

**RGRTA COMPENSATION COMMITTEE
MINUTES
February 3, 2022
1372 East Main Street, Rochester, New York**

Attendees: Chairman, Don Jeffries; Commissioner, Bill Ansbro; Commissioner, Rich Kosmerl; Commissioner, Judy Seil (virtually); Commissioner, Brian Young; Chief Executive Officer, Bill Carpenter; Chief People Officer, Amy Gould

Absent:

The meeting was called to order by Chairman Jeffries at 10:35 a.m.

The committee discussed the Variable Pay Plan program for the upcoming fiscal year. Bill explained the plan guidelines and rationale for continuing with the program. The committee agreed to continue the Variable Pay Plan program with the current guidelines for the upcoming fiscal year, 2022-2023.

The compensation committee discussed the minor changes to the annual performance review assessment document and approved the changes.

The workplan was reviewed and timelines were agreed upon for the performance review process. Discussions progressed regarding CEO compensation. Additional benchmarking data has been requested by the committee and will be discussed at the March 9th meeting.

The meeting was adjourned at 11:20 a.m. by Chairman Jeffries.

Respectfully submitted by:



Amy Gould
Chief People Officer