



**American Brain Foundation
Compensation Committee Meeting
December 9, 2019
10:00 am CT
Held via Conference Call**

In Attendance: Ralph Jozefowicz, MD, Chair; Kevin Goodno; Martin Shenkman; Lisa Shulman, MD

Staff: Jane Ransom; Tim Engel, Kim Howard

The meeting was called to order at 4:00 pm CT by Ralph Jozefowicz.

The members approved the minutes of the February 19, 2019, 2019 meeting unanimously.

1. Compensation Committee Timeline

Dr. Jozefowicz presented the timeline for completing recommendations at the February 23, 2020 meeting of the Board of Directors for:

- 2020 Scorecard
- 2020 Incentive
- 2019 Executive Director Performance Review

Kevin Goodno will present the recommendations at the board meeting.

2. Executive Director Performance Review Survey

The committee reviewed the 2018 survey and agreed to use the same survey in 2019. The survey will be sent to the 2019 board by the HR Department, which will also receive the responses. Tim Engel suggested that the executive director job description be sent to market by the HR department since it has not been compared to market for at least five years. The committee agreed with the recommendation.

3. 2020 Board Scorecard

Jane Ransom presented the 2020 scorecard that the ABF and AAN agreed to as part of the new funding agreement. She recommended that the Board Scorecard be identical to the ABF/AAN scorecard to reduce time and confusion. If the ABF board decides it wants to track additional metrics, we can add a schedule of additional metrics to the scorecard. The meeting participants agreed and will recommend this to the Board.

4. 2020 Incentive

Jane Ransom and Tim Engel will propose 2020 incentives at the next meeting of the Compensation Committee.

Meeting adjourned at 4:37pm CT.

DRAFT