

On **THURSDAY, AUGUST 8, 2024**, the **COMPENSATION COMMITTEE** of the Greater Orlando Aviation Authority met in Conference Room Earhart of the Aviation Authority Offices located in the main terminal building at the Orlando International Airport (MCO), One Jeff Fuqua Boulevard, Orlando, Florida. Chairman Weisheyer called the meeting to order at 3:01 p.m. The meeting was posted in accordance with Florida Statutes and a quorum was present.

Committee members present, Tim Weisheyer, Chair
 M. Carson Good
 Stephanie Kopelousos

Also present, Kevin J. Thibault, Chief Executive Officer
 Kenyatta Lee, Chief of External Affairs
 Dan Gerber, General Counsel
 Erin Keller, Recording Secretary

CONSIDERATION OF COMPENSATION COMMITTEE MINUTES FOR NOVEMBER 10, NOVEMBER 28, AND DECEMBER 11, 2023

Upon motion by Mr. Good, second by Ms. Kopelousos, vote carried to accept the meeting minutes of November 10, November 28, and December 11, 2023 as written.

REVIEW OF FY24 CEO GOALS

Mr. Thibault presented a list of achievements related to the FY24 Aviation Authority goals. Many of the goals were achieved. The Multi-Modal Connectivity Council was one goal which was not fully achieved.

The Committee discussed the four categories of goals and achievements with Mr. Thibault. There was a prolonged discussion about parking and Consolidated Rental Car Facility planning.

Ms. Kopelousos requested benchmarking on current compensation of comparable Florida airport Chief Executive Officers.

Chairman Weisheyer commented that he will ask Board members to offer suggestions to the CEO for FY25 goals and any comments they have regarding FY24 performance.

The Committee discussed evaluation criteria for this evaluation and future evaluation.

The Committee discussed that it will consider Mr. Thibault's presentation and will be prepared to engage in evaluation of the Chief Executive Officer's performance at its next meeting on August 15, 2024.

ADJOURNMENT

Chairman Weisheyer adjourned the meeting at 4:31 p.m.

(Digitally Signed on September 30, 2024)

/s/ Anna Farmer

Anna Farmer
Recording Secretary

/s/ Tim Weisheyer

Tim Weisheyer
Chair