

SALT RIVER PROJECT AGRICULTURAL IMPROVEMENT AND POWER DISTRICT MEETING NOTICE AND AGENDA

COMPENSATION COMMITTEE

Thursday, October 15, 2026, No Sooner Than 9:55 AM

SRP Administration Building
1500 N. Mill Avenue, Tempe, AZ 85288

Committee Members: Kathy Mohr-Almeida, Chair; Krista O'Brien, Vice Chair; and Robert Arnett,
Ken Clark, Melissa Harlan, Kevin Johnson, Larry Rovey, and Stephen Williams

Call to Order

Roll Call

1. **CONSENT AGENDA:** The following agenda item(s) will be considered as a group by the Committee and will be enacted with one motion. There will be no separate discussion of these item(s) unless a Committee Member requests, in which event the agenda item(s) will be removed from the Consent Agenda and considered as a separate itemCHAIR KATHY MOHR-ALMEIDA

- Request for approval of the minutes for the meeting of September 17, 2026.

2. SRP Employees' 401(k) Plan – Investment Manager Presentation by J.P. Morgan Asset Management CHALESE HARALDSEN;
and NICHOLAS CANGIALOSI, PATRICK CARTER
and JULIA SADLER, J.P. MORGAN

Informational presentation by J.P. Morgan Asset Management. The J.P. Morgan Chase Bank (JPMCB) Large Cap Growth Fund (CF-A) is an investment option in the SRP Employees' 401(k) Plan (401(k) Plan). Discussion will include current performance, portfolio positioning, and market outlook relative to the 401(k) Plan.

3. Executive Session, Pursuant to A.R.S. §38-431.03(A)(5) to Discuss and Consult with Designated Representatives of the Public Body in Order to Consider its Position and Instruct its Representatives Regarding Negotiations with Employee Organizations Regarding the Salaries, Salary Schedules, or Compensation Paid in the Form of Fringe Benefits of Employees of the Public Body PHYLLIS BRUNER and MICHAEL O'CONNOR
4. Executive Session, Pursuant to A.R.S. §38-431.03(A)(1) to Discuss or Consider a Personnel Matter Related to SRP's Chief Executive Officer (CEO) Salary and Benefits JASON OVERSTREET
5. SRP's General Manager (GM) and CEO Incentive Plan ... JASON OVERSTREET

Request for approval regarding SRP's GM and CEO Incentive Plan Performance Metrics and Targets for Fiscal Year 2027 (FY27) through FY29.

6. Report on Current Events by the General Manager and Chief Executive Officer or Designees JIM PRATT
7. Future Agenda Topics CHAIR KATHY MOHR-ALMEIDA

The Committee may vote during the meeting to go into Executive Session, pursuant to A.R.S. §38-431.03 (A)(3), for the purpose of discussion or consultation for legal advice with legal counsel to the Committee on any of the matters listed on the agenda.

The Committee may go into Closed Session, pursuant to A.R.S. §30-805(B), for records and proceedings relating to competitive activity, including trade secrets or privileged or confidential commercial or financial information.

Visitors: The public has the option to attend in-person or observe via Zoom and may receive teleconference information by contacting the Corporate Secretary's Office at (602) 236-4398. If attending in-person, all property in your possession, including purses, briefcases, packages, or containers, will be subject to inspection.



**THE NEXT COMPENSATION COMMITTEE MEETING
IS SCHEDULED FOR TUESDAY, NOVEMBER 10, 2026**

10/08/2026