



MEETING MINUTES: Compensation Committee Formation

Email vote: Friday January 16, 2026

A nomination was made by Zach Stubbs and a motion to vote by Andrew Bailey to form the compensation committee comprised of the Exec Committee (Kelly Caldbeck, Zach Stubbs, Jason Egge, and Dave Dykstra), plus one non-member of the board – Joe Katelman.

Joe Katelamn accepted the nomination via email. Zach Stubbs abstained from voting.

Email, text, and phone call votes for a “yes” were received by Zach Stubbs from the following members of the foundation:

1. Anderw Bailey
2. Joe Kateleman
3. Dave Dykstra
4. Kelly Caldbeck
5. Danielle Roeker
6. Tatum Clayburn
7. Anita Vanio
8. Kate Gibson Overby
9. Jessi Goodsell
10. Jason Egge
11. Kate Brown
12. Bryan Huggins