

RGRTA COMPENSATION COMMITTEE
MINUTES
March 3, 2015
9:00 a.m.
1372 East Main Street, Rochester, New York

Attendees: Tom Argust – Commissioner, Paul Battaglia – Commissioner, Jim Redmond – Chairman, Henry Smith, Jr. – Commissioner, Frank Vitagliano – Commissioner, Maryalice Keller – Chief People & Brand Officer, Steve DePerrior – The Burke Group (guest)

The meeting was called to order by Chairman Redmond.

The CEO evaluation process is underway, with Commissioners submitting their assessments. A summary of that input will be provided to the Committee for review at the March 16 Compensation Committee meeting.

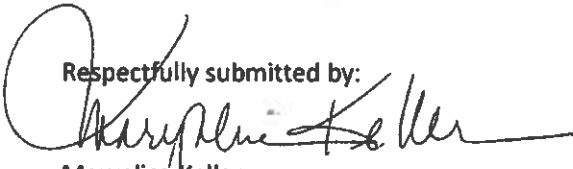
Mr. DePerrior presented an analysis of RGRTA's senior executive compensation, which included comparisons to transit industry peer groups, as well as national, regional, and local market studies, for base salaries, annual incentives, and perquisites/benefits.

The Committee reviewed the proposed 2015-2016 Variable Pay Plan, and will finalize the Plan guidelines at its next meeting in preparation for recommendation to the Board of Commissioners in April.

The Committee scheduled its next meeting for March 16, 2015 at 8:00 a.m.

On motion of Chairman Redmond, the meeting was adjourned.

Respectfully submitted by:



Maryalice Keller
Chief People & Brand Officer