

**RGRTA COMPENSATION COMMITTEE  
MINUTES**

**January 23, 2015**

1372 East Main Street, Rochester, New York

Attendees: Commissioner Tom Argust, Commissioner Robert Fischer, Commissioner and Chairman Jim Redmond, Commissioner Henry Smith, Jr., Commissioner Frank Vitagliano, Chief People & Brand Officer Maryalice Keller

Excused: Commissioner Paul Battaglia

The meeting was called to order by Chairman Redmond at 9:10 a.m.

The Committee reviewed the 2015 Work Plan and approved the following action items:

- The process and schedule for the CEO evaluation.
- The Chief People & Brand Officer will distribute the evaluation forms per the Committee's instructions.
- The request to obtain 2014 compensation analysis data.

The Committee reviewed and endorsed the Authority's Compensation Philosophy.

The Committee discussed Incentive Plan considerations for 2015-16 in advance of reviewing proposed Plan Guidelines at its next meeting.

On motion of Chairman Redmond, the meeting was adjourned at 10:05 a.m.

Respectfully submitted by:

Maryalice Keller  
Chief People & Brand Officer