

Meeting Minutes
Executive Committee of the
South Carolina Education Lottery Board of Commissioners
January 7, 2015
9:00 A.M.

The Executive Committee of the South Carolina Education Lottery Board of Commissioners held a meeting on Wednesday, January 7, 2015, at 9:00 a.m. in Room #407, 1333 Main Street, Columbia, South Carolina.

The following committee members participated:

Tim Madden, Chairman
Dr. Edward Keith, Vice Chairman
Nancy Cannon, Treasurer
Sam Litchfield, Secretary

The Chairman called the meeting to order.

The Chairman led the discussion regarding the evaluation of the Executive Director by reviewing the challenges and uncertainties facing SCEL in the next few years. As for the Board, with a new President *Pro Tempore* and a new Speaker of House, the membership may change as the current terms expire. Commissioner Bristow's resignation will add a new Commissioner early in 2015.

The Executive Director was recognized to report the stability of SCEL senior staff over the next few years given their tenure and future plans. She also explained her efforts to recruit new talent with private business experience and to groom existing talent to move into senior positions as positions might become vacant due to retirement over the next five years. The Chairman acknowledged the efforts of Mrs. Bethea to ensure the long-term success of SCEL by effectively addressing succession planning within the various departments. He also noted that it may be necessary and appropriate for Mrs. Bethea to exercise her discretion in offering financial incentives to retain certain senior and/or mid-level managers.

As in the past, Mrs. Bethea's performance was found to be exceptional in every key area of leadership and management. The discussion progressed to awarding an increase in her salary. Over her five and a half year tenure, all efforts to reward her performance have been declined and Mrs. Bethea's current salary is the same as the salary of the prior

