On **FRIDAY, NOVEMBER 10, 2023**, the **COMPENSATION COMMITTEE** of the Greater Orlando Aviation Authority met in Conference Room Earhart of the Aviation Authority Offices located in the main terminal building at the Orlando International Airport (MCO), One Jeff Fuqua Boulevard, Orlando, Florida. Chair Good called the meeting to order at 9:35 a.m. The meeting was posted in accordance with Florida Statutes and a quorum was present.

Committee members present,	M. Carson Good, Chair Craig Mateer Timothy Weisheyer
Also present,	Kevin J. Thibault, Chief Executive Officer Kenyatta Lee, Chief of External Affairs Dan Gerber, General Counsel Anna Farmer, Recording Secretary

CONSIDERATION OF COMPENSATION COMMITTEE MINUTES FOR SEPTEMBER 27 AND OCTOBER 18, 2023

Upon motion by Mr. Weisheyer, second by Mr. Mateer, vote carried to accept the meeting minutes of September 27 and October 18, 2023 as written.

Mr. Thibault opened the meeting by reviewing his goals (copy on file) and how current and upcoming projects were categorized under the four strategic priorities.

GENERAL DISCUSSIONS

Mr. Weisheyer

- Seems too generic; there is no level of specificity
  - No way to measure
- Get persepective from the team
  - Did we fall short anywhere
- Additional revenue opportunities

Mr. Mateer

- Clean up the procurement process
  - Brings in innovation, which can bring additional revenue
- Get Board’s input on obtainable goals and priorities

Chair Good

- Parking challenges and the upcoming holiday traffic
  - Get message out ASAP

DISCUSSION OF CHIEF EXECUTIVE OFFICER FY2024 GOALS

Regarding the first strategic priority “People”, Kevin mentioned the executive leaders and finding the predecessors of these positions to create a formal succession plan. Insurance and incentives were mentioned for current employees and a proper timeline of correspondence for elected officials and the public.

Chiarman Good stated he would like some more specific details on certain goals. Discussion ensued pertaining to the timeline and execution of performance based compensation.

The second strategic priority “Connection” was discussed, such as setting a master plan and moving it forward. Implementation of The Cargo Plan, international routes and the Rate and Revenue struction was discussed.

Discussion ensued in regards to the ORL Real Estate opportunities as part of the third strategic priority “Community”. Mr. Weisheyer suggested ORL to be an entry location for corporations, whereas Chairman Good suggested more hangars.

Discussion ensued regarding small businesses and widening the net of opportunities, ensuring the quality.

Mr. Mateer expressed appreciation for the work being done towards the “Innovation” strategic priority regarding the MCO website.

Discussion ensued regarding concierge services such as the Terminal C Gate Pass.

NEXT STEPS

Kevin will adjust his goals to be more specific and measurable, and speak with each Board Member on their feedback. The next meeting will be held on November 28th at 9:00 a.m. in order for these goals to be brought to the December board.

ADJOURNMENT

Chair Good adjourned the meeting at 11:11 a.m.

The meeting was re-opened at 11:12 a.m.

Discussion ensued pertaining to Chairman Good’s comment on the brokerage policy and ensuring it is in the correct posture with other entities.

ADJOURNMENT

Chair Good adjourned the meeting at 11:19 a.m.

(Digitally Signed on August 8, 2024)

/s/ Erin Keller (on behalf of)
Anna Farmer
Recording Secretary

/s/ Tim Weisheyer
Tim Weisheyer
Chair