

Compensation Committee Activities Report - 1 July 2018 through 31 December 2018

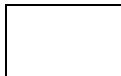
Section I: Completed Activities

Item	Description	Committee Completion Date	Accomplishments/Outcome
1. President and CEO FY18 SR2 At-Risk Compensation	Following discussion with President and CEO and internal Committee discussion, the committee reiterated its recommendation that the Board approve the President and CEO’s FY19 SR2 At-Risk Compensation.	10 July 2018	Reiterated approval of recommendation to Board re: President and CEO FY18 SR2 At-Risk Compensation, which the Board approved on 18 July 2018.
2. President and CEO goals for FY19 At-Risk Compensation	Following discussion with President and CEO and internal Committee discussion, the committee recommended that the Board adopt the goals for the President and CEO’s FY18 SR2 At-Risk compensation component.	10 July 2018	Approved recommendation to Board re: FY19 goals for the President and CEO, which the Board approved on 18 July 2018.
3. President and CEO Contract Extension	Following discussion with President and CEO and internal Committee discussion, the Committee reiterated its recommendation that the Board approve a one-year contract extension for the President and CEO.	10 July 2018	Reiterated approval recommendation to Board re: one year contract extension for the President and CEO, which the Board approved on 18 July 2018.
4. Ombudsman FY18 At-Risk Compensation	Following discussion with Ombudsman and internal Committee discussion, the committee reiterated its recommendation that the Board approve the Ombudsman’s FY18 At-Risk Compensation	10 July 2018	Reiterated approval of recommendation to Board re: Ombudsman FY18 At-Risk Compensation, which the Board approved on 18 July 2018.

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Item	Description	Committee Completion Date	Accomplishments/Outcome
5. Ombudsman Contract Extension	Following discussion with Ombudsman and internal Committee discussion, the committee reiterated its recommendation that the Board approve a two-year contract extension for the Ombudsman.	10 July 2018	Reiterated approval of recommendation to Board re: Ombudsman two-year contract extension, which the Board approved on 18 July 2018.
6. President and CEO At-Risk Compensation for first half of FY19	Following discussion with President and CEO and internal Committee discussion, the committee recommended that the Board approve the President and CEO's At-Risk Compensation for the first half of FY19.	19 December 2018	Approved recommendation to Board re: President and CEO At-Risk Compensation for the first half of FY19, which the Board approved on 16 January 2019.
7. Officer compensation	Following a proposal from, and discussion with, President and CEO and internal Committee discussion, the committee recommended that the Board: (i) approve the compensation for to be named officer, Theresa Swinehart; and (ii) authorize the President and CEO to pay a small monthly stipend to his new deputies, John Jeffrey and Theresa Swinehart, so long as they perform as the President and CEO's deputies.	19 December 2018	Approved recommendation to Board re: Officer compensation and President and CEO payment of stipend to his new deputies, which the Board approved on 16 January 2019.
8. Board Compensation Periodic Review	The Committee discussed whether it should consider asking for an updated report from independent compensation experts to assess current state of non-profit Board member compensation; the Committee determined that doing so at this time would not be prudent.	19 December 2018	N/A

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Section II: In-Progress Activities

Item	Description	Target Completion Date	Status
1. Ombudsman FY19 goals	The Committee discussed with the Ombudsman his goals for FY19; the Committee asked the Ombudsman to develop those goals and forward to the Committee for consideration. Upon receipt and review, the Committee asked for additional detail from the Ombudsman.	TBD	Discussion still in progress