EnergyTrust of Oregon

Board Decision
Executive Director Compensation

Octobre 5, 2011

RESOLUTION 599

EXECUTIVE DIRECTOR COMPENSATION

WHEREAS:

1. **The Energy Trust's Executive Director Evaluation Committee has completed its review of the Executive Director's performance.**
2. **The Committee used published salary survey information for comparable Executive Director positions and Energy Trust's salary structure as the bases for determining proposed compensation.**
3. **The Committee determined that her performance is excellent and recommend an increase in her compensation package.**

It is therefore RESOLVED:

1. **That the Board of Directors of Energy Trust of Oregon, Inc., authorizes the following:**
   a. **A five point six percent performance-based increase in Executive Director's salary effective January 1, 2011, until the date the Board next approves an increase.**
   b. **An increase in annual accrued vacation time from five weeks per year to six weeks per year effective January 1, 2011.**
   c. **An increase in the award to the Supplemental Executive Retirement Plan (SERP) of $3,000 per year effective January 1, 2011.**
2. **That the Board amend the Executive Director's employment agreement in recognition of this resolution.**

Vote: In favor: Abstained:

Opposed: [list name(s) and, if requested, reason for "no" vote]