

IHMC BOARD CEO SELECTION COMMITTEE

Meeting Minutes

Monday, July 13, 2026

3:00 p.m. CST / 4:00 p.m. EST Meeting

Roll Call

Cassie Guilliams

Selection Committee Members participating included Chair Reeder and Directors Dick Baker, (Chair Finance), J. Mort O'Sullivan, III, Rich Bianculli, David Bear, Jay Patel, Jim Reeves, and William S. Dalton. Cassandra Guilliams attended on behalf of IHMC, as Board Secretary. Dr. Timothy J. Broderick joined the meeting for the candidate discussion.

Board Minutes:

Chair Wes Reeder called the meeting to order at 3:00 p.m. CST.

The Committee continued its consideration of the CEO transition and met with Dr. Timothy J. Broderick to discuss his interest in and qualifications for serving as IHMC's next Chief Executive Officer. Building upon the Committee's July 10 discussion, the meeting provided members an opportunity to hear directly from Dr. Broderick regarding his vision for IHMC, his approach to leadership, and his willingness and ability to assume the broader responsibilities of the CEO position.

The discussion began with the Committee outlining its expectations for the next CEO and Dr. Broderick responding to those expectations in the context of his experience and perspective on IHMC. Members emphasized the importance of leadership of IHMC's research enterprise, financial and operational oversight, community and governmental engagement, development of IHMC's research talent, and preservation of the Institute's culture and mission.

In addressing those expectations, Dr. Broderick discussed his longstanding commitment to IHMC, his experience and leadership roles within the Institute, and his readiness to take on the broader responsibilities of CEO. He confirmed his interest in serving in the position and indicated that he was prepared to devote his full professional effort to the role.

With that commitment established, the discussion turned to Dr. Broderick's vision for IHMC and the changing research environment in which the Institute operates. He emphasized the importance of building upon IHMC's existing strengths while positioning the Institute to pursue emerging opportunities in federal and national security research, health and human performance, artificial intelligence, classified research, and other areas aligned with IHMC's capabilities. The Committee and Dr. Broderick also discussed the importance of maintaining a strong federal research portfolio while identifying opportunities to broaden and diversify IHMC's research base.

Central to that vision was the continued development of IHMC's research talent. Dr. Broderick emphasized the importance of strengthening the Institute's research bench through strategic recruitment, mentorship, and development of investigators who could

grow into increasingly independent research and leadership roles. He described his leadership philosophy as team focused and discussed the importance of developing other leaders throughout the organization to support IHMC's long-term strength and continuity.

The Committee then considered how that research strategy would need to be supported by sound financial and operational management. Members discussed IHMC's financial position, research revenue, indirect cost recovery, cash flow, strategic use of institutional resources, and the importance of greater visibility into projected research revenue and financial performance. Dr. Broderick acknowledged that serving as CEO would require a deeper level of involvement in financial and business operations than his current responsibilities and expressed his willingness to assume those broader responsibilities.

Beyond the Institute's internal research and financial operations, the discussion expanded to the external relationships necessary to support IHMC's continued success. Members emphasized the importance of maintaining strong relationships with the Pensacola and Ocala communities, state government, federal sponsors, and the broader business community. Dr. Broderick identified community and state engagement, as well as broader federal engagement, as areas in which he would need to increase his involvement as CEO and expressed his readiness to do so.

That discussion naturally led to consideration of opportunities to broaden IHMC's relationships with industry and strengthen the translation of its research. The Committee and Dr. Broderick discussed industry collaboration, commercialization opportunities, and potential partnerships that could complement IHMC's traditional sponsored research portfolio. Dr. Broderick recognized the potential value of pursuing these opportunities while maintaining IHMC's fundamental research mission and institutional culture.

Taken together, these discussions also highlighted the broader organizational transition that would accompany a change in CEO. Dr. Broderick acknowledged that certain aspects of the position would require increased attention and experience, particularly financial and business operations, community engagement, state governmental relations, and commercialization. In considering those areas, the Committee discussed the depth and experience of IHMC's existing leadership team, as well as the continued availability of current and former leadership to provide continuity and support during the transition.

Following its discussion with Dr. Broderick, the Committee turned to its evaluation of his candidacy as a whole. Members considered his institutional knowledge, leadership experience, research background, understanding of IHMC's culture, familiarity with its federal research environment, commitment to developing research talent, and ability to provide continuity during the leadership transition.

In weighing those strengths, the Committee also considered the areas in which Dr. Broderick would need to broaden his involvement as CEO, particularly financial and business operations, community engagement, state governmental relations, and commercialization. Members concluded that these areas could be addressed through the transition process and with the support of IHMC's experienced leadership team and the continued guidance available from current and former leadership.

The Committee then returned to the question that had remained open following its July 10th meeting: whether to proceed with Dr. Broderick as the internal candidate or initiate an external search. In reaching its decision, the Committee considered its discussions over both meetings, the input received from Dr. Ken Ford and Dr. Morley Stone, and its direct assessment of Dr. Broderick's qualifications, commitment, and vision for IHMC. Based on the totality of that evaluation, the Committee concluded that Dr. Broderick possessed the institutional knowledge, leadership capabilities, research experience, and commitment necessary to advance his candidacy without first undertaking an external search.

Having reached that conclusion, Chair Reeder called for a vote on whether to recommend Dr. Timothy J. Broderick to the full Board of Directors for appointment as IHMC's next Chief Executive Officer. Chair Reeder called upon each Committee member individually, and each member voted in favor of the recommendation. The recommendation was therefore approved unanimously.

Having reached its unanimous recommendation, the Committee turned to the principal terms of Dr. Broderick's proposed appointment and agreed upon the compensation and benefits to be recommended to the full Board. The Committee also agreed that a performance-based incentive compensation plan would be developed following his appointment.

With the Committee's recommendation and proposed appointment terms established, members agreed that both would be presented to the full Board of Directors for consideration at a special Board meeting scheduled for Monday, July 20, 2026, at 2:00 p.m.

There being no further business, the meeting was adjourned.