



**BOARD OF TRUSTEES
EXECUTIVE COMPENSATION AND
PERFORMANCE REVIEW COMMITTEE (ECPRC)**

November 16, 2023

Meeting Minutes

In Attendance: Alex Walker, Jamie Burnett, Kass Ardinger, Jim McGrail

Guests: Patricia Szoeki, Aon Consulting

Call to Order: At 12:15 pm, Chair Walker called the meeting to order and noted the presence of a quorum sufficient for the conduct of business and the committee members are free from conflict of interest with respect to topics being reviewed.

Nonpublic Session:

Moved and seconded that the Executive Compensation and Performance Review Committee go into Nonpublic Session for the purpose of discussing the compensation of public employees and matters which, if discussed in public, may adversely affect the reputation of a person other than a member of the Committee, as authorized by RSA 91-A:2, (a) and (c).

Aon Consulting reviewed the annual market competitiveness of compensation for senior leadership positions as identified in the Board of Trustees' Executive Total Compensation Policy.

Returned to public session at 1:10 pm noting that ECPRC agreed on base salary increase recommendations for January 1, 2024, but will review achievement against FY23 goals before making final decision on FY23 pay-at-risk awards.

Adjourn: Chair Walker adjourned the meeting at 1:15 pm