



Performance, Compensation & Talent Management Committee Meeting Summary

February 19, 2020

This is intended as a guide for the Committee Chair. Other than the motions, this need not be read verbatim. The Chair may add context/comment as appropriate.

The Performance, Compensation & Talent Management Committee met on February 18, 2020.

The Committee held an election of the Performance, Compensation & Talent Management Committee Chair and Vice Chair. Rob Feckner was elected Chair and Eraina Ortega was elected Vice Chair.

THE COMMITTEE RECOMMENDS AND I MOVE, the Board approve the following:

- AGENDA ITEM 8a – Semiannual Status Report on Incentive Plan of the Chief Executive Officer

Approve the fiscal year 2019-20 semiannual status report of the Chief Executive Officer.

- AGENDA ITEM 8b – Review of the Performance, Compensation & Talent Management Committee Delegation

Approve the proposed amendments to the Performance, Compensation & Talent Management Committee Delegation Resolution.

At this time, I would like to share some highlights of what to expect at the next Performance, Compensation & Talent Management Committee meeting:

- The Committee will receive an update on the employee engagement survey.

The next meeting of the Performance, Compensation & Talent Management Committee will be scheduled for April 20, 2020, in Sacramento, California.