EO Board of Directors

12 AUGUST 2026 MEETING MINUTES

SUSAN CLOPPER | ENTREPRENEURS' ORGANIZATION

EO Board of Directors Meeting Minutes
12 Aug 2026 | Virtual

EO BOARD OF DIRECTORS PRESENT:	TAUNYA RENSON-MARTIN, DAVID LOANEY, STEVE BENITEZ, ALAN CHEUNG, 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 — RENSON-MARTIN

The Chair welcomed everyone and opened the meeting at 10:03 ET.

II. PROJECT MASTERPLAN — RENSON-MARTIN, HAYTHORN, KELLY

Trace Haythorn and Jennifer Kelly, Tecker International, LLC, joined the meeting at 10:11 ET.

Most of the August 2026 Global Board meeting was devoted to Board input and feedback on the next two design phases of the Masterplan initiative, in preparation for the September in-person Board meeting focused on final alignment of the proposed model. The Board agreed to continue weekly working sessions with Tecker through the end of August to support meeting preparation and further refine the model. It was also agreed that a Town Hall would be held at the end of September for Tier 1 leaders and staff liaisons to communicate the fully aligned and approved model.

Discussion emphasized the Board's ongoing role in defining EO's future direction through a transformational model designed to move the organization from its current state to its desired future state. The transition to the new model is anticipated to occur over a two- to three-year period, allowing for phased implementation and organizational alignment.

Trace Haythorn and Jennifer Kelly left the meeting at 11:35am ET.

III. EXECUTIVE DIRECTOR UPDATE — PUJARA

The Executive Director provided an update on actions taken since the July 2026 Board meeting, including the following:

- **FY25/26 Renewals:** A preliminary snapshot of FY25/26 membership renewals to date was presented to the Board. A comprehensive renewal report will be provided at the November 2026 Board meeting
- **EO Russia Chapter:** Following the Board's prior decision in July to suspend EO operations in Russia, members of EO Russia requested that EO seek formal interpretive guidance from the United States Office of Foreign Assets Control (OFAC) regarding the applicability of U.S. sanctions restrictions to EO's activities in Russia. After consideration of the request and review of advice provided by both internal and external legal counsel, the Board concurred that the Organization should continue managing the suspension based on the existing legal analysis and guidance. As determined at the July 2026 Board meeting, EO Russia members who meet eligibility requirements may apply to transfer to another EO chapter. Members who elect not to transfer or renew their membership may be eligible for reimbursement in accordance with the approved transition process.

The Chair thanked everyone and moved to Executive Session at 12:20 ET.

UNANIMOUS WRITTEN CONSENT

The following is a list of motions the Board approved by unanimous written consent (UWC) since the last regular Board Meeting to date:

1. **IT IS RESOLVED** to approve Nima Faqihi, EO Dubai, as MEPA Governance Director to serve the FY2026/2027 term.
   27 July 2026

2. **IT IS RESOLVED** to approve the July 2026 Board Meeting Minutes as written.
   04 August 2026

3. **IT IS RESOLVED** to grant EO Hokuriku a waiver of EO's Non-Solicitation Policy in response to the 28 July 2026 Kumamoto Earthquake, permitting the solicitation of monetary donations and in-kind assistance through the EO Hokuriku Monthly Chapter Event, the EO Hokuriku member group (opt-in chapter channel), and direct member-to-member communications solely for emergency relief efforts. No solicitations may be distributed through EO listservs. This waiver shall expire sixty (60) days following full execution of this Unanimous Written Consent.
   13 August 2026

4. **IT IS RESOLVED** to approve the following RAPIDs listed below and documented on pages 2 and 3, submitted by OSPC and reviewed by Governance BAC and Legal.
   - Annual Plans Approval RAPID:
     - o Approval of Regional, Portfolio and Committee Action Plans
   - Regional Event Financial RAPIDs:
     - o Regional Event Financial RAPID (0-50K)
     - o Regional Event Financial RAPID (50-100K)
     - o Regional Event Financial RAPID (100K+)
   - Areas and Chapter Name Change RAPIDs:
     - o Area name change (for an EO Area within a Region)
     - o Chapter name change
   - Presidents' Meeting and COT Content & Facilitator Selection Process RAPIDs:
     - o President's Meeting Content Submissions
     - o Chapter Officer Training (COT) Facilitator
     - o Chapter Officer Training (COT) SME
     - o Chapter Officer Training (COT) Content Requests

   IT IS FURTHER RESOLVED to approve the following two notes to be added to the opening sections of the compendium of RAPIDs to the Policy & Procedures (P&Ps).

   - Note (A): Where multiple roles are identified under Agree, each listed role should be consulted and given the opportunity to concur with or object. Any objection should be documented and presented to the Decide role before the decision is made. The Decide role should retain final decision-making authority unless a governing document expressly provides otherwise.
   - Note (Changes to Roles): References to any role, title, office, committee or body include the functionally equivalent successor designation. **[APPENDIX #2]**
     14 August 2026