

COMPENSATION COMMITTEE
of Connecticut Innovations, Incorporated
Minutes – Regular Meeting
November 5, 2025

A regular meeting of the **Compensation Committee of Connecticut Innovations, Incorporated** was held through Microsoft Teams on November 5, 2025.

1. **Call to Order:** There being a quorum present, the Compensation Committee meeting was called to order at 2:05 p.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 from September 9, 2025, 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 September 9, 2025, 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 2025, and the Annual Performance Reviews.

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.

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 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 November 5, 2025, meeting at 2:14 p.m.

Respectfully submitted,

Michael Cantor

[Michael Cantor \(May 15, 2026 17:37:01 EDT\)](#)

Michael Cantor, Chairperson
Compensation Committee







11_5_2025 FINAL Minutes

Final Audit Report

2026-05-15

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