

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation column(B) reported as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
Frank Michael Langley, CEO	(i)	284,548	68,146	19,638	86,525	16,534	475,391	0
	(ii)	0	0	0	0	0	0	0
David Gnggs, Vice President	(i)	157,101	29,761	0	8,034	14,321	209,217	0
	(ii)	0	0	0	0	0	0	0
Michael Brown, Vice President	(i)	140,728	24,693	0	8,380	0	173,801	0
	(ii)	0	0	0	0	0	0	0
Joel Akason, Director Business Investment	(i)	128,488	12,275	0	7,661	13,070	161,494	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II so complete this part for any additional information.

Return Reference	Explanation
Schedule J, Part I, Line 1	GREATER MSP paid for the annual dues of the CEO and the Executive Vice President to The Minneapolis Club (a business club). This business club has been identified by the board as having members yielding tremendous local, national and global impact. The primary purpose of this business club membership is to conduct board and committee meetings and other business meetings to advance the agenda of GREATER MSP. All expenses are substantiated and employees reimburse GREATER MSP for all non-business related expenses. The Chief Executive Officer's 2014 compensation included a gross up for the annual premium for supplemental long term disability and supplemental life insurance per the CEO's employment contract. Executive Vice President's 2014 compensation included a gross up for the annual premium for supplemental life insurance.
Schedule J, Part I, Line 3	Compensation. The compensation of the CEO and other senior management positions is reviewed and approved by the Human Resources and Compensation Committee of the Board and the Board of Directors. The Committee uses external market survey data and comparison information to determine compensation for the senior members of the organization.
Schedule J, Part I, Line 7	Compensation. A performance-based incentive program is a component of the organization's overall compensation structure. Annually, organization and individual employee goals are developed and approved by the Human Resources and Compensation Committee of the Board and the Board of Directors. The incentive award is based on the organization's performance and the weighted results of the employees' annual performance on three key component achievements of annual goals and objectives, organizational competencies and functional competencies. The incentive award is determined by the employees' individual performance rating mapped against a matrix which provides a range of a recommended incentive award. All incentive awards are approved by the Human Resources and Compensation Committee of the Board and reviewed by the Board of Directors.