

**MINUTES OF THE MEETING OF EXECUTIVE COMMITTEE OF  
THE BOARD OF DIRECTORS OF  
MARYLAND TECHNOLOGY DEVELOPMENT CORPORATION  
September 8, 2025**

The Executive Committee (the “Committee”) of the Board of Directors of Maryland Technology Development Corporation (“TEDCO”) convened at 5:00 pm on September 8, 2025, via a [Zoom](#) video conferencing link provided for that purpose. Five members of the Committee attended the meeting; a quorum was present. A portion of the meeting took place in closed session, a summary of which is included below pursuant to the requirements of the Maryland Open Meetings Act.

**Committee Members Present:**

Ellen Flowers- Fields, Chair  
Kathie Callahan Brady, Vice Chair  
William Roberts, Treasurer  
Chung Hei Sing  
Omar Muhammad  
Thomas Bundy  
Eben Smith

**Representatives and TEDCO Staff Present:**

Troy LeMaile-Stovall, CEO, TEDCO  
Ira Schwartz, OAG  
Terry Rauh, Staff, TEDCO  
Tammi Thomas, Staff, TEDCO  
Mindy Lehman, Staff, TEDCO  
Yasmeen Johnson, Staff, TEDCO  
Geyssel Gonzalez, Staff, TEDCO

**MINUTES OF THE OPEN SESSION**

**1. Meeting Called to Order/Roll Call**

The meeting was called to order by Ms. Flowers-Fields, the Chair, at 5:05 pm

**2. Action Items: Approval of Meeting Minutes**

- a. Approval of the Meeting Minutes from May 19, 2025 and August 4, 2025  
Upon a motion duly made and seconded, the aforementioned Minutes were approved by unanimous vote.

**3. Discussion: Current HR Contract Terms**

Mr. Roberts was unable to provide an update on the current HR contract terms, citing a need to connect with the current HR representative. Mr. Rauh noted the status of the current HR contract and its renewal cycle status.

**4. Discussion: CEO and Staff Survey administration process & timeline**

Ms. Flowers-Fields stated that any new policies adopted relating to the evaluation process will not go into effect until the following fiscal year. The review process for the current fiscal year will remain the same as previous years.

**5. Discussion: Conflict of Interest Policy Review**

Ms. Flowers-Fields led a brief discussion regarding Board responsibility for and staff familiarity with the TEDCO Conflict of Interest Policy (“Policy”) and the Maryland Public Ethics Law (“Ethics Law”). The Policy and the Law extend to the Board. Additional questions regarding reputational risk may require further discussion in a closed session. No recommendations for edits were made to the Policy, and absent further comments it will be moved forward in its current form for further review by the Board.

**6. Action Item: Motion to Close Session**

Ms. Flowers-Fields proposed the following statutory justification under the Open Meetings Act for closing the meeting as follows: General Provisions (“GP”) GP §3-305(b)(1), to discuss personnel matters that affect one or more specific individuals.

Upon a motion duly made and seconded, the Committee unanimously approved entering a Closed Session at 5:38 pm (a copy of the Statement for Closing a Meeting is attached hereto).

- a. Attendees: Ellen Flowers-Fields, Kathie Callahan Brady, Omar Muhammad, Thomas Bundy, William Roberts, Chung Hei Sing, and Eben Smith.
- b. Topics Discussed/Actions Taken: Members discussed the list of HR contractor options for engagement in the development of a new CEO performance evaluation framework. Recommendations to reach to specific organizations were made.