



## RLJ Lodging Trust

Ticker : RLJ

Country of Operation : USA

Meeting Date : 4/29/2022

Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Management	For	Against	Last year, we highlighted concerns over the companys adjustments to executive pay in light of COVID-19 that created a directional misalignment with shareholder experience. While we supported the pay plan last year following the company's commitment to discontinue one-off retention award, the company again issued a one-time retention grant, resulting in directional misalignment between total CEO pay with shareholder experience. Given the persistence of this issue, we will vote against both the pay plan and the compensation committee chair as an escalation.