

Attending: Tim, Brent, Greg, Spence, Nino

## Agenda

- Operational Update
  - Board external advisor
  - Switching to Quarterly meetings
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1. New Business
    - a. Would BG be interested in doing an incentive towards HSA/FSA accounts?
      - i. Match some portion that the employee contributes
    - b.
  2. Previous/follow up items
    - a. Last month's notes
      - i. Approved
    - b. Operational Update
      - i. Q2 exec sync recap - focusing on the next 6 months
        1. Better financial insights
          - a. Will likely hire a financial analyst in to biz ops
          - b. Accounting firm does bookkeeping for very reasonable fee
          - c. Better discipline in Quickbooks thanks to Rippling & Expensify
        2. Better leadership/management discipline and development
          - a. Limiting amount of work in-flight (churn) around culture items
          - b. Lattice for 1:1, review (Saving Throws), and Feat management
          - c. Carefully considering the tools being introduced so that they are additive rather than tools for tools sake
    - c. Board expansion + quarterly switch
      - i. Agenda built and presented ahead of time
      - ii. Not a meeting to develop solutions, but to discuss merit of solution and decide on a direction
    - d. Next meeting
    - e.
  3. Action items
    - a. Put thoughts into the [external board evaluation document](#) by next meeting
    - b. Ask Biz Ops to investigate HSA matching and the cost/benefit to Gu & Employees, also possibly survey employees to assess interest
    - c. Before next meeting put latest copy of operating agreement in to the board shared drive so the board can see it