

**EXH. TMH-5
DOCKETS UE-240004/UG-240005
2024 PSE GENERAL RATE CASE
WITNESS: THOMAS M. HUNT**

**BEFORE THE
WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION,**

Complainant,

v.

PUGET SOUND ENERGY,

Respondent.

**Docket UE-240004
Docket UG-240005**

**FOURTH EXHIBIT (NONCONFIDENTIAL) TO THE
PREFILED DIRECT TESTIMONY OF**

THOMAS M. HUNT

ON BEHALF OF PUGET SOUND ENERGY

FEBRUARY 15, 2024

ITEM 11. EXECUTIVE COMPENSATION

Puget Sound Energy Executive Compensation

Compensation and Leadership Development Committee Interlocks and Insider Participation

The members of the Compensation and Leadership Development Committee (referred to as the Committee) of the Boards of Directors (referred to as the Board) of Puget Energy and PSE (referred to as the Company) are named in the Compensation and Leadership Development Committee Report. No members of the Committee were officers or employees of the Company or any of its subsidiaries during 2022, nor were they formerly Company officers or had any relationship otherwise requiring disclosure. Each member meets the independence requirements of the SEC and the New York Stock Exchange (NYSE).

Compensation Discussion and Analysis

This section provides information about the compensation program for the Company's named executive officers (Named Executive Officers) who are included in the Summary Compensation Table below. For 2022, the Company's Named Executive Officers and titles were:

- Mary E. Kipp, President and Chief Executive Officer (CEO);
- Kazi Hasan, Executive Vice President and Chief Financial Officer (CFO);
- Allan (Wade) Smith, Executive Vice President and Chief Operating Officer, effective July 18, 2022;
- Margaret F. Hopkins, Senior Vice President Shared Services and Chief Information Officer;
- Andy Wappler, Senior Vice President and Chief Customer Officer; and
- Steve R. Secrist, former Senior Vice President, General Counsel, Chief Ethics and Compliance Officer who retired effective December 1, 2022.

This section also includes a discussion and analysis of the overall objectives of our compensation program and each element of compensation the Company provides to its Named Executive Officers.

Compensation Program Objectives

The Company's executive compensation program has two main objectives:

- Support sustained Company performance by attracting, retaining and motivating talented people to run the business.
- Align incentive compensation payments with the achievement of short and long-term Company goals.

The Committee is responsible for developing and monitoring an executive compensation program and philosophy that achieves the foregoing objectives. In performing its duties, the Committee obtains information and advice on various aspects of the executive compensation program from its independent executive compensation consultant, Meridian Compensation Partners, LLC (Meridian). The Committee recommends to the Board for approval both the salary level for our CEO, based on information provided by Meridian and other relevant factors described below, and the salary levels for the other executives, based on recommendations from our CEO. The Committee also recommends to the Board for approval the annual and long-term incentive compensation plans for the executives, the setting of performance goals and the determination of target and actual awards under those plans, based on the compensation information provided by Meridian and other relevant factors.

In 2022, the Company used the following strategies to achieve the objectives of our executive compensation program:

- **Design and deliver a competitive total compensation opportunity.** To attract, retain and motivate a talented executive team, the Company believes that total pay opportunity should be competitive with companies of similar size, revenue, industry and scope of operations. As described below in the discussion of Role of Market Data, the Committee, with the support of Meridian, annually compares executive compensation levels to external market data from similar companies in our industry and generally targets each element of target total direct compensation (base salary and target annual and long-term incentive award opportunities) to the 50th percentile of the market data with variations by individual executive, as appropriate. The Company also recognizes the importance of providing retirement income. As such, the Committee reviews our retirement programs and provides benefits that are competitive with our peers.

- **Place a significant portion of each executive’s target incentive compensation at risk to align executive compensation with Company financial and operating performance.** Under its “pay for performance” philosophy, the Company maintains an incentive compensation program that supports the Company’s business strategy and aligns executive interests with those of investors and customers. The Committee believes that a significant portion of each executive’s compensation should be “at risk” and earned based on achievement relative to annual and long-term performance goals. For example, 77% of the target 2022 compensation of our CEO, Ms. Kipp, was considered “at risk” compensation. By establishing goals, monitoring results, and rewarding achievement of goals, the Company seeks to focus executives on actions that will improve Company performance and enhance investor value, while also retaining key talent. The Committee annually evaluates and establishes the performance goals and targets for our annual and long-term incentive programs.
- **Oversee the Company’s talent management process to ensure that executive leadership continues uninterrupted by executive retirements or other personnel changes.** The CEO leads talent reviews for leadership succession planning through meetings and discussions with her executive team. Each executive conducts talent reviews of senior employees that report to him or her and who have high potential for assuming greater responsibility in the Company. Utilizing evaluations and assessments, the Committee and the Board annually review these assessments of executive readiness, the plans for development of the Company’s key executives, and progress made on these succession plans. The Committee and the Board directly participate in discussion of succession plans for the position of CEO.

Compensation Philosophy

The target total compensation package is designed to provide executives with appropriate incentives that are competitive with the comparator groups described below and motivate the achievement of current operational performance and customer service goals as well as the long-term objective of enhancing investor value. The Company does not have a specific policy regarding the mix of compensation elements, although long-term incentive awards consistently comprise the largest portion of each executive’s incentive pay.

As a matter of philosophy, all three components of target total direct compensation are generally targeted within a competitive range of the 50th percentile of industry practice, recognizing that the Company operates in a highly competitive regional market. Individual executive pay position may vary from the 50th percentile as influenced by the factors below. Actual executive compensation depends significantly on Company performance results, and can result in below or above targeted levels.

Individual pay adjustments are reviewed annually relative to the 50th percentile of national peer market pay, while also considering other factors, such as the executive’s recent performance, experience level, company performance, competitive pay in our region, retention of top talent and internal pay equity. Notwithstanding the median philosophy, the Company may choose to target an executive’s compensation above or below the 50th percentile of national peer market pay when that individual has a role with greater or lesser responsibility than the best comparison job, in response to regional market pressures, or when our executive’s experience differs from that typically found in the market.

Role of Market Data

The Company uses market data compiled by Meridian to inform its pay decisions on base salary, target annual incentives and target long-term incentive awards. Market data is obtained from both industry-specific surveys and proxy statements of public companies selected for inclusion in the Company's custom executive compensation peer group. The market survey data were sourced from a select cut from the Willis Towers Watson 2021 Energy Services Survey, comprised of utility and other companies similar in size and scope of operations to PSE. Based on Meridian's evaluation and its discussion with the Committee, five companies of similar scope were added to the 2021 peer group, while one was removed to ensure a broad comparison group. The 26 companies in the custom market survey cut for 2022 pay decisions are shown below:

Custom Survey Peer Group

1. Allete*	10. Evergy	19. PNM Resources
2. Alliant Energy	11. Eversource Energy	20. Portland General Electric
3. Ameren	12. Hawaiian Electric Industries, Inc.	21. PPL*
4. Atmos Energy	13. NiSource	22. South Jersey Industries
5. Avista	14. Northwestern Energy*	23. Southwest Gas
6. Black Hills*	15. Oncor	24. Spire
7. CenterPoint*	16. OGE Energy	25. UGI
8. Cleco	17. ONE Gas	26. WEC Energy Group
9. CMS Energy	18. Pinnacle West Capital	

**Added to the 2021 peer group. Avangrid was removed from the 2021 peer group.*

The market survey data from the companies above were supplemented with proxy statement data for select positions in the Company's executive compensation peer group, which was comprised of 15 companies, all but one of which overlapped with companies included in the market survey data. At the time of the benchmarking study, the median revenue of the executive compensation peers was \$3.5 billion, which was comparable to PSE's annual revenues of \$3.5 billion. The proxy peer group was reviewed by Meridian to assess the continued relevancy of the companies and did not change from last year.

Proxy Peer Group

1. Alliant Energy	7. Eversource Energy	13. Portland General Electric
2. Ameren	8. Idacorp	14. Spire
3. Atmos Energy	9. NiSource	15. WEC Energy Group
4. Avista	10. ONE Gas	
5. CMS Energy	11. Pinnacle West Capital	
6. Evergy	12. PNM Resources	

Compensation Program Elements

The Company's executive compensation program encompasses a mix of base salary, annual and long-term incentive compensation, retirement programs, health and welfare benefits and a limited number of perquisites. Since the Company is not publicly listed and does not grant equity awards to its executives, it relies on a mix of fixed and variable cash-based compensation elements to achieve its compensation objectives.

Base Salary

We recognize that it is necessary to provide executives with a fixed amount of regularly paid compensation that provides a balance to other at-risk pay elements. Base salaries are reviewed annually by the Committee based on its compensation philosophy, internal pay equity considerations and considerations specific to an individual such as an executive's expertise, level of performance, experience in the role and contribution relative to others in the organization.

Base Salary Adjustments for 2022

The Committee reviewed the base salaries of the Named Executive Officers in early 2022 and recommended base salary adjustments to the Board, except for Mr. Smith, whose salary was approved at hire in July 2022. The Committee also reviewed salaries during 2022 based on market pressures and the promotion of Mr. Hasan to Executive Vice President and recommended base salary increases. The Board approved the Committee’s salary recommendations as shown in the table below. The adjustments were effective March 1, 2022 except for Ms. Kipp’s and Mr. Hasan’s who also received additional adjustments effective August 2022. Base salaries for 2022 generally remained at the 50th percentile of market among the comparator group.

Name	2021 Base Salary	2022 Base Salary	% Change ¹
Mary E. Kipp	\$930,000	\$1,043,250	12%
Kazi Hasan	510,000	570,257	12
Allan (Wade) Smith	N/A	630,000	—
Margaret F. Hopkins	414,000	426,482	3
Andrew Wappler	390,326	402,036	3
Steve R. Secrist	500,553	515,570	3

¹ Percentages are rounded.

2022 Annual Incentive Compensation

All PSE employees, including the Named Executive Officers, are eligible to participate in an annual incentive program referred to as the “Goals and Incentive Plan”. The plan is designed to incent our employees to achieve both (i) desired annual financial results, measured by EBITDA, and (ii) pre-established goals based on both a service quality commitment to customers and an employee safety measure. EBITDA was selected as a performance goal because it provides a financial measure of cash flows generated from the Company’s annual operating performance.

For 2022, the Company’s service quality commitment was measured by performance against nine Service Quality Indicators (SQIs) covering three broad categories, set forth below. These are the same SQIs for which the Company is accountable to the Washington Commission. The Company’s annual report to the Washington Commission and our customers describes each SQI, how it is measured, the Company’s required level of achievement, and performance results. The Company’s service quality report cards are available at www.PSE.com/PerformanceReportCards.

The SQIs for 2022 were the same as those in 2021 and were as follows:

- **Customer Satisfaction (3 SQIs)** - Customer satisfaction with the customer care center, natural gas field services and number of Washington Commission complaints.
- **Customer Service (1 SQI)** - Calls answered “live” within 60 seconds by the customer care center.
- **Operations Services (5 SQIs)** - Gas emergency response, electric emergency response, non-storm outage duration as measured by the System Average Interruption Disruption Index (SAIDI), non-storm outage frequency, and on-time appointments.

The employee safety performance measure reflects the Company’s continued commitment to employee safety. The safety performance measure contains three targets which must all be satisfied for the safety measure to be treated as met. The three employee safety targets for 2022 were:

- All employees attend a monthly safety “meeting in a box” presentation, or complete the same content online, featuring employees from across PSE discussing their jobs and efforts to ensure the health and safety of themselves, their coworkers and our customers. The target completion rate is no less than 95%.
- All employees complete training videos to help reduce musculoskeletal injuries in the field, officer and at home. The target completion rate is no less than 95%.
- All employees complete an online mental health training course. The target completion rate is no less than 95%.

Annual incentive funding is decreased if a SQI is not achieved. The employee safety measure functions similarly to the nine SQIs in determining the funding of the annual incentive plan. That is, if the safety measure is not achieved, annual incentive funding will be decreased by 10%, in the same way as a missed SQI.

In 2022, 100% funding for the annual incentive plan required (i) achievement of 10 out of 10 customer service and safety measures (all nine SQIs and achievement of the safety measure) and (ii) target EBITDA performance. Eight of the ten

customer service and safety measures were met, and EBITDA finished at 98.4% of target, so funding was less than 100%, as described further below.

2022 Annual Incentive Plan Results

For 2022, achievement of the corporate goals under the annual incentive plan was at 98.4% of target for EBITDA. PSE EBITDA was \$1,293.6 million, and SQI and safety achievement was 8 out of 10, leading to a funding level for 2022 of 73.5% for the annual incentive plan for the Named Executive Officers.

Funding levels for 2022 at maximum, target, and threshold are shown in the table below:

Annual Incentive Performance Payout Scale and Actual Performance

Performance Measure (Dollars in Millions)	2022 EBITDA	SQI, SAIDI & Safety*	Funding Level
Maximum	\$ 1,775.3	10/10	200%
Target	1,315.0	10/10	100
Threshold	1,183.5	6/10	30
2022 Actual Performance	1,293.6	8/10	73.5

* Combined SQI and Safety results of 6/10 or better and minimum EBITDA of \$1,183.5 million are required for any annual incentive pay out funding. SQI and Safety results below 10/10 reduce funding (e.g., 9/10=90%, 8/10=80%, 7/10=70%)

No bonus is earned unless at least the threshold EBITDA and SQI and safety goals are achieved. The achievement of threshold performance results in a 30% of target bonus payout. The maximum incentive payable for exceptional performance in this plan is two times each Named Executive Officer's target incentive.

An executive's individual award amount can be increased or decreased based on an assessment by the CEO (or the Board in the case of the CEO) of the executive's individual and team performance results. After considering performance on individual and team goals, adjustments were made by the CEO for individual performance of certain Named Executive Officers below CEO in 2022. The adjustments for individual performance are noted in the "Bonus" column of the Summary Compensation table and did not materially change the amounts resulting from 2022 achievement of the corporate goals. The Board approved the incentive amounts shown below (inclusive of adjustments for performance for each Ms. Kipp and Mr. Hasan), which will be paid in March 2023:

Name	Target Incentive (% of Base Salary)	2022 Actual Incentive Paid	2022 Actual Incentive (% of Base Salary)
Mary E. Kipp	115%	\$ 1,058,168	101.0%
Kazi Hasan*	80	352,109	62
Allan (Wade) Smith*	80	179,895	29
Margaret F. Hopkins	65	193,565	45
Andrew Wappler	65	182,469	45
Steve R. Secrist	65	246,314	48

* Mr. Hasan's annual incentive is based on time as Senior Vice President (65%) and time as Executive Vice President (80%); Mr. Smith's annual incentive is prorated for time worked in 2022 since his hire. His target annual incentive is 80% of base salary.

Long-Term Incentive Compensation

Long-term incentive compensation opportunities are designed to align the interests of executives with those of our investors, provide competitive pay opportunities, support a customer-focused utility, reward long-term performance and promote retention. Long term incentive plan (LTI Plan) grants are denominated and paid in cash, if at least threshold performance measures are met over a three-year performance cycle.

Long-term incentive payments are based on achievement of a Return on Equity (ROE) metric, subject to achievement of a threshold EBITDA goal. Under this goal, EBITDA during the applicable three-year performance cycle must meet or exceed 90% of target EBITDA for a payment to occur. Assuming the EBITDA threshold is met, the grant cycles are funded based on

the three-year average ROE metric. ROE reflects the income earned on our equity investment. The LTI Plan payments ultimately paid may range from 0% to 200% of target, depending on performance.

The Committee recommends for Board approval a targeted LTI grant value in dollars for each executive. The targeted LTI grant value is determined by evaluating LTI grant values provided to similarly situated executives at comparable companies (using the previously discussed survey and peer group data) as well as other relevant executive-specific factors. The Company generally does not consider previously granted awards or the level of accrued value from prior or other programs when making new LTI Plan grants.

Executives generally must be employed on the last day of the performance cycle to receive a cash payment under the LTI Plan, except in the event of retirement, disability or death.

2022-2024 Long-Term Incentive Plan Target Awards

Consistent with prior years, target LTI Plan awards for the 2022-2024 performance cycle were denominated in dollars, taking into account the executive's level of responsibility within the Company and the corresponding market data. Ms. Kipp's target LTI Plan grant was increased to \$3,700,000 to align with market pay levels. Target LTI Plan award amounts for the 2022-2024 performance cycle are shown in the following table.

Name	Target Long Term Incentive (\$)
Mary E. Kipp	\$3,700,000
Kazi Hasan	1,000,000
Allan (Wade) Smith	1,260,000
Margaret F. Hopkins	405,000
Andrew Wappler	380,000
Steve R. Secrist	490,000

Details of the target grants and expected values at target, threshold and maximum performance levels can be found in the "2022 Grants of Plan-Based Awards" table below.

Long-Term Incentive Plan Performance 2020-2022 Performance Cycle Results and Payouts

The 2020-2022 performance cycle has now ended. Amounts payable as a result of award vesting are shown in the following table:

- Performance on the ROE component of the grant finished at 80% of target, which was below the plan's threshold for funding. The Committee recommended and the Board approved a payment at 110% of target funding level, in recognition of the initial targets being set prior to the COVID global pandemic and the impact that had on business and regulatory conditions.

Name	Target Incentive (\$) ¹	2020-2022 LTIP Paid ²
Mary E. Kipp	\$2,385,000	\$2,623,500
Kazi Hasan ²	375,000	412,500
Allan (Wade) Smith ²	—	—
Margaret F. Hopkins	293,125	322,438
Andrew Wappler	169,178	186,096

¹ Target LTI Plan incentive is the dollar target level set in 2020.

² In connection with Mr. Hasan's commencement of employment in 2021, he was eligible to participate in the 2020-2022 performance cycle at a target amount that reflected reduced participation during the performance cycle but was intended to incentivize performance following commencement of employment. In connection with Mr. Smith's commencement of employment in 2022, he was granted retention incentives described in the "Other Compensation" section below. He did not receive a grant in the 2020-2022 LTIP performance cycle.

In connection with Mr. Secrist's retirement, he was eligible to receive a pro-rated portion of his LTI grants for the 2020-2022, 2021-2023 and 2022-2024 performance cycles in accordance with the LTI Plan in the amounts of \$505,389, \$233,641 and \$134,260, respectively, paid in March 2023.

Retirement Plans — Executive Retirement Plans and Retirement Plan

The Company maintains executive retirement plans to attract and retain executives by providing a benefit that is coordinated with the tax-qualified Retirement Plan for Employees of Puget Sound Energy, Inc. (Retirement Plan). Without the addition of the executive retirement plans, these executives would receive lower percentages of replacement income during retirement than other employees. All the Named Executive Officers participated in executive retirement plans during 2022, Ms. Hopkins and Mr. Wappler participate in the SERP and Ms. Kipp, Mr. Hasan and Mr. Smith participate in the Officer Restoration Benefit, as part of the Deferred Compensation Plan for Key Employees. Mr. Secrist participated in the SERP until his departure in 2022. Additional information regarding the SERP, Officer Restoration Benefit and the Retirement Plan is shown in the "2022 Pension Benefits" table.

Deferred Compensation Plan

The Named Executive Officers are eligible to participate in the Deferred Compensation Plan for Key Employees (Deferred Compensation Plan). The Deferred Compensation Plan provides eligible executives an opportunity to defer up to 100% of base salary, annual incentive bonuses and earned LTI Plan awards, plus receive additional Company contributions made by PSE into an account that has three investment tracking fund choices. The funds mirror performance in major asset classes of bonds, stocks, and an interest crediting fund that changes rates quarterly. The Deferred Compensation Plan is intended to allow the executives to defer current income, without being limited by the Internal Revenue Code contribution limitations for 401(k) plans and therefore have a deferral opportunity similar to other employees as a percentage of eligible compensation. The Company contributions are also intended to restore benefits not available to executives under PSE's tax-qualified plans due to Internal Revenue Code limitations on compensation and benefits applicable to those plans. Additional information regarding the Deferred Compensation Plan is shown in the "2022 Nonqualified Deferred Compensation" table.

Post-Termination Benefits

The Committee periodically reviews existing change in control and severance arrangements for the peer group companies. Based on this information, the Committee has determined not to extend such arrangements to current and newly hired executives. No executive officers have employment agreements that would provide severance benefits. Certain compensation programs, such as the LTI Plan, have provisions that would apply in the event of a change in control.

The "Potential Payments Upon Termination or Change in Control" section describes the current post-termination arrangements with the Named Executive Officers as well as other plans and arrangements that would provide benefits on termination of employment or a change in control, and the estimated potential incremental payments upon a termination of employment or change in control based on an assumed termination or change in control date of December 31, 2022.

Other Compensation

The Company also provides the Named Executive Officers with benefits and limited perquisites. To attract qualified candidates, the Company may provide certain payments to executives in connection with an offer of employment, including payments to offset their relocation expenses.

In connection with his offer of employment in 2021, Mr. Hasan is eligible to receive a retention bonus of \$250,000 in each of March 2022 and March 2023, subject to continued employment.

In connection with his offer of employment, Mr. Smith was eligible to receive a signing bonus of \$900,000 and a relocation payment of \$150,000, grossed up for taxes, to assist with moving expenses. Both amounts must be repaid if Mr. Smith resigns or is terminated for cause within 24 months of employment. Subject to continued employment, Mr. Smith is eligible to receive a retention bonus of \$630,000 in March 2023, \$150,000 in July 2023 (after one year of service) and \$1,260,000 in December 2026. Mr. Smith is also eligible to participate in the 2021-2023 performance cycle under the LTI Plan based on a target grant of \$945,000 in addition to participation in the 2022-2024 performance cycle for which disclosure is provided above.

The current executives participate in the same group health and welfare plans as other employees. Company vice presidents and above, including the Named Executive Officers, are eligible for additional disability and life insurance benefits. The executives are also eligible to receive reimbursement for financial planning, tax preparation and legal services up to an annual limit. The reimbursement for financial planning, tax preparation and legal services is provided to allow executives to concentrate on their business responsibilities. These perquisites generally do not make up a significant portion of executive

compensation and did not exceed \$10,000 in total for each Named Executive Officer in 2022. Executives are taxed on the value of the perquisites received, with no corresponding gross-up by the Company.

Relationship among Compensation Elements

A number of compensation elements increase in absolute dollar value as a result of increases to other elements. Base salary increases translate into higher dollar value opportunities for annual incentives, because the plan operates with a target award set as a percentage of base salary. Base salary increases also increase the level of retirement benefits, as do actual annual incentive plan payments. Some key compensation elements are excluded from consideration when determining other elements of pay. Retirement benefits exclude LTI Plan payments in the calculation of qualified retirement (pension and 401(k)) and SERP benefits.

Impact of Accounting and Tax Treatment of Compensation

The accounting treatment of compensation generally has not been a significant factor in determining the amounts of compensation for our executive officers. However, the Company considers the tax impact of various program designs to balance the potential cost to the Company with the benefit/value to the executive. As a result of changes in federal tax law effective in 2018, the Company is now subject to IRS section 162(m). Section 162(m) limits the tax deductibility of compensation paid to certain executive officers, including the Named Executive Officers, to \$1 million per year. Notwithstanding the new tax law, the Company does not expect to make changes in its executive compensation program designs and retains the discretion to pay compensation that may not qualify for a tax deduction.

Risk Assessment

A portion of each executive's total direct compensation is variable, at risk and tied to the Company's financial and operational performance to motivate and reward executives for the achievement of Company goals. The Company's variable pay program helps executives focus on interests important to the Company and its investors and customers and creates a record of their results. In structuring its incentive programs, the Company also strives to balance and moderate risk to the Company from such programs: individual award opportunities are defined and subject to limits, goal funding is based on collective company performance, annual incentive awards are balanced by long-term incentive awards that measure performance over three years, performance targets are based on management's operating plan (which includes providing good customer service), and all incentive awards to individual executives are subject to discretionary review by management, the Committee and/or the Board. As a result, the Committee and the Board believe that the programs' design do not have risks that are reasonably likely to have a material adverse effect on the Company and also provide appropriate incentive opportunities for executives to achieve Company goals that support the interests of our investors and customers.

Compensation and Leadership Development Committee Report

The Board delegates responsibility to the Compensation and Leadership Development Committee to establish and oversee the Company's executive compensation program. Each member of the Committee served during all of 2022, except Mr. Rubin who joined February 22, 2022.

The Committee members listed below have reviewed and discussed the "Compensation Discussion and Analysis" with the Company's management. Based on this review and discussion, the Committee recommended to the Board, and the Board has approved, that the "Compensation Discussion and Analysis" be included in the Company's Annual Report on Form 10-K for the year ended December 31, 2022, for filing with the SEC.

Compensation and Leadership
Development Committee of
Puget Energy, Inc.
Puget Sound Energy, Inc.

Steven Zucchet, chair,
Scott Armstrong
Barbara Gordon
Aaron Rubin, effective February 22, 2022
Martijn Verwoest