

DRAFT MINUTES
Virginia Commercial Space Flight Authority
Board of Directors
Performance Assessment and Compensation Committee
June 25, 2025

The Virginia Commercial Space Flight Authority (VCSFA) Board of Directors' Performance Assessment and Compensation Committee held an in-person meeting on June 25, 2025, at 101 W Main Street, Norfolk, VA 23510.

Directors Attending:

Jim McArthur
John Curtis
Robert Kehler

Directors Absent:

Carol Chang

I. WELCOME/CALL TO ORDER

The meeting was called to order at 10:25 AM. The roll was called, and the clerk announced a quorum was present.

II. CLOSED SESSION

ACTION: At approximately 10:30 AM a motion was made by Mr. Kehler and seconded by Mr. McArthur to move into a closed session for discussion of:

-certain matters, as permitted by Va. Code Sec. 2.2-3711(A)(1), which will include the discussion of performance and salary of the Chief Executive Officer and Executive Director.

At 11:15 AM, the open session reconvened, and a roll call was taken whereby each director agreed to the following certification:

To the best of my knowledge, during the Closed Session, the only matters heard, discussed or considered were those matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act, and only those public business matters as were identified in the motion by which the Closed Session was convened.

III. CLOSING REMARKS/ADJOURNMENT

The Chair thanked everyone for their participation, and the meeting was adjourned at approximately 11:20.