

## **Compensation Committee Meeting**

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

**Wednesday, 9/17/25**  
**10:30 AM - 12:00 PM ET**

- |   |         |                 |
|---|---------|-----------------|
| <b>1. Chairman's Opening Remarks</b>      |         | R. Buford Sears |
| <b>2. Compensation Committee Calendar</b> | Discuss | R. Buford Sears |
| <b>3. Draft Minutes of June 18, 2025</b>  | Approve | R. Buford Sears |

MOTION TO MOVE INTO EXECUTIVE SESSION

- |                                 |         |                             |
|---------------------------------|---------|-----------------------------|
| <b>4. FY'26 Goal Amendments</b> | Approve | R. Buford Sears/Dr. Johnson |
| <b>5. FY'26 Goal Updates</b>    | Approve | R. Buford Sears/Dr. Johnson |

RETURN TO OPEN SESSION

- |  |         |                                 |
|--|---------|---------------------------------|
| <b>6. Review of Compensation Committee Charter</b>         | Approve | R. Buford Sears/ Michael Sexton |
| <b>7. Review of Executive Compensation Philosophy</b>      | Approve | R. Buford Sears                 |
| <b>8. Upcoming Executive Compensation Consulting Needs</b> | Approve | R. Buford Sears                 |
| <b>9. Executive Session (if needed)</b>                    |         |                                 |
| <b>10. Adjournment</b>                                     |         |                                 |