



Conferencing to Attend Remotely
 Dial in by phone
 +1 585-371-6044,,860223149#

Compensation Committee Meeting

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

Wednesday, 3/18/2026
10:30 AM - 12:00 PM ET

- | | | | |
|--|-------------------------------------|---------|---------------------------------|
| 1. Chairmen's Opening Remarks | | | R. Buford Sears |
| 2. Draft Minutes of December 10, 2025 Meeting | | Approve | R. Buford Sears |
| <i>Draft Minutes of December 10, 2025 - Page 2</i> | | | |
| 3. Executive Compensation Market Update Letter for 2026 | | Discuss | R. Buford Sears |
| <i>Executive Compensation Market Update Letter for 2026 - Page 5</i> | | | |
| 4. Review of Business Judgement Factors for Executive Compensation Levels | | Discuss | R. Buford Sears/Candace Johnson |
| <i>Review of Business Judgment Factors for Executive Compensation Levels - Page 40</i> | | | |
| 5. Executive Salary Adjustments | MOTION TO MOVE TO EXECUTIVE SESSION | Discuss | Candace Johnson |
| <i>Executive Salary Adjustments - Page 48</i> | | | |
| 6. FY'26 Goal Amendments | | Discuss | R. Buford Sears/Candace Johnson |
| <i>FY'26 Goal Amendments - Page 51</i> | | | |
| 7. FY'26 Goal Updates | | Discuss | R. Buford Sears/Candace Johnson |
| <i>FY'26 Goal Updates - Page 52</i> | | | |
| 8. Proposed FY'27 Goals | | Approve | R. Buford Sears/Candace Johnson |
| <i>Proposed FY'27 Goals - Page 180</i> | | | |
| 9. President & CEO Total Compensation Assessment | | Discuss | R. Buford Sears |
| <i>President & CEO Total Compensation Assessment - Page 274</i> | | | |
| 10. Adjournment | RETURN TO OPEN SESSION | | |