



**Conferencing to Attend Remotely**  
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## **Compensation Committee Meeting**

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

**Wednesday, 3/19/2025**  
**10:30 AM - 12:00 PM ET**

<b>1. Chairman's Opening Remarks</b>		R. Buford Sears
<b>2. Draft Minutes of December 11, 2024 Meeting</b> <i>Draft Minutes of December 11, 2024 - Page 3</i>	Approve	R. Buford Sears
<b>3. Executive Compensation Market Update Letter for 2025</b> <i>Executive Compensation Market Update Letter for 2025 - Page 6</i>	Discuss	R. Buford Sears
<b>4. Review of Business Judgement Factors for Executive Compensation Level</b> <i>Review of Business Judgment Factors for Executive Compensation Levels - Page 34</i>	Discuss	R. Buford Sears/Candace Johnson
<b>5. Executive Salary Adjustments</b> <i>Executive Salary Adjustments - Page 41</i>	MOTION TO MOVE INTO EXECUTIVE SESSION Discuss	Candace Johnson
<b>6. FY25 Individual Goal Amendments/Midcourse Review</b> <i>FY25 Individual Goal Amendments - Page 44</i>	Discuss	R. Buford Sears/Candace Johnson
<b>7. FY25 Individual Goal Updates</b>  <i>FY25 Individual Goal Updates - Page 46</i>	Discuss	R. Buford Sears/Candace Johnson
<b>8. Proposed FY26 Organizational and Individual Goals</b>  <i>Proposed FY26 Organizational and Individual Goals - Page 156</i>	Approve	R. Buford Sears/Candace Johnson
<b>9. President &amp; CEO Total Compensation Assessment</b> <i>President &amp; CEO Total Compensation Assessment - Page 235</i>	Discuss	R. Buford Sears
	RETURN TO OPEN SESSION	Approve
<b>10. Adjournment</b>	Approve	R. Buford Sears