



**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><br><i>Draft Minutes of December 11, 2024 - Page 3</i>  | Approve  | R. Buford Sears                 |
| <b>3. Executive Compensation Market Update Letter for 2025</b><br><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><br><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><br><i>Executive Salary Adjustments - Page 41</i>   | MOTION TO MOVE INTO EXECUTIVE SESSION<br>Discuss | Candace Johnson                 |
| <b>6. FY25 Individual Goal Amendments/Midcourse Review</b><br><i>FY25 Individual Goal Amendments - Page 44</i>  | Discuss  | R. Buford Sears/Candace Johnson |
| <b>7. FY25 Individual Goal Updates</b><br><br><i>FY25 Individual Goal Updates - Page 46</i>   | Discuss  | R. Buford Sears/Candace Johnson |
| <b>8. Proposed FY26 Organizational and Individual Goals</b><br><br><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><br><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                 |