

**RGRTA COMPENSATION COMMITTEE  
MINUTES  
May 4, 2017  
1372 East Main Street, Rochester, New York**

Attendees: Commissioner and Chairman Geoff Astles, Commissioner Tom Argust, Commissioner Paul Battaglia, Commissioner Don Jeffries, Vice President of People Amy Gould, General Counsel, Dan DeLaus.

Excused: Commissioner Henry Smith

The meeting was called to order by Chairman Astles at approximately 2:00 p.m.

The Committee discussed in general terms, various options regarding forms of compensation for executive employees, presently and in the future.

There was further discussion around the Variable Pay Plan program and options for future years. The Committee agreed that they would like Bill to join the June 5<sup>th</sup> meeting regarding philosophy and approach for the Variable Pay Plan program.

The meeting was adjourned at approximately 3:00 p.m. by Chairman Astles.

Respectfully submitted by:



Amy Gould  
Vice President of People