



EO Board of Directors

13 MAY 2026 MEETING MINUTES

SUSAN CLOPPER | ENTREPRENEURS' ORGANIZATION

EO Board of Directors Meeting Minutes

13 May 2026 | Virtual

EO BOARD OF DIRECTORS PRESENT: JOAQUIN CORDERO, DAVID LOANEY, ROM LAPOINTE, STEVE BENITEZ, ALAN CHEUNG, TAUNYA RENSON-MARTIN, JOHN HARRINGTON, PRABHAKAR KADAVASAL, ANTHONY RAMIREZ, JENNIFER RELLO, KHURAM SALEEM

EXECUTIVE DIRECTOR: JAMIE PUJARA

CORPORATE SECRETARY: SUSAN CLOPPER

GUESTS: AS DOCUMENTED IN THE MINUTES

I. CALL TO ORDER

CORDERO

The Chair welcomed everyone and opened the meeting at 10:01 ET.

II. GOVERNANCE

REDDY, MUNTERS

Siddarth Reddy, Chair, Governance Committee, and Mikelis Munters, VP, Legal & Compliance, joined the meeting at 10:09 ET.

The following governance items were presented to the Board for consideration:

- Discrimination, Harassment and Retaliation (DHR) Investigations:
 - The Board approved the recommendation to engage RSM Singapore as a third-party investigation firm to conduct DHR investigations in the APAC, South Asia, North Asia, Japan and MEPA regions. Engaging RSM Singapore would be in addition to the current firm, Enform HR, that EO currently engages with to conduct third-party DHR investigations within the US, LAC, Canada and Europe regions.
- Updated Digital Communities Policy:
 - EO has maintained guidance for member use of EO-connected digital spaces and EO branding in such spaces. Therefore, the Board requested that such guidance be created as a formal EO policy and incorporated into EO's Policies and Procedures. Formalizing the policy would ensure digital communities making use of EO branding are subject to EO's Code of Conduct and other applicable EO policies. The EO Uniform Sanction Guide will also be updated to address misconduct in digital spaces.
- Chapter Governance Chair as a mandatory Chapter Board position:
 - A proposal was presented to include Governance Chairs as a mandatory chapter board position, as outlined in EO's Authorized Chapter License Agreement (ACLA). Following discussion, it was determined that further review is required before proceeding with the proposal.
- Conflict of Interest related to romantic relationships between EO members:
 - A proposal was presented to revise the annual Senior Leadership Confidentiality and Conflict-of-Interest Disclosure form to explicitly include romantic relationships as a required disclosure category, effective FY2026/2027. It was agreed that the Governance Board Advisory Committee (BAC) would first review the proposal, with a recommendation to be brought forward to the Board for final consideration.



Siddarth Reddy and Mikelis Munters left the meeting at 10:56 ET.

The following motion was made and seconded:

Motion to Approve the Resolution, “Formalizing the Digital Communities Guidelines by Adoption and Updated Digital Communities Policy”, as written dated 13 May 2026. [Appendix #1]
The motion passed unanimously.

III. THIRD QUARTER RISK ASSESSMENT REVIEW

PUJARA, JITTA

Supap Jitta, Senior Director, Governance joined the meeting at 11:05 ET.

The third quarter risk assessment for FY2025/2026 was presented to the Board for review. It was noted that communication to the membership regarding EO’s data policy, particularly in relation to AI, should be strengthened. The FY2025/2026 annual risk assessment will be developed in collaboration with the senior leadership team and is scheduled to be presented at the July 2026 Board meeting.

Supap Jitta left the meeting at 11:16 ET.

IV. BOARD ADVISORY COMMITTEES (BAC)

HARRINGTON, LAPOINTE

The Governance Working Group (GWG) has substantially completed its launch mandate. With all five Board Advisory Committees (BACs) now in soft launch, ongoing oversight and maintenance of the BAC structure transitions to the Governance BAC, chaired by Khuram Saleem. Going forward, the Governance BAC will coordinate directly with the Chair and Chair-Elect on BAC pre-reads and Board sessions. The Governance BAC will lead the fuller BAC session at the June in-person Board meeting.

The Governance BAC will lead a fuller BAC session at the June Board meeting. The June BAC session will offer the opportunity for Board-level resolution of open BAC design questions before the 01 July formal launch.

V. MASTERPLAN

HAYTHORN, KELLY

Trace Haythorn and Jennifer Kelly, Tecker International, LLC, joined the meeting at 11:40 ET.

Tecker presented a report to the Board outlining the outputs from the April 2026 Board workshop and subsequent input received. Models A, B, and C developed during the workshop were presented, including their respective structural logic, key advantages and disadvantages as assessed by participants, and a comparative analysis of the three models. A proposed path forward was also presented, integrating elements from each model.

During a robust question-and-answer period, two governance orientations, Member-Centric and Chapter-Centric—were identified as key areas of focus, along with their respective implications for EO’s future structure, member experience, chapter model, staffing, and execution capacity.

On 21 May, there will be a Project Masterplan Town Hall with Tier 1 leaders. The purpose of the session will be to share the emerging design specifications and themes that any future model must address; connect governance redesign with execution and alignment conversations; and invite Tier 1 input before the board develops its final model/s. It was further decided to have another Board working session before the June Board meeting.

Trace Haythorn and Jennifer Kelly left the meeting at 12:30 ET.

VI. EXECUTIVE DIRECTOR UPDATE

PUJARA

The Executive Director provided an update to actions taken since the April 2026 Board meeting.



VII. APAC MEMBER DISCUSSION

LOANEY, MUNTERS

Mikelis Munters, VP, Legal & Compliance, joined the meeting at 12:46 ET.

A detailed report regarding the future membership status of former APAC member John Salerno was presented to the Board.

Mikelis Munters left the meeting at 13:00 ET.

Following a brief discussion, the following motion was made and seconded:

Motion to Approve the Resolution titled “BOARD OF DIRECTORS OF ENTREPRENEURS’ ORGANIZATION REGARDING FUTURE GLOBAL MEMBERSHIP ELIGIBILITY OF JOHN SALERNO” as written dated 13 May 2026 [Appendix #2], providing that:

1. John Salerno is not eligible for future global EO membership unless the Board, in its sole discretion, expressly approves an exception or waiver; and
2. EO shall maintain and apply this determination in its membership records, and that any future application for global EO membership by John Salerno shall be declined unless and until such Board approval is granted.

The motion passed unanimously.

The Chair thanked everyone and ended the meeting at 13:02 ET.



**RESOLUTION
OF
MAY 13, 2026
OF THE
BOARD OF DIRECTORS OF
ENTREPRENEURS' ORGANIZATION
TO
FORMALIZING THE DIGITAL COMMUNITIES GUIDELINES BY ADOPTING AN UPDATED DIGITAL
COMMUNITIES POLICY**

WHEREAS, Entrepreneurs' Organization ("EO") has maintained guidance for member use of EO-connected digital spaces and EO branding in such spaces;

WHEREAS, the Board of Directors of EO ("Board") wishes to adopt that guidance as a formal EO policy and incorporate it into EO's Policies and Procedures;

WHEREAS, the Board wishes to ensure digital communities making use of EO branding are subject to EO's Code of Conduct and other applicable EO policies;

WHEREAS, the Board also wishes to update the EO Uniform Sanction Guide to address misconduct in digital spaces;

NOW THEREFORE, IT IS RESOLVED by the Board to:

1. Adopt the EO Digital Communities Policy as set forth in Appendix A to this Resolution, attached hereto and incorporated herein by this reference.
2. Amend Chapter 4, Section B.2. of EO's Policies and Procedures ("P&P"), entitled "Standards of Conduct," by inserting a new subsection f immediately after Section B.2.e. as follows

f. Digital Communities. EO has adopted a Digital Communities Policy to govern member engagement and the use of EO Marks, participant eligibility, required disclaimers, administrator responsibilities, moderation standards, reporting, and enforcement in digital spaces used for EO activities, programs, events, or member engagement, including Official Digital Communities, EO-Recognized Digital Communities, and Unofficial EO-Branded Digital Communities (each as defined in that Digital Communities Policy). The Digital Communities Policy is incorporated into EO's Policies and Procedures by this reference. Member conduct in digital space used for official and unofficial EO activities, programs, events, or member engagement, is subject to this Code of Conduct, the Digital Communities Policy, and all other applicable EO policies. Violation of the Digital Communities Policy constitutes a violation of EO's Policies and Procedures.

3. Amend Chapter 4, Section B.6.a. of EO's Policies and Procedures, entitled "Corrective Action," by inserting a new final sentence as follows:

Corrective action may also include removal from digital communities, prohibition on serving as an administrator for digital communities, revocation of permission to use EO Marks in connection with a digital community, and direction to close or de-brand an EO-branded digital community.

4. Amend the Notes section at the end of page 1 of the EO Uniform Sanction Guide by inserting a new digital communities note as follows:

Digital Communities: The same substantive disciplinary measures and applicable ranges apply whether conduct occurs in person, virtually, or in a Digital Community. EO may additionally require the removal of content, remove a participant from a Digital Community, remove a Digital Community administrator, require de-branding of an EO-branded Digital Community, or require closure of an EO-branded Digital Community.

5. Amend the "Solicitation" row on page 2 of the EO Uniform Sanction Guide by deleting the title of the violation in its entirety and replacing it with the following:

Solicitation, including solicitation in a Digital Community.

6. Amend the "Solicitation" row on page 2 of the EO Uniform Sanction Guide by inserting a new bullet point in the recommended disciplinary action column as follows:

- Removal from the affected Digital Community, if applicable.

7. Amend the "Misuse of EO logo, trademarks, intellectual property, or member data for personal gain, or other such violations of the EO Confidential Information Policy" row on page 2 of the current EO Uniform Sanction Guide by deleting the title of the violation in its entirety and replacing it with the following:

Unauthorized use of EO logo, trademarks, brand assets, materials, and/or other intellectual property, member data, or any other EO confidential information, and any other violations of EO's Confidential Information Policy, including in any Digital Community subject to EO Governance review.

8. Amend the "Misuse of EO logo, trademarks, intellectual property, or member data for personal gain, or other such violations of the EO Confidential Information Policy" row on page 2 of the current EO Uniform Sanction Guide by inserting a new bullet point in the recommended disciplinary action column as follows:

- Removal from the affected Digital Community; prohibition on serving as a Digital Community administrator; revocation of permission to use EO Marks; and such other corrective action as EO Governance determines appropriate under EO's governing documents.

9. Amend page 2 of the current EO Uniform Sanction Guide by inserting a new final row as follows:

Violation:	Recommended Action:
Violation of Digital Communities Policy not otherwise involving other policy violations.	First offense: written warning and removal of content, if applicable. Second offense: removal of participant, or removal as administrator, as applicable. Third offense: de-branding or closure of the Digital Community. If the underlying conduct also violates another EO policy, the sanction range applicable for that underlying violation also applies in addition to any of the remedies above.

10. Authorize In-house Counsel to make ministerial, formatting, numbering, cross-reference, and terminology corrections to the Uniform Sanctions Guide as necessary to conform with this Resolution and EO policies.

Appendix B to this Resolution, attached hereto and incorporated herein by this reference, includes the text of the charter documents to be amended in redline format for reference purposes. For clarity's sake, redline format means that all deleted text is shown in strikethrough formatting in red and all new text is double underlined in blue.

[Signature Page Follows]

This Resolution has been adopted by the Board by unanimous vote and is in full force and effect as of the date set forth below. It shall be recorded in the minutes of the Board meeting.

Dated: May 13, 2026

(CORPORATE SEAL)



Joaquín Cordero
2026-05-28 20:52 UTC

Joaquin Cordero
EO Board Chair



Taunya Renson-Martin
2026-05-28 20:43 UTC
Taunya Renson-Martin
EO Board Chair-Elect

APPENDIX A
TO THE RESOLUTION
OF MAY 13, 2026
OF THE
BOARD OF DIRECTORS OF
ENTREPRENEURS' ORGANIZATION

DIGITAL COMMUNITIES POLICY

I. BACKGROUND

1. EO encourages members to enhance their membership experience by connecting with one another across borders, industries, languages, and cultures. EO also recognizes that members and staff use a variety of digital channels to create communities for EO-related communication, learning, and engagement.
2. This Digital Communities Engagement Policy ("Policy") establishes the baseline rules for Digital Communities (as defined below) that use EO's name, logo, or other brand elements, or that are otherwise presented as connected to EO, an EO chapter, an EO region, or EO members. Its purpose is to clarify who is responsible for administering those Digital Communities, what standards apply, and what action EO may require to protect members, EO's brand, and the member experience.

II. APPLICABILITY

1. For purposes of this Policy, "Digital Community" means any digital group, channel, chat, page, forum, server, or similar space in which participants communicate or engage with one another, including through messaging applications, social-media platforms, online discussion platform or space, message boards, and other collaboration and information exchange tools.
2. This Policy applies to Digital Communities that:
 - A. use the EO name, logo, or other visual brand elements;
 - B. are created for EO business, programs, events, or member engagements; or
 - C. are otherwise represented as connected to EO, an EO chapter, an EO region, or EO members.
3. Digital Communities may be:
 - A. officially administered by EO;
 - B. EO member administered Digital Communities that EO has recognized in writing for a stated, limited purpose, but that EO does not operate, moderate, or routinely monitor;
 - C. unofficial, EO-member administered Digital Communities that use EO brand incidentally, but which are not sponsored, operated, moderated, endorsed, recognized, or routinely monitored by EO.
4. As a condition of using EO's name, logo, or other brand elements in connection with a Digital Community, its administrator, and all Digital Community participants must comply with this Policy, EO's brand standards then in effect, and all other applicable EO policies and procedures, including, without limitation, EO's core values, [Code of Conduct](#), [Anti-Harassment](#), [Anti-Retaliation & Non-Discrimination Policy](#), [Solicitation Policy](#), and [Confidential Information Policy](#) (each an "EO Policy" and collectively, with any other applicable EO policies,

procedures or rules, the “EO Policies”), and EO’s brand standards then in effect.

5. Use of EO’s name, logo, or other brand elements in connection with a Digital Community is a limited, revocable permission that may be withdrawn by EO at any time. If a Digital Community does not comply with EO Policies, or EO brand standards, EO may require corrective action, including removal of EO branding, removal of content, or removal participants where EO controls the space, direction to a Digital Community’s administrator to remove content or participants, or closure of the Digital Community.
6. Nothing in this Policy requires EO to host, monitor, or moderate any Digital Community that it does not own or directly administer.

III. DIGITAL COMMUNITY ENGAGEMENT RULES

1. **Administrator’s Responsibilities.** Each EO-branded Digital Community must have at least one (1) current EO member in good standing serving as its administrator. The administrator is responsible for and must use reasonable efforts to maintain the Digital Community’s stated purpose, confirm and enforce participant eligibility for Digital Community participation, ensure compliance with required disclaimer requirements, enforce Digital Community rules and EO Policies, and take reasonable steps to address violations of EO Policies or the Digital Community’s rules, as further specified in Section IV of this Policy, entitled “Administrator Obligations to Manage and Enforce Conduct in Digital Communities”.
2. **Compliance with EO’s Brand Playbook.** All Digital Communities using EO’s name, logo, or other visual brand elements must comply with EO’s Brand Playbook, including the Key Responsibilities for Managing an EO-Branded Social Media Channel and the Community Management Guidelines. Any questions not covered by those guidelines may be directed to socialmedia@eonetwork.org.
3. **Only EO Members.** Unless otherwise designated or approved by EO in writing for a particular Digital Community, participation in an EO-branded Digital Community is limited to current EO members and EO staff. Any additional category of permitted participant must be expressly approved in writing by EO for that Digital Community.
4. **Unofficial Digital Communities.** EO members may choose to participate in unofficial member-administered Digital Communities that EO does not host, operate, or routinely monitor. Participation in those Digital Communities is voluntary. EO is not responsible or liable for any individual or collective activity in any such Digital Community. Each such Digital Community must include the required disclaimer, using the form set out in Section V of this Policy, “Required Disclaimer and Suggested Community Description and Rules Templates” section, in a pinned post, Digital Community description, or equivalent prominent location visible to participants upon joining and thereafter readily accessible within the Digital Community. Use of EO’s brand in such Digital Communities does not make the Digital Community an EO, chapter, or regional communication channel, and no administrator or participant is authorized to speak or act for EO, a chapter, or a region absent prior written authorization.
5. **No Authority to Bind EO.** No Digital Community, administrator, or participant is authorized to speak for, act for, or bind EO absent prior written authorization from EO.
6. **Application of EO Policies.** Communication between and among current EO members in an EO-branded Digital Community is member-to-member communication and is subject to all applicable EO Policies.

7. **Member Data and Confidential Information.** EO member data, directories, and other EO confidential information obtained through a Digital Community may not be used, copied, scraped, distributed, disclosed, or used for any purpose except as permitted by EO Policies.
8. **Political, Religious, and Social Causes.** Except as expressly authorized by EO in writing, a Digital Community may not be used to advocate for, organize around, or present EO, any chapter, any region, or the Digital Community itself as taking a formal legal or policy position on any religious, political, social, moral, or other issue that does not relate directly to the unique situations faced by entrepreneurs with respect to their entrepreneurial activity. No Digital Community may be used to endorse or oppose a candidate for public office, solicit political campaign contributions, or coordinate partisan political activity.

IV. ADMINISTRATOR OBLIGATIONS TO MANAGE AND ENFORCE CONDUCT IN DIGITAL COMMUNITIES

1. Administrators are responsible for monitoring the respective Digital Community they administer for posts and conduct that do not align with the Digital Community's stated rules or EO Policies. Participants may also flag content for administrator review.
2. When a post or comment appears to violate the Digital Community's rules or EO Policies, the administrator must take reasonably prompt action, which may include asking the participant to remove or revise the content, removing the content, removing the participant from the Digital Community, or pausing the Digital Community while the issue is reviewed.
3. Allegations involving discrimination, harassment, retaliation, threats of violence, or misconduct spanning multiple chapters or regions must be escalated promptly to EO Governance in accordance with EO's Code of Conduct. Other alleged violations should be reported through the applicable chapter or EO reporting channels pursuant to EO's Code of Conduct.
4. EO may require an administrator to remove content, remove a participant, remove EO branding, or close any Digital Community that does not comply with EO Policies. EO reserves the right to take such actions directly without notice or liability if EO directly administers a Digital Community. Administrators must cooperate with reasonable EO requests concerning moderation, participant eligibility, use of EO branding, and investigation of reported misconduct.
5. Violation of this Policy may result in corrective action pursuant to EO's Code of Conduct, including restriction from Digital Communities, removal as an administrator, suspension of EO membership, or termination of EO membership, subject to the authority and limits in EO Policies. Reports, review, investigation, and any corrective action or disciplinary measures arising from or related to this Policy are subject to EO's member conduct processes and standards. Nothing in this Policy creates a separate member conduct or disciplinary process.

V. REQUIRED DISCLAIMER AND SUGGESTED COMMUNITY DESCRIPTION AND RULES TEMPLATES

1. Each EO-branded Digital Community must post its purpose, participation criteria, administrator, applicable rules, and any required disclaimer in a pinned post, Digital Community description, or other comparably prominent location that is visible to participants upon joining and thereafter readily accessible within the Digital Community. The disclaimer text set out below is required where applicable. The remaining template language is provided as a model and may be tailored to the applicable Digital Community, provided it remains consistent with this Policy and all other applicable EO Policies and brand standards.

A. Required Disclaimer for Unofficial EO-Branded Digital Communities

“This Digital Community is independently organized and administered by EO members. It is not sponsored, operated, moderated, endorsed, recognized, or routinely monitored by Entrepreneurs’ Organization, and the views expressed here do not necessarily reflect those of EO.”

B. Required Disclaimer for Unofficial EO-Branded Digital Communities with EO-Recognized Purposes

If the Digital Community has been formally recognized by EO for a limited purpose, use the following disclaimer instead:

“This Digital Community has been recognized by EO solely for the following limited purpose(s): [insert purpose]. It is administered by EO members, not by EO staff. Except for the limited recognition above, it is not sponsored, operated, moderated, endorsed, or routinely monitored by EO or EO staff, and the views expressed here do not necessarily reflect those of EO.”

C. Suggested Digital Community Description and Rules Template

[Name of Community] Rules

This Digital Community is open to: [state requirements for participation].

The purpose of this Digital Community is to: [state the community’s purpose].

The administrator of this Digital Community is: [name of administrator]

[INSERT APPLICABLE REQUIRED DISCLAIMER]

All participants must comply with EO’s policies, including the EO Code of Conduct, the Anti-Harassment, Anti-Retaliation & Non-Discrimination Policy, the Non-Solicitation Policy, and the Confidential Information Policy, and must communicate professionally, courteously, respectfully, and inclusively.

All interactions in this Digital Community must align with its stated purpose.

[Use one of the following solicitation lines, as applicable]

Default rule:

“Solicitation in this Digital Community is prohibited.”

Opt-in exception:

“This Digital Community has been expressly designated as an opt-in community for [state purpose], and by joining, its participants understand that solicitation consistent with that stated purpose may occur.”

Except as expressly authorized by EO in writing, this Digital Community may not be used to advocate for, organize around, or present EO, any chapter, any region, or this Digital Community as taking a formal legal or policy position on any religious, political, social, moral, or other issue that does not relate directly to the unique situations faced by entrepreneurs with respect to their entrepreneurial activity. This Digital Community may not be used to endorse or oppose a candidate for public office, solicit political campaign

contributions, or coordinate partisan political activity.

The administrator will monitor posts and participant conduct for compliance with these rules and EO policies and may remove posts or participants as appropriate.

EO may require corrective action, including removal of participants, removal of EO branding, or closure of this Digital Community, if the Digital Community does not comply with applicable EO policies, brand standards, or the Digital Community Engagement Policy.

You may opt out of this Digital Community by removing yourself and/or contacting the administrator.

[Insert other specific rules or requirements, if needed.]

APPENDIX B
TO THE RESOLUTION
OF MAY 13, 2026
OF THE
BOARD OF DIRECTORS OF
ENTREPRENEURS' ORGANIZATION

PROPOSED REVISIONS TO DOCUMENTS IN REDLINE FORMAT

1. Policies and Procedures Amendments

I. Chapter 4, Section B.2.f.

f. **Digital Communities.** EO has adopted a Digital Communities Policy to govern member engagement and the use of EO Marks, participant eligibility, required disclaimers, administrator responsibilities, moderation standards, reporting, and enforcement in digital spaces used for EO activities, programs, events, or member engagement, including Official Digital Communities, EO-Recognized Digital Communities, and Unofficial EO-Branded Digital Communities (each as defined in that Digital Communities Policy). The Digital Communities Policy is incorporated into EO's Policies and Procedures by this reference. Member conduct in digital space used for official and unofficial EO activities, programs, events, or member engagement, is subject to this Code of Conduct, the Digital Communities Policy, and all other applicable EO policies. Violation of the Digital Communities Policy constitutes a violation of EO's Policies and Procedures.

II. Chapter 4, Section B.6.a.

- a. EO's Governance Committee, EO's Board of Directors, or in some cases, a chapter, can recommend corrective action against an EO member if the complaint review and investigation process results in a determination that the member violated this Code of Conduct, EO's Bylaws, or EO Policies and Procedures. These actions may include, but are not limited to, mandating training as a condition of continued membership, placing a member on probationary status, restricting, or prohibiting a member from participating in certain programs or serving in leadership roles, suspending membership, or terminating membership. Corrective action may also include removal from digital communities, prohibition on serving as an administrator for digital communities, revocation of permission to use EO Marks in connection with a digital community, and direction to close or de-brand an EO-branded digital community.

**RESOLUTION
OF
MAY 13, 2026
OF THE
BOARD OF DIRECTORS OF ENTREPRENEURS' ORGANIZATION
REGARDING
FUTURE GLOBAL MEMBERSHIP ELIGIBILITY OF JOHN SALERNO**

WHEREAS, the Board of Directors of Entrepreneurs' Organization ("EO") has final approval authority over EO's membership and qualification guidelines, and EO's Policies and Procedures are subject to the Board's discretion, interpretation, and application;

WHEREAS, Article I, Section 4 of EO's Bylaws provides the Board with final approval authority over EO's membership and qualification guidelines;

WHEREAS, Chapter 2.A.1 of EO's Policies & Procedures ("P&Ps") provides that EO members share common EO values, and support EO's purpose, ambition, and values;

WHEREAS, Chapter 2.B.1.c of the P&Ps provides that the Board reserves the right to reject any membership application;

WHEREAS, Chapter 2.B.2 of the P&Ps provides that EO membership requires membership in both an authorized chapter and the global organization;

WHEREAS, Chapter 2.B.5.c of the P&Ps provides that former members whose membership has lapsed may reapply pursuant to EO procedures; and

WHEREAS, John Salerno is a former EO member whose membership lapsed upon non-renewal;

NOW, THEREFORE, IT IS RESOLVED, by the Board that:

1. John Salerno is not eligible for future global EO membership unless the Board, in its sole discretion, expressly approves an exception or waiver; and
2. EO shall maintain and apply this determination in its membership records, and that any future application for global EO membership by John Salerno shall be declined unless and until such Board approval is granted.

This resolution has been duly adopted by unanimous vote of the Board, and shall be recorded in the minutes of the May 2026 Board meeting, and shall be in full force and effect as of the date set forth below.

[Signature page follows]

Dated: May 13, 2026

(CORPORATE SEAL)



Joaquín Cordero
2026-05-28 20:52 UTC

Joaquin Cordero
EO Board Chair



Taunya Renson-Martin
2026-05-28 20:22 UTC

Taunya Renson-Martin
EO Board Chair-Elect