



RELIABILITY FIRST

PUBLIC

Agenda

Board of Directors • Talent and Compensation Committee

October 23, 2025 • 9:00 – 10:30 AM (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. **Compensation Study**
Presenter: Marc Mullis, CEO of Payformance Partners and Beth Dowdell, Sr. Director Corporate Services
Description: Mr. Mullis will review the findings and recommendations from the recent compensation study, including market benchmarking, gap analysis, and alignment with organizational goals.
Reference: RF Compensation Project Presentation
Action: Information and Discussion
5. **2026 Goals**
Presenter: Beth Dowdell, Sr. Director Corporate Services
Description: Ms. Dowdell will present the draft 2026 Tier 2 corporate goals for committee review and feedback. These goals are designed to align with strategic priorities and reliability of the grid. The committee will be asked to provide input on goal alignment, clarity, and feasibility, with the intent to finalize and approve the goals at the December meeting.
Action: Information and Discussion
6. **2025 Future Meetings:**
 - 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)
Craig Creamean • Large LSE (2027)
Ken Seiler • Independent (2026)
Robert Taylor • Invenergy (At-Large 2027)