

## Rchain Cooperative Compensation Committee

### 2018-02-13 Agenda and Minutes

**Attendance:**

Kenny Rowe : COO, Board Member, Committee Chair

Jonathan Kochmer : Member

Ian Bloom : Board Member, Committee Member

#### 1 - 2017 Bonus approval

**Resolved:[]**

The compensation committee proposes to the Rchain board of directors that the president be given xx in Rhoc as a bonus for his efforts in 2017. Furthermore the president shall have authority to distribute a bonus pool at his discretion with suggestions provided by the compensation committee.

#### Suggested Bonus Pool:

All bonuses paid to employees or contractors shall be in Rhoc at the board policy of 2018. No single bonus should exceed 30% of compensation or \$50k, and total bonus pool to be less than \$200k.

	2017 Comp	Bonus	Percentage
<b>Greg Meredith</b>			12.5%
<b>Evan Jensen</b>			27.91%
<b>HJ</b>			25.97%
<b>Ian Bloom</b>			29.17%
<b>Patrick Maguire</b>			24.67%
<b>Kenny Rowe</b>			24.99%
<b>Joe Denman</b>			28.17%
<b>Lisa Rice</b>			28.22%
<b>Kent Shikama</b>			26.93%
<b>Total</b>			24.15%

\* The price of \$.20 per RHOC was decided by the board in December but due to a misunderstanding was not paid out in a timely manner or clearly recorded in the minutes.

## 2 - Committee Governance Rules

<https://docs.google.com/document/d/1-mWJPqwFa7dC604QFDU-oEJiK7bFoz1gr-5hWW0Tv7k/edit>

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