



Conferencing to Attend Remotely

Dial in by phone
+1 585-371-6044, 402919380#

Compensation Committee Meeting

Scott Bieler Clinical Sciences Center, 9th Floor
Patrick P. Lee Board Conference Room

Wednesday, 12/10/2025
11:00 AM - 12:00 PM ET

1. Chairperson's Opening Remarks		R. Buford Sears
2. Draft Minutes of September 17, 2025 Meeting <i>Draft Minutes of September 17, 2025 - Page 2</i>	Approve	R. Buford Sears
3. Executive Compensation Market Update Letter for 2026 <i>Executive Compensation Market Update Letter for 2026 - Page 5</i>	Discuss	R. Buford Sears
4. Review of Business Judgement Factors for Executive Compensation Levels <i>Review of Business Judgment Factors for Executive Compensation Levels - Page 34</i>	Discuss	R. Buford Sears/Candace Johnson
MOTION TO MOVE INTO EXECUTIVE SESSION		
5. FY'26 Goal Amendments/Midcourse Review <i>FY'26 Goal Amendments - Page 43</i>	Discuss	R. Buford Sears/Candace Johnson
6. FY'26 Goal Updates <i>FY'26 Goal Updates - Page 58</i>	Discuss	R. Buford Sears/Candace Johnson
7. President & CEO Total Compensation Assessment <i>President & CEO Total Compensation Assessment - Page 173</i>	Discuss	R. Buford Sears
RETURN TO OPEN SESSION		
8. Adjournment		