



Meeting Slides and Recording

ADOPTION MEETING FOR EXECUTIVE COMPENSATION STRUCTURE GUIDELINES VERSION 1.0

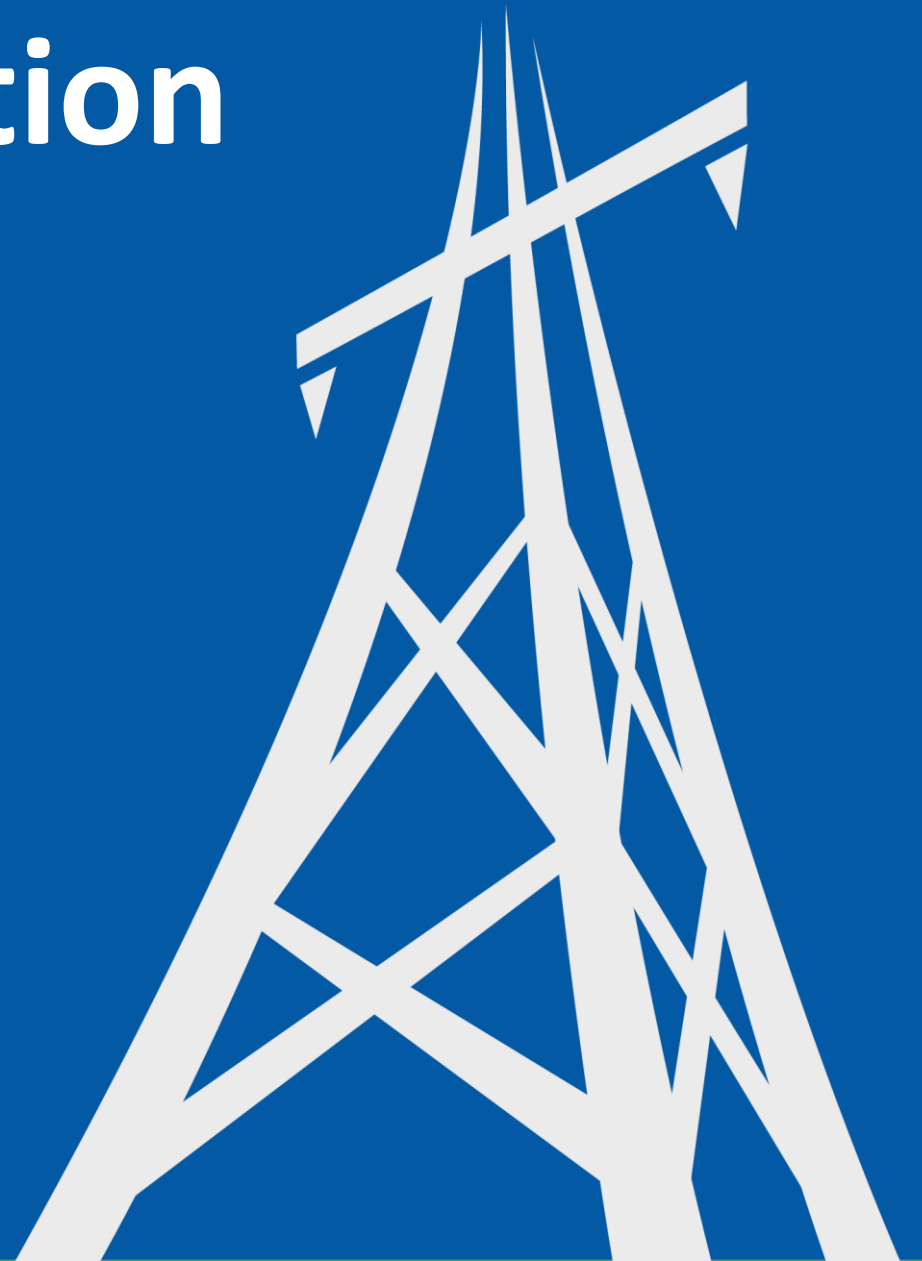
The Office of Energy Infrastructure Safety (Energy Safety) held a public adoption meeting for the Executive Compensation Structure Guidelines Version 1.0 (Guidelines) on April 2, 2025. A recording of the meeting can be found on Energy Safety's YouTube channel at <https://www.youtube.com/watch?v=wXgWRYrOOxk>. The slides shown during the meeting are attached to this document.



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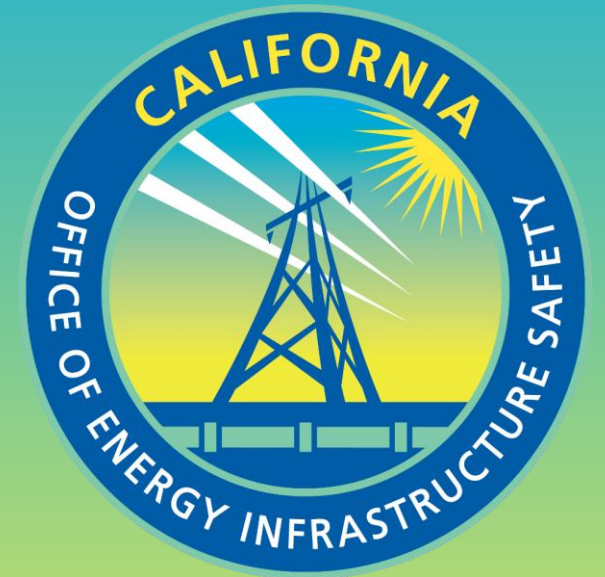
Executive Compensation Structure Guidelines Version 1.0

Public Adoption Meeting
Office of Energy Infrastructure Safety
Wednesday April 2, 2025, 1 p.m. to 2 p.m.



AGENDA

- Executive Compensation Structure Overview
- Revisions to the Guidelines
- Written Public Comments
- Public Comment
- Adoption of the Guidelines & Closing Remarks



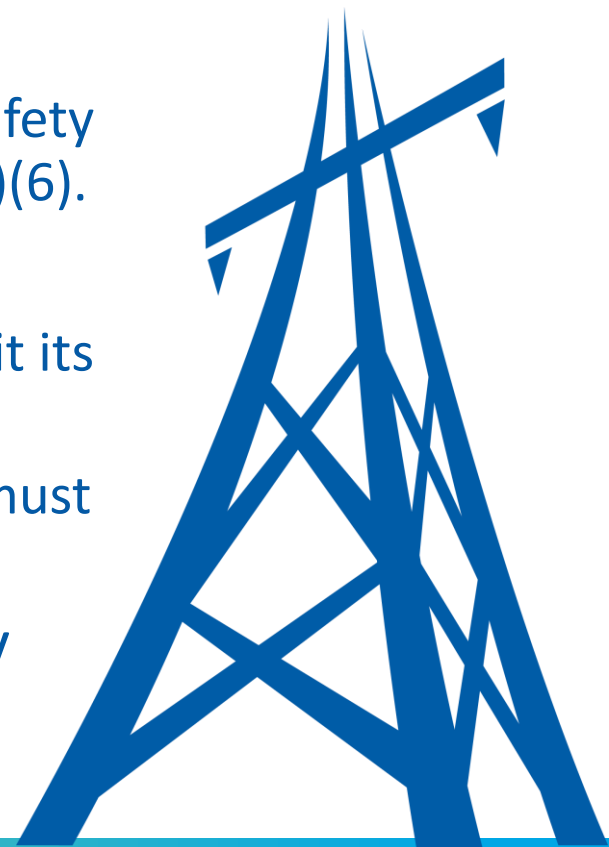


Executive Compensation Structure Guidelines Version 1.0 Overview

EXECUTIVE COMPENSATION STRUCTURE GUIDELINES

INTRODUCTION AND BACKGROUND

- ❑ An electrical corporation seeking a Safety Certification must:
 - Obtain Energy Safety’s approval for its executive compensation structure, and
 - Have an executive compensation structure that prioritizes safety and meets the principles outlined in PUC §8389(e)(4) and (e)(6).
- ❑ The Executive Compensation Structure Guidelines:
 - Set forth requirements for an electrical corporation to submit its executive compensation structure, and
 - Prescribe the specific information an electrical corporation must provide in its filing.
- ❑ Additional process requirements are outlined in the Energy Safety Policy Division (ESPD) Process Guidelines.





Revisions to the Executive Compensation Structure Guidelines

EXECUTIVE COMPENSATION STRUCTURE GUIDELINES REVISIONS

- ❑ The following revisions were made to the Executive Compensation Structure Guidelines from 2024 to 2025:
 - “Evergreened” the Guidelines to increase efficiency, consistency, and predictability;
 - Removed duplicative information provided in the newly adopted Energy Safety Policy Division Process Guidelines;
 - Added a requirement for data submissions in Excel to enhance data analysis.

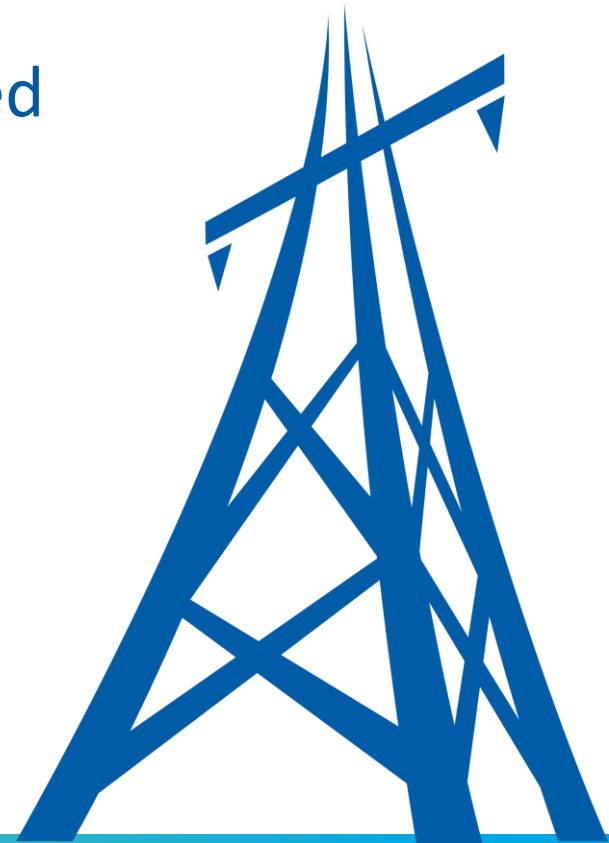




Written Public Comments

WRITTEN PUBLIC COMMENTS

- Draft Executive Compensation Structure Guidelines
Version 1.0 published February 28, 2025
- Opening Comments due March 20, 2025: none received
- Reply Comments due March 31, 2025: none received






Public Comment

Public Comment

If you wish to comment:

- Press the “raise hand” button on Teams
 - Participants will be unmuted in order of hands raised
- Dial-in participants need to press *5 to raise hand



**Adoption of the
Executive
Compensation
Structure Guidelines &
Closing Remarks**



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