

## Agenda

- Operational Update
  - Ethics Council
  - Maintaining BrainGu culture
  - Strategy for Rogue cash
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1. Previous/follow up items
    - a. Motion to approve last month's meeting notes
      - i. approved
    - b. Operational Update
      - i. Rogue One paperwork is ~~very close to being~~ finalized!
      - ii. Rogue Three Blanket Ordering Agreement - selected, contract is pending
        1. DevSecOps
      - iii. Matt is now lead of Monster Mash
      - iv. Spence is working on a document to concisely summarize BG culture (e.g. for prospective candidates)
      - v. 2020 goals:
        1. Culture stuff: retreats, geo groups, wellness/innovation
        2. Strategy on Rogue vs Maverick priority
    - c. Ethics Council
      - i. When ethical issues arise, board will address
      - ii. Guidelines around what constitutes an ethical issue
      - iii. Process for contacting the board: email address
    - d. Maintaining BG Culture
      - i. Leverage BG employees as resources to help other (new) employees (reference architectures, availability for helping w/ problems): share tribal knowledge
        1. SME reference list / skills matrix
      - ii. Rehiring past BG employees?
      - iii. Making sure employees "get it" with respect to BG culture
        1. Need return on recruiting effort
        2. Reviews
        3. 1:1s - get feedback before it becomes an issue
      - iv. Cultural Spending
        1. This includes:
          - a. innovation budget
          - b. non-travelling meals
          - c. non-customer travel (BG initiated)
          - d. alcohol
          - e. non-customer office space
          - f. snacks and soda at office
          - g. non-uniform swag

- h. retreat
      - i. (part of) conference sponsorship
        - i. More like marketing
    - 2. Current cultural spending, excluding offices, conferences: between 1-2% of revenue toward culture
    - 3. Recommending Soft cap at 2% of top line revenue (for 2020)
  - e. Strategy for Rogue cash
    - i. Ability to have a bench - don't have to scramble for contract-driven hiring
    - ii. Invest in making sure employees are a good culture fit
    - iii. Business development - having work lined up
    - iv. Cash reserves
- 2. Next meeting
  - a.
- 3. Action items
  - a. Before December: kick off next round of board voting
  - b. Nino: reschedule December meeting for 1/6