

## **Etudes Board of Directors Meeting Minutes**

Date: May 28 - June 11, 2013  
Location: Online via email

### 1. Roll Call

All members present via email  
John Wagstaff, Chair  
Eric Ichon, Vice-Chair  
Jon Townsend, Secretary  
Jennifer Azzaro  
Matt Coombs  
Diane Rosner  
Margie White

### 2. Old Business

2.1 Employee Compensation - Salary and Benefits, discussed in Executive Session.

*EXECUTIVE SESSION MINUTES (Definition: To be read and approved only by those members attending the executive session. Participants may opt to make the minutes available to all members, but the discussion remains confidential. Executive session minutes are kept separate from regular minutes.)*

2.2 Summary report out of Executive Session.

The Board considered and decided on adjustments to Employee Compensation. The adjustments will be implemented with June 2013's Payroll.

### 3. Adjournments

#### 3.1 Next Meeting Date & Location

Crowne Plaza Hotel, Burlingame – Etudes Summit  
Thursday, November 7, 2013  
1:00 – 4:30pm