

AGENDA
EXECUTIVE COMPENSATION COMMITTEE OF THE
EL CAMINO HOSPITAL BOARD OF DIRECTORS

Wednesday, June 10, 2026 – 4:00pm

El Camino Hospital | Sobrato Board Room 1 | 2500 Grant Road, Mountain View, CA 94040

THE PUBLIC IS INVITED TO JOIN THE OPEN SESSION PORTION OF THE MEETING LIVE AT THE ADDRESS ABOVE OR VIA TELECONFERENCE AT:

1-669-900-9128, MEETING CODE: **975 7693 9366#**. No participant code. Just press #.

To watch the meeting, please visit:

[Committee Meeting Link](#)

NOTE: In the event that there are technical problems or disruptions that prevent remote public participation, the Chair has the discretion to continue the meeting without remote public participation options, provided that no Committee member is participating in the meeting via teleconference.

TIME ESTIMATES: Except where noted as TIME CERTAIN, listed times are estimates only and are subject to change at any time, including while the meeting is in progress. The Board reserves the right to use more or less time on any item, to change the order of items and/or to continue items to another meeting. Particular items may be heard before or after the

A copy of the agenda for the Regular Committee Meeting will be posted and distributed at least seventy-two (72) hours prior to the meeting. In observance of the Americans with Disabilities Act, please notify us at **(650) 988-3218** prior to the meeting so that we may provide the agenda in alternative formats or make disability-related modifications and accommodations.

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	AGENDA ITEM	PRESENTED BY	ACTION	ESTIMATED TIMES
1	CALL TO ORDER/ROLL CALL	Wayne Doiguchi, Chair		4:00 pm
2	POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Wayne Doiguchi, Chair	Information	4:00 pm
3	PUBLIC COMMUNICATION a. Oral Comments <i>This opportunity is provided for persons to address the Committee on any matter within the subject matter jurisdiction of the Committee that is not on this agenda. Speakers are limited to three (3) minutes each.</i> b. Written Public Comments <i>Comments may be submitted by mail to the El Camino Hospital Executive Compensation Committee at 2500 Grant Avenue, Mountain View, CA 94040. Written comments will be distributed to the Committee as quickly as possible. Please note it may take up to 24 hours for documents to be posted on the agenda.</i>	Wayne Doiguchi, Chair	Information	4:00 pm
4	CONSENT CALENDAR ITEMS: <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i> a. Approve Minutes of the Open Session of the ECC Meeting (03/12/2026) b. Approve Updated Names in Executive Compensation Program c. Receive FY26 Committee Goals/Pacing Plan	Wayne Doiguchi, Chair	Motion Required	4:00– 4:05
5	RECESS TO CLOSED SESSION	Wayne Doiguchi, Chair	Motion Required	4:05 – 4:06
6	ECH STRATEGY UPDATE <i>Health & Safety Code Section 32106(b) for a report and discussion involving healthcare facility trade secrets regarding new services or programs.</i>	Dan Woods, CEO AJ Reall, VP, Strategy Raju Iyer, CFO	Discussion	4:06 – 4:40

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7	PROPOSED FY27 ORGANIZATIONAL PERFORMANCE INCENTIVE METRICS AND GOAL SETTING METHODOLOGIES a. Proposed FY27 Organization Performance Incentive Metrics <i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters</i>	Dan Woods, CEO Andreu Reall, VP Strategy Deanna Dudley, CHRO	Discussion	4:40 – 5:00
8	PROPOSED FY27 EXECUTIVE INDIVIDUAL INCENTIVE GOALS <i>Gov't Code Section 54957 regarding evaluation of performance of executive employees.</i>	Dan Woods, CEO Deanna Dudley, CHRO	Motion Required	5:00 – 5:20
9	APPROVE MINUTES OF THE CLOSED SESSION OF THE EXECUTIVE COMPENSATION COMMITTEE - Minutes of the Closed Session of the ECC Meeting (3/12/2026) <i>Report involving Gov't Code Section 54957.2 for closed session minutes.</i>	Wayne Doiguchi, Chair	Motion Required	5:20 – 5:25
10	RECONVENE TO OPEN SESSION	Wayne Doiguchi, Chair	Motion Required	5:25
11	REPORT OUT FROM CLOSED SESSION	Tracy Fowler, Director, Governance Services	Information	5:25 – 5:26
12	RECOMMENDATION OF FY27 ORGANIZATIONAL PERFORMANCE INCENTIVE GOALS TO BOARD	Wayne Doiguchi, Chair	Motion Required	5:26 – 5:30
13	ANNUAL EXECUTIVE COMPENSATION CONSULTANT REVIEW	Wayne Doiguchi, Chair	Discussion	5:30 – 5:45
14	COMMITTEE ANNOUNCEMENTS	Wayne Doiguchi, Chair	Discussion	5:45 – 5:50
15	ADJOURNMENT	Wayne Doiguchi, Chair	Motion Required	5:50 pm