



## Executive Compensation Committee

### Meeting Minutes

Friday, August 28, 2020

A meeting of the Executive Compensation Committee of the Hass Avocado Board (HAB) was held via zoom video conference on Friday, August 28, 2020 at 2:00 p.m. with the following people present:

#### COMMITTEE MEMBERS PRESENT

Jorge Hernandez, Chair  
Dave Faussetr  
Jim Donovan  
Laurie Luschei  
Scott Bauwens

#### GUESTS PRESENT

Sue Coleman, USDA

#### CALL MEETING TO ORDER

Committee Chair, Hernandez called the meeting to order at 2:00 p.m. with a quorum present.

#### ANNOUNCEMENTS

There were no announcements.

#### APPROVAL OF AUGUST 1, 2018, CONFERENCE CALL MINUTES

Chair Hernandez asked for a motion to approve the August 1, 2018, minutes.

*MOTION: The Hass Avocado Board Executive Compensation Committee approves the August 1, 2018, Executive Compensation Committee minutes as presented (Bauwens) Motion Adopted*

#### CLOSED SESSION

Chair Hernandez informed the committee that they would be going into closed session to discuss the annual evaluation and compensation of the HAB Executive Director.

#### 2:04 PM CLOSED SESSION BEGAN

#### 2:21 PM CLOSED SESSION ENDED

#### 2:21 PM RECONVENE COMMITTEE MEETING

#### NEW BUSINESS

Chair Hernandez asked the committee to consider a recommendation to the Board to change the Performance Evaluation and Compensation of the Executive Director Policies and Procedures on the use of an independent third party consultant on compensation, like the services provided by SmithPilot in 2019.

*MOTION: The Hass Avocado Board Executive Compensation Committee recommends to the HAB amending the Performance Evaluation and Compensation of the Executive Director Policies and Procedures to use an independent 3<sup>rd</sup> Party consultant on compensation every two years. (Fausset) Motion Adopted*

Committee members expressed a concern on cost and requested staff to obtain a proposal from the former consultant SmithPilot for 2021. Another consideration was every three years.

Chair Hernandez thanked everyone for their time and input.

## **ADJOURN**

Chair Hernandez asked for a motion to adjourn the meeting.

*MOTION: The Hass Avocado Board Executive Compensation Committee approves the adjournment of the August 28, 2020 Executive Compensation Committee (Bauwens) Motion Adopted*

Chair Hernandez adjourned the meeting at 2:33 pm PDT.

Respectfully Submitted,



Susan M. Coleman  
USDA Marketing Specialist