

SAN FRANCISCO PENINSULA TOURISM MARKETING DISTRICT
EXECUTIVE COMMITTEE REGULAR MEETING
Hyatt Regency SFO, 1333 Bayshore Highway, Burlingame, CA 94010
Monday, January 19, 2026
1:00 p.m. PST

MEETING MINUTES

CALL TO ORDER:

Chair Kretsch called the meeting to order at 1:01 p.m.

Committee members present: Kevin Kretsch, Christina Ongerth, Casper van Eldik Thieme, Pravin Punjiya, Randy Johnson

Committee members absent: Jonathan Powers, Anthony Buralli

Guests in attendance: Gina Atwood, Vice President & COO (via Zoom)

INTRODUCTIONS:

Kevin Kretsch reported that members of the audience are welcome to address the Committee on items on the agenda and items not on the agenda. Per the anti-trust policy, there will be no discussions related to future prices, pricing policies, nor competitive practices.

PUBLIC COMMENT ON ALL ITEMS:

None

ACTION ITEMS:

1) CEO Compensation and Incentive Structure: Kevin Kretsch reviewed the Incentive Compensation Plan that was approved by the Executive Board in early 2025, including the Self-Assessment completed by CEO John Hutar. Casper Van Eldik Thieme identified a formula error that was corrected. Board members unanimously agreed to increase overall CEO ratings in specific categories (Stakeholder Engagement, Financial Management, HR Function, Special Projects, and Leadership Competencies). Christina Ongerth moved to approve the revised plan's proposed Incentive Bonus of 25% based on a 4.1 rating, which indicates exceeding expectations. Pravin Punjiya seconded the motion. Yes: 5, No: 0, Abstain: 0. Randy Johnson moved to approve the CEO's 4% merit increase. Christina Ongerth seconded the motion. Yes: 5, No: 0, Abstain: 0.

Christina Ongerth suggested a meeting between the Executive Board and the CEO to clarify the

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overall incentive plan. All members agreed.

Meeting was adjourned without objection at 2:00 p.m.

Approved _____

Date _____