



RELIABILITY FIRST

Agenda

Board of Directors • Talent and Compensation Committee

June 5, 2025 • 11:30 am – 12:00 pm (ET)

ReliabilityFirst Corporation
Virtual Call

Closed Agenda

1. **Call to Order**
Presenter: Lesley Evancho, Chair
2. **Appoint Secretary to Record Minutes**
Presenter: Lesley Evancho, Chair
3. **Antitrust Statement**
Presenter: Niki Schaefer, VP and General Counsel
4. **Review and Approve 2025/2026 Employee Benefits**
Presenter: Beth Dowdell, Sr. Director Corporate Services
Description: Ms. Dowdell will review recommendations regarding the 2025/2026 medical benefits in accordance with the Committee Charter of setting total compensation.
Reference: a) Summary of Benefits Overview
b) Health Benefits Analysis and Recommendations

Action: **Discussion and Approval**
5. **Discussion of additional stakeholder director to replace Scott Hipkins**
Presenter: Lesley Evancho, Chair
Description: Informal discussion with the committee to discuss options to replace Scott Hipkins on the Compensation Committee to ensure stakeholder representation.
Action: Information and Discussion
6. **2025 Future Meetings:**
 - August 27-28, 2025 – Farmington, PA
 - December 3-4, 2025 – Washington DC
7. **Adjourn**

Roster • Talent and Compensation Committee

Lesley Evancho, **Chair** • Independent (2025)
Steve Ambrose, Vice Chair • Medium LSE (2025)
Joanna Burkey • Lead Independent (2025)
Melika Carroll • Independent (2027)
Ken Seiler • Independent (2026)