



LONG ISLAND UNIVERSITY

COMPENSATION OF COVERED EXECUTIVES POLICY

PURPOSE

To establish the principles and procedures for setting the Total Compensation of Covered Executives in compliance with University Bylaws (including the University’s Conflict of Interest Policy set forth therein), the Internal Revenue Code, and all other applicable federal and state laws and regulations.

STATEMENT OF POLICY

Attracting and retaining talent, including a highly qualified, talented, and diverse executive team, is essential to the University’s mission and success.

This policy is intended to reward executive talent while ensuring that Total Compensation to the Covered Executives is fair, reasonable, and not excessive relative to the University’s size and type of education curriculum in the segment of higher education institutions of which it is part.

This Policy is overseen by the Compensation Committee.

The members of the Compensation Committee are volunteers and not compensated by the University. They will at all times operate independently and abide by the University’s Conflict of Interest Policy as set forth in Article Five of the Bylaws.

PROCEDURES

See *Compensation of Covered Executives Procedures*.

DEFINITIONS

“Bylaws” means the Bylaws of the University adopted by the Board of Trustees of the University on November 8, 2006, as amended on June 22, 2021.

“Compensation Committee” means the University Operating Committee on Compensation established and operating in accordance with the By-Laws of the University.

“Covered Executives” means the Officers of the University (appointed pursuant to Article Eight of the Bylaws) and other highly compensated employees of the University as may from time to time be designated by the Compensation Committee as “Covered Executives.”

“Secretary” means the Secretary of the Board of Trustees of the University.

“Total Compensation” means all compensation, including base salary, incentives, health and welfare benefits, deferred compensation, retirement benefits, housing and other additional benefits and perquisites.

“University” means Long Island University.

POLICY TYPE: COMPLIANCE