.com)
2025-11-14 - 2:17:08 PM EST - IP address: 170.85.74.202
-  Document emailed to mcantor@cantorcolburn.com for signature
2025-11-14 - 2:33:39 PM EST
-  Email viewed by mcantor@cantorcolburn.com
2025-11-17 - 10:57:05 AM EST - IP address: 104.47.56.126
-  Signer mcantor@cantorcolburn.com entered name at signing as Michael Cantor
2025-11-17 - 10:57:45 AM EST - IP address: 73.227.111.21
-  Document e-signed by Michael Cantor (mcantor@cantorcolburn.com)
Signature Date: 2025-11-17 - 10:57:47 AM EST - Time Source: server- IP address: 73.227.111.21
-  Agreement completed.
2025-11-17 - 10:57:47 AM EST