Clemson University Clemson, South Carolina

MINUTES Compensation Committee CLEMSON UNIVERSITY BOARD OF TRUSTEES

Teleconference/Web December 4, 2023 9:00 a.m.

Call to Order

Notification as required by the South Carolina Freedom of Information Act was given at least twenty-four hours before the meeting by posting the notice and agenda on the bulletin board located at the ground floor public entrance of Sikes Hall, Clemson University and on the Clemson University Board of Trustees website. Additionally notice of, and the agenda for, the meeting was sent via email to the distribution list maintained by the Office of Media Relations which includes approximately 80 reporters and editors at the major daily newspapers, television and radio stations in S.C.

After notification as required by the Freedom of Information Act, Trustee McKissick, Chair, called the meeting to order at 9:30 a.m. with the following present:

Committee Members: Smyth McKissick, *Chair*, *presiding*; Nicky McCarter, *Vice Chair*; Bob Peeler; Cheri Phyfer; Kim Wilkerson; Bill Hendrix, *Emeritus*; and David Wilkins, *Emeritus*

Trustees: Ronnie Lee, Louis Lynn, Patti McAbee, Mark Richardson, Bill Smith

Trustees Emeriti: Allen Wood

Administration: James P. Clements, *President*; Max Allen, *Senior Vice President and Chief of Staff;* April Purvis, *Executive Secretary to the Board of Trustees*; Chip Hood, *General Counsel and Special Advisor to the Board of Trustees*; Tony Wagner, *Executive Vice President and Chief Operating Officer*

Guests: Jon Clayton, CCIT; Ale' Kennedy, Chief Human Resources Officer; Joe Galbraith, Marketing and Communications

Media: Will Vandervort, *Clemson Insider*; David Hood, *TigerNet*; Scott Keepfer, *Greenville News*; Marc Whiteman, *WYFF*; Zach Lentz, *All Clemson*; Justin Robertson, *The Tiger*; Jon Blau, *Post and Courier*; Chapel Fowler, *The State*; Larry Williams, *Tiger Illustrated*

April Purvis called roll of the committee. Trustee McKissick noted a quorum was present.

Joe Galbraith noted media attendance via the livestream.

Executive Session

Trustee McKissick said it was necessary to enter executive session to discuss employment and compensation matters on the agenda. He said no votes or action would be taken while in executive session.

Trustee Phyfer moved to enter executive session. Trustee Wilkerson seconded the motion. The Committee entered executive session at 9:01 a.m. and reconvened in open session at 9:28 a.m. No votes or actions were taken during executive session.

Action Item

1. Approval of Football Assistant Coaches Contracts

Graham Neff presented the request to approve the hire of assistant football coach Matt Luke, for a first-year annual salary of \$975,000, second year of \$1.1 million, and third year of \$1.2 million. Other terms and conditions remaining consistent with other assistant coaches.

Trustee Phyfer moved to approve the compensation request. Trustee Peeler seconded the motion. The motion was approved unanimously.

Graham Neff presented the request to approve the hire of assistant football coach Chris Rumph, for a first-year annual salary of \$950,000, second year of \$1 million, and third year of \$1.1 million. Other terms and conditions remaining consistent with other assistant coaches.

Trustee Phyfer moved to approve the compensation request. Trustee Peeler seconded the motion. The motion was approved unanimously.

Adjourn

There being no further business, Trustee McKissick adjourned the meeting at 9:30 a.m.

Respectfully submitted,

April S. Purvis April Purvis

Executive Secretary to the Board of Trustees

April S. Purvis 02/08/24 Approved D

Date