

**RGRTA COMPENSATION COMMITTEE
MINUTES**

February 2, 2023

1372 East Main Street, Rochester, New York

Attendees: Chairman, Don Jeffries; Commissioner, Rich Kosmerl; Commissioner, Judy Seil; Commissioner, Brian Young; Commissioner Jerdine Johnson; Chief People Officer, Amy Gould

Absent: Commissioner Bill Ansbro

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

The committee discussed the Variable Pay Program guidelines for fiscal year 2023-2024.

After a review of the guidelines and process related questions, Commissioner Kosmerl made a motion to approve the 2023-2024 Variable Pay Plan Guidelines, with a second motion made by Commissioner Johnson. The committee approved the 2023-2024 Variable Pay Plan.

The committee agreed to meet again in the July time frame as a "check-in" for the CEO's progress with the transition. Amy will work with Kelly to schedule that meeting.

The meeting was adjourned at 11:10 a.m. by Chairman Jeffries.

Respectfully submitted by:



Amy Gould
Chief People Officer