

**RGRTA COMPENSATION COMMITTEE
MINUTES**

June 12, 2020

1372 East Main Street, Rochester, New York

Attendees: Chairman, Don Jeffries; Vice Chair; Geoff Astles; Commissioner Bill McDonald;; Commissioner Bill Ansbro; Commissioner, Rich Kosmerl; Chief People Officer, Amy Gould

The meeting was called to order by Chairman Jeffries at 9:04 a.m.

Bill Carpenter joined the first 20 minutes of the meeting to discuss recommendation for:

- 1) COVID pay to recognize and thank employees who have been working since the beginning of this pandemic.
- 2) Variable Pay Plan guidelines for FY 2020-2021.

The compensation committee approved the recommendations presented by Bill for COVID Pay and Variable Pay Plan guidelines for this fiscal year. The Variable Pay Plan guidelines will be brought to the full board on June 25, 2020.

Bill Carpenter excused himself from the meeting. At that time, CEO compensation discussion took place. The committee reviewed the collective results of the CEO performance assessment and continued merit increase discussions based on the assessment. The committee agreed on a compensation recommendation that will be brought to the full board on June 25, 2020.

The meeting was adjourned at 9:56 a.m. by Chairman Jeffries.

Respectfully submitted by:



Amy Gould
Chief People Officer