

Attending: Michael, Tim, Brent, Greg, Alex, Nino

Agenda:

- Phantom transition update
 - Fireteam Schism draft project plan
 - BrainGu v2
 - 2019 financial goals
 - Scheduling future meetings
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1. Approval of December minutes
 - a. Approved
 2. Previous/Follow up items
 - a. Phantom Transition
 - i. Revised operating agreement has been distributed to phantom stock holders
 - ii. A few outstanding questions, hoping to wrap up this month
 - b. Fireteam Schism
 - i. Timeline in 3 phases
 1. Company set up on paper (starts Feb 1)
 2. Starting to get its own resources and tools
 3. Structsure Inc staffing for key roles, not BG-reliant
 - ii. Benchmarks
 1. Financial goal to advance from first phase. Need to decide whether this should be driven by sales, outside investment, etc.
 2. Personnel/tooling goal to advance from second phase (start incurring costs as Structsure)
 - c. BrainGu v2
 - i. Intended to manage employee lifecycle so that BG can scale
 - ii. Three initiatives:
 1. Frogger - Culture (Andrew Bailey)
 2. Golden Dragon - Talent Management
 - a. Standardized career path/review system
 3. Pink Floyd - HR changes
 - a. Getting a dedicated HR person for BrainGu instead of using TriNet
 - b. Goal is to avoid lapses in coverage - planning for 3/1 start date
 - d. 2019 Financial Goals
 - i. Balancing service engagements with investments in products
 - ii. Structsure metric should include sales goal and required expenditure
 - e. Questions:
 - i. Investment over past several years

TLP Amber: BrainGu Internal

- ii. The board would like to have clear guidelines on how BrainGu will invest in Structures and at what level, for how long
- 3. New Items
- 4. Next Meeting