



Performance, Compensation and Talent Management  
Subcommittee

# Meeting Summary

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**November 19, 2025**

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 and Talent Management Subcommittee met on October 30, 2025, and interviewed three firms for the Board's Primary Executive and Investment Compensation Consultant.

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

- AGENDA ITEM 3a – Board's Primary Executive and Investment Compensation Consultant Request for Proposal: Finalist Interviews and Selection

Approve the award of the contract to Global Governance Advisors, as the highest-ranking Finalist, subject to final negotiations and satisfaction of all requirements, and direct staff to begin contract negotiations for the contract with Global Governance Advisors. If staff, in its discretion, concludes that negotiations are unsuccessful, staff shall begin contract negotiations with Mercer (US), the next highest scoring Finalist, and so on.