

COMPENSATION COMMITTEE REPORT
MEETING OF
WEDNESDAY, FEBRUARY 11, 2015, AT 1:30 PM

A regular meeting of the Compensation Committee was convened by Chair Alice Lau, at 1:30 PM, in the Board Room at the Gateway complex. [Call to Order](#)

Present, in addition to the Chair, were Committee members Les Birdsall, Mary Lou Delpach, and Richard Hurley. Also in attendance were Warren Salmons, CEO of GRF; Anthony W. Grafals, General Counsel and Director of Confidential Services; and Judith Perkins, Sr. Manager Human Resources. [Attendance](#)

The report of the Committee's meeting held on 11/14, 2014 was reviewed and approved by the Committee as amended. (See attachment.) [Report of DATE 2014 Approved](#)

Director Ken Haley was the only resident present at this meeting; no comments were offered. [Residents' Forum](#)

The Chair introduced the staff reports with a brief reminder as to why they were requested. [Staff Reports](#)

Perkins briefly summarized the Total Compensation Statement project and had intended to pass out examples of the revised statements. However the samples provided were of the original statements, and in examining the new statement samples, another error was discovered. The Committee agreed to abey this update until the statements can be corrected and distributed to employees. [a\) Total Compensation Statement Project Update](#)

The second staff report focused on the 2015 benefit enrollment statistics and compared them to the 2014 statistics. Most employees continue to prefer the Buy-Up HMO plan; enrollment in the Core HMO and the High Deductible plan were essentially stable. This report also laid out the monthly cost per employee for the various medical plans for both 2014 and 2015, highlighting the 2015 premium deduction. [b\) 2015 Benefit Enrollment Statistics](#)

This staff report summarized the Foundation's medical benefit plan, and discussed the possibility of making changes for the 2016 benefit year. Staff reported that the current advice from our benefits broker as well as legal experts is to comply with the 2015 health care requirements, and make no preemptive changes in plan design. As a result of the 2015 Congressional elections, the balance of power in Congress has shifted, and it is not yet clear what kinds of changes can be expected in the requirements and implementation of health care reform. [c\) Medical Benefit Plan Options](#)

The Chair then initiated a discussion of the CEO recruiting process just begun by the Board of Directors, specifically regarding the total compensation package that will be needed for the process. Salmons outlined the proposed recruiting process, and the Committee agreed that they would be willing to work together with Perkins and/or others as needed, to review the various elements of the CEO total compensation package. The intent is to add value to the Board's process by providing a draft compensation package to the Board for review. The Chair will talk [New Business](#)

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with the Board President, and advise the Committee if this work is authorized.

The next meeting of the Compensation Committee will be at 1:30 p.m. on Thursday, Next Meeting
March 12, 2015, in the Board Room at the Gateway Administration Building.

The meeting was adjourned at 2:30 pm.

Adjournment



Alice Lau, Chair
Compensation Committee

JP/m