

PENNICHUCK CORPORATION

COMPENSATION AND BENEFITS COMMITTEE  
MINUTES OF JANUARY 31, 2022 MEETING

A meeting of the Compensation and Benefits Committee (“Committee”) of the Board of Directors of Pennichuck Corporation (“Company”) was held on Monday, January 31, 2022 at 5:00 p.m., virtually via Microsoft Teams.

Due to the current spread of the COVID-19 virus and the OMICRON variant, the Board of Directors agreed at their December 17, 2021 Board meeting, that for the safety and health of the Board Members and Company employees, meetings of the Board and Board Committees would be held virtually until further notice. Telephone access to the meeting was provided for members of the public and any Committee members who were unable to connect through Microsoft Teams.

Written materials relating to items listed in the Agenda were provided to the Committee Members for their review prior to the meeting.

By roll call, the following Committee Members were present at the start of the meeting, constituting a quorum. Each Committee Member stated that they were alone and could hear the proceedings.

Committee Members:            Stephen D. Genest, Chairman  
   David P. Bernier  
   C. George Bower  
   Elizabeth A. Dunn  
   Thomas J. Leonard  
   John D. McGrath

The following persons were also in attendance for the meeting:

Pennichuck Corporation:    Larry D. Goodhue, Chief Executive Officer  
   Donald L. Ware, Chief Operating Officer  
   Mary V. DeRoche, HR Director  
   Suzanne L. Ansara, Corporate Secretary  
   Tara Gosselin, HR Generalist

S. Ansara recorded the minutes of the meeting.

Approval of Minutes

There being no comments on the draft minutes of the Committee’s October 22, 2021 meeting and non-public session, on motion duly made by E. Dunn and seconded by T. Leonard, all of the Committee members present then voting by roll call, it was unanimously

Resolved:    that the minutes of the October 22, 2021 meeting of the Compensation and Benefits Committee are hereby approved.

Resolved:    that the sealed minutes of the October 22, 2021 non-public session of the Compensation and Benefits Committee are hereby approved.

## Workers' Compensation / COVID-19

M. DeRoche gave a presentation on workers' compensation claims. She reviewed the Company's workers' compensation experience modification rate over the past several years. She reported that the Company's preliminary 1/1/22 workers' compensation experience modification rate is coming in at 1.14 compared to a 0.90 rating in 2021. The modification rate fluctuates depending not only on the number of claims filed in a year, but also on the cost and severity of the claims. She reviewed the causes of claims filed in 2021 to date. There was a discussion relative to the number of lost time days and the increase in medical costs. M. DeRoche said that there was one tick bite reported in 2021 to date. The Company continues to raise awareness of the danger of tick bites with employees, and provides tick kits to employees in the field.

M. DeRoche updated the Committee on COVID-19 protocols. She said that efforts to return remote employees to the office have been delayed due to the recent surge in COVID-19 cases. Field staff service appointments with customers are restricted unless it is an emergency. She said that the Company has not had an incident of contamination or cross-contamination at any of its worksites. Infection of employees from the outside has increased the past two months.

## Safety / Training

M. DeRoche commented on the Company's safety program. She said that the Company is continuing its partnership with its safety consultant, GEI. The Company's Safety Committee meets quarterly. Safety audits have been held at all facilities in 2021. An evacuation drill was held at the new corporate facility in December. The Company continues to use the same vendor for traffic zone safety. Supervisors have been utilizing the "5 Why" post-accident evaluation process.

M. DeRoche said that training is being held on-line at this time. Intruder training awareness was held this past month with employees. In the Spring, the Company will be focusing on drug free/ DOT compliance training. First Aid/CPR training is done on a bi-annual basis.

## HR Dashboard Update

T. Gosselin reviewed the HR Dashboard which included data for the years 2019 thru 2021. Headcount at the end of 2021 was 126 employees (excluding 2 interns and co-ops), 52 of which are union employees and 74 of which are non-union employees. T. Gosselin then reviewed the 2021 data on overtime, hires and terminations, open positions and workers' compensation related information. M. DeRoche discussed the struggles in Distribution and the rest of the Company in filling open positions. She said that she is now looking at raw talent, rather than experience, to help fill positions, and discussed the interview process.

## Annual Review of Committee Charter

After discussion, it was agreed that the Committee's Charter was adequate for its purposes and no changes were necessary.

There being no further business to come before the Committee, the Chairman adjourned the meeting at 6:21 p.m.

/s/ Suzanne L. Ansara  
Suzanne L. Ansara  
Corporate Secretary