



## Executive Committee Conference Call Minutes

Monday, August 26, 2019  
10:00 a.m. (PST)

join.me (213) 226-106 Access Code: 250-508-517#

A conference call meeting of the Hass Avocado Board Executive Committee was held on Monday, August 26, 2019 at 10:00 a.m. with the following people in attendance:

### COMMITTEE MEMBERS

Jorge Hernandez  
Laurie Luschei  
Ben Van Der Kar  
Dave Fausset

### GUESTS PRESENT

Sue Coleman, USDA  
Aaron Acosta  
Charley Wolk

### STAFF PRESENT

Emiliano Escobedo, HAB  
Robert Rumph, HAB

### CALL TO ORDER

Chairman, Jorge Hernandez called the meeting to order at 10:01 a.m. and thanked everyone for attending the meeting. He continued with roll call and established a quorum. The guests were also acknowledged and asked to state their name. He thanked the group for being on the call and asked that the group stick to the rules during the meeting and only speak when called upon by him.

### APPROVAL OF August 7, 2019 CONFERENCE CALL MINUTES

Mr. Hernandez asked the members if they read through the meeting materials and entertained a motion to approve the conference call minutes for August 7, 2019 as follows:

**MOTION:** *The Executive Committee of the Hass Avocado Board approves the August 7, 2019 Executive Conference Call meeting minutes as presented. (Fausset/Luschei) MSC (Motion Second and Carried)*

### REVIEW AND SELECT EXECUTIVE COMPENSATION CONSULTANT FOR THE EXECUTIVE DIRECTOR

Mr. Hernandez continued with the next item on the agenda and stated that Mr. Rumph contacted eight companies and Requests for Proposals (RFPs) for seven of those were sent out. He stated that out of the seven, five proposals were received by HAB and were included in the meeting packet for review by the committee members in preparation for today's call.

Mr. Hernandez stated that, after reviewing all five proposals, he liked SmithPilot and Performance Point the most based on the selection criteria outlined in the RFP. He noted that most proposals follow very similar

processes, but some of them were too expensive and others either didn't seem like they understood the RFP or didn't have relevant past work. Regardless of who is chosen, he would like to request an in-person presentation of the executive compensation evaluation during the next board meeting in September. Mr. Hernandez also indicated that in terms of the process, he would like to recommend that the consultant talk to himself as the Chair, Ms. Luschei as the Treasurer and Mr. Dominguez as the Chair of Governance during the initial kick-off conference call; and that also, pursuant to the policy, have an Executive Compensation Committee meeting with the consultant prior to the board meeting for them to present the results of their work and for the committee to make a recommendation. This meeting could be scheduled for September 11th in the afternoon. He then asked for the committee members' comments.

Ms. Luschei stated that she likes Sibson and although they are a bit expensive, it seems they made an extra effort in their proposal. Mr. Hernandez noted that Sibson did not show a lot of evaluations in their proposal, while SmithPilot seems to have a lot of experience, exclusively working on compensation and benefits for nonprofits, and that they are not as expensive as Sibson. Mr. Van Der Kar is impressed with Sibson's proposal and all the publications and evaluations they have made. He feels that any of the proposals submitted are good. He also noted that SmithPilot's proposal is more personal and seems that they would devote more time to HAB.

There was additional discussion and comparisons on the other proposals as well as the travel and costs that would be involved. Mr. Hernandez stated that most likely it would be only once travelling to the September board meeting. There was discussion regarding the consultant's knowledge on California employment law, which led to additional discussion on SmithPilot's proposal to research the IRS form 990. Mr. Hernandez stated that he also likes that SmithPilot would look at American Society of Association Executives (ASAE) data which is the same data HAB considers in its current policy. Ms. Luschei stated that although she likes Sibson Consulting, she feels SmithPilot and Performance Point could do the job well. Ms. Coleman noted that commodity boards do not complete form 990. Ms. Luschei asked if the Board had approved for the consultants to also do the staff review and Mr. Escobedo stated that the Board had approved it at the last board meeting. Mr. Van Der Kar stated that he was happy to see that there were five competitive proposals to consider. Mr. Hernandez asked if there were any further comments and made the following motion:

*MOTION: The Executive Committee of the Hass Avocado Board approves SmithPilot as the Executive Compensation Consultant for HAB and to request an in person presentation of the Executive Director Compensation evaluation at the next board meeting. (Hernandez/Fausset) MSC*

## **ADJOURN**

Mr. Hernandez thanked everyone for a very fruitful and productive meeting and entertained a motion to adjourn the Executive Committee meeting at 10:24 a.m.

*MOTION: The Executive Committee of the Hass Avocado Board approves adjournment of the August 26, 2019 conference call meeting. (Van Der Kar/Luschei) MSC*

Respectfully Submitted,

Silvia Standke, HAB Executive Assistant



## Executive Committee

### Conference Call Agenda

**Date:** October 3, 2019

**Time:** 1:30 p.m. PST

**Dialing instructions below**

- 1:30 P.M.      Call meeting to order  
                    Roll call  
                    Approval of August 26, 2019 meeting minutes  
                    HAB visit to Washington D.C. to meet with USDA
- 1:45 P.M.      Adjourn\*

To join the audio conference, please dial phone number and enter access code below:

U.S. – Los Angeles: (213) 226-1066

**Access code:** 250-508-517#

\*Scheduled Adjournment Meeting time can run over schedule in order to complete all agenda items

**VISION: HAB IS THE CATALYST FOR FRESH AVOCADOS BEING THE NO. 1 CONSUMED FRUIT IN THE U.S. AND INDUSTRY STAKEHOLDERS BEING SUCCESSFUL.**

**MISSION: HAB EXISTS TO SUPPORT THE GLOBAL AVOCADO INDUSTRY STAKEHOLDERS IN OUR COLLECTIVE EFFORTS TOWARD MARKET EXPANSION IN THE U.S.**