

CITRUS RESEARCH AND DEVELOPMENT FOUNDATION, INC.
Minutes of the Governance Committee Meeting
April 27, 2021

A meeting of the Governance Committee of the Citrus Research and Development Foundation, Inc. was held on Tuesday, April 27, 2021 at Lake Placid Government Center, 1069 US Hwy 27N, Lake Placid, Florida. The meeting was properly noticed and recorded. The meeting was called to order at 9:22 am by Chairman Ned Hancock. Roll was called and a quorum was present. Committee members participating were Rob Atchley, Ned Hancock, Jeanna Mastrodicasa, and John Updike. Also present were Rick Dantzler, David Howard, Ron Mahan, Morgan McKenna, Audrey Nowicki, Matt Story, and Deidra Whatley.

Mr. Atchley moved to accept the minutes of the June 30, 2020 meeting. The motion was seconded by Dr. Mastrodicasa and, with no discussion, passed unanimously.

Mr. Hancock noted the need to review and discuss the FY2020-21 Conflict of Interest declarations included with the meeting materials and asked if there were any concerns from the Committee based on the declarations provided. There was discussion regarding Dr. Dawson's declaration of receiving a \$600.00 annual payment from a CTV patent. It was suggested that Dr. Dawson's participation in discussions concerning CTV be limited to avoid a for potential conflict. Dr. Mastrodicasa moved to approve the FY2020-21 Conflict of Interest declarations, noting Dr. Dawson's CTV interest would be monitored for any conflict in specific projects. The motion was seconded by Mr. Atchley, and with no further discussion, passed unanimously.

Mr. Hancock requested Staff distribute the FY2021-22 Conflict of Interest forms for the process to be completed timely in the new fiscal year.

Mr. Hancock stated the COO Review was typically an annual occurrence but had not taken place in a couple of years. The previous COO review forms were approved for use in the 2021 COO Review, and it was determined the process would move forward.

Mr. Dantzler excused staff while the Committee reviewed staff compensation. Mr. Dantzler noted the current salaries and job titles of Audrey Nowicki and Brandon Page. He shared with the committee members the responsibilities of each and how they had evolved. He recommended that Mrs. Nowicki's position be classified from Admin II to Admin III, and the board make a one-time, non-recurring, special bonus payment of 5% of his salary for work performance to Brandon Page to recognize his work with CRAFT and the new CRDF rootstock and scion trials. Mr. Dantzler added that there was the possibility of reclassifying Mr. Page's job position when plant improvement discussions with UF are resolved. Mr. Dantzler also noted that he was not recommending an increase for Deidra Whatley because she was made a TEAMS employee five

months ago, which increased her benefits significantly, but that he was pleased with her performance.

Mr. Dantzer then commented on the work of the PMs, noting what great additions that Steve Futch and Bill Dawson had been. Ms. Mastrodicasa opined that she thought the staffing situation with CRDF was very good, around which there was general agreement.

With no further business, the meeting was adjourned at 9:58 a.m.

Minutes submitted by Deidra Whatley