

**HOUSTON FIRST CORPORATION**  
**MINUTES OF THE**  
**BENEFITS AND COMPENSATION COMMITTEE**  
June 18, 2014

The Benefits and Compensation Committee of Houston First Corporation (the "Corporation"), a Texas non-profit corporation created and organized by the City of Houston as a local government corporation pursuant to TEX.TRANSF.CODE ANN. §431.101 et seq. and TEX.LOC.GOV'T.CODE ANN §394.001 et seq., held a meeting in the George R. Brown, 3rd Floor Executive Board Room, 1001 Avenida de las Americas, Houston, Harris County, Texas 77010, on Wednesday, June 18, 2014, commencing at 2:00 P.M. Written notice of the meeting including the date, hour, place and agenda for the meeting, was posted in accordance with the Texas Open Meetings Act. The following members participated in the meeting: Deon Warner, Ric Campo, Irma Diaz-Gonzalez, and Dawn Ullrich. Katy Caldwell was absent.

Chairperson Warner called the meeting to order at approximately 2:06 PM and a quorum was established.

1. Public Comments. Bridget Jensen addressed the Committee and requested support and guidance from Houston First to bring a Parliament of World Religions convention to Houston in 2017. Dawn Ullrich gave Ms. Jensen her business card and committed to have someone in the GRB sales department to follow up with her.
2. Approval of Minutes. After a motion duly seconded, the minutes of the January 15, 2014 meeting were approved.
3. Presentations. Dr. Phil Scheps provided a summary of the interim staff report on enhancing benefits for the Houston First contract housekeeping staff. William Bux, partner of Locke Lord, LLP, was also available to answer questions. Following a discussion on this topic, the Committee asked Dr. Scheps to do a deeper dive into possible staffing plans if the housekeeping staff was brought in-house and to proceed with requesting an Attorney General opinion. A report on these items will be provided at the next Benefits & Compensation Committee meeting.
4. Committee Business. None.
4. Updates.
  - A. Human Resources. Annette Goldberg updated the Committee on merit pay results, the performance evaluation training provided to managers, Houston First University and self-directed learning.

B. General Counsel. Lisa Hargrove briefed the Committee on the latest developments in the pension litigation.

C. Discovery Houston. Pamela Walko updated the Committee on Discovery Houston activities.

D. Chief Executive Officer. Dawn Ullrich briefed the Committee on plans to integrate the GHCVB employees with Houston First, including plans to provide a retreat to the executive staff, team building exercises, and a review of the organizational chart.

5. Deon Warner explained that the Benefit & Compensation Committee would go into Executive Session and requested that the room be cleared.

Mr. Warner requested that the audio recording start at approximately 2:40 PM. He recited that the open meeting was now being closed pursuant to Texas Government Code Section 551.074 for the purpose of deliberation regarding personnel matters.

Mr. Warner requested that the audio recording stop at approximately 3:07 PM and resumed the open meeting. No action was taken during the executive session.

The meeting adjourned at approximately 3:08 PM.

  
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Pamela Walko, Secretary