

**MINUTES OF A MEETING OF THE
COMPENSATION COMMITTEE OF THE
ERIE COUNTY INDUSTRIAL DEVELOPMENT AGENCY
(ECIDA)**

- DATE AND PLACE:** February 26, 2020, at the Erie County Industrial Development Agency, 95 Perry Street, Suite 403, Buffalo, New York 14203
- LIVE STREAMED:** This meeting is being live-streamed and made accessible on the Agency's website at www.ecidany.com.
- PRESENT:** Rev. Mark E. Blue, Hon. Mark C. Poloncarz and Kenneth A. Schoetz
- EXCUSED:** Dottie Gallagher and Richard Lipsitz, Jr.
- OTHERS PRESENT:** Steve Weathers, Chief Executive Officer; John Cappellino, Executive Vice President; Atiqah Abidi, Assistant Treasurer; and Gerald Manhard, Chief Lending Officer; Dawn Boudreau, Assistant Secretary, and Robert G. Murray, Esq., Harris Beach PLLC/General Counsel
- GUEST:** Sister Denise Roche; Maria Whyte, Deputy County Executive; and Andrew Federick, Erie County Senior Economic Development Specialist

There being a quorum present at 11:53 a.m., the Meeting of the Compensation Committee was called to order by its Chair, Mr. Poloncarz.

MINUTES

The minutes of the March 19, 2019 Compensation Committee meeting were presented, and upon motion made by Mr. Blue, and seconded by Mr. Schoetz, and as thereafter voted upon, the minutes were unanimously approved.

REVIEW OF ECIDA 2019 PERFORMANCE INCENTIVE PLAN AND REVIEW OF PROPOSED 2020 SALARY INCREASES

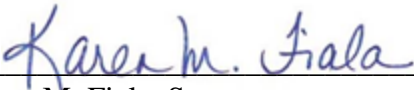
Mr. Schoetz moved and Mr. Blue seconded to enter into Executive Session for the purpose of discussing the 2019 Performance Incentive Plan and review the proposed 2020 salary increases and to discuss employee matters and history related thereto. The motion was then unanimously approved.

At 11:55 a.m., the Committee entered into Executive Session.

Upon motion made by Mr. Blue and seconded by Mr. Schoetz, and unanimously approved, the Committee terminated Executive Session at 12:10 p.m.

Mr. Weathers noted that the 2020 salary increase was approved at 2.9%.

There being no further business to discuss, Mr. Poloncarz adjourned the meeting at 12:11 p.m.



Karen M. Fiala, Secretary